

Health Management Indicators

GMO Internet, Inc.

Health Management Indicators

Results and Key Indicators		2022	2023	2024	Target Value
Physical-Related Indicators	Periodic health examination rate	85.6%	97.3%	99.8%	100.0%
	Health examination results indicator (percentage of individuals with appropriate body weight, age 40 and above)	63.1%	62.3%	65.4%	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%	30.5%	—
	Health awareness survey: Smoking habits (age 40 and above)	26.2%	28.9%	27.1%	—
	Implementation status of exercise programs	—	—	225	—
	Status of Training and Other Programs for Promoting Health Awareness	—	95.9%	97.9%	—
	Status of leave due to illness or injury	0	1	0	—
	Indicator related to work-related accidents (number of cases)	2	5	4	—
Presenteeism (*1)		80.3%	81.7%	80.6%	85.0%
Mental-Related Indicators	Stress check examination rate	93.0%	93.0%	97.6%	100.0%
	Aggregated results of the stress check (percentage of high-stress individuals, etc.)	17.2%	18.7%	19.5%	—
	Status of Working Hours (including Overtime)	14:51	15:53	17:00	—
	Paid leave utilization rate	71.4%	68.0%	77.0%	—
	Absenteeism (*2)	1.4%	1.0%	1.5%	—
	↳Percentage of employees on leave for mental health reasons	1.4%	1.0%	1.5%	1.2%
Engagement-Related Indicators	Turnover Status (Average Years of Service)	5.5	6.4	8.9	—
	Work engagement (*3)	71.2	71.1	70.3	—

※ Effective January 1, 2025, the Company underwent a corporate split (*kaisha bunkatsu*). The figures for FY2024 represent those of the new GMO Internet, Inc., while the figures for FY2023 and earlier represent those of the former GMO Internet Group, Inc.

※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 744 total partners; average response rate: 80.3%

※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 744 total partners; average response rate: 80.3%

すべての人にインターネット

GMO