

Human Resources Data

	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020
Number of employees	7,490	7,385	7,328	7,261	7,241	7,273	7,280	7,384	8,357
Male	6,254	6,162	6,091	6,022	5,976	5,955	5,919	5,940	6,664
Female	1,236	1,223	1,237	1,239	1,265	1,318	1,361	1,444	1,693

Hiring and Employment

Number of new recruits	93 (Male:68,Female:25)	90 (Male:61,Female:29)	99 (Male:67,Female:32)	122 (Male:80,Female:42)	162 (Male:104,Female:58)	205 (Male:122,Female:83)	234 (Male:156,Female:78)	227 (Male:140,Female:87)	312 (Male:196,Female:116)
Number of mid-career professionals hired *1	0 (Male:0,Female:0)	4 (Male:4,Female:0)	4 (Male:3,Female:1)	17 (Male:16,Female:1)	21 (Male:17,Female:4)	25 (Male:22,Female:3)	46 (Male:33,Female:13)	78 (Male:65,Female:13)	66 (Male:56,Female:10)
Average years of service	14 years 5 months	14 years 7 months	15 years 5 months	16 years 3 months	17 years 0 months	17 years 9 months	18 years 1 months	18 years 5 months	18 years 6 months
Turnover rate*2	2.6%	2.2%	2.0%	2.2%	2.3%	2.3%	2.3%	2.6%	1.9%

Diversity

Number of people with disabilities*3	139	153	171	179	219	248	263	262	275
Number of female executives and line managers	14	32	44	54	64	72	78	89	94
Number of non-Japanese employees	46	46	42	45	43	42	38	36	48

Work Life Balance

Average monthly overtime hours *4	26hours,10minutes per month	22hours,03minutes per month	18hours,16minutes per month	18hours,00minutes per month	17hours,47minutes per month	16hours,22minutes per month	17hours,41minutes per month	18hours,15minutes per month	20hours,59minutes per month	
Rate of consumed annual paid vacation days *4	78.4%	95.3%	97.8%	95.3%	95.3%	96.4%	94.4%	93.0%	88.7%	
Employee satisfaction*5	—	—	79.9%	82.6%	84.0%	90.2%	89.2%	90.0%	92.1%	
Childcare leave	Number of users	163 (Male:2,Female:161)	189 (Male:7,Female:182)	208 (Male:8,Female:200)	208 (Male:8,Female:200)	220 (Male:11,Female:209)	220 (Male:14,Female:206)	208 (Male:16,Female:192)	197 (Male:19,Female:178)	228 (Male:45,Female:183)
	Acquisition rate	28.3% (Male:0.8%,Female:100%)	22.6% (Male:2.7%,Female:100%)	24.3% (Male:3.2%,Female:100%)	25.5% (Male:3.3%,Female:100%)	28.4% (Male:2.0%,Female:100%)	30.2% (Male:3.7%,Female:100%)	29.6% (Male:3.2%,Female:100%)	33.2% (Male:9.1%,Female:100%)	37.3% (Male:14.6%,Female:100%)
	Return rate	93.1% (Male:100%,Female:92.9%)	96.6% (Male:100%,Female:96.4%)	96.8% (Male:100%,Female:96.6%)	92.0% (Male:100%,Female:91.6%)	96.9% (Male:100%,Female:96.5%)	96.8% (Male:100%,Female:96.4%)	93.5% (Male:100%,Female:92.7%)	95.7% (Male:100%,Female:94.8%)	98.3% (Male:100%,Female:97.5%)
	Average number of days taken	385 (Male:197,Female:390)	388 (Male:125,Female:405)	392 (Male:139,Female:420)	371 (Male:114,Female:387)	377 (Male:95,Female:397)	360 (Male:102,Female:385)	369 (Male:68,Female:413)	377 (Male:89,Female:437)	337 (Male:65,Female:482)
Number of employees using nursing care leave	3 (Male:2,Female:1)	3 (Male:3,Female:0)	4 (Male:4,Female:0)	1 (Male:1,Female:0)	3 (Male:1,Female:2)	6 (Male:2,Female:4)	1 (Male:1,Female:0)	1 (Male:1,Female:0)	3 (Male:2,Female:1)	
Number of employees using reduced work hour programs	182 (Male:2,Female:180)	179 (Male:2,Female:177)	191 (Male:2,Female:189)	216 (Male:3,Female:213)	264 (Male:3,Female:261)	249 (Male:3,Female:246)	254 (Male:4,Female:250)	265 (Male:7,Female:258)	274 (Male:6,Female:268)	
Number of employees using maternity leave*6	86	76	74	85	76	70	62	63	47	
Number of employees using parental leave	187	184	152	169	145	143	131	122	89	
Number of employees using balance support leave*7	449 (Male:307,Female:142)	496 (Male:335,Female:161)	621 (Male:399,Female:222)	729 (Male:455,Female:274)	839 (Male:516,Female:323)	1,006 (Male:642,Female:364)	993 (Male:629,Female:364)	1,068 (Male:669,Female:399)	860 (Male:497,Female:363)	
Number of employees using child nursing leave	363 (Male:228,Female:135)	419 (Male:266,Female:153)	438 (Male:265,Female:173)	458 (Male:260,Female:198)	492 (Male:286,Female:206)	508 (Male:284,Female:224)	465 (Male:253,Female:212)	496 (Male:261,Female:235)	304 (Male:143,Female:161)	
Nursing care support seminars *8	Number of seminars held (times)	3	3	16	14	17	21	11	5	
	Number of participants	192	155	1,088	1,126	1,630	1,523	715	1,399	

*1 Total of mid-career professionals for full-time employees and specialized full-time employees

*2 Voluntary resignation of full-time employees and specialized full-time employees (excluding mandatory retirement and job transfers, etc.). Number of persons as of April 1 each fiscal year used as the parameter.

*3 Employment ratio of the 10 Group companies in Japan certified as affiliates. Figures for each year are as of June 1.

*4 Average for all employees including those under the discretionary work system and supervisors.

*5 The results tabulated for "Agree" and "Agree somewhat." The question in FY2016 on "A company with a pleasant and rewarding workplace" was split into two from FY2017.

*6 Available to pregnant women in half-day increments to allow them to take time off for various related ailments, such as morning sickness, and for prenatal checkups (10 days a year).

*7 Available in half-day increments for the following reasons (5 days a year).

- When the employee is providing nursing care to a family member (the employee's spouse, or an equivalent person)
- When the employee must accompany his or her child to receive necessary vaccinations, or attend an event at his or her child's school, up until the child graduates from junior high school
- When the employee goes to the hospital for infertility treatment

*8 Partial changes were made to the seminar's format from FY2020