Murakami Corporation Health and Well-Being Strategy Map

Published: May 2026

Investments in Employee Health and Well-Being

Three Pillars of Employee Health and Well-Being

【Supporting Physical Health】
- Annual health examinations
- Cancer screenings and financial assistance for screening costs
- Health education seminars and wellness events

【Strengthening Workplace Communication】
- Stress assessments and workplace-level analysis
- Workplace communication training

【Creating a Supportive and Sustainable Workplace】
- Employee engagement surveys
- Implementation and ongoing operation of a time and attendance management system
- Employee surveys covering absenteeism, presenteeism, health literacy, work-life balance, and related support programsort, and related topics

【Other Health and Well-Being Initiatives】
- Evaluate the implementation of an employee health management system
- Introduce an employee wellness app and encourage adoption

Outcomes of Our Health and Well-Being Investment

Implementation Metrics for Health and Well-Being Initiatives	Employee Awareness and Behavior Metrics	Long-Term Health and Organizational Outcome Metrics
Annual health examination completion rate	Comprehensive medical screening participation rate	**Follow-up medical visit completion rate among employees referred for additional examination or treatment**
Cancer screening participation rate	Cancer screening participation rate	Percentage of employees identified as experiencing high levels of stress
Health seminar participation rate	Follow-up medical visit completion rate among employees referred for additional examination or treatment	**Employee engagement score**
Stress assessment participation rate	Workplace analysis based on stress assessment results: Supervisor Support and Coworker Support	
Percentage of employees identified as experiencing high levels of stress	Employee Engagement score	
Workplace communication training	Average annual overtime hours per employee	
Employee engagement score	Average number of paid leave days taken per employee annually	
Absenteeism	Health literacy level	
Presenteeism	Childcare support program utilization rate	
Employee health management system and wellness app utilization rate	Family caregiving support program utilization rate	

Employee Awareness and Adoption of Health and Well-Being Initiatives	Organizational Infrastructure and Workplace Environment	Perceived Organizational Support (POS), Workplace Social Capital (WSC), and Related Factors
Employee awareness of the company's health and well-being initiatives	Collaboration between labor and management on employee health priorities	Management training
Regular communication about employee health and well-being initiatives	Review and communication of employee health measures by the Health and Safety Committee	Clearly defined employee consultation and support resources
	Collaboration with the company's health insurance society	

Building a Culture of Health and Well-Being

Employee Health and Workplace Challenges

- Extended periods of medical leave due to non-work-related illness or injury
- Low employee engagement

Target Year: 2030

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- Follow-up medical visit completion rate among employees referred for additional examination or treatment: 80% or higher
- Percentage of employees identified as experiencing high levels of stress: 10% or lower
- Employee engagement score: 3.62 or higher

Employee Health and Well-Being Goals

- Increase health awareness and promote the early detection and treatment of health conditions
- Reduce the percentage of employees identified as experiencing high levels of stress
- Enable employees to perform at their best

Employee Health and Well-Being Policy

We believe that "Health," the first principle of our corporate motto, "Health, Trust, and Harmony," is essential to fulfilling our management philosophy.

We are committed to supporting the physical and mental well-being of our employees and creating a workplace in which everyone can perform at their best in a healthy, positive, and supportive environment.

Corporate Management Policy

Through our business, Murakami Corporation strives to make a positive difference in people's lives.

By providing safe, reliable, and comfortable products and services, we strengthen connections, contribute to society's well-being, and help create a brighter future.