Health Management Strategy Map at Sumitomo Mitsui Trust Group/Sumitomo Mitsui Trust Bank

Well-being of employees »

A state in which **employees are healthy both mentally and physically** and are able to "experience and pursue happiness at work" by **utilizing their own values and strengths in good human relations that recognize diversity,** while **empathizing with the company's purpose**.

Health Investment	Health Investment Effect			Management Issues to Be Solved in Health Management
	Indicators for Health Investment Measure Initiatives	Indicators for Changes in Awareness and Action of Employees	Health-Related Final Target Indicators	

Health Investment

- Physical and mental health
- Health knowledge and utilization skills (Lifestyle, women's health, etc.)
- Working environment

Indicators for Health Investment Measure Initiatives

- Periodic health checkup Health guidance enhancement → Health checkup rate Full medical checkup rate
- Stress check Employee awareness survey → Percentage of each survey taken
- Mental health measures Educational opportunity provision → Number of training participants
- Health-related seminars Health promotion events → Seminars/events participation rate
- Measures to prevent passive smoking → Number of smokers
- Responding to infectious diseases → Influenza Vaccination rate
- Optimization of working hours Measures to promote taking a vacation → Number of overtime hours Rate of employees taking a paid leave

Indicators for Changes in Awareness and Action of Employees

- Health checkup results Rate for specific health checkup/specific health guidance
- Overall health risk High risk person Employee satisfaction
- Measures taken by employees Workplace support
- Knowledge and utilization skills Exercise habit ratio Quality and quantity of sleep
- Smoking rate
- Smooth business continuition by reducing # of persons on sick leave
- Long working hours Rate of employees taking a paid leave

Health-Related Final Target Indicators

- Absenteeism (Percentage of employees absent from work or on leave for one month or more due to mental or physical illness)
- Presenteeism (Performance for the latest one month)
- Engagement ("Vitality" in the employee awareness survey)

Management Issues to Be Solved in Health Management

<Ideal Image>
Employee's well-being " Healthy, both mentally and physically"

Increase the value created by employees feeling healthy and happy and exercising their abilities continuously.

Employees' well-being

"Rewarding" **Virtuous circulation of well-being** Value-added creation

Well-being of customers and society

Virtuous circulation to create "happiness" for employees, customers, and society