

Social

Furukawa Electric Data

Employee turnover rate by gender

(Unit: %)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Male	0.52	1.68	1.09	2.10	1.16	1.02
Female	1.35	3.18	1.48	1.08	1.79	0.86
Total	0.58	1.80	1.12	2.00	1.22	1.01

Number of new graduate recruits by gender

(Number of employees)

		FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Specialized staff	Male	48	26	21	28	45	60	73
	Female	11	6	5	8	15	32	31
	Total	59	32	26	36	60	92	104
	Foreign nationals	3	0	1	0	0	1	0
Professional staff	Male	2	0	0	0	0	15	46
	Female	0	0	0	0	0	0	0
	Total	2	0	0	0	0	15	46

Ratio of labor union membership

(Unit: %)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Male	99.7	99.7	99.8	99.9	99.7	98.5
Female	98.6	98.1	96.4	97.6	97.8	98.3
Total	99.6	99.6	99.5	99.7	99.5	98.5

Overtime work hours per person

(Unit: Hours per month)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Direct work	24.33	26.17	24.78	24.85	24.86	27.97
Indirect work	18.14	19.27	20.28	19.40	19.66	19.25
Average	20.46	21.83	22.77	22.30	22.47	23.50

Regular annual leave

(Unit: Days)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Days carried over per person (A)	22.1	22.6	22.6	22.6	22.6	20.8
Days granted per person (B)	23.7	23.9	24.0	23.9	24.1	24.3
Days acquired per person (C)	14.1	13.8	13.7	13.6	13.9	14.7
Acquisition rate (C÷B) (%)	59.5	57.7	57.1	56.9	57.7	60.3

(note) Regular annual leave is calculated as leave taken between September 16 and September 15 of the following year.

People taking volunteer leave

(Number of employees)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2016
Male	5	5	3	1	2	0
Female	0	0	0	0	0	0
Total	5	5	3	1	2	0

People taking refresh leave

(Number of employees)

	2012	2013	2014	2015	2016	2017
Male	77	74	54	90	125	152
Female	4	2	2	10	16	15
Total	81	76	56	100	141	167

(note) "Refresh leave" is a system that allows employees with 25 years of continuous service to take 14 or more days of leave.

People taking maternity/paternity leave

(Number of employees)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Male	7	5	9	3	7	27
Ratio of employees returning to work (%)	100	100	100	100	100	100
Female	33	22	16	22	28	12
Ratio of employees returning to work (%)	97	96	100	100	100	100
Total	40	27	25	25	35	39
Ratio of employees returning to work (%)	98	96	100	100	100	100

People taking nursing care leave

(Number of employees)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Male	2	0	1	1	0	0
Ratio of employees returning to work (%)	100	--	100	100	--	--
Female	0	0	0	0	0	0
Ratio of employees returning to work (%)	--	--	--	--	--	--
Total	2	0	1	1	0	0
Return to work rate (%)	100	--	100	100	--	--

Ratio of non-regular employees

(unit: %) ((1): re-employed, part timers, term-limited employees) / (1) + Regular employees)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	1.95	1.65	1.40	2.77	3.38

Ratio of employees subject to HR evaluation

(Unit: %)

		FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	Target control system	38	39	42	42	42
	Absolute and relative evaluations based on ranking	100	100	100	100	100

Training costs per employee

(Unit: 1,000 yen)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	--	--	--	--	109

(note) Calculated from FY2017

Number of male and female employees

			FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	male	Number of people	3,307	3,154	2,976	3,338	3,350
		Percentage (%)	92	92	92	91	91
	female	Number of people	283	281	275	313	335
		Percentage (%)	8	8	8	9	9

Number and percentage of managers by gender

			FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	male	Number of people	812	828	844	911	905
		Percentage (%)	97	97	97	97	97
	female	Number of people	23	22	23	26	31
		Percentage (%)	3	3	3	3	3

(note) Key employees or higher

Ratio of the Works certified by OSHMS

(Unit: %)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	83	83	83	83	83

(note) Works having production departments

Number of employees receiving safety training

(Total number of people per year)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	882	802	962	979	1,001

Frequency rate of lost-time injuries

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	0.4	0.28	0.29	0.28	0.63

(note) Number of deaths and injuries due to industrial accidents per one million hours worked

Number of deaths among regular employees

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	0	0	0	0	0

(note) Personal injury and disease not included

Number of deaths among non-regular employees

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	0	0	0	0	0

(note) Contractors not included

Number of complaints and customer feedback regarding products and services

	FY 2015	FY 2016	FY 2017
Furukawa Electric	1.00	0.89	0.79

(note) Ratio in the case where FY2015 results are taken as 1.00

Number of employees receiving health training

		FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric	Total number of people	453	739	536	2,073	3,707
	Total time	906	1,478	1,072	2,451	3,111

(note) Only mental health training is counted from FY2013 to FY2015

(note) All health related training is counted from FY2016 onwards

Number of partners who conducted monitoring (environmental and social aspects)

(Unit: Companies)

		FY 2015	FY 2016	FY 2017
Furukawa Electric	Number of partners	5,229	5,379	5,511

Education by hierarchy

(Units: Person)

Lecture	Target	FY 2014	FY 2015	FY 2016	FY 2017
Executive training	Newly appointed officers (full-time, part-time) *1	30	23	23	18
Training for section managers	New section managers and managers *2, *3	61	42	52	79
Training for key employees	Newly appointed managers and full-time employees *2	85	43	42	49
New employee training	New employees *2, *3	26	36	57	92

*1 Furukawa Electric

*2 Furukawa Electric and employees dispatched to other companies

*3 Human rights education included in the lecture

Number of employees trained in competition law and bribery regulations

(Units: Person)

		FY 2014	FY 2015	FY 2016	FY 2017
Number of participants to seminars in Japan Furukawa Electric + Japan group companies		261	269	306	246
Number of participants to seminars overseas Overseas Group Companies		60 (Tianjin and Shenzhen)	30 (Shanghai)	40 (Bangkok)	38 (Jakarta)

Number of employees trained in the Subcontract Act and security trade control

(Units: Person)

		FY 2014	FY 2015	FY 2016	FY 2017
Furukawa Electric Group	Subcontract Act	360	505	670	627
	Security trade control	800	594	671	853