

Pigeon Corporation Occupational Health Management Initiatives (FY2020 - FY2025)

main items	items	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025	note
Health Examination Coverage	Proportion of persons receiving periodic health examination	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	Proportion of persons receiving detailed examination	25.6%	21.2%	64.2%	71.23%	72.55%	72.6%	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
	Treatment rate for high-risk individuals	—	—	—	51.7%	85.2%	81.0%	
Participation Rate in Events	Walking campaign participation rate	N/A	N/A	16.8%	22.4%	25.4%	28.0%	
Health Literacy Status	participation rate in e-learning for mental health	N/A	N/A	100.0%	100.0%	100.0%	100.0%	
Specific Health Guidance	Percentage of specific health guidance implemented (first time)	35.3%	60.71%	71.74%	76.90%	60.71%	Under compilation	
	Percentage of specific health guidance implemented (completed)	33.8%	26.42%	58.93%	72.73%	26.42%	Under compilation	
Medical Questionnaire	Percentage of Exercisers	28.8%	32.5%	34.2%	34.73%	35.4%	34.4%	
	Smoking rate	21.9%	22.0%	21.1%	20.36%	19.5%	18.5%	
Health Checkup Results	BMI Average	22.8	22.6	22.5	22.6	22.7	23.0	
Mental Health	Stress check coverage	96.3%	97.2%	93.0%	97.0%	98.2%	97.9%	
	High stress rate	11.1%	7.9%	7.0%	5.1%	8%	7.7%	
	Comprehensive health risks	80	79	77	77	75	74	
Working Hours and Paid Leave Taken	Average annual overtime hours	80 hours	99 hours	70 hours	70 hours	72 hours	80 hours	
	Percentage of paid leave taken	63.6%	70.2%	83.4%	81.4%	77.2%	83.2%	
Industrial Accident	Number of industrial accident	1 case	3 cases	2 cases	2 cases	0cases	0cases	
Women’s health issues	Various types of learning (lectures, e-learning, etc.)	N/A	N/A	N/A	N/A	9.8%	96.3%	Aggregation targets: Board members and all employees
	Satisfaction with the initiative	N/A	N/A	N/A	N/A	N/A	98.6%	Percentage of respondents who answered 'satisfied' or 'mostly satisfied' on the survey
Health management level	Deviation Value	—	51.8	54.9	58.5	58.3	62.9	
Investment in health and productivity management (JPY)	Occupational Health Personnel Costs	—	—	—	—	—	2,757,000	
	Medical Checkup Expenses	—	—	—	—	—	1,680,000	
	Health Data System Costs	—	—	—	—	—	2,853,000	
	Dietary Improvement Costs	—	—	—	—	—	997,000	
	Exercise Promotion Costs	—	—	—	—	—	1,103,000	
	Mental Health Promotion Costs	—	—	—	—	—	462,000	
Productivity and Organizational Vitality	①Absenteeism	2.7 days	3.3 days	3.3 days	1.46days	1.32days	1.41days	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.
	①Number of respondent & response rate	554 100%	561 100%	560 100%	536 100%	516 100%	516 100%	All employees
	②Presenteeism	N/A	85.7%	86.9%	86.44%	86.08%	86.53%	Average of employee survey results measured with SPQ
	③Work engagement	N/A	4.10	4.01	4.02	4.03	4.05	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).
	④Vitality index	N/A	3.80	3.72	3.78	3.85	3.83	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
	②③④Number of respondent & response rate	N/A	401/415 96.6%	383/396 96.7%	362/376 96.2%	362/383 94.5%	352/375 93.9%	employee survey responded by all full-time employees