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Kaga Electronics recognized as a Certified Health & Productivity Management Outstanding Organization (large enterprise category) for the second consecutive year

KAGA ELECTRONICS CO., LTD. (Head Office: Chiyoda-ku, Tokyo; Representative Director, President & COO: Ryoichi Kado; hereinafter, "the Company") hereby announces that it has been recognized as a 2024 Certified Health & Productivity Management Outstanding Organization (large enterprise category) 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). This is the second consecutive year of recognition following the 2023 recognition.



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

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:

- Developing a structure for promoting health and productivity management, such as establishment of Health Management Policy and Health Management Promotion Committee in accordance with the policy
- Expanding systems that enable flexible working styles, such as development of a working environment that makes use of telework and 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 sickness payment program for employees with such diseases
- Set up a fitness gym in the Head Office in Akihabara and made arrangements to provide employees freedom to use the facility at any time
- Conducted analysis of employees' health check data and followed it up by identifying health issues and ultimately establishing health targets

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