

Our Track Record

■ Gender ratio by number of employees and length of service

Area	Scope	Classification	Details
Percentage of women among workers (category) (temporary employees)	Current employees as of March 31, 2025	Permanent employees	21.6%
		Temporary employees	27.7%
Percentage of women workers among hired workers (category)	Fiscal year 2024 (April 1, 2024 to March 31, 2025)	Permanent employees	19.5%
Difference in average length of service for men/women	Current employees as of March 31, 2025	Permanent employees	[Men]: 14.5 years [Women]: 13.0 years
Difference in wages for men/women	Fiscal year 2024 (April 1, 2024 to March 31, 2025)	All workers	68.3%
		Permanent workers among total	69.7%
		Temporary workers among total	55.9%

■ Usage of systems

Area	Scope	Classification	Details
Rate of annual paid leave taken	Current employees as of March 31, 2025 (April 1, 2024 to March 31, 2025)	Permanent employees	71.1%
Rate of childcare leave taken by men/women (category)	Fiscal year 2024 (April 1, 2024 to March 31, 2025)	Permanent employees	[Men] 64.4% [Women] 96.4% *Since the employees included in the numerator and denominator differ, the total may exceed 100%.

Our Track Record

■ Overview of internal systems

Area	Description	Details
Initiative to provide professional opportunities for women workers	Women's Leadership Development Program	This training is conducted to help participants develop a concrete image of leadership, learn the essential mindset and skills required to exercise leadership, and build a personal network among participants across departments.
Overview of internal systems supporting the work-life balance of workers	Reduced Work Hours System	Employees who are pregnant, raising a child (until the child completes sixth grade), or providing nursing care may reduce their working hours to six or seven hours.
	Paid Leave in Hourly Increments	Employees may take up to five days (40 hours) of annual paid leave in one-hour increments within a single year.
	Remote Work System	Employees may work from home or elsewhere outside the office upon confirmation by their direct supervisor that there are no security or operational issues.