

Target Organization : TOHO HOLDINGS

## ◆ Basic employment data

		FY2022	FY2023	FY2024
Number of employees stated in the Annual Securities Report *1	total	192	192	193
	male	112	112	113
	female	80	80	80
Number of all employees	total	214	214	213
	male	124	127	129
	female	90	87	84
Number of regular employees	total	177	177	172
	male	94	96	93
	female	83	81	79
Number of non-regular employees	total	37	37	41
	male	30	31	36
	female	7	6	5
Number of managers	total	79	94	84
	male	66	79	70
	female	13	15	14
Number of newly appointed managers	total	7	5	6
	male	5	3	4
	female	2	2	2
New employees (Total with TOHO PHARMACEUTICALS)	total	41	31	24
	male	16	16	9
	female	25	15	15
Average number of years of attendance (all employees) (year)	total	19.3	19.3	19.7
	male	21.4	21.3	22.4
	female	16.5	16.5	15.5
Turnover rate (%) *2		—	—	4.2

## ◆ Data on women's activities

	FY2022	FY2023	FY2024
Rate of female employees (%) *1	41.7	41.7	41.5
Rate of female managers (%)	16.5	16.0	16.7
Rate of new hires who are females (%)	61.0	48.4	62.5
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)	4.9	4.8	6.9

## ◆ Diversity data

	FY2022	FY2023	FY2024
Number of employees reaching retirement age	1	3	7
Number of re-employment system utilizers	1	3	7
Rate of persons with disabilities (%)	3.63	3.16	3.52

## ◆ Work-life-balance data

	FY2022	FY2023	FY2024
Paid leave utilization rate (%)	59.9	59.8	56.4
Number of users of the childcare leave system	male	0	0
	female	10	4
Rate of taking childcare leave (male) (%) *3	50	0	—
Number of users of the short-time attendance system for childcare	male	0	0
	female	9	2
Number of users of nursing care leave system	male	0	0
	female	1	0

\*1...The number of full-time employees including contract employees (including career staff) and excluding temporary employees

\*2...The number of the turnover rate have been disclosed since fiscal 2024.

\*3...With regard to the rate of male employees taking childcare leave, the denominator is calculated based on the number of male employees whose spouses gave birth during the relevant fiscal year, and the numerator is calculated based on the number of male employees who took childcare leave or other leave for the purpose of childcare in the relevant fiscal year. The rate of male employees taking childcare leave may exceed 100% if the year in which their spouses gave birth differs from the year in which they took childcare leave.