

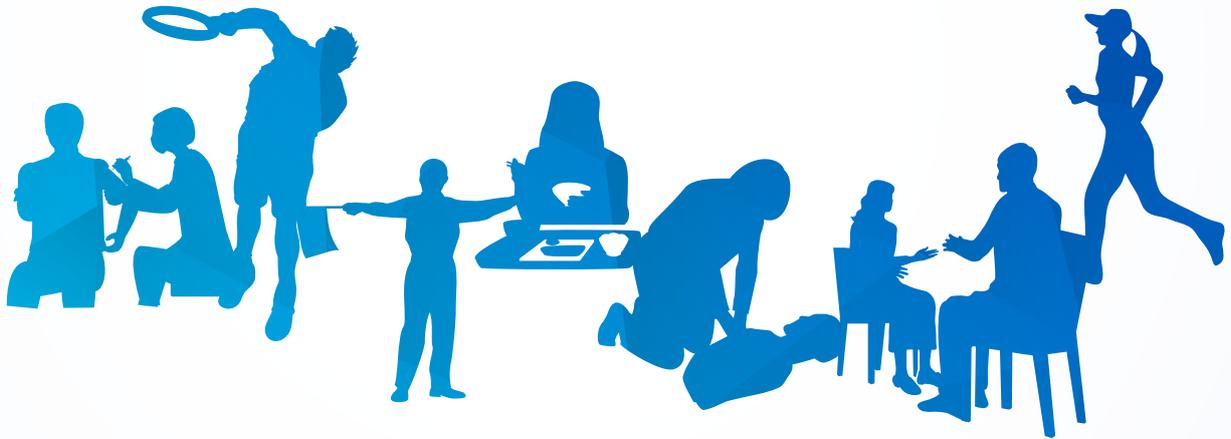
# Safety and Health Management Report 2022

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**OSG Corporation**

Human Resources Dept.,  
Safety and Health Promotion Secretariat

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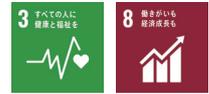
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shaping your dreams

# OSG Safety and Health Management Report 2022



## ▶ Safety and Health Management Initiatives

OSG declared itself a "Global Company," "Healthy Company," and "Environmentally Friendly Company" in 1996. In 2014, we adopted the tagline "shaping your dreams" as our brand identity. We believe that creating an environment where each and every employee is cheerful, happy, and energetic in their daily work and contributing to the sustainable development of the community, society, and the earth based on our philosophy of "being a public entity of society" will create a prosperous future. As we approach our 100th anniversary, we will continue to pursue well-being and give shape to our dreams through human resource development and manufacturing as a global company that shines even brighter.

## "Creating a Prosperous Future and the Challenge of Coexisting with the Earth and Society"

### ▶ Fundamental Business Policy

- Always aware that our corporation is an institution that serves society, we provide products that are appreciated by our customers.
- We assign our employees appropriate jobs and strive to improve their daily lives.
- We strive to provide stable dividends to our stockholders.
- We implement sound business practices that earn enhanced social trust and develop the corporation into a worldwide business.



Contact : **OSG Corporation**  
Human Resources Dept., Safety and Health Promotion Secretariat  
Tel : +81-533-82-1140

## ► Declaration of Safety and Health

OSG will strive for the well-being of our employees and contributes to the creation of a prosperous future for employees, their families, customers, communities, society, and the earth.

**We believe a wonderful future will surely open up ahead of our working environment in which all employees can thrive and play an active role. OSG continuously strive to be a company that can firmly support each and every one of our employees.**

Company Initiatives				Transformation in employees' attitudes	Sustainable Growth of Employees, OSG, and Society
<p><b>Safety</b> Returning home from work as healthy as you arrived in the morning</p> <div style="display: flex; justify-content: space-around;"> <div style="width: 22%;"> <p><b>Safety recognition training</b></p>  <p>Trainees experience hazardous situations to stimulate greater safety awareness</p> </div> <div style="width: 22%;"> <p><b>Special training</b></p>  <p>Statutory training required for work</p> </div> <div style="width: 22%;"> <p><b>Traffic safety patrol</b></p>  <p>Trainees are educated about traffic safety for employees and communities</p> </div> <div style="width: 22%;"> <p><b>New employee safety training</b></p>  <p>New employees learn safety basics</p> </div> </div>				<ul style="list-style-type: none"> <li>Greater safety awareness</li> <li>Healthier both mentally and physically</li> </ul>	
<p><b>Health</b> Creating an environment where employees may perform their work in good health both mentally and physically</p> <div style="display: flex; justify-content: space-around;"> <div style="width: 22%;"> <p><b>Easily-accessible health consultation centers</b></p>  <p>Staffed by occupational health physicians, counselors, and healthcare personnel</p> </div> <div style="width: 22%;"> <p><b>Combatting Covid-19</b></p>  <p>Workplace vaccination program for peace of mind at work</p> </div> <div style="width: 22%;"> <p><b>Healthy meals offered</b></p>  <p>Balanced healthy meals offered at company cafeterias</p> </div> <div style="width: 22%;"> <p><b>Promoting communication</b></p>  <p>Employees and their families take part in welfare and benefit programs</p> </div> </div>					<ul style="list-style-type: none"> <li>Optimal working experience</li> <li>Pro-health sensitivity</li> </ul>
				<ul style="list-style-type: none"> <li>Higher job satisfaction and more fulfilling life</li> </ul>	
				<b>Well-being</b>	

Source: "OSG World" No.462, February 2022

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

Under the strategy of our new medium-term management plan "Beyond the Limit 2024," we will improve productivity and achieve our medium-term management targets by pursuing well-being of each and every employee.

Medium-Term Management Targets (period ending Nov. 2024) :

ROA (operating income basis) 15%, Operating Income 30 Billion Yen

### OSG Group's Material (Important) Issues

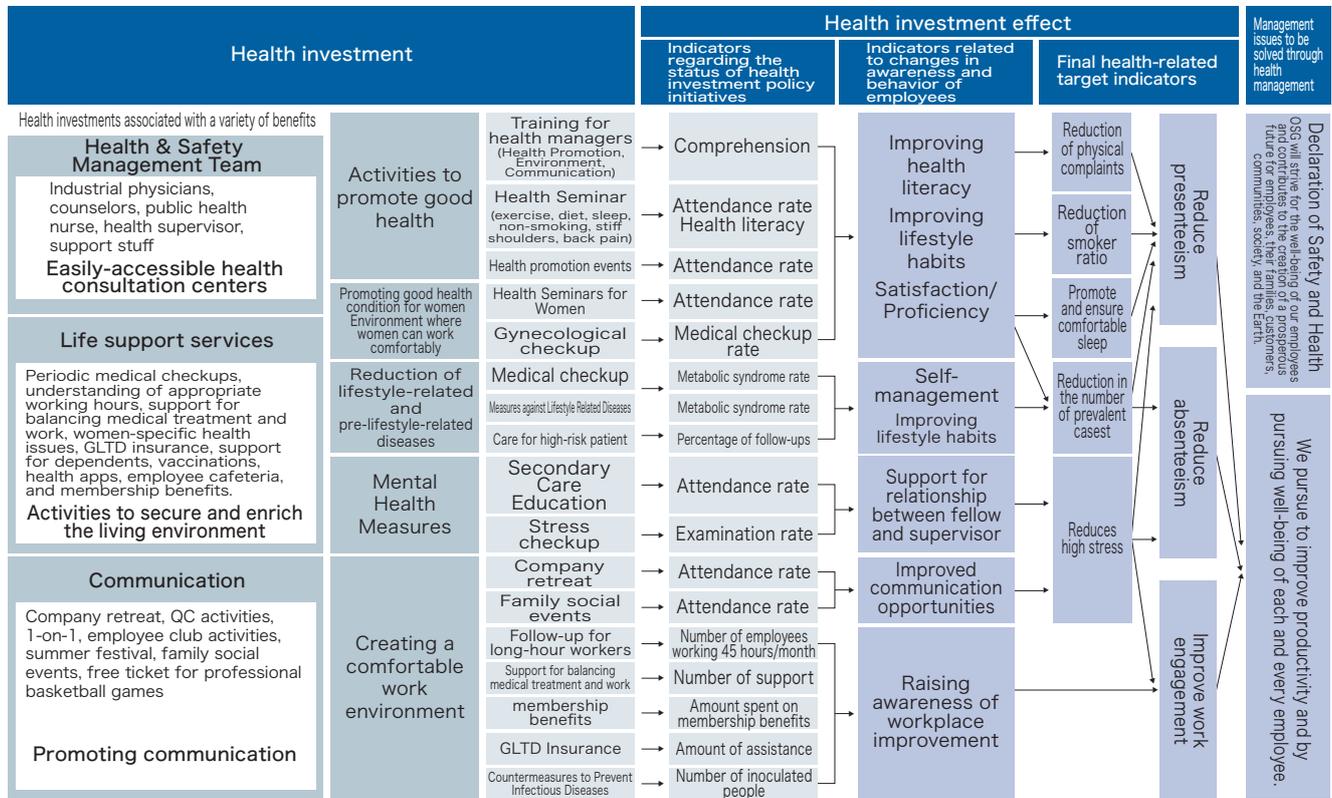
<p><b>Climate Change Initiatives</b></p> <p>OSG has expressed support for the TCFD and will strive to adapt to climate change effects on our operations, and we will endeavor to promote business activities that contribute to a carbon-free society and reduce greenhouse gas emissions.</p> 	<p><b>Development of a Rewarding Workplace Environment</b></p> <p>OSG will develop and maintain an environment in which each and every employee can find pride and fulfillment, leverage diversity, and demonstrate their abilities to their full potential.</p> 	<p><b>Initiatives for Employing People with Disabilities</b></p> <p>OSG sketched our future vision which is to establish a special affiliate company, and we set up the Special Affiliate Company Preparation Team in June 2021. We are developing an environment attentive to the aptitude and conditions faced by people with disabilities so as to enable all of us to work collaboratively.</p> 	<p><b>Health &amp; Safety Management</b></p> <p>As a health-conscious company, we understand that keeping our employees safe and healthy is an important management concern, and we promote employee health as well as facilitate the creation of a workplace environment that is both comfortable and safe.</p> 
<p><b>Community Sustainable Development ①: Sports Promotion Initiatives</b></p> <p>OSG is a top sponsor of Higashimikawa's professional basketball team San-en NeoPhoenix and we support other local professional sports. We have held events and invited guests to watch the games free, which has helped to energize the community.</p> 	<p><b>Community Sustainable Development ②: Support for Healthcare Institutions &amp; Facilities</b></p> <p>As part of our support for combating the Covid-19, OSG has donated protective gear and masks to healthcare workers and cooperated with the administration of workplace vaccination programs in nearby communities. We contribute to creating a heartwarming community through such activities as regularly donating furniture and other furnishings to facilities assisting people with disabilities.</p> 	<p><b>Improvement of Corporate Governance</b></p> <p>The Board of Directors is a governing body of which the majority of seats are held by highly-independent outside directors and is capable of sufficiently exercising its management oversight functions. Guidelines for conduct to comply with corporate ethics are shared throughout the entire group to raise awareness as part of our systems for enhancing corporate governance.</p> 	<p><b>Sustainable Finance</b></p> <p>OSG has signed an agreement for ESG Assessment-Type Financing Procurement in order to monitor the status of KPI achievement and disclose such information. We are considering adopting sustainability-linked loans, green bonds, and other forms of sustainable finance when investment financing is procured, and we are striving to practice more sophisticated ESG/SDGs management.</p> 

Source: OSG's official website medium-term management plan "Beyond the Limit 2024" (FY2022-2024)

## ► Safety and Health Issues

Since its founding, OSG has continued to manage its operations in a way that values people. As a part of its commitment, we have implemented a variety of safety and health measures. In recent years, we have strengthened our efforts to address issues such as the increasing prevalence of lifestyle-related diseases among younger employees, safety and health risks associated with age, and mental risks due to reduced opportunities for communication. We will continue to offer an working environment in which our employees can thrive and play an active role to improve productivity.

### Health Strategy Map in Pursuit of Well-being of Employees and the Company



## ► Safety and Health Management Promotion Management System

Based on the top management's policy on safety and health management, the Safety and Health Promotion Office, the Safety and Health Management Committees at each business site, the workplaces, industrial physicians, and other professional staff work together to promote activities. We also cooperate with external organizations to evaluate and verify the effectiveness of our activities.



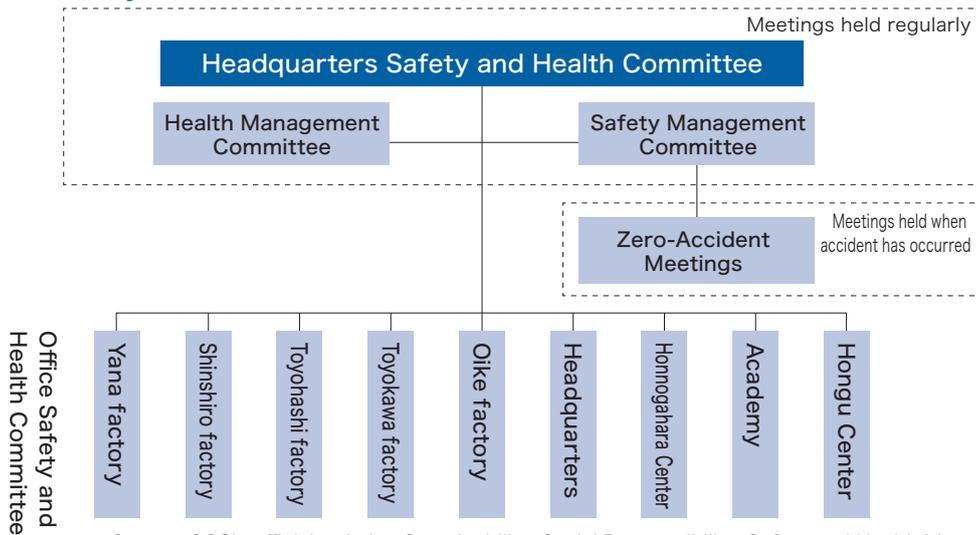
## ► Safety and Health Management Support Structure

We collect a wide range of issues that change daily along with the use of various data including workplace near-misses, accident situations, medical examinations, and stress checks, as well as safety and health management initiatives.

Position	No. of people
Industrial Physicians (Outsider)	2
Industrial Counselor (Outsider)	1
Safety Manager	12
Safety and Health Promotion Secretariat	6
Public Health Nurse	3
Registered Dietitian Nutritionist (Outsider)	1
Class-1 Health Officer	14
Health Management Advisor	4

As of Sep. 2022

## Company-wide Safety and Health Committee Structure



Source: OSG's official website, Sustainability, Social Responsibility, Safety and Health Management Initiatives

<b>Headquarters Safety and Health Committee</b> Executives, labor union representatives, worksite labor union	Promoting Safety and Health Management, discussion and reporting of company-wide matters, reporting disasters (by the head of the business site)	4 times/year
<b>Safety Management Committee</b> Safety and Health Promotion Secretariat, Office Safety Secretariat	Promoting Safety Management, Zero-Accident Meetings, KYK activities, risk assessment, near-miss, BCP, 5S activities	Every month
<b>Health Management Committee</b> Safety and Health Promotion Secretariat, Office Safety Manager, Public Health Nurse, Health Management Advisor	Promoting health management, medical checkups, lifestyle disease prevention, stress checkup, sphygmomanometer, immunization	4 times/year
<b>Office Safety and Health Committee</b> Head of business site, representative of labor union and company, Industrial Physicians, Health Officer, Safety and Health Promotion Secretariat	Disaster prevention activities, planning activities, health promotion activities, health management	Every month
<b>Zero-Accident Meetings</b> Head of office, representative of labor union and company, Industrial Physicians, Health officer, Safety and Health Promotion Secretariat	Sharing disaster information, confirmation of similar work, deliberation of countermeasures, horizontal deployment of countermeasures, prevention of recurrence	As necessary

## ► Safety and Health Promotion Secretariat

Qualified safety and health professionals and in-house public health nurses are working closely with each business sites, Human Resources Dept., and management to ensure the safety and health of our employees.



Safety and Health Management Team (in Headquarter)



Public Health Nurses (in each business site)

Safety Manager : Rodosho Safety and Health Education Trainer · Public Health Nurse · Class-1 Health officer · Health Management Advisor · Sports Food Adviser · Nutritional Education Adviser

# Safety Activities to Protect Employees

## ▶ Earthquake Disaster BCP (Business Continuity Plan)

OSG has formulated our Business Continuity Plan (BCP) as a countermeasure against strikes of earthquakes along the Nankai trough in the South Sea and Southeast Sea segment. Also, under the direction of our top management, we have conducted training and exercises for implementing the BCP and safety of employees.

### Assumed Earthquake Model

The largest past earthquakes and tsunamis that have occurred in the Nankai trough are superimposed on those that are known to have occurred and are of large magnitude, and are modeled as the largest past earthquakes and tsunamis. The five modeled earthquakes are: Hoei, Ansei Tokai, Ansei Nankai, Showa Tonankai, and Showa Nankai.

### Estimated Damage by Each Business Location

Name of Facility	Factory					Center			Headquarter	
	Yana	Shinshiro	Toyohashi	Oike	Toyokawa	Hongu	OSG Academy	Honnogahara		
Location (Aichi-pref)	Tomioka	Arumi	Kamo	Ichinomiya	Shirakumo	Kaminagayama	Ichinomiya	Honnogahara		
	Shinshiro-city		Toyohashi-city	Toyokawa-city						
Estimated magnitude	6 Lower									
Hazard map	Terrain	Sandy cruciform plateau				Middle terrace	Sandy cruciform 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	Hard to shake				Slightly less shake	Hard to shake		Slightly less shake	
	Tsunami	No impact								
Lifeline recovery period	Electricity	1~4 days	▽Power supply stop from electric power company							
	Water supply	7~30 days	▽Water supply stop from Waterworks bureau							
	Sewerage	7~21 days	▽Water supply stop from Waterworks bureau							
	Gas	3~7 days	▽Available after safety inspection							
	Telecommunications, Landline phone, Cell phone	1~4 days	▽Unable to call due to line outage							
	Road	3~10 days	▽Large-scale traffic congestion due to road closures or traffic restrictions, etc.							
Railway	7~30 days	▽Railroad services are suspended or partially operated on a limited basis due to damage								

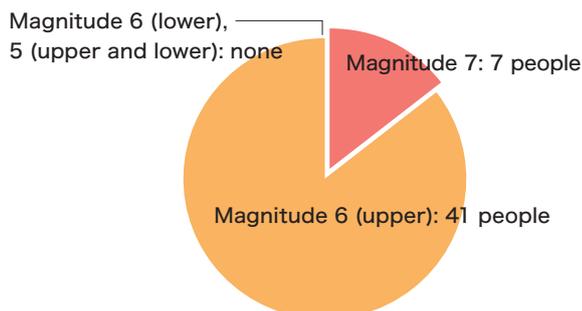
\*Surface ground amplification factor: less than 1.5 means little shaking, more than 1.5 means be careful, and more than 2.0 means strong shaking.

### Prediction of Attendance at Work Based on Analysis of Seismic Intensity of Disaster by Residential Area (Analyzed by Human Resources Dept.)

#### 1) Seismic Intensity by Residential Area

Magnitude scale	No. of eligible employees	Ratio
7	7	15%
6 Upper	41	85%
6 Lower	0	0%
5 Upper	0	0%
5 Lower	0	0%
Total	48	100%

Seismic Intensity by Residential Area (magnitude, number of eligible employee)



#### 2) Employee Affected by the Disaster

##### ① Personal Damage (affected individuals/families)

· According to the damage forecast for Toyohashi-city (the largest earthquake ever, low early evacuation rate, during winter evening), 414 (0.1%) of the total population of 379,362 will be dead, 634 (0.17%) will be required hospitalization (seriously injured), and 2,424 (0.64%) will be required medical treatment but not hospitalization (moderately injured). The number of those who will not be required hospitalization but needed treatment by a doctor (moderate injuries) would be 2,424 (0.64%).

· The damage forecast is replaced by the theoretical maximum model, and the damage assumption is 4.5 times the above damage probability.

· The employees are assumed to consist of four family members. The damage assumption is four times the above damage probability. Based on the above, 1.8% for death, 3.06% for hospitalization, and 4.86% (approximately 5%) of employees would be unable to come to work during the two-month period. As for those who needed medical treatment, 11.52% (about 12%) of the employees assumed that they or their family members would be affected, and 12% of the employees assumed that they or their family members would be unable to go to work for one month after the disaster occurred.

##### ② Damage to Buildings

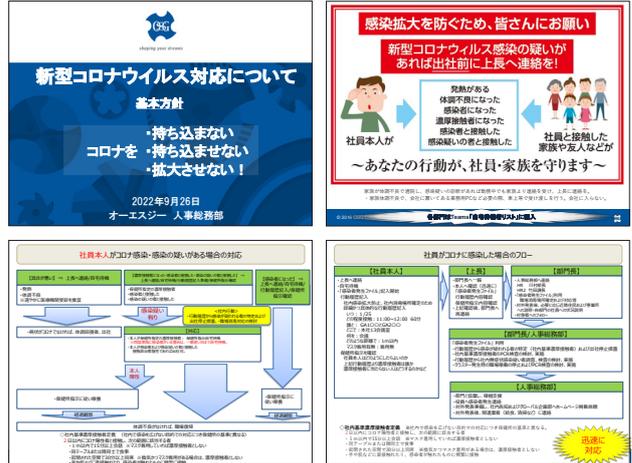
About 21% of buildings are expected to be damaged more than half, and 21% of employees are expected to have difficulty coming to work for 14 days after the disaster.

Source: Toyohashi-city office business continuation plan of antiearthquake measures June 2020

## ▶ Combatting Covid-19

At the beginning of 2020, we set up the headquarter for combatting Covid-19 with the goal of protecting our employees. Based on the prepared manuals against infectious diseases, the headquarter and health managers of each business site worked closely together to respond promptly. Since an outbreak of a cluster was predicted, a BCP for infectious disease countermeasures was established in cooperation with overseas business sites to ensure business continuity. Also we have not only included the rules to ensure employee to concentrate on their treatment but also feel comfortable to come to work.

### Manuals for Combatting Covid-19



Source: In-house manual for Combatting Covid-19 20220608.

## ▶ Workplace Vaccination Program

To protect our valued employees and their families, and to maintain a safe and secure working environment, we implemented the workplace vaccination program. Eligibility for the vaccination was expanded to our business partners. Both Japanese government and our company had started this program in a state of confusion under this unexperienced pandemic, however, the entire company's health and safety staff worked together to file application to the Ministry of Health, Labor and Welfare, arrange for medical personnel, manage the event, and handle the aftermath.

### Number of People Vaccinated in the Workplace

No. of vaccinations	1	2	3	4
No. of people vaccinated	2,300	2,300	1,800	1,000
Date	Jul. 2021	Aug. 2021	Mar. 2022	Nov. 2022

### Workplace vaccination site:

Shinshiro Factory (Jul. and Aug. 2022), Guest House (Mar. and Nov. 2022)



at Shinshiro Factory

at Guest House

Vaccine

at Guest House

## ▶ Company-wide Disaster Prevention Training

Disasters come just when we forget about them. We conduct disaster drills to be able to act on our own in the case of an emergency. In order to protect our lives, we will immediately set up a disaster prevention office and provide initial response to the support to employees who have difficulty returning home.

### At the disaster prevention training



Confirmation of disaster status at all sites

Rescue training

Stockpile warehouse

## ▶ Safety and Health Patrols by Executives

Periodically, executives patrol all the workplace to ensure that working environment for employees are safe, secure, and healthy. The officers, who usually look kindly on employees, check the workplace environment with strictly to ensure safety and security. In addition, representatives of labor union and company, Safety and Health Promotion Office, and representative of each facilities also conduct their own workplace patrols, to pursue increasing productivity and create a safe and healthy working environment.

### Safety Slogan

"Eliminate risk factors and unsafe behaviors to build a workplace with zero accidents."

Safety Management Committee

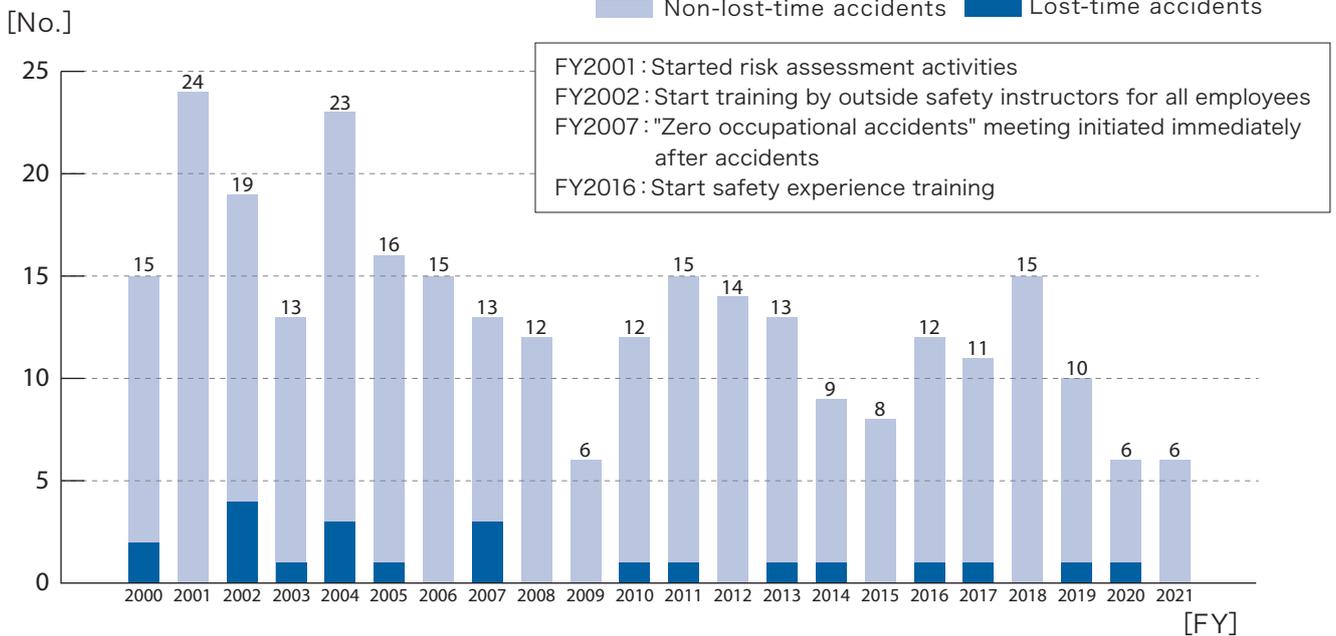


At the safety and health patrols by executives

## ▶ Occupational Accidents

Although the number of occupational accidents is decreasing, we will continue to pursue "Zero occupational accidents."

### Number of Occupational Accidents



### Number of Occupational Accidents

	FY2018	FY2019	FY2020	FY2021	Tendency
Frequency rate	0.00%	0.27%	0.30%	0.00%	
Rate (per 1,000 people)	0.0000%	0.0036%	0.0037%	0.0000%	

## ► Measures to Prevent Falls and Trips

Although the number of workplace accidents is decreasing each year, the number of accidents resulting from falls is not zero. As the average age of workers increases and they have been with the company longer, they may not be aware of their physical deterioration. We provide fall prevention education, 2S activities and hardware measures on a regular basis.

Fall prevention education



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



Source: Poster "Efforts to Prevent Falls and Back Pain Awareness" by Ministry of Health, Labor, and Welfare

## Number of Occupational Accidents

Occupational accidents	FY2018	FY2019	FY2020	FY2021	Tendency
Falling down	3	1	1	1	↘
Total no. of accidents	15	10	6	6	↘

## Average of Employees' Age and Years of Continuous Services

	FY2018	FY2019	FY2020	FY2021	Tendency
Avg. age	42.0	42.1	42.3	42.5	↗
Avg. years of continuous services	18.5	18.6	18.6	18.8	↗

## ► Mandatory Arm Coverings

Since our company manufacture cutting tools for metals, there have been "not a few" accidents involving cuts that luckily did not result in lost time injuries. We have taken a close look at these "not a few" accidents and have made it mandatory for employees to wear arm coverings for their own safety.



Before: injury upon contact



After

The phrase "can't we do something about this?" is often heard in the factories. This is an important point for improvement measures. We believe taking care of small measures prevent big disasters.

## ► Safety Education

To compensate for the decline in the ability to predict hazards due to automation and the increasing lack of experience among younger employees, we have implemented small group activities, KYK activities, and near-miss activities. In addition, we started experiential education that allows all the leaders to experience hazards on their own to further improve safety awareness from 2016. This program has been expanded to all employees since 2022.

(As of Aug. 2022)

	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	Total
No. of attendee	15	10	20	20	20	160	347



At safety experience training

Ratio of employee age group	FY2018	FY2019	FY2020	FY2021	Tendency
~29years old	16.1%	17.0%	17.3%	18.4%	↗
30~39years old	19.9%	18.5%	17.2%	16.4%	↘
40~49years old	33.5%	32.4%	32.4%	31.1%	↘
50~59years old	23.9%	24.4%	26.1%	26.5%	↗
60years old~	6.7%	7.7%	7.0%	7.7%	↗

## ▶ Prevention of Similar Disasters Through the Use of Horizontal Deployment Sheets

When an occupational accident occurs, we promptly hold a Zero Accident Meeting at the actual accident site. At that meeting, the horizontal deployment sheet is used to promptly survey similar areas at each worksite and take countermeasures to prevent similar accidents.

### Example of Horizontal Deployment Sheet

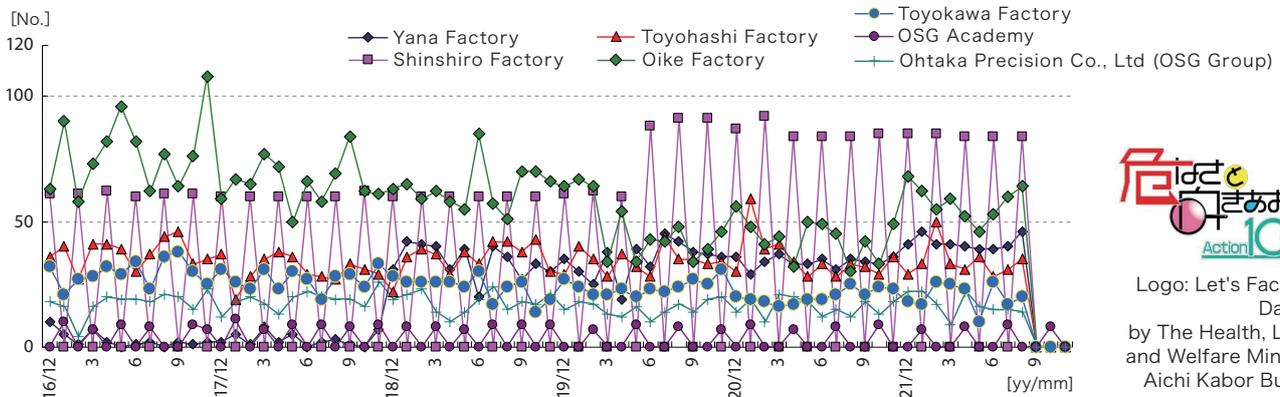
発生事業所	区分	No.	災害内容	当該事業所対策案 水平展開事項	八名			新城			豊橋		
					要・不要 (○×)	納期 (月日)	チェック (月日)	要・不要 (○×)	納期 (月日)	チェック (月日)	要・不要 (○×)	納期 (月日)	チェック (月日)
八名	不休	22-04 不	14 八名 報告書 焼戻しトレーを自動搬送車の仮置き台へ移動する際、焼戻しトレーの下部へ手を入れていたため、仮置き台と焼戻しトレーの間に左手中指と人差指を挟み、左中指を切傷した。	重量物を持ち上げて移動させる作業はないか。	要・不要 (○×)	納期 (月日)	チェック (月日)	要・不要 (○×)	納期 (月日)	チェック (月日)	要・不要 (○×)	納期 (月日)	チェック (月日)
					災害当該部署	済	済	6/7	済	済			
八名	不休	22-05 不	15 八名 報告書 集塵機のメディア清掃作業時、集塵ブロワーON、集塵機の扉を開けた状態で清掃中、集塵機の扉に肩が触れブロワーの負圧で扉が閉まり指を挟み左中指圧挫傷。	風圧で閉まって指を挟むことはないか。	要・不要 (○×)	納期 (月日)	チェック (月日)	要・不要 (○×)	納期 (月日)	チェック (月日)	要・不要 (○×)	納期 (月日)	チェック (月日)
					災害当該部署	済	済	7/6	済	8/30			

Source: Horizontal Development Confirmation Sheet (from 2022 Disasters and Countermeasures)  
Preventing disasters at each site by recording and sharing disasters occurred.

## ▶ Activities to Locate Sources of Danger

To prevent occupational accidents, we conduct near-miss and risk assessment activities.

### Number of Risk Extracted by Month



## ▶ Company-wide Safety Training

Safety education is provided to all employees on a regular basis. In response to an increase in the number of traffic accidents, we had requested a police officer from our local police station to give us a lecture on "things might happen during driving." To avoid the spread of Covid-19, the lecture was delivered to all business sites via live video streaming, which was filled with a realistic stories.



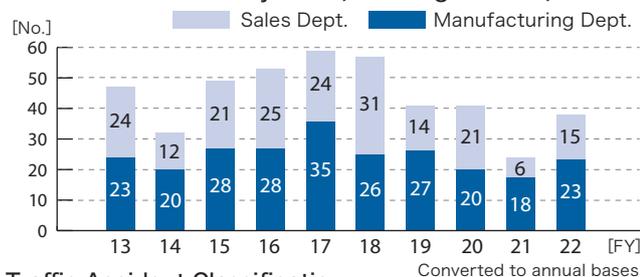
Lecture by police officer

### Traffic accident rate (per 1,000 people)

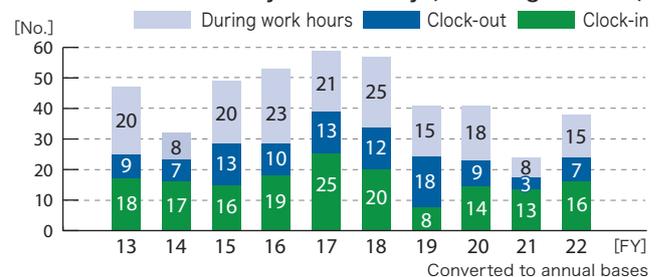
Year	FY2018	FY2019	FY2020	FY2021	Tendency
Rate	0.50%	0.40%	0.37%	0.12%	↘

## Traffic Accidents: Trends in the Number of Incidents over a 10-year period Through Aug. 2022

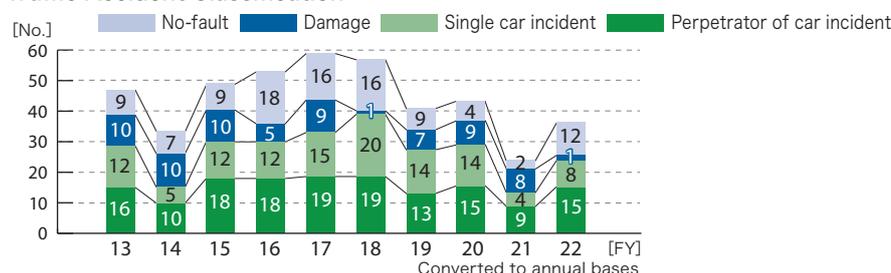
### Number of Incidents by Year (including no-fault)



### Number of Incidents by Time of Day (including no-fault)



### Traffic Accident Classification



## ► Support for Balancing Medical Treatment and Work

Illness or injury can occur at any time. We have established a company policy regarding support for balancing medical treatment and work.

- The feelings of the person concerned are given priority.
- Illness or injury can occur at any time. We have established a company policy regarding support for balancing medical treatment and work.
- A flexible approach is taken without excessive adherence to rules. (Burden should not be placed on the person concerned.)



Consultation by public health nurse

In order to implement this company policy, a number of employees have been involved in the creation of various systems to support employees who are in need to balance medical treatment and work.

- Support system including industrial physicians, public health nurses, nurses (occupational health professionals) and companies. A system to facilitate contact with occupational health professionals has been implemented at each of our locations.
- Review of internal notification procedures (reducing the burden on the person receiving treatment). Occupational health professionals handle a range of internal notification procedures in order to reduce the burden placed on the person receiving treatment.
- Creation of tailored plans for returning to work by occupational health professionals and human resources personnel.
- Careful consideration is given to the condition of the person receiving treatment, and every effort is made to support them as much as possible.

## ► Offering "GLTD Insurance System\*" for Supporting Absence from Work

We have introduced "GLTD Insurance System," a welfare system that provides secure working environments. It compensate a part of income while an employee is unable to work from unexpected event. We will continue to pursue the environment that will help alleviate employees' anxiety as much as possible.

\*GLTD Insurance System : Group Long-Term Disability Income Compensation Insurance System

## ► Consideration for Work

We continue to pursue work styles that improve operational efficiency, concentrate labor input time, and accommodate individual needs for work-life balance, such as flex work in the administrative department and direct return recommendations in the sales department. In addition, telecommuting, which was started on a trial basis under Covid-19 pandemic, has been institutionalized as one of the ways of working from April 2022. In addition, to ensure accurate management of working hours while employees are at the company, we use IC cards to manage attendance records. Based on these attendance records, we manage working hours and overtime appropriately. With labor and management are working together to shorten total working hours. We also actively support childcare and nursing care work as well as parental leave for male employees to reduce the burden on their families. In addition, we have a birthday leave system that allows employees to take time off to refresh themselves.

Working hours	FY2018	FY2019	FY2020	FY2021	Tendency
Avg. monthly working hours	148.2	147.2	148.6	146.4	
Avg. overtime hours (including additional working on holidays on factories)	25.8	24.6	13.1	18.7	
No. of people over 80 hours of overtime	0	0	1	0	

Paid leaves	FY2018	FY2019	FY2020	FY2021	Tendency
Taking paid leaves (day/per month)	-	998.3	894.5	1062.7	
Percentage of paid leave taken	57.8%	60.9%	53.2%	60.1%	

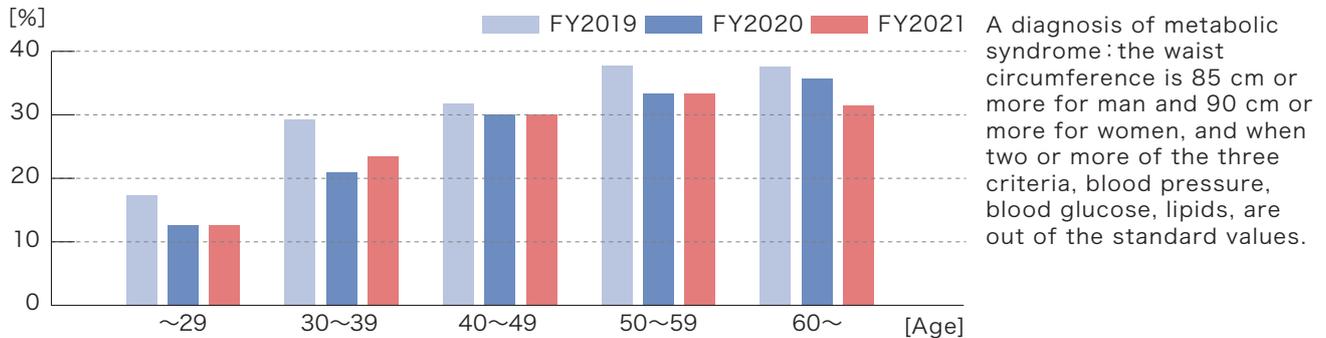
Item	FY2018	FY2019	FY2020	FY2021	Tendency	
No. of employees with shorter working hours for childcare	-	29	34	39		
Taking childcare leave	Men	-	2%	4%	5%	
	Women	-	100%	100%	100%	
No. of employees taking nursing care leave	-	1	2	1		

# Health Activities to Energize Employees

## ► "OSG Health Mission 25" Initiatives

In addition to the fact that the age of those affected by metabolic syndrome, due to lifestyle habits, has been getting younger year by year, hidden metabolic syndrome is latent due to factors such as diverse lifestyles, increasing average age of employees, and extended retirement age. If not taking preventing measures, we will have a significant impact on productivity. We are also using stress checkups to investigate the impact in the Covid-19 pandemic and respond to the changes.

### Ratio of Employees with Metabolic Syndrome



### Ratio of Employees with Metabolic Syndrome (including pre-metabolic syndrome)

Ratio (including pre-metabolic syndrome)	Target	FY2018	FY2019	FY2020	FY2021	Tendency
Company-wide	25%	-	31.3%	27.8%	27.9%	
~29years old	-	-	16.7%	13.0%	13.2%	
30~39years old	-	-	29.4%	21.5%	24.9%	
40~49years old	-	32.2%	32.5%	30.5%	29.9%	
50~59years old	-	36.2%	36.8%	34.2%	34.2%	
60years old~	-	39.2%	36.6%	35.1%	31.9%	
No. of employee diagnosed pre-metabolic syndrome	-	-	13.7%	15.0%	15.3%	
No. of employee diagnosed metabolic syndrome	-	-	17.6%	12.7%	12.6%	

\*Implementation of required lifestyle-related disease screening for all generations has started in FY2019.

**BMI: increasing trend in employee over 40 years old. Lack of exercise due to the epidemic of Covid-19 is highly concerted.**

BMI obesity determination by age	Target	FY2018	FY2019	FY2020	FY2021	Tendency
Company-wide	25%	25.9%	26.5%	27.0%	26.9%	
~29years old	-	18.4%	19.1%	18.2%	14.3%	
30~39years old	-	27.3%	26.4%	24.4%	24.3%	
40~49years old	-	28.3%	29.0%	31.7%	32.5%	
50~59years old	-	26.5%	27.7%	28.1%	29.2%	
60years old~	-	23.8%	25.5%	25.3%	25.0%	

\*BMI formula: [weight (kg)] / [height (m)]<sup>2</sup> is used to determine obesity and underweight.

**Stress checkups: overall health risk is good. Individual workplace group analysis is checked and promoting additional support.**

Items (points)	FY2018	FY2019	FY2020	FY2021	Tendency	
Quantitative burden	8.5	8.19	8.3	8.5		
Controlled	8.49	8.41	8.5	8.5		
Support by supervisor	7.9	7.92	8	8.2		
Support by colleagues	8.08	8.1	8.1	8.1		
Health risks	Quantity-control	93	91	92	94	
	Support in the workplace	96	95	94	94	
	Psychological danger levels	89	86	86	88	
	Overall Judgement	Good	Good	Good	Good	

Overall Judgment: Good = less than 95 points, Normal = 95 to 105 points, Caution = 106 to 119 points, Warning = 120 points or more

Under the slogan of "Enjoy good health together," we have established the "Health Mission 25" to promote the health of each and every employee in the midst of the Covid-19 epidemic. We are implementing health measures in cooperation with health officers and public health nurses at workplaces.

**Target: reduce the ratio of employees with metabolic syndrome to 25% in 2023.**

Results and targets	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Percentage of metabolic syndrome	31.3%	27.8%	27.9%	27.7%	25.0%	23.0%

Company-wide announcement of the health policy "OSG Health Mission 25"

# はじめます!OSG健康ミッション25

**あなたの健康、あなたを大切に思う人のためにも、一緒に考えてみませんか?**

人生100年時代、生涯にわたり心身ともに健やかで、元気に生活を送ってほしい。そのためにも、日頃から健康に気をつけることが重要です。そんな後押しをしたいと健康会社であるOSGは考えています。

2022年度定期健康診断データより、若いうちから「メタボリックシンドローム\*」と「喫煙」率が非常に高いことがわかりました。そこで、「健康ミッション25」と題し、2023年度定期健康診断で「メタボ」「喫煙」率を25%まで減らすことを目標に健康施策を実施していきます。

\*内臓肥満に高血圧・高血糖・脂質代謝異常が組み合わさることにより、心臓病や脳卒中などになりやすい病態を指す

## メタボリックシンドローム(メタボ)状況

OSG 2022年	全国平均を上回る!!!	全国	2023年目標	2024年目標
27.7%		15.9%	25.0%	23.0%

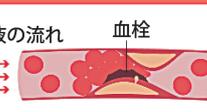


メタボの先には…

- レベル1 不規則な生活習慣 (乱れた食生活・運動不足・喫煙・過度の飲酒、ストレスなど)
- レベル2 肥満・高血圧・高血糖・脂質異常 (内臓脂肪の蓄積)
- レベル3 生活習慣病 (肥満症(特に内臓脂肪型肥満) 高血圧症・糖尿病・脂肪異常症)
- レベル4 虚血性心疾患(心筋梗塞・狭心症など) 脳卒中など(脳梗塞・脳出血など)

動脈硬化 → 動脈硬化

血液の流れ 血栓



コレステロールなどがたまり血管が狭くなったり、血栓ができてつまったりする

Source: "OSG World" No.465, August 2022

### in Headquarters:

Participating in "TOYOKAWA KENKO Mileage," a health promotion activity by the local government. We promote activities to accumulate points while enjoying health and wellness. In addition, we plan to use a walking application so that employees can enjoy their holidays as well.

#### とよかわ健康マイレージ参加方法

##### STEP1 100ポイントをためる

- 健診(検診)ポイント** (1回の小計30ポイント以上必須)
  - 右ページの「健診(検診)」の項目にある健診を受ける(令和4年3月以降の健診が対象)
- ボーナスポイント** ~生活改善・趣味・生きがいづくりに取り組む~
  - 右ページのボーナスポイントの欄にあるいづれかの行動をする
  - 教室・イベントは下記の例を参考に、自分の生活改善や趣味、生きがいづくりに取り組む

**教室・イベントの例**

  - 市が主催する講座、イベント
  - 地域の公民館等で開催される教室、イベント
  - 会社等で開催される講座、イベント
  - ウォーキング大会、サイエスマラソン
  - ポランテア活動
  - 楽しみながら心身の健康づくり東三河湖コースを歩く

教室やイベントが複数日にわたる場合は、1回のみ記載できます
- こつこつポイント** ~自分で健康づくりの目標を決めて取り組む~
  - 下記の「目標の例」を参考に、自分で目標を決めて取り組む 取り組めた日は、1日1ポイント

**目標の例**

  - 毎朝体温を測る
  - お風呂から出てきたら手洗いをする
  - 部屋の換気をする
  - 夜寝る時は寝る時も目を覚ましにくい
  - 1日100歩以上歩く
  - 毎食後、歯磨きをする
  - 寝11時前には寝る
  - 朝日、夜を歩く
  - お酒は毎ビール1本までにする
  - お酒を飲まない日をつくる
  - お酒に付き合いを断る

Source: TOYOKAWA KENKO Mileage promotion flyer

### in Toyohashi Factory:

The even of walking from Toyohashi Factory to neighborhoods. This event promotes communication and health in the workplace.

**OSG 健康ミッション25 豊橋工場編**

10月2日 『ウォーキングで健康作り 豊橋工場から吉祥山へ歩いて行こう!』

秋晴れと言ったり、夏のような爽やかな中、汗まみれになり頑張りました!

1日目は9月25日予定していましたが、前日までの台風の影響により登山道の状況が良く残念ながら中止となりました。2日目の10月2日は晴天。またまた良い日差しの中、豊橋工場をのんびり歩いて、吉祥山の麓から、栗名山の麓と、秋を感じさせる彼岸花、特産の風車を楽しみながら、吉祥山の麓の林間コースへ。

いざ! 吉祥山へ

豊橋工場とコース登山道から入山。爽やかと甘く考えていた人も徐々に暑くなる。小休止を行いつつ、みんなで励まし合い、助け合い、いじり合い? なんとか、頂上へ到着! 疲れが吹っ飛び、爽快! 風車は最高! 下山はコースで順調のペースで、ちーん♪ 歩くのはお楽しみフルコース♪ と何となく気分がよいで無事に豊橋工場へ到着。

参加された皆さん、大変にお疲れ様でした!

日頃の運動不足、足が痛くなった以上に動かない! 実感しました。歩く事、身体を動かす事、それを続ける事の大切さを感じました! 豊橋工場ではウォーキング(ハイキング)企画を計画しています。次回またやりま〜!



Toyokawa Factory Health Mission 25 promotion flyer

## ▶ Food: the Foundation of Health

At the company cafeteria, we pursue "smiles" of employees. To offer "delicious foods," "healthy meals," "communication," and "excitement" food service providers and staff in charge of food service work together to operate the cafeteria in an enjoyable manner. We are also implementing initiatives that take the SDGs into consideration.

### Delicious foods

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



Live cooking at "Zero-one Cafeteria" (Shinshiro Factory)

### Healthy Meals

Each menu is labeled with energy, protein, fat and salt content, as well as a higher vegetable intake. In addition, to keep in mind the importance of health, the menu also includes low-sodium miso soup, healthy rice, and a "shiohera" menu, means meal with reduced salt content.

メニュー	9月26日	9月27日	9月28日	9月29日	9月30日
LUNCH A	揚げ鶏と野菜の甘酢あん	とんかつ	とろ〜り月見メンチカツ	ハンバーグステーキソース	油揚げ
価格	695 kcal	718 kcal	813 kcal	676 kcal	834 kcal
LUNCH B	アラの塩焼き	白身魚の塩焼き	豆腐ステーキ	うな丼	五目あんかけ焼きそば
価格	608 kcal	633 kcal	795 kcal	942 kcal	895 kcal
KOBACHI	つぼみ金平	おろしとろ〜りおろし	肉じゃが		
価格	298 kcal	314 kcal	314 kcal		
Soup	味噌汁 (わかめ・あじ)	味噌汁 (豆腐・わかめ)	味噌汁 (わかめ・わかめ)		
価格	25 kcal	25 kcal	25 kcal		

9月26日(月) 日の食塩摂取基準 男性 7.5g 未満 女性 6.5g 未満

揚げ鶏と野菜の甘酢あん 塩分 0.4g

Menu samples

### Communication

"If you enjoy eating, smiles and communication will naturally arise." This is the concept behind the cafeteria. To realize this, our cafeteria is not only a cozy space but also can be used as a meeting space or office space outside of meal times.



Zero-one Cafeteria (Shinshiro Factory)



Eat and Work Space (Headquarters)

### Excitement

Staffs of cafeteria also enjoys helping to plan the menu. Sometimes OSG employees even have chances to enjoy meals from famous restaurants as a special events. We always thanks to the staffs who contribute to make us smiles.



Cafeteria staff



Menu flyer of special event (Sample)

### Commitment to SDGs

We are also committed to the use of blue seafood and food loss in consideration of the marine environment. We believe that each employee's awareness of the SDGs through food is also linked to the energy of our employees.



Source: Awareness poster for Food Loss Reduction Month by Consumer Affairs Agency and Ministry of the Environment



OSG company-wide announcement: Request for Cooperation in Addressing Food Loss Issues

### Participation in Smart Life Project

We are participating in the "Smart Life Project" led by the Ministry of Health, Labor and Welfare, which aims to help employees lead healthy lives so that they can remain active and vibrant even after retirement.



Smart Life Project (Japanese): <https://www.smartlife.mhlw.go.jp/>

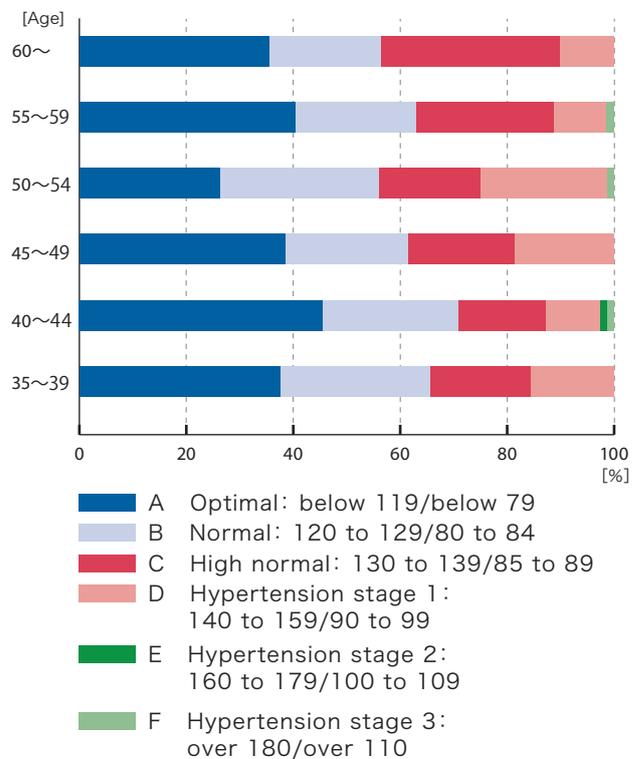
### Blood Pressure Measurement for Employees

We require employees to measure their blood pressure as an indicator to manage their own health. The data is analyzed for recognizing differences in their own health conditions as well as comparing the result of health policies utilized in other workplaces to promote health managements.



Blood pressure meter

Sample: Result in Blood Pressure (over 35 years old)



Source: Ministry of Health, Labor and Welfare, Smart Life Project, Poster for Extending Healthy Life Expectancy



## ▶ Promoting Active Participation by Women

Our aim is to enable each and every woman to demonstrate her abilities to the fullest in her career by continuing to work passionately and assuredly. We held a seminar for all employees on women's health and explained about our support system. In addition, we have introduced the "Consultation Benefit Service," a consultation service on pregnancy, childbirth, and childcare.



Source: OSG's official website, Sustainability, Social Responsibility, Promoting Diversity



Women's empowerment project members holding a meeting

## ▶ Health Promotion Through the Sports Facilities

To promote employee health, we utilize the Eucalyptus Club, an in-house facility equipped with an indoor swimming pool and gym. In addition to improving health, the club provides a place for employees from different workplaces to relax and enjoy communications. In addition, we have partnered with a welfare service to provide access to sports clubs in various locations.

the Eucalyptus Club



Building exterior



Indoor pool



Gym

## ▶ Yoga Lessons

OSG offers weekly yoga classes at the Eucalyptus Club. It helps employees relieve stiff shoulders and back pain, more over, improves conditions of mental health.



Instructor



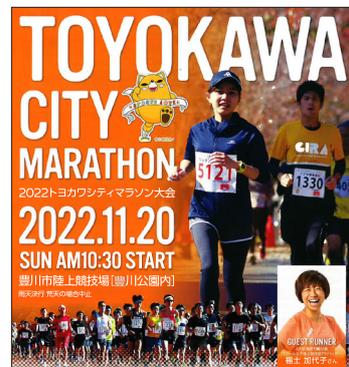
Participants

## ▶ Supporting Sports Events

We actively support local health sports events and many of our employees participate in them.

Examples of Sponsored Events

Toyokawa City Marathon



Source: Toyokawa City Marathon, Sports Division, Board of Education, Toyokawa City Hall

Relay for Life Japan in Higashimikawa



Source: Relay for Life Japan Higashimikawa

## ▶ OSG Accredited Clubs

We support sports activities to promote health and improve communication of employees. In particular, the OSG Tennis Team has won the right to participate in the Japan League for two consecutive years.



Members of OSG Tennis Team

Introducing OSG accredited clubs  
Source: "OSG World" No.463, Apr. 2022

## ▶ Education Against Harassment

OSG respects "the United Nations Guiding Principles on Business and Human Rights," and has formulated the "OSG Group Human Rights Policy," "anti-harassment regulations," and promoting initiatives to respect human rights. As part of these efforts, we hold regular harassment education sessions with the aim of creating an openness and comfortable working environment.

### OSG Group Human Rights Policy (excerpts) 3. Priority issues on human rights

As companies carry out sustainable business activities in a society with diversity, OSGs understand that the following are priority issues for human rights:

- Prohibiting human trafficking, forced labor and child labor
- Securing both mental and physical health and safety
- Prohibiting any form of prejudice and discrimination related to race, color, language, religion, thought, gender, age, disability, nationality, gender identity, sexual orientation, property ownership or employment status
- Prohibiting any form of harassment, bullying or unfair treatment
- Respecting freedom of association and the collective bargaining rights of workers
- Securing the minimum wage and managing adequate working hours
- Protecting personal information and privacy

Source: OSG's official website, Sustainability, Social Initiatives, Respect for Human Rights



At harassment education seminar

## ▶ Promoting Communication Among Employees and Their Families

Due to the impact of the Covid-19 pandemic that began in 2020, we have been forced to cancel all of our traditional events for communication among employees and their families. We will consider and implement new initiatives while monitoring the Covid-19 outbreak situation.

### Employee and family social events cancelled due to the Covid-19

- Company retreat and its subsidies
- Attendance at professional basketball game of SAN-EN NEO PHOENIX
- OSG summer festival, etc.

### Family social events that can be held even under Covid-19

- Strawberry picking  
2020: 186 people participated  
2021: 253 people participated

Events	FY2018	FY2019	FY2020	FY2021	Tendency
Company retreat (Rate)	80%	72%	Cancelled	Cancelled	
Subsidies for company retreat (¥10,000)	1,490	1,492	Cancelled	Cancelled	
Watching professional basketball games (people)	1,500	696	Cancelled	Cancelled	
Spectator event fees (¥10,000)	265	333	Cancelled	Cancelled	



Company retreat: pear picking



Watching professional basketball games



## Social Activities

# Contribution by Employees

### ▶ Blood Donation Program

In order to save the precious lives of patients in need of blood transfusions, a bus from the Japanese Red Cross Society comes to our every business site twice a year, and many employees, even under the impact of Covid-19, cooperate with the donation. We have frequently received certificate of gratitude from the Japanese Red Cross Society for our activities.



Commended the Golden Order of Merit from the Japanese Red Cross Society



Class-1 Health officer (employee) with certificate of gratitude

	FY2018	FY2019	FY2020	FY2021	Tendency
No. of blood donors	626	613	593	708	↘

### ▶ Basic Lifesaving Training Program

We invite lecturers from the local fire department periodically and offer a class for employees who wish to take the basic lifesaving training. Many employees wishes to retake the course, and we support their straightforward attitude toward life.

#### Reasons for participating in the course

- Repeating the course is very important. Otherwise, not able to use the skill in case of emergency.
- I want to be able to use the skill when colleagues collapses.
- Because I was unable to cope when a family member collapsed.
- I want to be able to use the skill during the sports activities.



At the basic lifesaving training

	FY2019	FY2020	FY2021	FY2022	Tendency
Participants	38	21	Cancelled	98	↘

### ▶ Support for Community Mass Vaccination

The health and safety staff, who had experience in workplace vaccinations, utilized the experience of prior implementing companies to provide support for more than 10,000 vaccinators, including preparation for mass vaccinations, lending of equipment, and management on the day of the third vaccination. We were able to contribute to reassurance of the community.



Supporting community mass vaccination at Toyokawa Chamber of Commerce and Industry

### ▶ Traffic Safety Patrol

All of our office site conduct traffic safety activities once a month. This helps to ensure the safety of the local community and reduce accidents.



Traffic safety patrol

## ► Fire Brigade Activities

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



Fire brigade activities

## ► Donations to Medical Institutions

Together with the labor union and group companies, we continue to regularly provide masks and other support to medical professionals who are working hard for our community.



Toyokawa City Hospital



Shinshiro Municipal Hospital



At Toyohashi-city

Jun. 2020 : Masks for medical personnel /  
Surgical masks / Medical gowns  
Jun. 2021 : Masks for medical personnel /  
Surgical masks / Medical gowns /  
Disinfectant solution / Face shield  
Feb. 2021 : Masks for medical personnel  
Aug. 2021 : Masks for medical personnel

## Safety and Health Promotion Office Newsletter 2022

In the age of VUCA\*, what is the key to pursuing well-being for employees? We believe it is not so much a matter of difficulty, but rather a sense of secureness through communication within the scope of conversation. The Covid-19 disaster has made it impossible to take things for granted, and the rapid evolution of web tools and relationships through social networking services have made it possible for us to enjoy the convenience of communication within a conversational range. While enjoying the convenience, we can also feel a sense of secureness through communication within the scope of conversation, which allows us to further expand our horizons. It may be family, friends, or colleagues. We believe creating an environment where people can work with secureness is the way for both employees and the company to enjoy well-being to the fullest. With a corporate culture that encourages people to take on challenges and a top commitment to "Beyond the Limit," we will pursue our dreams without leaving anyone behind.

## Creating a Prosperous Future and the Challenge of Coexisting with the Earth and Society

Safety and Health Promotion Secretariat

\*VUCA: an acronym describe or to reflect on the volatility, uncertainty, complexity and ambiguity of general conditions and situations.

## ► Database for Health Management

Periodic health checkups and follow-up rate: the follow-up environment is better due to the hiring of in-house public health nurses.

Periodic health checkup rate	Target	FY2018	FY2019	FY2020	FY2021	Tendency
Health checkup rate	100%	99.7%	99.8%	99.8%	99.8%	
Follow-up rate of prevalent cases	100%	61.3%	62.4%	100.0%	100.0%	
Rate of patients receiving a full medical examination	100%	6.0%	6.8%	6.2%	31.0%	
Follow-up rate of high-risk persons	100%	-	-	100.0%	100.0%	

\*Findings and high-risk follow-up rates: based on OSG's own criteria, effective from FY2020.

Prevalent treatment: proactive follow-up from public health nurses to employees has increased awareness of treatment.

Percentage of patients under prevalent treatment	FY2018	FY2019	FY2020	FY2021	Tendency
Blood pressure	9.5%	10.0%	10.3%	11.0%	
Blood glucose	3.3%	3.5%	3.9%	3.9%	
Lipid	6.7%	7.1%	7.3%	7.5%	

Drinking habits: drinking habits are on the decline due to health promotion activities.

Drinking habits	FY2018	FY2019	FY2020	FY2021	Tendency
Hardly drink	38.0%	38.4%	38.7%	42.5%	
Sometimes	39.4%	38.8%	39.3%	35.8%	
Everyday	22.0%	21.9%	21.5%	20.9%	
Less than 1 cup	27.7%	27.5%	26.2%	27.9%	
About 1 to 2 cups	24.3%	24.1%	24.3%	22.0%	
About 2 to 3 cups	9.3%	9.9%	9.6%	8.9%	
3 cups or more	3.8%	3.6%	4.0%	3.3%	

Smoking habit: smoking habit is decreasing due to anti-smoking measures. We will accelerate anti-smoking measures for the health of our employees.

	Target	FY2018	FY2019	FY2020	FY2021	Tendency
Smoking Rate	25%	34.8%	33.7%	33.1%	32.2%	

Lifestyle: skipping breakfast is increasing. We will investigate the cause and take countermeasures.

Living habit ratio	FY2018	FY2019	FY2020	FY2021	Tendency
Weight gain of 10 kg or more since age 20	30.8%	33.3%	33.7%	32.4%	
Those who skip breakfast at least 3 times a week.	14.4%	15.6%	15.8%	16.1%	
Those Who have dinner within 2 hours of bedtime at least 3 times a week	21.3%	21.3%	17.2%	17.7%	
People who inoculate snacks and/or sugary drinks in addition to breakfast, lunch, and dinner meals.	15.8%	17.6%	16.3%	17.1%	
Those who exercise for more than 30 minutes at least 2 days a week.	20.6%	18.9%	22.2%	24.3%	
Those who walk or engage in equivalent physical activity for at least 1 h/day	28.1%	26.1%	29.5%	31.2%	
Those who are well rested from sleep.	45.2%	43.8%	52.3%	48.5%	
Those who are in the process of improving their lifestyle	29.0%	29.9%	33.7%	36.0%	

Leave: we will work to reduce turnover, injury and sick leave rates, and absenteeism.

Item	Target	FY2018	FY2019	FY2020	FY2021	Tendency
Job turnover	2.0%	2.1%	2.3%	2.4%	1.8%	
Percentage of employees taking sick leave	0.45%	0.24%	0.47%	0.19%	0.46%	
Absenteeism *	2.00	2.76	1.28	2.97	1.20	

\* Absenteeism: average number of days of absenteeism and leaves of absence

## Health Literacy

The program about health literacy has been starting from this year. We will track changes over time and further improve health literacy.

Health literacy scale	FY2022
Communicative and Critical Health Literacy (CCHL)	3.26

## Work Engagement

In particular, it is assumed that the increased burden on workplaces due to the increased absenteeism of the Covid-19 has an impact. Therefore, we believe that measures to reduce the burden on workplaces and employees are also necessary. We will continue to conduct surveys as well as follow-ups.

Work engagement (UWES scales)	FY2022
Vitality	3.08
Enthusiasm	3.58
Immersion	3.10
Average	3.25

## Presenteeism

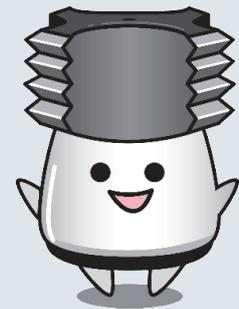
Although the trend is good, we will implement effective measures including work engagement, stress checks, etc.

	FY2022
Presenteeism (*Todai 1-item version)	86.3

## Challenges for FY2023

We will continue to change the awareness and behavior of each employee regarding to health and safety, health, mind and body. In response to the rapidly changing environment, we will analyze information obtained from our employees in a composite manner, revise our strategic map in a better direction, and conduct a survey of health literacy and safety awareness before and after the start of various measures, in order to link them to the measures we implement.

## Introducing OSG's Official Brand Mascot, "Tap-kun"



Tap-kun is mascot loved not only in Japan but also in the manufacturing industry overseas. Even those who do not know anything about the manufacturing industry will find Tap-kun a heartwarming character. He is very busy appearing at events and even becoming a model to be dawned on a manhole. Tap-kun brings smiles to many people, both inside and outside the company and regardless of nationality.



OSG's mascot and story behind its birth (Japanese only) >>