

Target Organization : TOHO PHARMACEUTICAL

◆ Basic employment data

		FY2022	FY2023	FY2024
Number of employees *1	total	3,228	3,144	3,100
	male	2,479	2,389	2,326
	female	749	755	774
Number of all employees	total	4,338	4,296	4,338
	male	3,034	2,939	2,938
	female	1,304	1,357	1,400
Number of regular employees	total	3,442	3,313	3,316
	male	2,348	2,230	2,193
	female	1,094	1,083	1,123
Number of non-regular employees	total	896	983	1,022
	male	686	709	745
	female	210	274	277
Number of managers	total	728	726	716
	male	697	692	679
	female	31	34	37
Number of newly appointed managers	total	60	36	46
	male	55	35	43
	female	5	1	3
New employees (Total with TOHO HOLDINGS)	total	41	31	24
	male	16	16	9
	female	25	15	15
Average number of years of attendance (all employees) (year)	total	19.4	19.5	19.3
	male	22.3	22.6	22.4
	female	12.6	12.7	12.9
Turnover rate (%) *2		—	—	2.3

◆ Data on women's activities

	FY2022	FY2023	FY2024
Rate of female employees (%) *1	23.2	24.0	25.0
Rate of female managers (%)	4.3	4.7	5.2
Rate of new hires who are females (%)	61.0	48.4	62.5
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)	9.7	9.9	9.5

◆ Diversity data

	FY2022	FY2023	FY2024
Number of employees reaching retirement age	98	92	111
Number of re-employment system utilizers	98	92	111
Rate of persons with disabilities (%)	2.30	2.40	2.48

◆ Work-life-balance data

	FY2022	FY2023	FY2024
Paid leave utilization rate (%)	49.7	44.7	45.0
Number of users of the childcare leave system	male	10	9
	female	64	16
Rate of taking childcare leave (male) (%) *3	10.5	27.8	19.4
Number of users of the short-time attendance system for childcare	male	0	0
	female	36	19
Number of users of nursing care leave system	male	1	1
	female	4	3

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

*2...The number of the turnover rate have been disclosed since fiscal 2024.

*3...With regard to the rate of male employees taking childcare leave, the denominator is calculated based on the number of male employees whose spouses gave birth during the relevant fiscal year, and the numerator is calculated based on the number of male employees who took childcare leave or other leave for the purpose of childcare in the relevant fiscal year. The rate of male employees taking childcare leave may exceed 100% if the year in which their spouses gave birth differs from the year in which they took childcare leave.