

<Strategies MAP for Mental Health>

Health Investment

- Promote corporate well-being
- Promote employee health
- Support for sick people
- Creating comfortable work environment
- Promoting health, using external EAP
- Promoting health in cooperation with Nissan Health Insurance Union
- Supporting reinstatement through reinstatement programs

- Share info and study issues/develop measures regularly
- Develop mental health careers internally
- Start counseling
- Give stress self-test
- Workplace culture reform
- Mental Health Training/education Health maintenance and promotion activities
- Analyze internal survey and encourage line manager to support mental health at work
- Start rehabilitation programs for reinstating employees



Effect of investment

| Health Promotion and Disease prevention Indicator | Internal awareness and action change indicator | Ultimate goal of health investment |
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- Number of corporate wellbeing meetings held
- Utilization rate of consultation and counseling services
- Implementation rate of regular interviews
- Stress check participation rate
- Organizational analysis result presentation implementation rate
- Implementation rate of improvement activities based on line care and zone care
- Implementation ratio of Mental Health Training/education Health maintenance and promotion activities
- Implementation rate of online interactive communication training and education (self-care and line care)
- Rate of review to prevent recurrence
- Relapse rate due to mental illness

- Increase employees maintaining healthy habits (Diet/sleep/exercise)
- Increase in the percentage of employees with improved motivation
- Decrease in the number of cases of illness
- Lowering stress levels and strengthening personal stress tolerance
- Increase in the implementation rate of voluntary workplace improvement activities and raising awareness of workplace improvement activities
- Increase employees participating in health promotion events
- Improving employees' mental health knowledge and awareness
- Increase in the percentage of employees who practice self-care
- Recognizing changes in your physical condition and seeking medical treatment early
- Reduce the number of employees taking time off work due to mental health issues
- Strengthening monitoring and support for human resources, industrial health staff, workplaces, and superiors

Increase the number of employees without findings in annual health checkups

- To enhance work engagement
- To enhance health literacy
- To reduce presenteeism
- To reduce absenteeism



Issues to be addressed for Corporate Wellbeing

Create a working environment where each employee can fully demonstrate their abilities and experience personal growth through their work.