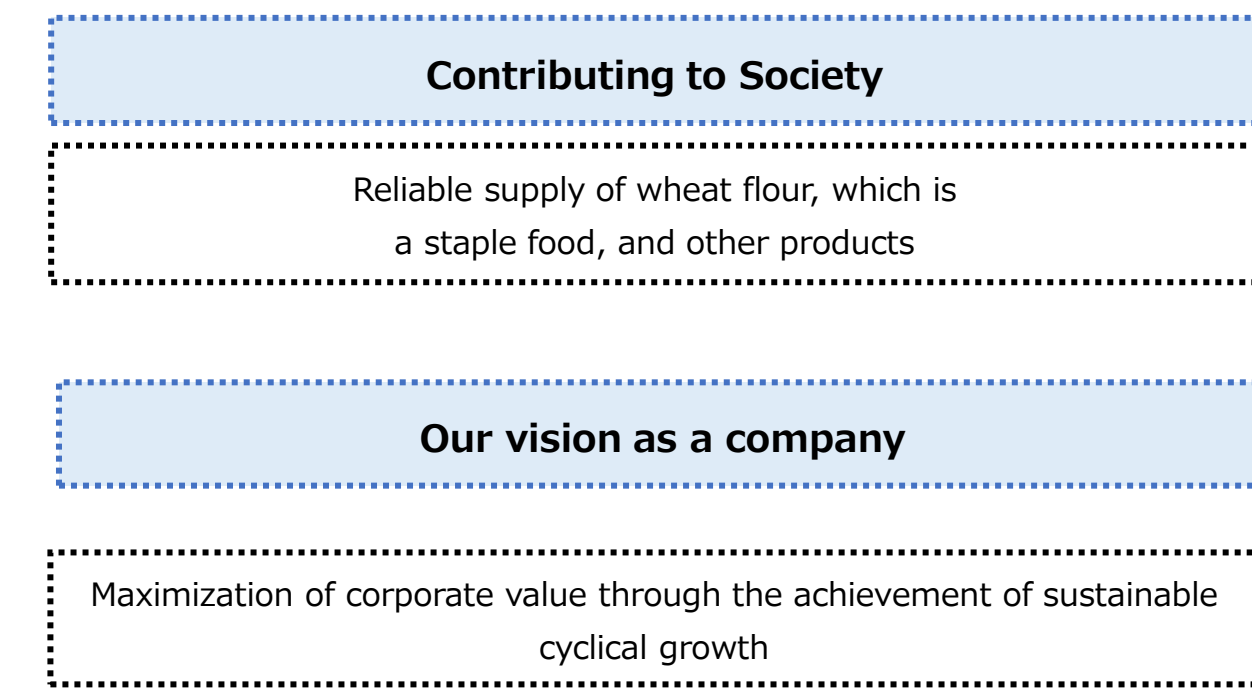
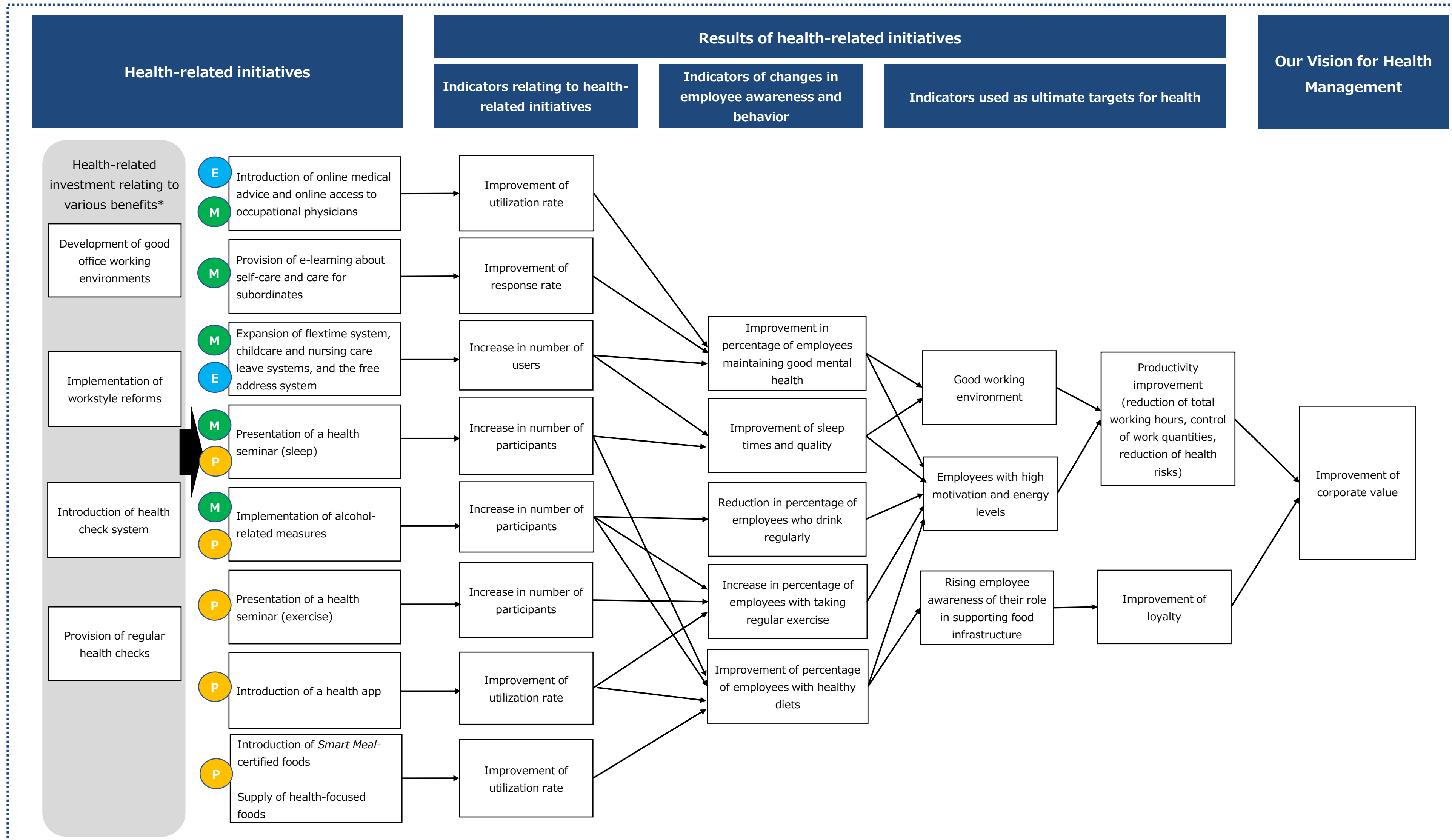
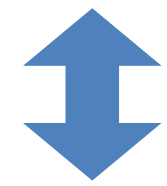


Health management strategy roadmap for Nisshin Seifun Group Inc.

E : Environmental **M** : Mental **P** : Physical



* Basically there is a 1:1 correspondence between health-related initiatives and indicators relating to health-related initiatives. However, there are some health-related initiatives that correspond to multiple indicators. Those are classed as health-related investment relating to various benefits.



Health-related resources

Human health resources

Overtime hours	Percentage accessing online health advice, including advice from occupational physicians	Meal initiative participation ratio	Health app participation ratio	Health seminar participation ratio	E-learning response ratio	Percentage of employees with healthy diets	Percentage of employees who consume alcohol regularly, amount of alcohol consumed
Percentage of employees taking regular exercise	Percentage of employees maintaining good mental health	Hours and quality of sleep	Work engagement	Smoking ratio	Stress check response ratio	Number of employees taking long-term administrative leave or temporary retirement	Annual leave utilization ratio

Environmental Health Resources

Organizational culture	Health management system	Flextime system without core time	Health management philosophy
Health management commitment of managers and officers	Remote working system	Life-work balance support system (support for employees with childcare and nursing care responsibilities)	Establishment of advice desks