

KPI

	FY2021	FY2022	FY2023	FY2024	FY2025
Data on the Achievement Status of Health and Productivity Management Goals					
Absenteeism (%)	-	-	2.0	2.1	2.0
Engagement score (%)	-	-	61	62	65
Data on Improvements in Health Issues					
Secondary Health Checkup Requirement Rate (%)	-	-	13.7	14.0	13.5
Engagement score (%)	-	-	61	62	65
Data on the Implementation Status of Health and Productivity Investment Measures					
Regular Health Checkup Rate (%)	100	100	100	100	-
Stress Check Participation Rate (%)	-	-	90.3	89.1	-
Secondary Health Checkup Expense Reimbursement Application Rate (%)	-	-	100	100	-
Paid annual leave usage rate (%) ^{*1}	65.0	72.5	66.6	69.9	-
Childcare leave usage rate among female employees (%) ^{*1}	100	100	100	100	-
Childcare leave usage rate among male employees (%) ^{*1}	0.0	22.7	42.9	75.0	-
e-Learning Training Participation Rate (%)	-	-	100	100	-
Presenteeism (points)	-	70.0	70.5	68.0	-
Data on Changes in Employee Awareness and Behavior					
Secondary Health Checkup Participation Rate (%)	44.3	50.0	63.6	81.1	-
Data on Final Health-Related Goals					
Secondary Health Checkup Requirement Rate (%)	-	-	14.8	15.9	-
Engagement score (%)	-	-	61	62	-
Average length of service (years) ^{*1}	15.6	15.2	14.5	14.0	-
Data on Occupational Safety and Health					
Number of lost time injuries ^{*1}	0	2	1	0	-
Number of non-lost time injuries ^{*1}	3	3	3	3	-

Except for *1, the Health and Productivity Management Data are presented on a non-consolidated basis.

KPI refers to key performance indicators used in Health and Productivity Management.

Absenteeism refers to the percentage of employees taking leave due to illness.

Presenteeism refers to the average score (0-100 points) based on responses to questions regarding absolute presenteeism from the WHO-HPQ, which were added to the stress check. The response rate is the same as the participation rate of the stress check.

The engagement score refers to the percentage of positive responses to the items "desire to contribute," "sense of fulfillment," and "sense of pride" in the employee engagement survey (answered by all employees).

A secondary health checkup refers to additional examinations undergone by employees who, in the lifestyle disease screening items of the regular health checkup, were advised to undergo reexamination or detailed examination.