

Number of employees (2022)

	Unit	Total
Number of employees by region	People	40,885
Japan	People	18,923
USA	People	7,144
Europe	People	5,161
Asia / Oceania	People	9,657

	Unit	Total
Number of employees by business	People	40,885
Beverages / food	People	23,485
Alcohol products	People	9,763
Other	People	6,424
Company-wide (common)	People	1,213

Diversity (2022)

	Unit	Suntory Beverage & Food Limited (Asia Pacific)	Suntory Beverage & Food Limited (Europe)	Beam Suntory	Suntory (Japan)*
Percentage of women among newly hired employees	%	42	48	42	48
Percentage of female employees	%	33	35	38	26
Average age of male employees	Age	37	45	42	44
Average age of female employee	Age	37	41	40	40
Average age of officers	Age	56	53	55	60
Percentage of female managers	%	33	35	43	11
Percentage of female officers	%	8	36	17	6
Average years of service of male employees	Year	8	8	7.5	19.4
Average years of service of female employees	Year	8	11	6	14.2

*Refers to regular employees of Suntory Holdings and Suntory Beverage & Food Limited

Engagement (2022)

	Unit	Suntory Beverage & Food Limited (Asia Pacific)**	Suntory Beverage & Food Limited (Europe)	Beam Suntory	Suntory (Japan)***
Engagement score (Out of 100)	(points)	80	91	89	72

** The score for Suntory Beverage & Food Limited (Asia Pacific) is from 2021, as 2022 has yet to be evaluated

***Refers to Suntory Holdings, Suntory Beverage & Food Limited, Suntory, Suntory Products, Suntory Foods, Suntory Business Systems, Suntory Wellness, Suntory Global Innovation Center, Suntory System Technology