

Item		SHIONO KORYO KAISHA, LTD.			SHIONO FINESSE, LTD.			SHIONO KORYO KAISHA (TAIWAN) LTD.			SHANGHAI FANGJING FLAVORS & FRAGRANCES CO., LTD.			Total				
Fiscal Year		2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	Change	2024	Change	2023
Number of Employees	persons	223	215	221	119	118	112	50	47	47	69	66	65	461	15	446	1	445
Male	persons	162	159	163	96	91	88	32	32	33	32	31	31	322	9	313	-2	315
Female	persons	61	56	58	23	27	24	18	15	14	37	35	35	139	6	133	2	131
Average Age	years old	45	45	44	40	39	39	43	43	43	42	44	43	43	-0	43	0	42
Male	years old	47	46	45	39	39	39	44	43	44	42	45	43	43	-0	43	0	43
Female	years old	43	43	42	43	39	41	41	42	40	43	43	43	42	1	42	0	41
Average Length of Service	years	17	18	17	10	9	10	13	13	14	11	12	11	13	-0	13	-0	13
Employee Turnover Count	persons	10	13	18	8	5	4	1	2	1	0	1	1	19	-2	21	-3	24
Employee Turnover Rate	%	0	0	0	0	0	0	0	0	0	0	0	0	0	-0	0	-0	0
Early-Career Turnover Count (Within 3 Years)	persons	2	2	4	1	0	2	0	0	0	0	1	1	3	0	3	-4	7
Early-Career Turnover Rate (Within 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	1808	1800	1808	1823	1944	1976	1984	1984	1992	1992	1884	-12	1896	-6	1902
Annual Working Days	days	241	240	241	240	241	243	243	247	248	248	249	249	243	-1	244	-1	245
Annual Holidays	days	125	125	125	125	125	122	121	118	118	117	117	117	122	1	121	1	121
Average Monthly Overtime Hours	hours	8	5	5	7	8	7	0	0	0	1	1	1	4	1	3	0	3
Average Number of Paid Leave Days Taken	days	10	13	14	12	12	12	19	19	19	8	6	6	12	-0	12	-0	13
Average Paid Leave Utilization Rate	%	75	72	77	66	63	67							70	3	68	-5	72
Employees Taking Childcare Leave	persons	64	64		7	4	1							36	2	34	33	1
Percentage of Employees Taking Childcare Leave	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Employees Taking Family Care Leave	persons	11	11		0	0	0							6	0	6	6	0
Percentage of Employees Taking Family Care Leave	%	0	0	0	0	0	0	0	0	0	0	0	0	0	-0	0	0	0
Employees Enrolled in Social Insurance	persons	223	215	221	119	118	112							171	5	167	0	167
Percentage of Employees Enrolled in Social Insurance	%	1	1	1	1	1	1	0	0	0	0	0	0	1	0	1	0	1
Number of Managers (Manager level and above)	persons	38	36	33	17	18	19	6	8	7	14	14	15	75	-1	76	2	74
Male	persons	36	34	30	16	16	17	3	5	4	7	7	9	62	0	62	2	60
Female	persons	2	2	3	1	2	2	3	3	3	7	7	6	13	-1	14	0	14
Number of Senior Managers (General Manager level and above)	persons	10	11	8	1	2	4	8	6	6	4	4	5	23	0	23	0	23
Male	persons	9	10	7	2	2	4	8	6	6	4	3	4	23	2	21	0	21
Female	persons	1	1	1	0	0	0	0	0	0	0	1	1	1	-1	2	0	2
Number of Executives	persons	6	7	7	8	7	7	—	—	—	—	—	—	14	0	14	0	14
Male	persons	6	7	7	8	7	7	—	—	—	—	—	—	14	0	14	0	14
Female	persons	0	0	0	0	0	0	—	—	—	—	—	—	0	0	0	0	0
Total Training Hours	hours	2578	—	—	1434	—	—	3937	—	—	2808	—	—	10757	—	—	—	—
Training Hours per Employee	hours	12	—	—	12	—	—	79	—	—	41	—	—	23	—	—	—	—
Occupational Accident Count	cases	2	3	0	3	1	1	0	0	0	0	0	0	5	1	4	3	1
Lost-time Accident Count	cases	0	0	0	1	0	1	0	0	0	0	0	0	1	1	0	-1	1
Fatal Accident Count	cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Occupational Accident Injuries and Fatalities	persons	0	0	0	3	1	3	0	0	0	0	0	0	3	2	1	-2	3
Total Workdays Lost	days	0	0	0	1	0	14	0	0	0	0	0	0	1	1	0	-14	14
Occupational Accident Frequency Rate		0	0	0	13	4	14	0	0	0	0	0	0	3	2	1	-2	3
Occupational Accident Severity Rate		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-0	0
Harassment	cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Confirmed Cases of Child Labor, Forced Labor, or Human Trafficking	cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Customer Complaints	cases	6	4	4	0	0	0	0	0	0	0	0	0	6	2	4	0	4
Community Complaints (Attributable to the Company)	cases	0	1	0	0	0	0	0	0	0	0	0	0	0	-1	1	1	0
Community Complaints (Not Attributable to the Company)	cases	0	7	2	0	0	0	0	0	0	0	0	0	0	-7	7	5	2
Other Stakeholder Complaints	cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethics																		
Internal Whistleblowing Reports	cases	2	0	0	1	0	0	0	0	0	0	0	0	3	3	0	0	0
Corrupt Practices, Including Conflicts of Interest and Fraudulent Transactions	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
Responses to Antisocial Forces and Organizations	cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Actions	cases	1	0	1	0	0	0	2	3	2	0	0	0	3	0	3	0	3