

Social

Target Organization : TOHO HOLDINGS

◆ Basic employment data

		FY2021	FY2022	FY2023
Number of employees stated in the Annual Securities Report *	total	224	192	192
	male	135	112	112
	female	89	80	80
Number of all employees	total	247	214	214
	male	145	124	127
	female	102	90	87
Number of regular employees	total	202	177	177
	male	104	94	96
	female	98	83	81
Number of non-regular employees	total	45	37	37
	male	41	30	31
	female	4	7	6
Management	total	88	79	94
	male	78	66	79
	female	10	13	15
New employees (Total with TOHO PHARMACEUTICALS)	total	41	41	31
	male	15	16	16
	female	26	25	15
Average number of years of attendance (all employees) (year)	total	18.1	19.3	19.3
	male	20.7	21.4	21.3
	female	14.3	16.5	16.5

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

◆ Data on women's activities

	FY2021	FY2022	FY2023
Rate of female employees (all employees) (%)	39.7	41.7	41.7
Rate of female managers (%)	11.4	16.5	16.0
Rate of new hires who are females (%)	63.4	61.0	48.4
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)	6.4	4.9	4.8

◆ Diversity data

	FY2021	FY2022	FY2023
Number of employees reaching retirement age	5	1	3
Number of re-employment system utilizers	5	1	3
Rate of persons with disabilities (%)	2.77	3.63	3.16

◆ Work-life-balance data

		FY2021	FY2022	FY2023
Number of users of the childcare leave system	male	0	1	0
	female	11	9	10
Rate of taking childcare leave (male) (%)		0	50	0
Number of users of the short-time attendance system for childcare	male	0	0	0
	female	6	8	9
Number of users of nursing care leave system	male	0	0	0
	female	0	0	1