

## HR Data (Non-Consolidated)

Priority	Breakdown	Unit	FY2020	FY2021	FY2022	
Employee composition	Total number of employees		1,483	1,529	1,529	
	By employment type	Permanent full-time employees	1,109	1,183	1,149	
		Non-permanent employees	Persons	374	346	380
	Gender	Men		—	1,173	1,167
		Women		—	356	362
Average years of service	Overall		15.4	16.5	16.6	
	Men	Years	15.0	16.0	16.0	
	Women		16.8	18.6	19.1	
Average age	Overall		39.9	41.1	41.4	
	Men	Age	39.8	40.9	41.1	
	Women		40.1	41.9	42.5	
Breakdown of management personnel by gender	Management personnel	Persons	288	289	240	
	Of whom, men	Persons	280	281	230	
	As a share of total	%	97.2	97.2	95.8	
	Of whom, women	Persons	8	8	10	
	As a share of total	%	2.8	2.8	4.2	
Employment of people with disabilities	Persons hired	Persons	47	51	48	
	As a share of total employees	%	2.80	3.13	2.84	
Childcare leave	Childcare leave-takers	Persons	17	16	16	
	Of whom, men	Persons	1	9	8	
	Of whom, women	Persons	16	7	8	
	Percentage of childcare leave-takers who returned to work					
	Men	%	100	100	100	
	Women	%	89	100	100	
Family care leave	Percentage of family care leave-takers who returned to work	Persons	1	0	1	
	Of whom, men	Persons	1	0	1	
	Of whom, women	Persons	0	0	0	
Paid leave	Percentage of annual leave days taken	%	75.0	82.0	85.0	
	Average days of annual leave taken	Days	15.0	16.4	17.0	
Working hours	Total actual work hours (per employee per year)	Hours	1,990	2,005	2,010	
	Overtime work hours (per employee per year)	Hours	13.2	15.8	16.5	
Turnover	Turnover rate (voluntary turnover)	%	1.7	1.1	2.1	
	Number of retiring employees (resignation for personal reasons)	Persons	19	13	27	