

# Human Capital Indicators

## 1. Diversity

### Adoption rate for mid-career

FY2022	FY2023	FY2024
34.8%	33.3%	<b>61.8%</b>

\*Includes promotion from non-regular employees to regular employees

### Non-regular employees

FY2022	FY2023	FY2024
6.3%	6.0%	<b>6.9%</b>

### Full-time female employees

FY2022	FY2023	FY2024
24.9%	25.0%	<b>25.2%</b>

### Female employees in management positions

FY2022	FY2023	FY2024
8.2% (10.5%)	8.4% (11.3%)	<b>9.5% (12.4%)</b>

\*The figures of ( ) include deputy section manager, which Union Tool counts as a management position.

### Gender wage gap

	FY2022	FY2023	FY2024
All employee	78.6%	79.1%	<b>81.0%</b>
Regular employee	79.5%	79.8%	<b>81.5%</b>
Non-regular employee	69.3%	72.3%	<b>73.4%</b>

\*Shows the ratio of women's average annual wages to men's average annual wages

### Employees with disabilities

FY2022	FY2023	FY2024
2.0%	2.0%	<b>2.8%</b>

\*Follows the calculation of the statutory employment rate for disabled people

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(Note) All of the above data are from Union Tool Co. only. Subsidiaries are not included.

## 2. Human Resource Development

### Average amount spent per employee on training and development

FY2022	FY2023	FY2024
JPY37,895	JPY35,840	<b>JPY54,672</b>

### Average hours per employee on training and development

FY2022	FY2023	FY2024
7 Hours 3 min.	10 Hours 31 min.	<b>11 Hours 21 min.</b>

\*Actual figures for education and training under the authority of the general affairs department

### Attendance for e-learning

FY2022	FY2023	FY2024
96.9%	93.7%	<b>93.8%</b>

### Total number of business improvement proposals by employees

FY2022	FY2023	FY2024
1,472	1,668	<b>1,295</b>

## 3. Work-Life Balance

### Average monthly overtime hours per employee

FY2022	FY2023	FY2024
21 Hours 36 min.	14 Hours 42 min.	<b>21 Hours 6 min.</b>

\* Average overtime hours for all employees, including managers.

### Average service years of employees

	FY2022	FY2023	FY2024
Male	18.7 Years	19.2 Years	<b>19.5 Years</b>
Female	18.3 Years	19.2 Years	<b>19.1 Years</b>

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#### Acquisition rate of paid leave

FY2022	FY2023	FY2024
85.8%	<b>82.2%</b>	—

\*Calculated for the period from April 1st to March 31st of the following year

#### Male employees taking childcare leave

FY2022	FY2023	FY2024
52.9%	64.3%	<b>81.8%</b>

#### Average days of childcare leave taken by male employees

FY2022	FY2023	FY2024
43.6 Days	37.9 Days	<b>60.8 Days</b>

#### Employee turnover rate

FY2022	FY2023	FY2024
2.07%	3.07%	<b>2.58%</b>

#### Rehiring of retired employees

FY2022	FY2023	FY2024
88.9%	77.8%	<b>100%</b>

#### Engagement deviation score

	FY2024
Work engagement	<b>46.9</b>
Employee engagement	<b>47.2</b>

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## 4. Occupational Safety and Health

### Internal auditor of Occupational Safety and Health Management System

FY2022	FY2023	FY2024
43	54	<b>46</b>

\* The number of qualified persons

### Work-related accidents

	FY2022	FY2023	FY2024
Total number of work-related accidents	7	7	<b>4</b>
Accidents accompanied by lost work time	2	1	<b>0</b>
Frequency rate*	—	—	<b>0.0%</b>
Severity rate**	—	—	<b>0.0%</b>
Annual incidence rate per 1,000 employees***	—	—	<b>0.0%</b>

\*The frequency rate is an index that represents the frequency of disaster occurrences, indicating the number of casualties from industrial accidents per one million total actual working hours.

\*\*The severity rate is an indicator that represents the extent of a disaster based on the loss of workdays, indicating the number of lost workdays due to industrial accidents per 1,000 total actual working hours.

\*\*\*The annual incidence rate per 1,000 employees represents the percentage indicating the number of casualties per 1,000 workers employed over a year.

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