

Health Management Strategy Map

Created: August 2025

Health Investment

<Body>
 Implementation of various well-B Challenge initiatives
 Health examinations (tests beyond legally required items)
 Disease severity prevention measures
 Health point allocation through various initiatives
 Construction of a decentralized occupational health system for business locations

<Mind>
 Implementation of seminars and training sessions on mental health care
 Establishment of mental health consultation services and provision of opportunities (In-house Kokoroba, external ARM, new employee interviews)
 Health points awarded through various initiatives
 Construction of an occupational health decentralized workplace system
 Measures for preventing disease progression

<Engagement>
 Implementation of engagement surveys and provision of improvement measures
 Training for Bukasiru (1-on-1 meetings)
 Goal management system where challenges are evaluated

Employee Health Issues

To improve employee well-being and build a workplace environment where diverse talent can work with peace of mind, we believe it is important to continuously improve the following indicators and achieve target values:

Physical Health: Rate of abnormal findings in health examinations
 Mental Health: Percentage of high-stress individuals
 Engagement: Scores for a culture of challenge and acknowledgment of remarks and opinions

Effects of Health Investment

<p>Indicators Related to the Implementation Status of Health Investment Initiatives</p> <p><Body> *Number of well-B Challenge participants *well-B Challenge goal achievement rate *Number of participants in physical health promotion initiatives *Specific health guidance rate *Occupational health staff health guidance rate *Number of smoking cessation support participants</p> <p><Mind> *Self-care and Line-care Program Participation Rate *Mental Health Education Participants *Kokoroba Usage Status</p> <p>Engagement *Bukasiru (1-on-1) Implementation Rate and Satisfaction *Participation Rate in All-Employee Active Participation Promotion and Mate Childcare Leave Promotion Initiatives *Paid Leave Usage Rate *Provision of Challenge Opportunities</p>	<p>Indicators related to changes in awareness and behavior of employees and others</p> <p><Body> *Blood sugar/blood pressure risk reserve group rate *Diabetes poor management rate *Appropriate weight/exercise habits *Behavioral change motivation rate/smoking rate *Secondary examination attendance rate *Health points earned</p> <p><Mind> *Sleep and Rest *Re-leave Rate Due to Mental Health Issues *Stress Check Participation Rate *Health Points Earned</p> <p>Engagement *Percentage of female employees and managers *Annual paid leave utilization rate *Male parental leave take-up rate</p>	<p>Ultimate health-related target indicators</p> <p><Body> Reduction in the rate of abnormal findings and proportion of high-risk individuals</p> <p><Mind> *High Stress Population Percentage *Presenteeism Index</p> <p>Engagement *Culture of taking on challenges *Approval of comments and opinions</p>
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Status of Cultivating a Health-Oriented Culture

<p>Penetration Status of Health and Productivity Management</p> <p>Awareness rate of health management promotion policy</p>	<p>Penetration Status of Health and Productivity Management</p> <p>Awareness rate of health management promotion policy</p>	<p>Status of cultivating a corporate health-oriented culture</p> <p>Support from supervisors/colleagues</p>
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Target year: 2030

KGI

Health Management Goals

Health Management Promotion Policy

Management Policy

Improve physical health through the well-B Challenge. (Rates of abnormal findings related to lifestyle diseases: dyslipidemia 30% or less, liver function 15% or less, hypertension 15% or less, blood sugar 8% or less)

Establish an effective decentralized workplace system to improve mental health. (Proportion of high-stress individuals 10% or less)

Implement engagement improvement measures to create a workplace environment where employees can work with peace of mind. (Score for culture of taking on challenges 70 or above, recognition of statements and opinions 80 or above)

*Continue to maintain results at the same level or higher even after achieving target numbers.

Improving employee well-being.

Building a workplace environment where diverse talent can work with peace of mind.

Each and every employee is physically and mentally healthy and able to maximize their individual characteristics and abilities

A solution company that promotes health for both people and the planet through "food" with value creation capabilities originating from the ocean

Contributing to people's abundant lives and happiness that expand from authentic, safe, and healthy "food"

"Challenge" and "Co-creation"