[Health Management Related Indices (1)]

Indices	Details	FY2022		FY2023		FY2024		FY2025	
1. Medical Checkup Indices									
(1) Health checkup rate	- Ratio of employees undergoing comprehensive medical checkups or health checkups	100	%	100	%	100	%	100	%
(2) Rate of employees with abnormal checkup results	- The percentage of employees with abnormal results for any item in a comprehensive medical checkup or health checkup *From FY2023, according to the revised standard, those with minor abnormal results are included in the percentage of employees with abnormal checkup results	59.66%	%	80.43%	%	76.54	%	82.3	%
(3) Rate of employees undergoing further checkups after a medical checkup	- The percentage of employees with abnormal results in a comprehensive medical checkup or health checkup undergoing a further checkup	14.3	%	40.9	%	45.5	%	51.6	%
(4) Rate of high-risk employees with continued treatment	・The percentage of employees with high blood pressure who is undergoing continued treatment		%		%	96.8	%	81.0	%
(5) Number of the employees subject to specific health guidance	- Eligible individuals are selected based on the standards set by the Ministry of Health, Labour and Welfare, using the results of their health checkups.	164	employees	241	employees	193	employees		employees
(6) Implementation rate of specific health guidance	- Fujitec also encourages target employees to receive specific health guidance in coordination with the Fujitec Health Insurance Society (so-called "collabo-health")	38.2	%	53.7	%	50.7	%		%
(7) Number of the employees undergoing gynecology checkups	- The percentage of female employees undergoing breast cancer and cervical cancer screenings among all female employees	29.2	%	31.5	%	45.4	%		%
2. Lifestyle Indices									
(1) Exercise habits	- The percentage of employees answering "Yes" to the question, "Have you exercised for 30-minute or longer so you work up a light sweat at least twice a week for a minimum of one year"?	29.2	%	31.6	%	32.6	%	35.9	%
(2) Smoking rate	- The percentage of employees answering "Yes" to the question, "Do you smoke regularly?"	30.8	%	30.3	%	29.8	%	29.1	%
(3) Breakfast habits	- The percentage of employees answering "Yes" to the question, "Do you skip breakfast at least three times a week?"	30.8	%	31.4	%	31.8	%	30.4	%
3. Mental Health Indices									
(1) Rate of employees completing the Stress Check Questionnaire	- The percentage of employees completing the questionnaire out of all employees working in Japan	99.1	%	99.6	%	99.9	%	100	%
(2) Presenteeism	- The percentage of work loss due to the deterioration of job performance at the work site Absolute presenteeism loss percentage (100－Question "I have to work hard" x 10)	36.9	%	35.8	%	35.5	%	35.1	%
(3) Absenteeism	- The absence rate calculated by the number of absent days for sickness or injury based on the answers in the Health Management Employee Survey (1) None (2) Once a year or so (3) Once in six months or two to three days in total per year (4) Once in three months or four to nine days in total per year (5) Once a month or 10 to 19 days in total per year (6) Twice a month or 20 days or longer in total per year		days/year/ persons		days/year/ persons	1.26	days/year/ persons		days/year/ persons
(4) Work engagement	- The percentage of employees answering "Yes" or "Mostly yes" to the question, "Do you feel energetic when you work?"		%	38	%	29.5	%	32.6	%
	- The percentage of employees answering "Yes" or "Mostly yes" to the question, "Are you proud of your work?"		%	62	%	70.7	%	66.4	%

[Health Management Related Indices (2)]

Indices	Details	FY2022		FY2023		FY2024		FY2025	
4. Indices to Increase Health Literacy									
(1) Participation rate in training for all employees	- FY2022 "Mental Health Self-care (Basic and Advanced)" - FY2023 "Quality Sleep for More Energetic Days! Quality Sleep Seminar" - FY2024 "Utilizing Health Checkup Results, Benefits of Exercise for Mind and Body, Causes and Remedies for Headaches, and More (5 Modules in Total)" - FY2025 "Social Connections for Better Health, Broadening Your Mental Perspective, Balancing Nursing Care and Work, and More (6 Modules in Total)"	100	%	100	%	100	%	100	%
(2) Participation rate in training for managers	- The training covers broad themes such as anger management, health management, simple stretching exercises, lifestyle, and assertion.	100	%	100	%	100	%	100	%
(3) Participation in training related to women	- Participation rate in seminars open to all employees FY2024 "Women's Life Stage and Physical Change" FY2025 "Women's Health and Kampo Medicine"		employees		employees	88	employees	42	employees
	- Participation rate in seminars only for female employees FY2024 "Breast Awareness" FY2025 "Breast Awareness"		%		%	81.25	%	33.62	%
5. Leave System Related Indices									
(1) Average paid vacation use rate	- Percentage of annual paid vacation use rate Number of annual paid vacation days used ÷ Number of annual paid vacation days granted x 100	68	%	72.8	%	73.6	%	72.7	%
(2) Average number of annual paid vacation days used	- Results from April to March for each fiscal year	12	days	13.1	days	13.2	days	13.5	days
(3) Childrearing leave use rate	- Results from April to March for each fiscal year All of our female employees who gave birth have taken childrearing leave. (April 2020 - March 2024)	15.8	%	35.6	%	44.3	%	63.6	%
(4) Rate of employees returning to work after childrearing leave	- Results from April to March for each fiscal year We have established our own unique childcare support system to help employees balance childcare and work	100	%	100	%	100	%	100	%
6. Other Indices									
(1) Average monthly overtime working hours	- The data is calculated by deducting prescribed working hours from total working hours of the month (including working on days off). Employees (full-time) working shorter working hours are included and time for leaves of absence and employees on temporary leave are not included.	37	hours	38	hours	31	hours	27	hours
(2) Average number of service years	- Average number of service years of full-time employees working in Japan	17.7	years	16.5	years	16	years	16.6	years
(3) Turnover rate of full-time employees	- Resignations for all reasons such as resignation upon request, early retirement, layoffs, and resignations due to death are included and mandatory retirement is excluded.	3.06	%	3.11	%	2.5	%	2.1	%
(4) Health management investment monetary amount	- Mainly investment monetary amount in various health checkups such as periodic health checkups and lifestyle disease screening including the costs for implementing measures for some of the health seminars	33,894	,000 yen	35,274	,000 yen	35,968	,000 yen	134,830	,000 yen
(5) Number of work-related injuries	- Results of April to March of each fiscal year	10	cases/year	7	cases/year	8	cases/year	11	cases/year
(6) Health Management Employee Survey response rate	- Response rate for the non-mandatory survey about health management for all employees in Japan		%		%	81.2	%		%
(7) Percentage of employees raising children	- Percentage of employees answering "Yes" to the question, "Are you raising children?" in the Health Management Employee Survey for all employees in Japan		%		%	16.78	%		%
(8) Percentage of employees providing nursing care	- Percentage of employees answering "Yes" to the question, "Are you providing nursing care to a family member, etc.?" in the Health Management Employee Survey for all employees in Japan		%		%	5.59	%		%