

Target Organization : TOHO HOLDINGS

◆ Basic employment data

		FY2023	FY2024	FY2025
Number of employees stated in the Annual Securities Report *1	total	192	193	199
	male	112	113	115
	female	80	80	84
Number of all employees	total	214	213	218
	male	127	129	130
	female	87	84	88
Number of regular employees	total	177	172	172
	male	96	93	94
	female	81	79	78
Number of non-regular employees	total	37	41	47
	male	31	36	37
	female	6	5	10
Number of managers	total	94	84	88
	male	79	70	72
	female	15	14	16
Number of newly appointed managers	total	5	6	2
	male	3	4	1
	female	2	2	1
New employees	total	3	2	5
	male	1	1	0
	female	2	1	5
Average number of years of attendance (all employees) (year)	total	19.3	19.7	19.8
	male	21.3	22.4	22.1
	female	16.5	15.5	16.3
Turnover rate (%) *2		—	4.2	2.0

◆ Data on women's activities

	FY2023	FY2024	FY2025
Rate of female employees (%) *1	41.7	41.5	42.2
Rate of female managers (%)	16.0	16.7	18.2
Rate of new hires who are females (%)	66.7	50.0	100.0
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)	4.8	6.9	5.8

◆ Diversity data

	FY2023	FY2024	FY2025
Number of employees reaching retirement age	3	7	7
Number of re-employment system utilizers	3	7	6
Rate of persons with disabilities (%)	3.16	3.52	2.79

◆ Work-life-balance data

	FY2023	FY2024	FY2025
Paid leave utilization rate (%)	59.8	56.4	53.4
Number of users of the childcare leave system	male	0	1
	female	10	0
Rate of taking childcare leave (male) (%) *3	0	—	100
Number of users of the short-time attendance system for childcare	male	0	0
	female	9	5
Number of users of nursing care leave system	male	0	2
	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.