

Social Aspect Data

| | (Fiscal years ended March 31) | | | | |
|--|-------------------------------|-----------|-----------|-----------|------------|
| | 2014 | 2015 | 2016 | 2017 | 2018 |
| Human Resource Data | | | | | |
| Number of employees (Consolidated) | 12,856 | 13,432 | 13,688 | 14,094 | 14,359 |
| Number of employees (Non-consolidated) | 8,329 | 8,369 | 8,402 | 8,524 | 8,609 |
| Male | 7,058 | 7,094 | 7,110 | 7,213 | 7,285 |
| Female | 1,271 | 1,275 | 1,292 | 1,311 | 1,324 |
| Number of employees by age | | | | | |
| Under 30years old | 1,350 | 1,378 | 1,415 | 1,455 | 1,444 |
| 30-39years old | 1,562 | 1,609 | 1,645 | 1,730 | 1,833 |
| 40-49years old | 3,310 | 3,223 | 3,105 | 2,927 | 2,625 |
| 50-59years old | 2,025 | 2,077 | 2,150 | 2,325 | 2,618 |
| over 60years old | 82 | 82 | 87 | 87 | 89 |
| Average age of employees (Years Old) | 42.5 | 42.4 | 42.3 | 42.3 | 42.4 |
| Male | 42.5 | 42.4 | 42.2 | 42.2 | 42.3 |
| Female | 42.3 | 42.4 | 42.7 | 42.8 | 43.0 |
| Average years of employment | 17.7 | 17.4 | 17.2 | 17.1 | 17.2 |
| Male | 17.7 | 17.3 | 16.9 | 16.8 | 16.9 |
| Female | 18.1 | 18.3 | 18.5 | 18.5 | 18.6 |
| Number of new employees | 225 | 275 | 267 | 294 | 279 |
| Male | 197 | 236 | 228 | 247 | 234 |
| Female | 28 | 39 | 39 | 47 | 45 |
| Number of mid-career recruits | 53 | 86 | 51 | 27 | 37 |
| Male | 51 | 85 | 46 | 27 | 37 |
| Female | 2 | 1 | 5 | 0 | 0 |
| Number of contract employees | 1,044 | 1,061 | 1,086 | 1,067 | 984 |
| Average annual salary (JPY) | 8,903,941 | 8,908,320 | 9,150,379 | 9,508,041 | 10,461,547 |
| Number of turnover of regular recruits*1 | 66 | 74 | 51 | 50 | 48 |
| Male | 47 | 53 | 40 | 39 | 34 |
| Female | 19 | 21 | 11 | 11 | 14 |
| Turnover ratio of regular recruits*2 (%) | 4.9 | 2.9 | 2.2 | 4.0 | 2.2 |

*1 Includes turnover due to other than personal reasons.

*2 Figures under each year are the ratio of those among regular recruits who resigned within three years of hire.

| | (Fiscal years ended March 31) | | | | |
|--|-------------------------------|-------------|-------------|-------------|---------------|
| | 2014 | 2015 | 2016 | 2017 | 2018 |
| Equal Opportunity and Diversity | | | | | |
| Number of managers (of which, number of senior managers) | 4,981 (795) | 4,986 (926) | 4,920 (915) | 5,028 (995) | 5,093 (1,094) |
| Male | 4,727 (795) | 4,700 (925) | 4,603 (911) | 4,649 (991) | 4,685 (1,090) |
| Female | 254 (0) | 286 (1) | 317 (4) | 379 (4) | 408 (4) |
| Foreign nationals | 0 (0) | 1 (0) | 1 (0) | 1 (0) | 3 (0) |
| Number of directors (of which, number of executives) | 64 (49) | 65 (50) | 63 (47) | 66 (50) | 67 (52) |
| Male | 63 (48) | 64 (49) | 62 (46) | 65 (49) | 66 (51) |
| Female | 0 | 0 | 0 | 0 | 0 |
| Foreign nationals | 1 (1) | 1 (1) | 1 (1) | 1 (1) | 1 (1) |
| Ratio of female managers (%) | 5.1 | 5.7 | 6.4 | 7.5 | 8 |
| Ratio of female engineers (%) | 7.9 | 8.2 | 8.6 | 8.8 | 9.0 |
| Number of foreign national employees (Consolidated) | 2,045 | 2,606 | 2,751 | 2,974 | 3,019 |
| Number of foreign national employees (Consolidated) | 22 | 24 | 25 | 25 | 22 |
| Number of foreign national students | 4 | 3 | 1 | 2 | 1 |
| Number of people with disabilities | 198 | 200 | 202 | 207 | 200 |
| Employment ratio (%) | 2.10 | 2.11 | 2.11 | 2.15 | 2.07 |
| Number of rehired employees | 827 | 798 | 829 | 789 | 705 |
| Employment ratio (%) *3 | 86.2 | 87.3 | 90.9 | 88.3 | 88.5 |

*3 Applicant rehiring rate is 100%.

| | (Fiscal years ended March 31) | | | | |
|--|-------------------------------|---------|---------|---------|---------|
| | 2014 | 2015 | 2016 | 2017 | 2018 |
| Work-life Balance | | | | | |
| Ratio of employees who took their annual paid vacation(%) | 34.0 | 37.4 | 37.4 | 41.7 | 43.1 |
| Hours of total working hours of employee per year | 2,281.9 | 2,281.9 | 2,281.9 | 2,242.2 | 2,246.7 |
| Number of employees taking childcare leave | 34 | 43 | 41 | 34 | 40 |
| Male | 0 | 2 | 1 | 1 | 2 |
| Ratio of employees on leave*4(%) | 0.0 | 0.8 | 0.3 | 0.4 | 0.6 |
| Ratio of employees on leave who returned to work*5(%) | - | 100.0 | 100.0 | 100.0 | 100.0 |
| Female | 34 | 41 | 40 | 33 | 38 |
| Ratio of employees on leave*4(%) | 100 | 97.6 | 100 | 97.3 | 92.7 |
| Ratio of employees on leave who returned to work*5(%) | 95.3 | 91.2 | 97.3 | 94.7 | 100.0 |
| Number of employees taking short working hours for childcare | 130 | 127 | 145 | 154 | 146 |
| Number of employees taking nursing leave*6 | 27 | 25 | 35 | 47 | 56 |
| Number of employees taking nursing-care leave*6 | 5 | 11 | 6 | 20 | 23 |
| Number of employees taking leave for volunteer activities | 5 | 5 | 3 | 3 | 3 |
| Number of employees taking maternity leave | 42 | 49 | 49 | 48 | 39 |
| Spouse-giving-birth vacation(Persons)*7 | 18 | 16 | 157 | 157 | 146 |

*4 Number of employees taking childcare leave / Number of babies born within the fiscal year.

*5 Number of employees who actually returned to work.

*6 Other than legal nursing leave days and nursing-care leave days, employees benefit from their accumulated vacation day carryovers.

*7 Partners can take a leave when their spouse is giving a birth. (Only accumulated vacation day carryovers were allowed before June 2015.)

Note that we also have leave for public duty, marriage, death in the family, menstruation, paid vacation days for employees working at construction sites, vacations when transferring to other work sites, vacation days awarded to 12th, 22th, 32nd year continuous work employees, and special leaves.

Occupational Accidents Data

| | (Fiscal years ended March 31) | | | | |
|---|-------------------------------|------|------|------|------|
| | 2014 | 2015 | 2016 | 2017 | 2018 |
| Status of Occupational Accidents | | | | | |
| Accident frequency rate*8 | 0.71 | 0.74 | 0.67 | 0.47 | 0.52 |
| Severity rate*9 | 0.24 | 0.18 | 0.11 | 0.25 | 0.11 |
| Number of accidents resulting in four or more lost workdays | 79 | 85 | 68 | 47 | 50 |

*8 The number of accidental labor deaths and injuries recorded for every 1 million labor hours

*9 The number of workdays lost to workplace accidents recorded for every 1,000 labor hours