

Target Organization : TOHO PHARMACEUTICAL

◆ Basic employment data

		FY2023	FY2024	FY2025
Number of employees *1	total	3,144	3,100	3,024
	male	2,389	2,326	2,235
	female	755	774	789
Number of all employees	total	4,296	4,338	4,283
	male	2,939	2,938	2,843
	female	1,357	1,400	1,440
Number of regular employees	total	3,313	3,316	3,308
	male	2,230	2,193	2,142
	female	1,083	1,123	1,166
Number of non-regular employees	total	983	1,022	975
	male	709	745	701
	female	274	277	274
Number of managers	total	726	716	711
	male	692	679	670
	female	34	37	41
Number of newly appointed managers	total	36	46	49
	male	35	43	43
	female	1	3	6
New employees	total	31	24	44
	male	16	9	22
	female	15	15	22
Average number of years of attendance (all employees) (year)	total	19.5	19.3	19.1
	male	22.6	22.4	22.4
	female	12.7	12.9	12.7
Turnover rate (%) *2		—	2.3	2.1

◆ Data on women's activities

	FY2023	FY2024	FY2025
Rate of female employees (%) *1	24.0	25.0	26.1
Rate of female managers (%)	4.7	5.2	5.8
Rate of new hires who are females (%)	48.4	62.5	50.0
Difference in average length of service between male and female (all employees) (year) (average years of service for males - average years of service for females)	9.9	9.5	9.7

◆ Diversity data

	FY2023	FY2024	FY2025
Number of employees reaching retirement age	92	111	107
Number of re-employment system utilizers	92	111	92
Rate of persons with disabilities (%)	2.40	2.48	2.76

◆ Work-life-balance data

	FY2023	FY2024	FY2025
Paid leave utilization rate (%)	44.7	45.0	48.0
Number of users of the childcare leave system	male	9	21
	female	16	19
Rate of taking childcare leave (male) (%) *3	27.8	19.4	74.1
Number of users of the short-time attendance system for childcare	male	0	0
	female	19	47
Number of users of nursing care leave system	male	1	1
	female	4	7

*1...The number of full-time employees including contract employees (including career staff) and excluding temporary employees.

*2...The number of the turnover rate have been disclosed since fiscal 2024.

*3...With regard to the rate of male employees taking childcare leave, the denominator is calculated based on the number of male employees whose spouses gave birth during the relevant fiscal year, and the numerator is calculated based on the number of male employees who took childcare leave or other leave for the purpose of childcare in the relevant fiscal year. The rate of male employees taking childcare leave may exceed 100% if the year in which their spouses gave birth differs from the year in which they took childcare leave.