



### Health Management Goals

- Maintain and improve the physical and mental health of every employee
- Create a workplace where employees can thrive regardless of gender
- Increase employee satisfaction and reduce turnover
- Improve work performance and productivity

### Health Management Promotion Policy

Create a workplace environment where employees can find purpose in their work and experience a sense of emotional well-being. Actively provide opportunities for employees to engage in health promotion initiatives so they can maintain both physical and mental well-being.

### Management Policy

**[Human Resource Development Policy]**  
In an era of uncertainty, for Nichiden to continue contributing to the development of the manufacturing industry, employees are required to act independently and have the ability to forge new, unprecedented paths. To this end, we will develop talent who understand the essence of our company motto and behavioral guidelines and are willing to take on new challenges with positive and flexible thinking.

**[Workplace Environment Improvement Policy]**  
We respect the diverse values and individuality of our employees, emphasize dialogue so that each individual feels they are contributing to the company's growth, and enhance internal systems and benefits to create a comfortable, safe, and vibrant workplace. We strive to be a company where employees wake up each morning thinking, "Let's do our best today."

