

February 21, 2018

## DIC Corporation

### DIC Certified for the First Time in the Large Enterprise Category (“White 500”) of the 2018 Health & Productivity Outstanding Entities Recognition Program

**Tokyo, Japan**—DIC Corporation announced today that it has been certified for the first time in the large enterprise category (dubbed the “White 500”) of the 2018 Health & Productivity Outstanding Entities Recognition Program, which is organized by Japan’s Ministry of Economy, Trade and Industry (METI) and Nippon Kenko Kaigi\*. This is the first year DIC has participated in this program and thus the first time it has earned certification.



By shining a spotlight on outstanding enterprises working to advance health and productivity management, the 2018 Health & Productivity Outstanding Entities Recognition Program seeks to create an environment that ensures such enterprises are able to gain enhanced public recognition, i.e., from employees, jobseekers, related companies and financial institutions, among others, as organizations that approaches employee health and productivity from a management perspective and promotes strategic initiatives.

In addition to looking at whether enterprises have stipulated health management in their corporate mission and disclose pertinent information, the 2018 Health & Productivity Outstanding Entities Recognition Program assessed performance based on three criteria, namely, grasp of employee health-related issues and consideration of actions, establishment of a foundation for the practical implementation of health and productivity management measures and work engagement<sup>†</sup>, and promotion of efforts that help ensure the physical and mental health for employees. DIC received scores significantly above the industry average for all three of these criteria.

With the goal of encouraging awareness of its employee health management-related systems, DIC continues to implement measures aimed at supporting work–life balance and caring for mental health, including publishing handbooks on balancing career and nursing care responsibilities and safeguarding psychological

health for distribution to all employees. As part of its effort to promote the effective management of physical health, the Company recently developed healthy menu options for the employee cafeteria at its corporate headquarters based on the results of employee health checks.

Going forward, DIC will continue to implement measures designed to help ensure the physical and mental health of its employees as part of its commitment to creating a work environment in which all employees can fully exercise their abilities.

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## Key Related DIC Group Initiatives

- DIC Develops Healthy Menu Options for Corporate Headquarters' Employee Cafeteria Based on the Results of Employee Health Checks (Published in Japanese only)

[http://www.dic-global.com/ja/release/2017/20170314\\_01.html](http://www.dic-global.com/ja/release/2017/20170314_01.html)

\* Nippon Kenko Kaigi (“Japan Health Council”) is an organization that liaises with private companies, with the full backup of the government, to put effective measures in place to prolong healthy life expectancy of citizens and ensure sound medical services in Japan.

† A concept used to measure employees' mental health, work engagement is described as a positive, fulfilling work-related state of mind that is characterized by vigor, dedication and absorption. “Vigor” is taking pride and experiencing a sense of satisfaction in one's work, “dedication” is feeling strongly involved in and focused on one's work, and “absorption” is being actively engrossed in one's work.