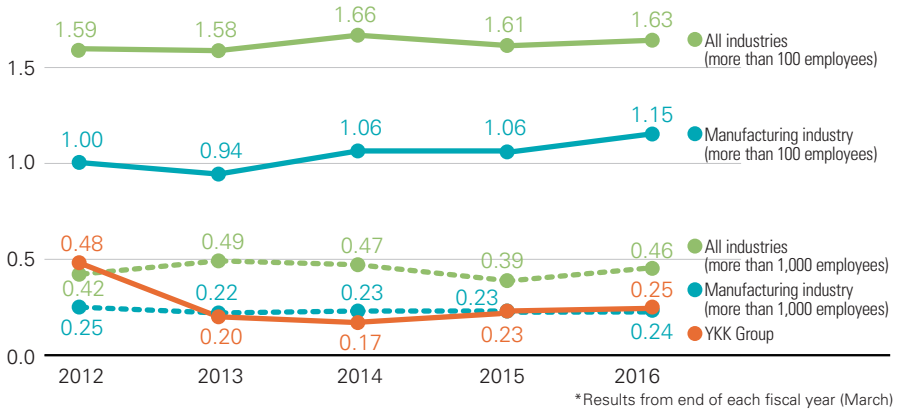


2016 results * As of March 31, 2017

Average age	42.9 years
Average length of employment	20.2 years
Proportion of men and women*	Men : 72.1% Women : 27.9%
Average working hours	YKK : 1,977 hours YKK AP : 2,027 hours Other businesses : 1,893 hours
Number of early retirees	281
Rate of use of paid holidays	66.8%
Number of employees taking parenting leave	461
Number of employees using the parenting work system	517
Number of employees taking caregiver leave	7
Number of employees using the flexitime system	479
Number of employees using the superannuitant reemployment system	672
Percentage of employees with disabilities	2.37%

Occupational accident statistics (frequency rate*)



* Frequency rate of all industries (excluding general contractors) and the manufacturing industry: Quoted from *Statistics on Occupational Accidents* (the Ministry of Health, Labour and Welfare)

Frequency of lost work time: Index representing frequency of occupational accidents

$$\frac{\text{Number of workers suffering lost-work-time injuries}}{\text{Total number of actual working hours}} \times 1,000,000$$

Risk Information

Complaints from the community (April 2013 to March 2017)

Date	Location	Details	Response
Nov. 4, 2013	Employee parking lot	Vibration from the repair work causes sand to get into the well.	Solved the problem by changing the work method.
April 29, 2015	Kurobe Makino Plant	Loud noises caused by setting up temporary fence at the plant. Weekdays probably cannot be avoided, but noise needs to be lowered on weekends and holidays.	Eliminated noisy construction work on weekends and holidays to every extent possible.
March 10, 2016	New employee dormitory	Concrete demolition work is loud. Noise needs to be lowered.	Lowered noise by setting up noise prevention sheet around outside scaffolding.

Latent risks and prevention

As of March 2017

Type of risk	Plant	Possible causes of explosion in cases of fire	Possible causes of explosion or leakage in cases of earthquake	Possible causes of leakage in cases of flooding
High-pressure gas	Tohoku	LPG: 10.4 t, liquid nitrogen: 8.9 t, liquid argon: 6.3 t, liquid ammonia: 2.0 t		
	Kurobe	LPG: 37.3 t, liquid nitrogen: 4.7 t, liquid argon: 0.4 t, liquefied carbon dioxide: 0.8 t, liquid ammonia: 0.1 t		
	Shikoku	LPG: 4.4 t, liquid nitrogen: 0.7 t, liquid argon: 3.5 t, liquid ammonia: 2.0 t		
	Kyushu	LPG: 49.0 t, liquid nitrogen: 2.0 t, liquid argon: 3.5 t, liquid ammonia: 2.0 t		
Dangerous substances (Heavy oil, kerosene, lubricating oil, hydraulic oil, etc.)	Tohoku		912 kl	
	Kurobe		1,502 kl	
	Shikoku		80 kl	
	Kyushu		324 kl	
Facilities susceptible to explosions if flooded	Tohoku	Melting furnace, boiler, concentrated sulfuric acid tank, hot-air drying furnace		
	Kurobe			
	Shikoku			
	Kyushu			
Chemicals (main chemicals subject to the Poisonous and Deleterious Substances Control Law)	Tohoku		Sulfuric acid: 192 kl, caustic soda: 87 kl	
	Kurobe		Sulfuric acid: 128 kl, caustic soda: 83 kl, ammonia: 17 kl, cyanide (solid): 2 t, cyanide (liquid): 186 kl	
	Shikoku		Sulfuric acid: 55 kl, caustic soda: 172 kl, hydrochloric acid: 5.5 kl, ammonia: 2.4 kl	
	Kyushu		Sulfuric acid: 45 kl, caustic soda: 23 kl, ammonia: 2.5 kl	
Prevention	All business bases	We are implementing disaster training simulations and thorough facility disaster prevention measures to promote understanding about and manage latent risks		

Cooperation in local disaster prevention efforts (provision of disaster prevention equipment)

As of March 2017

Plant	Equipment for emergency use						Local cooperation	
	Oil adsorbing mats (Number)	Oil counteractive agents (Liters)	Oil fences (Number)	Sandbags (Number)	Alkali counteractive agents (Liters)	Acid counteractive agents (Liters)	Provision of refuge areas (Opening of sports grounds and other locations at times of disaster)	Provision of disaster prevention equipment (By request)
Tohoku	200	180	4	230	100	100	No	No
Saitama MADO (window)	50	1	0	0	0	0	No	No
Kurobe	4,940	1,612	4	706	930	850	No	Yes
Shikoku	700	60	0	1,000	180	0	No	Yes
Kyushu	200	40	0	220	90	90	No	Yes