

## ROHTO ESG Date Book (Human Resorse)

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

### ◆ Employment

#### Number of Employees

(persons)

|   |                   | FY2018             |       | FY2019 |       | FY2020 |       | FY2021 |       | FY2022 |       |        |
|---|-------------------|--------------------|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|
| ROHTO Group   |                   | full-time employee | 6,355 | 6,619  | 6,596 | 6,866  | 7,176 |        |       |        |       |        |
|   |                   | temporary staff    | 1,657 | 1,591  | 1,477 | 1,591  | 1,571 |        |       |        |       |        |
| Non-consolidated  | Total             | Men                | 617   | 41.9%  | 645   | 42.2%  | 677   | 42.4%  | 666   | 41.7%  | 661   | 40.6%  |
|   |                   | Women              | 857   | 58.1%  | 884   | 57.8%  | 918   | 57.6%  | 933   | 58.3%  | 967   | 59.4%  |
|   |                   | Total              | 1,474 | 100.0% | 1,529 | 100.0% | 1,595 | 100.0% | 1,599 | 100.0% | 1,628 | 100.0% |
|   | R&D               | Men                | —     | 46.9%  | —     | 47.5%  | —     | 48.3%  | —     | 46.4%  | —     | 47.7%  |
|   |                   | Women              | —     | 53.1%  | —     | 52.5%  | —     | 51.7%  | —     | 53.6%  | —     | 52.3%  |
|   | Sales & Marketing | Men                | —     | 36.8%  | —     | 35.4%  | —     | 35.2%  | —     | 34.2%  | —     | 40.8%  |
| Women   |                   | —                  | 63.2% | —      | 64.6% | —      | 64.8% | —      | 65.8% | —      | 59.2% |        |
| Management Position<br>※higher than leader position<br>(Non-consolidated) |                   | Men                | 191   | 78.9%  | 191   | 77.0%  | 184   | 73.0%  | 195   | 68.9%  | 229   | 70.0%  |
|   |                   | Women              | 51    | 21.1%  | 57    | 23.0%  | 68    | 27.0%  | 88    | 31.1%  | 98    | 30.0%  |
|   |                   | Total              | 242   | 100.0% | 248   | 100.0% | 252   | 100.0% | 283   | 100.0% | 327   | 100.0% |
| Directors<br>(Non-consolidated)   |                   | Men                | 9     | 90.0%  | 10    | 83.3%  | 7     | 77.8%  | 7     | 77.8%  | 8     | 72.7%  |
|   |                   | Women              | 1     | 10.0%  | 2     | 16.7%  | 2     | 22.2%  | 2     | 22.2%  | 3     | 27.3%  |
|   |                   | Total              | 10    | 100.0% | 12    | 100.0% | 9     | 100.0% | 9     | 100.0% | 11    | 100.0% |
| Employment of People with Disabilities<br>(Non-consolidated)              |                   | Ratio              | 2.08% | 2.10%  | 2.30% | 2.42%  | 2.30% |        |       |        |       |        |

(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)

|  |       | FY2018 | FY2019 | FY2020 | FY2021 | FY2022 |
|--|-------|--------|--------|--------|--------|--------|
| Average Age of Employees                   | Men   | —      | —      | —      | 41.8   | 42.6   |
|  | Women | —      | —      | —      | 41.4   | 41.8   |
|  | Total | 40.6   | 41.0   | 41.3   | 41.5   | 42.0   |
| Average Number of Consecutive Years Served | Men   | 14.6   | 15.0   | 14.8   | 15.0   | 15.3   |
|  | Women | 11.3   | 11.8   | 12.2   | 12.8   | 13.1   |
|  | Total | 12.7   | 13.0   | 13.2   | 13.6   | 14.0   |

#### Average Annual Salary (Non-consolidated)

(thousand yen)

|                       |       | FY2018 | FY2019 | FY2020 | FY2021 | FY2022 |
|-----------------------|-------|--------|--------|--------|--------|--------|
| Average Yearly Giving | Total | 7,377  | 7,157  | 7,204  | 7,566  | 7,819  |

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

(persons)

|             |       | FY2018 | FY2019 | FY2020 | FY2021 | FY2022 |       |
|-------------|-------|--------|--------|--------|--------|--------|-------|
| Under 30    | Men   | —      | —      | —      | —      | 81     | 43.1% |
|             | Women | —      | —      | —      | —      | 107    | 56.9% |
| 30 to 39    | Men   | —      | —      | —      | —      | 193    | 39.2% |
|             | Women | —      | —      | —      | —      | 299    | 60.8% |
| 40 to 49    | Men   | —      | —      | —      | —      | 215    | 37.2% |
|             | Women | —      | —      | —      | —      | 363    | 62.8% |
| 50 to 59    | Men   | —      | —      | —      | —      | 146    | 43.2% |
|             | Women | —      | —      | —      | —      | 192    | 56.8% |
| 60 and over | Men   | —      | —      | —      | —      | 26     | 81.3% |
|             | Women | —      | —      | —      | —      | 6      | 18.8% |

Turnover Rate(Non-consolidated)

(persons)

|                        |       | FY2018 |      | FY2019 |      | FY2020 |      | FY2021 |      | FY2022 |      |
|------------------------|-------|--------|------|--------|------|--------|------|--------|------|--------|------|
| Employee Turnover/rate | Total | 78     | 5.3% | 78     | 5.1% | 43     | 2.7% | 38     | 2.4% | 49     | 3.0% |

※ Excludes mandatory retirees and part-time employees.

Recruitment(Non-consolidated)

(persons)

|                                 |       | FY2018 |        | FY2019 |        | FY2020 |        | FY2021 |        | FY2022 |        |
|---------------------------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Total Recruit                   | Men   | 66     | 36.3%  | 44     | 34.9%  | 31     | 57.4%  | 18     | 45.0%  | 17     | 36.2%  |
|                                 | Women | 116    | 63.7%  | 82     | 65.1%  | 23     | 42.6%  | 22     | 55.0%  | 30     | 63.8%  |
|                                 | Total | 182    | 100.0% | 126    | 100.0% | 54     | 100.0% | 40     | 100.0% | 47     | 100.0% |
| Number of New Graduate Recruits | Men   | 8      | 38.1%  | 13     | 41.9%  | 12     | 46.2%  | 10     | 38.5%  | 8      | 29.6%  |
|                                 | Women | 13     | 61.9%  | 18     | 58.1%  | 14     | 53.8%  | 16     | 61.5%  | 19     | 70.4%  |
|                                 | Total | 21     | 100.0% | 31     | 100.0% | 26     | 100.0% | 26     | 100.0% | 27     | 100.0% |
| Number of Mid-career Recruits   | Men   | 58     | 36.0%  | 31     | 32.6%  | 20     | 69.0%  | 7      | 58.3%  | 9      | 45.0%  |
|                                 | Women | 103    | 64.0%  | 64     | 67.4%  | 9      | 31.0%  | 5      | 41.7%  | 11     | 55.0%  |
|                                 | Total | 161    | 100.0% | 95     | 100.0% | 29     | 100.0% | 12     | 100.0% | 20     | 100.0% |

※Including contract employees until 2019

※Including reemployment

Utilization Status of Childcare Support Programs(Non-consolidated)

|  |       | FY2018 | FY2019 | FY2020 | FY2021 | FY2022 |
|--|-------|--------|--------|--------|--------|--------|
| Uptake of Parental Leave (persons)             | Men   | 1      | 1      | 5      | 8      | 9      |
|  | Women | 98     | 78     | 96     | 70     | 74     |
|  | Total | 99     | 79     | 101    | 78     | 83     |
| Uptake of Parental Leave (ratio)               | Men   | —      | —      | —      | 22.2%  | 26.5%  |
|  | Women | 93%    | 95.0%  | 100%   | 100%   | 97.6%  |
| Reducing Working Hours for Childcare (persons) | Men   | 0      | 0      | 0      | 0      | 1      |
|  | Women | 107    | 133    | 123    | 128    | 103    |
|  | Total | 107    | 133    | 123    | 128    | 104    |

Overtime Hours・Taking Paid Leave(Non-consolidated)

(persons)

|   |       | FY2018 |                 | FY2019 |                 | FY2020 |                 | FY2021 |                 | FY2022 |                 |
|---|-------|--------|-----------------|--------|-----------------|--------|-----------------|--------|-----------------|--------|-----------------|
| Monthly Average Overtime Hours                | Total | 14.3   | hours/m<br>onth | 13.0   | hours/m<br>onth | 14.9   | hours/m<br>onth | 14.7   | hours/m<br>onth | 14.9   | hours/m<br>onth |
| Rate of Taking Annual Paid Leave              | Total | 70.1   | %               | 71.6   | %               | 67.4   | %               | 68.6   | %               | 72.9   | %               |
| Rate of Taking 5 or More Consecutive Days Off | Total | 45.0   | %               | 48.4   | %               | 32.9   | %               | 41.7   | %               | 35.1   | %               |

Labor-management relations(Non-consolidated)

|                                       |  | FY2018 |       | FY2019 |       | FY2020 |       | FY2021 |       | FY2022 |       |
|---------------------------------------|--|--------|-------|--------|-------|--------|-------|--------|-------|--------|-------|
| Number of Unionized Employees & Ratio |  | 1,333  | 90.4% | 1,398  | 91.4% | 1,454  | 91.2% | 1,476  | 92.3% | 1,498  | 92.0% |

Occupational Accident(Non-consolidated)

(number of cases)

|   | FY2018   | FY2019 | FY2020 | FY2021 | FY2022 |
|---|--|--------|--------|--------|--------|
| Lost Time Accidents   | —  | —      | 0      | 2      | 8      |
| Minor Injury/<br>Accidents Without Day Lost                           | —  | —      | 8      | 9      | 14     |
| Number of Work-Related Fatalities                                     | —  | —      | 0      | 0      | 0      |
| Implementation Status of the Occupational Safety and Health Committee | Implemented at offices with 50 or more employees |        |        |        |        |

◆ Employees and Workstyles

(persons)

|   | FY2018 | FY2019 | FY2020 | FY2021 | FY2022 |
|---|--------|--------|--------|--------|--------|
| Participants in Internal Double Jobs    | 70     | 54     | 98     | 123    | 123    |
| Participants in External Challenge Work | 81     | 81     | 62     | 52     | 49     |

◆ Health Management

(%)

|   | FY2018 | FY2019 | FY2020 | FY2021 | FY2022            |
|---|--------|--------|--------|--------|-------------------|
| Employees Performing 8,000-step Walking and 20-min.※1                   | 44.4   | 48.5   | 29.3   | 52.3   | 54.9              |
| Proportion of persons with metabolic syndrome or pre-metabolic syndrome | —      | —      | —      | 14.1   | 14.8<br>(6.1+8.7) |
| Obesity(men)(%) BMI $\geq$ 25   | 22.5   | 25.6   | 26.2   | 25.2   | 25.5              |
| Obesity(women)(%) BMI $\geq$ 25   | 15.2   | 16.4   | 16.6   | 17.4   | 17.5              |
| Smoking rate (%)  | 7.7    | 0.1    | 0.1    | 1.9    | 2.8               |
| Anemia among Female Employees (%)※2                                     | 4.9    | 5.1    | 14.3   | 14.8   | 14.2              |
| Proportion with a lower health age than chronological age※3             | —      | —      | 48.9   | 52.2   | 59.6              |
| Proportion using alcohol in moderation※4                                | —      | —      | —      | 74.2   | 76.9              |
| Proportion sleeping for at least 6.5 hours                              | —      | —      | —      | 37.8   | 32.4              |
| Proportion of persons taking 30 min. of exercise at least twice a week  | —      | —      | —      | 39.0   | 38.3              |

※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.