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## Kaga Electronics recognized as a 2023 Certified Health & Productivity Management Outstanding Organization

KAGA ELECTRONICS CO., LTD. (hereinafter, "the Company") hereby announces that it has been recognized as a 2023 Certified Health & Productivity Management Outstanding Organization under the Certified Health & Productivity Management Outstanding Organizations Recognition Program sponsored by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi (Japan Health Council).



### 1. Certified Health & Productivity Management Outstanding Organizations Recognition Program

The Certified Health & Productivity Management Outstanding Organizations Recognition Program recognizes large enterprises, SMEs, and other corporations that practice particularly excellent health and productivity management aligned with initiatives for addressing health issues in the community as well as health promotion initiatives promoted by the Nippon Kenko Kaigi.

By visualizing outstanding companies engaged in health and productivity management, the program aims to foster an environment where such companies can be socially recognized by employees, job seekers, related companies, financial institutions, and others as corporations that consider employees' health and productivity management from a business-management perspective and strategically implement relevant initiatives.

- Ministry of Economy, Trade and Industry website:

[https://www.meti.go.jp/policy/mono\\_info\\_service/healthcare/kenkoukeiei\\_yuryouhouzin.html](https://www.meti.go.jp/policy/mono_info_service/healthcare/kenkoukeiei_yuryouhouzin.html)

### 2. Health and productivity management at the Company

Based on our corporate philosophy, "Everything we do is for our customers," we aim to be the No. 1 company in the industry in Japan and to become a competitive world-class company. To this end, it is essential that each and every one of our employees is healthy in mind and body and that we are a team of professionals with integrity and high corporate ethics. We also believe that an energetic corporate culture based on a work environment that allows for smooth communication, job satisfaction, and the health of employees and their families is extremely important for the sustainable growth of a company and that the value of our existence can be enhanced by continuing to maintain and improve the health of our employees.

We have implemented the following initiatives for health and productivity management.

Key initiatives:

- Established a Health Management Policy and organized a Health Management Promotion Committee to promote health and productivity management under the policy
- Expanded systems that enable flexible working styles, such as the development of a working environment that makes use of telework and the provision of paid leave by the hour
- Introduced an accumulated leave system for the three major diseases—cancer, heart disease (acute myocardial infarction), and stroke—and a condolence payment program for employees with any of them
- Stress checks are conducted once a year to quantify productivity and physical health issues in the workplace. Based on the results, the Personnel Department interviews and provides advice to the heads of each department, and advice is also provided by an external organization.

We will continue to implement various health promotion initiatives to encourage all employees to pursue health maintenance and improvement of their own volition.