

ESG Data Society

Field (Categories according to ISO26000 core subjects)	Item	Breakdown	Unit	SECOM CO., LTD. (non-consolidated)		
				Fiscal 2016	Fiscal 2017	Fiscal 2018
Human rights and labor practices	Employment and employment-related	Number of employees	Persons	15,403	15,677	15,986
		Male	Persons	13,007	13,159	13,334
		Male ratio	%	84.4	83.9	83.4
		Female	Persons	2,396	2,518	2,652
		Female ratio	%	15.6	16.1	16.6
		Number of new employees	Persons	854	1,106	1,169
		Male	Persons	715	861	927
		Male ratio	%	83.7	77.8	79.3
		Female	Persons	139	245	242
		Female ratio	%	16.3	22.2	20.7
		Number of resigned employees	Persons	766	794	845
		Male	Persons	691	683	751
		Male ratio	%	90.2	86.0	88.9
		Female	Persons	75	111	94
		Female ratio	%	9.8	14.0	11.1
		Turnover ratio ^{*2}	%	5.0	5.2	5.4
		Male	%	5.3	5.3	5.7
		Female	%	3.2	4.6	3.7
		Average age of employees	Years	42.4	42.6	42.8
		Male	Years	43.4	43.6	43.9
		Female	Years	37.1	37.2	37.2
	Average length of service	Years	15.9	16.1	16.3	
	Male	Years	16.7	17.0	17.1	
	Female	Years	11.8	11.8	11.9	
	Management composition ^{*1}	Number of managers	Persons	4,973	5,071	5,107
		Male	Persons	4,583	4,661	4,676
		Male ratio (overall)	%	92.2	91.9	91.6
		Female	Persons	390	410	431
		Female ratio (overall)	%	7.8	8.1	8.4
	Female ratio (other than security services field)	%	10.7	11.0	12.9	
	Employment of persons with disabilities ^{*3}	Employment ratio of persons with disabilities	%	1.96	2.09	2.29
	Employee education	Employee training hours	Hours	183,971	203,699	243,993
	Employee satisfaction survey	Response rate for employee satisfaction survey	%	81.4	83.5	84.2
Work-life balance	Childcare leave	Number of employees taking childcare leave	Persons	126	137	138
		Male	Persons	4	10	9
		Female	Persons	122	127	129
		Number of employees returning after childcare leave	Persons	118	124	121
		Male	Persons	3	8	9
		Female	Persons	115	116	112
	Retention rate after 12 months	%	96.6	98.4	-	
	Family care leave	Number of employees taking family care leave	Persons	5	6	7
		Male	Persons	2	1	4
		Female	Persons	3	5	3
	Paid leave	Paid leave usage rate ^{**4}	%	47.8	50.0	53.3
Working hours	Average overtime hours (monthly)	Hours	26.1	25.1	22.5	

ESG Data Society

Field (Categories according to ISO26000 core subjects)		Item	Breakdown	Unit	SECOM CO., LTD. (non-consolidated)		
					Fiscal 2016	Fiscal 2017	Fiscal 2018
Human rights and labor practices	Occupational health and safety	Industrial accidents	Frequency rate of industrial accidents	-	1.02	1.87	1.12
			Severity rate of industrial accidents	-	0.25	0.05	0.25
			Frequency rate of lost time injury	-	1.69	1.69	1.36
			Frequency rate of occupation-related disease	-	0.056	0.056	0.054
			Number of employees participating in training for prevention of industrial accidents	Persons	1,824	2,015	2,610
Participation in the community and community development	Community activities ^{*5}	Cost of social contribution activities	Millions of yen	117.85	1,583.13	1,800.80	

*1: Figures are for the final day of each fiscal year.

*2: Employees retired during each fiscal year (including retirement upon reaching mandatory retirement age) / Number of employees at the end of the previous fiscal year

*3: Figures are current as of June 1 of the following fiscal year.

*4: The aggregation method was changed in fiscal 2018, and previous year have been retroactively revised.

*5: Total for SECOM Group