

<Health & Productivity Indicators>

Indicator ※	Unit	FY2023	FY2024	FY2025	FY2026	FY2027	Notes
Presenteeism	Score	-	77.6	77.4	78.0	81.2	Single-Item Presenteeism Question (SPQ; University of Tokyo single item version)
Absenteeism	%	2.4	1.9	1.8	2.0	-	Employee percentage (Percentage of employees that missed work due to injury or illness and those who used the leave of absence system)
Work Engagement	%	-	-	-	-	2.6	The Brief Job Stress Questionnaire

*Scope of calculation:

<Presenteeism and work engagement>

Regular employees of 2nd RETAILING (including employees dispatched to group companies and proper employees of 2nd RETAILING TECHNOLOGIES Co., Ltd. and Rock Co., Ltd.), as well as part-time workers of 2nd RETAILING Co., Ltd., GEO CORPORATION, 2nd STREET CORPORATION, GEO STORE CORPORATION, GEO AMUSEMENT Co., Ltd., World Mobile corporation, Rock Co., Ltd., 2nd RETAILING TECHNOLOGIES Co., Ltd., and GEO Business Support CO.,LTD. who take health checks.

<Absenteeism>

Regular employees of 2nd RETAILING (including employees dispatched to group companies and proper employees of 2nd RETAILING TECHNOLOGIES Co., Ltd. and Rock Co., Ltd.)

Indicator ※	Unit	FY2023	FY2024	FY2025	FY2026	Notes
Regular Health Checkup Rate	%	96.1	99.1	99.0	-	-
Percentage of Employees Maintaining a Healthy Weight	%	56.5	49.8	58.8	-	-
Percentage of Employees at Risk of High Blood Pressure	%	1.8	1.4	0.6	-	-
Percentage of Employees Considered at Blood Sugar Risk	%	1.3	1.1	0.8	-	-
Percentage of Employees with Poorly Managed Diabetes	%	2.7	2.6	1.7	-	-
Smoking Rate	%	34.1	33.9	42.1	-	-
Percentage of Employees Getting Adequate Rest Through Sleep	%	56.3	55.2	65.9	-	-
Percentage of At-Risk Drinkers	%	-	-	10.7	-	-
Specified Health Checkup Implementation Rate	%	90.0	98.2	95.9	-	-
Specified Health Guidance Implementation Rate	%	1.7	2.6	8.2	-	-
Percentage of Employees Undergoing Treatment for High Blood Pressure	%	63.4	61.0	89.8	-	-
Rate of Blood Pressure Control Through Treatment for High Blood Pressure	%	35.2	41.0	63.5	-	-
Stress Check Participation Rate	%	99.3	94.9	95.2	-	-
Average Monthly Overtime Hours per Employee	hours	12.0	13.5	12.5	12.3	-
Percentage of Annual Paid Leave Taken	%	72.7	65.9	69.1	70.7	-
Percentage of Female Employees Taking Childcare Leave	%	104.8	103.0	118.0	100.0	-
Percentage of Male Employees Taking Childcare Leave	%	39.4	57.6	56.6	67.7	-
Mental Health Issues: Long-Term Absence and Leave Rate	%	1.5	1.5	1.3	1.5	-
Turnover Rate	%	-	7.1	6.3	5.4	-
Average Length of Service	years	13.5	9.9	10.1	10.4	-
Number of Participants in Lifestyle Support (Sleep)	persons	-	-	33	14	-
Lifestyle Support (Sleep) Satisfaction Rate	%	-	-	88.0	84.7	Percentage of participants who rated the program 4 or higher (1: low to 5: high)

Number of Participants in Diet Improvement Support	persons	-	-	30	68	-
Diet Improvement Support Satisfaction Rate	%	-	-	100.0	73.3	Percentage of participants who rated the program 4 or higher (1: low to 5: high)
Number of Participants in Employee Assistance Program (EAP)	persons	-	-	142	68	In FY2025, implemented in selected departments only
Employee Assistance Program (EAP) Initiatives Satisfaction Rate	%	-	-	67.0	72.0	Percentage of participants who rated the program 4 or higher (1: low to 5: high)
Self-Care and Line-Care Training Participation Rate	%	-	-	92.8	80.8	Conducted e-learning on women's health issues

*Scope of calculation:
 <Regular health checkup rate ~ Stress check participation rate>
 Regular employees of 2nd RETAILING (including employees dispatched to group companies), as well as part-time workers who take health checks.
 <Average monthly overtime working hours ~ Self-care and line-care training participation rate>
 Regular employees of 2nd RETAILING (including employees dispatched to group companies)

*Some figures for FY2026 are currently being calculated.