Health & Productivity Management Strategy Map

Health investment

Health investment for various effects

- **Securing personnel for promoting health & productivity management**
- **Health information-related systems (collaborate with HR and Health Insurance Association)**
- **Various health awareness content**
- **Improvement of workplace environment and HR systems**

Effectiveness of health investments

Health investment measures

Measures against lifestyle-related diseases

Support for implementation of KENKO Challenge 8

- **Healthy weight**
- **Exercise**
- **Sleep**
- **Snacking**
- **Breakfast**
- **Alcohol consumption**
- **Non-smoking**
- **Stress**

- Measurement of health literacy
- Lifestyle improvement content
- Health seminars
- Utilization of body composition scales
- Milestone health classes

Mental health measures

- Implementation of stress checks
- Mental health education

Measures for specific health issues

- Women's health seminars
- Infectious disease response
- Cancer seminars
- Support systems for balancing treatment and work
- Support systems for balancing childcare/caregiving and work
- Physical and muscle strength measurements for older employees
- Appropriate allocation of human resources

- Implementation of specific health guidance
- Encouragement for receiving dental examinations
- Encouragement for receiving detailed medical examinations

Indicators for changes in awareness and behavior of employees, etc.

- Improvement in health literacy
- Increase in the number of participants in KENKO Challenge 8

Increase in the number of people at a healthy weight	Increase in the number of people engaging in physical activity
Reduction in the number of snack consumers	Increase in the number of breakfast consumers
Increase in the number of non-smokers	Increase in the number of people moderating alcohol consumption
Increase in the number of employees getting proper sleep	Increase in the number of employees able to manage stress

- Increase in the number of people improving from metabolic syndrome
- Improvement in the rate of dental examinations
- Increase in the rate of detailed medical examinations
- Reduction in the number of employees with high stress
- Improvement in workplace understanding of women's health issues
- Reduction in the number of absences due to infectious diseases
- Increase in cancer screening rates
- Increase in the number of system users
- Improvement in the physical and muscle strength standards for older employees
- ・Reduction in the number of employees working long hours
  ・Reduction in overtime hours

Final health-related goal indicators

- Reduction in presenteeism (reduction in productivity loss)
- Reduction in presenteeism (reduction in absence rate)
- Improvement in work engagement

Management issues to be solved through health & productivity management

- Achieving employee well-being
- Maximizing individual and organizational performance

Toyota Industries Corporation's health & productivity management promotion characters