

## Sapporo Group Health Data

Data shows cumulative totals for the Sapporo Group's five Japanese companies: Sapporo Holdings, Sapporo Breweries, POKKA SAPPORO Food & Beverage, Sapporo Lion, and SAPPORO REAL ESTATE

		2016	2017	2018	2019
Participation rate for regular health check-ups	%	100	100	100	100
Participation rate for emergency treatment follow-ups	%			100	100
Participation rate for lifestyle-related health check-ups <sup>*1</sup>	%		56	78	78
Implementation rates for stress checks <sup>*2</sup>	%	94	96	92	95
Number of employees on leave due to mental health disorders <sup>*3</sup>	%			5	12
Percentage of employees with healthy body weights *with BMIs between 18.5 to 25	%	65.5	65.7	64.9	64.7
Percentage of employees at risk of blood pressure disorders *with systolic blood pressures of 180mmHg or more, or diastolic blood pressures of 110mmHg or more	%	0.6	0.9	1.3	0.9
Percentage of employees with poor diabetes management *with HbA1c of 8.0% or more	%	0.9	0.6	0.9	0.5
Percentage of employees who smoke	%	31.9	31.7	29.6	27.9
Percentage of employees who sleep well	%	62.1	63.6	64.0	65.4
Percentage of employees who regularly exercise for 30 minutes or more, twice a week or more	%	23.3	23.1	25.1	26.6
Percentage of employees who skip breakfast three times a week or more	%			29.6	27.5
Reference value: average number of steps taken per day <sup>*4</sup>	%				9824

\*1 For employees aged 40 or over

\*2 Across all 17 Group companies

\*3 For regular employees at Sapporo Holdings and Sapporo Breweries

\*4 Average number of steps taken by participants in the Sapporo Breweries Health Insurance Society's Walking Campaign

## Wellness Score (deviation value)

Data shows cumulative totals for the Sapporo Group's five Japanese companies: Sapporo Holdings, Sapporo Breweries, POKKA SAPPORO Food & Beverage, Sapporo Lion, and SAPPORO REAL ESTATE

	Wellness score	Physical score	Mental score
2018	53	50	53
2019	53	51	53

## Presenteeism

2018	%	80.8
2019	%	81.1
Average across all companies, as of September 2019*	%	78

\*Average calculated from approximately 100,000 respondents to the FiNC Technologies' FiNC Wellness Survey, as of September 2019

## Employee awareness survey (once every two years)

	Awareness of Management Philosophy	Challenges and independence	Work satisfaction
2016	3.83	3.38	3.84
2018	3.95	3.4	3.8

## Sapporo Breweries

		2016	2017	2018	2019
Number of fatal accidents	Cases	0	0	0	0
Number of accidents resulting in time off from work	Cases	1	1	2	0
Frequency rate *1	%	0.84	0.83	0.14	0.00
Severity rate *2	%	0.01	0.00	0.00	0.00
Number of fatal accidents	Cases	0	0	0	0

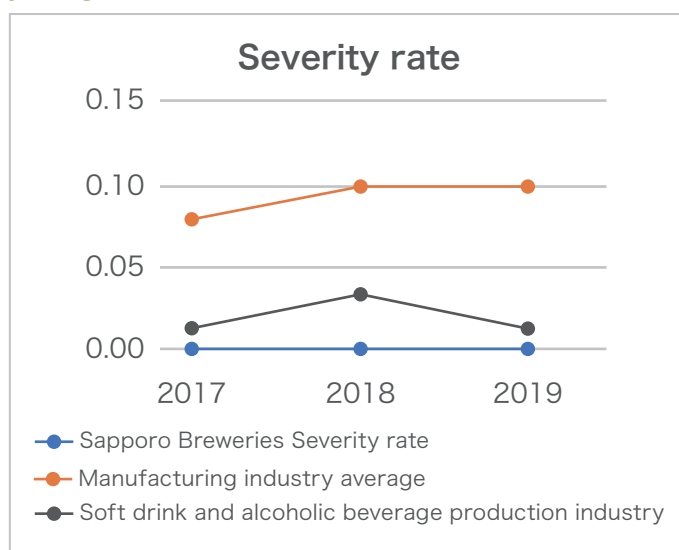
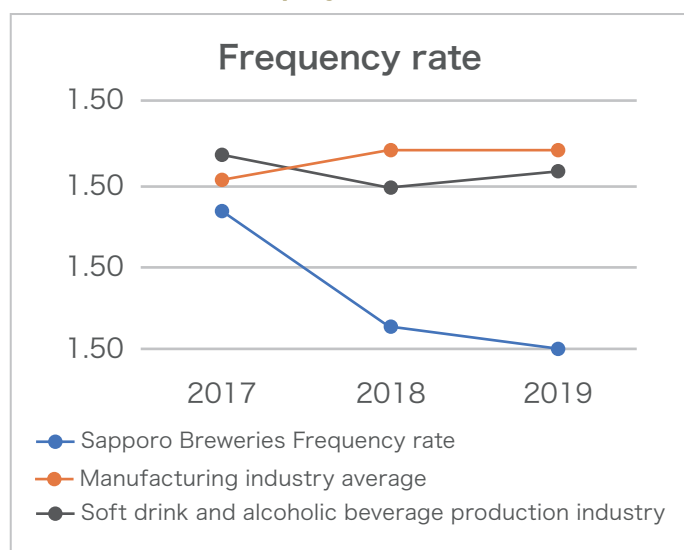
Data for full-time employees

Frequency rates and severity rates are calculated for Japanese plants and departments

\*1 Frequency rate: the frequency of occupational accidents, defined as the number of casualties suffered per one million employee-hours.

\*2 Severity rate: the severity of occupational accidents, defined as the number of work days lost per 1,000 employee-hours.

## Industry Comparison with Sapporo Breweries for Frequency Rate, Severity Rate of Accidents, and Number of Employees Involved in Accidents Requiring Leave from Work



## Number of employees involved in accidents requiring leave from work (Sapporo Breweries)

		2017	2018	2019
Total	Persons	0	2	0
Full-time employees	Persons	0	2	0
Contracted employees	Persons	0	0	0

## Number of employees involved in accidents requiring leave from work (POKKA SAPPORO Food & Beverage)

		2017	2018	2019
Total	Persons	0	2	1
Full-time employees	Persons	0	2	1
Contracted employees	Persons	0	0	0

## Number of employees involved in accidents requiring leave from work (Sapporo Lion)

		2017	2018	2019
Total	Persons	1	5	3
Full-time employees	Persons	0	0	1
Contracted employees	Persons	1	5	2

## Days away from work due to industrial accidents

In 2019, there were no violations of the Labor Standards Act.

## Sapporo Breweries

		2016	2017	2018	2019
Number of employees taking childcare leave	Persons	29	61	53	60
Number of male employees taking childcare leave	Persons	22	42	42	40
Percentage of male employees taking childcare leave	%	30	62	61	68
男性育児休職平均取得日数	Days	30	62	61	68
Number of employees taking nursing care leave	Persons				2

Including Sapporo Holdings

		2016	2017	2018	2019
Annual working hours *	Hours	2,100	2,088	2,057	2,016
Average number of days of paid leave taken	Days	14	13	14	15
Percentage of available paid leave taken	%	69.7	63.3	70.1	80.7
Achievement rate for work-interval systems (10 hours)	%			98	99

\*Non-managerial employees

		2017	2018	2019
Participation rate for lifestyle-related health check-ups	%	81	86	86
Percentage of employees who smoke	%	27	26	24

Including Sapporo Holdings

\*1 For employees aged 40 or over

## POKKA SAPPORO Food & Beverage

		2016	2017	2018	2019
Number of employees taking childcare leave	Persons	15	14	6	15
Number of employees taking nursing care leave	Persons	0	2	0	0

		2017	2018	2019
Annual working hours*	Hours	2005	2016	2004
Average number of days of paid leave taken	Days	9	10	10
Percentage of available paid leave taken	%	51	51	54

\*All employees, including both managerial and non-managerial employees

		2017	2018	2019
Participation rate for lifestyle-related health check-ups <sup>1</sup>	%	53	69.9	74
Percentage of employees who smoke	%	30	27	25

\*1 For employees aged 40 or over

## Sapporo Lion

		2017	2018	2019
Participation rate for lifestyle-related health check-ups <sup>1</sup>	%	65	69	63
Percentage of employees who smoke	%	46	42	40

\*1 For employees aged 40 or over

## SAPPORO REAL ESTATE

		2017	2018	2019
Participation rate for lifestyle-related health check-ups <sup>1</sup>	%	88	80	83
Percentage of employees who smoke	%	36	31	35

\*1 For employees aged 40 or over