

## Human Resources Data

- \* This data is based on data for FY2023.
- \* The number of employees of NIPRO and its domestic group companies does not include that of directors.
- \* Full-time employees include full-time employees and re-employed employees ,while other employees include contract employees, associate employees, and part-time employees.
- \* Gender wage gap is calculated using the following formula:  

$$(\text{Average annual wage of women} / \text{Average annual wage of men}) \times 100.$$
- \* The rate of employees with disabilities is calculated by putting the actual number of employees with disabilities into the numerator.

Health		
Smoking rate		
	NIPRO	22.5%

Number of Employees		
	NIPRO	4,688 people
	Domestic Group	10,677 people
	Global	37,132 people
Man		
	NIPRO	3,362 people
	Domestic Group	7,018 people
	Global	19,422 people
Woman		
	NIPRO	1,326 people
	Domestic Group	3,649 people
	Global	17,710 people
By nationality		
	Japan	10,702 people
	Asia / the Middle East	19,816 people
	North, Central, and South America	4,453 people
	Europe	1,932 people
	Others (Oceania / Africa)	229 people
Full-time employees		
	NIPRO	4,263 people
	Domestic Group	9,495 people
	Global	32,334 people
Other employees		
	NIPRO	425 people
	Domestic Group	1,172 people
	Global	4,798 people
Average age of employees		
	NIPRO	41.3 years old
	Domestic Group	41.7 years old
	Global	38.7 years old
Average age of Men		
	NIPRO	42.3 years old
	Domestic Group	42.5 years old
	Global	39.1 years old
Average age of Women		
	NIPRO	38.6 years old
	Domestic Group	40.1 years old
	Global	38.2 years old

Safety and Health		
Occupational accident frequency rate		
	NIPRO	0.82
	Domestic Group	1.50
	Global	1.50
Occupational accident severity rate		
	NIPRO	0.028
	Domestic Group	0.025
	Global	0.015

Diversity & Inclusion		
Female ratio		
	NIPRO	28.3%
	Domestic Group	34.2%
	Global	47.7%
Gender wage gap		
	NIPRO	70.6%
	Domestic Group	71.3%
	Global	76.4%
Ratio of Female Executives		
	NIPRO	14.3%
	Domestic Group	8.0%
	Global	11.8%
Ratio of Female Managers		
	NIPRO	5.5%
	Domestic Group	8.0%
	Global	21.5%
Rate of foreign employees		
	NIPRO	0.20%
	Domestic Group	0.27%
Rate of employees with disabilities		
	NIPRO	2.20%
	Domestic Group	1.40%
	Global	0.78%

Work-Life Balance		
Paid leave acquisition rate		
	NIPRO	70.9%
	Domestic Group	71.3%
Rate of male employees taking childcare leave		
	NIPRO	36.6%
	Domestic Group	39.8%
Rate of female employees taking childcare leave		
	NIPRO	100%
	Domestic Group	100%
Employees working reduced hours for childcare		
	NIPRO	131people
	Domestic Group	313people
Employees working reduced hours for nursing care		
	NIPRO	1people
	Domestic Group	7people

Education / Training		
Compliance training attendance rate		
	NIPRO	35.2%
	Domestic Group	56.6%
	Global	58.7%
Management training attendance rate		
	NIPRO	97.0%
	Domestic Group	97.5%
	Global	94.0%