

Tokuyama Group Health Management Policy

Established March 1, 2024

We are promoting health management based on the Tokuyama Group Health Management Policy (hereinafter, the “Policy”), which has been established under the Group’s Code of Conduct.

1. Basic Objective

To ensure that employees feel supported and secure, the Tokuyama Group strives for safe working environments that promote physical and mental health, thereby creating rewarding workplaces where each individual can demonstrate their full potential.

2. Policy Scope

The Policy applies to officers and employees at all Tokuyama Group companies. The Group will also encourage its business partners and other providers to promote their own similar health management initiatives.

3. Priority Initiatives

The Tokuyama Group has identified its priority health management areas as ensuring primary prevention, improving health literacy, and verifying and disclosing the effectiveness of relevant measures.

1) Emphasis on primary prevention

We will actively strive for primary prevention (avoiding illness or health conditions) so that our employees can maintain good physical and mental health and perform to the best of their abilities. While respecting the culture and customs of each country and region in which it operates, the Group will promote measures that encourage employees to establish and enhance behaviors that improve their own health.

Through these efforts, we will help employees to take the initiative in improving their physical and mental health while maintaining an awareness of the importance of a healthy lifestyle.

2) Improving health literacy

As part of education and guidance to raise employee awareness of ways to maintain and

improve their health, we will actively strive to improve employee health literacy. This is the ability of individuals to obtain, understand, and utilize accurate information concerning health and medical care.

3) Verification and disclosure of the effectiveness of relevant measures

Based on the scale of individual Group company operations worldwide and the actual situation at each one, we will investigate and implement optimal health management measures, verify their effectiveness, and make necessary improvements. By also sharing the details and results of these efforts both internally and externally, the Group aims to help improve health awareness in the wider community and in society as a whole.