

Various Data

※The data below don't include group companies.

| Item (Society)   | Unit  | Oct 31,2023      | Oct 31,2024 |
|--|---|------------------|-------------|
| Number of regular employees  | Men   | 253 61.9%        | 246 60.9%   |
|  | Women   | 156 38.1%        | 158 39.1%   |
|  | Total   | 409 100.0%       | 404 100.0%  |
| Number of part-time and fixed-term employees   | Men   | 7 36.8%          | 15 55.6%    |
|  | Women   | 12 63.2%         | 12 44.4%    |
|  | Total   | 19 100.0%        | 27 100.0%   |
| Number of foreign employees  | people  | 9                | 9           |
| Ratio of female employees in management positions(percentage of women in deputy manager positions or higher)   | %   | 11.8             | 15.5        |
| Ratio of female chief clerks(Percentage of women in chief clerk position)  | %   | 41.1             | 39.1        |
| Average number of consecutive years served<br>※Regular Employees only  | Men   | year/month 13.2  | 13.4        |
|  | Women   | year/month 13.0  | 13.9        |
|  | Total   | year/month 13.1  | 13.6        |
| Average age of employees<br>※Regular Employees only  | Men   | age(Y.Y.MM) 40.1 | 39.9        |
|  | Women   | age(Y.Y.MM) 38.3 | 38.7        |
|  | Total   | age(Y.Y.MM) 39.4 | 39.4        |
| Compostion of age<br>※Regular Employees only   | under 30  | % 22.5           | 21.8        |
|  | 30 to under 39 years old  | % 30.8           | 30.7        |
|  | 40 to under 49 years old  | % 24.5           | 26.7        |
|  | 50 to under 59 years old  | % 18.8           | 18.8        |
|  | Over 60 years old   | % 3.4            | 2.0         |
| Number of new employees<br>※Regular Employees only   | Men   | people 6 60.0%   | 2 50.0%     |
|  | Women   | people 4 40.0%   | 2 50.0%     |
|  | Total   | people 10 100.0% | 4 100.0%    |
| Ratio of mid-career recruits   | %   | 56.5             | 66.7        |
| ※Ratio of mid-career recruits during the current fiscal year(November to October)  |   |                  |             |
| Employee voluntary turnover rate   | Men   | % 1.96           | 0.99        |
|  | Women   | % 0.49           | 0.49        |
|  | Total   | % 2.44           | 1.49        |
|  | Voluntary turnover rate of New Graduate Recruits within 3 years | % 0.00           | 0.25        |
| Number of people who wish to be re-employed after retirement(at the age of 60)   | people  | 6                | 5           |
| Ratio of employees re-employed after retirement  | %   | 100.0            | 83.3        |
| Ratio of employees with disabilities   | %   | 1.87             | 1.86        |
| Annual education and training expenditure※Regular Employees only   | Yen   | 6,842,067        | 11,097,907  |
| ※It's the amount spent on external training institutions. In addition, we strive to develop the next generation by conducting factory training within the group,product study sessions inside the company, compliance training, OJT within departments, etc. |   |                  |             |
| Annual total working hours (per person)  | hours   | 1,724.3          | 1,761.5     |
| Average overtime hours (per person)  | hours/monthly   | 7.3              | 8.4         |
| Average days of paid   | days  | 18.1             | 18.4        |
| Average paid Leave days  | days  | 12.1             | 12.4        |
| Average rate of available annual paid leave taken  | %   | 66.6             | 67.4        |
| Mental health care   | Stress check participation rate                                 | % 87.6           | 84.3        |
|  | Ratio of high-stress persons                                    | % 7.3            | 12.9        |
| Percentage of employees receiving health checkups  | %   | 80.1             | 96.8        |
| Number of employees who took family care leave   | people  | 0                | 1           |
| Acquisition rate of childcare leave  | Men   | % 30.7           | 62.5        |
|  | Women   | % 100.0          | 100.0       |
| Average days of childcare leave taken by male employees  | days  | 28.8             | 22.0        |
| Number of employees who taking childcare leave   | Men   | people 4         | 5           |
|  | Women   | people 9         | 16          |
| Ratio of employees who return to work after taking childcare leave   | Men   | % 100.0          | 100.0       |
|  | Women   | % 100.0          | 100.0       |
| Number of employees using systems reducing working hours for childcare   | Men   | people 0         | 0           |
|  | Women   | people 4         | 24          |
| Average annual salary of employees   | Yen   | 6,400,289        | 6,505,500   |
| Wage gap between male and female employees (ratio of women's wages to men's wages)   | Regular employee  | % 68.2           | 69.0        |
|  | Non-regular employee  | % 49.7           | 38.5        |
|  | Part-time employees only  | % 115.3          | — ※1        |
|  | All employees   | % 66.6           | 66.7        |
| Non-regular employees(part/fixed-term contact employees) are part-time employees, field sales employees, and contract employees who are re-employed. ※1There are no male Part-time employees.  |   |                  |             |
| Number of work-related fatalities  | number  | 8                | 4           |
| <b>Systems related to work formats</b>   |   |                  |             |
| Flextime work system   |   | None             | None        |
| Staggered working hours system   |   | None             | Yes         |
| Telecommuting system   |   | None             | None        |