

Employee Number (Y2022)

	unit	Total
Region - Employee number	people	40,885
Japan	people	18,923
Americas	people	7,144
Europe	people	5,161
Asia, Oceania	people	9,657

	unit	Total
Business - Employee number	people	40,885
Beverages & Food	people	23,485
Liquor	people	9,763
Others	people	6,424
Corporate (common)	people	1,213

Gender Ratio (Y2022)

	unit	Suntory Beverage & Food (APAC)	Suntory Beverage & Food(Europe)	Beam Suntory Inc.	Suntory Japan *
Percentage of new hires that are female	%	42	48	42	48
Percentage of female employees	%	33	35	38	26
Average age of male employee	year	37	45	42	44
Average age of female employee	year	37	41	40	40
Average age of Executives	year	56	53	55	60
Percentage of female managers	%	33	35	43	11
Percentage of female Executives	%	8	36	17	6
Average number of years of service for female	years	8	8	7.5	19.4
Average number of years of service for male	years	8	11	6	14.2

* People based in Suntory Holdings Limited and Suntory Beverage & Food Japan.

Engagement (Y2022)

	unit	Suntory Beverage & Food (APAC) **	Suntory Beverage & Food(Europe)	Beam Suntory Inc.	Suntory Japan ***
Engagement Survey score	point	80	91	89	72

** Suntory Beverage & Food (APAC) Score is 2021 result as Engagement Survey was not conducted in 2022.

*** People based in Suntory Holdings Limited, Suntory Beverage & Food Japan, Suntory Spirits Ltd., Suntory Products Limited, Suntory Foods Limited, Suntory Business Systems Ltd., Suntory Wellness Ltd., Suntory Global Innovation Center Ltd. and Suntory System Technology Ltd.