

Target Organization : TOHO HOLDINGS

◆ Basic employment data

		FY2020	FY2021	FY2022
Number of employees stated in the Annual Securities Report(person) *	total	227	224	192
	male	141	135	112
	female	86	89	80
Number of all employees(person)	total	252	247	214
	male	152	145	124
	female	100	102	90
Number of regular employees(person)	total	199	202	177
	male	108	104	94
	female	91	98	83
Number of non-regular employees(person)	total	53	45	37
	male	44	41	30
	female	9	4	7
Management(person)	total	93	88	79
	male	83	78	66
	female	10	10	13
New employees (person) (Total with TOHO PHARMACEUTICALS)	total	35	41	41
	male	18	15	16
	female	17	26	25
Average number of years of attendance (all employees) (year)	total	18.0	18.1	19.3
	male	20.5	20.7	21.4
	female	14.2	14.3	16.5

* The number of full-time employees including contract employees (including career staff) and excluding temporary employees

◆ Data on women's activities

	FY2020	FY2021	FY2022
Rate of female employees (all employees) (%)	39.7%	41.3%	42.1%
Rate of female managers (%)	10.8%	11.4%	16.5%
Rate of new hires who are females (%)	48.6%	63.4%	61.0%
Difference in average length of service between male and female (all employees) (year) (average years of service for males - average years of service for females)	6.3	6.4	4.9

◆ Diversity data

	FY2020	FY2021	FY2022
Number of employees reaching retirement age (person)	8	5	1
Number of re-employment system utilizers (person)	8	5	1
Rate of persons with disabilities (%)	2.66	2.77	3.63

◆ Work-life-balance data

		FY2020	FY2021	FY2022
Number of users of the childcare leave system (person)	male	1	0	1
	female	8	11	9
Number of users of the short-time attendance system for childcare (person)	male	0	0	0
	female	5	6	8
Number of users of nursing care leave system (person)	male	0	0	0
	female	1	0	0