

Fiscal 2024 Plan		Assessment	Fiscal 2025 Initiatives
Priority Measures and Targets	Fiscal 2024 Results and Remaining Issues (● Goals achieved ▲ Remaining issues)		
1. Set target values that positively impact each workplace and individual ・Establish shared Groupwide KPIs for the next period and make them well-known	1.Set target values that positively impact each workplace and individual ● Set details and target values for the next KPI (health score) (Out of the 8 items, including BMI and healthy behaviors, achievement rate of 6 or more items set to 60% by 2035) ▲ Apply health score at all domestic Group companies from fiscal 2025. Support for disseminating information and promoting improvement activities	◎	① Raise level of initiatives guided by new KPI (health score) 1) Achievement ratio of 6 or more items: 48% (increase of 1 point) 2) Provide support for raising level of initiatives for new KPI at Group companies
2. Foster a sense of health responsibility among all employees ・Provide data by workplace and make dialogue engagement in the office commonplace ・Identify and support workplaces needing improvement based on data	2. Foster a sense of health responsibility among all employees ● 1) Created opportunities to provide information to encourage dialogue on health nine times during the year (ratio of monthly dialogue: 35%; ratio of one more dialogue during the year: 56%) 2) Analyzed health issues and provided support for workplaces in need. Held health management lectures for general managers ▲ Strengthen workplace/individual approach with aim of achieving target health score		② Promote measures to prevent lifestyle diseases 1) Reduce the number of employees receiving specialized health guidance (increase number of employees no longer needing guidance and decrease number of new employees needing such guidance) Implement health guidance for young employees at risk: 80% of employees improving their condition, 50% improving to a level no longer needing guidance Provide effective support to prevent rebounds: 80% of employees improving their condition after education/35% prevention of rebound (as of fiscal 2026 year-end) 2) Promote measures to prevent worsening health of high-risk employees
3. Promote measures to prevent lifestyle diseases ・Percentage of employees needing specialized health guidance: 22% or less ・Rate of employees who received such guidance receiving examinations from medical institutions: 95% or more	3.Promote measures to prevent lifestyle diseases ● 1) Percentage of employees needing specialized health guidance: 21.7% (down 2.9 points compared with fiscal 2022) Gradually introduced specialized health guidance for employees in their 30s needing such guidance, two months prior to health examinations (80% of employees lost weight, 40% improved to a level no longer needing guidance) 2) Spread awareness of specialized health consultations and follow-up care, with 95.2% of employees receiving such consultation during December health examination (97.9% in fiscal 2023) ▲ Further reduce number of employees receiving specialized health guidance (increase number of employees no longer needing guidance and decrease number of new employees needing such guidance)/curtail number of other high-risk employees and those who stop treatment		③ Promote measures to address mental health issues 1) Raise awareness of prompt consultations and create environments that make it easy to receive consultations 2) Identify causes and implement measures for employees at high risk of taking absence 3) Continue and enhance awareness of "line care" among supervisors
4. Promote measures to address mental health issues ・Implement self-care training for all employees ・Create environments where it is easy to seek help by strengthening collaboration between HR and each workplace	4. Promote measures to address mental health issues ● 1) Broadcasted self-care videos in July and November (approx. 30,000 viewers in July and 35,000 viewers in November) 2) Promoted a system for collaboration between human resources departments at plants, workplace personnel, and staff at medical clinics. Provided information to raise awareness of consultation office and encourage prompt consultation ▲ Strengthen efforts to form connections with individuals/workplaces with the aim of reducing employees on leave		