## **Health investments** Regular health checks with the same items across UBF/Recommending secondary screenings/Health guidance for high-risk individuals Optional health screenings and exams (early discovery/employee benefits) \* In collaboration with health insurance association Feedback on UBE Health Management risk categories with staff and workplace managers as well as health and work Health promotion apps (workout, diet, lifestyle habits) Walking events (using apps) \* In collaboration with health insurance associations Allowances to be used for fees at sports gyms, etc. \* In collaboration with health insurance association Improvement of staff cafeterias Installation of refresh rooms/nap rooms Sleep apnea syndrome tests \* In collaboration with health insurance associations emoving all smoking locations for UBE staff, thoroughly prohibiting smoking during working hours through revisions to work rules Providing programs for quitting smoking E-learning/seminars (Women's health issues, changes due to age among men and women, eye health, stiff shoulders/back pain, sleep) Includes collaborations with health insurance associations WFun (presenteeism) evaluations and understanding symptoms that affect work Workplace improvement activities that utilize group analyses based on stress checks ing on the effective utilization of health information to mote the proper handling of personal information and execution of safety consideration duties (Managers, safety and health management staff) Establishment of work-life balance support desks and work-life balance support coordinators

Surveys on the status of work-life balance between work and nursing care, number of attendants/Lifestyle training (Medical treatment/disease prevention/child care/nursing care/infertility treatments/social Setting targets for/managing total actual work

nternal recruitment/Internal side work/External side work systems on revisions to the HR system (FY2026)

rrsing care, number of attendants/Lifestyle for those who have reached the age of 40

Encouraging life support leave

contribution/life events)

## **Results of health investments** Indicators related to the progress of Indicators related to shifts in End-goal indicators to evaluate the success of health-related initiatives employee attitudes and behavior health investment initiatives Rate of improvement of lifestyle habits after Rate of attending secondary screenings, number of times medical interviews at health checks providing health guidance for high-risk individuals Rate of discovery among individuals during Number of individuals attending optional health Rate of early discovery of illnesses health checks/Rate of continued health screenings and exams guidance/Rate of high-risk individuals Rate of improvement on health risks Rate of feedback provided on health risk categories to staff and workplace managers inhanced awareness of health promotion and Number and rate of app users Rate of staff maintaining an appropriate body Number and rate of participants at walking Rate of staff with ongoing exercise habits events Number of staff using allowances for fees at sports gyms, etc Rate of staff with appropriate dietary habits Ratio of staff practicing self-care Number of users of staff cafeterias /healthy Rate of use of refresh rooms/nan rooms Rate of installation of refresh rooms/nap roo Rate of medical consultations following the Ratio of staff sufficiently rested after sleeping results of sleep appea syndrome tests mber of staff asking for/taking sleep apnea syndrome tests Rate of staff sufficiently rested after sleeping Smoking rate Rate of smoking locations removed, number of participants in programs for quitting smoking Ratio of staff who feel the effects of initiatives Rate of persons who quit smoking/continue to eared toward creating workplaces that respect iversity and where they feel at ease and safe Rate of attendance at e-learning/seminars while taking pride in their work Understanding of diverse health issues Reducing the number of injuries that impede Rate of taking WFun tests Presenteeism (via WFun) work-related functions Number of workplace improvement activity mber of workplaces with a total health risk of educational events/Number of participants over 120 on stress checks umber/Rate of attendees at training events on Level of understanding of training events on Ratio of staff who feel that promoting the prope ndling of personal information and execu Rate of establishment of work-life balance support of safe care duties has led to better desks, rate of awareness regarding said desks, Level of understanding/satisfaction towards management number/rate of certified coordinators work-life balance systems covering work and medical treatments/childcare/nursing care Number of surveys on the status of work-life balance etween work and nursing care, number of participants in Quality of work-life balance support lifestyle training for those who have reached the age of 40 Rate of taking life support leave, rate of taking Number of efforts to spread awareness of and Number of uses of work-life balance support annual leave (enhancing feelings of security systems regarding work and nursing care encourage life support leave hrough life support leave that can be taken at any time) Number of resignees due to life events Rate of achieving targets for total actual working Hours worked outside regular times, rate of taking annual leave, rate of conducting no Number of total actual work hours Number of efforts involving internal overtime days recruitment/internal side work/external side Rate of setting ideal career paths and targets for Ratio of staff who feel supported in their caree ber of messages from executives regarding growth and growth revisions to HR systems Status of spreading awareness of Frameworks and environments geared Support/Organizational health management toward realizing policies aid (POS), WSC, etc.

Deliberations and review of

Deliberations and review of policies, targets, and plans at the Strategic Management Meeting and the Group Health Management Implementation Committee

ert collaboration vi

meetings of

occupational health

managers/ doctors/

Joint Health

management

laboration through th

Occupational Safety and

Health Council (all

**UBE Group Basic** 

Policy on Health Management

evel of recognition

(98.6% in FY2024.

Working with external

specialists on education

nd monthly exchanges o

aused by working duties and medical studies

Creating systems to

factors and unify the

management

anage risks of harmfu

nalyzing/discussing results

nalyze and utilize stress

check groups upport from co-workers and workplaces)

Sharing data with

and collaborating on health

Use of external

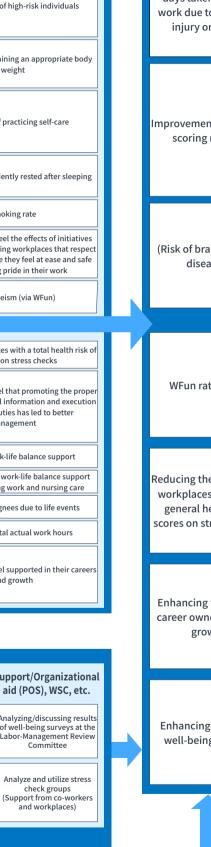
(Health management

surveys, management systems, etc.)

Foster a health-oriented culture

valuations/regulatio

arers and consulting



Health management KGI targets Reduce the amount of days taken off from work due to personal injury or illness Reduce absenteeism Improvements to health scoring reports (Risk of brain or heart diseases) mproving presenteeism, enhancing WFun rating of B productivity Reducing the number of workplaces with high general health risk scores on stress checks Enhancing feelings of career ownership and growth **Enhancing work** ngagement and pride in one's work Enhancing results of well-being surveys

Target fiscal year: 2027 Promotion policies for Management policies health management Purpose "Breaking Through with the Chemistry of Hope" • Allowing UBE Group nembers and their families to feel at ease, safe, and happy (well-being) • Slogan for change: Facing the challenges of an uncharted future" Creating organizations that allow individuals to face • Vision for 2030: future challenges in a meaningful work environ-"A corporate group centered on specialty chemicals that contributes to the global environment, human health and an enriched future society"

## **Employee health issues**

sufficient efforts to individuali

Absenteeism

Diverse health issues

Presenteeism