

FY2025 Health KPIs: Targets and Results

Regarding the “①Outcome indicators”—which directly contribute to business performance—we fell short of our FY2025 targets for presenteeism, the rate of employees on leave due to mental health issues, work engagement, and the proportion of high-stress workplaces; however, we did observe steady improvement. On the other hand, we did not see improvement in absenteeism.

Moving forward, through continuous enhancement of “② Performance Indicators” and “③Output Indicators,” we will work to further improve the “①Outcome indicators” and drive greater productivity.

Indicators		Item	FY 2023 Results	FY 2024 Results	FY 2025 Results	FY 2029 Targets
①Outcome indicators Final target indicators regarding employee health status, productivity, etc.	Productivity and organizational vitality	Presenteeism (performance output rate)*1*4	—	77.4%	78.2%	80%
		Absenteeism: Rate of days of absence due to illness (overall) *2*4	0.59%	0.72%	0.80%	0.45%
		Absenteeism: Rate of days off due to illness (mental health)*2	0.46%	0.57%	0.58%	0.27%
		Rate of employees on leave due to mental health conditions (percentage of those absent for one month or longer)	1.3%	1.1%	1.1%	Less than 1%
		Work engagement*3*4	2.32	2.38	2.42	2.5
		Percentage of high-stress workplaces (Overall health risk score of 120 or higher)	8.2%	4.5%	4.1%	Less than 2%
		Percentage of high-stress workplaces (Overall health risk of 150 or higher)	0.8%	0.7%	0.4%	0%
	Health status	Percentage of employees maintaining an appropriate weight (BMI18.5-24.9)	66.5%	65.6%	65.3%	70.0% or higher
		Percentage of individuals at risk due to blood pressure (systolic blood pressure ≥160 mmHg)	2.3%	1.7%	1.4%	2.0%
		Percentage of individuals at risk due to blood glucose (fasting blood glucose ≥200 mg/dL or HbA1c ≥8.0%)	0.8%	0.4%	0.6%	0.5%
		Percentage of individuals at risk for liver dysfunction (AST or ALT ≥ 100)	1.4%	1.2%	1.2%	1%
②Performance indicators Indicators representing the day-to-day mindset and behavior of employees.	Health-related behaviors	Percentage of current smokers	27.8%	27.4%	26.2%	Less than 20%
		Exercise habits (percentage of people who exercise at least twice a week for 30 minutes or more per session)	24.7%	25.2%	26.3%	30%or higher
		Breakfast habits (percentage of people who skip breakfast fewer than three times a week)	75.9%	75.3%	76.2%	80%
		Sleep (percentage of people who feel sufficiently rested through sleep)	65.2%	63.2%	64.1%	70%
		Alcohol consumption (percentage of people who consume less than one *go*—approx. 180 ml—of alcohol per day)	67.2%	58.1%	59.2%	70%
		Meet 3 or more of the 5 items above*5	70.2%	67.3%	69.2%	75%
		Meet 4 or more of the 5 items above*5	36.8%	32.6%	34.3%	40%
		Meet all 5 of the items above*5	7.1%	6.1%	6.7%	8%
③Output indicators Indicators representing the status of employee engagement with initiatives.	Primary prevention	Registration rate for the health promotion app (Pep Up)	35.3%	36.5%	36.5%	45%
		Number of participants in health promotion training	5,098 people	5,291 people	10,309 people	3,000 people
		Participation rate in walking events	14.1%	18.2%	16.1%	20%
		Stress check response rate	96.4%	97.3%	97.3%	95%
	Secondary prevention	Rate of participation in periodic health checkups	100%	100%	100%	100%
		Rate of participation in colorectal cancer screening	85%	83.8%	86.1%	85%
		Rate of follow-up visits by individuals requiring re-examination	87.4%	87.7%	84.8%	80%
		Rate of health guidance provision	80.6%	93.9%	97.1%	80%

*1 Presenteeism: Measured using the SPQ (University of Tokyo single-item version) (survey initiated in FY2024).

*2 Absenteeism: Rate of days off due to illness [%] = Days off due to illness [days] ÷ (Average number of employees [persons] × Scheduled working days [days]).

*3 Work engagement: Calculated as the average score (on a 4-point scale) of two items regarding pride in work and vitality.

*4 Presenteeism/Work engagement: Number of subjects = 3,983; response rate = 97.3% (FY2025).

Absenteeism: Number of subjects = 3,955; response rate = 100% (FY2025).

*5 Number of criteria met among the following: non-smoking, regular exercise habits, not skipping breakfast, obtaining sufficient rest through sleep, and appropriate alcohol consumption habits.