

Composition of employees

	FY2014	FY2015	FY2016	FY2017	FY2018
Number of employees	11,035	10,531	10,306	10,920	11,696
Regular employees (Region/Group)					
Japan	6,985	6,853	6,737	6,967	7,268
Rest of Asia	1,443	1,386	1,543	1,850	2,218
Europe and Middle East	955	670	440	448	492
North America	1,652	1,622	1,586	1,655	1,718

	FY2014	FY2015	FY2016	FY2017	FY2018
Number of employees	7,271	7,166	7,060	7,288	7,516
Regular employees	6,985	6,853	6,737	6,967	7,268
Men	6,100	5,982	5,874	6,079	6,292
Women	885	871	863	888	976
Non-regular employees	286	313	323	321	248
Men	162	183	201	209	181
Women	124	130	122	112	67

Recruitment/employment (Japan)

	FY2014	FY2015	FY2016	FY2017	FY2018
Number hired	157	73	25	72	167
Under 30 yrs old	154	73	24	72	163
Men	132	65	20	70	131
Women	22	8	4	2	32
30-49 yrs old	3	0	1	0	4
Men	3	0	1	0	4
Women	0	0	0	0	0
Over 50 yrs old	0	0	0	0	0
Men	0	0	0	0	0
Women	0	0	0	0	0
Percentage of women	14.0	11.0	16.0	2.8	19.2
Number hired	34	62	66	279	262
Under 30 yrs old	5	11	17	102	102
Men	0	3	13	85	85
Women	5	8	4	17	17
30-49 yrs old	27	45	47	170	156
Men	16	29	31	155	135
Women	11	16	16	15	21
Over 50 yrs old	2	6	2	7	4
Men	2	4	2	6	3
Women	0	2	0	1	1
Percentage of women	47.1	41.9	30.3	11.8	14.9
Employees with disabilities					
Percentage hired (TEL)	1.80	2.00	1.96	2.13	2.22
Percentage hired (Group)	1.90	1.94	1.98	1.98	1.91
Female managers (Group)					
Number of people	30	32	39	42	20*
Percentage	1.2	1.3	1.5	1.6	1.8*
Reemployment system					
Number of users	68	74	101	125	156
Men	68	74	98	123	155
Women	0	0	3	2	1
Second career support system					
Number of users	82	69	49	34	31
Men	68	59	43	30	30
Women	14	10	6	4	1
Percentage of regular employees who received regular performance and career evaluations	100.0	100.0	100.0	100.0	100.0

\* Grade resetting through global human resources system

Employee retention (Japan)

	FY2014	FY2015	FY2016	FY2017	FY2018
Retention after three years of joining TEL*	95.0	94.2	93.6	92.9	93.4
Men	95.8	95.0	94.1	94.1	94.3
Women	91.3	90.3	90.2	85.2	87.1
Average service years	15 yrs.7 mos.	16 yrs.4 mos.	17 yrs.0 mos.	17 yrs.1 mos.	17 yrs.1 mos.
Men	15 yrs.9 mos.	16 yrs.6 mos.	17 yrs.2 mos.	17 yrs.4 mos.	17 yrs.4 mos.
Women	14 yrs.3 mos.	15 yrs.3 mos.	16 yrs.0 mos.	15 yrs.5 mos.	15 yrs.7 mos.
Employee turnover	122	198	131	102	103
Men	89	164	94	82	82
Women	33	34	37	20	21
Turnover percentage	1.6	2.7	1.8	1.4	1.4

\* Average in recent five years

Work-life balance (Japan)

	FY2014	FY2015	FY2016	FY2017	FY2018
Annual paid leave					
Take-up rate	59.6	61.8	62.6	64.1	64.3
Number of those who took leave	772	1,285	1,045	586	639
Refreshment leave					
Men	663	1,091	926	499	556
Women	109	194	119	87	83
Paternity leave					
Number of those who took leave	211	192	172	179	180
Number of those who took leave	70	52	42	44	41
Men	3	3	2	2	4
Women (percentage who took leave)	67 (94.6)	49 (94.5)	40 (93.3)	42 (95.7)	37 (93.2)
Childcare leave					
Number of those who returned to work after leave	53	46	46	44	44
Men	3	2	1	2	6
Women	50	44	45	42	38
Percentage reinstated	93.0	88.5	85.2	93.6	93.6
Retention rate	97.4	94.3	91.3	95.7	90.0
Shorter working hour system					
Number of those who used	159	183	188	170	176
Men	8	11	13	23	24
Women	151	172	175	147	152
Leave to care for a sick/injured child					
Number of those who used	435	460	453	464	455
Men	240	246	245	263	281
Women	195	214	208	201	174
Childcare support leave					
Number of those who took leave	92	96	103	106	120
Men	17	24	15	16	19
Women	75	72	88	90	101
Extended nursing care leave					
Number of those who took leave	2	2	0	2	3
Men	0	0	0	1	2
Women	2	2	0	1	1
Short nursing care leave					
Number of those who took leave	22	20	31	50	47
Men	13	11	10	31	25
Women	9	9	21	19	22
Shorter working hour system for nursing care					
Number of those who used	1	1	0	0	0
Men	1	1	0	0	0
Women	0	0	0	0	0

Safety

	FY2014	FY2015	FY2016	FY2017	FY2018
Percentage of employees who received training on basic safety	100	100	100	100	100
Percentage of employees who received training on advanced safety	100	100	100	100	100
Lost time incident rate (LTIR)	0.82	0.53	0.42	0.46	0.77
Number of workplace injuries per 200,000 work hours (TCIR)	0.37	0.24	0.21	0.28	0.38

Products/Innovation

	FY2014	FY2015	FY2016	FY2017	FY2018
Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services	0	0	0	0	0
Number of active issued patents	16,376	16,421	16,300	16,023	16,767
Active issued patents (country)					
Japan	5,227	5,288	5,172	4,984	5,091
North America	4,299	4,326	4,361	4,224	4,321
Europe	439	354	241	199	185
Korea	2,875	2,847	2,784	2,672	2,864
Taiwan	1,889	1,983	2,131	2,387	2,675
China	1,647	1,623	1,611	1,557	1,631
Global patent application rate	CY2012: 70.3	CY2013: 69.5	CY2014: 68.0	CY2015: 70.0	CY2016*: 76.1
Patent application success rate	Japan: 78.0	74.0	78.0	66.5	71.5
	North America: 66.8	62.8	71.2	72.3	78.0

\* Calendar year when patents were filed/granted

Customers

	FY2014	FY2015	FY2016	FY2017	FY2018
Percentage of customers who said they were satisfied in the customer satisfaction survey	—	80.5	81.1	82.6	81.2

\* Change from last year's report: Boundaries changed to all products

Governance

	FY2014	FY2015	FY2016	FY2017	FY2018
Total number of critical incidents notified to Board of Directors	—	—	—	1	0
Total number of incidents subject to legal action on the basis of anti-competitive conduct, anti-trust activity, or monopolistic practices where the governance body's involvement was revealed	0	0	0	0	0
Number of executive officers who received training on anti-corruption*	—	—	—	12	13
Total number (percentage) of directors who provided instructions on the body's policies and procedures in relation to anti-corruption*	—	—	—	11 (100)	12 (100)
Total number (percentage) of directors who received training on anti-corruption*	—	—	—	9 (81.8)	9 (75.0)
Payment to industry groups, etc. (thousand yen)	—	—	—	—	16,616
Payment to political affiliated organizations (yen)	—	—	—	—	0
Average tenure of directors	—	—	—	—	8.04
Average rate of attendance for board meetings	—	—	—	—	99.46

\* Scope: Japan

Compliance

	FY2014	FY2015	FY2016	FY2017	FY2018
Percentage of employees who have received web-based training on business ethics and compliance	100	99.7	98.4	98.0	99.4
Percentage of employees who have consented to the information security agreement	100	100	99.9	99.9	99.9
Significant fines and non-monetary sanctions for non-compliance with laws and regulations in the social and economic area	0	0	0	0	0

\* Scope: Japan

Procurement

	FY2014	FY2015	FY2016	FY2017	FY2018
Percentage of new important suppliers screened using social criteria	—	—	100	100	100
Rate of improvement after supply chain CSR assessment (including green procurement survey from fiscal year 2016)	—	25.3	33.8	16.9	20.7
Rate of improvement after supply chain BCP assessment	—	41.2	26.5	32.3	21.2
Number of identified RMAP conformant smelters	—	117	204	237	249

Social contribution

	FY2014	FY2015	FY2016	FY2017	FY2018
Spending on social contribution (million yen)	259	184	277	242	238
Cash donations breakdown					
Charity donations (providing donations/relief supplies to charity organizations)	5	2	14	17	13
Community investment (charitable expenses for long-term cause for community)	38	47	52	43	38
Commercial initiatives (charitable expenses with anticipated effects on business growth)	57	51	34	40	49

Energy consumption/generation

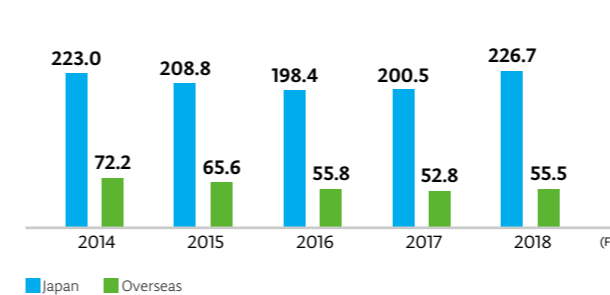
	FY2014	FY2015	FY2016	FY2017	FY2018
Energy					
Consumption metric (energy consumption/sales) (kL/billion yen)	1.30	1.20	1.02	0.84	0.66
Consumption (crude oil equivalent) (kL)	79,359	73,421	67,499	67,457	75,089
Japan	58,927	54,973	52,002	52,676	59,670
Overseas	20,432	18,448	15,497	14,781	15,419
Electricity					
Consumption (MWh)	295,215	274,368	254,201	253,300	282,275
Japan	222,976	208,753	198,404	200,547	226,748
Overseas	72,239	65,615	55,797	52,753	55,527
Gas					
Consumption (crude oil equivalent) (kL)	3,877	3,501	2,748	2,877	3,141
Japan	2,027	1,929	1,602	1,666	2,006
Overseas	1,850	1,572	1,146	1,211	1,135
Fuel					
Consumption (crude oil equivalent) (kL)	1,160	871	706	797	874
Japan	1,156	870	706	796	873
Overseas	4	1	0	1	1
Green power					
Purchase (MWh)	2,618	2,405	3,833	3,334	3,458
Japan	0	0	0	0	0
Overseas	2,618	2,405	3,833	3,334	3,458
PV power generation system					
Power generation (MWh)	4,724	4,559	4,486	4,436	4,414
Japan	4,698	4,536	4,486	4,436	4,414
Overseas	26	23	0	0	0
Power sales					
Power sales (MWh)*	1,439	1,337	1,331	1,346	1,386
Japan	1,439	1,337	1,331	1,346	1,386
Overseas	0	0	0	0	0

\* Heating, cooling and steam not sold

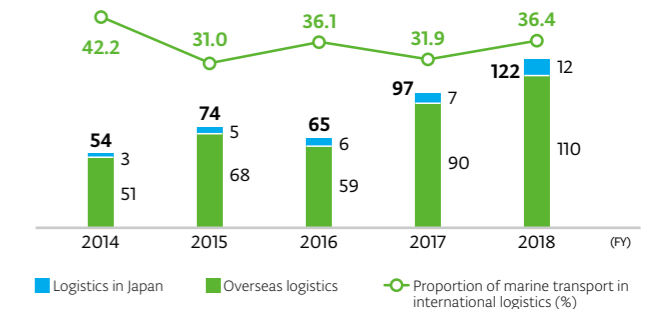
Environmental impact of logistics

	FY2014	FY2015	FY2016	FY2017	FY2018
CO <sub>2</sub>					
Emissions (kt)	54	74	65	97	122
Japan	3	5	6	7	12
Overseas	51	68	59	90	110
Proportion of marine transport (international)	42.2	31.0	36.1	31.9	36.4

Electricity consumption (Million kWh)



CO<sub>2</sub> emissions from logistics and the proportion of marine transport (kt)



Greenhouse gas consumption/emissions

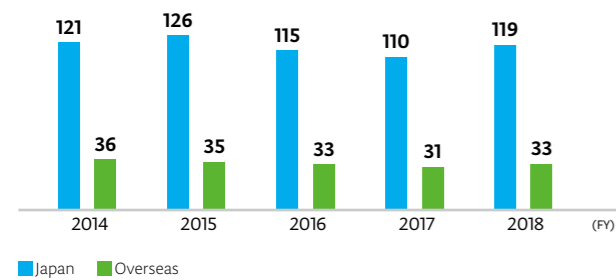
		FY2014	FY2015	FY2016	FY2017	FY2018
CO <sub>2</sub> from energy consumption	Emissions metric (sales) (t/billion yen)	2.57	2.61	2.22	1.77	1.34
	Emissions (kt)	157	160	148	141	152
	Japan	121	126	115	110	119
	Overseas	36	35	33	31	33
CO <sub>2</sub> by scope	Scope 1 <sup>1</sup> emissions (kt)	11	10	8	8	9
	Japan	8	7	6	6	7
	Overseas	4	3	2	2	2
	Scope 2 <sup>2</sup> emissions (kt)	146	151	140	133	143
	Japan	113	119	109	104	112
	Overseas	33	31	30	29	31
Non-energy-derived greenhouse gas	Scope 3 <sup>3</sup> emissions (kt)	3,651	3,566	3,491	4,028	5,855
	Emissions (kt) (Japan)	21	22	33	28	26
	HFCs	3	2	1	3	3
	PFCs	7	6	8	8	11
	SF6	11	14	17	9	4
	Other	0.01	0.01	6	8	8

- 1 Scope 1: Direct GHG emissions from use of fuel and gas owned or controlled by TEL
- 2 Scope 2: Indirect GHG emissions from use of electricity, steam and heat purchased by TEL
- 3 Scope 3: Emissions from corporate value chains (excluding scope 1 and 2 emissions), such as product transportation, employee business travel, and major outsourced production processes

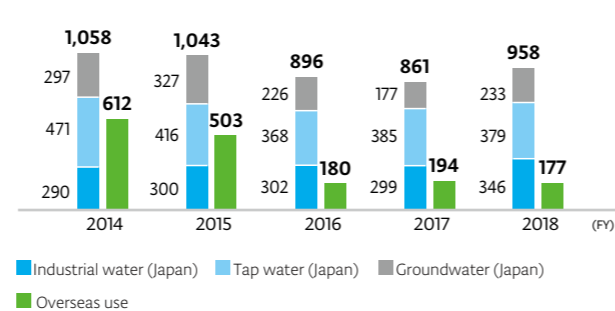
Resource consumption

		FY2014	FY2015	FY2016	FY2017	FY2018
Water	Consumption (thousand m <sup>3</sup> )	1,670	1,546	1,076	1,055	1,135
	Japan	1,058	1,043	896	861	958
	Groundwater	297	327	226	177	233
	Tap water	471	416	368	385	379
	Industrial water	290	300	302	299	346
	Overseas	612	503	180	194	177
Copier paper	Use (t) (Japan)	116	162	128	157	194

CO<sub>2</sub> emissions from energy consumption (kt)



Water consumption (thousand m<sup>3</sup>)



Amount of waste generated

		FY2014	FY2015	FY2016	FY2017	FY2018
Waste	Amount generated (t)	9,965	10,064	8,384	12,318	14,435
	Japan	8,780	8,858	7,721	11,393	13,694
	Overseas	1,185	1,206	663	925	741
Specially controlled industrial waste	Amount generated (t) (Japan)	2,627	2,842	2,125	3,683	4,904
	Recycled amount (t)	9,421	9,828	8,182	12,128	14,211
Recycling	Japan	8,608	8,764	7,599	11,281	13,561
	Overseas	813	1,064	583	847	650
	Amount of waste (t)	544	236	202	190	224
Incinerated and landfill waste	Japan	172	94	122	112	133
	Overseas	372	142	80	78	91
	Water discharge volume (thousand m <sup>3</sup> )	—	—	904	874	905
Water discharges	Japan	—	—	750	709	759
	Overseas	—	—	154	165	146

Chemical substances consumption/emissions (Japan)

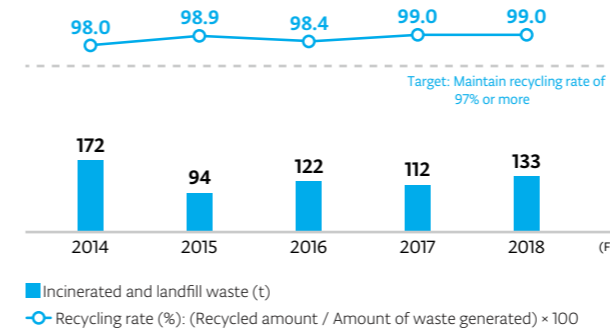
		FY2014	FY2015	FY2016	FY2017	FY2018
PRTR Class I designated chemical substances	Volume handled (t)	94	48	35	64	100
	Ferric chloride	82	38	21	33	82
	Hydrogen fluoride and its water-soluble salts	6	7	9	25	12
	Methylnaphthalene	4	2	4	5	5
	Other	2	1	1	1	1
	Amount transported (waste amount) (t)	90	46	31	59	95
	Consumption (t)	4	2	4	5	5
NOx	Emissions (t)	9.7	12	7.5	7.9	11.5
SOx	Emissions (t)	2.8	2.7	2.2	2.5	2.7

Other

		FY2014	FY2015	FY2016	FY2017	FY2018
ISO 14001	Number of certified offices	10	8	7	8	9
	Japan	7	4	4	5	5
	Overseas	3	4	3	3	4
Biodiversity	Number of ecosystem tours*	16	13	15	18	22
	Number of ecosystem tour participants*	42	69	281	396	718
Environmental laws and regulations	Number of breaches of environmental laws and regulations	0	0	0	0	0
	Amount of fines on legal breaches	0	0	0	0	0
Total product shipment (t)*		16,331	13,596	17,342	20,445	34,110

\* Scope: Japan

Recycling rate/generation of incinerated and landfill waste in Japan



Volume of PRTR Class I designated chemical substances handled in Japan (t)

