

Target Organization : TOHO PHARMACEUTICAL

## ◆ Basic employment data

		FY2021	FY2022	FY2023
Number of employees*	total	3,305	3,228	3,144
	male	2,577	2,479	2,389
	female	728	749	755
Number of all employees	total	4,442	4,338	4,296
	male	3,143	3,034	2,939
	female	1,299	1,304	1,357
Number of regular employees	total	3,585	3,442	3,313
	male	2,468	2,348	2,230
	female	1,117	1,094	1,083
Number of non-regular employees	total	857	896	983
	male	675	686	709
	female	182	210	274
Management	total	724	728	726
	male	697	697	692
	female	27	31	34
New employees (Total with TOHO HOLDINGS)	total	41	41	31
	male	15	16	16
	female	26	25	15
Average number of years of attendance (all employees) (year)	total	18.9	19.4	19.5
	male	21.7	22.3	22.6
	female	12.1	12.6	12.7

\* The number of full-time employees including contract employees (including career staff) and excluding temporary employees

## ◆ Data on women's activities

	FY2021	FY2022	FY2023
Rate of female employees (all employees) (%)	22.0	23.2	24.0
Rate of female managers (%)	3.7	4.3	4.7
Rate of new hires who are females (%)	63.4	61.0	48.4
Difference in average length of service between male and female (all employees) (year) (average years of service for males - average years of service for females)	9.6	9.7	9.9

## ◆ Diversity data

	FY2021	FY2022	FY2023
Number of employees reaching retirement age	88	98	92
Number of re-employment system utilizers	88	98	92
Rate of persons with disabilities (%)	2.30	2.30	2.40

## ◆ Work-life-balance data

		FY2021	FY2022	FY2023
Number of users of the childcare leave system	male	6	4	7
	female	55	61	64
Rate of taking childcare leave (male) (%)		13.6	10.5	19.4
Number of users of the short-time attendance system for childcare	male	0	0	0
	female	40	38	36
Number of users of nursing care leave system	male	0	2	1
	female	1	3	4