

③ Social

The following companies are included in the scope of the Boundary.
 Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian, Lion, Myanmar Brewery, Kyowa Kirin, and Kyowa Hakkō Bio
 Click on the " " in the "Indicator" column for a supplementary explanation of the indicators and where the boundary differs from the above.
 Note that Lion's data until 2019 also includes Lion-Dairy&Drinks.

Indicator	(Supplement)	Boundary	2018	2019	2020	2021	Reference Page	(Link)	
Full-time staff turnover rate (%)	Number of permanent employees who left their jobs during the year / Number of permanent employees at the end of the year (leaving includes employees for personal reasons, company reasons, retirement and death while in service), but non-permanent employees are also counted for some overseas locations.		13.1	16	11	13.3			
Japan		Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian, Kyowa Hakkō Bio and Kyowa Kirin	3.7	6	4.7	3.4			
Overseas		Lion and Myanmar Brewery	24.7	26.4	21.5	34			
Return to work rates after parental leave (%)			96.6	95.5	99.1	98.4			
Man			100	99	100	100			
Woman			94.8	92.5	98.6	97.6			
Percentage of employees receiving regular performance and career development reviews (%)	Percentage of total number of employees, including non-permanent employees.		74.5	77.8	80.5	78.3			
Man			75.8	78.8	82.6	82.6			
Woman			71.6	75.5	75.8	69.4			
Percentage of people taking periodic health check-ups		Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian and Kyowa Kirin	100	100	100	100	Implementation of health management	https://www.kirinholdings.com/en/impact/well-being/1_7/	
Percentage of people taking full medical examination after a periodic health check-ups		Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian and Kyowa Kirin	67.8	81.0	72.5	74.6			
Percentage of people taking stress check examination		Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian and Kyowa Kirin	97.1	97.1	98.5	98.7			
Percentage of people taking specific health guidance		Companies that are members of the Kirin Health Insurance Association (30 Group companies in Japan, including the Kirin Labour Union).	64.1	79.3	77.1	-			
Percentage of smoking people		Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian and Kyowa Kirin	24.9	20.5	15.6	17.7			
Percentage of people with exercise habits		Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian and Kyowa Kirin	36.9	25.7	28.5	32.1			
Percentage of people at high risk who have received a medical examination		Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian, Kyowa Hakkō Bio and Kyowa Kirin	-	100	100	98.3			
Percentage of people maintaining an appropriate weight		Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian and Kyowa Kirin	63.8	65.7	63.8	63.9			
Number of employees absent from work or on leave or long-term absence		Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian and Kyowa Kirin	83	122	91	102			
Presenteeism (absolute presenteeism according to WHO-HPQ)		All Group companies except part of Kirin Holdings	60.96	60.8	60.65	61.46			
Absenteeism (absent due to injury or illness)			-	-	1.16	1.21			
Work Engagement: level of Iki-Iki		All Group companies except part of Kirin Holdings	111	112	117	116			
Aggregate results of stress checks (overall health risk)		All Group companies except part of Kirin Holdings	84	85	82	82			
Drinking habits screening test (AUDIT less than 10 points)		All Group companies except part of Kirin Holdings	78.6	77.1	83.1	84.6			
Percentage of non-drinkers and low-risk drinkers									
Employee	Indicator	(Supplement)	Boundary	2019	2020	2021	2022		
Employee	Percentage of health literacy check-ups	*Started in 2022	Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian and Kyowa Hakkō Bio	-	-	-	76.7	Implementation of health management	https://www.kirinholdings.com/en/impact/well-being/1_7/