

Social Data



Introduction & Table of Contents	CEO Message	About JATCO	Sustainability Management	Environment	Business
Society	Human Capital	Business Foundation	Environmental Data for Each Production Base	Social Data	GRI Standards Reference Table

Social Data

Social data (FY)

JATCO Ltd		Unit	2021	2022	2023
Number of employees		People	5,250	5,000	4,909
	Men		4,811	4,570	4,478
	Women	People	439	430	431
Average age		Years old	44	44	43
	Men		44	44	44
	Women	Years old	39	39	39
Years of service		Years	20.8	21.0	18.8
	Men		21.4	21.8	19.2
	Women	Years	16.4	15.9	15.6
Employment rate for individuals with disabilities		%	2.48%	2.47%	2.57%
Percentage of men taking childcare leave		%	0.9	16.5	30.2
Percentage of employees returning to work after taking childcare leave		%	95.7	100	100
	Men		100	100	100
	Women	%	95.5	100	100
Number of days of annual leave taken		Days	18.8	16.8	15.8
Average overtime hours		Hours/month	17.7	17.9	22.8
Female managers		People	13	13	14
	Ratio	%	4.6%	4.8%	5.2%
Number of new hires		People	45	50	42
	Men		38	42	36
	Women	People	7	8	6

* Percentage of men taking childcare leave = male employees who took one day or more of childcare leave in the applicable fiscal year ÷ the number of male employees whose spouse gave birth in the applicable fiscal year

* The FY2023 figures for the number of new hires are the figures as of April 2024