

Information on employees and other workers (FY 2017)

Total number of full-time employees by employment contract (permanent and temporary), by gender. *Nonconsolidated

Male		Female	
Permanent	Temporary	Permanent	Temporary
3624	632	222	91

Total number of full-time employees by employment contract (permanent and temporary), by region. *Consolidated

	Permanent	Temporary
Japan	5354	1071
Americas	1927	68
Asia/Oceania	4370	3
Europe	108	2

Composition of the highest governance body (Board of Directors) *Consolidated

	Male	Female
Inside	5	0
Outside	5	0

*All full-time employees except executives are subject to Collective bargaining agreements.

*A significant portion of the organization's activities are performed by workers.

Average age (age) *Nonconsolidated

38.7

Average annual salary (1000yen) *Nonconsolidated

5,967

Starting salary of Master's degree (1000yen/month) *Nonconsolidated

226

Starting salary of Bachelor degree (1000yen/month) *Nonconsolidated

212

Starting salary of High school graduates (1000yen/month) *Nonconsolidated

189

*Male and Female identical premiums

Usage status of Childcare Support System *Nonconsolidated. Including part-time employees

	FY 2015		FY 2016		FY 2017	
	Male	Female	Male	Female	Male	Female
Parental Leave	2	6	5	7	7	5
Short-Time Work for Child-care	0	1	0	4	0	6

Usage status of Nursing Care Support System *Nonconsolidated

	FY 2015		FY 2016		FY 2017	
	Male	Female	Male	Female	Male	Female
Nursing Care Leave	0	0	0	0	0	0
Short-Time Work for Nursing Care	0	0	0	0	0	0

Acquisition Rate of Parental Leave *Nonconsolidated. Including part-time employees

	FY 2015	FY 2016	FY 2017
Male	1.39%	3.91%	4.40%
Female	100%	100%	100%

※Part-Time Employees : Part Timer Employee and Temporary Contract Employee *Except Temporary staff