

Results of Health Action 2025 Initiatives (FY2023)

* Data is for Epson Group companies in Japan.

■ Results of Actions

Mental and physical health

● Goal

Promote the self-management of mental and physical health and achieve a balance between work and health among all employees.

Indicators of consciousness transformation and behavior change		Target (2025)	2022	2023
Stress management	Percentage of people who are managing stress	Higher than last year	—	82.0%
	Percentage of people who have identified stressors	Higher than last year	—	87.3%
	Percentage of people who are acting to relieve stress	Higher than last year	—	75.3%
	Percentage of people who can independently seek advice or help when facing problems	Higher than last year	—	73.3%
Percentage of people who practice ≥ 6 of the 9 healthy lifestyle habits		≥ 50%	42.8%	43.9%
Physique	Percentage who maintain a suitable body weight ¹	≥ 60%	62.5%	62.5%
	Percentage of overweight ² and obese ³ people who lost ≥3% of their body weight from the previous year	≥ 22%	19.2%	19.4%
Percentage undergoing physicals	Percentage who undergo further medical tests based on results of physical	≥ 90%	83.8%	89.8%
	Percentage who undergo further tests for cancer	≥ 90%	67.0%	71.1%
Percentage who have maintained flexibility and strength (avoided locomotive syndrome)		Higher than 38.0%	—	38.0%

¹ Proper weight: BMI of 18.5 - 24.9 ² Overweight: BMI of 24.9 - 29.9 ³ Obese: BMI of 30 or more

We will monitor changes in health over time by checking the indicators for expected future outcomes after achieving the above targets and the indicators that are not targets but that need to be followed.

Changes in health	2022	2023
Percentage of people with metabolic syndrome or pre-metabolic syndrome	22.1%	22.5%
People with signs of high blood pressure	9.8%	9.9%
People with signs of a body fat problem	30.9%	30.1%
People with signs of a sugar metabolism problem	8.8%	9.5%
People experiencing high stress	9.2%	8.5%
People with lower back pain	21.8%	22.3%

Description of Actions	Rate of Implementation
Information sharing & awareness-building	Implementation rate: 96.4%
Health literacy education (weight)	Online course: Completion rate 88.3%, comprehension rate 80%
Health guidance for weight control	Implementation rate: 100%
Recommendation of re-evaluation to people who needed further cancer screening and tests	Implementation rate: 100%
Support for stress management	Implementation rate: 100%
Support for smoking cessation	Implementation rate: 100%
Wellness activities: Company-wide walking events	Spring participation 34.4% Fall participation 36.4%
Wellness activities focusing on lifestyle habits and stress management	85.0% implementation. Number of activities: 37
Locomotive improvement activities	80.0% implementation. Number of activities: 15
Providing opportunities to notice physical changes	95.0% implementation. Number of activities: 38

Workplace health

● Goal

Pay sufficient attention to safety to prevent impairment of health due to work or the work environment. Develop a vibrant workplace climate where there is good teamwork.

Indicators of consciousness transformation and behavior change		Target (2025)	2022	2023
Indicator for the percentage of employees missing one month or more of work due to a mental disorder		≤ 0.80%	0.97%	0.98%
People working a lot of overtime who are found to have impaired health		0	1	1
Cluster infections in a workplace or site		0	2	0
Organizational climate	Number of high-risk workplaces	0	7	12
	Workplaces that continue to be or are once again high risk	0	4	2
	Work engagement	≥ 2.52	2.49	2.50

Description of Actions	Rate of Implementation
Staff care education	Held 24 times 81.0% participation
Retrospective support for employees returning from mental health-related leave	Implementation rate: 87.5%
Support improvement in high-risk workplaces ¹	Implementation rate: 100%
Support workplaces that seek help ¹	Implementation rate: 100%
Sharing information on good examples of workplace improvement ¹	Implementation rate: 100%
Providing information on preventing health problems at an early stage for people who work long hours	Implementation rate: 95.8%
Literacy education of infectious diseases	Online course completion rate: 83.8%

¹ Data collected for Seiko Epson only

■ Summary of Results for the Second Year

- ◎ We implemented actions in accordance with plans.
- ◎ We will continue to carry out activities to achieve targets.
 - In FY2022 and 2023, we implemented activities with a focus on notice and learn, which were stated in the slogan. In FY2024, we will carry out our wellness and other activities with a focus on act.
 - For areas where we are not seeing improvement, step up actions to close the gap between targets and actual performance.