

Item		SHIONO KORYO KAISHA, LTD.			SHIONO FINESSE, LTD.			SHIONO KORYO KAISHA (TAIWAN) LTD.			SHANGHAI FANGJING FLAVORS & FRAGRANCES CO., LTD.			Total				
Fiscal Year	Fiscal Year	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022	0	Change	-1	Change	2022
Number of Employees	persons	215	221	220	118	112	113	47	47	46	66	65	64	446	1	445	2	443
Male	persons	159	163	158	91	88	90	32	33	32	31	31	30	313	-2	315	5	310
Female	persons	56	58	62	27	24	23	15	14	14	35	35	34	133	2	131	-2	133
Average Age	years old	45	44	44	39	39	41	43	43	42	44	43	43	43	0	42	-0	42
Male	years old	46	45	44	39	39	41	43	44	43	45	43	45	43	0	43	-1	43
Female	years old	43	42	42	39	41	40	42	40	41	43	43	41	42	0	41	0	41
Average Length of Service	years	18	17	17	9	10	10	13	14	14	12	11	11	13	-0	13	0	13
Employee Turnover Count	persons	13	18	11	5	4	5	2	1	0	1	1	5	21	-3	24	3	21
Employee Turnover Rate	%	0	0	0	0	0	0	0	0	0	0	0	0	0	-0	0	0	0
Early-Career Turnover Count (3 Years)	persons	2	4	2	0	2	3	0	0	0	1	1	5	3	-4	7	-3	10
Early-Career Turnover Rate (3 Years)	%	0	0	0	0	0	0	0	0	0	0	0	0	0	-0	0	-0	0
Annual Working Hours	hours	1808	1808	1822	1808	1823	1808	1976	1984	1984	1992	1992	1992	1896	-6	1902	0	1901
Annual Working Days	days	240	241	243	241	243	241	247	248	248	249	249	249	244	-1	245	0	245
Annual Holidays	days	125	125	122	125	122	124	118	118	117	117	117	116	121	1	121	1	120
Average Monthly Overtime Hours	hours	5	5	5	8	7	6	0	0	0	1	1	4	3	0	3	-0	4
Average Number of Paid Leave Days Taken	days	13	14	12	12	12	12	19	19	18	6	6	6	12	-0	13	1	12
Number of Managers	persons	36	33	38	18	19	24	8	7	7	14	15	11	76	2	74	-6	80
Male	persons	34	30	38	16	17	22	5	4	4	7	9	7	62	2	60	-11	71
Female	persons	2	3	1	2	2	2	3	3	3	7	6	4	14	0	14	4	10
Number of Senior Managers	persons	11	8	15	2	4	8	6	6	5	4	5	5	23	0	23	-10	33
Male	persons	10	7	15	2	4	8	6	6	5	3	4	4	21	0	21	-11	32
Female	persons	1	1	0	0	0	0	0	0	0	1	1	1	2	0	2	1	1
Number of Executives	persons	7	7	7	7	7	7	—	—	—	—	—	—	14	0	14	0	14
Male	persons	7	7	7	7	7	7	—	—	—	—	—	—	14	0	14	0	14
Female	persons	0	0	0	0	0	0	—	—	—	—	—	—	0	0	0	0	0
Number of Occupational Accidents	cases	3	0	0	1	1	3	0	0	0	0	0	0	4	3	1	-2	3
Number of Lost-Time Injuries	cases	0	0	0	0	1	0	0	0	0	0	0	0	0	-1	1	1	0
Number of Fatal Accidents	cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of Occupational Injury Cases	persons	0	0	0	1	3	0	0	0	0	0	0	0	1	-2	3	3	0
Lost Workdays	days	0	0	0	0	14	0	0	0	0	0	0	0	0	-14	14	14	0
Lost-Time Injury Frequency Rate (LTIFR)		0	0	0	4	14	0	0	0	0	0	0	0	1	-2	3	3	0
Injury Severity Rate		0	0	0	0	0	0	0	0	0	0	0	0	0	-0	0	0	0
Harassment Cases	cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Child/Forced Labor & Human Trafficking Cases	cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Customer Complaints	cases	4	4	8	0	0	0	0	0	0	0	0	0	4	0	4	-4	8
Community Complaints (Company-Related)	cases	1	0	1	0	0	0	0	0	0	0	0	0	1	1	0	-1	1
Community Complaints (Non-Company-Related)	cases	7	2	0	0	0	0	0	0	0	0	0	0	7	5	2	2	0
Other Stakeholder Complaints	cases	0	0	0	0	0	0	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	0	0	0	0	0	0
Corruption & Conflict of Interest Cases	cases	0	0	0	0	0	0	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	0	0	0	0	0	0
Cases Involving Anti-Social Forces or Organizatio	cases	0	0	0	0	0	—	0	0	—	0	0	—	0	0	0	0	0