		Results of healt						
Health-r	elated initiatives	Indicators relating to health- related initiatives	Indicators of change employee awareness behavior					
Health-related nvestment relating to various benefits*	E Introduction of online medical advice and online access to occupational physicians	Improvement of utilization rate						
Development of good office working environments	Provision of e-learning about self-care and care for subordinates	Improvement of response rate						
Implementation of workstyle reforms	E Expansion of flextime system, childcare and nursing care leave systems, and the free address system	Increase in number of users	Improvement percentage of em maintaining good health					
workstyle reforms	Presentation of a health seminar (sleep)	Increase in number of participants	Improvement of times and qua					
ntroduction of health check system	M Implementation of alcohol- related measures	Increase in number of participants	Reduction in perce employees who regularly					
Provision of regular health checks	Presentation of a health seminar (exercise)	Increase in number of participants	Increase in percer employees with regular exerc					
	P Introduction of a health app	Improvement of utilization rate	Improvement of pe of employees with diets					
	P Introduction of Smart Meal- certified foods Supply of health-focused foods	Improvement of utilization rate						

* Basically there is a 1:1 correspondence between health-related initiatives and indicators relating to health-related initiatives. However, there are some health-related initiatives that correspond to multiple indicators. Those are classed as health-related investment relating to various benefits.

Health-related resources												
Human health resources							Environmental Health Resources					
Overtime hours	Percentage accessing online health advice, including advice from occupational physicians	Meal initiative participation ratio	Health app participation ratio	Health seminar participation ratio	E-learning response ratio	Percentage of employees with healthy diets	Percentage of employees who consume alcohol regularly, amount of alcohol consumed		Organizational culture	Health management system	Flextime system without core time	Health management philosophy
Percentage of employees taking regular exercise	Percentage of employees maintaining good mental health	Hours and quality of sleep	Work engagement	Smoking ratio	Stress check response ratio	Number of employees taking long-term administrative leave or temporary retirement	Annual leave utilization ratio		Health management commitment of managers and officers		Life-work balance support system (support for employees with childcare and nursing care responsibilities)	Establishment of advice desks

Health management strategy roadmap for Nisshin Seifun Group Inc.



ontributing to Society	
e supply of wheat flour, which is aple food, and other products	
ur vision as a company	
ate value through the achievement of sustainable cyclical growth	