

Employee Health: Mid-to-Long Term Goals and Performance

At our company, we have set numerical targets for various indicators for promoting health management, and use a continuous cycle of CHECK-ACT-PLAN-DO to achieve them.

Between FY2022 and FY2023, we enhanced our efforts to promote health at both the workplace and individual level by introducing a new health management platform (health app) for all domestic group companies, and by expanding seminar programs for workplace leaders to learn about mental and physical health. In addition, we continued to support employees in consulting with professionals about physical and mental health concerns early by strengthening our efforts to foster relationships between employees and the occupational nurses on staff, including approaching all employees after their annual health check-ups (including giving health advice by e-mail), approaching 100% of high-stress employees about health consultations, and by giving health related lectures at each office location.

As a result, with regards to physical health, the healthy lifestyle score of our employees has increased, and the percentage of employees with risk of visceral obesity has decreased; however, the overall percentage of employees with poor health management behaviors has increased. (While the health of many employees increased over the course of the year, an equal amount of employees saw a decrease in health.)

Further, with regards to mental health, both indicators regarding workplace / individual health capital have increased, and simultaneously, workplace engagement has increased, and the percentage of high-stress individuals has decreased.

Looking forward, we will push to achieve our mid-term goals (boosting workplace engagement 5.2 points higher than the average White 500 certified company, lowering presenteeism, led by an improvement in healthy behavior, to 35.6% or lower, and keeping absenteeism lower than its 4-year high since FY 2020) by continuing to strengthen our initiatives and organizational structure at the company-wide, business-wide, office-wide, and individual level.

Category		Item	Reporting Range	Unit	Performance			Goal
					FY2021	FY2022	FY2023	FY 2025
Indicators for Health Management Initiative Progress	Promoting Physical Health	Rate of Reistration on Employee Health Management Platform	All Group Companies in Japan	%	-	-	37.4	50.0
		Rate of Participation in Regular Health Checkups	Domestic group companies (with expectations)	%	100.0	100.0	100.0	100.0
		Implementation Rate of Detailed Examinations after Regular Health Checkups	Domestic group companies (with expectations)	%	100.0	100.0	100.0	100.0
		Implementation Rates of Specific Health Guidance after Checkups	All Group Companies in Japan	%	58.2	56.9	TBD	Above 65.0
		Participation in Initiatives for High-risk employees(Implementation Rates of General Health Guidance)	Domestic group companies (with expectations)	%	100.0	100.0	100.0	100.0
	Promoting Mental Health	Rate of Participation in Stress Check	5 domestic group companies	%	99.5	99.0	99.3	—
		Percentage of High Stress Employees Approached for Consultation	5 domestic group companies	%	-	-	100.0	100.00
	Promoting Physical and Mental Health	Number of Leaders Participating in Body and Mind Health Promotion Workshop	All Group Companies in Japan	People	-	210	317	Above 300
		Satisfaction Rate of Leaders Participating in Body and Mind Health Promotion Workshop	All Group Companies in Japan	%	-	90.5	90.8	Above 90.0
		Number of Employees Participating in Women's Health Seminar	All Group Companies in Japan	People	182	2,326	2,390	Above 2,500
		Employee satisfaction with women's health seminar	All Group Companies in Japan	%	-	89.1	91.2	Above 90.0
		Number of Health Consultations	All Group Companies in Japan	Cases	1,967	3,918	3,069	—
		Number of Health Lectures held	All Group Companies in Japan	Times	138	126	169	Above 100
		Working Conditions and Hours (Average Overtime hours per month)	Daicel Corporation	Hours/Month	20.2	19.4	20.1	Below 20.0
		Usage of Paid Time Off	Daicel Corporation	%	76.0	77.9	82.5	Above 80.0
Indicators for Employee Attitude/ Behavioral Change	[a]Workplace/ Individual Health Capital	Workplace "Speak-up Score"※1	5 domestic group companies	Points	-	2.93	2.96	3.00
		Workplace Motivation Score※2	5 domestic group companies	Points	-	2.70	2.74	2.80
		Workplace Comfort Score※3	5 domestic group companies	Points	-	2.71	2.72	2.80
		Health Literacy※4	5 domestic group companies	Points	-	3.65	3.67	3.70
	[b]Healthy Behaviors	Healthy Lifestyle Score※5	All Group Companies in Japan	Points	3.54	3.55	3.56	Above 3.70
		Rate of Treatment for Employees with Poor Health Management Behavior※6	All Group Companies in Japan	%	71.7	72.7	71.4	Above 74.1
Ultimate Health Goal Indicators	[c]Health Status	Visceral Obesity Risk Rate※7	All Group Companies in Japan	%	22.2	21.8	20.9	Below 21.2
		Rate of Poor Health Management※8	All Group Companies in Japan	%	11.6	11.0	11.6	Below 10.5
		Rate of Physical Malaise※9	5 domestic group companies	%	-	24.6	24.9	Below 22.0
		Rate of High Stress Employees	5 domestic group companies	%	9.0	9.8	9.0	Below 8.0
	[d]Work performance	Work Engagement※10	5 domestic group companies	Points	-	4.86	4.93	Above 5.2
		Presenteeism※11	5 domestic group companies	%	-	36.6	36.4	Below 35.6
		Absenteeism※12	Daicel Corporation	%	2.02	1.91	2.08	Below 1.69
	Other	Employee Turnover	Daicel Corporation	%	1.5	1.8	1.8	—
		Healthcare Costs per Employee	All Group Companies in Japan	1,000 JPY	130	144	170	Below 136

※1 Indicator of how much employees feel a sense of psychological safety while at work. Computed from eight separate items on the employee stress check.

※2 Indicator of how much the workplace is providing a motivating environment for employees. Computed from seven separate items on the employee stress check.

※3 Indicator of how much employees feel that their present work environment is a comfortable / agreeable place to work. Computed from seventeen separate items on the employee stress check.

※4 Indicator of ability to obtain, understand, evaluate, and utilize health related information to maintain and improve one's health. (Evaluate on 1-5 point scale. Higher numbers are desirable).

※5 Calculated based on medical interview results by assigning points (0 - 1) to desirable healthy behaviors in exercise regimen, diet, and sleeping, drinking, and smoking habits, and summing to a total between 0 - 6 points. Higher points are desirable.

※6 Calculated based on health checkup and medical interview results: employees taking medication ÷ (employees taking medication + employees not taking medication but designated having poor health management) × 100% . Higher numbers are undesirable.

※7 Calculated as the percentage of employees with both abnormal waistline and BMI measurements on their medical checkups.

※8 Employees with test results that surpass our company's standards in any one of 4 categories of test results from health checkup examinations (blood pressure, blood count, lipid levels, and liver function) and that warrant the recommendation or ordering of further medical examinations are called "Employees with Poor Health Management." This indicator is the percentage of such employees (higher percentages are undesirable).

※9 Calculated by converting results of stress check to a raw score, and then calculating the percentage of employees with a 1. high or 2.fairly high frequency of general malaise (higher numbers are undesirable).

※10 Indicator measuring employee work engagement (vitality, enthusiasm, focus) rated on 2 - 8 scale. Calculated from results of stress check (higher numbers are undesirable).

※11 Rate of loss due to presenteeism is calculated using the results of questionnaire where employees evaluate their own work performance in the past month on a 0-10 scale (higher numbers are undesirable).

※12 Percentage of employees with one day or more of unexcused/unplanned absence in a year (higher numbers are undesirable).