

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

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

From FY2022/3 to FY2023/3, in addition to strengthening company-wide distribution of health information, training on women's health issues, and health consultations, we also began a new workshop on promoting health of body and mind for workplace leaders, with the goal of further promoting health in each workplace.

As a result, almost all indicators related to mental and physical health, as well as work engagement, improved over this period, and losses due to presenteeism and absenteeism declined.

However, while there are many employees whose health-related indicators improved over the course of this year, there are just as many employees whose health-related indicators worsened; therefore, we are acutely aware of the need to improve employee understanding of the importance of health in each individual employee.

Going forward, we will further strengthen company structures and systems at four levels: company-wide, by business site, by workplace, and by individual, to achieve our medium-term goals: raising work engagement to the White 500 average of 5.2 or more, lowering presenteeism below 35.6% through improvements in healthy lifestyle score, and lowering absenteeism below the FY2021/3 - FY2023/3 peak value of 1.69%.

Category	Item	Reporting Range	Unit	Performance			Goal
				FY2021/3	FY2022/3	FY2023/3	FY2026/3
Indicators for Health Management Initiative Progress	Rate of Participation in Regular Health Checkups	Daicel Corporation	%	100.0	100.0	100.0	100.0
	Implementation Rate of Detailed Examinations after Regular Health Checkups	Daicel Corporation	%	100.0	100.0	100.0	100.0
	Rate of Participation in Stress Check	Daicel Corporation	%	99.9	99.5	99.0	—
	Participation in Extensive Employee Initiatives (Number of health lectures implemented)	All Group Companies in Japan	Times	104	138	126	Above 100
	Participation in Extensive Employee Initiatives (Participants in women's health training)	All Group Companies in Japan	People	—	182	2,326	Above 2,500
	Participation in Extensive Employee Initiatives (Number of health consultations)	All Group Companies in Japan	Cases	—	1,967	3,044	—
	Participation in Initiatives to Improve Working Environment (Leaders participating in Body & Mind Healthcare Workshop)	All Group Companies in Japan	People	—	—	210	Above 300
	Participation in Initiatives for High-risk employees(Implementation Rates of Specific Health Guidance)	All Group Companies in Japan	%	58.6	58.2	56.9	Above 65.0
	Participation in Initiatives for High-risk employees(Implementation Rates of General Health Guidance)	Daicel Corporation	%	100.0	100.0	100.0	100.0
	Satisfaction with Initiatives (Satisfaction with Health Lecture)	Daicel Corporation	%	—	99.7	99.2	Above 90.0
	Satisfaction with Initiatives (Body & Mind Healthcare Workshop Participant Satisfaction)	All Group Companies in Japan	%	—	—	90.5	Above 90.0
Indicators for Employee Attitude/ Behavioral Change	Working Conditions and Hours (Average Overtime hours per month)	Daicel Corporation	Hours/Month	19.3	20.2	19.4	Below 20.0
	Usage of Paid Time Off	Daicel Corporation	%	70.5	76.0	77.9	Above 80.0
	Medical Interview Results Score (Healthy Lifestyle Score) ^{※1}	All Group Companies in Japan	Points	3.52	3.53	3.55	Above 3.70
Ultimate Health Goal Indicators	High-risk Employee Management (Rate of treatment for employees with poor health management) ^{※2}	All Group Companies in Japan	%	74.1	72.8	72.2	Above 74.1
	Employee Health Literacy ^{※3}	Daicel Corporation	Points	—	—	3.67	—
	Health Checkup Results (Visceral Obesity Risk Rate) ^{※4}	All Group Companies in Japan	%	21.4	22.2	22.0	Below 21.2
Ultimate Health Goal Indicators	Health Checkup Results (Rate of Poor Health Management) ^{※5}	All Group Companies in Japan	%	10.5	11.4	10.9	Below 10.5
	Employee Turnover	Daicel Corporation	%	1.3	1.5	1.8	—
	Presenteeism ^{※6}	Daicel Corporation	%	35.9	36.2	36.0	Below 35.6
	Absenteeism ^{※7}	Daicel Corporation	%	1.69	2.02	1.91	Below 1.69
	Stress Check Results (Work Engagement) ^{※8}	Daicel Corporation	Points	5.0	4.9	5.0	Above 5.2
	Stress Check Results (Rate of Physical Malaise) ^{※9}	Daicel Corporation	%	20.9	23.5	22.6	Below 22.0
	Stress Check Results (Rate of High Stress Employees)	Daicel Corporation	%	8.0	9.6	8.4	Below 8.0
	Healthcare Costs per Employee	All Group Companies in Japan	1,000 JPY	123	130	144	Below 136

※1 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.

※2 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.

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

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

※5 Employees with test results that surpass our company's standards in any one of 5 categories of test results from health checkup examinations (blood pressure, blood count, glucose levels, 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).

※6 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. Calculated from results of stress check (higher numbers are undesirable). The response rate was 99.0%.

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

※8 Indicator measuring employee work engagement (vitality, enthusiasm, focus) rated on 2 - 8 scale. Calculated from results of stress check (higher numbers are undesirable). The response rate was 99.0%.

※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).