FANUC's Health & Productivity Management Strategy Map

FANUC's Measures for Employees' Health Improvement

Health management and guidance	Medical checkup follow up
	Brain dock*
Health promotion activities	Specific health guidance**
	Sports & exercise events
Improve health literacy	Quit-smoking programs
	Health-related email newsletters
Mental health care	Stress checks
Work style reform	Reduce overtime
	Encourage taking annual paid leave

Effectiveness of Measures

KPIs to assess employees' current status		KPIs to assess changes in employees' health awareness & behavior	Final goal: Raise Health, Happiness, Work Engagement of employees
Medical checkup recipient rate	Detailed medical examination recipient rate	High health risk rate (medical checkup result)	
Brain dock recipient rate	Gynecological examination recipient rate	No health risk rate (medical checkup result)	Health Level (Questionnaire survey)
Specific health guidance recipient rate	Employees' spouses' medical checkup rate	Lifestyle improvement starters' rate	
Health-related events participants		Regular exercisers' rate	Happiness Level (Questionnaire survey)
Health-related programs participants		Smokers' rate	
Health-related seminars participants	Editions of health-related email newsletters	Appropriate BMI weight maintenance rate	Work Engagement Level
Stress check questionnaire response rate		Stress check questionnaire result	
Average monthly overtime		High stress rate (stress check result)	
Annual paid leave acquisition rate		Mental illness related long-term absentees' rate	

FANUC's Targets via Health & Productivity Management

FANUC believes that the health and happiness of our employees, who support our company's business activities, and their families, are the foundation for achieving our corporate vision. Therefore, FANUC strives to create favorable environments where employees are healthy both physically and mentally, live each day feeling happy and content, and are motivated to work enthusiastically with a sense of fulfillment.