

Health Management Indicators at JAC Recruitment

Management Issues Addressed Through Health Management

	2021	2022	2023	2024
Average Years of Service	4.5	4.1	3.9	4.2
Number of Resignations	156	168	199	222
Turnover Rate	13.0%	12.0%	12.0%	11.5%

Health Management Indicators

		2021	2022	2023	2024
Regular Health Check-up Rate	(*1)	99.8%	100.0%	100.0%	99.9%
Detailed Examination Rate	(*1)	37.0%	22.0%	55.0%	56.4%
BMI Outside Standard Rate	(*1)	26.9%	27.8%	27.2%	26.8%
High Blood Pressure Risk Rate	(*1)	0.0%	0.2%	0.5%	0.5%
High Blood Sugar Risk Rate	(*1)	0.1%	0.2%	0.3%	0.1%
Lipid Metabolism Outside Standard Rate	(*1)	19.7%	27.7%	23.7%	26.3%
Kidney Function Outside Standard Rate	(*1)	2.7%	2.7%	0.2%	0.1%
Habitual Drinkers Rate	(*1)	19.6%	20.0%	19.6%	19.1%
Employees Getting Sufficient Rest Through Sleep	(*1)	72.9%	73.1%	72.7%	67.3%
Smoking Rate	(*1)	7.3%	7.1%	7.4%	5.6%
Employees with Exercise Habits	(*1)	27.9%	27.9%	27.3%	29.1%
Stress Check Participation Rate	(*1)	86.0%	86.1%	87.7%	90.2%
High Stress Rate	(*1)	13.2%	12.8%	5.9%	6.8%
Health Literacy	(*4)	-	-	-	79.4%
Average Monthly Overtime (Prescribed Working Hours: 7 (*2))		32.02hours	32.00hours	30.85hours	33.39hours

Health Management Initiatives Indicators

		2021	2022	2023	2024
Lunch Subsidy Utilisation Rate	(*1)	84.4%	79.6%	80.2%	81.3%
Healthy Meal Service Utilisation Rate	(*1)	93.9%	96.8%	96.9%	97.0%
Exercise Promotion Programme (Healthy Challenge) Par	(*1)	33.0%	27.3%	28.0%	23.0%
Number of Participants in Internal Club Activities	(*1)	24	105	156	261
Sports Club Usage Subsidy Amount	(*1)	¥5,170,600	¥5,736,057	¥7,111,113	¥10,927,000
Number of Smokers	(*1)	69	79	63	82
Rate of Employees Working Late-Night Hours	(*2)	0.4%	0.4%	0.4%	0.5%
Number of Employees Working Over 45 Hours Overtime		35	42	20	20
Paid & Summer Leave Days Taken		11	12	12	11
Childcare Allowance Utilisation Amount		¥33,384,313	¥38,748,995	¥44,975,627	¥46,072,261
Child Nursing Leave Days Taken (Extended until end of p (*3))		78	70	102	121

Scope: JAC Recruitment, JAC International

Employment Category: Full-time employees

(*1) Full-time and contract employees are included

(*2) Includes managers and those on discretionary work systems

(*3) Calculated by dividing total annual usage hours by 7 hours (one day)

(*4) Participation rate for all health-related training programmes