

FY2021 Labor Report

2022/5/16

Item		SHIONO KORYO KAISHA, LTD.	SHIONO FINESSE, LTD.	SHIONO KORYO KAISHA (TAIWAN) LTD.	SHANGHAI FANGJING FLAVORS & FRAGRANCES CO., LTD.	Total
Number of Employees	persons	215	108	44	62	429
Male	persons	164	85	32	29	310
Female	persons	51	23	12	33	119
Average Age	years old	41.9	39.0	42.0	42.8	41.4
Male	years old	42.7	39.0	42.0	45.0	42.2
Female	years old	39.3	38.8	42.0	40.9	40.3
Average Length of Service	years	17.80	9.06	14.00	11.00	12.97
Employee Turnover Count	persons	11	1	1	3	16
Employee Turnover Rate	%	5.12%	0.93%	2.27%	4.84%	3.73%
Early-Career Turnover Count	persons	0	1	0	3	4
Early-Career Turnover Rate	%	0.00%	0.93%	0.00%	4.84%	0.93%
Annual Working Hours	hours	1,815	1,815	1,984	1,992	1901.5
Annual Working Days	days	242	242	248	249	245.3
Annual Holidays	days	123	123	117	116	119.8
Average Monthly Overtime	hours	4.3	7.7	0.0	8.9	5.2
Average Number of Paid Leave	days	11.7	8.7	19.0	5.5	11.2
Harassment Cases		1	0	0	0	0.25

Number of Managers	persons	38	22	7	11	78
Male	persons	37	20	4	8	69
Female	persons	1	2	3	3	9
Number of Senior Managers	persons	14	8	4	6	32
Male	persons	14	8	4	5	31
Female	persons	0	0	0	1	1

Number of Occupational Accidents	cases	1	5	0	0	6
Number of Lost-Time Injuries	cases	0	0	0	0	0
Number of Fatal Accidents	cases	0	0	0	0	0
Number of Occupational Injuries	persons	0	0	0	0	0
Lost Workdays	days	0	0	0	0	0
Lost-Time Injury Frequency	%	0.0%	0.0%	0.0%	0.0%	0.00%
Injury Severity Rate	%	0.0%	0.0%	0.0%	0.0%	0.00%