

## Health Management Strategy Chart

GMO Internet, Inc.

## **Health Management Strategy Chart**



**Health Investments and Initiatives** 

Effectiveness of Health Investments (KPI)

Indicators on the Implementation of **Health Initiatives** 

Participation rate in

Participation rate in

Participation rate in

Utilization rate of the

PHR (Personal Health

communication

exercise habit events

programs

programs

Record) app

dietary improvement

**Indicators on** Behavioral and **Mindset Change** among Partners

Survey on the practice

Survey on the practice

of exercise and self-

of positive thinking

discipline

**Final Health-Related** Performance **Indicators** 

Ratio of E-rated findings

Presenteeism

Absenteeism

results

in health checkup

Engagement score

maintaining the

2. Improve productivity loss due to healthrelated issues

rate. mental health issues by 10%, lowering the leave rate to 1.2%.

We strive to strengthen the foundation of holistic health for all partners, reduce lifestyle-related disease risks, and improve mental health and sleep quality to foster a culture that enables peak performance.

**Objective** 

We believe that both mental and physical health are fundamental to good work. By promoting the well-being of our partners, we aim to realize a "Circle of Smiles."

Health and

**Productivity** 

**Management Policy** 

We place great importance on creating a "Circle of Smiles" among our customers, partners (employees), and shareholders. This virtuous cycle serves as the foundation for a sustainable business that generates longterm value.

**Management Policy** 

Health Investments (Physical) Healthy lunches, snacks, and beverages; in-house gym and exercise events; infectious disease prevention measures; joint health checkups; and wellness apps.

Health Investments (Mental) assistance for employees on mental

Health Investments (Engagement) Promoting the GMO Internet Group's core values ("GMOism"), fostering engagement through positive communication, and supporting work-life balance initiatives.

## Fostering a Culture of Health

**Awareness of** Health and **Productivity** Management

**Implementation** Framework

Establishing a

Perceived **Organizational** Support

Improve awareness of health initiatives from 70% to 75% based on internal survey results.

dedicated wellness division, assigning inhouse public health nurses, and building a close collaborative framework with Human Resources, Labor Relations, and occupational physicians.

Implementation of Management Training on POS (Perceived Organizational Support)

Organizational Support for Communication Initiatives

**Health Challenges of Partners** 

The following three key health issues have been identified as the basis for setting goals:

- 1. Findings in health checkup results (especially those rated "E")
- 2. Main factors contributing to decreased productivity (performance):
  - Rest and recovery through adequate sleep
  - Mental condition and emotional well-being

Communication events, internal activity support programs, and return-to-work

health leave.

**Key Goals** (Target: FY2027) 1. Reduce the

proportion of highrisk health findings (blood glucose, liver function) by 10%,

overall rate below 18%.

(presenteeism) by 10%, targeting an 85% presenteeism

3. Reduce absenteeism due to

## すべての人にインターネット

