

Social Data

Coverage Rates for Social-Related Data

	Unit	FY2022	FY2023	FY2024
Consolidated* ¹	%	100.0	100.0	100.0
Employees working in Japan	%	81.7	81.5	83.4
Employees of Furukawa Co., Ltd.* ²	%	66.1	66.3	65.6

*1 Percentage of Company employees subject to calculation relative to the total number of consolidated employees

*2 Includes people hired by Furukawa Co., Ltd. (parent company), and those assigned to Group operating companies; does not include people hired by each operating company (including contract and part-time employees)

Employee Diversity

Item		Unit	Scope of Coverage	FY2020	FY2021	FY2022	FY2023	FY2024
Number of employees	Total	Persons	Consolidated	2,752	2,804	2,831	2,855	2,908
	Male	Persons		2,339	2,367	2,369	2,397	2,451
	Female	Persons		413	437	462	458	457
	Employees of Furukawa Co., Ltd.	Persons		1,793	1,833	1,872	1,893	1,907
Average age	Total	Years	Full-time employees working in Japan	42.5	44.4	43.4	42.8	44.3
	Male	Years		42.9	44.9	43.8	43.2	44.6
	Female	Years		39.1	40.9	40.7	40.3	42.2
Years of continuous employment	Total	Years	Full-time employees working in Japan	16.9	16.7	16.7	16.4	17.1
	Male	Years		17.5	17.3	17.3	17.0	17.6
	Female	Years		12.5	12.2	13.0	12.8	13.6
Number of managers	Total	Persons	Consolidated	665	672	690	677	694
	Male	Persons		651	654	669	652	665
	Female	Persons		14	18	21	25	29
Percentage of female managers	—	%	Consolidated	2.1	2.7	3.3	3.7	4.2
Percentage of new hires with experience in management / corporate planning	—	%	Employees of Furukawa Co., Ltd.	—	—	43.8	60.0	72.7
Number of foreign national employees	—	%	Consolidated	567	547	540	535	508
Percentage of employees with disabilities	—	%	Consolidated* ³	2.2	1.9	2.5	2.2	1.9
Number of employees aged 60 and over	Total	Persons	Employees working in Japan	223	267	300	326	319
	Male	Persons		214	250	280	306	294
	Female	Persons		9	17	20	20	25
Number of new graduate hires (in Japan)	Total	Persons	Employees of Furukawa Co., Ltd.	58	70	48	42	31
	Male	Persons		46	54	41	37	26
	Female	Persons		12	16	7	5	2
	Foreign national	Persons		4	4	0	0	3
Percentage of women among new graduate hires	—	%	Employees of Furukawa Co., Ltd., in corporate planning positions	—	—	18.5	13.0	6.7
Number of employees leaving employment (excluding those retiring)	Total	Persons	Employees of Furukawa Co., Ltd.	33	48	33	39	50
	Male	Persons		26	44	30	29	43
	Female	Persons		7	4	3	10	7
Job turnover rate (excluding those retiring)	—	%	Employees of Furukawa Co., Ltd.	1.8	2.6	1.8	2.1	2.6
Wage gap between male and female employees	—	%	Employees of Furukawa Co., Ltd.	—	—	69.4	71.0	73.6

*3 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	FY2020	FY2021	FY2022	FY2023	FY2024
Average training hours per person	Hours	Employees of Furukawa Co., Ltd. (corporate planning and management positions)	—	—	24.9	46.7	43.4

Note: Training hours (total): 12,412 hours; Number of participants (total): 286 persons

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

Item		Scope of Coverage	FY2020	FY2021	FY2022	FY2023	FY2024
Annual training hours	Hours	Employees of Furukawa Co., Ltd.	—	—	843.6	887.3	1129.7
Number for trainees	Persons	Employees of Furukawa Co., Ltd.	—	—	2,506	2,632	3,175

● Training Results and Number of Participants

Scope	Unit	Title of Trainings	FY2022	FY2023	FY2024
Regular employees	Persons	Training program for FY2025 new graduate hires (planning track)	—	—	25
		Induction training for new employees (planning track)	27	23	15
		Follow-up training for new employees (planning track)	26	23	15
		Fifth-year training (planning track)	27	25	26
		Grade 4 training	18	18	23
Manager-level employees	Persons	Grade 5 training	31	20	28
		Grade 6 training	22	15	25
Management candidates	Persons	Grade 8 training (management skills training)*4	25	—	25
		Management talent development training	25	—	21
		Executive Management Program (management talent development)	6	1	—
Technical employees	Persons	Basic technical training	28	16	11
		Intermediate technical training (I)	—	13	25
		Intermediate technical training (II)	35	17	20
		Training program for young employees (professional track)	—	—	16
		Training program for mid-level employees (professional track)	—	—	17
		Field supervisor training	19	18	20
All employees	Persons	Open-application e-learning	—	—	27

*4 Currently conducted as management skills training due to transition period for the new curriculum

Work-Life Balance

Item	Unit	Scope of Coverage	FY2020	FY2021	FY2022	FY2023	FY2024
Number of employees taking parental leave	Total	Employees of Furukawa Co., Ltd.	44	50	32	36	31
	Male		34	38	24	26	25
	Female		10	12	8	10	6
Percentage of employees taking parental leave	Total		91.7	83.3	78.0	87.8	83.8
	Male		89.5	79.2	72.2	83.9	80.6
	Female		100	100	100	100	100
Average number of days taken for parental leave	Male		18.6	9.6	40.3	45.0	18.8
	Female		430.5	386.5	498.1	637.3	413.0
Percentage of employees returning to work after having taken parental leave	—		100	100	87.5	100	100
Number of employees taking caregiver leave	—		0	0	0	2	2
Prescribed working hours	—	Non-managerial employees of Furukawa Co., Ltd.	1,891	1,891	1,891	1,891	1,891
Extra working hours	—		183	226	200	194	184
Hours of annual paid leave taken	—		85	92	103	108	112
Total actual working hours	—		1,952	1,986	1,943	1,935	1,922
Overtime hours (monthly average)	—		15.2	18.8	16.6	16.2	15.3
Percentage of paid annual leave taken	—	Employees of Furukawa Co., Ltd.	61.6	66.5	74.0	77.4	76.1
Percentage of employees taking annual health checkups	—		—	—	99.96	99.92	100
Percentage of anomalies found (aged 40 or older)	—		—	—	61.20	61.50	54.1
Percentage of anomalies found (aged under 40)	—		—	—	45.40	39.60	68.0

Occupational Safety and Health

● Safety Performance

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of industrial accidents requiring leave of absence*5	Cases	3	8	4	6*12	5*12
Number of fatalities	Cases	0	0	0	1*13	1*13
Industrial accident frequency*6	—	0.65	1.65	0.82	1.25	1.03
	Comparison reference: All industries*8	1.83	2.11	1.98	2.12	2.08
	Comparison reference: Manufacturing industry*9	1.23	1.30	1.23	1.34	1.42
Industrial accident severity*7	—	0.01	0.05	0.01	1.58	1.55
	Comparison reference: All industries*10	0.09	0.08	0.07	0.07	0.09
	Comparison reference: Manufacturing industry*11	0.09	0.05	0.06	0.04	0.09

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

*6 Refers to ratio of fatalities and injuries due to industrial accidents per 1 million total working hours

*7 Refers to ratio of working days lost per 1,000 total working hours

*8 *9 *10 *11 Source: Survey on Industrial Accidents (conducted by the Ministry of Health, Labour and Welfare)

*12 Includes 1 fatal accident

*13 Includes 0 contracted employees