

CSR Data

Results

Status of Employment

		Gender	FY2012	FY2013	FY2014	FY2015	FY2016
Number of employees ^[1]	Unit: person	Male (KDDI)	9,034	8,648	8,588	8,649	8,718
		Female (KDDI)	2,197	2,091	2,083	2,126	2,198
		Total (Male and Female)	11,231	10,739	10,671	10,775	10,916
		Consolidated number of employees	20,238	27,073	28,172	31,834	35,032
Average age (KDDI)	Unit: age	Male	41.8	42.1	41.8	42.7	42.9
		Female	38.2	38.6	38.2	39.2	39.3
		Total (Male and Female)	41.1	41.4	41.1	42.0	42.2
Average work years (KDDI)	Unit: year	Male	16.8	17.1	17.3	17.6	17.7
		Female	15.3	15.6	15.9	16.0	16.0
		Total (Male and Female)	16.5	16.8	17.0	17.3	17.4
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	(Total)1.11 (Male)0.95 (Female)1.79	

[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.

Unit: person

		Early	Self	Company	Transfer	Other	Total
Departing Employees FY2016 (KDDI)	Male	0	101	17	4	11	133
	Female	0	45	3	0	3	51
	Total (Male and Female)	0	146	20	4	14	184

		June 2013	June 2014	June 2015	June 2016	June 2017
Number of employees with disabilities	Unit: person	300	334	350	372	403
Employment rate of persons with disabilities	Unit: %	2.02	2.02	2.11	2.19	2.38

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

Data about the environment is here

[Link](#) Page_106 Environmental Accounting

[Link](#) Page_108 Environmental Performance

CSR Data

Foreign Employees

Unit: person

	FY2012	FY2013	FY2014	FY2015	FY2016
Number of foreign employees (KDDI)	53	85	103	105	101
Proportion of foreigners in new employees (KDDI)	11.3%	15.1%	8.3%	5.2%	2.0%
Number of foreigners (management) (KDDI)	5	6	6	7	10
Consolidated number of foreign employees	–	2,630	2,624	4,380	4,423

Non-Regular Employees (KDDI) (Number of temporary employees)

Unit: person

	FY2012	FY2013	FY2014	FY2015	FY2016
Agency employees (KDDI)	5,128	4,197	3,848	3,512	3,940
Contract employees (KDDI)	1,686	2,850	3,416	3,317	3,101
(Total)	6,814	7,047	7,264	6,829	7,041

Employee by Age (KDDI) (As of the end of March 2017)

Unit: person

	Total	Male	Female
Under 30	1,303	896	407
30 - 39	2,616	1,977	639
40 - 49	4,461	3,561	900
50 - 60	2,534	2,282	252
61 or over	2	2	0
Total	10,916	8,718	2,198

CSR Data

Status of Hiring (KDDI)

Unit: person

	Gender	FY2012	FY2013	FY2014	FY2015	FY2016	
Recent university graduates	Male	171	189	170	203	217	
	University graduate	171	189	170	203	217	
	Female	69	62	84	83	85	
	University graduate	69	62	84	83	85	
	Junior college or technical school	0	0	0	0	0	
	Senior high school and others	0	0	0	0	0	
	Total (Male and Female)		240	251	254	286	302
Mid-career hires	Male	20	29	38	46	46	
	University graduate	20	28	37	45	45	
	Other	0	1	1	1	1	
	Female	3	2	7	4	9	
	University graduate	3	2	7	4	9	
	Other	0	0	0	0	0	
	Total (Male and Female)		23	31	45	50	55
Reemployment	Male	75	68	100	126	143	
	Female	6	6	10	13	17	
	Total (Male and Female)		81	74	110	139	160
Number of regular employees from non-regular employees			-	23	33	82	122

Retention of Recent Graduates (KDDI)

Unit: person

	Male	Female
Graduate entry in April 2014	170	84
Currently employed in April 2017	161	77

CSR Data

Manager (KDDI)

Unit: person

	FY2012	FY2013	FY2014	FY2015	FY2016
Male Managers	3,609	3,785	3,961	4,115	4,155
Department Managers or higher	356	367	408	411	465
Section Managers	3,253	3,418	3,553	3,674	3,690
Female Managers	124	140	177	251	270
Department Managers or higher	5	11	9	11	12
Section Managers	119	129	168	240	258
Proportion of Female Department Managers or higher	1.4%	2.9%	2.2%	2.4%	2.5%
Proportion of Female Section Managers	3.5%	3.6%	4.5%	6.1%	6.5%
Newly Appointed Managers	293	330	370	390	195
Male	278	312	330	309	169
Female	15	18	40	81	26

[1] The number of managerial personnel is the number of KDDI managerial personnel including those temporarily transferred outside of KDDI.

[2] The number of male managers between FY2013 and FY2015 was corrected

Status of Union Membership* (KDDI) (FY2016)

		FY2016
Total number of union members	Unit: person	11,150
Union membership rate (Percentage of employees covered by collective agreements)	Unit: %	98.4

* Includes KDDI's currently serving regular employees and contract employees, as well as employees on loan from KDDI.

CSR Data

Usage of Childcare and Nursing Care Support System (KDDI)

Unit: person

Program	Gender	FY2012	FY2013	FY2014	FY2015	FY2016	
Childcare	Maternity leave	Female	157	168	190	185	181
	Paternity leave	Male	280	283	328	269	279
	Childcare absence	Male	5	15	11	14	16
		Female	268	270	275	281	276
	Childcare absence reinstatement rate ^[1]	Male	100.0%	100.0%	100.0%	100.0%	100.0%
		Female	95.7%	95.0%	96.5%	96.6%	99.0%
	Retention rate of employees who take childcare absence ^[2]	Male	100.0%	100.0%	100.0%	100.0%	–
		Female	99.1%	98.2%	100.0%	96.5%	–
	Shortened working hours for childcare	Male	2	2	1	2	1
		Female	356	378	394	417	440
Sick/injured child care leave	Male	638	520	320	290	344	
	Female	370	362	316	344	445	
Home care	Home care absence	Male	4	6	6	7	8
		Female	2	1	5	6	5
	Home care leave	Male	112	117	80	90	107
		Female	24	44	50	63	87
	Shortened working hours for nursing care	Male	1	2	1	4	1
		Female	1	0	1	2	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

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

		FY2012	FY2013	FY2014	FY2015	FY2016
Volunteer leave	Unit: Number of persons required	23	8	31	16	20
JOCV*	Unit: Number of persons dispatched	1	2	2	2	1

*The number of JICA volunteers (Japan Overseas Cooperation Volunteers System) is equal to the number of KDDI employees dispatched to JICA in each fiscal year

CSR Data

Status of Workplace Injuries (KDDI)

		FY2012	FY2013	FY2014	FY2015	FY2016
Injury/illness	Unit: person	20	14	14	19	21
Death	Unit: person	0	0	0	0	0
(Total)	Unit: person	20	14	14	19	21
Frequency rate ^[1]		0.82	0.48	0.52	0.62	0.78
Severity rate ^[1]		0.0032	0.0037	0.0078	0.0024	0.0102
Lost time injury frequency rates ^[2]		0.20	0.14	0.15	0.20	0.19

[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)

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

		FY2012	FY2013	FY2014	FY2015	FY2016
Average overtime hours per month ^[1]	Unit: hours/month	28.6	29.6	29.2	29.9	27.5
Average overtime allowance per month ^[1]	Unit: yen/month	–	–	101,218	100,197	96,395
Total annual actual hours worked (average) ^[1]	Unit: hour	–	–	1,944.6	1,941.6	1,919.2
Rate of paid vacation taken	Unit: Number of days granted	20.0	19.8	19.8	19.8	19.7
	Unit: Number of days obtained	13.8	11.8	13.1	13.1	12.8
	Unit: %	69.3	59.5	66.4	66.3	65.1
Average annual salary ^[2]	Unit: yen	9,067,548	9,396,971	9,763,079	9,510,045	9,532,136

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

[2] Average annual salary includes bonuses and extra wages