

ROHTO ESG Data Book (Human Resources)

Reporting Period: Calculated at the End of Each Fiscal Year

Employee Data

◆ Employment

Number of Employees

(persons)

Number of Employees			FY2020		FY2021		FY2022		FY2023		FY2024	
ROHTO Group		Full-time employee	6,619		6,596		6,866		7,176		7,259	
		Temporary staff	1,591		1,477		1,591		1,571		1,633	
Non-consolidated	Total	Men	677	42.4%	666	41.7%	661	40.6%	705	41.8%	729	41.6%
		Women	918	57.6%	933	58.3%	967	59.4%	982	58.2%	1,024	58.4%
		Total	1,595	100.0%	1,599	100.0%	1,628	100.0%	1,687	100.0%	1,753	100.0%
	R&D	Men	—	48.3%	—	46.4%	—	47.7%	—	47.5%	—	47.5%
		Women	—	51.7%	—	53.6%	—	52.3%	—	52.5%	—	52.5%
	Sales & Marketing	Men	—	35.2%	—	34.2%	—	40.8%	—	31.8%	—	31.8%
		Women	—	64.8%	—	65.8%	—	59.2%	—	68.2%	—	68.2%
Management Position (Higher Than Leader Position) (Non-consolidated)		Men	184	73.0%	195	68.9%	229	70.0%	244	67.2%	252	70.0%
		Women	68	27.0%	88	31.1%	98	30.0%	119	32.8%	108	30.0%
		Total	252	100.0%	283	100.0%	327	100.0%	363	100.0%	360	100.0%
Employment of People with Disabilities (Non-consolidated)		Ratio	2.30%		2.42%		2.30%		2.50%		2.55%	

(Note) Excludes contract employees, part-timers, and executives.

*The average annual number of employees is listed as an extra number.

Average Age of Employees / Average Number of Consecutive Years Served

(Non-consolidated)

(ages/ years)

		FY2020		FY2021		FY2022		FY2023		FY2024	
Average Age of Employees	Men	—		41.8		42.6		42.3		41.9	
	Women	—		41.4		41.8		42.3		42.8	
	Total	41.3		41.5		42.0		42.3		42.3	
Average Number of Consecutive Years Served	Men	14.8		15.0		15.3		14.9		14.4	
	Women	12.2		12.8		13.1		13.6		13.7	
	Total	13.2		13.6		14.0		14.1		14.0	

Average Annual Salary (Non-consolidated)

(thousand yen)

		FY2020		FY2021		FY2022		FY2023		FY2024	
Average Annual Salary	Total	7,204		7,566		7,819		8,176		8,261	

Number of Employees by Generation (Non-consolidated)

(persons)

		FY2020		FY2021		FY2022		FY2023		FY2024	
Under 30	Men	—		—		81	43.1%	98	48.5%	102	48.3%
	Women	—		—		107	56.9%	104	51.5%	109	51.7%
30 to 39	Men	—		—		193	39.2%	201	41.6%	217	43.9%
	Women	—		—		299	60.8%	282	58.4%	277	56.1%
40 to 49	Men	—		—		215	37.2%	227	37.8%	228	37.4%
	Women	—		—		363	62.8%	373	62.2%	382	62.6%
50 to 59	Men	—		—		146	43.2%	157	42.1%	167	41.0%
	Women	—		—		192	56.8%	216	57.9%	240	59.0%
60 and over	Men	—		—		26	81.3%	22	75.9%	15	48.4%
	Women	—		—		6	18.8%	7	24.1%	16	51.6%

Turnover Rate (Non-consolidated)

(persons)

		FY2020		FY2021		FY2022		FY2023		FY2024	
Employee Turnover Rate	Total	43	2.7%	38	2.4%	49	3.0%	37	2.2%	23	1.3%

retirees and part-time employees.

Recruitment (Non-consolidated)

(persons)

		FY2020		FY2021		FY2022		FY2023		FY2024	
Total Recruit	Men	31	57.4%	18	45.0%	17	36.2%	55	59.1%	37	49.3%
	Women	23	42.6%	22	55.0%	30	63.8%	38	40.9%	38	50.7%
	Total	54	100.0%	40	100.0%	47	100.0%	93	100.0%	75	100.0%
Number of New Graduate Recruits	Men	12	46.2%	10	38.5%	8	29.6%	18	51.4%	23	46.9%
	Women	14	53.8%	16	61.5%	19	70.4%	17	48.6%	26	53.1%
	Total	26	100.0%	26	100.0%	27	100.0%	35	100.0%	49	100.0%
Number of Mid-career Recruits	Men	20	69.0%	7	58.3%	9	45.0%	37	63.8%	14	53.8%
	Women	9	31.0%	5	41.7%	11	55.0%	21	36.2%	12	46.2%
	Total	29	100.0%	12	100.0%	20	100.0%	58	100.0%	26	100.0%

※Including reemployment

Utilization Status of Childcare Support Programs (Non-consolidated)

		FY2020		FY2021		FY2022		FY2023		FY2024	
Uptake of Parental Leave (persons)	Men	5		8		9		13		39	
	Women	96		70		74		77		79	
	Total	101		78		83		90		118	
Uptake of Parental Leave (ratio)	Men	—		22.2%		26.5%		46.4%		97.5%	
	Women	100%		100%		97.6%		100.0%		100.0%	
Reducing Working Hours for Childcare (persons)	Men	0		0		1		1		6	
	Women	123		128		103		135		143	
	Total	123		128		104		136		149	

Overtime Hours/Taking Paid Leave (Non-consolidated)

(persons)

		FY2020		FY2021		FY2022		FY2023		FY2024	
Monthly Average Overtime Hours	Total	14.9	hours/m onth	14.7	hours/m onth	14.9	hours/m onth	13.3	hours/m onth	12.3	hours/m onth
Rate of Taking Annual Paid Leave	Total	67.4	%	68.6	%	72.9	%	80.0	%	76.9	%
Rate of Taking 5 or More Consecutive Days Off	Total	32.9	%	41.7	%	35.1	%	36.9	%	24.7	%

Developing Human Resources (Non-consolidated)

		FY2020		FY2021		FY2022		FY2023		FY2024	
Average Hours of Training and Development per person	Gender Average	—		7.0	hours/year	34.0	hours/year	37.0	hours/year	49.0	hours/year
Average Amount Spent on Training and Development per Person	Gender Average	—		80.0	thousan d yen	80.0	thousan d yen	100.0	thousan d yen	110.0	thousan d yen

Labor-Management Relations (Non-consolidated)

		FY2020		FY2021		FY2022		FY2023		FY2024	
Number of Unionized Employees & Ratio		1,454	91.2%	1,476	92.3%	1,498	92.0%	1,612	95.6%	1,690	96.4%

Occupational Accidents (Non-consolidated) (number of cases)

	FY2020	FY2021	FY2022	FY2023	FY2024
Lost Time Accidents (4days or more)	—	3	9	4	1
Lost Time Accidents (less than 4days)	—	0	0	2	5
Minor Injury/ Accidents Without Lost Days	—	9	18	19	8
Number of Work-Related Fatalities	—	0	0	0	0
Implementation Status of the Occupational Safety and Health Committee	es with 50 or more employees				

◆ Employees and Workstyles

Internal Double Jobs/External Challenge Work (persons)

	FY2020	FY2021	FY2022	FY2023	FY2024
Participants in Internal Double Jobs	98	123	123	192	207
Participants in External Challenge Work	62	52	49	61	65

Well-being Points (Employee Engagement) (Points (1-10))

	FY2020	FY2021	FY2022	FY2023	FY2024
Average Points	—	—	6.84	6.89	6.98

◆ Health and Productivity Management

Health Indicators

(%)

	FY2020	FY2021	FY2022	FY2023	FY2024
Result Indicators (Physical Health)					
Rate of Employees with Metabolic Syndrome (Breakdown into Metabolic and Pre-Metabolic)	—	14.1	14.8 (6.1+8.7)	14.2 (6.1+8.1)	15.4 (5.9+9.5)
Rate of Anemia among Female Employees* ¹	14.3	14.8	14.2	15.9	14.5
Rate of employees with a younger fitness age than actual age* ²	—	—	62.6	67.3	67.2
Behavioral Indicators (Lifestyle)					
Smoking Rate (%)	0.1	1.9	2.8	2.2	2.6
Rate of moderate Alcohol Intake* ³	—	74.2	76.9	76.5	77.2
Rate of Sleep Satisfaction * ⁴ (Sleeping 6 Hours or More)	—	—	34.5 (58.6)	47.9 (58.5)	47.5 (55.9)
Rate of Employees Exercising 30 Minutes at Least Twice a Week	—	39.0	38.3	41.4	43.1
Rate of Employees Performing 8,000-step Walking and 20-min.	11.4 (29.3* ⁵)	14.9 (52.3* ⁵)	16.5 (54.9* ⁵)	15.2 (43.4* ⁵)	11.7 (46.6* ⁵)
Fulfillment Indicators (Mindset & Well-being)					
Thank-you Message* ⁶ Sending Rate (Receiving Rate)	—	—	67.9 (89.6)	69.5 (89.2)	68.9 (90.0)
Learning Application Rate	—	—	—	—	62.7
Monthly Average Overtime Hours (hours/month)	14.9 hours	14.7 hours	14.9 hours	13.3 hours	12.3 hours
Utilization Rate of Paid Leave for 5 or More Consecutive Days	32.9	41.7	35.1	36.9	24.7

*1 Criteria: hemoglobin (Hb) levels < 12.0 g/dL

*2 Physical measurement results (physical age, walking age, and brain function age) are younger than actual age

*3 A single serving is under ~360 mL for men and ~180 mL for women.

*4 Percentage of respondents who answered "Very satisfied" or "Somewhat satisfied" in a four-point scale evaluation (In FY2022, the survey was conducted using a five-point scale including "Neutral").

*5 Brisk walking at the time of events

*6 An internal messaging tool for members to exchange appreciation

Various Examination Participation Rates

(Points (1-10))

	FY2020	FY2021	FY2022	FY2023	FY2024
Health Check	—	—	—	100.0	100.0
Stress Check	—	—	—	98.8	99.8