

Diverse Talent

Approach

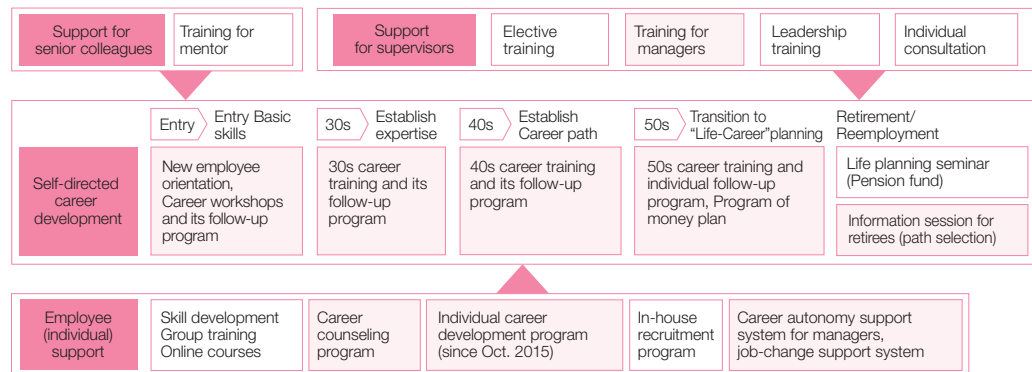
GRI404-2

Comprehensive career support

Ajinomoto Co., Inc. provides the support every employee needs to understand their personal strengths, values and characteristics, envision who they want to be (goals and vision), and take voluntary steps to grow and achieve. It offers increasing opportunities in and outside the Company for employees to contemplate their career development. In fiscal 2015, it introduced age group-specific training so employees can review and plan at specific milestones. The Company helps especially employees beyond age 50 launch a second career and have more options after retirement. It is also working to expand its career counseling program.

For all staff and managers at the mandatory retirement age of 60, group companies in Japan provide a reemployment system to help them stay active after retirement.

Comprehensive career support structure



Health and Productivity Management

The Ajinomoto Group believes that employees' health and well-being is fundamental to improving employee engagement and simultaneous growth of employee and the company. The Group implements considerable effort in creating working environments that maintain and improve employees' health and well-being. The Ajinomoto Group Health and Well-Being Initiatives were compiled as part of this drive in May 2018.

The Group's vision for health and productivity management consists of two parts, company support for improving employee health and well-being, and individual self-care based on high awareness and knowledge, the two working together to maintain well-being and foster a health-minded culture.

Vision



Approach

GRI403-DMA
 GRI403-3
 GRI403-6

▶ Integrated Report 2019 P55

▶ Sustainability Data Book 2018 P112

Framework

GRI403-DMA
 GRI403-3
 GRI403-6

Performance

GRI403-DMA
 GRI403-3
 GRI403-6

Performance

▶ Public Awards and Feedback

Health promotion framework

Ajinomoto Co., Inc.'s health policies are centered on the concept of self-care, which advocates health as a personal responsibility. This self-care is supported by a partnership between the Wellness Promotion Center, which has nine occupational physicians and 13 health staff members, the HR Department, and the Ajinomoto Health Insurance Society.

Health and productivity initiatives

■ Individual consultations

At Ajinomoto Co., Inc., individual consultations are the foundation for providing all necessary health support. Every employee that works in Japan is interviewed by medical staff at the Wellness Promotion Center at least once per year. Based on their medical examination and stress assessment results, they receive health guidance that is respectful of their individual values and lifestyle, while also making sure to catch signs of latent physical or mental health problems. Guidance and advice services are also available for employees who work long hours or overseas.

■ The A-Health Solution

The A-Health Solution is a health program that supports the self-care of Ajinomoto Group employees through its focus on health visualization and lifestyle disease prevention. As part of the program, in August 2018 the Group introduced *Karada kawaru Navi* (Body change Navi), an app that visualizes an employee's health condition on four axes (food, exercise, sleep, and stress) for providing health guidance based on a more accurate picture of their lifestyle habits. In October 2018, the Group introduced My Health, a personal health management website which employees can use to monitor their checkup results, work data, and lifestyle data.

■ Smoking cessation program

The Ajinomoto Group fully supports employees working to quit smoking and also strives to minimize smoking risk and passive smoking. Ajinomoto Co., Inc. targets the percentage of non-smokers to be 88% in fiscal 2020.

■ Mental Health Recovery Program

Ajinomoto Co., Inc. has its own Mental Health Recovery Program. From the start of temporary health leave until after their return to work, employees on the program receive continual support in recognizing their personal values and sources of fulfillment and aspiring to a state where they can enjoy work by relating skillfully to stress. Targets are set according to the state (stage) of symptom recovery.

Inclusion in the 2019 Health & Productivity Stock Selection

Ajinomoto Co., Inc. was included in the 2019 Health & Productivity Stock Selection for the third consecutive year as a company strategically promoting employee health and productivity from a management perspective. The selection is made by the Japanese Ministry of Economy, Trade and Industry (METI) and Tokyo Stock Exchange. In the same year, the Company was also included in the "White 500" where METI certifies 500 companies actively working in employee health management through Certified Health and Productivity Management Organization Recognition Program.

