

Social Data

Number of Employees

	Subject	Boundary	Unit	FY2020	FY2021	FY2022
Number of regular employees	Nisshinbo Group	Total number of regular employees	People	19,550	20,917	20,384
		By region				
		Number and ratio of regular employees in Japan	Subtotal	People/% 10,297 / 52.7%	10,361 / 49.5%	10,032 / 49.2%
			Male	People 8,440	8,511	8,171
			Female	People 1,857	1,850	1,861
		Number and ratio of regular employees in overseas	Subtotal	People/% 9,253 / 47.3%	10,556 / 50.5%	10,352 / 50.8%
			Male	People 5,678	6,826	6,387
			Female	People 3,575	3,730	3,965
		By gender				
		Number and ratio of regular employees by gender	Male	People/% 14,118 / 72.2%	15,337 / 73.3%	14,558 / 71.4%
			Female	People/% 5,432 / 27.8%	5,580 / 26.7%	5,826 / 28.6%
		Number and ratio of regular employees by age				
		15-19 years old	Subtotal	People/% 167 / 0.9%	143 / 0.7%	275 / 1.3%
			Japan	People 114	107	112
			Overseas	People 53	36	163
		20-29 years old	Subtotal	People/% 3,836 / 19.6%	3,894 / 18.6%	3,822 / 18.8%
			Japan	People 1,482	1,517	1,504
			Overseas	People 2,354	2,377	2,318
		30-39 years old	Subtotal	People/% 4,929 / 25.2%	5,073 / 24.3%	4,909 / 24.1%
			Japan	People 1,618	1,579	1,578
			Overseas	People 3,311	3,494	3,331
		40-49 years old	Subtotal	People/% 5,412 / 27.7%	5,581 / 26.7%	5,253 / 25.8%
			Japan	People 3,060	2,858	2,536
			Overseas	People 2,352	2,723	2,717
		50-59 years old	Subtotal	People/% 4,785 / 24.5%	5,459 / 26.1%	5,413 / 26.6%
			Japan	People 3,850	3,970	3,989
			Overseas	People 935	1,489	1,424
		60-69 years old	Subtotal	People/% 404 / 2.1%	749 / 3.6%	703 / 3.4%
			Japan	People 172	328	310
			Overseas	People 232	421	393
		Over 70 years old	Subtotal	People/% 17 / 0.1%	18 / 0.1%	9 / 0.0%
			Japan	People 1	2	3
			Overseas	People 16	16	6
	Nisshinbo Holdings	Total number of regular employees	People	277	241	248
		By gender				
		Number and ratio of regular employees by gender	Male	People/% 222 / 80.1%	186 / 77.2%	183 / 73.8%
			Female	People/% 55 / 19.9%	55 / 22.8%	65 / 26.2%

Number of temporary employees	Nisshinbo Group	Total number of temporary employees			People	2,903		2,885		3,021		
		By gender	Number and ratio of temporary employees by gender	Male	People/%	1,547 / 53.3%		1,601 / 55.5%		1,634 / 54.1%		
				Female	People/%	1,356 / 46.7%		1,284 / 44.5%		1,387 / 45.9%		
		By region	Number and ratio of temporary employees in Japan			People/%	1,852 / 63.8%		1,606 / 55.7%		1,595 / 52.8%	
			Number of temporary employees by gender in Japan	Male	People	905		789		835		
				Female	People	947		817		760		
			Number and ratio of temporary employees in overseas			People/%	1,051 / 36.2%		1,279 / 44.3%		1,426 / 47.2%	
			Number of temporary employees by gender in overseas	Male	People	642		812		799		
				Female	People	409		467		627		
	Nisshinbo Holdings	Total number of temporary employees			People	73		67		63		
		By gender	Number and ratio of temporary employees by gender	Male	People/%	32 / 43.8%		32 / 47.8%		29 / 46.0%		
				Female	People/%	41 / 56.2%		35 / 52.2%		34 / 54.0%		

Number of Hires and Leavers

Subject		Boundary		Unit	FY2020	FY2021	FY2022	
Number of hires (regular employee)	Nisshinbo Group	Total number of hires		People	2,954	3,055	3,363	
		By region	Number and ratio of hires in Japan		People/%	356 / 12.1%	375 / 12.3%	450 / 13.4%
			Number of hires by gender	Male	People	277	278	334
				Female	People	79	97	116
		Of these, the number and ratio of new graduates hired		People/%	217 / 61.0%	208 / 55.5%	260 / 57.8%	
		Number of new graduates hired by gender	Male	People	175	167	202	
			Female	People	42	41	58	
		Number and ratio of hires in overseas		People/%	2,598 / 87.9%	2,680 / 87.7%	2,913 / 86.6%	
		Number of overseas hires by gender	Male	People	1,357	1,426	1,496	
			Female	People	1,241	1,254	1,417	
	By gender	Number and ratio of hires by gender	Male	People/%	1,634 / 55.3%	1,704 / 55.8%	1,830 / 54.4%	
			Female	People/%	1,320 / 44.7%	1,351 / 44.2%	1,533 / 45.6%	
Number of elderly employees (over 60 years old)	Nisshinbo Group (in Japan)	Total number of elderly employees		People	760	864	993	
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%	
Number of voluntary resignations (regular employee)	Nisshinbo Group	Total number of voluntary resignations and leaving ratio		People/%	1,176 / 6.0%	1,357 / 6.5%	1,634 / 8.0%	
		By region	Japan	People/%	230 / 2.2%	246 / 2.4%	330 / 3.3%	
			Overseas	People/%	946 / 10.2%	1,111 / 10.5%	1,304 / 12.6%	
		By gender	Male	People/%	711 / 3.6%	865 / 4.1%	999 / 4.9%	
			Female	People/%	465 / 2.4%	492 / 2.4%	635 / 3.1%	
		Nisshinbo Holdings	Total number of voluntary resignations and leaving ratio		People/%	4 / 1.4%	9 / 3.7%	13 / 5.2%
	By gender		Male	People/%	3 / 1.4%	5 / 2.7%	9 / 4.9%	
			Female	People/%	1 / 1.8%	4 / 7.3%	4 / 6.2%	

Number of Employees on Leave of Absence

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

Average Data

Average age			Unit	FY2020	FY2021	FY2022	
Subject	Boundary						
Average age	Nisshinbo Group	Average	Age	40.3	40.6	40.8	
		By gender	Male	Age	41.2	41.7	42.0
			Female	Age	39.5	39.4	39.5
	Nisshinbo Holdings	Average	Age	44.3	44.7	44.2	
		By gender	Male	Age	46.0	46.6	46.5
			Female	Age	37.2	38.1	37.8
Average service (years)	Nisshinbo Group	Average	Years	10.1	10.3	10.9	
		By region	Japan	Years	14.8	14.8	15.9
			Overseas	Years	7.3	7.8	8.0
		By gender	Male	Years	10.4	10.7	11.6
			Female	Years	9.7	9.9	10.2
		Nisshinbo Holdings	Average	Years	20.8	20.7	20.4
	By gender		Male	Years	22.7	22.6	22.8
		Female	Years	14.7	14.2	13.8	
Gender wage differentials	Nisshinbo Holdings	All workers	%	—	—	57.5	
		Of these, regular workers	%	—	—	65.1	
		Of these, non-regular workers*	%	—	—	32.8	

* Ratio of women's wages to men's wages based on the Act on Promotion of Women's Participation and Advancement in the Workplace.

* 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
Number of participants in training for management leaders	Nisshinbo Group	Total training participants	People	166	208
		By region	Japan	64	75
			Overseas	102	133
Number of participants in compliance training (managers)	Nisshinbo Group	Total training participants	People	2,728	3,701
		By region	Japan	2,059	2,708
			Overseas	669	993
Annual investment in education per employee	Nisshinbo Group	By region	Japan	Thousand yen	30.5
			Overseas	Thousand yen	-

Diversity & Inclusion

Subject		Boundary	Unit	FY2020	FY2021	FY2022
Director (include outside director)	Nisshinbo Group	Total directors	People	322	319	306
		By region	Number and ratio of directors in Japan	People/%	160 / 49.7%	154 / 48.3%
			Male	People/%	159 / 99.4%	146 / 98.6%
			Female	People/%	1 / 0.6%	2 / 1.3%
		Of these, number and ratio foreign directors	Male	People/%	0 / 0.0%	0 / 0.0%
			Female	People/%	0 / 0.0%	0 / 0.0%
		Number and ratio of directors in overseas	Male	People/%	162 / 50.3%	158 / 51.6%
			Female	People/%	0 / 0.0%	0 / 0.0%
		By gender	Number and ratio of directors by gender	Male	321 / 99.7%	317 / 99.4%
			Female	People/%	1 / 0.3%	2 / 0.6%
Ratio of female and foreign to total directors (include outside director)	Nisshinbo Holdings	Number and ratio of female directors	People/%	1 / 9.1%	2 / 16.7%	2 / 16.7%
		Number and ratio of foreign directors (*2022)	People/%	0 / 0.0%	0 / 0.0%	1 / 8.3%
Managing officer	Nisshinbo Group (in Japan)	Total managing officers	People	57	63	68
		By gender	Number and ratio of managing officers	Male	57 / 100.0%	63 / 100.0%
			by gender	Female	0 / 0.0%	0 / 0.0%
		Of these, number and ratio foreign managing officers	Male	0 / 0.0%	0 / 0.0%	0 / 0.0%
			Number and ratio of foreign managing officers	Male	0 / 0.0%	0 / 0.0%
			Female	People/%	0 / 0.0%	0 / 0.0%

* Includes one director appointed in March 2023.

Subject	Boundary	Unit	FY2020	FY2021	FY2022
Number of employees and ratio of female employees	Nisshinbo Group	Total number of enrolled employees	People	19,550	20,917
		Ratio of female to enrolled employees	%	27.8%	26.7%
	By region	Japan	%	18.0%	17.9%
		Overseas	%	38.6%	35.3%
	Nisshinbo Group (in overseas)				
	Nisshinbo Holdings	Total number of enrolled employees	People	277	241
		Ratio of female to enrolled employees	%	19.9%	22.8%
Number of managers and ratio of female managers	Nisshinbo Group	Total management employees	People	2,646	2,789
		Ratio of female to management employees	%	6.1%	6.6%
		By gender	Male	2,484	2,605
			Female	162	184
	Nisshinbo Holdings	Total management employees	People	75	71
		Ratio of female to management employees	%	5.3%	5.6%
		By gender	Male	71	67
			Female	4	4
	Nisshinbo Group (in Japan)	Total management employees	People	2,058	2,090
		Ratio of female to management employees	%	2.7%	2.9%
		By gender	Male	2,002	2,030
			Female	56	60
		Ratio of mid-carrier recruitment to management employees	%	8.4%	8.3%
		By gender	Male	165	167
			Female	7	7
		Ratio of foreigner to management employees	%	0.0%	0.0%
		By gender	Male	1	1
			Female	0	0
Number of new hires and ratio of female hired	Nisshinbo Group	Total number and ratio of new hires	People/%	2,954 / 44.7%	3,187 / 43.0%
		Of these, ratio of new female hires	%	44.7%	43.0%
		By region	Japan (ratio of new female hires)	%	22.2%
					23.3%
		By gender	Male	277	389
			Female	79	118
		Overseas (ratio of new female hires)	%	47.8%	46.8%
		By gender	Male	1,357	1,426
			Female	1,241	1,254
					1,417

Others

Subject		Boundary	Unit	FY2020	FY2021	FY2022
Ratio of employees taking paid leave	Nisshinbo Group (in Japan)	Acquisition rate	%	56.7%	57.2%	64.1%
Participation in volunteer activities	Nisshinbo Group	Total number of participants	People	1,207	947	1,308
		By region				
		Japan	People	442	183	627
		Overseas	People	765	764	681
Serious accident	Nisshinbo Group	Number of incidents	Cases	0	0	0
Regular health examination	Nisshinbo Group (in Japan)	Number of subjects	People	11,905	11,917	11,635
		Number of undiagnosed	People	137	103	174
		Ratio of regular health examination	%	98.8%	99.1%	98.5%
Stress check	Nisshinbo Group (in Japan)	Number of subjects	People	11,504	11,819	11,762
		Number of not implemented	People	434	441	492
		Ratio of implementation	%	96.2%	96.3%	95.8%
The number of violations of the Product Liability Act	Nisshinbo Group	Total number of violations	Cases	0	0	0
		By region				
		Japan	Cases	0	0	0
		Overseas	Cases	0	0	0
Response to corporate ethics reporting system	Nisshinbo Group	Total number of calls	Cases	29	38	38
		By region				
		Japan	Cases	27	31	36
		Overseas	Cases	2	7	2
		Total number of responses	Cases	29	38	41
		By region				
		Japan	Cases	27	31	39
		Overseas	Cases	2	7	2