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					See "Click here"

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 (JPY: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.

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 Surveyad / 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 Surveyad / Response Rate (%)	904／100%	786／100%	897／100%	823／100%	**848／100%**	

Specific Quant : tative 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						
Sufficient rest and recovery 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 360ml 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**
Workplace Communication Vitality					
Participation Rate in Employee Networking Events (%)	***	***	98.9	81.8	**51.0**
Work Engagement					See "Health & Productivity Management KPIs"
Presenteeism					See "Health & Productivity Management KPIs"
Absenteeism					
Absenteeism (%)	0.6	2.0	1.7	1.8	**1.5**
Number Surveyed / Response Rate (%)	904／100%	786／100%	897／100%	919／100%	**865／100%**