

Item			Results				KPI
			FY2021	FY2022	FY2023	FY2024	
Indicators on the Status of Efforts for the Measures	Regular health checkup attendance rate		100.0%	99.9%	99.9%	100.0%	100.0%
	Stress check attendance rate		99.5%	99.8%	99.6%	99.8%	100.0%
	Ratio of people with high stress found in stress checks		15.2%	15.6%	15.3%	13.8%	-
	Number of participants in women's health measures		-	-	136	290	-
	Number of participants in group walking		208	212	239	-	-
Indicators Related to Employee Awareness/ Behavioral Changes	Smoking rate		33.3%	33.5%	33.6%	Released in 2025	-
	Rate of people with exercise habits* ¹		28.9%	29.5%	29.6%	Released in 2025	-
	Rate of people maintaining appropriate body weight* ²		60.1%	61.4%	60.2%	Released in 2025	-
	Mental illness rate		0.70%	0.99%	0.93%	Released in 2025	-
	Specific health guidance implementation rate		53.8%	56.2%	34.6%	Released in 2025	-
Final Health-related Target Indicators	Absenteeism* ³		0.87%	1.27%	1.14%	Released in 2025	-
	Presenteeism* ⁴		-	-	-	19.1%	-
	Work Engagement* ⁵	Ratio of positive respondents	58.2%	55.9%	57.9%	60.2%	-
		Response rate	96.3%	96.9%	96.7%	93.3%	-

*1: Percentage of people who exercise at least twice a week for 30 minutes or more at a time.

*2: People with a BMI between 18.5 and less than 25.

*3: Absence rate determined by dividing the number of sick leave days in FY2022 by the number of scheduled working days for all employees and then multiplying that figure by 100.

*4: Measured with SPQ (Single-Item Presenteeism Question, University of Tokyo, Single-Item Version).

*5: Measured through employee surveys conducted by Hitachi Construction Machinery. Evaluated on a 5-point scale (strongly agree, agree, neither agree nor disagree, disagree, strongly disagree) with "strongly agree" and "agree" counted as positive responses.