Health and productivity investment

- Health checkups, cancer screenings, specific health guidance, and health counseling
- Exercise / Nutrition / Smoking cessation / Women' s health / Mental health / Sleep
- Promote initiatives to prevent long working hours
- Promote use of paid leave
- Enhance work engagement (Workplace environment improvements, support for club activities, organization of internal and external networking events, etc.)
- Influenza vaccination

Effect of health and productivity investment

Indicators for health and productivity investment initiatives

- Participation rate for health checkups, cancer screenings, specific health guidance, and health counseling
- Participation rate and satisfaction
- Stress check uptake rate
- Overtime hours
- Paid holiday usage
- Participation rate and satisfaction with engagement initiatives
- Vaccination coverage rate

Indicators for employee awareness and behavior change

- Rate of follow-up and detailed medical examinations
- Continuation rate for specific health guidance and counseling
- Improve health literacy
  Promote healthier lifestyle habits
  Encourage self-care practices
- Job satisfaction—stress check item 56
- Supervisor and colleague support—stress check items

Final health and productivity-related target indicators (KPIs)

- Improvement in lifestyle habit scores
  - Regular exercise rate
  - Percentage of employees with balanced nutrition
  - Percentage of employees getting sufficient rest through sleep
  - Smoking rate
- Enhance sense of work fulfillment
  - Stress check item 17
- High-stress employee rate
- Number of employees on leave or who left due to illness

Target year: 2027

KGIs

- Enhance work engagement
- Improve presenteeism
- Reduce absenteeism

Health and productivity management goals

- Promote and maintain employees' physical and mental health
- Improve labor productivity

Health and productivity management promotion policy

Enable each employee to be physically and mentally healthy and to fully utilize their abilities and individuality

Management policy

Pursue perpetual dynamic growth to become the "Bazukuri Company"

Employee health issues

- Sufficient rest through sleep
- Percentage of employees with appropriate body weight
- Rate of detailed medical examinations
- Rate of (specific) health guidance implementation

Foster a health-conscious organizational culture

Degree of integration of health and productivity management

- Survey: Do employees understand the purpose of health and productivity management initiatives and the KPIs set by the company?
- Number of club activity participants

Systems and environment to implement policies

- Certified as a Health & Productivity Management Outstanding Organization (White 500)
- Agenda items on health and productivity management at Board of Directors' meetings (number of times held)

Support and organizational backing (POS), WSC, etc.

- Stress check: Improvement in scores for items related to workplace, company, and organization (Question 72: stress check results Perceived Organizational Support [POS], Perceived Supervisor Support [PSS])

※Supervisor support-stress check item 47,50,53
Colleague support-stress check item 48,51,54