

Health Management Indicators

GMO Internet Group, Inc.

Health Management Indicators

| Results and Key Indicators | | 2022 | 2023 | 2024 | Target Value |
|-------------------------------|---|-------|-------|-------|--|
| Physical-Related Indicators | Periodic health examination rate | 85.6% | 97.3% | 88.3% | 100.0% |
| | Health examination results indicator (percentage of individuals with appropriate body weight, age 40 and above) | 63.1% | 62.3% | 62.0% | Maintain the ratio of health checkup findings requiring treatment or further examination at below 18%. |
| | Health awareness survey: Exercise habits (age 40 and above) | 30.5% | 26.1% | 30.3% | – |
| | Health awareness survey: Smoking habits (age 40 and above) | 26.2% | 28.9% | 23.7% | – |
| | Implementation status of exercise programs | – | – | 183人 | – |
| | Presenteeism (*1) | 80.3% | 81.7% | 84.0% | 85.0% |
| Mental-Related Indicators | Stress check examination rate | 93.0% | 93.0% | 95.0% | 100.0% |
| | Aggregated results of the stress check (percentage of high-stress individuals, etc.) | 17.2% | 18.7% | 12.6% | – |
| | Status of Working Hours (including Overtime) | 14:51 | 15:53 | 15:49 | – |
| | Paid leave utilization rate | 71.4% | 68.0% | 54.8% | – |
| | Absenteeism (*2) | 1.4% | 1.0% | 1.4% | – |
| | ↳Percentage of employees on leave for mental health reasons | 1.4% | 1.0% | 1.4% | 1.2% |
| Engagement-Related Indicators | Turnover Status (Average Years of Service) | 5.5 | 6.4 | 6.7 | – |
| | Work engagement (*3) | 71.2 | 71.1 | 71.8 | – |

※1 Annual average based on the monthly hearing survey using the SPQ (Single-Item Presenteeism Question, University of Tokyo single-item version). Survey target: Annual average of 196 total partners; average response rate: 54.2%

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

※3 Annual average of the monthly pulse survey incorporating the Utrecht Work Engagement Scale. Survey target: Annual average of 196 total partners; average response rate: 54.2%

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