

## Data on Labor Practices (SCSK Corporation)

			FY2012	FY2013	FY2014	FY2015	FY2016
Number of employees			7,494	7,385	7,328	7,261	7,241
		Male	6,257	6,162	6,091	6,022	5,976
		Female	1,127	1,223	1,237	1,239	1,265
Recruitment	Number of new recruits (newly graduated)		93	90	99	122	162
		Male	68	61	67	80	104
		Female	25	29	32	42	58
Diversity	Number of people with disabilities*2		139	153	171	179	219
	Number of female managers		13	32	43	54	64
Work-life balance	Average monthly overtime hours*1		26hours 10minutes /month	22hours 3minutes /month	18hours 16minutes /month	18hours 0minutes /month	17hours 47minutes /month
	Ratio of employees taking annual paid leave*1		78.40%	95.30%	97.80%	95.30%	95.30%
	Number of employees using childcare leave		189 Male: 2 Female: 161	189 Male: 7 Female: 182	208 Male: 8 Female: 200	208 Male: 8 Female: 200	220 Male: 11 Female: 209
	Number of employees using nursing care leave		3 Male: 2 Female: 1	3 Male: 3 Female: 0	4 Male: 4 Female: 0	1 Male: 1 Female: 0	3 Male: 1 Female: 2
	Number of employees using reduced work hour programs		182 Male: 2 Female: 180	179 Male: 2 Female: 177	191 Male: 2 Female: 189	216 Male: 3 Female: 213	264 Male: 3 Female: 261
	Number of employees using maternity leave*3		86	76	74	85	76
	Number of employees using parental leave		187	184	152	169	145
	Number of employees using parental leave		449 Male: 307 Female: 142	496 Male: 335 Female: 161	621 Male: 399 Female: 222	729 Male: 455 Female: 274	839 Male: 516 Female: 323
	Number of employees using child nursing leave		363 Male: 228 Female: 135	419 Male: 266 Female: 153	438 Male: 265 Female: 173	458 Male: 260 Female: 198	492 Male: 286 Female: 206
	Nursing care support seminars	Number of seminars held (Times)	3	3	16	14	17
		Number of participants	192	155	1,088	1,126	1,630

\*1. Average for all employees including those under the discretionary work system and supervisors

\*2. Employment ratio of the 10 Group companies in Japan certified as affiliates. Figures for each year are as of June

\*3. Available to pregnant women in half-day increments to allow them to take time off for various related ailments, such as morning sickness, and for prenatal checkups.

\*4. Balance support leave: This type of paid leave is applicable to employees in the following instances:

A. When the employee is providing nursing care to a family member (the employee's spouse, or a family member (within the second degree) of the employee or the employee's spouse). However, this does not include family members who have received nursing care authorization.

B. When the employee must accompany his or her child to receive necessary vaccinations, or attend an event at his or her child's school, up until the child school graduates from elementary

C. When the employee goes to the hospital for infertility treatment

Note: For A and B above, the employee receives a maximum of five paid holidays, regardless of the number of