

# Social Data

## Customer Responsibility

### ■ Customer Training (FY2019)

Name of training	Scope	Unit	Participants
Technical presentation by overseas Group companies (number of participating companies*)	JFE Shoji	People (companies)	33 (15)
National staff training	JFE Shoji	People	24

\* Data covers 9 countries for the number of participating companies.

## Occupational Health and Safety

### ■ Lost-work Injuries and Accidents

Items		Scope	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Lost-work Injuries and Severity (Rates)	Lost-work injuries* <sup>2</sup>	JFE Steel* <sup>1</sup>	-	0.15	0.21	0.17	0.17	0.28
	Severity* <sup>3</sup>		-	0.16	0.15	0.15	0.30	
	Lost-work injuries* <sup>2</sup>	JFE Engineering* <sup>1</sup>	-	0.28	0.19	0.71	0.82	0.45
	Severity* <sup>3</sup>		-	0.01	0.30	0.02	0.62	
	Lost-work injuries* <sup>2</sup>	JFE Shoji Group* <sup>1</sup>	-	0.67	1.16	1.22	0.60	1.00
	Severity* <sup>3</sup>		-	1.02	0.41	0.97	0.04	0.02
	Lost-work injuries* <sup>2</sup>	Manufacturing industry average	-	1.06	1.15	1.02	1.20	1.20
	Severity* <sup>3</sup>		-	0.06	0.07	0.08	0.10	0.10
Number of lost-work injuries	Lost-work injuries	JFE Group	Cases	-	35	42	41	49
	Fatal injuries		Cases	-	3	3	2	6
	Lost-work injuries	JFE Steel	Cases	-	22	18	18	30
	Fatal injuries		Cases	-	2	2	2	4
	Lost-work injuries	JFE Engineering	Cases	-	4	14	18	11
	Fatal injuries		Cases	-	1	0	0	2
	Lost-work injuries	JFE Shoji Group	Cases	-	9	10	5	8
	Fatal injuries		Cases	-	0	1	0	0

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Items		Scope	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Lost-work Injuries Involving Employees	Lost-work injuries	JFE Group	Cases	-	14	13	13	18
	Fatal injuries		Cases	-	1	2	1	1
	Lost-work injuries	JFE Steel	Cases	-	6	4	7	10
	Fatal injuries		Cases	-	1	1	1	1
	Lost-work injuries	JFE Engineering	Cases	-	0	0	1	2
	Fatal injuries		Cases	-	0	0	0	0
	Lost-work injuries	JFE Shoji Group	Cases	-	8	9	5	6
	Fatal injuries		Cases	-	0	1	0	0
Lost-work injuries involving employees of contractors	Lost-work injuries	JFE Group	Cases	-	21	29	28	31
	Fatal injuries		Cases	-	2	1	1	5
	Lost-work injuries	JFE Steel	Cases	-	16	14	11	20
	Fatal injuries		Cases	-	1	1	1	3
	Lost-work injuries	JFE Engineering	Cases	-	4	14	17	9
	Fatal injuries		Cases	-	1	0	0	2
	Lost-work injuries	JFE Shoji Group	Cases	-	1	1	0	2
	Fatal injuries		Cases	-	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 (2019)

Items	Unit	Participants*
Training for chief of construction site (responsible for controlling health and safety matters)	People	577
Mental healthcare education for new hires and at rank-based training	People	198

\* Total of 3 operating companies.

## ■ Employee Health Data

Items	Scope	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Metabolic syndrome rates	Insured by the JFE Group's health insurance union (age 40 and above)	%	35.2	35.4	35.9	36.0	35.6
Smoking rates		%	33.7	33.2	32.6	31.7	31.1
Rate of health examination for dependents	Age 40 and above	%	40.8	42.1	43.7	48.2	51.4

## Health Data for Employees and Their Family

Items	Scope	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Provision rate of health guidance	JFE Steel	%	15.9	17.8	36.8	56.9	56.9
	JFE Engineering	%	7.3	12.9	22.7	22.1	28.9
	JFE Shoji	%	38.1	21.9	25.0	45.2	36.8
Rate of health examination for dependents*	JFE Steel	%	45.9	45.7	46.0	52.3	48.2
	JFE Engineering	%	47.4	46.4	47.3	54.2	51.7
	JFE Shoji	%	50.0	53.5	55.1	52.4	51.0

\* Scope: dependents (including spouses and others) age 40 and above

## Labor Practice

### Employee Data (2019)

category	Consolidated/ non-consolidated	Unit	JFE Steel	JFE Engineering	JFE Shoji	
Employees	Consolidated* <sup>1</sup>	people	45,844	10,265	7,855	
		Male	40,215	8,851	5,707	
		Female	5,629	1,414	2,148	
Management positions		people	11,549	3,387	1,709	
		Male	10,899	3,224	1,480	
		Female	650	163	229	
		Ratio of women in management positions	%	5.6	4.8	13.4
Employees		Non-consolidated* <sup>2</sup>	people	15,998	3,841	987
			Male	14,636	3,307	603
	Female		1,362	534	384	
Management positions	people		2,800	2,348	630	
	Male		2,650	2,216	591	
	Female		150	132	39	
	Ratio of women in management positions		%	5.4	5.6	6.2
Recruits	people		1,022	143	83	
	Male		935	132	53	
	Female	87	11	30		
	New graduates	people	795	79	70	
	Mid-career	people	227	64	13	

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category	Consolidated/ non-consolidated	Unit	JFE Steel	JFE Engineering	JFE Shoji
Years of continuous employment (average)	Non-consolidated*2	year	15.9	13.8	13.9
Male		year	15.8	13.8	14.3
Female		year	17.9	13.8	12.9
Job turnover rate*4		%	2.5	1.5	2.9
Rehired employees		people	824	48	32
Ratio of rehired employees		%	5.2	1.2	3.2
Average annual leave taken		day/year	17.0	18.7	12.7
Average overtime		hours/ month	27.4	27.6	26.8
Employees working shorter hours for childcare (aggregated)		people	129	79	21
Temporary staffs		people	214	732	16

\*1 Consolidated subsidiaries (JFE Steel: 148, JFE Engineering: 55, JFE Shoji: 87)

\*2 As of April 1, 2020. Other figures are as of FY2019.

\*3 Management positions at JFE Engineering and JFE Shoji include employees on loan.

\*4 Job turnover rate: percentage of employees who voluntarily choose to resign from the organization.

### ■ Recruiting (FY2020)

category	Unit	Career-track Positions			On-site and Clerical Positions	Total
		White -collar	Technical	Total		
Male	people	120	297	417	703	1,120
Female	people	37	21	58	70	128
Total	people	157	318	475	773	1,248
Ratio of women (%)	%	23.6	6.6	12.2	9.1	10.3

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

Category	Scope	Unit	2016	2017	2018	2019	2020
Employment of People with Disabilities	JFE Steel	%	2.24	2.34	2.33	2.41	2.48
	JFE Engineering	%	1.59	2.01	2.14	2.39	2.23
	JFE Shoji	%	2.11	1.86	2.20	2.62	2.50

## Community

### ■ Social Contributions (FY2019)

Activities		Scope	Unit	Achievements
Internships		JFE Group	People	Approximately 2010
		JFE Steel	People	Approximately 460
		JFE Engineering	People	Approximately 910
		JFE Shoji	People	Approximately 640
Supporting elementary schools in Ghana and Nigeria	Desks and chairs	JFE Shoji	Sets	700
	Notebooks		Books	17,000
	Canned foods		Cans	12,500

### ■ JFE 21st Century Foundation (FY2019)

Grants		Projects	Value (million yen)
Technology research (accumulated)		632	1,271.8
Technology research for FY2019	Iron and steel technology research	12	24
	Global environment and global warming prevention technology research	13	26
Asian history studies (accumulated)		130	195
Asian history studies for FY2019		10	15
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*)		2,400	

\* Donated to 671 elementary and middle schools and 73 public libraries.

## Shareholders and Investors

### ■ Major IR Activities (FY2019)

Major communication methods, etc.	Number of sessions	participation (people)
Investors meeting	5	Approx. 500
Individual interviews with institutional investors and securities analysts	As needed	Approx. 400
Briefings for Individual investor (at the branch offices of securities firms, etc.)	11	Approx. 800

### ■ Plant Tours and Company Briefing Sessions (FY2019)

Activities	Scope	Number of sessions	Participants
Plant tours and company briefing sessions	JFE Steel JFE Engineering Japan Marine United	23	Approximately 1,800