

Health and Productivity Management Outcome KPI and KGI Results and Fiscal 2030 Targets

KPI and KGI	Fiscal 2022 results	Fiscal 2023 results	Fiscal 2024 results	Fiscal 2030 targets	Remarks
Work-related fatal and permanent disability accidents	0	1	0	0	
Number of occupational accidents	75	66	66	— (*1)	
Number of occupational accidents resulting in leave	12	11	11	— (*1)	
Ratio of employees eligible for specified health guidance	19.44%	19.02%	19.61%	17.00%	
Ratio of high-risk individuals (work restrictions)	2.70%	2.33%	2.37%	2.00%	Persons eligible for employment categories 2 & 3
Smoking rate	26.70%	22.90%	21.25%	15.00%	
Mental leave rate number of cumulative leave days of one month or longer / total number of employees	0.79%	0.79%	0.89%	0.70%	
Overall health risk	109.2	107.0	104.3	95.0	New Brief Job Stress Questionnaire (80-item version)
Absolute presenteeism	60.0	60.8	60.9	63.0	WHO Health and Work Performance Questionnaire: A survey by the World Health Organization on health and work performance (conducted as part of the stress check)
Relative presenteeism	1.05	1.07	1.07	1.08	
Absenteeism	0.54%	0.54%	0.69%	2 days	Until 2024: “Disease leave rate (%)” From 2025: Changed to “Average number of absence days (per person per year)” (surveyed through the stress check)
Engagement	61.8%	61.0%	63.3%	— % (*2)	Positive response rate (employee awareness survey) to the four items (sense of accomplishment through work, willingness to contribute to the organization, willingness to recommend the Company as a rewarding workplace to acquaintances, and pride in working for the Company)

(*1) Each year, the target is set at 50% of the number of cases recorded in the previous year.
(*2) A global common target set under the new Medium-Term Management Plan starting in fiscal 2025 to maintain a Global Engagement Positive Score of 80% or higher

Number of respondents (response rate)

Stress check	9,469 employees (90.9%)	10,160 employees (95.6%)	11,079 employees (96.5%)	
Awareness survey	9,796 employees (97.7%)	9,753 employees (94.5%)	11,388 employees (97.2%)	

