

■Various Indicators

Item		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Regular Health Checkup Participation Rate		%	86.5	99.0	100.0	99.5	100.0
Rate of undergoing detailed examinations after regular health checkups		%	59.3	63.8	52.9	86.0	48.7
Stress Check Participation Rate		%	95.0	97.0	96.6	95.9	95.3
Specific Health Guidance Implementation Rate		%	—	58.3	38.2	27.3	55.6
Average monthly overtime hours		hours	25	26	24	24	23
Average Annual Paid Leave Days Taken (General Staff)		Days	15	16	17	16	16
Health Checkup Questionnaire Results	Smoking rate	%	25.2	25.7	23.4	22.6	21.8
	Percentage of regular drinkers※1	%	28.6	32.1	27.4	17.8	12.2
	Proportion of individuals maintaining a healthy weight※2	%	62.8	61.2	63.8	64.3	64.1
Average length of service		years	20.8	20.6	19.1	18.3	17.8
Total turnover rate		%	2.8	3.6	3.8	4.5	4.6
Number of employees on leave due to personal illness or injury		People	28	30	33	68	81
Indicators for Work-Related Accidents and Fatal Accidents	Number of Fatalities※3	People	0	0	1	1	0
	Work-related injury/fatality count※4	People	17	10	11	15	9
	Employee Lost-Time Injury Frequency Rate※5	%	0.00	0.01	0.00	0.00	0.00
Indicators related to satisfaction with physical and mental health, job satisfaction, etc.	Absenteeism※6	People	28	30	33	68	81
	Presenteeism※7	%	—	—	58.9	78.6	78.0
	Number of respondents	People	—	—	—	—	4266
	Response rate	%	—	—	—	—	95.3
	Work Engagement※8	Points	—	—	—	2.6	3.0
	Number of respondents	People	—	—	—	—	4266
	Response rate	%	—	—	—	—	95.3
	Employee Engagement Rate※9	%	68.8	68.8	72.0	65.1	67.5
	Average score for "Satisfied with work"※10	%	2.5	2.5	2.5	2.4	2.1
	Average score for "This is a rewarding job"※10	Points	2.1	2.1	2.1	2.1	2
Health Literacy Training Participation (All Employees)		%	—	—	—	88.4	93.0
Employee satisfaction rate for each initiative※11		%	—	—	—	84.3	82.8
Employee Health Literacy Status※12		Points	—	—	—	3.91	3.87

※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