

# Financial Results Briefing Materials for Second Quarter of Fiscal Year Ending March 31, 2024

ADVANTAGE Risk Management Co., Ltd.  
[Securities code: 8769 TSE Standard Market]

November 20, 2023



企業に未来基準の元気を!





# AGENDA

**01** Company Overview

**02** Overall Business Results

**03** State of Each Business

- (1) Mental Health Management Service
- (2) Health and Productivity Management Service
- (3) LTD Service (Long Term Disability)
- (4) Work-Life Balance Support Service
- (5) Risk Financing Service

**04** Topics

# 01

## Company Overview



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## MISSION

We will work with the community to create “environments where people can work with peace of mind” and companies where “individuals and teams have vitality”

The Group’s mission is as follows: “We will work with the community to create “environments where people can work with peace of mind” and companies where “individuals and teams have vitality.” Under our corporate message of “bringing a new standard of well being to the future of corporations!” we will provide solutions to respond to the various risks and solutions surrounding companies and working people, and support corporate initiatives to promote health and productivity management.

Increase corporate value by supporting the achievement of employee well-being (=state where physical, mental, and social needs are fulfilled).



## [Reference] Correlation between “Employee Well-Being” and “Work Performance”

For details,  
see the  
Company's HP

Our analysis of data for 288,000 persons at 272 of our client companies indicates that **companies with higher well-being deviation values show higher work performance.** (Correlation coefficient 0.59)



### Components of well-being deviation values

Mental



- Stress response (mental conditions)
- Work engagement
- Degree of satisfaction (at the office and at home)

Physical



- Life style
- Stress response (physical conditions)

Social



- Social capital
- Mental stability
- Employee engagement

\* For any company where data is not available on some indicators, only the data on the applicable indicators is averaged.

\* The correlation coefficient ranges from -1 to 1. The closer the absolute value of the coefficient is to 1, the stronger the correlation, and the closer the absolute value is to 0, the weaker the correlation. When the absolute value is more than 0.1, more than 0.3, and more than 0.5, the correlation is low, medium, and high, respectively.

## [Results] The Company's Services Used by Approximately 45% of Companies in "Health & Productivity Stock Selection" and One in Four "White 500" Certified Companies

We are contributing to health management with a track record of introduction to **2,950** various companies including large-scale companies, utilized by **approximately 45% of the Health & Productivity Stock Selection**\*1 and **about one in four companies in White 500**\*2. In addition, the track record of introduction has realized the application of **employee data of 4,170 thousand persons**.



- \* Calculated from data of the certified White 500 companies in FY2023 and actual transactions from April 2022 to March 2023.
- \*1 Candidates are companies that have met the requirements for financial soundness set by the TSE, such as financial indicators, return on equity, and information disclosure within companies listed on the Tokyo Stock Exchange, and companies highly attractive for investment from the perspective of health management are selected.
- \*2 Regardless of whether or not companies are listed, the top 500 that practice excellent health management of those that responded to the Ministry of Economy, Trade and Industry's health management survey.
- \*3 Total of the Mental Health Management Service and Health and Productivity Management Service users and users of services for those on leave and those returning to work (as of March 31, 2023).

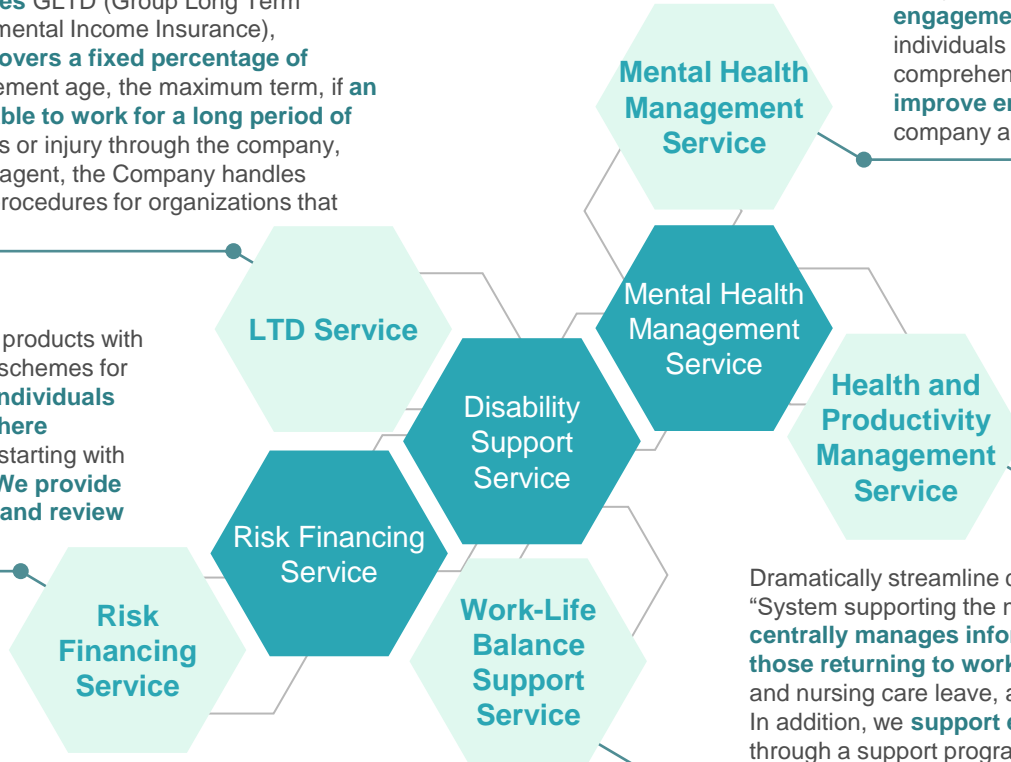


## Company's Business | Overview

### Develop five business segments, Mental Health Management Service, Health and Productivity Management Service, LTD Service, Work-Life Balance Support Service, and Risk Financing Service, centered on three main businesses

Provide **employees** GLTD (Group Long Term Disability Supplemental Income Insurance), **insurance that covers a fixed percentage of salary** up to retirement age, the maximum term, if an **employee is unable to work for a long period of time** due to illness or injury through the company, union, etc. As an agent, the Company handles insurance claim procedures for organizations that provide GLTD.

Propose insurance products with better coverage or schemes for the risks faced by **individuals and companies where individuals work**, starting with cancer insurance. **We provide services to enroll and review insurance plans.**



Analyze based on the data obtained from **stress checkups, engagement surveys, and pulse surveys** to identify the state of individuals and organizations to **“visualize” issues**. **Propose** comprehensive **mental health measures and measures to improve engagement** responding to the current issues facing a company and the direction it should target.

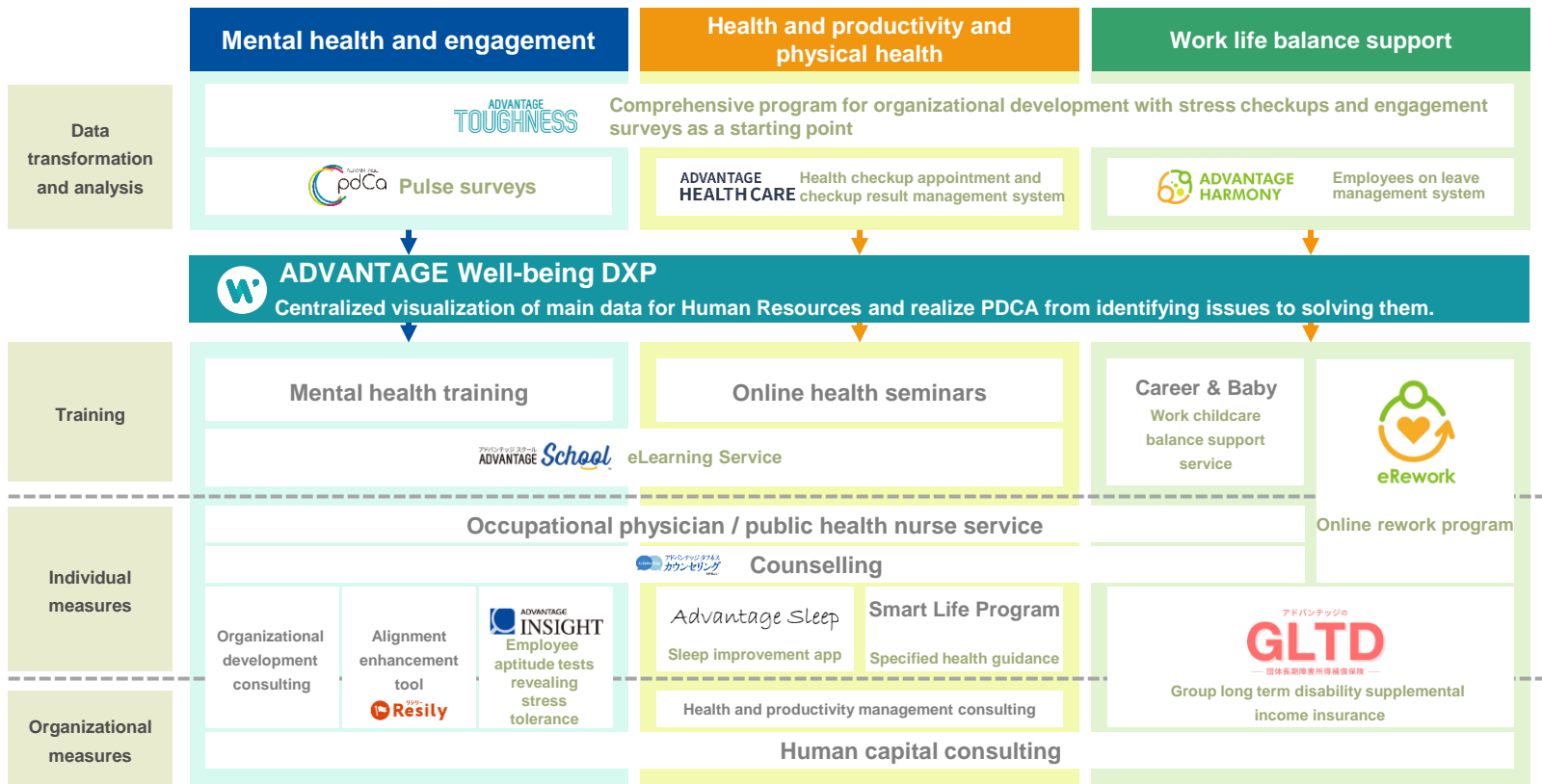
A **team specializing** in responding to mental health provides “occupational physician / public health nurse services,” which are **total support of occupational health services designated and not designated by law** and “health checkup system,” which **systemizes duties from health checkup appointments to managing results to coordination with occupational health staff**.

Dramatically streamline complicated management duties with the cloud service, “System supporting the management duties of employees on leave” that **centrally manages information** of all types of leave for **those on leave and those returning to work**, such as for mental and physical injuries and childcare and nursing care leave, and **status of progress of necessary procedures, etc.** In addition, we **support employees to balance treatments, etc., and work** through a support program for both labor and management to balance online rework programs and cancer treatment and work.



# Our Strength

Provide DX platform and diverse solutions by leveraging our extensive knowledge and database based on many years of research and study. Cross-selling across business segments to solve all HR issues related to well-being.



# 02

## Overall Business Results



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## Overall Business Results | Summary of Consolidated Financial Results

### Net sales grew by 8.5% YoY

- Robust in all services
- Recurring revenue increased steadily

### Operating profit increased by 400.7% YoY

- Profit significantly improved

### Change in scope of consolidation 2 new subsidiaries

- COCOMU Co., Ltd. and Resily Co., Ltd. are included in the scope of consolidation from 1Q and 2Q, respectively.

(Millions of yen)	FY2022 2Q	FY2023 2Q	YoY
<b>Net sales</b>	2,894	3,142	+ 8.5%
<b>EBITDA</b>	265	378	+ 42.7%
<b>Operating profit</b>	13	65	+ 400.7%
(Profit margin)	0.5%	2.1%	+ 1.6pt
<b>Ordinary profit</b>	7	74	+ 947.9%
(Profit margin)	0.2%	2.4%	+ 2.1pt
<b>Profit attributable to owners of parent</b>	-16	46	—
(Profit margin)	-0.6%	1.5%	+ 2.0pt

\*EBITDA= Operating revenue and expenses + Depreciation + Amortization of goodwill

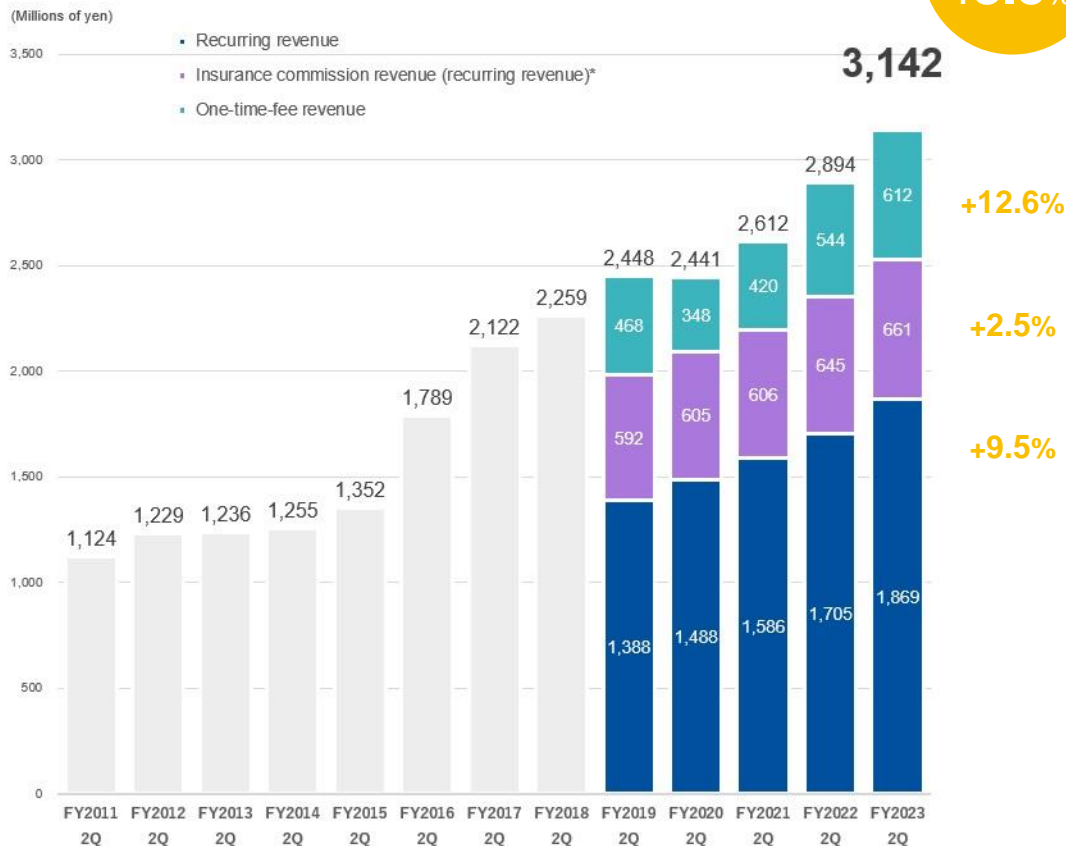
YoY  
**+8.5%**

## Recurring revenue continued to increase steadily

- Recurring revenue continued to increase steadily due to strong acquisition of new clients for recurring services such as ADVANTAGE TOUGHNESS (hereinafter “TOUGHNESS”) series, health management system, and ADVANTAGE HARMONY.

## One-time-fee revenue also grew

- Despite weak solution sales in the Mental Health Management Service, one-time-fee revenue also grew due to sales resulting from option sales and initial adoption costs of each product.

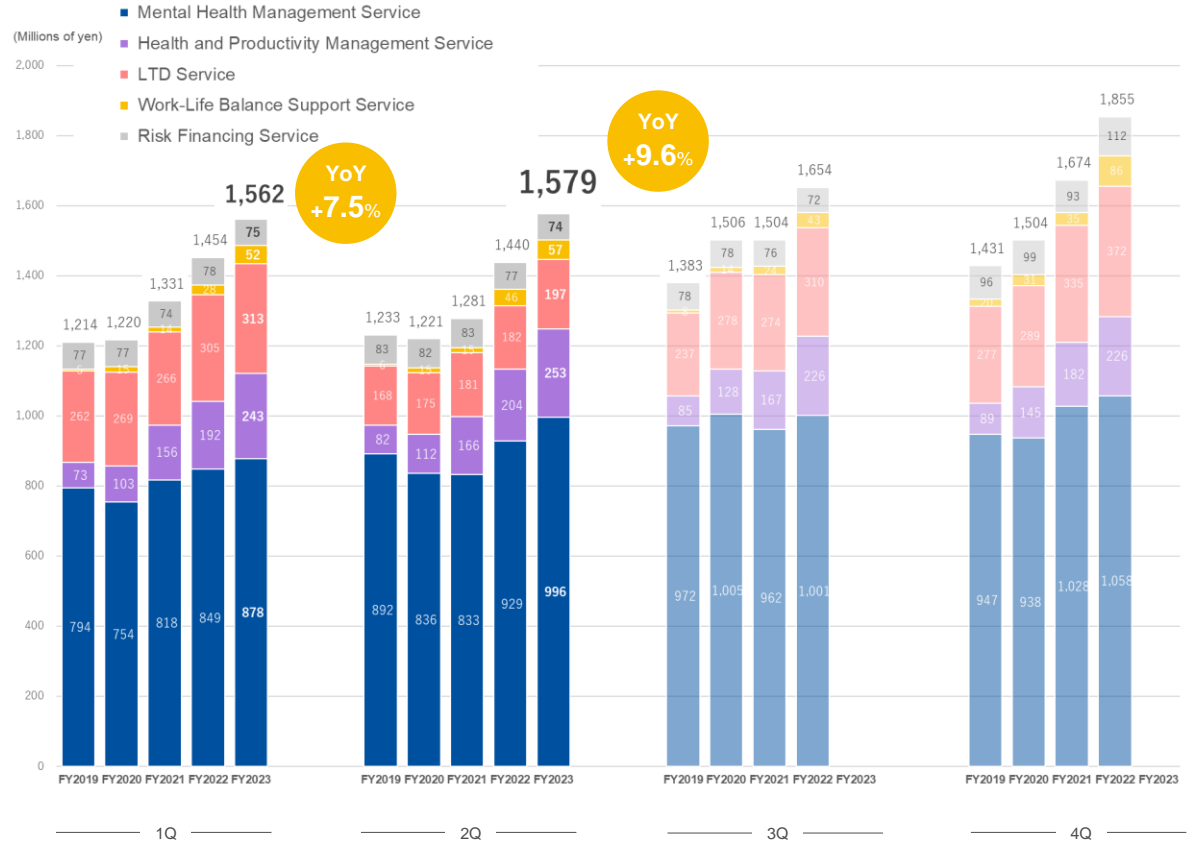


\*Insurance commission revenue (recurring revenue) are from the LTD Service and the Risk Financing Service.

# Overall Business Results | Net Sales by Business YoY Trends by Quarter

## Net sales in all major services continued to increase

- Net sales in the Mental Health Management Service were solid with robust sales of the TOUGHNESS series.
- Net sales in the Health and Productivity Management Service and Work-Life Balance Support Service continued to show strong growth.

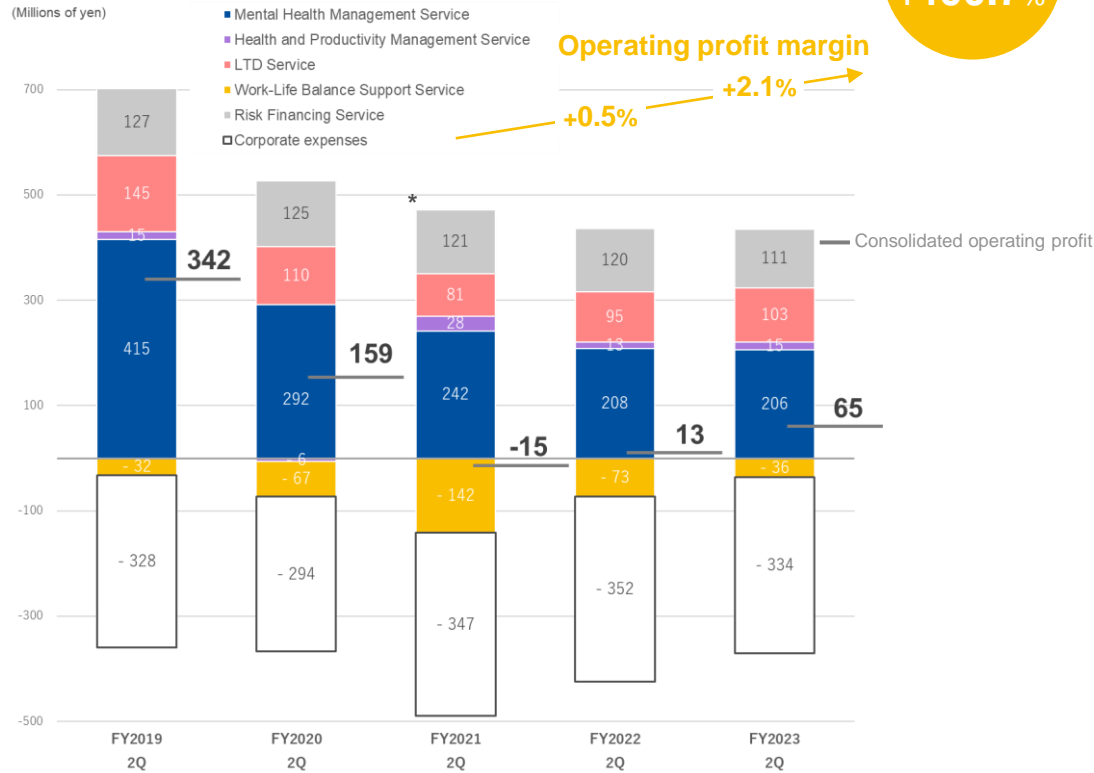


Note 1: The Mental Health Management Service and the Health and Productivity Management Service are classified into the Mental Health Management Service as the reportable segment for financial accounting, and the LTD Service and the Work-Life Balance Support Service are classified into the Disability Support Service as the reportable segment for financial accounting.

YoY  
**+400.7%**

## Profit grew owing to improvement in profit

- Cost increases are controlled
- Deficits in the Work-Life Balance Support Service were reduced



Note: Corporate expenses are mainly selling, general and administrative expenses for administrative and other departments that do not belong to any reportable segment.

Note: The Mental Health Management Service and the Health and Productivity Management Service are classified into the Mental Health Management Service as the reportable segment for financial accounting, and the LTD Service and the Work Life Balance Support Service are classified into the Disability Support Service as the reportable segment for financial accounting.

## Despite an increase in amortization of software, cost increases are under control

### Personnel expenses

- Higher employee salaries resulting from revision of the compensation system
- 37 million yen of impact due to increase in the number of subsidiaries

### Amortization of software

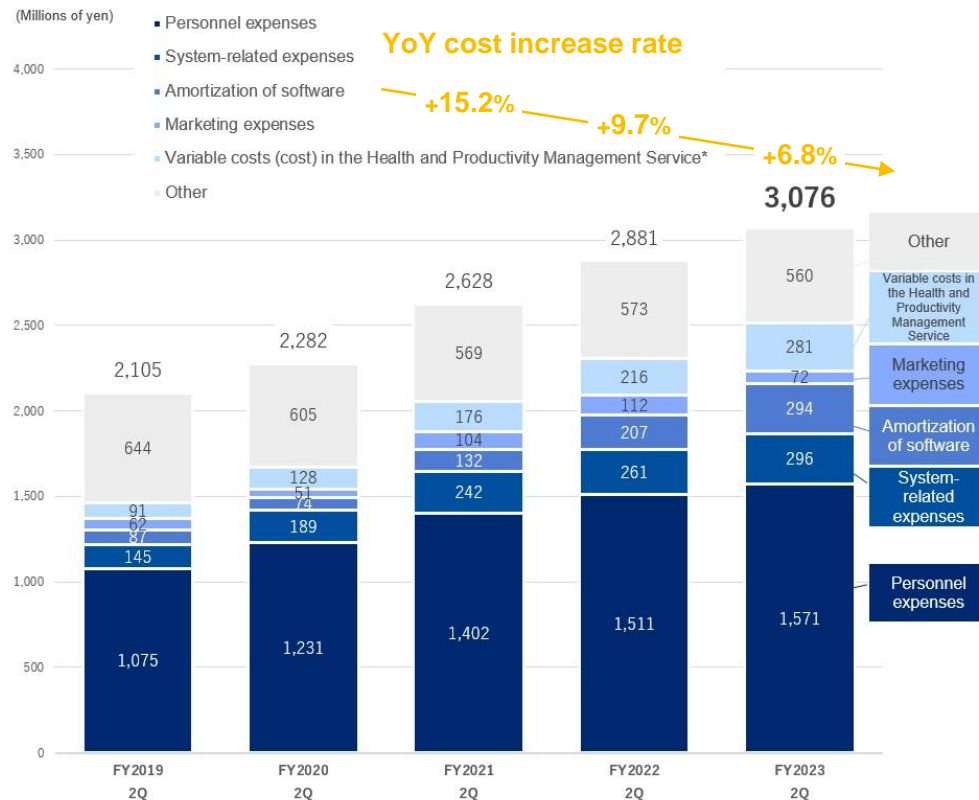
- Although investment has recently slowed, amortization of software increased YoY

### Marketing expenses

- Emphasis on return on investment
- Steady lead generation and new projects generation

### Variable costs in the Health and Productivity Management Service

- Increased due to growth in the Health and Productivity Management Service



\*Variable costs in the Health and Productivity Management Service include outsourcing expenses to occupational physicians/public health nurses and outsourcing expenses to a system provider of health management services.

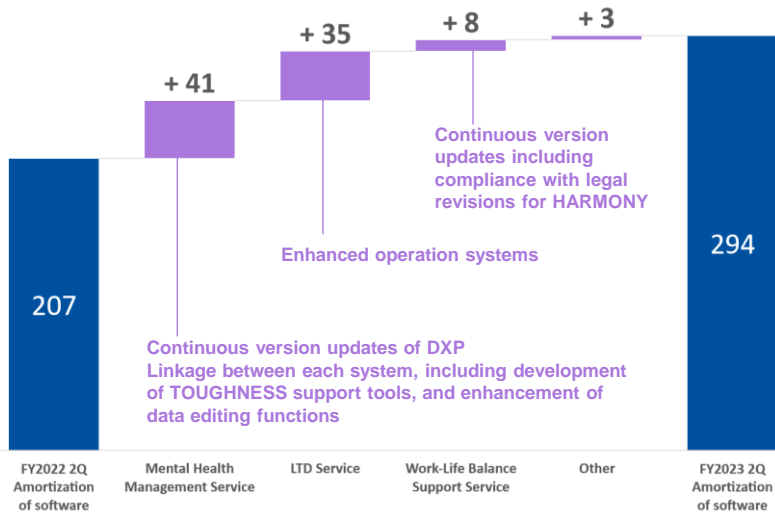


# Overall Business Results| Cost - Increase/Decrease Factors of Amortization of Software/System-Related Expenses (YoY)

## Amortization of software

- Although system investment has recently slowed, amortization of software increased.

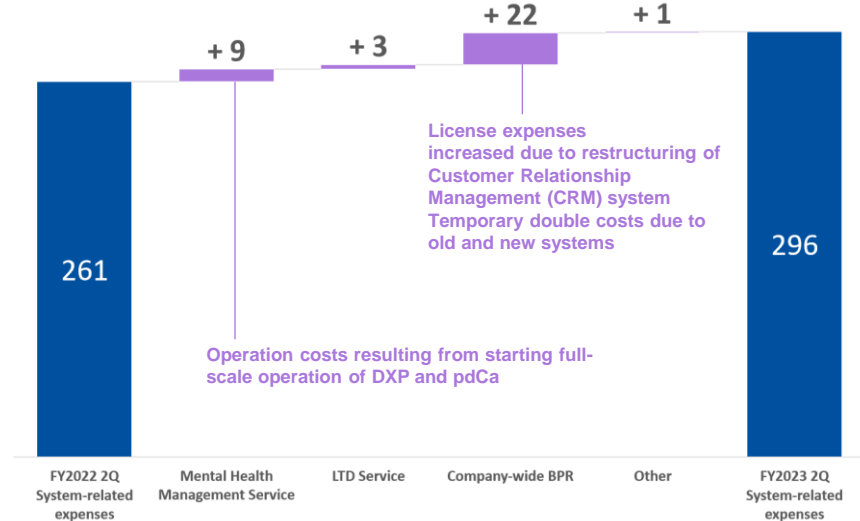
(Millions of yen)



## System-related expenses

- Operation costs of ADVANTAGE Well-being DXP and system expenses related to the promotion of internal BPR increased.

(Millions of yen)



# Overall Business Results | Consolidated Balance Sheet and Consolidated Statement of Cash Flows

## Consolidated balance sheet

Total assets increased by 795 million yen from the end of the previous fiscal year to 6,756 million yen, mainly due to an increase in intangible assets such as goodwill resulting from acquiring shares of subsidiaries. Interest-bearing liabilities increased due to long-term borrowings of acquired consolidated subsidiaries.

(Millions of yen)	FY2022	FY2023 2Q
<b>Current assets</b>	2,636	3,083
Cash and deposits	1,266	1,776
Accounts receivable - trade	995	865
Other	373	441
<b>Non-current assets</b>	3,324	3,673
Intangible assets	2,271	2,620
Investment securities	560	557
Other	492	495
<b>Total assets</b>	5,960	6,756
<b>Liabilities</b>	2,321	3,235
Interest-bearing liabilities	173	346
<b>Net assets</b>	3,639	3,521
Shareholders' equity	3,588	3,469
Share acquisition rights	51	51
<b>Equity-to-asset ratio</b>	60.2%	51.4%

## Consolidated statement of cash flows

Free cash flows increased YoY by 308 million yen to 683 million yen owing to a significant increase in cash flows from operating activities.

Purchase of intangible assets due to system investment decreased.

(Millions of yen)	FY2022 2Q	FY2023 2Q
<b>Cash flows from operating activities</b>	910	1,262
Profit before income taxes	3	76
Depreciation	224	308
Other	682	877
<b>Cash flows from investing activities</b>	- 535	- 579
Purchase of intangible assets	- 536	- 507
Purchase of shares of subsidiaries	—	- 96
Other	0	24
<b>Cash flows from financing activities</b>	- 169	- 177
<b>Ending balance of cash and cash equivalents</b>	922	1,766
<b>Free cash flows</b>	374	683






# 03

## State of Each Business

- (1) Mental Health Management Service
- (2) Health and Productivity Management Service
- (3) LTD Service
- (4) Work-Life Balance Support Service
- (5) Risk Financing Service



## Summary of State of Each Business

Business	State of 2Q in FY2023	
<p>- Overall - New initiatives for future growth</p>		<ul style="list-style-type: none"> <li>• Corporate demand for promotion of human capital management or support of health and productivity management is increasing.</li> <li>• We have promoted account-based sales through <b>comprehensive proposals</b> centered around ADVANTAGE Well-being DXP, a platform for solving HR and management issues. <b>The number of new clients has steadily increased</b> through efficient sales activities.</li> <li>• Promote <b>price pass-through</b> to products in response to increased expenses associated with rising prices and higher wages. Effects will not be seen until the next fiscal year onward owing to time lag caused by contract renewals.</li> </ul>
<p>Mental Health Management Service</p>		<ul style="list-style-type: none"> <li>• ADVANTAGE TOUGHNESS have been <b>successful in acquiring new contracts</b>.</li> <li>• Operating results of newly consolidated subsidiaries COCOMU Co., Ltd. and Resily Co., Ltd. are included in this segment.               <ul style="list-style-type: none"> <li>- Strengthened client base such as mutual customer referral and cross-selling.</li> <li>- Enhanced solutions in the engagement area.</li> </ul> </li> <li>• Sales of ADVANTAGE INSIGHT employee aptitude tests and sales related to EQ (emotional management skills) improvement training were weak.</li> </ul>
<p>Health and Productivity Management Service</p>		<ul style="list-style-type: none"> <li>• The health checkup system has been <b>successful in the acquisition of new contracts and service adoption</b>, buoyed by market tailwinds, including corporate demand for promotion of health and productivity management and the trend to digitalize health checkup results.</li> </ul>
<p>LTD Service</p>		<ul style="list-style-type: none"> <li>• The market has continued to grow. Net sales remained robust.</li> <li>• <b>Profit grew</b> although expenses increased due to the enhancement of operation systems to strengthen competitiveness and improve operational efficiency</li> </ul>
<p>Work-Life Balance Support Service</p>		<ul style="list-style-type: none"> <li>• The pipeline of ADVANTAGE HARMONY witnessed a robust increase, buoyed by a tailwind from the need to respond to the amended Childcare and Caregiver Leave Act.</li> <li>• There is also a high need for <b>eRework</b>, a support program for reinstatement. <b>Launched Career &amp; Baby</b>, a work childcare balance support service.</li> </ul>

## Mental Health Management Service Summary of Financial Results

Net sales showed an increase of **5.4% YoY**

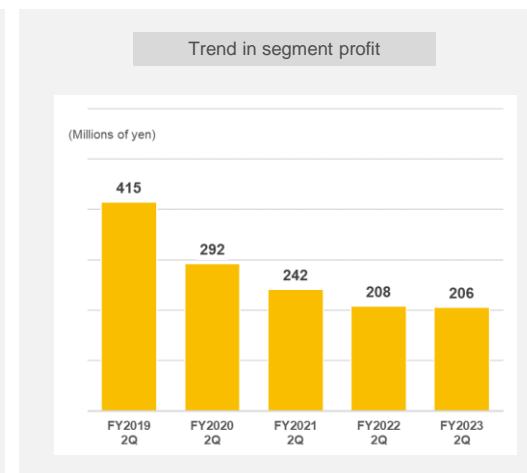
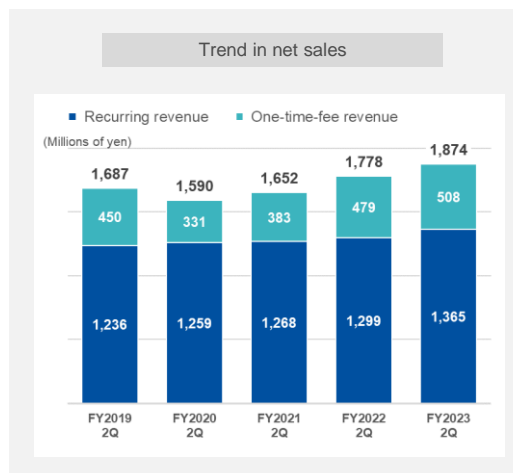
Acquisition of new contracts were strong and recurring revenue increased steadily

- Sales of COCOMU Co., Ltd., a newly consolidated subsidiary, contributed to operating results.
- Despite sluggish sales of services related to employment and EQ, option sales and other sales were strong, and one-time-fee revenue also increased.
- Expenses due to continuous updates of ADVANTAGE Well-being DXP, such as amortization of software, increased.

(Millions of yen)	FY2022 2Q	FY2023 2Q	YoY
Net sales	1,778	1,874	+ 5.4%
Expenses	1,569	1,667	+ 6.2%
Segment profit	208	206	- 1.2%
Operating profit	- 8	7	—

Note: Operating profit is the reportable segment profit for financial accounting purposes after allocating corporate expenses (\*) on a certain basis such as the share of each business in net sales and number of staff.

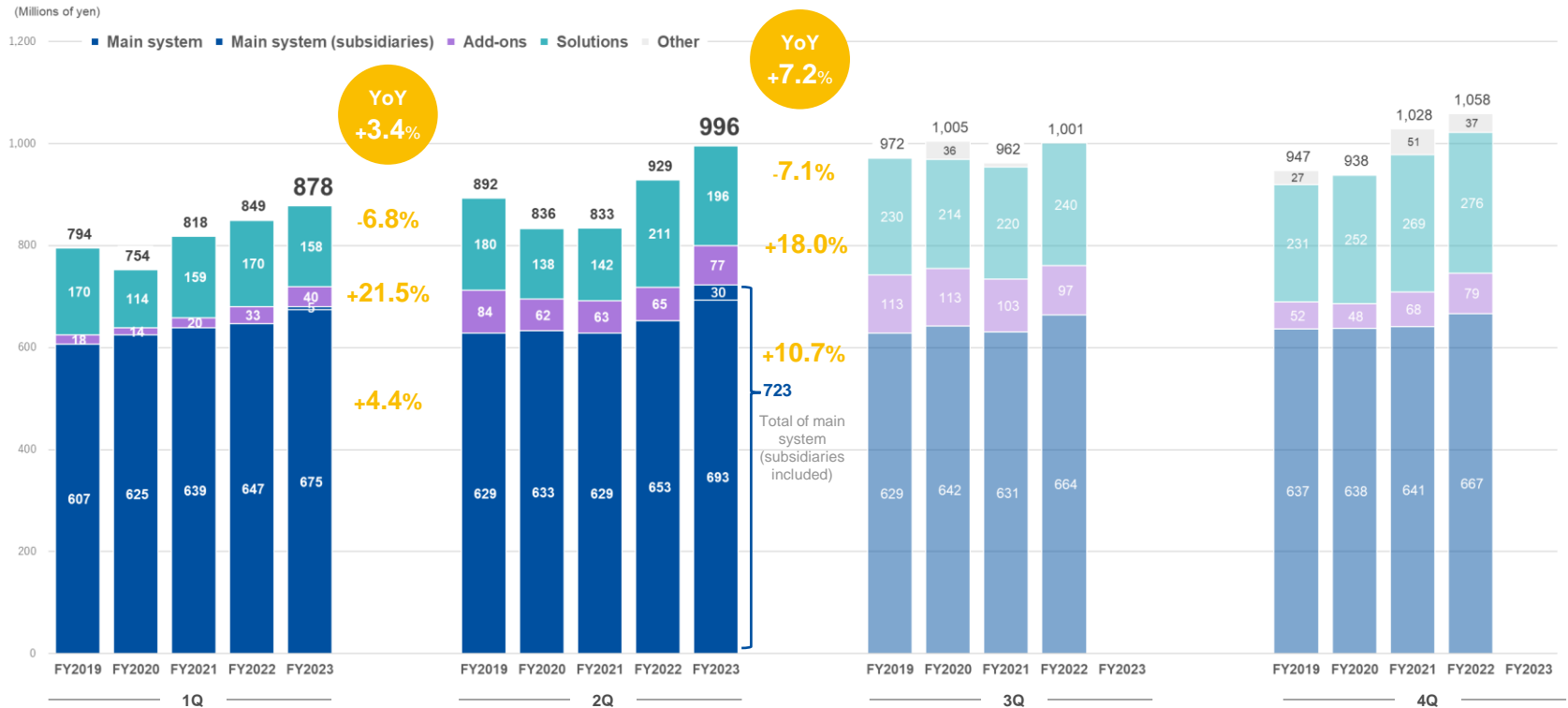
(\*) Mainly selling, general and administrative expenses for administrative and other departments that do not belong to any reportable segment



# Mental Health Management Service

## Sales Trends by Product

- ADVANTAGE TOUGHNESS has been successful in acquiring new contracts. Sales contribution of COCOMU Co., Ltd. have also boosted sales growth.

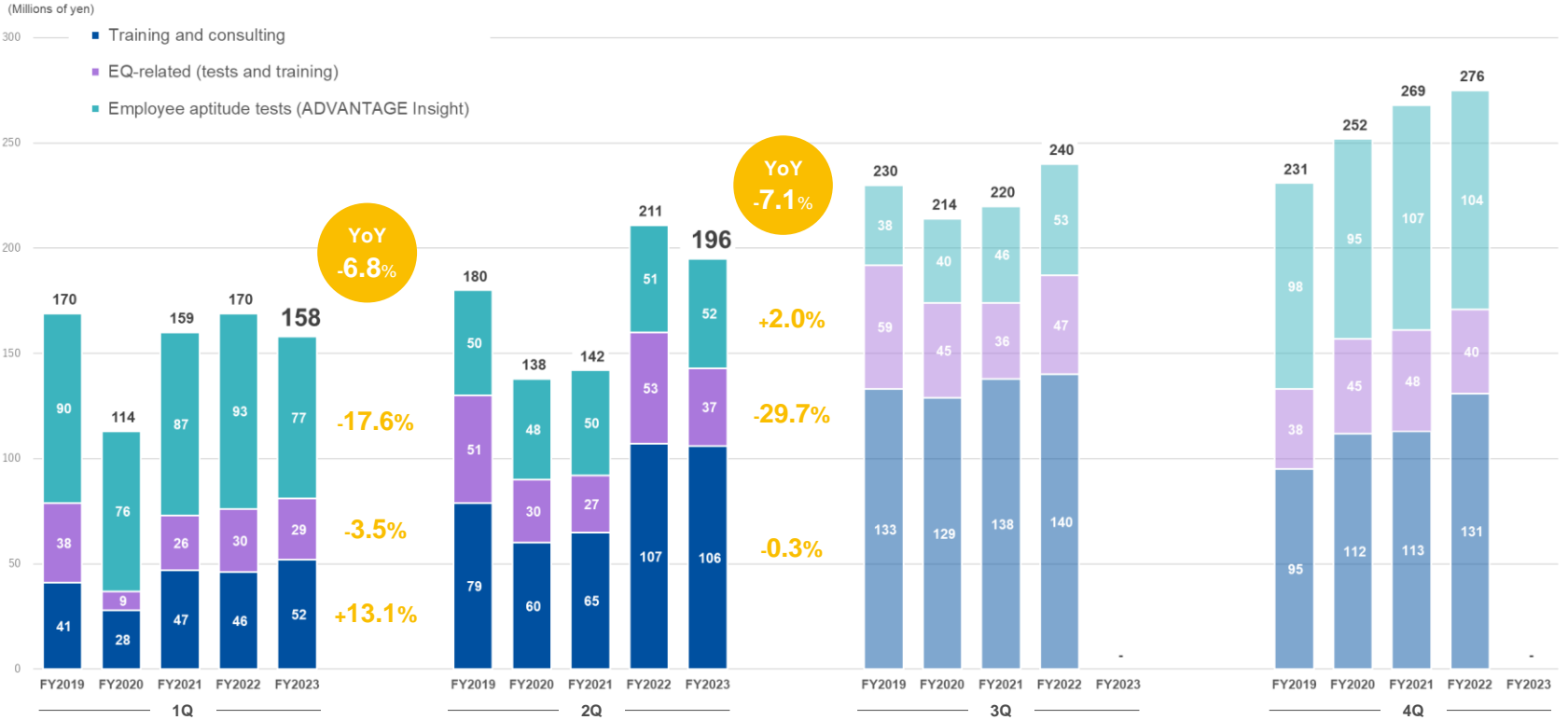


\*Main system: System usage fees of main stress checkup system (TOUGHNESS series and COCOMU) and ADVANTAGE Well-being DXP/pdCa/Resily, etc.

# Mental Health Management Service

## Trends in Solution Sales

- Despite weak sales of solutions, sales of ADVANTAGE INSIGHT employee aptitude tests showed signs of recovery in 2Q. Sales of EQ-related services were affected by the loss of a large order received in the previous fiscal year. Focus will be placed on recovery in 2H.





# Health and Productivity Management Service

## Summary of Financial Results

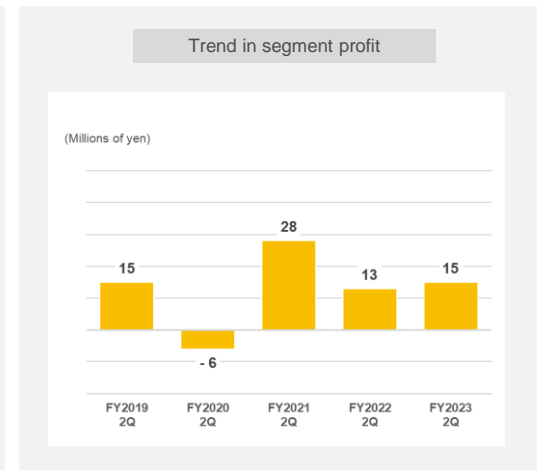
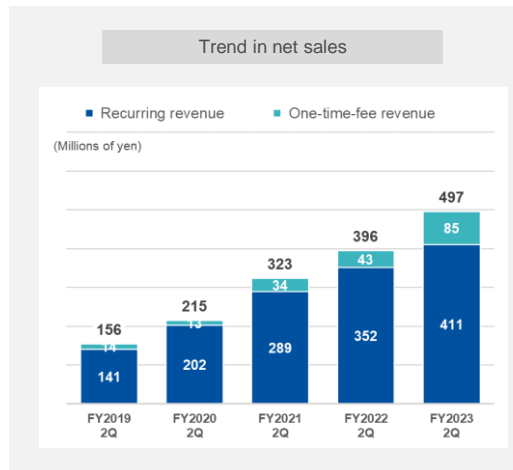
Net sales **+25.3%** YoY

High growth rate continued, backed by corporate demand for promotion of health and productivity management and the trend to digitalize health checkup results

- The occupational physician / public health nurse service remained robust. Acquisitions of new contracts for adoption of health checkup system have been successful, backed by the need for promoting digitalization of health checkup data.
- Profit grew despite an increase in fixed costs due to increased expenses for business expansion, including personnel expenses. Despite a business model with high variable costs and low profit margin, segment profit increased due to revenue growth.

(Millions of yen)	FY2022 2Q	FY2023 2Q	YoY
<b>Net sales</b>	396	497	<b>+ 25.3%</b>
Expenses	383	481	+ 25.8%
<b>Segment profit</b>	13	15	<b>+ 12.4%</b>
Operating profit	- 26	- 30	—

Note: Operating profit is the reportable segment profit for financial accounting purposes after allocating corporate expenses (\*) on a certain basis such as the share of each business in net sales and number of staff.  
 (\*) Mainly selling, general and administrative expenses for administrative and other departments that do not belong to any reportable segment



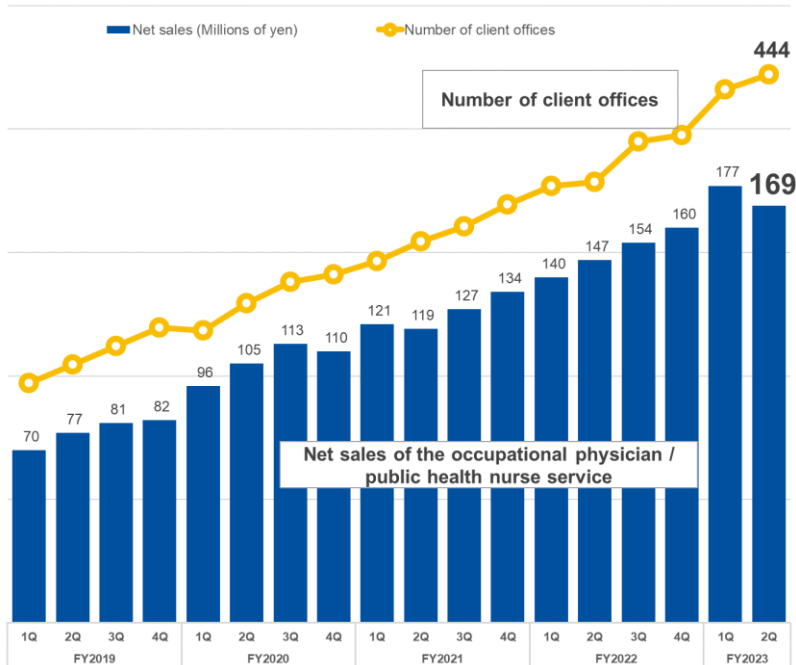
# Health and Productivity Management Service

## Sales Trends by Product

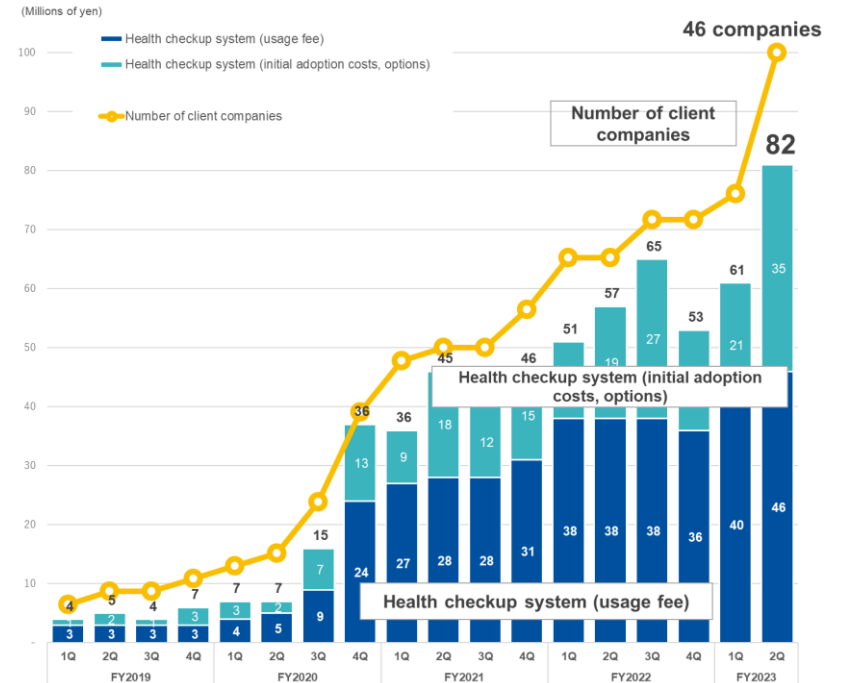
- The occupational physician / public health nurse service remained robust. Sales in 1Q were boosted by temporary sales of staffing services.
- New adoption of the health checkup system remained strong.

Note: The Health and Productivity Management Service includes sales of specified health guidance, online health seminars, and Advantage Sleep, in addition to the following.

### Occupational physician / public health nurse service



### Health checkup system



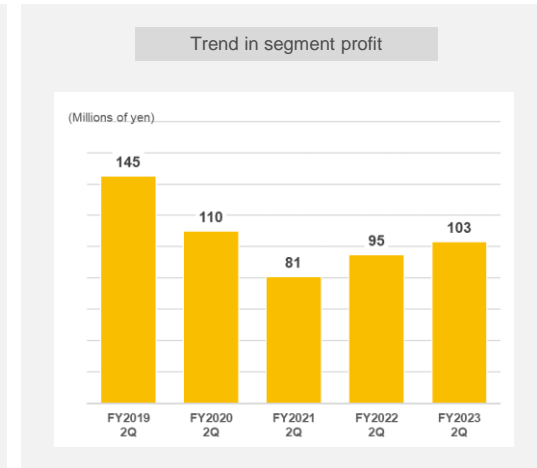
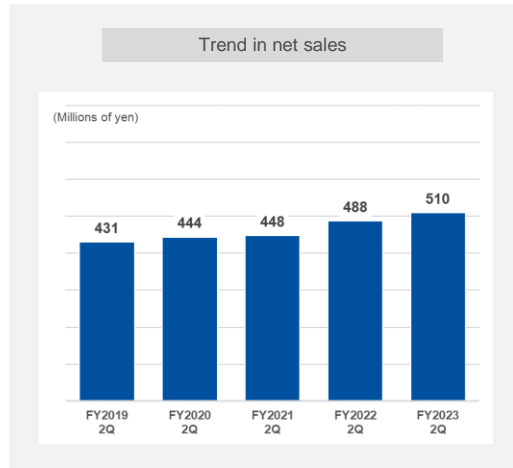
## LTD Service Summary of Financial Results

Net sales increased YoY by  
**4.6% YoY**

- Sales remained strong.
- Expenses increased, such as higher amortization expenses, due to the renewal of the insurance contract management system, which strengthened competitiveness and improved operational efficiency. Segment profit increased.

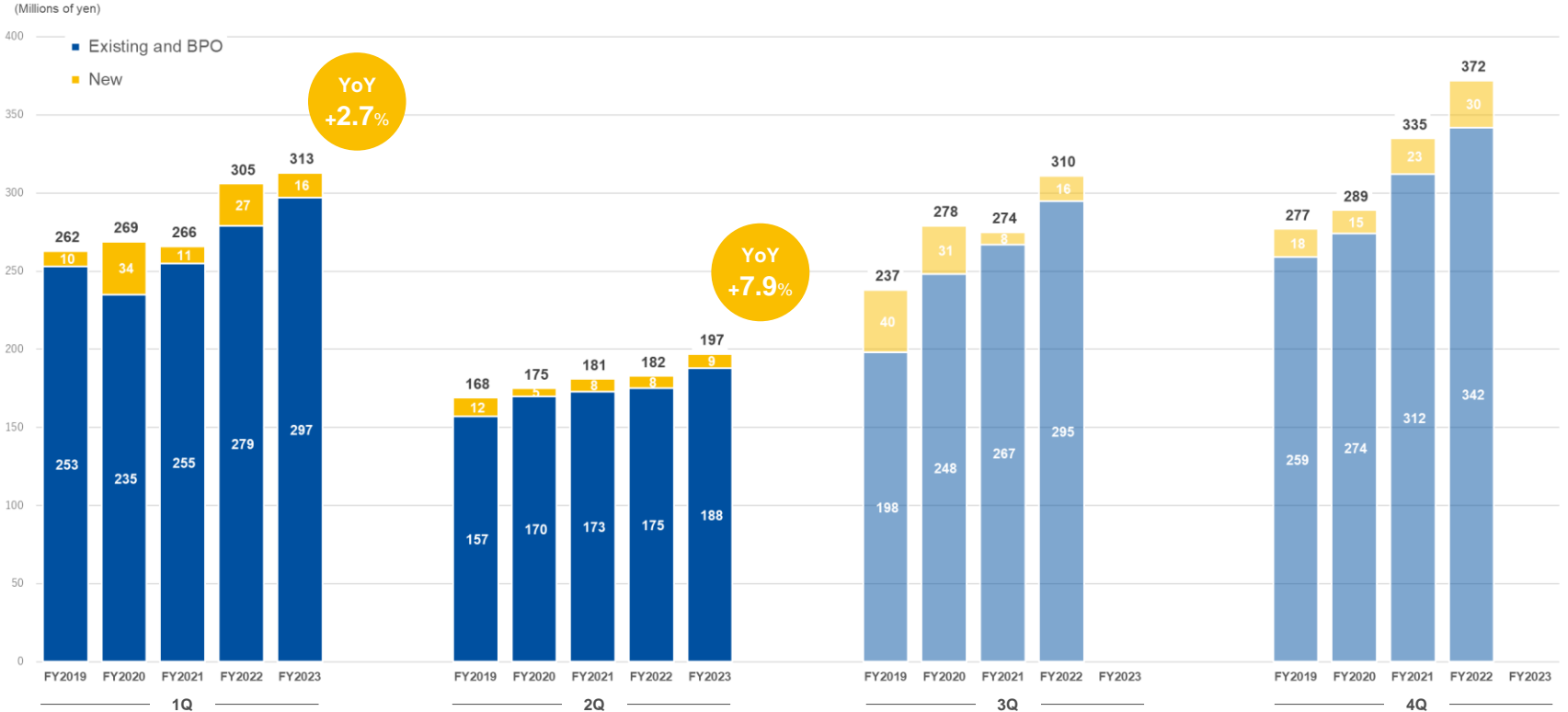
(Millions of yen)	FY2022 2Q	FY2023 2Q	YoY
<b>Net sales</b>	<b>488</b>	<b>510</b>	<b>+ 4.6%</b>
Expenses	392	407	+ 3.8%
<b>Segment profit</b>	<b>95</b>	<b>103</b>	<b>+ 7.9%</b>
Operating profit	29	39	+ 35.8%

Note: Operating profit is the reportable segment profit for financial accounting purposes after allocating corporate expenses (\*) on a certain basis such as the share of each business in net sales and number of staff.  
(\*) Mainly selling, general and administrative expenses for administrative and other departments that do not belong to any reportable segment



# LTD Service Sales Trends by Quarter

■ Acquisitions of new contracts remained robust and continued to grow in 2Q.



## Work-Life Balance Support Service Summary of Financial Results

Net sales grew by **47.9% YoY**

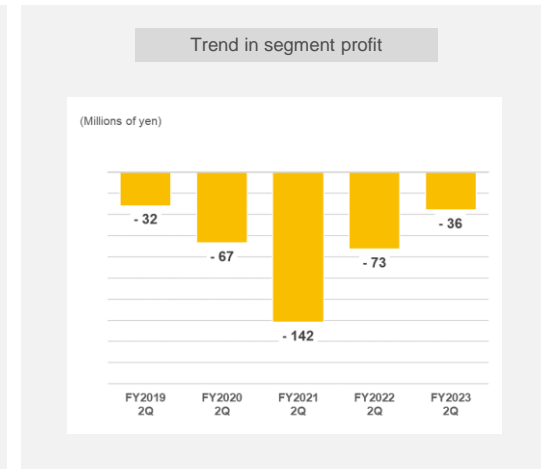
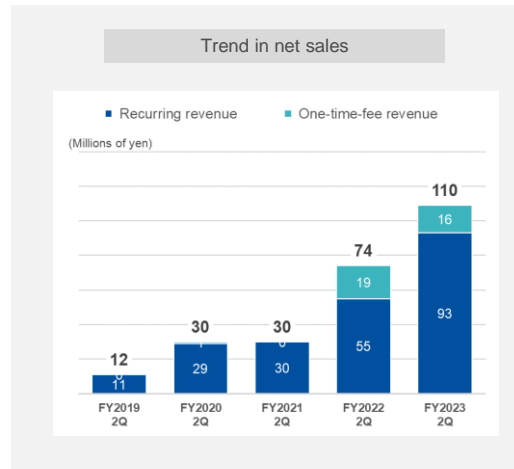
Steady increase in new contract acquisitions, and deficits were reduced

- Although some new clients pushed back service adoption, acquisitions of new contracts remained strong. Recurring revenue also increased steadily.
- Despite continued investment at a certain level in system upgrades, cost increases were controlled by maintaining an efficient operational structure. Profit improved, and deficits were reduced.

(Millions of yen)	FY2022 2Q	FY2023 2Q	YoY
<b>Net sales</b>	74	110	+ 47.9%
Expenses	148	146	- 1.3%
<b>Segment profit</b>	- 73	- 36	—
Operating profit	- 87	- 50	—

Note: Operating profit is the reportable segment profit for financial accounting purposes after allocating corporate expenses (\*) on a certain basis such as the share of each business in net sales and number of staff.

(\*) Mainly selling, general and administrative expenses for administrative and other departments that do not belong to any reportable segment

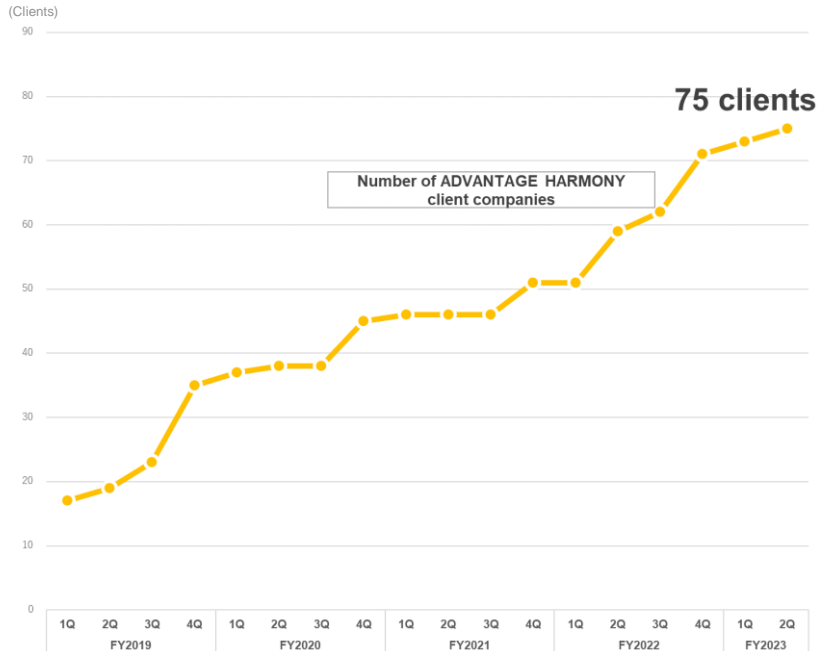


# Work-Life Balance Support Service

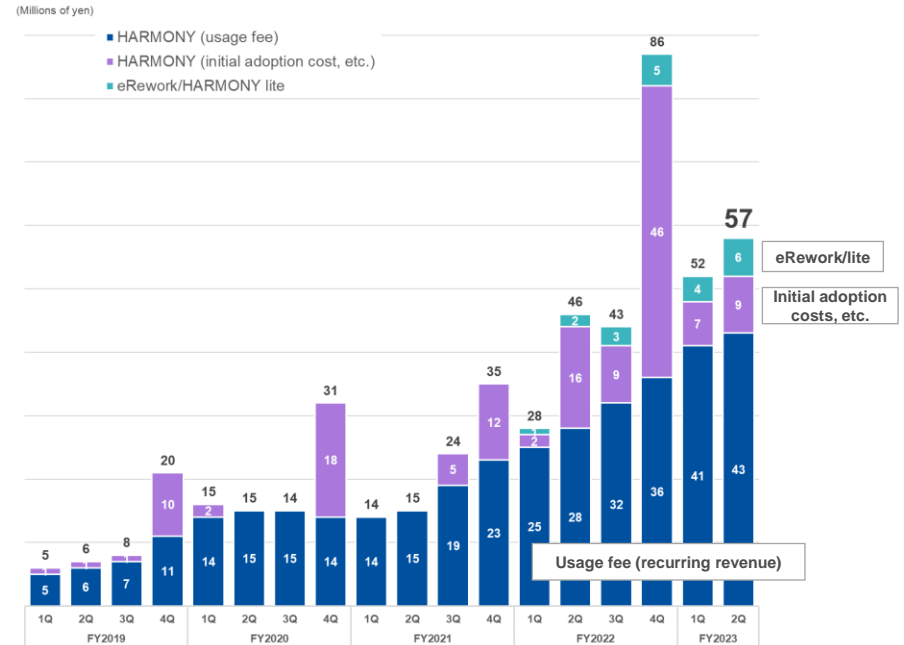
## Adoption of ADVANTAGE HARMONY and Sales Trends

■ The number of new contracts steadily grew. Sales from usage fees (recurring revenue) also increased.

### Trend in the number of client companies



### Trend in net sales



Note 1: The number of client companies includes only ADVANTAGE HARMONY subscribers and excludes client companies which adopted eRework (Note 2) alone or HARMONY lite (Note 3).

Note 2: eRework is a support program for reinstatement that can be easily taken online.

Note 3: HARMONY lite is an entry model with limited ADVANTAGE HARMONY's functions.

## Risk Financing Service Summary of Financial Results

Net sales decreased **4.3%** YoY

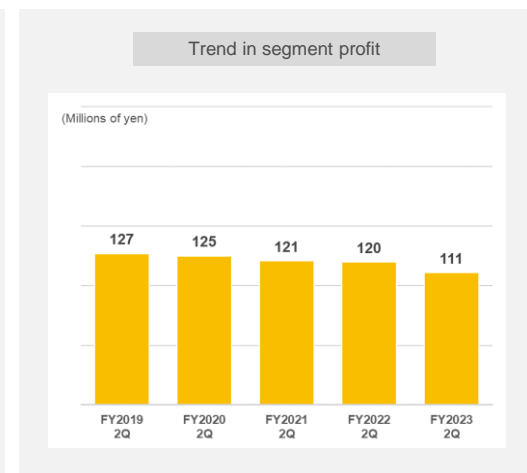
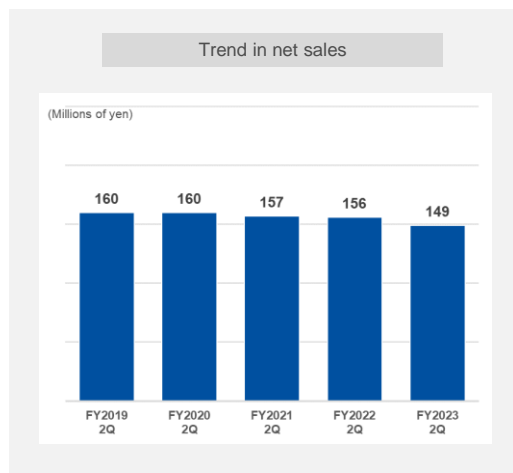
Generally as planned

- Results were generally as planned, despite a decline in revenue due to a slight slump in acquiring new insurance contracts.
- Regarding expenses, despite efforts to control costs by maintaining an efficient operational structure, profit decreased.

(Millions of yen)	FY2022 2Q	FY2023 2Q	YoY
Net sales	156	149	- 4.3%
Expenses	36	38	+ 7.0%
Segment profit	120	111	- 7.6%
Operating profit	106	98	- 7.6%

Note: Operating profit is the reportable segment profit for financial accounting purposes after allocating corporate expenses (\*) on a certain basis such as the share of each business in net sales and number of staff.

(\*) Mainly selling, general and administrative expenses for administrative and other departments that do not belong to any reportable segment





# 04

## Topics



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1. **Progress in Introducing the Company's Services to Large-scale Companies**
2. **Progress in Expansion of the Company's Services**
3. **Progress in Business Alliances**

# Progress in Introducing the Company's Services to Large-scale Companies - 1Q (Restated)

Introduction of the Company's main services, including ADVANTAGE Well-being DXP, to large-scale companies is in progress.



2023年4月14日  
株式会社 アドバンテッジリスクマネジメント  
代表取締役社長 鳥越 慎二  
(東証プライム コード 6769)

## 北海道電力グループ約 6,000 名にアドバンテッジ タフネスを導入 ～ストレスチェックとプレゼンティーズム・エンゲージメント調査の一本化を実現～

株式会社アドバンテッジリスクマネジメントは、北海道電力グループに所属する従業員約 6,000 名に、当社の「アドバンテッジ タフネス エンゲージメントプラス」を提供したことをお知らせいたします。

北海道電力グループは、「安全と健康に関する取り組みは、職場の一体感向上や一人ひとりの「働きがい」、更には生産性向上にも資する」ともして、各種健康施策を積極的に関与しています。その取り組みが評価された結果、北海道電力株式会社と北海道電力ネットワーク株式会社は、4 年連続となる「健康経営優良法人 2023 (ホワイト 500)」に認定されています。

このたび、健康経営のさらなる推進と、従業員のエンゲージメントを可視化し向上させたいという北海道電力グループのニーズのもと、「アドバンテッジ タフネス エンゲージメントプラス」を導入いただきました。健康経営の観点ではプレゼンティーズムや生活習慣指標の可視化と定点観測、エンゲージメントの観点ではストレスとエンゲージメントの二軸で分析ができるようになるなど、ストレス状態に留まらず様々な情報を一括で把握できる点が評価されました。サービスにある学習コンテンツは、セルフケアや職場改善、エンゲージメント向上施策の一助を担うものとして期待されています。

当社はサービスの提供に留まらず、健康診断等のフィジカル情報や勤怠情報をさらに人事施策に活用しやすくなるプラットフォームや、解説施設としての各種ソリューションも含め総合的な支援を行い、同社の取り組みの成果を最大化できるような努めをしております。



■北海道電力株式会社 ご担当者より  
(人事労務部 部長/見瀬 克広 様)

当社はアドバンテッジリスクマネジメント社様の「ココロの健康診断」を従業員のセルフケア、組織の環境改善活動などに活用していますが、ストレス面だけでなく、更にはやりがい向上や組織活性化に具体的なつながりていくことが課題でした。

今回、同社のタフネス導入によりエンゲージメントとの相関などの確認ができるようになり、組織活性化に向けた施策検討などの一助になることを期待しています。

(人事労務部 安全健康グループ/伊藤 奈津子 様)

本サービスの一つでもある各種 eラーニングは、従業員の意識啓発やヘルスリテラシー向上につながる魅力的なメニューと感じています。施策実施から効果検証を行える有益なサービスとして積極的に活用させていただきます。



2023年4月18日  
株式会社 アドバンテッジリスクマネジメント  
代表取締役社長 鳥越 慎二  
(東証プライム コード 6769)

## ダスキンがクラウド型復職/両立支援システム「eRework」を導入 ～オンラインによる遠隔対応で休職者の復帰をサポート～

株式会社アドバンテッジリスクマネジメントは、株式会社ダスキンにクラウド型復職/両立支援システム「eRework(イーワーク)」を提供したことをお知らせいたします。

同サービスはかねてより「ADVANTAGE HARMONY」のオプションとして提供していましたが、高まるニーズを受けて単体での提供をスタートしております。このたび同社の課題とご要望にマッチし、「eRework」を導入いただくことになりました。

復職支援プログラムや職場復帰支援プログラムといわれる「リワーク」は、return to work の略で、休職している労働者に対し、職場復帰に向けたリハビリテーションを実施する機関で行われているプログラムです。コロナ禍において施設の閉鎖や利用制限など、これまでと同様の環境でリワークを実施できない状況が続いたことからオンライン需要が急激に増加したため、当社はクラウド型復職/両立支援システム「eRework」単体での提供を開始いたしました。

株式会社ダスキンにおいては、「eRework」が場所に拘わらず公平に利用できるオンラインツールであることに加え、管理職や人事部門をつなぐコミュニケーションの機能を評価し、たいしています。復職にあたっては、本人が復職訓練をこなせば良いものではなく、復職タイミング判断や受け入れ態勢の整備も重要なポイントとなります。「eRework」は、休職者向けのリワークプログラムのコンテンツに留まらず、休職者の上長にあたる管理職に向けた教育コンテンツも含まれており、本人の人事部門の後方支援として、あらゆる関係者において役立つことが期待されています。

当社は同社への「eRework」提供を通じ、休職者のケア、復職におけるサポートなど引き続き同社の課題対応に奔走しております。

### ■ご参考

・ADVANTAGE HARMONY <https://smg.smkta.jp/co/0y12zdf4s>

休職者・復職者の情報や、必要な経手続の進捗状況などを一元的に管理するクラウドシステム。メンタル・フィジカルの基準、育児・介護休業など全ての休業種類に対応し、煩雑な管理業務を大幅に効率化します。

「eRework」は、オンラインで受けられる 3 週間のリワークプログラムで、実施機関の立地的制約を受けることなく、職場復帰に向けた準備を進めることが可能。「認知行動療法」をベースとした e ラーニングと再発防止のためのワークや GPS を活用した移動診断に加え、当社カウンセラーによる面談等で多角的に現在の状態をスコア化します。

サービスへのお問い合わせはこちら <https://smg.smkta.jp/co/0y12zdf4s>



2023年6月30日  
株式会社 アドバンテッジリスクマネジメント  
代表取締役社長 鳥越 慎二  
(東証プライム コード 6769)

## ダイハツ工業が当社ストレスチェックサービスと「アドバンテッジ ウェルビーイング DXP」を導入 ～1.3 万人のデータ分析を効率化、同社の健康経営を後押し～

株式会社アドバンテッジリスクマネジメントは、ダイハツ工業株式会社に当社の「アドバンテッジ タフネス」、「アドバンテッジ ウェルビーイング DXP」を提供することをお知らせいたします。「アドバンテッジ タフネス」を利用した同社のストレスチェックは 2023 年 7 月頃を予定しております。

ダイハツ工業株式会社は、「Light you up」のスローガンの下、経営トップと労働組合とが共通認識を持ち健康経営への取り組みを推進しています。経営陣として「お客様の豊かな暮らしのために、心身の健康づくりによって社員一人ひとりが生き生きと働き、社会に貢献すること」を掲げさまざまな施策を行い、2023 年には「健康経営優良法人(ホワイト 500 2023)」にも選定されています。

このたび貴社は、同社のストレスチェック実施対象従業員約 13,000 人にストレスチェックサービス「アドバンテッジ タフネス」を提供いたします。また、各種人事労務データを集約できるデータマネジメントプラットフォーム「アドバンテッジ ウェルビーイング DXP」を提供いたします。同プラットフォームは、各種サービス結果を総合的に把握できるだけでなく、課題提示、効果検証まで網羅した点が強みです。サービス結果の分析にとどまらず、健康診断結果や勤怠情報と掛け合わせて健康経営推進にも資するプラットフォームです。拠点単位から全社単位への施策実行へと発展させたい。同社にとって、全社の価値や平均値を容易に比較できる、課題を見出しやすい当社のレポート形態、サポート体制がニーズに合致するものとなりました。また、心身の健康情報をはじめとした従業員の機微情報を扱ううえで重要なセキュリティ面でも評価をいただいています。

当社は「アドバンテッジ タフネス」のサービスを起点に、「アドバンテッジ ウェルビーイング DXP」を活用した同社の PDCA サイクルに伴走し、取り組みの成果を最大化できるよう支援しております。



### ■導入サービス

・アドバンテッジ タフネス <https://smg.smkta.jp/co/0y12zdf4s>

ストレスチェックやエンゲージメントサービスを起点に組織改善までを行うプラットフォームサービスです。リスクに陥らぬストレス状態に加え、生産性向上に直結するエンゲージメント、ストレスへの対処スキル(メンタルタフネス)という強み指標で関心組織の課題を特定します。

課題に合った解決策として、e ラーニングやカウンセリングなど基本サービスだけでなく、当社が開発するソリューションから最適な施策を提案します。

ダイハツ工業株式会社においては、厚生労働省が提示する「職業性ストレス横断調査票(80 問版)」を使用する「ベシックチェック」プランを採用いただきました。

# Progress in Introducing the Company's Services to Large-scale Companies - 2Q

Introduction of the Company's services to large-scale companies, including Aflac Life Insurance Japan Ltd. and Sumitomo Life Insurance Company, is in progress.



2023年8月17日  
株式会社 アドバンテッジリスクマネジメント  
代表取締役社長 鳥越 慎二  
(東証プライム コード 8769)

## アフラック生命保険に「ADVANTAGE HARMONY」を提供

～休業者のスケジュール・情報を一元管理し、業務効率化へ～

株式会社アドバンテッジリスクマネジメントは、アフラック生命保険株式会社に休業者管理支援クラウドシステム「ADVANTAGE HARMONY」を提供することをお知らせします。

「ADVANTAGE HARMONY」は、休業者・復職者の情報や、必要な手続きの進捗状況などを一元的に管理するクラウドシステムで、メンタル・フィジカルの傷病、育児・介護休業など全ての休業種類に対応し、煩雑な管理業務を大幅に効率化するものです。

このたび、アフラック生命保険株式会社が同サービスを導入いたします。導入にあたり、同社より以下の機能面についての評価をいただきました。

### ■アフラック生命保険株式会社における機能面での評価ポイント

- スケジュール管理の自動化により、タスクの抜け漏れを防止**  
社員が私傷病で休職する場合に必要な手続きなどのスケジュール管理を自動化することで、人事労務担当者および休業者本人のタスクの抜け漏れを防止します。
- 休業者データの一元管理による効率化**  
複数のツールで管理していた休業者データを一元管理することができ、休業者管理業務を効率化します。
- スマートフォンから休業に関する申請が可能**  
同社では休業中は治療に専念するため、社用端末を返却することになっています。私用端末(スマートフォン)から休業に関する申請が可能となることで、休業者が申請しやすい環境を構築します。
- 休業者との円滑なコミュニケーション**  
休業者と「メッセージ」(PCスマートフォン対応)上でのやり取りが可能。チャットの活用、既読確認機能により、上司・人事労務担当者・休業者間のスムーズなコミュニケーションを図ることができます。

同社には、「人財を大切にすることをアフラック(人財を大切にすれば、人財が効果的に業務を成し遂げる)」という1955年の米国での創業以来ずっと受け継がれてきた考え方があります。

当社は同社への「ADVANTAGE HARMONY」提供を通じ、人事労務担当者の業務支援にとどまらず、この「人財を大切にすることをアフラック」のもと、休業者が安心して休業・復職できる環境づくり、治療と仕事の両立支援に努めてまいります。



2023年9月4日  
株式会社アドバンテッジリスクマネジメント  
代表取締役社長 鳥越 慎二  
(東証プライム コード 8769)

## 住友生命保険が当社ストレスチェックサービスと

「アドバンテッジ ウェルビーイング DXP」を導入

～従業員約 43,000 名の健康経営をサポート～

株式会社アドバンテッジリスクマネジメントは、住友生命保険相互会社(以下、住友生命保険)にストレスチェックサービス「アドバンテッジ タブネス」と「アドバンテッジ ウェルビーイング DXP」を提供することをお知らせいたします。

住友生命保険は、一人ひとりが主体的に健康維持・増進に取り組むことのできる「いきいき働き続けられる会社」の実現を目指し、お客さま、職員、社会にとって「人」[デジタル]で「ウェルビーイング」に貢献する『なくてはならない保険会社グループ』の実現をスローガンとして、健康経営を推進しています。その結果、「健康経営優良法人(大規模法人部門)」における「ホワイト500」を6年連続で取得しています。

当社はこのたび住友生命保険の「健康関連データを有効活用し、さらなる健康経営を強化していきたい」といったニーズを支援すべく、同社のストレスチェック実施対象従業員約 43,000 名にストレスチェックサービス「アドバンテッジ タブネス」を、また各種健康データ等を集約できるデータマネジメントプラットフォーム「アドバンテッジ ウェルビーイング DXP」を提供いたします。

同社からは、「ストレス反応」「ストレス原因」「周囲からのサポート」といった法定のストレスチェック項目に留まらず、業務パフォーマンス指標等も測定できる点、さらにそれらのメンタル面のデータと健康診断から得られるフィジカル面のデータを掛け合わせ、その関連性について分析できることが評価されました。またサーベイ結果から見出された課題に対して必要なアクションを提示し、サーベイ実施「後」まで見据えた一連のフローが、サーベイの価値を最大化するものとして同社のニーズに合致しました。

当社は、同社の「アドバンテッジ ウェルビーイング DXP」を活用した施策の実施まで伴走し、さらなる健康経営の推進をサポートしてまいります。

あなたの未来を強くする



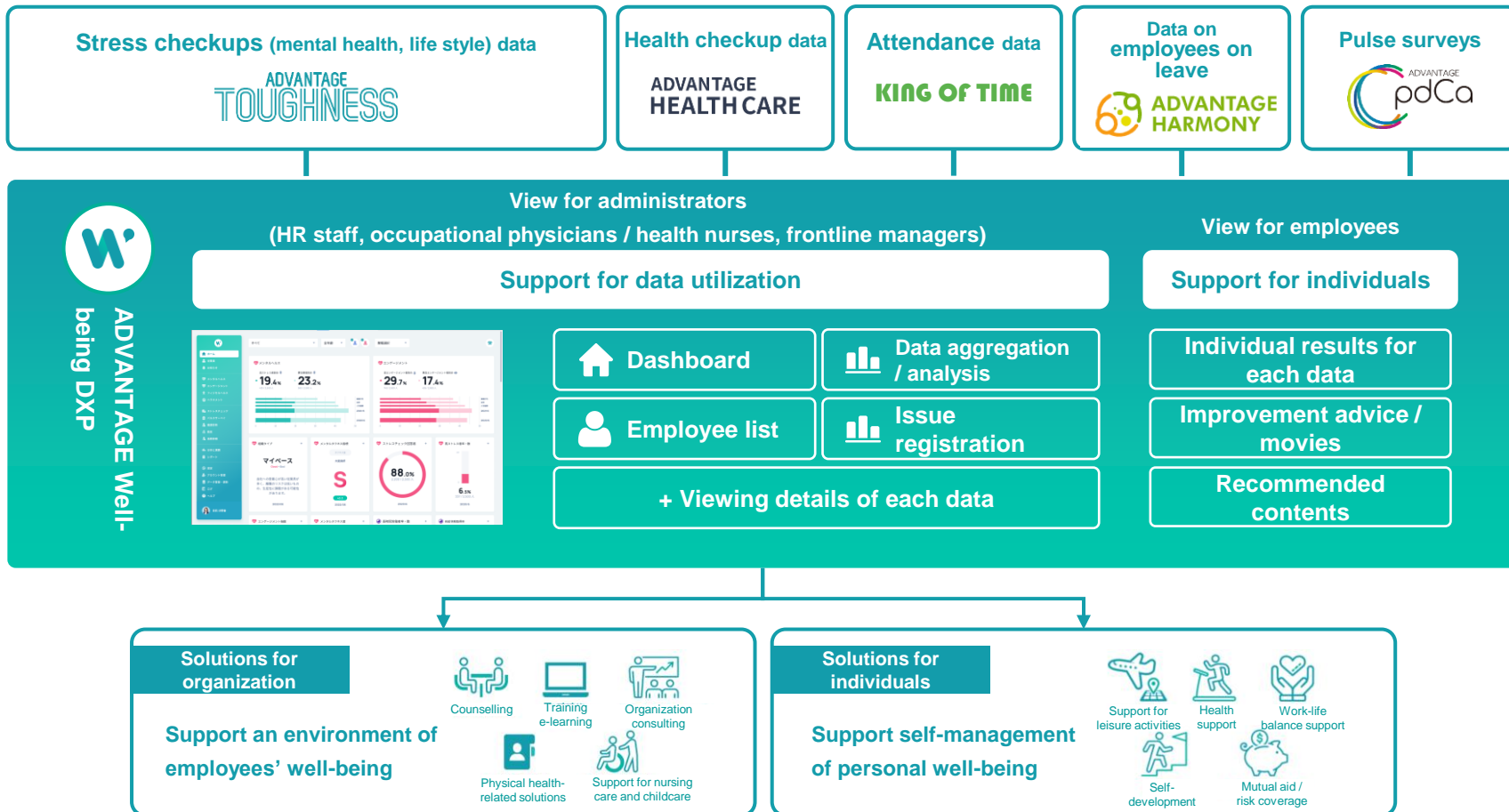
### ■住友生命保険相互会社 ご担当者より

(人事部 福利厚生室 上席部長代理 神田 貴之 様)

今般「アドバンテッジタブネス」および「アドバンテッジウェルビーイング DXP」を導入することにより、職員のメンタルケアの向上や管理職向けの情報光美化が図れると同時に、当社の健康経営の課題に押し接する角度から分析できる点に魅力を感じております。その分析結果から効果的な対策を検討・実施でき、職員 1 人ひとりが、より「ウェルビーイング」となるためのツールの一つとなることに期待しております。

1. Progress in Introducing the Company's Services to Large-scale Companies
2. **Progress in Expansion of the Company's Services**
3. Progress in Business Alliances

# ADVANTAGE Well-being DXP - Overview



## ADVANTAGE Well-being DXP - New Functions in the Upgraded Version (Two Plans Available)

View	What will change in Phase 3.0	Entry	Advanced
Home	<ul style="list-style-type: none"> <li>■ Display added <b>Comparison of results with intra-industry and in-house averages (mental health / engagement results)</b></li> </ul>	<input type="radio"/>	<input type="radio"/>
Mental health / Engagement	<ul style="list-style-type: none"> <li>■ New function <b>Breakdown of applicable persons / indication of changes from previous results, Extraction of target list is also possible</b></li> <li>■ New function <b>Display of results of each factor and its measures</b></li> </ul>	<input type="checkbox"/>	<input type="radio"/>
Physical health	<ul style="list-style-type: none"> <li>■ New function <b>Breakdown of applicable persons / indication of changes from last time, Extraction of target list is also possible</b></li> </ul>	<input type="checkbox"/>	<input type="radio"/>
Harassment	<ul style="list-style-type: none"> <li>■ New function <b>Comparison of previous and current results with industry averages</b></li> </ul>	<input type="radio"/>	<input type="radio"/>
Analysis and issues	<ul style="list-style-type: none"> <li>■ New function <b>“Custom list” function, Narrowing down employees by arbitrary conditions → Utilization for analysis, etc.</b></li> </ul>	<input type="checkbox"/>	<input type="radio"/>
	<ul style="list-style-type: none"> <li>■ Version upgrade <b>“Issue registration” function</b></li> </ul>	<input type="radio"/>	<input type="radio"/>
Report	<ul style="list-style-type: none"> <li>■ New function <b>“Stress checkup report” function, Display of and comparison with industry average also available</b></li> <li>*Display of industry averages is available only with the Advanced plan</li> </ul>	<input type="checkbox"/>	<input type="radio"/>
	<ul style="list-style-type: none"> <li>■ New function <b>“Custom report” function newly established, Attributes and factors in DXP can be freely combined and displayed</b></li> </ul>	<input type="checkbox"/>	<input type="radio"/>
Setting	<ul style="list-style-type: none"> <li>■ New function <b>IP address restrictions</b></li> </ul>	<input type="radio"/>	<input type="radio"/>
Account management	<ul style="list-style-type: none"> <li>■ Version upgrade <b>Bulk issuance of employee’s accounts by CSV</b></li> </ul>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> <li>■ New function <b>Account invitation using QR Code for employees who do not have a company email address</b></li> </ul>	<input type="radio"/>	<input type="radio"/>



# ADVANTEGE HARMONY - Won Special Award for Health and Productivity Management at the 8th HR Technology Awards



Following ADVANTAGE Well-being DXP's becoming the first winner of the Excellence Award in the Human Capital Management Service Category, ADVANTEGE HARMONY won the Special Award for Health and Productivity Management

More and more companies are adopting our services!

Cloud system for employees on leave management / support for reinstatement



Improve operational efficiency with ADVANTAGE HARMONY, instead of analog methods that remain in employees on leave management operations!



Major companies that have adopted ADVANTAGE HARMONY



企業に未来基幹の元気を!



2023年8月1日

株式会社アドバンテッジリスクマネジメント  
代表取締役社長 鳥越 慎二  
(東証プライム コード 8769)

## 休業者管理業務支援クラウド「ADVANTAGE HARMONY」

### 第8回 HRテクノロジー大賞「健康経営特別賞」を受賞

株式会社アドバンテッジリスクマネジメントは、休業者管理業務および休業者の産育休・私傷病等と仕事との両立を支援する総合プログラム「ADVANTAGE HARMONY」が、第8回 HRテクノロジー大賞において「健康経営特別賞」を受賞したことをお知らせします。

HRテクノロジー大賞においては、昨年「アドバンテッジ ウェルビーイング DXP」が「人的資本経営サービス部門優秀賞」を受賞しています。今年は「健康経営」の領域にて「ADVANTAGE HARMONY」が評価されました。











#### ■「健康経営特別賞」の受賞理由

『ADVANTAGE HARMONY』は、休業者管理業務の効率化と休業者の円滑な復職の両立を実現するシステム。自動化されたスケジュール作成による業務効率化や、休業者との繋がりを保つコミュニケーションツール、復職後の両立支援など、休業者と企業双方に配慮してシステムが設計されています。休業者へのこまめな対応を可能にし、企業の健康経営に寄与する優れたサービスであると高く評価されました。



Comprehensive management by the system ranging from procedures/responses during leave of absence to support for reinstatement and prevention of recurrence. Streamlining of human capital information disclosure and response to the amended Childcare and Caregiver Leave Act.

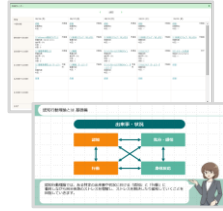
Company management page		My Page for employees on leave	
 <p><b>Automatic calculation of schedule</b> for employees on leave based on your company's work regulations</p>	 <p><b>Automatic generation of TO DO list</b> Reminder function is also available</p>	 <p><b>Communicate via chat</b></p>	 <p><b>Applications related to leave of absence</b> can be submitted on the system</p>
 <p><b>Interview records</b> can be registered <b>Documents</b> exchanged are <b>automatically stored</b> in the system</p>	 <p><b>Easy aggregation of data</b> required for various documents such as health and productivity management survey sheets</p>	 <p><b>General notices and individual information documents</b> are consolidated in the system</p>	 <p><b>Reminders</b> are provided for tasks that need to be completed during a leave of absence to prevent them from being missed</p>

In addition, **online rework program** is also available as an option

Rework program with no time or location constraints. Cognitive behavioral therapy x the program that shows recovery status, and creation of a system in the workplace to accept returning employees, preventing recurrence.


**Employees on leave** 3-week online rework program

- Work program supervised by a psychiatrist
- e-learning based on cognitive behavioral therapy
- GPS-based mobility training
- Interviews with a counselor




**HR staff** Easily track recovery status

- Real-time shared daily rhythm chart
- Scoring system for recovery status

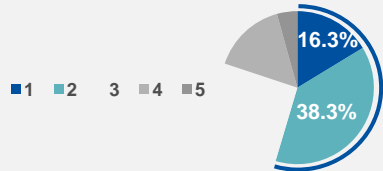


**Supervisors** e-learning course available in preparation for acceptance

eRWP, a program to support employees return to work after surviving cancer, is also available!

**Data** Survey results: In response to **the occurrence of employees on leave due to mental health disorders...**  
 \*From the Awareness Survey on Employees on Leave Management conducted in March 2022, \*N=618

In response to the occurrence of employees on leave due to mental health disorders, do you feel that **your workload has increased?**



**54.6%** of those in charge feel that **their workload has increased.**



In response to the occurrence of employees on leave due to mental health disorders, **what do you think will be the burden for the company?**

- 1 Consideration of a system to accept returning employees ...41.8%
- 2 Consideration of follow-up system for the subject employees on leave ...37.6%
- 3 Stagnation of operations in which the subject employee was involved ...36.2%

# Launch of Work Childcare Balance Support Service Career & Baby

About a year has passed since the amendment to the Childcare and Caregiver Leave Act, and a new service was released with the aim of strengthening support for the increasing number of employees taking childcare leave.

企業に未来基準の元気を!



2023年9月20日  
株式会社 アドバンテッジリスクマネジメント  
代表取締役社長 鳥越 慎二  
(東証プライム コード 8769)

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**慶應義塾大学 島津明人教授監修**

**育児と仕事との両立支援サービス「Career & Baby(キャリア&ベビー)」の提供開始**

**～「育児・介護休業法」の改正から1年 増える育休取得者の支援を強化～**

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株式会社アドバンテッジリスクマネジメントは、妊娠期から育休期、職場復帰後の両立期の一連の時期に渡り仕事との両立をサポートする「Career & Baby(キャリア&ベビー)」の提供を開始することをお知らせいたします。同サービスでは、ワーク・ライフ・バランススコアの可視化や、育児期に抱えがちなストレスにアプローチするeラーニングを提供します。該当従業員のワーク・ライフ・バランスの可視化にあたり、オランダで研究用に開発され、その後慶應義塾大学の島津明人教授らにより日本語版として開発された「SWING-J」を日本で初めて商用利用しています。

なお、当サービスは休業者管理業務および休業者の産育休・私傷病等と仕事との両立を支援する総合プログラム「ADVANTAGE HARMONY(アドバンテッジハーモニー)」のオプションとして提供いたします(単品販売も予定)。「ADVANTAGE HARMONY」システムを基盤に、妊娠期から育休期を経て職場復帰後に至るまでステージに合わせた課題に対処し、切れ目のないサポートを実現します。

## Background of releasing the new service Career & Baby

Following the amendment to the Childcare and Caregiver Leave Act, companies are required to encourage male employees to take childcare leave and provide full-scale support for employees to balance work and family. In response to these social trends, Career & Baby was developed for employees who want to balance childcare and work.

## Service Overview

- e-learning course to visualize the work-life balance score and to approach the stress that people tend to have during the childcare period, with the aim of supporting work-life balance throughout pregnancy, childcare leave, and the work-life balancing period after returning to work.
- A program to approach improvement of work-life balance and alleviation of stress, under the supervision of Professor Akihito Shimazu, who was also involved in the development of the Japanese version of “SWING J.”

1. Progress in Introducing the Company's Services to Large-scale Companies
2. Progress in Expansion of the Company's Services
3. **Progress in Business Alliances**

# Signed a Business Alliance Agreement with Adecco Ltd.

Through Adecco's organizational and HR consulting business, we provide our services to a wide range of client companies, centering on ADVANTAGE Well-being DXP, a platform for solving HR issues.

企業に未来基準の元気を!



2023年9月11日

株式会社 アドバンテッジリスクマネジメント

代表取締役社長 鳥越 慎二

(東証プライム コード8769)

## アデコ株式会社と業務提携契約を締結

### アデコ社の組織・人事コンサルティングを通じて「アドバンテッジ ウェルビーイング DXP」等を提供

株式会社アドバンテッジリスクマネジメントは、人財サービスのグローバルリーダーである Adecco Group の日本法人で、総合人事・人財サービスを展開するアデコ株式会社(本社:東京都千代田区、代表取締役社長:川崎 健一郎、以下「アデコ社」と)、業務提携基本契約(以下「本契約」)を締結しました。当社はこの業務提携により、アデコ社の組織・人事コンサルティング事業を通じて、人事課題解決型プラットフォーム「アドバンテッジ ウェルビーイング DXP」を中心とした当社サービスを、幅広い顧客企業へ提供できるよう取り組みを進めてまいります。

#### 1. 提携の狙い

本業務提携によって、双方のサービスの充実および顧客の拡大を図ると同時に、今後ますます高度化する社会課題の解決に向けて、双方の強みであるHRテックとHRコンサルティングの融合による新たな付加価値の創造を目指します。

具体的には、両社によって以下を実現させることによりサービスの付加価値向上を図り、これまで以上に効果的なソリューションの提供を目指します。当社の「DXP による分析、課題解決のためのソリューション」とアデコ社の「組織・人事コンサルティングの強み」を融合させることで、顧客企業の経営課題の解決・企業価値の向上を支援してまいります。

- ① アデコ社が人的資本経営の実現に向けた組織・人事コンサルティングを実施する際に「アドバンテッジ ウェルビーイング DXP」を活用し、顧客企業の課題の洗い出しと可視化を行う
- ② 顧客企業の課題解決のために、アデコ社のコンサルティングサービスやシェア HR(※)、当社ソリューションの複合的な提供を行ったうえで、DXPにて課題の管理・検証を行い、PDCAを回す

## Aim of the Alliance

Support our client companies in solving management issues and improving corporate value by combining our DXP-based analysis and issue-solving solutions and Adecco's strength in organizational and HR consulting.

## Specific Initiatives

- Adecco utilizes ADVANTAGE Well-being DXP to identify and visualize issues at client companies when providing organizational and HR consulting services to help them achieve human capital management.
- To solve client companies' issues, we provide Adecco's consulting services and Share HR\* and our solutions in a combined manner, and then manage and verify the issues with ADVANTAGE Well-being DXP (follow the PDCA cycle).

\* A service in which consultants work for the number of hours and duration depending on the issues that the client company wants to solve, and provide support based on practical operations.

# Thank you for your attendance

企業に未来基準の元気を!



## Inquiries about IR

**ADVANTAGE Risk Management Co., Ltd.**

Corporate Administration and IR Department,

Corporate Administration Headquarters

TEL: 03-5794-3800 (main number)

Inquiry form:

[https://armg.inboundtools.com/ir\\_form](https://armg.inboundtools.com/ir_form)

### [Disclaimer]

Plans, outlook, strategies, and other forward-looking statements included in this material are based on information available to the Company and assumptions deemed reasonable by the Company as of the date of preparation of this material, and they contain various risks and uncertainties.

Therefore, actual business results may differ significantly from these statements due to factors such as changes in the management environment, and there is no guarantee that the statements will be accurate.

Furthermore, information about entities other than the Company and its group companies stated in this material is generally based on public information, and the Company makes no guarantees on its accuracy.

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