

Various indicators

Item		Unit	Fiscal Year 2021	Fiscal Year 2022	Fiscal Year 2023
Rate of regular health checkup participation		%	86.5	99.0	100.0
Rate of receiving detailed examinations after regular health check-ups		%	59.3	63.8	52.9
Stress check participation rate		%	95.0	97.0	96.6
Specific health guidance implementation rate		%	-	58.3	38.2
Average monthly overtime hours		Time	25	26	24
Average number of annual paid leave days taken		Number of days	15	16	17
Results of the health checkup questionnaire	smoking rate	%	25.2	25.7	23.4
	Rate of alcohol drinkers *1	%	28.6	32.1	27.4
	Rate of appropriate weight maintainers *2	%	62.8	61.2	63.8
Average length of service		year	20.8	20.6	19.1
Total turnover rate		%	2.8	3.6	3.8
Number of employees on leave due to personal injury or illness		person	28	30	33
Indicators related to labor accidents and fatal accidents	Number of deaths *3	person	0	0	1
	Number of casualties from business suspension disasters *4	person	17	10	11
	Employee leave disaster frequency rate *5	%	0.00	0.01	0.00
Indicators related to satisfaction with physical and mental health, and work engagement.	Absenteeism	person	28	30	33
	Presenteeism*7	%	-	-	58.9
	Employee engagement rate *8	%	68.8	68.8	72.0
	Average score of "satisfied with work" *9	%	2.5	2.5	2.5
	Average score of "a job that provides a sense of fulfillment"	point	2.1	2.1	2.1

*1 The percentage of people who drink occasionally or daily and consume 2 or more go of sake per drinking day.

*2 Those with a BMI of 18.5 to less than 25

*3 Contractors and subcontractors of our company and our group ordering parties.

*4 Our company and the contracting companies and commissioned companies of our group, 1 day or more of suspension of business.

*5 Excluding commuting accidents

*6 Number of employees on leave due to personal injury or illness

*7 The percentage of responses that answered "no problem" in the response to "Wfun."

*8 Major categories include "Company", "Work Environment", and "Job and Skill Improvement" (including questions to measure job satisfaction) for the employee satisfaction survey.

※9 Stress check (from a minimum of 1 point to a maximum of 4 points, with higher scores indicating greater dissatisfaction)