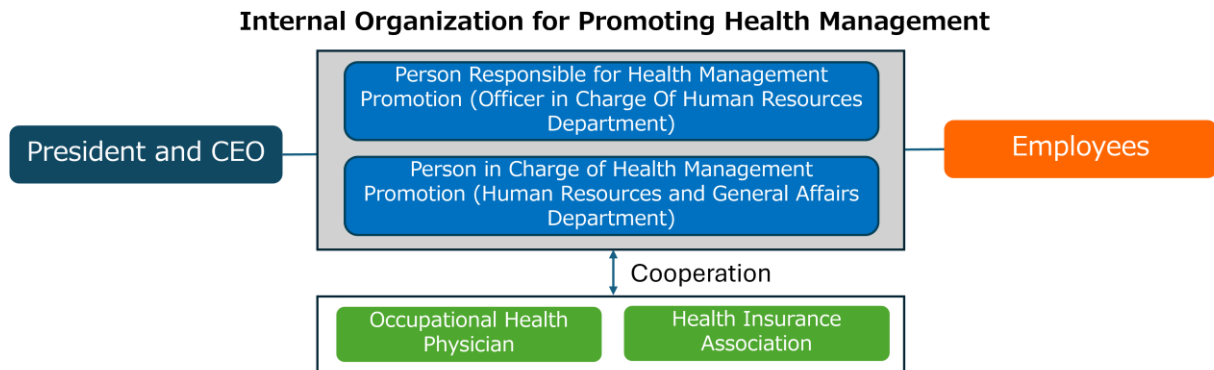


MegaChips Corporation Initiatives for Health and Productivity Management

Corporate Structure



Major Initiatives

1. Support for maintaining a balance between medical treatment and work		<ul style="list-style-type: none"> • Enhancement of leave systems for treatment and work • Collaborative support with industrial physicians to return to work or re-take a leave of absence
2. Mental health		<ul style="list-style-type: none"> • 100% participation rate of undergoing a stress assessment check • Enhancement of self-care and managerial care • Support efforts to promote internal communication
3. Physical health		<ul style="list-style-type: none"> • 100% participation rate in health check-ups • Education about women's health issues • Information sharing on health promotion
4. Promotion of work-life balance		<ul style="list-style-type: none"> • Encouragement of paid leave utilization • Reduction of long working hours
5. Workplace Safety and Health		<ul style="list-style-type: none"> • Risk Assessment Activities

Major Indicators

	FY2023	FY2024	Note
Annual Health Check-up Rate	97.0%	99.4%	Target 100%
Stress Check Participation Rate	100%	100%	Target 100%
High-Stress Individuals Ratio	15.6%	19.5%	
Medical Leave Rate	1.5%	1.5%	Ratio for Leave of Absences of More than One Month (Including Physical and Mental Health)
Mental Health Education Sessions	1	1	
Health Issue Education Sessions	1	1	
Paternity Leave Utilization Rate	100%	100%	Target 100%
Annual Paid Leave Utilization Rate	77.6%	74.2%	Target 70%
Average Monthly Overtime Hours	17.7 Hours	17.2 Hours	Target 15 Hours
Number of Occupational Accidents	0	0	Number of Work-Related Accidents