Created in: September 2025

Health Investment

Prevention of lifestyle-related diseases

Regular health checkup Encourage those with findings to undergo medical examination Specific health guidance Support for quitting smoking Healthy menus provided in employee cafeterias Health education and health events Health portal site

Mental health measures

Stress Check Line Care/Self-Care Education **EAP Consultation** Service/Health **Consultation Sleep** Information One-on-One

Work environment improvement **Communication Activities** Stress Check Group **Analysis Improving Long Working Hours Promoting** Paid Leave Usage Rates **Health Measures for Female and Senior Employees**

Impact of Health Investment Indicators related to the status of Indicators related to changes in Health-related final goal health investment measures indicators employee awareness and behavior **Detailed examination** smoking rate Health event participation rate Rate of skipping breakfast Health education attendance Rate of rest assured rate through sleep Participation rate of women's Ratio of regular exercisers Health checkup finding rate health measures Satisfaction with health Participation rate for the first measures Work Engagement consultation for specific health Work environment guidance satisfaction Mental training attendance Participation rate in unionrate sponsored communication Percentage of people working activities long hours

Status of penetration of health and productivity management

Awareness of the Health and **Productivity Management Promotion Policy Level of Understanding of the Health** and Productivity Management **Promotion Policy Communications from Top** Management (Implementation/Number of Times)

Assignment of a Health and Productivity Management Manager Collaboration with Insurers Certified as a **Health and Productivity** Organization

System and environment for

realizing the policy

Support, organizational

support (POS), WSC, etc.

"Supervisor

support/coworker

support" scores on the

Occupational Stress

Assessment

Questionnaire

Employee engagement

scores

Fostering a healthy culture

Target year: 2030

Health management goals

environment where employees can work energetically and in good physical and mental health

> Workplace Grade A

(KGI) Average annual paid leave utilization rate: 75% or higher

Healthy Management **Promotion Policy**

Management policy

1. Practice

Realizing a workplace

(KGI) Presenteeism **Evaluation:**

Sustainable corporate growth through the promotion of work-life balance

Guided by our philosophy of "respect for the individual," we strive to create a workplace where employees can work with peace of mind, and provide products and services that continue to be trusted by society. Through a wide range of health measures, we contribute to the happiness of our employees and their families, the sustainable growth of our company, and the realization of environmentally friendly society.

honest, fair, transparent, and sound management. 2. Become a corporate group that values the character and individuality of its employees. Transform our specialized technologies and provide products that are trusted globally. 4. Become a company that is confident in its actions and earns the empathy and trust of its

customers.



Employee health issues

- 1. Increased risk of lifestyle-related diseases
- 2. Increased mental health problems and stress
- 3. Poor work-life balance