

Social Data

Number of Employees

Subject		Boundary		Unit	FY2020	FY2021	FY2022	FY2023	
Number of regular employees	Nisshinbo Group	Total number of regular employees			People	19,550	20,917	20,384	17,084
		By region	Number and ratio of regular employees in Japan	Subtotal	People/%	10,297 / 52.7%	10,361 / 49.5%	10,032 / 49.2%	10,088 / 59.0%
				Male	People	8,440 / 82.0%	8,511 / 82.1%	8,171 / 81.4%	8,171 / 81.0%
				Female	People	1,857 / 18.0%	1,850 / 17.9%	1,861 / 18.6%	1,917 / 19.0%
		Number and ratio of regular employees in overseas	Subtotal	People/%	9,253 / 47.3%	10,556 / 50.5%	10,352 / 50.8%	6,996 / 41.0%	
			Male	People	5,678 / 61.4%	6,826 / 64.7%	6,387 / 61.7%	3,799 / 54.3%	
			Female	People	3,575 / 38.6%	3,730 / 35.3%	3,965 / 38.3%	3,197 / 45.7%	
		By gender	Number and ratio of regular employees by gender	Male	People/%	14,118 / 72.2%	15,337 / 73.3%	14,558 / 71.4%	11,970 / 70.1%
				Female	People/%	5,432 / 27.8%	5,580 / 26.7%	5,826 / 28.6%	5,114 / 29.9%
		Nisshinbo Group (in Japan)	Number and ratio of regular employees by age	15-19 years old	Subtotal	People/%	114 / 1.1%	107 / 1.0%	112 / 1.1%
	Male				People	94	81	87	97
	Female				People	20	26	25	34
	20-29 years old			Subtotal	People/%	1,482 / 14.4%	1,517 / 14.6%	1,504 / 15.0%	1,517 / 15.0%
				Male	People	1,165	1,210	1,185	1,183
				Female	People	317	307	319	334
	30-39 years old			Subtotal	People/%	1,618 / 15.7%	1,579 / 15.2%	1,578 / 15.7%	1,591 / 15.8%
				Male	People	1,259	1,238	1,228	1,249
				Female	People	359	341	350	342
	40-49 years old			Subtotal	People/%	3,060 / 29.7%	2,858 / 27.6%	2,536 / 25.3%	2,419 / 24.0%
Male				People	2,334	2,162	1,902	1,803	
Female				People	726	696	634	616	
50-59 years old	Subtotal			People/%	3,850 / 37.4%	3,970 / 38.3%	3,989 / 39.8%	4,023 / 39.9%	
	Male			People	3,429	3,510	3,482	3,468	
	Female			People	421	460	507	555	
60-69 years old	Subtotal			People/%	172 / 1.7%	328 / 3.2%	310 / 3.1%	400 / 4.0%	
	Male			People	158	308	284	364	
	Female			People	14	20	26	36	
Over 70 years old	Subtotal			People/%	1 / 0.0%	2 / 0.0%	3 / 0.0%	7 / 0.1%	
	Male			People	1	2	3	7	
	Female	People	0	0	0	0			
Nisshinbo Holdings	Total number of regular employees			People	277	241	248	260	
	By gender	Number and ratio of regular employees by gender	Male	People/%	222 / 80.1%	186 / 77.2%	183 / 73.8%	187 / 71.9%	
Female			People/%	55 / 19.9%	55 / 22.8%	65 / 26.2%	73 / 28.1%		
Number of temporary employees	Nisshinbo Group	Total number of temporary employees			People	2,903	2,885	3,021	2,145
		By region	Number and ratio of temporary employees in Japan		People/%	1,852 / 63.8%	1,606 / 55.7%	1,595 / 52.8%	1,536 / 71.6%
			Number and ratio of temporary employees in overseas		People/%	1,051 / 36.2%	1,279 / 44.3%	1,426 / 47.2%	609 / 28.4%
	Nisshinbo Holdings	Total number of temporary employees			People	73	67	63	73
		By gender	Number and ratio of temporary employees by gender	Male	People/%	32 / 43.8%	32 / 47.8%	29 / 46.0%	40 / 54.8%
				Female	People/%	41 / 56.2%	35 / 52.2%	34 / 54.0%	33 / 45.2%

Number of Hires and Leavers

Subject		Boundary		Unit	FY2020	FY2021	FY2022	FY2023	
Number of hires (regular employee)	Nisshinbo Group	Total number of hires		People	2,954	3,055	3,363	1,982	
		By region	Number and ratio of hires in Japan		People/%	356 / 12.1%	375 / 12.3%	450 / 13.4%	437 / 22.0%
			Number of hires by gender		Male	277	278	334	320
					Female	79	97	116	117
		Of these, the number and ratio of new graduates hired		People/%	217 / 61.0%	208 / 55.5%	260 / 57.8%	249 / 57.0%	
		Number of new graduates hired by gender		Male	175	167	202	189	
					Female	42	41	58	60
		Number and ratio of hires in overseas		People/%	2,598 / 87.9%	2,680 / 87.7%	2,913 / 86.6%	1,545 / 78.0%	
		Number of overseas hires by gender		Male	1,357	1,426	1,496	860	
					Female	1,241	1,254	1,417	685
By gender	Number and ratio of hires by gender		Male	1,634 / 55.3%	1,704 / 55.8%	1,830 / 54.4%	1,830 / 54.4%		
			Female	1,320 / 44.7%	1,351 / 44.2%	1,533 / 45.6%	1,533 / 45.6%		
Number of employees with disabilities	Nisshinbo Group (in Japan)	Number and ratio of employees with disabilities		People/%	303.0 / 2.5%	313.0 / 2.6%	332.5 / 2.8%	325.0 / 2.7%	
Number of voluntary resignations (regular employee)	Nisshinbo Group (in Japan)	Total number of voluntary resignations and leaving ratio		People/%	230 / 2.2%	246 / 2.4%	330 / 3.3%	228 / 2.3%	
		By gender	Male		People/%	175 / 2.1%	186 / 2.2%	238 / 2.9%	186 / 2.3%
			Female		People/%	55 / 3.0%	60 / 3.2%	92 / 4.9%	42 / 2.2%
	Nisshinbo Holdings	Total number of voluntary resignations and leaving ratio		People/%	4 / 1.4%	9 / 3.7%	13 / 5.2%	13 / 5.0%	
		By gender	Male		People/%	3 / 1.4%	5 / 2.7%	9 / 4.9%	10 / 5.3%
			Female		People/%	1 / 1.8%	4 / 7.3%	4 / 6.2%	3 / 4.1%

Number of Employees on Leave of Absence

Subject		Boundary		Unit	FY2020	FY2021	FY2022	FY2023
Number of employees on childcare leave	Nisshinbo Holdings	Acquisition rate of childcare leave		Male	0.0%	40.0%	30.0%	100.0%
				Female	100.0%	100.0%	100.0%	100.0%
		Return-to-work ratio after childcare leave		Male	0.0%	100.0%	100.0%	100.0%
				Female	100.0%	100.0%	66.7%	66.7%

Average Data

Subject		Boundary		Unit	FY2020	FY2021	FY2022	FY2023	
Average age	Nisshinbo Group (in Japan)	Average		Age	44.0	44.3	44.3	44.5	
		By gender	Male		Age	44.6	44.9	45.0	45.0
			Female		Age	41.6	41.9	41.6	42.3
	Nisshinbo Holdings	Average		Age	44.3	44.7	44.2	43.5	
		By gender	Male		Age	46.0	46.6	46.5	45.4
			Female		Age	37.2	38.1	37.8	38.7
Average service (years)	Nisshinbo Group (in Japan)	Average		Years	19.4	19.8	19.9	20.2	
		By gender	Male		Years	20.1	20.5	20.6	20.9
			Female		Years	16.4	16.7	16.7	17.3
	Nisshinbo Holdings	Average		Years	20.8	20.7	20.4	19.5	
		By gender	Male		Years	22.7	22.6	22.8	21.4
			Female		Years	14.7	14.2	13.8	14.6
Gender wage differentials	Nisshinbo Holdings	All workers		%	—	—	57.5	56.7	
* Ratio of women's wages to men's wages based on the Act on Promotion of Women's Participation and Advancement in the Workplace.	Of these, regular workers		%	—	—	65.1	67.5		
	Of these, non-regular workers*		%	—	—	32.8	25.3		

* Since non-regular workers include contract workers, there is a large difference in wages between male and female workers.

Training

Subject	Boundary	Unit	FY2020	FY2021	FY2022	FY2023
Number of participants in training for management leaders	Total training participants	People	166	208	313	382
	By region	Japan	64	75	93	93
		Overseas	102	133	220	289
Number of participants in compliance training (managers)	Total training participants	People	2,728	3,701	3,469	2,818
	By region	Japan	2,059	2,708	2,806	2,198
		Overseas	669	993	663	620
Annual investment in education per employee	By region	Japan	30.5	17.2	26.8	34.6
		Overseas	—	9.4	17.3	14.6

Diversity & Inclusion

Subject	Boundary	Unit	FY2020	FY2021	FY2022	FY2023	
Director (include outside director)	Total directors	People	324	331	306	276	
	By region	Number and ratio of directors in Japan		162 / 49.7%	166 / 48.3%	148 / 48.4%	160 / 58.0%
		Male	People/%	161 / 99.4%	164 / 98.8%	146 / 98.6%	158 / 98.8%
		Female	People/%	1 / 0.6%	2 / 1.2%	2 / 1.4%	2 / 1.3%
	Of these, number and ratio foreign directors			0 / 0.0%	0 / 0.0%	0 / 0.0%	1 / 0.6%
		Male	People/%	0 / 0.0%	0 / 0.0%	0 / 0.0%	1 / 100.0%
		Female	People/%	0 / 0.0%	0 / 0.0%	0 / 0.0%	0 / 0.0%
	Number and ratio of directors in overseas			162 / 50.3%	165 / 51.7%	158 / 51.6%	116 / 42.0%
		Male	People/%	162 / 100.0%	165 / 100.0%	158 / 100.0%	115 / 99.1%
		Female	People/%	0 / 0.0%	0 / 0.0%	0 / 0.0%	1 / 0.9%
By gender	Number and ratio of directors by gender		323 / 99.7%	329 / 99.4%	304 / 99.3%	273 / 98.9%	
	Male	People/%	323 / 99.7%	329 / 99.4%	304 / 99.3%	273 / 98.9%	
	Female	People/%	1 / 0.3%	2 / 0.6%	2 / 0.7%	3 / 1.1%	
Ratio of female and foreign to total directors (include outside director)	Number and ratio of female directors		1 / 9.1%	2 / 16.7%	2 / 16.7%	2 / 18.2%	
	Number and ratio of foreign directors (*2022)		0 / 0.0%	0 / 0.0%	1 / 8.3%	1 / 9.1%	
Managing officer	Total managing officers	People	57	63	68	82	
	By gender	Number and ratio of managing officers		57 / 100.0%	63 / 100.0%	68 / 100.0%	82 / 100.0%
		Male	People/%	57 / 100.0%	63 / 100.0%	68 / 100.0%	82 / 100.0%
		Female	People/%	0 / 0.0%	0 / 0.0%	0 / 0.0%	0 / 0.0%
	Of these, number and ratio foreign managing officers		People/%	0 / 0.0%	0 / 0.0%	0 / 0.0%	0 / 0.0%
	Number and ratio of foreign managing officers	Male	People/%	0 / 0.0%	0 / 0.0%	0 / 0.0%	
		Female	People/%	0 / 0.0%	0 / 0.0%	0 / 0.0%	

* Includes one person appointed in March 2023.

Diversity & Inclusion

	Subject	Boundary	Unit	FY2020	FY2021	FY2022	FY2023	
Number of managers and ratio of female/mid-carrier recruitment managers	Nisshinbo Group	Total management employees	People	2,646	2,789	2,542	2,446	
		Ratio of female to management employees	%	6.1%	6.6%	7.5%	7.2%	
		By gender	Male	People	2,484	2,605	2,352	2,269
			Female	People	162	184	190	177
	Nisshinbo Holdings	Total management employees	People	75	71	59	68	
		Ratio of female to management employees	%	5.3%	5.6%	8.5%	7.4%	
		By gender	Male	People	71	67	54	63
			Female	People	4	4	5	5
	Nisshinbo Group (in Japan)	Total management employees	People	2,058	2,090	1,876	1,924	
		Ratio of female to management employees	%	2.7%	2.9%	2.7%	3.0%	
		By gender	Male	People	2,002	2,030	1,825	1,867
			Female	People	56	60	51	57
		Ratio of mid-carrier recruitment to management employees	%	8.4%	8.3%	10.0%	14.4%	
		By gender	Male	People	165	167	180	266
			Female	People	7	7	7	12
		Ratio of foreigner to management employees	%	0.0%	0.0%	0.2%	0.1%	
		By gender	Male	People	1	1	3	1
		Female	People	0	0	0	0	
Nisshinbo Holdings	Ratio of mid-carrier recruitment to management employees	%	5.3%	5.6%	8.5%	14.7%		
	By gender	Male	People	3	3	4	9	
		Female	People	1	1	1	1	
Number of new hires and ratio of female hired	Nisshinbo Group	Total number of new hires	People	2,954	3,187	3,363	1,982	
		Of these, ratio of new female hires	%	44.7%	43.0%	45.6%	40.5%	
	By region	Japan (ratio of new female hires)	%	22.2%	23.3%	25.8%	26.8%	
		By gender	Male	People	277	389	334	320
		Female	People	79	118	116	117	
	Overseas (ratio of new female hires)	%	47.8%	46.8%	48.6%	44.3%		
		By gender	Male	People	1,357	1,426	1,496	860
		Female	People	1,241	1,254	1,417	685	

Others

	Subject	Boundary	Unit	FY2020	FY2021	FY2022	FY2023	
Ratio of employees taking paid leave	Nisshinbo Group (in Japan)	Acquisition rate	%	56.7%	57.2%	64.1%	64.2%	
Participation in volunteer activities	Nisshinbo Group	Total number of participants	People	1,207	947	1,308	2,096	
		By region	Japan	People	442	183	627	1,365
			Overseas	People	765	764	681	731
Serious accident	Nisshinbo Group	Number of incidents	Cases	0	0	0	0	
Regular health examination	Nisshinbo Group (in Japan)	Number of subjects	People	11,905	11,917	11,635	11,596	
		Number of undiagnosed	People	137	103	174	198	
		Ratio of regular health examination	%	98.8%	99.1%	98.5%	98.3%	
		Rate of patients receiving detailed examinations after regular health checkups	%	–	–	–	76.0%	
		Implementation rate of health guidance for high-risk workers	%	–	–	–	95.0%	
Stress check	Nisshinbo Group (in Japan)	Number of subjects	People	11,504	11,819	11,762	11,574	
		Number of not implemented	People	434	441	492	436	
		Ratio of implementation	%	96.2%	96.3%	95.8%	96.2%	
The number of violations of the Product Liability Act	Nisshinbo Group	Total number of violations	Cases	0	0	0	0	
		By region	Japan	Cases	0	0	0	0
			Overseas	Cases	0	0	0	0
Response to corporate ethics reporting system	Nisshinbo Group	Total number of calls	Cases	29	38	38	39	
		By region	Japan	Cases	27	31	36	39
			Overseas	Cases	2	7	2	0
		Total number of responses	Cases	29	38	41	39	
		By region	Japan	Cases	27	31	39	39
Overseas	Cases		2	7	2	0		
Labor productivity indicators	Nisshinbo Group	Net sales per employee	Million yen	21.04	24.19	24.48	27.87	
		Operating income per employee	Million yen	0.06	1.03	0.73	0.64	