

■ 会社と社員が幸せになる Make the company and its employees happy

重点テーマ Key Themes	2022年KPI 2022 KPI	2022年実績 2022 Performance	関連するSDGs Related SDGs
 <p>社員のココロとカラダの健康を守る Safeguarding employee mental and physical health</p>	<p>エンゲージメント調査の特定指標肯定回答66.2%以上 At least 66.2% affirmative responses to specific indicators on engagement surveys</p>	<p>・エンゲージメント調査の特定指標肯定回答63.6% (前年比7.4pt向上) Affirmative responses to specific indicators on engagement surveys of 63.6% (improved 7.4 points over previous year)</p>	
	<p>有給休暇取得率60%以上 At least 60% paid time off usage rate</p>	<p>・有給休暇取得率59% Paid time off usage rate of 59%</p>	
	<p>休業災害／不休業災害ゼロ Zero accidents resulting in time lost/accident closures</p>	<p>・休業災害／不休業災害 2件／6件 Accidents resulting in time lost/accident closures 6 incidents/2 incidents</p>	
	<p>定期健康診断受診率100%／二次健診受診率85% 100% rate of routine physical examinations/ 85% rate of secondary diagnoses</p>	<p>・定期健康診断受診率100%／二次健診受診率83% 100% rate of routine physical examinations/ 83% rate of secondary diagnoses</p>	
 <p>社員の成長を支援する Support employee growth</p>	<p>場所にとられない働き方を実践できる制度の導入 Adoption of systems to implement location-independent work style</p>	<p>・マイプレイス制度の導入 Adoption of My Place system</p>	  
	<p>若手社員向けキャリアデザイン機会の拡充 Expanded opportunities for career design for young employees</p>	<p>・キャリアデザイン研修1回実施 Implemented one-time career design training</p>	
	<p>ボランティア休暇取得者数増加 Increased number of voluntary paid leave users</p>	<p>・ボランティア休暇取得者数12人増(前年比) Increased number of voluntary paid leave users by 12 (over previous year)</p>	
	<p>社内ファシリティへの投資 Investment in internal facilities</p>	<p>・東京本社をはじめとするオフィス計15拠点の改修・移転を実施 Remodeling/relocation of 15 offices, including Tokyo HQ</p>	
 <p>多様な人材が働きやすいオフィスを創る Creating offices that allow diverse human resources to excel</p>	<p>女性管理職10%以上 At least 10% women in management</p>	<p>・女性管理職10.7% Rate of women in management: 10.7%</p>	
	<p>障がい者雇用率 法定雇用率以上 Rate of employment of people with disabilities: at least the legally-mandated rate</p>	<p>・障がい者雇用率2.59% Rate of employment of people with disabilities: 2.59%</p>	
	<p>男性育休取得率30%以上 At least 30% paternity leave usage rate</p>	<p>・男性育休取得率45.7% Paternity leave usage rate: 45.7%</p>	
	<p>介護離職ゼロの実現 Zero retirements to care for family members</p>	<p>・介護離職2名 Two retirements to care for family members</p>	