

Health and Productivity Management Indicators

GMO Internet Group, Inc.

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GMO INTERNET GROUP

Results and Various Indicators		2021	2022	2023	Target Value	
Physical-Related Indicators	Periodic health examination rate	87.0%	85.6%	97.3%	100.0%	
	Health examination results indicator (percentage of individuals with appropriate body weight, age 40 and above)	64.2%	63.1%	62.3%	—	
	Health awareness survey: Exercise habits (age 40 and above)	31.8%	30.5%	26.1%	—	
	Health awareness survey: Smoking habits (age 40 and above)	26.5%	26.2%	28.9%	—	
	Implementation status of exercise programs	—	60	787	—	the entire consolidated Group
	Satisfaction with exercise programs	—	—	96.4%	100.0%	
	Implementation status of health literacy improvement (such as training)	—	—	72.7%	100.0%	
	Participation in programs addressing women's health issues	—	10.4%	8.6%	100.0%	
	Status of leave due to illness or injury	1	0	1	—	
	Indicator related to work-related accidents (number of cases)	0	2	5	0	
	Presenteeism (*1)	—	80.3%	81.7%	84.9%	
Mental-Related Indicators	Stress check examination rate	86.8%	93.0%	93.0%	100.0%	
	Aggregated results of the stress check (percentage of high-stress individuals, etc.)	14.0%	17.2%	18.7%	14.9%	
	Status of working hours (overtime hours, etc.)	15:34	14:51	15:53	—	
	Paid leave utilization rate	68.1%	71.4%	68.0%	—	
	Absenteeism (*2)	0.9%	1.4%	1.0%	1.4%	
	└ Percentage of employees on leave for mental health reasons	0.9%	1.4%	1.0%	1.4%	
Engagement-Related Indicators	Implementation status of communication programs	—	673	730	—	the entire consolidated Group
	Satisfaction with communication programs	—	—	97.0%	100.0%	
	Status of turnover (average years of service)	5.6	5.5	6.4	—	
	Work engagement (*3)	—	71.2	71.1	80.0	

Note 1: Annual average from the monthly hearing survey using the SPQ (Single-Item Presenteeism Question, University of Tokyo single-item version). Survey target: Annual average of 944 total partners; average response rate: 83.5%

Note 2: Annual average of monthly leave rate (Number of employees on leave ÷ total number of employees)

Note 3: Annual average of the monthly pulse survey incorporating the Utrecht Work Engagement Scale. Survey target: Annual average of 944 total partners; average response rate: 83.5%

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