

### Targets in the "Healthy Brother 2025" and results (Brother Industries, Ltd.)

Items		Targets (by FY2025)	Results				
			FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Risk Management Perspectives							
Preventive measures against diabetes becoming severe	Rate of employees with poor control of blood-sugar levels *1(More than HbA1c8.0)	0%	0.4%	0.5%	0.5%	0.4%	0.5%
	Rate of non-metabolic syndrome employees *1	80% or above	73.0%	72.8%	74.2%	74.0%	73.7%
Measures to prevent lifestyle diseases	Smoking rate *1	Less than 10%	13.7%	12.4%	11.6%	11.3%	10.0%
	Cancer screening rate *2	95% or above	96.1%	95.5%	94.9%	96.1%	97.0%
Cancer control	Secondary cancer screening rate	90% or above	83.5%	83.9%	81.6%	84.7%	80.5%
	Rate of employees absent from work for one month or more *1	Not more than 0.5%	1.4%	0.7%	1.0%	1.4%	1.2%
Mental health measures	Participation rate in line care training *1	100%	81.0%	93.5%	96.0%	99.0%	97.3%

Items		Targets (by FY2025)	Results				
			FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Positive Health Perspectives							
Improving of health literacy	Rate of employees maintaining five or more healthy life-style habits *1	70% or above	66.6%	77.9%	78.4%	78.0%	77.6%
	Rate of employees with high stress levels *1 (based on a stress check test)	Less than 5%	10.0%	9.8%	10.3%	10.5%	10.3%
Mental health measures	Rate of employees with adequate sleep *1	70% or above	61.1%	68.9%	67.3%	68.0%	65.5%
	Rate of employees maintaining exercise habits *1 (once or more and 30 minutes or more a week)	60% or above	40.8%	47.3%	48.7%	48.5%	48.9%
Support for balancing work and health	Rate of employees with presenteeism (Wfun score) of 21 points or higher	Not more than 10%	24.0%	23.4%	23.8%	24.1%	24.1%

\*1: The rate among BIL employees

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