

Health & Productivity Management Data

Health & Productivity Management KPIs^{*1*2}

	FY2021	FY2022	FY2023	FY2024	FY2025	FY2030 Target
Work Engagement						
Work Engagement ^{*3}	53.6	53.7	54.3	54.7	55.1	55.0
Number Measured / Response Rate (%)	904／100%	786／100%	897／100%	823／100%	848／100%	-

Presenteeism

Productivity Loss due to Presenteeism ^{*5} (%)	32.4	32.4	32.8	32.9	31.1	30.0
Number Measured / Response Rate (%)	904／100%	786／100%	897／100%	823／100%	848／100%	

Specific Numerical Targets for Improving Health Issues^{*1*2}

	FY2021	FY2022	FY2023	FY2024	FY2025	FY2030 Target
Maintaining an Appropriate Weight						
Weight gain since age 20 is less than 10 kg (%)	65	66	65	64	65	68
Exercise						
Engage in at least one hour of physical activity per day (%)	41	41	47	47	48	55
Sleep						
Obtain sufficient rest through sleep (%)	69	69	68	67	69	75
Diet						
Skip breakfast fewer than three times per week (%)	79	77	76	74	76	85
Smoking						
Do not smoke (%)	81	81	82	82	82	85
Alcohol Consumption						
Consume less than two go of alcohol per occasion (%)	81	82	78	71	71	78

Organizational Vitality Indicators^{*1*2}

	FY2021	FY2022	FY2023	FY2024	FY2025
Employee Satisfaction					
Employee Satisfaction (Employee Engagement) ^{*3*4}	50.8	50.7	51.3	51.7	52.4
Job Satisfaction					
Sense of Fit with the Company ^{*3*4}	52.2	52.6	53.3	53.9	54.2
Meaningfulness of Work ^{*3*4}	53.7	53.3	53.9	54.4	54.6
Communication Vitality					
Participation Rate in Employee Interaction Programs (%)	***	***	98.9	81.8	51.0
Work Engagement			Presented in the Health & Productivity Management KPIs		
Presenteeism			Presented in the Health & Productivity Management KPIs		
Absenteeism					
Absenteeism (%)	0.6	2.0	1.7	1.8	1.5
Number Measured / Response Rate (%)	904／100%	786／100%	897／100%	919／100%	865／100%

Health & Productivity Management Initiative Indicators^{*1*2}

	FY2021	FY2022	FY2023	FY2024	FY2025
Physical Health					
Periodic Health Examination Participation Rate (%)	100.0	100.0	100.0	100.0	100.0
Follow-up Examination Participation Rate (%)	34.5	67.6	55.4	53.2	56.0
Mental Health					
Stress Check Participation Rate (%)	100.0	100.0	100.0	100.0	100.0
Stress Response ^{*6}	50.5	50.5	50.6	50.9	51.3
Mental Toughness ^{*6}	53.4	53.4	54.1	54.6	55.0
Employment					
Average Length of Service (Years)	19.5	18.9	18.5	17.5	17.0
Total Turnover Rate, Including Mandatory Retirement (% of All Employees)	6.1	7.7	3.7	4.8	5.8
Annual Paid Leave Utilization Rate (%)	73.0	70.5	71.7	75.8	81.6
Childcare Leave Utilization Rate, Men (%)	45.5	45.5	94.7	100.0	100.0
Childcare Leave Utilization Rate, Women (%)	100.0	100.0	100.0	100.0	100.0
Health Literacy					
Training Completion Rate on Women’s Health Issues (%)	94.8	66.2	88.5	63.6	Calculating
Mental Health Training Completion Rate (%)	94.0	58.4	55.6	67.0	91.0
Various In-house Seminars	Presented under Examples of Key Initiatives				

Occupational Health and Safety Indicators^{*1*2}

	FY2021	FY2022	FY2023	FY2024	FY2025
Occupational Health and Safety / Company-wide Basic Health and Safety Policy	https://www.aska-pharma-hd.co.jp/csr/social/labor_practices.html#anc6				
Number of Occupational Accidents (Cases)	3	3	5	3	5
Number of Fatal Occupational Accidents (Cases)	0	0	0	0	0

Other Information^{*1*2}

	FY2021	FY2022	FY2023	FY2024	FY2025
Other Information					
Medical Expenses per Employee (¥ thousand)	289	315	330	341	343
Number of Schools Receiving Sexuality Education Materials for High School Students ^{*7}	433	426	428	413	411

*1 ASKA Pharmaceutical Holdings Co., Ltd. (All Group Companies)

*2 As of fiscal year-end; all employees covered

*3 Shown as a standard score measured using a proprietary questionnaire comprising eight items highly correlated with the Utrecht Work Engagement Scale, as developed by the survey provider.

*4 Indicators were changed from "Employee Satisfaction" to "Employee Engagement," and from "Job Satisfaction" to "Sense of Fit with the Company" and "Meaningfulness of Work."

*5 Measured using a proprietary questionnaire based on the WHO Health and Work Performance Questionnaire (WHO-HPQ), developed by Harvard Medical School.

*6 Shown as a standard score based on 887 companies and organizations that use the survey provider's stress check.

*7 Number of high schools nationwide receiving sexuality education materials through the activities of Women's Health Lab Mint+.

*** Not conducted due to the COVID-19 pandemic.