Social Data

Directors and Officers Number of Directors Maruha Nichiro Co.

(Unit persons)		FY2022							
				F12024			FY2125		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Maruha Nichiro Corporation		- 6	2		- 6	2	11		2
Ranio	100.00%	75.00%	25.00%	100.00%	75.00%	25.00%	100.00%	81.80%	1820%

Maruha	Nichiro	Corporation I	Directors	by Age

(Linit: persons)												
		FY2021					r2024			FY2025		
	Total	Under 20	Over 30 — Linder 50	Over 60	Total	Under 20	Over 20— Under 53	Over 50	Total	Under 30	Over 30 Under 50	Over 50
Maruha Nichiro Corporation			- 0		9	0	- 0	8	11	- 0	- 0	11

(Unit: personal)						
(unit persons)						
	FY2023		FY	20214		FY2025
	Total	Non-Japanese	Total	Non-Japanese	Total	Non-Lapanese
Maruha Nichiro Corporation					11	
Rania	100.00%	12.50%	100.00%	12.50%	200.00%	9.10%
As of the end of June						
Number of Board Members						
Unit personal						

(Unit persons)		FY2022							
			F12024			FY2025			
	Total Male Female			Total Male Femal			Total	Male	Female
Maruha Nichiro Corporation	24	22	2	24	22	2	26	22	1

Number of Board Members by Age

(Unit persons)												
		PTZEZ					2124			> YZZZY		
	Total		Over 30 — Under 50	Over 50	Total		Over 20— Under 52	Over 50	Total	Linder 30	Over 30 Under 50	Over 50
Maruha Nichiro Corporation	24	0	- 4	24	24	0	0	24	26	0	0	26

(Unit persons)									
	FY2023		FY	20214	FY2025				
	Total	Non-Japanese	Total	Non-Japanese	Total	Non-Lapanese			
Maruha Nichiro Corporation	24	1	24	- 1	26	1			

Employees by gender ratio/contract status

							FY2020						Fx2021				FY2022				FY202					FY2024					2025FY	
					Male	Ratio	Female	Ratio	Total		Ratio		Ratio	Tutal		Ratio	Female			tale Re				Male	Ratio	Female		Total	Male		Female	
			Employees		6,249	56.30%	4,858	42.72%	11,167		\$5.20%		44.70%	13,117		25.80N	5,460			147 55.6		44.22%		7,009	\$5.90%	5,522	44.00%	12,521	6,960	55.80%	5,494	44.12%
shanishine areas				Managers	1,667	89.00%	206	11.00%	1,873		97.00%		12.00%	2,013	1,662	\$7.00%	248	12.90%	1,910 1	715 85.4	0% 292	14.52%	2,007	1,696	85.10%	295	14.92%	1,991	1,693	\$4.42%	211	15.50%
				General Employees	4,592	49.62%	4,652	50.40%	9,234	5,500	49.50%	5,604	50.50%	11,104	5,220	\$0.00N	5,212	48.90%	10,442 5	122 50.1	0% 5,400	49.92%	10,826	5,313	50.40%	5,227	49.52%	10,540	5,267	50.40%	5,183	49.62%
			Temporary Employe	05	4,828	36.30%	8,504	62.72%	13,242	4,546	25.00%	9,420	65.00%	12,976	4,659	34.50%	8,828	65.40%	12,487 4	129 26.0	0% 8,552	62,90%	12,390	4,571	25.42%	9,330	64.52%	12,901	4,647	25.60%	3,299	64.32%
			Employees		4,252	72.90%	1,578	27.32%	5,830	4,356	73.00%	1,614	27.00%	5,930	4,244	72.80%	1,621	27.10%	5,965 4	292 71.1	0% 1,729	29.92%	6,020	4,242	70.20%	1,797	29.62%	6,027	4,215	69.50%	1,944	20.42%
	Japan			Managers	1,464	96.70%	65	4.30%	1,629	1,520	95.50%	72	4.50%	1,592	1,471	95.50%	68	4.42%	1,529 1,	682 54.2	0% 89	5.60%	1,571	1,453	96.12%	90	5.80%	1,544	1,435	92.20%	103	6.70%
				General Employees	2,799	64.92%	1,512	25,22%	4,201	2,826	64.80%	1,542	25.20%	4,278	2,872	64.90%	1,552	25.00%	4,426 2	110 62.0	0% 1,650	27.00%	4,460	2,797	62.10%	1,696	27.92%	4,492	2,793	61.62%	1,741	22.50%
			Temporary Employe	e4	2,141	28.42%	2,429	61.60%	6,580	2,140	28.00%	2,496	62.00%	5,636	2,107	28.60%	2,340	61.20%	5,447 2	120 20.0	0% 1,202	61.22%	5,222	2,053	29.42%	2,147	60.50%	5,198	2,056	40.10%	2,072	59.90%
			Employees		1,267	77.90%	257	22.10%	1,614	1,262	75.00%	299	24.00%	1,661	1,221	74.10%	426	25.80%	1,647 1	200 72.1	0% 440	26.92%	1,640	1,176	71.20%	475	29.72%	1,651	1,171	69.30%	528	20.60%
		Maryhanichira ca.		Managers	994	94.72%	22	5.30%	627	601	94.90%	22	5.10N	622	594	\$4.80%	22	5.10%	626 6	05 92.9	0% 29	6.00%	644	599	92,62%	47	7.40%	625	562	91.00%	55	8,90%
				General Employees	663	67.22%	224	22.92%	987	661	64.20%	367	26.70%	1,028	627	61.40%	294	28.50%	1,020 0	95 99.7	0% 401	40.22%	996	599	\$7.90%	429	42.10%	1,016	609	56.90%	463	42.10%
			Temporary Employe	46	1,027	49.62%	1,062	50.40%	2,090	992	44.20%	1,116	55.80%	1,999	953	45.20%	1,029	54.60%	1,890	72 44.9	0% 951	55.10%	1,722	818	46.22%	950	52.70%	1,768	927	46.42%	966	52.50%
			Patholeer.		2,995	71.00%	1,221	29.00%	4,216	2,094	71.80%	1,215	29.20%	4,209	2,122	72.20%	1,195	27.60%	4,218 2	192 70.4	0% 1,299	29.52%	4,290	2,064	70.00%	1,312	29.90%	4,376	2,044	69.60%	1,226	20.301
		Comestic group		Managers	970	96,52%	22	2.50%	902	909	95.80N	40	4.20%	959	977	96.00%	36	2.90%	912 1	77 94.6	0% 50	5.30%	927	965	95.10%	44	4.90%	909	972	94.72%	42	5.201
				General Employees	2.125	66.10%	1.189	25.92%	2,214	2,175	64.90%	1.175	26.30%	2,250	2246	65.90%	1.159	24.00%	3.405 2	115 63.9	0% 1249	26,00%	2.464	2299	62,42%	1268	26,52%	2.667	2.171	62.90%	1,278	37.00
			Temporary Employe	es	1.104	21.62%	2.396	68.42%	2,490	1.257	24.60%	2.390	65.40%	2,627	1.254	25.10N	2.312	64.80%	2,566 1	158 25.8	0% 2251	66.10%	2,509	1222	25.90%	2297	64.00%	2.422	1,229	26.60%	2,104	62.20
			Employees		1.997	27,92%	2,290	62,225	5,277	2,896	48.50%	4.251	59.50%	7.147	2,548	28.80%	2,829	60.10%	6.287 2	855 41.9	0% 2,957	58.00%	6.812	2.769	42,52%	3.725	57.40%	6.504	2.745	42.90%	3,650	57.00
	Overseas			Managers	202	59.00%	141	41.00%	264	232	\$5.10%	289	44.90%	421	292	\$1.40N	180	48.50%	271 2	22 52.4	0% 202	46,50%	426	242	\$4,30%	204	45.60%	447	258	55,30%	208	44.60
				General Employees	1,793	26.42%	2,129	62.62%	4,922	2,664	28.60%	4,062	60.40%	6,726	2,357	28.10%	2,659	60.00%	6,016 2	622 41.1	0% 2,756	58.90%	6,276	2,526	41.72%	3,531	59.30%	6,057	2,697	41.90%	2,642	59.00
			Temporary Employe	44	2.697	26.72%	5.065	65,30%	7.762	2.406	22.80%	4,504	67.20%	7,240	2,552	22.70%	5.499	68.20%	8.040 2	298 26.2	0% 5.250	65,62%	9.149	2,520	22,72%	5.193	67.22%	7,703	2.591	22.72%	5,329	67,229
			Employees		416	66.22%	212	22,92%	628	402	65.60%	211	24.40%	614	222	66.20%	369	22.70%	501 2	98 67.6	0% 190	22,30%	588	418	68.00%	196	21.90%	614	427	68,22%	198	21.609
		North America		Managers	76	72.40%	29	27.60%	105	92	74.80%	20	25.20%	122	54	79.40%	14	20,50%	68	6 82.5	0% 14	17,52%	90	69	90.22%	17	19.72%	96	69	79.22%	18	20.601
		North America		General Employees	242	65.00%	182	25.00%	522	211	63.20%	180	36.70%	490	278	64.20%	155	25.80%	422 2	22 65.2	0% 176	34,62%	508	249	66.10%	179	22,90%	528	264	66,50%	190	22,409
			Temporary Employe	44	401	72.00%	242	27,22%	954	5.64	65.50N	700	34.50%	964	192	72,20%	208	27.60%	291 2	74 75.8	0% 119	26,12%	492	360	36.10%	112	22.90%	472	406	73,22%	248	26.729
			Employees		1.227	29.42%	2.960	70.60%	4367		25.20%		61.80%	6.038		34.50%	1,550			131 25.2		64,62%		1.814	25.40%						3,222	
				Managers	100	50.00%	67	49,225	197	119	44.60%	340	\$5,60%	963	100	42.50%	147	57.60%	954	12 42.5	0% 151	\$7.40 h	262	107	41.10%	163	59.99%	243	121	42.50%	167	56.40%
		Acc		General Employees	1.127	20.40%	2.642	71.60%	1600		24.80%	2,775	65.20%	5.796		24.10%	2.402	65 90%		22 25.0		64,90%	5.202	1797	35.00%		64 90%	4.864			2.076	64.60%
			Temporary Employe	44	1,935	28.90%	4.760	71,12%	6,695		27.20%		72.70%	6,292		29.20%	5.301	72.70%		162 29.5		70,50%		1928	27.92%		72.22%				5.151	
			Employees		82	66.40%	40	22,62%	125		66.40%	42	22.60%	125		67,10%	41	22.80%		44 62.7				222	64.20%		25.60%			65.40%	127	
				Managers	7	100.00%	- 1	0.00%	2	2	100.00%	0	2.00%	7	- 6	100.00%		0.00%		N 55.0		44 10%	43	200	72,22%		27 70%	CA .		75.90%	12	24.00
		Europe		General Employees	75	66 10%	- 40	25.92%	117			42	25.60%	118		65.70%	49	14 20%		20 62.5		26.42%		194	62,90%		27.00%	208		62,50%	114	26,425
			Temporary Employe		30	22,625	- 0	97.40%	97		28.50%		61.60%	164		28,90%		71.00%		7 49.1		50.80%		25	49.00%		50.90%	(1		52,60%		47,309
			Employees		271	77.00%		23.00%	107		77.60%		22.40%	271		77,10%	71	92 GOS		79 75.4		26,52%	270	204	75.20%		24.72%		277	75.00%	92	24.90
				Managers	20	F7.10%	15	42.90%	25		53.80%	18	46.20%	29		53.60%	7.0	45.20%		10 62.0		28.00%		29	59,52%		40.40%	42		57.40%	20	42.50
		Others/61		General Employees	90	29.00%	71	22.00%	202		90.40%	65	19.60%	221		91.60%		19 30%		49 77.5					77 30%					27.60%		22 109
			Temporary Employe		200	100.00%		0.00%	81		100.00%		0.00%	20		93,70%	32			04 99.0		1.90%		207	94.92%		22.60% 15.10%			98.50%		1.40%
					81	200.00%		0.00%	91	- 79	100.00%	0	0.00%		- 65	92.70%	- 2	6,225	41 2	04 98.0	U% 4	1.92%	208	207	\$6.32%	27	19.10%	244	202	88.50%	- 2	1.40%



(Unit thousand yer)									
		FY2022			F12022			FY282N	
	Main Average Salary (4)	Female Average Salary (B)	B/A	Male Average Salary (A)	Female Average Salary (II)	8,04	Male Average Salary (A)	Female Average Salary (B)	g/A
Regular workers		4,666	65.20N	7,729	5,158	66.70%	7,969	5,226	67.00%
Irregular workers	2,009	2,254	74.90%	2,992	2,309	77.00%	2,186	2,492	77.90%

		FY2022			FX2022			FY2EN			FY2025	
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Femal
der 20	225	197	128	209	196	132	254	200	153	272	202	369
-29	228	218	120	204	198	106	292	181	102	225	294	141
-61	502	400	102	617	402	115	530	292	137	524	276	148
-68	480	405	76	492	412	96	487	402	95	492	400	98
al .	1.645	1.220	425	1,628	1,198	640	1,654	1,177	427	1,729	1,172	956

(Unites : persons)																	
		FY2022				FY2022					FY2024					FX2025	
Segment	Type of Employment	Total	Male	Female	Total	Male	Female	Segment	Type of Employment	Tutal	Male	Female	Segment	Type of Employment	Tatal	Male	Female
Fisheries Resources	Employees	7,999	2,876	4,123	8,300	4,050	4,249	Figheries Resources	Employees	9,006	2,969	4,040	Figheries Resources	保業長	2,271	1,527	724
Hitheries Resources	Temporary Employees	8,292	2,761			1,124	5,422	Figheres Resources	Temporary Employees	8,154	2,880	5,23	Frichertes Mesources	SHURA	1,244	\$64	400
	Employees	2,044	2,009	1,020	1,212	769	443		Employees	1,174	761	42		供意用	5,803	2,397	2,404
Processing	Temporary Employees	5,672	1,790	3,293	1,790	726	1,050	Processing	Temporary Employees	1,857	792	1,03	Processing	501224	9,655	2,676	5,982
	Employees	926	676	153	85	671	179		Employees	2,006	1,313	693		供業長	2,020	2,041	979
Logistics	Temporary Employees	90	61	21		50	25	Food Distribution	Temporary Employees	2,715	802	1,90	Food Distribution	SHURA	2,933	1,000	1,692
	Employees	120	90	20	2,000	1,325	677		Employees	932	661	17.		供業員	929	654	176
Others	Temporary Employees	7	2		2,870	979	1,996	Logistics	Temporary Employees	97	57	3	Others	Shork	109	90	29
	Employees	363	243	120	46	316	163		Employees		5			供意用	533	221	202
Corporate	Temporary Employees	66	25		76	22	44	Others	Temporary Employees	0	0		Corporate	Shork	103	47	56
	Employees	12,162	6,892	5,460	12,840	7,147	5,690,2		Employees	496	220	170		供意用	12,454	6,960	5,494
Total	Temporary Employees	13,526	4,650	9,860	13,370	4,828	8,553	Corporate	Temporary Employees	88	29		Tutal	SHURA	12,046	4,647	8,399
								Total	Employees	12,531	7,009	5,520					
									Temporary Employees	12,901	4,571	8,22					

		Total	Male	Female
	FY2020	75	47	28
	FY2021	Sil	26	22
New graduates	FY2022	93	26	26
	FY2022	96	41	45
	FY2024	90	40	40
	FY2025	96	49	46
	FY2020	24	26	
	FY2021	25		18
Mid-career hires	FY2022	29	22	16
	FY2023	28	24	14

Mid-career hires in FY2024 (breaks	lown by age group)		
(Unites : persons)			
	Total	Male	Female
Under20	16	11	6
20-29	25	18	
40-49	2	- 4	2

(Unites: N)					
	FY2021	FY2022	FY2022	FY2026	2025FY

		FY2023			F12024			FY2025	
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Persons	42	29	12	62	24	18	56	40	16
Scope of coverage: Employees of Maru	ha Nichiro Corporation (career-track a	nd area positions) *includ	ing seconded employ	MIL.					

(Unites ; persons)					
		Mandatory retirement	Others	Total	Ratio of retirees
	FY2000	29	47	66	4.10%
	FY2021	24	60	94	5.70%
Ns. Job Leavers	FY2022	22	22	9.7	5.20%
	FY2022	29	60	89	5.40%

Fraux
Engloyees of Manuha Nichina Corporation (career-track and area-positions)
Ilika of the set of Manch
[A person who has retired from all positions]

 norcon	who has	rotirod	from al	Localtions

		FY2020			FX2021			FY2022			FY2023			FX2024	
	Total	Male	Female	Tatal	Male	Female									
Under 20	16	11	4	26	20	5	25	22	2	29	16	13	24	16	- 8
30-29	11	- 6	6	12	9	4	10		3	14	11	2	12	10	2
40-49	1	1	2	4	2	2	6	5	- 4	- 1	- 1	0	6	6	0
50-59	4	3	1	5	6		- 6	6	- 4	- 1	2	1	2	2	0
Total	22	20	12	47	36	11	46	- 41	6	54	27	17	45	35	22

		FY2022	FY2023	FY2026
Total education and training resided expenses (mill)	ont of yet)	80	84	104
Training for management level (millions of year)	For management leaders	2.9	2.5	11
	For managers	9.7	5.3	5.4
Management leader human resource development (14.6	12.7	14.3
Global human resource development (millions of yes	0	26.5	17	21.4
Training hours per employee (hours)		16	16	10
Annual training investment per employee (millions o	Cyes)	- 6	- 6	6

(Unites : persons)	EV9013			2022		NOAN	
	Total	Temporary staff, etc.	Total	Temporary staff, etc.	Total	Temporary staff, etc.	
I. Number of deaths due to work-related injuries.							
Work-related injuries resulting in fatalities	4	4				0	
II. Leading to Serious Consequences							
Number of Worl-Related Injuries	28	10	25	7	29	2	
(excluding fatalities)							
III. Number of work-related injuries subject to							
moord	134	18	107	18	140	11	
分類関連の保管性数							
	(3) Falling over	(i) Tumble	(1) Falling over	(I) Falls	(3) Falling over	(I) Contact with hot or said objects.	
W. Main types of worle-valuted injuries	(2) Caught in or caught in	(I) Crash	(2) Getting stack or entangled	(2) Trapped or entangled	(2) Cutting and rubbing	(2) Recoil or unreasonable movement of operation	
	(3) Grashing	(I) Cut/sub	(3) Cutting, etc.	(2) Falls, etc.	(3) Pinching and entrapment	(2) Others (1 each)	
Frequency rate (%)	2.95		2	92		3.17	
Intensity rate (%)	1.06			05		0.04	

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Sough Manufaction Group
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Offices	Number of workers (persons)	Radio
New Ishinomaki Plant	299	100%
On Plant	474	100%
Shirataka Plant	159	100%
Utsunomiya Plant	223	100%
Guorna Plant	287	100%
Shimoroseki Plant	221	100%
Liteuromiya Production Section, Chemical Bio Division	85	100%

	FY2022	FY2023	FY2024
Total hours worked (hours)*1	2062	1990/47/00	1968:25:00
Average overtime hours*2	12.61	17.29	17:24
Average paid leave taken (days)*2	12	14	15
Persentage of paid leave taken	64N	72%	76%
1 (Scope) Maruha Nichiro Co., Ltd. employees (car	eer track and area positions)		

(Linit persons)			FY2022			FY2022			FY2024	
	System Description	Total	Male	Female	Total	Male	Female	Tutel	Male	Female
	The maximum number of days granted is 14 weeks. During the leave, a portion of wages is compensated through the health insurance union.			21			20			24
	This is a system of leave until the child turns 2 years old. Men can also use this system.	71	48	21	74	42	22	SI	20	24
Number of employees taking childcare leave		- 9	17	26	49	12	26	- 6	16	25
Rate of use		65.80%	25.40N	112.90%	66.20N	21.00%	112.50%	75,90%	53.30%	204.20%
Number of employees returning to work after childos	re leave	22	- 1	14	45	12	22	- 6	12	22
	Leave of absence writing child turns. 2 years old. Up to 10 days of leave can be taken with no reduction in pay.	15	15		30	10		s	s	
Spouse materially leave system *Male employees with a spouse who had a child during the Social year		29	29		26	26		17	17	
Childcan working hours system	System that allows employees to be exempted from working far up to 1 bour and 60 minutes; per day to care far a child before the child enters the fauntil grade of elementary school.	62	a	92	66	0	66	107	a	107

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1,98	0 1589
	1
- 4	- 4
160	1 1600
	2
ck and area positions)	
	1,58 4 4 568 7 ck and area positions)