

Social Data

Employee Diversity

Item		Unit	Scope of Coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Number of employees	Total	Persons	Consolidated	2,755	2,752	2,804	2,831	2,855
	Male	Persons		2,344	2,339	2,367	2,369	2,397
	Female	Persons		411	413	437	462	458
Average age	Total	Years	Full-time employees working in Japan	42.2	42.5	44.4	43.4	45.4
	Male	Years		42.6	42.9	44.9	43.8	43.2
	Female	Years		38.8	39.1	40.9	40.7	40.3
Years of continuous employment	Total	Years	Full-time employees working in Japan	16.7	16.9	16.7	16.7	18.7
	Male	Years		17.3	17.5	17.3	17.3	17.0
	Female	Years		12.1	12.5	12.2	13.0	12.8
Number of managers	Total	Persons	Consolidated	647	665	672	690	677
	Male	Persons		634	651	654	669	652
	Female	Persons		13	14	18	21	25
Percentage of female managers	—	%	Consolidated	2.01	2.11	2.68	3.33	2.3
Percentage of new hires with experience in management / corporate planning	—	%	Employees of Furukawa Co., Ltd.	—	—	—	43.75	60.0
Number of foreign national employees	—	%	Consolidated	585	567	547	540	535
Percentage of employees with disabilities	—	%	Consolidated*1	2.89	2.18	1.86	2.49	2.2
Number of employees aged 60 and over	Total	Persons	Domestic employees	223	223	267	300	326
	Male	Persons		212	214	250	280	306
	Female	Persons		11	9	17	20	20
Number of new graduate hires (in Japan)	Total	Persons	Employees of Furukawa Co., Ltd.	61	58	70	48	42
	Male	Persons		56	46	54	41	37
	Female	Persons		5	12	16	7	5
	Foreign national	Persons		6	4	4	0	0
Percentage of women among new graduate hires	—	%	Employees of Furukawa Co., Ltd., in corporate planning positions	—	—	—	14.5	6.7
Number of employees leaving employment (excluding those retiring)	Total	Persons	Employees of Furukawa Co., Ltd.	34	33	48	33	39
	Male	Persons		31	26	44	30	29
	Female	Persons		3	7	4	3	10
Job turnover rate (excluding those retiring)	—	%	Employees of Furukawa Co., Ltd.	1.93	1.84	2.62	1.76	2.06
Wage gap between male and female employees	—	%	Employees of Furukawa Co., Ltd.	—	—	—	69.4	71.0

*1 Consolidated companies subject to Japan's employment system for persons with disabilities

Developing Diverse Human Resources

● Employment Grade-Specific Training (Conducted by the Human Resources & General Affairs Department)

Item		Scope of Coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Average training hours per person	Hours	Employees of Furukawa Co., Ltd. (corporate planning and management positions)	—	—	—	24.9	46.7

Note: Training hours (total): 9,534 hours; Number of participants (total): 204 persons

● Total Training Hours (All Training, Including Training at Business Sites)

Item		Scope of Coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Annual training hours	Hours	Employees of Furukawa Co., Ltd.	—	—	—	843.6	887
Number for trainees	Persons	Employees of Furukawa Co., Ltd.	—	—	—	2,506	2,632

Work-Life Balance

Item	Unit	Scope of Coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Number of employees taking parental leave	Total	Persons	37	44	50	32	36
	Male	Persons	28	34	38	24	26
	Female	Persons	9	10	12	8	10
Percentage of employees taking parental leave	Total	%	97.4	91.7	83.3	78.0	87.8
	Male	%	96.6	89.5	79.2	72.2	83.9
	Female	%	100	100	100	100	100
Average number of days taken for parental leave	Male	Days	6	18.6	9.6	40.3	45.0
	Female	Days	320.3	430.5	386.5	498.1	637.3
Percentage of employees returning to work after having taken parental leave	—	%	100	100	100	87.5	100
Number of employees taking caregiver leave	—	Persons	0	0	0	0	2
Prescribed working hours	—	Hours	1,891	1,891	1,891	1,891	1,891
Extra working hours	—	Hours	268	183	226	200	194.4
Hours of annual paid leave taken	—	Hours	76	85	92	103	108
Total actual working hours	—	Hours	2,083	1,952	1,986	1,943	1,935
Overtime hours (monthly average)	—	Hours	22.36	15.22	18.80	16.64	16.20
Percentage of paid annual leave taken	—	%	53.2	61.6	66.5	74.0	77.4
Percentage of employees taking annual health checkups	—	%	—	—	—	99.96	99.92
Percentage of anomalies found (aged 40 or older)	—	%	—	—	—	61.20	61.50
Percentage of anomalies found (aged under 40)	—	%	—	—	—	45.40	39.60

Occupational Safety and Health

Safety Performance

Item	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of industrial accidents requiring leave of absence*1	The Group (domestic consolidated) Cases	2	3	8	4	6*8
Number of fatalities	The Group (domestic consolidated) Cases	0	0	0	0	1*9
Industrial accident frequency*2	The Group (domestic consolidated)	—	0.42	0.65	0.82	1.25
	Comparison reference: All industries*4	—	1.55	1.83	1.98	2.12
	Comparison reference: Manufacturing industry*5	—	1.07	1.23	1.23	1.34
Industrial accident severity*3	The Group (domestic consolidated)	—	0.06	0.01	0.05	1.58
	Comparison reference: All industries*6	—	0.10	0.09	0.07	0.07
	Comparison reference: Manufacturing industry*7	—	0.07	0.09	0.05	0.04

*1 Refers to accidents requiring leaves of absence of at least four days

*2 Refers to frequency of accidents with casualties per 1 million total working hours

*3 Refers to number of working days lost per 1,000 total working hours

*4 *5 *6 *7 Source: Survey on Industrial Accidents (conducted by the Ministry of Health, Labour and Welfare)

*8 Includes 1 fatal accident

*9 Includes 0 contracted employees