

Money Forward

Health-oriented Management

Our Passion for Health-oriented Management

At Money Forward, we believe the power of people is an asset that creates new value. The health care of our members is directly linked to work productivity and performance, making it an essential theme. For this reason, we aim to ensure the well-being of all members and to foster a “comfortable & accommodating” and “rewarding” work environment where everyone can work with vigor and enthusiasm.

Health: The Foundation for Embodying Our MVVC

Promoting health is a crucial initiative that supports the "bodies" of our members, based on the premise that they are "assets that create new value."

We aspire to be an organization that prioritizes the health of our members who are always taking on challenges and growing. We believe that an environment where all members feel physically and mentally healthy and fulfilled in both work and private life is a “comfortable & accommodating” place to work. And an environment where members can contribute to others and experience personal growth is a “rewarding” place to work.

For our members to achieve a state of well-being, they must have a healthy, comfortable & accommodating, and rewarding work environment.

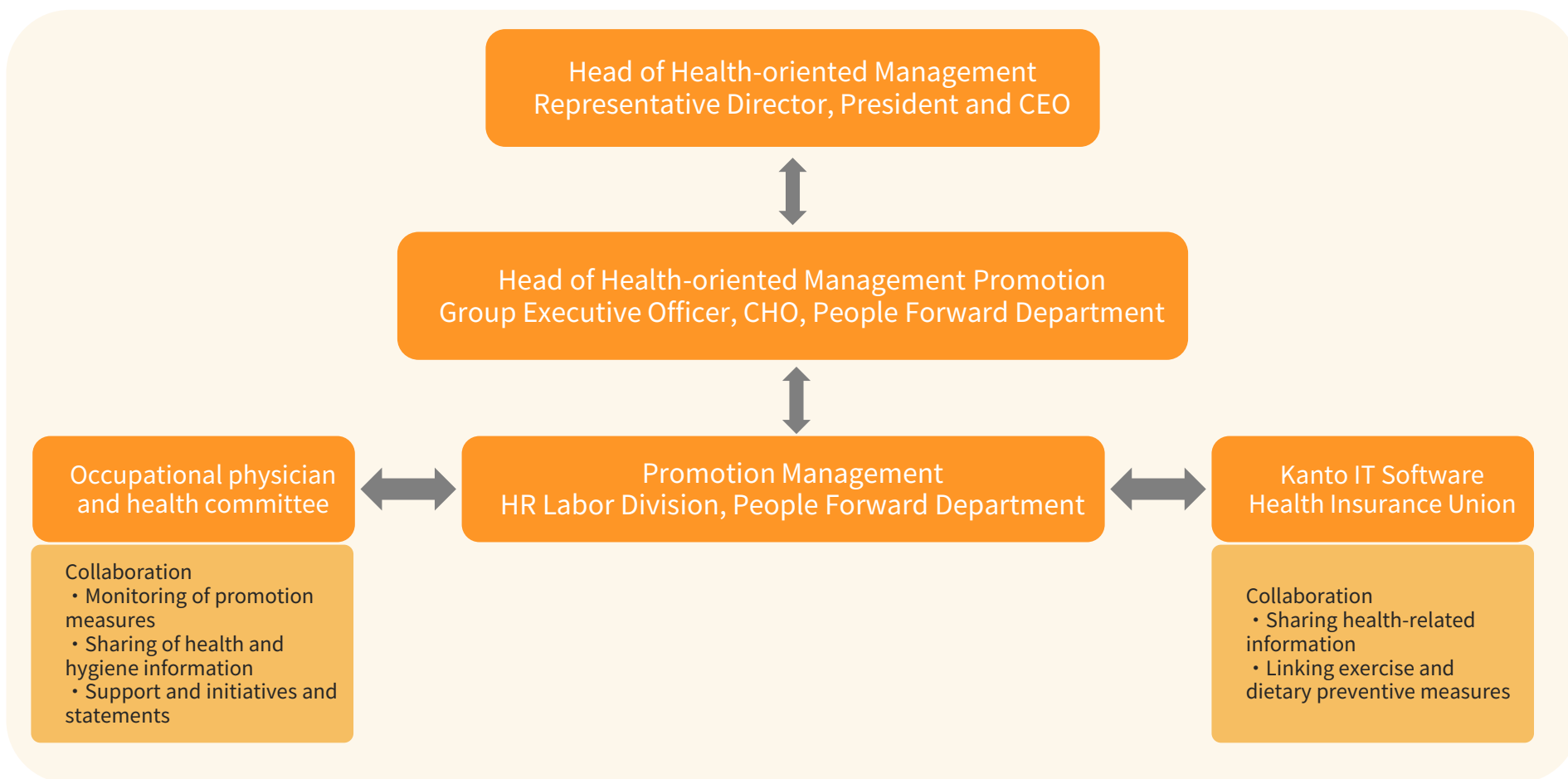
Through our health-oriented management agenda, we will strive to promote various health initiatives, fostering well-being for all members into the future. This includes increasing each individual's productivity and continually improving organizational performance.



Money Forward, Inc.
Representative Director, President and CEO
Yosuke Tsuji

Our System to Promote Health-oriented Management

Money Forward has established a system for promoting health-oriented management headed by the CEO. Led by the CHO, we are implementing various health promotion initiatives primarily through the HR Labor Division. Our goal is to foster a healthy, comfortable, accommodating, and rewarding organizational climate. We support the health of our employees and their families by providing information on hygiene initiatives and health information, various health checkups for disease prevention, and opportunities for exercise in cooperation with dedicated occupational physicians, the health committee, and the health insurance association.



Health-related Topics

Through analysis, we identified four specific health issues and are working to address them.

Health-related Topics	Initiatives
Raising health awareness	<ul style="list-style-type: none"> • Encouraging employees to take health checkups and stress checks • Training for enhanced health literacy (to establish healthy lifestyle habits) • Training on prevention and countermeasures for lifestyle-related diseases
Improving the work environment	<ul style="list-style-type: none"> • Reduce long working hours • Encourage the use of annual paid leave
Preventing and reducing mental health problems	<ul style="list-style-type: none"> • Training on skills to cope with stress (self-care training) • Share information on how to detect mental health problems at an early stage ("line care" training) • Provide support for people with mental health problems (information sharing and system reinforcement)
Promoting exercise opportunities	<ul style="list-style-type: none"> • Exercise events affiliated with the health insurance association (points awarded based on the number of steps taken). • Promote club activities and recreation • Partnership exclusive trainers (for guidance on stretching techniques)

KPIs

Measures	FY2021	FY2022	FY2023	Target for FY2024
Health checkup attendance	78%	87%	99%	100%
Completion of stress check test	71%	70%	81.1%	90% or above
Reduction of workers with long working hours (over 80h)	Average 1.3 workers per month	Average 1.2 workers per month	Average 2.0 workers per month	Average 1.0 workers per month
Average number of days of annual paid leave taken	Average 11.9 days	Average 13.4 days	Average 8.3 days	Average 15 days or more
Self-care training	Not Conducted	Not Conducted	Conducted	To be conducted
Line care training	Not Conducted	Not Conducted	Conducted	To be conducted
Lifestyle-related disease prevention training	Not Conducted	Not Conducted	Conducted	To be conducted
Provide exercise opportunities	Not Conducted	Not Conducted	Provided	To be provided
Presenteeism	Not Conducted	Not Conducted	75.9%	80%
Smoking rate	12%	13%	17.6%	15%

Examples of Health Initiatives

Osteopathic Treatment by a Licensed Judo Therapist

We held an event where members could directly consult with a licensed judo therapist about their physical concerns and receive simple osteopathic treatments and advice. As there was no need to change clothes and it allowed for easy and casual consultations, the event was highly popular and quickly filled up.

Online Workout Streaming

We have shared one-minute workout videos on our internal intranet for symptoms that many people suffer from, such as shoulder stiffness, back pain, headaches, eye strain, poor posture, and cold sensitivity, so that members can perform these workouts at any time they like.

Seminar on Diet for Preventing Lifestyle-Related Diseases

We hosted a seminar on diet for preventing lifestyle-related diseases, conducted by a nutrition concierge. The seminar provided detailed explanations of each food category with specific examples based on a food category map®.



Examples of Health Initiatives

Support for Purchasing Health Beverages and Supplements, Etc.

We offer benefits that allow members to purchase nutrient-rich health beverages and supplements, etc. at discounted prices. This initiative supports members' health from the inside by providing an easy way to supplement nutrients that are often lacking in modern diets.

Meal Services Available for Purchase at the Office

We have introduced a service that allows members to easily access nutritious meals. Members can purchase frozen, nutritionally balanced rice balls made with germinated brown rice at the office, which can be quickly heated in the microwave for a healthy meal. This service is very popular for lunch, breakfast, and snacks.

Support for Women's Health

The company covers the costs of breast cancer and cervical cancer screenings, and the time spent on these screenings, including regular health checkups, is considered work hours. We provide an environment that makes it easy for members to undergo these checkups.

Additionally, we offer anonymous consultations on women's health concerns, conception efforts, and infertility, as well as a service that provides free AMH (Anti-Mullerian Hormone) tests.

Influenza Infection Prevention

We have established a system that allows members to receive influenza vaccinations with no out-of-pocket costs at nearby clinics that offer evening and holiday services. As with regular health checkups, the time spent on these vaccinations is considered work hours, ensuring effective infection control.

