

# Employment Data

## | Data | Employment Trends

		Gender	FY2012	FY2013	FY2014
Number of employees <sup>[1]</sup>	Unit: person	Male	9,034	8,648	8,588
		The total number of Managers	3,609	3,752	3,921
		Department Manager	356	334	368
		Section Managers	3,253	3,418	3,553
		Female	2,197	2,091	2,083
		The total number of Managers	124	140	177
		Department Manager	5	11	9
		Section Managers	119	129	168
		Total (Male and Female)	11,231	10,739	10,671
		Consolidated number of employees	20,238	27,073	28,172
Average age	Unit: age	Male	41.8	42.1	41.8
		Female	38.2	38.6	38.2
		Total (Male and Female)	41.1	41.4	41.1
Average work years	Unit: year	Male	16.8	17.1	17.3
		Female	15.3	15.6	15.9
		Total (Male and Female)	16.5	16.8	17.0
Employment turnover rate <sup>[2]</sup>	Unit: %	(Total) 0.84 (Male) 0.58 (Female) 2.06	(Total) 0.94 (Male) 0.72 (Female) 1.92	(Total) 0.89 (Male) 0.68 (Female) 1.78	
Number of employees with disabilities	Unit: person	285	300	350	
Employment rate of persons with disabilities	Unit: %	1.91	2.02	2.11	

[1] "Number of employees" is the number regular KDDI employees including employees temporarily transferred to KDDI. The number of managerial personnel is the number KDDI managerial personnel including those temporarily transferred outside of KDDI.

[2] "Turnover rate" is the calculated percentage of "natural resignations during the relevant term (employees who resigned at their request, excluding employees who retired at retirement age)" in the total number of regular employees in the first month of the relevant term.

## Employment Data

### | Data | Number of Foreign Employees

Unit: person

	FY2012	FY2013	FY2014
Number of foreign employees (KDDI)	66	102	123
Proportion of foreigners in new employees (KDDI)	11.3%	15.1%	8.3%
Consolidated number of foreign employees	-	2,630	2,624
Number of foreigners (management)	5	6	6

### | Data | Employees by Age (As of end of March 2015)

Unit: person

	Total	Male	Female
Under 30	1,193	846	347
30 - 39	2,923	2,171	752
40 - 49	4,348	3,596	752
50 - 60	2,204	1,972	232
61 and over	3	3	0
Total	10,671	8,588	2,083

### | Data | Recruitment Data

Unit: person

	Gender	FY2012	FY2013	FY2014
Recent university graduates	Male	171	189	170
	Female	69	62	84
	Total (Male and Female)	240	251	254
Mid-career hires	Male	26	29	38
	Female	6	2	7
	Total (Male and Female)	32	31	45
Reemployment	Male	75	68	100
	Female	6	6	10
	Total (Male and Female)	81	74	110
Number of regular employees from non-regular employees		-	23	33

## Employment Data

### | Data | Trends in Non-Regular Employees (Number of temporary employees) Unit: person

	FY2012	FY2013	FY2014
Agency employees	5,128	4,197	3,848
Contract employees	1,686	2,850	3,416
(Total)	6,814	7,047	7,264

### | Data | Recent Graduate Hires Unit: person

	Entered KDDI in April 2013	Entered KDDI in April 2014	Entered KDDI in April 2015
Total number of university graduates	251	254	286
Male university graduates	189	170	203
Female university graduates	62	84	83
Junior college or technical school	0	0	0
Senior high school and others	0	0	0

### | Data | Mid-Career Hires Unit: person

	FY2012	FY2013	FY2014
Total	25	31	45
Total number of university graduates	25	30	44
Male university graduates	22	28	37
Female university graduates	3	2	7
Other males	0	1	1
Other females	0	0	0

### | Data | Number of People Leaving Employment in FY2014 Unit: person

	Early	Self	Company	Transfer	Other	Total
Male	0	73	15	6	14	108
Female	0	43	1	0	2	46
Total (Male and Female)	0	116	16	6	16	154

## Employment Data

### | Data | Retention of Recent University Graduates

Unit: person

	Male	Female
Graduate entry in April 2012	171	69
Currently employed in April 2015	169	64

### | Data | Union Members

			FY2014
Total number of union members	Unit: person		12,061
Percentage of employees under Labor Agreement (Industry level or company level) * Membership rate thereof	Unit: %	Japan	98
		Worldwide	98

### | Data | Number of Employees Using the Childcare and Home Care Support System

Unit: person

Program	Gender	FY2012	FY2013	FY2014	
Childcare	Maternity leave	Female	157	169	190
	Childcare absence	Male	5	15	12
		Female	268	270	275
	Parental leave reinstatement rate		95.9%	95.6%	95.5%
	Shortened working hours for childcare	Male	2	2	1
		Female	357	378	394
	Sick/injured child care leave	Male	638	520	320
Female		370	362	316	
Leave for spouse's delivery	Male	280	283	328	
Home care	Home care absence	Male	4	6	6
		Female	2	1	5
	Home care leave	Male	112	117	80
		Female	24	44	50
	Shortened working hours for nursing care	Male	1	2	1
Female		1	0	1	

## Employment Data

### | Data | Volunteer leave, JOCV

		FY2012	FY2013	FY2014
Volunteer leave	System available Unit: Number of persons required	23	8	31
JOCV*	Unit: Number of persons dispatched	1	2	2

\* Japan Overseas Cooperation Volunteers

### | Data | Overtime Hours Per Month, Overtime Allowance, Paid Vacation

		FY2012	FY2013	FY2014
Average overtime hours per month	Unit: hours	28.6	29.6	29.2
Average overtime allowance per month	Unit: yen/month	-	175,350	101,218
Rate of paid vacation taken	Unit: Number of days granted	20.0	19.8	19.8
	Unit: Number of days obtained	13.8	11.8	13.1
	Unit: %	69.3	59.5	66.4
Total annual actual hours worked (average)	Unit: hour	-	2,196.4	1,920.1
Average annual salary	Unit: yen	9,067,548	9,396,971	9,763,079

### | Data | Number of Workplace Injuries

		FY2012	FY2013	FY2014
Injury/illness	Unit: person	20	14	14
Death	Unit: person	0	0	0
(Total)	Unit: person	20	14	14
Frequency rate <sup>[1]</sup>		0.82	0.48	0.52
Severity rate <sup>[1]</sup>		0.0032	0.0037	0.0078
Lost time injury frequency rates <sup>[2]</sup>		0.20	0.14	0.15

[1] Calculated based on the method used in the Survey on Industrial Accidents of the Ministry of Health, Labour and Welfare

[2] LTIFR: Lost time injuries frequency rate is the number of deaths and injuries due to industrial accidents divided by the cumulative hours worked multiplied by one million (lost time is defined as any period of one day or more)