

Health-related outcome KPIs and Goal of 2025

KPI	2022	2023	2025 (Goal)	Percentage		Measuring method
Absenteeism	2.2	2.8	<2.5	Number of days out of 100 work days	Percentage	Total number of respondents' absent days over the past four weeks is converted to total 100 work days (created using WHO-HPQ, B5a as reference)
Presenteeism	14.6	15.1	<14.8	%	Average	100 - (Response to Single-Item Presenteeism Question)
Work engagement	3.67	3.64	3.66<	Points	3-scale average	Utrecht Work Engagement Scale (Ultra-short version)
Vitality	3.07	3.07	3.07<	Points	Average	7-point scale evaluation with “Not at all” as 0 point and “Always” as 6 points
Passion	4.00	3.96	3.98<	Points	Average	7-point scale evaluation with “Not at all” as 0 point and “Always” as 6 points
Immersion	3.93	3.89	3.91<	Points	Average	7-point scale evaluation with “Not at all” as 0 point and “Always” as 6 points
Work satisfaction	71.3	71.1	71.2<	%	Percentage	New occupational stress check questionnaire (80-question version) (Total percentage of “Satisfied” and “Somewhat satisfied” responses)
Subjective health	—	78.1	78.1<	%	Percentage	Total percentage of “Very healthy” and “Somewhat healthy” responses in 4-point scale
Percentage of respondents giving positive answers to 6 or more of the 9 health habits	51.3	45.0	48.2<	%	Percentage	Original (item created using Breslow’s seven health habits as reference and considering DMG MORI’s circumstances)
Health literacy	3.5	3.4	3.5<	Points	Average	Communicative and Critical Health Literacy Scale (Ishikawa, 2008). 5 items evaluated on 5-point scale

[As of July 2022. 2,191 male and 378 female respondents, total of 2,569 respondents [Collection rate: 96.0 %]. Details of collected responses are published on the “Health Information website”]
[As of July 2023. 2,149 male and 366 female respondents, total of 2,515 respondents [Collection rate: 94.5 %]. Details of collected responses are published on the “Health Information website”]