

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

Items		FY2019	FY2020	FY2021	FY2022	FY2023
<b>Employee health management</b>						
Regular health checkup	Participation rate <sup>*1</sup>	100%	100%	100%	100%	100%
	Participation rate in comprehensive health screening for individuals aged 35 and older <sup>*2</sup>	96.1%	95.5%	94.9%	96.1%	97.0%
	Detection rate	60.6%	61.6%	59.7%	58.2%	59.4%
	Participation rate in secondary screening <sup>*3</sup>	77.7%	77.0%	75.8%	77.6%	74.8%
Specific health checkup <sup>*4</sup>	Participation rate <sup>*5</sup>	99.4%	99.4%	99.6%	99.6%	99.5%
	Metabolic syndrome rate	14.2%	15.2%	25.8%	26.0%	26.8%
	Specific health guidance implementation rate	53.2%	90.5%	82.6%	84.6%	90.9%
Stress check test	Participation rate <sup>*1</sup>	89.0%	87.9%	87.3%	90.8%	94.5%
	High stress rate	10.0%	9.8%	10.3%	10.5%	10.3%
	Employee vitality (four-point scale evaluation) <sup>*6</sup>	2.45	2.48	2.49	2.48	2.47

Items		FY2019	FY2020	FY2021	FY2022	FY2023
Brother Healthy Life Months	Participation rate <sup>*1</sup>	35.1%	29.4%	27.3%	29.9%	29.6%
	Satisfaction rate	94.0%	91.0%	93.0%	92.0%	93.0%
<b>Employee health status</b>						
Actual annual working hours per employee		1,952 hours	1,991 hours	1,993 hours	1978 hours	1,961 hours
Annual non-scheduled working hours per employee		197.8 hours	216.1 hours	228.3 hours	223.1 hours	207.3 hours
Average years of employment <sup>*7</sup>		17.2 years	17.3 years	17.1 years	16.7 years	16.3 years
Voluntary turnover rates/Number of employees leaving <sup>*7,8</sup>		1.3% 50 individuals	1.0% 39 individuals	0.94% 36 individuals	1.44% 55 individuals	1.42% 54 individuals
Rate of paid leave usage/Number of used leave days		86.2% ·17.2 days	73.3% ·14.7 days	79.8% ·16 days	86.7% ·17.1 days	87.1% ·17.2 days

Items		FY2019	FY2020	FY2021	FY2022	FY2023
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	16 employees	12 employees	14 employees	8 employees
Lifestyle-related diseases	Diabetes <sup>*1</sup>	5.7%	5.7%	5.9%	5.7%	5.8%
	High blood pressure <sup>*1</sup>	9.8%	9.7%	10%	10.2%	10.3%
	Hyperlipidemia <sup>*1</sup>	14.5%	14.3%	14.7%	14.6%	13.9%
High risk individuals <sup>*9</sup> (hypertension)	Treatment rate	82.7%	78.5%	82.0%	79.9%	79.5%
Rate of employees maintaining exercise habits <sup>*1</sup>	Employees exercising once or more and around 30 minutes a week	40.8%	47.3%	48.7%	48.5%	48.9%

Items		FY2019	FY2020	FY2021	FY2022	FY2023
Average medical expenses per employee		129,453 yen	129,744 yen	142,382 yen	148,315 yen	148,959 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	3.88	3.89	_*10	_*10
Employee engagement survey	The score of the question "Do you work with pride as a member of Brother Group" (five-point scale evaluation)	4.28	4.31	4.37	4.25	4.37
	The score of the question "Do you work with pride as a member of Brother?" (five-point scale evaluation)	3.78	3.87	3.86	3.91	3.86
	eNPS (employee net promoter score) *11	-	-	-	-	-18.7
<b>Employee health literacy</b>						
Number of participants in health course		1,299	822	1,136	1,371	1,312
Number of female participants in health measures		-	167	169	497	594

\*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 : The number disclosed in FY2022 was revised to a value including all the health checkup items.

\*4 : A checkup specified by Japan's Ministry of Health, Labour and Welfare

\*5 : The rate among employees who are eligible for a specific health checkup

\*6 : Employee engagement evaluated using a new occupational stress survey

\*7 : Doesn't include incoming seconded employees, temporary employees or fixed-term employees

\*8 : Employees who resigned for personal reasons

\*9 : Employees who are undergoing oral treatment for hypertension 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

\*10: Since FY2022, the survey has been conducted based on the integrated question of "I work with pride as a Brother member."

\*11: An index that expresses employee engagement in numerical terms. The survey is conducted based on the question "To what extent do you recommend close friends or acquaintances to work at Brother?" An evaluation is made based on the scores of 0 to 10. Respondents whose level of recommendation is 0 to 6 are classified as "critics," and those whose level of recommendation is 9 to 10 are classified as "recommenders." The percentage of critics is subtracted from the percentage of recommenders.