

Performance Indicators (Toagosei Co., Ltd. – Non-Consolidated)

		FY2022	FY2023	FY2024
Absenteeism※1	Results (人)	28	29	31
	Number of Participants Measured (人)	1324	1357	1389
	Response Rate (%)	100	100	100
Presenteeism※2	Results (%)	78	79	78
	Number of Participants Measured (人)	1289	1291	1335
	Response Rate (%)	97.4	95.1	96.1
Work Engagement※3	Results (%)	61.8	61.9	61.3
	Number of Participants Measured (人)	1289	1291	1338
	Response Rate (%)	97.4	95.1	96.3

Measurement Method

※1 Number of employees who were absent from work for one month or longer due to illness.

※2 Based on the stress check results, organizational vitality is assessed using an indicator that assumes 100% as the level at which individuals can perform their work at their usual capability. A higher score indicates a higher level of organizational vitality.

※3 In the stress check, the company independently established nine questions related to work vigor, dedication, absorption, and other factors. The average score of all employees (ranging from "sometimes feel" to "always feel") is calculated.