

※集計範囲：株式会社ディスコ単体 *Scope: DISCO CORPORATION (non-consolidated)

健康経営指標 実績値 Actual results for health management indicators		FY2021	FY2022	FY2023	FY2024	FY2025
健康MBO参加率 ※ディスコグループ全体の経営目標として毎年実施 Health MBO participation rate *Conducted annually as a management target for the entire DISCO Group		95.4%	98.0%	98.3%	97.8%	98.3%
健康セミナー受講率 ※毎年の健康MBO内にて実施。対象は健康MBO参加者 Health seminar attendance rate *Conducted annually as part of the health MBO. Applicable to health MBO participants		100%	100%	100%	100%	100%
定期健康診断受診率（人間ドック含む） Rate of taking regular health checkups (including comprehensive medical checkups)	KPI:100% (FY2030)	100%	100%	100%	100%	100%
有所見者へのアプローチ実施率（受診勧奨・産業医面談等） Rate of consulting medical experts (i.e. acting upon recommendations to get a consultation, consulting with an industrial physician, etc.)		100%	100%	100%	100%	100%
定期健康診断後の二次検査受診率 Rate of employees taking follow-up examinations after regular health checkups		60.9%	48.0%	66.8%	70.0%	88.2%
婦人科検診受診率（子宮がん検診または乳がん検診のいずれかを受診した女性従業員の割合） Women's cancer screening rate (Percentage of female employees who received cervical, uterine, or breast cancer screening)		52.4%	58.7%	68.6%	66.0%	63.6%
ストレスチェック受検率 Rate of taking stress checks	KPI:100% (FY2030)	100%	100%	100%	100%	100%
うち高ストレス者の割合 Ratio of those who were determined as having high stress levels		3.7%	3.3%	2.2%	2.6%	2.8%
飲酒習慣者率（頻度が月1日未満～毎日かつ飲酒日の一日あたりの飲酒量が清酒換算で2合以上の者の割合） Rate of employees with a drinking habit (Percentage of people who drink an equivalent of more than 2 cups of Japanese rice wine per day at a frequency of every day to less than 1 day per month)		8.8%	8.7%	10.3%	10.7%	9.3%
運動習慣者比率（1週間に2回以上、30分以上/回の運動を実施している者の割合） Rate of employees who have made exercise a habit (Percentage of people who exercise more than twice a week for more than 30 minutes/time)	KPI:30% (FY2030)	18.6%	17.7%	17.1%	19.5%	19.9%
適正体重維持者率（BMIが18.5～25未満の者） Rate of employees maintaining an appropriate weight (Those with a BMI from 18.5 to less than 25)		69.5%	69.4%	69.3%	69.4%	70.0%
喫煙率（問診で回答した者の割合） Rate of smokers (Percentage of people who answered that they are smoking in the questionnaire)	KPI:15% (FY2030)	19.0%	18.2%	17.5%	18.8%	19.0%
血圧リスク者率（収縮期血圧180mmHg以上または拡張期血圧110mmHg以上の者の割合） Rate of risk of high blood pressure (Percentage of people with a systolic blood pressure of 180mmHg or more or a diastolic blood pressure of 110mmHg or more)		1.0%	0.7%	0.6%	0.5%	0.4%
血糖リスク者率（空腹時血糖が200mg/dl以上の者の割合） Rate of risk of high blood sugar (Percentage of people with a fasting blood sugar of 200 mg/dl or more)		0.1%	0.2%	0.2%	0.1%	0.1%
糖尿病管理不良者率（HbA1cが8.0%以上の者の割合） Rate of employees with poor diabetes management (Percentage of people with a HbA1c of 8.0% or more)		0.4%	0.5%	0.5%	0.4%	0.3%
睡眠により十分な休養が取れている者の割合（問診で回答した者の割合） Percentage of employees who get enough rest from their sleep (Percentage of people who answered that they had were getting enough rest in the questionnaire)		64.4%	62.7%	61.0%	67.0%	69.2%

パフォーマンス指標 実績値 Actual results for performance indicators		FY2021	FY2022	FY2023	FY2024	FY2025
プレゼンティズム Presenteeism	病気や怪我がない時に発揮できる力を100とした場合の健康状態（当社独自設問） "If the performance you can achieve without any illness or injury is 100, evaluate last month's health status" (DISCO-original question)	-	-	-	87.2	89.0
	病気や怪我がない時に発揮できる力を100とした場合の仕事のアウトプット（当社独自設問） "If the performance you can achieve without any illness or injury is 100, evaluate output at work" (DISCO-original question)	-	-	-	89.4	92.0
アブセンティズム Absenteeism	私傷病による欠勤・休職日数比率（全従業員の欠勤・休職日数÷全従業員の総所定就業日数） Ratio of days absent or on leave due to non-work-related illness or injury (Total days absent or on leave among all employees divided by total scheduled working days of all employees)	-	-	0.4%	0.4%	0.6%
	現在の自分の仕事は、やりたいと考えている仕事である The job that I am currently doing is what I want to do	-	-	91.1%	93.0%	91.9%
ワークエンゲージメント※ Work engagement*	仕事に関する新しいテーマにチャレンジしている I constantly find and take on new challenges in my job	-	-	93.5%	94.5%	94.8%
	自分の仕事にやりがい・達成感を感じられる I feel a sense of worth and accomplishment with regard to my job	-	-	94.2%	95.3%	95.1%

※従業員満足度調査結果の肯定回答率 *Percentage of positive responses in the Employee Satisfaction (ES) survey