

# EBARA Corporation — ESG Data [Social]

As of 2017/3/31

Topic	Data Boundary	Fiscal Year <sup>-1</sup>				
		2014	2015	2016		
General	EBARA*2	3,999	4,022	4,014		
	Domestic Consolidated Group Companies	3,866	3,810	3,984		
	Overseas Consolidated Group Companies	8,165	8,438	8,319		
	Ebara Group Total	16,030	16,270	16,317		
	Male	Officer/Executive-level	EBARA*2	45	42	35
		Management	EBARA*2	1,303	1,311	1,304
		Non-management	EBARA*2	1,824	1,829	1,828
		Male Employee Total	3,172	3,182	3,167	
	Female	Officer/Executive-level	EBARA*2	0	0	0
		Management	EBARA*2	49	58	70
		Non-management	EBARA*2	778	782	777
		Female Employee Total	827	840	847	
		Women in Management Ratio (%) *3	EBARA*2	3.6	4.2	5.1
	Average Number of Temporary Staff *4	EBARA*2	84	82	75	
	Employee Union Membership Ratio (%) *5	EBARA*2	54	53	53	
	Average Yearly Salary (Yen)	EBARA*2	7,074,840	7,151,692	7,280,465	
Employee Retention	Fresh Graduate Three Year Average Turnover Rate (%)	EBARA*2	8.57	4.11	3.95	
	Average Years of Service	Female	EBARA*2	16.3	17.2	17.8
		Male	EBARA*2	18.7	18.3	18.1
		Total	EBARA*2	18.2	18.1	18.0
Diversity	Ratio of Employees with Disabilities (%)	EBARA*2	2.24	2.3	2.48	
	Number of International Employees	EBARA*2	51	71	100	
	Number of Reemployed Retirees	EBARA*2	298	314	341	
Work-life Balance Programs	Paid Holiday Acquisition Rate (%)	EBARA*2	62.19	69.91	72.10	
	Ratio of Employees who Return to Work Following Parental Leave (%)	EBARA*2	94.7	98.5	100	
	Number of Employees who took Eldercare Leave	EBARA*2	2	1	2	
	Number of Employees Using Telecommuting Program *6	EBARA*2	N/A	N/A	19	
	Number of Employees using Shortened Working Hours Program	Female	EBARA*2	102	125	143
		Male	EBARA*2	0	0	0
		Total	EBARA*2	102	125	143
	Number of Employees using Staggered Attendance Time Scheme	Female	EBARA*2	16	15	18
		Male	EBARA*2	30	32	31
Total		EBARA*2	46	47	49	
Human Resource Development (HRD)	Annual total number of employees who participated in the HRD Program	EBARA*2	-	2,303	2,450	
	Average time spent on training per employee (hours)	EBARA*2	-	10.7	11.1	
	Total time spent on training (hours)	EBARA*2	-	47,971	49,728	
	Annual total investment in HRD (Thousand Yen)	EBARA*2	-	145,217	141,570	
	Average cost per employee (Yen)	EBARA*2	-	~32,000	~31,000	
Health and Safety	Frequency Rate (LTIR) *7 Employees	EBARA*2	0.1	0.4	0.1	
	Number of Industrial Accidents *8	EBARA*2	9	13	19	
Community Contributions	Social Contribution Activity Total Expenditure (Million Yen)	EBARA*2	310	324	435	
	Amount given in direct donations (Million Yen)	EBARA*2	155	266	217	

\*1 Fiscal Year 2014 is from 2014/4/1~2015/3/31

Fiscal Year 2015 is from 2015/4/1~2016/3/31

Fiscal Year 2016 is from 2016/4/1~2017/3/31

\*2 EBARA: Indicates EBARA Corporation.

\*3 Data is gathered and disclosed in alignment with The Act on Promotion of Women's Participation and Advancement in the Workplace's requirement to collect and analyze data. Employee is defined as a person engaging in an employment contract and excludes executive officers in consignment contracts.

\*4 Calculated based on average number of staff per year.

\*5 EBARA Corporation employees belong to the Ebara Workers' Union. EBARA MATERIAL CORPORATION, Elliott Ebara Turbomachinery Corporation, EBARA FAN & BLOWER CO., LTD, EBARA FIELD TECH. CORPORATION each have their own unions. There were no notable items to report regarding the unions' relationship with the company in FY 2016. In addition to the above, some overseas consolidated subsidiaries are members of external labor unions, such as by industry. There were no notable items to report regarding their relationship with the company in FY 2016.

\*6 Started implementation from FY 2016

\*7 Frequency rate is calculated based on the number of accidents that result in death or missed work ((Number of casualties or injuries due to occupational accidents÷ Total hours worked)×1,000,000), No fatalities among employees, including irregular workers, in FY2016.

\*8 Number of industrial accidents includes accidents not serious enough to result in missed work.