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	Subtotal	People/%	10,297 / 52.7%	10,361 / 49.5%	10,032 / 49.2%
			Japan	Male	People	8,440	8,511	8,171
				Female	People	1,857	1,850	1,861
			Number and ratio of regular employees in	Subtotal	People/%	9,253 / 47.3%	10,556 / 50.5%	10,352 / 50.8%
			overseas	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	Male	People/%	14,118 / 72.2%	15,337 / 73.3%	14,558 / 71.4%
			gender	Female	People/%	5,432 / 27.8%	5,580 / 26.7%	5,826 / 28.6%
		Number and	15-19 years old	Subtotal	People/%	167 / 0.9%	143 / 0.7%	275 / 1.3%
		ratio of		Japan	People	114	107	112
		regular		Overseas	People	53	36	163
		employees by	/ 20-29 years old	Subtotal	People/%	3,836 / 19.6%	3,894 / 18.6%	3,822 / 18.8%
		age		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		of regular employees		People	277	241	248
		By gender	Number and ratio of regular employees	Male	People/%	222 / 80.1%	186 / 77.2%	183 / 73.8%
			by gender	Female	People/%	55 / 19.9%	55 / 22.8%	65 / 26.2%

By gender Number and ratio of temporary employees in Male People/% 1,367 4,67% 1,261 / 54.5% 1,661 / 54.5% 1,261 / 54.5% 1,5				_		_	1		
Part	Number of temporary employees	Nisshinbo Group		, , , ,		People	2,903	2,885	3,021
Possible			By gender	Number and ratio of temporary employees	Male	People/%	, ,		
Number of temporary employees by gender Maile People 905 789 187 760 1870 1						People/%	1,356 / 46.7%	1,284 / 44.5%	1,387 / 45.9%
			By region	Number and ratio of temporary employees in	Japan	People/%	, , , , , , , , , , , , , , , , , , ,		
Number and ratio of temporary employees by gender Male People Male Male People Male People Male People Male People Male People Male Male People Male People Male People Male People Male Male People Male People Male People Male Male People Male Male Male Male Male Male People Male				Number of temporary employees by gender	Male	People	905	789	835
Number of femporary employees by gender in overseas Female People Female Female People Female F				in Japan	Female	People	947	817	760
In overseas				Number and ratio of temporary employees in	overseas	People/%	1,051 / 36.2%	1,279 / 44.3%	1,426 / 47.2%
Nisshinto Holding Square				Number of temporary employees by gender	Male	People	642	812	799
By gender Number and ratio of temporary employees Male People/% 32 / 43.8% 32 / 47.8% 29 / 45.0%				in overseas	Female	People	409	467	627
By gender Number and ratio of temporary employees Male People/% 32 / 4.38% 32 / 47.8% 29 / 46.0% 46.0% 47.0%		Nisshinbo Holdings	Total number	of temporary employees		People	73	67	63
Subject Subj					Male	People/%	32 / 43.8%	32 / 47.8%	29 / 46.0%
Subject Boundary Unit FY2020 FY2021 FY2021 FY2022			, -	by gender	Female	People/%	41 / 56.2%	35 / 52.2%	34 / 54.0%
Subject Boundary Unit FY2020 FY2021 FY2021 FY2022	Number of Hires and Leavers								
Page		Subject		Boundary		Unit	FY2020	FY2021	FY2022
Page	Number of hires	Nisshinbo Group	Total number	of hires		People	2,954	3,055	3,363
Number of hires by gender Female People 277 278 334 334 People Female People 79 97 116	(regular employee)					<u> </u>			
People P	(3		, -5 -	· · · · · · · · · · · · · · · · · · ·	Male		· · · · · · · · · · · · · · · · · · ·		
Of these, the number and ratio of new graduates hired People				rumber or mes sy genue.					
Number of new graduates hired by gender Male People 175 167 202 175 167 202 175 167 202 175 167 202 175 167 202 175 167 202 175 167 202 175 167 202 175 167 202 175				Of these, the number and ratio of new gradu					
Number of coverseas hires by gender Number and ratio of hires in overseas People Peop				· · · · · · · · · · · · · · · · · · ·			· · · · · · · · · · · · · · · · · · ·	,	
Number and ratio of hires in overseas People People				Number of new graduates filled by gender		· · · · · · · · · · · · · · · · · · ·			
Number of overseas hires by gender Male People 1,357 1,256 1,496 1,497 1,254 1,416 1,496 1,497				Number and ratio of bires in eversess	remale	'			
People 1,241 1,254 1,417 1,4					Malo				
By gender Number and ratio of hires by gender Male People/% 1,634 / 55.3% 1,704 / 55.8% 1,830 / 54.4%				Number of overseas filles by gender		· · · · · · · · · · · · · · · · · · ·	·		
Nisshinbo Group (in Japan) Total number of elderly employees (over 60 years old) Nisshinbo Group (in Japan) Number and ratio of employees with disabilities People 760 864 993			Dv. gondon	Number and ratio of hiras by gondar		<u> </u>			
Nisshinbo Group (in Japan) Total number of elderly employees People 760 864 993			by gender	Number and radio of filles by gender		•			
Nisshinbo Group (in Japan) Total number of elderly employees People 760 864 993	Number of elderly employees				remaie				
Number of employees with hisabilities People/% 303.0 / 2.5% 313.0 / 2.6% 332.5 / 2.89	, , ,	Nisshinbo Group (in	Japan)	Total number of elderly employees		People	760	864	993
Nisshinbo Group People P	Number of employees with	Nisshinbo Group (in	Japan)	Number and ratio of employees with disabiliti	es	People/%	303.0 / 2.5%	313.0 / 2.6%	332.5 / 2.8%
By region By region Japan People/% 230 / 2.2% 246 / 2.4% 330 / 3.39		Nicchinho Group	Total number	of voluntary resignations and leaving ratio		Pooplo /0/s	1 176 / 6 00%	1 357 / 6 50/	1 634 / 9 00%
Nisshinbo Holdings Female People Male Male People Male Male People Male Male Male People Male Male Male Male Male Male Male People Male Mal	, ,	Missillibo Group	Total Hambel	, ,	lanan				
By gender Male People/% 711 3.6% 865 4.1% 999 4.99 4	(regular employee)			by region		•	, , , , , , , , , , , , , , , , , , ,		
Nisshinbo Holdings Total number of voluntary resignations and leaving ratio People/% 465 / 2.4% 492 / 2.4% 635 / 3.19				By gondor			· · · · · · · · · · · · · · · · · · ·		
Nisshinbo Holdings Total number of voluntary resignations and leaving ratio People/% 4 / 1.4% 9 / 3.7% 13 / 5.29				by gender		, ,	,	,	
By gender Male People/% 3 / 1.4% 5 / 2.7% 9 / 4.99		Nicchinha Haldir	Total number	of voluntary resignations and leaving ratio	i ciliale		· · · · · · · · · · · · · · · · · · ·		
Female People/% 1 / 1.8% 4 / 7.3% 4 / 6.29		ivissnindo Holdings	Total Humber		Malo				
Number of Employees on Leave of Absence Subject Subject Boundary Unit FY2020 FY2021 FY2022 Male Female Return-to-work ratio after childcare leave Male Male				by gender			· · · · · · · · · · · · · · · · · · ·		
Subject Boundary Unit FY2020 FY2021 FY2022 Number of employees on childcare Nisshinbo Holdings eave Acquisition rate of childcare leave Employees on childcare Part Nisshinbo Holdings eave Male % 0.0% 40.0% 30.0% 100.0%					Female	People/%	1 / 1.8%	4 / /.3%	4 / 6.2%
Number of employees on childcare Nisshinbo Holdings Acquisition rate of childcare leave Male % 0.0% 40.0% 30.0% eave Female % 100.0% 100.0% 100.0% Return-to-work ratio after childcare leave Male % 0.0% 100.0% 100.0% 100.0%	Number of Employees on Leave	of Absence							
Female % 100.0% 100.0% 100.0% Return-to-work ratio after childcare leave Male % 0.0% 100.0% 100.0%		Subject		Boundary		Unit	FY2020	FY2021	FY2022
Return-to-work ratio after childcare leave Male % 0.0% 100.0% 100.0%	Number of employees on childcare	Nisshinbo Holdings		Acquisition rate of childcare leave	Male	%	0.0%	40.0%	30.0%
	leave				Female	%	100.0%	100.0%	100.0%
Female % 100.0% 100.0% 66.79				Return-to-work ratio after childcare leave	Male	%	0.0%	100.0%	100.0%
					Female	%	100.0%	100.0%	66.7%

Average Data

	Subject	Boundary		Unit	FY2020	FY2021	FY2022
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	.3 40.6 .2 41.7 .5 39.4 .3 44.7 .0 46.6 .2 38.1 .1 10.3 .8 14.8 .3 7.8 .4 10.7 .7 9.9 .8 20.7 .7 22.6 .7 14.2 	46.5
			Female	Age	37.2		37.8
Average service (years)	Nisshinbo Group	Average		Age 40.3 40.6 Male Age 41.2 41.7 Female Age 39.5 39.4 Age 44.3 44.7 Male Age 46.0 46.6 Female Age 37.2 38.1 Years 10.1 10.3 Japan Years 14.8 14.8 Overseas Years 7.3 7.8 Male Years 10.4 10.7 Female Years 9.7 9.9 Years 20.8 20.7 Male Years 22.7 22.6 Female Years 14.7 14.2 % - - - % - - - % - - -	10.3	10.9	
		By region	Japan	Years	14.8	14.8	15.9
			Overseas	Age 40.3 40.6 Age 41.2 41.7 Age 39.5 39.4 Age 44.3 44.7 Age 46.0 46.6 Age 37.2 38.1 Years 10.1 10.3 Years 14.8 14.8 Years 7.3 7.8 Years 10.4 10.7 Years 9.7 9.9 Years 20.8 20.7 Years 22.7 Years 14.7 14.2 % %	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	42.0 39.5 44.2 46.5 37.8 10.9 15.9 8.0 11.6 10.2 20.4 22.8 13.8 57.5 65.1 32.8
			Female	Years	14.7	14.2	13.8
Gender wage differentials	Nisshinbo Holdings	All workers		%	-	-	57.5
* Ratio of women's wages to mer	n's wages based on the Act on Promotion	Of these, regular workers		Age 46.0 46.6 Age 37.2 38.1 Years 10.1 10.3 Years 14.8 14.8 as Years 7.3 7.8 Years 10.4 10.7 Years 9.7 9.9 Years 20.8 20.7 Years 22.7 22.6 Years 14.7 14.2 % - - % - - % - -	65.1		
of Women's Participation and Advancement in the Workplace.		Of these, non-regular workers*		%	_	_	32.8

Training

Halling							
	Subject	Boundary		Unit	FY2020	FY2021	FY2022
Number of participants in training	g for Nisshinbo Group	Total training participants		People	166	208	313
management leaders		By region	Japan	People	64	75	93
			Overseas	People	102	133	220
Number of participants in	Nisshinbo Group	Total training participants		People	2,728	3,701	3,469
compliance training (managers)		By region	Japan	People	2,059	2,708	2,806
			Overseas	People	166 208 64 75 102 133 2,728 3,701 2,059 2,708 669 993 n 30.5 17.2	663	
Annual investment in education	per Nisshinbo Group	By region	Japan	Thousand yen	30.5	17.2	26.8
employee			Overseas	Thousand yen	-	9.4	17.3

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%	148 / 48.4%					
				Male	People/%	159 / 99.4%	152 / 98.7%	146 / 98.6%					
				Female	People/%	1 / 0.6%	2 / 1.3%	2 / 1.4%					
			Of these, number and ratio foreign direct	ors	People/%	0 / 0.0%	0 / 0.0%	0 / 0.0%					
				Male	People/%	0 / 0.0%	0 / 0.0%	0 / 0.0%					
				Female	People/%	0 / 0.0%	0 / 0.0%	0 / 0.0%					
			Number and ratio of directors in overseas		People/%	162 / 50.3%	165 / 51.7%	158 / 51.6%					
				Male	People/%	162 / 100.0%	165 / 100.0%	158 / 100.0%					
				Female	People/%	0 / 0.0%	0 / 0.0%	0 / 0.0%					
		By gender	Number and ratio of directors by gendrer	Male	People/%	321 / 99.7%	317 / 99.4%	304 / 99.3%					
				Female	People/%	1 / 0.3%	2 / 0.6%	2 / 0.7%					
Ratio of female and foreign to total	Nisshinbo Holdings		Number and ratio of female directors		People/%	1 / 9.1%	2 / 16.7%	2 / 16.7%					
directors (include outside director)			Number and ratio of foreign directors (*202	2)	People/%	0 / 0.0%	0 / 0.0%	1 / 8.3%					
Managing officer	Nisshinbo Group	Total managi	ng officers		People	57	63	68					
	(in Japan)	By gender	Number and ratio of managing officers	Male	People/%	57 / 100.0%	63 / 100.0%	68 / 100.0%					
			by gendrer	Female	People/%	0 / 0.0%	0 / 0.0%	0 / 0.0%					
			Of these, number and ratio foreign managing	ng officers	People/%	0 / 0.0%	0 / 0.0%	0 / 0.0%					
			Number and ratio of foreign managing	Male	People/%	0 / 0.0%	0 / 0.0%	0 / 0.0%					
								officers	Female	People/%	0 / 0.0%	0 / 0.0%	0 / 0.0%

^{*} Includes one director appointed in March 2023.

	Subject	Boundary		Unit	FY202	20	FY2021		FY20	22
Number of employees and ratio	Nisshinbo Group	Total number of enrolled employees		People	19,550		20,917		20,384	
of female employees		Ratio of female to enrolled employees		%		27.8%		26.7%		28.6%
		By region	Japan	%		18.0%		17.9%		18.6%
	Nisshinbo Group (in overseas)		Overseas	%		38.6%		35.3%		38.3%
	Nisshinbo Holdings	Total number of enrolled employees		People	277		241		248	
		Ratio of female to enrolled employees		%		19.9%		22.8%		26.2%
Number of managers and ratio	Nisshinbo Group	Total management employees		People	2,646		2,789		2,542	
of female managers		Ratio of female to management employe	ees	%		6.1%		6.6%		7.5%
		By gender	Male	People	2,484		2,605		2,352	
			Female	People	162		184		190	
	Nisshinbo Holdings	Total management employees		People	75		71		59	
		Ratio of female to management employees		%		5.3%		5.6%		8.5%
		By gender	Male	People	71		67		54	
			Female	People	4		4		5	
	Nisshinbo Group (in Japan)	Total management employees		People	2,058		2,090		1,876	
		Ratio of female to management employees		%		2.7%		2.9%		2.7%
		By gender	Male	People	2,002		2,030		1,825	
			Female	People	56		60		51	
		Ratio of mid-carrier recruitment to mana	agement employees	%		8.4%		8.3%		10.0%
		By gender	Male	People	165		167		180	
			Female	People	7		7		7	
		Ratio of foreigner to management emplo	oyees	%		0.0%		0.0%		0.2%
		By gender	Male	People	1		1		3	
			Female	People	0		0		0	
Number of new hires and ratio	Nisshinbo Group Total nun	nber and ratio of new hires		People/%	2,954 /	44.7%	3,187 /	43.0%	3,363 /	45.6%
of female hired	Of thes	se, ratio of new female hires		%		44.7%		43.0%		45.6%
	By reg	ion Japan (ratio of new female hires)		%		22.2%		23.3%		25.8%
		By gender	Male	People	277		389		334	
			Female	People	79		118		116	
		Overseas (ratio of new female hires)		%		47.8%		46.8%		48.6%
		By gender	Male	People	1,357		1,426		1,496	
			Female	People	1,241		1,254		1,417	

Others

	Subject	Boundary		Unit	FY2020	FY2021	FY202	22
Ratio of employees taking paid lea	ve Nisshinbo Group (in Japan)	Acquisition rate		%	56.7%	57.2%		64.1%
Participation in volunteer	Nisshinbo Group	Total number of participants		People	1,207	947	1,308	
activities		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	Nisshinbo Group	Total number of violations		Cases	0	0	0	
Product Liability Act		By region	Japan	Cases	0	0	0	
			Overseas	Cases	0	0	0	
Response to corporate ethics	Nisshinbo Group	Total number of calls		Cases	29	38	38	
reporting system		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	
		, 3	Overseas	Cases	2	7	2	