

Employee Diversity (calculated on a consolidated basis, excluding figures stated in the Notes)

		Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	
Number of employees		Persons	2,456	2,521	2,616	2,690	2,757	2,755	2,752	Domestic employees
	Male	Persons	-	2,238	2,257	2,299	2,342	2,344	2,339	
	Female	Persons	-	283	359	391	415	411	413	
Average age		Age	43.5	43.5	43.7	44.0	43.9	42.2	42.5	Domestic employees
	Male	Age	44.0	43.9	44.1	44.3	44.3	42.6	42.9	
	Female	Age	40.5	40.5	41.2	41.6	41.5	38.8	39.1	
Years of continuous employment		Years	13.8	13.9	14.3	14.6	14.4	16.7	16.9	Domestic employees
	Male	Years	14.5	14.6	15.0	15.2	15.1	17.3	17.5	
	Female	Years	9.3	9.0	9.8	10.4	10.4	12.1	12.5	
Number of managers	Male	Persons	536	533	528	514	490	634	651	
	Female	Persons	8	8	10	11	9	13	14	
Percentage of female managers		%	0.33%	0.32%	0.38%	0.41%	0.33%	2.01%	2.11%	
Number of foreign national employees		Persons	426	447	527	585	590	585	567	
Percentage of employees with disabilities		%	2.19	2.55	3.35	3.49	3.48	2.89	2.18	Non-consolidated basis
Number of older employees (60 and older)		Persons	107	111	102	107	105	223	223	Domestic employees
	Male	Persons	107	106	97	102	102	212	214	
	Female	Persons	0	5	5	5	3	11	9	
Number of recent graduate hires * Hired in Japan		Persons	39	47	49	43	62	61	58	Employees of Furukawa Co., Ltd.
	Male	Persons	36	42	45	39	53	56	46	
	Female	Persons	3	5	4	4	9	5	12	
	Foreign nationals	Persons	0	0	0	0	3	6	4	
Number of persons no longer employed by Furukawa among the aforementioned		Persons	9	12	10	2	11	34	33	Employees of Furukawa Co., Ltd.
	Male	Years	8	11	9	2	9	31	26	
	Female	Years	1	1	1	0	2	3	7	

*1 Refers to the number of employees who have resigned for personal reasons and those who are no longer employed at behest of the Company, not including those transferred, etc.

Work-life Balance (non-managerial employees of Furukawa Co., Ltd.)

		Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021
Number of employees taking parental leave	Male	Persons	-	25	35	35	33	18	34
	Female	Persons	-	4	7	8	6	10	10
Percentage of employees taking parental leave	Male	%	-	68.6	97.2	85.4	86.8	93.3	89.5
	Female	%	-	100	100	100	100	100	100
Average number of days taken for parental leave	Male	Days	-	21.8	3.5	13.9	21.4	6	18.6
	Female	Days	-	293.0	517.6	390.5	499.0	320.3	430.5
Percentage of employees returning to work after having taken parental leave		%	100	100	100	100	100	100	100
Number of employees taking caregiver leave		Persons	0	0	0	0	1	0	0
Prescribed working hours		Hours	1,891	1,891	1,891	1,891	1,891	1,891	1,891
Extra working hours		Hours	315	286	248	322	305	268	183
Hours of paid annual leave taken		Hours	71	72	75	76	79	76	85
Total actual working hours		Hours	2,136	2,105	2,064	2,138	2,117	2,083	1,952
Overtime hours (monthly average)		Hours	26.27	23.80	20.65	26.85	25.40	22.36	15.22
Percentage of paid annual leave taken		%	44.3	45.5	47.4	48.2	51.0	53.2	61.6