

Health Management Initiatives

We conduct health management initiatives to ensure that all of our employees remain healthy, both physically and mentally.

Health Declaration: To Achieve “Boundless Creativity and Social Contribution”

1. We believe the health of our employees is an important management resource and will strive to foster a corporate culture that puts safety and mental and physical health first.
2. We will strive to create positive and vibrant workplaces where employees can work energetically, and develop our personnel.
3. To help improve the health of employees and their families, we will raise health awareness for disease prevention.

Implementation System

As a subordinate organization of the Central Safety and Health Committee, the Health and Happiness Promotion Council is held four times a year for the purpose of expanding health management. This council aims not only to ensure healthy workplaces but also workplaces with happiness, and with the Safety & Health Promotion Division as the executive office,

industrial physicians, the Human Resources Division, the health insurance union, and the labor union all work together to discuss health and happiness management initiatives. In addition, the matters discussed and decided upon are deployed to the Safety and Health Committee at each business site.

Health Challenge 8 in Health Management Initiatives

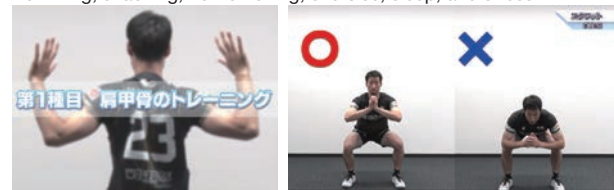
We are working on health management initiatives with the aim of ensuring that each and every employee can work with energy and healthily.

Of the KPIs defined in Health Challenge 8*, stress, sleep, and exercise, which had low scores, were designated as priority items for FY2022, and various initiatives were implemented, including the distribution of exercise-promoting videos.

In recognition of these initiatives, we were certified as a Sports Yell Company 2023 by the Japan Sports

Agency and as a Health & Productivity Management Outstanding Organization 2023 (White 500) by the Ministry of Economy, Trade and Industry (METI).

* Health Challenge 8 is a metric consisting of 8 KPIs: weight, breakfast, drinking, snacking, non-smoking, exercise, sleep, and stress.



Exercise video by Wolfdogs Nagoya players

Initiatives to Maintain and Improve Women's Health

As part of our initiatives to support the health of working women, a Women's Health Seminar was held for the first time for managers and female employees. In March 2023, a special menu (Pink Ribbon Lunch) was offered in the cafeteria and various information was provided as a part of the Women's Health Week event. Also, individual letters and educational materials were sent to raise awareness of the importance of breast and uterine cancer screening.

In recognition of these initiatives, the company

received the Partner Award for Cancer Prevention Campaign (Information Provider Category) from the Cancer Prevention Corporate Action Project sponsored by the Ministry of Health, Labour and Welfare.



Plaque for Partner Award for Cancer Prevention Campaign in Information Provider Category



Example of Pink Ribbon Lunch

Contribution to Local Communities

In order to be a good corporate citizen, as expressed in our management philosophy, we are actively engaged in global initiatives in four key areas: social welfare, environmental conservation, youth development, and community crime prevention. In February 2023, our volunteer group Wheelchair Doctors received the Selection Committee's Special Award at the 2nd Car, Society, and Partnership Awards in recognition of their longstanding and hardworking efforts to make a difference. We will continue to

increase opportunities for participation in social contribution initiatives within the company and implement initiatives that benefit the community.



Wheelchair Doctors at the CSP Award Ceremony



Wheelchair Doctors repairing a wheelchair