

## [Sinanen Holdings Group Health Declaration]

The Sinanen Holdings Group considers employee health an important management issue. We have established the Sinanen Holdings Group Health Declaration to foster a lively corporate culture and are working to manage employee health accordingly.

1. The Company will prepare a working environment in which employees can work energetically in good mental and physical health.
2. The Company will cooperate with the health insurance society and support each employee and their family members in healthy living.

Sinanen Holdings Co., Ltd.  
Masaki Yamazaki, President and CEO

## [Health Management Initiatives]

1. Measures to prevent exposure to secondhand smoke  
In April 2020, we implemented specific measures to prevent exposure to secondhand smoke. By the end of March 2021, all group companies will be completely smoke-free during working hours.
2. Support for health management  
We are enhancing our recommendations for re-examinations and complete physicals after medical checkups and outpatient instruction to actively support employees in preventing lifestyle-related disease (specific health guidance) and engaging in activities to improve their individual health (health promotion campaigns including walking and lifestyle/habit improvement challenges). In this way, we will promote the maintenance and improvement of employee health.
3. Medical checkups and cancer screening  
Along with enhancing the regular medical checkup program, we will combine cancer tests (stomach, large intestine, and prostate) with regular checkups. We also have gynecology exams (breast and cervical cancer) for all female employees.
4. Mental health  
We will provide mental health care by offering consultations with and routine care by the Health Management Office and telephone consultations with an outside mental health counselor. We will also enhance stress checks and physician interviews on the topic of long working hours.
5. Work-life balance  
We will promote initiatives for balancing work and family time, such as reducing overtime work hours, promoting the acquisition of paid leave, and supporting childcare and family care.