

Indicators for statuses of KENKO Investment for Health (KIH) initiatives

	FY2021	FY2022	FY2023
Periodic health checkup participation rate	100%	100%	100%
Specific Health Guidance participation rate	51.0%	47.3%	Calculating
High-risk participant management (continued treatment) rate *	-	79.6%	86.0%
Detailed examination visit rate	-	-	72.6%
Stress check test participation rate	94.4%	94.7%	94.2%
High-stress participant rate	7.7%	8.6%	9.7%
Overall health risk	85	85	84
Average total annual working hours per employee	2,127	2,139	2,086
Average number of annual paid leave days taken	16.0	16.6	17.9
Average utilization rate of annual paid leave	67%	68%	73%
Average length of service (in years)	17.2	17.3	16.7
Number of employees on medical or injury leave	26	21	24

\* Percentage of high cerebrovascular risk employees who consult with physicians (the high-risk group is defined based on company standards)

Personal health outcomes

	FY2021	FY2022	FY2023
Rate of employees identified for observation in health checkups* 1	63.6%	62.8%	62.5%
Smoking rate	23.2%	22.4%	22.6%
Rate of employees with appropriate exercising habits *2	36.6%	35.5%	38.0%
Rate of employees with appropriate dietary habits *2	41.4%	40.5%	41.0%
Rate of employees with appropriate drinking habits *2	86.3%	85.2%	89.3%
Rate of employees who get sufficient rest through sleep	69.8%	66.0%	64.9%
Rate of employees who signed up with the healthcare app *3	54%	57%	63%

\*1 The company defines "needs attention in daily life" or above as "observation exists."

\*2 The value is calculated based on "Health score report" published by the Ministry of Health, Labor and Welfare.

\*3 The company deems the sign-up rate of the healthcare app as an indicator of health literacy status.

Industrial safety and health

	FY2021	FY2022	FY2023
Number of work injuries	4	4	3
Number of commuting injuries	12	17	17