

Results of Health Management Initiatives (FY2022)

* Data is for Epson Group companies in Japan.

■ Policies and Initiative Results

Mid-Range Health Management Policy (Health Action 2025): Attachment Initiative Results

● Collaborative initiative with the health insurance association

Percentage of employees who opt for cancer screening (at the annual physical)	2022
Stomach cancer	64.0%
Colon cancer	83.7%
Breast cancer	68.8%
Cervical cancer	65.2%

● Health-Related Data Analysis

* Data collected for Seiko Epson only

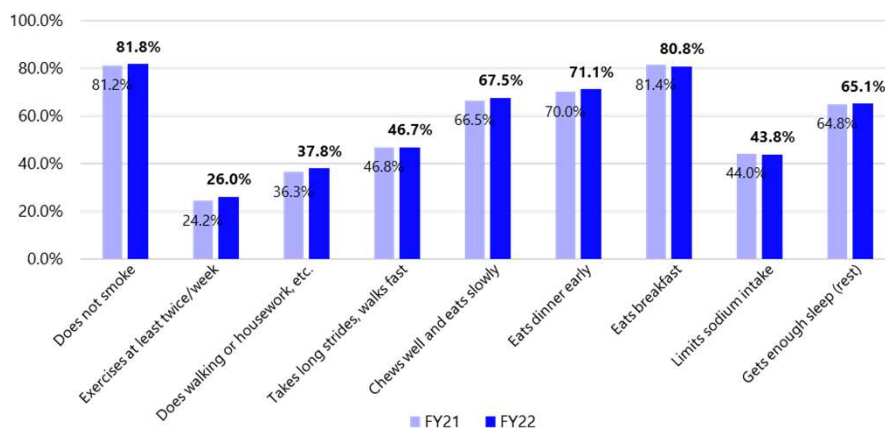
Other actions		2022	2021	2020
Compliance	Percentage who undergo an annual physical	100%	100%	100%
	Percentage who undergo stress checks	98.4%	99.5%	99.6%
Percentage of high-risk employees who receive health guidance after the annual physical		99.5%	98.5%	97.5%
Percentage of employees on leave due to neurological or cardiovascular illness		0.11%	0.16%	0.09%
Employee satisfaction with policies		84.1%	—	—

■ Effects of Initiatives

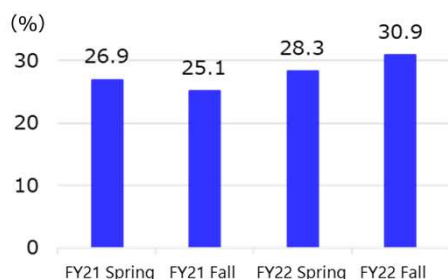
● Effects of indicators of consciousness transformation and behavior change

1. Increase in healthy lifestyle habits

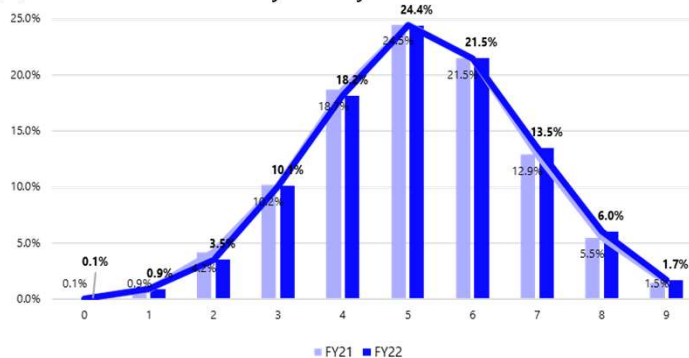
(1) Percentage of employees who practice the nine healthy lifestyle habits (%)



(2) Walking event participation (%)



(3) Number of healthy lifestyle habits



The three exercise-related items among the healthy lifestyle habits were low. The percentage of people who exercise regularly was the lowest. This prompted us to organize walking events. We boosted participation by engaging executive management, motivating people by creating competition among different sites and teams, and providing incentives through the health insurance association's app. This resulted in an increase in the percentage of people who exercise regularly. It also led to an increase in the percentage of people who practice six or more of the healthy lifestyle habits.

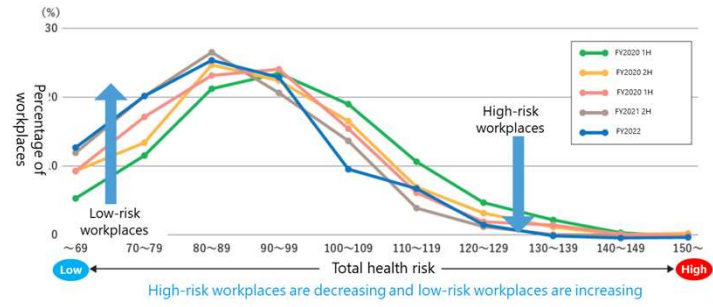
2. Increase in Good Workplaces

(1) Workplace support

* Data collected for Seiko Epson only

Support Category	For	Purpose	Description
Results analysis support	Managers	Correctly decipher results & make improvements	- Interpreting results - Considering improvements
Mirror survey	Workplace	Find clues for workplace improvement	- Conduct survey - Feedback of results
Facilitation of workshops (discussions)	Managers	Managers and others come up with ideas for improving the workplace	- Understand/analyze results - Share best practices - Consider improvements
	Managers & staff	Focus on the positives and tie them to workplace improvements through dialogue	- Consider a vision of the workplace - Consider action items for the entire workplace
Conduct individual interviews	Managers & staff	Identify workplace issues	- Provide opportunities to speak privately with a third party
Monitor manager progress	Managers	Identify issues/needs and provide support	- Review plan progress

(2) Stress check group analysis results



The workplace environment is cited as one factor that contributes to mental health issues. High-risk workplaces have a high rate of absenteeism. Therefore, we set a target of having zero high-risk workplaces and, in FY2020, began taking serious action to improve the work environment. In FY2020, 5.9% of workplaces were considered high risk. In FY2021, that number fell to 3.6%. However, additional action is needed to reduce this number further. Therefore, high-risk workplaces were asked to draft improvement plans, the implementation of which was checked by the head of the unit. In addition, workplace interviews, workshops, individual counseling and other forms of support were provided to high-risk workplaces and to workplaces that sought help. (Implementation rate: 100%)

The result of these actions was that the percentage of high-risk workplaces was reduced to 1.2% in FY2022.

● Health-related final goal indicators

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	2022	2021	2020
Reduction in presenteeism ¹	17.5%	17.2%	-
Reduction in absenteeism ²	1.59%	1.77%	1.56%
Improvement in work engagement ³	2.49 pts.	2.42 pts.	2.46 pts.
Reduction in voluntary turnover rate	2.2%	1.5%	1.4%

¹ Measurement method: The value obtained by subtracting the average score of the SPQ (Tokyo University 1-item version) responses from 100

² Measurement method: The percentage of individuals who have taken leave for one week or more due to neurological or cardiovascular illnesses or for mental health reasons

³ Measurement method: The abbreviated 80-item version of the New Occupational Stress Assessment Questionnaire