

## Social Aspect Data

	2015	2016	2017	2018	2019
(Fiscal years ended March 31)					
<b>Human Resource Data</b>					
Number of employees(Consolidated)	13,432	13,688	14,094	14,359	14,739
Number of employees(Non-consolidated)	8,369	8,402	8,524	8,609	8,753
Male	7,094	7,110	7,213	7,285	7,375
Female	1,275	1,292	1,311	1,324	1,378
Number of employees by age					
Under 30years old	1,378	1,415	1,455	1,444	1,471
30-39years old	1,609	1,645	1,730	1,833	1,964
40-49years old	3,223	3,105	2,927	2,625	2,297
50-59years old	2,077	2,150	2,325	2,618	2,912
over 60years old	82	87	87	89	109
Average age of employees(Years Old)	42.4	42.3	42.3	42.4	42.5
Male	42.4	42.2	42.2	42.3	42.4
Female	42.4	42.7	42.8	43.0	43.1
Average years of employment	17.4	17.2	17.1	17.2	17.2
Male	17.3	16.9	16.8	16.9	17.0
Female	18.3	18.5	18.5	18.6	18.3
Number of new employees	275	267	294	279	280
Male	236	228	247	234	231
Female	39	39	47	45	49
Number of mid-career recruits	86	51	27	37	43
Male	85	46	27	37	38
Female	1	5	0	0	5
Number of contract employees	1,061	1,086	1,067	984	864
Average annual salary(JPY)	8,908,320	9,150,379	9,508,041	10,461,547	10,526,558
Number of turnover of regular recruits*1	74	51	50	48	86
Male	53	40	39	34	66
Female	21	11	11	14	20
Turnover ratio of regular recruits*2(%)	2.9	2.2	4.0	2.2	1.4

\*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.

	2015	2016	2017	2018	2019
(Fiscal years ended March 31)					
<b>Equal Opportunity and Diversity</b>					
Number of managers (of which, number of senior managers)	4,986(926)	4,920(915)	5,028(995)	5,093(1,094)	5,126(1,109)
Male	4,700(925)	4,603(911)	4,649(991)	4,685(1,090)	4,674(1,103)
Female	286(1)	317(4)	379(4)	408(4)	452(6)
Foreign nationals	1(0)	1(0)	1(0)	3(0)	5(0)
Number of directors (of which, number of executives)	65(50)	63(47)	66(50)	67(52)	65(50)
Male	64(49)	62(46)	65(49)	66(51)	64(49)
Female	0	0	0	0	0
Foreign nationals	1(1)	1(1)	1(1)	1(1)	1(1)
Ratio of female managers(%)	5.7	6.4	7.5	8	8.8
Ratio of female engineers(%)	8.2	8.6	8.8	9.0	9.3
Number of foreign national employees(Consolidated)	2,606	2,751	2,974	3,041	3,246
Number of foreign national employees(Non-consolidated)	24	25	25	22	23
Number of foreign national students	3	1	2	1	1
Number of people with disabilities	200	202	207	200	213
Employment ratio(%)	2.11	2.11	2.15	2.07	2.20
Number of rehired employees	798	829	789	705	673
Employment ratio(%)*3	87.3	90.9	88.3	88.5	92.3

\*3 Applicant rehiring rate is 100%.

	(Fiscal years ended March 31)				
	2015	2016	2017	2018	2019
<b>Work-life Balance</b>					
Ratio of employees who took their annual paid vacation(%)	37.4	37.4	41.7	43.1	43.9
Hours of total working hours per employee (hours per year)	2,281.9	2,281.9	2,242.2	2,246.7	2,235.6
Number of employees taking childcare leave	43	41	34	40	37
Male	2	1	1	2	2
Ratio of employees on leave*4(%)	0.8	0.3	0.4	0.6	0.6
Ratio of employees on leave who returned to work*5(%)	100.0	100.0	100.0	100.0	100.0
Female	41	40	33	38	35
Ratio of employees on leave*4(%)	97.6	100	97.3	92.7	100.0
Ratio of employees on leave who returned to work*5(%)	91.2	97.3	94.7	100.0	100.0
Number of employees taking short working hours for childcare	127	145	154	146	157
Number of employees taking nursing leave*6	25	35	47	56	62
Number of employees taking nursing-care leave*6	11	6	20	23	37
Number of employees taking leave for volunteer activities	5	3	3	3	5
Number of employees taking maternity leave	49	49	48	39	35
Spouse-giving-birth vacation(Persons)*7	16	157	157	146	193

\*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)				
	2015	2016	2017	2018	2019
<b>Status of Occupational Accidents at Construction Site</b>					
Accident frequency rate*8	0.74	0.67	0.47	0.53	0.57
Severity rate*9	0.18	0.11	0.25	0.11	0.32
Number of accidents resulting in four or more lost workdays	85	68	47	51	58

\*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