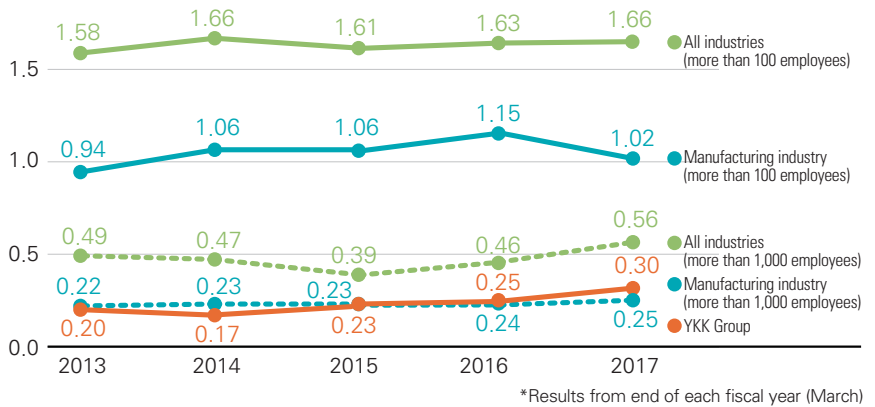


2017 results * As of March 31, 2018

Average age	43.0 years
Average length of employment	20.2 years
Proportion of men and women*	Men : 71.9% Women : 28.1%
Average working hours	YKK : 1,955 hours YKK AP : 2,022 hours Other businesses : 1,882 hours
Number of early retirees	416
Rate of use of paid holidays	69.3%
Number of employees taking parenting leave	488
Number of employees using the parenting work system	439
Number of employees taking caregiver leave	3
Number of employees using the flextime system	523
Number of employees using the super annuitant reemployment system	670
Percentage of employees with disabilities	2.40%

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

Latent risks and prevention

As of March 2018

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: 36.8 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	905 kl		
	Kurobe	1,716 kl		
	Shikoku	80 kl		
	Kyushu	347 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: 324 kl, caustic soda: 87 kl		
	Kurobe	Sulfuric acid: 120 kl, caustic soda: 83 kl, ammonia: 17 kl, cyanide (solid): 2 t, cyanide (liquid): 51 kl		
	Shikoku	Sulfuric acid: 55 kl, caustic soda: 168 kl, hydrochloric acid: 5.5 kl, ammonia: 2.4 kl		
	Kyushu	Sulfuric acid: 49 kl, caustic soda: 25 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		

Provision for Emergencies

As of March 2018

Plant	Equipment for emergency use						Cooperation in Local Communities	
	Oil adsorbing mats (Number)	Oil counteractive agents (Liters)	Oil fences (Number)	Sandbags (Number)	Alkali counteractive agents (Liters)	Acid counteractive agents (Liters)	Provision of Space (Opening of sports grounds during disasters etc.)	Provision of disaster prevention equipment (By request)
Tohoku	200	80	4	300	100	100	No	Yes
Saitama MADO (window)	50	1	0	0	0	0	No	No
Kurobe	4,940	1,656	4	706	930	850	Yes	Yes
Shikoku	700	60	0	1,000	180	0	No	Yes
Kyushu	200	40	0	200	90	90	No	Yes