【Health Strategy Map】

Investments in health	Outcomes of investments in health			Health issues that relate to solutions to business management issues	Business management issues we aim to address through health management
	Indices for measuring progress of health investment initiatives	Indices for measuring changes in employee mindsets & behaviors	Final goal indicators for health-related initiatives		

Investments in health associated with various outcomes

- Annual medical checkups / Occupational healthcare activities
- Cancer prevention measures
- Mental health measures
- Infectious disease prevention measures
- Women's health measures
- Adoption of new workstyles

Investments in health

- Establishment of system for follow-up post-medical checkup
- Improvement of habits & lifestyles (Weight management, breakfast, snacking, alcohol, exercise, tobacco, sleep, stress)
- Healthcare guidance
- Cancer screenings
- Cancer seminars
- Mental health seminars
- Overseas health check
- Infectious disease prevention initiatives
- Women's health services
- Women's health seminars
- Adoption of systems for managing work time & leave

Indices for measuring progress of health investment initiatives

- Increase in participation in follow-up exams
- Increase in employees making lifestyle improvements
- Increase in employees receiving healthcare guidance
- Increase in number of health check participants
- Increase in number of seminar participants
- Increase in number of seminar participants
- Increase in number of health check participants
- Increase in employees participating in prevention initiatives
- Increase in number of registered employees
- Increase in number of seminar participants
- Improvement of work/life balance

Indices for measuring changes in employee mindsets & behaviors

- Improvement of habits & lifestyles (Weight management, breakfast, snacking, alcohol, exercise, tobacco, sleep, stress)
- Improvment of health literacy
- Personal & team mental health management
- Level of understanding for women's health needs
- Percent of employees working overtime
- Comfortable environment/rewarding work / Experience professional growth

Final goal indicators for health-related initiatives

- Amount of presenteeism
- Amount of absenteeism
- Habit & lifestyle indices (Percent of individuals with a BMI of 30 or above)
- Percent of employees on mental health leave
- Percent of employees who smoke
- Work engagement

Health issues that relate to solutions to business management issues

- Ensuring the mental and phyisical well-being of employees
- Creating a healthy working environment

Business management issues we aim to address through health management

- Create a Diverse Team of Autonomous Individuals
- Become a general trading company that constantly cultivates new businesses and human capital