

Human Resources Data

* This data is prepared using information from FY2023 and FY2024.

* 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:

(Average annual wage of women / Average annual wage of men) x 100.

* The rate of employees with disabilities:

For FY 2023, the numerator was calculated based on the actual number of individuals.

For FY 2024, the calculation is based on the method prescribed by the statutory employment rate for persons with disabilities in Japan.

Notes: *1: Non-consolidated *2: Consolidated (Japan) *3: Consolidated (including Japan and global operations)

Health		FY 2023	FY 2024
Smoking rate			
	NIPRO	22.5%	21.7%

Number of Employees		FY 2023	FY 2024
	NIPRO *1	4,688 people	4,858 people
	Domestic Group *2	10,667 people	10,844 people
	Global *3	37,132 people	40,285 people

Man		FY 2023	FY 2024
	NIPRO *1	3,362 people	3,461 people
	Domestic Group *2	7,018 people	7,182 people
	Global *3	19,422 people	21,516 people

Woman		FY 2023	FY 2024
	NIPRO *1	1,326 people	1,397 people
	Domestic Group *2	3,649 people	3,789 people
	Global *3	17,701 people	18,769 people

By nationality		FY 2023	FY 2024
	Japan	10,702 people	11,065 people
	Asia / the Middle East	19,816 people	21,988 people
	North, Central, and South America	4,453 people	4,075 people
	Europe	1,932 people	1,414 people
	Others (Oceania / Africa)	229 people	344 people

Full-time employees		FY 2023	FY 2024
	NIPRO *1	4,263 people	4,388 people
	Domestic Group *2	9,495 people	9,687 people
	Global *3	32,334 people	33,998 people

Other employees		FY 2023	FY 2024
	NIPRO *1	425 people	470 people
	Domestic Group *2	1,172 people	1,157 people
	Global *3	4,798 people	6,278 people

Average age of employees		FY 2023	FY 2024
	NIPRO *1	41.3 years old	41.2 years old
	Domestic Group *2	41.7 years old	39.5 years old
	Global *3	38.7 years old	36.3 years old

Average age of Men		FY 2023	FY 2024
	NIPRO *1	42.3 years old	42.3 years old
	Domestic Group *2	42.5 years old	40.5 years old
	Global *3	39.1 years old	37.0 years old

Average age of Women		FY 2023	FY 2024
	NIPRO *1	38.6 years old	38.5 years old
	Domestic Group *2	40.1 years old	37.7 years old
	Global *3	38.2 years old	35.6 years old

Safety and Health		FY 2023	FY 2024
Occupational accident frequency rate			
	NIPRO *1	0.82	0.91
	Domestic Group *2	1.50	1.53
	Global *3	1.50	1.31
Occupational accident severity rate			
	NIPRO *1	0.028	0.017
	Domestic Group *2	0.025	0.022
	Global *3	0.015	0.011

Diversity & Inclusion		FY 2023	FY 2024
Female ratio			
	NIPRO *1	28.3%	28.8%
	Domestic Group *2	34.2%	34.2%
	Global *3	47.7%	46.6%

Gender wage gap		FY 2023	FY 2024
	NIPRO *1	70.6%	70.8%
	Domestic Group *2	71.3%	71.9%
	Global *3	76.4%	75.6%

Ratio of Female Executives		FY 2023	FY 2024
	NIPRO *1	14.3%	14.3%
	Domestic Group *2	8.0%	8.8%
	Global *3	11.8%	16.4%

Ratio of Female Managers		FY 2023	FY 2024
	NIPRO *1	5.5%	6.3%
	Domestic Group *2	8.0%	8.9%
	Global *3	21.5%	18.2%

Rate of foreign employees		FY 2023	FY 2024
	NIPRO *1	0.20%	0.21%
	Domestic Group *2	0.27%	0.27%

Rate of employees with disabilities		FY 2023	FY 2024
	NIPRO *1	2.20%	2.45%
	Domestic Group *2	1.40%	2.43%

Work-Life Balance		FY 2023	FY 2024
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Paid leave acquisition rate		FY 2023	FY 2024
	NIPRO *1	70.9%	72.4%
	Domestic Group *2	71.3%	77.4%

Rate of male employees taking childcare leave		FY 2023	FY 2024
	NIPRO *1	36.6%	48.3%
	Domestic Group *2	39.8%	57.6%

Rate of female employees taking childcare leave		FY 2023	FY 2024
	NIPRO *1	100%	100%
	Domestic Group *2	100%	100%

Education / Training		FY 2023	FY 2024
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Compliance training attendance rate		FY 2023	FY 2024
	NIPRO *1	35.2%	77.3%
	Domestic Group *2	56.6%	75.6%
	Global *3	58.7%	73.0%

Management training attendance rate		FY 2023	FY 2024
	NIPRO *1	97.0%	96.8%
	Domestic Group *2	97.5%	96.7%
	Global *3	94.0%	97.4%