

## Social

### Employment and Treatment

#### Total number of employees in the Canon Medical Systems Group

Japan	2022	2023	2024
male	4,647	4,784	4,710
female	1,174	1,323	1,369
total	5,821	6,107	6,079
Americas	2022	2023	2024
male	1,517	1,484	1,413
female	507	533	513
total	2,024	2,017	1,926
Europe	2022	2023	2024
male	1,178	1,240	1,273
female	487	510	518
total	1,665	1,750	1,791
Asia/Oceania	2022	2023	2024
male	1,049	1,052	1,027
female	606	612	597
other			29
total	1,655	1,664	1,653
total	2022	2023	2024
male	8,391	8,560	8,423
female	2,774	2,978	2,997
other			29
total	11,165	11,538	11,449

#### Canon Medical Systems Group Employment Type (Gender)

		male	female	other	total
full-time employee	Full-time employees	4,211	1,154	0	5,365
	Part-time employees	7	19	0	26
Temporary workers	Full-time employees	0	0	0	0
	Part-time employees	34	27	0	61

#### Employee Composition [Canon Medical Systems Corporation]

	2022	2023	2024	
Total number of employees	5,526	5,468	5,452	
Gender	male	4,414	4,313	4,252
	female	1,112	1,155	1,200

#### Average length of employment [Canon Medical Systems Corporation]

	2022	2023	2024
male	20.3	18.9	17.8
female	13.3	12.8	13.7
Average length of employment for women compared to men	66%	68%	77%

\*full time employee

#### Changes in total annual work hours per employee [Canon Medical Systems Corporation]

	2022	2023	2023
Canon Medical Systems Corporation Total Actual Working Hours	2,034	2,044	2,038

\* Survey targeting employees of Canon Medical Systems Corporation

## Promoting Diversity, Equity and Inclusion

#### Female ratio [Canon Medical Systems Corporation]

	2022	2023	2023
employee	18.8%	24.4%	20.0%
management	4.3%	5.1%	4.9%

**Employees on leave (those using the system during the current year)**

	2022	2023	2024
Childcare leave	68	54	94
male	46	30	66
female	22	24	28
Maternity leave	21	28	26
male	0	0	0
female	21	28	26
Nursing care leave	2	1	3
male	2	1	3
female	0	0	0
Sick leave	22	36	22
male	17	28	15
female	5	8	7

**Childcare leave for men**

	2022	2023	2024
Number of people who obtained the certificate	46	30	66
Acquisition rate	43.8%	33.3%	57.4%
Average number of days	31	37	47

\*Acquisition rate: Number of employees who started using the system during the current year / Number of employees with children born in the current year

\*Average number of days: Total number of days taken by those who completed childcare leave during the year / Number of those who completed childcare leave during the year

**Employees returning to work after childcare or nursing care leave**

		2022	2023	2024
Childcare leave	Number of re-workers	69	53	81
	Number of people who left	0	1	1
	Return to work rate	100.0%	98.1%	98.8%
Nursing care leave	Number of re-workers	2	1	2
	Number of people who left	1	1	1
	Return to work rate	66.7%	50%	67%

**Safety and Health**

**Industrial accident**

Types of disasters		2022	2023	2024
Work-related accidents	Closed	2	0	1
	Non-stop	4	8	4
Lifestyle disasters	Closed	0	0	0
	Non-stop	2	5	7
Traffic accident *Accident during business trip	Closed	0	1	0
	Non-stop	0	1	0

**Accidents on the way to work**

Types of disasters		2022	2023	2024
Accidents on the way to work	Closed	1	0	0
	Non-stop	5	3	7

**Stress check results [Canon Medical Systems Corporation]**

	2022	2023	2024
Stress check taking rate	96.0%	96.3%	97.0%
High stress rate	10.1%	10.0%	10.0%

**Evaluation interview [Canon Medical Systems Corporation]**

		2024
implementation rate		92.4%

\*Conducted only for full-time employees