

## KPIs related to changes in employees' awareness and behavior

KPI		2019	2020	2021	2022	2025 (Goal)
Promotion of work-life balance	12-hour work interval compliance rate	99.4%	99.9%	99.9%	99.9%	99.9%
	Average number of paid holidays taken	21.1 days	25.6 days	18.8 days	18.2 days	20 days ≤
	Number of overtime workers (figures in parentheses represent the numbers of employees under 36 Employee-Employer Agreement)	768 total	5 total	24 total	103 total	<20 total
Periodic health checkup consultation rate		100.0	100.0	100.0	100.0	100.0
Secondary checkup consultation rate (statutory items and company-recommended items)		76.7	81.1	92.7	98.7	95 ≤
Specific health guidance (active support and motivational support) completion rate		33.1	40.3	77.5	73.8	85 ≤
Health guidance implementation rate (under age 40)		—	—	51.9	85.6	85 ≤
Percentage of employees with normal weight (18.5 ≤ BMI < 25)		66.9	66.5	67.3	65.9	<68
Percentage of ongoing habitual smokers		23.4	21.2	20.8	20.3	<18
Percentage of employees that do exercise (that makes them perspire) at least 2 days a week for 30 minutes or longer, continuously for 1 year or longer		16.0	20.6	21.7	22.4	25 ≤
Percentage of employees that walk or do other similar physical activities in daily life for 1 hour or longer every day		39.2	39.3	39.2	41.1	42 ≤
Percentage of employees with drinking habit (drinking “alcoholic content equivalent to 360 mL or more of refined sake per day” “everyday or sometimes”)		14.9	13.0	11.1	12.5	<10
Percentage of employees that are getting enough rest from sleep		60.0	67.7	66.3	64.9	68 ≤
Percentage of respondents to stress check questionnaire		66.2	89.9	96.0	94.5	95 ≤
Comprehensive health risk value (based on stress check calculation formula)		—	101 (M) / 82 (F)	104 (M) / 87 (F)	104 (M) / 89 (F)	100 (M) / 85 (F)