

Actual Results of Each Indicator Related to Health and Productivity Management

■ Indicators regarding the state of health investment measures

	FY2021	FY2022	FY2023
Regular health checkup participation rate	100.0%	100.0%	100.0%
Post-regular health checkup detailed examination participation rate	52.0%	52.1%	51.3%
Stress check participation rate	98.6%	98.8%	98.2%
Participation status in company-wide measures	Listed in the main initiatives sections	Listed in the main initiatives sections	Listed in the main initiatives sections
Employee satisfaction rate across measures	Listed in the main initiatives sections	Listed in the main initiatives sections	Listed in the main initiatives sections
Situations about working hours (average overtime per month)	12.8 hours	12.7 hours	12.4 hours
Paid-leave acquisition status (average annual paid-leave acquisition rate)	69.2%	80.0%	80.0%

■ Indicators related to an employee's consciousness transformation and behavior transformation

	FY2021	FY2022	FY2023
Exercise: Rate of employees walking more than 7,000 steps per day on average	15.9%	17.7%	20.6%
Eating : Rate of employees eating breakfast 4 or more times a week	57.6%	55.6%	55.5%
Sleep: Rate of employees whose average sleep time is 6 hours or more per day	71.8%	68.0%	68.1%
Smoking: Rate of employees who do not have smoking habits	63.4%	62.3%	62.1%
Treatment: Management rate for high-risk employees (The treatment rate for hypertension cases)	84.6%	68.3%	65.6%

■ The health-related final target indicators

	FY2021	FY2022	FY2023
Rate of employees with poor diabetes management	1.3%	1.3%	1.2%
Rate of employees of their ideal weight	63.9%	63.3%	68.4%
Rate of resignations (average years of consecutive service)	10.8 years	11.4 years	12.1 years
Aggregate results of stress checks (Rate of employees who have high stress)	15.1%	15.9%	15.5%
State of absence from work due to illness (Number of sick-leave days: Indicator of absenteeism)	2.3 days	4.7 days	3.6 days
A decrease in work efficiency or productivity due to poor health condition (The lowered productivity ratio: Indicator of Presenteeism)	77.0%	76.0%	78.0%
Work Motivation (Rate of employees who have high motivation for work: Indicator of Work Engagement)	74.6%	70.2%	70.1%