

ESG Data

Category/Item	Scope			FY2015	FY2016	FY2017	FY2018	FY2019
	HTS	Domestic group	Overseas group					
Social								
Employee Basic Data								
Number of employees (excluding senior employees, part-time or temporary employees)	●			1,964	1,886	1,781	1,571	1,374
Male	●			1,680	1,602	1,498	1,309	1,126
Female	●			284	284	283	262	248
Total Personnel				46,621	47,939	47,784	46,295	45,328
Senior employees, part-time or temporary employees	●	●	●	21,877	22,665	22,710	22,156	21,491
※Excluding employees of associates accounted for by the equity method								
Domestic	●	●		29,170	29,513	29,669	29,440	28,950
Overseas			●	17,451	18,426	18,115	16,855	16,378
Average age (full-time employees) (years old)	●			40.3	40.5	41.1	41.7	42.3
Average service years (full-time employees) (years)	●			16.8	16.9	17.3	18.4	19.3
Number of employee turnover (full-time employee only, excluding those retired or transferred to group companies) (persons)	●			45	43	32	41	50
Diversity								
Ratio of female new graduates hired	●			Joined on April 1, 2016: 31.6%	Joined on April 1, 2017: 33.3%	Joined on April 1, 2018: 33.3%	Joined on April 1, 2019: 47.8%	Joined on April 1, 2020: 39.1%
Ratio of female new graduates hired	●	●		Joined on April 1, 2016: 31.1%	Joined on April 1, 2017: 38.1%	Joined on April 1, 2018: 35.2%	Joined on April 1, 2019: 37.9%	Joined on April 1, 2020: 36.4%
Numbers of female managers (persons)	●			15	19	19	26	34
Ratio of female managers	●			1.8%	2.7%	2.7%	3.7%	4.7%
Number of female assistant managers (persons)	●			46	48	56	66	61
Ratio of female assistant managers	●			7.3%	8.1%	9.7%	11.5%	11.1%
Number of foreign employees (persons)	●			34	31	38	48	42
Ratio of foreign employees	●			1.5%	2.0%	2.3%	2.4%	2.2%
Number of foreign managers (persons)	●			1	1	1	3	3
Ratio of persons with disabilities hired (as of June each year)	●	●		2.15%	2.30%	2.35%	2.46%	2.57%
Ratio of re-employment of the elderly (only those who requested)	●			100%	100%	100%	100%	100%
Job Creation								
Number of new graduates hired/members of the Track and Field Club (persons)	●			Joined on April 1, 2016: 41/3	Joined on April 1, 2017: 29/2	Joined on April 1, 2018: 34/4	Joined on April 1, 2019: 24/1	Joined on April 1, 2020: 26/3
Number of female new graduates hired (persons)	●			12	9	10	11	9
Number of new graduates hired who remained for three years (excluding those in the Track and Field Club) (persons)	●			Joined on April 1, 2013: 52 Remained as of April 1, 2016: 42	Joined on April 1, 2014: 56 Remained as of April 1, 2017: 51	Joined on April 1, 2015: 51 Remained as of April 1, 2018: 47	Joined on April 1, 2016: 38 Remained as of April 1, 2019: 35	Joined on April 1, 2017: 27 Remained as of April 1, 2020: 25
Retention rate of new graduates hired after three years	●			80.8%	91.1%	92.2%	92.1%	92.6%
Number of experienced workers hired (persons)	●			15	10	19	20	23
Number of female experienced workers hired (persons)	●			8	5	9	9	5
Work-life Balance								
Number of those who took maternity leave (persons)	●			6	4	12	11	11
Number of those who took childcare leave (persons)	●			9	9	16	14	15
Number of male employees (persons)	●			1	4	3	4	4
Ratio of those who returned to work after childcare leave	●			100%	100%	94.4%	100%	100%
Number of those who took nursing care leave (persons)	●			2	1	0	2	2
Number of paid leave taken (days)	●			16.7	17.4	17.4	18.5	18.5
Rate of paid leave taken	●			69.6%	72.5%	72.5%	78.0%	77.3%
Overtime hours (average of full-time employees excluding managers) (hours/month)	●			33.4	32.8	32.2	30.2	28.6
Occupational Health and Safety								
Frequency rate of workplace accidents	●			0.0	0.0	0.0	0.0	0.0
Severity rate of workplace accidents	●			0.0	0.0	0.0	0.0	0.0
Number of traffic accidents defined in Article 2 of the Transportation Safety Management Regulation (Incidents)	●	●		—	1	1	0	0
※Covers 8 group companies (excluding VANTEC Group): Hitachi Transport System East Japan Co., Ltd., Hitachi Transport System Kanto Co., Ltd., Hitachi Transport System Metropolitan Co., Ltd., Hitachi Transport System South Kanto Co., Ltd., Hitachi Transport System Central Japan Co., Ltd., Hitachi Transport System West Japan Co., Ltd., Hitachi Transport System Kyushu								
Social Contribution								
Total expenditure for social contribution (millions of yen)	●			11.0	12.0	9.0	18.0	29.0
※Includes donation and matching gifts								
Open Innovation								
Number of visitors to the Company's facilities (persons)	●			—	150	1,336	573	709
※Number of visitors to R&D Center (opened in March 2016) until FY2018(FY2016 is from June, 2016 to March, 2017) and number of visitors to Kasukabe EC Platform Center (started operation in September 2019) from FY2019								