Health Management Strategy Map

Health investment	Effect of health investment			Management issues we hope to solve with health management
	Indicators relating to the state of initiatives for health investment measures	Indicators relating to the conscious changes and behavioral changes of employees, etc.	Final target indicators relevant to health	

Health investment relating to various effects(*)

Establish an occupational health system Collaboration with the Sinanen Health Insurance Society

Invest in implementing and managing health measures

Introduce a system for promoting corporate culture and work style reform

Strengthen follow-up after health checkup and medical examination

Implement measures against smoking
・Support for quitting smoking
・Measures to prevent passive smoking

Implement health-related events and educational activities

Provide opportunities to learn about mental health

Enhance the system to achieve work-life balance

Number of health guidance and consultations

Percentage of people taking medical examination/thorough examination again

Percentage for implementing specific health guidance

Percentage for implementing serious illness prevention program

Percentage of people participating in program to quit smoking

Percentage of people who are aware that smoking is not allowed during work hours

Percentage of people participating in events, education and training

Percentage of people registering with the health insurance system

Percentage of people who are aware of the external EAP service

Percentage of people participating in educational training

Reduction in overtime hours

Percentage of people taking paid leave

Reduction in percentage of people with unusual health checkup results

Reduction in percentage of people who are overweight

Reduction in percentage of people who smoke

Increase in percentage of people who lead a healthy lifestyle
・Eating healthy food
・Drinking suitable amounts of alcohol
・Exercising regularly
・Getting enough sleeping

Increase in percentage of people who practice self-care

Improved line-care functions (supervisors provide guidance, etc., to subordinates after noticing a change in their behavior to respond to mental health issues)

Improved employee satisfaction

Reduction in high-risk individuals with lifestyle-related diseases

Reduction in percentage of people with high stress

Promoting good physical and mental health (Reduction in unwell and absent employees)

Fostering an energetic workplace (Improved engagement)

[Improved employee performance]

Achieve a **Spiral Up Company** in which employees can enjoy their job and continue to work enthusiastically in good mental and physical health