Indicators for

health-related final

goals (Outcomes)

Decrease the health

risk of employees

Decrease the rate of

employees eligible

for specific health

Increase of health

Improve the

performance of

employees

Reduction in number

employees who take

temporary leave

Reduction in high

stress sufferers

of long-term

absentee and

guidance

weight rate

Investment in employee health

Marubeni Health Improvement Project

Four key themes

Countermeasures

1. Improving **Health Literacy**

Early detection and prevention

- · Follow up of regular health checkups
- Encourage the participation in thorough checkups
- Strengthening implementation of specific health guidance
- Subsidies for comprehensive medical checkups

Lifestyle improvement

- Programs for improvement of exercise habits
- Smoking cessation programs

Promote Work-life Balance

- Encourage the use of vacation time
- Management of appropriate working hours

Grasp the stress situation of employees

·Conduct stress check tests

Enhance literacy of women's health

Conducting seminars

Solve the female-specific health issues

 Implementation of Femtech programs

Indicators for progress in initiatives for investment in employee (Outputs)

Improve the participation rate of regular health checkups and thorough checkups

Improve the implementation rate of specific health quidance

> Increase the number of participants in programs

Improve the annual paid leave utilization rate

Improve the stress checkups rate

Increase the number of participants in seminars

Increase the number of users of Femtech programs

Indicators for mind and behavior (Performances)

Effectiveness of investment in employee health

Increase the rate of employees with healthy habits (exercise, diet and drinking)

> Reduction in smoking rate

Reduction in total actual working hours

Enhance literacy of women's health

Management issues to be solved through health and productivity management

GC2024 (Mid-Term **Management Strategy**) Marubeni Group Human **Resources Strategy**

Maintain and promote employee health

Lead to the growth of the Marubeni Group

Marubeni Group Health Declaration

Employees are a vital asset for the Marubeni Group, and their health is of paramount importance. Therefore, the Marubeni Group considers the maintenance and improvement of the health of its employees to be a top management priority.

The Marubeni Group supports employees' success by working to create an environment where each individual can autonomously and proactively take steps to maintain and promote his or her health. These efforts will lead to the growth of the Marubeni Group.

The number of users of counseling services

> **Improvement of** work engagement

countermeasures against cancer and lifestylerelated diseases

3.Strengthening

mental health

measures

4.Strengthening

initiatives for

maintaining and

promoting

women's health

2.Strengthening