

# Message on Promoting Health and Productivity Management



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## Physical and Mental Health Is the Management Foundation of Our Business.

Health is the bedrock of our happiness and the source that sustains our company's growth.

In today's rapidly changing and complex business environment, maintaining a healthy state of mind and body—while keeping a healthy level of focus and alertness—enables us to truly experience the joy of work and our own personal growth. Health is the starting point for our Group to become a "flexible and robust organization" and a "team that embraces change as an opportunity and boldly takes on challenges." It is also a vital management foundation for achieving 2029V.

## Becoming a Company Chosen by Society Through Promoting Health and Productivity Management

"The physical and mental well-being of all Sumitomo Riko Group employees and their families is a vital foundation that supports the company's sound and sustainable growth."

Based on this belief, we established the Sumitomo Riko Group Health and Productivity Management Statement in April 2017.

Health and Productivity Management—which values employee health and proactively advances health investment and health promotion from a management perspective—is essential for the Group's continued sustainable growth. Its promotion requires deep involvement from top management, clear policies and goals, and a united effort across the entire Group.

I often say, "Let's build a company that is chosen by society and by the people we serve." Valuing health means valuing people. I believe that our health management initiatives not only improve work styles and corporate culture but also strongly support the sustainable growth of a company trusted and continuously chosen by society.

While cultures, legal systems, and circumstances differ across countries and regions—making it difficult to implement everything in the same way—the desire to "be a company that values people and grows healthily" is universal and transcends borders.

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## Our Vision for the Future

Health and Productivity Management aims to achieve both "employee well-being" and "sustainable company growth."

Physical and mental health generate individual vitality and pride, leading to strong employee engagement.

Managers and leaders are encouraged to fully recognize the importance of Health and Productivity Management and to continue fostering a workplace where everyone can work with vitality and confidence.

At the same time, I ask all members of our Group to take responsibility for protecting and nurturing their own health. The company will steadily enhance systems and workplace environments that support safety and health. However, in the end, the only person who can truly safeguard your mind and body is yourself.

Let us work together to create a workplace where everyone feels secure, can fully demonstrate their abilities, and can continue challenging themselves for further growth. I also walk every morning and make sure to get sufficient sleep.

By promoting Health and Productivity Management together, we aim to cultivate a culture across the Sumitomo Riko Group in which every employee values the health of themselves, their families, and their colleagues.

Stay healthy!

# 『Sumitomo Riko Group's Health and Productivity Management Statement』

The Sumitomo Riko Group places importance on managing the health of our employees and promotes initiatives to achieve the "Health and Productivity Management."

Based on this Health and Productivity Management Statement, we will increase health awareness among our workforce by actively supporting employees engaged in health improvement activities and implementing organizational measures for health improvement, as we aim to become "a corporate group that is highly regarded and trusted by society, whose employees are healthy and energetic."

April 2017



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**Let us advance our global Health and Productivity Management initiatives and build a workplace where everyone can work healthily and with vitality.**