

ISO30414 Index

ISO 30414 is a reporting guideline for human capital within organizations. We disclose information based on the categories outlined in this guideline.

TOPIC	METRIC	Disclosure Location
Compliance and Ethics	Number and Type of Grievance Filed	Data -Reports and Consultations to the Helpline
	Number and Type of Concluded Disciplinary Action	—
	Percentage of Employees who have completed Training on Compliance & Ethics	Data -Compliance Training(e-Learning: Compliance Code of Conduct) and Return Rate of Compliance Surveys
	Disputes Referred to External Parties	Data -Violation of Laws or Regulations and Related Sanctions -Violation of Laws or Regulations in the Field of Socioeconomic Activities -Violations Related to Product and Service Information and Labeling -Violations Related to Marketing Communications
	Number, Type and Source of external Audit Findings and actions arising from these	—
Costs	Total Workforce Costs	—
	External Workforce Costs	—
	Ratio of Average Salary and Remuneration	—
	Total Costs of Employment	—
	Cost Per Hire	—
	Recruitment Cost	—
	Turnover Cost	—
Diversity	Workforce Diversity Ratio with Respect to Age	Data -Headcount
	Workforce Diversity Ratio with Respect to Gender	Data -Headcount
	Workforce Diversity Ratio with Respect to Disability	Data -Headcount
	Workforce Diversity Ratio with Respect to Others	—
	Diversity of Leadership Team	Corporate Governance Data -Headcount -Board of Directors Related Data
Leadership	Leadership Trust	—
	Span of Control	—
	Leadership Development	—
Organizational Culture	Engagement/Satisfaction/Commitment	Human Resource Development Data -Employee Engagement Survey
	Retention Rate	Data -Turnover -Employment Status
Organizational Health, Safety, & Well-Being	Lost Time for Injury	Data -Occupational Health and Safety Related Data

Organizational Health, Safety, & Well-Being	Number of Occupational Accidents	Data -Occupational Health and Safety Related Data
	Number of People Killed during Work	Data -Occupational Health and Safety Related Data
	Percentage of People Who Participated in Training	Health Management / Occupational Health and Safety -Health Literacy Initiatives
Productivity	EBIT/Revenue/Turnover/Profit per Employee	Data -EBIT (Earnings Before Interest and Taxes) per Employee
	Human Capital Rol	—
Recruitment, Mobility, Turnover	Number of Qualified Candidates per Position	—
	Quality per Hire	—
	Average Length of Time to Fill Vacant Position	—
	Time to Fill Vacant Critical Position	—
	Transition and Future Workforce Capabilities Assessment	—
	Percentage of Positions Filled Internally	—
	Percentage of Critical Business Positions Filled Internally	—
	Percentage of Critical Positions	—
	Percentage of Vacant Critical Business Positions in Relation to all Vacant Positions	—
	Internal Mobility Rate	—
	Employee Bench Strength	—
	Turnover Rate	Data -Turnover
	Voluntary Turnover Rate	Data -Turnover
	Voluntary Critical Turnover Rate	—
	Exit/Turnover Reasons/Leaving Employment By Reason	—
Skills & Capabilities	Total Developing and Training Costs	—
	Training Participation Rate	Data -Training for Employees Related
	Average Formalized Training Hours per Employee	Data -Training for Employees Related
	Percentage of Employees who Participate in Training compared with total number of employees per year	—
	Workforce Competency Rate	—
Succession Planning	Succession Effectiveness Rate	—
	Successor Coverage Rate	—
	Succession Readiness Rate	—
Workforce Availability	Number of Employees	208th Annual Securities Report (P10) (Only available in Japanese) Data -Headcount
	Number of Employees: full-time & part-time	—
	Full Time Equivalent	—
	Contingent Workforce: Independent Contractor	—
	Contingent Workforce: Temporary Workforce	—
	Absenteeism: Unplanned Leave	Data -Occupational Health and Safety Related Data