

Health Management KPI

As KPI of health management promotion, we set the following 10 items related to “maintenance and promotion of both physical and mental health” and “working style reform”, and check its progress and performance.

		Past			Current	Target		Reference
		2020	2021	2022	2023	2024	2025	
1. Health check-up rate		100%	100%	100%	100%	100%	100%	—
2. Obesity rate (Ratio of BMI greater than or equal to 25kg/m ²)	Male	24.7%	26.8%	24.4%	24.4%	22.5%	20.0%	33.0%*1
	Female	12.0%	13.6%	10.9%	13.4%	11.5%	9.5%	22.3%*1
3. Lipid-associated risk (Neutral fat 300mg/dl, LDL-C 140mg/dl, or more, HDL-C 40mg/dl or less)		24.6%	26.1%	22.9%	22.7%	22.3%	22.0%	—
4. High blood pressure risk (Systolic blood pressure 140 mmHg or diastolic blood pressure 90 mmHg or more)		11.2%	12.4%	13.2%	12.6%	10.0%	7.5%	—
5. Hypoglycemic risk (Fasting blood glucose level 110mg/dl or more, HbA1c6.0% or more)		11.5%	11.9%	11.6%	10.5%	9.5%	8.0%	—

*1 The National Health and Nutrition Survey in Japan, 2019 (Ministry of Health, Labor and Welfare)

Health Management KPI

	Past			Current	Target		Reference
	2020	2021	2022	2023	2024	2025	
6. Rate of employees for special health guidance	17.5%	19.3%	16.6%	15.1%	14.5%	14.0%	18.3%*2
7. Smoking rate	23.8%	22.7%	21.9%	22.4%	21.0%	19.0%	16.7%*1
8. Rate of employees on leave for more than 1 month	0.09%	0.09%	0.16%	0.15%	Less than 0.13%	Less than 0.10%	—
9. Overtime work hours (Average overtime work hours per month)	15h	16h	17h	17h	Less than or equal to 15h	Less than or equal to 15h	—
10. Usage rate of annual paid vacations	61.5%	64.7%	68.9%	74.2%	75.0%	75.0%	—

*1 The National Health and Nutrition Survey in Japan, 2019 (Ministry of Health, Labor and Welfare)

*2 Branch average of organizational check-up , 2021 (Japan Health Insurance Association, Toyama Branch)