

Social

1. Employee

Segment	Scope	As of Mar 31, 2018		As of Mar 31, 2019
Number of permanent employees	Consolidated		36,144	36,309
Number of temporary employees	Consolidated		2,781	2,705
Men and women rates (%)	Consolidated	(Male)	81.04	80.99
		(Female)	18.96	19.01
Permanent employees voluntary turnover rates	Oji HD		1.06	4.21
	Oji MO		8.85	2.20

Oji HD; Oji Holdings, Oji MO; Oji Management office

2. Female managers rates

Segment	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Female managers rates (%)	1.8	2.0	2.5	2.9	3.1

For 16 group companies

3. Female employment rates in comprehensive work

Segment	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Female employment rates in comprehensive work (%)	22.0	27.0	43.2	44.0	34.0

For 16 group companies

4. Annual total working hours (hours / year)

Segment	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Annual total working hours (hours / year)	1,985.8	1,933.0	1,861.3	1,839.2	1,825.3

Oji Group Tokyo Headquarters Area (30 companies / departments)

5. Human rights violations (cases)

Segment	Scope	FY 2017	FY 2018
Number of human rights violations (cases)	Consolidated	13	6

6. Safety

Segment	Scope	Domestic and overseas	As of October 2018	As of October 2019※
Number of sites acquired OHSAS18001 certification / Number of all worksites	Consolidated	Domestic	0 (249)	0 (248)
		Overseas	8 (73)	9 (70)

※ the OHSAS18001 certification renewal timing, it does not include 2 business establishments that have acquired ISO45001 certification

7. Lost Time Injury Frequency Rate and severity rate for safety

Segment	Scope	FY2015	FY2016	FY2017	FY2018
LTIFR 1)	Oji Group (Consolidated)	0.75	0.65	0.62	※0.55
	Domestic	0.49	0.61	0.79	0.77
	Overseas	1.06	0.70	0.44	0.33
	Manufacturing 3)	1.06	1.15	1.02	1.20
	Pulp, paper and paper product manufacturing 3)	1.79	1.31	1.46	1.88
Severity rate 2)	Oji Group (Consolidated)	0.65	0.22	0.21	0.02
	Domestic	0.40	0.22	0.22	0.03
	Overseas	0.93	0.22	0.20	0.01
	Manufacturing 3)	0.06	0.07	0.01	0.10
	Pulp, paper and paper product manufacturing 3)	0.35	0.04	0.24	0.22

Period: January 1 to December 31

1) LTIFR:

Lost Time Injury Frequency Rate

LTIFR is an indicator of the frequency of occupational accidents as the number of fatalities and injuries (fatal accidents and accidents resulting in at least one day of lost work) caused by occupational accidents per one million working hours. $LTIFR = (\text{Number of fatalities and injuries due to occupational accidents} \div \text{Cumulative number of hours worked}) \times 1,000,000$

Total working hours are calculated based on the number of group company employees (regular employees and temporary / non-regular employees) as of the end of September every year, assuming the annual working hours per person is 2,000 hours.

The frequency rate calculation does not include accidents at overseas group companies that are determined to be at the level of accidents accompanied by injuries without lost work days in Japan based on standards established by the Company.

※The result for fiscal 2018 has been assured by a third party [on this page](#).

2) Severity rate:

Number of workday lost / total work hours $\times 1,000$ (Fatalities and severe incidents = 7,500 days, temporary work lost = lost calendar days $\times 300/365 = 7,500$ 日)

3) Manufacturing:

Pulp and paper product manufacturing. Data from Ministry of Health, Labor and Welfare, segment of more than 100 person / site

8. Lost time incidents and fatalities

Segment	Scope		FY2015	FY2016	FY2017	FY2018
Number of work related lost time incidents 1)	Oji Group (Consolidated)		64	57	49	47
	Domestic	(Permanent employees)	21	25	27	25
		(Non permanent employees)	5	7	6	9
	Overseas	(Permanent employees)	37	24	16	12
		(Non permanent employees)	1	1	0	1
	Contractors 2)		6	4	9	15
	Domestic		6	4	9	15
	Overseas		-	-	-	-
	Number of work related fatalities	Oji Group (Consolidated)		6	2	2
Domestic		(Permanent employees)	1	1	1	0
		(Non permanent employees)	1	0	0	0
Overseas		(Permanent employees)	1	1	1	0
		(Non permanent employees)	3	0	0	0
Contractors 2)		0	1	0	1	
Domestic		0	1	0	1	
Overseas		0	0	0	0	
Occasional entering contractors 3)		1	0	2	2	
Domestic		0	0	1	1	
Overseas		1	0	1	1	

Period: January 1 to December 31

1) Work related lost time incident : count 2 if 2 persons injured at one time

2) Contractors : working in the site at all time (includes non - permanent employees)

3) Occasional entering contractors : entering the site occasionally and working temporarily (includes non - permanent employees)

None of the accidents that occurred at Group companies outside Japan are considered to be the severity of accidents or sickness at the level of accidents or sicknesses that occurred in Japan, based on our standards.

9. Oji Group health and safety education records 2018 (in Japan)

Safety and Health Education programs		Total
1	General Safety and Health Managers Seminar, Safety and Health Seminar for Top management	18
2	Education at the Time of appointment of a Safety Officer (including complementary education)	136
3	Safety and Health Promoter education (for worksites less than 50 workers)	10
4	RST program (Supervisory Safe and Health education)	3
5	Section Chief education (including Capacity development)	1,069
6	Education at the time of employment (for new employees)	1,165
7	Education for relocated and transferred employees	352
8	Skill training course (Operations Chief or training for restricted employment)	1,629
9	Special education (Education for safety and health to those who are currently engaged in dangerous or harmful work)	736
10	Risk assessment training	280
11	OSHMS (Occupational Safety and Health Management System) related education/training	76
12	Work-related	
	Safety and Health education for workers in charge of dangerous or harmful work	240
	Safety education on heavy machines including forklifts	3,917
	Danger and safety sensory education	2,920
	Health and safety education on dangerous chemicals/powder substances (powder dust)	1,278
	Safety education on high-pressure washing	195
	Safety education on electricity/education for workers responsible for power control	1,220
	Health and safety education on ionizing radiation	995
13	For each rank	
	Health and safety education 1, 2, 3, and 5 years after joining the company	87
	Health and safety education for junior workers	745
	Health and safety education for middle/senior-level workers	2,018
	Health and safety education for general workers	131
	Health and safety education for managers and supervisors	494
	Education for employees in charge of safety education (including instructors)	114
	KYT training/KYT leader training (KYT: Kiken Yochi Training (Risk prediction training))	71
14	Training and lecture	
	Machine safety education	291
	Training on health and safety laws and regulations	57
	Lecture on health and safety	460
	Training/lecture on the prevention of heatstroke	2,032
	First aid training (including AED (Automated External Defibrillator))	353
	Mental health training	127
	Lecture on traffic/transportation safety	2,348
15	Other (education on a variety of qualifications and work)	1,680
Total		27,247

Scope of aggregation: The scope of aggregation covers consolidated subsidiaries, but does not include some non-production bases (head offices, sales offices, etc., which are primarily responsible for administrative affairs).

RST: Supervisory Safe and Health education by a method of Ministry of Health, Labor and Welfare

OSHMS: Occupational Safety and Health Management System

KYT: Hazard Prediction training

AED: Automated External Defibrillator

10. Social contribution

Segment	Scope	FY2017	FY2018
Total Amount of corporate donations (Million yen)	Consolidated	412	435