

# 37. ESG Data

The ESG Data is a compilation of quantitative information shown in Nissha Sustainability Report and some additional information. The data for the five years from FY2018 to FY2022 are collected for each theme. In addition, a list of policies, principles and guidelines is posted at the end of this document.

\* In the boundary, Nissha Co., Ltd. is described as "Nissha" and the entire group companies including Nissha Co., Ltd. is described as "Nissha Group". In addition, domestic companies within the "Nissha Group" are referred to as "Nissha Group in Japan". Individual company names are abbreviated as below, and the grouping of production bases in Japan or overseas are stated accordingly.

- NIL: Nitec Industries, Inc.
- NPT: Nitec Precision and Technologies, Inc.

## Environment

Items		Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
5. Impact on the Environment out of Our Business Operations								
Total input		t	Nissha Group	118,586	101,398	114,036	127,430	123,982
Total input (production bases in Japan)		t	Production bases in Japan	27,853	19,612	20,482	22,981	19,114
PET/acryl film	Industrial Materials	t	Production bases in Japan	1,311	1,123	978	1,165	1,057
Solvents	Industrial Materials	t	Production bases in Japan	1,099	841	686	843	748
Ink and others	Industrial Materials	t	Production bases in Japan	1,001	858	778	845	811
Materials used in manufacturing processes	Devices	t	Production bases in Japan	15,522	10,702	12,103	13,729	11,244
Others	Devices	t	Production bases in Japan	2,064	1,621	1,849	1,589	900
Product materials	Medical Technologies <sup>*1</sup>	t	Production bases in Japan	n/a	n/a	n/a	55	73
Paper	Others <sup>*2</sup>	t	Production bases in Japan	6,534	4,348	3,958	4,424	3,764

Items		Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
Ink and others	Others <sup>*2</sup>	t	Production bases in Japan	139	83	75	84	72
*1. Starting in the fiscal year ended December 2021, we added input data from the domestic Japanese Medical Technologies business. *2. Posted as "Information and Communication" until Nissha Sustainability Report 2021.								
Total input (Overseas production bases)		t	Overseas production bases	90,732	81,786	93,553	104,449	104,868
Resin		t	Overseas production bases	5,394	1,636	1,290	4,506	6,075
Molds and their materials		t	Overseas production bases	90	85	90	120	113
Touch sensors		t	Overseas production bases	1	0	0	0	0
Paper		t	Overseas production bases	77,217	69,630	78,391	88,131	88,318
Cardboards		t	Overseas production bases	179	1,391	1,752	1,073	123
Aluminum		t	Overseas production bases	213	140	2,594	2,218	1,991
Chemical substances		t	Overseas production bases	6,391	5,204	6,560	6,105	6,551
Others		t	Overseas production bases	367	1,571	1,031	568	1,438
Energy	Electricity	MWh	Production bases in Japan and overseas	285,404	274,593	257,464	264,973	250,732
	Gas	Thousand m <sup>3</sup>	Production bases in Japan and overseas	10,410	11,585	9,085	10,558	10,485
Water	Tap water	Thousand m <sup>3</sup>	Production bases in Japan and overseas	1,252	1,291	1,287	1,249	993
	Underground water	Thousand m <sup>3</sup>	Production bases in Japan and overseas	10	103	40	46	49
	Industrial water	Thousand m <sup>3</sup>	Production bases in Japan and overseas	2,158	1,943	1,725	1,670	1,549

Items		Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
Total output (production bases in Japan)		t	Production bases in Japan	21,994	16,437	18,538	17,465	13,606
Recyclable resources (items sold for recycling)		t	Production bases in Japan	8,735	5,877	6,406	5,743	4,203
Recyclable resources (industrial waste)		t	Production bases in Japan	13,230	10,537	12,105	11,697	9,380
Waste for simple incineration/landfill		t	Production bases in Japan	29	23	27	25	22
Total output (Overseas production bases)		t	Overseas production bases	231	9,156	11,397	13,121	13,601
Recyclable resources (items sold for recycling)		t	Overseas production bases	n/a	7,272	8,433	9,838	10,904
Recyclable resources (industrial waste)		t	Overseas production bases	n/a	666	1,369	1,335	877
Non-recyclable waste		t	Overseas production bases	n/a	1,218	1,595	1,948	1,819
*The scope of data collection of total waste generated at overseas production bases were expanded from the FY ended December 2019.								
VOC		t	Production bases in Japan and overseas	1,069	808	700	826	752
Wastewater		Thousand m <sup>3</sup>	Production bases in Japan and overseas	3,334	3,305	3,033	2,594	2,342
7. CO <sub>2</sub> Emissions and Reduction Efforts								
Scope 1, CO <sub>2</sub> emissions		t-CO <sub>2</sub>	Production bases in Japan and overseas	23,567	26,603	20,853	24,196	28,435
Scope 2, CO <sub>2</sub> emissions		t-CO <sub>2</sub>	Production bases in Japan and overseas	161,003	152,399	103,351	101,048	86,255
CO <sub>2</sub> emissions	Total	t-CO <sub>2</sub>	Production bases in Japan and overseas	184,570	147,266 <sup>*1</sup>	124,204	125,244	114,691
	Production bases in Japan	t-CO <sub>2</sub>	Production bases in Japan	131,653	106,788 <sup>*1</sup>	85,570	83,652	64,806
	Overseas production bases	t-CO <sub>2</sub>	Overseas production bases	52,917	40,478 <sup>*1</sup>	38,634	41,592	49,885
CO <sub>2</sub> emissions basic unit of net sales		t-CO <sub>2</sub> /Million yen	Production bases in Japan and overseas	0.89	0.85 <sup>*1</sup>	0.69	0.66	0.59

Items		Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
* Through FY2018 and 2019, CO <sub>2</sub> emission coefficients were fixed values. However, in FY2020 and beyond, these are derived from data calculated using market-based method for Japan and location-based method for overseas.								
*1. These are derived from data calculated using market-based method for Japan and location-based method for overseas.								
Scope 3, CO <sub>2</sub> emissions	Total	t-CO <sub>2</sub>	-	18,162	56,796	67,903	38,854	117,496
	Purchased goods and services	t-CO <sub>2</sub>	-	n/a	n/a	n/a	n/a	50,616 <sup>*</sup>
	Capital goods	t-CO <sub>2</sub>	-	n/a	n/a	n/a	n/a	17,126
	Fuel and energy-related activities (not included in Scope 1, 2)	t-CO <sub>2</sub>	-	n/a	n/a	n/a	n/a	15,684
	Upstream transportation and distribution of purchased products	t-CO <sub>2</sub>	-	10,969	48,682	45,646	18,603	11,096 <sup>*</sup>
	Upstream transportation and distribution of shipments	t-CO <sub>2</sub>	-	3,242	4,553	19,720	17,766	7,398 <sup>*</sup>
	Waste generated in operations	t-CO <sub>2</sub>	-	n/a	n/a	n/a	n/a	4,462
	Business travel	t-CO <sub>2</sub>	-	1,528	1,214	293	281	579 <sup>*</sup>
	Employee commuting	t-CO <sub>2</sub>	-	2,423	2,347	2,244	2,204	2,261 <sup>*</sup>
	Use of sold products	t-CO <sub>2</sub>	-	n/a	n/a	n/a	n/a	7,739 <sup>*</sup>
	End of life treatment of sold products	t-CO <sub>2</sub>	-	n/a	n/a	n/a	n/a	535
* Some of these figures include those certified by a third party.								
Energy consumption	Total	Thousand GJ	Production bases in Japan and overseas	3,328	3,266	2,966	3,124	2,662
	Production bases in Japan	Thousand GJ	Production bases in Japan	2,372	2,208	1,999	2,040	1,607
	Overseas production bases	Thousand GJ	Overseas production bases	956	1,058	967	1,084	1,055
Energy consumption basic unit of net sales		Thousand GJ/Million yen	Production bases in Japan and overseas	0.0160	0.0189	0.0165	0.0165	0.0137

Items		Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
Electricity consumption	Total	MWh	Production bases in Japan and overseas	290,095	274,593	257,464	264,973	250,732
	Production bases in Japan	MWh	Production bases in Japan	213,581	197,029	183,200	182,488	158,335
	Overseas production bases	MWh	Overseas production bases	76,514	77,563	74,264	82,485	92,397
Gas consumption	Total	Thou-sand m <sup>3</sup>	Production bases in Japan and overseas	10,410	11,585	9,085	10,558	10,485
	Production bases in Japan	Thou-sand m <sup>3</sup>	Production bases in Japan	5,769	5,359	4,166	4,865	4,782
	Overseas production bases	Thou-sand m <sup>3</sup>	Overseas production bases	4,641	6,226	4,919	5,694	5,703
Gasoline, diesel, and heavy oil consumption	Total	kl	Production bases in Japan and overseas	154	246	205	220	207
	Production bases in Japan	kl	Production bases in Japan	98	97	72	70	60
	Overseas production bases	kl	Overseas production bases	56	150	133	151	147
9. Waste Management								
Recycling and resource reuse rate		%	Nissha Group in Japan	99.9	99.9	99.9	99.9	99.8
10. Management of Chemical Substances and Environmental Risks								
Measurements of Wastewater Quality, NPT Himeji Factory								
Discharged water		m <sup>3</sup>	NPT Himeji Factory	4,934	4,655	4,156	4,150	3,854
pH		-	NPT Himeji Factory	6.9 / 7.6	6.9 / 7.6	6.8 / 7.5	6.9 / 7.5	6.8 / 7.4
BOD		mg/l	NPT Himeji Factory	2.9	2.8	4.0	3.7	2.6
COD		mg/l	NPT Himeji Factory	4.6	7.3	5.2	4.4	4.8
SS		mg/l	NPT Himeji Factory	3.7	1.6	1.9	2.6	1.1

Items		Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
N-hexane		mg/l	NPT Himeji Factory	0.6	<0.5	<0.5	<0.5	<0.5
Phenol		mg/l	NPT Himeji Factory	< 0.005	<0.005	<0.005	<0.005	<0.005
Copper		mg/l	NPT Himeji Factory	0.14	0.04	0.05	0.02	0.01
Zinc		mg/l	NPT Himeji Factory	< 0.01	<0.01	<0.01	<0.01	<0.01
Soluble iron		mg/l	NPT Himeji Factory	< 0.01	0.02	0.03	0.03	0.03
Soluble manganese		mg/l	NPT Himeji Factory	0.05	0.04	0.04	0.04	0.02
Chromium		mg/l	NPT Himeji Factory	< 0.02	<0.02	<0.02	<0.02	<0.02
Nitrogen		mg/l	NPT Himeji Factory	4.8	8.0	4.2	4.5	4.3
Phosphorus		mg/l	NPT Himeji Factory	0.05	0.19	0.02	0.03	0.02
Measurements of Wastewater Quality, NPT Kaga Factory								
pH	Final effluent (Average)	-	NPT Kaga Factory	7.4	7.5	7.5	7.4	7.6
	Final effluent (Maximum)	-	NPT Kaga Factory	7.7	7.5	7.7	7.7	7.7
BOD	Final effluent (Average)	mg/l	NPT Kaga Factory	32.6	21.9	23.4	23.3	17.4
	Final effluent (Maximum)	mg/l	NPT Kaga Factory	56.0	34.0	40.0	35.0	24.0
COD	Final effluent (Average)	mg/l	NPT Kaga Factory	55.3	34.0	33.5	37.7	25.8
	Final effluent (Maximum)	mg/l	NPT Kaga Factory	93.0	47.0	47.0	44.0	36.0
SS	Final effluent (Average)	mg/l	NPT Kaga Factory	28.2	9.1	6.3	6.0	7.7
	Final effluent (Maximum)	mg/l	NPT Kaga Factory	63.0	18.0	23.0	10.0	21.0
N-hexane	Final effluent (Average)	mg/l	NPT Kaga Factory	0.5	0.6	0.6	0.5	0.5
	Final effluent (Maximum)	mg/l	NPT Kaga Factory	0.5	0.8	0.9	0.5	0.5

Items		Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
PRTR-designated chemical substances, NII Koka Factory								
53 Ethylbenzene	Discharge into the atmosphere	kg	NII Koka Factory	1,444	1,211	710	2,273	1,211
	Transferred to industrial waste processing companies	kg	NII Koka Factory	587	463	286	928	494
80 Xylene	Discharge into the atmosphere	kg	NII Koka Factory	9,904	9,937	15,745	10,524	12,022
	Transferred to industrial waste processing companies	kg	NII Koka Factory	4,026	4,075	6,431	4,298	4,910
88 Hexavalent chromium compounds	Discharge into the atmosphere	kg	NII Koka Factory	0.1	0.1	0.1	0.1	0.1
	Transferred to industrial waste processing companies	kg	NII Koka Factory	0	0	0	850*	0
296 1,2,4-Trimethylbenz	Discharge into the atmosphere	kg	NII Koka Factory	299	265	25	59	1
	Transferred to industrial waste processing companies	kg	NII Koka Factory	107	95	10	24	0.3
300 Toluene	Discharge into the atmosphere	kg	NII Koka Factory	83,927	100,846	61,535	106,873	57,728
	Transferred to industrial waste processing companies	kg	NII Koka Factory	36,831	5,520	25,134	43,652	23,579
392 N-hexane	Discharge into the atmosphere	kg	NII Koka Factory	8,371	4,518	601	258	0
	Transferred to industrial waste processing companies	kg	NII Koka Factory	2,375	2,741	245	105	0
* The increase in the transfer amount of hexavalent chromium compounds transferred in FY2021 was due to the disposal of materials no longer needed as a result of the renewal of factory facilities.								
PRTR-designated chemical substances, NPT Himeji Factory								
71 Ferric chloride	Discharge into the atmosphere	kg	NPT Himeji Factory	0	0	0	0	0
	Transferred to industrial waste processing companies	kg	NPT Himeji Factory	0	0	0	0	0
272 Water-soluble copper salts (excluding complex salt)	Discharge into the atmosphere	kg	NPT Himeji Factory	0	0	0	0	0
	Transferred to industrial waste processing companies	kg	NPT Himeji Factory	2,023.1	1,352.8	1,820.2	2,677.4	2,491.4

Items		Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
453 Molybdenum and its compounds	Discharge into the atmosphere	kg	NPT Himeji Factory	0	0	0	0	0
	Transferred to industrial waste processing companies	kg	NPT Himeji Factory	0	0	0	0	0
PRTR-designated chemical substances, NPT Kaga Factory								
71 Ferric chloride	Discharge into the atmosphere	kg	NPT Kaga Factory	0	0	0	0	0
	Transferred to industrial waste processing companies	kg	NPT Kaga Factory	0	0	0	0	0
272 Water-soluble copper salts (excluding complex salt)	Discharge into the atmosphere	kg	NPT Kaga Factory	0	0	0	0	0
	Transferred to industrial waste processing companies	kg	NPT Kaga Factory	0	0	0	0	0
627 Diethylene glycol monobutyl ether	Discharge into the atmosphere	kg	NPT Kaga Factory	n/a	n/a	n/a	n/a	0
	Transferred to industrial waste processing companies	kg	NPT Kaga Factory	n/a	n/a	n/a	n/a	0
12. Environmental Objectives and Status of Achievement (Nissha Group in Japan)								
Environmental accidents		Number	Nissha Group in Japan	0	0	0	1 <sup>*1</sup>	1 <sup>*2</sup>
*1. In FY2021, there was one chemical leak accident at the NII Koka Factory, but it did not have a significant environmental impact. *2. In FY2022, a delivery company's truck experienced a fuel leak at Nissha FIS, Inc., but it did not have a significant environmental impact.								

## Human Rights

Items		Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
13. Human Rights								
Harassment Help Desk number of consultations		Number	Nissha Group	8	9	8 <sup>*1</sup>	12 <sup>*1</sup>	- <sup>*2</sup>
*1. As the Harassment Help Desk (outside the company) and the Hotline have been shared since January 2020, only the number of cases handled by the internal consultation service is shown in the number of cases handled by the Harassment Help Desk in the FY2020 and FY2021. *2. As the Harassment Help Desk (internal consultation service) and the Hotline have been shared since July 2022, the information has been consolidated into the number of cases reported to the Hotline.								
Membership of Labor Union	Total	Number	Nissha Group in Japan	1,386	1,308	1,133	1,106	1,051
	The Nissha Labor Union	Number	Nissha Group in Japan	765	739	649	-	-
	The Nitec Industries Labor Union	Number	Nissha Group in Japan	436	433	354	-	-
	The Nissha Printing Communications Labor Union	Number	Nissha Group in Japan	185	136	130	-	-
* In January 2021, the Nissha Crew Alliance was organized as the single labor union of the Nissha Group in Japan, led by employees of Nissha Co., Ltd., Nitec Industries, Inc. and Nissha Printing Communications, Inc.								
Number of reports on strike or lockout		Number	Nissha Group in Japan	0	0	0	0	0

## Human Resources

Items		Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
14. Human Resources System								
Gap between male and female in terms of wages								
All workers	Male	-	Nissha	n/a	n/a	n/a	n/a	100
	Female	-	Nissha	n/a	n/a	n/a	n/a	76.3
Full-time workers	Male	-	Nissha	n/a	n/a	n/a	n/a	100
	Female	-	Nissha	n/a	n/a	n/a	n/a	77.7
Non-regular workers	Male	-	Nissha	n/a	n/a	n/a	n/a	100
	Female	-	Nissha	n/a	n/a	n/a	n/a	56.2
* Only FY2022 is shown due to a change in the aggregation method from the fiscal year ended December 2022. * The figures show a comparison of female with a male wages set at 100. * Wages include bonuses, overtime allowance, commuting allowance, and family allowance, etc. * The treatment of full-time workers is the same for male and female. The difference is due to differences in the grade structure due to the different average lengths of service between male and female. * Non-regular workers include employees who are treated differently, such as contract employees who are rehired after mandatory retirement and employees working under individual labor contracts. The main reason for the gap between male and female is the large proportion of male in managerial staff roles despite their non-regular employment.								
15. Respect for Diversity								
Number of locally hired CEO		Number	Nissha Group	8	8	8	8	8
Number of employees by area (Japan)	Total	Number	-	2,362	2,300	1,988	1,990	1,915
	Male	Number	-	1,930	1,853	1,587	1,574	1,500
	Female	Number	-	432	447	401	416	415
Number of employees by area (Asia)	Total	Number	-	812	720	674	661	633
	Male	Number	-	402	336	310	312	319
	Female	Number	-	410	384	364	349	314
Number of employees by area (Europe)	Total	Number	-	551	523	680	698	693
	Male	Number	-	351	346	478	505	488
	Female	Number	-	200	177	202	193	205

Items		Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
Number of employees by area (North America)	Total	Number	-	1,160	1,577	1,509	1,539	1,151
	Male	Number	-	712	918	841	873	690
	Female	Number	-	448	659	668	666	461
Number of employees by area (Central and South America)	Total	Number	-	959	598	539	521	933
	Male	Number	-	437	239	216	206	365
	Female	Number	-	522	359	323	315	568
Composition by employment status (Permanent)	Total	Number	Nissha Group	5,844	5,718	5,390	5,409	5,325
	Male	Number	Nissha Group	3,832	3,692	3,432	3,470	3,362
	Female	Number	Nissha Group	2,012	2,026	1,958	1,939	1,963
Composition by employment status (Temporary)	Total	Number	Nissha Group	2,325	1,741	2,012	1,443	1,438
	Male	Number	Nissha Group	1,666	1,209	1,429	866	865
	Female	Number	Nissha Group	659	532	583	577	573
Composition of Directors of the Board	Total	Number	Nissha	9	9	9	9	9
	Male	Number	Nissha	7	8	8	8	8
	Female	Number	Nissha	1	1	1	1	1
Composition of corporate officers, excluding concurrently serving as Directors of the Board	Total	Number	Nissha	12	12	11	12	12
	Male	Number	Nissha	12	12	11	12	12
	Female	Number	Nissha	0	0	0	0	0
Composition of Nissha fellows	Total	Number	Nissha	1	1	2	2	1
	Male	Number	Nissha	1	1	2	2	1
	Female	Number	Nissha	0	0	0	0	0
Composition of managerial staff	Total	Number	Nissha	172	172	153	166	163
	Male	Number	Nissha	161	162	145	157	153
	Female	Number	Nissha	11	10	8	9	10
Composition of employees	Total	Number	Nissha	819	819	720	731	710
	Male	Number	Nissha	616	609	531	534	513
	Female	Number	Nissha	203	210	189	197	197

Items		Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
Average age	Average	Age	Nissha	40.7	39.8	41.5	42.2	42.9
	Male	Age	Nissha	42.1	42.9	43.0	43.8	44.7
	Female	Age	Nissha	36.5	36.7	37.3	37.8	38.2
Average years of employment	Average	Year	Nissha	13.5	13.2	14.4	14.3	15.7
	Male	Year	Nissha	14.5	15.3	15.4	15.6	17.2
	Female	Year	Nissha	10.7	11.0	11.5	10.8	11.8
Composition by age (18-19)	Total	Number	Nissha	4	2	0	2	2
	Male	Number	Nissha	1	0	0	0	0
	Female	Number	Nissha	3	2	0	2	2
Composition by age (20-29)	Total	Number	Nissha	125	116	94	82	72
	Male	Number	Nissha	71	63	54	42	33
	Female	Number	Nissha	54	53	40	40	39
Composition by age (30-39)	Total	Number	Nissha	267	246	217	217	193
	Male	Number	Nissha	189	164	133	135	117
	Female	Number	Nissha	78	82	84	82	76
Composition by age (40-49)	Total	Number	Nissha	275	281	262	269	261
	Male	Number	Nissha	221	225	214	218	205
	Female	Number	Nissha	54	56	48	51	56
Composition by age (50-59)	Total	Number	Nissha	144	172	145	155	175
	Male	Number	Nissha	130	156	129	134	152
	Female	Number	Nissha	14	16	16	21	23
Composition by age (over 60)	Total	Number	Nissha	4	2	2	6	7
	Male	Number	Nissha	4	1	1	5	6
	Female	Number	Nissha	0	1	1	1	1
Number of employees	Total	Number	Nissha Group	5,844	5,718	5,390	5,409	5,325
	Male	Number	Nissha Group	3,832	3,692	3,432	3,470	3,362
	Female	Number	Nissha Group	2,012	2,026	1,958	1,939	1,963

Items		Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
Composition of managerial staff	Male	Number	Nissha Group in Japan	n/a	n/a	273	281	269
	Female	Number	Nissha Group in Japan	n/a	n/a	13	14	15
	Total	Number	Nissha Group in Japan	n/a	n/a	286	295	284
	Of which mid-carrier employees	Number	Nissha Group in Japan	n/a	n/a	86	94	91
	Of which foreign employees	Number	Nissha Group in Japan	n/a	n/a	2	2	1
* Figures as of the end of FY2020 and the end of FY2021 have been revised due to a review of the aggregation method in accordance with the disclosure in our Annual Securities Report.								
Percentage of persons with disabilities employed		%	Nissha	2.18	2.38	2.11	2.12	2.07
16. Human Resources Development								
Annual training hours	Total	Hours	Nissha Group in Japan	26,850	22,265	26,337	42,426	30,613
	Male	Hours	Nissha Group in Japan	19,573	17,768	19,092	28,928	23,252
	Female	Hours	Nissha Group in Japan	7,277	4,497	7,245	13,498	7,361
Training hours per employee	Average	Hours	Nissha Group in Japan	11.4	9.7	13.1	18.2	14.4
	Male	Hours	Nissha Group in Japan	10.2	9.6	11.8	16.4	14.2
	Female	Hours	Nissha Group in Japan	16.8	10.0	17.9	24.0	15.3
* From FY2019 onward, contract employees are included in the total.								
17. Employee Engagement								
Average days of annual paid leave used		Days	Nissha Group in Japan	11.0	12.2	11.4	11.5	12.9
Average percentage of annual paid leave used		%	Nissha Group in Japan	60.4	65.9	61.4	60.3	66.1
Number of employees who used child-rearing leave	Total	Number	Nissha Group in Japan	59	61	69	67	73
	Male	Number	Nissha Group in Japan	14	18	19	21	25
	Female	Number	Nissha Group in Japan	45	43	50	46	48
Number of employees who worked shorter hours for child-rearing	Total	Number	Nissha Group in Japan	89	97	95	89	95
	Male	Number	Nissha Group in Japan	8	7	2	2	3
	Female	Number	Nissha Group in Japan	81	90	93	87	92
Number of employees who took days off for child nursing	Total	Number	Nissha Group in Japan	145	157	120	108	115
	Male	Number	Nissha Group in Japan	67	79	56	49	50
	Female	Number	Nissha Group in Japan	78	78	64	59	65

Items		Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
Reinstatement rate after child-rearing leave	Average	%	Nissha Group in Japan	100	96.8	100	97.1	97.6
	Male	%	Nissha Group in Japan	100	100	100	100	100
	Female	%	Nissha Group in Japan	100	95.0	100	95.6	95.8
Retention rate after child-rearing leave (1 year)	Average	%	Nissha Group in Japan	96.3	93.5	90.0	88.5	94.7
	Male	%	Nissha Group in Japan	83.3	100	92.0	83.3	87.5
	Female	%	Nissha Group in Japan	100	90.0	88.6	91.3	100
Number of employees who used family care leave	Total	Number	Nissha Group in Japan	1	4	1	0	0
	Male	Number	Nissha Group in Japan	1	3	1	0	0
	Female	Number	Nissha Group in Japan	0	1	0	0	0
Number of employees who used shorter hours for family care	Total	Number	Nissha Group in Japan	1	1	0	0	0
	Male	Number	Nissha Group in Japan	0	0	0	0	0
	Female	Number	Nissha Group in Japan	1	1	0	0	0
Number of employees who used days off for family care	Total	Number	Nissha Group in Japan	16	17	15	6	12
	Male	Number	Nissha Group in Japan	8	12	8	5	6
	Female	Number	Nissha Group in Japan	8	5	7	1	6
Number of employees who used outpatient sick leave system	Total	Number	Nissha Group in Japan	2	3	4	6	9
	Male	Number	Nissha Group in Japan	1	1	2	3	5
	Female	Number	Nissha Group in Japan	1	2	2	3	4
Number of internal job posting		Number	Nissha Group in Japan	15	9	0	15	31
Successful applicants (transferees)	Total	Number	Nissha Group in Japan	3	5	n/a	7	2
	Male	Number	Nissha Group in Japan	2	4	n/a	6	2
	Female	Number	Nissha Group in Japan	1	1	n/a	1	0
Number of award winners	CEO's Award (Company-wide)	Number	Nissha Group	n/a	n/a	n/a	0	0
	CEO's Award (Group Companies)	Number	Nissha Group	n/a	n/a	n/a	10	0
	BU Head's Award	Number	Nissha Group	n/a	n/a	n/a	35 <sup>1)</sup>	21
	Synergy Award	Number	Nissha Group	n/a	n/a	n/a	32	79
	New Hope Award	Number	Nissha Group	n/a	n/a	n/a	13	8
	Nissha People Award	Number	Nissha Group	220	111	111	n/a	n/a

Items	Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
* In FY2021, the award system was revised and the Nissha People Award was abolished, while other awards were newly established.							
*1. Includes the number of winners of the Director's Special Award, which corresponds to the BU Head's Award.							
Subscription rate in employee stock ownership plan	%	Nissha Group in Japan	24.8	26.6	26.0	27.5	27.5
18. Safety and Health							
Frequency of work-related accidents	-	Nissha Group in Japan	0.84	0.49	0.98	1.48	0.35
Severity of work-related accidents	-	Nissha Group in Japan	0.01	0.00	0.01	0.05	0.00
Fatal accidents (employee fatalities due to accidents at work)	Number	Nissha Group in Japan	0	0	0	0	0
Number of work-related accidents	Number	Nissha Group	56	59	48	53	60
Number of work-related accidents (Japan)	Number	-	25	13	15	15	7
4 or more days of leave	Number	-	6	2	3	7	0
Number of work-related accidents (North America)	Number	-	11	21	10	14	19
Number of work-related accidents (Central and South America)	Number	-	5	11	2	2	2
Number of work-related accidents (Europe)	Number	-	9	12	19	17	30
Number of work-related accidents (Asia)		-	3	2	2	5	2
19. Health and Productivity Management							
Regular health checkup rate	%	Nissha Group in Japan	100	100	98.8	99.7	100
Detailed checkup rate after regular health checkup	%	Nissha Group in Japan	42.6	37.8	34.7	51.7	60.3
Specific health checkup rate	%	Nissha Group in Japan (40 years or older)	100	100	99.8	99.7	100
Lung cancer screening rate	%	Nissha Group in Japan	92.0	98.7	99.4	100	100
Stomach cancer screening rate	%	Nissha Group in Japan	83.3	99.3	92.4	94.0	93.0
Colorectal cancer screening rate	%	Nissha Group in Japan	87.9	95.6	96.8	96.8	96.2
Uterus cancer screening rate	%	Nissha Group in Japan (held on a biennial basis)	47.9	49.4	60.3	66.7	66.7
Breast cancer screening rate	%	Nissha Group in Japan (held on a biennial basis)	61.5	57.3	81.1	74.2	74.7
Stress check implementation rate	%	Nissha Group in Japan	100	100	100	100	99.9
Specific health guidance implementation rate	%	Nissha Group in Japan	92.6	97.0	96.2	99.0	99.9

Items	Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
Smoking rate*	%	Nissha Group in Japan	30.7	29.3	27.8	28.5	25.6
Obesity rate*	%	Nissha Group in Japan	24.2	24.1	23.7	29.7	24.8
* Excluding Kaga Factory and Tokyo Division Headquarters until the fiscal year ended December 2020.							

## Fair Operating Practices / Local Communities

Items	Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
21. Partnership with Our Suppliers							
Number of CSR audits conducted for important or new suppliers	Number	Nissha Group in Japan	0	1	0	0	0
Number of CSR audits conducted for important or new suppliers (cumulative)	Number	Nissha Group in Japan	18	19	19	19	19
Number of findings pointed out at CSR audit for suppliers (cumulative)	Total	Number	Nissha Group in Japan	183	187	187	187
	Related to labor and human rights	Number	Nissha Group in Japan	84	88	88	88
	Related to safety and health	Number	Nissha Group in Japan	53	53	53	53
	Related to the environment	Number	Nissha Group in Japan	29	29	29	29
	Related to ethics	Number	Nissha Group in Japan	12	12	12	12
	Management system	Number	Nissha Group in Japan	5	5	5	5
22. Along with Local Communities							
Social contribution expenses	Million yen	Nissha Group in Japan	n/a	n/a	99	111	153



## Quality Management /Efficiency and Productivity Improvement

Items	Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
23. Quality Management							
Number of serious accident that conflict with laws or regulations as a result of flaws in our products and services	Number	Nissha Group in Japan	0	0	0	0	0
Fines due to a serious accident that conflict with laws or regulations as a result of flaws in our products and services	Japanese Yen	Nissha Group in Japan	0	0	0	0	0

## Governance

Items	Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
25. Corporate Governance							
Directors of the Board	Number	Nissha	9	9	9	9	9
Independent Outside Director of the Board	Number	Nissha	4	4	4	4	4
Female Directors of the Board	Number	Nissha	1	1	1	1	1
Foreign national Directors of the Board	Number	Nissha	0	1	1	1	1
Audit and Supervisory Board Members	Number	Nissha	4	4	4	4	4
Independent Audit and Supervisory Board Member	Number	Nissha	2	2	2	2	2
Female Audit and Supervisory Board Members	Number	Nissha	0	0	0	0	0
Corporate Officers	Number	Nissha	12	12	12	12	12
Female Corporate Officers	Number	Nissha	0	0	0	0	0
Foreign national Corporate Officers	Number	Nissha	2	2	2	2	2
* The number of Directors of the Board, Audit and Supervisory Board Members, and Corporate Officers are as of the date of the Ordinary General Meeting of Shareholders for the relevant fiscal year.							

	Items	Unit	Boundary	FY2018	FY2019	FY2020	FY2021	FY2022
Total compensation	Directors of the Board (Excluding Independent Outside Directors of the Board)	Million yen	Nissha	252	255	226	328	318
	Audit and Supervisory Board Members (Excluding Independent Audit and Supervisory Board Members)	Million yen	Nissha	28	28	26	28	32
	Independent Outside Directors of the Board and Independent Audit and Supervisory Board Members	Million yen	Nissha	48	50	46	53	54
Compensation by category (Base salary)	Directors of the Board (Excluding Independent Outside Directors of the Board)	Million yen	Nissha	168	174	151	169	171
	Audit and Supervisory Board Members (Excluding Independent Audit and Supervisory Board Members)	Million yen	Nissha	28	28	26	28	32
	Independent Outside Directors of the Board and Independent Audit and Supervisory Board Members	Million yen	Nissha	48	50	46	53	54
Compensation by category (Bonuses)	Directors of the Board (Excluding Independent Outside Directors of the Board)	Million yen	Nissha	60	55	52	113	89
	Audit and Supervisory Board Members (Excluding Independent Audit and Supervisory Board Members)	Million yen	Nissha	-	-	-	-	-
	Independent Outside Directors of the Board and Independent Audit and Supervisory Board Members	Million yen	Nissha	-	-	-	-	-
Compensation by category (Stock compensation, etc.)	Directors of the Board (Excluding Independent Outside Directors of the Board)	Million yen	Nissha	23	25	22	45	57
	Audit and Supervisory Board Members (Excluding Independent Audit and Supervisory Board Members)	Million yen	Nissha	-	-	-	-	-
	Independent Outside Directors of the Board and Independent Audit and Supervisory Board Members	Million yen	Nissha	-	-	-	-	-
Number of members subject to aggregation of compensation and etc.	Directors of the Board (Excluding Independent Outside Directors of the Board)	Number	Nissha	6	5	5	7	5
	Audit and Supervisory Board Members (Excluding Independent Audit and Supervisory Board Members)	Number	Nissha	2	2	3	2	3
	Independent Outside Directors of the Board and Independent Audit and Supervisory Board Members	Number	Nissha	7	8	6	6	7

Items	Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021
28. Risk Management and Compliance							
Hotline number of reports	Nissha Group in Japan	22	9	12	7	4	7
* The Hotline is a whistle-blowing and other consultation service for inappropriate, illegal or unethical behavior by organizations or individuals, and is not limited to harassment consultation.							
35. Management System and Other Certification Acquisitions							
ISO9001 acquisition site	Number of sites	Nissha Group	24	24	29	25	19
ISO13485 acquisition site	Number of sites	Nissha Group	8	10	10	10	12
ISO22716 acquisition site	Number of sites	Nissha Group	0	0	1	1	1
ISO/TS16949・IATF16949 acquisition site	Number of sites	Nissha Group	6	8	9	10	8
ISO14001 acquisition site	Number of sites	Nissha Group	12	13	17	17	18
ISO50001 acquisition site	Number of sites	Nissha Group	2	2	5	4	4
OHSAS18001・ISO45001 acquisition site	Number of sites	Nissha Group	2	3	3	1	2
ISO27001 acquisition site	Number of sites	Nissha Group	13	11	17	18	18
FSC COC acquisition site	Number of sites	Nissha Group	7	4	5	10	10
PEFC acquisition site	Number of sites	Nissha Group	n/a	n/a	n/a	2	2
EN15593acquisition site	Number of sites	Nissha Group	0	1	1	1	1
EC93/42/EEC acquisition site	Number of sites	Nissha Group	2	2	2	2	3

## List of policies, principles and guidelines

Title	Sustainability Report 2022・Web site	Pages on PDF
Enviroment Policy and Principles	4. Environmental Policy and Management Structures	4-1
Basic Policy on Labor and Human Rights	13. Human Rights	13-1
Human Resources Policy	14. Human Resources System	14-1
Occupational Safety and Health Policy and Principles	18. Safety and Health	18-1
Health and Productivity Management Policy	19. Health and Productivity Management	19-1
Purchasing Principles	21. Partnership with Our Suppliers	21-1
Social Contribution Policy	22. Along with Local Communities	22-1
Quality Policy / Nissha Quality Way	23. Quality Management	23-1
Corporate Governance Policy	<a href="#">Website About &gt; Corporate Governance</a>	-
Risk Management Policy	28. Risk Management and Compliance	28-1
Corporate Ethics and Compliance Guidelines and Principles	28. Risk Management and Compliance	28-2
Information Security Policy and Principles	29. Information Security	29-1
Trade Management Policy and Principles	30. Trade Management	30-1
Nissha Group Anti-Corruption Guidelines	31. Anti-corruption	31-1
Business Continuity Plans Plicy and Principles	32. Business Continuity	32-1
Tax Principles	33. Tax Principles	33
Basic Approach to Responsible Mineral Procurement	34. Responsible Mineral Procurement	34-1