

Health Management Related Data

(1) Health checkup / Stress check

① Regular medical checkups

In addition to the legally mandated medical checkup items, we provide a wide range of health checkups for our employees, including cancer screening.

In addition to regular subsidies for physical examinations, the health insurance association also provides an opportunity for "milestone checkups" for 40- and 55-year-olds and their spouses, who wish to undergo physical examinations, all costs subsidized, encourage them to take the examinations.

After the checkups are conducted, those with findings or those who require close examination are followed up at the company's clinic. Follow-up is provided for those who are found to be in need of medical checkups and those who are in need of close examination.

Rate of regular medical checkups

FY2020	FY2021	FY2022
99.4%	100%	100%

Rate of employees receiving a full medical examination based on the results of health checkups

FY2020	FY2021	FY2022
-	61.4%	67.7%

② Stress check

We conduct Stress Check once a year, using The New Brief Job Stress Questionnaire(80 questions)". Not only domestic employees, but also employees seconded to overseas affiliated companies are included.

For those who are determined to have high levels of stress, a meeting with a counselor is set up to provide individual aftercare, and based on the results of group analysis, a meeting with the head of the department is also held.

Rate of stress check attendance

FY2020	FY2021	FY2022
99.1%	99.4%	99.5%

③ Specific health guidance

As commissioned by the health insurance association, we provide specific health guidance at the company's clinic during working hours. In addition, we plan to begin "guidance in advance" for people under the age of 40 who might be eligible for future guidance starting in 2023.

Rate of specific health guidance implemented

FY2020	FY2021	FY2022
89.7%	86.6%	counting

④ Gynecological checkups

In cooperation with health insurance societies, some business sites offer traveling gynecological checkups (breast cancer and cervical cancer). For those offices that are unable to conduct the round medical checkups or those who have undergone company physical examinations, we provide an opportunity to undergo optional gynecological checkups.

Gynecological checkups (total number of people)

FY2020	FY2021	FY2022
-	99	81

(2) Status of Internal Training

Once a year, we provide a training session on health for managers and supervisors to acquire knowledge and raise awareness among workplace leaders. We also provide an e-learning program for managers to help them understand the concept of health management. In the future, we will enhance the e-learning educational content for general employees and specific targets and carry out.

Conduct training for managers and supervisors

	Theme of education	Attendance rate
FY2021	Unconscious harassment	99.0%
FY2022	age-friendly	100%
	Anger management	100%

Understanding of "Health Management", for managers

	theme	Attendance rate
FY2023	Overview understanding of "Health Management"	96.9%

(3) Status of paid day-off utilization

We have set targets for paid day-off use and promote the systematic use. ※ Annual acquisition target: 12 days.

	Average number of days taken per person per year
FY2022	14.2 days

(4) Labor Productivity Indicators

As indicated in our Health Management Strategy Map, our ultimate health-related target indicators are "Reducing Absenteeism," "Reducing Presenteeism," and "Increasing Work Engagement."

We regularly measure and evaluate these indicators and monitor the status of labor productivity. We will measure and evaluate these indicators on a regular basis to monitor the status of labor productivity and carry out the necessary measures.

	測定内容	FY2020	FY2021	FY2022	remarks
absenteeism	Annual number of absenteeism/leave days due to injury or illness	2.08	2.35	2.58	
presenteeism	Rate of lost productivity (Measured by SQP)	-	-	-	from FY2023
work engagement	Individual activity rate (Measured by the New Brief Job Stress Questionnaire(80 questions))	-	2.3	2.3	