

## Health Management

### Health Management

Implementation of Health Checkups

Support by Occupational Health Professionals

Collaboration with the Japan Health Insurance Association

Enhancement of Work-Life Balance

Workstyle Reform

### Physical Health

Provision of Health Guidance by Occupational Health Professionals

Hosting Health Promotion Seminars and Related Programs

### Mental Health

Implementation of Education for Mental Health Improvement and Prevention

Promotion of Participation in Stress Checks

Utilization of Group Analysis Results from Stress Checks

### Workstyle Reform

Measures to Reduce Long Working Hours

Measures to Promote Leave Utilization

## Return on Health Investment

### Indicators on the Implementation Status of Health Investment Initiatives

Improvement of Implementation Rate

Hosting Seminars and Related Programs

Hosting Training Programs and Related Activities

Improvement of Examination Rate

Implementation of Workplace Improvement Initiatives

Reduction of Overtime Work

Increase in Paid Leave Utilization

### Indicators Related to Changes in Employee Awareness and Behavior

Enhanced Health Awareness

Increase in Employees with Regular Exercise Habits

Increase in Employees with Healthy Eating Habits

Increase in Employees Getting Sufficient Sleep

Reduction in Smoking Rate

Increase in the Percentage of Employees Practicing Responsible Alcohol Consumption

Reduction in the Percentage of High-Stress Employees

Optimization of Total Working Hours

### Final Health-Related Key Performance Indicators

Reduction of Health Risks

- Reduction in Abnormal Findings Rate for Key Health Check Items
- Increase in the Rate of Improvement

Improvement in Productivity

- Absenteeism
- Presenteeism,
- Work Engagement and Job Satisfaction

Reduction in Overall Health Risks

## Management Issues Addressed Through Health and Productivity Management

Continuous Corporate Value Enhancement and Community Contribution

A Healthy and Energetic Company Where Every Employee Thrives

Enhancing Employee Well-being