

# Percentage of female employees in management positions, percentage of male employees taking childcare leave and differences in wages between male and female employees

Ceres FY2023				
Percentage of female employees in management positions (%) (Note 1)	Percentage of male employees taking childcare leave (%) (Note 2)	Differences in wages between male and female employees (%) (Note 1)		
		All employees	Regular employees	Part-time and fixed-term employees
13.8	16.7	73.9	79.9	41.4

(Note)

1. The figures are calculated in accordance with the provisions of the Act on the Promotion of Women's Active Engagement in Professional Life (Act No.64 of 2015).
2. The figures are calculated based on the ratio of employees who took childcare leave stipulated in Article 71-4-1 of the Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Ordinance of the Ministry of Labor No.25 of 1991), in accordance with the provisions of the Act on Childcare Leave, Caregiver Leave, and other Measures for the Welfare of Workers Caring for Children or Other Family Members (Act No.76 of 1991).

