

## Initiatives for Society

Furukawa Electric Data

### Employee turnover rate by gender

(Unit: %)

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Male	0.93	0.52	1.68	1.09	2.10	1.16
Female	3.68	1.35	3.18	1.48	1.08	1.79
<b>Total</b>	<b>1.13</b>	<b>0.58</b>	<b>1.80</b>	<b>1.12</b>	<b>2.00</b>	<b>1.22</b>

### Recruitment figures by gender

(Number of employees)

		FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Specialized staff	Male	66	48	26	21	28	45	60
	Female	12	11	6	5	8	15	31
	<b>Total</b>	<b>78</b>	<b>59</b>	<b>32</b>	<b>26</b>	<b>36</b>	<b>60</b>	<b>92</b>
	Foreign nationals	2	3	0	1	0	0	1
Professional staff	Male	21	2	0	0	0	0	15
	Female	1	0	0	0	0	0	0
	<b>Total</b>	<b>22</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15</b>

### Average pay by gender

(Unit: Yen)

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Male	7,148,857	6,922,703	7,164,395	7,348,581	7,412,935	7,592,100
Female	4,591,206	4,554,577	4,802,456	4,805,946	4,815,940	4,936,743
<b>Average</b>	<b>6,747,553</b>	<b>6,570,185</b>	<b>6,851,869</b>	<b>7,133,241</b>	<b>7,193,171</b>	<b>7,354,987</b>

### Ratio of labor union membership

(Unit: %)

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Male	99.75	99.67	99.72	99.82	99.90	99.65
Female	98.23	98.62	98.07	96.36	97.56	97.84
<b>Total</b>	<b>99.61</b>	<b>99.57</b>	<b>99.57</b>	<b>99.48</b>	<b>99.65</b>	<b>99.45</b>

### Overtime

(Unit: Average hours per month)

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Direct work	23.84	24.33	26.17	24.78	24.85	24.86
Indirect work	17.45	18.14	19.27	20.28	19.40	19.66
<b>Average</b>	<b>19.85</b>	<b>20.46</b>	<b>21.83</b>	<b>22.77</b>	<b>22.30</b>	<b>22.47</b>

**Regular annual leave**

(Number of employees)

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	Unit
Days carried over per person (A)	22.6	21.8	22.1	22.6	22.6	22.6	Days
Days granted per person (B)	23.9	23.6	23.7	23.9	24.0	23.9	Days
Days acquired per person (C)	13.1	13.0	14.1	13.8	13.7	13.6	Days
<b>Acquisition rate (C÷B)</b>	<b>54.8</b>	<b>55.1</b>	<b>59.5</b>	<b>57.7</b>	<b>57.1</b>	<b>56.9</b>	<b>%</b>

(note 1) Regular annual leave is calculated as leave taken between September 16 and September 15 of the following year.

(note 2) Figures for fiscal 2016 are calculated for the annual leave year that has not yet concluded.

**People taking volunteer leave**

(Number of employees)

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Female	0	0	0	0	0	0
Male	1	5	5	3	1	2
<b>Total</b>	<b>1</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>2</b>

**People taking refresh leave**

(Number of employees)

	2011	2012	2013	2014	2015	2016
Female	1	4	2	2	10	16
Male	63	77	74	54	90	125
<b>Total</b>	<b>64</b>	<b>81</b>	<b>76</b>	<b>56</b>	<b>100</b>	<b>141</b>

(note 1) Refresh leave is calculated on a calendar basis (January 1 to December 31)

(note 2) Refresh leave is a system that accords employees who have worked for 25 years continuous leave of between 14 and 31 days.

**People taking maternity/paternity leave**

(Number of employees)

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Female	35	33	22	16	22	28
Ratio of employees returning to work (%)	97.1	97.0	95.5	100.0	100.0	100.0
Male	10	7	5	9	3	7
Ratio of employees returning to work (%)	100.0	100.0	100.0	100.0	100.0	100.0
<b>Total</b>	<b>45</b>	<b>40</b>	<b>27</b>	<b>25</b>	<b>25</b>	<b>35</b>
<b>Ratio of employees returning to work (%)</b>	<b>97.8</b>	<b>97.5</b>	<b>96.3</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**People taking nursing care leave**

(Number of employees)

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Female	0	0	0	0	0	0
Ratio of employees returning to work (%)	--	--	--	--	--	--
Male	2	2	0	1	1	0
Ratio of employees returning to work (%)	100.0	100.0	--	100.0	100.0	--
<b>Total</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>