

1. Policy

Mitsubishi Gas Chemical Trading, Inc. is committed to enhancing human capital management by creating a healthy, safe, and rewarding environment. Taking the view that people are our greatest asset, we place the highest priority on creating workplace environments where all our employees can work with peace of mind and in good health.

2. Goals

Construction of a health management system to understand employees' health
Improving each employee's awareness of health
Creating a vibrant, engaging workplace environment

3. Initiatives to achieve goals

Construction of a health management system to understand employees' health

- Evaluating health issues based on medical checkup results
- Establishing systems for consultation on working styles, mental health, etc.

Improving each employee's awareness of health

- Conducting health-themed training and awareness activities
- Establishing appropriate exercise, eating, and sleeping habits

Creating a vibrant, engaging workplace environment

- Encouraging work-life balance
- Improving inter-departmental communication within the company

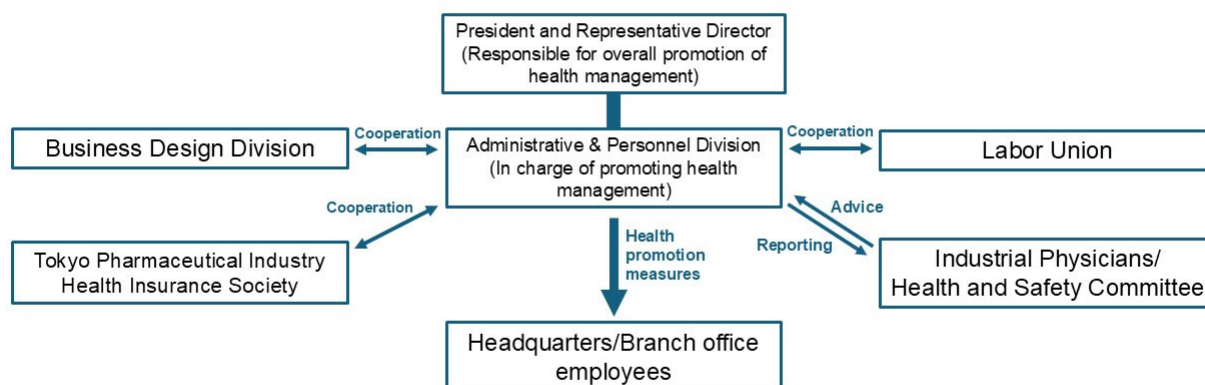
4. KGI (Key Goal Indicators) to achieve by fiscal 2027

*Figures in parentheses are actual

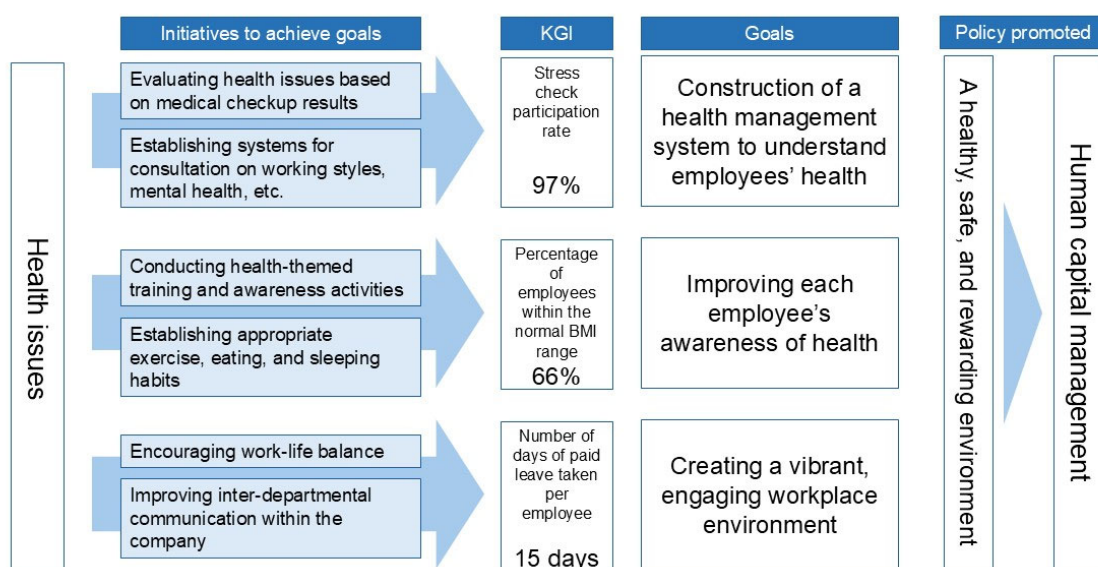
results for fiscal 2024

Stress check participation rate	97% (94.4%)
Percentage of employees within the normal BMI range	66% (60.0%)
Percentage of paid leave days taken by all employees relative to the number of days granted	85% (78.2%)

System to Promote Health Management



Strategy Map



Updated September 2025