

Topic	Data Boundary	Fiscal Year Ended						
		2015/3	2016/3	2017/3	2017/12*1			
General Information	Number of Directors & Executives*2	Male EBARA*3	10	22	22	20		
		Female EBARA*3	0	2	2	2		
		Total EBARA*3	10	24	24	22		
		Male Domestic Group*4	28	29	27	22		
		Female Domestic Group*4	0	0	0	0		
		Total Domestic Group*4	28	29	27	22		
	Number of employees	EBARA*3	3,999	4,022	4,014	3,898		
		Domestic Group*4	3,866	3,810	3,984	3,978		
		Overseas Group	8,165	8,438	8,319	8,343		
		EBARA Group Total*5	16,030	16,270	16,317	16,219		
		Male	Management	EBARA*3	1,303	1,311	1,304	1,400
				Domestic Group*4	782	794	775	816
				Total	2,085	2,105	2,079	2,216
		Non-management	EBARA*3	1,824	1,829	1,828	1,670	
			Domestic Group*4	2,078	2,597	2,714	2,617	
			Total	3,902	4,426	4,542	4,287	
		Male Total		5,987	6,531	6,621	6,503	
	Female	Management	EBARA*3	49	58	70	77	
			Domestic Group*4	26	29	29	27	
			Total	75	87	99	104	
		Non-management	EBARA*3	778	782	777	751	
			Domestic Group*4	478	463	488	400	
	Total		1,256	1,245	1,265	1,151		
	Female Total		1,331	1,332	1,364	1,255		
	Female Employee Ratio (%)		EBARA*3	20.7	20.9	21.1	21.2	
	(Includes non-regular employees)		Domestic Group*4	13.0	12.9	13.0	10.7	
	Average		16.9	17.0	17.1	15.9		
Women in Management Ratio (%)*6		EBARA*3	3.6	4.2	5.1	5.4		
		Domestic Group*4	3.2	4.7	4.9	4.3		
Average		3.5	4.0	4.5	4.5			
Average Yearly Salary (Yen)		EBARA*3	7,074,840	7,151,692	7,280,465	7,240,470		
Employee Union Membership Ratio (%)*7		EBARA*3	54	53	53	53		
Average Number of Temporary Staff*8		EBARA*3	84	82	75	73		
Employee Retention	Fresh Graduate Three Year Average Retention Rate (%)	EBARA*3	8.57	4.11	3.95	4.55		
	Employee Turnover Rate (%)*9	Male EBARA*3	1.83%	2.33%	1.77%	2.54%		
		Female EBARA*3	3.26%	3.21%	2.48%	2.78%		
		Total EBARA*3	2.13%	2.51%	1.92%	2.59%		
	Average Years of Service	Male EBARA*3	16.3	17.2	17.8	18.2		
		Female EBARA*3	18.7	18.3	18.1	16.9		
		Total EBARA*3	18.2	18.1	18.0	17.2		
Domestic Group*4		14.0	14.4	14.6	15.5			
Diversity	Ratio of Employees with Disabilities (%)	EBARA*3	2.24	2.30	2.48	2.54		
	Number of International Employees	EBARA*3	51	71	100	84		
		Domestic Group*4	29	32	28	26		
		Total	80	103	128	110		
	Number of Reemployed Retirees	EBARA*3	298	314	341	215		
Domestic Group*4		179	287	182	198			
Total		477	601	523	413			
Human Resource Development (HRD)	Number of Employees who Participated in HRD Program	EBARA*3	-	2,303	2,450	2,661		
	Time Spent on Training (hours)	EBARA*3	-	47,971	49,728	43,530		
	Average Time Spent on Training / Employee (hours)	EBARA*3	-	10.7	11.1	9.7		
	Investment in HRD Program (Thousands of Yen)	EBARA*3	-	145,217	141,570	139,442		
	Average Cost / Participant	EBARA*3	-	≒32,000	≒31,000	≒31,000		

Work-life Balance Program Use	Total Annual Work Hours / Employee	EBARA*3	-	-	-	2,045	
		Domestic Group*4	-	-	-	1,991	
	Paid Holiday Acquisition Rate (%)	EBARA*3	62.19	69.91	72.10	72.50	
		Domestic Group*4	66.47	69.66	72.65	70.08	
	Number of Employees who took Childcare Leave	Male	EBARA*3	0	1	2	1
		Female	EBARA*3	60	67	51	47
		Total	EBARA*3	60	68	53	48
	Ratio of Employees Returning to Work Full Time after Taking Childcare Leave	EBARA*3	94.7	98.5	100	99.0	
	Number of Employees who took Eldercare Leave	EBARA*3	2	1	2	2	
		Domestic Group*4	1	0	5	1	
		Total	3	1	7	3	
	Number of Employees using Telecommuting Program*10	EBARA*3	N/A	N/A	19	27	
	Number of Employees using Shortened Working Hours Program	Male	EBARA*3	0	0	0	3
		Female	EBARA*3	102	125	143	171
		Total	EBARA*3	102	125	143	174
Number of Employees using Staggered Attendance Time Scheme	Male	EBARA*3	30	32	31	49	
	Female	EBARA*3	16	15	18	19	
	Total	EBARA*3	46	47	49	68	
Health and Safety	Incident Frequency Rate (%)*11	EBARA*3	0.1	0.4	0.1	0.0	
	Number of Industrial Accidents*12	EBARA*3	9	13	19	12	
		Domestic Group*4	41	45	45	24	
	Total	50	58	64	36		
Community Contributions	Social Contribution Activity Total Expenditures (Millions of Yen)	EBARA & Domestic Group *3/4	310	324	435	373	
	Amount given in direct donations (Millions of Yen)*13	EBARA & Domestic Group *3/4	155	266	217	26	
	Amount given in political donations (yen)	EBARA*3	0	0	0	0	

*1 Nine-months of data (April to December 2017) are represented in this fiscal year, due to a change in the settlement date used by EBARA. Prior fiscal years represent data collected from April to March.

*2 Data from March 2016-December 2017 includes Directors and Executive Officers, due to the implementation of the new human resources system which changed the definition of "Officer/Executive-level." Prior to March 2015, EBARA was a Company with Board of Company Auditors and as such the number of directors and executives includes Inside Directors & Company Auditors.

*3 EBARA: Indicates EBARA Corporation.

*4 Domestic Group: Refers to major (i.e., more than 100 employees) domestic consolidated subsidiaries (excluding affiliates not accounted for by the equity method.)

*5 Ebara Group: EBARA Corporation and all domestic and overseas consolidated subsidiaries.

*6 data is gathered and disclosed in alignment with the Act on Promotion of Women's Participation and Advancement in the Workplace's requirement to collect and analyze data. Employee is defined as a person engaging in an employment contract and excludes executive officers in consignment contracts.

*7 All EBARA Corporation employees (except management-level), belong to the Ebara Workers' Union. EBARA MATERIAL CORPORATION, Elliott Ebara Turbomachinery Corporation, EBARA FAN & BLOWER CO., EBARA FIELD TECH. CORPORATION each have their own unions. There were no notable items to report regarding the unions' relationship with the company in fiscal year ended December 31, 2017. In addition to the above, some overseas consolidated subsidiaries are members of external labor unions, such as by industry. There were no notable items to report regarding their relationship with the company in fiscal year ended December 31, 2017.

*8 Includes temporary/part-time, etc. staff, excluding Directors and Executive Officers and calculated based on the average number of people per year.

*9 Number of people exiting the company during the term (excluding retirees and disciplinary dismissals) ÷ Number of employees at the end of December.

*10 Implemented from fiscal year ended March 2017.

*11 Incident Frequency Rate is calculated based on the number of accidents that result in death or missed work ((Number of casualties or injuries due to occupational accidents ÷ Total hours worked) × 1,000,000). No fatalities among employees, including irregular/temporary workers in fiscal year ended December 2017.

*12 Number of industrial accidents includes accidents not serious enough to result in missed work.

*13 Please see detailed information and data here.