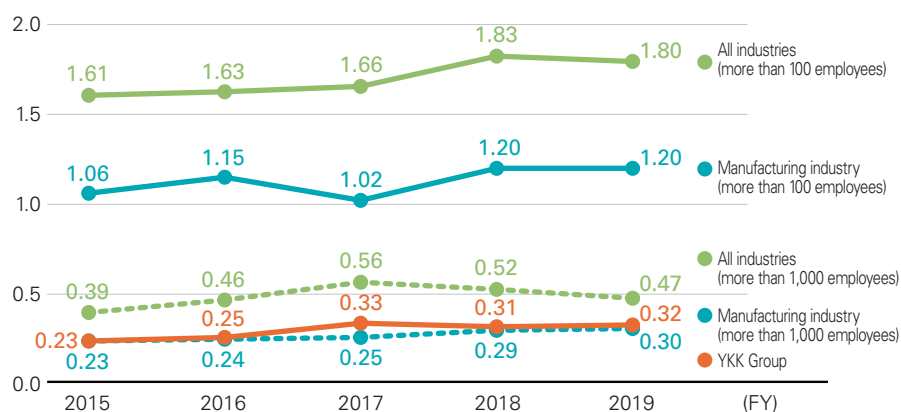


2019 results As of March 31, 2020

Average age	Men	: 43.6 years
	Women	: 41.2 years
Average length of employment		20.0 years
Proportion of men and women	Men	: 71.9%
	Women	: 28.1%
Average working hours	YKK	: 1,894 hours
	YKK AP	: 1,981 hours
	Other businesses	: 1,874 hours
Number of early retirees		430
Rate of use of paid holidays		80.8%
Number of employees using the parenting work system		693
Number of employees taking caregiver leave		5
Number of employees using the flextime system		554
Number of employees using the super annuitant reemployment system		505
Percentage of employees with disabilities		2.45%

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

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