

Responding to People and Society as a Good Corporate Citizen

Number of Canon Group Employees

	2017	2018	2019	2020	2021
Japan	73,665	73,460	72,979	72,338	70,924
Europe	25,623	25,281	23,126	22,578	22,363
Americas	18,448	18,361	18,207	15,307	15,066
Asia and Oceania	80,040	77,954	72,729	71,674	75,681
Total	197,776	195,056	187,041	181,897	184,034

Breakdown of Employees (Canon Inc.)

		2017	2018	2019	2020	2021
Total number of employees		26,075	25,891	25,740	25,713	25,377
By gender	Male	22,027	21,794	21,631	21,534	21,215
	Female	4,048	4,097	4,109	4,179	4,162
By age group	Under 30	2,853	2,938	2,997	3,116	3,072
	30s	6,924	6,462	5,906	5,507	5,021
	40s	7,419	7,218	7,225	7,243	7,196
	50s	7,747	7,991	8,119	8,158	8,153
	60 and over	1,132	1,282	1,493	1,689	1,935

Number of New Hires and Employees Leaving the Company (Canon Inc.)

		2017	2018	2019	2020	2021
Newly hired employees	Male	472	520	540	548	305
	Female	106	142	142	169	62
	Total	578	662	682	717	367
Employees voluntarily leaving the company/ Voluntary turnover rate	Employees voluntarily leaving the company/ Voluntary turnover rate	333	409	491	462	448
	Voluntary turnover rate (%)	1.3	1.6	2.0	1.9	1.9

Breakdown of Executives (Canon Inc.)

		2017	2018	2019	2020	2021
By gender	Male	48	46	49	46	48
	Female	2	2	2	2	2

Composition of Executives by Age (Canon Inc.)

		50s	60s	70s	80s
By gender	Male	15	20	5	2
	Female	2	0	0	0

Data Summary

Percentage of Employee Membership in the Canon Workers' Union

	2017	2018	2019	2020	2021
Canon Inc.	80	81	80	80	79
Key Group companies in Japan*	87	85	84	83	82

* 19 member unions of the Canon Group Workers' Union Conference

Ratio of Internationalization in Canon Group Companies Outside Japan

	Americas	Europe	Asia (excluding Japan)
Presidents	33	90	27
Managers	89	94	92

* Share of non-Japanese appointed as presidents and managers.

* Survey targeting major marketing companies in each region

Comparison of Canon's Minimum Wage to Local Minimum Wage

		Japan	U.S.	China
Local minimum monthly wage		156,150 yen	1,647 dollars	2,030 renminbi
Canon	Standard minimum monthly wage	166,800 yen	2,340 dollars	2,684 renminbi
	Ratio compared to local minimum wage	107%	142%	132%

* Figures represent wages for leading manufacturing companies in each region, not average wages.

Base Salary and Total Salary per Employee by Gender (Canon Inc.)

		Female : Male
Base pay	Management	100 : 105
	Non-management employees	100 : 115
Total pay	Management	100 : 105
	Non-management employees	100 : 118

* Figures represent wages for leading manufacturing companies in each region, not average wages.

Annual Hours Worked per Employee (Canon Inc.)

	2017	2018	2019	2020	2021
Total hours worked	1,735	1,737	1,725	1,720	1,745

* Regular/post-retirement employee survey data (Canon Inc.)

* 2020 includes managers' overtime hours.

Number of Employees Taking Childcare and Nursing Care Leave (Canon Inc.)

	2017	2018	2019	2020	2021
Taking childcare leave	186 (43)	214 (76)	255 (119)	299 (178)	357 (242)
Using reduced work hours for childcare	122 (11)	130 (9)	138 (15)	120 (9)	119 (18)
Taking maternity leave	21	29	22	21	16
Working reduced hours due to pregnancy	2	4	4	6	0
Taking nursing care leave	11	14	19	19	15
Using reduced work hours for nursing care	4	5	5	11	4
Applications for Fertility Treatment Subsidy Program	255	208	211	199	182

* Number of employees in that year using the system for the first time.

* () Number of male employees.

Return/Retention Rates and Number of Employees Returning from Childcare/Nursing Care Leave (Canon Inc.)

		2017	2018	2019	2020	2021
Returning from Childcare Leave	Number of returning employees	164 (38)	210 (79)	216 (81)	282 (153)	368 (242)
	Return rate (%)	98	99	99	99	99
	Retention rate (%)	97	98	95	98	98
Returning from Nursing Care Leave	Number of returning employees	6	14	19	16	11
	Return rate (%)	100	88	83	94	100

* () Number of male employees.

* Retention rate: (The total number of employees who are registered as of 12 months after returning from childcare leave) ÷ (The total number of employees who returned to work from childcare leave during a previous report period) × 100.

Composition of Canon Group Workforce by Employment Type

	Regular employees	Non-regular employees	Percentage of non-regular employees
Composition of workforce by employment type	167,873 (164,743)	16,161 (15,815)	8.8

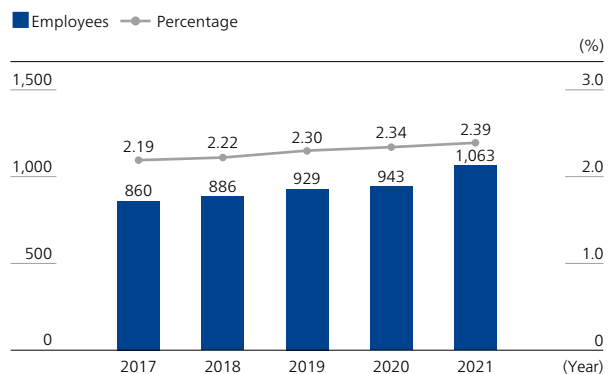
* Figures in parentheses indicate full-time employees.

* Percentage of non-regular employees is calculated against full-time employees only.

Ratio of Female Employees by Position (Canon Inc.)

	2017	2018	2019	2020	2021
Employees	15.5	15.8	16.1	16.5	16.6
Managers	2.6	2.6	2.9	3.0	3.3
Executives	4.0	4.2	3.9	4.2	4.0

Number and Percentage of Employees with Disabilities at Canon Inc. and Key Group Companies in Japan



*As of June 1 each year

Ratio of Female Employees across Canon Group

	Japan	Americas	Europe	Asia and Oceania
Employees	19.6	38.1	34.0	61.0
Managers	3.2	23.7	22.7	29.6

* Global ratio for principal Group companies

Numbers and Frequency of Occupational Accidents (Canon Inc., Key Group Companies in Japan)*1

	2017	2018	2019	2020	2021
Accidents requiring time off work	23	33	26	31	16
Accidents not requiring time off work	101	130	114	112	96
Frequency rate*2 (%)	0.23	0.26	0.20	0.26	0.13
Severity rate*3 (%)	0.006	0.009	0.005	0.005	0.002
Frequency rate for the manufacturing industry (%)	1.02	1.20	1.20	1.21	—*4
Severity rate for the manufacturing industry (%)	0.08	0.10	0.10	0.07	

*1 Calculated for three Group companies in 2018, and four Group companies in 2019.

*2 The prevalence of occupational fatalities and injuries per 1 million working hours.

*3 The degree of the disaster with the labor loss days per 1,000 total of working hours.

*4 The data for the year ended December 2021 not published as of April 2022.

R&D Expenses

	2017	2018	2019	2020	2021
R&D expenses	333.4	315.8	298.5	272.3	287.3

(Billions of yen)

Data Summary

Expenditure on Social Contribution Activities

(Billions of yen)

Expenditure on social contribution activities	Approx. 1.7
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* Canon Inc. and key consolidated Group companies

Major Social Contribution Activities (not including those featured on P100–102)

Area	Name of Activity	Overview	Notes
Humanitarian Aid and Disaster Relief	Disaster Relief Fundraising	In 2021, in Europe, Canon donated to support countries affected by the dreadful flooding in July of that year. In addition, Canon has also supported an initiative in Belgium to restore pictures that were damaged by the flooding to keep precious memories alive.	
	Cooperation with UN Support Programs	Canon is a sponsor and supporter of the UNHCR WILL2LIVE Movement, a program of cinema and music celebrating the resilience of refugees in the face of adversity, organized by Japan for UNHCR* ¹ with the cooperation of the UNHCR Representation in Japan. Canon also participates in activities to support the Japan Association for the World Food Programme.* ²	*1 The national partner of UNHCR in Japan *2 The national partner of the World Food Programme (WFP) in Japan
Environmental Conservation	Environmental Outreach Classes	These classes teach the importance of recycling by using experiments to sort materials with different characteristics to help promote deeper understanding of environmental issues.	
Social Welfare	American Cancer Society	Since 1998, Canon U.S.A. has been a supporter of the American Cancer Society initiative “Making Strides Against Breast Cancer” to raise funds for cancer research. Canon employees participate in walks and other fundraising activities.	URL: https://www.usa.canon.com/internet/portal/us/home/about/corporate-social-responsibility/community-social-involvement/american-cancer-society
Local Communities	Disaster Recovery Support Programs	Programs aimed at reinvigorating local communities affected by the Great East Japan Earthquake.	
Education and Science	Junior Photographers	This project organizes photography classes for children on the theme of nature with the aims of raising environmental awareness and fostering richer artistic sensitivity. In 2021, photography workshops, some of them online events, took place at five schools and were attended by 182 participants.	
	Internship Program for Students	Group companies conducted various internships, including programs aimed at supporting the career development of students. Canon Inc. offered a total of approximately 2,400 internships to students on administrative, technical or specialist tracks in 2021.	
Art, Culture, and Sports	New Cosmos of Photography	This photography competition project aims to discover, nurture, and support new photographers pursuing new possibilities in creative photographic expression.	URL: https://global.canon/en/newcosmos/