

Health Management Initiatives - Japan Post Insurance Co., Ltd.

The Japan Post Group has established the Japan Post Group Health Declaration and is committed to health and productivity management.

Here, we will introduce some examples of health and productivity management initiatives at our company (Japan Post Insurance Co., Ltd.) and the actual results of various health and productivity management indicators.

Key initiatives from FY2023 onwards

1. Promotion of Smoking Cessation

In May 2023, the presidents of the four group companies adopted the Japan Post Group No Smoking Declaration, strengthening measures to promote smoking cessation. In response to this, Japan Post Insurance will abolish the in-house smoking area at its Otemachi headquarters from October 2023 and is working to support employees who are trying to quit smoking, including by offering a "Smoking Cessation Program" (operated by the Japan Post Mutual Aid Association) that utilizes nicotine patches and providing smoking cessation consultations with public health nurses.

2. Mental Health Care

- Line Care Training (for Managers)
- Self-Care Training (for All Employees)
- Implementation of Stress Checks
- Counseling and Other Consultation Services
- Support Programs for Returning to Work

3. Exercise Habits

- "Radio-Taiso"(During Working Hours)
- Walking Campaign Utilizing the Kampo App
(2,139 Participants in FY2024, Average 7,416 Steps per Day)
- In-House Boccia Tournament

4. Various Health Seminars

- Quality Sleep
- Smoking and Health
- Prevention and Early Detection of Colorectal Cancer
- Men's Specific Health Issues
- Balancing Childcare, Nursing Care, and Work

Performance Metrics of Health Management Indicators

Employee Health Indicators	FY2024	FY2023	FY2022
(1) Rate of regular health checkups	100%	100%	100%
(2) Percentage of employees requiring medical care level 1 or 2 (*) * Medical care level 1 or 2: Those who require emergency or immediate medical treatment	1.05%	0.94%	0.78%
(3) Specific health guidance implementation rate	71.3%	74.5%	79.3%
(4) Specified health guidance escape rate(*) *The percentage of people who received specific health guidance (metabolic syndrome guidance) in the previous year but did not receive the same guidance in the following year	21.0%	23.0%	24.0%
(5) Obesity (BMI 25 or higher) rate	33.9%	32.4%	—
(6) Stress check participation rate (percentage of people with high stress)	92.6% (14.0%)	94.2% (15.2%)	94.0 (14.3%)
(7) Smoking rate	27.4%	26.7%	27.0%
(8) Rate of exercise habit (those who exercise for 30 minutes or more)	25.0%	25.2%	25.2%
Indicators related to business performance and health management promotion	FY2024	FY2023	FY2022
(1) Absenteeism(*) *Number of sick leave days and leave days per employee per year	6.7day	6.0day	—
(2) Presenteeism(*) * The percentage of employees who are unable to perform at their job performance level due to some kind of health problem is over 90%.	10.4%	11.1%	—
(3) Work Engagement (Engagement Score Survey) *Of the 11 levels, CC is the 8th level from the top, and CCC is the 7th level from the top.	CCC	CC	C