#### **Health investments**

#### Health management

- Periodic health checkups and recommended secondary exams
- ·Specified health guidance
- •Infectious disease countermeasures
- ·Support for work-life balance
- ·Encouraging regular exercise

#### Mental health actions

- Consults with industrial physician and visits by public health nurse
- ·Stress checks
- ·Enhanced self-care and line-care

#### Increasing health literacy

- Hosting of seminars and events, etc.
- ·Dissemination of health news
- Stopping secondhand smoke exposure
- •Establishment of external contact point

#### Positive work environment

- •Encouragement to take annual paid leave
- •Prevention of overwork

#### Structural improvements

- ·Introduction of health system
- Promotion of integrated GroupWise operation

### **Effects of health investments**

Metrics covering the progress of actions using health investments

- ·Health check uptake rate
- Number of influenza vaccinations administered

- Number of employees interviewed during visits
- •Stress check uptake rate
- •Follow-up rate of high stress employees

 Participation rate in health literacy seminars, etc. Metrics on changes in employee awareness and behavior

- Secondary health checkup uptake rate
- Implementation rate of specified health guidance
- •Ratio of employees with high stress
- Metrics on lifestyle (exercise, sleep and smoking)
- Average overtime hours
- ·Total working hours
- Ratio of annual paid leave utilized

Ultimate health related targets and metrics

Reduce the number of employees missing work due to injury/illness

Presenteeism (reduce the ratio of lost labor productivity)

Well-being indicator (increase the ratio of positive responses to "a sense of fulfillment felt in work and private life")

Openness of workplace communications (increase the ratio of positive responses to "openness of workplace communications")

# Management issues to resolve using health management

## Beyond Finance, for a Brighter Future

Ideal State

- ◆Enable each employee to strike a work-life balance
- ◆Each employee is assured of a workplace that will support their emotional and physical health over the long term



Sustainable virtuous cycle of value creation and employee well-being



Increase corporate value: realize Retail No. 1