

## Human Resources

Health Management, and Occupational Health and Safety

### Governance

- Policy
- Organization

### Strategies and Risk Management

- Health Management
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### Target and progress

- Health Management
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### Initiatives

- Physical Health Care
- Mental Health Care

### Related Data

# Health Management, and Occupational Health and Safety

## Governance

### Policy

The safety and health of our employees are instrumental to the foundation of our business, and as such, our highest priority is to promote health management to increase corporate value.

The NYK Code of Conduct calls for a safe, hygienic work environment, as well as measures to preserve and promote our employees' physical and mental health. We are rolling this out worldwide in multiple languages.

Furthermore, we seek the understanding and cooperation of our business partners by including a safe, hygienic work environment in our "CSR Guidelines for Partners and Suppliers" (as of August 2024).

**Link** For more information, click the link below.  
**Health Management Declaration**  
<https://www.nyk.com/english/sustainability/pdf/social012en.pdf>

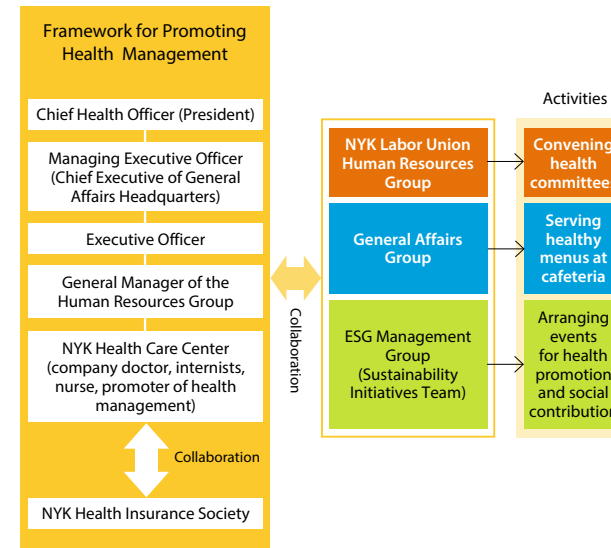
### Organization

#### Health Management

Since April 2015, we have been strengthening health management so that our employees can stay in good health, maintain a positive disposition, and achieve their potential.

The NYK president, as the chief health officer, together with other members of management, the Human Resources Group, the NYK Health Care Center (our in-house company clinic), and the NYK Health Insurance Society advocate health management.

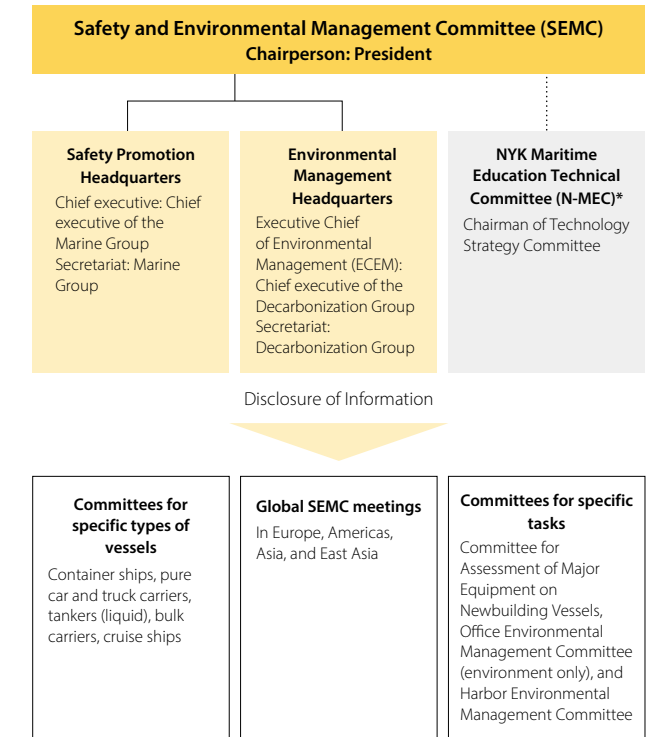
## Framework for Promoting Health Management



#### Occupational Health and Safety

Based on the awareness that ensuring safe vessel operations underpins the NYK Group's business activities, the Safety and Environmental Management Committee, chaired by the president, was established in 2001, and offshore and onshore personnel around the world make a concerted effort to promote the safety and environmental activities. Every year, the committee reviews the activities conducted the previous year and decides the activity policy and goals. Also, the activity policy decided by the SEMC is translated into specific activities by the sub-committees for each ship type and executed as safety enhancement activities for each ship.

## Safety and Environmental Measures Advancement System



\*Committee for education, training, and development of crew members

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### > ISO 45001 Occupational Health and Safety Management System Certification

The Group has obtained ISO 45001 certification to enhance the safety of shipping operations and maintain and improve quality. 12 of the 208 NYK Group companies, or 6%, have obtained the certification (as of April 30, 2024).

- NYK LNG Shipmanagement Ltd.
- NYK Bulk & Projects Carriers Ltd.
- NYK Auto Logistics (Kazakhstan) LLP
- MC Siam Logistics Co., Ltd.
- Yusen Logistics (UK) Ltd.
- Yusen Logistics (Thailand) Co.,Ltd.
- Yusen Logistics (Polska) Sp. z o.o.
- Yusen Logistics (Czech) s.r.o.
- Yusen Logistics (Australia) Pty.Ltd.
- Yusen Inci Lojistik ve Ticaret A.S.
- Uryi Logistics Solutions Co., Ltd.
- PT. Puninar Yusen Logistics Indonesia

### Strategies and Risk Management

#### Health Management

Regardless of whether our employees are working on land or at sea, in Japan or overseas, we believe that maintaining good health even as we age helps each individual reach their full potential.

The results of health checkups show that abnormal findings tend to be detected during health checkups and medical examinations as people age. Moreover, since these findings can also be observed in younger generations, we consider early treatment and prevention of severe cases as important issues and are implementing measures accordingly.

### • Health committee

In addition to company doctor, health managers, and internal stakeholders (Human Resources Group), a representative of the NYK Labor Union also participates in the meetings as an employee representative. Once a month, they exchange information on employee working conditions (overtime and vacation status) and health management (response rate to health checkups). The labor union and the Human Resources Group work together to reduce employee overtime by encouraging employees to take days off, preventing infectious diseases etc., because both organizations consider health and safety to be the highest priority.

### Occupational Health and Safety

#### • Risk Assessment

For more information, click the link below.

**P.021 Risk Management**

#### • Employee Safety Management (in the event of a disaster)

The Group has introduced a safety check system to determine employee status at the time of a disaster, such as an earthquake. This enables the company to grasp whether employees can keep working, and if not, the earliest possible action to take. If an earthquake of seismic intensity 6 or greater occurs at registered cities and offices in the country, a safety confirmation email will be automatically sent from the system to the employees. After receiving the email, employees will report their status and that of their family members, and management of each group can check the safety status of each member through the system. The Group plans to continue periodic safety confirmation drills to remain prepared for an emergency.

Moreover, in order to facilitate smooth communication and speed up early response at the time of a disaster, we have developed our own disaster prevention mobile app for all employees.

### > Acquisition of Maritime Labor Convention Certificate

To comply with the ILO Maritime Labor Convention (MLC) in the working environment on board ships, all vessels operating in our group obtained a Maritime Labor Certificate (MLC Certificate) after undergoing labor inspections, maritime inspections by the competent authorities of the flag State and registered inspectors. Our original safety standard, NAV9000, requires and confirms compliance with main international conventions such as SOLAS\*<sup>1</sup>, STCW\*<sup>2</sup>, MARPOL\*<sup>3</sup>, and MLC, and continues to strive for the improvement of onboard occupational health and safety.

\*1 SOLAS (International Convention for the Safety of Life at Sea)

\*2 STCW (International Convention on Standards of Training, Certification and Watchkeeping for Seafarers)

\*3 MARPOL (MARINE POLLUTION): International Convention for the Prevention of Pollution from Ships

For more information, click the link below.

**P.019 Original Safety Standard "NAV9000"**

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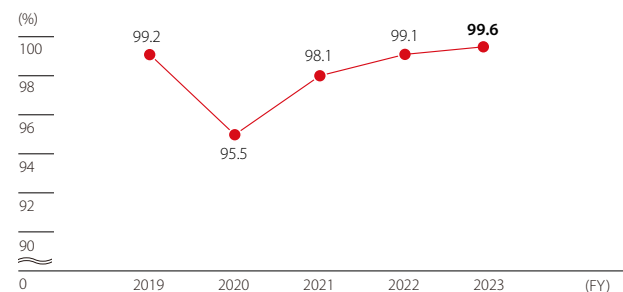
### Target and progress

#### Health Management

##### ● Response Rate to Health Checkups

To promote and maintain good health, NYK encourages all employees to get annual checkups. Our goal is to provide employees with knowledge of their health condition so that they can better avoid disease or reduce its severity. In addition, our company doctor and internist provide medical treatment and guidance to patients requiring additional care.

##### ■ Response Rate to Health Checkups (NYK Headquarters)



\*In fiscal 2020 and fiscal 2021, due to the effects of the COVID-19 pandemic, overseas seconded employees and seafarers were unable to receive health checkups, and the health checkup rate decreased.

### Occupational Health and Safety

##### ● Occurrence of Occupational Accidents

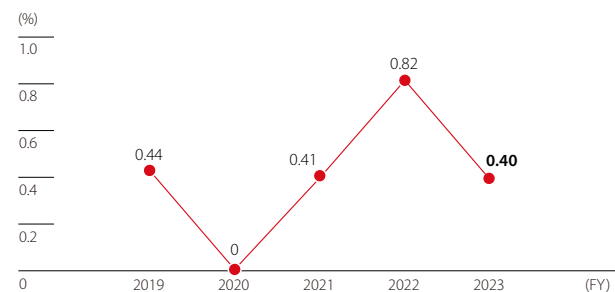
We monitor occupational accidents for employees working at the headquarters\*<sup>1</sup> to reduce the lost time injury frequency rate (LTIFR) \*<sup>2</sup>.

\*1 Includes fixed-term employees and employees seconded from group companies

\*2 LTIFR (Lost Time Injuries Frequency Rate):

Number of lost-day occupational injury cases / Total working hours × 1,000,000

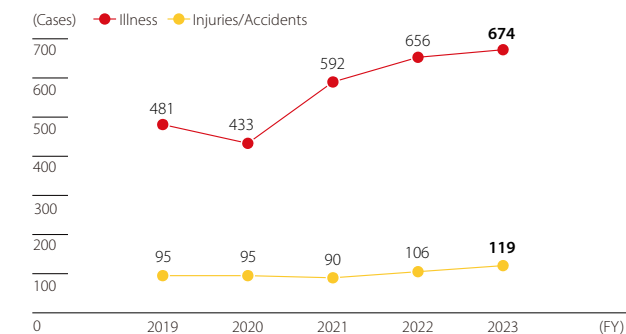
##### ■ LTIFR (NYK Headquarters)



##### ● Seafarer Injuries and Illnesses

Also, by confirming the safety of the onboard environment via activities such as an onboard safety committee, NAV9000, and Near Miss 3000, the Group continue to encourage the improvement of seafarer safety awareness to prevent injuries and personal accidents. By gathering and analyzing data of injuries and illnesses, and that of Near Miss 3000, we can grasp the rate of occurrence and verify the effectiveness of safety activities to connect them to further improvement.

##### ■ Reported Seafarer Injuries and Illnesses



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#### Physical Health Care

##### • Company Clinic

At its head office, NYK has a clinic that is staffed with a company doctor, internists (for the cardiology, gastroenterology, respiratory medicine, and endocrine metabolism), pharmacists, psychiatrists, and a nurse so that employees may consult and see a doctor whenever they like. To prevent infectious diseases, we also provide vaccinations and subsidies for vaccination costs through health insurance societies.

##### • Health Checkups

To promote and maintain a 100%-response rate to health checkups, NYK encourages all employees to get annual checkups. Health checkups are conducted at the company clinic, and the company doctor and internists provide medical treatment and guidance to those with abnormal findings. The goal is for employees to understand their own health status and use this information to prevent diseases and severe disorders by allowing them to access their diagnostic findings from the previous five years online at any time. In addition to annual dental checkups, at hospitals and specialized clinics, our employees can receive special examinations that include full medical checkups, cancer examinations, and gynecological examinations. Additionally, the work environment at our Company is such that one in five employees in onshore job positions are assigned overseas. For this reason, our company doctor checks each employee's health before and after overseas assignments. Before the employee begins the assignment, the doctor reviews dietary habits at the assignment location, depending on the medical exam results.

For more information, click the link below.

**P.092** [Target and progress](#)

##### • Support to Smoking Cessation Efforts

The company clinic provides support to employees willing to try to quit smoking by offering a smoking-reduction outpatient service.

##### ■ Smoking rate (NYK Headquarters)

(Unit: %)

FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
15.2	15.1	12.7	12.4	11.2	11.8

##### • Support for Improving Dietary Habits

We also support employees in improving their eating habits from the perspective of preventive medicine.

Our company doctor holds seminars to disseminate information on dietary habits that are easy to incorporate into daily life.

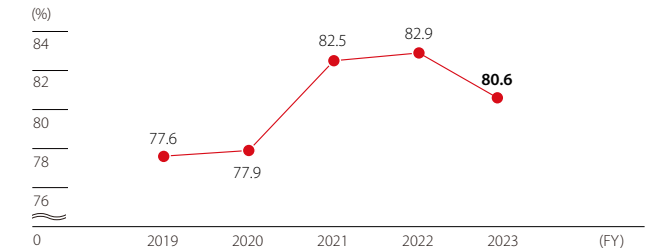
Our company cafeteria offers a dietitian-created lunch menu that considers health by providing, for example, low-sodium and low-carbohydrate options. The menu includes information on calories, salt content, and allergens, and food-related pamphlets are made available to enhance employees' awareness and knowledge of food. We also offer a "Table For Two\*" option two to four times a month.

\* When an employee orders a low-calorie menu or food to prevent obesity or lifestyle-related diseases, 20 yen per meal will be donated to provide school meals for children in developing countries through "Table For Two". 20 yen is the cost of a school meal in a developing country and for every meal consumed in a developed country, one meal is donated to a developing country.

##### • Support for Drinking Habits

We are focusing on initiatives to improve drinking habits because the percentage of employees with appropriate drinking practices is lower than that of others with similar exercise and dietary habits.

##### ■ Percentage of People with Appropriate Drinking Habits (NYK Headquarters)



##### • Support for Forming Exercise Habits

From the perspective of preventive medicine, we also emphasize helping our employees form exercise habits, and implementing activities that encourage exercise.

#### NYK's Charity RUN + WALK+a (Chari Run!)

Chari Run is an annual in-house event launched in 2017 with the aim of promoting the health of the Group's employees and enhancing an awareness of social issues. This event is expanded to Group companies not only in Japan, but also overseas. The donation is collected from the participants paid as the participation fee of Chari Run event and a matching contribution by a company, NYK based on the participants' performance ("Matching gift"). NYK contributes to Médecins Sans Frontières to help promote the health of people who do not have access to medical services due to conflicts and disasters.

For more information, click the link below.

**P.104** [The Challenge to Solve Social Issues](#)

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### ● Seminars on Health-related Issues

Our company doctor and physicians hold seminars for new employees on managing physical and mental health as working professionals.

Believing that it is essential for women to have a correct understanding of women's health for them to continue to play an active role, our company doctor conducted seminars as a new measure in 2023 on health issues tailored to the different life stages of women. Group company employees and business partners were also invited to participate.

#### ■ Seminars on health-related issues

(Unit: Persons)

	Seminar	Number of participants
FY2022	Health Seminar for New Employees	62
	Health Seminar for New Employees	81
FY2023	Health Issues According to Women's Life Stages (1)	135
	Health Issues According to Women's Life Stages (2)	102

### 〈When Working on Sea〉

#### ● Health check

In addition to the health check before boarding the vessel, regular health checks are mandatory on board. All Japanese seafarers undergo annual preventive checkup for lifestyle-related diseases through seafarers' insurance.

### Mental Health Care

If employees are not in a sound state of mind and body, they cannot work with enthusiasm. Therefore, NYK makes an active effort to promote mental health care.

#### ● Company Clinic

We have three company psychiatrists. Consultation with specialists outside the company are available online or via the phone 24 hours a day, 365 days a year for employees.

#### ● Stress Checks

Although workplaces with 50 or more employees must implement this system, we implement stress checks at all domestic and overseas workplaces and onboard ships, regardless of the number of employees.

#### > Presenteeism

At the same time as stress checks, we measure presenteeism, i.e., lost productivity that occurs when employees are not fully functioning in the workplace because of an illness, injury, or other condition.

#### ■ Presenteeism (NYK Headquarters)

(Unit: %)

FY2020	FY2021	FY2022	FY2023
18.2	18.6	17.2	18.0

\*Measurement method: The percentage of respondents who responded to the following question of The Single-Item Presenteeism Question(\*1) with a rate below 100%: "On a scale from 1% to 100%, where 100% is the best job performance you could have at your job if unimpeded by sickness or injury, how would you rate your overall job performance on the days you worked during the past four weeks (28 days)?" The evaluation is based on the percentage obtained by subtracting the percentage of responses given using the 11-point scale (\*2) from the 100% value.

\*1 A Single-Item Presenteeism Question, or SPQ, is a scale that can easily measure presenteeism with a single question. It was developed by "The University of Tokyo Working Group," a Fiscal 2015 Project to Promote the Creation of Industries to Extend Healthy Life Expectancy.

\*2 A survey method called the Cantril's Ladder for investigating subjective levels of happiness. The participants are asked to imagine an 11-step ladder ranging from "0" to "10," and judge how satisfied they are with their current life.

#### ● Refreshment

For the purpose of recovering from fatigue and maintaining a balanced mind and body, the head office also has a massage room, roof-terrace relaxation space with benches and gardens, and cafe to enhance workplace communication. We also have coffee machines and cafes in the office space to provide a change of pace and encourage spontaneous communication between departments.



Massage room

Roof terrace

### 〈When Working on Sea〉

#### ● Improving Communication Environment

Since 2021, NYK has been making efforts to improve the communication environment between vessels and shore, including increasing onboard internet speed.

To further enhance communication speed, we are introducing Starlink\*. We believe that, by facilitating communication between

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seafarers and their families and friends onshore, we can expand the welfare of seafarers and help to maintain and improve their work motivation. Improvements in the communication environment have also led to the introduction of telemedicine. Medical consultations that were previously conducted over the phone and email will now be held via video call.

\*Starlink is a satellite communication service operated by Space Exploration Technologies Corp. (SpaceX). Because Starlink uses low-orbit satellites, it enables higher-speed, lower-cost, and larger-capacity communications than conventional communications.

### ● Holding Seafarers' Dialogue

This is a forum to listen to the voices of seafarers to further improve the financial services provided to seafarers by MarCoPay Inc. (Maritime Community Pay; a NYK Group company). It also serves as an important forum for sharing examples of past accidents and holding dialogue to prevent recurrence. To enhance communication with seafarers on board and their family members, the Group holds seafarers' dialogue in many areas. We strengthen our correspondence with seafarers' family associations by sharing information regarding seafarers, as well as providing family consultations on topics such as education for children. We expand the welfare benefits for seafarers.



Family gatherings

### Related Data

#### The NYK Group (Includes NYK Headquarters)

##### Occupational Health and Safety

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Lost-time injury (LTI) rate*1	%	1.55	2.22	2.00	2.52	2.54
Number of work-related deaths	Persons	5	1	1	2	1
Mortality rate *2	%	0.01	0.00	0.00	0.01	0.00

\*1 Calculation method: (Number of work-related accidents resulting in absence from work)/(Total working hours) x 1,000,000  
Total working hours are calculated as 2,000 hours/employee

\*2 From 2021, the aggregation standard was changed. In conjunction with this, the figures for fiscal 2019 to fiscal 2020 have been revised.

#### NYK Headquarters

##### Occupational Health and Safety (Includes Fixed-Term Employees)

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	
Number of occupational accidents*1	Events	1	2	2	2	2	
		Office workers (includes navigation officers and engineers*3)	0	0	0	0	1
		Seafarers	1	2	2	2	1
Lost time injury (LTI) rate *2	%	0.44	0.00	0.41	0.82	0.40	
Number of work-related deaths	Persons	0	0	0	0	0	
		Office workers (includes navigation officers and engineers at office locations)	0	0	0	0	0
		Seafarers	0	0	0	0	0
Number of lost days caused by occupational accidents (1 day or more)	Days	89	0	71	9	7	
		Office workers (includes navigation officers and engineers at office locations)	0	0	0	0	7
		Seafarers	89	0	71	9	0

\*1 Excludes commuting accidents

\*2 Employees working at headquarters, including navigation officers and engineers(\*3) who are working at office locations, seconded employees from Group companies, and contractors for business outsourcing, etc.

Calculation method: (Number of work-related accidents requiring leave) / (Total working hours) x 1,000,000

\*3 Navigation officers and engineers either hold a seafaring license or are in the process of acquiring one at a maritime college.