

Employee status: Percentage by gender

	Male	Female
Consolidated employees	66.7%	33.2%
(All management positions / By level / Sales department)		
All management positions	75.7%	24.2%
Top management positions	90.7%	8.9%
Middle management positions	74.2%	25.7%
Junior management positions	74.8%	25.1%
Management positions in the sales department	77.4%	22.5%

*Including accepted secondees; excludes executives, secondees to other companies, and temporary employees.

*This table shows only the percentage of male and female employees and does not include employees of other genders or those who have not disclosed their gender.

Therefore, the total percentage of male and female employees may not add up to 100%.

Employee status: Percentage by region

	Percentage of consolidated employees	Major countries
Africa	29.8%	South Africa, Ghana
Asia / Oceania	25.0%	Thailand (7.7%), Vietnam (4.4%), India (3.5%)
Japan	22.9%	-
North America	8.2%	U.S.A (6.2%), Mexico
Europe	7.2%	Belgium
East Asia	4.7%	China (3.7%)
South America	2.3%	Brazil
Middle East and Central Asia	0.0%	United Arab Emirates

*Including accepted secondees; excludes executives, secondees to other companies, and temporary employees.

Employee status: Turnover rate

	Total	Male	Female
Total employee turnover rate	11.9%	8.0%	3.9%
Voluntary employee turnover rate	7.2%	—	—

*Temporary employees are not included.