

## Social Data

### Provide Quality Products and Enhance Customer Satisfaction

#### Customer Training (FY2023)

Training type	Scope	Unit	Participants
Technical presentation by overseas Group companies (number of participating companies* <sup>1</sup> )	JFE Shoji	People (companies)	93(15)
National staff training (NS training* <sup>2</sup> )	JFE Shoji	People (companies)	23

\*1 Participants from nine countries, with training conducted online (face-to-face session planned for 2024).

\*2 Participants from 12 countries (Thailand, Vietnam, India, Malaysia, Mexico, Indonesia, Philippines, South Korea, Taiwan, Canada, U.S.A., Germany).

### Human Capital

#### Lost-Work Injuries and Accidents

Items		Scope* <sup>1</sup>	Unit	2019	2020	2021	2022	2023
Lost-work Injuries and Severity (Rates)	Lost-work injuries* <sup>2</sup>	JFE Steel	—	0.28	0.23	0.10	0.18	0.06
	Severity* <sup>3</sup>		—	0.30	0.08	0.08	0.08	0.00
	Lost-work injuries* <sup>2</sup>	JFE Engineering	—	0.45	0.35	0.56	0.26	0.28
	Severity* <sup>3</sup>		—	0.62	0.01	0.40	0.01	0.42
	Lost-work injuries* <sup>2</sup>	JFE Shoji Group	—	1.00	0.76	0.60	0.25	0.12
	Severity* <sup>3</sup>		—	0.02	0.04	0.05	0.02	0.03
	Lost-work injuries* <sup>2</sup>	Manufacturing industry average	—	1.20	1.21	1.31	1.25	1.29
	Severity* <sup>3</sup>		—	0.10	0.07	0.06	0.08	0.08
Number of lost-work injuries	Lost-work injuries	JFE Group	Cases	49	36	26	25	12
	Fatal injuries		Cases	6	1	2	1	1
	Lost-work injuries	JFE Steel	Cases	30	23	10	18	6
	Fatal injuries		Cases	4	1	1	1	0
	Lost-work injuries	JFE Engineering	Cases	11	7	11	5	5
	Fatal injuries		Cases	2	0	1	0	1
	Lost-work injuries	JFE Shoji Group	Cases	8	6	5	2	1
	Fatal injuries		Cases	0	0	0	0	0

Items		Scope*1	Unit	2019	2020	2021	2022	2023
Lost-work injuries involving employees	Lost-work injuries	JFE Group	Cases	18	15	10	13	6
	Fatal injuries		Cases	1	0	0	1	0
	Lost-work injuries	JFE Steel	Cases	10	9	5	11	4
	Fatal injuries		Cases	1	0	0	1	0
	Lost-work injuries	JFE Engineering	Cases	2	2	1	0	1
	Fatal injuries		Cases	0	0	0	0	0
	Lost-work injuries	JFE Shoji Group	Cases	6	4	4	2	1
	Fatal injuries		Cases	0	0	0	0	0
Lost-work injuries involving employees of contractors	Lost-work injuries	JFE Group	Cases	31	21	16	12	6
	Fatal injuries		Cases	5	1	2	0	1
	Lost-work injuries	JFE Steel	Cases	20	14	5	7	2
	Fatal injuries		Cases	3	1	1	0	0
	Lost-work injuries	JFE Engineering	Cases	9	5	10	5	4
	Fatal injuries		Cases	2	0	1	0	1
	Lost-work injuries	JFE Shoji Group	Cases	2	2	1	0	0
	Fatal injuries		Cases	0	0	0	0	0

\*1 Scope of data:

- JFE Steel and JFE Engineering: parent company, business associates and contractors in Japan
- JFE Shoji : parent and consolidated subsidiaries, business associates and contractors in Japan

\*2 Lost-work injuries (rate) = number of employees with lost-work injuries/total working hours × 1,000,000

\*3 Severity = number of lost working days/total working hours × 1,000

■ Health and Safety Training (FY2023)

Items	Unit	Participants*
Training for managers and supervisors	People	400
Mental healthcare education for new hires and at rank-based training	People	1,600

\* Total of 3 operating companies.

■ Occupational Health and Safety

Item	Scope	Unit	FY2021	FY2022	FY2023
Ratio of ISO 45001-certified sites	JFE Steel	%	33	100	100

■ Health

Item	Scope	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Provision rate of health guidance* <sup>1</sup>	JFE Steel	%	64.2	53.0	72.2	71.1	—
	JFE Engineering	%	39.6	39.1	39.4* <sup>3</sup>	42.7	—
	JFE Shoji	%	36.0	41.6	52.1* <sup>3</sup>	35.0	—
Smoking rates	JFE Steel* <sup>2</sup>	%	31.8	29.0	27.3	26.6	25.8
	JFE Engineering	%	26.4	23.3	22.9	22.3	21.8
	JFE Shoji	%	24.9	24.9	21.5	21.9	20.6
Metabolic syndrome rates	Insured by the JFE Group's health insurance union (age 40 and above)	%	35.6	36.5	36.3	36.0	36.3
Rate of health examination for dependents	Age 40 and above	%	51.5	46.3	51.3	52.3* <sup>3</sup>	53.8

\*1 Figures for FY2023 will be added once they are finalized.

\*2 Smoking rate for JFE Steel is managed based on calendar year.

\*3 Revised the prior year data to increase accuracy.

■ Health and Safety Training (FY2023\*1)

Category	Consolidated/ non- Consolidated	Unit	JFE Steel	JFE Engineering	JFE Shoji
Employees	Consolidated*2	people	43,081	10,466	8,618
Male		people	37,419	9,019	4,970
Female		people	5,662	1,447	2,194
Management positions*3		people	11,596	3,616	1,712
Male		people	10,712	3,373	1,363
Female		people	884	243	216
Ratio of women in management positions		%	7.6	6.7	13.7
Employees	Non- consolidated	people	14,599	3,646	1,051
Male		people	13,351	3,094	618
Female		people	1,248	552	433
Management positions (manager or higher)*3		people	1,659	1,685	617
Male		people	1,625	1,627	555
Female		people	34	58	62
Ratio of women in management positions		%	2.0	3.4	10.0
Recruits		people	455	162	66
Male		people	392	131	40
Female		people	63	31	26
New graduates		people	328	91	43
Mid-career professionals		people	127	71	23
Years of continuous employment (average)		year	17.1	15.8	12.9
Male	year	16.8	15.8	12.8	
Female	year	20.3	15.4	12.9	
Job turnover rate*4 (total2.7%)	%	2.6	3.0	2.8	
Elderly employees*5	people	862	50	26	
Ratio of elderly employees*5	%	5.9	1.4	2.5	
Average annual leave taken	day/year	18.4	19.4	16.1	
Average overtime	hours/ month	24.9	26.0	30.2	
Employees working shorter hours for childcare (aggregated)	people	82	70	67	
Ratio of male employees taking childcare leave*6	%	91	94	93	
Wage gap between men and women*7 (all workers)	%	79.5	65.1	66.2	
Full-time employees	%	80.0	65.1	66.4	
Part-time workers and fixed-term employees	%	71.1	57.8	58.1	
Temporary staffs	people	146	670	27	

- \*1 Personnel composition (excluding managers and temporary staff) is as of March 31, 2024. Number of managers and temporary staff is as of April 1, 2024, and other personnel as of FY2023.
- \*2 Scope of data: Operating companies and other consolidated subsidiaries, JFE Steel: 133, JFE Engineering: 81, and JFE Shoji: 88. JFE Shoji's America region is excluded from the gender breakdown since no survey has been conducted on the number of employees and managers by gender.
- \*3 Management positions at JFE Shoji include employees on loan.
- \*4 Percentage of employees who voluntarily choose to resign from the organization.
- \*5 Figures for JFE Steel and JFE Engineering include active employees who are age 60 and above (the companies' mandatory retirement age has been raised to 65).
- \*6 Rate of male employees taking childcare leave or time off related to child rearing = (Number of male employees who took childcare leave + Number of male employees who used the childcare leave program for pre-elementary school children) / Number of male employees whose spouses have given birth.
- \*7 Calculated in accordance with the provisions of the Act on the Promotion of Women's Active Engagement in Professional Life.

**■ Recruiting for New Graduates (FY2024) and Mid-Career Professionals (FY2023) (Three Operating Companies, Excluding their Subsidiaries)**

Items	Unit	Career-track Positions			On-site positions at steelworks	Total
		White-collar	Technical	Total		
Male	people	117	227	344	219	563
Female	people	71	33	104	16	120
Total	people	188	260	448	235	683
Ratio of women	%	37.8	12.7	23.2	6.8	17.6

**■ Employment of People with Disabilities (as of June 1 of each year)**

Items	Scope	Unit	2019	2020	2021	2022	2023
Employment of People with Disabilities	JFE Steel	%	2.48	2.51	2.51	2.57	2.52
	JFE Engineering	%	2.23	2.37	2.53	2.58	2.83
	JFE Shoji	%	2.50	2.39	2.39	2.66	2.74

**■ Human Resource Development**

Items	Scope	Unit	2022	2023
Training hours per employee	JFE Steel	Hours per year	45.2	44.9
	JFE Engineering	Hours per year	20.9	23.4
	JFE Shoji	Hours per year	20.1	22.1
DX human resource development (accumulated)	JFE Steel	Persons	—	610
	JFE Engineering	Persons	—	179

## Community

### ■ Social Contributions (FY2023)

Activities		Scope	Unit	Achievements
Internships		JFE Group	People	1,707
		JFE Steel	People	659
		JFE Engineering	People	688
		JFE Shoji	People	360
Supporting elementary schools in Ghana and Nigeria	Desks and chairs	JFE Shoji	Sets	435
	Notebooks		Books	17,000
	Canned foods		Cans	12,500

### ■ JFE 21st Century Foundation (FY2023)

Grants		Projects	Value (million yen)
Technology research (accumulated)		738	148,380
Technology research for FY2023	Iron and steel technology research	13	2,600
	Global environment and global warming prevention technology research	15	3,000
Asian history studies (accumulated)		174	26,100
Asian history studies for FY2023		12	1,800
Activities		Sets donated	
Supporting the Japan Overseas Educational Services Writing Contest and anthology donation (to elementary and middle schools and also public libraries in the regions related to steel*)			2,200

\* Donated to 650 elementary schools and middle schools, 70 libraries, etc.