

Employee Data Book

Furukawa Electric Data

Employee turnover rate by gender (Unit: %)

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Male	0.71	0.93	0.52	1.68	1.09	2.10
Female	3.08	3.68	1.35	3.18	1.48	1.08
Total	0.88	1.13	0.58	1.80	1.12	2.00

Recruitment figures by gender (Number of employees)

		FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Specialized staff	Male	73	66	49	26	21	28	45
	Female	9	12	10	6	5	8	15
	Total	82	78	59	32	26	36	60
	Foreign nationals	4	2	3	0	1	0	0
Professional staff	Male	15	21	2	0	0	0	0
	Female	0	1	0	0	0	0	0
	Total	15	22	2	0	0	0	0

Average pay by gender (Unit: Yen)

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Male	7,130,016	7,148,857	6,922,703	7,164,395	7,348,581	7,412,935
Female	4,708,913	4,591,206	4,554,577	4,802,456	4,805,946	4,815,940
Average	6,929,268	6,747,553	6,570,185	6,851,869	7,133,241	7,193,171

Ratio of labor union membership (Unit: %)

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Male	99.68	99.75	99.67	99.72	99.82	99.90
Female	97.11	98.23	98.62	98.07	96.36	97.56
Total	99.45	99.61	99.57	99.57	99.48	99.65

Overtime (Unit: Average hours per month)

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Direct work	24.15	23.84	24.33	26.17	24.78	24.85
Indirect work	17.03	17.45	18.14	19.27	20.28	19.40
Average	19.72	19.85	20.46	21.83	22.77	22.30

Regular annual leave (Number of employees)

Item	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	Unit
Days carried over per person (A)	22.0	22.6	21.8	22.1	22.6	22.6	Days
Days granted per person (B)	23.9	23.9	23.6	23.7	23.9	24.0	Days
Days acquired per person (C)	13.3	13.1	13.0	14.1	13.8	13.7	Days
Acquisition rate (C÷B)	55.6	54.8	55.1	59.5	57.7	57.1	%

(note 1) Regular annual leave is calculated as leave taken between September 16 and September 15 of the following year.

(note 2) Figures for fiscal 2015 are calculated for the annual leave year that has not yet concluded.

People taking volunteer leave (Number of employees)

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Female	0	0	0	0	0
Male	1	5	5	3	1
Total	1	5	5	3	1

People taking refresh leave (Number of employees)

	2011	2012	2013	2014	2015
Female	1	4	2	2	10
Male	63	77	74	54	90
Total	64	81	76	56	100

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

(note 2) Refresh leave is a system that accords employees who have worked for 25 years continuous leave of between 14 and 31 days.

People taking maternity/paternity leave (Number of employees)

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Female	35	35	33	22	16	22
Ratio of employees returning to work (%)	97.1	97.1	97.0	95.5	100.0	100.0
Male	4	10	7	5	9	3
Ratio of employees returning to work (%)	100.0	100.0	100.0	100.0	100.0	100.0
Total	39	45	40	27	25	25
Ratio of employees returning to work (%)	97.4	97.8	97.5	96.3	100.0	100.0

People taking nursing care leave (Number of employees)

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Female	0	0	0	0	0	0
Ratio of employees returning to work (%)	-	-	-	-	-	-
Male	1	2	2	0	1	1
Ratio of employees returning to work (%)	100.0	100.0	100.0	-	100.0	100.0
Total	1	2	2	0	1	1