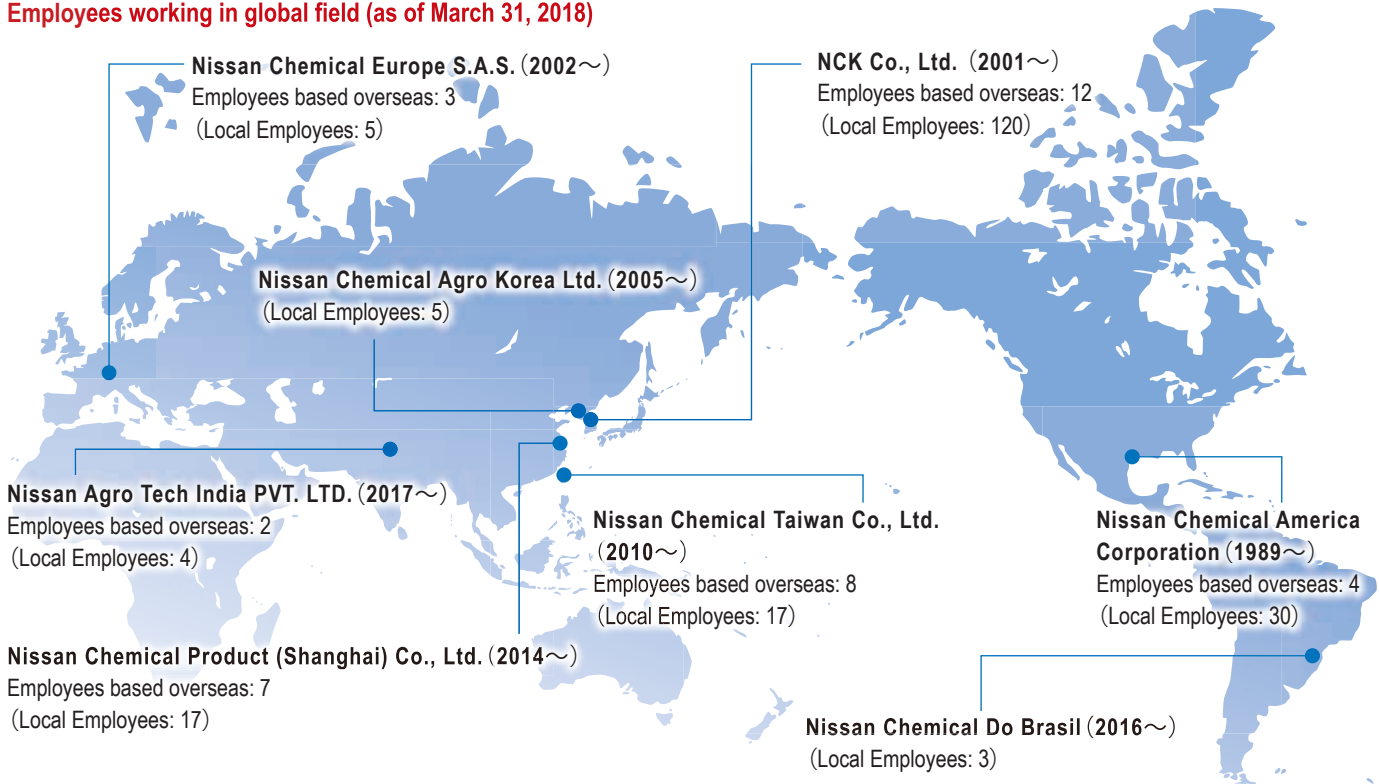
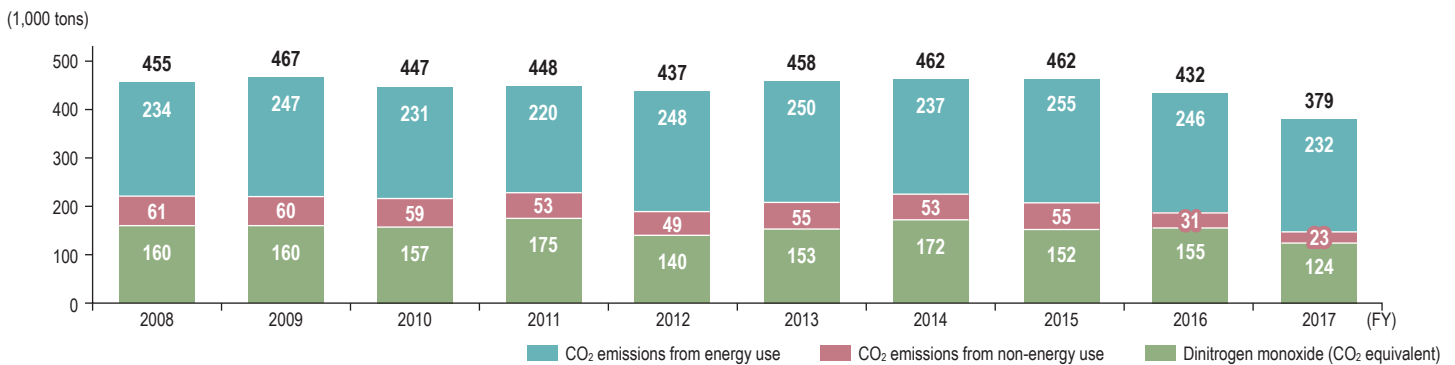


# Non-Financial Highlights

## Employees working in global field (as of March 31, 2018)

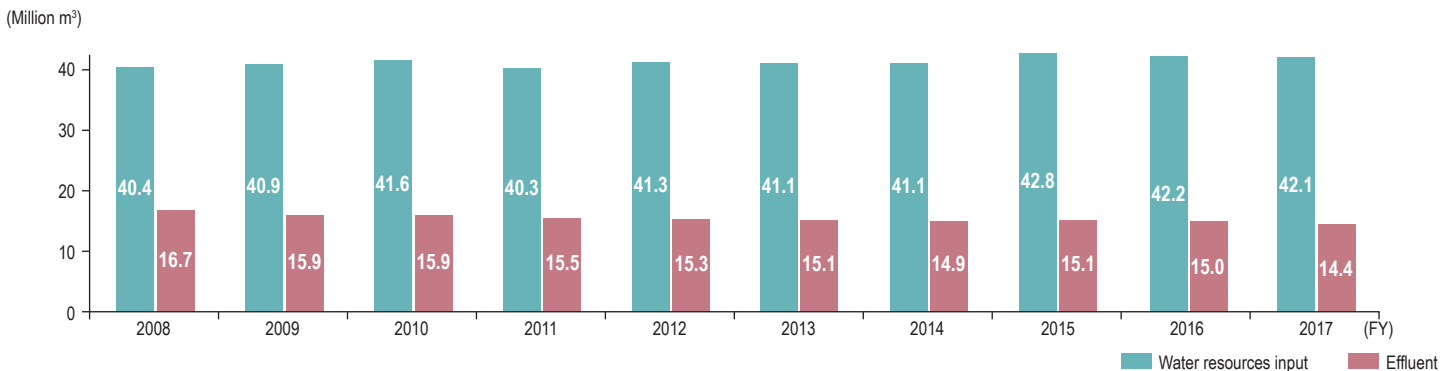


## Greenhouse gas emissions



## Water resources input\* / Effluent

\*Tap water, groundwater and industrial water used for business activities



## Non-Financial Data (non-consolidated)

	Unit	FY2013	FY2014	FY2015	FY2016	FY2017	
Full-time employees	Male	People	1,543	1,553	1,567	1,598	1,628
	Female	People	164	168	172	174	191
Percentage of females among full-time employees		%	9.6	9.8	9.9	9.8	10.5
New employees (graduates)	Male	People	34	39	59	51	58
	Female	People	7	10	6	13	20
Percentage of females among new employees		%	17.1	20.4	9.2	20.3	25.6
Temporary employees	Male	People	26	18	20	19	25
	Female	People	81	91	96	100	103
Managers	Male	People	449	461	465	468	469
	Female	People	9	10	12	11	11
Percentage of females among managers		%	2.0	2.1	2.5	2.3	2.3
Re-employment of retired employees		People	66	60	64	85	91
Percentage of re-employment of retired employees		%	63	66	97	89	75
Percentage of employees with disabilities*1		%	2.22	2.35	2.15	2.23	2.21
Employees who started maternity leave		People	8	9	7	13	6
Employees who started childcare leave	Male	People	0	1	2	0	0
	Female	People	6	6	8	11	8
Percentage returning to work after taking maternity / childcare leave ("—" : Not applicable)	Male	%	—	—	100	100	—
	Female	%	80	100	100	100	100
Retention rate after taking maternity / childcare leave ("—" : Not applicable)	Male	%	—	—	100	100	—
	Female	%	100	100	85.7	100	100
Employees who started shorter working hours for childcare	Male	People	0	0	0	1	0
	Female	People	7	9	11	10	10
Average overtime per month		Hrs	18.0	18.8	19.0	20.0	19.3
Percentage of taking annual leave		%	76.9	73.4	77.4	77.2	77.6
Leaving job within 3 years of employment		People	1	1	3	2	2
Percentage of employees leaving job within 3 years of employment		%	3.1	3.8	12.0	4.9	4.1
Average of length of employees' service	Overall	Year	16.6	16.9	16.8	16.2	15.9
	Male	Year	16.6	17.0	16.9	16.3	16.1
	Female	Year	16.4	16.6	15.8	15.6	14.5
Amount of energy consumed (crude oil equivalent)*2		1,000kL	95	92	99	99	98
Waste generation		1,000tons	26.3	33.0	33.4	33.7	34.7
Final disposal volume of waste		1,000tons	1.5	2.3	2.2	1.1	0.8

\*1 Statutory rate: 2.0% \*2 Energy: Fuel, purchased electricity and purchased steam used for business activities