

# List of Employee Related Indicators

## ■ Number of employees by region (As of the end of March)

Employee classification		FY2021	FY2022	FY2023
Number of employees by region	Total	5,352	5,596	5,553
	Japan	4,647	4,884	4,845
	Asia	670	674	669
	The Americas	35	38	39

## ■ Employees (As of the end of March)

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	Employee classification	FY2021		FY2022		FY2023	
		Shinko	Group companies (consolidated)	Shinko	Group companies (consolidated)	Shinko	Group companies (consolidated)
Number of employees by type of contract	Regular	4,608	744	4,848	748	4,808	745
	Non Regular <sup>1</sup>	445	51	501	51	568	63

<sup>1</sup> Including fixed term employees (contracted, part-time, etc.) and excluding dispatched workers.

## ■ Diversity (As of the end of March)

Employee classification		FY2021	FY2022	FY2023
Number of employees	Total	4,608	4,848	4,808
	Average age	43.2	42.4	42.0
	Average years of service	20.1	18.8	18.4
	Overall average	19.2	18.0	17.6
Number of employees by gender	Male	23.4	22.3	21.6
	Female	3,671	3,868	3,835
	Male	937	980	973
	Female	20.3%	20.2%	20.2%
Ratio of female employees (%)		5.3%	5.9%	6.0%
Ratio of female managers (%)		53	53	46
Number of non-Japanese employees		2.31%	2.31%	2.56%
Employment ratio of people with disabilities (%) (Calculated annually in June)		Shinko (non-consolidated) <sup>2</sup>	Shinko Group in Japan regular and non regular employees	

<sup>2</sup> Including assignees from Group companies and contract employees

## ■ Employment

Employee classification		FY2021	FY2022	FY2023
Number of new graduate recruitment	Total	128	148	205
	Male	96	116	164
	Female	32	32	41
	Total	351	305	38
Number of mid-career recruitment	Total	304	257	33
	Male	47	48	5
	Female	76	105	130
	Total	1.7%	2.2%	2.7%
Turnover headcount <sup>3</sup>				
Turnover rate <sup>3</sup>				

<sup>3</sup> Turnover by regular employees includes employees who retire upon reaching mandatory retirement age

## ■ System usage

Employee classification		FY2021	FY2022	FY2023
Shinko (non-consolidated) regular employees	Average days of paid leave taken (days)	12.7	14.4	14.1
	Number of employees using child care leave	14	33	44
		6	22	36
	Male	8	11	8
	Female	87	108	136
	Number of male employees taking leave for childcare purposes (persons)	98%	121%	142%
	Percentage of male employees taking childcare leave (%) <sup>4</sup>	53	29	26
	Average number of days of childcare leave taken by male employees (days)	100%	100%	100%
	Return to work ratio after child care leave (%)	100%	100%	97%
	Continuous work ratio after child care leave (%) <sup>5</sup>	3	2	2
	Number of employees using family care leave	3	1	1
		0	1	1
	Male	100%	100%	75%
	Female	100%	100%	100%
	Return to work ratio after family care leave (%)			
	Continuous work ratio after family care leave (%) <sup>5</sup>			

<sup>4</sup> Calculation of the percentage taking childcare leave and leave for childcare purposes.

Since male employees who had children before the relevant fiscal year and took childcare leave or leave for childcare purposes during the relevant fiscal year are also included, the percentage of employees who took leave may exceed 100%.

<sup>5</sup> Continuous work ratio after child care leave and family care leave: Ratio of employees still at the company 12 months after returning to work.

## ■ Others

Employee classification		FY2021	FY2022	FY2023
Accidents resulting in death, disability or similar serious outcomes (number)	Shinko (non-consolidated) regular and non regular employees	0	0	0
		0.74%	0.31%	0.42%
Frequency rate of industrial accidents (%)		70.1%	75.1%	82.8%
Specific health guidance implementation rate (%)		90.2%	91.3%	91.7%
Union participation rate (%) <sup>7</sup>		19.2	22.3	25.7
Average learning hours per person (Hours)		10.6	12.5	13.3
Average expenditure on learning per person (thousand ¥)				

<sup>6</sup> Subjects are Fujitsu Health Insurance Society members

<sup>7</sup> Union participation rate: The percentage of ordinary employees out of all regular employees (including managers)