

Item			SHIONO KORYO KAISHA, LTD.		SHIONO FINESSE, LTD.		SHIONO KORYO KAISHA (TAIWAN) LTD.		SHANGHAI FANGJING FLAVORS & FRAGRANCES CO., LTD.		Total		
Fiscal Year	[2024/3/31]	Fiscal Year	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	Change
Number of Employees	persons		221	220	112	113	47	46	65	64	445	443	2.0
Male	persons		163	158	88	90	33	32	31	30	315	310	5.0
Female	persons		58	62	24	23	14	14	35	34	131	133	-2.0
Average Age	years old		44.3	43.6	39.1	40.6	43.0	42.0	43.1	43.3	42.4	42.4	-0.0
Male	years old		45.2	44.3	38.7	40.8	44.0	43.0	42.9	45.2	42.7	43.3	-0.6
Female	years old		41.8	41.5	40.6	39.8	40.0	41.0	43.1	41.3	41.4	40.9	0.5
Average Length of Service	years		17.00	17.30	10.02	10.00	14.00	14.00	11.30	10.60	13.1	13.0	0.1
Employee Turnover Count	persons		18	11	4	5	1	0	1	5	24	21	3.0
Employee Turnover Rate	%		8.14%	5.00%	3.57%	4.42%	2.13%	0.00%	1.54%	7.81%	5.39%	4.74%	0.0
Early-Career Turnover Count (3 Years)	persons		4	2	2	3	0	0	1	5	7	10	-3.0
Early-Career Turnover Rate (3 Years)	%		1.81%	0.91%	1.79%	2.65%	0.00%	0.00%	1.54%	7.81%	1.57%	2.26%	-0.0
Annual Working Hours	hours		1,808	1,822	1,823	1,808	1,984	1,984	1,992	1,992	1901.5	1901.4	0.1
Annual Working Days	days		241	243	243	241	248	248	249	249	245.3	245.3	0.0
Annual Holidays	days		125	122	122	124	118	117	117	116	120.5	119.8	0.8
Average Monthly Overtime Hours	hours		5.2	4.8	7.0	6.3	0.0	0.0	1.2	3.8	3.4	3.7	-0.4
Average Number of Paid Leave Days Taken	days		13.9	12.4	11.7	12.0	19.0	18.0	5.7	5.9	12.6	12.1	0.5
Annual Salary	Average	円	6,750,260	—	—	—	—	—	—	—	—	—	—
	Highest	円	10,932,790	—	—	—	—	—	—	—	—	—	—
	Lowest	円	2,873,645	—	—	—	—	—	—	—	—	—	—
Harassment Cases	cases		0	0	0	0	0	0	0	0	0	0	0.0
Number of Managers	persons		33	38	19	24	7	7	15	11	74	80	-6.0
Male	persons		30	38	17	22	4	4	9	7	60	71	-11.0
Female	persons		3	1	2	2	3	3	6	4	14	10	4.0
Number of Senior Managers	persons		8	15	4	8	6	5	5	5	23	33	-10.0
Male	persons		7	15	4	8	6	5	4	4	21	32	-11.0
Female	persons		1	0	0	0	0	0	1	1	2	1	1.0
Number of Executives	persons		7	8	7	7	—	—	—	—	14	15	-1.0
Male	persons		7	8	7	7	—	—	—	—	14	15	-1.0
Female	persons		0	0	0	0	—	—	—	—	0	0	0.0
Number of Occupational Accidents	cases		0	0	1	3	0	0	0	0	1	3	-2.0
Number of Lost-Time Injuries	cases		0	0	1	0	0	0	0	0	1	0	1.0
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	3	0	0	0	0	0	3	0	3.0
Lost Workdays	days		0	0	14	0	0	0	0	0	14	0	14.0
Lost-Time Injury Frequency Rate (LTIFR)			0.000	0.000	14.048	0.000	0.000	0.000	0.000	0.000	3.472	0.000	3.5
Injury Severity Rate			0.000	0.000	0.066	0.000	0.000	0.000	0.000	0.000	0.016	0.000	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
Cases Involving Anti-Social Forces or Organizations	cases		0	—	0	—	0	—	0	—	0	—	—