

Employee health management and status (Brother Industries, Ltd.)

Items		FY2018	FY2019	FY2020	FY2021	FY2022
Employee health management						
Regular health checkup	Participation rate ^{*1}	100%	100%	100%	100%	100%
	Participation rate in comprehensive health screening for individuals aged 35 and older ^{*2}	96.4%	96.1%	95.5%	94.9%	96.1%
	Detection rate	57.0%	60.6%	61.6%	59.7%	58.2%
	Participation rate in secondary screening	75.8%	76.6%	83.9%	81.6%	84.7%
Specific health checkup ^{*3}	Participation rate ^{*4}	96.1%	99.4%	99.4%	99.6%	99.6%
	Metabolic syndrome rate	12.3%	14.2%	15.2%	25.8%	26.0%
Stress check test	Participation rate ^{*1}	88.0%	89.0%	87.9%	87.3%	90.8%
	High stress rate	10.1%	10.0%	9.8%	10.3%	10.5%
	Employee vitality (four-point scale evaluation) ^{*5}	-	2.45	2.48	2.49	2.48
Brother Healthy Life Months	Participation rate ^{*1}	39.9%	35.1%	29.4%	27.3%	29.9%
	Satisfaction rate	91.0%	94.0%	91.0%	93.0%	92.0%

Items		FY2018	FY2019	FY2020	FY2021	FY2022
Employee health status						
Actual annual working hours per employee		1,956 hours	1,952 hours	1,991 hours	1,993 hours	1978 hours
Annual non-scheduled working hours per employee		196.0 hours	197.8 hours	216.1 hours	228.3 hours	223.1 hours
Average years of employment ^{*6}		17.1 years	17.2 years	17.3 years	17.1 years	16.7 years
Voluntary turnover rates/ Number of employees leaving ^{*6, 7}		1.4%·54 individuals	1.3%·50 individuals	1.0%·39 individuals	0.94%·36 individuals	1.44%·55 individuals
Rate of paid leave usage/ Number of used leave days		82.8% ·16.6 days	86.2% ·17.2 days	73.3% ·14.7 days	79.8% ·16 days	86.7% ·17.1 days
Number of employees with long working hours	Number of employees whose non- statutory working hours exceeded more than 75 hours within a month	2 employees	2 employees	16 employees	12 employees	14 employees
Lifestyle-related diseases	Diabetes ^{*1}	5.3%	5.7%	5.7%	5.9%	5.7%
	High blood pressure ^{*1}	9.2%	9.8%	9.7%	10%	10.2%
	Hyperlipidemia ^{*1}	13.4%	14.5%	14.3%	14.7%	14.6%

Items		FY2018	FY2019	FY2020	FY2021	FY2022
Employee health status						
High risk individuals* ⁸ (high blood pressure)	Treatment rate	-	82.7%	78.5%	82.0%	79.9%
Rate of employees maintaining exercise habits* ¹	Employees exercising once or more and around 30 minutes a week	40.6%	40.8%	47.3%	48.7%	48.5%
Average medical expenses per employee		115,246 yen	129,453 yen	129,744 yen	142,382 yen	148,315 yen
Employee satisfaction level	The score of the question "Do you feel a strong sense of pride as a member of the Brother Group?" in the employee awareness survey (five-point scale evaluation)	3.79	3.79	3.88	3.89	3.91* ⁹
Employee health literacy						
Number of participants in health course		-	1,299	822	1,136	1,371
Number of female participants in health measures		-	-	167	169	497

*1 : The rate among BIL employees

*2 : The rate among BIL employees aged 35 and older

Comprehensive health screening refers to regular health checkups that include additional tests for lifestyle-related diseases and cancer

*3 : A checkup specified by Japan's Ministry of Health, Labour and Welfare

*4 : The rate among employees who are eligible for a specific health checkup

*5 : Employee engagement evaluated using a new occupational stress survey

*6 : Doesn't include incoming seconded employees, temporary employees or fixed-term employees

*7 : Employees who resigned for personal reasons

*8 : Employees who are undergoing oral treatment for high blood pressure and those who are shown to have a systolic blood pressure of 140 mmHg or higher or a diastolic blood pressure of 90 mmHg or higher by a health checkup

*9 : In FY2022, a survey was conducted with the question "Do you take pride in work as a member of Brother?"