FY2022 Report on Labor, Human Rights, and Ethics

2023/7/3

Item		SHIONO KORYO KAISHA, LTD.		SHIONO FINESSE, LTD.		SHIONO KORYO KAISHA (TAIWAN) LTD.		SHANGHAI FANGJING FLAVORS & FRAGRANCES CO., LTD.		Total		
Fiscal Year	Fiscal Year	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	Change
Number of Employees	persons	220	215	113	108	46	44	64	62	443	429	14.0
Male	persons	158	164	90	85	32	32	30	29	310	310	0.0
Female	persons	62	51	23	23	14	12	34	33	133	119	14.0
Average Age	years old	43.6	41.9	40.6	39.0	42.0	42.0	43.3	42.8	42.4	41.4	1.0
Male	years old	44.3	42.7	40.8	39.0	43.0	42.0	45.2	45.0	43.3	42.2	1.2
Female	years old	41.5	39.3	39.8	38.8	41.0	42.0	41.3	40.9	40.9	40.3	0.6
Average Length of Service	years	17.30	17.80	10.00	9.06	14.00	14.00	10.60	11.00	13.0	13.0	0.0
Employee Turnover Count	persons	11	11	5	1	0	1	5	3	21	16	5.0
Employee Turnover Rate	%	5.00%	5.12%	4.42%	0.93%	0.00%	2.27%	7.81%	4.84%	4.74%	3.73%	0.0
Early-Career Turnover Count (3 Years)	persons	2	0	3	1	0	0	5	3	10	4	6.0
Early-Career Turnover Rate (3 Years)	%	0.91%	0.00%	2.65%	0.93%	0.00%	0.00%	7.81%	4.84%	2.26%	0.93%	0.0
Annual Working Hours	hours	1,822	1,815	1,808	1,815	1,984	1,984	1,992	1,992	1901.4	1901.5	−0.1
Annual Working Days	days	243	242	241	242	248	248	249	249	245.3	245.3	0.0
Annual Holidays	days	122	123	124	123	117	117	116	116	119.8	119.8	0.0
Average Monthly Overtime Hours	hours	4.8	4.3	6.3	7.7	0.0	0.0	3.8	8.9	3.7	5.2	−1.5
Average Number of Paid Leave Days Taken	days	12.4	11.7	12.0	8.7	18.0	19.0	5.9	5.5	12.1	11.2	0.9
Harassment Cases		0	1	0	0	0	0	0	0	0	1	−1.0
Number of Managers	persons	38	38	24	22	7	7	11	11	80	78	2.0
Male	persons	38	37	22	20	4	4	7	8	71	69	2.0
Female	persons	1	1	2	2	3	3	4	3	10	9	1.0
Number of Senior Managers	persons	15	14	8	8	5	4	5	6	33	32	1.0
Male	persons	15	14	8	8	5	4	4	5	32	31	1.0
Female	persons	0	0	0	0	0	0	1	1	1	1	0.0
Number of Occupational Accidents	cases	0	1	3	5	0	0	0	0	3	6	−3.0
Number of Lost-Time Injuries	cases	0	0	0	0	0	0	0	0	0	0	0.0
Number of Fatal Accidents	cases	0	0	0	0	0	0	0	0	0	0	0.0
Number of Occupational Injury Cases	persons	0	0	0	0	0	0	0	0	0	0	0.0
Lost Workdays	days	0	0	0	0	0	0	0	0	0	0	0.0
Lost-Time Injury Frequency Rate (LTIFR)	–	0	0	0	0	0	0	0	0	0	0	0
Injury Severity Rate	–	0	0	0	0	0	0	0	0	0	0	0

Ethics

Internal Reports (Whistleblowing Cases)	cases	0	0	0	0	0	0	0	0	0	0	0
Corruption & Conflict of Interest Cases	cases	0	0	0	0	0	0	0	0	0	0	0
Information Security Incidents	cases	0	0	0	0	0	0	0	0	0	0	0