

Update: October 11, 2021

HEXEL Works, Inc.

### Ratio of mid-career hires in the past three years

This is a notice regarding the ratio of mid-career personnel hiring based on the revised Law for the Comprehensive Promotion of Labor Policies.

Period	Mid-career Hiring Rate
78th Oct 2018 to Sep 2019	40.9%
79th Oct 2019 to Sep 2020	40.5%
80th Oct 2020 to Sep 2021	39.5%

※Mid-career Hiring Rate calculation method = Number of mid-career hires / Number of employees hired as regular employees.

※Does not include workers employed at establishments located outside the country.