

Results of Health Action 2025 Initiatives (FY2022)

■ Results of Actions

Mental and physical health

● Goal

Promote the self-management of mental and physical health and achieve a balance between work and health among all employees.

Indicators of consciousness transformation and behavior change		Target (2025)	2022	2021
Stress management	Percentage of people who are managing stress	Higher than last year	—	—
	Percentage of people who have identified stressors	Higher than last year	—	—
	Percentage of people who are acting to relieve stress	Higher than last year	—	—
	Percentage of people who can independently seek advice or help when facing problems	Higher than last year	—	—
Percentage of people who practice ≥ 6 of the 9 healthy lifestyle habits		≥ 50%	42.8%	41.4%
Physique	Percentage who maintain a suitable body weight ¹	≥ 60%	62.5%	62.1%
	Percentage of overweight ² and obese ³ people who lost ≥3% of their body weight from the previous year	≥ 22%	19.2%	20.2%
Percentage undergoing physicals	Percentage who undergo further medical tests based on results of physical	≥ 90%	83.8%	—
	Percentage who undergo further tests for cancer	≥ 90%	67.0%	—
Percentage who have maintained flexibility and strength (avoided locomotive syndrome)		> 33.2%	33.2%	—

¹ Proper weight: BMI of 18.5 - 24.9 ² Overweight: BMI of 24.9 - 29.9 ³ Obese: BMI of 30 or more

We will monitor changes in health over time by checking the indicators for expected future outcomes after achieving the above targets and the indicators that are not targets but that need to be followed.

Changes in health	2022	2021
People with metabolic syndrome or pre-metabolic syndrome	22.1%	22.8%
People with signs of high blood pressure	9.8%	10.7%
People with signs of a body fat problem	30.9%	32.1%
People with signs of a sugar metabolism problem	8.8%	8.9%
People experiencing high stress	9.2%	9.1%
People with lower back pain	21.8%	22.6%
Number of slips, trips, and falls	3	7

Description of Actions	Rate of Implementation
Information sharing & awareness-building	100% implementation. Number of company-wide communications: 6
Health literacy education (self-care, locomotive syndrome)	Course completion rate Self-care 94% Locomotive 88%
Healthcare education & age-based training	Held 25 times 72% participation
Health guidance for lifestyle habits & weight control	Implementation rate Lifestyle habits 90% Weight 100%
Recommendation of further medical evaluations	Re-evaluation was recommended to 88.8% of those who needed it based on the results of the annual physical. Re-evaluation was recommended to 95% of those who needed further cancer screening and tests.
Support for smoking cessation	Implementation rate: 85%
Health & wellness activities Company-wide walking events	Spring participation 28.3% Fall participation 30.4%
Health & wellness activities tailored to the needs of business sites	100% implementation. Number of activities: 99
Provide opportunities to notice physical changes	85% implementation. Number of activities: 69

Workplace health

● Goal

Pay sufficient attention to safety to prevent impairment of health due to work or the work environment.
Develop a vibrant workplace climate where there is good teamwork.

Indicators of consciousness transformation and behavior change		Target (2025)	2022	2021
Indicator for the percentage of employees missing one month or more of work due to a mental disorder		≤ 0.80%	0.97%	1.06%
People working a lot of overtime who are found to have impaired health		0	1	0
Cluster infections in a workplace or site		0	2	1
Organizational climate	Number of high-risk workplaces	0	7	12
	Workplaces that continue to be or are once again high risk	0	4	5
	Work engagement	≥ 2.52	2.49	2.42

Description of Actions	Rate of Implementation
Staff care education	Sessions held: 9 Participation: 98.6%
Nurses interview all employees when they undergo their annual physical	Implementation rate: 100%
Retrospective support for employees returning from mental health-related leave	Implementation rate: 100%
Support improvement in high-risk workplaces	Implementation rate: 100%
Support workplaces that seek help	Implementation rate: 100%
Perform physicals on employees who work long hours	Implementation rate: 100%
COVID-19 response	Took action in line with government guidelines

■ Summary of Results for the First Year

- ◎ Implemented actions in accordance with plans.
- ◎ Based on the first-year (2022) results, continue to carry out activities in line with the current objectives.
 - For areas where we are seeing improvement, continue to work to achieve KGI.
 - For areas where we are not seeing improvement, step up actions to close the gap between targets and actual performance.