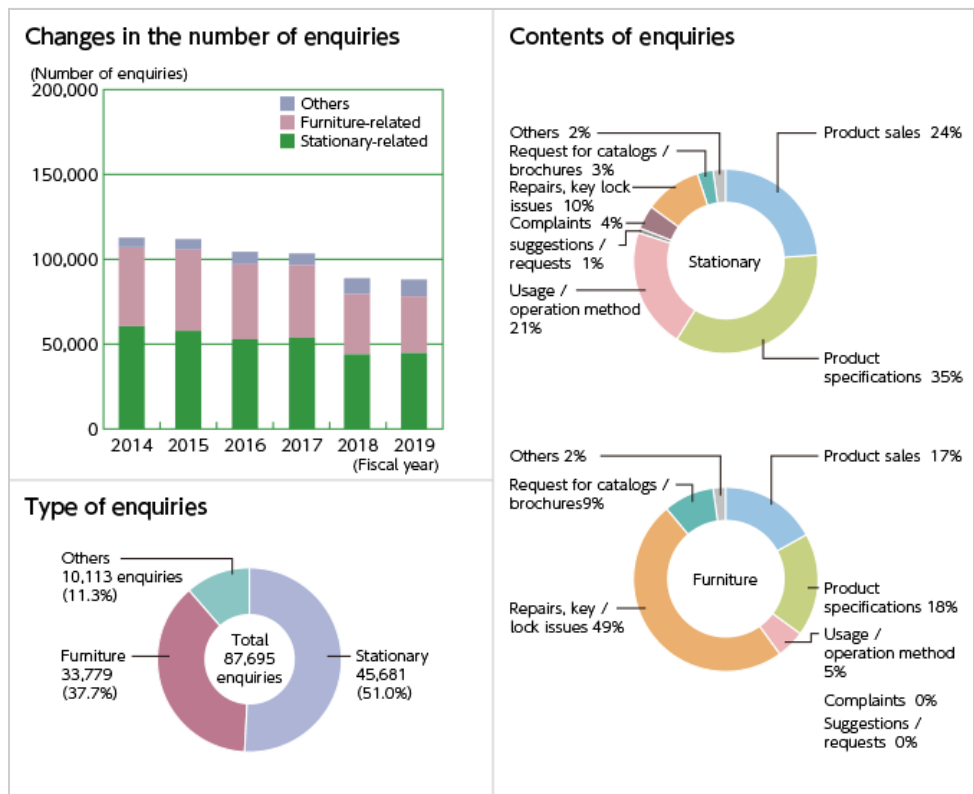


Society

■ Reporting period

January 1 to December 31 of the applicable year (The results are current as of December 31)

■ Reflecting the views of customers



■ Employee composition (by position)

		Subject	2015	2016	2017	2018	2019
Number of Executives and Directors	Inside	Non-consolidated	5	5	5	5	4
	Outside	Non-consolidated	3	3	3	4	3
	Total	Non-consolidated	8	8	8	9	7
Number of Auditors	Inside	Non-consolidated	2	2	0	0	0
	Outside	Non-consolidated	2	2	3	3	3

		Subject	2015	2016	2017	2018	2019
	Total	Non-consolidated	4	4	3	3	3
Number of employees	Male	Non-consolidated	1,501	1,509	1,514	1,498	1,631
	Female	Non-consolidated	486	490	500	521	583
	Total	Non-consolidated	1,987	1,999	2,014	2,019	2,214

Employee composition (by gender)

		Subject	2015	2016	2017	2018	2019
Number of employees (KOKUYO Group)	Male	Consolidated	4,877	4,811	4,864	4,865	4,946
	Female	Consolidated	1,791	1,785	1,835	1,919	2,015
	Total	Consolidated	6,668	6,596	6,699	6,784	6,961

Employee composition (by contract type and by gender)

		Subject	2015	2016	2017	2018	2019
Total number of employees (KOKUYO Group)		Consolidated	6,668	6,596	6,699	6,784	6,961
Number of non-regular employees		Consolidated	2,232	2,244	3,399	1,854	1,832
Non-regular employee percentage		Consolidated	25.07	25.38	33.66	21.46	20.83
Regular employees	Male	The KOKUYO Group's five major companies	—	—	2,565	2,499	2,494
	Female	The KOKUYO Group's five major companies	—	—	732	780	829
	Total	The KOKUYO Group's five major companies	—	—	3,297	3,279	3,323

		Subject	2015	2016	2017	2018	2019
Senior employees	Male	The KOKUYO Group's five major companies	—	—	201	248	253
	Female	The KOKUYO Group's five major companies	—	—	4	7	10
	Total	The KOKUYO Group's five major companies	—	—	205	255	263
Contracted employees	Male	The KOKUYO Group's five major companies	—	—	145	159	135
	Female	The KOKUYO Group's five major companies	—	—	97	91	95
	Total	The KOKUYO Group's five major companies	—	—	242	250	230
Part-time/casual employees	Male	The KOKUYO Group's five major companies	—	—	124	112	111
	Female	The KOKUYO Group's five major companies	—	—	159	170	163

		Subject	2015	2016	2017	2018	2019
	Total	The KOKUYO Group's five major companies	—	—	283	282	274
Temporary employees	Male	The KOKUYO Group's five major companies	—	—	167	169	186
	Female	The KOKUYO Group's five major companies	—	—	316	340	347
	Total	The KOKUYO Group's five major companies	—	—	483	509	533

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd.,.

Employee composition (by contract type and by region)

		Subject	2015	2016	2017	2018	2019
Regular employees	Within Japan	Consolidated	—	—	3,982	3,991	4,090
	Overseas	Consolidated	—	—	2,045	2,443	2,475
	Total	Consolidated	—	—	6,027	6,434	6,565
Senior employees	Within Japan	Consolidated	—	—	238	284	300
	Overseas	Consolidated	—	—	8	3	4
	Total	Consolidated	—	—	246	287	304
Contracted employees	Within Japan	Consolidated	—	—	514	573	594
	Overseas	Consolidated	—	—	115	59	45
	Total	Consolidated	—	—	629	632	639

		Subject	2015	2016	2017	2018	2019
Part-time/casual employees	Within Japan	Consolidated	—	—	606	602	584
	Overseas	Consolidated	—	—	1,713	23	37
	Total	Consolidated	—	—	2,319	625	621
Temporary employees	Within Japan	Consolidated	—	—	550	578	589
	Overseas	Consolidated	—	—	0	1,642	1,401
	Total	Consolidated	—	—	550	2,220	1,990

■ Employee composition (by age group), average age, and average length of continuous service

		Subject	2015	2016	2017	2018	2019
Number of employees by age group	Under 30	The KOKUYO Group's five major companies	280	288	318	376	423
	30s	The KOKUYO Group's five major companies	676	654	619	605	579
	40s	The KOKUYO Group's five major companies	1,550	1,524	1,443	1,326	1,233
	50s	The KOKUYO Group's five major companies	800	826	917	971	1086
	60s or older	The KOKUYO Group's five major companies	148	182	205	256	265

		Subject	2015	2016	2017	2018	2019
Average age (years)	Male	The KOKUYO Group's five major companies	45.46	45.87	46.15	46.35	46.57
	Female	The KOKUYO Group's five major companies	38.35	38.82	39.24	39.36	39.33
	Average	The KOKUYO Group's five major companies	44.02	44.42	44.7	44.8	44.87
Average length of continuous service (years)	Male	The KOKUYO Group's five major companies	19.74	20.12	20.31	20.52	20.7
	Female	The KOKUYO Group's five major companies	13.96	14.32	14.52	14.3	14.06
	Average	The KOKUYO Group's five major companies	18.57	18.93	19.09	19.14	19.14

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd.,.

Employee composition (by nationality)

		Subject	2015	2016	2017	2018	2019
Number of employees	Foreign nationals in the KOKUYO Group	The KOKUYO Group's five major companies	17	16	13	12	12
	Foreign nationals at KOKUYO	Non-consolidated	16	15	12	12	12

Employee composition (persons with disabilities)

	Subject	2015	2016	2017	2018	2019
Number of employees with disabilities	Special subsidiaries	107	106	106	122	128
Percentage of employees with disabilities	Special subsidiaries	2.1	2.11	2.03	2.26	2.31

Breakdown of new employees

		Subject	2015	2016	2017	2018	2019
Number of graduate employees	Male	The KOKUYO Group's five major companies	35	40	42	47	33
	Female	The KOKUYO Group's five major companies	26	18	30	28	37
	Total	The KOKUYO Group's five major companies	61	58	72	75	70
Number of mid-career employees	Male	The KOKUYO Group's five major companies	13	24	28	27	32
	Female	The KOKUYO Group's five major companies	5	13	12	22	21
	Total	The KOKUYO Group's five major companies	18	37	40	49	53

		Subject	2015	2016	2017	2018	2019
Turnover rate	Male	The KOKUYO Group's five major companies	1.38	1.15	1.43	2.38	1.60
	Female	The KOKUYO Group's five major companies	3.87	2.16	3.11	2.73	2.95
	Total	The KOKUYO Group's five major companies	1.89	1.36	1.79	2.46	1.92

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd..

■ Post appointments (by gender)

		Subject	2015	2016	2017	2018	2019	
Number of post appointments	Executives and higher	Male	The KOKUYO Group's five major companies	20	23	21	20	20
		Female	The KOKUYO Group's five major companies	2	1	0	0	1
	Department heads	Male	The KOKUYO Group's five major companies	122	122	82	62	63
		Female	The KOKUYO Group's five major companies	3	3	3	3	4

		Subject	2015	2016	2017	2018	2019	
	Section chiefs	Male	The KOKUYO Group's five major companies	733	723	742	747	750
		Female	The KOKUYO Group's five major companies	33	38	43	48	54
	Sub-section chiefs	Male	The KOKUYO Group's five major companies	1,083	1,100	1,024	1,112	1,118
		Female	The KOKUYO Group's five major companies	182	206	229	254	273
		Total	The KOKUYO Group's five major companies	2,178	2,216	2,144	2,246	2,283

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd..

■ Post appointments (percentage of female employees)

		Subject	2015	2016	2017	2018	2019
Percentage of female employees in management positions (department heads, section chiefs)		The KOKUYO Group's five major companies	4.04	4.63	5.29	5.93	6.66
Percentage of female employees ranked sub-section chief or higher	Executives and higher	The KOKUYO Group's five major companies	9.09	4.17	0.00	0.00	4.76

		Subject	2015	2016	2017	2018	2019
	Department heads	The KOKUYO Group's five major companies	2.40	2.40	3.53	4.62	5.97
	Section chiefs	The KOKUYO Group's five major companies	4.31	4.99	5.48	6.04	6.72
	Sub-section chiefs	The KOKUYO Group's five major companies	14.39	15.77	18.28	18.59	19.63
	Total	The KOKUYO Group's five major companies	10.10	11.19	12.83	13.58	14.54

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd..

■ Post appointments (number of non-Japanese employees)

		Subject	2015	2016	2017	2018	2019
Number of non-Japanese employees ranked sub-section chief or higher	Executives and higher	The KOKUYO Group's five major companies	0	0	0	0	0
	Department heads	The KOKUYO Group's five major companies	0	0	0	0	0
	Section chiefs	The KOKUYO Group's five major companies	2	1	2	2	3

		Subject	2015	2016	2017	2018	2019
	Sub-section chiefs	The KOKUYO Group's five major companies	4	6	5	7	7
	Total	The KOKUYO Group's five major companies	6	7	7	9	10

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd..

■ Post appointments (percentage of non-Japanese employees)

		Subject	2015	2016	2017	2018	2019
Percentage of non-Japanese employees ranked sub-section chief or higher	Executives and higher	The KOKUYO Group's five major companies	0.00	0.00	0.00	0.00	0.00
	Department heads	The KOKUYO Group's five major companies	0.00	0.00	0.00	0.00	0.00
	Section chiefs	The KOKUYO Group's five major companies	0.26	0.13	0.25	0.25	0.37
	Sub-section chiefs	The KOKUYO Group's five major companies	0.32	0.46	0.40	0.51	0.50
	Total	The KOKUYO Group's five major companies	0.28	0.32	0.33	0.4	0.44

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd..

Working time, and number of employees taking paid leave

	Subject	2015	2016	2017	2018	2019
Total working time (years)	The KOKUYO Group's five major companies	—	2134.8	2129.8	2089.1	2053.1
Non-prescribed work time (years)	The KOKUYO Group's five major companies	—	307.2	298.7	274.9	253.7
Long-time worker rate (over 360 hours of total annual overtime)	The KOKUYO Group's five major companies	—	31.3	23	28.7	21.3
Paid leave acquisition rate (%)	The KOKUYO Group's five major companies	46.28	48.20	48.00	53.69	61.40
Yearly education and training costs per employee (yen)	The KOKUYO Group's five major companies	35,570	41,914	38,297	37,156	37,408

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd..

Number of employees who taking childcare leave (by gender)

		Subject	2015	2016	2017	2018	2019
Number of employees taking child-care leave	Male	The KOKUYO Group's five major companies	0	4	4	4	6
	Female	The KOKUYO Group's five major companies	80	83	68	52	60

		Subject	2015	2016	2017	2018	2019
	Total	The KOKUYO Group's five major companies	80	87	72	56	66

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd..

■ Number of employees taking nursing-care leave (by gender)

		Subject	2015	2016	2017	2018	2019
Number of employees taking nursing-care leave	Male	The KOKUYO Group's five major companies	1	1	0	0	3
	Female	The KOKUYO Group's five major companies	0	1	1	2	1
	Total	The KOKUYO Group's five major companies	1	2	1	2	4

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd..

■ Health management

	Subject	2015	2016	2017	2018	2019
Regular health checkup attendance rate (%)		—	97.6	99.0	98.9	99.6
Voluntary checkup attendance number (breast cancer, colorectal cancer checkups)		—	557	269	346	1,222
Regular health checkup finding rate (%)		—	40.1	39.0	28.0	27.5
Lifestyle-related disease occurrence/specific health checkup attendance rate (%)		—	95.0	93.2	98	98

	Subject	2015	2016	2017	2018	2019
Lifestyle-related disease occurrence/specific health guidance rate (proactive support) (%)		—	30	39	35	34
Lifestyle-related disease occurrence/lifestyle-related disease medical costs (including health insurance dependents) (million yen)		—	130	133	143	139
Stretch check implementation response rate (%)	All companies that carried out employee surveys	—	94.0	94.0	96.0	94.8
Stretch check score (deviation value)	All companies that carried out employee surveys	—	54	54	54	54
Number of employees with poor mental health (proportion with high stress) (%)	All companies that carried out employee surveys	—	4.2	4.9	4.9	5.5
Number of employees who took leave due to poor mental health	KOKUYO Co., Ltd. (including former-KET), Kaunet Co., Ltd., KOKUYO Logitem Co., Ltd., KOKUYO Supply Logistics Co., Ltd., KOKUYO Marketing Co., Ltd.	—	13	15	11	10
Number of employees who took leave due to other illnesses	KOKUYO Co., Ltd. (including former-KET), Kaunet Co., Ltd., KOKUYO Logitem Co., Ltd., KOKUYO Supply Logistics Co., Ltd., KOKUYO Marketing Co., Ltd.	—	4	5	6	11
Number of employees who retired due to poor mental health	KOKUYO Co., Ltd. (including former-KET), Kaunet Co., Ltd., KOKUYO Logitem Co., Ltd., KOKUYO Supply Logistics Co., Ltd., KOKUYO Marketing Co., Ltd.	—	5	6	8	3
Number of employees who retired due to other illnesses	KOKUYO Co., Ltd. (including former-KET), Kaunet Co., Ltd., KOKUYO Logitem Co., Ltd., KOKUYO Supply Logistics Co., Ltd., KOKUYO Marketing Co., Ltd.	—	0	3	5	6
Employee engagement score (Deviation value)	All companies that carried out employee surveys	—	49	49	49	49

■ Labor Health and Safety

Subjects: KOKUYO Co., Ltd. Mie Factory and Shibayama Factory, KOKUYO Product Shiga Co., Ltd., KOKUYO MVP Co., Ltd., IWAMI Paper Industry Co., Ltd.

		2015	2016	2017	2018	2019
Number of work-related accident cases	Consolidated production factories	11	4	2	5	2
	Mie Factory	6	2	1	2	1
	Shibayama Factory	0	1	0	0	0
	KOKUYO Product Shiga	4	0	0	0	0
	KOKUYO MVP	1	1	1	3	1
	IWAMI Paper Industry	0	0	0	0	0
Work-related accident frequency rate *1 (%)	Consolidated production factories	5.04	1.87	0.87	2.10	0.85
	Mie Factory	9.94	3.27	1.56	2.82	1.37
	Shibayama Factory	0	1.78	0	0	0
	KOKUYO Product Shiga	9.44	0	0	0	0
	KOKUYO MVP	2.13	2.14	2.02	5.90	2.16
	IWAMI Paper Industry	0	0	0	0	0
Work-related accident severity rate *2 *3 (%)	Consolidated production factories	0.00	0.01	0.01	0.14	0.05
	Mie Factory	0	0.02	0.02	0.20	0.15
	Shibayama Factory	0	0	0	0	0
	KOKUYO Product Shiga	0.01	0	0	0	0
	KOKUYO MVP	0.01	0.00	0.00	0.39	0
	IWAMI Paper Industry	0	0	0	0	0
Number of work-related accident days of absence	Consolidated production factories	7	20	15	415	132
	Mie Factory	0	16	14	173	130
	Shibayama Factory	0	3	0	0	0

		2015	2016	2017	2018	2019
	KOKUYO Product Shiga	4	0	0	0	0
	KOKUYO MVP	3	1	1	242	2
	IWAMI Paper Industry	0	0	0	0	0

*From 2016, the work-related accident case calculations are limited to accidents requiring one or more days absence from work (excluding commuting accidents). (Including accidents resulting in time off work in 2014 and 2015)

*1 Work-related accident frequency rate =

$$\frac{\text{Number of employees involved in accidents requiring absence from work}}{\text{Total number of working hours}} \times 1,000,000$$

*2 Work-related accident severity rate =

$$\frac{\text{Number of work-days lost}}{\text{Total number of working hours}} \times 1,000$$

*3 The work-related accident rate is shown with the third decimal place rounded off

"0"Indicates that there were no deaths due to work-related accidents.

"0.00" ... Shows that when the third decimal place was rounded off, the number was smaller than two decimal places.