

Society

Furukawa Electric Data

Employee turnover rate by gender

(Unit: %)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Male	0.52	1.68	1.09	2.10	1.16	1.02
Female	1.35	3.18	1.48	1.08	1.79	0.86
Total	0.58	1.80	1.12	2.00	1.22	1.01

Recruitment figures by gender

(Number of employees)

		FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Specialized staff	Male	48	26	21	28	45	60	73
	Female	11	6	5	8	15	32	31
	Total	59	32	26	36	60	92	104
	Foreign nationals	3	0	1	0	0	1	0
Professional staff	Male	2	0	0	0	0	15	46
	Female	0	0	0	0	0	0	0
	Total	2	0	0	0	0	15	46

Average pay by gender

(Unit: Yen)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Male	6,922,703	7,164,395	7,348,581	7,412,935	7,592,100	7,693,349
Female	4,554,577	4,802,456	4,805,946	4,815,940	4,936,743	4,926,713
Average	6,570,185	6,851,869	7,133,241	7,193,171	7,354,987	7,434,763

Ratio of labor union membership

(Unit: %)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Male	99.67	99.72	99.82	99.90	99.65	98.47
Female	98.62	98.07	96.36	97.56	97.84	98.30
Total	99.57	99.57	99.48	99.65	99.45	98.45

Overtime

(Unit: Average hours per month)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Direct work	24.33	26.17	24.78	24.85	24.86	27.97
Indirect work	18.14	19.27	20.28	19.40	19.66	19.25
Average	20.46	21.83	22.77	22.30	22.47	23.50

Regular annual leave

(Number of employees)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Unit
Days carried over per person (A)	22.1	22.6	22.6	22.6	22.6	20.8	Days
Days granted per person (B)	23.7	23.9	24.0	23.9	24.1	24.3	Days
Days acquired per person (C)	14.1	13.8	13.7	13.6	13.9	14.7	Days
Acquisition rate (C÷B)	59.5	57.7	57.1	56.9	57.7	60.3	%

(note) Regular annual leave is calculated as leave taken between September 16 and September 15 of the following year.

People taking volunteer leave

(Number of employees)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2016
Female	0	0	0	0	0	0
Male	5	5	3	1	2	0
Total	5	5	3	1	2	0

People taking refresh leave

(Number of employees)

	2012	2013	2014	2015	2016	2017
Female	4	2	2	10	16	15
Male	77	74	54	90	125	152
Total	81	76	56	100	141	167

(note) Refresh leave is calculated on a calendar basis (January 1 to December 31)

People taking maternity/paternity leave

(Number of employees)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Female	33	22	16	22	28	12
Ratio of employees returning to work (%)	97.0	95.5	100.0	100.0	100.0	100.0
Male	7	5	9	3	7	27
Ratio of employees returning to work (%)	100.0	100.0	100.0	100.0	100.0	100.0
Total	40	27	25	25	35	39
Ratio of employees returning to work (%)	97.5	96.3	100.0	100.0	100.0	100.0

People taking nursing care leave

(Number of employees)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Female	0	0	0	0	0	0
Ratio of employees returning to work (%)	--	--	--	--	--	--
Male	2	0	1	1	0	0
Ratio of employees returning to work (%)	100.0	--	100.0	100.0	--	--
Total	2	0	1	1	0	0