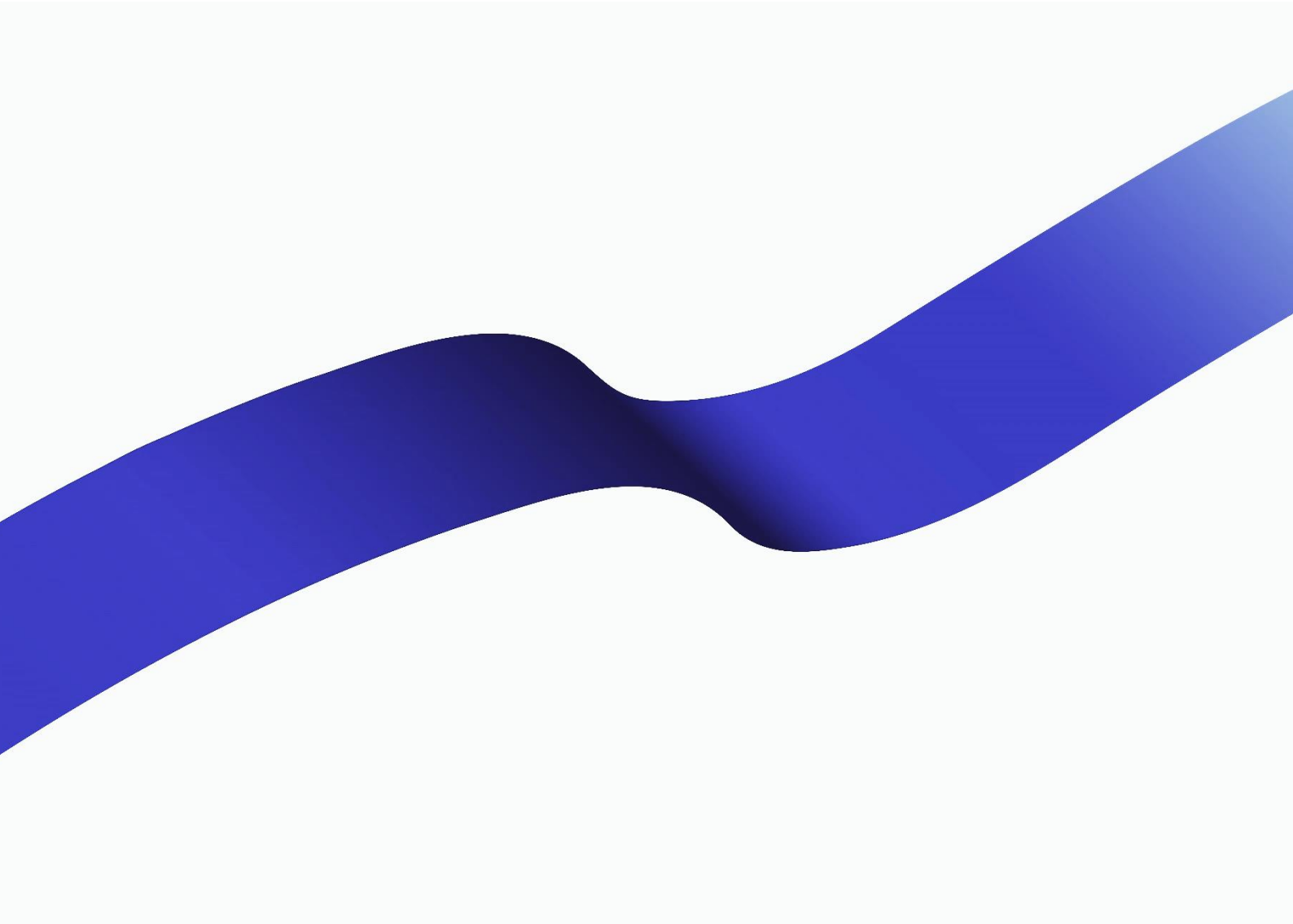


# Social Data 2021

For the year ended December 31, 2021



## Social Data

### ■ Promotion of Diversity

New Graduate Recruitment (Numbers of people)

	FY2017	FY2018	FY2019	FY2020	FY2021
Male	2	4	10	6	0
Female	1	0	3	1	0
<b>Total</b>	<b>3</b>	<b>4</b>	<b>13</b>	<b>7</b>	<b>0</b>

Mid-career Recruitment (Numbers of people)

	FY2017	FY2018	FY2019	FY2020	FY2021
Male	3	8	5	3	5
Female	0	1	2	0	0
<b>Total</b>	<b>3</b>	<b>9</b>	<b>7</b>	<b>3</b>	<b>5</b>

Rates of Female Workers (%)

	FY2017	FY2018	FY2019	FY2020	FY2021
Employees	19.5	19.6	19.9	19.5	19.8
Managers	1.1	1.1	1.1	1.1	1.1

Rates of Employees with Disabilities (%)

	FY2017	FY2018	FY2019	FY2020	FY2021
Total	3.66	3.48	3.30	3.70	3.56

※The employment ratio of persons with disabilities listed above is based on data collected at the end of March with the administrative report as a base.

Employees' Average Age (Age)

	FY2017	FY2018	FY2019	FY2020	FY2021
Male	42.93	42.69	42.00	41.64	41.87
Female	42.13	43.22	43.16	43.50	44.33
<b>Total</b>	<b>42.78</b>	<b>42.79</b>	<b>42.23</b>	<b>42.00</b>	<b>42.36</b>

Average Length of Employment (Years)

	FY2017	FY2018	FY2019	FY2020	FY2021
Male	19.55	19.35	18.62	18.14	18.36
Female	20.25	21.47	21.02	21.50	22.34
<b>Total</b>	<b>19.68</b>	<b>19.76</b>	<b>19.10</b>	<b>18.80</b>	<b>19.16</b>

Turnover Rates for Personal Reasons (%)

	FY2017	FY2018	FY2019	FY2020	FY2021
Total	6.28	5.63	8.22	8.23	2.89

### ■ Human Resource Training

Investment in Education and Training

	FY2017	FY2018	FY2019	FY2020	FY2021
Average Training Expenses Per Employee (JPY)	15,570	18,726	27,179	37,462	52,731
Total Training Expenses (Thousands JPY)	8,283	9,560	13,209	16,858	22,780

Technician Certification System Acquisition by Level (Numbers of people)

	FY2017	FY2018	FY2019	FY2020	FY2021
Special Grade Certified Skilled Professional	1	1	0	0	0
1st Grade Certified Skilled Professional	5	3	4	4	2
2nd Grade Certified Skilled Professional	6	8	5	5	6
<b>Total</b>	<b>12</b>	<b>12</b>	<b>9</b>	<b>9</b>	<b>8</b>

### ■ Efforts for Health Management

Health Management (%)

	FY2017	FY2018	FY2019	FY2020	FY2021
Health Checkup Response Rate	99.7	100.0	100.0	100.0	100.0
BMI Over 25	15.1	15.0	18.4	19.5	18.4

Specified Medical Checkup and Specific Health Guidance (%)

	FY2017	FY2018	FY2019	FY2020	FY2021
Rate of Specified Medical Checkup	100.0	100.0	100.0	100.0	100.0
Rate of Metabolic Syndrome Diagnosed	6.2	6.5	6.6	8.7	7.8
Rate of Pre-Metabolic Syndrome Diagnosed	7.4	8.5	11.7	8.7	12.0
Rate of Specific Health Guidance Provided	73.9	56.4	55.6	47.7	70.3

※Items not listed specifically are aggregate results of single units.

※The data is as end of December, unless otherwise specified. (However, end of February for FY2017 only)

## Social Data

### ■ Promotion of Work-life Balance

Childcare Leave Taken		(Numbers of people)				
	FY2017	FY2018	FY2019	FY2020	FY2021	
Male	0	0	2	3	4	
Female	6	8	9	6	6	
<b>Total</b>	<b>6</b>	<b>8</b>	<b>11</b>	<b>9</b>	<b>10</b>	

Nursing Care Leave Taken		(Numbers of people)				
	FY2017	FY2018	FY2019	FY2020	FY2021	
Male	0	0	0	0	0	
Female	0	0	0	0	0	
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	

Employees Working Shorter Hours for Childcare		(Numbers of people)				
	FY2017	FY2018	FY2019	FY2020	FY2021	
Male	0	0	1	1	1	
Female	14	14	17	14	18	
<b>Total</b>	<b>14</b>	<b>14</b>	<b>18</b>	<b>15</b>	<b>19</b>	

Employees Working Shorter Hours for Nursing Care		(Numbers of people)				
	FY2017	FY2018	FY2019	FY2020	FY2021	
Male	0	0	0	0	0	
Female	0	0	0	0	0	
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	

### ■ Labor Relations

Labor Union		FY2021
Number of Employees	(Numbers of people)	432
Number of Trade Union Members	(Numbers of people)	343
Ratio	(%)	79.4

### ■ Occupational Safety and Health

Serious Workplace Accidents		(Numbers of accidents)				
	FY2017	FY2018	FY2019	FY2020	FY2021	
Fatal Workplace Accidents	0	0	0	0	0	
Accidents Requiring Absence	0	1	1	0	0	

### ■ Social Contribution Activities

The Amount of Expense by Category (JPY)	
	FY2021
Social Welfare	110,000
Education	0
Disaster Aid	0
<b>Total</b>	<b>110,000</b>

Social Contribution Activities (Numbers of people)	
	FY2021
Blood Donations	132
Cleanup Campaigns・Volunteers	411
No-Car Campaign	0
Bazaar	1
<b>Total</b>	<b>544</b>

Political Donations (JPY)	
	FY2021
Total	0

※The social contribution activities participants and political donations data above are the total figures for three companies in Japan and two outside of it.

In-Kind Donation (Units)	
	FY2021
CNC Automatic Lathe	2

※Donated a CNC lathe (SK-51 type D) to Shizuoka Prefectural Kakegawa Technical High School.

### ■ Number of Violations of Laws, Codes of Conduct, and Ethical Standards

Number of Employee Punishment and Dismissal Incidents (Numbers)	
	FY2021
Total	0

Fines, Penalties, and Settlements (JPY)	
	FY2021
Total	0

※Items not listed specifically are aggregate results of single units.

※The data is as end of December, unless otherwise specified. (However, end of February for FY2017 only)