

Mitsubishi UFJ Financial Group Health and Productivity Management Strategy Map

Vision for Health and Productivity Management

A company in which employees, who are our irreplaceable assets, can maintain their mental and physical health and thrive in a work environment that provides a holistic sense of well-being, as they pursue MUFG's purpose of "Committed to empowering a brighter future".

Health Investment

Improvement of Literacy

Implementation of Literacy Improvement Initiatives

Maintenance and Promotion of Physical Health and Improvement of Lifestyle Habits

Conducting Regular Health Check-ups
 Encouragement to Undergo Secondary Examinations
 Encouragement to Receive Specific Health Guidance
 Subsidies for Influenza Vaccinations
 Anti-Smoking and Passive Smoking Measures
 Subsidies for Various Medical Examinations

Maintenance and Promotion of Mental Health

Implementation of Mental Health Training
 Conducting Stress Checks and Follow-ups
 Establishment of Consultation Services

Improvement of Workplace Environment and Systems

Support for Return to Work and Relapse Prevention
 Restriction of Long Working Hours
 Support for Balancing Treatment and Work
 Addressing Health Issues Unique to Women

Outcomes of Health Investment

Indicators Related to the Implementation Status of Health Investment Initiatives

Participation Rate in Health Literacy Training and Events

Regular Health Check-up Attendance Rate
 Secondary Examination Attendance Rate (Re-examinations and Detailed Examinations)
 Implementation Rate of Specific Health Guidance

Participation Rate in Mental Health Training
 Stress Check Participation Rate

Utilization Rate of Various Systems for a Secure Working Environment

Indicators Related to Changes in Employee Awareness and Behavior

Improvement of Lifestyle Indicators

- Smoking Rate
- Exercise Habit Rate
- Sleep Duration

Workplace Environment Indicators

- Average Overtime Hours
- Number and Rate of Long Working Hours Employees
- Average Number of Paid Leave Days Taken

Health Indicators

Health Checkup Findings Rate

Appropriate Weight Maintenance Rate

Overall Health Risk Rate from Stress Check

High Stress Rate and Number from Stress Check

Ultimate Goal Indicators

Presenteeism
 Suppression and Improvement of Performance Decline Due to Poor Health
 Productivity Index of Work Performance, Quality, and Quantity

Absenteeism
 Suppression and Reduction of Long-term Leave Due to Physical and Mental Illness
 Proportion of Total Days of Absence and Leave Due to Injury and Illness to Total Prescribed Working Days

Engagement
 Results of Employee Survey

Management Challenges to be solved through Health and Productivity Management

Maximization of Individual and Team Performance

Maintenance and Promotion of Employees' Physical and Mental Health

Create a Work Environment Where Employees Can Thrive and Fulfilled, With a Holistic Sense of Well-being

Creating an Environment Where Employees and Their Families Can Lead Healthy and Fulfilling Lives