

Pigeon Corporation Occupational Health Management Initiatives (FY2020 - FY2023)

main items	items	FY2020	FY2021	FY2022	FY2023	note
Health Examination Coverage	Proportion of persons receiving periodic health examination	100.0%	100.0%	100.0%	100.0%	
	Proportion of persons receiving detailed examination	25.6%	21.2%	64.2%	71.23%	Up to FY2021: Total of those who need to be monitored and those who need detailed examination After 2022: Only those who need detailed examination
Participation Rate in Events	Walking campaign participation rate	N/A	N/A	16.8%	22.4%	
Health Literacy Status	participation rate in e-learning for mental health	N/A	N/A	100.0%	100.0%	
	Participation rate for occupational physician lecture	N/A	N/A	29.0%	N/A	
Specific Health Guidance	Percentage of specific health guidance implemented (first time)	35.3%	28.30%	32.14%	Under compilation	
	Percentage of specific health guidance implemented (completed)	33.8%	38.6%	26.42%	Under compilation	
Medical Questionnaire	Percentage of Exercisers	28.8%	32.5%	34.2%	34.73%	
	Smoking rate	21.9%	22.0%	21.1%	20.36%	
Health Checkup Results	BMI Average	22.8	22.6	22.5	22.6	
Mental Health	Stress check coverage	96.3%	97.2%	93.0%	97.0%	
	High stress rate	11.1%	7.9%	7.0%	5.1%	
	Comprehensive health risks	80	79	77	77	
Working Hours and Paid Leave Taken	Average annual overtime hours	80 hours	99 hours	70 hours	67 hours	
	Percentage of paid leave taken	63.6%	70.2%	83.4%	81.4%	
Industrial Accident	Number of industrial accident	1 case	3 cases	2 cases	2 cases	
Women's health issues	Participation rate for lecture	N/A	N/A	N/A	9.8%	Aggregation targets: Board members and all employees
Health management level	Deviation Value	—	51.8	54.9	58.5	
Productivity and Organizational Vitality	① Absenteeism	2.7 days	3.3 days	3.3 days	1.46 days	Average for all employees of the number of days used per year in the sick leave system (accumulated vacation, absences, and leaves of absence due to injury or illness) *The number paid leave due to injury or illness is not included.
	① Number of respondent & response rate	554 100%	561 100%	560 100%	536 100%	All employees
	② Presenteeism	N/A	85.7%	86.9%	86.44%	Average of employee survey results measured with SPQ
	③ Work engagement	N/A	4.10	4.01	4.02	Average of employee survey results measured with UWES-3; average of all employees' scores on the three items (0 = not at all - 6 = always feel).
	④ Vitality index	N/A	3.80	3.72	3.78	Average of employee survey results measured with below question: How well are you able to work with vigor and vitality? Average of all employees' scores on the item (0 = not at all - 6 = always feel). *Our original index
	②③④ Number of respondent & response rate	N/A	401/415 96.6%	383/396 96.7%	362/376 96.2%	employee survey responded by all full-time employees