

Health Action 2020 Targets and FY2019 Results

Basic principles

1. Emphasize safety and improving the working environment.

Mitigate risks and make more positive improvements.

2. Foster employee and workplace independence and autonomy

Foster consciousness of the need for all employees to preserve and foster their own health and that of their workplace.

Targets and results

Physical health

- Encourage employees to independently maintain and improve their own health and avoid developing or halt the advance of lifestyle-related diseases through our WE STEP program^{*1}.

^{*1} The program encourages employees to maintain and improve their own health with an emphasis on weight control (W), exercise (E), smoking cessation (S), checkups and treatment (T), eating right (E), and the promotion of illness and disease prevention and good health (P).

Health improvement & maintenance

- Aim for improvement in overall grades

Brain, heart disease & cancer prevention

- Limit any increase in the number of people subject to travel restrictions.^{*2}
- Limit any increase in the number of people showing signs of blood pressure, sugar metabolism, and body fat problems.
- Reduction in the number of smokers
- Limit any increase in the number of people with metabolic syndrome or pre-metabolic syndrome.

Indicators	Target (FY2021)	2016	2017	2018	2019
Individuals showing improvement and receiving an overall grade of A (%)	20% or more ^{*3}	20.8	19.3	19.4	20.5
Persons under travel restrictions (%) ^{*7}	8.4% or less ^{*4}	8.4	9.3	9.5	9.9
Persons with signs of high blood pressure (%)	9% or less ^{*5}	8.2	9.8	9.7	10.2
Persons with signs of a sugar metabolism problem (%)	8.5% or less ^{*5}	7.9	9.0	10.4	10.2
Persons with signs of a body fat problem (%) ^{*7}	32% or less ^{*5}	28.8	29.0	28.8	30.3
Smokers (%)	16% or lower	25.6	24.1	22.4	21.5
People with metabolic syndrome or pre-metabolic syndrome (%)	18% or less ^{*6}	18.4	19.7	20.5	20.9

^{*2} Overseas travel and transfer restrictions are placed on employees who are found to be at elevated risk of suffering health problems during international business travel or foreign assignments.

^{*3} Equal to or better than the FY2015 level ^{*4} Equal to or lower than the FY2015 level ^{*5} Half of the estimated increase ^{*6} 80% less than the estimated increase

^{*7} The body fat criteria changed in FY2019, so the data from previous years was recalculated based on the new criteria.

* Covers about 90% of employees in domestic Epson Group companies that use the health management support system.

■ Targets and results (*continued*)

Workplace health

- Pay the attention needed to prevent impairment of health due to overwork, harassment and other work-related factors.
- Increase the sense of workplace unity and foster a team-oriented, positive workplace environment.

Indicator	Target (FY2021)	2016	2017	2018	2019
Employees who work long hours* ⁸ who underwent a medical checkup (%)	100% every year	100	100	100	100

*⁸ All individuals who have worked in excess of the number of hours specified by company regulations.

Reference		2016	2017	2018	2019
Stress check results	Job satisfaction* ⁹ (%)	72.3	72.4	71.8	71.3
	Vitality* ¹⁰	78.6	77.8	78.5	78.2
	Satisfaction with job & life* ¹⁰ (%)	87.2	87.5	87.7	87.6

*⁹ Percentage who answered "High" or "Rather high" *¹⁰ Percentage who answered "High," "Rather high," or "Normal"

Mental health

- In addition to actions to prevent the onset and recurrence of mental health disorders, reduce mental health disorders by focusing on improving the ability of individuals and organizations to manage stress (ability to recognize and deal with stress).

Indicator	Target (FY2021)	2016	2017	2018	2019
Indicator for the percentage of employees missing one month or more of work due to a mental disorder* ¹¹	0.7 or less	1.0	1.2	1.2	1.0

*¹¹ Indexed with the FY2015 percentage set to 1

■ Future steps

We will continuously strengthen actions to achieve the FY2021 targets.

Physical health

The percentage of people who are engaged in Seiko Epson's "WE STEP" program is gradually increasing. We haven't yet seen improvement in health examination results, but we will reinforce and continue the program. Effective from October 2020, smoking on the premises will be banned entirely. We will strengthen smoking cessation support to reduce the number of smokers.

Workplace health and mental health

Since FY2018, we have using stress checks to improve the workplace. From FY2020, we will carry out mental health checkups twice a year to measure the state of workplace health and, while monitoring the situation, will act to increase work engagement and a sense of unity in the workplace.