

# List of Employee Related Indicators

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

		FY2020	FY2021	FY2022
Number of employees by region	Total	5,060	5,352	5,596
	Japan	4,333	4,647	4,884
	Asia	690	670	674
	The Americas	37	35	38

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

		FY2020		FY2021		FY2022	
		Shinko	Group companies	Shinko	Group companies	Shinko	Group companies
Number of employees by type of contract	Regular	4,265	795	4,608	744	4,848	748
	Non Regular*	402	47	445	51	501	51

\*Including fixed term employees (contracted, part-time, etc.) and excluding dispatched workers.

## ■ Diversity (Shinko regular employees) (As of the end of March)

		FY2020	FY2021	FY2022
Number of employees	Total	4,265	4,608	4,848
	Average age	44.1	43.2	42.4
Average years of service	Overall average	21.6	20.1	18.8
	Male	20.8	19.2	18.0
	Female	24.8	23.4	22.3
Number of employees by gender	Male	3,371	3,671	3,868
	Female	894	937	980
Ratio of female employees (%)		21.0%	20.3%	20.2%
Ratio of female managers (%)		4.2%	5.3%	5.9%
Number of non-Japanese employees (Including assignees from Group companies and contract employees)		54	53	53
Employment ratio of people with disabilities (%) (Calculated annually in June)*		2.16%	2.31%	2.31%

\*Including Group companies in Japan and non-regular employees in accordance with the Act for Promotion of Employment of Persons with Disabilities

## ■ Employment (Shinko regular employees)

		FY2020	FY2021	FY2022
Number of new graduate recruitment	Total	110	128	148
	Male	88	96	116
	Female	22	32	32
Number of mid-career recruitment	Total	161	351	305
	Male	148	304	257
	Female	13	47	48
Turnover headcount*		67	76	105
Turnover rate*		1.6%	1.7%	2.2%

\*Turnover by regular employees includes employees who retire upon reaching mandatory retirement age

## ■ System usage (Shinko regular employees)

		FY2020	FY2021	FY2022
Average days of paid leave taken (days)		12.5	12.7	14.4
Number of employees using child care leave	Total	17	14	33
	Male	7	6	22
	Female	10	8	11
Number of male employees taking leave for childcare purposes (persons)		65	87	108
Percentage of male employees taking childcare leave (%) <sup>1</sup>		101%	98%	121%
Return to work ratio after child care leave (%)		100%	100%	100%
Continuous work ratio after child care leave (%) <sup>2</sup>		100%	100%	100%
Number of employees using family care leave	Total	2	3	2
	Male	2	3	1
	Female	0	0	1
Return to work ratio after family care leave (%)		100%	100%	100%
Continuous work ratio after family care leave (%) <sup>2</sup>		50%	100%	100%

<sup>1</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>2</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

		FY2020	FY2021	FY2022
Accidents resulting in death, disability or similar serious outcomes (number)		0	0	0
Frequency rate of industrial accidents (%)		0.23%	0.74%	0.31%
Special health guidance implementation rate (%)		63.6%	70.1%	75.1%
Union participation rate (%)*		90.0%	90.2%	91.3%
Average learning hours per person (Hours)		14.0	19.2	22.3
Average expenditure on learning per person (thousand ¥)		7.4	10.6	12.5

\*Union participation rate: The percentage of ordinary employees out of all regular employees (including managers)