



# Health Management Report

(numerical targets, results, and more)

Published August 2025

Based on the culture of communication that we have emphasized since our founding, we regard the physical, mental, and social wellbeing of our employees as an important management priority. Through health management, we will create an environment in which employees can demonstrate their true potential.

### Health Management Declaration

At MIXI, we recognize that a healthy mind and body serve as a solid foundation which gives rise to innovation. As such, we are fully committed to health management that allows our employees to proactively improve and maintain their health.

Our Purpose—Enriching communication and inspiring moments of joy—lies at the heart of our core beliefs. In order to realize our Purpose, we will create spaces and opportunities for meaningful connections around the world by promoting a healthy lifestyle to our employees and building our organization with the sort of passion that arises from good health.



MIXI, Inc.  
Koki Kimura  
(President, Representative Director,  
Senior Corporate Officer, CEO)

# Health Management Promotion Structure

Head of health management ( president and representative director )

Board of Directors  
Management Council

Board of Health  
(employee representative)

**MIXI Sherpas**

Promotion of health  
management  
(Wellness Promotion Group)

**Planning/promotion  
personnel**

**Occupational health  
staff**

( occupational health physicians,  
public health nurses,  
certified psychologists, and dietitians )

Internal/external  
consultation services

Health insurance  
societies

Partnered medical  
institutions

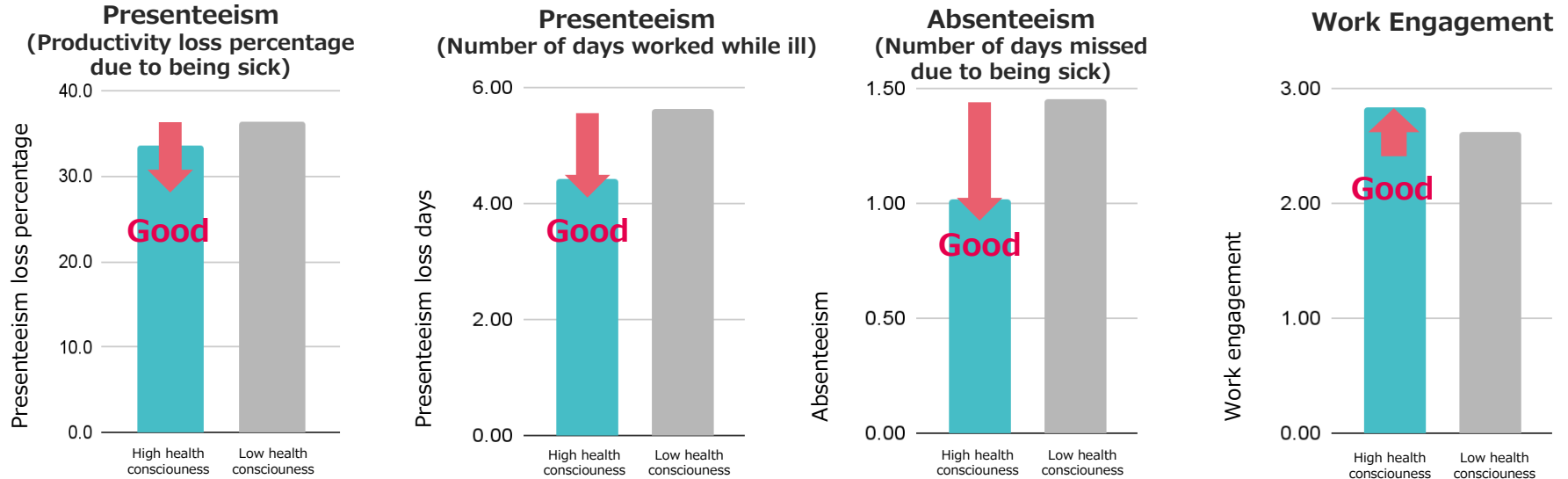
**MIXI employees**

**What is a  
MIXI Sherpa?**

Like Sherpas help people climb mountains, MIXI Sherpas are employee representatives who help others manage their health. They develop health policies that are interesting and make people eager to participate.

# Health Awareness and End Goals

Results of an internal survey revealed that employees who are more health-conscious also have better figures related to productivity and work engagement. Through all of our health policies, we strive to raise awareness around health and enable our employees to reach their full potential.



## Supplementary Information

Presenteeism loss percentage: The average performance loss when sick compared to usual (sample size of 1269)

Presenteeism loss days: average number of work days with symptoms affecting work in the last 3 months (sample size of 1244)

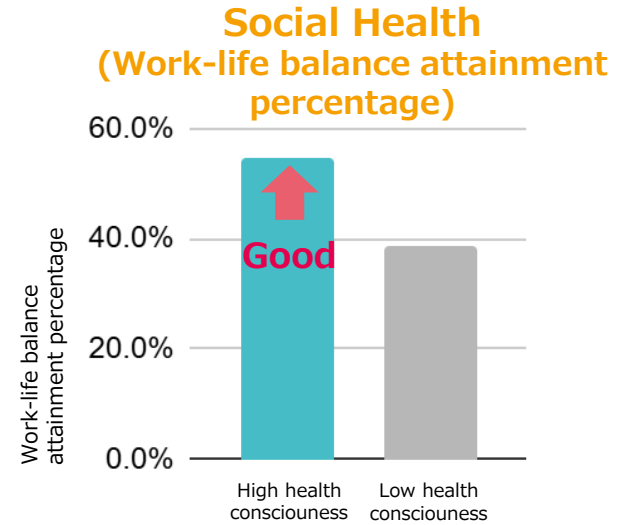
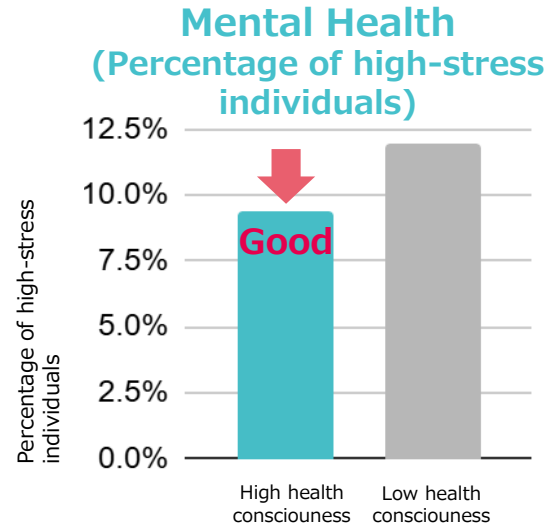
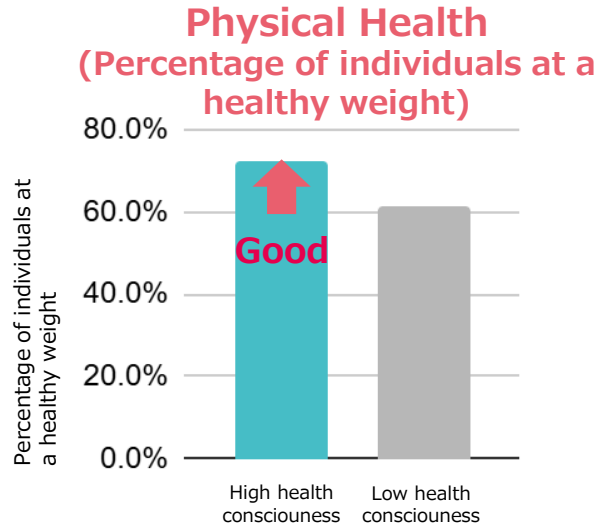
Absenteeism: average number of days missed due to being sick in the last 3 months (sample size of 1260)

Work engagement: average of work engagement scores (sample size of 1269)

Health consciousness: those who answered "Extremely" or "Very" to the question "Do you think you are health conscious?" were defined as health conscious.

# Issues Around Health and Key Indicators

We found that employees with high health consciousness have a higher rate of wellbeing (physical, mental, and social health status). On the other hand, a high percentage of employees with low health awareness are in poor health, which is a matter we want to address. We have therefore established KGI (Key Goal Indicators) for each health category (physical, mental, and social) and aim to improve these figures through health policy.



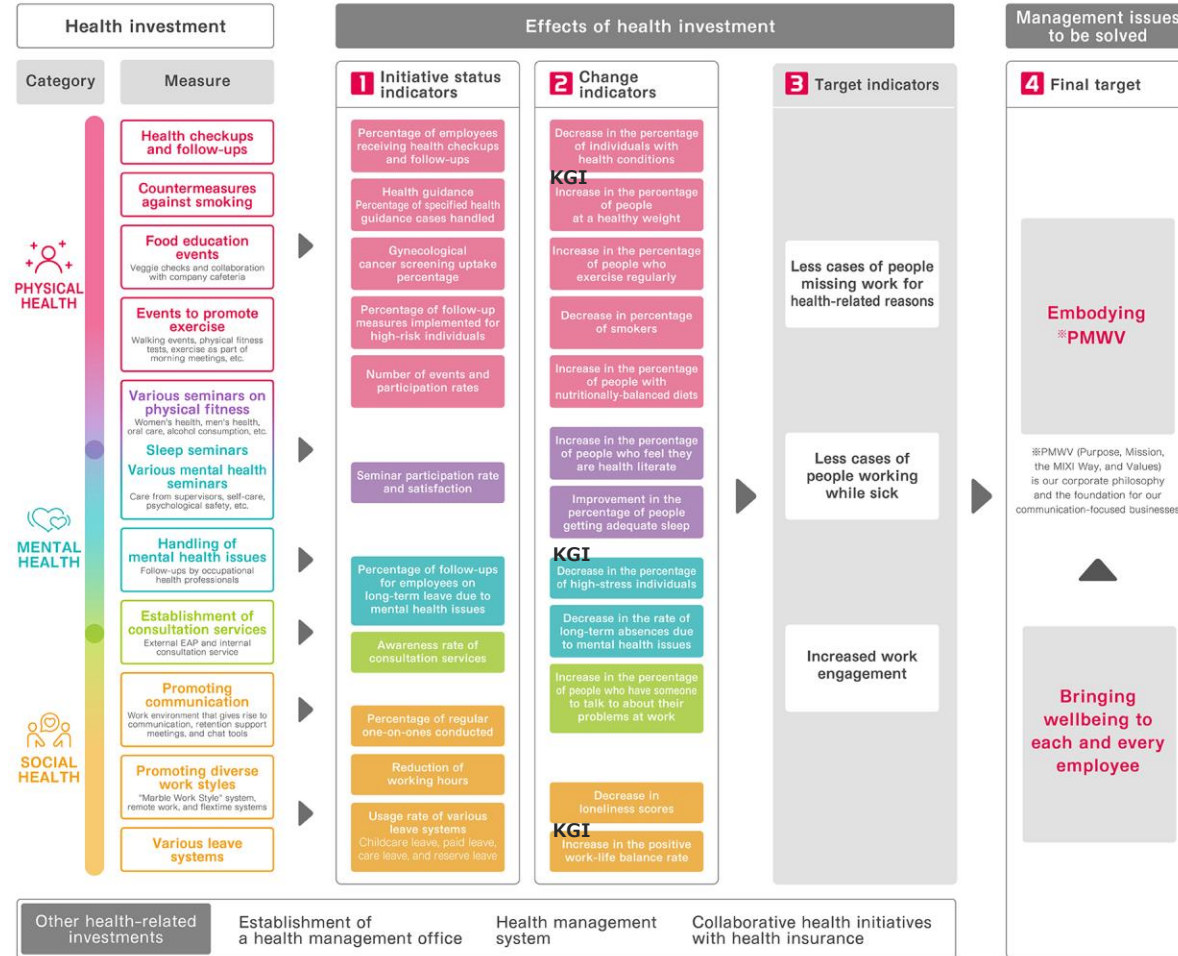
➡ **Bringing wellbeing to each and every employee**

Percentage of individuals at a healthy weight: defined as individuals with a BMI between 18.5 and 25 (sample size of 1254).

Percentage of high-stress individuals: calculated from the stress check (sample size of 1269).

Work-life balance attainment percentage: percentage of respondents who answered "Agree" or "Somewhat Agree" to "My job gives me energy that adds fulfillment to my life" (sample size of 1269)

# Strategy Map



MIXI's health policies are fun, and we aim to make people want to participate even if they are not interested in health. Some examples include launching a healthy drink at the office café in collaboration with the company president and providing exercise videos that were made using AI 🌸

## President × Healthy Drink!

木村社長  
おすすめ！

きな粉香る  
バナナヨーグルトスムージー

BYRON BAY  
coffee  
COMPANY  
EST. 1991

**鉄分  
(きな粉)**  
貧血予防や、  
疲れにくく集中力のある  
体づくりに効果的！  
免疫力や脳の神経維持に  
も関わります。

**カリウム  
(バナナ)**  
体内の余分な塩分（ナトリウム）を排出し、血圧  
を安定させる働きがあり  
ます。むくみの予防や  
疲労回復にも効果的！

**カルシウム  
(ヨーグルト)**  
骨や歯を丈夫にするだけ  
でなく神経や筋肉の働き  
を支える重要なミネラル  
！ストレスの緩和や  
イライラ予防にも◎

ウェルネス推進グループ保健師・管理栄養士監修！  
日本人が不足しがちな3つの栄養素がたっぷり！

The president talks about the healthy drink during company-wide announcement

## AI × Exercise Initiative!



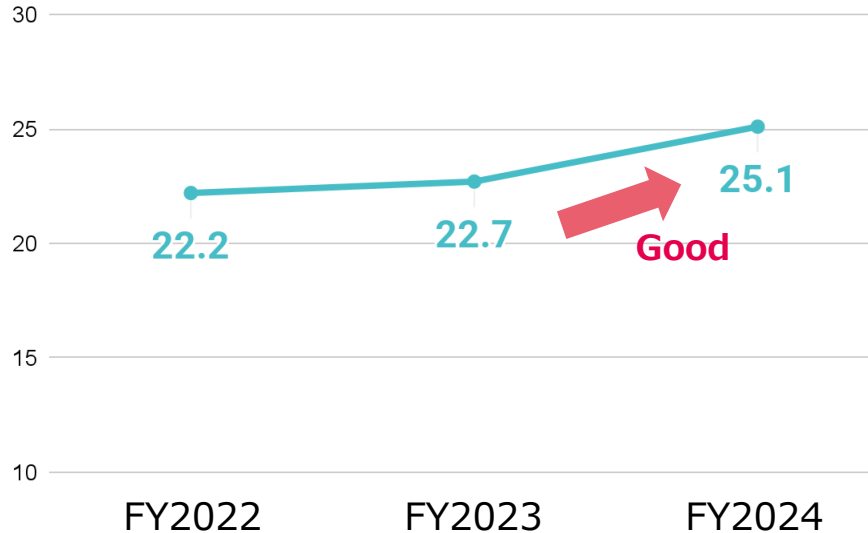
AI-based exercise videos played during morning meetings



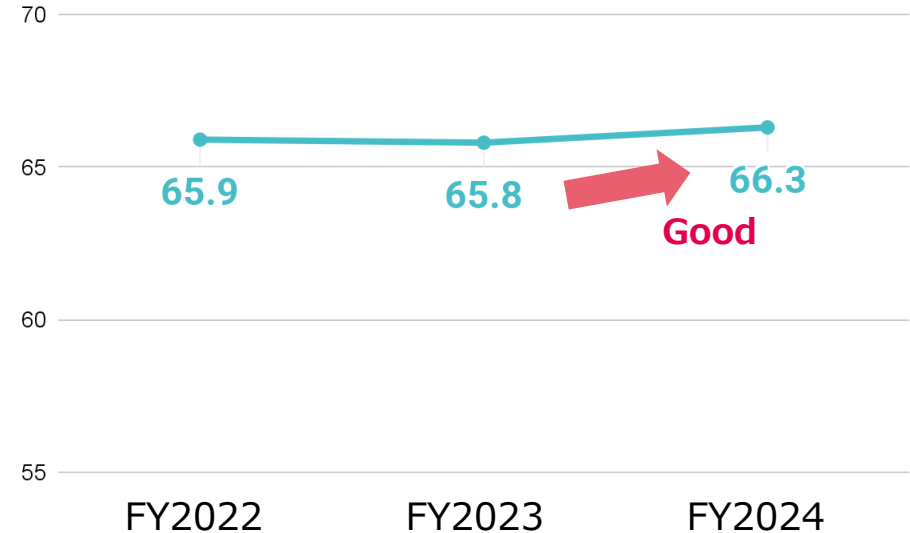
## Physical Health

As a result of efforts such as nutrition education and exercise events, the percentage of people who are regular exercisers and the percentage of people at a healthy weight have been gradually improving. We will continue our efforts to create a workplace where employees are healthy and full of vitality.

### Percentage of individuals who regularly exercise



### Percentage of individuals at a healthy weight



#### Supplementary Information

Percentage of individuals who regularly exercise: percentage of respondents who exercise at least twice a week for at least 30 minutes per session (sample size of 1254).

Percentage of individuals at a healthy weight: percentage of respondents with a BMI between 18.5 and 25 (sample size of 1254).



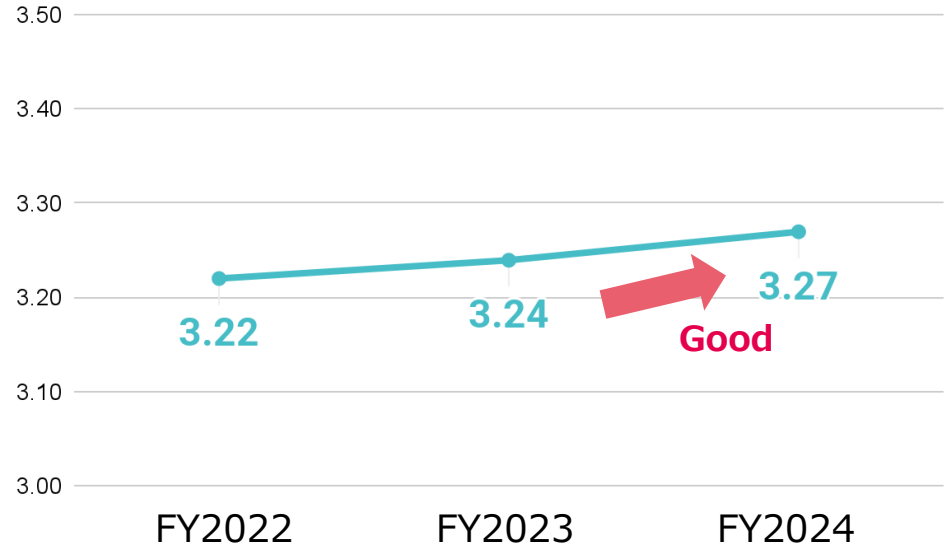
In response to the increase in mental health issues in society as a whole since the COVID-19 pandemic, we conducted a fact-finding survey. While there has been no significant change in the percentage of high-stress employees, enhanced psychological safety training has improved scores on items such as the "integrity of supervisors".

## Post-hire interviews and consultation services



As a result of the survey, we considered mental health issues to be a matter of concern, especially for those who have been with the company for a shorter period of time. Considering the possibility that remote work may have reduced opportunities for casual consultations, we are improving our system to enable employees to easily consult with us instead of facing their problems alone.

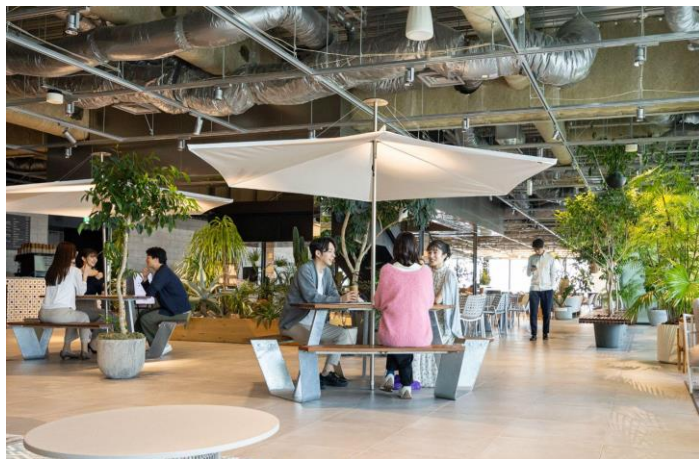
## Integrity of supervisors



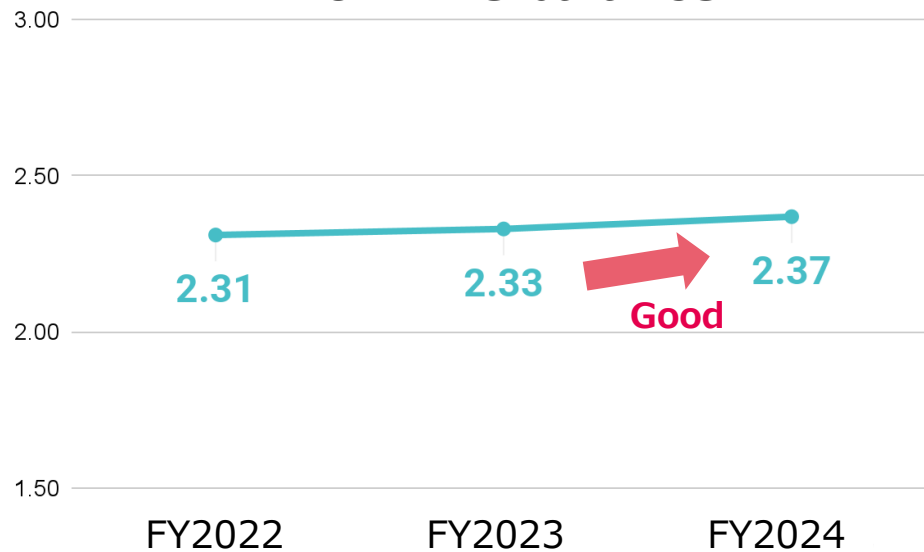
Average of responses to "My supervisor acts with integrity" (sample size of 1269)

We have introduced our Marble Work Style and support the balancing of work with medical treatment, childcare, nursing care, etc. by utilizing remote work and flextime systems. We also have an office environment that encourages natural communication and the spread of ideas. As a result of these efforts, work-life balance scores are gradually improving.

## Office environment that promotes communication



## Work-life balance



Average of responses to the question, "My job gives me energy that adds fulfillment to my life" (sample size of 1269)

# Overview of Figures

## Initiative status indicators

Category	Indicators (KPI)	Target	FY2022	FY2023	FY2024	Aim
PHYSICAL HEALTH	Percentage of workforce that received regular health examinations	100%	100%	100%	100%	Maintenance
	Percentage of workforce that received follow-up health examinations	80%	33.8%	37.7%	55.1%	Increase
	Percentage of health guidance cases handled	80%	28.6%	54.3%	73.3%	Increase
	Percentage of specified health guidance cases handled	90%	94.0%	86.0%	Being calculated	Increase
	Cervical cancer screening percentage	80%	77.9%	86.7%	85.8%	Maintenance
	Breast cancer screening percentage	90%	93.3%	95.2%	92.3%	Maintenance
	Prostate cancer screening percentage (of people 50 or older)	100%	-	-	100%	Maintenance
	Percentage of follow-up measures implemented for high-risk individuals	100%	100%	100%	100%	Maintenance
	Women's health e-learning participation percentage	100%	17.2%	94.2%	95.6%	Increase
	Health support app PepUp usage percentage	70%	-	-	30.8%	Increase
MENTAL HEALTH	Mental health line care e-learning participation percentage	100%	92.7%	91.2%	95.2%	Increase
	Mental health self-care e-learning participation percentage	100%	99.4%	94.7%	95.2%	Increase
	Percentage of follow-ups for employees on long-term leave due to mental health issues	100%	100%	100%	100%	Maintenance
SOCIAL HEALTH	Overtime hours worked (annual average)	Less than 20 hours	19.2	17.1	17.3	Maintenance
	Percentage of annual paid leave taken	70%	67.1%	66.9%	65.4%	Increase

# Overview of Figures

## Change indicators

Red: KGI<sup>4</sup>

Category	Indicators (KPI)	Target	FY2022	FY2023	FY2024	Aim
PHYSICAL HEALTH	Percentage of individuals at a healthy weight <sup>1</sup>	70%	65.9%	65.8%	66.3%	Increase
	Percentage of individuals who regularly exercise <sup>1</sup>	30%	22.2%	22.7%	25.1%	Increase
	Percentage of workforce that smokes <sup>1</sup>	15%	15.9%	15.7%	16.2%	Decrease
	Subjective health awareness <sup>2</sup>	50%	47.9%	47.0%	47.8%	Increase
	Percentage of workforce getting adequate rest through sleep <sup>1</sup>	75%	73.1%	71.6%	69.8%	Increase
MENTAL HEALTH	Percentage of high-stress individuals	10%	9.1%	10.9%	10.7%	Decrease
	Percentage of long-term absences due to mental health issues	1%	0.97%	1.76%	1.51%	Decrease
SOCIAL HEALTH	Percentage of workforce with positive work-life balance <sup>3</sup>	50%	42.0%	43.9%	46.3%	Increase

1. Based on the results of physical examination (BMI) and medical questionnaire

2. Percentage of employees who answered "Extremely" or "Very" to the question "Do you think you are health conscious?"

3. Percentage of employees who answered "Agree" or "Somewhat Agree" to the question "My job gives me energy that adds fulfillment to my life"

4. Target year for achievement of KGI is 2028

## Target indicators

Indicator	Target	FY2022	FY2023	FY2024	Aim
Absenteeism <sup>1</sup>	1.0	1.17	1.40	1.24	Decrease
Presenteeism (percentage of performance decline) <sup>2</sup>	33.0	31.5	34.0	35.0	Decrease
Presenteeism (days worked with worsened performance) <sup>3</sup>	4.5	4.58	4.42	5.05	Decrease
Work engagement <sup>4</sup>	2.9	2.69	2.68	2.72	Increase

1. Average number of days missed due to being sick in the last 3 months of work (FY2024: 1,260 people surveyed / 96.9%) QQ method

2. Average performance loss when sick compared to usual (FY2024: 1,269 people / 97.5%) QQ method

3. Average number of work days with symptoms affecting work in the last 3 months (FY2024: 1,244 people surveyed / 95.6%) QQ method

4. Average work engagement scores on stress check questions (FY2024: 1,269 people / 97.5%)

## Health and safety indicators

Indicator	Target	FY2022	FY2023	FY2024	Aim
Number of occupational accidents or fatalities	0	2	2	4	Decrease

Note: ISO 45001 certification has not yet been acquired.

## Health investment amounts

Item	FY2022	FY2023	FY2024
Outsourcing costs for environmental improvements related to employee health management, such as health management systems and external consultation services	-	5,413,189	3,989,350
Expenses related to overall measures for employee health management, such as periodic health checkups and stress checks	-	5,733,208	7,227,869
Expenses related to overall measures to maintain and promote employee health, such as health events	-	1,049,170	3,720,488

Note: other investments are made in professional outsourcing expenses for industrial physicians and public health nurses, as well as expenses related to injury and illness treatment, support payments, and balancing treatment and work.

Connection with meaning.

