

Historical Health Data

Indicator	Actual Performance						Target
	2019	2020	2021	2022	2023	2024	2027
Raising health awareness							
Medical checkup take-up rate	100%	100%	100%	100%	100%	100%	100%
Percentage of those requiring follow-up examinations	23.6%	28.9%	27.4%	25.3%	5.7%	5.1%	5.0%
Follow-up examination take-up rate	25.9%	26.4%	26.2%	28.5%	60.5%	61.1%	65.0%
Specified health guidance implementation rate	28.8%	16.4%	27.3%	29.2%	33.3%	-	40.0%
Treatment continuation rate	-	-	-	54.8%	62.0%	82.1%	63.0%
Lifestyle habits							
Has engaged in mildly strenuous exercise of at least 30 minutes twice a week or more for at least 1 year.	15.5%	18.9%	19.0%	19.3%	20.8%		21.0%
Has dinner within 2 hours before going to bed 3 or more times per week	58.4%	43.6%	43.4%	44.0%	42.0%		41.0%
Skips breakfast 3 or more times per week	53.1%	55.3%	54.9%	52.5%	52.7%		50.0%
Health Status and Risks							
Percentage of high-stress individuals	17.2%	18.8%	19.9%	19.2%	17.7%	22.0%	18.0%
Pre-metabolic syndrome prevalence rate	-	-	-	-	-	19.2%	18.0%
Absenteeism			3.3%	3.1%	2.6%	3.7%	3.0%
Presenteeism			39.1%	25.7%	26.3%	26.0%	25.0%
Increase in medical expenses (Company unit)	151k	139k	189k	179k	182k	194k	160k
Number of work-related accidents	13	1	7	12	6	11	10.00
Job Satisfaction and Organizational Culture							
Work engagement			3.6point	3.3point	3.3point	3.3point	3.5point
ES Survey · overall satisfaction			3.54	3.74	3.81	3.44	3.7
ES Survey · job satisfaction			3.58	3.66	3.81	3.35	3.7
ES Survey · Employee well-being			3.46	3.63	3.66	3.47	3.7
Presenteeism/absenteeism/work engagement -Number of Responses			2,043ppl	2268ppl	2,523ppl	2,841ppl	-
Response Rate			95.90%	93.20%	83.20%	99.10%	100%

Success rate, Overtime Status

<https://www.dip-net.co.jp/esg/society/S004>

Some of the data for 2024 is not listed here because it will be updated next year

The criteria for secondary health checkup examiners for industrial physicians and public health nurses have been revised, and will be changed to our own standards from fiscal year 2

The definition of pre-metabolic syndrome is a BMI of 25 or higher for those under 40, or a waist circumference of 85 cm or higher (men) and 90 cm or higher (women).

Work engagement has adopted the Utrecht Work Engagement Scale since FY2021. FY2020 is undisclosed due to an in-house independent survey.

Presenteeism uses the University of Tokyo 1-item version. The actual presenteeism value is calculated as "100% minus the response value."

Absenteeism is calculated by dividing the number of new cases of personal illness or injury that were absent during the year by the number of full-time employees.