

Target Organization : TOHO HOLDINGS

◆ Basic employment data

		FY2019	FY2020	FY2021	July 2022
Employees (person)	total	233	227	224	203
	male	142	141	135	121
	female	91	86	89	81
Full-time employees (person)	total	201	188	179	165
	male	112	105	95	89
	female	89	83	84	76
Management (person)	total	92	95	88	81
	male	81	85	78	68
	female	11	10	10	13
New employees (person) * Total with TOHO PHARMACEUTICALS, and figures listed in July 2022 are the number of people who joined the company in April 2022	total	36	52	45	43
	male	19	22	17	16
	female	17	30	28	27
Average number of years of attendance (full-time employees) (year)	total	16.5	17.6	15.4	
	male	18.6	19.4	17.1	
	female	13.4	14.7	13.6	

◆ Data on women's activities

	FY2019	FY2020	FY2021	July 2022
Rate of female employees (Full-time employees) (%)	44.3%	44.1%	46.9%	46.1%
Rate of female managers (%)	12.0%	10.5%	11.4%	16.0%
Rate of new hires who are females (%)	47.2%	57.7%	62.2%	62.8%
Difference in average length of service between male and female (full-time employees) (year) (average years of service for males - average years of service for females)	5.2	4.7	3.5	

◆ Diversity data

	FY2019	FY2020	FY2021
Number of employees reaching retirement age (person)	5	9	5
Number of re-employment system utilizers (person)	5	8	5
Rate of persons with disabilities (%)	2.62	2.66	2.77

◆ Work-life-balance data

		FY2019	FY2020	FY2021
Number of users of the childcare leave system (person)	male	0	1	0
	female	8	7	8
Number of users of the short-time attendance system for childcare (person)	male	0	0	0
	female	4	6	4
Number of users of nursing care leave system (person)	male	0	0	0
	female	0	1	0
Number of users of the short-time care system (person)	male	0	0	0
	female	0	0	0