

Initiatives of the Three Certified Health and Productivity Management Organizations※1

	2021	2022	2023	2024	2025 (Including targets)
Percentage of employees undergoing periodic health checkups	100%	100%	100%	100%	100% ^{targets}
Stress check uptake rate	91.1%	90.0%	97.5%	94.1%	87.4%
High Stress Ratio	12.0%	18.3%	15.7%	17.1%	17.1%
Percentage of employees who are nonsmokers	76.9%	78.0%	79.7%	82.6%	88.1%
Percentage of employees participating in specific health guidance*2	90.0%	80.0%	63.6%	70.0%	75.0% ^{targets}
E-learning(3 sessions)*3	84.5%	73.0%	92.0%	84.9%	88.3%
Work engagement*4	—	—	2.56points.	2.53points.	2.55points.
Absenteeism*5	6.91%	5.51%	3.5%	2.1%	2.0% ^{targets}
Presenteeism*6	74.3%	74.1%	70.8%	68.9%	75.0%

*1 Aggregate results for S-Pool Inc., S-Pool Link, Inc., and S-Pool Blue Dot Green, Inc.

*2 Since FY2019, we've provided in-house specific health guidance in cooperation with the Japan Health Insurance Association.

*3 E-learning programs on sleep and exercise, women's health, mental health, infectious diseases, etc. are conducted three times a year to improve employees' health literacy and encourage behavior change.

*4 Indicator of positive and fulfilled psychological state towards work. Based on the new brief occupational stress questionnaire, short version (80 items).

*5 Percentage of employees on mental sickness absence or leave in the past year (%)

*6 Assessment of own work over the past four weeks, using 100% as the work performance that could be demonstrated in the absence of illness or injury.

*The status of responses for Work Engagement, Absenteeism, and Presenteeism is as follows

FY2023 Number of persons surveyed/response rate : *4 288persons/97.5%, *5 453persons/100%, *6 283persons/95.9%

FY2024 Number of persons surveyed/response rate : *4 345persons/93.8%, *5 478persons/100%, *6 350persons/94.0%

FY2025 Number of persons surveyed/response rate : *4 320persons/87.0%, *6 321persons/87.4%