

HR Data (non-consolidated)

Item	Breakdown	Unit	FY2019	FY2020	FY2021	
Employee composition	Total number of employees		1,509	1,483	1,529	
	By employment type	Permanent full-time employees	1,097	1,109	1,183	
		Non-permanent employees	Persons	412	374	346
	Gender	Men		—	—	1,173
		Women		—	—	356
Average years of service	Overall		14.8	15.4	16.5	
	Men	Years	14.5	15.0	16.0	
	Women		16.0	16.8	18.6	
Average age	Overall		39.4	39.9	41.1	
	Men	Age	39.4	39.8	40.9	
	Women		39.5	40.1	41.9	
Breakdown of management personnel by gender	Management personnel	Persons	206	234	242	
	Of whom, men	Persons	198	226	234	
	As a share of total	%	96.1	96.6	96.7	
	Of whom, women	Persons	8	8	8	
	As a share of total	%	3.9	3.4	3.3	
Employment of people with disabilities	Persons hired	Persons	41	47	50	
	As a share of total employees	%	2.32	2.64	2.89	
Childcare leave	Childcare leave-takers	Persons	19	17	16	
	Of whom, men	Persons	1	1	9	
	Of whom, women	Persons	18	16	7	
	Percentage of childcare leave-takers who returned to work					
	For men	%	100	100	100	
	For women	%	89	89	100	
Family care leave	Percentage of family care leave-takers who returned to work		Persons	0	1	0
	For men	Persons	0	1	0	
	For women	Persons	0	0	0	
Paid leave	Percentage of annual leave days taken		%	72.7	75.0	82.0
	Average days of annual leave taken		Days	14.5	15.0	16.4
Working hours	Total actual work hours (per employee per year)		Hours	2,065	1,990	2,005
	Overtime work hours (per employee per year)		Hours	19.1	13.2	15.8
Turnover	Turnover rate (voluntary turnover)		%	2.0	1.7	1.1
	Number of retiring employees (resignation for personal reasons)		Persons	23	19	13