



Employee Work Styles and Health

At Fujikura Kasei, we promote careful management of employee health based on the awareness that the health of our employees is the foundation that allows our company to achieve sound growth. We also modify our personnel system as required to create a workplace environment where our employees can work to their full potential at their own initiative.

Support tailored to work and life careers

We offer a "self-assessment program" and "second career support program" to our employees to provide opportunities and information for them to think about their working life and their life after work. The second career support program is intended for employees who have reached the age of 50. It offers the opportunity for them to learn and think about their life career plan (their career up to now and future plans), money plan (assessment of current income, expenditure, and assets, and projection of future income and expenditure after work), and risks (nursing care, cancer, lifestyle-related diseases, etc.).

Continued implementation of interviews

In fiscal 2022, we continued implementing interviews with relevant employees based on the self-assessment program and second career support program. In addition to these interviews held by the personnel department, feedback interviews are also held to share the results of bi-annual employee performance reviews with relevant superiors.

Program	Relevant employees	Objective	Rate of implementation
Self-assessment program	Employees in their 1st, 4th, 7th, 10th, and 13th year with the company after graduating from university	To develop a flexible development strategy suited to each employee	100% (all who are interested)
Second career support program	Employees who reach the full age of 50	To provide an opportunity for relevant employees to think about their second career life	100% (all who are interested)

Promotion of diversity

We are striving to create and operate systems and schemes that promote employee health and physical well-being while also providing happiness and job satisfaction. The childcare leave program is one example of this undertaking.

Modification of the childcare leave program

We have modified our childcare leave program pursuant to the enforcement of the revised Child Care and Family Care Leave Act. The program has been made to reflect the provision on "relaxation of requirements for child/family care leave by fixed-term workers" which began on April 1, 2022, and the provision on "divided acquisition of postnatal childcare leave (postnatal daddy leave) and childcare leave" which began from October 1, 2022. We have also launched the following two initiatives on April 1 to create a working environment that facilitates childcare leave.

- (1) Reinforce the consultation framework by creating a "childcare & nursing care consultation desk"
- (2) Disseminate the policy regarding the leave system and promotion of taking a leave

The policy is stored in the company's Intranet for browsing at any time.

©Policy

In today's world where diverse work styles are sought, we engage in various initiatives toward their realization. The childcare leave program is a manifestation of our wish as a company to actively help employees balance their work and childcare at the child-raising stage of their life cycle. We thus hope our employees will utilize this program to their full advantage.

As a result of these initiatives, more male employees have begun to take childcare leave, and four male employees have taken the leave in fiscal 2022. However, compared to the 100% rate of women taking childcare leave, the rate of male employees taking childcare leave stood at around a low 30%. Furthermore, while most female employees took a leave for more than a year, most male employees took a leave for less than six months.

Employee health management

We strive to create a workplace where employees can work in good physical and mental health, by for example, encouraging employees to undergo more detailed examinations based on the results of physical examinations and stress checks, and by arranging interviews with

industrial physicians and psychiatrists. We continued to conduct health examinations for all employees and report the results of group analysis of the stress check system to board members in fiscal 2022 in an effort to improve the workplace environment.

Activities for company-wide unified implementation of medical examinations

Up to now, examination items for health checkups varied according to each business base. Therefore, we have decided to unify the items for examination company-wide based on items included in the Fujikura Composites Health Insurance Association's general and additional medical checkups. Among the additional checkup items, we lowered the age for cancer screening items to include all employees above the age of 35, while also offering the option to employees

younger than 35 who wish to receive a screening. To prevent lifestyle-related diseases, specific health guidance is also provided to relevant employees in cooperation with the Fujikura Composites Health Insurance Association. We will review the implementation details of health checkups from time to time from the perspective of protecting our employees' health.

Installation of a "refreshing room"

At Fujichemi Tokyo, a "refreshing room" that may be used as a multipurpose room has been created to realize work style reform under a systematic healthcare management plan. With a flooring that looks like a bed of natural grass and pebbles, employees use the room not only to take a break or to refresh themselves but also to get some exercise using exercise equipment provided in the room or to hold standing meetings. It is hoped that the room will help employees to stay healthy and to perform better, and thereby lead to greater business achievements.



Wellness challenge

Red Spot Paint & Varnish offers programs that helps employees manage their health via a medical institution website. One of them is Great River Walk, which encourages users to get exercise as they walk along the Mississippi River online and absorb the culture and history of various riverside

areas and information about the geography. The Strong to the Core Challenge provides new exercise instructions that strengthen the body's core and pelvic muscles. Various other programs are available, all of which promote health in an entertaining manner.

