Morinaga Milk Group Health Management Strategy Map

Created: April 2026

Health Investment

- Strengthening the occupational health system
- Support for balancing work and treatment
- Initiatives for early detection of disease(encouraging medical consultations, subsidies for full medical checkups, seniors, etc.)
- Promoting quit smoking
- Implementation of stress checks and the Energy Survey
- Improving health literacy(conducting health-related seminars and training)
- Promotion of occupational safety and health(safety measures, heatstroke countermeasures)
- Reducing risks from long working hours
- Conducting health surveys
- Holding health promotion events (Habit, etc.)

Impact of Health Investment

Indicators on the Implementation Status of Health Investment Initiatives

- Stress check participation rate
- Interview rate with employees who work long hours
- High-risk threshold follow-up rate
- Percentage of employees taking regular medical checkups

Indicators on Changes in Awareness and Behavior Among Employees and Others

- High-risk threshold rate
- Detailed examination participation rate
- Specified health guidance implementation rate
- Full medical checkup participation rate
- Percentage of employees on leave due to injury or illness
- Smoking rate
- Number of employees working long hours
- Overall health risk score
- Percentage of high-stress employees

Final Health-related Target Indicators

- Absenteeism
- Presenteeism
- Work engagement

Fostering a Culture of Health

Penetration of Health Management

- Employee awareness of health management

Framework and Environment for Delivering the Policy

- Health-related investment amount
- Consultation and collaboration with the Morinaga Health Insurance Society

Support, Organizational Support (POS), WSC, etc.

- Engagement score

Employees' Health Issues

- Strengthening post-checkup follow-ups for disease prevention and early detection
- Enhancing mental health support
- Creating an environment that prioritizes safety and well-being

Target Year: 2030

KGI

- **Absenteeism 1.5 days or less**
- **Presenteeism 15% or less**
- **Engagement rating A**

Health Management Targets

The value our Group provides to society will increase by enabling each and every employee to be healthy in mind and body and to thrive.

Policy for Promoting Health Management

Well-being Statement

"For Our Anshin"
We aim to create workplaces that are safe in both physical and non-physical aspects, and to be a company where we can work under a sense of fulfillment both on the job and in private life.
"For Our Wellness"
We will continue to support members and our families in valuing physical and mental health.
"For Our Happiness"
We aim to be a company in which all members can feel motivation and have pride in work.

Management Policy

Contribute to healthy and enjoyable lifestyles through offering unique products derived from advanced milk technology.

森永乳業の
ウェルビーイング