

Non-Financial Data (Social)

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			FY2018	FY2019	FY2020	FY2021	FY2022
Employee Data							
Number of Employees	Japan		2,480	2,466	2,446	2,387	2,396
	Non-consolidated	Male	1,065	1,051	1,186	1,171	1,165
		Female	506	508	521	526	534
		Total	1,571	1,559	1,707	1,697	1,699
	Asia (excluding Japan)		1,383	1,388	1,251	1,637	1,449
	North America		1,607	1,500	1,107	1,077	1,288
	Europe		233	236	249	241	218
	Others		-	-	-	-	6
	Total		5,703	5,590	5,053	5,342	5,357
	By Gender	Male		-	-	-	-
Female			-	-	-	-	2,114
By Age Group	Non-consolidated	Under 30	-	-	132	106	128
		30s	-	-	439	414	377
		40s	-	-	579	570	547
		50s	-	-	541	593	624
		Over 60	-	-	16	14	23
Number of Temporary Employees (*1)		510	501	459	526	530	
Number of Employees in Management Position (*2)	Non-consolidated	Male	89	100	127	159	198
		Female	319	320	370	366	179
		Total	5	6	5	10	8
		Female Ratio (%)	324	326	375	376	187
Number of Hired New Graduates	Non-consolidated	Male	1.54	1.84	1.33	2.73	4.28
		Female	9	11	17	4	26
		Female Ratio(%)	3	8	5	15	18
		Total	12	19	22	19	44
Three-Year Retention Rate for New Graduate Recruits (%)(*3)	Non-consolidated	Male	25.00	42.11	22.73	78.95	40.91
		Female	83	86	100	100	82
		Total	100	100	100	100	100
		Female Ratio(%)	183	186	200	200	182
Mid-Career Hires	Non-consolidated	Male	6	5	3	6	23
		Female	0	1	1	3	8
		Total	6	6	4	9	31
		Female Ratio (%)	0.00	16.67	25.00	33.33	25.81
Average Length of Service (years)	Non-consolidated	Male	18.8	19.4	18.8	19.2	19.3
		Female	20.0	20.8	20.9	21.6	21.7
		Whole	19.2	19.9	19.5	20.0	20.1
Ratio of Employees with Disabilities (%)	Non-consolidated	2.16	2.32	2.37	2.27	2.15	
Statutory Monthly Overtime Hours (hours/employee)	Non-consolidated	10.6	9.4	10.4	14.5	11.6	
Percentage of Paid Vacation Days Used (%)	Non-consolidated	72.8	71.8	68.5	72.6	76.7	
Number of People Who Took Maternity Leave	Non-consolidated	21	21	18	21	14	
Number of People Who Took Childcare Leave	Non-consolidated	Male	10	8	8	8	9
		Female	21	21	18	20	10
		Total	31.0	29.0	26.0	28.0	19.0
Number of People Who Took Nursing Care Leave	Non-consolidated	0	0	0	1	0	
Ratio of Employees Returning to Work After Taking Maternity and Childcare Leave (%)	Non-consolidated	100	100	100	100	100	
Number of Work-Related Accidents	Non-consolidated	19	19	9	7	11	
Number of Work-Related Fatal Accidents	Non-consolidated	0	0	0	0	0	
Frequency of Work-Related Accidents (%) (*4)	Non-consolidated	0.61	0.61	0.00	0.00	0.27	
Severity of Work-Related Accidents (%) (Number of lost work days ÷ Total number of work hours x 1,000)	Non-consolidated	0.02	0.02	0.00	0.00	0.02	
Annual Training Hours (hours)	Non-consolidated	-	27,549	15,152	25,758	44,819	
Annual Training Costs (million yen)	Non-consolidated	-	43	21	45	98	
Total Number of Employees Who Attend the Training	Non-consolidated	-	1,545	893	1,269	1,680	
Annual Average Training Hours per Employee	Non-consolidated	-	18	9	15	26	
Annual Average Training Cost per Employee	Non-consolidated	-	27,582	12,302	26,517	57,681	

Occupational Safety and Health Management System

ISO45001 Certification	Percentage of Domestic and Overseas Certified Sites (%)	-	-	-	-	1.2
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Patent Data

Number of Patents Held	Non-consolidated	1,454	1,446	1,389	1,169	1,258
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*1 Annual average number of part-timers, temporary employees, etc.

*2 Change definition of managerial positions to line managers at the section head level and above beginning in FY2022.

*3 The three-year retention rate for new graduate recruits represents the number of employees who reach their third year with the Company in April of the relevant fiscal year.

(Example: Data in the column for fiscal 2021 is based on the number of employees as of April 2022 who had joined the Company in 2019.)

*4 The rate of lost-time injuries indicates the frequency of occupational injuries, based on the number of work-related injuries or deaths per one million work hours.

$$\text{Frequency of Work-Related Accidents} = \frac{\text{Number of work-related injuries or deaths}}{\text{Total number of work hours}} \times 1,000,000$$

The number of work-related injuries or deaths during a certain period is divided by the total number of hours worked over the same period, and multiplied by one million to derive the rate.

*Items not indicated as "non-consolidated" are consolidated figures.

Status of OSHMS Construction (Ushio Group's ISO45001 Certification)

Company/division name	ISO45001 certification received
Ushio Hong Kong Ltd.	2003 (OHSAS 18001)