

Health checkups are mandatory for both workers and employers.

Industrial Safety and Health Act, Article 66 (Excerpt)

Employers must provide workers with medical examinations by a physician, as prescribed by the Ordinance of the Ministry of Health, Labour and Welfare.
Workers must undergo the medical examinations provided by the employer.

Workers

Have an obligation to undergo health checkups and protect their own health.

→ **Duty of self-care**



Employers

Must take employment measures (adjusting working conditions according to health status) based on the opinions of physicians or other medical professionals who have reviewed the health checkup results. → **Duty of care for safety**

Legal Basis

Duty of Self-Care (Employee's Obligation)

The obligation of employees to maintain a state of health that allows them to perform their work duties. (Industrial Safety and Health Act: Article 66, Paragraph 5; Article 66-7, Paragraph 2; Article 69, Paragraph 2)

Duty of Care for Safety (Company's Obligation)

The obligation of the company to ensure a work environment where employees can work safely. (Labor Contracts Act: Article 5)



Understand your test results correctly and use them for the early detection and prevention of illnesses!

The true value of a health checkup lies in finding and addressing abnormalities before you experience any subjective symptoms.

If an abnormality is found, do not ignore it—make sure to undergo a follow-up examination.



What happens if you refuse a health checkup??

You may face penalties, pay cuts, or disciplinary dismissal, as it can be judged as an inability to comply with company rules.

It may negatively affect your workers' compensation certification in the event of a work-related injury or accident.

Regular Health Check-up Items

Regular Health Check-up (Article 44 of the Industrial Safety and Health Act)

- 1 Survey of medical history and occupational history
- 2 Examination for the presence of subjective and objective symptoms
- 3 Examination of height^(*), weight, waist circumference^(*), vision, and hearing
- 4 Chest X-ray examination^(*) and sputum examination^(*)
- 5 Blood pressure measurement
- 6 Anemia test (hemoglobin and red blood cell count)^(*)
- 7 Liver function test (GOT, GPT, γ-GTP)^(*)
- 8 Blood lipid test (LDL cholesterol, HDL cholesterol, serum triglycerides)^(*)
- 9 Blood glucose test^(*)
- 10 Urinalysis (examination for the presence of sugar and protein in urine)
- 11 Electrocardiogram (ECG) examination^(*)

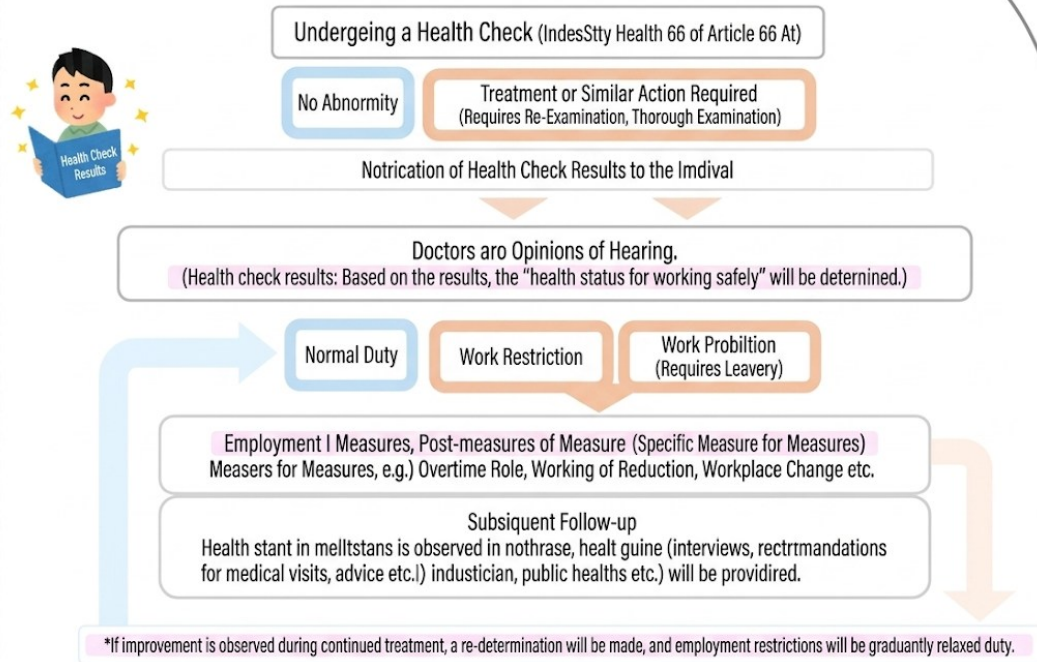
Item	Persons for Whom Health Examination Items on the Left Can Be Omitted When Deemed Unnecessary by a Doctor
Height	Persons aged 20 and older
Abdominal Circumference	1. Persons under 40 (excluding age 35) 2. Pregnant women or other individuals diagnosed that their abdominal circumference does not reflect visceral fat accumulation 3. Persons with a BMI under 20 (BMI (Body Mass Index) = Weight (kg) / Height (m) ²) 4. Persons with a BMI under 22 who have measured and declared their abdominal circumference value
Chest X-ray Examination	Persons under 40 who do not meet any of the following conditions 1. Persons at 5-year milestone ages (20, 25, 30, and 35) 2. Persons working at facilities, etc., designated for regular tuberculosis screening under the Infectious Disease Control Act 3. Persons subject to triennial pneumoconiosis examinations under the Pneumoconiosis Act
Sputum Examination	1. Persons whose chest X-ray examination was omitted 2. Persons with no lesions detected by chest X-ray, or diagnosed with no risk of tuberculosis onset by chest X-ray
Anemia Test, Liver Function Test, Blood Lipid Test, Blood Glucose Test, Electrocardiogram Test	Persons under 35 and persons aged 36–39



Starting in April 2026, the evaluation criteria for comprehensive health checkups have become stricter, and a lower limit for fasting blood sugar levels has been added. Make sure you compare them with last year's results and review your health checkup report carefully, alright?

About Periodic Health Checkups, Specific Health Checkups, and Specific Health Guidance

~Health Check Result of Thamisten to Submitted After the Flow~



Work restrictions will continue until a re-determination permits returning to normal duty. For both your body and your work, let's undergo a re-examination as soon as possible.

Regarding the Criteria for Omitting Items in Periodic Health Examinations

Based on the respective criteria, items may be omitted if a doctor deems them unnecessary.
*1 "If a doctor deems them unnecessary" means that "the doctor makes a comprehensive judgment by taking into consideration factors such as symptoms and medical history." Therefore, please keep in mind that omissions are not determined mechanically based on age or similar factors.
*2 The "doctor" mentioned here refers to the "examining doctor at the time of the health checkup (confirmed by the Labor Standards Inspection Office)."

Health Bulletin

What is a Specific Health Checkup: It is conducted based on the "Act on Assurance of Medical Care for Elderly People." To prevent lifestyle-related diseases, health checkups focusing on metabolic syndrome are provided for eligible individuals (aged 40 to 74).



What is Specific Health Guidance: Specialized staff (such as public health nurses and registered dietitians) provide support for reviewing lifestyle habits to individuals who are at high risk of developing lifestyle-related diseases and are expected to significantly benefit from the preventive effects of lifestyle improvements.

Eligible Individuals for Specific Health Guidance: Depending on the level of risk, there are two types of support available: "Motivational Support" and "Active Support."

Waist Circumference	Additional Risky			Smoking	Target Population	
	①Blood	②Lipids	③Blood		40-64 years old	65-74 years old
85cm or more (Men)	2 or more			-	Aggressive Support	Motivational Support
90cm or more (Women)	1 or more			Yes		
Otherwise, BMI 25 or more	3 items			-	Aggressive Support	Motivational Support
	2 items			Yes		
	1 item			No		

①Blood Pres : Systolic BP 130mmHg or more, or Diastolic BP 85mmHg or more
 ②Lipids : Fasting Triglycerides 150mg/dL or more, or HDL Cholesterol 40mg/dL 未満
 ③Glucose : Fasting Blood Glucose 100mg/dL or more, or HbA1c 5.6% or more

~ Process Flow for Specific Health Guidance ~

Motivational Support

Support is provided to motivate eligible individuals to become aware of their own health condition, reflect on their daily habits, and set an action plan for lifestyle improvement. The goal is to encourage them to immediately put this plan into practice and sustain these new habits.

Active Support:

In addition to the elements of "Motivational Support," this program provides regular and ongoing assistance. It aims to help individuals set behavioral goals for lifestyle improvement and support them as they take action to achieve those goals, with the ultimate objective of ensuring these healthy habits are sustained over the long term.

Initial Interview

Through interview-based support from a public health nurse or other specialist, the individual reflects on their own lifestyle habits and establishes specific behavioral goals.

Ongoing Support (3 Months or More)

Under the guidance of a public health nurse or other specialists, the individual works on specific actions to achieve their goals.
Habit Formation: Keeping a record of weight and waist circumference measurements.
Dietary Habits: Maintaining a meal log and participating in nutrition classes.
Exercise: Engaging in regular walking.

3-Month Evaluation by a Public Health Nurse or Other Specialist

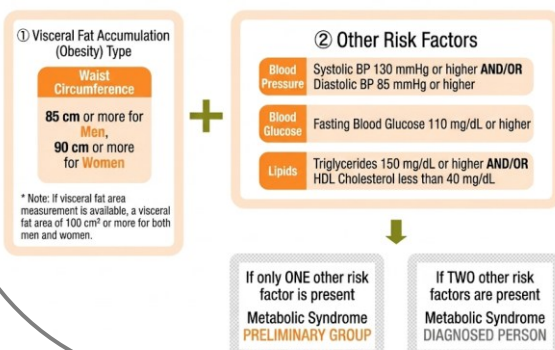
Evaluation based on health checkup results for the following fiscal year

What is Metabolic Syndrome?

It refers to a condition where visceral obesity is combined with high blood pressure, high blood sugar, and abnormal lipid metabolism. This combination accelerates arteriosclerosis (hardening of the arteries), making a person more susceptible to heart disease, stroke, and other related conditions.



Diagnostic Criteria for Metabolic Syndrome



Weight loss and the correction of obesity are recommended to improve high blood sugar, abnormal lipid levels, and high blood pressure, as well as to prevent these conditions from worsening. It is said that even a modest weight loss of 3% to 4% can improve abnormal test results.

Drastic dieting leads to weight regain (rebounding). Let's start by improving your lifestyle habits first.



Benefits of Participating in Specific Health Guidance

- Gain a clear understanding of your own health status.
- Receive personalized advice tailored to your current health condition based on your checkup results.
- Prevent diseases, which helps you maintain a healthy and vibrant lifestyle for years to come.



If you qualify for Specific Health Guidance, please view it as an opportunity to reassess your lifestyle habits and make the most of the support provided.

Let's prevent metabolic syndrome.

Exercise

Make exercise a habit in your daily life. It is recommended to aim for at least 60 minutes of activity or approximately 8,000 steps per day.

Dietary Habits

Eat three well-balanced meals a day. Be mindful of your calorie intake, and ensure that snacks and alcohol are consumed in moderation.

Quitting Smoking

Smoking is a factor that accelerates arteriosclerosis and is a cause of various diseases. Utilizing a smoking cessation clinic is also an effective option.

