

List of Human Resources Data

(As of 12/31/2025)

	2023	2024	2025
Adoption			
New graduates (persons)	33	64	23
Male	14	35	16
Female	19	29	7
Mid-career (persons)	63	88	69
Male	39	59	46
Female	24	29	23
Ratio of employment			
New graduate recruitment ratio (%)	34.4%	42.1%	25.0%
Male	42.4%	54.7%	69.6%
Female	57.6%	45.3%	30.4%
Mid-career recruitment ratio (%)	65.6%	57.9%	75.0%
Male	61.9%	67.0%	66.7%
Female	38.1%	33.0%	33.3%
Female employee (persons)	116	156	168
Ratio of female employees (%)	32.0%	33.5%	33.5%
Average number of years in the program (years)	4.0	3.5	3.4
Male	4.4	3.9	3.8
Female	3.1	2.7	2.7
Average Personnel Turnover (%)	9.5%	12.1%	11.6%
Training			
Number of male management positions (persons)	71	90	112
Proportion of male Managers (%)	95.9%	97.8%	95.7%
Number of female management positions (persons)	3	2	5
Proportion of female Managers (%)	4.1%	2.2%	4.3%
Foreign employees (persons)	6	9	10
Environment			
Ratio of female employees taking childcare leave (%)	100.0%	100.0%	100.0%
Ratio of male employees taking childcare leave (%)	66.7%	44.4%	87.5%
Average annual paid leave usage ratio (%)	91.7%	89.1%	57.3%
Monthly average overtime working hours (hours)	17	19	16
Percentage of health checkups received (%)	81.8%	82.6%	97.7%
No smoking rate (%)	73.8%	75.1%	74.0%
Stress check examination rate (%)	93.6%	96.7%	97.3%
Shareholding association subscription rate (%)	29.2%	36.9%	86.8%
Average age (years)	36.9	35.8	36.1
Male	39.3	38.2	38.5
Female	31.6	31	31.4