

Human Resources Data

(As of 12/31/2024)

	2022	2023	2024
Adoption			
New graduates (persons)	14	33	64
Male	10	14	35
Female	4	19	29
Mid-career (persons)	69	63	88
Male	48	39	59
Female	21	24	29
Ratio of employment			
New graduate recruitment ratio	16.8%	34.4%	42.1%
Male	71.4%	42.4%	54.7%
Female	28.6%	57.6%	45.3%
Mid-career recruitment ratio	83.2%	65.6%	57.9%
Male	69.6%	61.9%	67.0%
Female	30.4%	38.1%	33.0%
Female employee (persons)	78	116	156
Ratio of female employees	26.4%	32.0%	33.5%
Average number of years in the program (years)	5.1	4.0	3.5
Male	5.5	4.4	3.9
Female	3.9	3.1	2.7
Average Personnel Turnover	12.8%	9.5%	12.1%
Training			
Number of male management positions (persons)	66	71	90
Proportion of male Managers	94.3%	95.9%	97.8%
Number of female management positions (persons)	4	3	2
Proportion of female Managers	5.7%	4.1%	2.2%
Foreign employees (persons)	7	6	9
Environment			
Ratio of female employees taking childcare leave	100.0%	100.0%	100.0%
Ratio of male employees taking childcare leave	33.3%	66.7%	44.4%
Average annual paid leave usage ratio	81.7%	91.7%	89.1%
Monthly average overtime working hours (hours)	17	17	19
Percentage of health checkups received	78.2%	81.8%	82.6%
No smoking rate	68.8%	73.8%	75.1%
Stress check examination rate	96.1%	93.6%	96.7%
Shareholding association subscription rate	27.8%	29.2%	36.9%
Average age (years)	38.4	36.9	35.8
Male	40.2	39.3	38.2
Female	33.7	31.6	31