[Employment and Working Environment Monthly Report]

2025/6/1

Number of		Male			Female		Total				
Employee	Number of people	Age	Length of service	Number of people	Age	Length of service	Number of people	Age	Length of service		
Full-time employee	167	44.2	11.9	46	42.0	6.9	213	43.7	10.8		
Advisor	3	67.0	4.6	1	60.0	5.0	4	65.2	4.7		
Part time job	5	59.6	0.0	4	58.0	6.0	9	58.8	12.3		
Total/Ave	175	45.0	11.9	51	43.6	6.8	226	44.7	10.8		

Officer Male Number of	Ma	ale	Fem	nale	То	tal
people	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Official	16	6.86%	2	0.85%	18	7.72%
Management	10	4.29%	4	1.71%	14	6.00%
Director	4	1.71%	0	0.00%	4	1.71%
Total	30	12.86%	6	2.56%	36	15.43%

**Total number of people 233

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.

		Overtime work	Rati	o of ta	aking paid		Ta	rget of ma	aterni	ty lea	ve
Year	Japanese calendar year	Overume work		lea	ve		Ma	ale		Fem	nale
	careriaar year	Monthly average	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%
	令和07										
	April	7:46/1835:24	348	3897	8.9%	0	0	0%	0	0	0%
	Мау	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	0	0	0	0.0%	0	0	0%	0	0	0%
	August	0	0	0	0.0%	0	0	0%	0	0	0%
2025	September	0	0	0	0.0%	0	0	0%	0	0	0%
	October	0	0	0	0.0%	0	0	0%	0	0	0%
	November	0	0	0	0.0%	0	0	0%	0	0	0%

December	0	0	0	0.0%	0	0	0%	0	0	0%
January	0	0	0	0.0%	0	0	0%	0	0	0%
February	0	0	0	0.0%	0	0	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)

 $\ensuremath{\,\times\,} 1$: Duplication of alumnae within three years and over 50 years old employers

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

 $\ensuremath{\,\times\,} 3$: Except mandatory retirement and resignation from a company on marriage

Year	Japanesecalendar year	Employers	Male	Female	Tot
		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	
		Over 50 years old	6	2	8
2021	R03	Transfer from part time job to full time employees **1	0	1	1
		Foreign national employees %2	4	1	5
		Total	24	12	36
		Turnover·within three years employment	7	8	15
		Turnover·over three years employment	9	0	9
		Total %3	16	8	24
		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	
		Over 50 years old	5	0	5
2022	R04	Transfer from part time job to full time employees%1	0	0	0
		Foreign national employees × 2	0	2	2
		Total	12	11	23
		Turnover·within three years employment	10	4	
		Turnover·over three years employment	10	4	
		Total %3	20	8	28
		New graduates	2	0	
		Alumnae within three years	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
2023	R05	Transfer from part time job to full time employees%1	0	0	0
		Foreign national employees × 2	1	0	1
		Total	15	4	19
		Turnover·within three years employment	10	9	19
		Turnover·over three years employment	6	3	9
		Total %3	16	12	28
		New graduates	3	2	
		Alumnae within three years	0	0	
		Under the age of 35 years old	4	1	5
		Over 35 years old	6	4	
		Over 50 years old	7	0	
2024	R06	Transfer from part time job to full time employees%1	0	0	
		Foreign national employees × 2	5	1	6
		Total	25	8	33
		Turnover·within three years employment	9	2	
		Turnover·over three years employment	14	4	
		Total *3	23	6	

		New graduates	2	0	2
		Alumnae within three years	0	0	0
		Under the age of 35 years old	1	2	3
		Over 35 years old	0	1	1
		Over 50 years old	0	1	1
2025	R07	Transfer from part time job to full time employees 1	0	2	2
		Foreign national employees %2	1	0	1
		Total	4	6	10
		Turnover·within three years employment	2	0	2
		Turnover·over three years employment	3	2	5
		Total %3	5	2	7

<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
Officers, etc.		4	4	6									
	Sales Department	16	16	16									
	Information Management Division	21	21	19									
	Materials Section	4	4	4									
Sales Department	Personnel and Labor Division	6	6	6									
	Safety and Health Division	3	2	2									
	Fruit Tree Research Institute	2	2	2									
	Appetite Research Institute	3	2	2									
Proper Inventory Section	(1 part-time logistics officer)	1	1	1									
Management department	Aquality Assurance Division	15	15	15									
Tranagement department	Quality Control Section	10	10	10									
	Production Section	132	131	127									
Engineering Department	Facility Maintenance Division	12	11	11									
	R&D Division	10	10	11									
Total		239	236	233									

<By employee classification>

Section 1	Sectoin 2	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer		4	4	6									
Full-time employee	Including senior	221	218	212									
Advisor		3	3	4									
Part time job		10	10	10									
Outsourcing and other		1	1	1									
Total		239	236	233									

[By gender]

Section 1	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Male	187	185	182									
Female	52	51	51									
Total	239	236	233									

[By position]

Section 1	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer	4	4	6									
Director	4	4	2									
Manager	13	13	12									
Group leader	18	18	18									
General	186	183	180									
Advisor	3	3	4									
Part time job	10	10	10									
Outsourcing and other	1	1	1									
Total	239	236	233									