

**Health and Productivity Management Strategy Map FY2025.3-2027.3**

**「Creating an employment environment where employees can work healthily throughout their lives」  
▶ Enhance business continuity as a means to respond to the changing business environment**

**Investment Content (Initiative Themes)      Indicators on Health Investment Measures and Implementation Status      Indicators regarding changes in employee consciousness and behavior      Final Goals and Target Values (Target FY2025.3 ~FY2027.3)      Management Issues to be Solved by Health Management**

**Lifestyle Disease Prevention**

**Cultivation of Health Awareness**  
**Improvement of Eating Habits**

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|---|-------------------------|
| Introduction and penetration of health leave system for follow-up medical examination                                     | System utilization rate |
| Risk seminars by health category (understanding the necessity of re-examination and improvement)                          | Participation rate      |
| Health awareness improvement seminars (Bone density/skin age checks & seminars, sleep quality improvement seminars, etc.) | Participation rate      |
| Provision and promotion of use of salad/vegetable-related menus   | Participation rate      |
| Anemia countermeasure meal seminar, Lipid countermeasure meal seminar   | Participation rate      |

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| Improvement in the rate of medical institution visitation                          |
| Improvement in health awareness  |
| Increase in the percentage of employees who are aware of appropriate eating habits |

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| Percentage of employees maintaining BMI normal weight<br>▶ 68% or higher |
| Risk rate of dyslipidemia<br>▶ 45% or less                               |
| Prevalence rate of anemia<br>▶ 10% or less                               |

**Fitness and Physical Strength Improvement**

**Establishment of Exercise Habits**

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| Simple exercise habits (events such as Chair Yoga, Aranmare exercises) | Participation rate |
| Walking events   | Participation rate |

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| Increase in the percentage of employees who have exercise habits |
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| Turnover rate due to caregiving reasons<br>▶ 3% or less |
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**Support for Balancing Work and Caregiving**

**Promotion of understanding regarding balancing work and caregiving**

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| Seminars to promote understanding of "business caregivers" for managers | Participation rate |
| Caregiving literacy seminars & information provision                    | Participation rate |

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| Improvement in the utilization rate of caregiving leave |
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| Smoking rate<br>▶ 15% or less |
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**Reduction of Smoking Rate**

**Smoking Cessation Promotion**

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| Holding of smoking cessation                    | Participation rate |
| Provision of smoking cessation support programs | Participation rate |

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| Number of people engaging in smoking cessation efforts |
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| Days of leave due to sickness/injury (Absenteeism)<br>▶ 4days or less |
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**Mental Health Prevention/Improvement**

**Improvement of Mental Health**

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| Mental Health Seminar (Self-care / Line care) | Participation rate |
| Establishment of consultation desk            | Utilization rate   |

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| Decrease in long-term absentees due to mental health issues |
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| Smoking rate<br>▶ 15% or less |
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**Resolution of labor shortage**  
Avoid Absenteeism (such as long-term employee leave) and Presenteeism (decline in productivity due to poor physical condition, etc.) and enhance productivity

**Improvement of Employee Satisfaction and Reduction of Turnover Rate**  
Improve employee engagement through health and productivity management and prevent the outflow of valuable human resources