ESG Information Data

				Results				
Category						FYE 02/2021	FYE 02/2022	FYE 02/2023
	Employ	/ee Data						Adastria Group Domestic Consolidated
			Female		14,279	13,986	15,078	
	6	Number of employees (domestic group consolidated, including temporary employees)			Male	3,150	3,009	3,876
				Total		17,429	16,995	18,954
	7	Number of full-time employees by rank*	Number of managers (excluding officers)	Female		183	191	199
				Male		359	373	389
				Total		542	564	588
				Female		38	37	40
			Number of senior managers	Male Total		175 213	183	186 226
				Female		213	220	220
			Number of general managers and equivalent	Male		73	82	82
				Total		99	104	105
				Female		151	154	159
			Number of department managers and equivalent	Male		194	190	203
				Total		345	344	362
			Number of unit managers and equivalent	Female		281	296	320
				Male		173	170	174
				Total		454	466	494
	8	Number of new graduate hires		Female		187	100	228
				Male Total		15 202	10	38 266
				Female		193	245	159
	9	Number of mid-career hires		Male	(Employees)	66	83	111
				Total		259	328	270
	10	Number of new management appointments*		Female		9	9	5
				Male	· ·	22	13	11
				Total	1	31	22	16
Social	11	Average years of employment of full-time employees		Female	(Years)	6.1	6.6	7.0
				Male		8.3	8.8	8.8
				Total		6.6	7.2	7.5
	12	Number of full-time employees that left the company		Female	 (Employees)	345	383	434
				Male		93	105	142
	13	Number of foreign employees*	Total	438		488	576 79	
	13	Employment rate of persons with disabilities (as of June 1, 2023)				2.38	2.65	2.55
	14		Full-time employee average	(%)	4.3	5.6	8.0	
	15	Hours of overtime worked per month		Employee average	··· (Hours)	2.1	2.6	3.5
	10	Percentage of employees taking annual paid leave Average number of days of annual paid leave taken Maternity leave taken by full-time employees		Full-time employee average	··· (%) ···	69.3	59.7	60.7
	16			Employee average		64.2	59.4	57.1
	17			Full-time employee average		10.9	10.3	10.6
				Employee average		9.2	7.6	7.5
	18			Number of employees who took the leave	(Employees)	245	200	207
								100.0
			1	Acquisition rate	(%)	99.6	99.0	
			Family	Number of employees who took the leave	(Employees)	228	216	210
			Female	Number of employees who took the leave Acquisition rate	(Employees) (%)	228 100.0	216 99.5	210 98.6
	19	Full-time employees taking childcare leave and returning to work after taking childcare leave		Number of employees who took the leave Acquisition rate Return rate	(Employees) (%) (%)	228 100.0 91.0	216 99.5 94.4	210
	19			Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave	(Employees) (%) (%) (Employees)	228 100.0 91.0 2	216 99.5 94.4 5	210 98.6 95.1 9
	19			Number of employees who took the leave Acquisition rate Return rate	(Employees) (%) (%)	228 100.0 91.0	216 99.5 94.4	210 98.6 95.1
	19			Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave Acquisition rate	(Employees) (%) (%) (Employees) (%)	228 100.0 91.0 2 3.39	216 99.5 94.4 5 7.81	210 98.6 95.1 9 15.30
	20	work after taking childcare leave Average number of days of nursing care leave taken		Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave Acquisition rate	(Employees) (%) (%) (Employees) (%) (%) (%) (Days)	228 100.0 91.0 2 3.39 100.0	216 99.5 94.4 5 7.81 100.0	210 98.6 95.1 9 15.30 100.0
		work after taking childcare leave		Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave Acquisition rate Return rate	(Employees) (%) (%) (Employees) (%) (%) (%) (Days)	228 100.0 91.0 2 3.39 100.0 53.5	216 99.5 94.4 5 7.81 100.0 93.0	210 98.6 95.1 9 15.30 100.0 31.0
	20 21	work after taking childcare leave Average number of days of nursing care leave taken		Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave	(Employees) (%) (%) (Employees) (%) (%) (Days) (Employees)	228 100.0 91.0 2 3.39 100.0 53.5 17	216 99.5 94.4 5 7.81 100.0 93.0 11	210 98.6 95.1 9 15.30 100.0 31.0 8
	20 21	work after taking childcare leave Average number of days of nursing care leave taken Male employees taking spouse maternity leave*		Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave	(Employees) (%) (%) (Employees) (%) (%) (Days) (Employees)	228 100.0 91.0 2 3.39 100.0 53.5 17	216 99.5 94.4 5 7.81 100.0 93.0 11	210 98.6 95.1 9 15.30 100.0 31.0 8 14.8
	20 21 Female 22	work after taking childcare leave Average number of days of nursing care leave taken Male employees taking spouse maternity leave* Employee Data Percentage of female full-time employees		Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave	(Employees) (%) (%) (Employees) (%) (%) (Days) (Employees)	228 100.0 91.0 2 3.39 100.0 53.5 17 28.8	216 99.5 94.4 5 7.81 100.0 93.0 11 17.2	210 98.6 95.1 9 15.30 100.0 31.0 8 14.8 Adastria Group Domestic Consolidated
	20 21 Female	work after taking childcare leave Average number of days of nursing care leave taken Male employees taking spouse maternity leave* Employee Data	Male	Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave	(Employees) (%) (%) (Employees) (%) (%) (Days) (Employees)	228 100.0 91.0 2 3.39 100.0 53.5 17 28.8 75.1	216 99.5 94.4 5 7.81 100.0 93.0 11 17.2 75.2	210 98.6 95.1 9 15.30 100.0 31.0 8 14.8 Adastria Group Domestic Consolidated 72.6
	20 21 Female 22	work after taking childcare leave Average number of days of nursing care leave taken Male employees taking spouse maternity leave* Employee Data Percentage of female full-time employees	Male Percentage of female officers	Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave Acquisition rate	(Employees) (%) (%) (Employees) (%) (%) (Days) (Employees)	228 100.0 91.0 2 3.39 100.0 53.5 17 28.8 75.1 23.1	216 99.5 94.4 5 7.81 100.0 93.0 11 17.2 75.2 23.1	210 98.6 95.1 9 15.30 100.0 31.0 8 14.8 Adastria Group Domestic Consolidated 72.6 21.4
	20 21 Female 22	work after taking childcare leave Average number of days of nursing care leave taken Male employees taking spouse maternity leave* Employee Data Percentage of female full-time employees	Male Percentage of female officers Percentage of female directors	Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave Acquisition rate (excluding officers)	(Employees) (%) (%) (Employees) (%) (Days) (Employees) (%)	228 100.0 91.0 2 3.39 100.0 53.5 17 28.8 75.1 23.1 11.1	216 99.5 94.4 5 7.81 100.0 93.0 11 17.2 75.2 23.1 11.1	210 98.6 95.1 9 15.30 100.0 31.0 8 14.8 Adastria Group Domestic Consolidated 72.6 21.4 10.0
	20 21 Female 22	work after taking childcare leave Average number of days of nursing care leave taken Male employees taking spouse maternity leave* Employee Data Percentage of female full-time employees	Male Percentage of female officers Percentage of female directors Percentage of female managers	Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave Acquisition rate (excluding officers)	(Employees) (%) (%) (Employees) (%) (%) (Days) (Employees)	228 100.0 91.0 2 3.39 100.0 53.5 17 28.8 75.1 23.1 11.1 33.8 17.8 26.3	216 99.5 94.4 5 7.81 100.0 93.0 11 17.2 75.2 23.1 11.1 33.9	210 98.6 95.1 9 15.30 100.0 31.0 8 14.8 Adastria Group Domestic Consolidated 72.6 21.4 10.0 33.8
	20 21 Female 22 23	work after taking childcare leave Average number of days of nursing care leave taken Male employees taking spouse maternity leave* Employee Data Percentage of female full-time employees Percentage of female officers (Adastria non-consolidated)	Male Percentage of female officers Percentage of female directors Percentage of female managers Percentage of female senior ma Percentage of female general m Percentage of female department	Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave Acquisition rate (excluding officers) nagers anagers and equivalent t managers and equivalent	(Employees) (%) (%) (Employees) (%) (Days) (Employees) (%)	228 100.0 91.0 2 3.39 100.0 53.5 17 28.8 75.1 23.1 11.1 33.8 17.8 26.3 43.8	216 99.5 94.4 5 7.81 100.0 93.0 11 17.2 75.2 23.1 11.1 33.9 16.8 21.2 44.8	210 98.6 95.1 9 15.30 100.0 31.0 8 14.8 Adastria Group Domestic Consolidated 72.6 21.4 10.0 33.8 17.7 21.9 43.9
	20 21 Female 22 23 24	work after taking childcare leave Average number of days of nursing care leave taken Male employees taking spouse maternity leave* Employee Data Percentage of female full-time employees Percentage of female officers (Adastria non-consolidated) Percentage of female employees by rank*	Male Percentage of female officers Percentage of female directors Percentage of female directors Percentage of female senior ma Percentage of female general m	Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave Acquisition rate (excluding officers) nagers anagers and equivalent t managers and equivalent	(Employees) (%) (%) (Employees) (%) (Days) (Employees) (%)	228 100.0 91.0 2 3.39 100.0 53.5 17 28.8 75.1 23.1 11.1 33.8 17.8 26.3 43.8 61.9	216 99.5 94.4 5 7.81 100.0 93.0 11 17.2 75.2 23.1 11.1 33.9 16.8 21.2 44.8 63.5	210 98.6 95.1 9 15.30 100.0 31.0 8 14.8 Adastria Group Domestic Consolidated 72.6 21.4 10.0 33.8 17.7 21.9 43.9 64.8
	20 21 Female 22 23	work after taking childcare leave Average number of days of nursing care leave taken Male employees taking spouse maternity leave* Employee Data Percentage of female full-time employees Percentage of female officers (Adastria non-consolidated)	Male Percentage of female officers Percentage of female directors Percentage of female managers Percentage of female senior ma Percentage of female general m Percentage of female department	Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave Acquisition rate Return rate Number of employees who took the leave Acquisition rate (excluding officers) nagers anagers and equivalent t managers and equivalent	(Employees) (%) (%) (Employees) (%) (Days) (Employees) (%)	228 100.0 91.0 2 3.39 100.0 53.5 17 28.8 75.1 23.1 11.1 33.8 17.8 26.3 43.8	216 99.5 94.4 5 7.81 100.0 93.0 11 17.2 75.2 23.1 11.1 33.9 16.8 21.2 44.8	210 98.6 95.1 9 15.30 100.0 31.0 8 14.8 Adastria Group Domestic Consolidated 72.6 21.4 10.0 33.8 17.7 21.9 43.9

(Note) Scope of data: Domestic group consolidated results excluding zetton inc. are used for some results (*) as the unification of the Group data aggregation system is in progress after the consolidation of zetton inc. as a subsidiary in February 2022.