

March 30, 2018  
SMBC Nikko Securities Inc.

**Promotion of Health and Productivity Management**  
**~Declaration of Health & Productivity Management and**  
**Appointment of Chief Health Officer (CHO)~**

SMBC Nikko Securities Inc. is going to officially announce a “Declaration of Health & Productivity Management” as of April 1, 2018. As health promotion of our employees is one of our business challenges, efforts shall be made to maintain and enhance health of employees and their families. To promote the health and productivity management for sure, CHO will be appointed on the same day.

**1. Declaration of Health and Productivity Management**

All employees are SMBC Nikko’s important assets. Engaged employees with good health, both physically and mentally, are valuable for SMBC Nikko in order to continue providing clients with greater values.

Based on this philosophy, SMBC Nikko will implement health enhancement programs for employees and will create vibrant workplace environment where each employee can demonstrate their personality and ability as much as possible.

SMBC Nikko declares that together with the health insurance association, we will be actively working to maintain and enhance health of employees and their families.

**2. Appointment of CHO (as of April 1, 2018)**

Masayoshi Furusho     Executive Managing Director, Head of Human Resources Unit  
SMBC Nikko Securities Inc.

**3. Framework**

(1) CHO Meeting

Meetings led by CHO will be held regularly. Its purposes are to prepare programs that support employees to maintain and enhance their health including its effect verification, and to promote “health collaboration”\* together with the health insurance association.

(2) Health Management Section

Health Management Section will be set up, led by physicians in Human Resources, to strengthen the capability. In addition to the existing duties of periodic health checkup, Health Management Section will be responsible for activities related to promotion of health and productivity.

※ The insurer, such as a health insurance association, and a company actively work together to efficiently and effectively implement health enhancement programs for employees and their families.

#### 4. KPI for programs

##### (1) Measures on Metabolic Syndrome

Target Item	Target for FY 2022
Rate of Specific Health Examination	90.0%
Rate of Specific Health Guidance	55.0%

Including non-working dependents, optional continued insured persons, and special retirement insured persons

##### (2) Measures to Promote Non-smoking

Target Item	Target for FY 2022
Rate of non-smokers	80.0%

##### (3) Measures on Mental Healthcare

Target Item	Target for FY 2022
Rate of Mental Health Supporters at branches	100.0%

##### (4) Measures on Work Hour Management

Target Item	Target for FY 2022
Total annual working hours	Ave. 2,100 hours/person
Use of paid holidays	Ave. 20 days/person

#### 5. Recognized as a “company with outstanding health and productivity management for 2018 (White 500 Corporation)”

On February 20, 2018, SMBC Nikko was recognized as one of the “outstanding health and productivity management organizations (White 500)”, a good company engaged in health and productivity management under the “Certified Health & Productivity Management Organization Recognition Program”, organized by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi.



SMBC Nikko continues to encourage employees and their families to maintain and enhance their health as well as to improve the work-life balance to create a workplace environment where employees can work lively. By promoting health and productivity management, SMBC Nikko will make best effort to further improve our corporate values.

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