

Actual Results of Each Indicator Related to Health and Productivity Management

■ Indicators regarding the state of health investment measures

	FY2022	FY2023	FY2024
Regular health checkup participation rate	100.0%	100.0%	100.0%
Post-regular health checkup detailed examination participation rate	52.1%	51.3%	51.2%
Stress check participation rate	98.8%	98.2%	97.9%
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)	12.7 hours	12.4 hours	13.2 hours
Paid-leave acquisition status (average annual paid-leave acquisition rate)	81.3%	81.3%	72.6%

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

	FY2022	FY2023	FY2024
Eating : Rate of employees eating breakfast 4 or more times a week	55.6%	55.5%	56.2%
Sleep: Rate of employees whose average sleep time is 6 hours or more per day	68.0%	68.1%	48.6%
Smoking: Rate of employees who do not have smoking habits	62.3%	62.1%	64.0%
Treatment: Management rate for high-risk employees (The treatment rate for hypertension cases)	68.3%	65.6%	72.6%

■ The health-related final target indicators

		FY2022	FY2023	FY2024
Rate of employees with poor diabetes management		1.3%	1.2%	1.1%
Rate of employees of their ideal weight		63.3%	68.4%	67.2%
Rate of resignations (average years of consecutive service)	Male	11.65 years	12.32 years	12.25 years
	Female	9.63 years	10.47 years	10.83 years
Aggregate results of stress checks (Rate of employees who have high stress)		15.9%	15.5%	15.4%
State of absence from work due to illness (※1 : Number of sick-leave days:Indicator of absenteeism)		4.7 days	3.6 days	3.6 days
A decrease in work efficiency or productivity due to poor health condition (※2 : The lowered productivity ratio: Indicator of Presenteeism)		76.0%	78.0%	78.0%
Work Motivation (※3 : Rate of employees who have high motivation for work: Indicator of Work Engagement)		70.2%	70.1%	69.8%

※1: Calculation Method

FY2022 and FY2023: Average number of days taken by all employees for sick leave, absences, and leaves of absence (excluding paid leave).

FY2024: Average number of days off work due to illness over the past year in the stress check survey.

※2: Activity (Productivity) Index is a composite index calculated from "Work Performance," "Work Quality," and "Work Quantity."

Calculation Method: Activity (Percentage) represents the current level of productivity as a percentage of normal productivity (100%).

※3: Calculation Method: Proportion of respondents in the top two of four groups who answered "My work is rewarding" in the stress check survey.