

Employment Data

Data

Status of Employment

		Gender	FY2012	FY2013	FY2014	FY2015
Number of employees ^[1]	Unit: person	Male (KDDI)	9,034	8,648	8,588	8,649
		Female (KDDI)	2,197	2,091	2,083	2,126
		Total (Male and Female)	11,231	10,739	10,671	10,775
		Consolidated number of employees	20,238	27,073	28,172	31,834
Average age (KDDI)	Unit: age	Male	41.8	42.1	41.8	42.7
		Female	38.2	38.6	38.2	39.2
		Total (Male and Female)	41.1	41.4	41.1	42.0
Average work years (KDDI)	Unit: year	Male	16.8	17.1	17.3	17.6
		Female	15.3	15.6	15.9	16.0
		Total (Male and Female)	16.5	16.8	17.0	17.3
Employment turnover rate ^[2] (KDDI)	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	(Total) 0.92 (Male) 0.68 (Female) 1.99	

[1] "Number of employees" is the number regular KDDI employees including employees temporarily transferred to KDDI. The number does not include employees who are on loan to other companies.

[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.

		June 2013	June 2014	June 2015	June 2016
Number of employees with disabilities (KDDI)	Unit: person	300	334	350	372
Employment rate of persons with disabilities	Unit: %	2.02	2.02	2.11	2.19

* This number includes persons with disabilities who are employed at KDDI, as well as at KDDI Challenged and KDDI Engineering.

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Foreign Employees

Unit: person

	FY2012	FY2013	FY2014	FY2015
Number of foreign employees (KDDI)	53	85	103	105
Proportion of foreigners in new employees (KDDI)	11.3%	15.1%	8.3%	5.2%
Number of foreigners (management) (KDDI)	5	6	6	7
Consolidated number of foreign employees	-	2,630	2,624	4,380

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Employees by Age (KDDI) (As of end of March 2016)

Unit: person

	Total	Male	Female
Under 30	1,256	878	378
30 - 39	2,737	2,037	700
40 - 49	4,411	3,598	813
50 - 60	2,368	2,133	235
61 or over	3	3	0
Total	10,775	8,649	2,126

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Non-Regular Employees (Number of temporary employees)

Unit: person

	FY2012	FY2013	FY2014	FY2015
Agency employees (KDDI)	5,128	4,197	3,848	3,512
Contract employees (KDDI)	1,686	2,850	3,416	3,317
(Total)	6,814	7,047	7,264	6,829

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Managers (KDDI)

Unit: person

	FY2012	FY2013	FY2014	FY2015
Male Managers	3,609	3,752	3,921	4,074
Department Managers	356	334	368	400
Section Managers	3,253	3,418	3,553	3,674
Female Managers	124	140	177	251
Department Managers	5	11	9	11
Section Managers	119	129	168	240
Newly Appointed Managers	293	330	370	390
Male	278	312	330	309
Female	15	18	40	81

* The number of managerial personnel is the number of KDDI managerial personnel including those temporarily transferred outside of KDDI.

Data

Status of Union Membership (KDDI)* (FY2015)

		FY2015
Total number of union members	Unit: person	11,412
Union membership rate (Percentage of employees covered by collective agreements)	Unit: %	98.1

* The number of union members includes KDDI's currently serving regular employees and contract employees, as well as employees on loan from KDDI.

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Status of Recruitment (KDDI)

Unit: person

	Gender	FY2012	FY2013	FY2014	FY2015
Recent university graduates	Male	171	189	170	203
	Female	69	62	84	83
	Total (Male and Female)	240	251	254	286
Mid-career hires	Male	20	29	38	46
	Female	3	2	7	4
	Total (Male and Female)	23	31	45	50
Reemployment	Male	75	68	100	126
	Female	6	6	10	13
	Total (Male and Female)	81	74	110	139
Number of regular employees from non-regular employees		-	23	33	82

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Recent Graduate Hires (KDDI)

Unit: person

	Entered KDDI in April 2013	Entered KDDI in April 2014	Entered KDDI in April 2015	Entered KDDI in April 2016
Total number of university graduates	251	254	286	302
Male university graduates	189	170	203	217
Female university graduates	62	84	83	85
Junior college or technical school	0	0	0	0
Senior high school and others	0	0	0	0

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Mid-Career Hires (KDDI)

Unit: person

	FY2012	FY2013	FY2014	FY2015
Total	23	31	45	50
Total number of university graduates	23	30	44	49
Male university graduates	20	28	37	45
Female university graduates	3	2	7	4
Other males	0	1	1	1
Other females	0	0	0	0

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Retention of Recent University Graduates (KDDI)

Unit: person

	Male	Female
Graduate entry in April 2013	189	62
Currently employed in April 2016	178	55

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Departing Employees (KDDI) (FY2015)

Unit: person

	Early	Self	Company	Transfer	Other	Total
Male	0	72	12	5	9	98
Female	0	49	4	0	3	56
Total	0	121	16	5	12	154

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Usage of Childcare and Nursing Care Support System (KDDI)

Unit: person

Program		Gender	FY2012	FY2013	FY2014	FY2015
Childcare	Maternity leave	Female	157	169	190	185
	Paternity leave	Male	280	283	328	269
	Childcare absence	Male	5	15	12	14
		Female	268	270	275	281
	Childcare absence reinstatement rate ^[1]	Male	100.0%	100.0%	100.0%	100.0%
		Female	95.7%	95.0%	96.5%	96.6%
	Retention rate of employees who take childcare absence ^[2]	Male	100.0%	100.0%	100.0%	–
		Female	99.1%	98.2%	100.0%	–
	Shortened working hours for childcare	Male	2	2	1	2
Female		357	378	394	417	
Sick/injured child care leave	Male	638	520	320	290	
	Female	370	362	316	344	
Home care	Home care absence	Male	4	6	6	7
		Female	2	1	5	6
	Home care leave	Male	112	117	80	90
		Female	24	44	50	63
	Shortened working hours for nursing care	Male	1	2	1	4
Female		1	0	1	2	

[1] Total number of regular employees who returned to work after childcare absence ÷ Total number of regular employees who planned to return to work after childcare absence

[2] (Total number of regular employees who remain at KDDI 12 months after returning to work after childcare absence ÷ Total number of regular employees who returned to work after childcare absence) x 100

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Usage of Volunteer Leave and Japan Overseas Cooperation Volunteers (JOCV) (KDDI)

		FY2012	FY2013	FY2014	FY2015
Volunteer leave	Unit: Number of persons required	23	8	31	16
JOCV	Unit: Number of persons dispatched	1	2	2	2

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Overtime Hours, Overtime Allowance, Total Annual Actual Hours Worked, Paid Vacation, Average Annual Salary (KDDI)

		FY2012	FY2013	FY2014	FY2015
Average overtime hours per month ^[1]	Unit: hours/month	28.6	29.6	29.2	29.9
Average overtime allowance per month ^[1]	Unit: yen/month	–	–	101,218	100,197
Total annual actual hours worked (average) ^[1]	Unit: hour	–	–	1,944.6	1,941.6
Rate of paid vacation taken	Unit: Number of days granted	20.0	19.8	19.8	19.8
	Unit: Number of days obtained	13.8	11.8	13.1	13.1
	Unit: %	69.3	59.5	66.4	66.3
Average annual salary ^[2]	Unit: yen	9,067,548	9,396,971	9,763,079	9,510,045

[1] Applicable to KDDI employees in non-managerial positions.

[2] Average annual salary includes bonuses and extra wages.

Data

Status of Workplace Injuries (KDDI)

		FY2012	FY2013	FY2014	FY2015
Injury/illness	Unit: person	20	14	14	19
Death	Unit: person	0	0	0	0
(Total)	Unit: person	20	14	14	19
Frequency rate ^[1]		0.82	0.48	0.52	0.62
Severity rate ^[1]		0.0032	0.0037	0.0078	0.0024
Lost time injury frequency rates ^[2]		0.20	0.14	0.15	0.20

[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)