

## What is Wellness Management?

We are able to work energetically every day because we have a solid foundation of **good health**. This time, we'd like to introduce our company's initiatives in **"Health and Productivity Management."**



### Definition of Health Management

"Health management views employee health from a managerial perspective and strategically promotes it."

Rather than being a mere welfare initiative, it is positioned as a corporate growth strategy.

### Background and Purpose

Due to issues such as a declining birthrate, labor shortages, and rising medical costs, there is a growing need for societal response.

To address this, companies are taking proactive measures to improve employee health and enhance productivity.

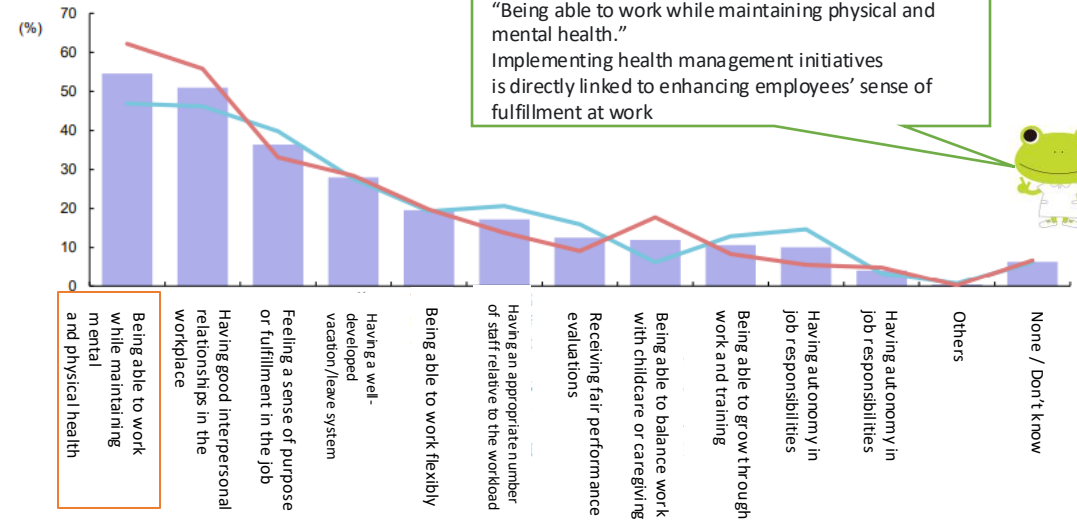
### Key Characteristics

Employee health is regarded not as a "cost," but as an "investment."

Various systems are in place, such as certification programs for health-conscious corporations.

## ~Wellness Management~

### What People Look for in a Work Environment



### Survey on Job Seekers and Career Changers, 2023

As for what people seek in their working environment, the most common response—at 54.6%—was: "Being able to work while maintaining physical and mental health." Implementing health management initiatives is directly linked to enhancing employees' sense of fulfillment at work



## Benefits of Implementing Health Management

### For Employees

- Greater health awareness and improved lifestyle habits
- Increased motivation toward work
- Enhanced work-life balance

### For Companies

- Improved employee productivity
- Lower turnover and better talent retention
- Enhanced corporate image

### For Society

- Optimization of healthcare and social security costs
- Contribution to regional revitalization
- Realization of a sustainable society

### <Benefits of being certified as a Health and Productivity Management Organization>



Does whether a company engages in "Health and Productivity Management" or has obtained the "Certified Health and Productivity Management Organization" designation influence your decision when choosing an employer? (Select one only)

Not a deciding factor at all  
8.7

The most important deciding factor  
8.4

Not a significant deciding factor  
30.9

One of the important deciding factors  
52.0

%, n=900

60.4%

Source: Nikkei Research, Survey on Job-Hunting Students and Job Changers, conducted in September 2023

(Targeted 600 job-hunting students and 300 job changers)



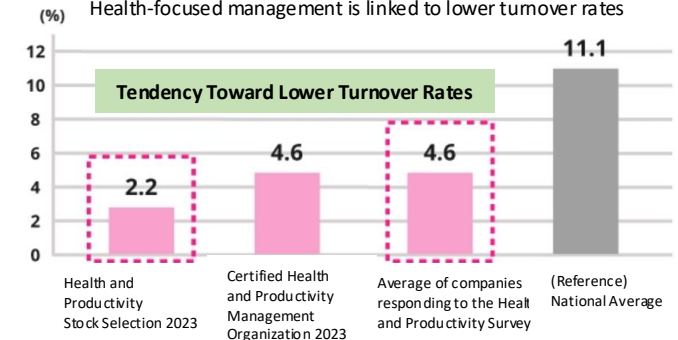
### What is the Certified Health and Productivity Management Organization?

It refers to large corporations and small-to-medium-sized enterprises (SMEs) that are particularly outstanding in practicing health and productivity management.

The aim of the certification, established by the Ministry of Economy, Trade and Industry (METI) in fiscal year 2016, is to promote "visualization" of such efforts—allowing companies to be evaluated positively by employees, job seekers, business partners, financial institutions, and others.

Source: Nikkei Research, Survey on Job-Hunting Students and Job Changers, conducted in September 2023

### Turnover Rate and Health and Productivity Management: Health-focused management is linked to lower turnover rates



METI-commissioned survey on turnover rates among Health and Productivity Stock and Certified Organizations

## Actions Employees Can Take

### Make Sure to Get a Health Checkup



#### Schedule Your Regular Checkup

Check your company's health checkup schedule and make a reservation without fail.



#### Get the Checkup

Regular checkups help detect health risks early.



#### Review the Results

Be sure to check the results of your health examination.

#### Point



#### Take a Follow-up Exam

If any abnormalities are found, do not ignore them—follow up with a re-examination promptly.

## Let's Prioritize Mental Health Care

### Examples of Health and Productivity Management Initiatives

#### Make Use of Stress Checks

Take a stress check.



#### Know the Consultation Channels

Make sure to confirm available consultation services, both inside and outside the company. Early consultation is key.

#### Signs of Mental or Physical Distress

If you notice symptoms like sleep disorders or loss of appetite, consult a specialist immediately.

### Let's Control Overtime Hours

#### Time Management

Prioritize tasks and work efficiently.

#### Planned Work

Create schedules in advance and work with a time buffer

#### Health Maintenance

Reduce overtime and secure personal time for your well-being

#### Teamwork System

Don't try to handle everything alone—share the workload as a team



### Review Your Daily Habits



#### 1. Improve Your Diet

- Watch out for snacks
- Be mindful of late-night meals
- Limit junk food and sugary drinks



#### 2. Reassess Your Exercise Routine

- Use stairs in the office
- Stretch at your desk
- Walk a station distance on your commute



#### 3. Avoid Smoking

Smoking not only poses health risks, but also causes secondhand smoke and odor issues.



Reference: Ministry of Economy, Trade and Industry – Health and Productivity Management Office Report

## Examples of Health and Productivity Management Initiatives

### ■ Printing Company A

Facing challenges such as worsening communication due to chronic staff shortages and high turnover among younger employees launched a health and productivity management initiative to ensure business continuity. Efforts include organizing a comprehensive support system focused on industrial counselors for mental health issues, and addressing physical inactivity through weekly exercise programs (such as radio calisthenics and yoga). As a result of improvements in employees' physical condition and strengthened internal communication, **the company has continued to perform well while reducing overtime hours year after year.**

### ■ Construction Company B

Prompted by serious illness detection and prolonged leaves due to poor health among employees, the company launched a health and productivity management initiative. **a 100% rate of participation in regular health checkups**, resulting in utilized local government subsidies, the company conducted group smoking cessation checkups, resulting to media attention. As a result, **participation in job fairs increased, leading to more successful hires.**

### A Unique Example of Our Company's Health and Productivity Management Initiatives (by Sangyo Hoken Service Co., Ltd.)

#### ① Establishment of a Walking Club (to promote physical activity)

- Each week, members share observations or insights from their walks via chat
- Monthly step counts are reported individually
- Club meetings include a "Walking Lunch" where members walk 30–45 minutes together, and high achievers are recognized  
(This also encourages communication among employees)
- Walking shoes subsidy is provided to club members



#### ② Radio Calisthenics + Meditation Sessions

- Held at a fixed time, connecting both in-office and remote employees online



#### ③ Regular Counseling Sessions for Employees

- Company counselors conduct regular interviews, especially focusing on new employees



### 🌸 Advertisement 🌸

Our Outsourced Services That Support the Acquisition of the Certified Health and Productivity Management Recognition (Designed to reduce HR workload)

- Health Checkup Appointments & Encouragement to Participate : Some companies improved their participation rate from 50% to 100%! ♪
- External Consultation Hotline : Our public health nurses, licensed psychologists, and industrial counselors gently support employees with mental and physical concerns
- Training Programs : Topics include: lifestyle-related diseases, mental health, harassment prevention, women's health, infection control, and smoking cessation
- Stress Check Services : Includes organizational analysis and improvement proposals
- Regular Interviews for New Employees : Helps detect signs of mental health issues early

