

## Number of Employees on Leave and Work Hours

		FY2018			FY2019			FY2020			FY2021			FY2022		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Childcare leave <sup>*1</sup>	Consolidated	7	11	18	9	27	36	7	33	40	10	32	42	7 (26)	13	20 (39)
	Non-consolidated	7	9	16	7	24	31	7	27	34	9	30	39	6 (25)	12	18 (37)
Rate of childcare leave taken <sup>*1</sup> (%)	Consolidated	-	-	-	-	-	-	-	-	-	-	-	-	43.3	100.0	53.4
	Non-consolidated	-	-	-	-	-	-	-	-	-	-	-	-	44.6	100.0	54.4
Reinstatement after childcare leave (%)	Consolidated	100.0	88.9	93.8	100	96.3	97.2	100.0	100.0	100.0	100	93.8	95.2	100.0	100.0	100.0
	Non-consolidated	100.0	88.9	93.8	100	100	100	100.0	100.0	100.0	100	100	100	100.0	100.0	100.0
Nursing leave (people)	Consolidated	1	0	1	1	1	2	0	0	0	0	0	0	1	0	1
	Non-consolidated	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Rate of paid leave taken (%)	Consolidated	54.0	76.1	57.1	54.3	76.3	57.4	53.4	67.1	55.3	53.2	69.7	55.6	58.8	77.9	61.6
	Non-consolidated	53.0	74.2	55.9	51.9	74.4	55.1	52.5	65.8	54.5	52.4	69.5	55.0	58.2	77.9	61.4
Average monthly overtime work <sup>*2</sup> (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
	Non-consolidated	35.0	14.7	32.0	34.5	13.6	31.3	33.0	13.3	29.9	33.0	12.8	29.7	31.6	13.7	28.8

\*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 are calculated by including the Company's own leave programs.