

Strategy Map for Health Investment Management Accounting

(*) Essentially, "health investment" and "indicators related to the status of implementation of health investment measures" are addressed one-on-one. However, since there are some "health investments" corresponding to the multiple "status of implementation of health investment measures," and this kind of "health investment" is defined as "health investment related to various effects"



| Health Resources | | | | | | | | | | | | |
|--|--|--|--|---|--|--|--|--|---|---|-----------------------------|--|
| Personal Health Resources | | | | | | | | | Environmental Health Resources | | | |
| Stress check examination rate | Response rate for organizational health survey | Smoking rate | Rate of employees who do not get enough rest when sleeping | Rate of employees with walking habits and exercise habits | Rate of employees with inappropriate eating habits | Rate of managers receiving mental health education | Rate of cancer screening participation | | System to prepare for return to work | Health examinations for employees who work long hours | Health management system | Konica Minolta Group Health Declaration |
| Number of employees with physical risks | Rate of participation in the secondary checkup | Rate of employees who completed specific health guidance | Degree of understanding of role expectations | Sense of growth | Absenteeism | Presenteeism | Work engagement | | Collaborative health system | Employees' health literacy | Medium-term Health Plan | Motivation and ambitions of occupational health staff |

Social Value

Increase to Konica Minolta's contributions to resolving various social issues

Corporate Value

Improve earnings by enhancing employees' wellbeing