

Health Management Indicators

GMO Internet Group, Inc.

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GMO INTERNET GROUP

Results and Various Indicators of Health Management Initiatives		2020	2021	2022	As of 2023/9	Target Value	
Annual Health Checkup Participation Rate	%	—	83.5	85.6	—	100%	
Stress Check Examination Rate	%	62.9	86.8	93.0	—	100%	
Participation in Health Initiatives for Employees (Exercise)	人	—	—	60	424	—	the entire consolidated group
Participation in Health Initiatives for Employees (Communication Strategies)	%	—	—	77.1	77.5	550 / 900	
Participation in Women's Health Initiatives	%	—	—	10.4	—	100	
Working Hours Situation (including overtime)	hour	15.4	16.3	14.5	—	15.0	
Health Examination Questionnaire Results (smoking rates)	%	—	26.5	26.2	—	21.0	
Employee Health Literacy (training implementation)	%	—	—	—	72.7	100	
Health Examination Result Indicators (appropriate weight percentage)	%	—	64.2	63.1	—	67	
Employee Turnover Situation (average years of service)	years	5.5	5.6	5.5	—	—	
Absence Due to Illness	people	3	7	13	14	11	
Stress Check Results (high-stress percentage)	%	12.0	14.0	17.2	—	14.0	
Labor Accident Indicators	cases	0	0	2	—	0	
Absenteeism (※1)	%	—	—	1.3	1.4	1.2	
the rate of leave of absence due to mental health reasons		—	—	1.3	1.4	1.2	
Presenteeism (※2)	%	—	—	80.9	81.0	84.0	
Work Engagement (※3)	score	—	—	71.3	71.0	73.0	

※1 Annual average of the monthly number of employees on leave of absence divided by the total number of employees.

※2 Annual average of the monthly hearing survey conducted according to the Tokyo University's SPQ (Single-Item Presenteeism Question) .

※3 Annual average of the monthly scoring for the psychological state of being able to work with vigor (work engagement), measured across nine categories (key drivers) such as 'interpersonal relationships' and 'personal growth'.

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