Social Data 2023

For the year ended December 31, 2023

STAR MICRONICS CO., LTD.
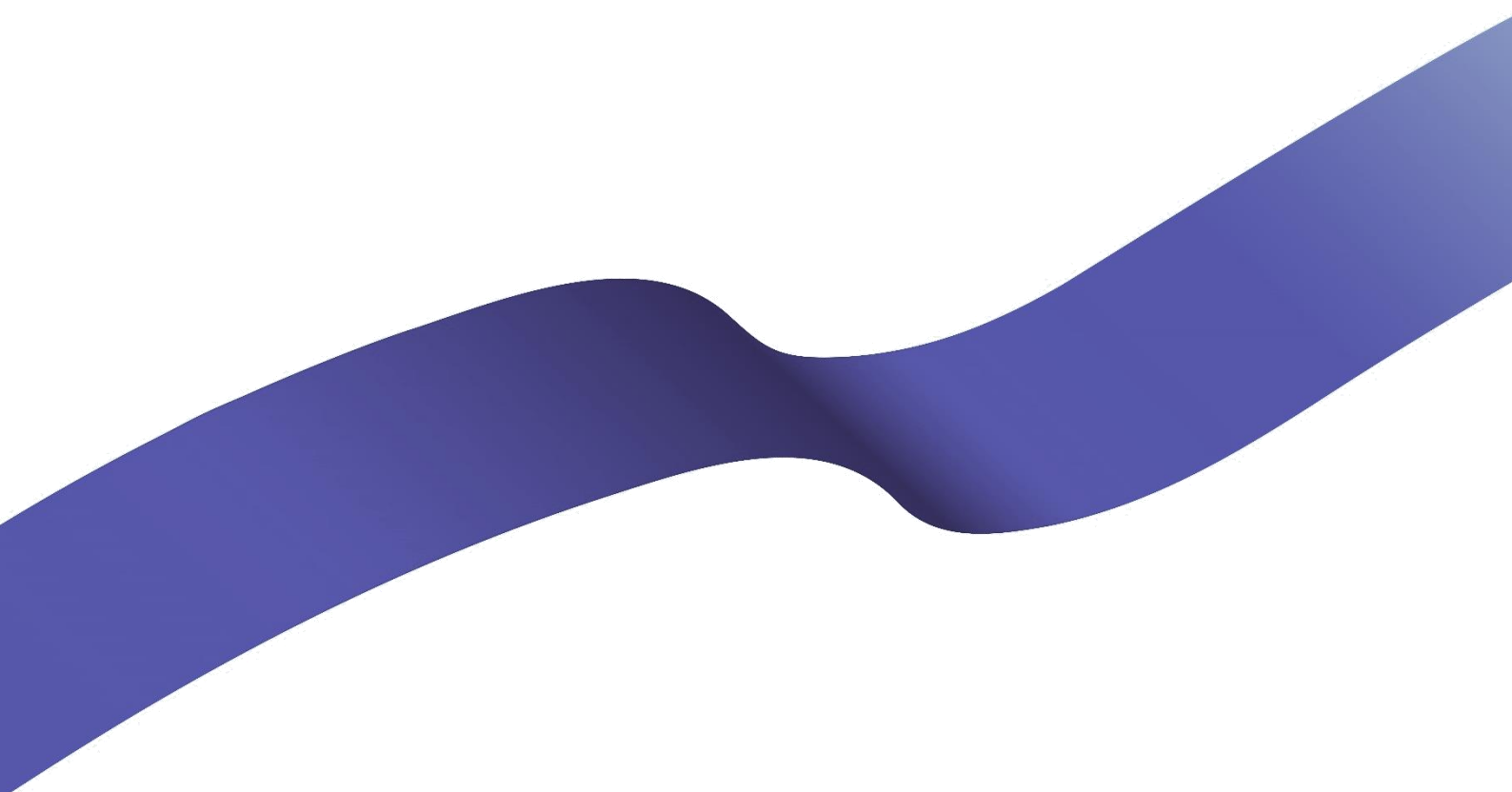
Social Data 2023

■ Promotion of Diversity

New Graduate Recruitment　　　　　　　　　　（Numbers of people）

	FY2019	FY2020	FY2021	FY2022	FY2023
Male	10	6	0	5	8
Female	3	1	0	0	3
Total	**13**	**7**	**0**	**5**	**11**

Mid-career Recruitment　　　　　　　　　　（Numbers of people）

	FY2019	FY2020	FY2021	FY2022	FY2023
Male	5	3	5	9	15
Female	2	0	0	3	8
Total	**7**	**3**	**5**	**12**	**23**

Rates of Female Workers　　　　　　　　　　　　　　　　　　　（%）

	FY2019	FY2020	FY2021	FY2022	FY2023
Employees	19.9	19.5	19.8	20.3	21.4
Managers	1.1	1.1	1.1	5.9	5.9

Rates of Employees with Disabilities　　　　　（%）

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	3.30	3.70	3.56	3.30	3.00

Employees' Average Age　　　　　　　　　　（Age）

	FY2019	FY2020	FY2021	FY2022	FY2023
Male	42.00	41.64	41.87	41.80	41.92
Female	43.16	43.50	44.33	44.70	43.92
Total	**42.23**	**42.00**	**42.36**	**42.39**	**42.35**

Average Length of Employment　　　　　　　　（Years）

	FY2019	FY2020	FY2021	FY2022	FY2023
Male	18.62	18.14	18.36	18.24	18.04
Female	21.02	21.50	22.34	22.40	21.13
Total	**19.10**	**18.80**	**19.16**	**19.09**	**18.70**

Turnover Rates for Personal Reasons　　　　　（%）

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	8.22	8.23	2.89	1.16	1.10

■ Human Resource Training

Investment in Education and Training

	FY2019	FY2020	FY2021	FY2022	FY2023
Average Training Expenses Per Employee (JPY)	27,179	37,462	52,731	89,084	70,344
Total Training Expenses (Thousands JPY)	13,209	16,858	22,780	40,266	33,765

Technician Certification System Acquisition by Level　　　　　（Numbers of people）

	FY2019	FY2020	FY2021	FY2022	FY2023
Special Grade Certified Skilled Professional	0	0	0	0	0
1st Grade Certified Skilled Professional	4	4	2	4	8
2nd Grade Certified Skilled Professional	5	5	6	9	7
Total	**9**	**9**	**8**	**13**	**15**

■ Efforts for Health Management

Health Management　　　　　　　　　　　　　　　　　　　（%）

	FY2019	FY2020	FY2021	FY2022	FY2023
Health Checkup Response Rate	100.0	100.0	100.0	100.0	100.0
BMI Over 25	18.4	19.5	18.4	18.6	17.2

Specified Medical Checkup and Specific Health Guidance　　　　　（%）

	FY2019	FY2020	FY2021	FY2022	FY2023
Rate of Specified Medical Checkup	100.0	100.0	100.0	100.0	100.0
Rate of Metabolic Syndrome Diagnosed	6.6	8.7	7.8	7.7	8.0
Rate of Pre-Metabolic Syndrome Diagnosed	11.7	8.7	12.0	10.8	10.0
Rate of Specific Health Guidance Provided	55.6	47.7	70.3	69.0	75.0

■ Promotion of Work-life Balance

Childcare Leave Taken　　　　　　　　　（Numbers of people）

	FY2019	FY2020	FY2021	FY2022	FY2023
Male	2	3	4	9	5
Female	9	6	7	7	10
Total	**11**	**9**	**11**	**16**	**15**

Employees Working Shorter Hours for Childcare　　　（Numbers of people）

	FY2019	FY2020	FY2021	FY2022	FY2023
Male	1	1	1	2	2
Female	17	14	18	17	17
Total	**18**	**15**	**19**	**19**	**19**

Nursing Care Leave Taken　　　　　　　　（Numbers of people）

	FY2019	FY2020	FY2021	FY2022	FY2023
Male	0	0	0	0	0
Female	0	0	0	0	1
Total	**0**	**0**	**0**	**0**	**1**

Employees Working Shorter Hours for Nursing Care　　　（Numbers of people）

	FY2019	FY2020	FY2021	FY2022	FY2023
Male	0	0	0	0	0
Female	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**

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

Social Data 2023

■ **Labor Relations**

Labor Union

		FY2023
Number of Employees	（Numbers of people）	480
Number of Trade Union Members	（Numbers of people）	366
Ratio	（%）	76.3

■ **Occupational Safety and Health**

Serious Workplace Accidents （Numbers of accidents）

	FY2019	FY2020	FY2021	FY2022	FY2023
Fatal Workplace Accidents	0	0	0	0	0
Accidents Requiring Absence	1	0	0	0	0

■ **Social Contribution Activities**

The Amount of Expense by Category （JPY）

	FY2023
Social Welfare	149,400
Education	0
Disaster Aid	0
Total	149,400

Social Contribution Activities （Numbers of people）

	FY2023
Blood Donations	92
Cleanup Campaigns・Volunteers	17
No-Car Campaign	0
Bazaar	2
Total	**111**

※Scope of Analysis：Japan (STAR MICRONICS CO., LTD./ Star Metal Company/ Micro Sapporo Company)

Political Donations （JPY）

	FY2023
Total	0

■ **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）

	FY2023
Total	0

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