## Health investments

Establishing a

health and

productivity

surveys

management

promotion system

**Introducing various** 

Fostering a workplace culture that provides job satisfaction and promoting DE&I

Collaborative health measures

Physical and mental health

Introducing a health and productivity management system

Support for franchise stores and for consolidated subsidiaries and affiliates

Contribution to communities (society)

## **Health investment effects**

## Indicators for the progress of health investment measures

Improvement in the rates of employees taking paid leave and childcare leave;
Reduction in overtime hours

Awareness surveys (overall satisfaction levels and job satisfaction); Implementation of stress checks

Fostering literacy and implementing skill upgrading training (management, line care, and self-care)

Holding health seminars (for women / on sleep, exercise, and stretch)

Appointing and developing health leaders at each site

Participation in health promotion measures (participation rates)

Dissemination and implementation of radio calisthenics

Obesity rate improvement measures

Maintaining a 100% post-checkup response rate (checks on treatment and hospital visits)

Reduction of smokers (quitting rates and program participation rates)

Maintaining 100% health checkup and re-examination rates

Health support for franchise store employees (exercise measures and seminars)

Expanded development and marketing of health products

**Customer health support measures** 

Indicators for changes in the awareness and behavior of employees

Stress checks (reduction in the ratio of high-stress departments)

Improvement in job satisfaction and overall satisfaction levels

Reduction in the ratio of high-risk employees

Reduction in the ratio of employees with checkup findings

Final health-related target indicators

Engagement

Presenteeism

Absenteeism

Management requirements pursued through health and productivity management

Improvement of employee performance

Enhancement of medium- and long-term corporate value (improvement of profitability and customer evaluation)

Health of franchise store employees (improvement in checkup participation rates, checkup assistance usage rates, and the frequency of checkup reminders)

Increase in the sales of health products