

# 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

Money Forward views the power of our people as an asset that creates new value.

We consider the bodies of our members as our capital, and promoting their health is an important initiative to support our capital.

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.

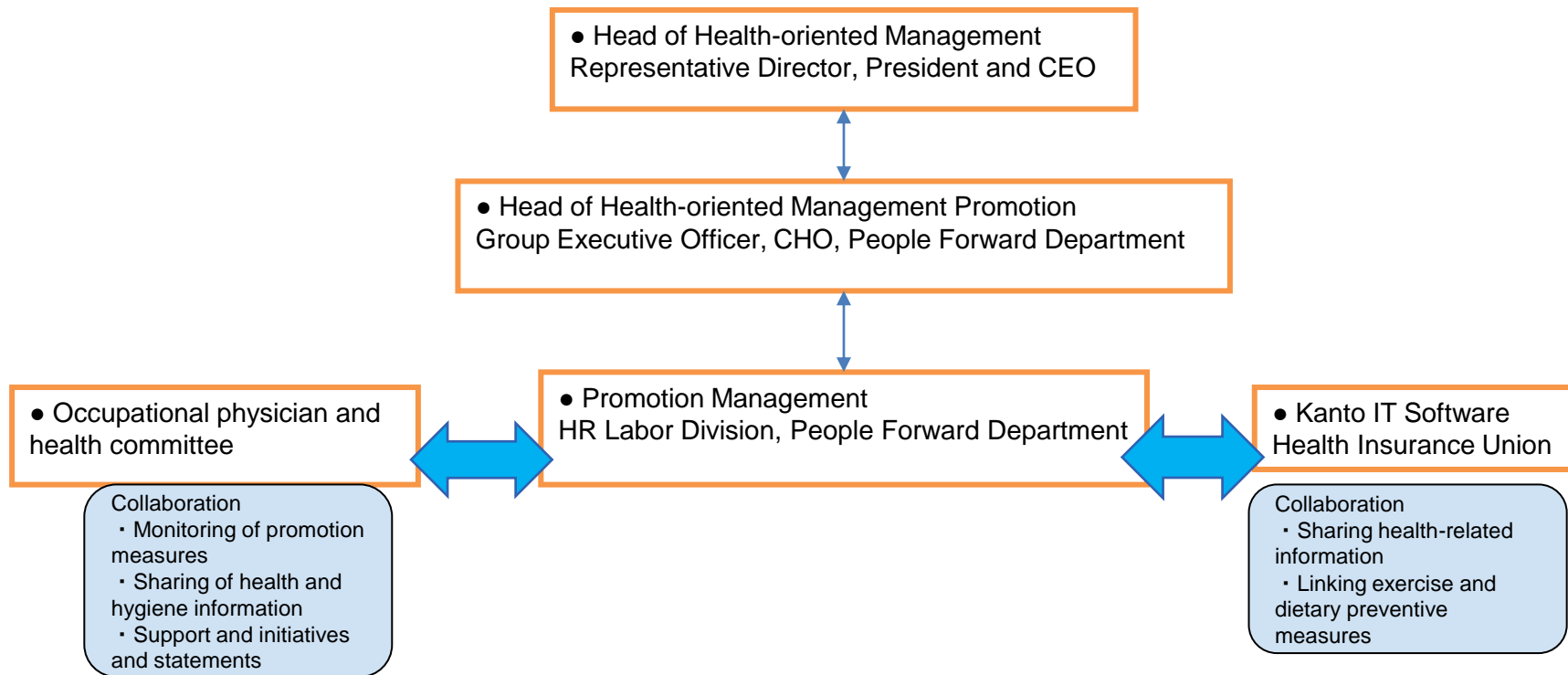


**Money Forward, Inc.**  
**Representative Director, President and CEO**

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

## KPIs

働きやすさ 2021年11月時点データ



Measures	FY2021	FY2022	Target for FY2023
Health checkup attendance	Confirming	87%	100%
Completion of stress check test	71%	70%	90% or above
Reduction of workers with long working hours (over 80h)	Confirming	Average 1.2 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 15 days or more
Self-care training	N/A	N/A	Conduct training
Line care training	N/A	N/A	Conduct training
Lifestyle-related disease prevention training	N/A	N/A	Conduct training
Provide exercise opportunities	N/A	N/A	50% participation
Smoking rate	N/A	13%	12%

