

ROHTO ESG Data Book (Human Resource)

Date Period: Calculated at the end of each fiscal year.

Employee Data

◆ Employment

Number of Employees (persons)

| | | | FY2019 | | FY2020 | | FY2021 | | FY2022 | | FY2023 | | |
|--|---|-------|--------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
| 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 | 645 | 42.2% | 677 | 42.4% | 666 | 41.7% | 661 | 40.6% | 705 | 41.8% | |
| | | Women | 884 | 57.8% | 918 | 57.6% | 933 | 58.3% | 967 | 59.4% | 982 | 58.2% | |
| | | Total | 1,529 | 100.0% | 1,595 | 100.0% | 1,599 | 100.0% | 1,628 | 100.0% | 1,687 | 100.0% | |
| | R&D | Men | — | 47.5% | — | 48.3% | — | 46.4% | — | 47.7% | — | 47.5% | |
| | | Women | — | 52.5% | — | 51.7% | — | 53.6% | — | 52.3% | — | 52.5% | |
| | Sales&Marketing | Men | — | 35.4% | — | 35.2% | — | 34.2% | — | 40.8% | — | 31.8% | |
| | | Women | — | 64.6% | — | 64.8% | — | 65.8% | — | 59.2% | — | 68.2% | |
| | Management Position ※higher than leader position (Non-consolidated) | | Men | 191 | 77.0% | 184 | 73.0% | 195 | 68.9% | 229 | 70.0% | 244 | 67.2% |
| Women | | | 57 | 23.0% | 68 | 27.0% | 88 | 31.1% | 98 | 30.0% | 119 | 32.8% | |
| Total | | | 248 | 100.0% | 252 | 100.0% | 283 | 100.0% | 327 | 100.0% | 363 | 100.0% | |
| Directors (Non-consolidated) | | Men | 10 | 83.3% | 7 | 77.8% | 7 | 77.8% | 8 | 72.7% | 8 | 72.7% | |
| | | Women | 2 | 16.7% | 2 | 22.2% | 2 | 22.2% | 3 | 27.3% | 3 | 27.3% | |
| | | Total | 12 | 100.0% | 9 | 100.0% | 9 | 100.0% | 11 | 100.0% | 11 | 100.0% | |
| Employment of People with Disabilities (Non-consolidated) | | | Ratio | 2.10% | | 2.30% | | 2.42% | | 2.30% | | 2.50% | |

(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)

| | | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|--|-------|--------|--------|--------|--------|--------|
| Average Age of Employees | Men | — | — | 41.8 | 42.6 | 42.3 |
| | Women | — | — | 41.4 | 41.8 | 42.3 |
| | Total | 41.0 | 41.3 | 41.5 | 42.0 | 42.3 |
| Average Number of Consecutive Years Served | Men | 15.0 | 14.8 | 15.0 | 15.3 | 14.9 |
| | Women | 11.8 | 12.2 | 12.8 | 13.1 | 13.6 |
| | Total | 13.0 | 13.2 | 13.6 | 14.0 | 14.1 |

Average Annual Salary (Non-consolidated)

(thousand yen)

| | | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|-----------------------|-------|--------|--------|--------|--------|--------|
| Average Yearly Giving | Total | 7,157 | 7,204 | 7,566 | 7,819 | 8,176 |

Number of Employees by Generation (Non-consolidated) (persons)

| | | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|-------------|-------|--------|--------|--------|-----------|-----------|
| Under 30 | Men | — | — | — | 81 43.1% | 98 48.5% |
| | Women | — | — | — | 107 56.9% | 104 51.5% |
| 30 to 39 | Men | — | — | — | 193 39.2% | 201 41.6% |
| | Women | — | — | — | 299 60.8% | 282 58.4% |
| 40 to 49 | Men | — | — | — | 215 37.2% | 227 37.8% |
| | Women | — | — | — | 363 62.8% | 373 62.2% |
| 50 to 59 | Men | — | — | — | 146 43.2% | 157 42.1% |
| | Women | — | — | — | 192 56.8% | 216 57.9% |
| 60 and over | Men | — | — | — | 26 81.3% | 22 75.9% |
| | Women | — | — | — | 6 18.8% | 7 24.1% |

Turnover Rate(Non-consolidated) (persons)

| | | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|------------------------|-------|---------|---------|---------|---------|---------|
| Employee Turnover/rate | Total | 78 5.1% | 43 2.7% | 38 2.4% | 49 3.0% | 37 2.2% |

※ Excludes mandatory retirees and part-time employees.

Recruitment(Non-consolidated) (persons)

| | | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|---------------------------------|-------|------------|-----------|-----------|-----------|-----------|
| Total Recruit | Men | 44 34.9% | 31 57.4% | 18 45.0% | 17 36.2% | 55 59.1% |
| | Women | 82 65.1% | 23 42.6% | 22 55.0% | 30 63.8% | 38 40.9% |
| | Total | 126 100.0% | 54 100.0% | 40 100.0% | 47 100.0% | 93 100.0% |
| Number of New Graduate Recruits | Men | 13 41.9% | 12 46.2% | 10 38.5% | 8 29.6% | 18 51.4% |
| | Women | 18 58.1% | 14 53.8% | 16 61.5% | 19 70.4% | 17 48.6% |
| | Total | 31 100.0% | 26 100.0% | 26 100.0% | 27 100.0% | 35 100.0% |
| Number of Mid-career Recruits | Men | 31 32.6% | 20 69.0% | 7 58.3% | 9 45.0% | 37 63.8% |
| | Women | 64 67.4% | 9 31.0% | 5 41.7% | 11 55.0% | 21 36.2% |
| | Total | 95 100.0% | 29 100.0% | 12 100.0% | 20 100.0% | 58 100.0% |

※Including contract employees until 2019

※Including reemployment

Utilization Status of Childcare Support Programs(Non-consolidated)

| | | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|--|-------|--------|--------|--------|--------|--------|
| Uptake of Parental Leave (persons) | Men | 1 | 5 | 8 | 9 | 13 |
| | Women | 78 | 96 | 70 | 74 | 77 |
| | Total | 79 | 101 | 78 | 83 | 90 |
| Uptake of Parental Leave (ratio) | Men | — | — | 22.2% | 26.5% | 46.4% |
| | Women | 95.0% | 100% | 100% | 97.6% | 100.0% |
| Reducing Working Hours for Childcare (persons) | Men | 0 | 0 | 0 | 1 | 1 |
| | Women | 133 | 123 | 128 | 103 | 135 |
| | Total | 133 | 123 | 128 | 104 | 136 |

Overtime Hours・Taking Paid Leave(Non-consolidated) (persons)

| | | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|---|-------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Monthly Average Overtime Hours | Total | 13.0 hours/m onth | 14.9 hours/m onth | 14.7 hours/m onth | 14.9 hours/m onth | 13.3 hours/m onth |
| Rate of Taking Annual Paid Leave | Total | 71.6 % | 67.4 % | 68.6 % | 72.9 % | 80.0 % |
| Rate of Taking 5 or More Consecutive Days Off | Total | 48.4 % | 32.9 % | 41.7 % | 35.1 % | 36.9 % |

Developing Human Resources(Non-consolidated)

| | | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|---|----------------|--------|--------|-------------------|-------------------|--------------------|
| Average hours of training and development per person | Gender Average | — | — | 7.0 hours/year | 34.0 hours/year | 37.0 hours/year |
| Average amount spent on training and development per person | Gender Average | — | — | 80.0 thousand yen | 80.0 thousand yen | 100.0 thousand yen |

Labor-management relations(Non-consolidated)

| | | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|---------------------------------------|--|-------------|-------------|-------------|-------------|-------------|
| Number of Unionized Employees & Ratio | | 1,398 91.4% | 1,454 91.2% | 1,476 92.3% | 1,498 92.0% | 1,612 95.6% |

Occupational Accident(Non-consolidated)

(number of cases)

| | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|---|--|--------|--------|--------|--------|
| Lost Time Accidents (4days or more) | — | 0 | 2 | 6 | 3 |
| Lost Time Accidents (less than 4days) | — | 0 | 0 | 2 | 3 |
| Minor Injury/ Accidents Without Day Lost | — | 8 | 9 | 14 | 19 |
| Number of Work-Related Fatalities | — | 0 | 0 | 0 | 0 |
| Implementation Status of the Occupational Safety and Health Committee | Implemented at offices with 50 or more employees | | | | |

◆ Employees and Workstyles

(persons)

| | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|---|--------|--------|--------|--------|--------|
| Participants in Internal Double Jobs | 54 | 98 | 123 | 123 | 192 |
| Participants in External Challenge Work | 81 | 62 | 52 | 49 | 61 |

◆ Well-being Points (Employee Engagement)

(Points (1-10))

| | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|----------------|--------|--------|--------|--------|--------|
| Average Points | — | — | — | 6.55 | 6.89 |

◆ Health Management

(%)

| | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|---|--------|--------|--------|-------------------|-------------------|
| Employees Performing 8,000-step Walking and 20-min.※1 | 48.5 | 29.3 | 52.3 | 54.9 | 43.4 |
| Proportion of persons with metabolic syndrome or pre-metabolic syndrome | — | — | 14.1 | 14.8 (6.1+8.7) | 14.2 (6.1+8.1) |
| Obesity(men)(%) BMI≥ 25 | 25.6 | 26.2 | 25.2 | 25.5 | 23.4 |
| Obesity(women)(%) BMI≥ 25 | 16.4 | 16.6 | 17.4 | 17.5 | 16.8 |
| Smoking rate (%) | 0.1 | 0.1 | 1.9 | 2.8 | 2.2 |
| Anemia among Female Employees (%)※2 | 5.1 | 14.3 | 14.8 | 14.2 | 15.9 |
| Proportion with a lower health age than chronological age※3 | — | 48.9 | 52.2 | 59.6 | 65.0 |
| Proportion using alcohol in moderation※4 | — | — | 74.2 | 76.9 | 76.5 |
| Proportion sleeping for at least 6.5 hours | — | — | 37.8 | 32.4 | 33.5 |
| Proportion of persons taking 30 min. of exercise at least twice a week | — | — | 39.0 | 38.3 | 41.4 |

※1:Brisk walking at the time of events

※2:Criteria: hemoglobin (Hb) levels < 10.9 g/dL (since 2020, < 12.0 g/dL)

※3:Physical measurement results (physical age, walking age, and brain activity age) are younger than actual age.

※4:A single serving is defined as less than approximately 360mL for men and less than approximately 180mL for women.

◆ Various Examination Participation Rates

(Points (1-10))

| | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|--------------|--------|--------|--------|--------|--------|
| Health Check | — | — | — | — | 100.0 |
| Stress Check | — | — | — | — | 98.8 |

Sustainable Material Procurement

Risk Assessment (Questionnaire)

| | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|---|--------|--------|--------|--------|--------|
| Number of Suppliers | — | — | — | — | 44 |
| Response Rate | — | — | — | — | 100% |
| Portion of purchasing (monetary basis, among all primary suppliers) | — | — | — | — | 80% |