SPARX Health Management Roadmap, Fiscal 2025

Creation date: October 2025
Health investments

Health-related seminars

Dietary support
- Healthy catered boxed lunches
- Videos of cooking designed by dieticians
- Online articles for food-related columns
- On-site provision of healthy food options

Support encouraging exercise
- Walking events
- Allowances for participating in sports events
- Online exercise videos

Employee health challenges

Increased prevalence of dyslipidemia, abnormal liver function, and elevated HbA1c

Health investment effectiveness

Indicators on progress implementing health investment initiatives	Indicators on changes in awareness & behavior among employees	Final health-related target indicators
Event participation rate Event satisfaction rate Event awareness rate	Lifestyle habit satisfaction rate Rate of skipping breakfast Percentage without habitual exercise Average exercise duration	Percentage of abnormal findings in health checkup data (e.g., lipids, liver function, and HbA1c)
Video views Desired/purchased quantities Survey response rate	Communicative and critical health literacy (CCHL)	Ratio of individuals with high stress Ratio of individuals with health concerns

Health management penetration progress	Structure & environment for policy implementation	Individual support, perceived organizational support (POS), WSC
Health management awareness rate Health management satisfaction rate Communication from top management	Health management officer and headquarters Deploying occupational health nurses Establishing and clarifying consultation channels Excellent Health Management Corporation certification	POS (by employees and their families) through health management *POS = Perceived organizational support

Fostering a health-oriented culture

Target year: 2030

KGIs	Health management goals	Health management promotion strategy	Management policy
Absenteeism: 3.9 days or fewer Presenteeism: At least 85% Work engagement: At least 3.5	Promoting employee physical and mental health Improving organizational performance	Creating a workplace where everyone works happily, in good physical and mental health, enabling them to utilize their abilities fully	Purpose: To make the world wealthier, healthier, and happier Vision: To be the most trusted and respected investment company in the world Mission: Bring ever-better investments to the world

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