

Target Organization : TOHO PHARMACEUTICAL

◆ Basic employment data

		FY2020	FY2021	FY2022
Number of employees (person) *	total	3,386	3,305	3,228
	male	2,667	2,577	2,479
	female	719	728	749
Number of all employees(person)	total	4,560	4,442	4,338
	male	3,211	3,143	3,034
	female	1,349	1,299	1,304
Number of regular employees(person)	total	3,721	3,585	3,442
	male	2,574	2,468	2,348
	female	1,147	1,117	1,094
Number of non-regular employees(person)	total	839	857	896
	male	637	675	686
	female	202	182	210
Management(person)	total	762	724	728
	male	733	697	697
	female	29	27	31
New employees (person) (Total with TOHO HOLDINGS)	total	35	41	41
	male	18	15	16
	female	17	26	25
Average number of years of attendance (all employees) (year)	total	18.1	18.9	19.4
	male	21.1	21.7	22.3
	female	11.2	12.1	12.6

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

◆ Data on women's activities

	FY2020	FY2021	FY2022
Rate of female employees (all employees) (%)	21.2%	22.0%	23.2%
Rate of female managers (%)	3.8%	3.7%	4.3%
Rate of new hires who are females (%)	48.6%	63.4%	61.0%
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)	9.9	9.6	9.7

◆ Diversity data

	FY2020	FY2021	FY2022
Number of employees reaching retirement age (person)	98	88	98
Number of re-employment system utilizers (person)	98	88	98
Rate of persons with disabilities (%)	2.18	2.30	2.30

◆ Work-life-balance data

		FY2020	FY2021	FY2022
Number of users of the childcare leave system (person)	male	3	6	4
	female	68	55	61
Number of users of the short-time attendance system for childcare (person)	male	1	0	0
	female	33	40	38
Number of users of nursing care leave system (person)	male	0	0	2
	female	4	1	3