



Komatsu Health & Well-Being Report 2025

コマツ健康白書 2025



Greetings



Komatsu: Creating a Brighter Future for People Worldwide Driven by Our Employees' Well-Being

Komatsu
President & CEO

Takuya IMAYOSHI

At Komatsu, our mission is to enrich lives around the world through sustainable solutions in construction and mining equipment, and industrial machinery businesses. In order to achieve this, it is essential to create an environment in which each and every employee can work in good physical and mental health and with cheerfulness and enthusiasm. That is why health and safety are our highest priorities across all business activities. Komatsu, together with the Komatsu Health Insurance Association, the Labor Union and Health Promotion Center, is committed to supporting employees' health.

This approach is important globally, too. Cultures may differ, but the universal value of "well-being at work" is shared everywhere. Learning from each country's measures will create even healthier environments.

Komatsu will continue to work together with all stakeholders to create a sustainable future where people, businesses, and our planet thrive together.



Komatsu
General Manager,
Health Promotion Center

Masayoshi IDA

Since 2014, the Komatsu Group has been promoting the Health Promotion Plan by forming teams to address key issues and carrying out a wide range of activities, such as health education and voluntary health screenings beyond statutory requirements.

For these efforts to succeed, it is vital that health information be effectively communicated and raise employees' awareness. The "Komatsu Health & Well-Being Report" outlines the company's health challenges and their contributing factors, measures, and results, providing employees with useful information for improving their health.

Health is the foundation for an active and enjoyable life. It's not uncommon to hear people say that their retirement dreams have become harder to achieve due to poor health. We encourage employees to develop health literacy, adopt healthy habits, and enhance their well-being for a brighter future. We hope they will live healthy and comfortable lives that shine beautifully-both physically and mentally.

Komatsu's Mission

Our Purpose

Creating value through manufacturing and technology innovation to empower a sustainable future where people, businesses, and our planet thrive together.



Our vision can only be realized when all employees are healthy in both mind and body and able to work in a positive and vibrant environment.

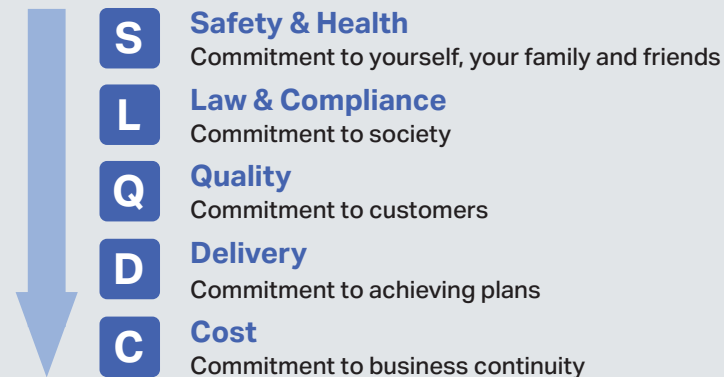
**For society, our company, our employees, and their families,
Komatsu makes "Health and Safety" its top priority.**

One of Komatsu's most important business themes is "SLQDC," with safety and health always coming first.

The President's message on health and safety is shared not only within the Komatsu Group but also with our business partners and external stakeholders.

Priorities in Komatsu's Business Activities:

The Komatsu Group Decision-making priority



Prioritizing safety & health above all else.

Komatsu's Mission

Occupational Health and Safety Message

1. The Komatsu Group shall comply with the SLQDC's (Safety, Law, Quality, Delivery, Cost) priorities, first of all to "ensure a safe and secure work environment for employees" as well as to "maintain and promote the health of employees.
2. The Komatsu Group shall promote "proactive occupational health and safety activities" in order for all employees to achieve the above conditions by working together as one team.
3. The Komatsu Group shall proactively strengthen occupational health and safety efforts not only within the Komatsu Group but also at our partners, such as customers, distributors and suppliers.
4. Every individual in a management position within the Komatsu Group must recognize the above-mentioned three matters as their highest priority tasks and take the lead in executing daily responsibilities accordingly.

Personnel who oversee occupational health and safety as well as all other employees are requested to promote specific activities based on the above message, while applying the following guidelines.

- (1) Fully understand and comply with the laws and regulations concerning occupational safety and health (including notices, guidelines, administrative notices and guidance) as well as internal regulations and rules (15 items of basic safe work, work standards and safety lessons learned) and promptly respond to any problems.
- (2) Respond to problems through fact finding activities with all employees. To accomplish the above task, management and the labor unions are expected to work together and further improve communications.
- (3) Eliminate risks on site by ensuring the health and safety management system functions (acquisition of ISO 45001 in principle) to prevent incidents such as labor related injuries and fires. Regarding natural disasters, we will do our utmost to minimize damage.
- (4) To establish a comfortable and engaging work environment that promotes the mental and physical well-being of employees.



日本語



English

April 1, 2025

Takuya Imayoshi
President and CEO, Komatsu Ltd.

KOMATSU

Basic Policy on Health, Safety, and Well-Being

In 2011, based on the President's Message on Health and Safety, Komatsu established a company-wide policy to maintain and promote employees' health and to ensure safe and secure workplaces. All employees work together to advance health, well-being, and safety measures.

To further strengthen these efforts, Komatsu's President announced a "**Health Declaration**" in 2014, and this commitment was reaffirmed by President Takuya Imayoshi upon his appointment in 2025.

Komatsu Health Declaration

We support the daily 'health promotion' of our employees working with in the Komatsu group, and we are committed to providing a workplace environment where everyone can live a healthy, vibrant life, both mentally and physically.



April 1, 2025
Takuya Imayoshi
President and CEO, Komatsu Ltd.

A handwritten signature in black ink, appearing to read 'T. Imayoshi', is placed next to the printed name and title.

KOMATSU

Basic Policy on Health, Safety, and Well-Being

Occupational Health & Safety policy

Management and employees of Komatsu companies will collaboratively promote health and safety management activities to realize a safe and secure work environment in accordance with the following policies.

1. **Observe the laws and regulations concerning occupational health and safety as well as internal rules, key items common to the Komatsu Group about occupational health and safety, and particularly items agreed as a result of labor-management consultations in each workplace.**
2. **Set up targets for activities based on occupational health and safety policies, review their progress, and endeavor to continuously improve and enhance occupational health and safety activities.**
3. **Carry out occupational health and safety activities in management and labor partnership on a full participation basis and keep good communication with stakeholders with regard to occupational health and safety .**
4. **Identify and evaluate the risk for occupational health and safety of a workplace and take appropriate actions accordingly.**
5. **Actively promote employees' healthcare management and support the maintenance and promotion of employees' health.**
6. **Actively promote education, training and qualification acquisition necessary for employees' occupational health and safety activities, and endeavor to develop human resources for safely carrying out their responsibilities in the workplace.**
7. **Subject to appropriate protection of personal information, publicly offer the knowledge and information about occupational health and safety activities obtained through the business activities in order to secure health and safety in society.**



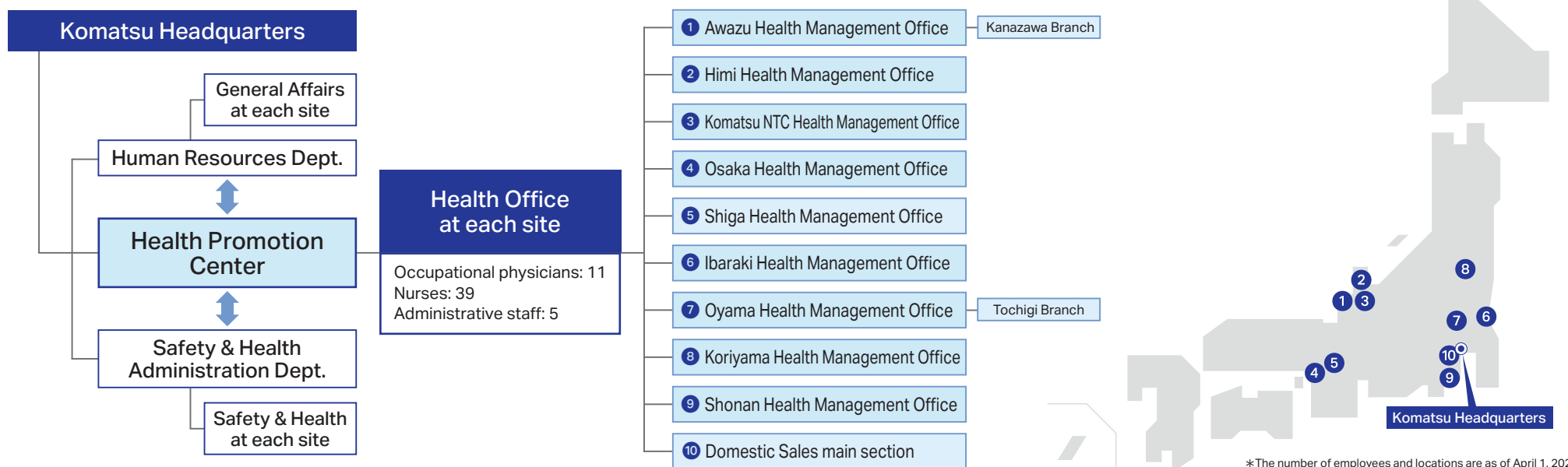
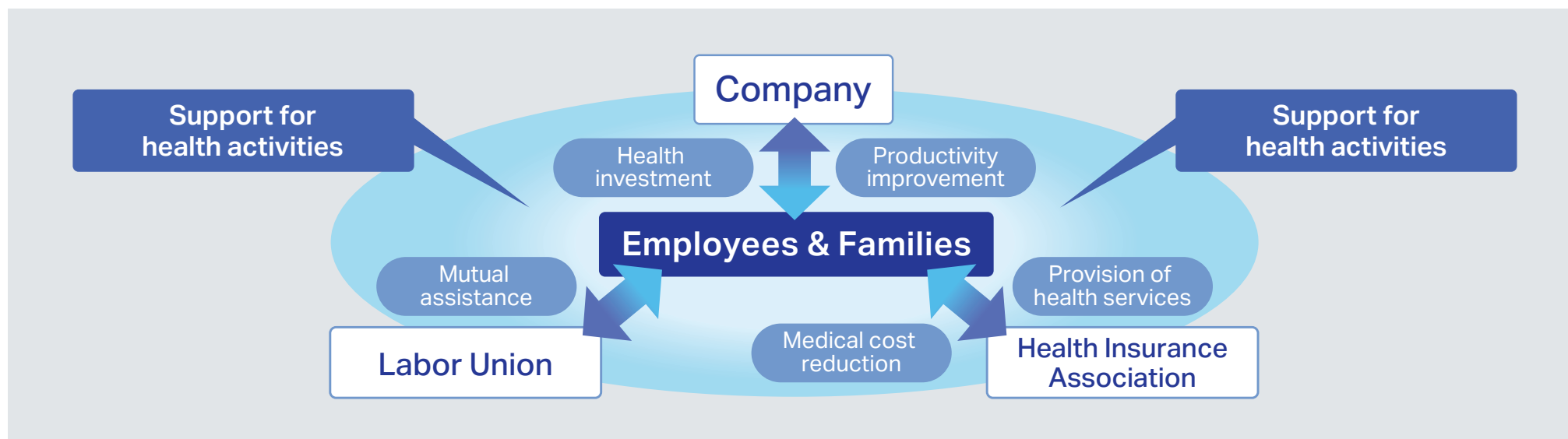
日本語



English

KOMATSU

Komatsu Group's Health Promotion System



*The number of employees and locations are as of April 1, 2025.

"Collabo Health": Health Insurance Association-Company Collaboration

What is "Collabo Health" ?

"Collabo Health" refers to joint health promotion by a health insurance association and a company to support employees' health. The Komatsu Health Insurance Association and Komatsu Ltd. cooperate on many health programs.

▶ Examples of programs include:

KHP100 (Komatsu Health Promotion 100)

"Pep Up" (an online health portal for checking health status)

Brain screening (Brain Dock), Health-up seminars, Smoking-cessation support, etc. (Details: see "Specific measures," from p10 onward)

Visualization of Health Data

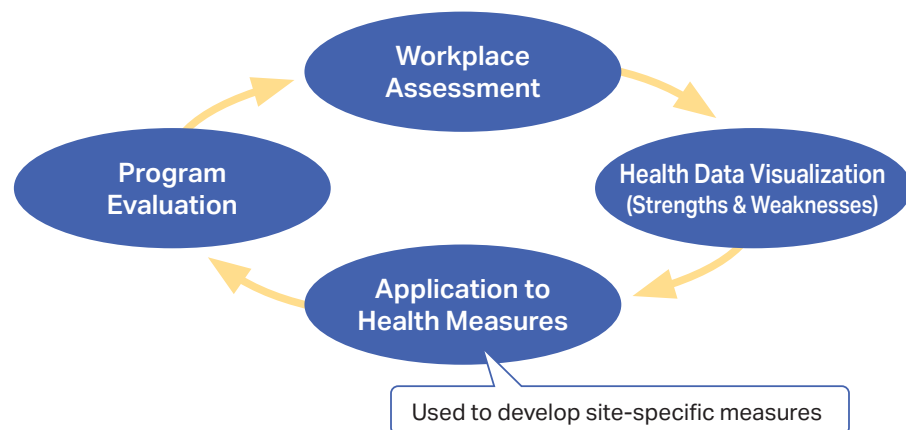
The Health Insurance Association analyzes insurance claims data ("receipts"), checkup results, and health questionnaires to visualize each employee's health status.

▶ Visualization of each individual's health status

Each person receives feedback on Health Age and advice ("Yu-yu Self-Check").

▶ Visualization of health data by business site

① Breakdown of medical expenses ② Summary of health checkup results ③ Lifestyle habits, etc. (office-level health reports)



Meetings Related to Health Promotion

Reporting on and discussing health promotion at the Board of Directors Meeting (annually)

[Content] Reports on the status of health promotion measures and exchanges of opinions

Central Safety and Health Committee (twice a year)

[Members] Top management, Plant General Affairs Managers, Labor Union, Safety & Health Promotion Dept., Health Promotion Center, etc.
[Content] Reports and discusses health-related activities and measures.

Group Safety and Health Committee (twice a year)

[Members] Top management, General Affairs Managers of group companies, Group Company Labor Union, Safety & Health Promotion Dept., Health Promotion Center, etc.
[Content] Reports and discusses health-related activities and measures.

Health Promotion Committee (once a year)

[Members] Chairperson (HR General Manager), Health Insurance Association Committee Members (General Affairs Managers, Labor Union), Health Promotion Center, Health Insurance Association
[Content] Shares health-related issues and develops programs to improve the health of employees and their families.

Midterm Health Promotion Plan Meeting (twice a year)

[Members] External consultants, Top management, HR Dept., Safety & Health Promotion Dept., Labor Union, Health Insurance Association, Health Promotion Center
[Content] Reviews and approves health measures proposed by each team for the midterm plan.

Health Promotion Conference (twice a year)

[Members] External consultants, Top management, HR Dept., Safety & Health Promotion Dept., Labor Union, Health Insurance Association, Health Promotion Center
[Content] Shares and discusses common health-related issues across sites and confirms activity policies and directions.

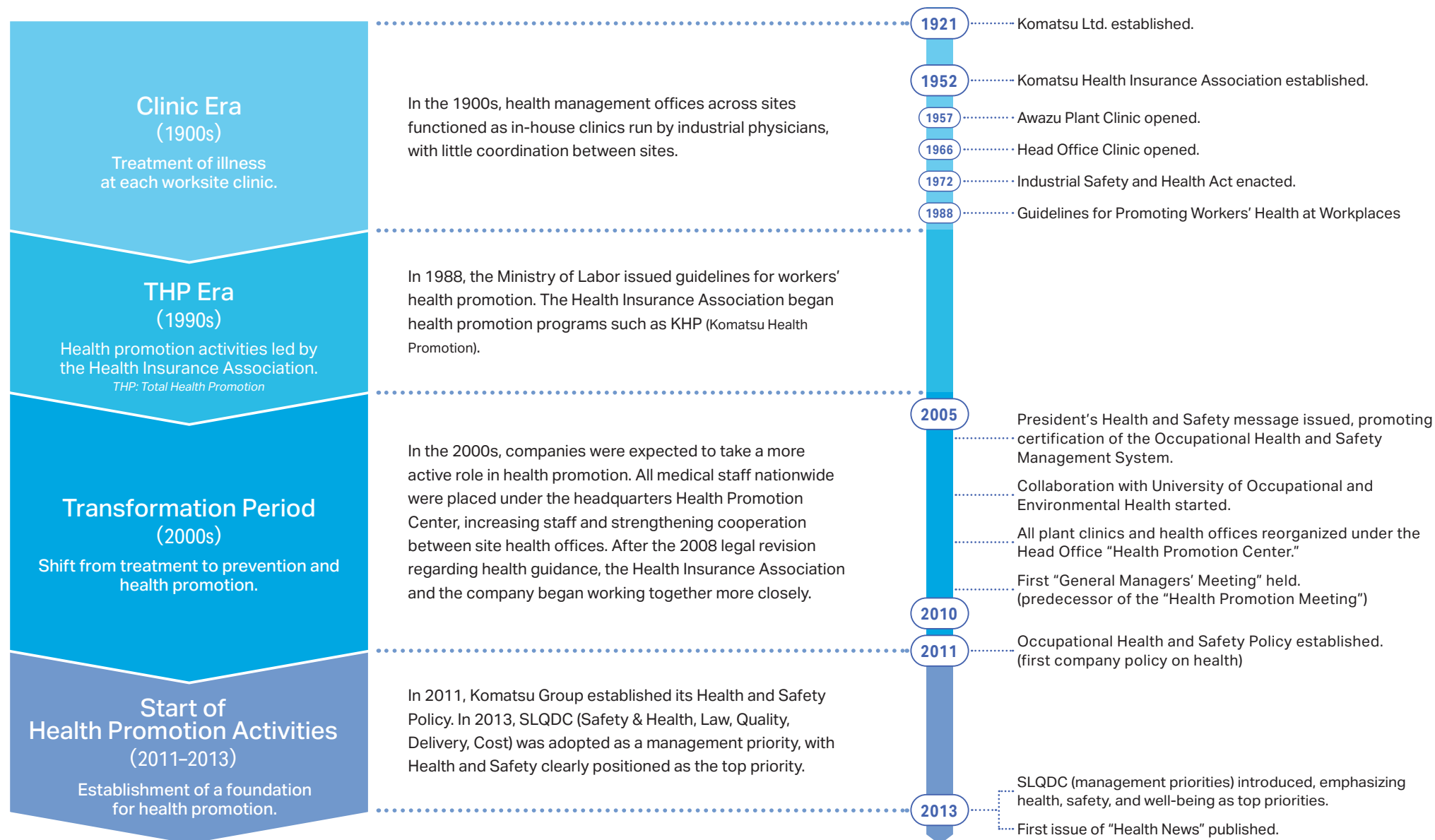
Occupational Physician Meeting (monthly)

[Members] Occupational physicians from all sites
[Content] Shares information and discusses health-promotion activities and overall health measures at each site.

Liaison Meeting for Nurses (about six times a year)

[Members] Nursing staff from all sites
[Content] Shares information and holds group discussions on specific themes.

History of Health Promotion

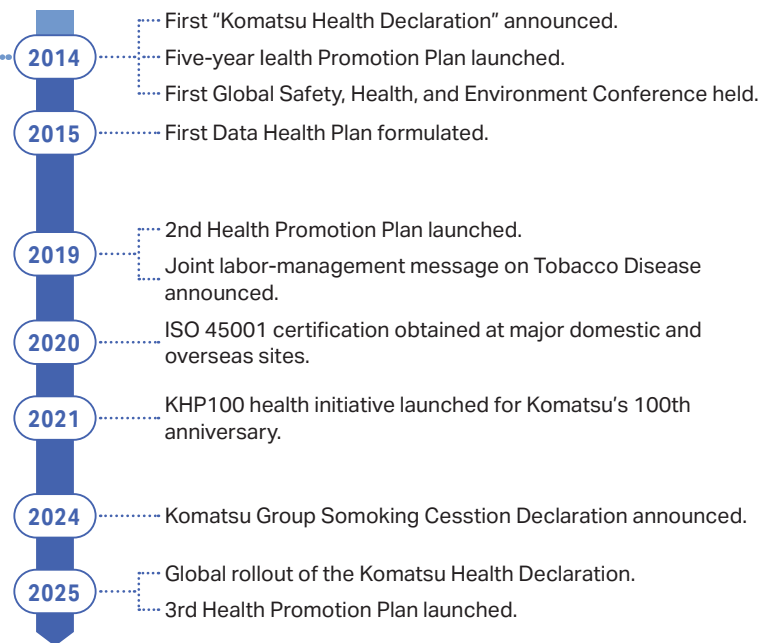


History of Health Promotion

Full-fledged start of the Health Promotion Plan (2014~)

Aiming to Foster a "Health Culture"

- In 2014, Komatsu announced the "Komatsu Health Declaration" and launched its first five-year Health Promotion Plan, marking the start of full-scale health measures. This plan aims to create a "health culture" based on the idea that employees need to develop health literacy—the ability to manage their own health and support the health of colleagues—not only during employment but also after retirement, rather than simply being managed by others.
- Since 2019, these plans have been revised every three years to align with Komatsu's midterm business plan, including reorganizing specialist teams as needed.
- As a result of these measures, employees' health literacy has improved, employee mortality has decreased, and better support systems for health at smaller sites have been developed, demonstrating clear positive outcomes.



◆ Health Promotion Plan

FY2014–2018: 1st Health Promotion Plan (5 years)

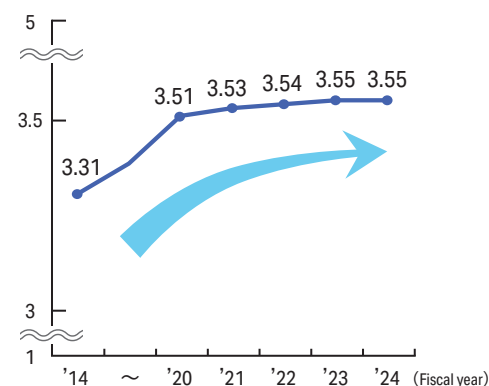
FY2019–2021: 2nd Health Promotion Plan (1st Half) – KHP100*

FY2022–2024: 2nd Health Promotion Plan (2nd Half)

FY2025–2027: 3rd Health Promotion Plan (1st Half)

*See KHP100 p.15.

◆ Trends in Employee Health Literacy



* Communicative and Critical Health Literacy Scale: Numerical values are calculated from the average score of 5 points out of 5 for the 5 questions of the questionnaire (①information gathering, ②information selection, ③comprehension and communication, ④Judgment of reliability, ⑤Planning and action)

Results of the 2nd Health Promotion Plan (2nd Half)

[Goal of 2nd Health Promotion Plan (2nd Half)]
To create an environment that encourages natural healthy behavior.

In the 2nd Health Promotion Plan (FY2022–2024), the goal is to create an environment where healthy behaviors come naturally. New measures include a smoke-free campus, ICT tools, healthy meal options, and expanded Brain Dock, strengthening support for employees' health throughout their lives.

Item		Evaluation Indicators	Results		
			FY2022	FY2023	FY2024 [Target Value]
Important Indicator	Improving Health Literacy	Health Literacy Scale	3.54	3.55	3.55 [3.7 or higher]
	Measures Against Cancer and Lifestyle-Related Diseases →See p.13	Percentage of employees who underwent regular health checkups	100%	100%	100%
		Reference: Percentage of secondary examinations	98.5%	98.2%	97.3% [100%]
		Milestone Dock consultation rate	88.2%	84.4%	86.3% [>95%]
		Percentage of women undergoing cancer screening	56.9%	58.2%	56.6% [80% or more]
		Reference: Percentage of people who underwent Brain Dock	77.2%	70.4%	75.8%
	Measures Against Tobacco Disease →See p.14	Smoking rate	28.4%	28.5%	26.1% [Less than the national average of 16.7%]
	Promotion of Lifestyle Improvement →See p.15	Health Behavior Competency* Percentage of employees *Ability to practice healthy behaviors on their own (improvement and maintenance of habits such as appropriate diet and exercise)	52.7%	53.8%	54.7% [60% or more]
Mental Health Measures →See p.17		Response rate to recommendation of interviews with high-stress employees	99.0%	97.7%	99.4%
		Reference: Stress check implementation rate	99.1%	98.6%	99.0%
		Response rate to high-stress workplaces	97.0%	100%	100%
Absenteeism		Number of days taken due to mental health problems (average number of days off work per employee/year)	1.28 days/year	1.52 days/year	1.59 days/year
Presenteeism		Poor work performance due to illness or injury (Evaluate your work over the past four weeks based on 100% of the work you can do when you are not sick or injured. Presenteeism = 100 - average of all employees)	9.9%	14.8%	15.2%
Work Engagement		"I feel energized when I work" and "I feel proud of my work"	34.9%・65.6%	35.6%・66.7%	36.1%・67.0%

*Target : Approximately 20,000 employees of the Komatsu Group in Japan

Specific Measures: Body ① — Early Detection and Early Treatment: Brain Dock —

Health Checkup

The participation rate has been **100%** each year. The secondary screening rate remains **over 90%**. We are working to reduce untreated cases.

	For Lifestyle-Related Diseases: No Medical Visit (Untreated)				Visiting the Hospital for Lifestyle-Related Diseases (Treated)		
	Normal Group	Unhealthy Group	Patient Reserve Group	Treatment Neglect Group	Lifestyle-Related Diseases	Severe Group	Reduced Life Function Group
FY2021	25.8%	24.3%	22.1%	2.6%	19.0%	6.0%	0.3%
FY2022	26.3%	23.8%	20.7%	2.5%	19.9%	6.5%	0.3%
FY2023	25.4%	23.1%	20.9%	2.4%	20.8%	7.0%	0.4%
Other Health Insurance Association* FY2023	22.7%	23.8%	21.8%	4.8%	19.8%	6.8%	0.4%

*Data from approximately 4.96 million members of JMDC 230 health insurance societies (insured persons) is used.

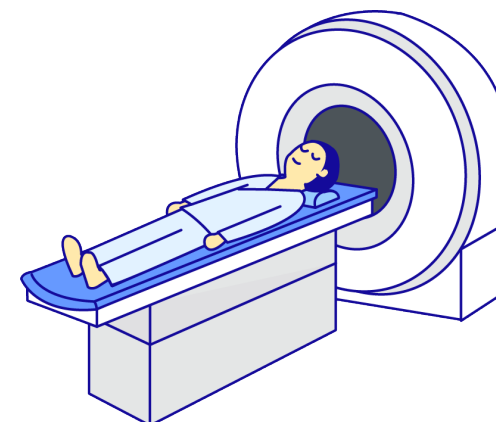
Brain Dock

Since FY2021, Komatsu Group has introduced brain screening (Brain Dock) as a new initiative.

At age 40, employees receive a head MRI to help prevent life-threatening subarachnoid hemorrhage.

From 2021–2023, **unruptured cerebral aneurysms**, which can cause subarachnoid hemorrhage, were found in 13 employees (**0.1%**), all of whom received treatment and avoided rupture. Another 98 employees are under observation. These figures are similar to the national average in Japan.

Additionally, other brain conditions were found in 193 employees, with 20 receiving treatment.

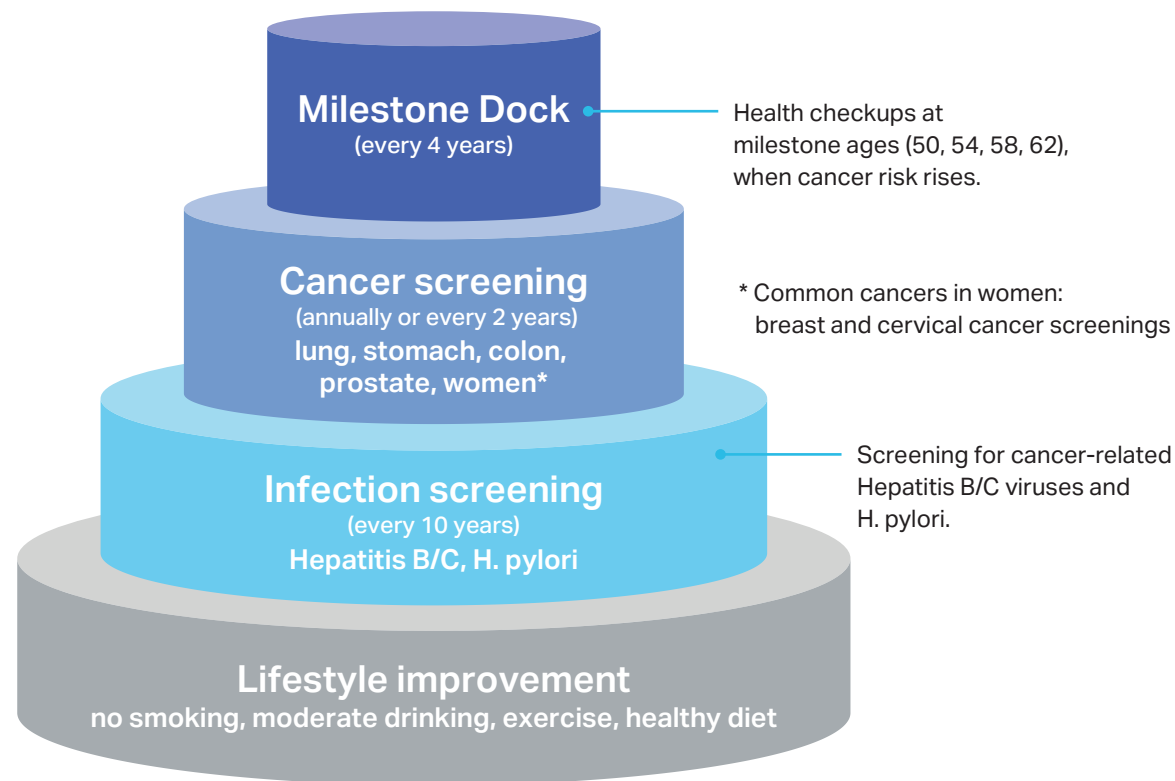


Specific Measures: Body ② — Komatsu's Comprehensive Cancer Strategy —

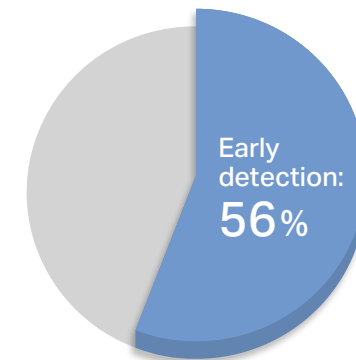
Komatsu Cancer Strategy

We implement comprehensive cancer measures, from prevention through lifestyle improvement to early detection.

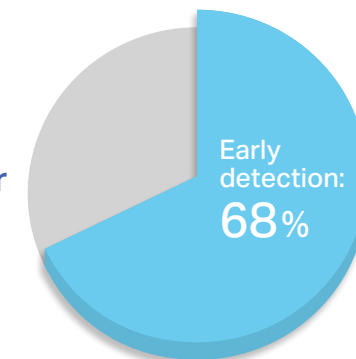
[Early Detection Rate Over 10 Years of the Milestone Dock]



Lung cancer



Stomach cancer



Specific Measures: Body ③ — Company-wide Tobacco Disease Prevention —

Tobacco Disease

Health problems from smoking and secondhand smoke are collectively referred to as "Tobacco Disease."

To prevent these, the Health Insurance Association, Labor Union, and Company work together on countermeasures.



Environment Improvement

● Phased introduction since 2014

- Removal of indoor smoking areas
- Reduction/removal of outdoor smoking areas
- Designation of No-Smoking Days
- Stopping tobacco sales on company property
- No smoking in company vehicles
- No smoking during working hours

● To be implemented at all Komatsu Japan sites in April 2025

- Smoke-free campus

Environmental improvements not only prevent secondhand smoke but also help smokers quit and stay smoke-free.

All measures from the 2019 joint message by the president and Labor union leader have been implemented.

タバコ対策に関する労使共同メッセージ

コマツグループはタバコによる健康被害を排除し、社員及び家族の健康の維持向上のために完全な受動喫煙防止と社員の喫煙率の更なる低減を目指し、労使が一致協力して次の活動を推進します。

1. 受動喫煙の完全防止の維持・強化
 - ・屋内喫煙所の全廃
 - ・屋外喫煙所の適正運営等
2. 喫煙率の更なる低減のための喫煙機会の低減
 - ・喫煙時間の限定
 - ・喫煙デーの拡大
 - ・就業時間内喫煙の実施（2023年度末までに実施を目指す）
 - ・敷地内全面禁煙の実施（2024年度末までに実施を目指す）
3. 禁煙支援の促進
 - ・禁煙チャレンジの適年化
 - ・禁煙教育の継続実施等

2019年 6月 3日
2019年10月16日（改訂）
株式会社小松製作所
代表取締役社長 兼 CEO 小川 浩二
全コマツ労働組合連合会 会長 藤達 雅也

From 2025, each workplace has its own new joint message.

本社 禁煙宣言

喫煙は喫煙者だけでなく、受動喫煙により周囲の人々の健康面のリスクも高めます。また、集中力・注意力の低下を招き、安全面のリスクも高めます。

あなたとあなたの家族や仲間の安全・健康のために、私たちはあなたの禁煙を全力でサポートします。

ぜひチャレンジしましょう！

2025年 4月 1日
株式会社小松製作所
安全・健康管理推進役員
コマツユニオン本社営業支部
執行委員長 横本 美津子
森田 美紀

▲ Joint labor-management message at headquarters

Three key measures to promote quitting and reduce



Smoking Cessation Support

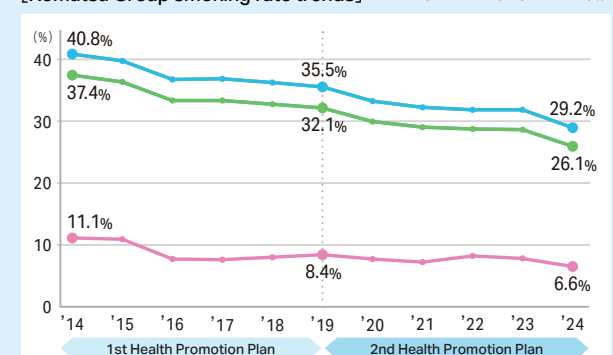
We offer financial support for quitting smoking using various methods, such as online programs or self-guided courses.



Education and Awareness

We continuously promote the importance of smoke-free environments and quitting smoking through new employee training, cessation classes, and health newsletters.

[Komatsu Group smoking rate trends]



Due to various measures, the smoking rate among men is decreasing each year. However, since it remains about 4% above the national average, we will keep working to lower it.

Specific Measures: Body ④ — Exercise & Physical Activity —

KHP100 / “Collabo Health” promotion activities

In 2021, Komatsu’s 100th anniversary year, the Komatsu Health Insurance Association launched KHP100 (Komatsu Health Promotion 100), a health promotion initiative aimed at a healthy life expectancy of 100 years. It provided wearable devices that track and visualize physical activity to all interested employees. Health events are also held via a device-linked health portal app.



Make healthy habits visible and fun

Measurement of habits:
Steps, sleep, heart rates, etc.



Awareness of habits:
Lack of exercise, lack of sleep, etc.



Monthly health events with points for participants



Various health events



Award pep points

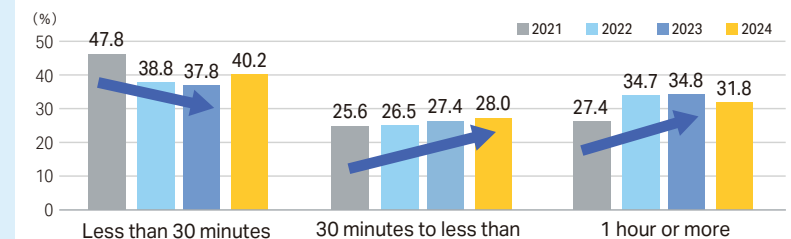
E-money exchange

Prize exchange

**Behavior change and
Health literacy improvement**

►Komatsu Group employees' physical activity increased after the launch of KHP100.

[Daily Physical Activity Trends]



“How much do you walk or do similar physical activity per day?”
Trend in response rates (including work, job tasks, and household chores)

►These efforts were recognized, and we were certified as a “Sports Yell Company” again in 2025.

“Sports Yell Company” is a program of the Japan Sports Agency that certifies companies actively promoting sports for employee health.

Specific Measures: Body ⑤ — Diet —

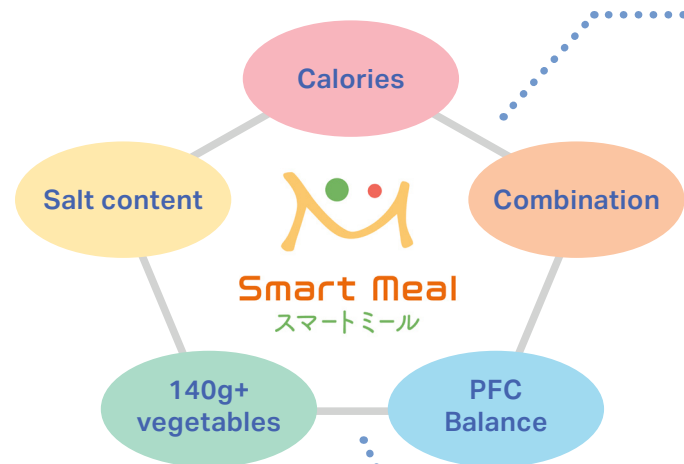
Ingenuity in Company Cafeterias and Bento Options

To support healthy eating, Komatsu obtained “Smart Meal” certification—an external program—for 13 cafeterias at 10 sites. More employees are choosing Smart Meals each year. Some sites also offer Smart Meal bento sales and nutritionist-led lunch seminars.



[Smart Meal]

Nutritious, balanced meals with staple, main, and side dishes, plenty of vegetables, and reduced salt.



Cafeteria and Meal Committee

At each site, HR, health management, and cafeteria vendors regularly review menus, taste, prices, and nutrition. In recognition of our cafeteria improvement activities and KHP100, we received the Excellence Award (Corporate Division) from the Director-General of the Health and Public Health Bureau of the Ministry of Health, Labour and Welfare at the 12th Healthy Life Expectancy Awards.

“Let’s Extend Healthy Life Expectancy!” Award

This award, hosted by the Ministry of Health and Sports Agency, recognizes companies, organizations, and local governments for outstanding efforts to promote and raise awareness of lifestyle disease prevention.



Specific Measures: Mental Health

We aim to create a vibrant workplace through diverse initiatives and focus on preventing mental health issues.

Primary Prevention: Creating an Environment where It's Easy to Seek Help

▶ Vibrant workplace meeting

We provide stress check feedback to workplaces and hold Vibrant Workplace Meetings in all departments. Both the proportion of high-stress employees and the number of high-stress workplaces are decreasing.

FY2024: High-Stress Rate Reduction: -1.5 pp; High-Stress Workplace Rate Reduction: -6.7 pp (vs. FY2021).

▶ Establishment of consultation services

- Health Management Office (for mental and physical health)
- Labor Union Consultation
- Harassment Consultation
- External Consultation Services (Komatsu Health Consultation Dial)

▶ Counseling programs

Counseling is provided to employees in their first three years of employment (FY2024 participation rate at Komatsu: 96.5%) for the following purposes:

- To help employees understand their own tendencies and apply this to their future work
- To lower the barrier to seeking support within the company

Secondary Prevention: Early Detection and Treatment

▶ Follow-up for high-stress employees

Interviews with occupational physicians and nurses for high-stress employees; job accommodations provided as needed.

▶ Mental health education and information sharing

- Self-care and line-care training provided for each job level
 - "Mental Health Support Newsletter" distributed
- Sent to managers every two months, featuring specific case examples on how to support employees facing work-related issues.

Tertiary Prevention: Relapse Prevention & Return-to-Work

▶ Support for returning to work based on the "Return-to-Work Support Program"

Return-to-Work Support Program run jointly by HR, the Health Promotion Center, and the workplace.



A free 24/7 health & counseling service for employees and families (Komatsu Health Consultation Dial) is available as an external support line.

Specific Measures: Global — Promoting Health at Overseas Subsidiaries —

About 45,000 local employees work at our overseas subsidiaries. Komatsu Group aims for all employees worldwide to be healthy and happy.

▶ Performance audit at overseas subsidiaries

Occupational physicians and safety staff from Japan visit overseas subsidiaries to conduct occupational health and safety audits. Based on guidelines set in 2017, they score and evaluate the management and operation of health and safety activities, aiming to raise overall standards.

▶ Support for Japanese expatriates

Before assignment, we hold seminars on lifestyle habits, mental and physical changes, and infection prevention. During assignment, we provide stress checks, follow-up after health exams, and occupational physician interviews.

▶ Health activity surveys at overseas subsidiaries

In 2023, a survey of 37 subsidiaries showed an 86% health check rate and 92% physician-opinion rate. While medical policies varied by country, most overseas subsidiaries commonly promote improvements in diet and exercise habits.

▶ Meetings with overseas subsidiaries

We provide a platform for discussing health and safety standardization across the Komatsu Group and sharing information within regions.

- Regional Safety and Health Meetings (once a year in each region):
North America/Brazil, Latin America, Europe/Russia/South Africa, Asia/Oceania, China
- Global Safety and Health Meeting (every three years)

[Audit results]

2011	Indonesia, Thailand
2012	Indonesia, India, China
2013	Indonesia, Thailand, Russia
2014	Indonesia, Thailand
2015	Indonesia, Thailand, Brazil
2016	Indonesia, Thailand, China, UK, Germany
2017	Thailand, Myanmar, China, USA
2018	India, China, Sweden, Italy
2019	UK, Russia
2020	Not conducted due to COVID-19
2021	
2022	Brazil
2023	Indonesia, China
2024	Sweden, USA

We share health related best practices across local subsidiaries that contribute to the Well-Being of local national employees.



Specific Measures: Diversity and Health

Age-specific Approach

We offer seminars on mental and physical health tailored to life stage and position. In particular, Health-up seminars are held before age 40, ahead of government guidance, to encourage better lifestyle habits from the 30s onward.

- New employee training, mid-level employee training, and management training
- Life Design Seminars (in collaboration with Labor Union for each age group)
- Health-up Seminars (30s, in collaboration with the Health Insurance Association)
- Specific health guidance (40 years old~, in collaboration with the Health Insurance Association)

Support Tailored to Individual Needs

We provide health support and seminars to meet the various needs of our employees.

- For women: Seminars on menstruation, PMS, menopause, and cancer screenings
- For people with intellectual and developmental disabilities (Business Creation Center employees): Mental and Physical Seminars
- For instructors with disabilities: How to interact with people with intellectual and developmental disabilities
- For foreign employees: Mental and physical seminars, utilization of health checkup results
- For senior employees: Age-related occupational accident risks (joint research with other companies)

Support for Balancing Work and Medical Treatment

In line with the enhancement of various leave systems, Health Promotion Center has created work guidelines. We provide support and communicate with patients, doctors, and workplaces, offering flexible work arrangements such as reduced hours, limited overtime, and time off for hospital visits as needed.



Health-up Seminar

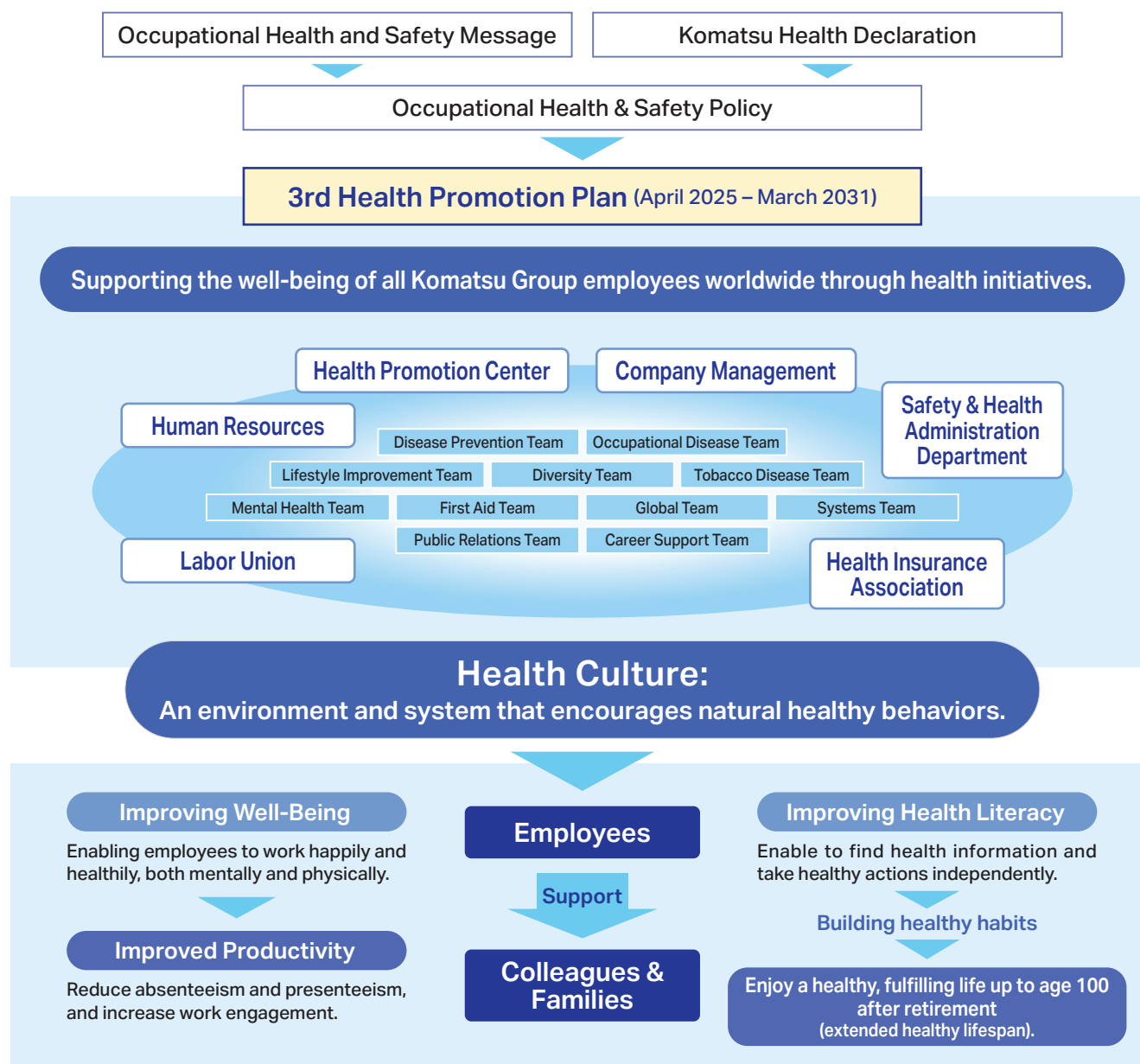
3rd Health Promotion Plan (1st Half): FY2025–2027

Under the SLQDC policy, the “3rd Health Promotion Plan” likewise advances the President’s message, the Health & Safety Policy, and the Health Declaration. Specialized teams, led by occupational physicians and including members from nursing, HR, Labor Union, and the Health Insurance Association, identify issues and drive health initiatives. Teams collaborate and share information through regular meetings as part of the midterm Health Promotion Plan.

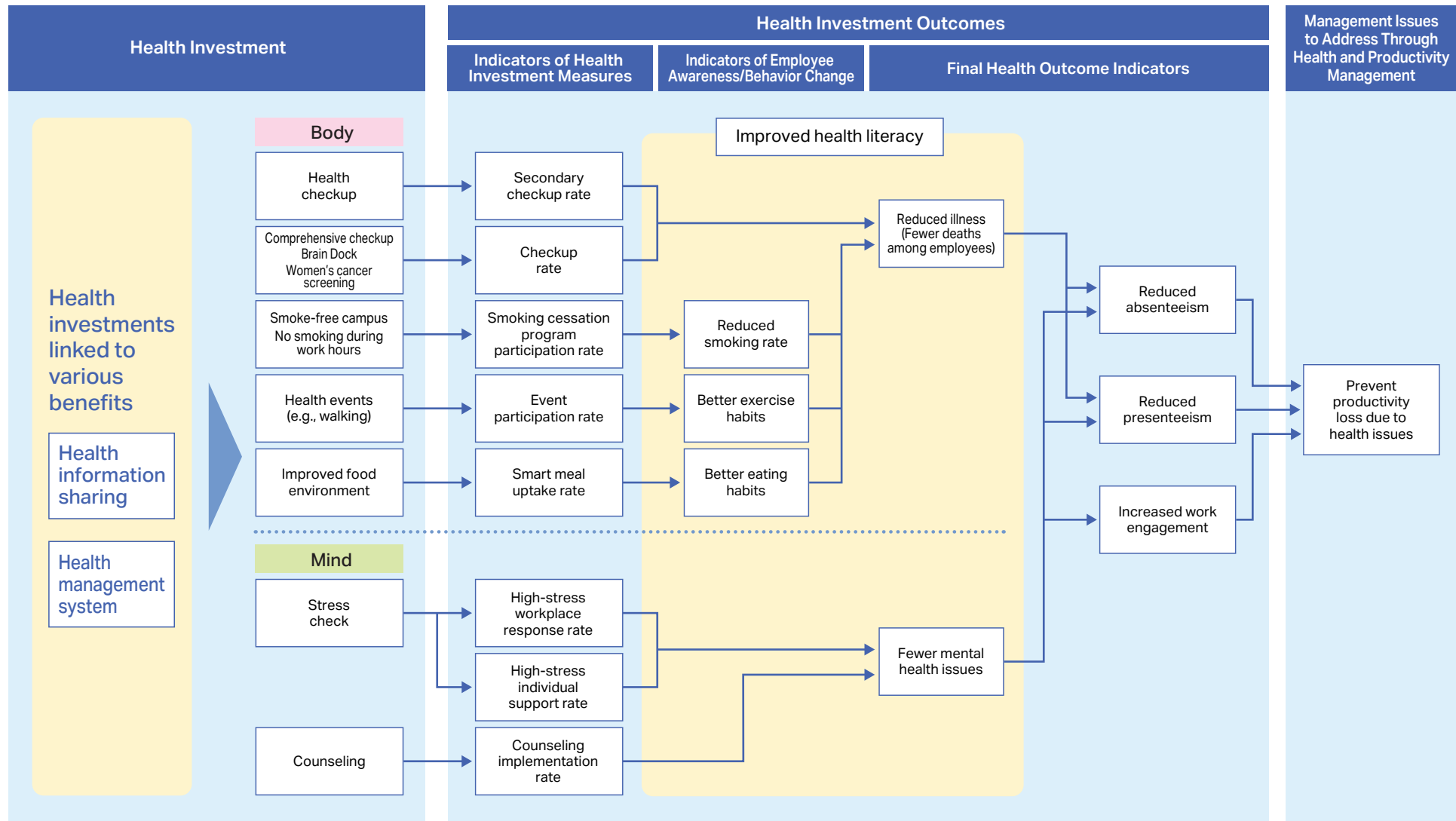


Health Promotion Mascot
“Ikiiki Happy”
Created in 2014 when our health initiatives began in earnest.

We aim to foster a health culture by creating an environment and systems that encourage all employees to work actively and maintain both physical and mental well-being, helping extend healthy life expectancy.



Health Strategy Map 2025: Overview



*Basically, each "health investment" corresponds one-to-one with a "health investment initiative indicator." However, some health investments correspond to multiple indicators. These are called "health investments related to various effects."

Development of Healthcare Specialized Talent

We have assigned many specialized professionals to our in-house health management office and are promoting advanced health improvement activities. In addition, we have formed a career support team to encourage further skill development and qualification acquisition. Over the past three years, we have also held 16 in-house study sessions.

Occupational Physicians:

11 Full-time and 12 Part-time.

- 12 Occupational Health Consultants (Health and Hygiene)
- 2 Certified Public Health Specialists — Japanese Society of Public Health (JSPH)
- 7 Supervisory Physicians in Public Health & Social Medicine — Japan Board of Public Health and Social Medicine (JBPHSM)
- 10 Board-certified Physicians in Public Health & Social Medicine [+3] (JBPHSM)
- 5 Certified Senior Occupational Physicians [+1] — Japan Society for Occupational Health (JSOH)
- 6 Certified Occupational Physicians [+2] (JSOH)
- 7 Certified Associate Occupational Physicians (JSOH)

Numbers in [] indicate the three-year increase.

Psychiatrists:

5 Part-time.

- 5 Designated Mental Health Physicians
- 5 Board-Certified Psychiatrists— Japanese Society of Psychiatry and Neurology (JSPN)

Nursing Staff:

39 Full-time.

- 1 Occupational Health Consultant (Health and Hygiene) [+1]
- 8 Registered Specialists, Occupational Health Nursing Expert System (JSOH) [+6]
- 3 Certified Specialists, Occupational Health Nursing Expert System (JSOH) [+2]
- 1 Senior Specialist, Occupational Health Nursing Expert System (JSOH)
- 8 Licensed Psychologists
- 10 Occupational Counselors (including 2 Senior Counselors)
- 1 Mental Health Social Worker

Numbers in [] indicate the three-year increase.

Counselors:

9 Part-time.

- 5 Licensed Psychologists
- 1 Mental Health Social Worker
- 4 Certified Clinical Psychologists

Other Qualifications

- 18 Board-Certified/Supervising Physicians, Certified by Member Societies of the Japanese Medical Science Federation (JMSF) (including General Internal Medicine, Neurology, Diabetes, Cardiology, Surgery, etc.)
- 1 Certified Sports Doctor — Japan Sport Association (JSPO)
- 1 Certified Senior Smoking Cessation Support Specialist — Japan Society for Tobacco Control (JSTC)
- 4 Coordinators for Work-Treatment Balance Support
- 1 Certified Health Fitness Programmer
- 2 Certified Occupational Hygienists—Japan Association for Working Environment Measurement (JAWME)

Many Others

As of April 1, 2025

Social Contribution Activities

We share knowledge and information gained through our health promotion activities externally, with due consideration for privacy, to contribute to public health.

〈 Conference Presentations 〉

- 2022 JSOH Annual Meeting: 1 oral presentation
JSOH National Conference: 1 poster
- 2023 JSOH Annual Meeting: 1 oral presentation, 1 chair, 7 posters
JSOH National Conference : 1 oral presentation, 3 posters
JSOH Regional Branch Meeting : 1 oral presentation
- 2024 JSOH Annual Meeting: 1 oral presentation, 6 posters
JSOH National Conference: 1 symposium speaker, 1 oral presentation
JSOH Regional Branch Meeting: 2 oral presentations
JSPH Regional Branch Meeting : 2 oral presentations
Annual Meeting of the Japanese Society of Health Promotion : 1 oral presentation

〈 Academic Papers 〉

- 2022 Journal of Occupational Health (Japanese) 64(5)
- 2022 BMC Health Services Research 1229
- 2024 Journal of Health Promotion Research 16(1)
- 2024 Journal of Occupational Health 66(1)
- 2024 Journal of Occupational and Environmental Medicine 66(5)
- 2024 University of Occupational and Environmental Health, Japan: Doctoral dissertation (No. 29)

〈 Acceptance of Medical Students and Nursing Students for Practical Training 〉

- 2022 Head Office, Awazu Plant, Ibaraki Plant, Oyama Plant, Shonan Plant: 8 universities in total
- 2023 Head Office, Awazu Plant, Ibaraki Plant, Oyama Plant, Tochigi Plant, Koriyama Plant, Shonan Plant: 14 universities in total
- 2024 Head Office, Awazu Plant, Oyama Plant, Tochigi Plant, Shonan Plant: 10 universities in total

As of April 1, 2025 (since 2022)

Editor's Note

We are pleased to announce the publication of our very first "Komatsu Health & Well-Being Report" as the Komatsu Group.

Mental and physical health are fundamental to working with vitality—they are key drivers of motivation, job performance, and even the overall energy and productivity of the entire workplace and company. Through this report, we hope to share some of the background and passion behind the Komatsu Group's unwavering commitment to health, and to inspire each reader to reflect on their own well-being, especially in this era when living to 100 is becoming more common.

This report also aims to review our health activities and utilize our accumulated health data to drive further improvement and innovation. By sharing our measures and results outside our company, we hope to promote information exchange with other organizations and discover new insights together. We would be delighted if these efforts could make even a small contribution to the further development of health management practices.

Our next edition is scheduled for publication in three years, upon the completion of the first phase of our 3rd Health Promotion Plan.

As we move forward, we will continue to strive for a better workplace, and we welcome your feedback and ideas.



Komatsu Health & Well-Being Report

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