

Indicators related to status of implementation of health investment measures	FY2022	FY2023	FY2024	FY2025
Percentage of employees who receive regular health checkups	96.2%	97.2%	99.9%	99.8%
Percentage of employees undergoing detailed examinations	44.0%	48.1%	47.3%	60.1%
Percentage of employees who receive stress checks	94.6%	95.8%	94.0%	94.9%
Implementation rate of Specific Health Guidance	27.4%	46.8%	69.0%*1	Being compiled
Percentage of managers participating in video training programs on supporting the improvement of women’s health	4.8%	9.2%	5.3%	4.3%
Average monthly overtime	15 hours	14 hours	14 hours	15 hours
Percentage of paid leave taken	78.0%	80.6%	79.4%	85.9%

*1 Confirmed figure calculated from data on specific health checkups and specific health guidance possessed by the health insurance association and reported to the Ministry of Health, Labour and Welfare in October 2025

Indicators related to changes in employees’ awareness and behaviors	FY2022	FY2023	FY2024	FY2025
Percentage of people who exercise regularly	28.0%	28.8%	31.5%	31.9%
Percentage of employees who smoke	32.6%	29.5%	29.8%	26.6%
Percentage of employees that are high-risk in terms of their blood pressure that are receiving treatment	77.7%	81.2%	80.3%	85.1%
Percentage of employees that are high-risk in terms of their blood lipid levels that are receiving treatment	44.3%	44.1%	49.5%	53.8%
Percentage of employees whose weight is in a healthy range	63.0%	62.0%	62.9%	63.4%

Ultimate Health-Related Goals	FY2022	FY2023	FY2024	FY2025
Work engagement*2	48.5	48.4	48.9	49.3
Percentage of employees with mental health issues who are absent for a long time or on leave	1.3%	1.3%	1.4%	1.5%
Percentage of employees with issues other than mental health who are absent for a long time or on leave	0.9%	0.8%	1.1%	1.2%
Percentage of employees with high stress levels identified by stress checks	11.8%	12.0%	12.0%	13.3%

*2 Measurement method: Workplace stress questionnaire. FY2025: 2,863 respondents; response rate: 94.9%.

Key Goal Indicators (KGI)★	Oct-24	Jun-25	Mar-26
Absenteeism*3	3.9 days	3.9 days	3.9 days
Presenteeism*4	13.5%	16.5%	15.3%

*3 Measurement method: Self-completed questionnaire on the number of lost workdays due to diseases in a year (including annual paid leave taken)

*4 Measurement method: The Single-Item Presenteeism Questionnaire developed by the University of Tokyo Working Group (Presenteeism = 100% - Actual figure).

Satisfaction with measures*5★	Jun-25	Mar-26
Smoking cessation measures (support for smoking cessation and measures to prevent secondhand smoke)	3.3	3.4
Diet-related measures (e.g., installation of scales)	3.1	3.2
Exercise measures (tools to Sedentary lifestyle prevention)	3.0	3.1
Measures based on the results of health checkups (specific health guidance and recommendations to take medical examinations)	3.5	3.6
Mental health measures (self-care training and group analysis based on stress checks)	3.3	3.4

*5 Measuring method: Health management questionnaire with satisfaction scored on a five-point scale, with 1 as the lowest score and 5 the highest

★ Data on a consolidated basis in Japan, March 2026 response rate: 68.5% (4,201 respondents / 6,134 employees at FY2025 year-end).

Investment in Health and Productivity Management Initiatives*6	FY2025
Smoking cessation lecture	607,170
Medically online smoking cessation program	3,520,000
<i>Minchalle</i> smoking cessation program	2,507,802
Walking event	1,379,000
Bone density screening event	303,600
Influenza vaccination subsidy	1,112,973
Women’s health seminar video	27,500

*6 Excludes legally mandated measures such as general and special health checkups and stress checks. (JPY)