

Fiscal 2022 Specific measures and results

Priority Items	Measure	Date and Time	The number of participants (number of participants or number of views)	participation rate* ¹
Supporting Health	Stiff neck/lower back pain health seminar	① functional improvement stretch (28th and 29th July 2022) ② VDT* ² fatigue improvement seminar (1st and 3rd August 2022)	312 people	6.2%
	Women's health seminar "Medical understanding of menopausal symptoms"	14th September 2022	506 people	10.1%
	Promotion of health app program* ³	From September to November 2022	885 people	17.5%
	Workplace wellness program (on demand)	From July 2022 to present	195 times* ⁵	3.9%
	Manager support content (About mental health)	From September 2022 to present	250 times	55.6%
Creating Safe	Harassment e-learning	From July 2022 to the end of March 2023	4,580 people	95.1%
	Speak Up x Harassment prevention training basics	From 20th July to 7th December 2022	2,539 people	50.8%

and Secure Workplaces	How to proceed with an internal harassment investigation “Referring to cases of power harassment”	17th November 2022 (Live) From 18th November to 2nd December 2022 (on demand)	234 people	4.7%
	Sexual harassment, SOGI harassment, remote communication (video content)	From 1st November 2022 to the end of April 2023 (Sexual harassment, SOGI harassment*4) ※No period setting for remote communication	Sexual harassment : about 89 times SOGI harassment : about 63 times remote communication : about 124 times	Sexual harassment : 1.6% SOGI harassment : 1.1% remote communication : 2.1%
Work Style Reform	Manager support content [summary] (video content)	26th July 2022~	420 times	90.9%
	Manager support content [work style reform FY22 various data in the first half] (video content)	the end of November 2022~	66 times	12.7%

*1 Calculated based on the total number of employees in Japan at the time of implementation/Manager support content is calculated based on the total number of managers at the time of implementation.

*2 "VDT" is an acronym for Visual Display Terminals.

*3 The Health App Program is a program in which each employee chooses 3 out of 16 behavioral goals and practice them every day during the program period to make it a habit.

*4 "SOGI" is an acronym that stands for Sexual Orientation and Gender Identify.

*5 The number of times is the total number of times.