

ESG Information Data

Category			Results				
			FYE 02/2021	FYE 02/2022	FYE 02/2023		
Employee Data			Adastra Group Domestic Consolidated				
Social	6	Number of employees (domestic group consolidated, including temporary employees)	Female	14,279	13,986	15,078	
			Male	3,150	3,009	3,876	
			Total	17,429	16,995	18,954	
	7	Number of managers (excluding officers)	Female	183	191	199	
			Male	359	373	389	
			Total	542	564	588	
		Number of senior managers	Female	38	37	40	
			Male	175	183	186	
			Total	213	220	226	
		Number of full-time employees by rank*	Number of general managers and equivalent	Female	26	22	23
				Male	73	82	82
				Total	99	104	105
			Number of department managers and equivalent	Female	151	154	159
				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	15	10	38	
		Total	202	110	266		
9	Number of mid-career hires	Female	193	245	159		
		Male	66	83	111		
		Total	259	328	270		
10	Number of new management appointments*	Female	9	9	5		
		Male	22	13	11		
		Total	31	22	16		
11	Average years of employment of full-time employees	Female	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	345	383	434		
		Male	93	105	142		
		Total	438	488	576		
13	Number of foreign employees*		94	82	79		
14	Employment rate of persons with disabilities (as of June 1, 2023)	(%)	2.38	2.65	2.55		
15	Hours of overtime worked per month	Full-time employee average	4.3	5.6	8.0		
		Employee average	2.1	2.6	3.5		
16	Percentage of employees taking annual paid leave	Full-time employee average	69.3	59.7	60.7		
		Employee average	64.2	59.4	57.1		
17	Average number of days of annual paid leave taken	Full-time employee average	10.9	10.3	10.6		
		Employee average	9.2	7.6	7.5		
18	Maternity leave taken by full-time employees	Number of employees who took the leave	(Employees)	245	200	207	
		Acquisition rate	(%)	99.6	99.0	100.0	
19	Full-time employees taking childcare leave and returning to work after taking childcare leave	Female	Number of employees who took the leave	(Employees)	228	216	210
			Acquisition rate	(%)	100.0	99.5	98.6
			Return rate	(%)	91.0	94.4	95.1
		Male	Number of employees who took the leave	(Employees)	2	5	9
			Acquisition rate	(%)	3.39	7.81	15.30
			Return rate	(%)	100.0	100.0	100.0
20	Average number of days of nursing care leave taken	(Days)	53.5	93.0	31.0		
21	Male employees taking spouse maternity leave*	Number of employees who took the leave	(Employees)	17	11	8	
		Acquisition rate	(%)	28.8	17.2	14.8	
Female Employee Data			Adastra Group Domestic Consolidated				
22	Percentage of female full-time employees		75.1	75.2	72.6		
23	Percentage of female officers (Adastra non-consolidated)	Percentage of female officers	23.1	23.1	21.4		
		Percentage of female directors	11.1	11.1	10.0		
24	Percentage of female employees by rank*	Percentage of female managers (excluding officers)	33.8	33.9	33.8		
		Percentage of female senior managers	17.8	16.8	17.7		
		Percentage of female general managers and equivalent	26.3	21.2	21.9		
		Percentage of female department managers and equivalent	43.8	44.8	43.9		
		Percentage of female unit managers and equivalent	61.9	63.5	64.8		
25	Percentage of female new graduate hires		92.6	90.9	85.7		
26	Percentage of female mid-career hires		74.5	74.7	58.9		

(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.