

Employee data 1

(Scope: PIOLAX, INC. on a non-consolidated basis)

	Unit	FY2018	FY2019	FY2020	
Number of employees	People	559	562	575	
		Male	462	464	471
		Female	97	98	104
Average age	Age	40.8	40.8	40.9	
		Male	40.6	40.6	40.7
		Female	41.3	41.6	41.7
Average length of service	Year	15.8	15.7	15.6	
		Male	15.5	15.2	15.1
		Female	17.6	18.1	17.6
Retention rate (3 rd year new graduates)	%	85.7%	90.0%	80.0%	
Average annual salary	1,000 yen	6,178	6,080	5,484	
Employment of disabled people	%	2.15%	1.88%	2.00%	
Employees taking childcare leave	People	0	2	5	
	Male	People	0	0	0
		%	0%	0%	0%
	Female	People	0	2	5
		%	0%	100%	100%
Employees taking maternity leave	People	0	2	3	
Average overtime	h/month	18.3	16.0	6.3	
Union members	People	438	439	451	
Female managers	People	3	4	4	
	Ratio	%	2.2%	2.9%	2.8%
Female directors	People	0	0	1	
	Ratio	%	0.0%	0.0%	11.1%
Foreign employees	People	8	11	10	
		Male	4	6	6
		Female	4	5	4
New graduate hires	People	20	23	24	
		Male	17	19	16
		Female	3	4	8
Mid-career hires	People	32	24	14	
		Male	30	20	11
		Female	2	4	3
Female ratio in hired employees	%	9.6%	17.0%	28.9%	
Female ratio in employees	%	17.4%	17.4%	18.1%	

*1. The number of employees is the number of people gainfully employed (excluding officers, advisors and loaned employees from the company to the outside and including loaned employees from the outside to the company) and does not include temporary employees (contract employees, employees on a short-term contract and part-timers).

*2. Average annual salary includes bonuses and extra wages.

*3. The number of people is as of the end of March.

Employee data 2

	Unit	FY2018	FY2019	FY2020	
Number of consolidated employees	People	3,226	3,149	2,952	
		Japan	933	927	935
		Overseas	2,293	2,222	2,017

* The number of employees is the number of people gainfully employed (excluding loaned employees from the Piolax Group to the outside and including loaned employees from the outside to the Piolax Group) and does not include temporary employees (contract employees, employees on a short-term contract and part-timers).