



29. 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 FY2017 to FY2021 are collected for each theme. In addition, a list of policies, principles and guidelines is posted at the end of this document.

- Information for FY2017 is for the nine-month period from April to December 2017.
- 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.
 - NII: Nitec Industries, Inc.
 - NPT: Nitec Precision and Technologies, Inc.

Nissha Group Sustainability

Items	Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021
3-8 Along with Local Communities							
Social contribution expenses	Million yen	Nissha Group in Japan	n/a	n/a	n/a	99	111

Environment

Items	Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021
5. Impact on the Environment out of Our Business Operations							
Total input	t	Nissha Group	108,625	118,586	101,398	114,036	127,430
Total input (production bases in Japan)	t	Production bases in Japan	25,564	27,853	19,612	20,482	22,981
PET/acryl film	t	Production bases in Japan	1,546	1,311	1,123	978	1,165
Solvents	t	Production bases in Japan	1,212	1,099	841	686	843

Items	Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021
Ink and others	t	Production bases in Japan	1,596	1,001	858	778	845
Materials used in manufacturing processes	t	Production bases in Japan	10,120	15,522	10,702	12,103	13,729
Others	t	Production bases in Japan	4,497	2,064	1,621	1,849	1,589
Product materials	t	Production bases in Japan	n/a	n/a	n/a	n/a	55
Paper	t	Production bases in Japan	6,419	6,534	4,348	3,958	4,424
Ink and others	t	Production bases in Japan	137	139	83	75	84

*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	83,062	90,732	81,786	93,553	104,449
Resin	t	Overseas production bases	4,439	5,394	1,636	1,290	4,506
Molds and their materials	t	Overseas production bases	93	90	85	90	120
Touch sensors	t	Overseas production bases	0	1	0	0	0
Paper	t	Overseas production bases	66,022	77,217	69,630	78,391	88,131
Cardboards	t	Overseas production bases	244	179	1,391	1,752	1,073
Aluminum	t	Overseas production bases	119	213	140	2,594	2,218
Chemical substances	t	Overseas production bases	10,389	6,391	5,204	6,560	6,105
Others	t	Overseas production bases	1,756	367	1,571	1,031	568



Items		Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021
Energy	Electricity	MWh	Production bases in Japan and overseas	218,104	285,404	274,593	257,464	264,973
	Gas	Thousand m ³	Production bases in Japan and overseas	8,894	10,410	11,585	9,085	10,558
Water	Tap water	Thousand m ³	Production bases in Japan and overseas	923	1,252	1,291	1,287	1,249
	Underground water	Thousand m ³	Production bases in Japan and overseas	9	10	103	40	46
	Industrial water	Thousand m ³	Production bases in Japan and overseas	1,679	2,158	1,943	1,725	1,670
Total output (production bases in Japan)		t	Production bases in Japan	18,972	21,994	16,437	18,538	17,465
Recyclable resources (items sold for recycling)		t	Production bases in Japan	6,798	8,735	5,877	6,406	5,743
Recyclable resources (industrial waste)		t	Production bases in Japan	12,157	13,230	10,537	12,105	11,697
Waste for simple incineration/landfill		t	Production bases in Japan	17	29	23	27	25
Total output (Overseas production bases)		t	Overseas production bases	238	231	9,156	11,397	13,121
Recyclable resources (items sold for recycling)		t	Overseas production bases	n/a	n/a	7,272	8,433	9,838
Recyclable resources (industrial waste)		t	Overseas production bases	n/a	n/a	666	1,369	1,335
Non-recyclable waste		t	Overseas production bases	n/a	n/a	1,218	1,595	1,948
*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	1,340	1,069	808	700	826
Wastewater		Thousand m ³	Production bases in Japan and overseas	2,240	3,334	3,305	3,033	2,594

Items		Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021
7. CO ₂ Emissions and Reduction Efforts								
Scope 1, CO ₂ emissions		t-CO ₂	Production bases in Japan and overseas	25,430	23,567	26,603	20,853	24,196
Scope 2, CO ₂ emissions		t-CO ₂	Production bases in Japan and overseas	151,635	161,003	152,399	103,351	101,048
Scope 3, CO ₂ emissions	Total	t-CO ₂	Nissha Group in Japan	48,149	18,162	56,796	67,903	38,854
	Material supplier	t-CO ₂	Nissha Group in Japan	13,095	10,969	48,682	45,646	18,603
	Logistics supplier	t-CO ₂	Nissha Group in Japan	30,851	3,242	4,553	19,720	17,766
	Employees commuting	t-CO ₂	Nissha Group in Japan	1,877	2,423	2,347	2,244	2,204
	Employees business trip	t-CO ₂	Nissha Group in Japan	1,314	1,528	1,214	293	281
CO ₂ emissions	Total	t-CO ₂	Production bases in Japan and overseas	129,345	184,570	147,266 ^{*1}	124,204	125,244
	Production bases in Japan	t-CO ₂	Production bases in Japan	93,176	131,653	106,788 ^{*1}	85,570	83,652
	Overseas production bases	t-CO ₂	Overseas production bases	36,169	52,917	40,478 ^{*1}	38,634	41,592
CO ₂ emissions basic unit of net sales		t-CO ₂ / Million yen	Production bases in Japan and overseas	0.81	0.89	0.85 ^{*1}	0.69	0.66
*Through FY2019, CO ₂ emission coefficients were fixed values. However, in FY2020 and beyond, these are derived from data calculated using market standards for Japan and location standards for overseas areas.								
*1. These are derived from data calculated using market standards for Japan and location standards for overseas areas.								
Energy consumption	Total	Thousand GJ	Production bases in Japan and overseas	2,331	3,328	3,266	2,966	3,124
	Production bases in Japan	Thousand GJ	Production bases in Japan	1,689	2,372	2,208	1,999	2,040
	Overseas production bases	Thousand GJ	Overseas production bases	642	956	1,058	967	1,084

Items		Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021
Energy consumption basic unit of net sales		Thousand GJ / Million yen	Production bases in Japan and overseas	0.0146	0.0160	0.0189	0.0165	0.0165
Electricity consumption	Total	MWh	Production bases in Japan and overseas	218,104	290,095	274,593	257,464	264,973
	Production bases in Japan	MWh	Production bases in Japan	151,639	213,581	197,029	183,200	182,488
	Overseas production bases	MWh	Overseas production bases	66,465	76,514	77,563	74,264	82,485
Gas consumption	Total	Thousand m ³	Production bases in Japan and overseas	8,894	10,410	11,585	9,085	10,558
	Production bases in Japan	Thousand m ³	Production bases in Japan	4,247	5,769	5,359	4,166	4,865
	Overseas production bases	Thousand m ³	Overseas production bases	4,647	4,641	6,226	4,919	5,694
Gasoline, diesel, and heavy oil consumption	Total	kl	Production bases in Japan and overseas	136	154	246	205	220
	Production bases in Japan	kl	Production bases in Japan	82	98	97	72	70
	Overseas production bases	kl	Overseas production bases	54	56	150	133	151
8. Waste Management								
Recycling and resource reuse rate		%	Nissha Group in Japan	99.9	99.9	99.9	99.9	99.9
9. Management of Chemical Substances and Environmental Risks								
Measurements of Wastewater Quality, NPT Himeji Factory								
Discharged water		m ³	NPT Himeji Factory	4,976	4,934	4,655	4,156	4,150
pH		-	NPT Himeji Factory	6.8 / 8.0	6.9 / 7.6	6.9 / 7.6	6.8 / 7.5	6.9 / 7.5
BOD		mg/l	NPT Himeji Factory	1.4	2.9	2.8	4.0	3.7
COD		mg/l	NPT Himeji Factory	4.6	4.6	7.3	5.2	4.4

Items		Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021
SS		mg/l	NPT Himeji Factory	3	3.7	1.6	1.9	2.6
N-hexane		mg/l	NPT Himeji Factory	0.6	0.6	<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	0.03	0.14	0.04	0.05	0.02
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	< 0.01	0.02	0.03	0.03
Soluble manganese		mg/l	NPT Himeji Factory	0.05	0.05	0.04	0.04	0.04
Chromium		mg/l	NPT Himeji Factory	< 0.02	< 0.02	<0.02	<0.02	<0.02
Nitrogen		mg/l	NPT Himeji Factory	5.4	4.8	8.0	4.2	4.5
Phosphorus		mg/l	NPT Himeji Factory	0.14	0.05	0.19	0.02	0.03
Measurements of Wastewater Quality, NPT Kaga Factory								
pH	Final effluent (Average)	-	NPT Kaga Factory	7.5	7.4	7.5	7.5	7.4
	Final effluent (Average)	-	NPT Kaga Factory	7.6	7.7	7.5	7.7	7.7
BOD	Final effluent (Average)	mg/l	NPT Kaga Factory	31.5	32.6	21.9	23.4	23.3
	Final effluent (Average)	mg/l	NPT Kaga Factory	47.0	56.0	34.0	40.0	35.0
COD	Final effluent (Average)	mg/l	NPT Kaga Factory	35.4	55.3	34.0	33.5	37.7
	Final effluent (Average)	mg/l	NPT Kaga Factory	63.0	93.0	47.0	47.0	44.0
SS	Final effluent (Average)	mg/l	NPT Kaga Factory	15.6	28.2	9.1	6.3	6.0
	Final effluent (Average)	mg/l	NPT Kaga Factory	26.0	63.0	18.0	23.0	10.0
N-hexane	Final effluent (Average)	mg/l	NPT Kaga Factory	0.5	0.5	0.6	0.6	0.5
	Final effluent (Maximum)	mg/l	NPT Kaga Factory	0.5	0.5	0.8	0.9	0.5



Items		Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021
PRTR-designated chemical substances, NII Koka Factory								
53 Ethylbenzene	Discharge into the atmosphere	kg	NII Koka Factory	2,100	1,444	1,211	710	2,273
	Transferred to industrial waste processing companies	kg	NII Koka Factory	1,500	587	463	286	928
80 Xylene	Discharge into the atmosphere	kg	NII Koka Factory	16,000	9,904	9,937	15,745	10,524
	Transferred to industrial waste processing companies	kg	NII Koka Factory	4,200	4,026	4,075	6,431	4,298
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	0	850*
296 1,2,4-Trimethylbenz- z-ene	Discharge into the atmosphere	kg	NII Koka Factory	2,300	299	265	25	59
	Transferred to industrial waste processing companies	kg	NII Koka Factory	1,100	107	95	10	24
300 Toluene	Discharge into the atmosphere	kg	NII Koka Factory	66,000	83,927	100,846	61,535	106,873
	Transferred to industrial waste processing companies	kg	NII Koka Factory	40,000	36,831	5,520	25,134	43,652
392 N-hexane	Discharge into the atmosphere	kg	NII Koka Factory	5,300	8,371	4,518	601	258
	Transferred to industrial waste processing companies	kg	NII Koka Factory	3,200	2,375	2,741	245	105
*The increase in the 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	1,857.0	2,023.1	1,352.8	1,820.2	2,677.4

Items		Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021
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								
64 Silver and its compounds (water soluble)	Discharge into the atmosphere	kg	NPT Kaga Factory	n/a	n/a	n/a	n/a	n/a
	Transferred to industrial waste processing companies	kg	NPT Kaga Factory	n/a	n/a	n/a	n/a	n/a
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
453 Molybdenum and its compounds	Discharge into the atmosphere	kg	NPT Kaga Factory	n/a	n/a	n/a	n/a	n/a
	Transferred to industrial waste processing companies	kg	NPT Kaga Factory	n/a	n/a	n/a	n/a	n/a
10. Environmental Objectives and Status of Achievement (Nissha Group in Japan)								
Environmental accidents		Number	Nissha Group in Japan	0	0	0	0	1*
*In FY2021, there was one chemical leak accident at the NII Koka Factory, but it did not have a significant environmental impact.								

Human Rights

Items		Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021
11. Human Rights								
Harassment Help Desk number of consultations		Number	Nissha Group	11	8	9	8*	12*
*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 after the FY ended December 2020.								
Membership of Labor Union	Total	Number	Nissha Group in Japan	1,377	1,386	1,308	1,133	1,106
	The Nissha Labor Union	Number	Nissha Group in Japan	745	765	739	649	—
	The Nitec Industries Labor Union	Number	Nissha Group in Japan	439	436	433	354	—
	The Nissha Printing Communications Labor Union	Number	Nissha Group in Japan	193	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	FY2017	FY2018	FY2019	FY2020	FY2021
12-1 Human Resources System								
Gap between male and female in terms of base salary								
Managers (excluding directors)	Male	-	Nissha	n/a	n/a	n/a	n/a	100
	Female	-	Nissha	n/a	n/a	n/a	n/a	102
General employees	Male	-	Nissha	n/a	n/a	n/a	n/a	100
	Female	-	Nissha	n/a	n/a	n/a	n/a	93
Gap between male and female in terms of remuneration ^{*1}								
Managers (excluding directors)	Male	-	Nissha	n/a	n/a	n/a	n/a	100
	Female	-	Nissha	n/a	n/a	n/a	n/a	99
General employees	Male	-	Nissha	n/a	n/a	n/a	n/a	100
	Female	-	Nissha	n/a	n/a	n/a	n/a	85
*The figures show a comparison of female with a male base salary and compensation set at 100.								
*Treatment is the same for male and female. The difference is due to differences in the grade structure due to the distribution of the age structure between male and female.								
*1. Base salary paid to workers plus other payments. Includes bonuses, overtime allowance, commuting allowance, and family allowance, etc.								
12-2 Respect for Diversity								
Number of locally hired CEO		Number	Nissha Group	8	8	8	8	8
Number of employees by area (Japan)	Total	Number	—	2,351	2,362	2,300	1,988	1,990
	Male	Number	—	1,926	1,930	1,853	1,587	1,574
	Female	Number	—	425	432	447	401	416
Number of employees by area (Asia)	Total	Number	—	695	812	720	674	661
	Male	Number	—	353	402	336	310	312
	Female	Number	—	342	410	384	364	349
Number of employees by area (Europe)	Total	Number	—	529	551	523	680	698
	Male	Number	—	342	351	346	478	505
	Female	Number	—	187	200	177	202	193

Items	Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021	
Number of employees by area (North America)	Total	Number	—	1,000	1,160	1,577	1,509	1,539
	Male	Number	—	630	712	918	841	873
	Female	Number	—	370	448	659	668	666
Number of employees by area (Central and South America)	Total	Number	—	747	959	598	539	521
	Male	Number	—	346	437	239	216	206
	Female	Number	—	401	522	359	323	315
Composition by employment status (Permanent)	Total	Number	Nissha Group	5,322	5,844	5,718	5,390	5,409
	Male	Number	Nissha Group	3,597	3,832	3,692	3,432	3,470
	Female	Number	Nissha Group	1,725	2,012	2,026	1,958	1,939
Composition by employment status (Temporary)	Total	Number	Nissha Group	3,232	2,325	1,741	2,012	1,443
	Male	Number	Nissha Group	2,416	1,666	1,209	1,429	866
	Female	Number	Nissha Group	816	659	532	583	577
Composition of Directors of the Board	Total	Number	Nissha	8	9	9	9	9
	Male	Number	Nissha	7	7	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	15	12	12	11	12
	Male	Number	Nissha	15	12	12	11	12
	Female	Number	Nissha	0	0	0	0	0
Composition of Nissha fellows	Total	Number	Nissha	1	1	1	2	2
	Male	Number	Nissha	1	1	1	2	2
	Female	Number	Nissha	0	0	0	0	0
Composition of managerial staff	Total	Number	Nissha	174	172	172	153	166
	Male	Number	Nissha	165	161	162	145	157
	Female	Number	Nissha	9	11	10	8	9
Composition of employees	Total	Number	Nissha	791	819	819	720	731
	Male	Number	Nissha	603	616	609	531	534
	Female	Number	Nissha	188	203	210	189	197

Items	Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021	
Average age	Average	Age	Nissha	40.4	40.7	39.8	41.5	42.2
	Male	Age	Nissha	41.8	42.1	42.9	43.0	43.8
	Female	Age	Nissha	35.9	36.5	36.7	37.3	37.8
Average years of employment	Average	Year	Nissha	13.3	13.5	13.2	14.4	14.3
	Male	Year	Nissha	14.1	14.5	15.3	15.4	15.6
	Female	Year	Nissha	10.7	10.7	11.0	11.5	10.8
Composition by age (18-19)	Total	Number	Nissha	2	4	2	0	2
	Male	Number	Nissha	1	1	0	0	0
	Female	Number	Nissha	1	3	2	0	2
Composition by age (20-29)	Total	Number	Nissha	118	125	116	94	82
	Male	Number	Nissha	64	71	63	54	42
	Female	Number	Nissha	54	54	53	40	40
Composition by age (30-39)	Total	Number	Nissha	271	267	246	217	217
	Male	Number	Nissha	197	189	164	133	135
	Female	Number	Nissha	74	78	82	84	82
Composition by age (40-49)	Total	Number	Nissha	269	275	281	262	269
	Male	Number	Nissha	220	221	225	214	218
	Female	Number	Nissha	49	54	56	48	51
Composition by age (50-59)	Total	Number	Nissha	128	144	172	145	155
	Male	Number	Nissha	118	130	156	129	134
	Female	Number	Nissha	10	14	16	16	21
Composition by age (over 60)	Total	Number	Nissha	3	4	2	2	6
	Male	Number	Nissha	3	4	1	1	5
	Female	Number	Nissha	0	0	1	1	1
Number of employees	Total	Number	Nissha Group	5,322	5,844	5,718	5,390	5,409
	Male	Number	Nissha Group	3,597	3,832	3,692	3,432	3,470
	Female	Number	Nissha Group	1,725	2,012	2,026	1,958	1,939

Items	Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021	
Composition of managerial staff	Male	Number	Nissha Group in Japan	n/a	n/a	339	289	304
	Female	Number	Nissha Group in Japan	n/a	n/a	15	13	16
	Total	Number	Nissha Group in Japan	n/a	n/a	354	302	320
	Of which mid-carrier employees	Number	Nissha Group in Japan	n/a	n/a	87	94	94
	Of which foreign employees	Number	Nissha Group in Japan	n/a	n/a	2	2	2
Percentage of persons with disabilities employed	%	Nissha	2.13	2.18	2.38	2.11	2.12	
12-3 Human Resources Development								
Annual training hours	Total	Hours	Nissha Group in Japan	19,765	26,850	22,265	26,337	42,426
	Male	Hours	Nissha Group in Japan	14,204	19,573	17,768	19,092	28,928
	Female	Hours	Nissha Group in Japan	5,561	7,277	4,497	7,245	13,498
Training hours per employee	Average	Hours	Nissha Group in Japan	8.4	11.4	9.7	13.1	18.2
	Male	Hours	Nissha Group in Japan	7.4	10.2	9.6	11.8	16.4
	Female	Hours	Nissha Group in Japan	13.1	16.8	10.0	17.9	24.0
*From FY2019 onward, temporary employees are included in the total.								
12-4 Employee Engagement								
Average days of annual paid leave used	Days	Nissha Group in Japan	10.2	11.0	12.2	11.4	11.5	
Average percentage of annual paid leave used	%	Nissha Group in Japan	55.9	60.4	65.9	61.4	60.3	
Number of employees who used child-rearing leave	Total	Number	Nissha Group in Japan	47	59	61	69	67
	Male	Number	Nissha Group in Japan	7	14	18	19	21
	Female	Number	Nissha Group in Japan	40	45	43	50	46
Number of employees who worked shorter hours for child-rearing	Total	Number	Nissha Group in Japan	84	89	97	95	89
	Male	Number	Nissha Group in Japan	9	8	7	2	2
	Female	Number	Nissha Group in Japan	75	81	90	93	87
Number of employees who took days off for child nursing	Total	Number	Nissha Group in Japan	129	145	157	120	108
	Male	Number	Nissha Group in Japan	62	67	79	56	49
	Female	Number	Nissha Group in Japan	67	78	78	64	59

Items	Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021	
Reinstatement rate after child-rearing leave	Average	%	Nissha Group in Japan	100	100	96.8	100	97.1
	Male	%	Nissha Group in Japan	100	100	100	100	100
	Female	%	Nissha Group in Japan	100	100	95.0	100	95.6
Retention rate after child-rearing leave (1 year)	Average	%	Nissha Group in Japan	97.3	96.3	93.5	90.0	88.5
	Male	%	Nissha Group in Japan	88.8	83.3	100	92.0	83.3
	Female	%	Nissha Group in Japan	100	100	90.0	88.6	91.3
Number of employees who used family care leave	Total	Number	Nissha Group in Japan	1	1	4	1	0
	Male	Number	Nissha Group in Japan	0	1	3	1	0
	Female	Number	Nissha Group in Japan	1	0	1	0	0
Number of employees who used shorter hours for family care	Total	Number	Nissha Group in Japan	1	1	1	0	0
	Male	Number	Nissha Group in Japan	0	0	0	0	0
	Female	Number	Nissha Group in Japan	1	1	1	0	0
Number of employees who used days off for family care	Total	Number	Nissha Group in Japan	16	16	17	15	6
	Male	Number	Nissha Group in Japan	9	8	12	8	5
	Female	Number	Nissha Group in Japan	7	8	5	7	1
Number of employees who used outpatient sick leave system	Total	Number	Nissha Group in Japan	3	2	3	4	6
	Male	Number	Nissha Group in Japan	2	1	1	2	3
	Female	Number	Nissha Group in Japan	1	1	2	2	3
Number of internal job posting	Number	Nissha Group in Japan	0	15	9	0	15	
Successful applicants (transferees)	Total	Number	Nissha Group in Japan	n/a	3	5	n/a	7
	Male	Number	Nissha Group in Japan	n/a	2	4	n/a	6
	Female	Number	Nissha Group in Japan	n/a	1	1	n/a	1

Items	Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021	
Number of award winners	CEO's Award (Company-wide)	Number	Nissha Group	n/a	n/a	n/a	n/a	0
	CEO's Award (Group Companies)	Number	Nissha Group	n/a	n/a	n/a	n/a	10
	BU Head's Award, Director's Special Award	Number	Nissha Group	n/a	n/a	n/a	n/a	35
	Synergy Award	Number	Nissha Group	n/a	n/a	n/a	n/a	32
	New Hope Award	Number	Nissha Group	n/a	n/a	n/a	n/a	13
	Nissha People Award	Number	Nissha Group	105	220	111	111	n/a
*In FY2021, the award system was revised and the Nissha People Award was abolished, while other awards were newly established								
Subscription rate in employee stock ownership plan	%	Nissha Group in Japan	24.5	24.8	26.6	26.0	27.5	
12-5 Safety and Health of Employees								
Frequency of work-related accidents	-	Nissha Group in Japan	1.45	0.84	0.49	0.98	1.48	
Severity of work-related accidents	-	Nissha Group in Japan	0.01	0.01	0.00	0.01	0.05	
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	67	56	59	48	53	
Number of Work-related Accidents (Japan)	Number	—	32	25	13	15	15	
4 or more days of leave	Number	—	5	6	2	3	7	
Number of Work-related Accidents (North America)	Number	—	14	11	21	10	14	
Number of Work-related Accidents (Central and South America)	Number	—	3	5	11	2	2	
Number of Work-related Accidents (Europe)	Number	—	14	9	12	19	17	
Number of Work-related Accidents (Asia)	Number	—	4	3	2	2	5	
Regular health checkup rate	%	Nissha Group in Japan	100	100	100	98.8	99.7	
Detailed checkup rate after regular health checkup	%	Nissha Group in Japan	49.8	42.6	37.8	34.7	51.7	
Specific health checkup rate	%	Nissha Group in Japan (40 years or older)	100	100	100	99.8	99.7	
Lung cancer screening rate	%	Nissha Group in Japan	99.1	92.0	98.7	99.4	100	
Stomach cancer screening rate	%	Nissha Group in Japan	93.2	83.3	99.3	92.4	94.0	
Colorectal cancer screening rate	%	Nissha Group in Japan	93.8	87.9	95.6	96.8	96.8	

Items	Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021	
Uterus cancer screening rate	%	Nissha Group in Japan (held on a biennial basis)	46.7	47.9	49.4	60.3	66.7	
Breast cancer screening rate	%	Nissha Group in Japan (held on a biennial basis)	60.6	61.5	57.3	81.1	74.2	
Stress check implementation rate	%	Nissha Group in Japan	99.96	100	100	100	100	
Specific health guidance implementation rate	%	Nissha Group in Japan	87.0	92.6	97.0	96.2	99.0	
Smoking rate*	%	Nissha Group in Japan	34.2	30.7	29.3	27.8	28.5	
Obesity rate*	%	Nissha Group in Japan	22.2	24.2	24.1	23.7	29.7	
*Excluding Kaga Factory and Tokyo Division Headquarters until the fiscal year ended December 2020.								

Fair Operating Practices

Items	Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021	
16. Partnership with Our Suppliers								
Number of CSR audits conducted for important or new suppliers	Number	Nissha Group in Japan	4	0	1	0	0	
Number of CSR audits conducted for important or new suppliers (cumulative)	Number	Nissha Group in Japan	18	18	19	19	19	
Number of findings pointed out at CSR audit for suppliers (cumulative)	Total	Number	183	183	187	187	187	
	Related to labor and human rights	Number	84	84	88	88	88	
	Related to safety and health	Number	53	53	53	53	53	
	Related to the environment	Number	29	29	29	29	29	
	Related to ethics	Number	12	12	12	12	12	
	Management system	Number	Nissha Group in Japan	5	5	5	5	5

Quality Management, Efficiency and Productivity Improvement

Items	Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021
17-1 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	FY2017	FY2018	FY2019	FY2020	FY2021
18. Corporate Governance							
Directors of the Board	Number	Nissha	8	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	0	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	15	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	FY2017	FY2018	FY2019	FY2020	FY2021
Total compensation	Directors of the Board (Excluding Independent Outside Directors of the Board)	Million yen	Nissha	183	252	255	226	328
	Audit and Supervisory Board Members (Excluding Independent Audit and Supervisory Board Members)	Million yen	Nissha	21	28	28	26	28
	Independent Outside Directors of the Board and Independent Audit and Supervisory Board Members	Million yen	Nissha	32	48	50	46	53
Compensation by category (Base salary)	Directors of the Board (Excluding Independent Outside Directors of the Board)	Million yen	Nissha	112	168	174	151	169
	Audit and Supervisory Board Members (Excluding Independent Audit and Supervisory Board Members)	Million yen	Nissha	21	28	28	26	28
	Independent Outside Directors of the Board and Independent Audit and Supervisory Board Members	Million yen	Nissha	32	48	50	46	53
Compensation by category (Bonuses)	Directors of the Board (Excluding Independent Outside Directors of the Board)	Million yen	Nissha	48	60	55	52	113
	Audit and Supervisory Board Members (Excluding Independent Audit and Supervisory Board Members)	Million yen	Nissha	n/a	n/a	n/a	n/a	n/a
	Independent Outside Directors of the Board and Independent Audit and Supervisory Board Members	Million yen	Nissha	n/a	n/a	n/a	n/a	n/a
Compensation by category (Stock compensation, etc.)	Directors of the Board (Excluding Independent Outside Directors of the Board)	Million yen	Nissha	22	23	25	22	45
	Audit and Supervisory Board Members (Excluding Independent Audit and Supervisory Board Members)	Million yen	Nissha	n/a	n/a	n/a	n/a	n/a
	Independent Outside Directors of the Board and Independent Audit and Supervisory Board Members	Million yen	Nissha	n/a	n/a	n/a	n/a	n/a
Number of members subject to aggregation of remuneration and etc.	Directors of the Board (Excluding Independent Outside Directors of the Board)	Number	Nissha	4	6	5	5	7
	Audit and Supervisory Board Members (Excluding Independent Audit and Supervisory Board Members)	Number	Nissha	2	2	2	3	2
	Independent Outside Directors of the Board and Independent Audit and Supervisory Board Members	Number	Nissha	6	7	8	6	6

Items	Unit	Boundary	FY2017	FY2018	FY2019	FY2020	FY2021
21. Risk Management and Compliance							
Hotline number of reports	Number	Nissha Group	20	22	9	12	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.							
26. Management System and other Certification Acquisitions							
ISO9001 acquisition site	Number of sites	Nissha Group	26	24	24	29	25
ISO13485 acquisition site	Number of sites	Nissha Group	8	8	10	10	10
ISO22716 acquisition site	Number of sites	Nissha Group	0	0	0	1	1
ISO/TS16949 · IATF16949 acquisition site	Number of sites	Nissha Group	5	6	8	9	10
ISO14001 acquisition site	Number of sites	Nissha Group	12	12	13	17	17
ISO50001 acquisition site	Number of sites	Nissha Group	2	2	2	5	4
OHSAS18001 · ISO45001 acquisition site	Number of sites	Nissha Group	2	2	3	3	1
ISO27001 acquisition site	Number of sites	Nissha Group	15	13	11	17	18
FSC COC acquisition site	Number of sites	Nissha Group	9	7	4	5	10
PEFC acquisition site	Number of sites	Nissha Group	n/a	n/a	n/a	n/a	2
EN15593 acquisition site	Number of sites	Nissha Group	0	0	1	1	1
EC93/42/EEC acquisition site	Number of sites	Nissha Group	2	2	2	2	2

List of policies, principles and guidelines

Title	Sustainability Report 2022 · Web site	Pages on PDF
Social Contribution Policy	3-8 Along with Local Communities	3-8-1
Environment Policy and Principles	4. Environmental Policy and Management Structures	4-1
Basic Policy on Labor and Human Rights	11. Human Rights	11-1
Human Resources Policy	12-1 Human Resources System	12-1-1
Occupational Safety and Health Policy and Principles	12-5-1 Safety and Health	12-5-1-1
Health and Productivity Management Policy	12-5-2 Health and Productivity Management	12-5-2-1
Information Security Policy and Principles	13. Initiatives Related to Information Security	13-1
Trade Management Policy and Principles	15. Trade Management	15-1
Purchasing Principles	16. Partnership with Our Suppliers	16-1
Quality Policy / Nissha Quality Way	17-1 Quality Management	17-1-1
Corporate Governance Policy	Website About > Corporate Governance	—
Risk Management Policy	21. Risk Management and Compliance	21-1
Corporate Ethics and Compliance Guidelines and Principles	21. Risk Management and Compliance	21-2
Nissha Group Anti-Corruption Guidelines	22. Initiatives Related to Anti-corruption	22
Business Continuity Plans Policy and Principles	23. Business Continuity	23-1
Tax Principles	24. Tax Principles	24
Basic Approach to Responsible Mineral Procurement	25. Initiatives Related to Conflict Minerals	25