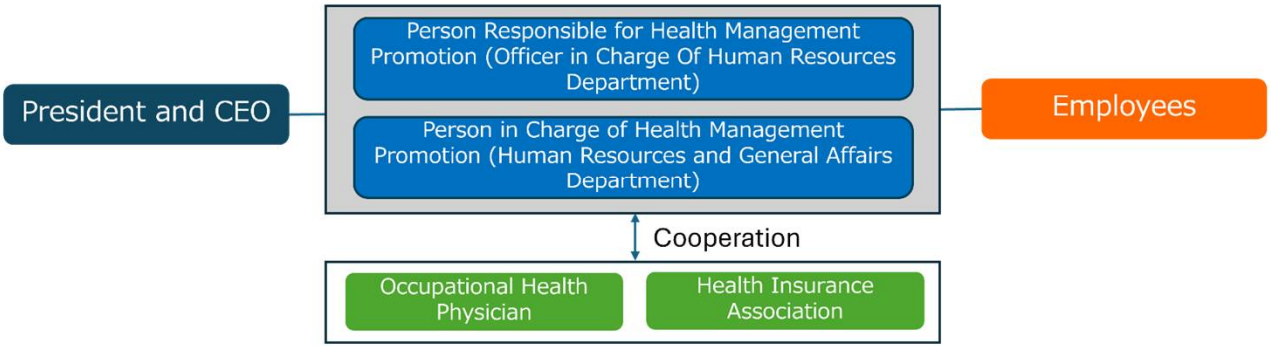
MegaChips

MegaChips Corporation Initiatives for Health and Productivity Management

Corporate Structure

Internal Organization for Promoting Health Management



Major Initiatives

1. Support for maintaining a balance between medical treatment and work	・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	・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	・100% participation rate in health check-ups ・Education and training on health-related issues ・Information sharing on health promotion
4. Promotion of work-life balance	・Encouragement of paid leave utilization ・Reduction of long working hours
5. Workplace Safety and Health	・Risk assessment activities

Major Indicators

	FY2023	FY2024	FY2025	Note
Annual Health Check-up Rate	97.0%	99.4%	98.1%	Target 100%
Stress Check Participation Rate	100%	100%	98.4%	Target 100%
High-Stress Individuals Ratio	15.6%	19.5%	18.0%	
Medical Leave Rate	1.5%	1.5%	2.2%	Ratio for leave of absences of more than one month (including physical and mental health)
Mental Health Education Sessions	1	1	1	
Health Issue Education Sessions	1	1	1	
Paternity Leave Utilization Rate	100%	100%	100%	Target 100%
Annual Paid Leave Utilization Rate	77.6%	74.2%	79.7%	Target 70%
Average Monthly Overtime Hours	17.7 hours	17.2 hours	13.7 hours	Target 15 hours
Number of Occupational Accidents	0	0	0	Number of work-related accidents