Number of Employees on Leave and Work Hours

		FY2019			FY2020			FY2021			FY2022			FY2023		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Childcare leave*1	Consolidated	9	27	36	7	33	40	10	32	42	7(26)	13	20(39)	38(46)	13	51(59)
	Non-consolidated	7	24	31	7	27	34	9	30	39	6(25)	12	18(37)	37(45)	12	49(57)
Rate of childcare leave taken*1 (%)	Consolidated	—	—	—	—	—	—	—	—	—	43.3	100.0	53.4	88.5	100.0	90.6
	Non-consolidated	—	—	—	—	—	—	—	—	—	44.6	100.0	54.4	90.0	100.0	91.9
Reinstatement after childcare leave (%)	Consolidated	100	96.3	97.2	100.0	100.0	100.0	100	93.8	95.2	100.0	100.0	100.0	100.0	83.3	96.0
	Non-consolidated	100	100	100	100.0	100.0	100.0	100	100	100	100.0	100.0	100.0	100.0	83.3	95.7
Nursing leave (people)	Consolidated	1	1	2	0	0	0	0	0	0	1	0	1	0	0	0
	Non-consolidated	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0
Rate of paid leave taken (%)	Consolidated	54.3	76.3	57.4	53.4	67.1	55.3	53.2	69.7	55.6	58.8	77.9	61.6	64.2	85.4	67.2
	Non-consolidated	51.9	74.4	55.1	52.5	65.8	54.5	52.4	69.5	55.0	58.2	77.9	61.4	64.0	87.1	67.5
Average monthly overtime work*2 (hours per person)	Consolidated	37.4	14.7	34.3	31.7	12.3	29.0	31.7	11.8	29.6	30.0	12.4	27.4	29.9	12.2	27.4
	Non-consolidated	34.5	13.6	31.3	33.0	13.3	29.9	33.0	12.8	29.7	31.6	13.7	28.8	31.2	13.1	28.4

Employee Data (as of March 31 of Each Fiscal Year)

		FY2019			FY2020			FY2021			FY2022			FY2023		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees																
Number of employees	Consolidated	2,152	349	2,501	2,190	358	2,548	2,226	381	2,607	2,244	383	2,627	2,281	378	2,659
	Non-consolidated	1,705	287	1,992	1,740	308	2,048	1,770	326	2,096	1,753	320	2,073	1,782	318	2,100
Number of non-Japanese employees	Consolidated	—	—	—	91	22	113	84	25	109	101	27	128	102	25	127
	Non-consolidated	—	—	—	17	6	23	19	5	24	20	5	25	20	4	24
Number of managers*3	Consolidated	676	9	685	683	11	694	672	13	685	687	18	705	821	21	842
	Non-consolidated	556	5	561	567	7	574	567	9	576	580	14	594	690	18	708
Average age*2	Consolidated	44.7	38.3	43.8	44.7	38.8	43.8	44.7	39.0	43.9	43.8	39.2	43.1	43.6	40.0	43.7
	Non-consolidated	44.1	37.6	43.2	44.2	38.0	43.2	44.2	38.2	43.2	43.0	38.3	42.3	42.9	39.3	42.3
Average years of service*2	Consolidated	17.3	12.9	16.7	17.5	13.2	16.9	17.6	13.3	17.0	16.7	13.6	16.2	18.2	14.4	16.6
	Non-consolidated	19.3	14.1	18.5	19.4	14.0	18.6	19.5	14.2	18.6	18.5	14.7	17.9	18.3	15.6	17.9
Employment																
Number of new recruits	Consolidated	70	15	85	73	18	91	79	20	99	82	6	88	87	8	95
	Non-consolidated	67	15	82	70	18	88	76	19	95	78	5	83	81	8	89
Number of mid-career hires	Consolidated	32	13	45	26	13	39	25	12	37	30	3	33	30	9	39
	Non-consolidated	7	8	15	5	9	14	5	3	8	5	0	5	7	2	9
Number of rehired employees after retirement	Consolidated	229	11	240	212	12	224	216	10	226	165	7	172	154	8	162
	Non-consolidated	169	8	177	173	9	182	176	10	186	124	6	130	98	5	103
Rate of persons with disabilities*4 (%)	Consolidated	—	—	1.94	—	—	1.77	—	—	1.82	—	—	1.51	—	—	2.06
	Non-consolidated	—	—	1.97	—	—	1.99	—	—	2.10	—	—	2.24	—	—	2.28
Turnover rate due to personal reasons*5 (%)	Consolidated	—	—	—	1.7	2.2	1.8	2.4	3.5	2.6	2.0	3.1	2.2	2.1	3.9	2.4
	Non-consolidated	—	—	—	1.5	1.6	1.5	1.7	2.3	1.8	1.7	2.7	1.9	1.6	3.1	1.8

*1 The numbers in parentheses for childcare leave, the male rate of childcare leave taken, and the total for childcare leave taken in fiscal 2022 and 2023 are calculated by including the Company's own leave programs.
*2 The figure for FY2021 was retrospectively revised.
*3 The figures for the years from FY2018 to FY2021 were retrospectively revised due to a change in the aggregation method under the revised personnel system.
*4 As of June 1 of each fiscal year.
*5 Ratio of retired employees to all employees in each fiscal year.

Employees by Age (as of March 31, 2024)

	10s			20s			30s			40s			50s			60s			70s			Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Consolidated	5	0	5	451	85	536	451	113	564	472	91	563	657	75	732	233	14	247	12	0	12	2,659
Non-consolidated	2	0	2	396	77	473	369	101	470	333	69	402	505	60	565	176	11	187	1	0	1	2,100