

Kaga Electronics recognized as a Certified Health & Productivity Management Outstanding Organization (large enterprise category) for the fourth 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 2026 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), for the fourth consecutive year of 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/press/2025/03/20260309002/20260309002.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 organizing the Health Management Promotion Committee under the Health Management Policy, and implementing various health-related initiatives — including setting targets based on identified health issues — in collaboration with industrial physicians, public health nurses, the Diversity Promotion Committee, and the Safety and Health Committee.
- In conjunction with initiatives to prevent mental health issues, we promoted work–life balance by encouraging the utilization of paid leave, expanding the hourly paid leave system, and establishing an on-site fitness gym, thereby contributing to the reduction of both presenteeism and absenteeism.
- After introducing 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, promoted awareness and endeavored to establish these systems as standard practice.
- Conducted analysis of employees’ health check data, established health targets after identifying health issues, and approached employees with high health risk values, resulting in a significant improvement in the detailed medical examination participation rate (from 29.3% in 2024 to 89.3% in 2025).

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

■ **Inquiries from news media**

KAGA ELECTRONICS CO., LTD.

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