

# KEWPIE GROUP

## Health Report

FY2024 Results



Kewpie Corporation

Prepared by: Health Management Team

Date: September 12, 2025

## Opening Message

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At the Kewpie Group, we value **deliciousness, kindness, and uniqueness**, and strive to support the well-being of people around the world through food. In order to remain a company that contributes to healthy lives through food, we have continued to promote a variety of initiatives centered on salads and eggs—aimed at extending healthy life expectancy and supporting the physical and mental well-being of children.

The driving force behind our contribution to global health and nutrition is the strength of each and every employee.

Each of our highly motivated employees is a valuable asset to the company, and we believe that ensuring our people can work in good health and with vitality is essential to the continued growth and development of the Kewpie Group.

Going forward, we will continue to promote **Health and Productivity Management** across the entire Group. Through our serious commitment to health through food, we will provide ongoing support to help our employees and their families lead rich and fulfilling lives—both at work and in their personal lives.

**Chief Officer of Health and Productivity Management**

**President and CEO**

**Mitsuru Takamiya**

## Corporate Philosophy

### Corporate Philosophy of the Kewpie Group

#### Corporate Motto

RAKU-GYOU-KAI-ETSU

The idea that people who have the same ambitions enjoy working together, endure struggles together and rejoice together.

#### Corporate Principles

Act on moral principles

Strive for originality and ingenuity

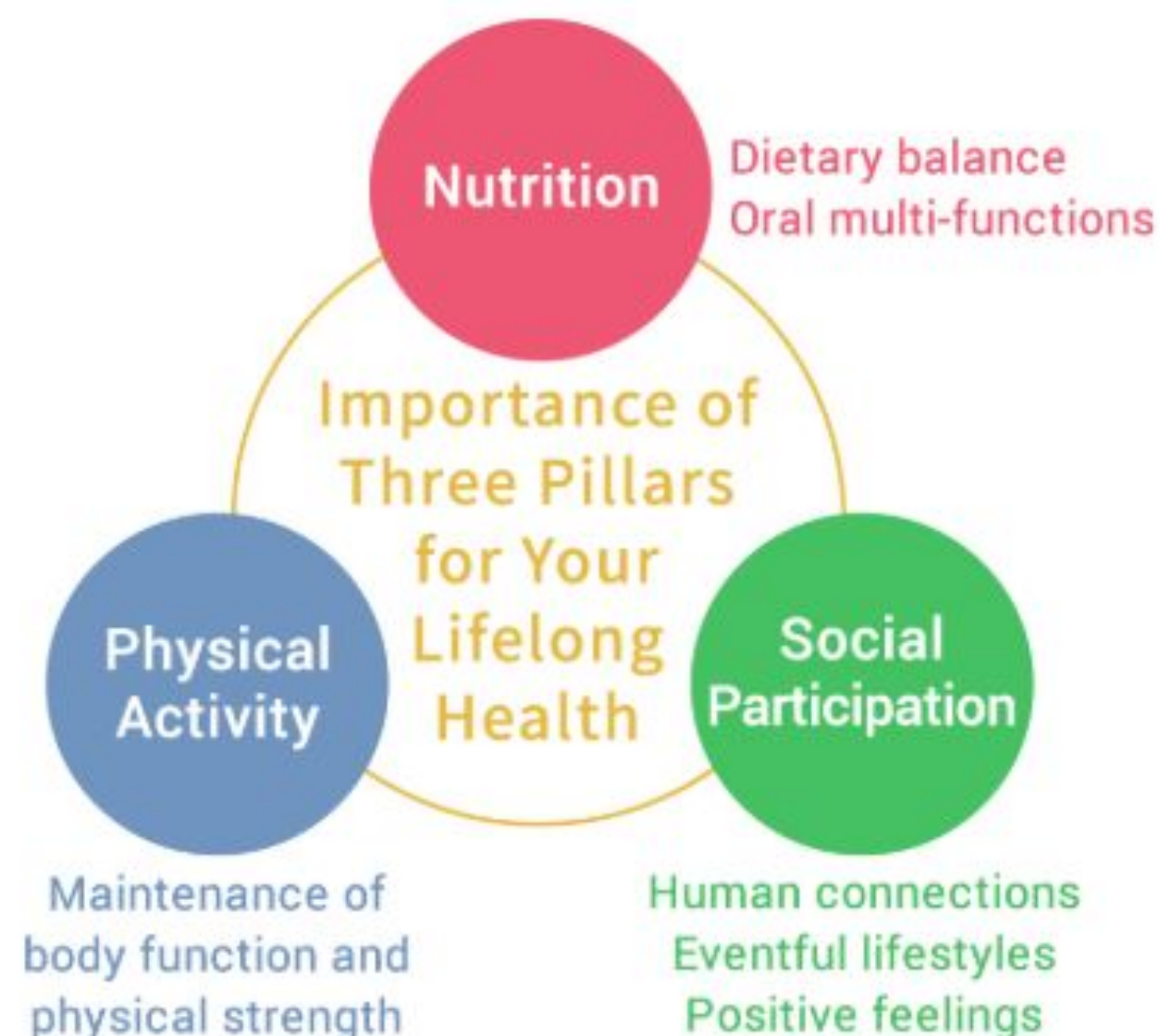
Look after parent's well being

#### Our ideal

We aim to be a group contributing to the food culture and health of the world through "great taste, empathy, and uniqueness."

## Corporate Philosophy of the Kewpie Group

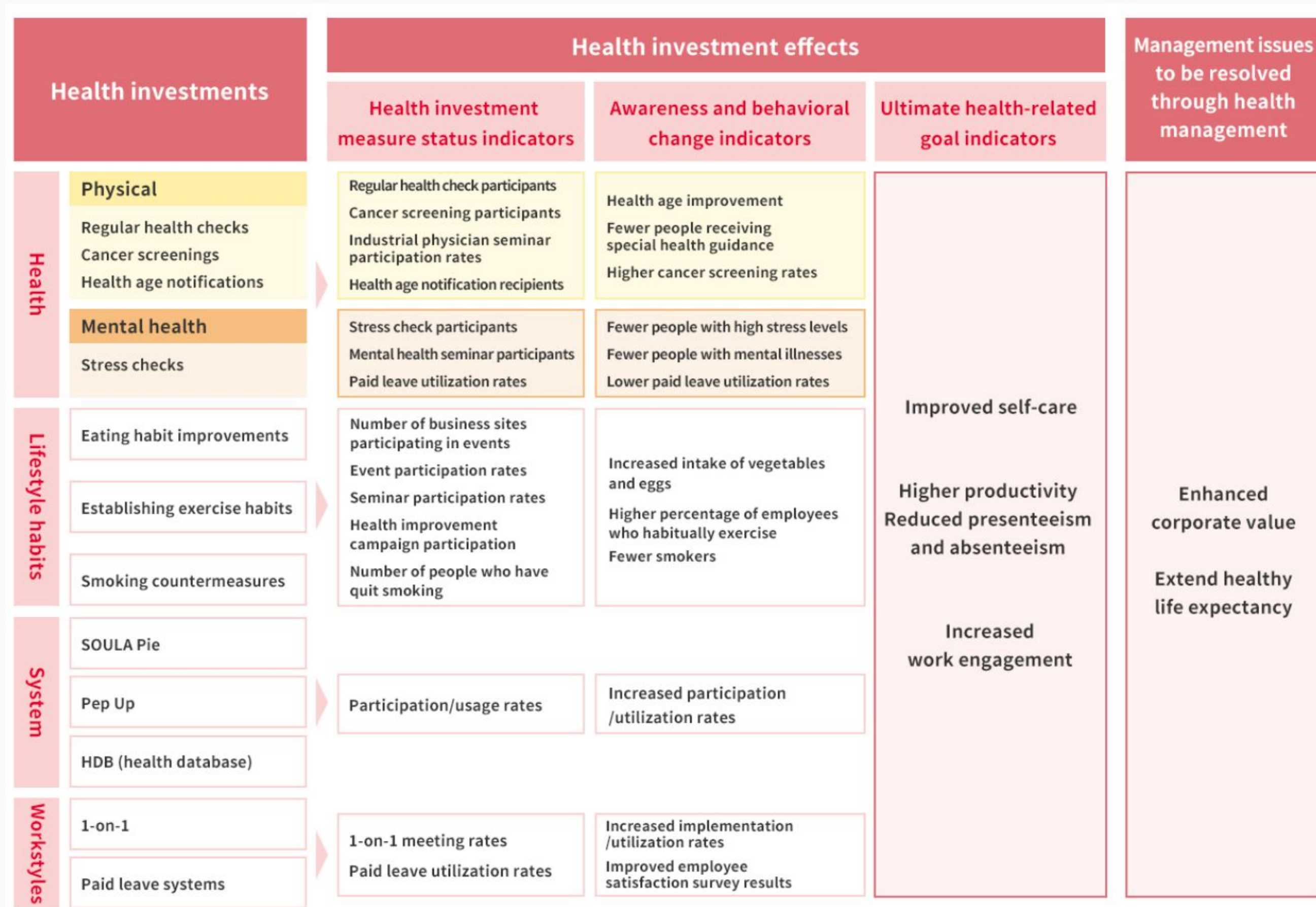
The Kewpie Group Supports  
Your Health through  
the Value of Salads and Eggs



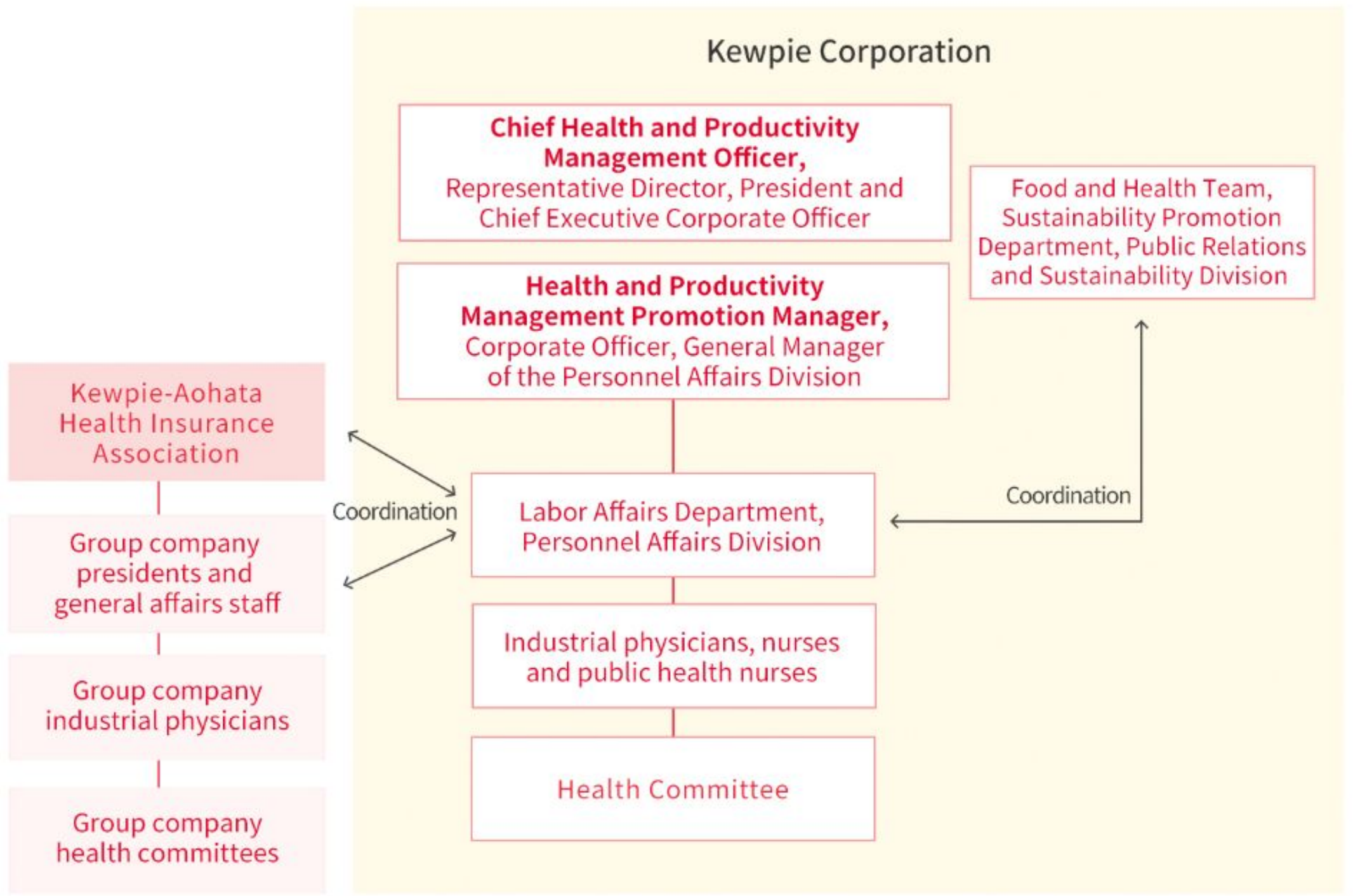
Proposed by Katsuya Iijima Professor, Doctor  
Institute of Gerontology, The University of Tokyo



# Health Management Strategy Map



# Health Promotion Framework



Name	Main Attendees	Frequency	Content
Management Meeting	Executives, Executive Officers, Department Heads	Once a year	Discussions on company policies and health measures
Global Organization & HR Discussion Meeting	Executives, Executive Officers, Department Heads	3 times a year	Discussions on company policies and health measures
Group Labor Affairs Liaison Meeting	Group General Affairs Managers	Twice a year	health measures

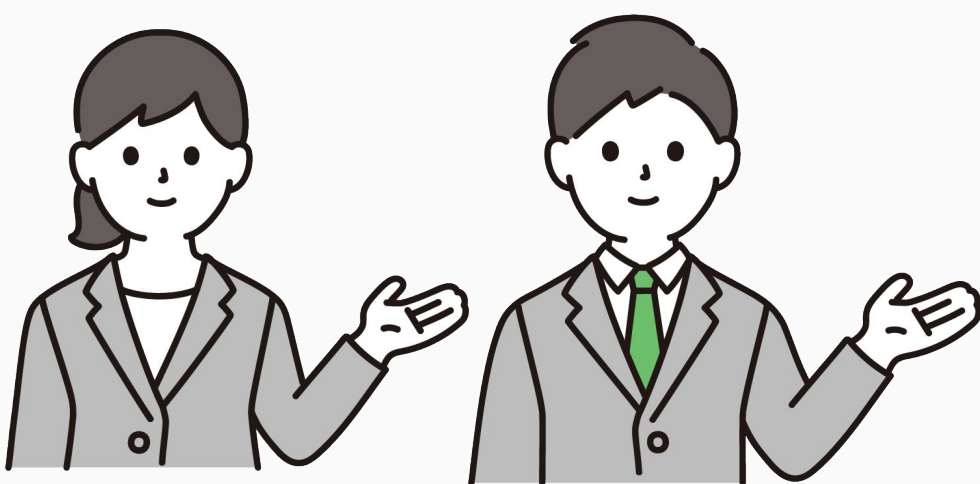




Employees



Medical Team



Helpline

Internal Consultation Desk

Nurses / Public Health Nurses

Through daily interactions such as health consultations, they are the closest presence to employees.

Occupational Physicians

Support for follow-up after regular checkups, various consultations and guidance, treatment, and balancing work.

Mental Health Specialists


Psychiatrists specializing in workplace mental health provide support.

External Consultation Desk

Helpline

Reports and consultations regarding compliance violations.

# Health Management Promotion Policy



Health Management  
Promotion Policy

To support global health and nutrition, our Health Management Policy focuses on employee well-being by promoting engagement, psychological safety, and a supportive work environment.

Item	FY2024 Actual	FY2030 Target
Presenteeism	88.9	90.0
Absenteeism	1.28	1.00
Work Engagement	Measurement starts in FY2025	Target under consideration
Item	FY2024 Actual	FY2030 Target
Regular Health Checkup Rate	100%	100%
Follow-up Exam Rate after Health Checkups	90.3%	95%
Specific Health Guidance Implementation Rate	29.6%	45%
Stress Check Participation Rate	98.4%	100%
Cancer Screening Rate	68%(entire group)	80%(entire group)
Gynecological Cancer Screening Rate	36%	60%

# Regular Health Checkups & Stress Checks



Participation Rate  
100%

- Detailed follow-up ensures 100% participation in regular health checkups.
- We use the PRAS method in stress checks to improve workplace conditions and productivity, focusing on employee resilience through SOC and SE indicators.

## Findings from Health Checkup Results (Entire Group)

Item	FY2024 Result
Employees who eat breakfast regularly	75.1%
Employees who get enough sleep and rest	60.8%
Non-smokers	81.5%
Employees with regular exercise habits	23.7%
Lifestyle Disease Risk	
No risk of high blood pressure	66%
No risk of dyslipidemia	86%
No risk of diabetes	73%

## Mental Health

- Counseling by Occupational Physicians is being provided.
1. Mental Health Seminars  
Held and streamed monthly from December  
Target: : All Group employees (Online)
  2. On-site Counseling  
Held in April and October  
Target: Group offices, including two overseas companies





# Cancer Screening



## Screening Rate

80%

With the aim of "early detection and early treatment," we are promoting an increase in the cancer screening rate in the workplace. Since the reservation process often hinders the improvement of the screening rate, we have made it so that reservations can be completed simply by entering the desired date/time and employee number.

### Same-Day Screening with Regular Health Checkups



By having cancer screenings on the same day as regular health checkups, the hassle of having to go separately for additional tests has been reduced, lowering the barriers to undergo screening.

### Provision of Cancer Screening Leave

#### がん検診休暇の付与について

がんは早期に発見し、治療することで治癒が可能であることが分かってきています。がんや生活習慣病の重症化予防は当社グループの健康経営上、最重要の課題と考えており、がんの早期発見、早期治療につなげるため、「がん検診」受診の推奨と併せてより受診をしやすくするための休暇として「がん検診休暇」を新設しました。

#### 対象者

キュービー・アヲハタ健康保険組合に加入している従業員で下記の検査を受診する方  
 ・人間ドックを受診する 35 歳以上の方  
 ・胃がん検査、大腸がん検査、腹部超音波検査を単独またはセットで受診する 35 歳以上の方  
 ・婦人科検診を受診する 20 歳以上の女性  
 ※年齢:健保組合の年度(4月1日から翌年の3月31日)で、上記の年齢に達する方

#### 付与日数

各検診受診日に付与となります。

To strengthen the environment where employees find it easier to undergo cancer screenings, we began providing cancer screening leave starting in 2021.

### In-House Gynecological and Colorectal Cancer Screenings



To improve gynecological cancer screening rates, we started in-house screenings, doubling the participation rate. Colorectal cancer screening is focused mainly at factories to reduce hassle and time.

### Collaboration with External Medical Institutions

#### がん3点セット検診について

従業員の皆様のご要望にお応えして、今年度は2パターンの受診方法をご用意いたしました。

#### A 渋谷オフィス・仙川キューポートで、がん検診（胃バリウム検査）を受診する

検査項目: 胃バリウム検査、腹部エコー検査、便潜血検査  
 検査費用: 19,976円（健保補助金20,000円を利用して、自己負担は0円です）  
 受診時期: 2024年7月～9月  
 予 約 : 5月20日（月）11:30 開始（定健と同様の方法）  
 ご予約開始をメールでお知らせします

#### B 会社近隣医療機関に行き、がん検診（胃カメラ検査）を受診する

検査項目: 胃カメラ検査、腹部エコー検査、便潜血検査  
 検査費用: 医療機関によって異なる  
 受診時期: 2024年9月～12月  
 予 約 : 6月末に改めてご案内します

(参考資料) [胃カメラ検査とバリウム検査の違いは？どちらがよいの？](#)



In response to employee requests for gastroscopy, we collaborate with external medical institutions and have been implementing a 3-test cancer screening set including gastroscopy since 2024.



## Exercise



**Exercise  $\geq 2$  days/week**

**50%**

To raise awareness about "health," we hold regular exercise events at each company, including morning radio exercises plus 1-minute training.

### Exercise x Nutrition Program

To build health, both delicious, nutritionally balanced meals and physical activity are extremely important. With this belief, we collaborated with Central Sports Co., Ltd. At the event held at the Shibuya and Sendagawa offices, we offered three special programs where participants could experience the "synergistic effect of diet and exercise." After exercising, an in-house registered dietitian held a nutrition seminar. We shared scientific hints on how to easily incorporate healthy habits into everyday meals.

Number of participants: 106 Satisfaction: 96%

**運動×食プログラム開催**  
 日時: 2025年5月16日(金)@仙川502

ベジメータによる  
野菜摂取量  
チェックも実施!  
誰でも参加OKです!

① 血圧が気になる方に! <b>血管若返り</b> プログラム	12:00-12:30
② 血糖値が気になる方に! <b>血糖コントロール</b> プログラム	12:40-13:10
③ 健康は骨から! <b>骨活</b> プログラム	13:20-13:50

各回20分間の軽いエクササイズ+10分間の食セミナーの計30分!!  
 気軽に参加できるプログラムです!



### Personal Posture Analysis

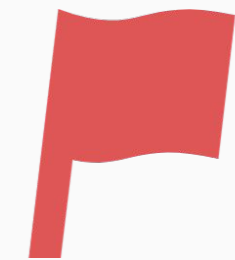
We conducted a posture analysis program utilizing AI technology. The program visualizes body misalignment and posture deviations. Based on the results, a professional trainer carefully provides one-on-one training and exercises tailored to each participant's physical condition. We plan to continue holding events that address individual health challenges.

Number of participants: 372 Satisfaction: 98%





## Meals



### Salad Consumption Rate

100%

At business sites with employee cafeterias, we regularly propose health-conscious menus in collaboration with food service providers. Additionally, we hold themed fairs and events to raise awareness and encourage employees to improve their dietary habits. As part of internal branding, we promote healthy living for each individual through salad and egg-related initiatives in the cafeteria.

#### "Egg Day" on the 15th / "Salad Day" on the 31st



To promote increased intake, we held campaigns for salad toppings and egg sustainability. At business locations without cafeterias, we distributed packaged salads made by the group.

#### Egg Culture Festival



Under the theme of experiencing the appeal of eggs over three days, Kewpie Group products were served in the cafeteria. We also provided health information related to salads and eggs, raising health awareness.

#### Cafeteria Campaign to Enjoy the Appeal of Salads



To help people enjoy the appeal of salads, we held a nationwide campaign in cafeterias with special collaboration menus in celebration of Kewpie's 100th anniversary and salad contests.

Participating locations: 14

#### Use of the "Vegimeter" (Vegetable Intake Measuring Device)



To promote awareness and behavioral changes regarding vegetable intake, Vegimeters were installed at headquarters, branch offices, and factories. This helped individuals become more conscious of their daily vegetable intake.

Installed at: 11 factories, 7 branches