SPARX Health Management Roadmap, Fiscal 2023



We have created our annual SPARX Health Management Roadmap with the issues we want to address through health management to improve employee productivity, well-being, and organizational performance. The SPARX health management strategy for fiscal 2023 aims to maintain and promote employee physical health through effective health investment.

| Health investments (Initiatives) | | Health investment effectiveness | | | | | | | | Issues to address |
|-------------------------------------|--|--|---|-----|--|--|------------------------------|--------|--------------|--|
| | | Health investment effectiveness indicators | | ors | | Final health-rela | through health management | | | |
| | Physical examination allowances | Uptake rate for routine checkups & physical examinations | | ٦ | | | | | | |
| Routine checkups | Cancer screening promotion & allowances | | screening uptake rate | | | Reduce lipid, liver function & | | | | |
| | Post-checkup follow-up interviews | Secondary o uptake rate f | or those | | | glucose metabolism abnormalities | 3 | | Reduce | |
| | Secondary checkup allowances | requiring further examination & treatment | | | | | ysical | | presenteeism | Employee productivity improvements & well-being |
| | Providing well- balanced catered lunches | Applicant numbers & satisfaction | Findings from health issue surveys | - | Decrease in feelings of physical | Physical health main promotion | | Reduce | | |
| Lifestyle improvement | Holding health seminars & workshops | Participation rate & satisfaction | | th | | inactivity | maintenance otion | | absenteeism | Improve organizational |
| programs | Gym membership allowances | Utilization rate | | | | | | | Improve work | performance |
| | | | | | | Increase in sleep | م ک | 0 | engagement | |
| Improve health literacy | Sharing internal & external health news | Number of posts/views | | | | satisfaction | | | | |
| | Medical consultation services | Number of consultations | | | | | | L | | |