

Environment

Greenhouse gas emissions

Greenhouse gas emissions (Scope1, 2)	Unit	FY2020/3	FY2021/3	FY2022/3	FY2023/3	FY2024/3	Scope	Remark
Domestic group+Overseas group Total : Scope1+Scope2	t -CO2e	78,006	78,475	86,121	87,095	81,459	Group	New accounting standards have been applied since FY2020 Covered by third party guarantee since FY2023
Intensity (Sales base)	t -CO2/ Million yen	0.37	0.47	0.48	0.45	0.38		
Total : Scope1+Scope2 (Market standard)	t -CO2e	67,444	68,931	75,716	76,252	69,801	Domestic group	Covered by third party guarantee since FY2020
Scope1	t -CO2e	20,562	21,419	22,340	22,267	20,961		
Scope2 (Market standard)	t -CO2e	46,882	47,512	53,376	53,985	48,840		
Scope2 (Location standard)	t -CO2e	51,732	51,722	54,775	53,491	51,956		
Total : Scope1+Scope2 (Location standard)	t -CO2e	10,562	9,544	10,405	10,843	11,658	Overseas group	Covered by third party guarantee since FY2023
Scope1	t -CO2e	3,392	3,276	3,654	4,020	4,384		
Scope2 (Location standard)	t -CO2e	7,170	6,268	6,751	6,823	7,274		

Greenhouse gas emissions (Scope3)	Unit	FY2020/3	FY2021/3	FY2022/3	FY2023/3	FY2024/3	Scope	Remark
Category1 Purchased Goods and Services	t -CO2e	248,003	257,038	270,001	294,823	325,263	Domestic group	Raw materials and OEM products
Category2 Capital goods	t -CO2e	28,225	60,373	53,716	19,474	37,677	Group	
Category3 Fuel- and Energy-Related Activities	t -CO2e	7,271	7,505	8,244	8,268	8,255	Domestic group	
Category4 Upstream transportation and distribution	t -CO2e	15,809	13,671	10,017	12,735	18,679	Morinaga & Co., Ltd.	
Category5 Waste generated in operations	t -CO2e	1,690	1,657	1,795	1,730	1,736	Domestic group	
Category6 Business travel	t -CO2e	618	539	535	551	564	Domestic group	
Category7 Employee commuting	t -CO2e	1,607	1,334	1,365	1,514	1,536	Domestic group	
Category8 Upstream leased assets	t -CO2e	556	374	394	410	405	Morinaga & Co., Ltd.	
Category9 Downstream transportation and distribution	t -CO2e	-	-	-	-	-		- Not relevant
Category10 Processing of sold products	t -CO2e	-	-	-	-	-		- Not relevant
Category11 Use of Sold Products	t -CO2e	-	-	-	-	-		- Not relevant
Category12 End-of-life treatment of sold products	t -CO2e	6,603	6,913	6,772	7,181	6,847	Domestic group	
Category13 Downstream leased assets	t -CO2e	-	-	-	-	-		- Not relevant
Category14 Franchises	t -CO2e	-	-	-	-	-		- Not relevant
Category15 Investments	t -CO2e	-	-	-	-	-		- Not relevant
Category16 Other (Upstream)	t -CO2e	-	-	-	-	-		- Not rated
Category17 Other (Downstream)	t -CO2e	-	-	-	-	-		- Not rated

Energy

Energy consumption	Unit	FY2020/3	FY2021/3	FY2022/3	FY2023/3	FY2024/3	Scope	Remark
Energy consumption Total	MWh	219,647	228,481	244,488	244,534	234,454	Domestic group	Covered by third party guarantee since FY2020
Electric power	MWh	106,008	110,047	120,879	121,241	121,037		
Heat supply	GJ	0	0	290	509	581		
City Gas	1,000m ³	9,331	9,743	10,162	10,137	10,082		
LPG	t	35	30	32	31	27		
kerosene	k l	53	46	48	46	45		
gasoline	k l	22	22	22	17	19		
Light oil	k l	10	8	8	8	19		
Recyclable energy consumption	MWh	0	0	5	12	770		
Total recyclable energy (purchased or generated)	MWh	0	0	5	12	770		
Overseas group Energy consumption	MWh	-	-	-	-	42,533	Overseas group	Covered by third party guarantee since FY2023
Recyclable energy consumption	MWh	-	-	-	-	558		
Total recyclable energy (purchased or generated)	MWh	-	-	-	-	558		

Production weight

Production weight	Unit	FY2020/3	FY2021/3	FY2022/3	FY2023/3	FY2024/3	Scope	Remark
Production weight	t	-	-	138,175	143,239	147,082	Group	

Resources and waste

Resources and waste	Unit	FY2020/3	FY2021/3	FY2022/3	FY2023/3	FY2024/3	Scope	Remark
Raw materials consumption	t	41,342	45,617	42,359	41,427	39,676	Domestic group production sites	
Primary raw materials	t	41,342	45,617	42,359	41,427	39,676		
Secondary raw materials	t	49,883	51,381	53,292	54,046	55,790		
Total	t	91,226	96,998	95,651	95,473	95,466		
Paper	t	-	13,857	12,632	10,998	10,947		
Cardboard	t	-	10,938	10,499	10,529	10,128		
Plastic	t	-	4,821	4,926	5,086	4,935		
Glass	t	-	0	0	0	0		
Steel	t	-	0	0	0	0		
Aluminum	t	-	203	202	219	256		
Other	t	-	563	586	581	577		
Total	t	0	30,382	28,844	27,414	26,843		

Paper (packaging material)	Unit	FY2020/3	FY2021/3	FY2022/3	FY2023/3	FY2024/3	Scope	Remark
Total weight of paper packaging	t	-	24,795	23,131	21,527	21,075	Domestic group production sites	
Sustainable material ratio (FSC certified paper, recycled paper, etc.)	%	-	95.2	97.5	99.9	100		
FSC certified paper introduction ratio (weight ratio)	%	-	32.9	74.8	97.9	99.7		

Waste	Unit	FY2020/3	FY2021/3	FY2022/3	FY2023/3	FY2024/3	Scope	Remark
Waste emissions	t	9,556	9,393	10,843	9,554	9,798	Domestic group production sites	
Total Recycling volume *1	t	9,553	9,391	10,836	9,552	9,778		
Recycling volume *2	t	8,760	8,495	9,749	9,079	9,227		
Final landfill volume *3	t	3	2	7	2	20		
Incineration volume	t	793	896	1,087	473	551		
Specially controlled industrial waste	t	-	-	9	2	13		
Nox emissions	t	36	24	34	30	14		
Sox emissions	t	0	0	0	0	0		
Overseas group production sites Waste emissions	t	616	588	690	757	868	Overseas group production sites	

Food waste	Unit	FY2020/3	FY2021/3	FY2022/3	FY2023/3	FY2024/3	Scope	Remark
Amount of food waste generated (A)	t	5,652	5,675	6,395	5,399	5,310	Domestic group	New accounting standards have been applied since FY2021
Recycling amount of food recycling resources (B)	t	3,920	4,186	4,590	4,497	4,721		
Food waste disposal amount (A-B)	t	1,732	1,489	1,805	901	589		
Intensity of food waste (Sales base)	kg/Million yen	27	27.169	30.616	27.774	28.491		
Recycling implementation rate	%	69.4	73.8	71.8	83.3	88.9		
Food loss reduction rate	%	+0	▲11	+8	▲49	▲70		
Amount of food waste generated (A)	t	3462.3	3202.9	3,075.5	2,542.5	2,585.2	Morinaga & Co., Ltd.	New accounting standards have been applied since FY2021
Recycling amount of food recycling resources (B)	t	2272.7	1948.9	1,994.2	1,689.3	2,038.5		
Food waste disposal amount (A-B)	t	1189.6	1254	1,081.3	853.2	546.7		
Intensity of food waste (Sales base)	kg/Million yen	18.218	17.962	19.788	15.764	14.914		
Recycling implementation rate	%	75.4	72.4	76.5	79.2	87.6		

Water

Water resources consumption		Unit	FY2020/3	FY2021/3	FY2022/3	FY2023/3	FY2024/3	Scope	Remark
Domestic group	Tap water	1,000 m ³	213	232	335	347	412	Domestic group	Covered by third party guarantee since FY2020
	Industrial water	1,000 m ³	305	292	268	263	266		
	Well water	1,000 m ³	1075	1078	996	1,095	954		
	Total	1,000 m ³	1593	1602	1,599	1,706	1,631		
Overseas group	Taiwan	1,000 m ³	116.139	141.318	143	158	171	Overseas group	Covered by third party guarantee since FY2023
	China	1,000 m ³	17.184	11.126	15	19	19		
	United States	1,000 m ³	14.659	17.282	21	26	26		
	Total	1,000 m ³	147.982	169.726	179	203	216		
Domestic group production sites	(Water intake at domestic production sites)	1,000 m ³	1,538	1,555	1,550	1,657	1,548	Domestic group production sites	
	(Drainage from domestic production sites amount)	1,000 m ³	1,341	1,088	1,089	1,070	1,070	Domestic group production sites	

Environmental management

	Unit	FY2020/3	FY2021/3	FY2022/3	FY2023/3	FY2024/3	Scope	Remark
No. of facilities with ISO14001 accreditation	Cases	1	1	1	1	1	Domestic group production sites	On January 23, 2018, we acquired multi-site certification as Morinaga Group Production Facility (including 4 factories in our own company, 3 affiliates in production affiliated companies including head office environmental integration secretariat)

Compliance

	Unit	FY2020/3	FY2021/3	FY2022/3	FY2023/3	FY2024/3	Scope	Remark
No. of times fined for environmental violations (Waste related)	Times	0	0	0	0	0	Domestic group production sites	
No. of times fined for environmental violations (Water resources related)	Times	0	0	0	0	0		
No. of times fined for environmental violations (others)	Times	0	0	0	0	0		
Environmental violation fine amount (Waste related)	Yen	0	0	0	0	0		
Environmental violation fine amount (Water resources related)	Yen	0	0	0	0	0		
Environmental violation fine amount (others)	Yen	0	0	0	0	0		

Society

Employees

		Unit	FY2020/3		FY2021/3		FY2022/3		FY2023/3		FY2024/3		Scope	Remark
No. of full-time employees	Male	People	1,290	79.1%	1,298	79.0%	1,297	78.6%	1,286	77.0%	1,287	76.4%	Morinaga & Co., Ltd.	Includes seconded employees
	Female	People	343	20.9%	353	21.0%	361	21.4%	385	23.0%	398	23.6%		
	Total	People	1,633	100.0%	1,651	100.0%	1,658	100.0%	1,671	100.0%	1,685	100.0%		
No. of temporary employees	Male	People	241	55.8%	243	53.7%	264	56.9%	244	37.1%	276	38.4%	Morinaga & Co., Ltd.	Number of associate employees as of the end of each fiscal year (as of March 31)
	Female	People	208	44.2%	184	46.3%	252	43.1%	413	62.9%	443	61.6%		
	Total	People	449	100.0%	427	100.0%	516	100.0%	657	100.0%	719	100.0%		
Average age	Male	Years	43.6		43.8		44.0		44.6		44.9		Morinaga & Co., Ltd.	Includes seconded employees
	Female	Years	40.0		40.2		40.7		40.7		40.6			
	Total	Years	42.9		43.1		43.3		43.7		42.8			
Average service years	Male	Years	19.4		19.6		19.8		20.3		20.6		Morinaga & Co., Ltd.	Includes seconded employees
	Female	Years	17.1		17.0		17.4		17.0		16.7			
	Total	Years	18.9		19.0		19.2		19.6		19.7			
Domestic affiliated companies No. of full-time employees	Male	People	439	66.4%	445	65.2%	459	65.0%	516	64.3%	635	66.8%	Domestic group	Excludes employees seconded from MORINAGA & Co., Ltd.
	Female	People	234	33.6%	240	34.8%	254	35.0%	286	35.7%	316	33.2%		
	Total	People	673	100.0%	685	100.0%	713	100.0%	802	100.0%	951	100.0%		
Domestic affiliated companies No. of temporary employees	Male	People	205	23.9%	198	21.0%	169	21.4%	183	19.0%	257	21.9%	Domestic group	Including re-employment (re-employment + temporary employee)
	Female	People	769	76.1%	727	79.0%	766	78.6%	781	81.0%	917	78.1%		
	Total	People	974	100.0%	925	100.0%	935	100.0%	964	100.0%	1,174	100.0%		
Number of consolidated employees		People	-		2,825		2,937		3,076		3,093		Group	
	Japan-based employee ratio	%	-		80		79.5		78.2		76.4			
	Taiwan-based employee ratio	%	-		9		9.1		8.9		9.5			
	US-based employee ratio	%	-		7		7.3		8.8		8.6			
	Employee ratio in China	%	-		3		3.8		3.7		4.1			
No. of new recruits	Male	People	41	73.2%	42	61.8%	37	63.8%	34	56.7%	37	68.5%	Morinaga & Co., Ltd.	Includes new graduates / mid-careers
	Female	People	15	26.8%	26	38.2%	21	36.2%	26	43.3%	17	31.5%		
	Total	People	56	100.0%	68	100.0%	58	100.0%	60	100.0%	54	100.0%		
		Unit	FY2020/3		FY2021/3		FY2022/3		FY2023/3		FY2024/3		Scope	Remark
Mid-career hires rate	Male	%	-		-		12.1		16.7		14.8		Morinaga & Co., Ltd.	
	Female	%	-		-		10.3		15.0		11.1			
	Total	%	-		-		22.4		31.7		25.9			
Mid-career hires rate by age	Under 30	Male	%	-		-		1.7		1.7		1.9	Morinaga & Co., Ltd.	
		Female	%	-		-		1.7		3.3		3.7		
		Total	%	-		-		3.4		5.0		5.6		
	Between the ages of 30 and 50	Male	%	-		-		6.9		13.3		14.8	Morinaga & Co., Ltd.	
		Female	%	-		-		8.6		11.7		13.0		
		Total	%	-		-		15.5		25.0		27.8		
	Over 50	Male	%	-		-		3.4		1.7		1.9	Morinaga & Co., Ltd.	
		Female	%	-		-		0.0		0.0		0.0		
		Total	%	-		-		3.4		1.7		1.9		
Mid-career hires rate by management level	Board member	Male	%	-		-		0.0		0.0		0.0	Morinaga & Co., Ltd.	
		Female	%	-		-		0.0		0.0		0.0		
		Total	%	-		-		0.0		0.0		0.0		
	Management level employee	Male	%	-		-		5.2		3.3		3.7	Morinaga & Co., Ltd.	
		Female	%	-		-		1.7		0.0		0.0		
		Total	%	-		-		6.9		3.3		3.7		
	other employee	Male	%	-		-		6.9		13.3		14.8	Morinaga & Co., Ltd.	
		Female	%	-		-		8.6		15.0		16.7		
		Total	%	-		-		15.5		28.3		31.5		
Domestic affiliated companies No. of new recruits	Male	People	31	45.6%	58	62.4%	43	45.3%	81	75.7%	36	42.4%	Domestic group	Includes new graduates / careers
	Female	People	37	54.4%	35	37.6%	52	54.7%	26	24.3%	49	57.6%		
	Total	People	68	100.0%	93	100.0%	95	100.0%	107	100.0%	85	100.0%		
Turnover rate (overall)	Male	%	-		-		0.8		1.7		1.4	Morinaga & Co., Ltd.	Includes the number of seconded employees	
	Female	%	-		-		0.7		0.4		0.4			
	Total	%	-		-		1.1		2.3		1.8			
Voluntary turnover rate	Male	%	-		-		0.8		1.6		1.4	Morinaga & Co., Ltd.	Includes the number of seconded employees	
	Female	%	-		-		0.7		0.4		0.4			
	Total	%	-		-		1.4		2.0		1.7			
Turnover rate (by age group)	Under 30	Male	%	-		-		0.9		5.4		3.4	Morinaga & Co., Ltd.	Includes the number of seconded employees
		Female	%	-		-		2.3		0.4		0.9		
		Total	%	-		-		3.2		5.8		4.3		
	Between the ages of 30 and 50	Male	%	-		-		0.8		1.2		1.0	Morinaga & Co., Ltd.	Includes the number of seconded employees
		Female	%	-		-		0.6		0.5		0.5		
		Total	%	-		-		1.4		1.7		1.5		
	Over 50	Male	%	-		-		0.7		1.2		1.2	Morinaga & Co., Ltd.	Includes the number of seconded employees
		Female	%	-		-		0.2		0.3		0.0		
		Total	%	-		-		0.9		1.5		1.2		
Turnover rate (by management level)	Management level employee	Male	%	-		-		0.6		1.2		1.0	Morinaga & Co., Ltd.	Includes the number of seconded employees
		Female	%	-		-		0.0		0.0		0.0		
		Total	%	-		-		0.6		1.2		1.0		
	other employee	Male	%	-		-		0.9		1.9		1.6	Morinaga & Co., Ltd.	Includes the number of seconded employees
		Female	%	-		-		0.9		0.6		0.5		
		Total	%	-		-		1.8		2.5		2.1		
Turnover rate (turnover rate of new graduates with less than three years of service)	%		4.5		2.3		3.0		3.7		3.0	Morinaga & Co., Ltd.		
Percentage of employees under 30	%		12.4		12.2		13.1		13.4		14.0	Morinaga & Co., Ltd.		
Percentage of employees between the ages of 30 and 50	%		66.8		58.0		53.3		50.2		47.3	Morinaga & Co., Ltd.		
Percentage of employees over 50	%		26.8		29.7		33.5		36.4		38.8	Morinaga & Co., Ltd.		
Employment rate for people with disabilities	%		2.79		2.68		2.35		2.30		2.24	Morinaga & Co., Ltd.	End of each fiscal year (as of March 31)	
Share of women in total workforce	%		21.0		21.4		21.8		23.0		23.6	Morinaga & Co., Ltd.		
Ratio of women in STEM-related positions	%		-		-		-		37.8		38.9	Morinaga & Co., Ltd.		
No. of female managers	People		-		-		-		-		23	Morinaga & Co., Ltd.	· Beginning of each fiscal year (as of April 1) · Calculation method changed from FY2024/3 (unified with the calculating standard for securities reports)	
Ratio of female managers	%		7.7		8.3		9.4		11.6		11.9	Morinaga & Co., Ltd.	· As of April 1 (The beginning date of each fiscal year) · Calculation method has been changed from FY2024/3 (unified with the calculating standard based on "Act on Promotion of Women's Participation and Advancement in the Workplace" (Act No. 64 of 2015)) · The figure for FY2023/3 is from after retroactive application of the said calculating standard, in order to be used for comparison with the latest fiscal year FY2024/3.	
Ratio of female junior managers	%		-		-		-		12.4		13.3	Morinaga & Co., Ltd.	Beginning of each fiscal year (as of April 1)	
Ratio of female managers and above	%		4.5		9.4		6.3		6.7		6.4	Morinaga & Co., Ltd.		
Ratio of female directors	%		22.2		16.7		28.6		20.0		26.7	Morinaga & Co., Ltd.	Includes Senior Executive Officers as of April 1, 2021	
Share of women in management positions in revenue-generating functions (sales)	%		-		-		-		2.0		2.8	Morinaga & Co., Ltd.	Beginning of each fiscal year (as of April 1)	
Average Wages by Gender	Male	Yen	-		-		665,953		663,571		665,674	Morinaga & Co., Ltd.	Monthly wage converted from annual income (Excluding seconded employees)	
	Female	Yen	-		-		485,754		411,750		512,483			
Average Wages by Gender (Senior Managers)	Male	Yen	-		-		1,236,048		1,147,429		1,081,976	Morinaga & Co., Ltd.	Monthly wage converted from annual income (Excluding seconded employees)	
	Female	Yen	-		-		1,278,366		1,123,408		1,077,004			
Average Wages by Gender (General Managers)	Male	Yen	-		-		843,640		809,073		782,787	Morinaga & Co., Ltd.	Monthly wage converted from annual income (Excluding seconded employees)	
	Female	Yen	-		-		788,179		791,351		768,465			
Average wages by gender (senior general employees)	Male	Yen	-		-		643,404		649,845		644,864	Morinaga & Co., Ltd.	Monthly wage converted from annual income (Excluding seconded employees)	
	Female	Yen	-		-		507,960		541,016		530,604			
Average Wages by Gender (Beginner level general employees)	Male	Yen	-		-		411,932		404,918		427,940	Morinaga & Co., Ltd.	Monthly wage converted from annual income (Excluding seconded employees)	
	Female	Yen	-		-		391,089		312,625		409,149			

	Unit	FY2020/3		FY2021/3		FY2022/3		FY2023/3		FY2024/3		Scope	Remark	
No. of employees taking childcare leave	Male	People	17	53.1%	19	44.2%	16	44.4%	21	65.6%	18	38.3%	Morinaga & Co., Ltd.	Includes seconded employees and associate employees
	Female	People	15	46.9%	24	55.8%	20	55.6%	11	34.4%	29	61.7%		
	Total	People	32	100.0%	43	100.0%	36	100.0%	32	100.0%	47	100.0%		
Reinstatement rate (ratio of employees returning to work after a leave of absence)	%		100.0		100.0		96.0		94.4		100.0	Morinaga & Co., Ltd.		
No. of employees utilizing shorter work hour system for childcare	Male	People	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	Morinaga & Co., Ltd.	Applicable number of regular employees as of the end of each fiscal year
	Female	People	26	100.0%	28	100.0%	29	100.0%	29	100.0%	35	100.0%		
	Total	People	26	100.0%	28	100.0%	29	100.0%	29	100.0%	35	100.0%		
No. of employees wishing to be reemployed after retirement	People		72		16		22		14		17	Morinaga & Co., Ltd.		
Reemployment rate of post retirement employees	%		89.0		80.0		80.0		93.3		77.3	Morinaga & Co., Ltd.	No. of employees who have reached retirement age (including those who do not wish to be rehired)	
Annual Total Labor Hours (per employee)	hour		1,943		1,945		1,961		1,946		1,933	Morinaga & Co., Ltd.		
Average overtime hours (per employee)	hour/month		15.1		13.3		15.0		13.0		14.1	Morinaga & Co., Ltd.		
Days of annual paid leave acquired	Day		12.6		11.7		12.1		14.1		14.4	Morinaga & Co., Ltd.		
Annual paid leave acquisition rate	%		65.8		62.6		68.2		74.7		76.3	Morinaga & Co., Ltd.		
No. of employees acquiring nursing care leave	People		0		0		0		2		1	Morinaga & Co., Ltd.		
Total training time	Hour		-		-		-		-		36,292	Morinaga & Co., Ltd.		
Average training time per employee	Hour		-		8		8.8		13.2		21.7	Morinaga & Co., Ltd.	The scope changed from FY2023/3.	
Average training cost per employee	Yen		-		49,000		58,000		68,000		68,200	Morinaga & Co., Ltd.		
Promotion rate	Male	%	-		-		5.5		5.2		4.8	Morinaga & Co., Ltd.	Includes the number of seconded employees	
	Female	%	-		-		1.9		1.9		2.6			
	Total	%	-		-		7.4		7.1		7.4			
Labor union membership rate of general employees	%		100		100		100		100		100	Morinaga & Co., Ltd.	Regular employees only	
Ratio of union members	%		-		57.5		57.2		70.0		70.3	Group		

	Unit	FY2020/3		FY2021/3		FY2022/3		FY2023/3		FY2024/3		Scope	Remark
Rate of stress check implementation	%		100.0		97.1		96.1		95.3		97.5	Morinaga & Co., Ltd.	
Percentage of highly-stressed employees on Stress check	%		11.0		11.2		11.4		11.4		11.9		
Presenteeism (Loss)	%		-		-		-		24.0		21.5		
Absenteeism	%		0.61		1.07		0.85		0.99		1.19		
Work engagement			51.3		51.4		51.4		51.3		51.0		
Percentage of employees participating in health checkups	%		100.0		100.0		100.0		100.0		100.0	Morinaga & Co., Ltd.	
Percentage of employees maintaining proper body weight (BMI 18.5–25)	%		61.5		59.7		58.5		59.4		TBC		
Percentage of employees participating in specific health checkup*	%		96.4		79.5		83.2		98.8		TBC		*Specific health checkup is eligible for people who age 40-75 to check focusing on metabolic syndrome
Percentage of specific health support implemented	%		42.6		37.9		38.1		38.0		TBC		
Percentage of Smokers	%		28.8		26.2		26.2		25.6		TBC		
LTIFR : Lost-Time Injury Frequency Rate			0.00		0.52		0.00		0.25		0.49	Morinaga & Co., Ltd.	Incidence rate of fatalities and injuries due to occupational accidents per million total working hours at domestic factories (excluding the number of injured and sick people on holidays)
	Average value of Japanese manufacturing industry*		1.20		1.21		1.31		1.25		1.29		*Source: Occupational accident trend survey (Ministry of Health, Labour and Welfare)
Severity Rate			0.00		0.01		0.00		0.00		0.00		
TRIR : Total Recordable Injury Rate			1.05		2.33		1.30		1.01		2.45	Morinaga & Co., Ltd.	Incidence of fatalities and injuries due to occupational accidents per million total working hours at domestic factories (including the number of injured and sick people who did not leave)
Number of occupational accident fatalities (regular employees)	People		0		0		0		0		0	Morinaga & Co., Ltd.	
Number of occupational accident fatalities (contract employees)	People		-		0		0		0		0	Morinaga & Co., Ltd.	

Corporate Citizenship

	Unit	FY2020/3		FY2021/3		FY2022/3		FY2023/3		FY2024/3		Scope	Remark
Supporting amount with "One Chocolate for One Smile" campaign	Yen		-		-		22,476,527		20,566,310		20,369,542	Morinaga & Co., Ltd.	

Governance

Corporate Governance

		Unit	FY2020/3		FY2021/3		FY2022/3		FY2023/3		FY2024/3		Scope	Remark
Number of directors	Internal directors	Male	People	6	85.7%	6	85.7%	5	83.3%	6	85.7%	6	100.0%	Morinaga & Co., Ltd.
		Female	People	1	14.3%	1	14.3%	1	16.7%	1	14.3%	0	0.0%	
		Total	People	7	100.0%	7	100.0%	6	100.0%	7	100.0%	6	100.0%	
	Independent outside directors	Male	People	1	50.0%	1	33.3%	1	25.0%	2	50.0%	1	33.3%	
		Female	People	1	50.0%	2	66.7%	3	75.0%	2	50.0%	2	66.7%	
		Total	People	2	100.0%	3	100.0%	4	100.0%	4	100.0%	3	100.0%	
	Aggregate total	Male	People	7	77.8%	7	70.0%	6	60.0%	8	72.7%	7	77.8%	
		Female	People	2	22.2%	3	30.0%	4	40.0%	3	27.3%	2	22.2%	
		Total	People	9	100.0%	10	100.0%	10	100.0%	11	100.0%	9	100.0%	
Number of statutory auditors	Internal statutory auditors	Male	People	1	100.0%	1	100.0%	1	100.0%	1	100.0%	1	100.0%	
		Female	People	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
		Total	People	1	100.0%	1	100.0%	1	100.0%	1	100.0%	1	100.0%	
	Independent outside statutory auditors	Male	People	3	100.0%	3	100.0%	3	100.0%	3	100.0%	2	66.7%	
		Female	People	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	33.3%	
		Total	People	3	100.0%	3	100.0%	3	100.0%	3	100.0%	3	100.0%	
	Aggregate total	Male	People	4	100.0%	4	100.0%	4	100.0%	4	100.0%	3	75.0%	
		Female	People	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	
		Total	People	4	100.0%	4	100.0%	4	100.0%	4	100.0%	4	100.0%	
No. of times Board of Directors meetings held		Times	16		16		16		15		15			
Attendance rate for Board of Directors meetings		%	100		99		99		98.6		99.1			
No. of times Board of Auditors meetings held		Times	21		16		16		16		16			
Attendance rate for Board of Auditors meetings		%	100		100		100		100		98.4			
Number of meetings of the Officer Personnel Compensation Committee		Times	-		11		7		3		6			
Remuneration for internal directors *1		Million yen	169		175		207		212		249			
Remuneration for auditors		Million yen	48		47		54		56		54			
Remuneration for outside directors		Million yen	20		27		39		39		41			

*1 Salaries for director-employees (directors with duties in an employee's capacity)

Compliance

		Unit	FY2020/3		FY2021/3		FY2022/3		FY2023/3		FY2024/3		Scope	Remark
Political contribution		Yen	0		0		0		0		0		Domestic group	*4 Recommendation
No. of cases of anti-corruption violations		Cases	0		0		0		0		0			
Anti-corruption violation fine amount		Yen	0		0		0		0		0			
No. of cases of legal violations		Cases	1	*4	0		0		0		0			
Legal violation fine amount		Yen	0		0		0		0		0			
No. of internal Helpline reports		Yen	-		-		34		29		26			