

人的資本関連データ2024
Data Related to Human Capital 2024

2025年8月26日更新 Updated August 26, 2025

数値は各年度3月31日時点であり、異なる場合は各表に記載しております。

Figures are those as of March 31 of each fiscal year. If otherwise, as indicated in that table.

※正規従業員：正社員 *男女の賃金差異における定義は別途注記 Regular employees: permanent employees *Wage difference between men and women is defined and noted separately.

※非正規従業員：契約社員（准社員、嘱託社員、パート社員、期間工社員） *男女の賃金差異における定義は別途注記

*Non-regular employees: contract employees (junior employees, fixed-term employees, part-time employees, temporary employees) *Wage difference between men and women is defined and noted separately.

※全従業員：正規従業員と非正規従業員の合計 *All employees: total number of regular employees and non-regular employees

※ディスコ単体：他社への出向者を除き、他社からの受け入れ出向者を含む *Non-consolidated: excludes transfer employees to other companies and includes transfer employees from other companies.

1. 従業員の構成 Employee Composition

データ範囲 Data range		単位 Units	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	
ディスコ単体 Non-consolidated	全従業員数 Total employees	人 persons	3,370	3,845	4,088	4,245	4,334	4,528	4,885	5,283	
	正規従業員 Regular employees	人 persons	2,177	2,535	2,745	2,892	2,954	3,093	3,272	3,486	
	非正規従業員 Non-regular employees	人 persons	1,193	1,310	1,343	1,353	1,380	1,435	1,613	1,797	
	男女別人数 Employee numbers by gender	男性 Men	人 persons	1,975	2,314	2,522	2,664	2,806	2,983	3,229	3,503
		女性 Women	人 persons	1,395	1,531	1,566	1,581	1,528	1,545	1,656	1,780
	男女比率 Employee percentages by gender	男性 Men	%	58.6%	60.2%	61.7%	62.8%	64.7%	65.9%	66.1%	66.3%
女性 Women		%	41.4%	39.8%	38.3%	37.2%	35.3%	34.1%	33.9%	33.7%	
国内グループ Domestic group	全従業員数 Total employees	人 persons						85	106	130	
	正規従業員 Regular employees	人 persons						72	91	114	
	非正規従業員 Non-regular employees	人 persons						13	15	16	
	男女別人数 Employee numbers by gender	男性 Men	人 persons						74	89	113
		女性 Women	人 persons						11	17	17
	男女比率 Employee percentages by gender	男性 Men	%						87.1%	84.0%	86.9%
女性 Women		%						12.9%	16.0%	13.1%	
海外グループ Global group	全従業員数 Total employees	人 persons						1,397	1,530	1,668	
	正規従業員 Regular employees	人 persons						1,390	1,507	1,643	
	非正規従業員 Non-regular employees	人 persons						7	23	25	
	男女別人数 Employee numbers by gender	男性 Men	人 persons						1,039	1,132	1,237
		女性 Women	人 persons						358	398	431
	男女比率 Employee percentages by gender	男性 Men	%						74.4%	74.0%	74.2%
女性 Women		%						25.6%	26.0%	25.8%	
ディスコ連結 Consolidated	全従業員数 Total number of employees	人 persons	4,582	4,950	5,227	5,464	5,659	6,010	6,521	7,081	
	正規従業員 Regular employees	人 persons						4,555	4,870	5,243	
	非正規従業員 Non-regular employees	人 persons						1,455	1,651	1,838	
	男女別人数 Employee numbers by gender	男性 Men	人 persons	2,889	3,129	3,300	3,550	3,783	4,096	4,450	4,853
		女性 Women	人 persons	1,693	1,821	1,927	1,914	1,876	1,914	2,071	2,228
	男女比率 Employee percentages by gender	男性 Men	%						68.2%	68.2%	68.5%
		女性 Women	%						31.8%	31.8%	31.5%
	地域別従業員数 Employees by region	日本 Japan	人 persons						4,613	4,991	5,413
		欧州 Europe	人 persons						139	149	148
		米国 US	人 persons						156	191	234
		アジア(日本を除く)その他 Asia (excluding Japan) and other	人 persons						1,102	1,190	1,286
部門別従業員比率 Employees by department	管理営業系部門に所属する従業員比率 Employees in management/sales divisions	%						28.3%	30.1%	30.2%	
	技術技能系部門に所属する従業員比率 Employees in technical/engineering divisions	%						71.7%	69.9%	69.8%	

2. 従業員の採用 Recruitment of Employees

データ範囲 Data range		単位 Units	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
ディスコ単体 Non-consolidated	新規採用者数合計 Total employees newly hired	人 persons	125	261	270	217	208	228	266	280
	うち新卒採用者数 New graduates out of all newly hired employees	男性 Men 女性 Women	45 17	87 39	120 39	104 36	95 28	97 38	125 41	137 35
	うち中途採用者数 Mid-career employees out of all newly hired employees	男性 Men 女性 Women	53 10	118 17	93 18	71 6	69 16	78 15	90 10	94 14
	ディスコ連結 consolidated	新規採用者数合計 Total employees newly hired 海外現地法人 現地採用者比率 Local hires out of all employees at subsidiaries outside Japan	人 persons %						456 93.1%	474 93.3%

※ 集計範囲：単体・連結いずれも正規従業員 * Both non-consolidated and consolidated figures are for regular employees.

3. 従業員の定着状況 ※1 Employee Retention*1

データ範囲 Data range		単位 Units	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
ディスコ単体 Non-consolidated	新卒採用者の3年以内離職率 ※2 Newly graduated employees leaving within three years*2	%						7.2%	10.6%	11.8%

※1 集計範囲：正規従業員 *1 Figures are for regular employees

※2 各年度明け4月1日時点における、3年度前の新卒採用者の離職率（例 FY2024…2022年度新卒採用者の3年以内離職率）

*2 As of April 1, three years after hiring (e.g., FY2024: percentage of newly graduated employees hired in FY2022 who left within three years)

4. キャリア人材の活躍状況 ※1 Mid-Career Human Capital*1

データ範囲 Data range		単位 Units	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
ディスコ単体 Non-consolidated	新規採用に占める中途採用比率 ※2 Mid-career hires out of all newly hired employees*2	%	50.4%	51.7%	41.1%	35.5%	40.9%	40.8%	37.6%	38.6%
	従業員に占める中途採用比率 Mid-career hires out of total workforce	%						50.2%	49.5%	48.5%
	管理職に占める中途採用比率 ※3 Management positions held by mid-career hires*3	%						62.6%	62.2%	60.9%
ディスコ連結 Consolidated	管理職に占める中途採用比率 ※3 Management positions held by mid-career hires*3	%						64.3%	63.7%	63.6%

※1 集計範囲：単体・連結いずれも正規従業員 *1 Both non-consolidated and consolidated figures are for regular employees.

※2 集計範囲：当該年度の新規採用者 *2 Figures are for all newly hired employees in that specific fiscal year

※3 管理職：課長～部長相当職 *3 Management positions: section managers through department managers

5. 女性従業員の活躍状況 ※1 Women in the Workplace*1

データ範囲 Data range		単位 Units	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
ディスコ単体 Non-consolidated	新卒採用に占める女性比率 ※2 Women out of all new graduates*2	%	27.4%	31.0%	24.5%	25.7%	22.8%	28.1%	24.7%	20.3%
	中途採用に占める女性比率 Women out of all mid-career hires	%	15.9%	12.6%	16.2%	7.8%	18.8%	16.1%	10.0%	13.0%
	女性従業員比率 Women out of total workforce	%	19.8%	19.4%	19.7%	19.6%	18.9%	19.0%	19.0%	18.8%
	女性管理職比率 ※3 Management positions held by women*3	%	6.5%	5.7%	5.0%	5.6%	6.5%	7.5%	7.6%	7.5%
	初級管理職に占める女性比率 ※4 Junior management positions held by women*4	%						6.8%	8.4%	8.3%
	直接部門に占める女性管理職比率 ※5 Management positions held by women in line departments*5	%						3.5%	4.3%	3.3%
	技術関連職に占める女性比率 ※6 Technical positions held by women*6	%						9.0%	9.3%	9.7%
ディスコ連結 Consolidated	女性役員比率 ※7 Top management positions held by women*7	%						10.0%	20.0%	36.4%
	女性管理職比率 ※3 Management positions held by women*3	%				13.0%	13.6%	14.7%	15.5%	14.8%

※1 集計範囲：単体・連結いずれも正規従業員（女性役員比率を除く） *1 Both non-consolidated and consolidated figures are for regular employees (excluding percentage of top management positions held by women).

※2 集計範囲：当該年度の新卒入社者 *2 Figures are for all new graduates in that specific fiscal year

※3 女性管理職：課長～部長相当職 *3 Management positions: section managers through department managers

※4 初級管理職：係長相当職 *4 Junior management positions: subsection managers

※5 直接部門：技術開発部門、製造部門、営業部門 *5 Line departments: engineering R&D departments, manufacturing departments, sales departments

※6 技術関連職：研究・開発に従事するエンジニア *6 Technical positions: engineers engaged in research and development

※7 女性役員：取締役 *7 Top management positions: board members

6. 外国籍従業員の活躍状況 ※1 Non-Japanese Employees in the Workplace*1

データ範囲 Data range	単位 Units	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
ディスコ単体 Non-consolidated	新卒採用に占める外国籍従業員比率 ※2 Non-Japanese employees out of all new graduates*2	%					0.7%	4.8%	1.7%
	管理職に占める外国籍従業員比率 ※3 Management positions held by non-Japanese employees*3	%					1.1%	1.2%	0.6%
	日本国籍の従業員数 Japanese employee numbers	人 persons					4,432	4,776	5,153
	日本国籍以外の従業員数 ※4 Non-Japanese employee numbers*4	人 persons					96	109	130
	日本国籍の従業員比率 Japanese employee percentages	%					97.9%	97.8%	97.5%
	日本国籍以外の従業員比率 ※4 Non-Japanese employee percentages*4	%					2.1%	2.2%	2.5%
ディスコ連結 Consolidated	管理職に占める外国籍従業員比率 ※3 Management positions held by non-Japanese employees*3	%					40.1%	39.8%	40.9%
	日本国籍の従業員数 Japanese employee numbers	人 persons					4,610	4,976	5,396
	日本国籍以外の従業員数 ※4 Non-Japanese employee numbers*4	人 persons					1,400	1,545	1,685
	日本国籍の従業員比率 Japanese employee percentages	%					76.7%	76.3%	76.2%
	日本国籍以外の従業員比率 ※4 Non-Japanese employee percentages*4	%					23.3%	23.7%	23.8%

※1 集計範囲：単体・連結いずれも正規従業員および非正規従業員（新卒採用及び管理職に占める外国籍従業員比率は正規従業員のみ）

*1 Both non-consolidated and consolidated figures are for regular and non-regular employees. (Figures for "non-Japanese employees out of all new graduates" and "management positions held by non-Japanese employees" include only regular employees.)

※2 集計範囲：当該年度の新規採用者 *2 Figures are for all newly hired employees in that specific fiscal year

※3 管理職：課長～部長相当職 *3 Management positions: section managers through department managers

※4 国籍不明者を含む。FY2024は、把握している範囲で41カ国の従業員が在籍。 *4 Includes employees whose nationality is unknown. There were employees from at least 41 countries in FY2024.

7. 障がい者雇用率 ※1 ※2 Employees with Disabilities*1 *2

データ範囲 Data range	単位 Units	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	
ディスコ単体 Non-consolidated	障がい者雇用率 Employees with disabilities	%	2.1%	2.1%	2.1%	2.2%	2.11%	2.05%	2.06%	2.24%

※1 集計範囲：正規従業員および非正規従業員 *1 Figures are for regular and non-regular employees.

※2 基準日：当該年度の6月1日 *2 Basis date: June 1 in that specific fiscal year

8. 有給休暇取得率 ※1 ※2 Rate of Paid Leave Taken *1 *2

データ範囲 Data range	単位 Units	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
ディスコ単体 Non-consolidated	年次有給休暇取得率 Rate of annual paid leave taken	%						80.0%	80.4%
	年次有給休暇+失効年次有給休暇取得率 ※3 Rate of annual paid leave taken + expired annual paid leave *3	%						80.6%	81.2%

※1 集計範囲：正規従業員および非正規従業員 *1 Figures are for regular and non-regular employees.

※2 取得率：年間取得日数+年次有給休暇付与日数 *2 Rate taken: number of annual paid days off used / number of annual paid days off granted

※3 失効年次有給休暇：未消化により失効した年次有給休暇を積み立て、傷病・育児・看護・介護など一定の事由で利用可能

*3 Expired annual paid leave: Employees are able to accumulate annual paid leave that would have expired due to non-use and use it for certain reasons such as injury, child-rearing, nursing, or caregiving.

9. 再雇用者数 Rehired Retirees

データ範囲 Data range	単位 Units	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	
ディスコ単体 Non-consolidated	定年退職者数 Retirees	人 persons	14	25	28	26	27	42	37	27
	うち、再雇用者数 Rehired retirees	人 persons	14	22	25	24	25	34	34	26
	再雇用者比率 Percentage of retirees rehired	%	100.0%	88.0%	89.3%	92.3%	92.6%	81.0%	91.9%	96.3%

※集計範囲：正規従業員 *Figures are for regular employees.

10. 両立支援制度の利用状況 ※1 Use of Support Systems for Work-Life Balance*1

データ範囲 Data range		単位 Units	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	
ディスコ単体 Non-consolidated	育児休業・休暇取得者数 ※2 Employees on long- or short-term childcare leave*2	男性 Men	人 persons	100	87	110	97	90	107	119	129
		女性 Women	人 persons	42	54	48	60	48	55	36	57
	男性育児休業取得率 Ratio of male employee taking childcare leave	%	90.9%	82.1%	90.9%	79.5%	73.2%	86.3%	96.7%	94.2%	
	介護休業・休暇取得者数 ※3 Employees on long- or short-term caregiving leave*3	男性 Men	人 persons	6	6	6	1	1	0	1	1
		女性 Women	人 persons	13	3	5	3	5	3	3	3

※1 集計範囲：正規従業員および非正規従業員 *1 Figures are for regular and non-regular employees.

※2 育児休業および配偶者出産休暇、育児目的の失効年次有給休暇を含む *2 Includes childcare leave, spousal maternity leave, and expired paid leave for childcare

※3 介護休業および介護目的の失効年次有給休暇を含む *3 Includes caregiving leave and expired paid leave for caregiving

11. 育児休業復職率 Employees Returning to Work after Childcare Leave

データ範囲 Data range		単位 Units	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
ディスコ単体 Non-consolidated	育児休業復職率 Work resumption rate	%						91.1%	98.7%	95.4%

※ 集計範囲：正規従業員および非正規従業員 *Figures are for regular and non-regular employees.

12. 報酬 Average Remuneration

データ範囲 Data range		単位 Units	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	
ディスコ単体 Non-consolidated	平均年間給与 ※1 Average annual salary*1	円 JPY	9,661,493	9,914,759	9,455,962	9,650,370	11,409,726	13,296,215	15,071,169	16,718,921	
	全従業員 ※2 All employees*2	正規従業員 ※3 Regular employees*3	%						58.3%	58.8%	57.6%
		非正規従業員 ※4 Non-regular employees*4	%						62.9%	63.8%	63.7%
	男女の賃金差異 ※5 Wage difference between men and women*5	総合職従業員 Managerial-track employees	%						67.1%	59.8%	56.9%
		事務職従業員 Clerical track employees	%						84.3%	86.6%	87.2%
		技能職従業員 ※6 Technical track employees*6	%						68.0%	74.1%	86.6%
			%						76.4%	82.9%	85.3%

※1 賞与および基準外賃金を含む *1 Includes bonus and extra wages

※2 正規雇用従業員と非正規雇用従業員を含む *2 Includes regular employees and non-regular employees

※3 正社員および無期雇用の準社員を含む *3 Includes regular employees and specified-task employees for indefinite employment

※4 有期雇用の準社員、パート社員、嘱託社員、期間工社員を含み、派遣社員を除く *4 Includes specified-task employees with fixed-term employment, part-time employees, contract employees and excludes dispatch employees

※5 以下の条件で集計 *5 Calculated with the following parameters.

・対象期間：4月1日～3月31日 Basis period: April 1- March 31

・賃金：基本給、超過勤務手当、賞与等を含み、退職手当を除く Wage: includes base salary, overtime compensation, bonus, etc. and excludes retirement allowance

・正社員：他社への出向者を除き、他社からの受け入れ出向者を含む Regular employees: excludes transfer employees to other companies and includes transfer employees from other companies

・パート社員および育児・介護等による短時間勤務者：正社員の所定労働時間(1日7時間45分)で換算した人員数を元に平均年間賃金を算出

Part-time employees and employees on shortened hours for childcare/caregiving: Average annual wage was calculated based on a figure for number of employees obtained when the hours worked by these employees was divided by the standard working hours of regular employees (7 hours 45 minutes per day).

※6 技能職：試作を含む生産・製造の各工程、製品の据付・保守その他サービス、倉庫・物流、設備・機器の保守、車両の運転、清掃等の定型的熟練作業及び総合職の補助業務を行う職群

*6 Technical track: An employment category for employees who perform standard skilled work such as various processes that are a part of production and manufacturing including prototype production, product installation and maintenance, other services, warehousing and logistics, maintenance of facility and equipment, vehicle operation, cleaning, etc., in addition to assisting managerial type employees.

13. 労働安全教育・労働災害 Education on Work Safety and Workplace Accidents

データ範囲 Data range		単位 Units	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
ディスコ単体 Non-consolidated	産業用ロボット特別教育 Special education on industrial robots	人 persons						129	268	152
	低圧電気取扱特別教育 Special education on handling low-voltage electricity	人 persons						302	279	404
	労働安全教育 受講人数 Education on work safety: number of employees who take training	人 persons						304	318	323
	社内運転免許 (業務運転の技量確認) Internal driving license (skill check for driving during work)	人 persons						148	155	172
	雇い入れ時安全衛生教育 (新卒) Education on health and safety during onboarding (new graduates)	人 persons						279	343	367
	雇い入れ時安全衛生教育 (中途) Education on health and safety during onboarding (mid-career)	人 persons								
	労働災害 Workplace accidents	件 cases	7	12	9	4	5	10	12	11
休業災害発生率 (LTIR) Lost time injury frequency rate (LTIR)	在籍労働者の延べ実労働時間数100万時間当たりの死傷者数 Casualties per 1M actual working hours for current employees	-	0.27	0.12	0.35	0.11	0.00	0.00	0.09	0.08
強度率 Accident severity rate	在籍労働者の実労働時間数1,000時間当たりの労働損失日数 Working days lost per 1,000 actual working hours for current employees	-						0	0	0
ディスコ連結 Consolidated	労働災害 Workplace accidents	業務上の死亡事故件数 Workplace accidents causing death	件 cases	0	0	0	0	0	0	0

※ 集計範囲：単体・連結いずれも正規従業員および非正規従業員 * Both non-consolidated and consolidated figures are for regular and non-regular employees.

14. 健康関連の状況 ※1 Health-Related Items *1

データ範囲 Data range		単位 Units	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	
ディスコ単体 Non-consolidated	定期健康診断受診率 (人間ドック含む) Rate of taking regular health checkups (including comprehensive medical checkups)	%					100%	100%	100%	100%	
	有所見者へのアプローチ実施率 (受診勧奨・産業医面談等) Rate of consulting medical experts (i.e. acting upon recommendations to get a consultation, consulting with an industrial physician, etc.)	%					100%	100%	100%	100%	
	ストレスチェック受検率 ※2 Rate of taking stress checks *2	%					100%	100%	100%	100%	
	うち高ストレス者の割合 Ratio of those who were determined as having high stress levels	%					3.7%	3.3%	2.2%	2.6%	
	適正体重維持者率 (BMIが18.5~25未満の者) Rate of employees maintaining an appropriate weight (Those with a BMI from 18.5 to less than 25)	%					69.5%	69.4%	69.3%	69.4%	
	喫煙率 (問診で回答した者の割合) Rate of smokers (Percentage of people who answered that they are smoking in the questionnaire)	%					19.0%	18.2%	17.5%	17.4%	
	運動習慣者比率 (1週間に2回以上、30分以上/回の運動を実施している者の割合) Rate of employees who have made exercise a habit (Percentage of people who exercise more than twice a week for more than 30 minutes/time)	%					18.6%	17.7%	17.1%	17.7%	
	睡眠により十分な休養が取得している者の割合 (問診で回答した者の割合) Percentage of employees who get enough rest from their sleep (Percentage of people who answered that they had were getting enough rest in the questionnaire)	%					64.4%	62.7%	61.0%	59.9%	
	飲酒習慣者率 (頻度が月1日未満~毎日かつ飲酒日の一日あたりの飲酒量が清酒換算で2合以上の者の割合) Rate of employees with a drinking habit (Percentage of people who drink an equivalent of more than 2 cups of Japanese rice wine per day at a frequency of every day to less than 1 day per month)	%					8.8%	8.7%	10.3%	12.8%	
	血圧リスク者率 (収縮期血圧180mmHg以上または拡張期血圧110mmHg以上の者の割合) Rate of risk of high blood pressure (Percentage of people with a systolic blood pressure of 180mmHg or more or a diastolic blood pressure of 110mmHg or more)	%					1.0%	0.7%	0.6%	0.5%	
	血糖リスク者率 (空腹時血糖が200mg/dl以上の者の割合) Rate of risk of high blood sugar (Percentage of people with a fasting blood sugar of 200 mg/dl or more)	%					0.1%	0.2%	0.2%	0.1%	
	糖尿病管理不良者率 (HbA1cが8.0%以上の者の割合) Rate of employees with poor diabetes management (Percentage of people with a HbA1c of 8.0% or more)	%					0.4%	0.5%	0.5%	0.4%	
	プレゼンティズム「病気や怪我がない時に発揮できる力を100とした場合の、健康状態」(当社独自設問) Presenteeism "If the performance you can achieve without any illness or injury is 100, evaluate last month's health status" (DISCO-original question)	-									87.2
	プレゼンティズム「病気や怪我がない時に発揮できる力を100とした場合の、仕事のアウトプット」(当社独自設問) Presenteeism "If the performance you can achieve without any illness or injury is 100, evaluate output at work" (DISCO-original question)	-									89.4

※1 集計範囲：正規従業員および非正規従業員 *1 Figures are for regular and non-regular employees.

※2 休職中・治療中等の理由により受検が困難な者は除く *2 Excludes those who were unable to take the test for reasons such as taking leave from work or undergoing treatment.

15. 多様性に関する設問を含むES（従業員満足度）調査結果の肯定回答率 Rate of Affirmative Answers on the ES (Employee Satisfaction) Survey including Questions regarding Diversity

データ範囲 Data range		単位 Units	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
ディスコ連結 Consolidated	当社で働いていることに満足している I feel satisfaction in working for the Company.	%							96.9%	96.0%
	自分は性別による差別を受けていない I do not experience discrimination because of gender.	%							98.7%	98.8%
	自分は年齢による差別を受けていない I do not experience discrimination because of age.	%							98.1%	98.0%
	自分は国籍による差別を受けていない I do not experience discrimination because of nationality.	%							98.2%	99.0%
	自分は人種による差別を受けていない I do not experience discrimination because of race.	%							98.5%	99.2%
	自分は宗教による差別を受けていない I do not experience discrimination because of religion.	%							98.6%	99.6%
	自部署ではセクシャルハラスメント（性的いやがらせ）はない My workplace is free from any kind of sexual harassment.	%							98.4%	98.4%
	自部署では性的嗜好（性愛の対象）、性自認（自分の性をどう見なすか）による差別的言動はない My workplace is free from discrimination based on sexual orientation or gender identity.	%							98.7%	99.1%
	自部署では年齢や勤続年数等による上下関係の押しつけやトラブルはない My workplace is free from power harassment and other kinds of trouble arising from differences in age or lengths of service.	%							96.3%	96.3%

※ 集計範囲：正規従業員および非正規従業員 *Figures are for regular and non-regular employees.

16. コンプライアンス社内教育受講率 Percentage of Employees undergoing Company Compliance Education

データ範囲 Data range		単位 Units	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
ディスコ連結 Consolidated	コンプライアンス社内教育 (倫理教育/ハラスメント教育/内部統制教育/就業に関する教育/情報セキュリティ/インサイダー取引規制/環境教育/バイヤーの誓い) Company Compliance Education (Ethics Training / Harassment Education / Internal Control Training / Education Related to Employment / Information Security Training / Insider Trading Regulation / Environmental Education / Pledge of Buyer)	%						100.0%	100.0%	100.0%

※ 集計範囲：正規従業員および非正規従業員（ただし、一部の科目は派遣社員または海外グループ社員を対象外とする） *Figures are for regular and non-regular employees (dispatch employees or global group employees are not eligible for some courses) .

※ 「就業に関する教育」および「内部統制教育」は2024年度より開始 *"Education Related to Employment" and "Internal Control Training" are items started from FY2024.