Health and Productivity Management Strategic Map

Target: FY2028
Result: FY2024

Health investment (specific measures)

Health investments and initiatives

- Thorough regular health checkups
- Enhanced optional screenings

Strengthen cooperation with the health insurance society

- Health promotion at each workplace
- Revitalization of team efforts

Full participation in stress checks

Conduct engagement survey and measures based on results

Health investment effects

Health investment (specific measures)	Metrics for implementation status	Metrics for employee awareness and behavioral change
Strengthen follow-ups by health professionals	**Improve medical examination rate** 1. Maintain 100% rate of employees receiving medical examinations Target: 100% Result: 100% 2. Increase the percentage of employees' family members (dependents age 40 and older) receiving metabolic syndrome-specific health checkups Target: 70% or higher Result: 67.3%	**Increase the percentage of employees receiving thorough examinations and health guidance implementation rates** 1. Increase the percentage of employees receiving thorough examinations Target: 90% or higher Result: 80.1% 2. Improve the implementation rate of metabolic syndrome-specific health guidance Target: 58% Result: 36.2% (FY2023) 3. Improve employees' completion rate of metabolic syndrome-specific health guidance Target: 100% Result: 98.7% (FY2023)
Provide seminars and information 1. Prevent productivity loss (healthier sleep habits, easing shoulder/back pain, healthier drinking habits, etc.) 2. Prevent lifestyle-related diseases/disorders 3. Women's health issues	**Increase frequency and participation rates for seminars**	**Improve employee health literacy**
Implement employee participation programs on exercise and diet 1. Utilize health points 2. Implement walking events 3. Provide "Smart Meals" in employee cafeterias	**Promote healthy menu options at employee cafeterias** **Increase event frequency and participation rate**	**Increase the percentage of employees with healthy eating and exercise habits**
Smoking cessation measures 1. Review of smoking rules and use of smoking rooms during work hours 2. Education to increase users of Smoking Cessation Challenge Support	**Promote participation in Smoking Cessation Challenge Support**	**Reduce smoking rates** Target: 17% or less Result: 19.6%
Supporting mental health	**Promote participation in mental health training**	**Increase the percentage of employees who sleep an average of at least 6 hours/night** Target: 70% or higher Result: 71.1%
• Link to work style reforms • Promote "smart work"	**1. Reduce total actual working hours** **2. Improve paid leave take-up rates** Target: 80% or higher Result: 73.7%	**Achieve work-life balance**

Ultimate targets and metrics

Prevent lifestyle-related diseases/disorders

1. Reduce the percentage of employees at risk of obesity
   Target: 27% or less
   Result: 28.1%
2. Reduce the percentage of employees at risk of hypertension
   Target: 33% or less
   Result: 35.2%
3. Reduce the percentage of employees at risk of diabetes
   Target: 35% or less
   Result: 46.8%
4. Reduce the percentage of employees at risk related to blood lipid level
   Target: 18% or less
   Result: 19.0%

Increase the percentage of employees with a stress check test score of A or B (reduce the ratio of employees with high stress)
Target: 91% or higher
Result: 87.9%

Reduce absenteeism
Target: 2 days or less
Result: 2.40 days

Improve presenteeism
Target: 90% or higher
Result: 86.2%

Target year: FY2030

KGIs

CSV goal

Improve the percentage of employees who feel fulfilled at work

Target: 80% or higher
Result: 68.7% (FY2024)

Goal of health management

Goal for FY2030 under "promoting health management," a material issue in HR

Health management should serve as the foundation that allows each employee to achieve physical and mental health, work with a sense of fulfillment and vitality, and create and maintain an attractive company with healthy employees.

Health Management Promotion Policy

Health Management Declaration

The health of our employees is the very foundation of their happiness and that of their families. It is also the most important asset for the sustainable development of the Company.

Based on our Corporate Philosophy of developing business in pursuit of Good Flavor, Health, and Beauty, we will help employees maintain and improve their health with the aim of fostering a workplace where every employee is energetic and enthusiastic.

The Nisshin OilliO Group hereby declares that it will further enhance its corporate value and contribute to society through health management.

Management Policy

Vision 2030

Our objective is to co-create new food functions, leveraging The Natural Power of Plants and the strengths obtained from mastering oils & fats. We shall strive to generate diverse values and deliver Energy for Living to everyone.

Foster a healthy culture

Institutionalize health management

Improve employees' understanding of the Health Management Declaration and efforts (Reference indicator: In-house questionnaire surveys)

Establish systems and environments for realizing our Health Management Promotion Policy

1. Work together to resolve issues and share examples of success at each workplace
2. Utilize data to visualize health issues and update measures accordingly
3. Strengthen collaboration with the health insurance society, labor unions, and Group companies
4. Strengthen internal and external information sharing

Create workplaces where employees feel supported by the organization

Improve satisfaction with supervisors and workplace conditions (Reference indicator: Engagement surveys)

Employees' health issues

Key topics

1. Preventing lifestyle-related diseases/disorders: Reduce the percentage of employees at risk regarding obesity, blood pressure, blood sugar, and blood lipid levels; increase the percentage of employees who are regular exercisers
2. Promoting smoking cessation: Reduce smoking rates
3. Supporting mental health: Increase the percentage of employees who sleep an average of at least 6 hours/night, the percentage of employees with a stress check test score of A or B of 90% or higher