

■ Various Indicators

Item		Unit	FY 2021	FY 2022	FY 2023	FY 2024
Regular Health Checkup Participation Rate		%	86.5	99.0	100.0	99.5
Rate of undergoing detailed examinations after regular health checkups		%	59.3	63.8	52.9	86.0
Stress Check Participation Rate		%	95.0	97.0	96.6	95.9
Specific Health Guidance Implementation Rate		%	—	58.3	38.2	27.3
Average monthly overtime hours		hours	25	26	24	24
Average Annual Paid Leave Days Taken (General Staff)		Days	15	16	17	16
Health Checkup Questionnaire Results	Smokingrate	%	25.2	25.7	23.4	22.6
	Percentageofregulardrinkers※1	%	28.6	32.1	27.4	17.8
	Proportionofindividualsmaintainingahealthy weight※2	%	62.8	61.2	63.8	64.3
Average length of service		years	20.8	20.6	19.1	18.3
Total turnover rate		%	2.8	3.6	3.8	4.5
Number of employees on leave due to personal illness or injury		People	28	30	33	68
Indicators for Work-Related Accidents and Fatal Accidents	NumberofFatalities※3	Persons	0	0	1	1
	Work-relatedinjury/fatalitycount※4	People	17	10	11	15
	EmployeeLost-TimeInjuryFrequencyRate※5	%	0.00	0.01	0.00	0.00
Indicators related to satisfaction with physical and mental health, job satisfaction, etc.	Absenteeism※6	People	28	30	33	68
	Presenteeism※7	%	—	—	58.9	78.6
	WorkEngagement※8	Points	—	—	—	2.6
	EmployeeEngagementRate※9	%	68.8	68.8	72.0	65.1
	Averagescorefor”Satisfiedwithwork”※10	%	2.5	2.5	2.5	2.4
	Averagescorefor”Thisisarewardingjob”※10	Points	2.1	2.1	2.1	2.1
Participation in initiatives addressing women’s health issues (e-learning)		%	—	—	—	29.3
Health Literacy Training Participation (All Employees)		%	—	—	—	88.4
Employee satisfaction rate for each initiative※11		%	—	—	—	84.3
Employee Health Literacy Status※12		Points	—	—	—	3.91

※1 Percentage of individuals who drink occasionally or daily and consume 2 go or more of sake equivalent per drinking day*From fiscal year 2024, rate of individuals at risk from alcohol consumption

※2 Individuals with a BMI between 18.5 and less than 25

- ※3: Contractors and subcontractors of our company and our group companies
- ※4 Contractors and subcontractors of our company and our group companies, with one or more days of absence
- ※5 Excluding commuting accidents
- ※6 Number of employees on leave due to personal illness or injury
- ※7 Percentage of respondents who answered "No problem" in the "Wfun" survey. From fiscal year 2024, calculated as SPQ actual value "100 minus response value"
- ※8 Utrecht Scale 2 items (Vitality/Enthusiasm) (Converted to minimum 1 point to maximum 4 points)
- ※9 Employee satisfaction survey with major categories: "Company," "Work Environment," "Work and Skill Development" (includes questions measuring job satisfaction). Survey criteria revised starting FY2024.
- ※10 Stress check (scored 1-4 points, with higher scores indicating greater dissatisfaction)
- ※11 Overall satisfaction rate (5-point scale) for health management initiatives: "Satisfied" and "Somewhat satisfied" responses
- ※12 Average score for all 5 CCHL questions