

Human Capital Indicators

1. Diversity

Adoption rate for mid-career

FY2022	FY2023	FY2024
34.8%	33.3%	61.8%

*Includes promotion from non-regular employees to regular employees

Non-regular employees

FY2022	FY2023	FY2024
6.3%	6.0%	6.9%

Full-time female employees

FY2022	FY2023	FY2024
24.9%	25.0%	25.2%

Female employees in management positions

FY2022	FY2023	FY2024
8.2% (10.5%)	8.4% (11.3%)	9.5% (12.4%)

*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%	81.0%
Regular employee	79.5%	79.8%	81.5%
Non-regular employee	69.3%	72.3%	73.4%

*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%	2.8%

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

(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	JPY54,672

Average hours per employee on training and development

FY2022	FY2023	FY2024
7 Hours 3 min.	10 Hours 31 min.	11 Hours 21 min.

*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%	93.8%

Total number of business improvement proposals by employees

FY2022	FY2023	FY2024
1,472	1,668	1,295

3. Work-Life Balance

Average monthly overtime hours per employee

FY2022	FY2023	FY2024
21 Hours 36 min.	14 Hours 42 min.	21 Hours 6 min.

* Average overtime hours for all employees, including managers.

Average service years of employees

	FY2022	FY2023	FY2024
Male	18.7 Years	19.2 Years	19.5 Years
Female	18.3 Years	19.2 Years	19.1 Years

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Acquisition rate of paid leave

FY2022	FY2023	FY2024
85.8%	82.2%	—

*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%	81.8%

Average days of childcare leave taken by male employees

FY2022	FY2023	FY2024
43.6 Days	37.9 Days	60.8 Days

Employee turnover rate

FY2022	FY2023	FY2024
2.07%	3.07%	2.58%

Rehiring of retired employees

FY2022	FY2023	FY2024
88.9%	77.8%	100%

Engagement deviation score

	FY2024
Work engagement	46.9
Employee engagement	47.2

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4. Occupational Safety and Health

Internal auditor of Occupational Safety and Health Management System

FY2022	FY2023	FY2024
43	54	46

* The number of qualified persons

Work-related accidents

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

*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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