

Health Management / Industrial Health Activities Performance Report (as of October 13, 2022)

October 13, 2022

Employee and Family Health Promotion  
Committee

[Message from top management on health management]

Without employees' health, the company has no future

In an era when people can live to be 100, countries, organizations, and individuals must re-examine life courses, as lifespans continue to grow in the future. In the aging society, and as the birthrate declines, the labor force is expected to decline as a result. Thinking about the future of Earth Corporation, we began "health management" activities in response to the question of what must be done to ensure that employees and their families can enjoy healthy lives for as long as possible. The organization and individuals undertake these activities together, to build a better future.

[Performance and indexes related to the status of health investment initiatives]

- Rate of regular health checkups received: FY2021: 100% FY2020: 100%
- Results of regular health checkups: Health judgment "Detailed testing required" or Earth standard "Red Card"  
Checkup recommendation rate in FY2021: 100%  
Checkup rate in FY2021: 81.2% FY2020: 32%
- Stress check testing rate: FY2022: 100% FY2021: 100% FY2020: 100%
- Average monthly overtime (full-time employees) in 2021: 10 hrs.
- Continued employment rate after 3 yrs.: 2021: 94.9% 2020: 90.6% 2019: 77.8%
- Ratio of annual losses due to presenteeism: FY2021: 17.51% FY2020: 19.4%
- Ratio of annual losses due to absenteeism: FY2021: 0.33% FY2020: 0.42%
- Work engagement (As part of Earth Corporation's original employee satisfaction survey: "Working autonomously, with a positive energy, in a lively environment"; measured on a scale of 0 (never) to 5 (always))  
FY2021: 3.5 pts. FY2020: 3.5 pts.
- Ratio of "high stress" results in stress checks: FY2021: 15%

[Indicators of changes in employee awareness and behaviors]

- Ratio of smokers: FY2021: 22.2% FY2020: 23.5% FY2018: 27.9% FY2017: 28.6%
- Ratio of employees who exercise regularly: FY2021: 24.6% FY2020: 24%

[Grounds for proposing health-related initiatives]

Currently, there are health-related index items that have not achieved national averages and target values put forward by various government ministries and agencies. There are also items where the company feels the need for improvements even if those targets have been reached. Target values are set making reference to averages at other companies in the industry, group companies, and target values set by government ministries and agencies.

- The company conducts seminars three times a year or more regarding items in employee health surveys where health-related issues are recognized. (As a rule, all employees are expected to participate, and the target is 80% or higher participation in seminars and responses to follow-up surveys.)  
The company strives for entrenchment of knowledge, reducing the number of employees replying "I am extremely concerned about my health" or "I am concerned about my health" by 1% per year.  
FY2021: 19.3% FY2020: 80.1% Target: 75% or less in 2025
- Ratio of smokers: Target: FY2021: 22.3% FY2020: 22.2% or less Target: 12% in 2030 (reduction of 1% per year)
- Ratio of health problem detections: FY2021: 33.9% FY2020: 42.9% Target: 38% or less in 2025 (final target for 2030: 30% or less)

\*Ratio of health problem detections: Percentage of employees requiring detailed medical examinations or doctors' consultations (excluding those already receiving treatment) based on the company's health standards

[Support for activities of business partners in the supply chain (e.g., providing expertise and joint implementation of health management)]

Earth Corporation promotes health management in collaboration with suppliers, which are important business partners. We conducted the following activities with three companies that have expressed approval of Earth's intent.

<Action items>

Focusing on "health risks of sitting too much" in office work and when working at home (\*Compared to adults who sit for less than four hours per day, persons who sit for 11 hours a day or more have a 40% higher risk of death), we provide annual seminars on stretching that can be conducted in the office", as well as videos that are useful for employee health initiatives. Stretch seminars are held at Earth workplaces using these videos.

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