

Mitsubishi Tanabe Pharma Group Fiscal 2023 Results

Domain	Indicators	Fiscal 2022 Results	Fiscal 2023 Results	Fiscal 2023 Target
Periodic health checkup	Periodic health checkup ratio	99.9%	100.0%	100%
	Thorough checkup ratio	90.6%	77.7%	100%
	Ratio of hypertension found	9.5%	10.0%	Less than 9.5%
	Ratio of blood sugar abnormalities found	15.6%	15.8%	Less than 15.6%
	Ratio of lipid abnormalities found	18.3%	18.0%	Less than 18.3%
	Ratio of liver function abnormalities found	13.1%	11.3%	Less than 13.1%
Measures against lifestyle diseases	Ratio of maintenance of appropriate weight (BMI 18.5-24.9)	Men: 67.4% Women: 8.3%	Men: 67.8% Women: 68.2%	Men: 67.4% Women: 8.3%
	Smoking rate	8.4%	9.7%	5.0%
	Exercise habits *Ratio of people who exercise twice a week for at least 30 minutes each time	Men: 30.7% Women: 18.5%	Men: 31.8% Women: 17.7%	Men: 30.7% or more Women: 18.5% or more
	Eating habits	Ratio of people who skip breakfast three or more times per week		Ratio of people who skip breakfast three or more times per week Less than 21.7%
		21.7%	21.5%	
		Ratio of people who eat two hours before going to bed		
	25.3%	25.7%		
Alcohol drinking habits Heavy drinkers (those who imbibe more than three measures of alcohol per day)	4.3%	5.4%	Less than 4.3%	

Domain	Indicators	Fiscal 2022 Results	Fiscal 2023 Results	Fiscal 2023 Target
Measures for mental health	Ratio of people undergoing stress checks	98.7%	99.0%	98.7% or more
	Ratio of people with high stress levels	6.3%	6.9%	Less than 6.3%
Women's health management	Ratio with anemia	Women: 4.0%	Women: 4.0%	Less than 4.0%
	Ratio of underweight people (BMI less than 18.5%)	16.5%	16.5%	Less than 16.5%
	Cancer screening ratio**	Breast cancer:86.9% Uterine cancer: 74.4%	Breast cancer:87.5% Uterine cancer: 77.1%	75.0% 75.0%
Health literacy	Cancer e-learning training	96.2%	Carried out as part of infectious diseases e-learning training	100%
	Mental health e-learning training	97.7%	Self-care training: 97.3% Line-care training: 97.6%	
	Infection diseases e-learning training	96.1%	96.5%	
Measures against infectious diseases	Ratio of people taking additional measures against rubella	77.8%	— (Not implemented in fiscal 2023)	100%
	Influenza vaccination rate**	65.6%	67.7%	—
Presenteeism	Ratio of people with stiff necks/shoulders	44.4%	43.2%	Less than 44.4
	Ratio of people who are well-rested with sleep	73.7%	72.2%	73.7% or more
Absenteeism	Absenteeism	Long-term absences due to mental health issues 32 (0.69%) Long-term absences for reasons other than mental health 19 (0.41%)	Long-term absences due to mental health issues 35 (0.81%) Long-term absences for reasons other than mental health 14 (0.32%)	Long-term absences due to mental health issues Less than 0.80%* Long-term absences for reasons other than mental health Less than 0.41%

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Work engagement	Work engagement index	52.6	52.7	52.6 or more
Collaborative health	Ratio of people who received special guidance on health	75.8%	80.9%	65.0%
	Cancer screening ratio**	Colorectal cancer: 87.9% Stomach cancer: 79.8% Lung cancer: 100%	Colorectal cancer:92.0% Stomach cancer:89.5% Lung cancer: 99.8%	75.0% 75.0% 75.0%
	Walking campaign participation rate**	32.0%	First half of fiscal year: 27.8% Last half of fiscal year:26.2%	–
Switchover from regular health check-ups to physical checkups	Percentage of employees receiving physical examinations in place of periodic health checkups**	89.7%	92.5%	89.7% or more

* Set based on an average incidence of long-term absences due to mental health issues in offices with 1,000 or more employees of 0.8% (Ministry of Health, Labour and Welfare)

** Conducted as a collaborative effort with the health insurance association. Cancer screening participation rate is the actual value for fiscal 2021-2022. Lung cancer checks aggregated from numbers of people undergoing chest X-rays or CT scans.