

Promoting Health and Productivity Management to Become the World's Most Rewarding and Vibrant Company for Employees

We believe that we can become the world's most rewarding and vibrant company to work for only after the mental and physical wellbeing of employees is secured. We will therefore regard the maintenance and improvement of employee health as our investment toward the future and aggressively promote Health and Productivity Management.

► Until Today

Efforts for Promoting Health and Productivity Management

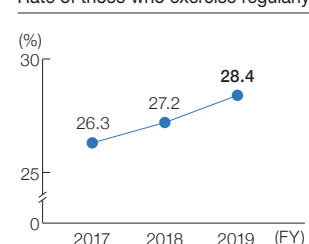
The SWS Group believes that a vibrant company depends on the sound health of every employee. With this belief, we have taken action to prevent both mental and physical hazards and helped employees to maintain and improve their health.

In terms of mental health, we have improved the work environment based on the results of stress checks and also provided training for all employees to correct misperceptions, inspired by cognitive behavioral therapy. In terms of physical health, we have helped employees improve their diet and exercise habits through the Health Promotion Challenge, in which employees worked in small groups to prevent lifestyle diseases, and also offer health seminars led by employee athletes.

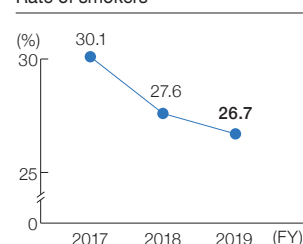
Each region has also independently promoted health by hosting walking events and other unique initiatives. Thanks to these efforts, more employees have been making healthy lifestyle changes, as shown by the increase in the percentage of employees who exercise daily. To prevent passive smoking, we have been making both physical and non-physical improvements such as restricting the times when smoking is allowed. We also tighten these restrictions every year to prevent passive smoking and, as a result, fewer employees are smoking.

Because of these efforts we were recognized as a White 500 organization among the Certified Health and Productivity Management Organizations under the large enterprise category in February 2019 and a Health and Productivity Management Organization under the large enterprise category in March 2020.

Rate of those who exercise regularly



Rate of smokers



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► At Present

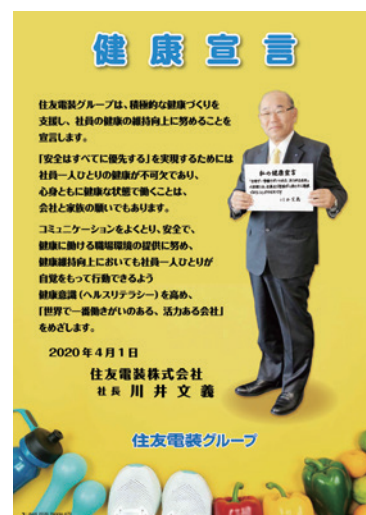
Establishment of a Health Declaration

Recognizing that the good health of our employees is the foundation for generating new corporate value, we have been actively promoting employee health.

In April 2020, we set out the Sumitomo Wiring Systems Group Health Declaration to continue and further strengthen these efforts, fully support the maintenance and improvement of employee health and improve productivity.

By presenting our health philosophy and policy as a declaration of the president, we affirmed our commitment to promoting health and productivity management across the company. At the same time, we implemented the Health Declaration Practice Campaign, during which employees set their own health goals and practiced healthy habits to achieve them. The campaign was implemented across the Group, including at our Group companies, to ensure that the declaration is well communicated throughout the organization. The campaign was a great success with the participation of many employees.

Going forward, we will take more aggressive measures to promote employee health to be the world's most rewarding and vibrant company.



► Going Forward

Practicing Health and Productivity Management

In response to the Sumitomo Wiring Systems Group Health Declaration, we set three goals in fiscal 2020, as shown at right, as concrete actions.

Ensuring compliance leads to an environment in which employees can work peacefully. By participating in medical examinations offered in accordance with the relevant laws and regulations, employees can monitor their own health and change their lifestyle habits to stay healthy and productive at work.

For employees whose medical examination results revealed any issues, we recommend those in the high-risk group to see a doctor to prevent the issue from becoming more serious and conduct regular consultations with those at risk of developing cardiovascular diseases. This support is intended to reduce the number of employees who fail to take precautions to protect their health and ensure we fulfill our duty to protect the health and safety of employees.

In addition, we will focus on activities to eliminate metabolic syndrome among employees to prevent sudden illnesses caused by unhealthy lifestyles such as an unbalanced diet, lack of exercise, stress, smoking and excessive alcohol consumption. Specifically, for employees at risk of developing lifestyle-related diseases, we will provide post-examination follow-up care and specific health guidance in collaboration with the health insurance

Thorough legal compliance

Increased healthy working life expectancy and a secure workforce

Health promotion

society. We will also create an environment in which employees can receive consultations during work hours and online to support them in staying healthy and productive at work.

Other efforts to promote health include the provision of nutritionally balanced healthy recipes by employee athletes, sharing exercise routines that are easy to practice and a stop smoking race to reduce passive smoking. By creating opportunities to access accurate health information through these activities, we are also working to improve the health literacy of our employees, which is also described in our health declaration. We will continue to implement projects to promote the sharing of information through internal online community sites, live streaming and other content that can be enjoyed in this era of the coronavirus.

These efforts to promote health and productivity management will enable our employees to demonstrate their potential to the fullest, healthy in mind and body, which ultimately boosts productivity, originality and creativity. This approach to growth will contribute to society by providing new technologies and services and fulfilling our role as a supplier.

VOICE Steadily Continuing Efforts and Recognizing that Health is a True Management Issue

The head office started to take action in 2016 by consolidating health promotion initiatives from all regions and sites across the country. Although we started out with somewhat fumbling steps as we continued to establish and implement health promotion systems and measures, we have begun to see results, little by little.

We conduct activities to improve the lifestyle habits of every employee insofar as possible and provide training to promote self-care and employee care overseen by line managers to prevent mental illness. We recognize the limitations to these ongoing activities, given the many things that cannot be improved without changes in self-awareness. However, we believe that steadfastly continuing these efforts to help employees who spend most of the day in the office to develop a healthy living mindset—even a little—ultimately revitalizes the entire company. Recognizing that employee health is a true management issue, we will work to establish a corporate culture that convinces all employees they are working at the world's most rewarding and vibrant company. As a message I want to send to readers: please stay safe and healthy.



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