

Indicators for Health and Productivity Management Initiatives Implementation

| | FY2020 | FY2021 | FY2022 |
|--|--------|--------|--------|
| Regular health check participation ratio | 100% | 100% | 100% |
| Specific health guidance ratio | 46.6% | 51.0% | 47.3% |
| High risk employee management (ongoing treatment) ratio* | - | - | 79.6% |
| Stress check participation ratio | 93.0% | 94.4% | 94.7% |
| Highly Stressed | 7.5% | 7.7% | 8.6% |
| General health risk | 86 | 85 | 85 |
| Average annual total work hours (unit: hours) | 2,106 | 2,127 | 2,139 |
| Average days of annual paid leaves taken (unit: days) | 15.9 | 16.0 | 16.6 |
| Average annual paid leave usage | 65% | 67% | 68% |
| Average years of service (unit: years) | 16.5 | 17.2 | 17.3 |

*Ratio among the group of employees with especially high risk of cerebrovascular disease based on internal criteria that resulted in medical treatment

Individual Health Outcome

| | FY2020 | FY2021 | FY2022 |
|---|--------|--------|--------|
| Ratio of employees with regular health check findings ^{*1} | 63.3% | 63.6% | 62.8% |
| Ratio of smoking employees | 23.8% | 23.2% | 22.4% |
| Ratio of employees with appropriate exercise habit ^{*2} | - | 36.6% | 35.5% |
| Ratio of employees with appropriate eating habit ^{*2} | - | 41.4% | 40.5% |
| Ratio of employees with appropriate drinking habit ^{*2} | - | 86.3% | 85.2% |
| Ratio of employees with sufficient rest with sleep | - | 69.8% | 66.0% |
| Health application registration ratio ^{*3} | 54% | 54% | 57% |

*1: Comments “needs attention to daily life” or below are deemed to be medical findings

*2: Calculated using the “Health Scoring Report” by MHLW

*3: Health application registration ratio is used as an indicator of health literacy

Occupational Safety and Health

| | FY2020 | FY2021 | FY2022 |
|----------------------------------|--------|--------|--------|
| Number of occupational accidents | 5 | 4 | 4 |
| Number of commuting accidents | 11 | 12 | 17 |