



Marubeni Health Project
Indicators



Indicators for Action Plan for
Empowering Female Employees

Investment in employee health

Effectiveness of investment in employee health

Management issues to be
solved through health and
productivity management

Marubeni Health Improvement Project

Four key themes

Countermeasures

Indicators for
progress in initiatives
for investment in
employee
(Outputs)

Indicators for mind
and behavior
(Performances)

Indicators for
health-related final
goals (Outcomes)

GC2027 (Mid-Term
Management Strategy)
Marubeni Group Human
Resources Strategy

1. Improving
Health Literacy

2.Strengthening
countermeasures
against cancer
and lifestyle-
related diseases

3.Strengthening
mental health
measures

4.Strengthening
initiatives for
maintaining and
promoting
women's health

**Early detection and
prevention**

- Follow up of regular health checkups
- Encourage the participation in thorough checkups
- Strengthening implementation of specific health guidance
- Subsidies for comprehensive medical checkups

Lifestyle improvement

- Programs for improvement of exercise habits
- Smoking cessation programs

**Promote Work-life
Balance**

- Encourage the use of vacation time
- Management of appropriate working hours

**Grasp the stress situation
of employees**

- Conduct stress check tests

**Enhance literacy of
women's health**

- Conducting seminars

**Solve the female-specific
health issues**

- Implementation of Femtech programs

Improve
the participation rate
of regular health
checkups and
thorough checkups

Improve the
implementation rate
of specific health
guidance

Increase the
number of
participants in
programs

Improve the
annual paid leave
utilization rate

Improve the
stress checkups rate

Increase the number
of participants in
seminars

Increase the
number of users of
Femtech programs

Increase the rate of
employees with
healthy habits
(exercise, diet and
drinking)

Reduction in
smoking rate

Reduction in total
actual working hours

The number of users
of counseling services

Enhance literacy of
women's health

**Decrease the health
risk of employees**

- Decrease the rate of employees eligible for specific health guidance
- Increase of health weight rate

**Improve the
performance of
employees**

- Reduction in high stress sufferers
- Reduction in number of long-term absentee and employees who take temporary leave

**Improvement of
work engagement**

**Maintain and promote
employee health**

**Lead to the growth of the
Marubeni Group**

**Marubeni Group Health
Declaration**

Employees are a vital asset for the Marubeni Group, and their health is of paramount importance. Therefore, the Marubeni Group considers the maintenance and improvement of the health of its employees to be a top management priority.

The Marubeni Group supports employees' success by working to create an environment where each individual can autonomously and proactively take steps to maintain and promote his or her health. These efforts will lead to the growth of the Marubeni Group.