

List of Human Resources Data

(As of 12/31/2023)

	2021	2022	2023
Adoption			
New graduates (persons)	5	14	33
Male	3	10	14
Female	2	4	19
Mid-career (persons)	65	69	63
Male	45	48	39
Female	20	21	24
Ratio of employment			
New graduate recruitment ratio (%)	7.1%	16.8%	34.4%
Male	60.0%	71.4%	42.4%
Female	40.0%	28.6%	57.6%
Mid-career recruitment ratio (%)	92.9%	83.2%	65.6%
Male	69.2%	69.6%	61.9%
Female	30.8%	30.4%	38.1%
Female employee (persons)	64	78	116
Ratio of female employees (%)	26.3%	26.4%	32.0%
Average number of years in the program (years)			
Male	5.9	5.5	4.4
Female	4.1	3.9	3.1
Average Personnel Turnover (%)	14.4%	12.8%	9.5%
Training			
Number of male management positions (persons)	49	66	71
Proportion of male Managers (%)	96.1%	94.3%	95.9%
Number of female management positions (persons)	2	4	3
Proportion of female Managers (%)	3.9%	5.7%	4.1%
Foreign employees (persons)	8	7	6
Environment			
Ratio of female employees taking childcare leave (%)	100.0%	100.0%	100.0%
Ratio of male employees taking childcare leave (%)	33.30%	33.30%	66.7%
Average annual paid leave usage ratio (%)	73.4%	81.7%	91.7%
Monthly average overtime working hours (hours)	15	17	17
Percentage of health checkups received (%)	56.5%	78.2%	81.8%
No smoking rate (%)	67.1%	68.8%	73.8%
Stress check examination rate (%)	96.0%	96.1%	93.6%
Shareholding association subscription rate (%)	25.5%	27.8%	29.2%
Average age (years)	39.1	38.4	36.9
Male	41.3	40.2	39.3
Female	33.1	33.7	31.6