

Dexerials Achieves Highest DBJ Employees' Health Management Ratings Leverages syndicated loans based on credit ratings to raise funds

Dexerials Corporation (Headquarters: Shimotsuke-shi, Tochigi; Representative Director and President: Yoshihisa Shinya; hereinafter, "Dexerials") announces that it receives the highest rating in the DBJ Employees' Health Management Ratings*¹ conducted by the Development Bank of Japan Inc. (hereafter, DBJ), signifying that it is "particularly excellent in its efforts to protect the health of employees." This is the first time that the Company has been included in the DBJ Employees' Health Management Ratings. In addition, financing based on this rating was carried out through syndicated loans.

We use this syndicated loan*² to invest in constructing a new plant area in Kanuma Plant No. 2.



DBJ Employees' Health Management Rated Loan Program is the world's first financing menu to incorporate health management ratings. It introduces a specialized method involving a "Health Management Rating," which evaluates select companies with outstanding employee health-conscious initiatives using an assessment system independently developed by DBJ.

In receiving the rating, the following aspects of the Company were highly evaluated:

(1) Company-wide health management promotion system

Positioning the health of each employee as the foundation for enhancing corporate value, the company formulated the Health and Productivity Management Roadmap for 2030. The company is promoting company-wide health management under the leadership of senior management, while broadening the range of empathy and practice in health management through the "Kenko no Ashiato" health visualization system developed in-house and internal publicity through a health management booklet.

(2) Data-Based PDCA Cycle Practices

The Company has identified key issues in health management with the aim of maintaining and improving the mental and physical health of its employees. It has set numerical targets, including the rate of implementation of lifestyle improvements. It also develops data-based PDCA cycles through a variety of approaches, including the Health Challenge Log walking event, which is designed to stimulate communication, the introduction of a complete ban on smoking on the premises, and mental health care.

(3) Creating Value by Strengthening Technology and Human Resources

In order to realize the newly formulated "Empower Evolution. Connect People and Technology," the Company has set up a human resource portfolio and clarified the personnel requirements for each division. The Company is working to strengthen both technology and human assets, which are positioned as the source of value creation. For example, it is promoting autonomous challenges and growth through the introduction of a JOB-based HR Management system that supports the realization of career models and independent growth through jobs.

Dexerials will continue to contribute to the realization of a sustainable society by providing high value-added products, technologies, and solutions that are essential to the evolution of the digital technologies that help address social issues, and will strive to achieve sustainable growth and further increase corporate value.

*1: [DBJ Employees' Health Management Rated Loan Program | DBJ Sustainable Solution](#)

*2: A mechanism in which multiple financial institutions cooperate to provide loans to a single company. The objective is to diversify risks and improve the efficiency of financing.

<Corporate Profile>

Dexerials develops, manufactures, and distributes electronic parts, adhesive materials, optical materials, and other functional materials that are indispensable in smartphones, laptops, and other electronic devices, as well as in automobiles, which are increasingly becoming electronic. As a starting point for fostering growth and achieving a sustainable society, Dexerials established its new five-year Mid-term Management Plan in May 2024, under its Purpose, “Empower Evolution. Connect People and Technology,” as explained in the relevant section of its website ([Corporate Philosophy, Vision and Purpose | About Dexerials | Dexerials](#)).

Company name: Dexerials Corporation

Head office: 1724 Shimotsuboyama, Shimotsuke-shi, Tochigi

Representative: Yoshihisa Shinya, Representative Director and President

Established: June 20, 2012

Official website: <https://www.dexerials.jp/en/>

Mid-Term Management Plan: <https://www.dexerials.jp/en/ir/management/plan.html>