

Social Data

Responsibility to Customers

Customer Training (FY2022)

Name of training	Scope	Unit	Participants
Technical presentation by overseas Group companies (number of participating companies*)	JFE Shoji	People (companies)	78 (15)

* Participants from nine countries

Human Capital

Lost-work Injuries and Accidents

Items		Scope* ¹	Unit	2018	2019	2020	2021	2022
Lost-work Injuries and Severity (Rates)	Lost-work injuries* ²	JFE Steel	—	0.17	0.28	0.23	0.10	0.18
	Severity* ³		—	0.15	0.30	0.08	0.08	0.08
	Lost-work injuries* ²	JFE Engineering	—	0.82	0.45	0.35	0.56	0.26
	Severity* ³		—	0.02	0.62	0.01	0.40	0.01
	Lost-work injuries* ²	JFE Shoji Group	—	0.60	1.00	0.76	0.60	0.25
	Severity* ³		—	0.04	0.02	0.04	0.05	0.02
	Lost-work injuries* ²	Manufacturing industry average	—	1.20	1.20	1.21	1.31	1.25
	Severity* ³		—	0.10	0.10	0.07	0.06	0.08
Number of lost-work injuries	Lost-work injuries	JFE Group	Cases	41	49	36	26	25
	Fatal injuries		Cases	2	6	1	2	1
	Lost-work injuries	JFE Steel	Cases	18	30	23	10	18
	Fatal injuries		Cases	2	4	1	1	1
	Lost-work injuries	JFE Engineering	Cases	18	11	7	11	5
	Fatal injuries		Cases	0	2	0	1	0
	Lost-work injuries	JFE Shoji Group	Cases	5	8	6	5	2
	Fatal injuries		Cases	0	0	0	0	0

Items		Scope* ¹	Unit	2018	2019	2020	2021	2022
Lost-work Injuries Involving Employees	Lost-work injuries	JFE Group	Cases	13	18	15	10	13
	Fatal injuries		Cases	1	1	0	0	1
	Lost-work injuries	JFE Steel	Cases	7	10	9	5	11
	Fatal injuries		Cases	1	1	0	0	1
	Lost-work injuries	JFE Engineering	Cases	1	2	2	1	0
	Fatal injuries		Cases	0	0	0	0	0
	Lost-work injuries	JFE Shoji Group	Cases	5	6	4	4	2
	Fatal injuries		Cases	0	0	0	0	0
Lost-work injuries involving employees of contractors	Lost-work injuries	JFE Group	Cases	28	31	21	16	12
	Fatal injuries		Cases	1	5	1	2	0
	Lost-work injuries	JFE Steel	Cases	11	20	14	5	7
	Fatal injuries		Cases	1	3	1	1	0
	Lost-work injuries	JFE Engineering	Cases	17	9	5	10	5
	Fatal injuries		Cases	0	2	0	1	0
	Lost-work injuries	JFE Shoji Group	Cases	0	2	2	1	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 (FY2022)

Items	Unit	Participants*
Training for managers and supervisors	People	409
Mental healthcare education for new hires and at rank-based training	People	751

* Total of 3 operating companies.

■ Health Data

Items	Scope	Unit	2018	2019	2020	2021	2022
Provision rate of health guidance* ¹	JFE Steel	%	56.9	64.2	53.0	72.2	—
	JFE Engineering	%	22.1	39.6	39.1	30.6	—
	JFE Shoji	%	45.2	36.0	41.6	32.1	—
Smoking rates	JFE Steel* ²	%	32.4	31.8	29.0	27.3	26.6
	JFE Engineering	%	26.7	26.4	23.3	22.9	22.3
	JFE Shoji* ³	%	24.8	24.9	24.9	21.5	21.9
Metabolic syndrome rates	Insured by the JFE Group's health insurance union (age 40 and above)	%	36.0	35.6	36.5	36.3* ⁴	36.0
Rate of health examination for dependents	Age 40 and above	%	48.2	51.5	46.3	51.3	51.5

*1 Figures for FY2022 will be added once they are finalized.

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

*3 Smoking rates for JFE Shoji for FY2018 represent results for those age 40 and above.

*4 Revised the prior year data to increase accuracy.

■ Employee Data (FY2022*¹)

Category	Consolidated/ non-consolidated	Unit	JFE Steel	JFE Engineering	JFE Shoji	
Employees	Consolidated* ²	people	44,469	11,086	8,631	
Male		people	38,682	9,592	6,201	
Female		people	5,787	1,494	2,430	
Management positions* ³		people	11,690	3,768	1,746	
Male		people	10,858	3,542	1,497	
Female		people	832	226	249	
Ratio of women in management positions		%	7.1	6.0	14.3	
Employees		Non-consolidated* ²	people	15,185	3,846	1,035
Male			people	13,909	3,294	613
Female	people		1,276	552	422	
Management positions (manager or higher)* ³	people		1,641	1,617	614	
Male	people		1,613	1,566	567	
Female	people		28	51	47	
Ratio of women in management positions	%		1.7	3.2	7.7	
Recruits	people		320	152	80	
Male	people		293	120	53	
Female	people		27	32	27	
New graduates	people		240	86	59	
Mid-career professionals	people		80	66	21	
Years of continuous employment (average)	year		16.7	15.4	12.3	
Male	year		16.4	15.4	12.5	
Female	year		19.8	15.3	11.9	
Job turnover rate* ⁴ (total 2.7%)	%		2.8	2.3	3.4	
Elderly employees* ⁵	people		687	42	22	
Ratio of elderly employees* ⁵	%		4.5	1.1	2.1	
Average annual leave taken	day/year		16.7	19.1	14.5	
Average overtime	hours/ month		25.1	26.7	28.7	
Employees working shorter hours for childcare (aggregated)	people		82	56	65	
Ratio of male employees taking childcare leave* ⁶	%	92	94	113		
Wage gap between men and women* ⁷ (all workers)	%	78.3	62.9	64.9		
Full-time employees	%	78.8	62.6	64.7		
Part-time workers and fixed-term employees	%	72.1	58.6	64.2		
Temporary staffs	people	157	656	34		

*1 As of April 1, 2023. Other figures are as of FY2022.

*2 Scope of data: Consolidated subsidiaries JFE Steel: 149, JFE Engineering: 80 JFE Shoji: 127

*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 include active employees who are age 60 and above (the company's 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 (FY2023) and Mid-career Professionals (FY2022) (Three Operating Companies, Excluding their Subsidiaries)

Items	Unit	Career-track Positions			On-site and Clerical Positions	Total
		White-collar	Technical	Total		
Male	people	115	181	296	170	466
Female	people	53	24	77	9	86
Total	people	168	205	373	179	552
Ratio of women	%	31.5	11.7	20.6	5.0	15.6

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

Items	Scope	Unit	2018	2019	2020	2021	2022
Employment of People with Disabilities	JFE Steel	%	2.41	2.48	2.51	2.51	2.57
	JFE Engineering	%	2.39	2.23	2.37	2.53	2.58
	JFE Shoji	%	2.62	2.50	2.39	2.39	2.66

Community

■ Social Contributions (FY2022)

Activities	Scope	Unit	Achievements
Internships	JFE Group	People	1,431
	JFE Steel	People	455
	JFE Engineering	People	631
	JFE Shoji	People	345
Supporting elementary schools in Ghana and Nigeria	Desks and chairs	Sets	475
	Notebooks	Books	17,000
	Canned foods	Cans	12,500

■ JFE 21st Century Foundation (FY2022)

Grants		Projects	Value (million yen)
Technology research (accumulated)		710	142,780
Technology research for FY2022	Iron and steel technology research	13	2,600
	Global environment and global warming prevention technology research	15	3,000
Asian history studies (accumulated)		162	24,300
Asian history studies for FY2022		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*)		2,300	

* Donated to 654 elementary schools and middle schools, 31 libraries, etc.

Shareholders and Investors

■ Major IR Activities (FY2022)

Activities	Frequency per Year	Scale, etc.
Ordinary general meeting of shareholders	1	Approx. 220,000 shareholders
Individual meetings primarily targeting institutional investors and securities analysts	In Japan: 51 companies (162 meetings) Overseas: 65 companies (130 meetings)	
Meetings with shareholders, primarily ESG managers or those with voting rights at institutional investors	In Japan: 23 companies (48 meetings) Overseas: 17 companies (17 meetings)	
Investor meetings and ESG Briefings for analysts and persons responsible for ESG	5	Approx. 1,100 persons in total
Web-based briefings for individual investors	1,000 real-time participants Over 10,000 views	
Business site and plant tours for individual shareholders	11	Approx. 1,500 persons
Newsletters (JFE Dayori)	2 (mid-year and annual)	Approx. 280,000 copies/issue
Various reports, including integrated reports and sustainability reports*	1	Approx. 23,000 copies
Information via websites, etc., for shareholders and investors	As needed	

* Number of issues published is for the integrated report. The sustainability report is disclosed only via the website.