

Health Investments

Specific Health Guidance

Follow-up recommendations based on health checkup results

Secondhand Smoke Prevention & Smoking Cessation Support

- Group-wide seminars on smoking countermeasures
- Elimination of indoor smoking areas
- Provision of a smoking cessation program free of charge

Dietary Support

- Dietary education
- Body composition measurement sessions
- Placement of scales in all business locations

Exercise Support

- Sedentary lifestyle prevention (video content)
- Walking event
- Financial support for the use of exercise facilities and opportunities to exercise

Self-care training

Group analysis based on stress checks

Employee Health Issues

- Leave due to lifestyle-related diseases or mental health issues
- Impacts of physical or mental illness on performance at work

Effects of Health Investments

Indicators related to status of implementation of health investment measures

- Implementation rate of Specific Health Guidance
- Percentage of employees receiving recommendations to take medical examinations
- Number of lecture attendees
- Number of indoor smoking spaces
- (Diet/Nutrition, Exercise) Assessment through health management surveys
- Participation rate in self-care training
- Percentage of interviews conducted at high-risk workplaces identified by Overall Health Risk

Indicators of Behavioral & Awareness Changes

- Percentage of employees receiving specific health guidance
- Percentage of employees who have received medical examinations (crude coverage (CC))
- Number of participants in the smoking cessation program
- (Diet/Nutrition, Exercise) Assessment through health management surveys
- Percentage of employees who passed the self-care training comprehension test
- Whether or not remedial measures have been formulated at priority workplaces

Ultimate Health-Related Goals

- Prevalence of abnormal lipid and blood pressure findings
- Percentage of employees who have improved regarding the items examined after receiving medical examinations (effective coverage (EC))
- Percentage of employees who smoke
- Psychological Stress Response
- Overall Health Risk

Penetration of Health and Productivity Management

Surveys of all employees on health management conducted (once a year)

System and environment for implementing policy

Head office:
Health and Productivity management personnel
Business units Sites:
Human resources personnel
Specialists:
Supervising industrial physician
Full-time industrial physician
Part-time industrial physicians
Nursing Staff
Outside:
EAP and institution commissioned to conduct health checkups
Institution commissioned to conduct stress checks

Indicator for evaluations concerning the development of a healthy culture

Support from superiors or co-workers in the workplace stress questionnaire

Fostering a Healthy Corporate Culture

Target year: FY2027

Objective of Health and Productivity Management

Improve lifestyles and mental health to address absenteeism and presenteeism, maintain and promote the health of employees and their families and increase corporate value

KGI

Improvement in absenteeism
Improvement in presenteeism

Health and Productivity Management Promotion Policy

Declaration of Health and Productivity Management (April 2022)

Scope

Employees and their families

Actions

Initiatives for maintaining and promoting health

Target

A corporate group with vibrance

Management policy

Management Philosophy

With creativity and productivity, We, **MKC** Group, will explore products of value to society, and seek an eternal growth of our group.

Our Purpose

We promote the well-being of the world through a spirit of exploration and diverse technologies.

Group Vision

Building new businesses -- and the future -- with our material intelligence.