KENKO Investment for Health Report

(numerical targets, results, and more)

Updated October 2026

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Health Report

Based on the culture of communication that we have emphasized since our founding, we regard the physical, mental, and social well-being of our employees as an important management priority. Through KENKO Investment for Health*, we will create an environment in which employees can demonstrate their true potential.

*"KENKO Investment for Health", or "KIH", refers to the strategic management of the health of employees and others from a managerial perspective.

KENKO Investment for Health 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 KIH that allows our employees to proactively improve and maintain their health.

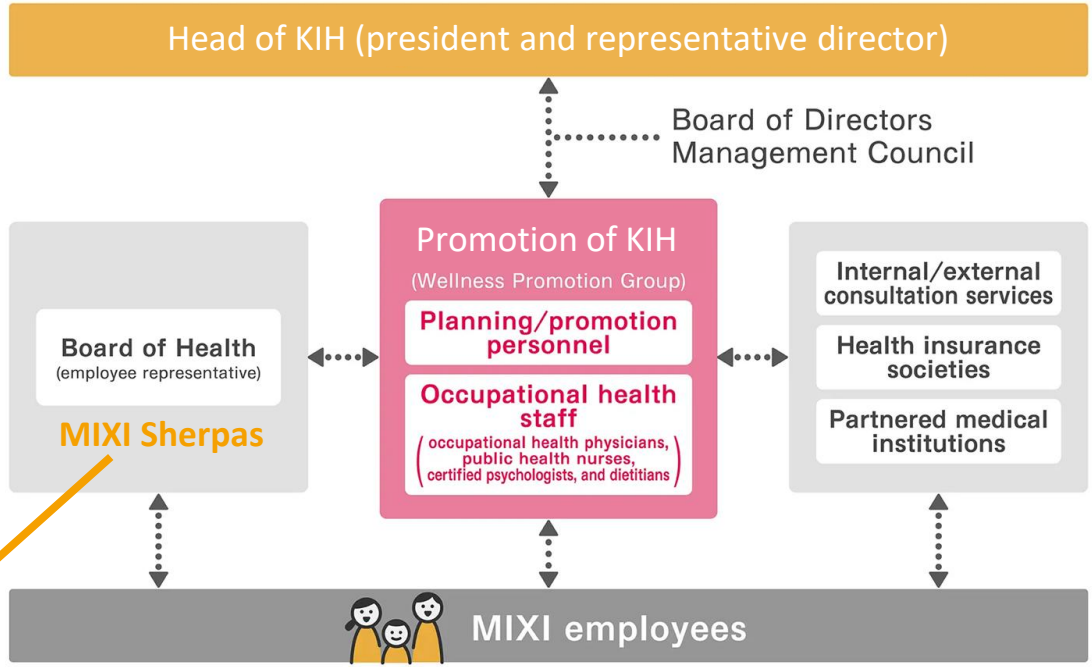
Our Purpose—Enriching communication and inspiring moments of joy—lies at the heart of our core beliefs. In order to realize our Purpose, we will create spaces and opportunities for meaningful connection around the world by promoting a healthy lifestyle to our employees and building our organization with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



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

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KIH Promotion Structure



What is a MIXI Sherpa?

We drew inspiration from mountain Sherpas when creating this term. We aim to reach the pinnacle of effective KIH with the help of our MIXI Sherpas. They develop health initiatives that inspire active participation.

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Building a healthier workplace alongside MIXI Sherpas

Through MIXI Sherpas selected from every department, we incorporate employee perspectives and concerns into our initiatives, driving continuous improvement. Acting as a bridge between frontline operations and health promotion efforts, MIXI Sherpas play a vital role in fostering corporate wellness.

What do MIXI Sherpas do?



Sharing information and opinions on health

Review MIXI-wide health indicators, track progress toward goals, and engage in constructive dialogue

Developing and communicating health initiatives

- Brainstorming ideas for health initiatives
- Communicating and raising awareness of health initiatives across departments

Making this initiative accessible

We created special keychains so that employees can recognize MIXI Sherpas and easily seek their guidance

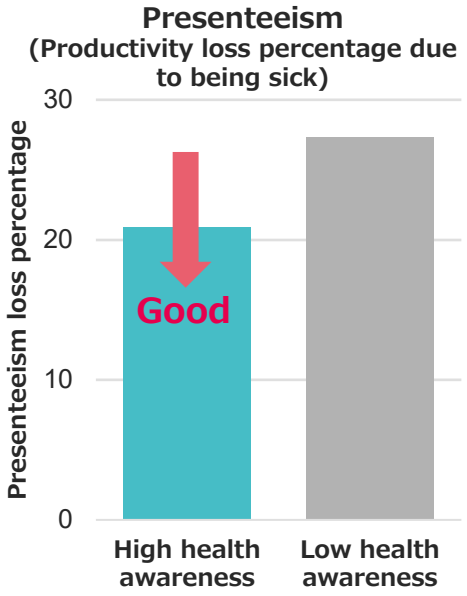


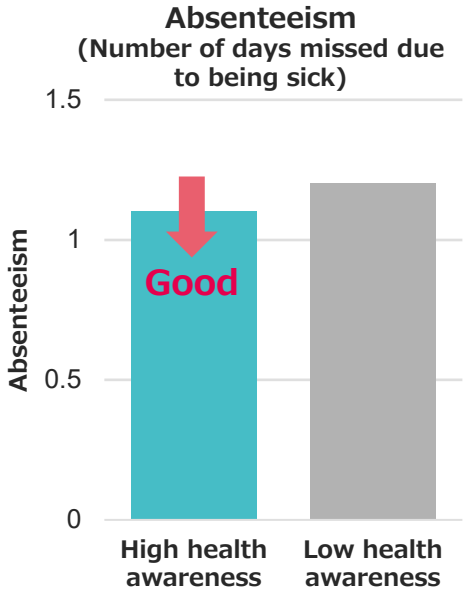
MIXI Sherpas wear these on their employee ID straps!

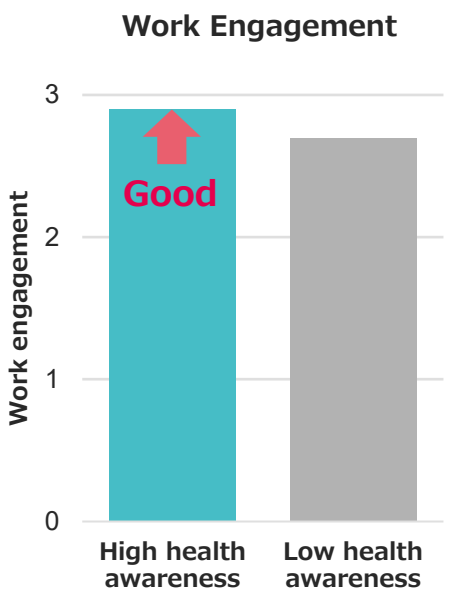
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Health Awareness and End Goals

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 initiatives, we strive to raise awareness around health and enable our employees to reach their full potential.







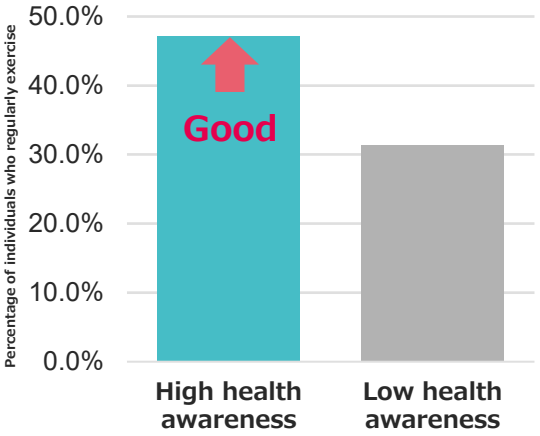
Supplementary Information
Presenteeism loss percentage: average overall performance loss on working days over the past 4 weeks (28 days) (sample size of 1295)
Absenteeism: average number of days missed due to being sick in the last 3 months (sample size of 1293)
Work engagement: average of work engagement scores (sample size of 1295)
Health consciousness: those who answered "Very high" or "Somewhat high" to the question "Do you think you are health conscious?" were defined as health conscious.
Presenteeism and work engagement are significant according to Welch's t-test. Absenteeism is significant according to the Mann-Whitney U test.

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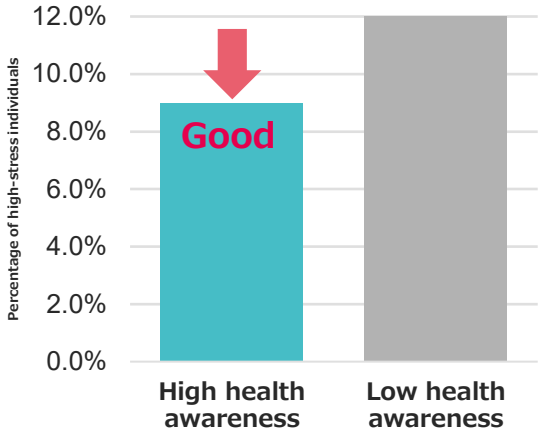
Issues Around Health and Key Indicators

We found that employees with high health consciousness have a higher rate of well-being (physical, mental, and social health status). On the other hand, employees with low health awareness tend to experience poorer health, which we view as an issue. We have therefore established KGI (Key Goal Indicators) for each health category (physical, mental, and social) and aim to improve these figures through health initiatives.

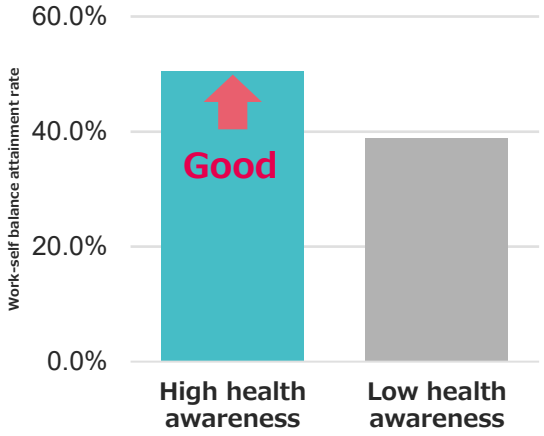
Physical Health (Percentage of individuals who regularly exercise)



Mental Health (Percentage of high-stress individuals)



Social Health (Work-self balance attainment percentage)



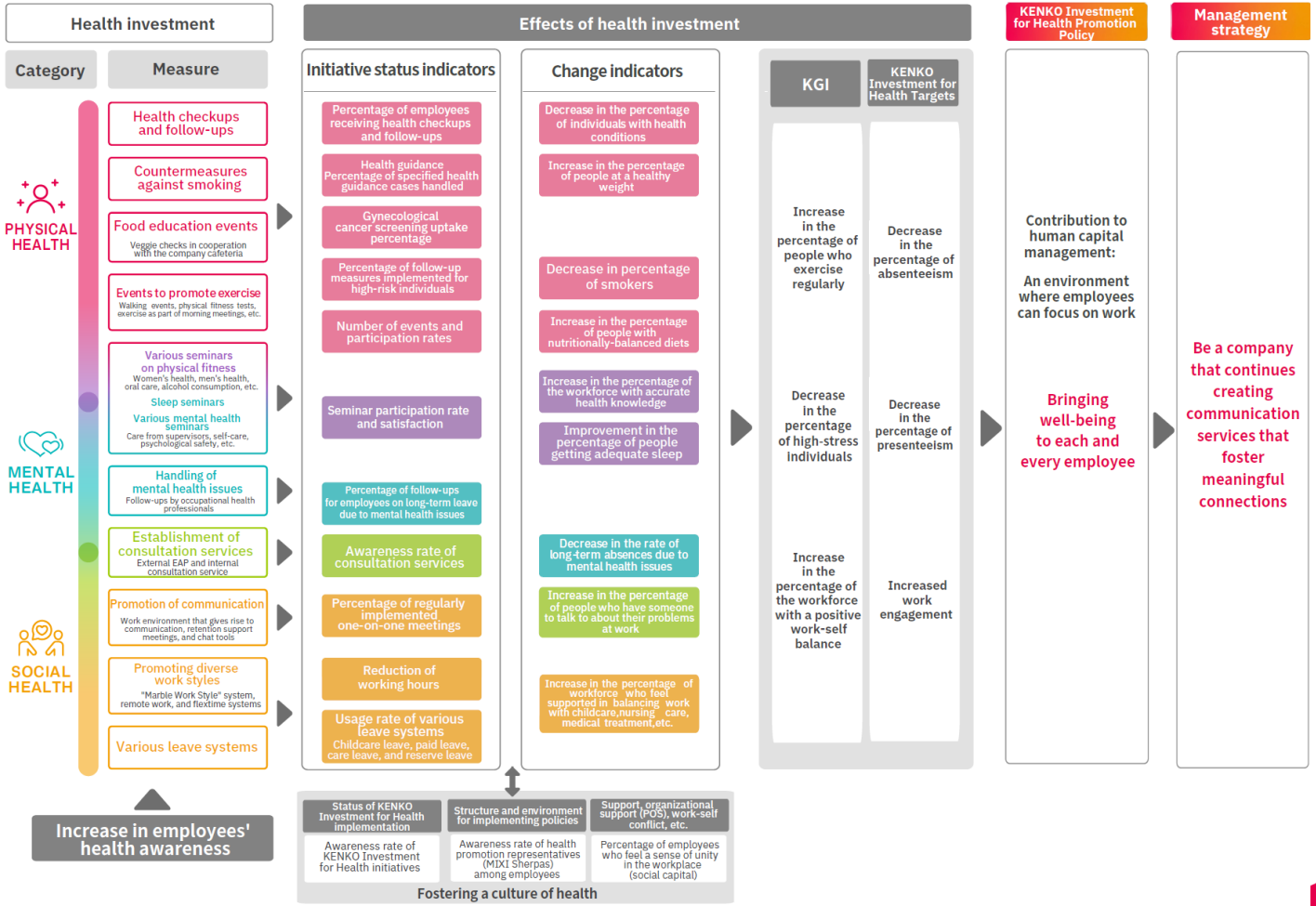
➡ Bringing well-being to each and every employee

Supplementary Information

Percentage of individuals who regularly exercise: percentage of people who walk or engage in equivalent physical activity for at least one hour a day in their daily life (sample size of 1188)
Percentage of high-stress individuals: Calculated from stress checks (sample size of 1295)
Work-self 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 1295)
All differences are significant according to the chi-squared test.

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Strategy Map



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Physical Health

MIXI's health initiatives are designed to be fun and inspire even those with little prior interest in health to participate.
In addition to offering healthy drinks at our in-office cafe, we also broadcast exercise videos created with AI.

President × Healthy Drink!



The company president announces healthy drinks via company-wide chat

AI × Exercise Initiative!



AI exercise videos broadcast at company-wide morning meetings



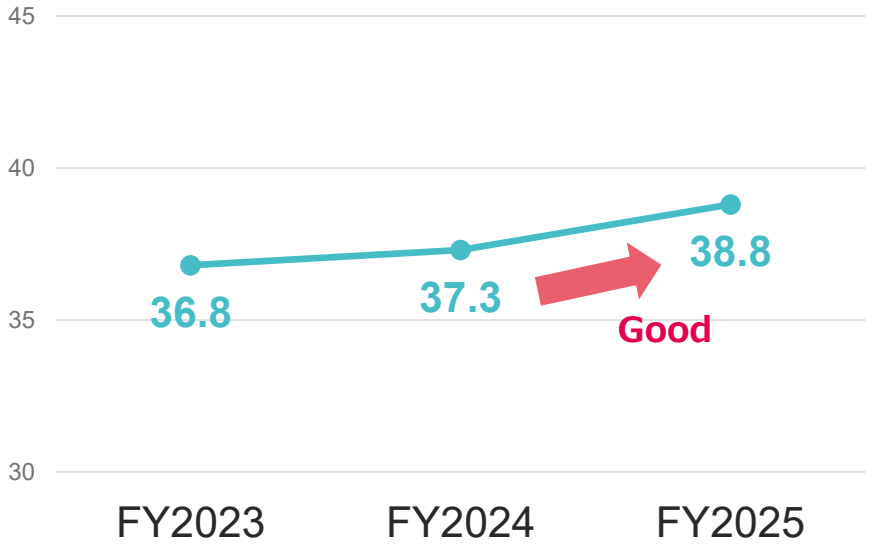
Initiative Satisfaction Rates:
In-office cafe collaborations: 71.1%, physical fitness assessment events: 83.8%, walking events: 75.3%
Women's health seminar: 100.0%, men's health seminar: 96.3%

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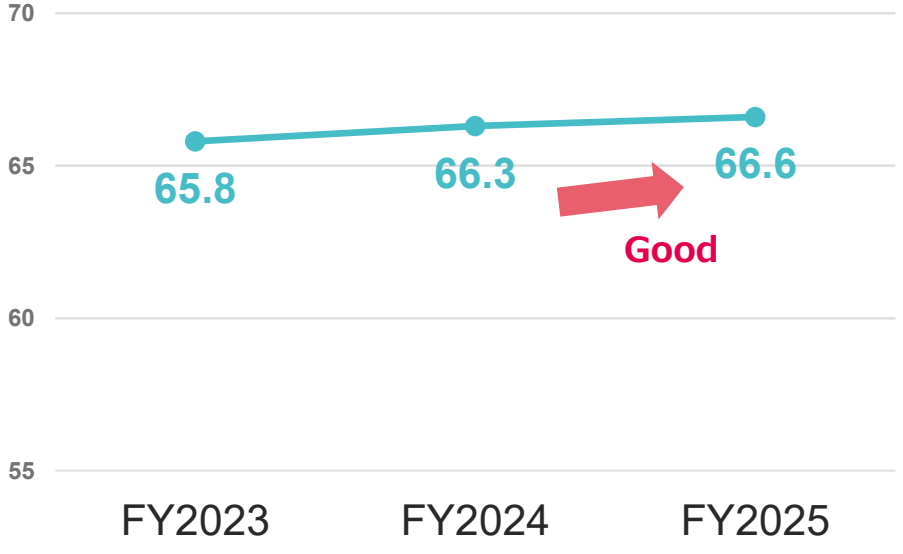
Physical Health

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*



*Percentage of individuals who regularly exercise: percentage of people who walk or engage in equivalent physical activity for at least one hour a day in their daily life.
Percentage of individuals at a healthy weight: percentage of people with a BMI between 18.5 and 25.

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Mental Health

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. In turn, we have bolstered our consultation services and strengthened our training programs to help prevent and promptly address employee health concerns.

Post-hire interviews and consultation services



As a result of the survey, we understand mental health issues to be a matter of concern, especially for those who have been with the company for a shorter period of time. Recognizing that remote work can reduce opportunities for casual consultations, we are establishing a more accessible support system.

Strengthening mental health training



We are strengthening both self-care and line-care training. Employees learn effective strategies for managing physical and mental health challenges, while we support managers in promptly recognizing and addressing signs of distress among their workers.

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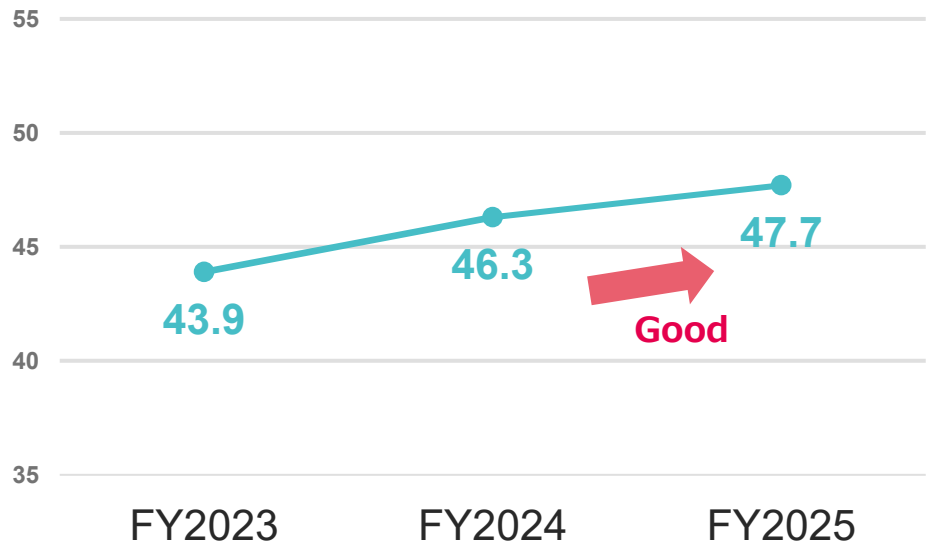
Social Health

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 initiatives, our work-self balance score, which reflects how work positively impacts employee's personal lives, is steadily improving.

Work environment that gives rise to communication



Work-Self Balance*



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

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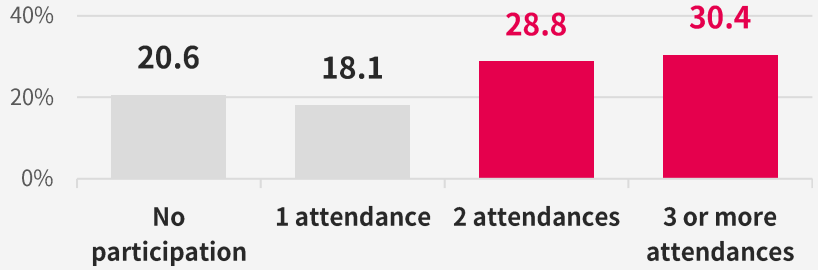
KIH Results

Our two-year tracking of employees with low health awareness revealed that those who engaged in more health initiatives were more likely to improve their awareness and demonstrate higher performance compared to employees whose awareness remained low. This suggests that efforts to boost health awareness may contribute to enhanced productivity.

Step 1

Health awareness is more likely to increase the more an employee participates in health initiatives.

Percentage of employees who had low awareness as of 2024 whose awareness was "High" in 2026



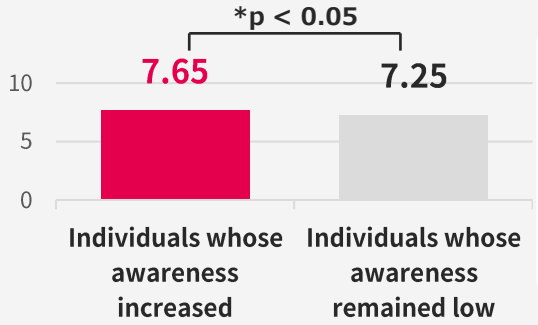
*Greater participation in health initiatives is associated with increased health awareness.

Among the seven health initiatives evaluated, participants' health awareness increased between 3 to 13 points.

Step 2

Over a two-year period, employees whose health awareness improved demonstrated higher performance compared to those whose awareness remained low.

2026 performance (score out of 10)



Compared to those whose awareness remained low, the 118 people whose score increased by **+0.40** points had an estimated annual productivity value equivalent to approx. 40 million yen.

Scope: Employees who responded to both the 2024 and 2026 surveys and exhibited low health awareness in 2024 (Step 1: 518 employees who also participated in the 2025 survey; Step 2: 541 employees). Performance was measured using the WHO-HPQ in 2026.
*Denotes statistical significance (Step 1: Cochran-Armitage trend test; Step 2: Welch's t-test). These results indicate an association, not causation.
Health awareness increased for 118 employees, whereas awareness remained low for 423 employees.

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Overview of Figures

Initiative status indicators

Category	Indicator	Target	FY2023	FY2024	FY2025	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%**	37.7%	55.1%	73.3%	Increase
	Percentage of health guidance cases handled	**80%**	54.3%	73.3%	100.0%	Maintenance
	Percentage of specified health guidance cases handled	**90%**	86.0%	75.3%	Being calculated	Increase
	Cervical cancer screening percentage	**80%**	86.7%	85.8%	80.7%	Maintenance
	Breast cancer screening percentage	**90%**	95.2%	92.3%	87.9%	Increase
	Prostate cancer screening percentage (50 or older)	**100%**	-	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%**	94.2%	95.6%	97.4%	Increase
	Health support app PepUp usage percentage	**70%**	-	30.8%	54.0%	Increase
Mental Health	Mental health line care e-learning participation percentage	**100%**	91.2%	95.2%	97.0%	Increase
	Mental health self-care e-learning participation percentage	**100%**	94.7%	95.2%	97.0%	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**	17.1	17.3	16.9	Maintenance
	Percentage of annual paid leave taken	**70%**	66.9%	65.4%	66.5%	Increase

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Overview of Figures

Change indicators

Red: KGI[4]

Category	Indicator	Target	FY2023	FY2024	FY2025	FY2026	Aim
Physical Health	Percentage of individuals at a healthy weight[1]	**70%**	65.8%	66.3%	66.6%	-	Increase
	Percentage of individuals who regularly exercise (Engaging in light exercise that induces a light sweat for at least 30 minutes on two or more days per week for one year or longer)	**30%**	22.7%	25.1%	26.3%	-	Increase
	Percentage of individuals who regularly exercise (Walking or engaging in equivalent physical activity for at least one hour daily)	**40%**	36.8%	37.3%	38.8%	-	Increase
	Percentage of workforce that smokes	**15%**	15.7%	16.2%	15.4%	-	Decrease
	Percentage of workforce getting adequate rest through sleep[1]	**75%**	71.6%	69.8%	69.5%	-	Increase
Mental Health	**Percentage of high-stress individuals**	**10%**	10.9%	10.7%	9.9%	11.5%	Decrease
	Percentage of long-term absences due to mental health issues	**1%**	1.76%	1.51%	2.01%	-	Decrease
Social Health	Percentage of workforce who feel supported in balancing work with childcare, nursing care, medical treatment, etc.[2]	**85%**	-	-	-	88.1%	Maintenance
	Percentage of workforce with positive work-self-balance[3]	**50%**	43.9%	46.3%	47.7%	-	Increase

1. Based on the results of physical examination (BMI) and medical questionnaire
2. Percentage of employees who responded either "Strongly agree" or "Somewhat agree" to the question, "Do you think our company provides a work environment that enables employees to balance work with responsibilities such as childcare, caregiving, or medical treatment?" (Question added in FY2026 survey)
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	FY2023	FY2024	FY2025	FY2026	Aim
Absenteeism[1]	**1.0**	1.40	1.24	1.27	1.12	Decrease
Presenteeism (percentage of performance decline)[2]	**33.0**	34.0	35.0	32.1	34.0	Decrease
Presenteeism (days worked with worsened performance)[3]	**4.5**	4.42	5.05	5.41	6.08	Decrease
Work engagement[4]	**2.9**	2.68	2.72	2.71	2.69	Increase

1. Average number of days missed due to being sick in the last 3 months of work (FY2025: 1,290 people surveyed / 99.7% responded)
2. Average performance loss when sick compared to usual (FY2025: 1,290 people surveyed / 100.0% responded) QQ method. (Method changed to WHO-HPQ in FY2026)
3. Average number of work days with symptoms affecting work in the last 3 months (FY2025: 1,290 people surveyed / 98.8% responded) QQ method
4. Average work engagement scores on stress check questions (FY2025: 1,290 people surveyed / 100.0% responded)

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Overview of Figures

Health issues

Indicator	Target	FY2023	FY2024	FY2025	FY2026	Aim
Subjective health awareness*	**50%**	47.0%	47.8%	-	50.6%	Increase

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

Indicators for fostering a culture of health

Item	Target	FY2023	FY2024	FY2025	FY2026	Aim
Awareness rate of KIH initiatives	**80%**	-	-	86.5%	91.6%	Maintenance
Awareness rate of health promotion representatives (MIXI Sherpas) among employees[1]	**70%**	-	-	-	48.6%	Increase
Percentage of employees who feel a sense of unity in the workplace (social capital)[2]	**80%**	80.2%	81.2%	81.3%	81.0%	Maintenance

1. Question added in FY2026 survey.
2. Percentage who answered "Agree" or "Somewhat agree" to the question, "We understand and respect each other in our workplace."

Health and safety indicators

Indicator	Target	FY2023	FY2024	FY2025	FY2026	Aim
Number of occupational accidents or fatalities	**0**	2	4	1	-	Decrease

Note: ISO 45001 certification has not yet been acquired.
Note: Workplace inspections are conducted by professionals, and improvements to the work environment are made based on the results of risk assessments.

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Health investment amounts

Item	FY2023	FY2024	FY2025
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	4,888,900
Expenses related to overall measures for employee health management, such as periodic health checkups and stress checks	5,733,208	7,227,869	9,324,911
Expenses related to overall measures to maintain and promote employee health, such as health events	1,049,170	3,720,488	3,360,494

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.

Initiatives To Promote KIH

We leverage our knowledge in KIH to support our business partners and other companies.
We provide practical expertise on goal setting, including strategy maps, along with innovative approaches to planning and executing initiatives. By inviting individuals from other companies to participate in our food education events, we promote the practice and dissemination of KIH in collaboration with our partner companies. Additionally, we share our insights with other companies in the same health insurance association, including how to promote KIH initiatives and how to use AI.
Furthermore, we have established the MIXI Group Human Rights Policy and are advancing initiatives that address the entire supply chain, including a commitment to supporting KIH as part of our Declaration of Partnership Building. We will continue to contribute to the promotion of KIH across society.

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Connection with meaning.

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