

Jan.27. 2022

Japan Airlines Co., Ltd.

Marubeni Corporation

MTI Ltd.

CARADA medica Inc.

JAL, Marubeni, MTI, and CARADA medica

Start a Joint Initiative to Improve the Health Issues of Working Women

On January 27, 2022, Japan Airlines Co., Ltd. (hereinafter "JAL"), Marubeni Corporation (hereinafter "Marubeni"), MTI Ltd. (hereinafter "MTI") and CARADA medica Inc. (hereinafter "CARADA medica") signed a "Joint Initiative Memorandum of Understanding" to utilize a service that provides comprehensive support to improve health issues that are unique to women and verify the effects (hereinafter referred to as "this service"). This joint initiative (hereinafter referred to as "joint initiative") will start from February.

This service has been in joint development by Marubeni, MTI, and CARADA medica since July 2021 and is being provided to corporations. Through the provision of online consultation, medical care services and awareness activities in collaboration with medical institutions, this service improves menstrual pain and premenstrual syndrome (PMS), supports fertility and fertility treatment, and improves symptoms that appear during menopause, which working women faces as their health challenges at each life stage.

JAL recognizes that it is essential to improve the physical and mental health of employees in order to provide the best service to customers. JAL believe that the understanding and support of the actual health issues of female employees who are active in various workplaces, will greatly contribute to improve corporate value and the service which we provide to the customers. In addition, JAL and Marubeni have jointly implemented such various business activities as business jet charter services and a sustainable aviation fuel (SAF) production business in building a relationship as business partners.

Against this background, JAL has already participated as a demonstration company for this service, and has decided to implement a program that provides seminars to deepen the understanding of menstruation, fertility, and menopause for all employees regardless of gender, and "LunaLuna Telemedicine" for female employees.

Through this joint initiative, JAL, Marubeni, MTI, and CARADA medica aim to enhance understanding and mutual support of working women's health issues, to form a more comfortable working society, and to promote diversity and inclusion^{*1}.

[About this joint initiative at JAL]

<Overview>

We will conduct a fact-finding survey on women's health issues at JAL, improve literacy and change consciousness through the following seminars, build a comfortable working environment by introducing a program, and verify its effects.

<Seminar/Introduction Program Contents>

① FEMCATION^{*2} Seminar by an obstetrician/gynecologist Aiming to create a comfortable workplace for the entire company by holding a education course by an obstetrician/gynecologist to deepen the understanding of female's bodies and minds for all employees regardless of gender.	
I. "Women's Bodies Knowledge Course"	Doctors introduce changes in women's lifestyles, how women's bodies work, and symptoms associated with menstruation.
II. "Knowledge course on fertility"	Introducing basic knowledge about pregnancy and infertility treatment from doctors, such as the mechanism of pregnancy, changes due to aging, and specific methods of infertility treatment
III. "Menopause Knowledge Course"	Introducing basic knowledge such as mental and physical disorders related to menopausal symptoms from a doctor
② Support program for working women utilizing " LunaLuna Telemedicine" Utilizing online medical care to improve the QOL and work performance of female employees.	
I. "Online Pill Outpatient Program"	A service that provides gynecological consultation and prescribes low-dose pills, which is one of the measures to improve dysmenorrhea.
II. "Online Fertility Counseling Program"	A service that allows employees and their partners to consult with a gynecologist regarding infertility/pregnancy (consultation is available for those who are currently not pregnant)
III. "Online Menopausal Outpatient Program"	A service to consult with gynecologists about menopausal symptoms and prescribes Chinese medicines

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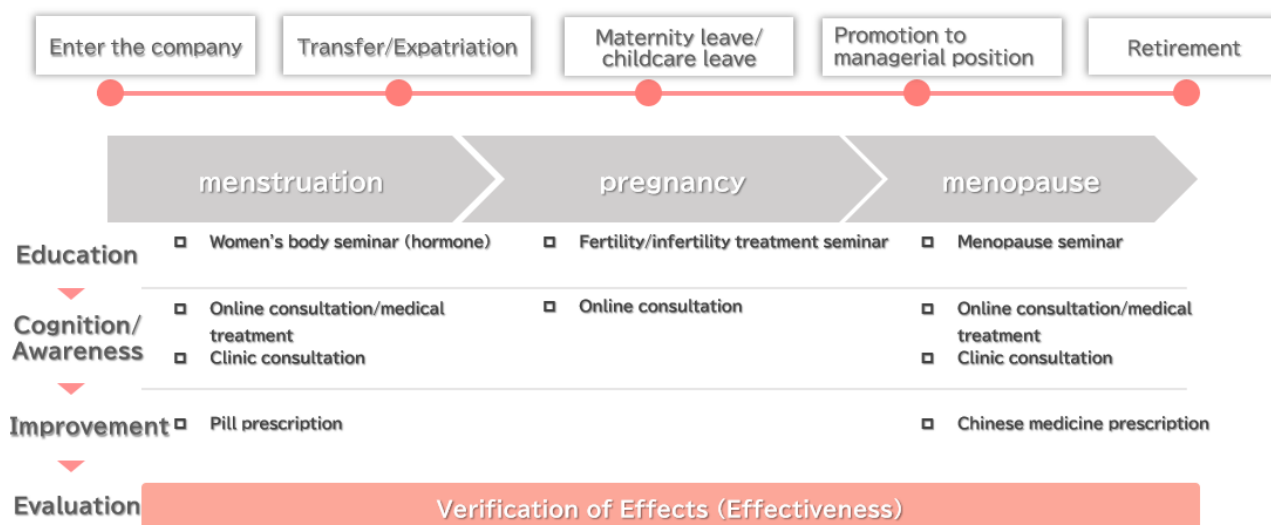
February 2022 - December 2022 (planned)

*1: Diversity and Inclusion: Adapt, accept and empower individual "differences" that occur from external differences such as race, gender, and age, as well as religion, values, personality, and preference.

*2: FEMCATIONTM: A coined word that combines FEMALE and EDUCATION.

[Image of this service]

Image of services for corporations that provide comprehensive support, from improvement of health issues peculiar to women to verification of effects



[Overview of each company]

<JAL>

Company name : Japan Airlines Co., Ltd.
 Representative : Yuji AKASAKA, President and CEO
 Headquarters location : 2-4-11 Higashi-Shinagawa, Shinagawa-ku, Tokyo Nomura Real Estate Agency Tennozu Building, Tokyo
 Website : <https://www.jal.com/en/>

<Marubeni>

Company name : Marubeni Corporation
 Representative : Masumi KAKINOKI, President and CEO
 Headquarters location : 4-2 Otemachi 1 Chome, Chiyoda-ku, Tokyo
 Website : <https://www.marubeni.com/en/>

<MTI>

Company name : MTI Ltd.
 Representative : Toshihiro MAETA, President and Chief Executive Officer
 Headquarters location : Tokyo Opera City Tower 35F, 3-20-2 Nishi-Shinjuku, Shinjuku-ku, Tokyo
 Website : <https://www.mti.co.jp/eng/>

<CARADA medica>MAE

Company name : CARADA medica Inc.
 Representative : Seitaro SUGAWARA, Representative Director
 Headquarters location : Tokyo Opera City Tower 35F, 3-20-2 Nishi-Shinjuku, Shinjuku-ku, Tokyo
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