

# Health Initiatives



## Initiatives for Preventing Lifestyle-Related Diseases

Measures	<ul style="list-style-type: none"> <li>• Recommending individual specific health guidance (from the health insurance association)</li> <li>• Recommending participation in a program for preventing diseases from becoming severe (a program run by the health insurance association)</li> <li>• Encouraging participation in health-related events</li> </ul>
Exercise	<ul style="list-style-type: none"> <li>• Providing subsidies for in-house sports clubs (¥50,000/month)</li> <li>• Subsidizing fitness club memberships</li> <li>• Showing radio gymnastics videos on internal monitors</li> <li>• Encouraging the use of stairs</li> </ul>
Health literacy	<ul style="list-style-type: none"> <li>• Implementing a training program for promoting good health as a part of new employee training and training for managerial employees</li> <li>• Health seminars by specialists</li> <li>• Disclosing overall health checkup results and analyses and providing health information via internal portal sites and internal social media</li> <li>• Mandatory e-learning for all officers and employees (on comprehensive health and productivity management, health checkups/cancer screening, and secondary examinations)</li> <li>• Covering the cost of correspondence course tuition (including courses for people taking mental health management proficiency test, people intending to obtain dementia care qualifications, and people developing the capability to cope with stress)</li> </ul>
Smoking cessation	<ul style="list-style-type: none"> <li>• Providing subsidies to employees receiving smoking cessation treatment</li> <li>• Providing subsidies to employees receiving online smoking cessation support</li> <li>• Providing information to increase employee awareness of the benefits of not smoking (via internal portal sites, seminars, etc.)</li> </ul>
Internal equipment	<ul style="list-style-type: none"> <li>• Making health appliances, such as blood pressure meters and body composition analyzers, and health-related books available</li> <li>• Providing free healthy beverages, such as Aojiru green juice and mineral water</li> <li>• Stopping the sugar provision for coffee and displaying the calories and sugar content of foods</li> </ul>



## Promoting a Healthy Work-Life Balance

### Leave programs

Paid leave	<p><b>20 days for all employees</b></p> <ul style="list-style-type: none"> <li>* Up to 20 days can be carried over from the previous fiscal year.</li> <li>* During extended leaves of absence taken due to illness, employees may use paid holidays which were unused and expired in the last two years.</li> </ul>
Special leave	<p>Special leave is provided in the event of a job transfer, marriage, the death of a relative (condolence leave), the birth of a child (maternity or paternity leave), a natural disaster or other unavoidable reason, menstruation, occupational illness or injury, to take a preschool child to a hospital, vaccination, health checkup, a family member in need of nursing care or jury duty.</p>
Refreshment leave	<p>Length differs according to the number of years of service.</p>

### Pregnancy, childbirth, and childcare leave and support programs above and beyond legal requirements

Special maternity leave	<b>10 days</b>
Paternity leave	<b>5 days</b>
Lump-sum allowance for the birth of a child	<ul style="list-style-type: none"> <li>• <b>¥300,000</b> for the first child</li> <li>• <b>¥500,000</b> for each subsequent child</li> </ul>
Reduced working hours	Until the child reaches the <b>fifth grade of elementary school</b>
Staggered working hours	Rules for childcare leave stipulate that parenting employees may work staggered hours.
Support for childcare	Distribution of babysitter vouchers

### Other programs

Workstyles	<ul style="list-style-type: none"> <li>• Introducing programs including hourly paid leave, flexible working hours, staggered working hours, and shorter working hours</li> <li>• Permitting employees to work remotely and making use of easy-to-use shared offices</li> <li>• Internally announcing department rankings for the utilization of paid leave, with the goal of ensuring that employees use at least 80% of their paid leave</li> <li>• Encouraging employees to take (five) consecutive holidays as a summer vacation</li> </ul>
Welfare programs	<ul style="list-style-type: none"> <li>• Recreation facilities, recreation facilities affiliated to the health insurance association</li> <li>• JTB Eraberu Club employee benefit (e.g., special subsidy for accommodation costs, theme park tickets, movie tickets, special subsidy for the use of fitness clubs, and support for daily life)</li> <li>• Length-of-service award program (granting special leave and travel vouchers)</li> </ul>
Volunteering	<ul style="list-style-type: none"> <li>• Volunteer support program (also applies to employees' families)</li> </ul>