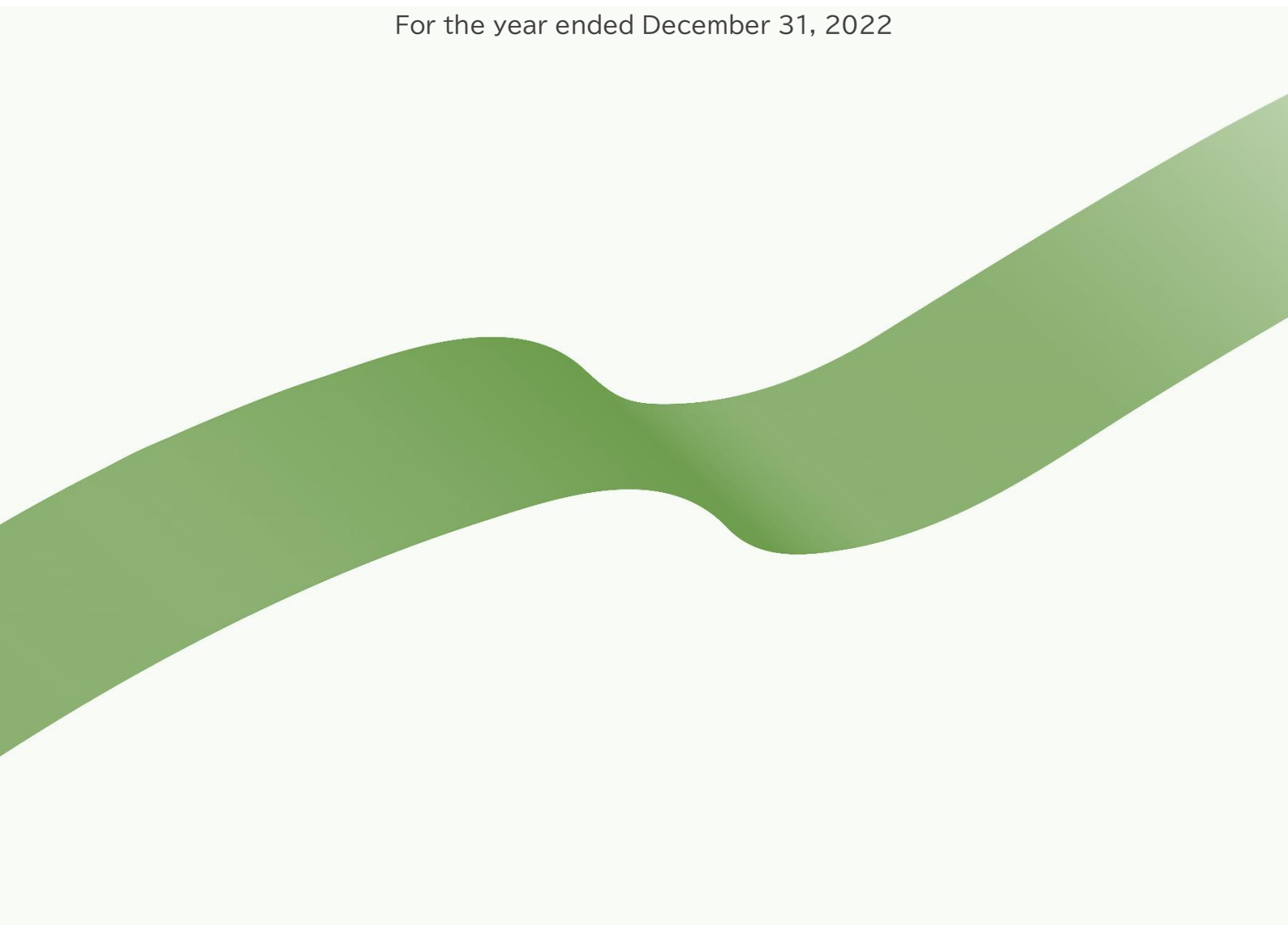


Social Data 2022

For the year ended December 31, 2022



Social Data

■ Promotion of Diversity

New Graduate Recruitment (Numbers of people)					
	FY2018	FY2019	FY2020	FY2021	FY2022
Male	4	10	6	0	8
Female	0	3	1	0	3
Total	4	13	7	0	11

Mid-career Recruitment (Numbers of people)					
	FY2018	FY2019	FY2020	FY2021	FY2022
Male	8	5	3	5	9
Female	1	2	0	0	3
Total	9	7	3	5	12

Rates of Female Workers (%)					
	FY2018	FY2019	FY2020	FY2021	FY2022
Employees	19.6	19.9	19.5	19.8	20.3
Managers	1.1	1.1	1.1	1.1	5.9

Rates of Employees with Disabilities (%)					
	FY2018	FY2019	FY2020	FY2021	FY2022
Total	3.48	3.30	3.70	3.56	3.30

Employees' Average Age (Age)					
	FY2018	FY2019	FY2020	FY2021	FY2022
Male	42.69	42.00	41.64	41.87	41.80
Female	43.22	43.16	43.50	44.33	44.70
Total	42.79	42.23	42.00	42.36	42.39

Average Length of Employment (Years)					
	FY2018	FY2019	FY2020	FY2021	FY2022
Male	19.35	18.62	18.14	18.36	18.24
Female	21.47	21.02	21.50	22.34	22.40
Total	19.76	19.10	18.80	19.16	19.09

Turnover Rates for Personal Reasons (%)					
	FY2018	FY2019	FY2020	FY2021	FY2022
Total	5.63	8.22	8.23	2.89	1.16

■ Human Resource Training

Investment in Education and Training					
	FY2018	FY2019	FY2020	FY2021	FY2022
Average Training Expenses Per Employee (JPY)	18,726	27,179	37,462	52,731	89,084
Total Training Expenses (Thousands JPY)	9,560	13,209	16,858	22,780	40,266

Technician Certification System Acquisition by Level (Numbers of people)					
	FY2018	FY2019	FY2020	FY2021	FY2022
Special Grade Certified Skilled Professional	1	0	0	0	0
1st Grade Certified Skilled Professional	3	4	4	2	4
2nd Grade Certified Skilled Professional	8	5	5	6	9
Total	12	9	9	8	13

■ Efforts for Health Management

Health Management (%)					
	FY2018	FY2019	FY2020	FY2021	FY2022
Health Checkup Response Rate	100.0	100.0	100.0	100.0	100.0
BMI Over 25	15.0	18.4	19.5	18.4	18.6

Specified Medical Checkup and Specific Health Guidance (%)					
	FY2018	FY2019	FY2020	FY2021	FY2022
Rate of Specified Medical Checkup	100.0	100.0	100.0	100.0	100.0
Rate of Metabolic Syndrome Diagnosed	6.5	6.6	8.7	7.8	7.7
Rate of Pre-Metabolic Syndrome Diagnosed	8.5	11.7	8.7	12.0	10.8
Rate of Specific Health Guidance Provided	56.4	55.6	47.7	70.3	69.0

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

※ The data is as end of December, unless otherwise specified.

Social Data

■ Promotion of Work-life Balance

Childcare Leave Taken		(Numbers of people)			
	FY2018	FY2019	FY2020	FY2021	FY2022
Male	0	2	3	4	9
Female	8	9	6	6	7
Total	8	11	9	10	16

Nursing Care Leave Taken		(Numbers of people)			
	FY2018	FY2019	FY2020	FY2021	FY2022
Male	0	0	0	0	0
Female	0	0	0	0	0
Total	0	0	0	0	0

Employees Working Shorter Hours for Childcare		(Numbers of people)			
	FY2018	FY2019	FY2020	FY2021	FY2022
Male	0	1	1	1	2
Female	14	17	14	18	17
Total	14	18	15	19	19

Employees Working Shorter Hours for Nursing Care		(Numbers of people)			
	FY2018	FY2019	FY2020	FY2021	FY2022
Male	0	0	0	0	0
Female	0	0	0	0	0
Total	0	0	0	0	0

■ Labor Relations

Labor Union		FY2022
Number of Employees	(Numbers of people)	452
Number of Trade Union Members	(Numbers of people)	349
Ratio	(%)	77.2

■ Occupational Safety and Health

Serious Workplace Accidents		(Numbers of accidents)			
	FY2018	FY2019	FY2020	FY2021	FY2022
Fatal Workplace Accidents	0	0	0	0	0
Accidents Requiring Absence	1	1	0	0	0

■ Social Contribution Activities

The Amount of Expense by Category		(JPY)
	FY2022	
Social Welfare	90,000	
Education	0	
Disaster Aid	3,000,000	
Total	3,090,000	

※Scope of Analysis :

Japan (STAR MICRONICS CO., LTD./ Star Metal Company/ Micro Sapporo Company)

Outside Japan (Star Micronics Manufacturing Dalian Co., Ltd./ Star Micronics Manufacturing (Thailand) Co., Ltd.)

Social Contribution Activities		(Numbers of people)
	FY2022	
Blood Donations	136	
Cleanup Campaigns・Volunteers	19	
No-Car Campaign	0	
Bazaar	0	
Total	155	

※Scope of Analysis :

Japan (STAR MICRONICS CO., LTD./ Star Metal Company/ Micro Sapporo Company)

Political Donations		(JPY)
	FY2022	
Total	0	

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

※The data is as end of December, unless otherwise specified.

Social Data

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

Number of Employee Punishment and Dismissal Incidents (Numbers)	
	FY2022
Total	0

Fines, Penalties, and Settlements (JPY)	
	FY2022
Total	0

※ Items not listed specifically are aggregate results of single units.
 ※ The data is as end of December, unless otherwise specified.