

Main initiatives for health management (investment)

- [Physical Health]
- Conduct regular health checkups
 - Fully cover the costs of regular health checkups, including comprehensive medical examinations
 - Fully cover the costs of brain MRI scans, lung CT scans, and tumor marker tests
 - Fully cover the costs of cervical and breast cancer screenings
 - Provide intensive follow-up for employees at risk of developing severe conditions
 - Provide specific health guidance
 - Fully cover the costs of influenza vaccinations for employees and their dependents

- [Mental Health]
- Conduct stress checks
 - Provide consultations with occupational physicians, public health nurses, certified public psychologists, and mental health social workers
 - Provide an external consultation service

- [Health Literacy]
- Promote the use of the WellGo health app
 - Provide health education in collaboration with the health insurance union society
 - Hold health promotion events
 - Encourage regular exercise through the use of sports facilities and subsidies for employee club activities
 - Offer healthy menu options in the employee cafeteria
 - Establish a health consultation framework

Effects of investment

Metrics related to status of the implementation of health investment initiatives

- Regular health checkup participation rate
- Cancer screening participation rate
- Follow-up examination recommendation implementation rate
- Specific health guidance implementation rate

Metrics related to changes in employees' awareness and behaviors

- Regular health checkup participation rate: 100%
- Increase in cancer screening participation rate
- Increase in follow-up examination participation rate
- Specific health guidance implementation rate: 50% or higher

Metrics for health-related final targets

- Reduction in presenteeism
- Reduction in absenteeism
- Improvement in work engagement

Early Identification of Health Risks and Promotion of Action for Improvement

- Stress check participation rate
- Consultation rate among employees identified as experiencing high stress

- Health app usage rate
- Participation rates in events and seminars
- Participation rate in exercise initiatives
- Selection rate for healthy menu options in the employee cafeteria
- Utilization rate of physical and mental health consultation services

- Stress check participation rate: 100%
- Increase in the consultation rate among employees identified as experiencing high stress

- Increase in healthy behavior adoption rate
- Establishment of appropriate consultation and help-seeking behaviors

- Reduction in the number of employees at risk of developing severe conditions
- Increase in the percentage of employees at an appropriate weight
- Prevention of leave of absence and resignation due to cancer

- Percentage of employees experiencing high stress: 9% or lower

Target year: 2029

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- Reduction in presenteeism: 20% or less

- Reduction in absenteeism: 0.3% or less

Maximize the potential of people and technology and create an environment in which employees can work with vitality and in good physical and mental health.

Goal

Improve physical and mental well-being through main initiatives for health management (investment) and reduce presenteeism and absenteeism.

Health and Productivity Management Policy

Guided by the aspiration embodied in our brand slogan “Developing, Delighting,” we will create an environment in which diverse talent can work in good health and with vitality, thereby achieving sustainable corporate growth and value creation.

Management Policy

Be a good company by employing people and technologies that work for the benefit of society today and tomorrow. An ever-evolving company that continuously generate new value while delivering value to stakeholders.

Health issues of employees

- High percentage of employees with obesity
- High percentage of employees with lifestyle-related risks
- Low specific health guidance implementation rate
- Emergence of mental health issues
- Low level of autonomy in health-related behaviors

Status of health and productivity management

- Communication on health and productivity management by top management
- Communications from the Health Management Center

Framework and environment for policy implementation

- Health and Productivity Management Promotion Committee
- Occupational health staff meetings
- Collaboration with the health insurance union

Support, Perceived Organizational Support (POS), Workplace Social Capital (WSC), etc.

- WellGo health management system
- Group analysis of stress check results
- Engagement survey

Fostering a culture of health