

Social Data

Responsibility to Customers

Customer Training (FY2019*1)

| Name of training | Scope | Unit | Participants |
|---|-----------|-----------------------|--------------|
| Technical presentation by overseas Group companies (number of participating companies*2) | JFE Shoji | People (companies) | 33 (15) |
| Training for overseas employees | JFE Shoji | People | 24 |

*1 The table shows FY2019 results since customer training sessions were canceled in FY2020 due to the COVID-19 pandemic.

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

Occupational Health and Safety

Lost-work Injuries and Accidents

| Items | | Scope*1 | Unit | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|----------------------|--------------------------------|------|------|------|------|------|------|
| Lost-work Injuries and Severity (Rates) | Lost-work injuries*2 | JFE Steel | — | 0.21 | 0.17 | 0.17 | 0.28 | 0.23 |
| | Severity*3 | | — | 0.15 | 0.15 | 0.15 | 0.30 | 0.08 |
| | Lost-work injuries*2 | JFE Engineering | — | 0.19 | 0.71 | 0.82 | 0.45 | 0.35 |
| | Severity*3 | | — | 0.30 | 0.02 | 0.02 | 0.62 | 0.01 |
| | Lost-work injuries*2 | JFE Shoji Group | — | 1.16 | 1.22 | 0.60 | 1.00 | 0.76 |
| | Severity*3 | | — | 0.41 | 0.97 | 0.04 | 0.02 | 0.04 |
| | Lost-work injuries*2 | Manufacturing industry average | — | 1.15 | 1.02 | 1.20 | 1.20 | 1.21 |
| | Severity*3 | | — | 0.07 | 0.08 | 0.10 | 0.10 | 0.07 |

| Items | | Scope*1 | Unit | 2016 | 2017 | 2018 | 2019 | 2020 | |
|---|--|--------------------|-----------|-------|------|------|------|------|----|
| Number of lost-work injuries | Lost-work injuries | JFE Group | Cases | 35 | 42 | 41 | 49 | 36 | |
| | Fatal injuries | | Cases | 3 | 3 | 2 | 6 | 1 | |
| | Lost-work injuries | JFE Steel | Cases | 22 | 18 | 18 | 30 | 23 | |
| | Fatal injuries | | Cases | 2 | 2 | 2 | 4 | 1 | |
| | Lost-work injuries | JFE Engineering | Cases | 4 | 14 | 18 | 11 | 7 | |
| | Fatal injuries | | Cases | 1 | 0 | 0 | 2 | 0 | |
| | Lost-work injuries | JFE Shoji Group | Cases | 9 | 10 | 5 | 8 | 6 | |
| | Fatal injuries | | Cases | 0 | 1 | 0 | 0 | 0 | |
| | Lost-work Injuries Involving Employees | Lost-work injuries | JFE Group | Cases | 14 | 13 | 13 | 18 | 15 |
| | | Fatal injuries | | Cases | 1 | 2 | 1 | 1 | 0 |
| Lost-work injuries | | JFE Steel | Cases | 6 | 4 | 7 | 10 | 9 | |
| Fatal injuries | | | Cases | 1 | 1 | 1 | 1 | 0 | |
| Lost-work injuries | | JFE Engineering | Cases | 0 | 0 | 1 | 2 | 2 | |
| Fatal injuries | | | Cases | 0 | 0 | 0 | 0 | 0 | |
| Lost-work injuries | | JFE Shoji Group | Cases | 8 | 9 | 5 | 6 | 4 | |
| Fatal injuries | | | Cases | 0 | 1 | 0 | 0 | 0 | |
| Lost-work injuries involving employees of contractors | | Lost-work injuries | JFE Group | Cases | 21 | 29 | 28 | 31 | 21 |
| | | Fatal injuries | | Cases | 2 | 1 | 1 | 5 | 1 |
| | Lost-work injuries | JFE Steel | Cases | 16 | 14 | 11 | 20 | 14 | |
| | Fatal injuries | | Cases | 1 | 1 | 1 | 3 | 1 | |
| | Lost-work injuries | JFE Engineering | Cases | 4 | 14 | 17 | 9 | 5 | |
| | Fatal injuries | | Cases | 1 | 0 | 0 | 2 | 0 | |
| | Lost-work injuries | JFE Shoji Group | Cases | 1 | 1 | 0 | 2 | 2 | |
| | 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 (2020)

| Items | Unit | Participants* |
|--|--------|---------------|
| Training for managers and supervisors | People | 331 |
| Mental healthcare education for new hires and at rank-based training | People | 749 |

* Total of 3 operating companies.

■ Employee Health Data

| Items | Scope | Unit | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|--|------|------|------|------|-------|------|
| Metabolic syndrome rates | Insured by the JFE Group's health insurance union (age 40 and above) | % | 35.4 | 35.9 | 36.0 | 35.6 | 36.5 |
| Smoking rates | | % | 33.2 | 32.6 | 31.7 | 31.1 | 30.0 |
| Rate of health examination for dependents | Age 40 and above | % | 42.1 | 43.7 | 48.2 | 51.5* | 46.3 |

*Data in 2019 have been revised from preliminary to final data.

■ Health Data for Employees and Their Family

| Items | Scope | Unit | 2016 | 2017 | 2018 | 2019* ² | 2020 |
|---|-----------------|------|------|------|------|--------------------|------|
| Provision rate of health guidance | JFE Steel | % | 17.8 | 36.8 | 56.9 | 64.2 | 53.0 |
| | JFE Engineering | % | 12.9 | 22.7 | 22.1 | 39.6 | 39.1 |
| | JFE Shoji | % | 21.9 | 25.0 | 45.2 | 36.0 | 41.6 |
| Rate of health examination for dependents* ¹ | JFE Steel | % | 45.7 | 46.0 | 52.3 | 49.4 | 48.0 |
| | JFE Engineering | % | 46.4 | 47.3 | 54.2 | 52.4 | 47.2 |
| | JFE Shoji | % | 53.5 | 55.1 | 52.4 | 61.7 | 53.2 |

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

*2 Data in 2019 have been revised from preliminary to final data.

Labor Practice

Employee Data (2020)

| Category | Consolidated/ non-consolidated | Unit | JFE Steel | JFE Engineering | JFE Shoji |
|--|-----------------------------------|--------|-----------|--------------------|-----------|
| Employees | Consolidated* ¹ | people | 45,797 | 10,612 | 7,910 |
| Male | | people | 40,054 | 9,141 | 5,757 |
| Female | | people | 5,743 | 1,471 | 2,153 |
| Management positions* ³ | | people | 11,717 | 3,508 | 1,625 |
| Male | | people | 11,022 | 3,311 | 1,418 |
| Female | | people | 695 | 197 | 207 |
| Ratio of women in management positions | | % | 5.9 | 5.6 | 12.7 |
| Employees | Non-consolidated* ² | people | 16,089 | 3,866 | 1,003 |
| Male | | people | 14,718 | 3,324 | 598 |
| Female | | people | 1,371 | 542 | 405 |
| Management positions* ³ | | people | 2,781 | 2,401 | 629 |
| Male | | people | 2,616 | 2,257 | 592 |
| Female | | people | 165 | 144 | 37 |
| Ratio of women in management positions | | % | 5.9 | 6.0 | 5.9 |
| Recruits | | people | 489 | 138 | 43 |
| Male | | people | 452 | 122 | 24 |
| Female | | people | 37 | 16 | 19 |
| New graduates | | people | 448 | 77 | 40 |
| Mid-career | | people | 41 | 61 | 3 |
| Years of continuous employment (average) | | year | 15.8 | 14.4 | 14.0 |
| Male | | year | 15.4 | 14.4 | 14.7 |
| Female | | year | 18.2 | 14.5 | 12.8 |
| Job turnover rate* ⁴ (Total 2.9%) | % | 3.1 | 1.5 | 3.7 | |
| Rehired employees | people | 626 | 44 | 31 | |
| Ratio of rehired employees | % | 3.9 | 1.1 | 3.1 | |
| Average annual leave taken | day/year | 13.2 | 17.2 | 10.4 | |
| Average overtime | hours/ month | 15.0 | 24.3 | 29.8 | |
| Employees working shorter hours for childcare (aggregated) | people | 81 | 70 | 62 | |
| Temporary staffs | people | 169 | 652 | 16 | |

*1 Scope of data: Consolidated subsidiaries (JFE Steel: 149, JFE Engineering: 72, JFE Shoji: 88)

*2 As of April 1, 2021. Other figures are as of FY2020.

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

*4 Percentage of employees who voluntarily choose to resign from the organization.

■ Recruiting (Three Operating Companies, Excluding their Subsidiaries) for New Graduates (FY2021) and Mid-career Recruits (FY2020)

| Items | Unit | Career-track Positions | | | On-site and Clerical Positions | Total |
|----------------|--------|------------------------|-----------|-------|--------------------------------|-------|
| | | White-collar | Technical | Total | | |
| Male | people | 66 | 200 | 266 | 332 | 598 |
| Female | people | 20 | 20 | 40 | 32 | 72 |
| Total | people | 86 | 220 | 306 | 364 | 670 |
| Ratio of women | % | 23.3 | 9.1 | 13.1 | 8.8 | 10.7 |

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

| Items | Scope | Unit | 2016 | 2017 | 2018 | 2019 | 2020 |
|--|-----------------|------|------|------|------|------|------|
| Employment of People with Disabilities | JFE Steel | % | 2.34 | 2.33 | 2.41 | 2.48 | 2.51 |
| | JFE Engineering | % | 2.01 | 2.14 | 2.39 | 2.23 | 2.37 |
| | JFE Shoji | % | 1.86 | 2.20 | 2.62 | 2.50 | 2.39 |

Community

■ Social Contributions (FY2020)

| Activities | Scope | Unit | Achievements |
|--|--------------------|--------|--------------|
| Internships | JFE Group | People | 1,571 |
| | JFE Steel | People | 400 |
| | JFE Engineering | People | 586 |
| | JFE Shoji | People | 585 |
| Supporting elementary schools in Ghana and Nigeria | Masks for children | Masks | 12,500 |
| | Notebooks | Books | 17,000 |
| | Canned foods | Cans | 12,500 |

■ JFE 21st Century Foundation (FY2020)

| Grants | | Projects | Value (million yen) |
|---|--|--------------|---------------------|
| Technology research (accumulated) | | 654 | 1,315.8 |
| Technology research for FY2020 | Iron and steel technology research | 9 | 18 |
| | Global environment and global warming prevention technology research | 13 | 26 |
| technology research 13 26 | | 138 | 207 |
| Asian history studies for FY2020 | | 8 | 12 |
| 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 663 elementary and middle schools and 73 public libraries.

Shareholders and Investors

■ Major IR Activities (FY2020)

| Major communication methods, etc. | Number of sessions | participation (people) |
|---|--------------------|------------------------|
| Investors meeting, ESG briefings | 5 | Approx.600 |
| Individual interviews with institutional investors and securities analysts | As needed | Approx.300 |
| Briefings for Individual investor (at the branch offices of securities firms, etc.) | 4 | Approx.1,500 |

■ 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 | 1,800 |

*This table shows FY2019 results since plant tours and company briefing sessions were canceled in FY2020 due to the COVID-19 pandemic.