

Results of Health Management Initiatives (FY2023)

* Data is for Epson Group companies in Japan.

■ Policies and Initiative Results

Mid-Range Health Management Policy (Health Action 2025): Attachment Initiative Results

- Collaborative initiative with the health insurance association

Percentage of employees who opt for cancer screening (at the annual physical)	2022	2023
Stomach cancer	54.6%	53.3%
Colon cancer	71.4%	71.3%
Breast cancer	58.9%	62.2%
Cervical cancer	48.3%	51.1%

- Health-related data analysis

Other actions		2022	2023
Compliance	Percentage who undergo an annual physical	100%	100%
	Percentage who undergo stress checks	98.4%	97.7%
Percentage of high-risk employees who receive health guidance after the annual physical ¹		99.5%	98.9%
Employee satisfaction with policies ¹		84.1%	89.4%

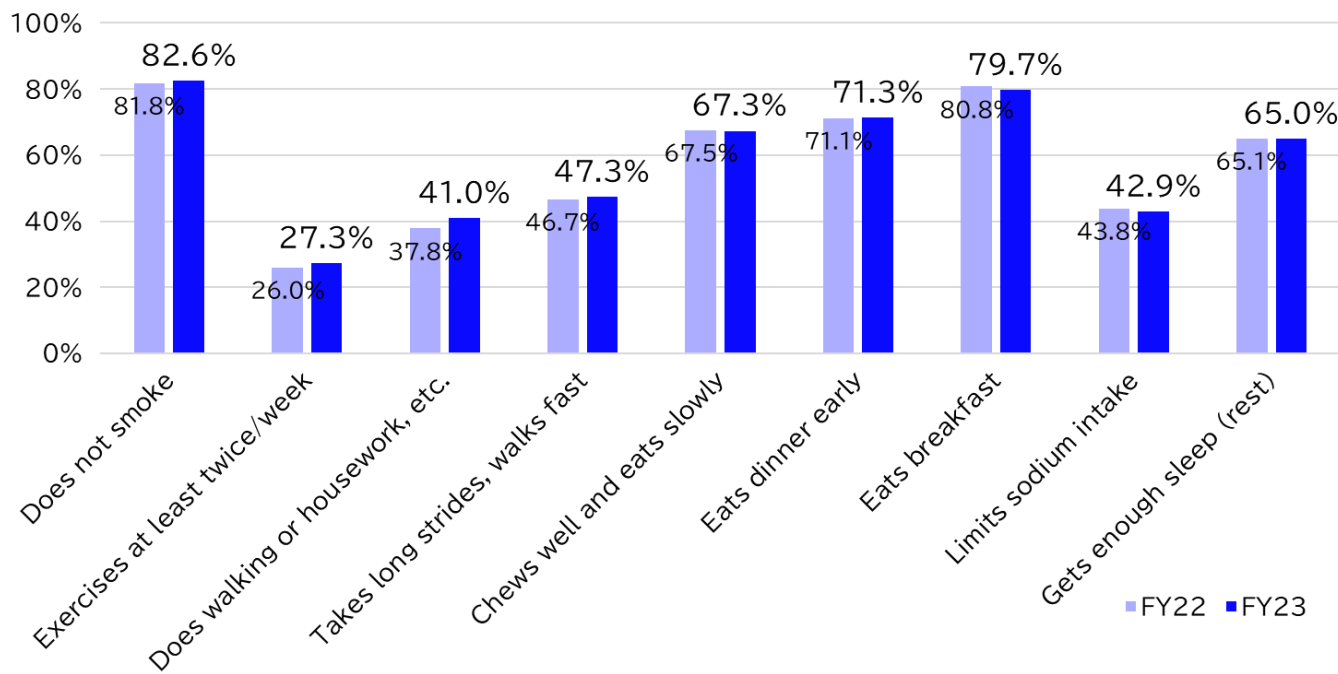
¹ Data collected for Seiko Epson only

■ Effects of Initiatives

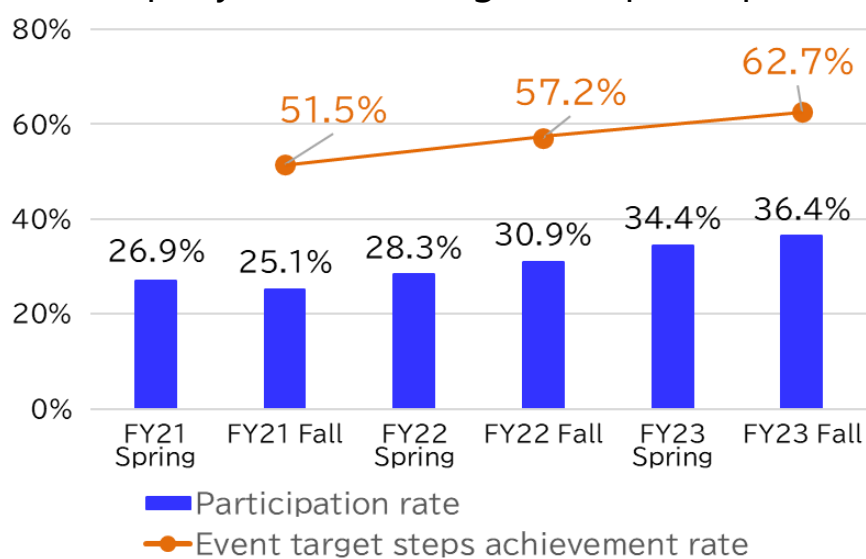
- Effects of indicators of consciousness transformation and behavior change

1. Increase in healthy lifestyle habits

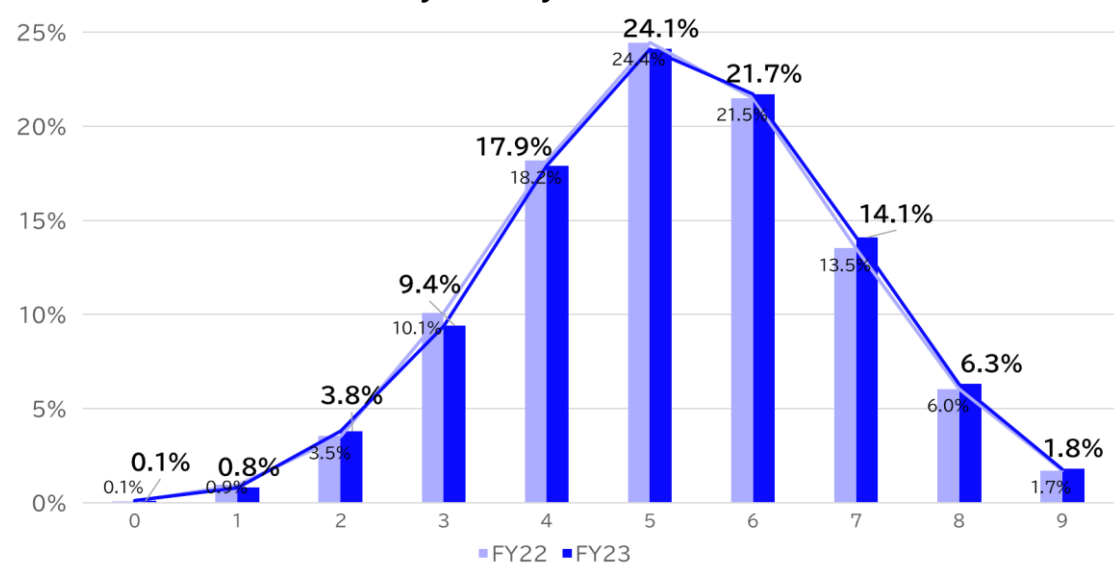
(1) Percentage of employees who practice the nine healthy lifestyle habits (%)



(2) Company-wide walking event participation(%)



(3) Number of healthy lifestyle habits

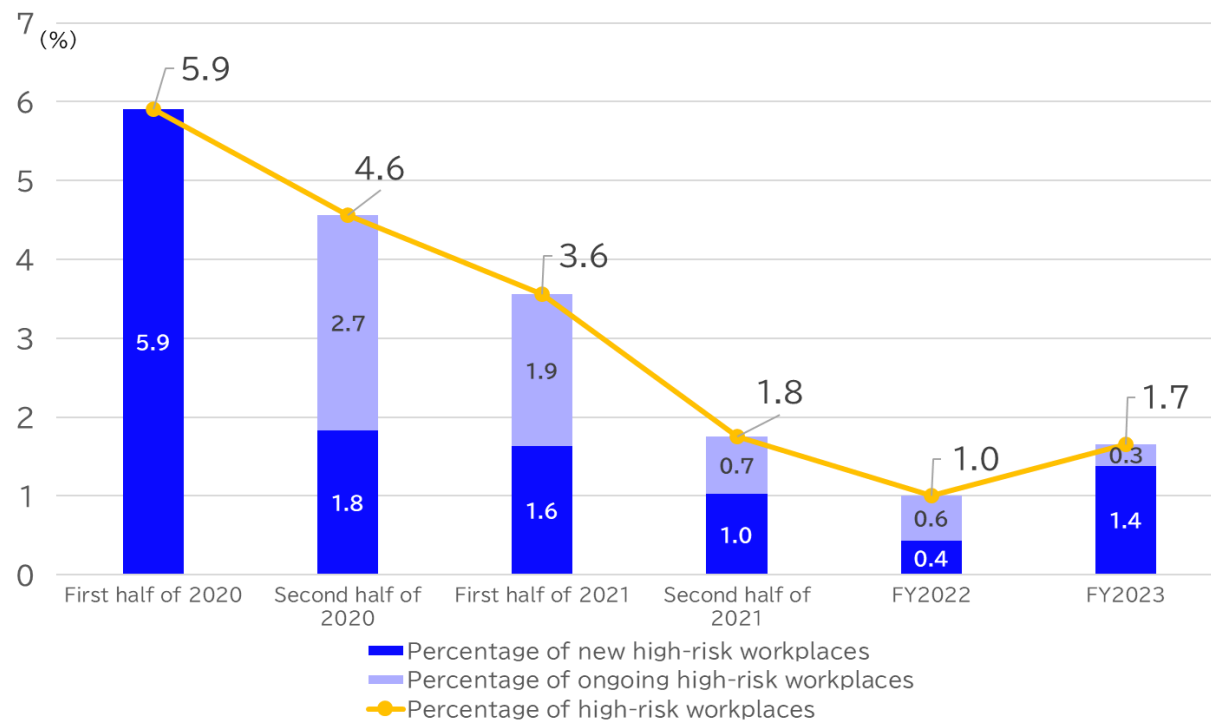


The three exercise-related items among the healthy lifestyle habits were low. The percentage of people who exercise regularly was the lowest. We have been holding company-wide walking events since FY2021 to help address this issue. To encourage more people to participate, we revised the use of health insurance association app and improved incentives by introducing team awards, etc. so that both individuals and teams can enjoy the event. We also strengthened cooperation with wellness activities at business sites. Both the percentage of participation and the percentage of achieving event target steps increased. This resulted in an increase in the percentage of people who exercise regularly. It also led to an increase in the percentage of people who practice six or more of the healthy lifestyle habits.

2. Increase in Good Workplaces

(1) Percentage of high-risk workplaces

* Seiko Epson only



The workplace environment is cited as one factor that contributes to mental health issues. High-risk workplaces have a high rate of absenteeism. Therefore, we set a target of having zero high-risk workplaces and, in FY2020, began taking serious action to improve the work environment. We asked high-risk workplaces to draft and implement improvement plans under the supervision of the head of the unit. In addition, we provided various forms of support such as workplace interviews, workshops, and individual counseling to high-risk workplaces and to workplaces that sought help. (Implementation rate: 100%)

The percentage of high-risk workplaces continued to decrease until FY2022, but it was 1.7% in FY2023 and increased compared to the previous year. This is because the number of workplaces that remain high-risk has decreased but the number of workplaces that have newly been recognized as high-risk has increased. In addition to implementing measures for the ongoing high-risk workplaces, we need to take action to prevent the occurrence of new high-risk workplaces.

● Health-related final goal indicators

* Data collected for Seiko Epson only

	2022	2023
Reduction in presenteeism ¹	17.5%	17.3%
Reduction in absenteeism ²	1.59%	1.60%
Improvement in work engagement ³	2.49Pt	2.50Pt
Reduction in voluntary turnover rate	2.2%	1.2%

¹ Measurement method: The value obtained by subtracting the average score of the SPQ (Tokyo University 1-item version) responses from 100
FY2023 results: Respondents: 12,031 Response rate: 97.4%

² Measurement method: The percentage of individuals who have taken leave for one week or more due to neurological or cardiovascular illnesses or for mental health reasons
FY2023 results: Respondents: 12,750 Response rate: 100%

³ Measurement method: The abbreviated 80-item version of the New Occupational Stress Assessment Questionnaire
FY2023 results: Respondents: 12,031 Response rate: 97.4%