

1. What we aim to become
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What We Aim to Become

—The Purpose of Health and Productivity Management—

SMFL engages in **health and productivity management** in an effort to ensure that each and every employee including those in Group companies, maintains and improves their health, enabling them to take on challenges with vitality and grow

Our Vision

The best business partner

As a solution provider who goes beyond a mere financing framework, SMFL helps its customers by developing strategies and solutions for addressing a variety of challenges in an effort to secure **mutual growth**.

Chosen for its commitment to SDGs

As a responsible corporate citizen and so as to continue being a chosen business partner for future generations, SMFL is committed to achieving SDGs towards the creation of a better society and **sustainable development for the future**.

Encourage employee development

SMFL creates an environment where diverse, motivated employees can thrive and achieve their personal development in collaboration with the growth of the company while **supporting employees to take on each challenge and grow together**.

An advanced digital company

SMFL promotes business innovation and being on the cutting edge of digital technology.

<Health and Productivity Management Promotion Policy>

The health of our employees and their families including those in Group companies, is of the utmost importance to achieving Our Vision.

SMFL helps each and every employee to maintain and improve their health and provides opportunities to take on challenges with vitality and grow by reducing absenteeism^{*1} and presenteeism^{*2} attributable to physical and mental issues. Health checkup rates, stress check rates, and other quantitative indicators are used to improve health and productivity management measures.

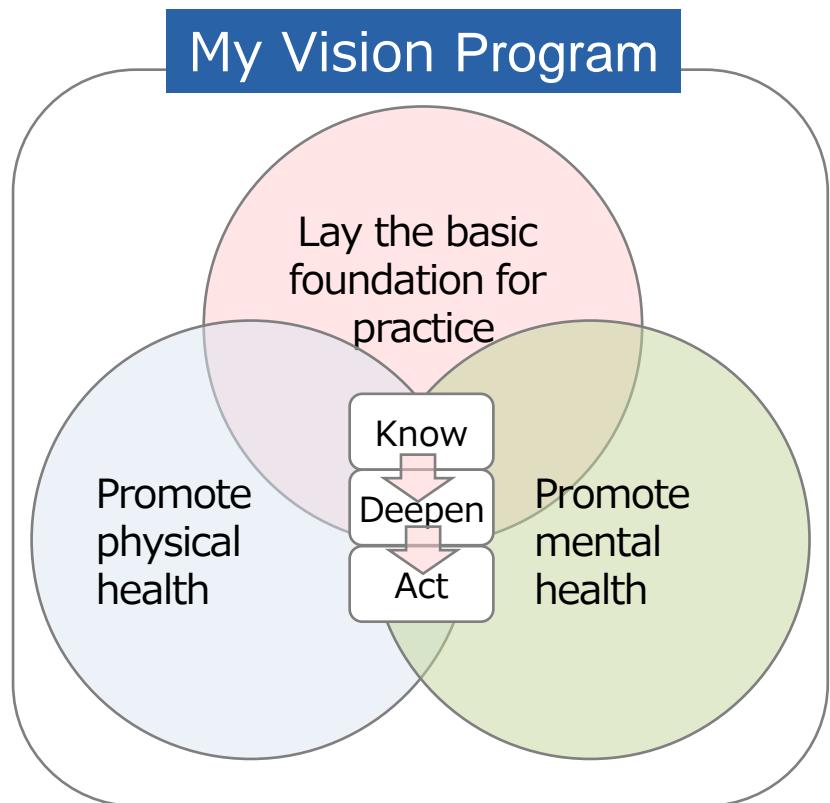
Moreover, in pursuing health and productivity management, we will promote collaboration and mutual prosperity with business partners in the supply chain as well as counterparties engaged in the value creation.

*1 Absenteeism: The state where physical or mental issues lead to tardiness, leaving early, absence, or other circumstance that prevents an employee from carrying out his or her duties.

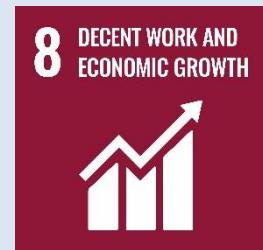
*2 Presenteeism: The state where an employee is present at work but his or her physical/mental health impairs performance.

■ Overview of SMFL's Health and Productivity Initiatives (1/2)

Led by the Chief Health Officer, we will promote the three equally important steps of promoting mental and physical health and laying the basic foundation for practice. To this end, we will cultivate the mindset of all concerned, improve health literacy, promote continuous behavioral change, and implement an effective PDCA cycle.



<Related SDGs>





Overview of SMFL's Health and Productivity Initiatives (2/2)

Focus Measures	Increase Healthy Life Expectancy and Vitality	Increase Labor Productivity	Reduce Healthcare Costs
Promote preventive care to maintain and improve health	<p>Increase health checkup/detailed examination/voluntary medical checkup rates</p> <p>Improve the implementation rate of specific health guidance</p> <p>Subsidize health checkups, cancer screening, and vaccinations</p> <p>Measures to address health issues specific to women</p> <p>Promote “stop smoking” campaigns</p> <p>Help employees to balance illness treatment with work</p> <p>Measures to improve health (walking campaigns, etc.)</p>		Health issues specific to the elderly
Promote mental health	<p>Increase stress check rates and encourage consultations with industrial physicians for high-stress individuals</p> <p>Implement mental health measures and promote a harassment-free workplace</p>	<p>Monitor various indicators and use them to improve measures</p>	
Lay the basic foundation for practice	<p>Health and safety committee/workplace inspections</p> <p>Improve health literacy</p> <p>Promote communication among employees</p>	<p>Optimize working hours</p>	<p>Various consultation services (Industrial physician health consultations, EAP counseling, etc.)</p>