

## Human Resources

# Building a Fulfilling Workplace Environment

We are working to ensure that one of the Company's most precious resources (our people) can make the most of their talents and participate fully, through initiatives on health support and work-style reforms.

## Health support initiatives

Mitsubishi Tanabe Pharma Corporation has worked to understand and address the decline in physical activity by employees following the sudden increase in teleworking and restrictions on movement brought about by the pandemic. For teleworkers who are experiencing lower back pain, shoulder problems, or VDT symptoms,\* we have provided an app-based program to help with back and shoulder problems and have run online training sessions and private consultations on how to improve home working environments. Our workers have been particularly satisfied with the app for back and shoulder problems, with participants in private consultations giving a satisfaction rating of 4.7 out of five points and the data showing a reduction in the number of symptoms logged after app use.

Taiyo Nippon Sanso Corporation, a member of the Nippon Sanso Holdings Group, is offering health measurement sessions, health news, and health webinars to raise awareness among employees of health matters and prevention of lifestyle disease. The company has also distributed wearable devices that visualize exercise habits and sleep patterns and connect with a health management system to allow analysis of this information alongside previous health check-up data.

As a result, the percentage of employees engaging in regular exercise has risen from 25.5% to 30.6%. Because these programs are implemented each year, employees can compare their health with previous years and obtain a detailed understanding of their physical health status today.

These health initiatives have been a contributing factor in Nippon Kenko Kaigi's ranking of Mitsubishi Tanabe Pharma and Taiyo Nippon Sanso as among the top 500 large enterprises ("White 500") recognized under the Outstanding Enterprise in Health and Productivity Management Certification System, run by the Ministry of Economy, Trade and Industry (METI).

Going forward, we aim to implement more programs to maintain and improve employee health to support better performance by individual employees and create a more dynamic organization.

\* Symptoms caused by physical issues arising from long hours spent working at visual display terminals (VDTs) on PCs and other devices.



## Programs to support new work styles

One of the many changes thrust upon us by the pandemic was the rapid diversification of work styles. In response, we have initiated a cross-departmental operational reform project to promote switching to paperless procedures, use of digital tools, and more efficient, improved operational processes. This project has also implemented proposals to create comfortable work environments at home or in satellite offices as well as introduce new electronic approval systems, thereby providing further support for teleworking.

We have also consolidated our sites near the Tokyo Head Office and changed office layouts to suit the new work styles. Using the concept of activity-based working (ABW), we have introduced a free addressing system for our office spaces so that

employees can select where they work depending on what they need to do that day. By combining this free addressing office system with work from home (WFH) and satellite offices, we aim to achieve work styles that allow employees to choose more effective time slots and locations for their work and be self-directed in how they manage their work-life balance.



New Head Office layout to promote ABW

## New office concept

