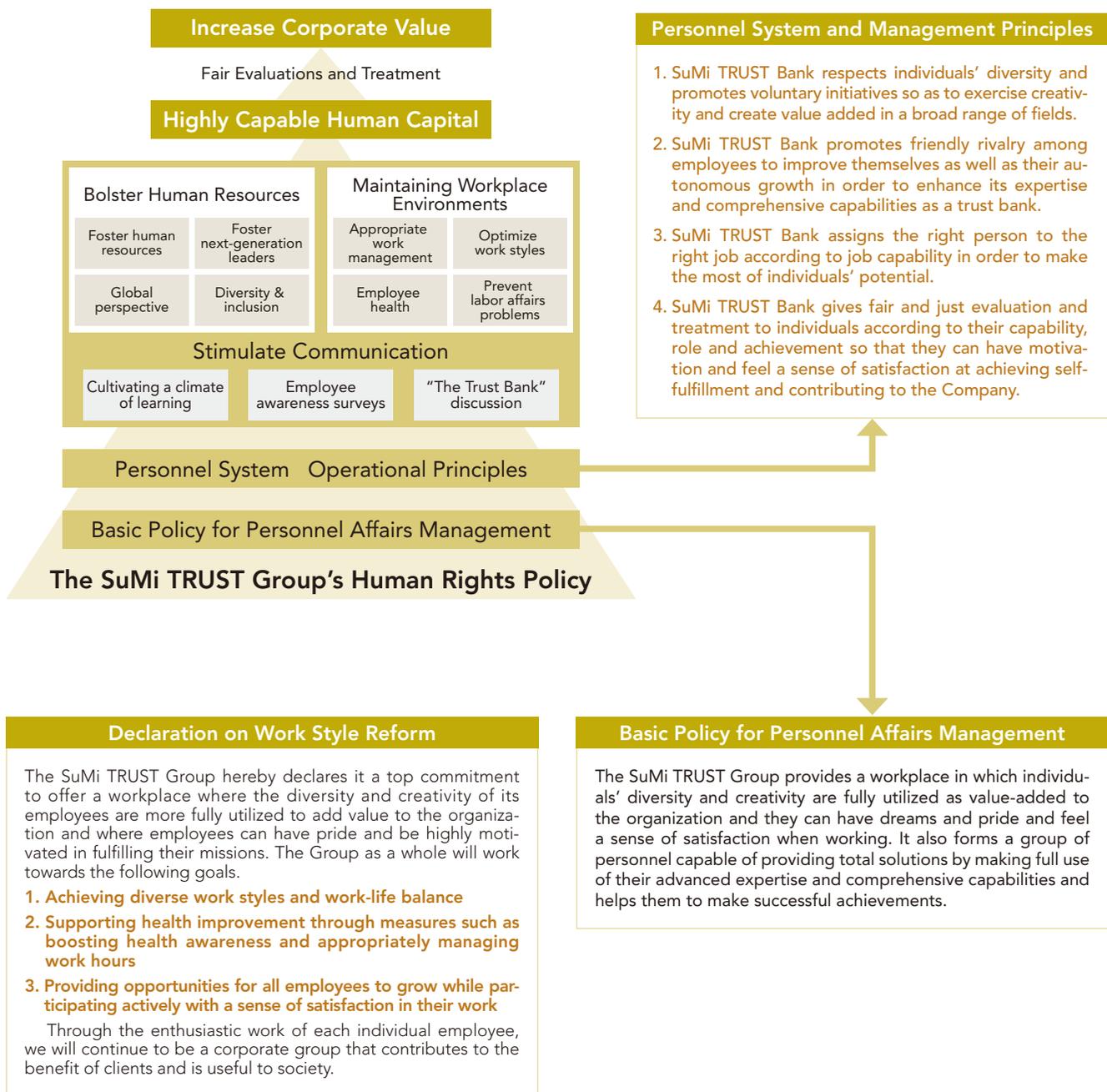


Enhancing Human Capital to Increase Corporate Value

Human Resources Strategy

Human resources are the most valuable resource of financial institutions. The SuMi TRUST Group endeavors to educate employees in human rights so that individuality is respected and they will not be subject to discrimination based on age, gender, nationality, etc. It also aims to increase corporate value by fostering a pool of human resources that can devise total solutions using all-around capabilities and well-developed expertise that fully draw on their individual uniqueness and creativity to create

added value for the organization. SuMi TRUST Holdings and SuMi TRUST Bank have presented a map leading to the increase of corporate value, and have set KPIs for individual activities according to which they measure the status of implementation of the activities. Additionally, in fiscal year 2017, the presidents of both SuMi TRUST Holdings and SuMi TRUST Bank made a declaration on work style reform, and will provide value to each and every employee.



Bolstering Human Capital

Foster Human Resources

Recruiting Highly Capable People

It goes without saying that employing capable personnel is the starting point for developing a robust corporate foundation. The recruitment section of SuMi TRUST Bank

website provides clear explanations of the characteristics of our personnel system, the function of trusts and their importance, and the business content of each of our divisions. The website is also designed to give visitors an idea of what working at a Group company is really like with features such as employee interviews, etc.

More than 41,000 recent graduates applied via the website during the recruitment period for new entrants to join the Group in April 2018. As the number of job applicants has been increasing year after year, we pick successful applicants through a rigorous selection process.

Number of New Recruits

	Total (total of male and female)	Male	Female
FY2015	377	166	211
FY2016	412	168	244
FY2017	433	179	254

Personnel Assignment System Supporting Our Business Strategy

Career Course System Enabling Proactive Choice

SuMi TRUST Bank has implemented a course-based system that promotes employee career formation. Employees are streamed into three courses, the G Course, the R Course, or the A Course, depending on their likelihood of being transferred and the nature of their work duties.

places employees into four work groups based on their demonstrated capabilities. By adopting this system, we encourage personnel management based on ability, rather than age or gender.

There is also a system, applied to all courses, that

All employees regularly talk with their superiors on the status of career formation to be evaluated and receive feedback.

Course name	Residence and workplace relocation	Eligible business operations	Primary role
G Course (General and Global)	Nationwide relocation type	Possible	All operations <ul style="list-style-type: none"> Leaders of department- and branch-level organizations, or High-level professionals regarding various specific operations
R Course (Retail & Region)	Operation- and region-specific type	Possible within the specified area*	Retail operation <ul style="list-style-type: none"> Leaders of retail-related department- and branch-level organizations, or High-level professionals regarding retail operation
A Course (Area)	Region-specific type	None	All operations <ul style="list-style-type: none"> General managers of departments and branches, or Professions regarding various specific operations

*Nationwide- and regional-types (Tokyo, Kinki and Chukyo areas)

Respect for Employees' Will in Job Assignment

SuMi TRUST Bank determines job assignments after examining incoming new hires' aptitude through interviews with each of them before they formally join the bank. On the other hand, SuMi TRUST Bank attaches importance to new hires' will and motivation and provides them with opportunities to try acquiring qualifications hirers themselves desire (pension actuary, real estate appraiser, etc.) and offer them opportunities for challenging work at their first assignment (asset management and administration, market-related operations, etc.).

their own careers. Under this system, employees applying for jobs to be allocated through the internal job posting system can move to the departments where the jobs are available if they pass the Human Resources Department's selection process.

Internal Job Posting System

We have initiated an internal job posting system to encourage our employees to independently and voluntarily shape

Personnel Exchanges among Group Companies

At SuMi TRUST Bank, from the standpoint of bolstering our human resources across the entire Group and bolstering group-wide management, we promote seconding Group employees not only to affiliates but we also accept employees from affiliates at the parent bank. We offer training to Group employees seconded to affiliates at Sumitomo Mitsui Trust Career Partners Co., Ltd. to ensure such personnel exchanges go well.

Skills Development

While employee training and skill development in the Group are generally provided on an OJT* basis, group training is also provided. The objective is to improve employees' operational skills and management abilities. Many opportunities for self-development are also provided to encourage employees to continue improving their skills.

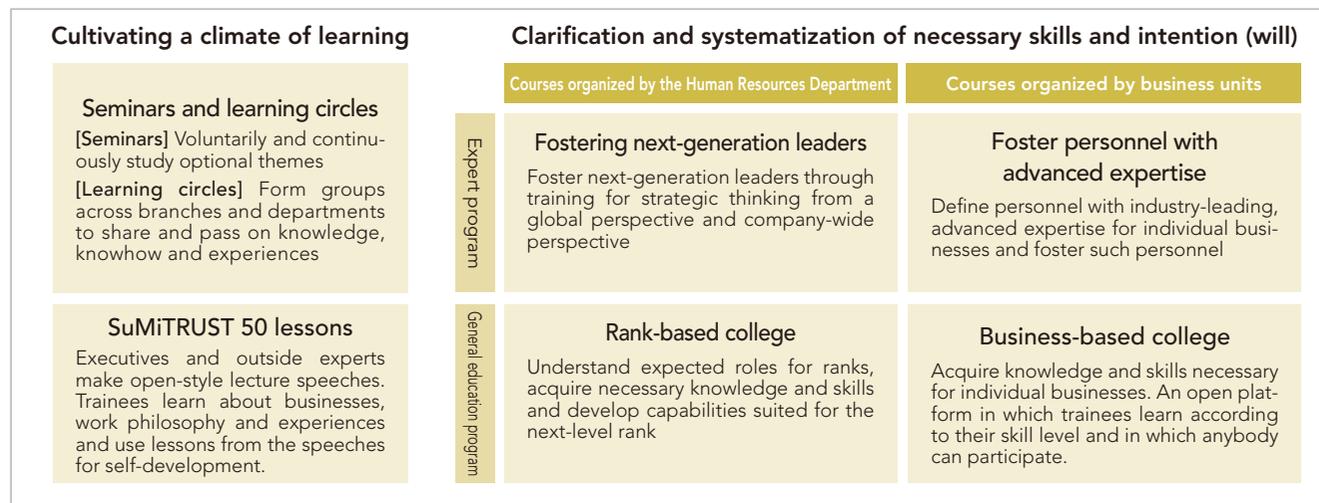
For example, we established SuMiTRUST University in May 2012. This company-wide program is aimed at realizing distinct added value that is "unique to a trust bank" and "distinctive of Sumitomo Mitsui Trust Bank." The program also develops human resources who can swiftly provide comprehensive solutions to clients. Under the operation principle of "building a culture of learning and developing human resources who can help themselves and be independent," we are developing a system to support employees improving their skills.

SuMi TRUST Bank's president serves as SuMiTRUST University's president, while SuMi TRUST Bank's executive in charge of the Human Resources Development and an outside expert serve as the university's vice presidents. The SuMiTRUST University receives advice regarding its management from Hitotsubashi University graduate school.

*OJT=On the Job-Training. OJT is a process whereby workplace supervisors and senior employees teach subordinates the knowledge, skills, and duties required of them via their daily tasks.

OJT	Practical education is provided to all employees systematically and continuously in the workplace
OFF-JT (various training programs)	Trainees acquire knowledge and skills systematically at the SuMiTRUST University as a "place of learning." ◆ Various training programs • Training for new employees, rank-based training, business process-based training, language training (English and Chinese) Carefully tailored training is provided according to the levels of experience and skill. ◆ Web Campus • Learning system using the Internet, including e-learning • All employees can learn compliance rules, operational knowledge, business skills, etc.
Self-development support	Financial assistance to cover the cost of various qualification and certification tests, grants to support obtaining credentials, support to obtain books for the disabled
Internal job posting system	Opportunities to apply for jobs desired by employees are provided.
Various trainee programs	Capability development training programs, including training for acquiring qualifications and language training programs, are implemented. <Overseas training and language training programs (English, Chinese and Thai), business process trainee program (New York, London, Shanghai, Singapore, etc.)>

Concept Image of SuMiTRUST University



- Clarify skills and intentions (will) necessary for desirable personnel
- Launch rank-based colleges managed mainly by the Human Resources Department and business-based colleges managed mainly by individual business units and enhance the curriculum by classifying them into "general education programs" in which all trainees participate and "expert programs" in which trainees acquire advanced skills and expert knowledge.
- Launch an open-style lecture program in which executives and outside experts talk about businesses, work philosophy and experiences so that employees can use lessons from their talks for self-development.

Data concerning Training for Human Resources Development (FY2016)

Training implemented by business units (a college for each business)	Training implemented by the Human Resources Department (rank-based training)	SuMiTRUST Academy*	Total
503 days (3,521 hours)	117 days (819 hours)	38 days (266 hours)	4,606 hours

*SuMiTRUST Academy is a program to provide various training in order to support employees willing to actively learn in a challenging environment from the perspective of fostering a culture of proactive learning.

Developing Next-Generation Leaders

In cooperation with Hitotsubashi University's Graduate Programs, we offer "GL" training for Global Leaders (for deputy general managers, associate general managers, and equivalents) and SL training for Strategic Leaders (managers, operational chiefs, or equivalents) to develop the next-generation executive candidates. Candidates receive instruction on the values, general liberal arts knowledge, and MBA elements they need for management, and through sessions and courses, they complete the program by presenting a proposal to senior executives.

Through visits to historical Mitsui and Sumitomo sites and exchanges with external lecturers and exchange students, the program aims to reaffirm SuMi TRUST Bank's origins and business spirit, broaden horizons, instill global awareness, and enable participants to build networks within and outside the company.

Global Response

Strategy for Recruiting Globally Minded Human Resources

We offer training every year to local-country employees working at our overseas branches and overseas subsidiaries and affiliates. Training is focused on deepening employee understanding of our operations and the bank. To strengthen networks among participants and business lines, the training includes a management strategy briefing with an accompanying discussion as well as classes on Japanese business culture and history, and overviews relating to our various operations.

To further promote our global human resources strategy, we plan to increase the number of employees sent from Japan to work overseas to 224 as of September 30, 2017 from 115 as of March 31, 2012. We also plan to increase the number of employees with foreign citizenship working in Japan to 49 as of September 30, 2017 from 22 as of March 31, 2012. Moreover, some employees hired at overseas locations will be transferred to other overseas locations.

Diversity & Inclusion

Using Human Resources to Promote Diversity & Inclusion

The Group has since its founding managed a range of diverse businesses and thus pursued a human resources strategy built on initiatives to develop expertise and recruit human resources from diverse backgrounds. To promote communication among internal and external stakeholders amid growing recognition and penetration of the concept of diversity promotion in society, SuMi TRUST Bank established a Diversity & Inclusion (D&I) promotion office inside the human resources department in October 2016. Rather than stopping at diverse working styles for individual employees, SuMi TRUST Bank has appointed a manager responsible for D&I initiatives in the human resources department and tasked supervisory section members at each business with D&I promotion, with the aim of spurring mutually reinforcing growth in its diverse human resources and increasing corporate value. In these ways, SuMi TRUST Bank advances highly effective D&I promotion measures aligned with the actual conditions of each business.

In October 2017, SuMi TRUST Holdings established a D&I promotion office at the Group's human resources department, which works to share the mission and aims of D&I across the entire Group.

Promoting and Supporting Women

The Group ensures "the right people are placed in the right positions based on their capabilities in order that all of our employees can realize their full potential." We make sure that decisions about managerial promotions are based on merit. As of September 30, 2017, there was one female at the level of director at SuMi TRUST Holdings, and there were two female executive officers at SuMi TRUST Bank. To prepare the way for more proactively promoting female employees to the position of section manager or above, we offer training for female employees at three occupational ranks—those just under assistant manager, those appointed at a rank equivalent to an assistant manager, and those just under a section manager—aimed at helping them build networks and form career paths on their own.

Moreover, from the standpoint of supporting a balance between work and family life, we have put into place a variety of systems and cultivated a workplace environment that makes it easier for employees to choose flexible ways of working so they can readily adapt to major life events such as childbirth, childcare, and nursing care. For example, we began to accept applications for transfers to another region from A-course employees, who are hired as non-transferrable employees, on the basis of relocating for reasons such as marriage, the transfer of a spouse, and the need to care for a relative. From July 2017, we as a company provide our employees options beyond either "work" or "family" by recognizing leaves of absence without regard to gender so spouses can accompany another employee on an overseas assignment if they seek to support their spouse's self-sustaining career.

Number of Female Employees in Management Positions at SuMi TRUST Bank

	End of March 2016	End of September 2016	End of March 2017	End of September 2017
Directors	0	1	1	0 (0%)
Executive Officers				
Level of General Manager	0	0	0	2 (5.6%)
Level of General Manager	10	12	14	14 (2.4%)
Level of Section Manager	192	224	232	229 (11.2%)
Level of Assistant Manager	1,080	1,022	1,069	1,061 (31.6%)

*The number inside the parenthesis is the female employee ratio.

**As of September 30, 2017, there was one female external director at SuMi TRUST Holdings.

Employment of Disabled Persons

The Group hires disabled people who want to work, as well as to strive to create a more comfortable workplace for disabled people. As of March 31, 2017, our disabled person employment ratio was 2.08%.

Postretirement Employment of the Elderly

SuMi TRUST Bank has a program that re-employs retirees who meet certain criteria until they reach the age of

sixty-five if they request employment (the Elder Partner Program). In recent years, approximately 90% of employees that reached retirement age use this program.

We certify employees with advanced expertise as Fellows, and have adopted a system where, depending on their results, their benefit levels do not decline. Employees that are eligible to become Fellows are re-employed through the age of sixty-five and, in principle, can extend their reemployment through the age of seventy.

Upholding Positive Workplace Environments

Appropriate Work Management

Support for International Principles regarding Work

We support the ILO* Declaration on the Fundamental Principles and Rights at Work as a signatory to the UN Global Compact.

* ILO: International Labor Organization

Improving the Workplace Environment

The Group is conducting a broad range of initiatives to improve the workplace environment. Specifically, we have been working on reducing the level of overtime work by carrying out thorough work-efficiency and time-management measures. Also, we have been working to reduce overall work hours by promoting programs that encourage employees to take paid holidays.

Status of paid holiday use among SuMi TRUST Bank career-course employees (FY2016 results)

Average number of days of paid holiday use	12days
Average paid holiday usage rate	63%

Optimize Working Styles

Initiatives to Realize Work-Life Balance

The Group actively strives to create working environments that enable employees to feel at ease and still maintain a good balance between work and home lives. As one plank in this effort, the Group joined the "Iku-boss Corporate Alliance" established by specified non-profit corporation Fathering Japan, which supports work-life balance for fathers and men, on November 7, 2017. Through the activities of the alliance, this initiative, which calls for realizing diverse work styles and work-life balance for employees, reinvigorates a crucial message that is necessary for sustainable growth, helps spread it within the Group, and promotes the nurturing of a reform mentality among senior executives.

As for childbirth and childcare leave, SuMi TRUST Bank has a slate of measures that enable us to create an

Specific Initiatives

- et a nine-hour rest interval rule (the minimum number of hours between the end of a work day and the start of the next work day)
- Upload successful management examples to our internal intranet of efficient work operation execution
- Commence an initiative to prohibit smoking inside buildings
- Regarding the status of overtime work and the management of systems to promote employee health, we discuss these issues four times per year at meetings of the Board of Directors and listen to the opinions of attendees, including those from external directors and external corporate auditors, and utilize these in drawing up and executing proposals.

Status of overtime hours among SuMi TRUST Bank career course employees (FY2016 results)

Average overtime hours per month (outside of mandatory work hours)	19hours
Ratio of career-course employees exceeding 60 hours of overtime per month (outside of mandatory work hours)	0%

*As for career-course employees, see page 116

environment where parents can raise their children with peace of mind. In addition to offering childcare leave until children reach the age of two, we promote childcare leave for male employees, and have established a nursing care leave system where employees with two or more children requiring care can apply for up to ten days leave per year. Furthermore, employees who are pregnant or who live with and raise children of or below the third grade of elementary school are eligible for a system of shorter working hours and an exemption from working overtime or at night.

As of end-March 2017, 325 employees are on childcare leave via these systems. We have produced a childcare handbook as a guide for employees who plan to have a child and managers of the aforementioned systems

on system concepts, procedures, and points to be considered. Through Web Campus, which employees can access while on childcare leave, we periodically provide employees with company information and forms to file for childcare extensions, etc. in effort to support a smooth return to the workplace.

Regarding nursing care, we have established a nursing care leave system where employees can apply for up to ten days leave per year (for two or more family members requiring care), a nursing care leave system that provides leaves for as long as one year, and a system of shorter working hours that can be extended for up to three years (eligible families with at least two members).



We hold "Family Visit Days" aimed at the family members of employees to provide them with an opportunity to consider what it means to work as part of society, and to deepen bonds and communication between family members as well as commence telecommuting trials.

Status of ratio of childcare leave use among male career-course employees (fiscal year 2016)

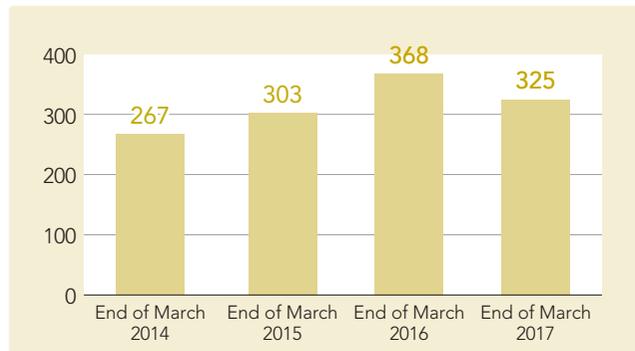
Male employee childcare leave use ratio*	11%
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*Employees obtaining childcare leave during fiscal year 2016; ratio of male employees with a child born to a spouse during fiscal year 2016

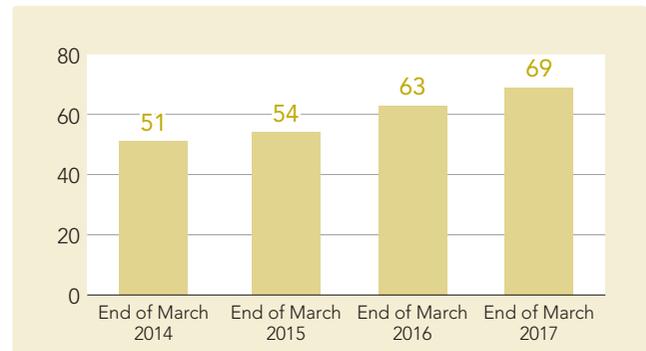
Usage status of flexible employment system (fiscal year 2016 results)

Number of employees using short work day system for childcare or nursing care	440
Number of employees using staggered work starts, late-night work exemptions for childcare or nursing care	231
Number of employees using remote relocation system for family work relocation or nursing care	21
Number of employees on telecommuting trials	179

Number of Employees Taking Childcare Leave



Number of Employees Taking Nursing Care Leave



SuMi TRUST Bank's System for Childbirth and Childcare (as of end of March 2017)

Item	Pregnancy	Before childbirth	After childbirth	Under 1 year of age	Until the child's second birthday	To under elementary school age	Until third grade of elementary school
Staggered working hours	○	○	○	○	○	○	○
Secure time for hospital visits, ease the burden of commuting, etc.	○	○	○	○			
Prenatal and postnatal leave (8 weeks before and after childbirth/paid)		○	○				
Maternity and childcare leave (first week is paid leave)	○	○	○	○	○		
Childcare time (1 hour a day or two 30 minute periods a day/paid)				○			
Exemption from overtime work	○	○	○	○	○	○	○
Exemption from late-night work	○	○	○	○	○	○	○
Shortened workday system (shorten working hours by no more than 2 hours a day)	○	○	○	○	○	○	○
Nursing care leave				○	○	○	

Prevent Labor Affairs Problems System to Respond to Complaints related to Labor Practices, etc.

From the perspective of promoting appropriate labor affairs management, SuMi TRUST Bank has established, within the Human Resources Department, the Personnel Consultation Desk, at which employees can receive consultation without going through the regular reporting line when problems related to personnel and labor affairs management, such as unfair and unjust labor affairs management practices and workplace harassment, occur. As a safety net to guard against labor affairs problems, the Personnel Consultation Desk strives to appropriately handle consultation cases while promptly cooperating with relevant persons.

Regarding skilled contract employees, SuMi TRUST Bank has started personnel affairs support services, including rotation interviews with employees, through an affiliated company (Sumitomo Mitsui Trust Business Service). SuMi TRUST Bank prevents labor affairs problems by grasping the circumstances of individual employees and collecting opinions and views which may be difficult to express in the workplace through these services.

Number of Consultations Concerning Labor Practices, etc. at SuMi TRUST Bank

FY2013	39
FY2014	46
FY2015	42
FY2016	78

A Handbook for Overseas Employees, Domestic Employees Posted Overseas

SuMi TRUST Bank has prepared a guide, the "Overseas Application Handbook," on all the social and cultural custom risks that overseas employees and domestic employees sent overseas ought to be aware of.

In drafting the handbook, we referenced reports by Business for Social Responsibility (BSR), a nonprofit that originated in the United States that works with companies on sustainability issues, and research materials released by the Industrial Federation for Human Rights, Tokyo.

Understanding the customs and taboos emanating from the culture, religion, national identity, and unique attributes of each country enable our employees to obtain a deeper understanding of the behavior and sentiments of people in other countries and thus build a foundation for smooth communication and mutual trust. The handbook covers a wide array of bases from summary data on each country such as Transparency International's Corruption Perception Index* (country rankings), manners for various scenarios such as when doing business or sharing a meal, widely shared sensibilities and basic knowledge as well as taboos, differences between Japanese culture, customs, and lifestyles and those of the relevant country to the human rights of women in each country and customs and rules arising from religion. With our Global Business Planning and Coordination Department and Human Resources Departments at the fore, we publicize the handbook to encourage employees to look through it as a reference before going overseas.

*Transparency International is an international NGO dedicated to fighting corruption, especially corruptions among public-sector authorities. The handbook's country ranking is based on Transparency International's Corruption Perception Index that covers 175 countries and territories.

Dialogue with Employees

SuMi TRUST Bank's labor union has a total of 8,537 members, equivalent to 63% of all of its employees (as of the end of March 2017).

The Company and the union have concluded a labor agreement and are conscientiously complying with it in order to ensure sound development of the Company and enhance the status of union members.

Under the labor agreement, management consultation meetings, which are attended by the President and other senior managers as well as union representatives, and branch and department consultation meetings, which are attended by representatives of the labor and management sides at individual branches and departments, are periodically held to discuss working conditions for union members and how to maintain the working environment.

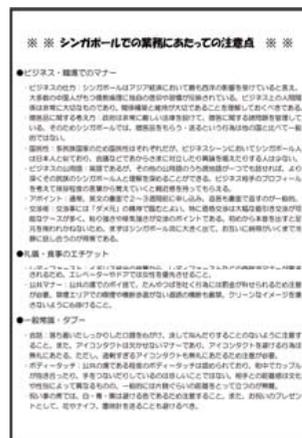
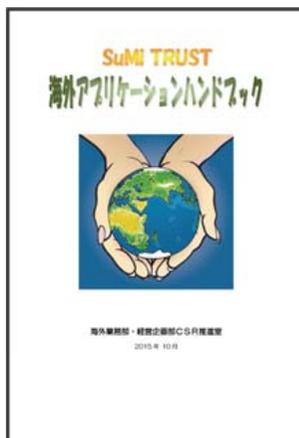
The union conducts organizing activities at individual workplaces and implements surveys concerning employees' satisfaction level and the workplace environment in order to reflect employees' opinions in business management through management consultation meetings and branch and department consultation meetings.

At other group companies as well, there are initiatives to ensure smooth business operation and maintain and improve the workplace environment through dialogue between the companies and unions or representatives of employees.

Employee Physical and Mental Health Employee Health Management

In an effort to help our employees manage and improve their health, the Group has appointed medical and hygiene supervisors (hygiene promoters) at each of our business locations to provide detailed health management guidance, and through e-learning courses, we seek to raise the awareness of employees about the importance of health. We have activities such as training to raise the awareness of line managers about the importance of managing their own mental and physical health and that of their subordinates.

At SuMi TRUST Bank, a section dedicated to promoting health matters has been established within the human resources department, with director and executive officers



responsible for the personal department overseeing general managers.

Physical Health

Obligatory health examinations are provided every year to all employees, with attentive follow-ups to ensure the maintenance of 100% participation rate, and we also support health examinations for family members through health insurance coops for families. Through initiatives aimed at promoting work hour interval rules and prohibiting smoking inside buildings and efforts to reduce overtime and improve operational efficiency, we are focused on promoting employee health.

Mental Health

In addition to conducting stress checks for all employees once per year, the Group has a counseling system that is easy for employees to use. Industrial physicians offer education on implementing care for line managers, mental counseling sessions are available at clinics on site inside the company, and health insurance associations offer free health advice over the phone.

Specific Initiatives

- From the standpoint of bolstering employee health management, we thoroughly disseminate to employees their duty to manage their health, and we encourage independent and voluntary health management.
- We ensure a flexible approach is in place for employees working long hours by encouraging them to take half-day paid leave or come to work later in the day.
- Regarding regular health checkups, re-examinations, and those who have missed checkups but need medical treatment, we commenced a comprehensive program for checkups in coordination with branches and departments.
- We put into place conditions for ascertaining the health status of each employee through daily communication within departments, human resource appraisal interviews, and the filing of job condition applications (once a year), in addition to regular health checkups.
- We offer influenza shots at the head office building, the Shiba Building, and some branches and issue warnings to protect against the spread of influenza, norovirus, and other infectious diseases.
- We encourage employees to participate in radio calisthenics at the start of the work day.
- Regarding the status of overtime work hours and the management of systems to promote employee health, we report on these issues four times per year at meetings of the Board of Directors, and we listen to a broad range of opinions, including those from external directors and external corporate auditors, and utilize these in drawing up and executing proposals.

Fair Evaluations and Treatment

Personnel Evaluation Systems with Individual Employee Participation

The purpose of our personal evaluation system is as follows.

- 1 To maximize our performance as an organization by aligning the vectors of the company and individual employees in the same direction;
- 2 To ensure goal setting and issue identification, daily communication, and face-to-face meetings to review performance, etc. lead to changes in behavior and capacity development;
- 3 To fairly evaluate the various achievements of employees and the diverse capabilities they have demonstrated to ensure they are assigned to appropriate jobs and treated justly.

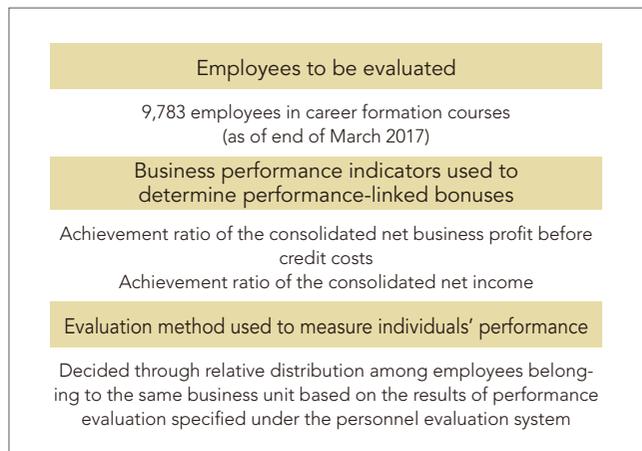
SuMi TRUST Bank’s personnel evaluation system enables individual employees to participate in the evaluation process. At the beginning of each business term, SuMi TRUST Bank’s employees consult with their supervisors and determine specific business execution tasks.

After the end of the term, supervisors meet face to face with employees and review their attainment level versus issues identified and the process they went through to deliver results, provide them with assessments they find convincing, and afford them capability evaluations across the process they followed to achieve results. As for capabilities demonstrated, among the matters that are evaluated is their compliance with ethics and the state of their compliance and their degree of involvement in developing human resources.

Bonus System Reflecting Business Performance

From the perspective of encouraging individual employees to fully exercise their capabilities, SuMi TRUST Bank has introduced a system to appropriately reflect the business performance of the whole of the Group and individuals’ performances and achievements in the bonus amount with a view to realizing “incentives for building up earnings for the whole Group as well as for contributing to business units, branches and departments” and “fair and highly transparent system management through clarification of the process of reflecting business performance.”

Through appropriate evaluation of personnel and the payment of bonuses reflecting performance, the Group has developed an environment that enables capable personnel to fully exercise their capabilities.



Results of the Employee Satisfaction Survey

SuMi TRUST Bank conducts an "attitude survey" of all employees in order to objectively identify employees' perception of the dissemination of measures taken by the company, the personnel system and its operation, the workplace environment and engagement.

	FY2012	FY2013	FY2014	FY2015	FY2016
Vitality level	63.0	62.3	62.1	61.5	60.9
Satisfaction level	62.3	61.3	61.4	61.1	60.8

Vitality level: Indicator of the level of expectations for the future, forward-looking thinking, willingness to contribute to the organization, work motivation

Satisfaction level: Indicator of how much satisfaction employees get from the contents of their job duties, the working environment and personal relationships.

Employee Breakdown (Sumitomo Mitsui Trust Bank)

	As of end of March 2016	As of end of March 2017
Number of employees	13,463 (6,221 men)(7,242 women)	13,647 (6,212 men)(7,435 women)
Hong Kong	50	58
Japan	12,800	12,941
China	137	151
Korea	3	3
Thailand	4	0
Singapore	129	140
Indonesia	6	6
UK	157	160
USA	177	188
Average age	42.5 (Male: 43.4)(Female: 41.8)	42.7 (Male: 43.5)(Female: 41.9)
Average continuous years of employment	13.0 (Male: 16.0)(Female: 10.5)	13.2 (Male: 16.2)(Female: 10.6)
Average annual salary	7,220 thousand yen	7,072 thousand yen
Number of temporary staff	508	541
Number of part-timers	125	89
Number of disabled persons employed	258 (Disabled person employment ratio: 2.04%)	272 (Disabled person employment ratio: 2.08%)
Number of employees using the Elder Partner Program	448	418
Number of absentees (annual)	361 (127 men)(234 women)	333 (117 men)(216 women)
Number of employee turnover (annual)	335 (127 men)(208 women)	306 (126 men)(180 women)
Number of work-related accidents (annual)	73 (accidents during work: 38; accidents during commuting: 35)	95 (accidents during work: 67; accidents during commuting: 28)