



Various Events and Initiatives to Encourage Active Communication

Communication events

All of these photos were taken before the COVID-19 pandemic.



Ultimate Experience Sports Event

Employees
40
participants



In-house café increases opportunities for interactions



Let's have fun together and get healthy!

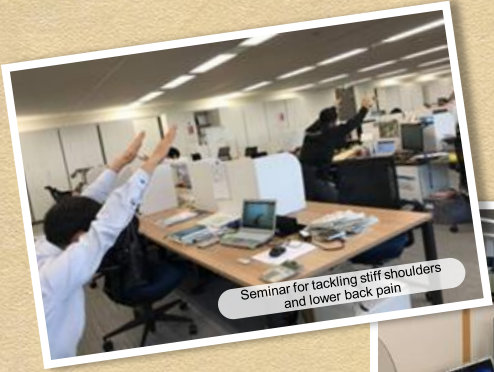
External walking event

Employees and their families
60
participants




Measures to Address Presenteeism

Measures to address presenteeism




Seminar for tackling stiff shoulders and lower back pain

Beverages which boost immunity are provided for free!



Measures to tackle colds and allergic rhinitis



Seminar for addressing eyestrain

Other measures

- Full-scale introduction of low blue light monitors (as a countermeasure against ophthalmologic diseases)
- Offering balance balls, health appliances, and books to reduce the lower back pain, ruptured disks, and sciatica experienced by employees (as a measure to address muscle disorders/lower back pain)
- Installing air purifiers and humidifiers (as a measure to address asthma and infectious diseases)



Others

Other activities for employees

- Creating a handbook regarding Health and Productivity Management to indicate the purposes of Health and Productivity Management, commitments, and the array of measures and programs
- The health insurance association's provision of a health portal site for individuals

Programs for Emergencies

- Sympathy money to be paid in the event of death or impairment
- Scholarship program for children (When an employee has died or left the company due to a severe impairment, a scholarship is granted to the employee's children until they finish university education.)
- Provision of travel expenses for attending funerals