

Safety and Health Management Report 2023

OSG Corporation

Safety and Health Promotion Secretariat
Human Resources and General Affair Dept.



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Editorial Policy

Ever since fiscal year 2021, OSG has published its "Safety and Health Management Report" dealing with the following five aspects aimed at providing shareholders with detailed information on our safety and health management.

- (1) Management principles and policy
- (2) Organizational framework
- (3) Applying system and measures
- (4) Evaluations and improvements
- (5) Legal compliance and risk management

OSG has established and implements a safety and health management system based on the Japanese Industrial Safety and Health Law.



Name	OSG Corporation
Headquarters	3-22 Honnogahara, Toyokawa-City, Aichi, 442-8543, Japan Telephone: +81-533-82-1111
Representative	Norio Ishikawa, Chairman and CEO Nobuaki Osawa, President and COO
Established	March 26, 1938
Capital	13,044 million yen
Sales amount	142,525 million yen (consolidated) / 56,956 million yen (non-consolidated)
Number of employees	7,543 (consolidated) / 1,899 (non-consolidated)
Business profile	Manufacture and sales of cutting tools, rolling dies, gauges, machine tools and machine parts; import and sales of tools
Website	https://www.osg.co.jp/en

Message from top management



～ Taking on the challenge of creating a prosperous future while living as one with the Earth and society ～

Since its founding in 1938, OSG has been engaged in the manufacture and development of precision cutting and machining tools. Industrial and technological innovations are essential for us to live a stable life in terms of both the economy and environment while enjoying modern conveniences. On the other hand, a very important management issue in recent years is how to make efforts to create a sustainable society that takes the global environment into consideration, rather than just pursuing profit, efficiency and convenience in our daily lives.

In January 2022, here at OSG we announced a three-year medium-term management plan called “Beyond the Limit 2024” that started from the fiscal year ending November 2022. The theme “Beyond the Limit” expresses our determination to “go beyond the limit, set no limits, break out of the shell, and break out of the norm.” In our long-term vision covering the period through November 2030, we will work as an essential player to contribute to the global manufacturing industry, and aim to build a solid corporate structure that can cope with all manner of changes while looking ahead to the year 2030 when we will have to actually shift to a carbon-neutral era. To achieve further growth even in this era of VUCA* that is full of uncertainty, we will contribute to achieve a sustainable society in line with our corporate philosophy “globally-oriented company.”

*VUCA stands for volatile, uncertain, complex, and ambiguous.

Safety and Health Management Principles

In 1996, here at OSG we declared ourselves a "globally-oriented company," "healthy company," and "eco-friendly company." Then, in 2014, we adopted the tagline "Shaping your dreams" as our brand identity. We believe that we can attain a prosperous future by creating an environment where every employee is cheerful, happy and energetic in their daily work, and also by contributing to sustainable development of the community, society and the Earth based on the philosophy that a company is a public entity of society. As we approach our 100th anniversary, we will strive for the well-being of people, society, and the Earth, and give shape to our dreams through human resource development and manufacturing as a globally-oriented company that shines ever brighter.

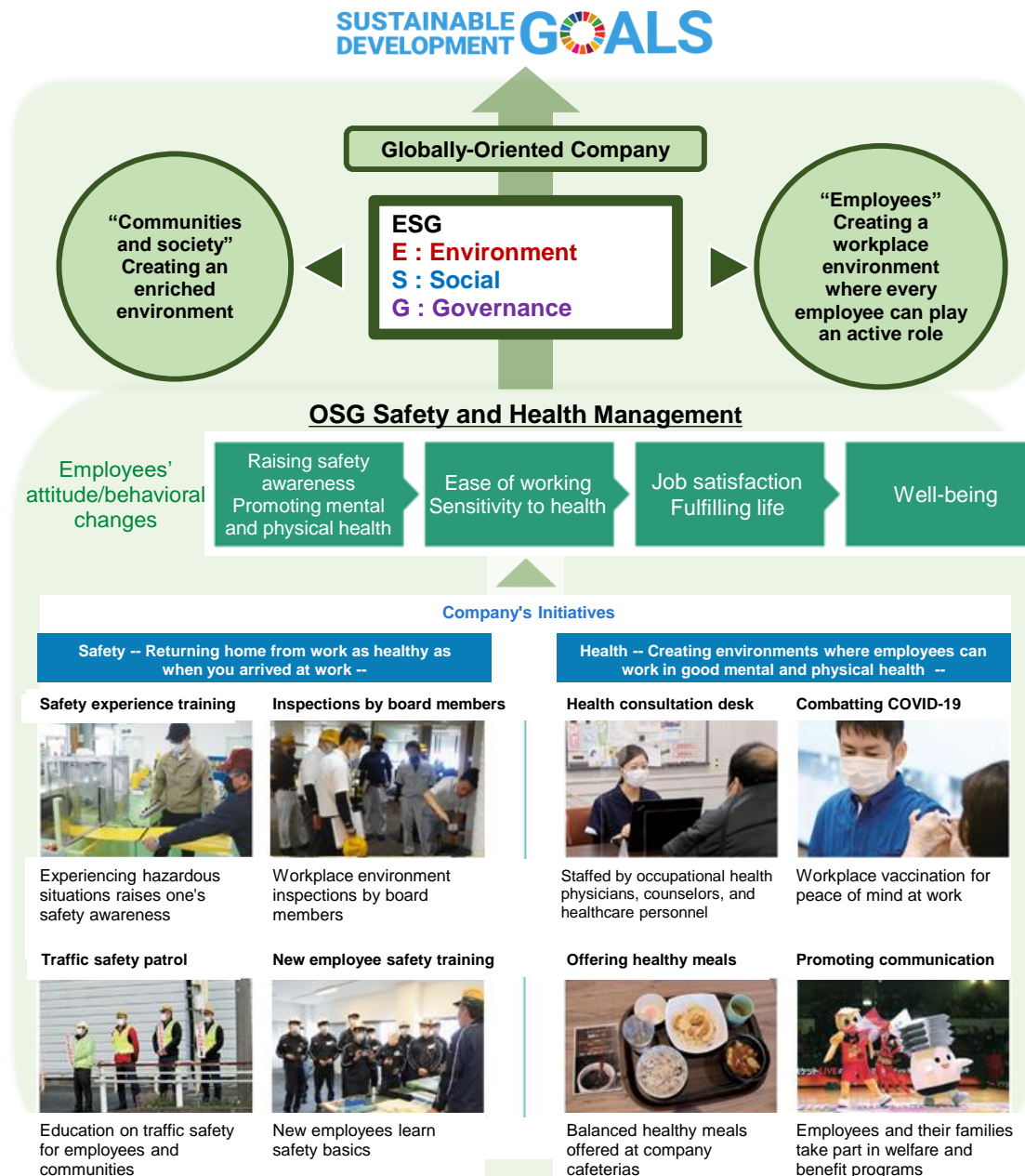
OSG Fundamental Business Policy

- **By always being aware that a company is a public entity of society, we provide products that truly satisfy customers.**
- **We assign appropriate jobs to employees and help improve the quality of their life.**
- **We strive to pay consistent dividends to shareholders.**
- **We strive to develop ourselves into a global company through solid business management while enhancing social trust.**

OSG Declaration of Safety and Health Management

We will strive for the well-being of our employees and contribute to creating a prosperous future for both them and their families as well as for customers, communities, society, and the Earth.

**We believe that creating a workplace environment where all employees can play an active role will absolutely lead to a wonderful future.
OSG continuously strives to be a company that can firmly support each and every employee.**











► Safety and Health Management for Medium-Term Management Plan (FY2022 to 2024)

Applying a strategy from our medium-term management plan called “Beyond the Limit 2024,” we will boost productivity to achieve our medium-term management targets by working to achieve the well-being of each and every employee.

Management targets (period ending Nov. 2024):
ROA (operating income basis) 15%, Operating income 30 billion yen

• Key issues (materiality) selected in the medium-term management plan

<p>Climate change initiatives</p> <p>OSG has expressed support for the TCFD and will strive to adapt to the effects of climate change on our business operations. OSG will also promote business activities that contribute to a carbon-free society and initiatives for cutting greenhouse gas emissions.</p> 	<p>Development of a rewarding workplace environment</p> <p>OSG will develop and maintain an environment in which each and every employee can find pride and fulfillment, leverage diversity, and demonstrate the full potential of their abilities.</p> 	<p>Initiatives for employing people with disabilities</p> <p>We hold our own future vision for creating a special subsidiary company, so we set up the “preparation team for special subsidiary company” in June 2021. We are now developing an environment that flexibly responds to the aptitudes and conditions of people with disabilities to let all of us work together.</p> 	<p>Health & safety management</p> <p>As a health-conscious company, we understand that keeping our employees safe and healthy is an important management concern, so we promote employee health and create a workplace environment that is both comfortable and safe.</p> 
<p>Community sustainable development (1) Sports promotion initiatives</p> <p>As a top sponsor of the Higashi-Mikawa professional basketball team “San-en NeoPhoenix,” we support local professional sports. We have held various events and invited guests to watch the games free, which has helped to energize the community.</p> 	<p>Community sustainable development (2) Support for healthcare institutions and facilities</p> <p>As part of our support for combating COVID-19, we donated protective gear and masks to healthcare workers and cooperated in administering workplace vaccination programs in nearby communities. We also contribute to creating a community with a heart through activities such as regularly donating furniture and other furnishings to facilities that assist people with disabilities.</p> 	<p>Improvement of corporate governance</p> <p>The board of directors consists of a majority of independent outside directors. This system of outside experts is fully capable of overseeing the management to steer the company in the right direction. The system also provides diversity and one woman was in fact nominated as a candidate for outside director at the general meeting of shareholders held in February. Part of our systems for enhancing corporate governance, include sharing guidelines for actions to comply with corporate ethics throughout the entire group and raising mutual awareness of these ethics.</p> 	<p>Sustainable finance</p> <p>We have signed an agreement for ESG Assessment Financing to monitor KPI achievement status and to disclose such information. When raising funds for investment, we consider adopting sustainability-linked loans, green bonds and other forms of sustainable finance in order to strive for more flexible and sophisticated ESG/SDG management.</p> 

Source: OSG’s official website medium-term management plan “Beyond the Limit 2024” (FY2022 to FY2024)

► Safety and Health Management Support Structure

Along with the use of various data including workplace near-misses, accident situations, medical examinations, and stress checkups, we collect a wide range of issues that change daily and promote safety and health management initiatives.

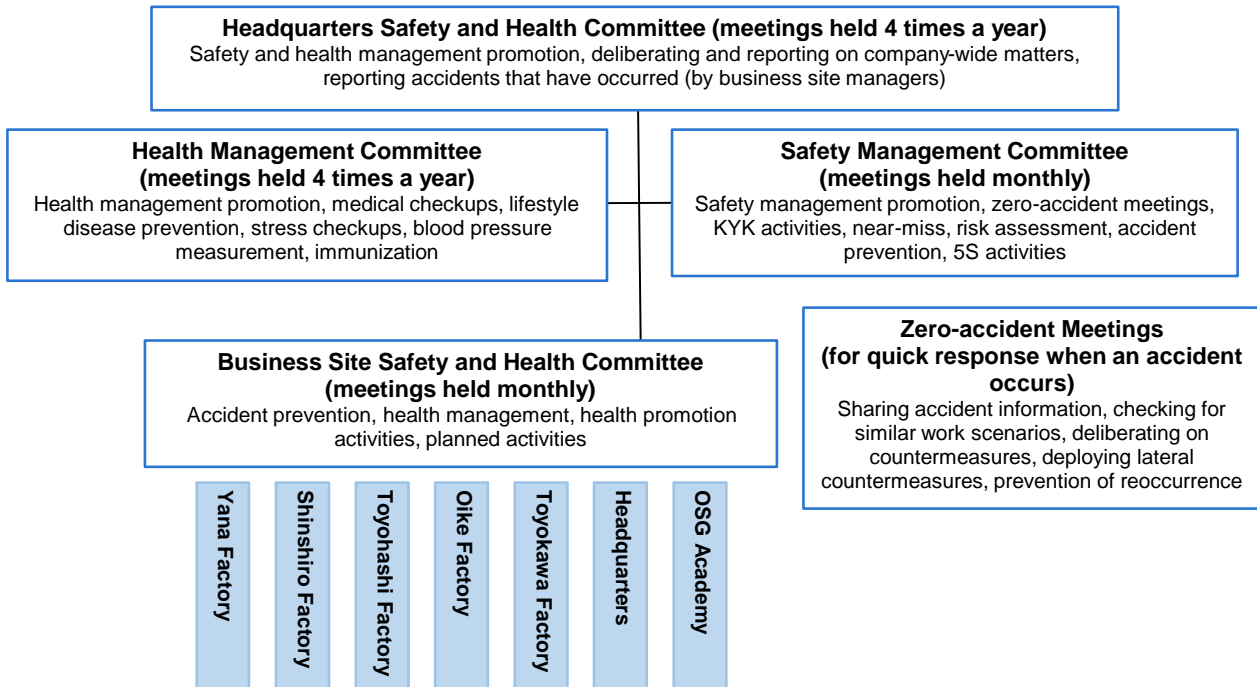
Industrial physicians	2 (outsiders)
Public health nurses	3
Industrial counselor	1 (outsider)
Registered dietitian nutritionist	1 (outsider)
Safety managers	12
Class-1 health officers	14
Safety and health promotion secretariat staff	6

► Safety and Health Management Promotion System

The Safety and Health Promotion Secretariat, the Safety and Health Management Committee at each business site, the workplace, industrial physicians and other professional staff all work together to promote safety and health activities based on the top management’s policy on safety and health management. We also cooperate with external organizations to evaluate and verify the effectiveness of our activities.



►Company-wide Safety and Health Committee Structure



►Safety and Health Promotion Secretariat

Qualified safety and health professionals along with in-house public health nurses are working closely with each business site, human resource department and management team to ensure the safety and health of our employees.



Safety and health promotion team



Public health nurses

Qualifications held by secretariat staff: Safety manager, Class-1 hygiene manager, RST (Roudosho Safety and health education Trainer), public health nurse, health management advisor, health management expert advisor, sports food advisor, nutritional education advisor

►Activities for Better Health and Safety

1938	Founding	Hideo Osawa established OSG Grinding Co., Ltd. in Tokyo.
1996	58th anniversary	Declared itself a "globally-oriented, healthy, and eco-friendly company." Prohibited smoking in all workplaces during working hours.
2001		Started safety risk assessment activities.
2002		Started safety and hygiene education for all employees.
2007		Started "Zero-accident meetings" for a quick response when an accident occurs.
2016		Started safety experience training.
2020		COVID-19 pandemic spread worldwide. Started COVID-19 workplace vaccination.
2021		Declared "OSG Safety and Health Management."
2022		Aichi Labour Bureau of the Ministry of Health, Labour and Welfare started the "Let's face the danger" activity. Published "OSG Safety and Health Management Report 2022."
2023	85th anniversary	Recognized by the Ministry of Health, Labour and Welfare of Japan as an excellent company for safety and health. Recognized by the Ministry of Economy, Trade and Industry of Japan as an excellent company for health management. End of COVID-19 at the OSG group is declared.

► Safety and Health Promotion Education System

Employees for training/education		Work qualifications	Training/education after work or during work
Worker	General work employee		Training/education when hired or work description is changed
	Hazardous work employee	Work restrictions → License exam, skill seminar Special training → Other hazardous work →	Special training Education matching the special training
			Periodically or as needed When risk is re-recognized When at an older age
Safety and health supervisor	Safety supervisor	Training when appointed. License exam	Upskilling training
	Health supervisor		
	Health promoter	Training seminar	Education of foreman
	Safety promoter	Training seminar	
	Operations chief	License exam, Skill seminar	Education according to upskilling training (about once every 5 years)
	Foreman		Training when appointed or designated
	Operations leader		When materials or work procedures are changed
	Person in charge of preventing cargo handling accidents		Specialized training for staff development
Person in charge of preventing traffic accidents at work		Education and training for promoting mental health	
Chemical substance manager			
Health preservation and promotion staff			
Person in charge of promoting mental health			
Top management	Business owner		Safety and health seminars, etc.
	General safety and health supervisor		
	Management officer		

► Recognition and Participation

Health and productivity management company recognized by METI *

This recognition program honors corporations including large and small-and-medium-sized businesses that practice particularly outstanding health management based on initiatives that are aligned with local health issues and health promotion initiatives led by the Nippon Kenko Kaigi. Among the companies selected by this program, "White 500" is a certification given to the top 500 large-scale companies.



Excellent safety and health company

This signifies a company that has been recognized by the Ministry of Health, Labour and Welfare of Japan as having actively taken measures to ensure the safety and health of its employees and as having maintained and improved high standards of safety and health.



Management team and labor union receiving the official recognition report



Director of Labour Bureau bestows the certificate



Smart life project led by the Ministry of Health, Labour and Welfare and Sports Agency

This project aims for "Healthy Nation Nippon" via the four pillars of diet, exercise, health checkup, and non-smoking.



Human Capital Management Consortium led by METI *

This consortium shares advanced cases of human capital management practices, discusses them with a view to business-to-business cooperation, and also collects, publishes and disseminates the necessary



SAFE Consortium led by the Ministry of Health, Labour and Welfare

The SAFE consortium promotes safety action strategies for the well-being of employees.

* METI: Ministry of Economy, Trade and Industry of Japan

► Safety and health initiatives for our supply chain and group companies

We conduct hearings on CSR with our business partners to educate them on how to comply with laws and regulations and to promote occupational safety and health. We also support all group companies by training them and exchanging opinions on safety and health.



Safety education for supply chains



Safety education for group companies

► Safety and Health Strategy Maps in Pursuit of Employee Well-Being

<Safety Strategy Map>

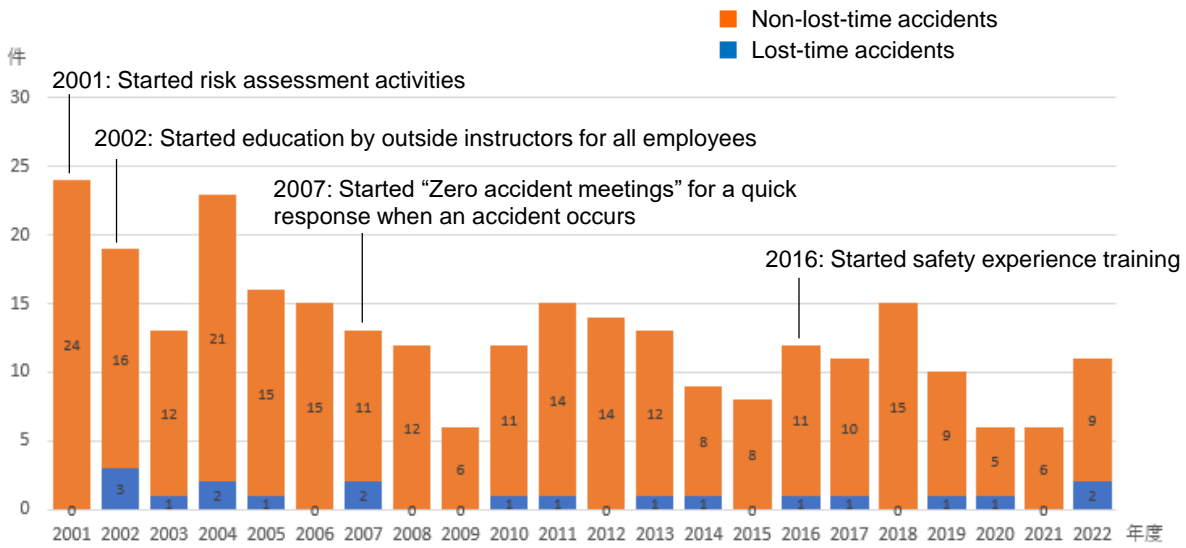
Investment in safety			Effects from investment in safety				Management issues to be solved through safety management
Investment in safety associated with a variety of benefits ^(*)	Occupational accident prevention activities	Safety patrol (Board member, inter-factory member, safety and health committee, headquarters secretariat)	Indicators regarding the status of safety investment policy initiatives	Indicators related to changes in awareness and behavior of employees	Final safety-related target indicators		OSG declaration of safety and health management
			Safety promotion team Safety and health committee, safety manager, Safe driving manager, industrial physicians, public health nurses, secretariat Support activities for "Returning home from work as healthy as when you arrived at work"	Factory accident prevention activities Skill training and specialized in-house (group) training (Forklifts, grinding wheels, oxygen deficiency, dust particles, industrial robots, etc.)	Zero-accident meetings Accident prevention activities (KYK, near-miss, risk assessments) Safety experiment training Accident prevention education (Workplace chief, employee, group safety education)	Number of accidents at work or in factory Occupational accident severity rate Occupational injury frequency rate	
Safety support programs Safety education Traffic safety education Safety experience training Safe driving manager seminar Intrinsic safety improvement Skill seminar Special education Disaster prevention drill BCP training Support for group companies "Activities for eradicating unsafe behavior"	Traffic accident prevention activities Fire and disaster prevention activities	Traffic safety patrol Traffic safety education Accident prevention activities (KYK, near-miss) Traffic safety training before being assigned to sales work Alcohol testing Disaster prevention drill In-house fire brigade Fire and earthquake resistant measures BCP training	Number of people that finished course Number of traffic accidents Traffic accident severity rate Number of accidents involving sales recruits (Less than 1 year of employment) Implementation rate	Compliance with safe working practices Raising safe driving awareness	Reduction in traffic accidents	Disaster prevention drill and BCP training to prepare for disasters	We will improve productivity by pursuing the well-being of our employees and helping them to work actively.

<Health Strategy Map>

Health investment			Effects from health investment				Management issues to be solved through health management
Health investment associated with a variety of benefits ^(*)	Health promotion activities	Health education	Indicators regarding the status of health investment policy initiatives	Indicators related to changes in awareness and behavior of employees	Final health-related target indicators		OSG declaration of safety and health management
			Health promotion team Industrial physicians, counselors, public health nurses, health supervisors, support staff Easily-accessible health consultation desk	Women's health promotion	Health promotion event Seminar on women's health	Attendance rate Health literacy Participation rate Participation rate	
Life support services Periodic medical checkups, understanding of appropriate working hours, support for balancing medical treatment and work, woman-specific health issues, GLTD insurance, support for dependents, vaccinations, health apps, company cafeteria, and membership employee benefits Activities to make the living environment safe, comfortable and enriched	Disease prevention Reducing lifestyle-related diseases and pre-diseases Mental health measures	Medical checkups Stress checkups	Metabolic syndrome rate Smoking rate Follow-up rate of high-risk persons Rate of highly stressed persons Participation rate	Sensitivity to health	Reduction in "absenteeism"		We will improve productivity by pursuing the well-being of our employees and helping them to work actively.
Communication Company retreat trip, QC activities, 1-on-1, employee club activities, summer festival, family social events, free ticket for professional basketball games Promoting communication with employees and their families	Creating an environment where employees can work actively with peace of mind	Company retreat Follow-ups for long-hour workers Prevention of infectious diseases	Rate of employees working overtime more than 45 hours a month Number of inoculated persons	Job satisfaction Fulfilling life	Improvement in "work engagement"		

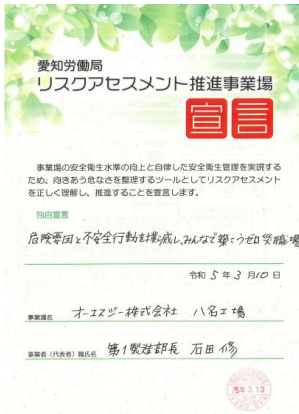
▶ Occupational Accidents

Number of occupational accidents in OSG

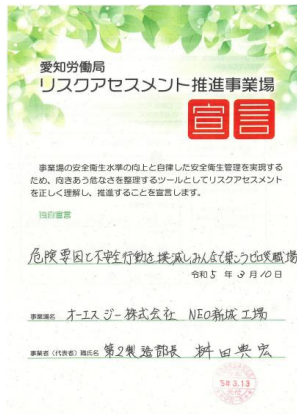


▶ Declaration of Risk Assessment Promotion Workplace for Aichi Labour Bureau

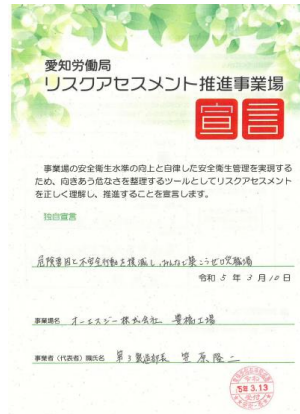
To enhance occupational safety and health management levels, this declaration is made for workplaces where possible hazards are comprehensively evaluated and voluntarily improved through risk assessments overseen by the Aichi Labour Bureau. We also declared the intent of the representatives to promote independent safety and health management at each of our factories.



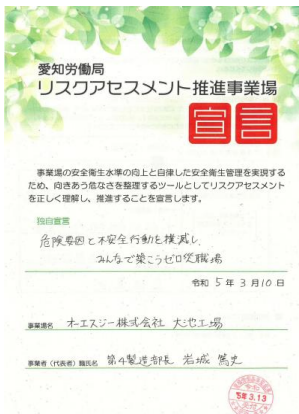
Declaration by Yana Factory



Declaration by Shinshiro Factory



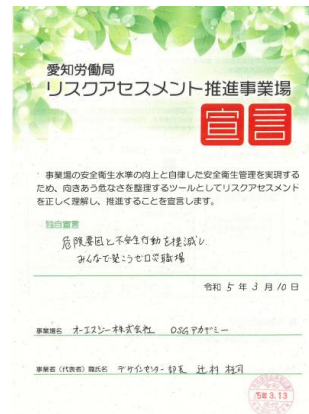
Declaration by Toyohashi Factory



Declaration by Oike Factory



Declaration by Toyokawa Factory



Declaration by OSG Academy

▶Registered as supporting workplaces for “Safe Management in Aichi”
 advocated by Aichi Labour Bureau

We agreed to help promote and widely spread the “Safe Management in Aichi®” program advocated by the Aichi Labour Bureau, with the aim of demonstrating the initiatives of “safe management” and proactive approach to risk assessment that become the basis for safe management. Each of our business sites was recognized and registered as a supporting workplace and therefore received the registration certificate.



Granted certificate from the Toyohashi Labour Standards Inspection Office



Certificate of registration for Yana Factory



Certificate of registration for Shinshiro Factory



Certificate of registration for Toyohashi Factory



Certificate of registration for Oike Factory



Certificate of registration for Toyokawa Factory



Certificate of registration for Headquarters



Certificate of registration for OSG Academy

グループ・リスクアセスメント表										評価シート
事業用名	現場名	工程	設備名	作業名	作業標準 (有○無×)	実施日	実施者	作業時	評価者	評価結果
1. リスク判定結果 (1) 作業標準 (作業標準あり) 評価値: 0/100 (2) A: 危険回避 (H) 必要 (3) B: 危険回避 (H) 必要 (4) C: 危険回避 (H) 必要 (5) D: 危険回避 (H) 必要 (6) E: 危険回避 (H) 必要 (7) F: 危険回避 (H) 必要 (8) G: 危険回避 (H) 必要 (9) H: 危険回避 (H) 必要 (10) I: 危険回避 (H) 必要 (11) J: 危険回避 (H) 必要 (12) K: 危険回避 (H) 必要 (13) L: 危険回避 (H) 必要										
2. リスク評価 (1) 危険回避 (H) 必要 (2) 危険回避 (H) 必要 (3) 危険回避 (H) 必要 (4) 危険回避 (H) 必要 (5) 危険回避 (H) 必要 (6) 危険回避 (H) 必要 (7) 危険回避 (H) 必要 (8) 危険回避 (H) 必要 (9) 危険回避 (H) 必要 (10) 危険回避 (H) 必要 (11) 危険回避 (H) 必要 (12) 危険回避 (H) 必要 (13) 危険回避 (H) 必要 (14) 危険回避 (H) 必要 (15) 危険回避 (H) 必要 (16) 危険回避 (H) 必要 (17) 危険回避 (H) 必要 (18) 危険回避 (H) 必要 (19) 危険回避 (H) 必要 (20) 危険回避 (H) 必要										
3. 危険源記入欄 作業手順にて、動作範囲内の危険源を全て記入(注)※作業時対応項目(注)										
作業手順	危険源	危険度	対策	評価	対策	評価	対策	評価	対策	評価
1	対象危険源(具体的)	危険度	対策	評価	対策	評価	対策	評価	対策	評価
2										
3										

Risk assessment table (extracted Excel sheet)

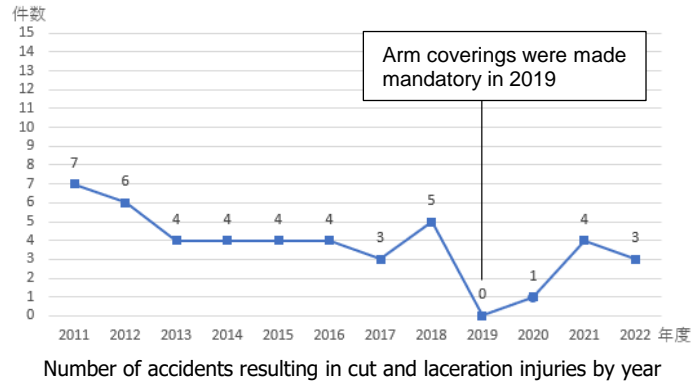
▶Mandatory Arm Coverings

Since 2019 we have made it mandatory for employees to wear arm coverings for their own safety. As a result, the average number of cut and laceration injuries was reduced to a total of 2 in 2019 onward, compared to an average of 5 from 2000 to 2019.



Wearing arm coverings

Accidents involving cut and laceration injuries



Number of accidents resulting in cut and laceration injuries by year

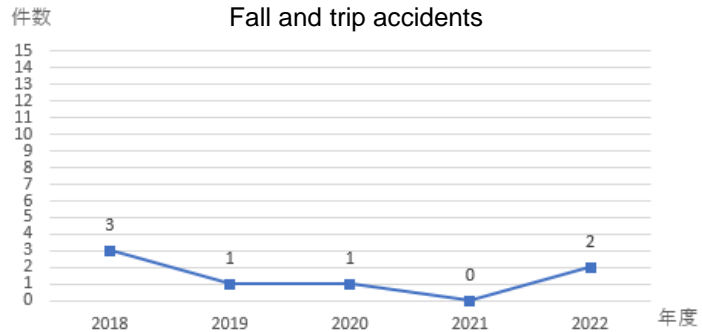
▶Measures to Prevent Falls and Trips

As the average age of workers increases and they have been with the company longer, they may not be aware of their own physical deterioration, so the actual number of accidents resulting from falls does not reach zero. We provide fall prevention education and hardware countermeasures.



Barrier-free for preventing tripping and falling (Yana Factory)

Fall and trip accidents



Number of fall and trip accidents by year

▶Safety Education

•Education for managers and supervisors

We conduct safety education for managers and supervisors. For example, we invited Mr. Tsutomu Hamada as the seminar lecturer, who heads the safety section of the Labour Standards Dept., Aichi Labour Bureau, and listened to his talk on “Risk assessment for promoting occupational safety and health” in our lecture room.



Safety education seminar

• Safety Education for All Employees

We started safety experience training for all employees with the aim of challenging them to experience hazardous work and improve their own safety awareness. This compensates for the decline in the ability to predict hazards due to automation and the lack of experience among increasing younger workers.



Safety experience training

• Special In-House Training

We conduct five trainings for handling forklifts, grinding wheels, oxygen deficiency, dust particles, and industrial robots as special in-house training.



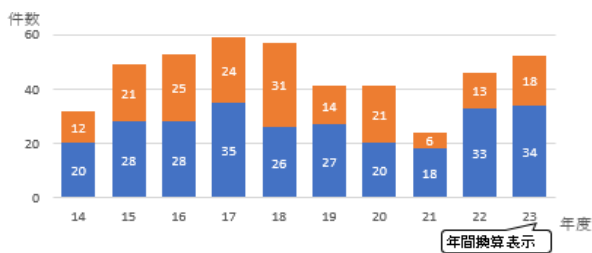
Forklift truck training

• Traffic Safety Education

Number of traffic accidents over 10 years up to May 2023 (Fiscal year 2023)

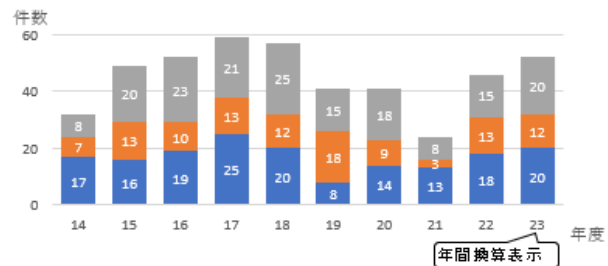
Number of accidents by year (including no-fault accidents)

■ Sales ■ Production



Number of accidents by time of day (including no-fault accidents)

■ At work ■ Leaving work ■ Going to work



We periodically invite lecturers from the police office to give us traffic safety lectures.

We aim for zero traffic accidents throughout the company by providing traffic video education and traffic safety training for sales offices. To also comply with the revised Road Traffic Law Enforcement Regulations that went into effect on April 1, 2022, we are requiring our drivers to regularly measure their alcohol levels using an alcohol checker and to maintain those records.



Traffic safety lecture

July: Safety Emphasis Month

July is "Safety Emphasis Month" as a monthly event of the Headquarters Safety and Health Committee. During this month, the emphasis is being placed on safe work practices to avoid possible accidents.

- We ask the sales staff to please focus on preventing traffic accidents and to provide guidance and inspections.
- Please also check the summary of the most recent traffic accident trends.

Headquarters Safety Secretariat

Traffic safety education material for sales offices

▶ Earthquake Disaster BCP (Business Continuity Plan)

To ensure the safety of employees and the continuity of the company in the event of a disaster, we have formulated our Business Continuity Plan (BCP) for earthquake disasters and we conduct training under the direction of our top management.

Earthquake model

Among earthquakes and tsunamis that have repeatedly occurred in the Nankai trough, the contours for five especially large earthquakes (called Hōei, Ansei Tokai, Ansei Nankai, Showa Tonankai, and Showa Nankai) were superimposed on each other and utilized as a model of the largest past earthquakes.

BCP document (portion of document)

Estimated damage by business site

	Name of facility	Yana	Shinshiro	Toyohashi	Oike	Toyokawa	Hongu	DC	Headquarters	Honnogahara
		Tomijoka Shinshiro City	Arumi Shinshiro City	Kamo Toyohashi City	Ichinomiya Toyokawa City	Shirakumo Toyokawa City	Kaminagayama Toyokawa City	Ichinomiya Toyokawa City	Honnogahara Toyokawa City	Honnogahara Toyokawa City
Anticipated seismic intensity		6 Lower			6 Upper					
Hazard map	Terrain	Gravel plateau				Middle plane	Gravel plateau			
	Possibility of liquefaction	Extremely low								
	Surface ground amplification factor	0.87 %	1.09 %	0.91 %	0.99 %	1.12 %	0.84 %	0.99 %	1.12 %	1.12 %
	Shakiness	Not likely to shake				Slightly less shaking	Not likely to shake		Slightly less shaking	
	Tsunami	No impact								
Lifeline recovery period	Electricity	1 to 4 days	▽Power supply outage from the electric power company							
	Water supply	7 to 30 days	▽Water supply stoppage by the waterworks bureau							
	Sewerage	7 to 21 days	▽Water supply stoppage by the waterworks bureau							
	Gas	3 to 7 days	▽Available after safety inspections							
	Communication, landline phones, cellular phones	1 to 4 days	▽Unable to make phone calls due to line outage							
	Road	3 to 10 days	▽Heavy traffic jams due to road closures or traffic restrictions, etc.							
Railway	7 to 30 days	▽Railway services are suspended or only partially operated on a limited basis due to damage								

*Surface ground amplification factor: Less than 1.5 means slight shaking, more than 1.5 means caution is needed, and more than 2.0 means strong shaking.



BCP education and training

▶ Company-wide Disaster Prevention Drills

We conduct disaster prevention drills so that we will be able to act on our own in the case of emergencies. To protect our lives, we are creating a system that can quickly set up a disaster prevention organization to provide initial response and support to employees who have difficulty returning to their homes.



Disaster prevention drill

▶ Emergency Supply Storehouse

Emergency supply storehouses are installed at each business site. We regularly check these emergency supplies so that we can respond immediately in the event of an emergency.



Emergency supply storehouse

▶“OSG Health Mission 25” Initiatives

After reviewing routine health checkup data, we found there were extremely high figures for metabolic syndrome rate and smoking rate even from a young age. Therefore, working under the title of "Health Mission 25," we have formulated and implemented health measures at each business site with the goal of reducing both of these rates to 25% in the regular health checkups in FY2023.

•Health measures at each business site

Yana Factory

After conducting a questionnaire about smoking, we found some people responded that they would like to quit smoking if given the chance, so we decided to shut off the cigarette vending machine. We also held a walking event around the outside of the factory site. This helped the participants to increase their health awareness while enjoying the seasonal scenery and change of pace.



Scenery around Yana Factory



A notice stating the cigarette vending machine has been shut off

Shinshiro Factory

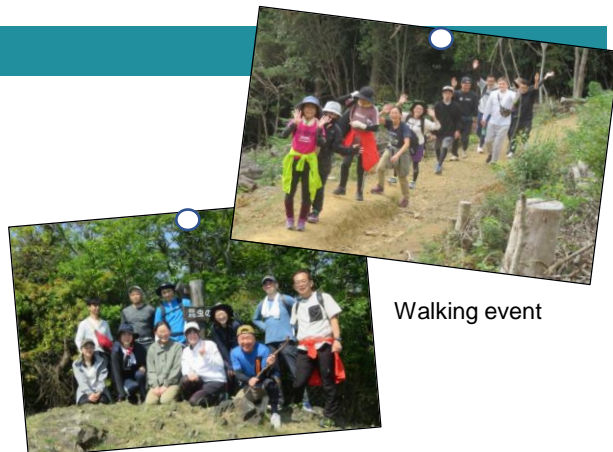


Health education

At Shinshiro Factory we conducted health education classes and held three lectures at different times so that all employees in the factory could have a chance to hear the lecture. We explained the metabolic syndrome and smoking situations throughout the entire company and within the factory, and in order to encourage individual employees to change their behavior, we emphasized self-management using health meters and through daily walking.

Toyohashi Factory

Motivated by the theme of "cheerful and enjoyable health promotion," we held a walking event from Toyohashi Factory to the top of a nearby mountain. While encouraging and helping each other, we walked toward the mountain peak. The feeling of accomplishment and exhilaration at the top of the mountain totally refreshed us. We will continue to plan walking and hiking events on a regular basis so that all of us can enjoy promoting health together.



Walking event

Oike Factory



We conducted a "Questionnaire on Smoking and Passive Smoking" for all employees and promoted a "No Smoking Day" by way of a story titled the "No Smoking Challenge!!" We also set up a "2023 Oike Kenko Yosegaki" bulletin board in the cafeteria for employees to write what they have resolved to do for themselves, such as meet their health-related goals for the year or make a commitment to get regular health checkups.

Toyokawa Factory

Aichi Health Plus app



Our employers are promoting health and wellness using a smartphone application called "Aichi Health Plus: Corporate version" that allows us to record the number of our daily walking steps, weight and blood pressure as well as to set various health goals. Using this app also helps to easily find people with the same goals and to obtain information useful for further self-improvement of health and wellness.

OSG Academy

Since our goals to reduce metabolic syndrome and smoking rates below 25% have already been reached, here at the OSG Academy we took another approach with the tagline: "Let's all share the health tips we are working on and get healthy together!"

This approach has two purposes: You learn that telling others what you are doing lets them know you are really serious about it; and you and others also learn how others are taking care of their health since these are announced at monthly morning assemblies. In this way, we aim to help our employees maintain their motivation to raise their own health awareness.



Morning assembly

Headquarters

We aim to raise health awareness by providing monthly health information such as dietary nutritional balance, effective stretching, and introducing apps for health management. We also encourage our employees to set their own health goals and continuously practice them by making use of the Toyokawa Health Mileage program sponsored by the Toyokawa City Health Center.



期次	行役日	開催日	内容
前回		9/28	OSG健康ミッション25%のめやす 健康でいこう
第1回	10/18	10/31	アパ紹介
第2回	11/21	11/30	遺伝子PCRシート おやつ
第3回	12/19	12/26	数科
第4回	1/24	1/31	五大家業典
第5回	2/21	2/28	正月太り解消ストレッチ 定健カウントダウン残の1か月 ストップ! 残りすま 定健カウントダウン残の1か月

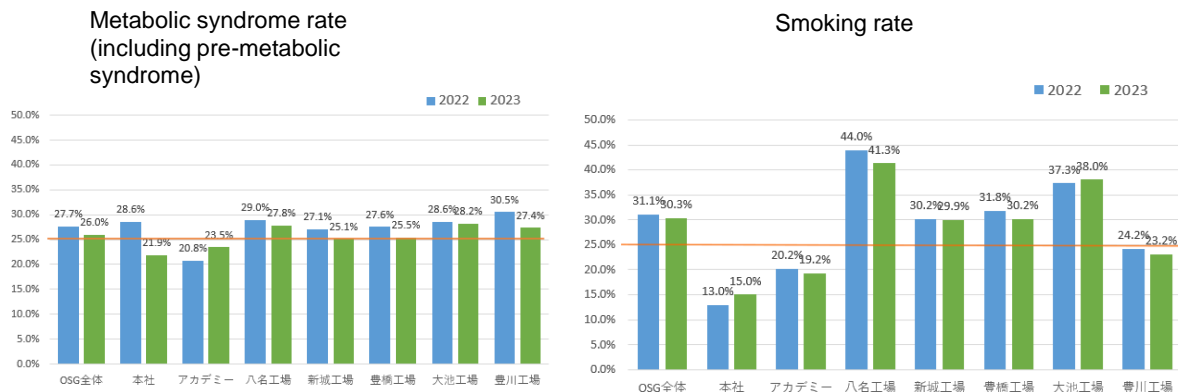
Info distribution schedule

Spreading health information to others

Results

The results showed a good downward trend throughout the company. This indicated good results for the first year of the initiative, and the measures taken by each health manager and others led to improved health awareness among employees. We will continue our Health Mission 25 activities throughout the company, aiming to reduce the metabolic syndrome and smoking rates below 25%.

[Health Mission 25] Changes in 2022 to 2023 at each business site

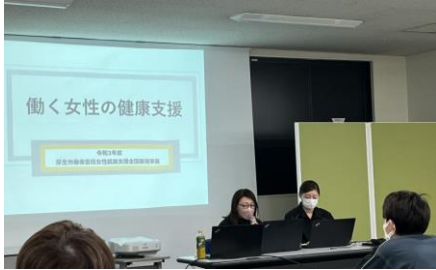


▶Health Education for All Employees

We conduct health education for all employees every year to help them learn about health and hygiene based on educational materials provided by public health nurses.

▶Seminar on Women's Health

We held a new "seminar on women's health" presented by occupational health nurses as part of our training program for managers. Participants learned about symptoms specific to women, how to deal with them, and how to balance both work and family life.

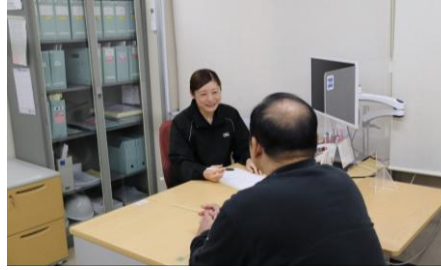


Seminar on women's health

▶Support for Balancing Medical Treatment and Work

We have established a company policy regarding support for helping employees to balance medical treatment and work.

- Put employees' feelings first
- No need to notify the company of the name of the illness
- Be flexible and do not blindly stick to the company rules



Health counseling

▶"GLTD Insurance System" for Supporting Absence from Work

We have started "GLTD Insurance System" as a welfare system that provides a secure working environment. Even if an employee becomes unable to work, this system will compensate them for a portion of income loss. We are trying to alleviate employees' anxiety about this issue as much as possible.

▶Check for Locomotive Syndrome



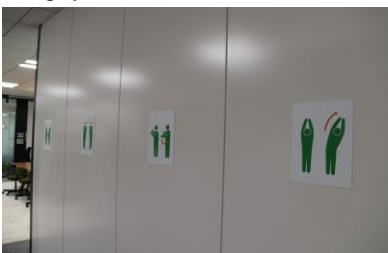
Standing on a stool

Can you stand on one leg from a 40 cm tall stool ?
Locomo (locomotive syndrome) is a condition in which physical abilities also called mobility functions such as standing and walking have deteriorated. To help our employees get into the habit of moderate exercising and expanding a healthy lifestyle, we set up stools for them to check their locomotive condition during their periodic medical checkups.

▶Health Awareness at Sales Offices

We also have initiatives to help boost health awareness at our sales offices.

• Nagoya Sales Office



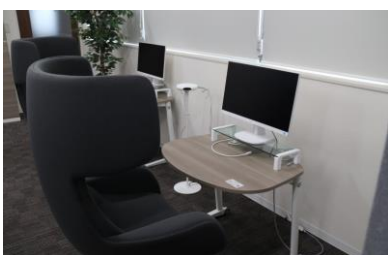
Water boiler space



Stride marks on the mat and eye test chart on the wall

Simple stretching illustrations are posted on the walls of the water boiler space. Here, anyone can also do an eye test in their free time, and on the floor mat, walking strides considered good for health are marked to raise health awareness naturally.

• Anjo Sales Office



Relaxing chairs



Relaxing lounge room

Balance balls and reclining chairs are available in the lounge. The wallpaper in the lounge shows a beautiful waterfall landscape to further relax employees.

▶ Food is the basis of all health

Delicious Foods

Warm foods are served warm. Cold foods are served cold. We also offer live cooking right in front of your very own eyes at each of our business sites.



Live cooking



Example of meal and soup

Healthy Meals

MENU LINEUP		9/26 ~ 9/27	9/28
LUNCH A	揚げ鶏と野菜の甘許あん	とんかつ	とろろの月見メンチ
ランチA	アツの塩焼き	五目まんがけ焼もやぎ	豆腐ステーキのこ
LUNCH B	つばこん金平	鶏しやぶ	

Menu list

Menu with lots of vegetables



Calorie indicator

Displaying the calories of seasonings raises everyone's awareness of health.

Communication begins

"Enjoying a meal will naturally lead to smiles and communication." Keeping this concept in mind, the company cafeterias are a cozy space also available for meetings and office space outside of regular meal times.



Zero-one cafeteria (Shinshiro Factory)

Feeling of Excitement

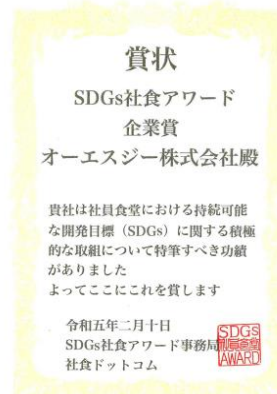


Menu flyer for special events

The cafeteria staffs also enjoy helping to plan the menu. Occasionally, we offer meals from famous restaurants and event menus to help bring smiles to the faces of our employees.

▶ Company Cafeteria Awards

We received the "SDG Company Cafeteria Awards" in recognition of our efforts toward food sustainability. The "SDG Company Cafeteria Awards" honor efforts made in SDG initiatives through the menu, service, events and other items at company cafeterias. Award recipients are selected from among company cafeterias that meet certain criteria such as implementing SDG initiatives a least 5 times in one year. We were recognized for our activities using "blue seafoods" in consideration of marine environment, reducing food loss, and provide healthy meals with more vegetables and less salt for the health of employees to make everyone happy and bring smiles to our company cafeteria.



Certificate of merit at the SDG Company Cafeteria Awards



Low-salt meal menu

▶ Promoting Communication Among Employees and Their Families

The impact of the COVID-19 pandemic that began in 2020 has abated, and we are gradually returning to a pre-pandemic routine with more events that can be freely held without restrictions.



Watching a professional basketball game



Families participating in a factory tour



Social Activities

Activities to contribute to society

▶EV (Electric Vehicle)

We replaced six company vehicles with EVs and installed EV charging stations at our four business sites. We aim for carbon-neutral products and production systems through energy and resource conservation measures.



Company's EVs



EV charging station

▶OSG Dream Tennis Court

As part of our contribution to the local community, we acquired the naming rights to the Toyokawa City tennis court and opened it as the "OSG Dream Tennis Court." This tennis court is used by a wide range of people and age groups. For example, a former professional tennis player Ai Sugiyama attended as a guest at an event organized here.



OSG Dream Tennis Court



OSG Tennis Club members with Ai Sugiyama

▶Higashi-Mikawa Safety Information Exchange Meeting

The Safety Secretariat along with labor and management staff participated in the Higashi-Mikawa Safety Information Exchange Meeting hosted by JAM Tokai. Safety and security are constant themes shared by labor and management. By exchanging opinions with other companies and interacting with them, we had the opportunity to gather information and find out what issues we need to address in the future.



Group photo taken after exchange meeting



Exchange meeting

▶Supporting the Toyokawa Health Mileage Program Hosted by Toyokawa City

We support the "Toyokawa Health Mileage" program hosted by Toyokawa City. This program allows participants to set health-related goals, earn points, and apply for prizes. Our main office in Toyokawa City will also participate in this program.



Brochure for Toyokawa Health Mileage program



Mobile battery and thermos tumbler for sponsored prizes

▶Supporting Sports Events

We actively support local health sports events where many of our employees participate.



Toyokawa City marathon poster (Source: Sports Division, Board of Education, Toyokawa City)

▶ **Exchanges with Excellent Health Management Companies**

We visited excellent health management companies to learn about their health management policies. By sharing information and comparing results with other companies, we find new issues in achieving healthcare on a daily basis.



Exchanging information with other companies

▶ **Published on Tokai Nichinichi Newspaper**

In 2023, we were recognized as an excellent health management company “White 500” and were interviewed by Tokai Nichinichi Shinbun.



Published article (copyright by Nichinichi Shinbun)



Being interviewed by the media

▶ **Blood Donation Program**

A blood donation bus from the Japanese Red Cross Society comes to our company twice a year, and many of our employees cooperate in giving the donations.



Blood donation

▶ **Basic Lifesaving Training Program**

Four times a year, we invite lecturers from the local fire department and our employees who wish to get training can learn about basic lifesaving. Many employees want to retake this training course, and we support them in their straightforward attitude toward life.



Lifesaving training

▶ **Traffic Safety Patrol**

We conduct traffic safety activities once a month. This helps ensure the safety of the local community and to reduce road accidents.



Traffic safety patrol

▶ **Fire Brigade Activities**

Our employees are also involved in fire brigade activities to further protect the safety and security of the local community.



Fire brigade activities

▶ **5S Activities**



All employees are always aware of the 5S (Sort, Set in order, Shine, Standardize and Sustain) policy. We conduct 5S activities regularly around the company, within the company and the work space around us to keep things clean and neat.

Cleaning up the area around the main office

Shuichiro Okamura
Chief of Safety and Health Promotion Secretariat
(At the site of COVID-19 workplace vaccination)



~ Big things and small things ~

At OSG we care not only about safety and health, but also about the Earth, society, and community. One of these initiatives includes a challenge to achieve a sustainable earth and society. We partnered with a local “farm-based solar power plant” in Toyokawa City as one step forward this goal.

* Farm-based solar power plant: Solar power plant where agricultural production is performed under the solar panels.

We have production sites in various countries around the world. In the Higashi-Mikawa region of Aichi Prefecture, Japan, where our headquarters is located, nearly 2,000 employees work, and tool manufacturing factories are in operation there that consume huge amounts of electrical power. So the electrical power they consume cannot be covered just by solar power generation and energy-saving efforts in the factory sites. We therefore collaborated with a company that supplies electricity by transforming abandoned farmlands in the region into farm-based solar power plants. We were in this way able to acquire a power plant that is dedicated for the OSG group and started supplying electrical power to our factories in February 2023. This is a very rare case of “local production of electricity for local consumption” and was the first initiative of its kind in the Chubu area (central area) of Japan.

We also intend to use agricultural crops such as chives and corn grown at this dedicated power plant for our factory cafeterias to ensure stable delivery and consumption without having to dispose of crops that are not suitable for sale. In the near future, we will use the special subsidiary company OSG Active, which we established in December 2022 for agricultural work at the power generation sites, to create jobs for persons with disabilities while also compensating for the shortage of agricultural workers in the nearby region.

* Special subsidiary company: Subsidiary company that gives special consideration to the employment of persons with disabilities in order to promote and stabilize the employment of those persons.

Our current plan is projected to reduce CO2 emissions by 2,000 tons per year and we intend to acquire another dedicated power plant in 2024 that can further reduce CO2 emissions by more than 2,000 tons per year. Besides using the crops grown there for our company cafeterias, we hope to sell them for school lunches and roadside stations and rest areas. We also want to communicate our efforts to schools and to as many people as possible in order to help expand the circle of environmental awareness.

* CO2 4,000 tons: This is equivalent to the amount of CO2 absorbed by about 300,000 cedar trees in one year, which would be a forest area of 76 Tokyo Domes (baseball game stadium).



OSG solar power plant where corn sprouts are growing



OSG Active employees with a smile

I also think it wonderful that there is an environment in which employees can take on the challenges of various initiatives whether big or small. These include, for example, installing green curtains at our factories, giving aid to facilities for the disabled, and supporting local strawberry farmers during the off-season. Each employee takes the initiative in thinking about these ideas, and when those around them agree with their ideas, they turn them into reality. I think such a cycle leads to improved well-being for everyone.



Green curtains at Toyohashi Factory



Harvested bitter melons go to company cafeterias



Bread from a facility for the disabled
Sold out again today!



Frozen strawberry shaved ice from a local
strawberry farmer



Database

Organization	2019	2020	2021	2022
Number of employees	2,233	2,121	2,204	2,219
Average age of employees	42.1	42.3	42.5	43.1
Average years of service	18.6	18.6	18.8	19.3
Job turnover rate	2.3%	2.4%	1.8%	3.0%

Working	2019	2020	2021	2022
Total actual working hours (monthly average)	171.8	161.7	160.6	162.0
Overtime working hours (monthly average)	24.6	13.1	15.5	18.9
Rate of employees working overtime in excess of 45 hours a month	23.3%	1.7%	10.8%	9.7%
Rate of paid leave taken (annually)	60.9%	53.2%	58.8%	65.0%
Number of days of paid leave taken (annual average)	10.8	10.3	11.7	11.9

Health checkup	2019	2020	2021	2022
Periodic medical checkup rate	99.8%	99.8%	99.8%	100%
Rate of employees undergoing detailed examination (or re-examination)	6.8%	6.2%	31.0%	29.7%
Rate of findings	50.7%	49.3%	49.0%	49.7%
Rate of specific health guidance operation	62.4%	100%	100%	100%

Lifestyle	2019	2020	2021	2022
Rate of employees having gained more than 10 kg in weight since age 20	33.3%	33.7%	32.4%	32.2%
Rate of employees skipping breakfast at least 3 times a week	15.6%	15.8%	16.1%	16.6%
Rate of employees having dinner within 2 hours before bedtime at least 3 times a week	21.3%	17.2%	17.7%	17.8%
Rate of employees having snacks and sweet drinks in addition to breakfast, lunch, and dinner	17.6%	16.3%	17.1%	17.7%
Rate of employees exercising for 30 minutes or more at least twice a week	18.9%	22.2%	24.3%	24.1%
Rate of employees taking a walk or doing similar exercise for at least 1 hour a day	26.1%	29.5%	31.2%	31.4%
Rate of employees getting enough rest through sleep	43.8%	52.3%	48.5%	50.0%
Rate of employees currently improving lifestyle	29.9%	33.7%	36.0%	36.7%
Health literacy of employees	–	–	–	3.25
Metabolic syndrome rate (including pre-metabolic syndrome)	31.3%	27.8%	27.9%	27.7%
Rate of employees receiving treatment for blood pressure	10.0%	10.3%	11.0%	11.9%
Rate of employees receiving treatment for blood glucose	3.5%	3.9%	3.9%	4.1%
Rate of employees receiving treatment for lipids	7.1%	7.3%	7.5%	7.9%
Number of employees receiving treatment for high blood pressure	172	179	193	213
Rate of employees taking sick leave (annually)	0.28%	0.06%	0.43%	0.33%
Rate of employees with appropriate weight (over 40 years old)	68.1%	66.8%	65.4%	66.5%
Smoking rate (over 40 years old)	33.4%	32.8%	32.8%	31.0%
Rate of employees with exercise habits (over 40 years old)	18.2%	23.0%	23.4%	23.3%
Rate of employees with good sleep quality (over 40 years old)	41.0%	50.0%	44.5%	45.4%
Rate of employees with drinking habits (over 40 years old)	12.5%	12.6%	12.2%	10.3%

Rate of employees with blood pressure risk (over 40 years old)	0.7%	0.7%	0.7%	1.2%
Rate of employees with blood glucose risk (over 40 years old)	0.8%	0.4%	0.0%	0.4%
Rate of employees not controlling diabetes well (over 40 years old)	1.4%	1.3%	0.8%	1.2%

Occupational accident		2019	2020	2021	2022
Occupational accident rate	Frequency rate	0.267%	0.298%	0.000%	0.554%
	Incident rate per 1000 employees	0.524%	0.538%	0.000%	1.063%
	Severity rate	0.00053%	0.00358%	0.00000%	0.01635%
Working hours lost due to occupational accidents		80	48	48	88

Safety		2019	2020	2021	2022
Number of participants in safety experience training		—	—	80	200
Number of participants in safety education for managers and supervisors		226	—	68	70
Number of participants in in-house special training		216	111	88	307

Health		2019	2020	2021	2022
Health education participation rate		—	—	—	96.7%
Health measures participation rate		—	—	—	—
Degree of satisfaction with participation in health measures		—	—	—	97.7%
Participation rate in seminar on women's health		—	—	—	82.3%
Company retreat trip participation rate		72.0%	Canceled	Canceled	Canceled
Subsidies for company retreat trip		14,920,000 yen	—	—	—
Number of vaccinated persons		1,685	1,725	1,436	1,290

Mental health		2019	2020	2021	2022
Rate of employees undergoing stress checkup		77.2%	96.7%	94.6%	81.9%
Rate of employees under high stress		13.2%	11.6%	13.4%	11.6%
Average score of quantitative workload		8.5	8.19	8.3	8.5
Average score of job control		8.49	8.41	8.5	8.5
Average score of supervisor support		7.9	7.92	8	8.2
Average score of co-worker support		8.08	8.1	8.1	8.1

Performance Indicators		2020	2021	2022	2023
Presenteeism		—	—	86.3	80.9
Absenteeism		2.97	1.20	1.45	(Not counted)
Engagement	Vigor	—	—	3.08	3.01
	Dedication	—	—	3.58	3.5
	Absorption	—	—	3.1	3.13
	Average	—	—	3.25	3.21
Number of employees measured	Presenteeism	—	—	573	454
	Absenteeism	—	—	2219	2186
	Engagement	—	—	573	454
Response rate	Presenteeism	—	—	25.8%	20.8%
	Absenteeism	—	—	100%	100%
	Engagement	—	—	25.8%	20.8%

<Measurement method>

Presenteeism: SPQ, Absenteeism: Average number of days of absence and leave, Engagement: UWES scale