

# 『Employment and Working Environment Monthly Report』

2026/2/1

Number of Employee	Male			Female			Total		
	Number of people	Age	Length of service	Number of people	Age	Length of service	Number of people	Age	Length of service
Full-time employee	174	43.6	9.1	55	40.9	4.4	229	43.0	8.0
Advisor	5	67.0	3.0	1	61.0	5.0	6	66.0	3.3
Part time job	4	69.0	0.0	6	52.6	3.5	10	59.2	5.9
Total/Ave	183	44.8	8.9	62	42.4	4.3	245	44.2	7.8

Officer Number of people	Male		Female		Total	
	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Official	11	4.47%	1	0.41%	12	4.88%
Management	11	4.47%	2	0.81%	13	5.28%
Director	4	1.63%	0	0.00%	4	1.63%
Total	26	10.57%	3	1.22%	29	11.79%

※Total number of people 246

Included: 1 temporary staff

Let's try thinking and moving to finish working within working hours.

Let's try having bright and healthy life using on and off balance.

Year	Japanese calendar year	Overtime work	Ratio of taking paid leave			Target of maternity leave					
			Ratio		Male			Female			
			numerator	denominator	Ratio	numerator	denominator	Ratio	numerator	denominator	Ratio
2019	H31/R01	4:44/632:29	1996.5	2363	84.5%	1	2	50%	2	2	100%
2020	R02	3:21/485:27	2103	2473	85.0%	1	4	25%	2	2	100%
2021	R03	3:38/672:20	2153	2439	88.3%	0	1	0%	3	3	100%
2022	R04	2:24/426:12	2186	2532	86.3%	2	3	67%	2	2	100%
2023	R05	9:18/1511:47	2201	2476	88.9%	2	2	100%	3	3	100%
2024	R06	7:46/1177:09	2028	2255	89.9%	0	0	0%	1	1	100%
2025	令和07										
	April	7:49/1831:40	348	3897	8.9%	0	0	0%	0	0	0%
	May	7:27/1737:54	810.5	3857	21.0%	0	0	0%	0	0	0%
	June	7:27/1715:25	1068	3786	28.2%	1	1	100%	0	0	0%
	July	7:21/1670:58	1370	3701	37.0%	1	1	100%	0	0	0%
	August	6:35/1496:31	1745	3657	47.7%	1	1	100%	0	0	0%
	September	8:49/1957:45	1985.5	3489	56.9%	1	1	100%	0	0	0%
	October	10:11/2263:28	1893.5	3252	58.2%	1	1	100%	0	0	0%
	November	9:01/2021:55	1931	3138	61.5%	1	1	100%	0	0	0%
	December	9:27/2196:00	2223	3138	70.8%	2	3	67%	0	0	0%
	January	8:51/2127:12	2307	3039	75.9%	1	3	33%	0	0	0%
	February	9:51/2426:42	2405	2983	80.6%	0	3	0%	0	0	0%
March	0	0	0	0.0%	0	0	0%	0	0	0%	

## Employment situation in the past five years (※fiscal year)

※1 : Duplication of alumnae within three years and over 50 years old employers

※2 : Duplication of new graduates and over 50 years old employers

※3 : Except mandatory retirement and resignation from company on marriage

Year	Japanesecalendar year	Employers	Male	Female	Total
2021	R03	New graduates	4	1	5
		Alumnae within three years	0	0	0
		Under the age of 35 years old	6	4	10
		Over 35 years old	4	3	7
		Over 50 years old	6	2	8
		Transfer from part time job to full time employees※1	0	1	1
		Foreign national employees※2	4	1	5
		<b>Total</b>	<b>24</b>	<b>12</b>	<b>36</b>
		Turnover·within three years employment	7	8	15
		Turnover·over three years employment	9	0	9
	<b>Total ※3</b>	<b>16</b>	<b>8</b>	<b>24</b>	
2022	R04	New graduates	2	1	3
		Alumnae within three years	0	0	0
		Under the age of 35 years old	4	6	10
		Over 35 years old	1	2	3
		Over 50 years old	5	0	5
		Transfer from part time job to full time employees※1	0	0	0
		Foreign national employees※2	0	2	2
		<b>Total</b>	<b>12</b>	<b>11</b>	<b>23</b>
		Turnover·within three years employment	10	4	14
		Turnover·over three years employment	10	4	14
	<b>Total ※3</b>	<b>20</b>	<b>8</b>	<b>28</b>	
2023	R05	New graduates	2	0	2
		Alumnae within three years	0	0	0
		Under the age of 35 years old	5	1	6
		Over 35 years old	3	2	5
		Over 50 years old	4	1	5
		Transfer from part time job to full time employees※1	0	0	0
		Foreign national employees※2	1	0	1
		<b>Total</b>	<b>15</b>	<b>4</b>	<b>19</b>
		Turnover·within three years employment	10	9	19
		Turnover·over three years employment	6	3	9
	<b>Total ※3</b>	<b>16</b>	<b>12</b>	<b>28</b>	
2024	R06	New graduates	3	2	5
		Alumnae within three years	0	0	0
		Under the age of 35 years old	4	1	5
		Over 35 years old	6	4	10
		Over 50 years old	7	0	7
		Transfer from part time job to full time employees※1	0	0	0
		Foreign national employees※2	5	1	6
		<b>Total</b>	<b>25</b>	<b>8</b>	<b>33</b>
		Turnover·within three years employment	9	2	11
		Turnover·over three years employment	14	4	18
	<b>Total ※3</b>	<b>23</b>	<b>6</b>	<b>29</b>	
2025	R07	New graduates	3	2	5
		Alumnae within three years	1	2	3
		Under the age of 35 years old	10	5	15
		Over 35 years old	24	13	37
		Over 50 years old	10	5	15
		Transfer from part time job to full time employees※1	0	2	2
		Foreign national employees※2	4	5	9
		<b>Total</b>	<b>52</b>	<b>34</b>	<b>86</b>
		Turnover·within three years employment	13	6	19
		Turnover·over three years employment	30	12	42
	<b>Total ※3</b>	<b>43</b>	<b>18</b>	<b>61</b>	

## <Personnel Transition table>

Number of people as of 1st day of every month

<By department>

Section 1		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Executive Officers, etc.		4	4	6	5	5	5	5	5	5	4	4	
Sales Department	Sales Division	16	16	16	16	16	17	43	45	43	45	45	
	Information Management Division	21	21	19	18	21	18	0	0				
	Materials Section	4	4	4	4	4	4	7	7	7	6	7	
	Personnel and Labor Division	6	6	6	7	6	8	0	0				
	Safety and Health Division	3	2	2	2	3	3	3	3	3	3	3	
	Fruit Laboratory	2	2	2	2	3	3	3	3	3	3	3	
	Appetite Laboratory	3	2	2	3	3	3	4	4	4	4	4	
Proper Inventory Section	(doubling as logistics officer)	1	1	1	1	1	1	1	1	1	1	1	
Management department	Quality Assurance Division	10	10	10	10	10	11	9	9	9	12	12	
	Quality Control Section	15	15	15	15	14	11	11	12	13	13	15	
Engineering Department	Production Division	132	131	127	125	124	123	118	120	128	131	133	
	Facility Maintenance Division	12	11	11	10	10	8	8	9	9	8	7	
	R&D Division	10	10	11	8	8	7	7	8	9	10	14	
Total		239	236	233	229	230	224	221	228	236	242	250	

<By employee classification>

Section 1	Section 2	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Executive Officer		4	4	6	5	5	5	5	5	5	4	4	
Full-time employee	Including senior	221	218	212	209	211	206	203	206	214	221	228	
Advisor		3	3	3	4	4	4	4	5	5	5	6	
Part time job		10	10	10	11	9	8	8	11	11	11	11	
Outsourcing and other		1	1	1	1	1	1	1	1	1	1	1	
Total		239	236	232	230	230	224	221	228	236	242	250	

【男女別】

Section 1		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Male		187	185	182	178	179	173	168	174	182	183	188	
Female		52	51	51	51	51	51	53	54	54	59	62	
Total		239	236	233	229	230	224	221	228	236	242	250	

【役職別】

Section 1		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Executive Officer		4	4	6	5	5	5	5	5	5	4	4	
Director		4	4	2	2	2	2	2	2	2	2	2	
Manager		13	13	12	11	11	13	11	11	11	11	11	
Group leader		18	18	18	14	14	13	12	12	12	12	12	
General		186	183	180	180	183	178	178	181	199	196	203	
Advisor		3	3	4	4	4	4	4	5	5	5	6	
Part time job		10	10	10	11	9	8	8	11	1	11	11	
Outsourcing and other		1	1	1	1	1	1	1	1	1	1	1	
Total		239	236	233	228	229	224	221	228	236	242	250	