

■ Performance and Target Values for Health Management Initiatives

Positioning on the Strategy Map	Summary	Unit	FY 3/23	FY 3/24	FY 3/25	FY3/28 target value
Understanding the Current Situation	Regular Health Examination Implementation Rate	%	99.4	99.9	99.8	100.0
	Precise Examination Reception Rate	%	46.8	31.1	27.3	80.0
	Specific Health Guidance Implementation Rate	%	30.0	37.9	-	70.0
	Stress Check Examination Rate	%	99.7	99.8	99.8	100.0
Behavioral Promotion	Exercise habit rate *Percentage of people who exercise at least 30 minutes per session, twice a week.	%	29.0	30.5	29.6	30.0
	Appropriate Body Weight Rate *Persons with BMI between 18.5 and less than 25	%	63.0	63.2	62.0	70.0
	Smoking Rate	%	29.6	29.7	29.6	20.0
Final Target Indicators	Percentage of Employees with High Stress	%	7.5	6.7	7.0	5.0
	Work Engagement *Measured by the original indices of the outsourced company developed from items associated with the Utrecht Work Engagement Scale (checked at the time of stress check)	Deviation value	50.8	51.0	51.2	55.0
		People (Number of responses)	3,363	3,405	3,464	-
		%(Response rate)	99.7	99.8	99.8	-
	Presenteeism *Rate of productivity decline at work due to health issues *Calculated using the SPQ (Single-Item Presenteeism Question: University of Tokyo Single-Item Version) method	%	24.3	23.8	24.0	15.0
		People (Number of responses)	3,363	3,405	3,464	-
		%(Response rate)	99.7	99.8	99.8	-
	Absenteeism *Percentage of employees who took more than 10 days off per year due to illness (including mental disorders) or paid leave (self-reported at the time of stress checks)	%	-	-	7.1	5.0
		People (Number of responses)	3,363	3,405	3,464	-
		%(Response rate)	99.7	99.8	99.8	-