

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

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

February 9, 2024



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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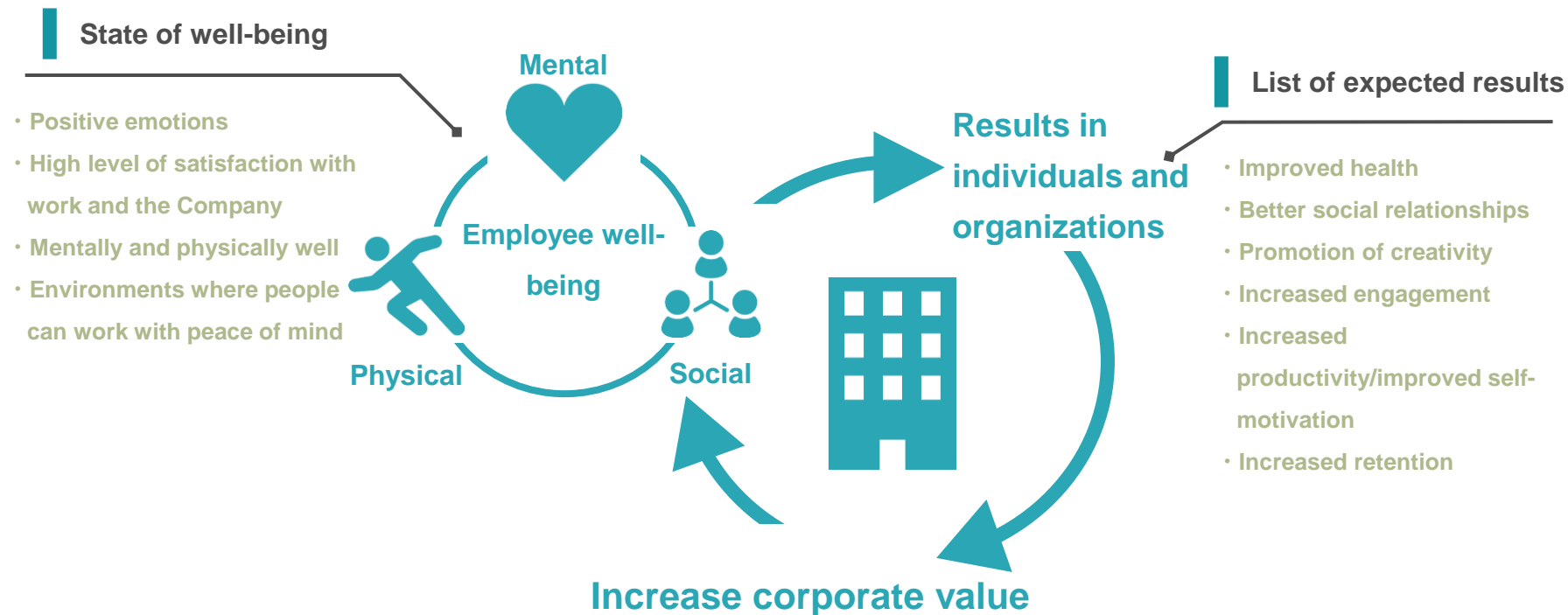


MISSION

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.

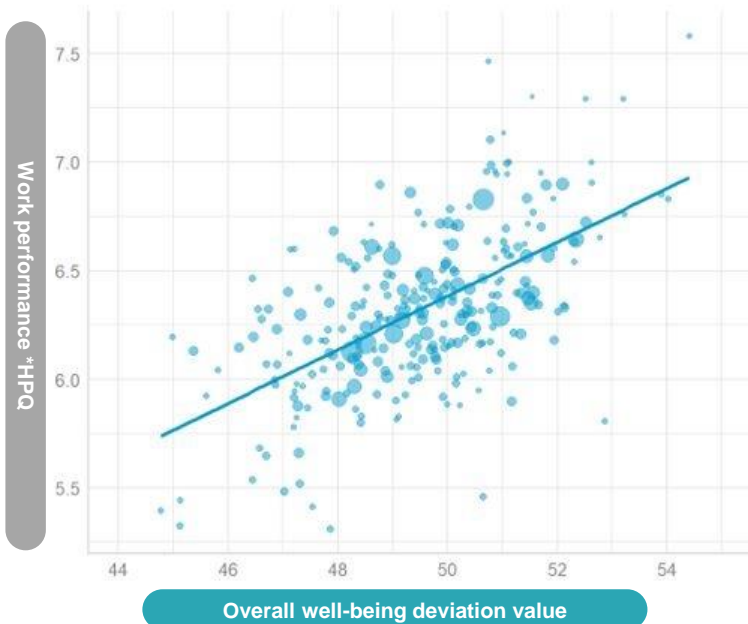
Increase corporate value by supporting the achievement of employee well-being (=state where physical, mental, and social needs are fulfilled).



[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



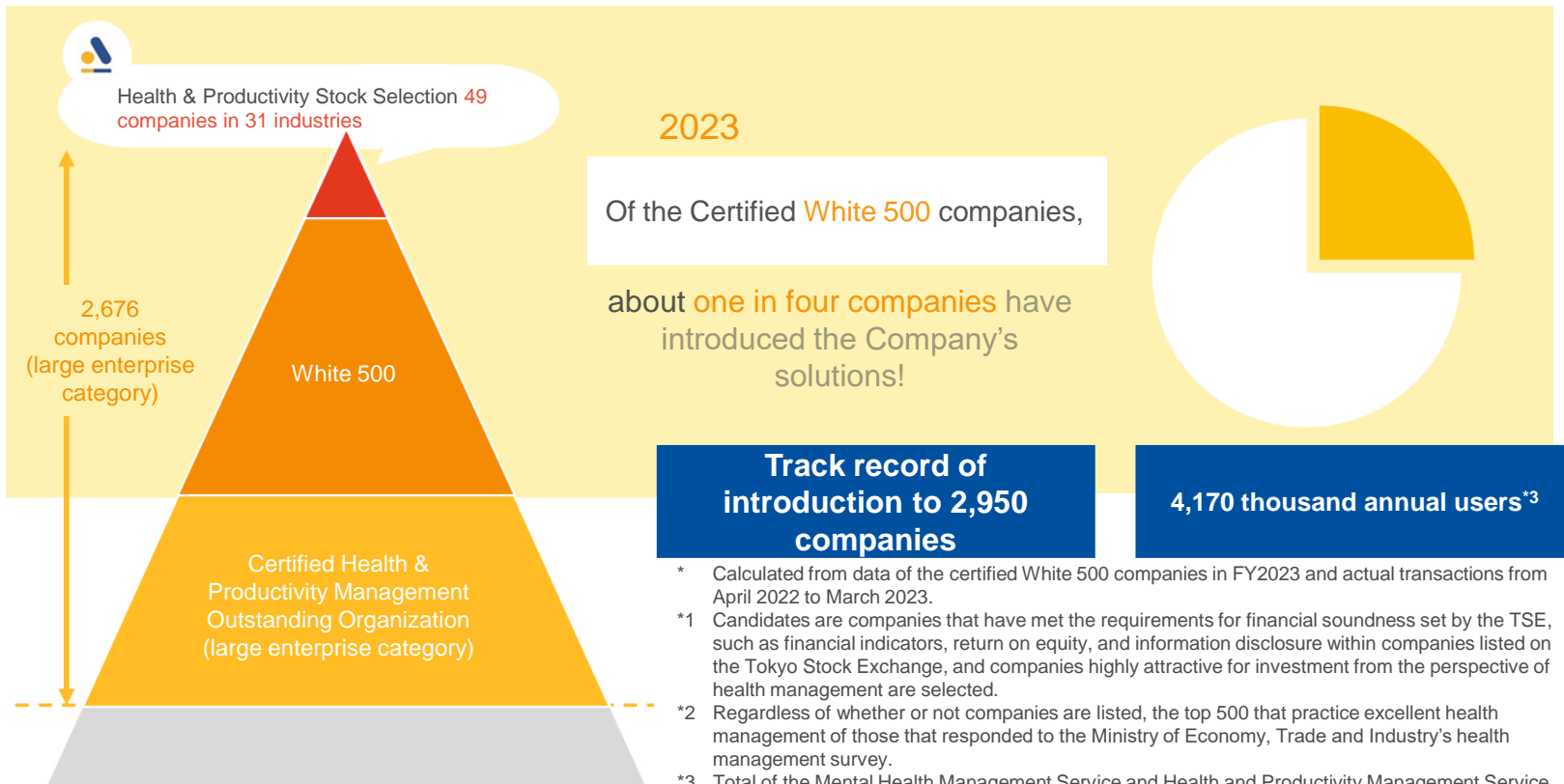
- Social capital
- Mental stability
- Employee engagement

* 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 0.1 or greater, 0.3 or greater, and 0.5 or greater, 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**.



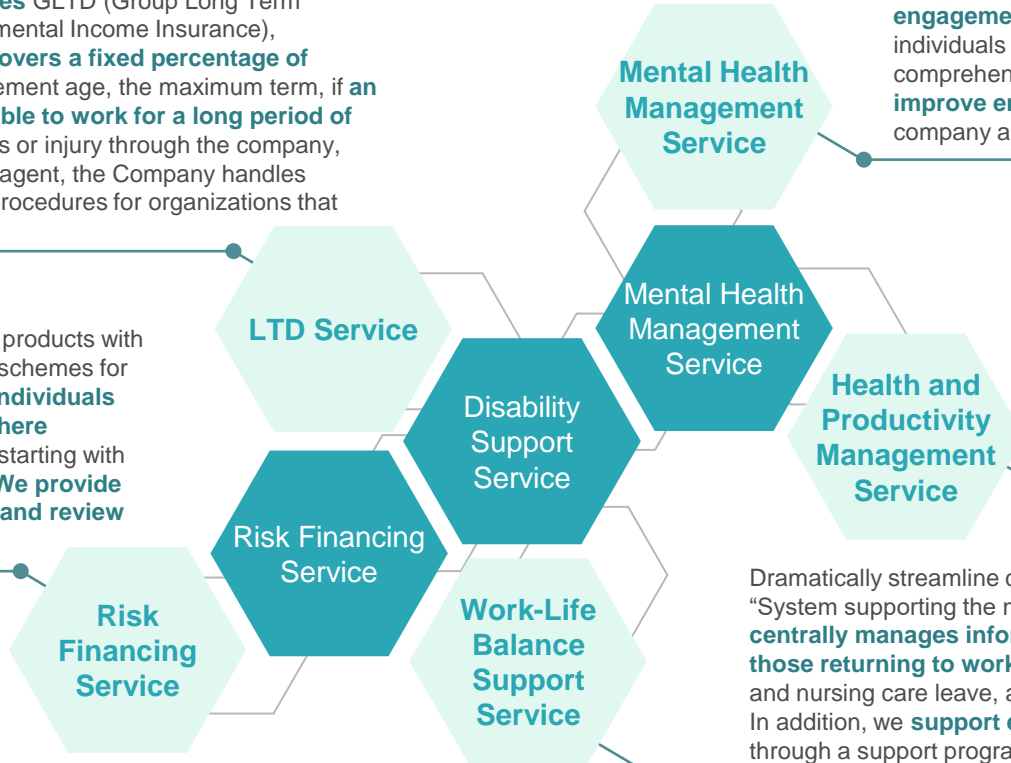
- * Calculated from data of the certified White 500 companies in FY2023 and actual transactions from April 2022 to March 2023.
- *1 Candidates are companies that have met the requirements for financial soundness set by the TSE, such as financial indicators, return on equity, and information disclosure 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.**



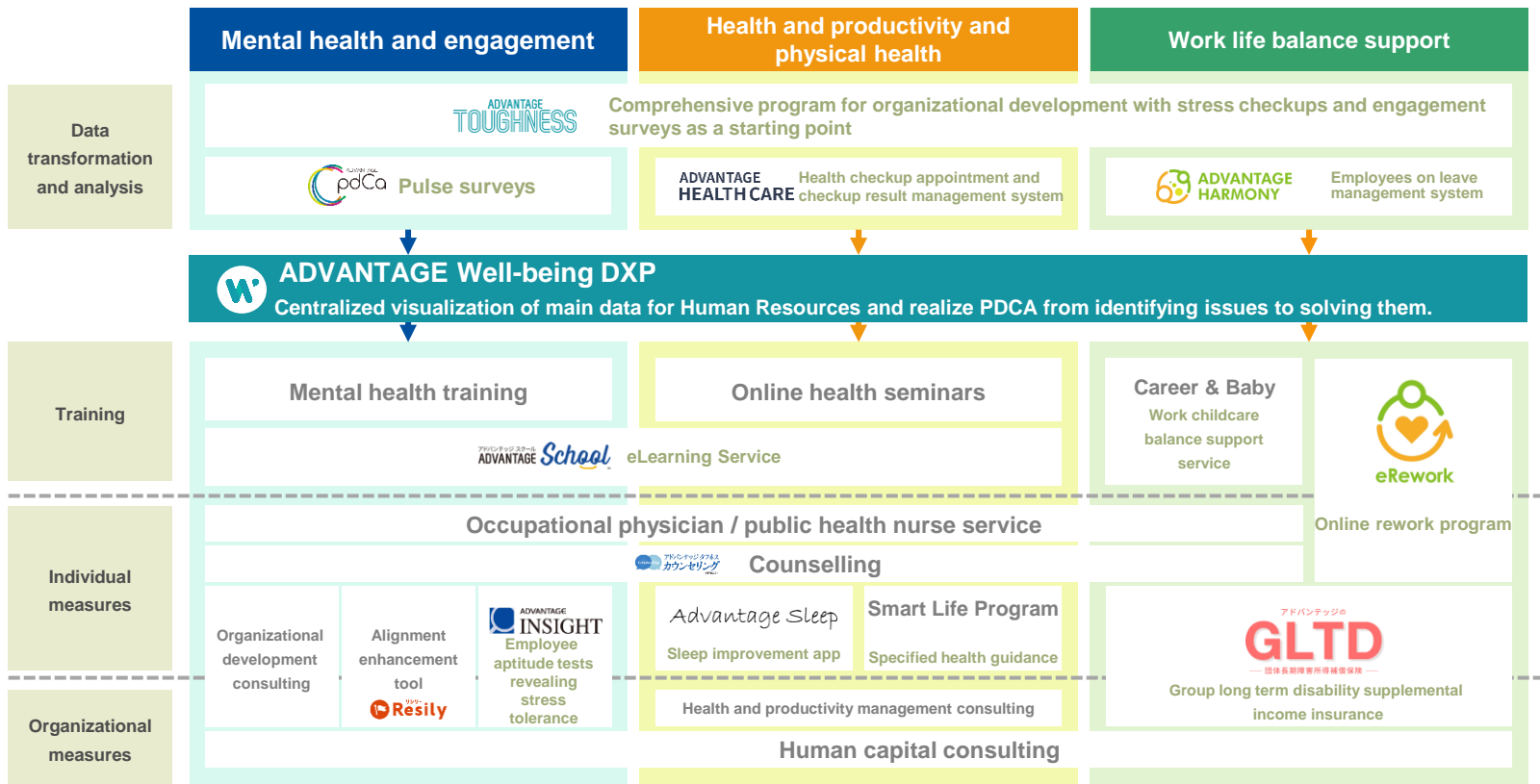
Analyze based on the data obtained from **stress checkups, engagement surveys, and pulse surveys** to identify the state of individuals and organizations to **“visualize” issues**. **Propose** comprehensive **mental health measures and measures to improve engagement** responding to the current issues 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 9.9% YoY

- Plans were delayed despite performance being robust in all services
- Recurring revenue increased steadily. Sales expansion of new services was delayed

Operating profit increased by 44.1% YoY

- Delay in reducing deviation from peak levels despite significant improvement YoY

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 Cumulative 3Q	FY2023 Cumulative 3Q	YoY
Net sales	4,549	5,000	+ 9.9%
EBITDA	586	772	+ 31.6%
Operating profit	196	283	+ 44.1%
(Profit margin)	4.3%	5.7%	+ 1.3pt
Ordinary profit	181	295	+ 62.8%
(Profit margin)	4.0%	5.9%	+ 1.9pt
Profit attributable to owners of parent	96	195	+ 102.2%
(Profit margin)	2.1%	3.9%	+ 1.8pt

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

Overall Business Results | Net Sales Trends (Cumulative 3Q)

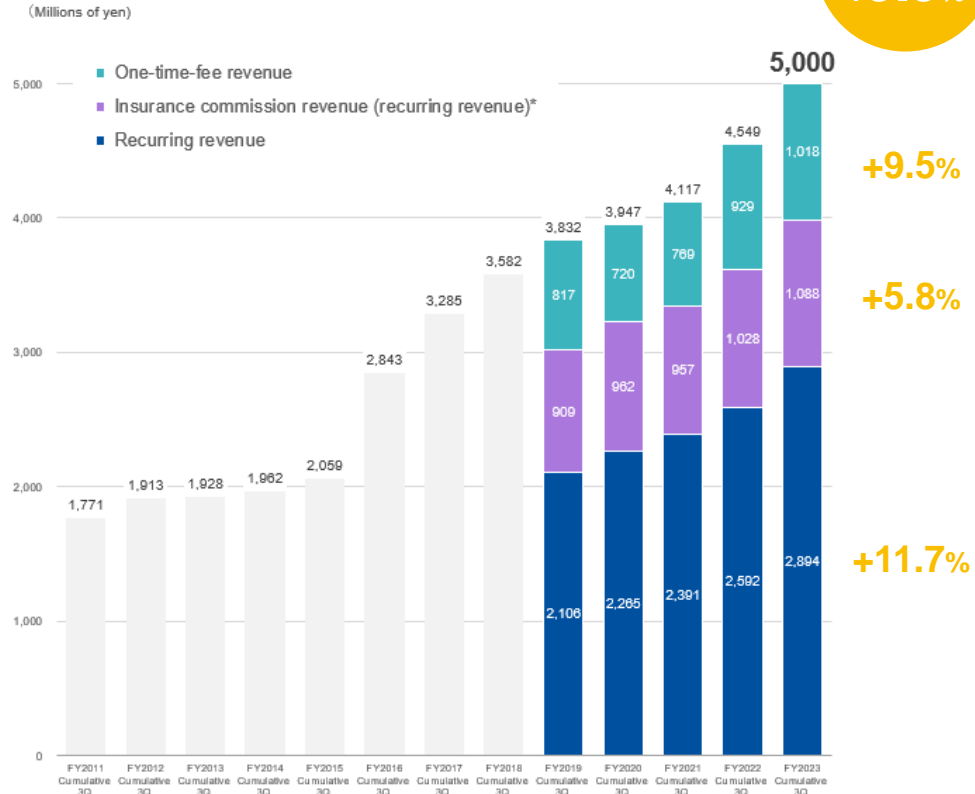
Recurring revenue continued to increase steadily Did not reach double-digit growth in cumulative 3Q

- Acquisition of new clients continued to increase for recurring services such as ADVANTAGE TOUGHNESS series, health management system. Meanwhile, there was a delay in plans for sales growth by charging fees for ADVANTAGE Well-being and new business development for ADVANTAGE HARMONY.

One-time-fee revenue also grew Solution sales did not shake off sluggishness from the beginning of the fiscal year

- One-time-fee revenue also grew due to increases resulting from option sales and initial adoption costs. Meanwhile, solution sales in the Mental Health Management Service remained sluggish.

YoY
+9.9%



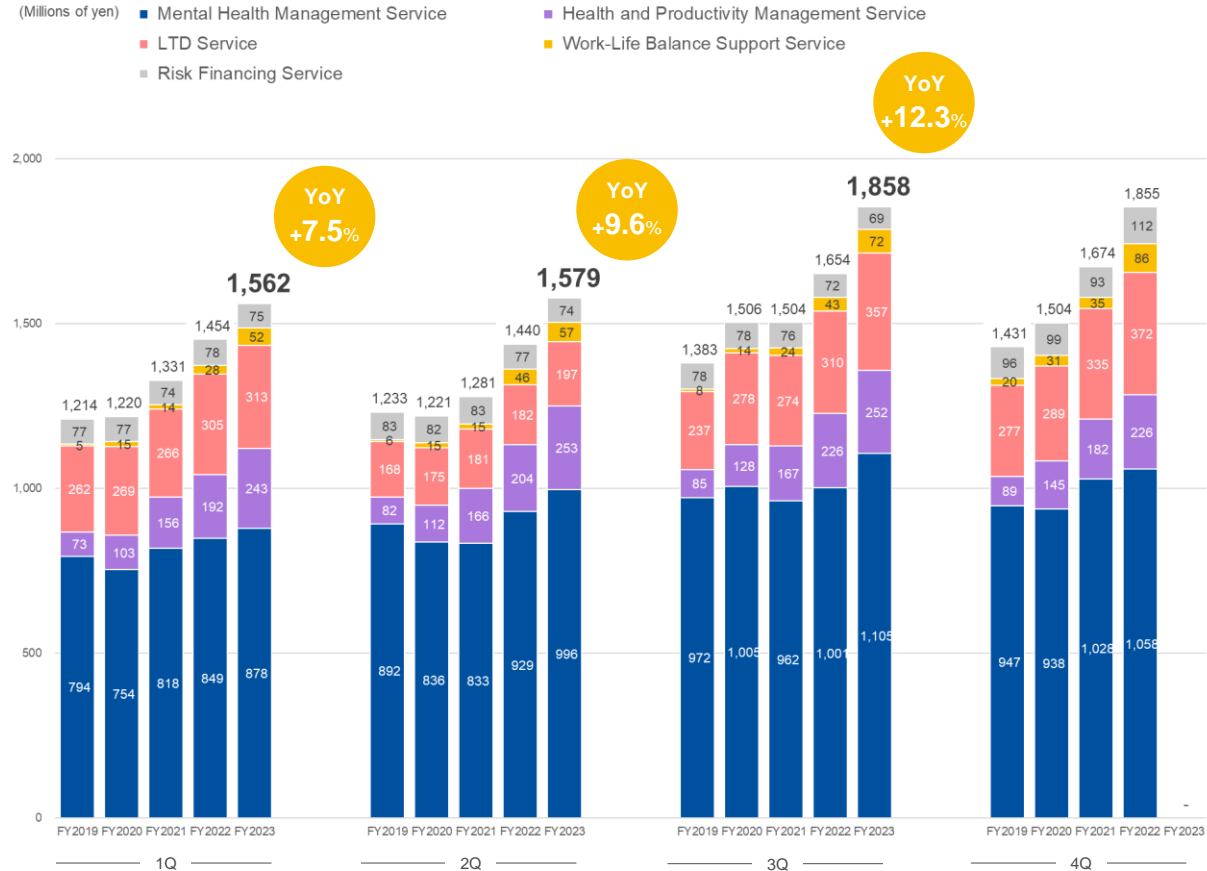
*Insurance commission revenue (recurring revenue) are from the LTD Service and the Risk Financing Service.

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

Net sales in all major services continued to increase

Progress on plans was also delayed

- Net sales in the Mental Health Management Service hosted robust sales of the TOUGHNESS series. There was also an effect from acquiring the newly consolidated subsidiary COCOMU Co., Ltd. Meanwhile, solution sales were sluggish, following from 1Q and 2Q.
- The Health and Productivity Management Service continued to grow. Expansion of certain services was delayed.
- The LTD Service remained robust.
- The Work-Life Balance Service maintained a high growth rate. Progress on plans was delayed due to contracts being pushed back, etc.



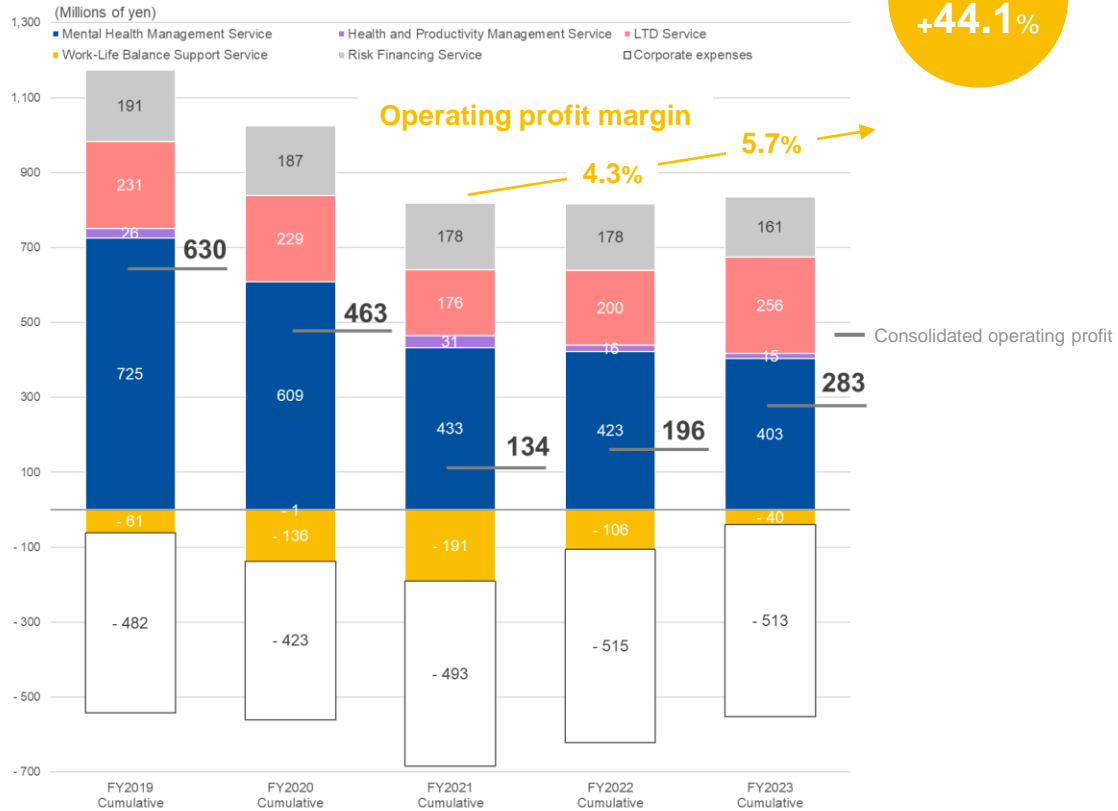
Note 1: The Mental Health Management Service and the Health and Productivity Management Service are classified into the Mental Health Management Service as the reportable segment for financial accounting, and the LTD Service and the Work-Life Balance Support Service are classified into the Disability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

Overall Business Results | Operating Profit by Business Trends by Quarter (Cumulative 3Q)

YoY
+44.1%

Despite profit growth owing to improvement in profit, results fell short of plans

- 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 +161 million yen

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

Amortization of software +128 million yen

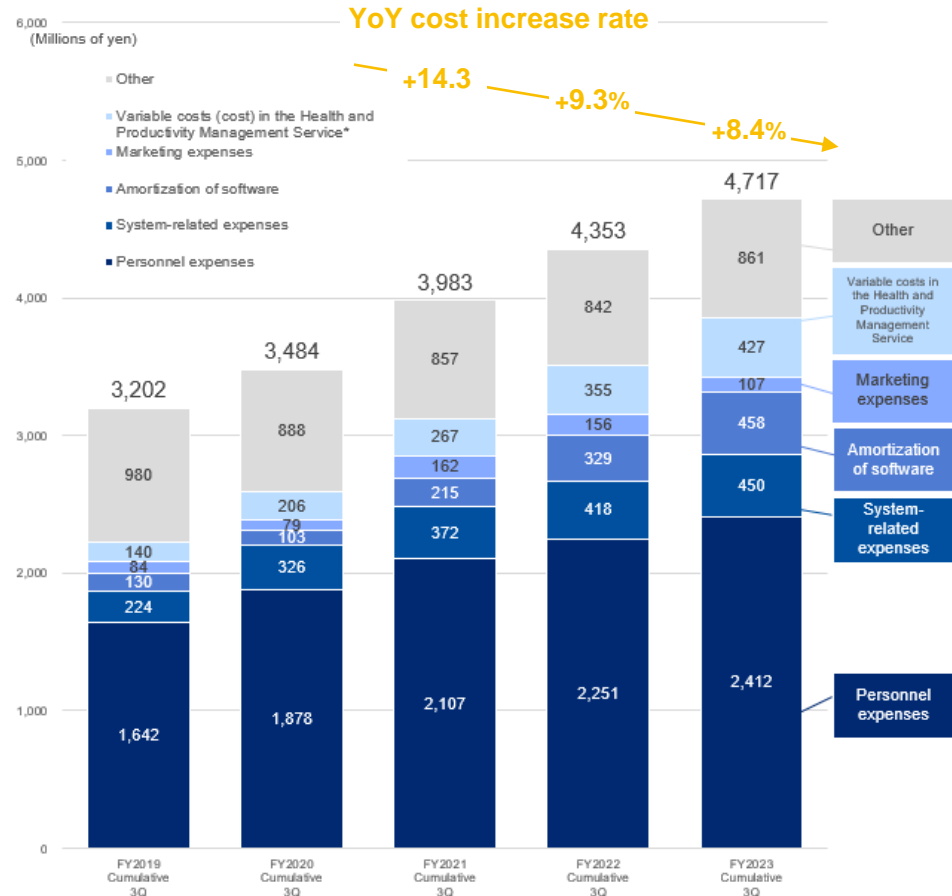
- Although investment has recently slowed, amortization of software increased YoY

Marketing expenses -49 million yen

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

Variable costs in the Health and Productivity Management Service +72 million yen

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

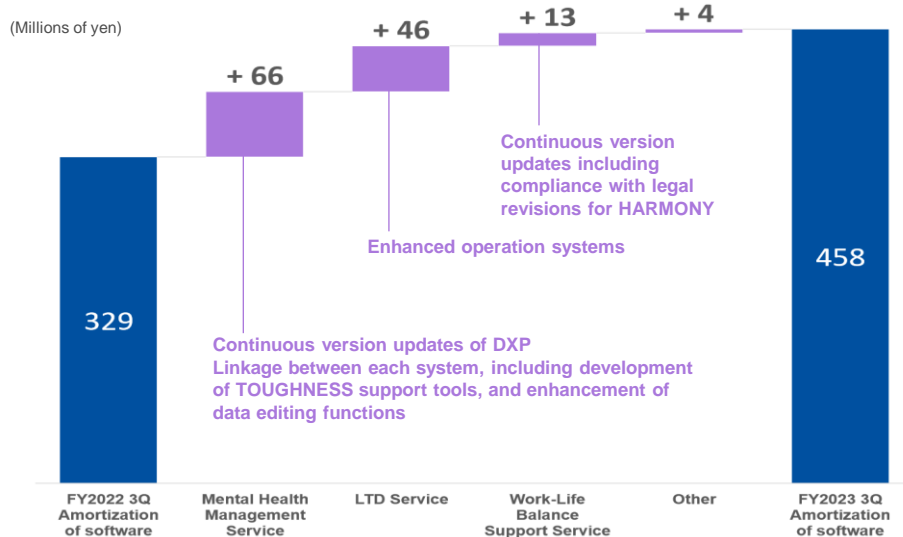


*Variable costs in the Health and Productivity Management Service include outsourcing expenses to occupational physicians/public health nurses and outsourcing expenses to a system provider of health management services.

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

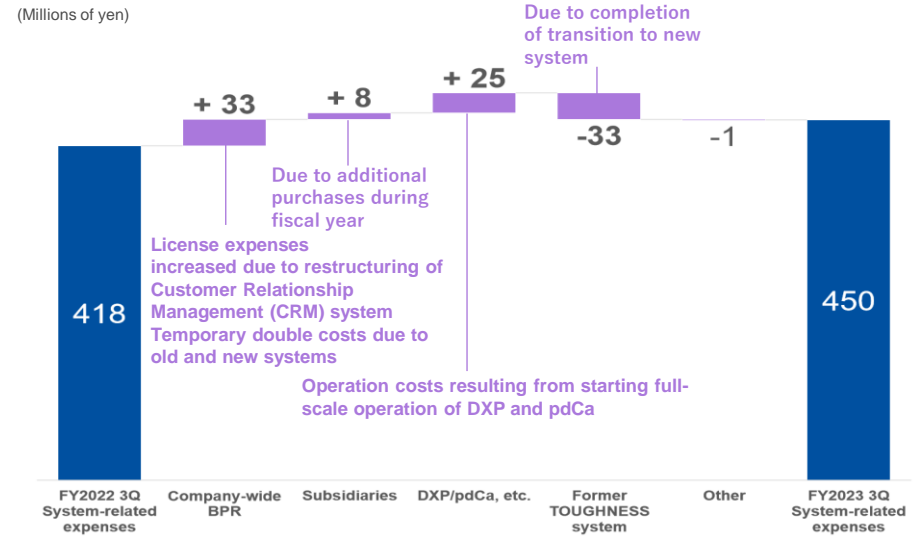
Amortization of software

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



System-related expenses

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








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 3Q in FY2023	
<p>- Overall - New initiatives for future growth</p>		<ul style="list-style-type: none"> We have continued to focus on efficient sales activities through promoting account-based sales through comprehensive proposals toward solving corporate issues and the number of new clients has steadily increased in all services. Promoted price pass-through of increased personnel expenses to products and services 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. Impact of charging fees for ADVANTAGE Well-being DXP and sales growth for ADVANTAGE HARMONY fell below projections.
<p>Mental Health Management Service</p>		<ul style="list-style-type: none"> Although ADVANTAGE TOUGHNESS has been successful in acquiring new contracts, the expansion of client adoptions of ADVANTAGE Well-being DXP fell below projections. Operating results of newly consolidated subsidiaries COCOMU Co., Ltd. and Resily Co., Ltd. are included in this segment. Solution-related sales such as those for EQ (emotional management skills) improvement train and ADVANTAGE INSIGHT employee aptitude tests were sluggish. Profit decreased due to higher expenses, such as increased amortization expenses resulting from system investment.
<p>Health and Productivity Management Service</p>		<ul style="list-style-type: none"> The health checkup system has been successful in the acquisition of new contracts and service adoption. Acquisition of new contracts for the occupational physician / public health nurse service and usage rates of the Smart Life Program (specified health guidance) fell below expectations.
<p>LTD Service</p>		<ul style="list-style-type: none"> The market has continued to grow. Net sales remained robust. Profit grew although expenses increased due to the enhancement of operation systems to strengthen competitiveness and improve operational efficiency.
<p>Work-Life Balance Support Service</p>		<ul style="list-style-type: none"> Progress was delayed with service adoption timings being pushed back, despite the pipeline of ADVANTAGE HARMONY witnessing a continued robust increase, buoyed by a tailwind from the need to respond to the amended Childcare and Caregiver Leave Act. There is also a high need for eRework, a support program for reinstatement, although new adoptions fell below projections.

Mental Health Management Service Summary of Financial Results

Net sales showed an increase of
7.2% YoY

Acquisition of new contracts
were strong and recurring
revenue increased steadily

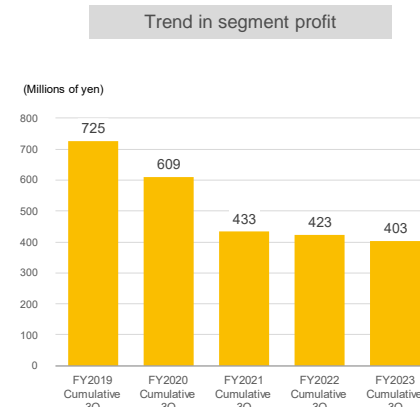
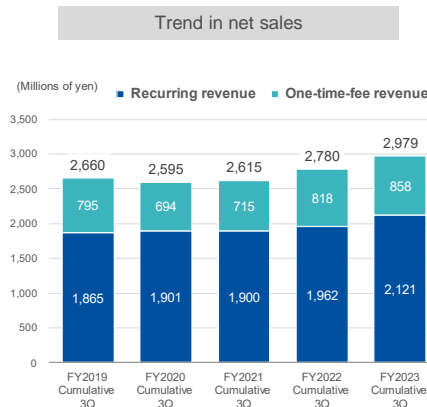
Issues with solutions expansion

- Sales of COCOMU Co., Ltd., a newly consolidated subsidiary, contributed to operating results. 4Q faced issues as revenue recognition was concentrated in 2Q and 3Q.
- Solution sales such as those for services related to employment and EQ were sluggish, despite option sales and other sales remaining strong and one-time-fee revenue increasing.
- Profit decreased as expenses due to continuous updates of ADVANTAGE Well-being DXP, such as amortization of software, increased. Costs such as amortization of goodwill for Resily Co., Ltd., a newly consolidated subsidiary, also increased.

(Millions of yen)	FY2022 Cumulative 3Q	FY2023 Cumulative 3Q	YoY
Net sales	2,780	2,979	+ 7.2%
Expenses	2,356	2,576	+ 9.3%
Segment profit	423	403	- 4.8%
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.

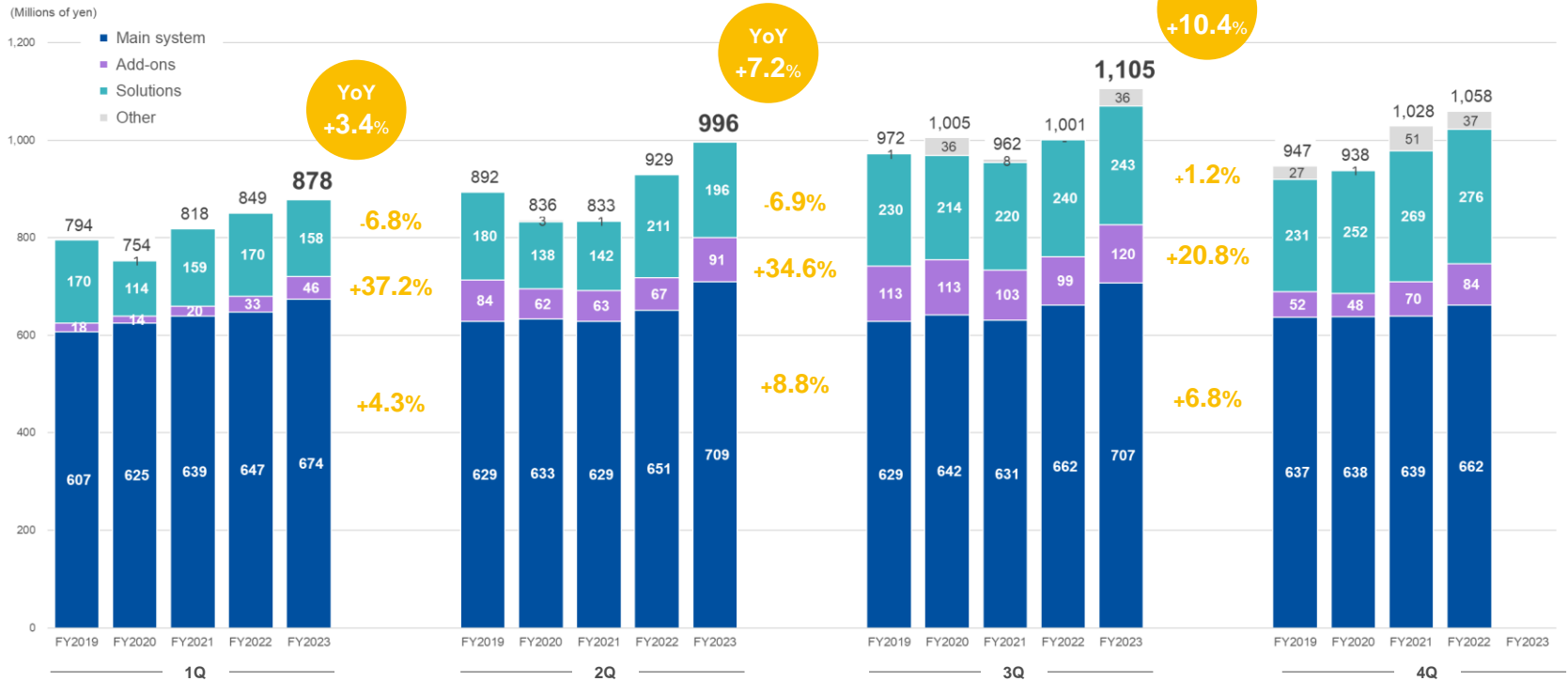
(*) Mainly selling, general and administrative expenses for administrative and other departments that do not belong to any reportable segment



Mental Health Management Service

Sales Trends by Product

- ADVANTAGE TOUGHNESS has been successful in acquiring new contracts and sales grew. Sales contributions of the newly consolidated subsidiary COCOMU Co., Ltd. have also boosted sales growth. COCOMU Co., Ltd.'s sales recognition was weighted toward 2Q and 3Q which created a temporary initial boost, and this effect has diminished in 4Q.

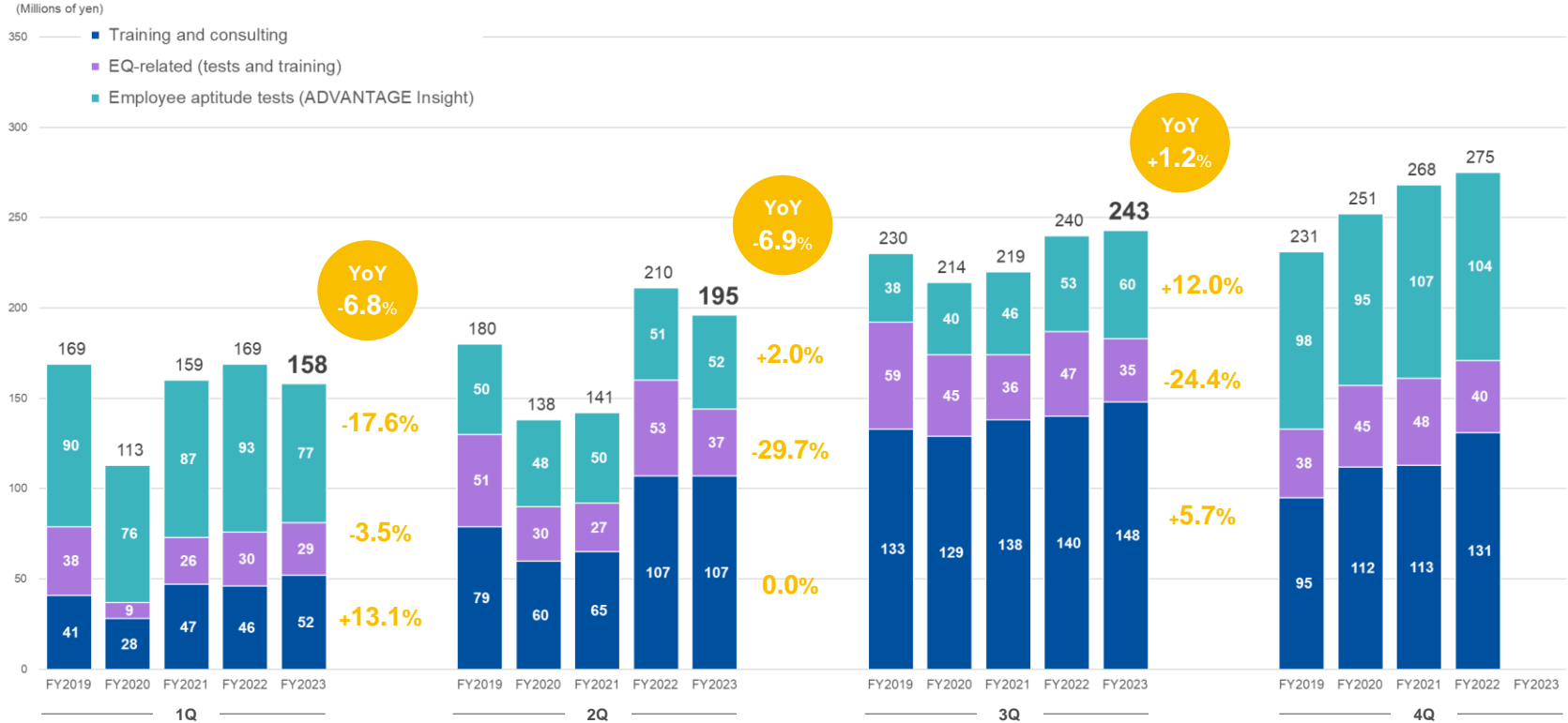


*Main system: System usage fees of main stress checkup system (TOUGHNESS series and COCOMU) and ADVANTAGE Well-being DXP/pdCa/Resily, etc.

Mental Health Management Service

Trends in Solution Sales

- Solutions overall greatly fell below projections and continued to face a tough contest as evident in sales of ADVANTAGE INSIGHT employee aptitude tests still struggling despite showing signs of recovery and sales of EQ-related services remaining sluggish despite relatively robust performance in training and consulting.



Health and Productivity Management Service

Summary of Financial Results

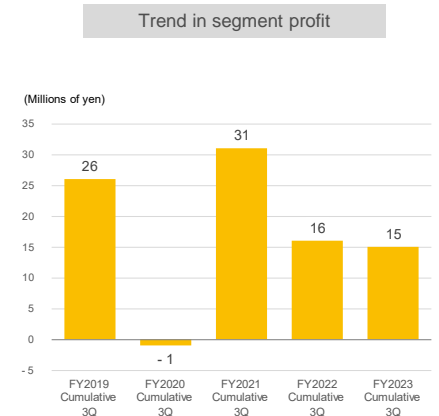
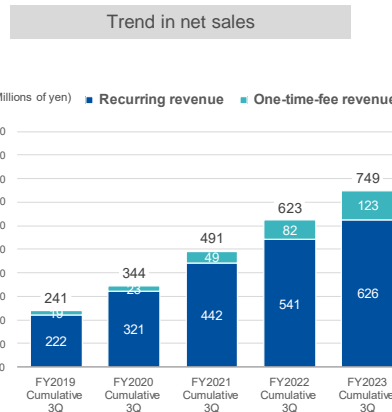
Net sales **+20.2%** YoY

Progress on plans was delayed for certain services, despite a high growth rate continuing, backed by corporate demand for promotion of health and productivity management and the trend to digitalize health checkup results

- Acquisitions of new contracts for adoption of health checkup system have been successful, backed by the need for promoting digitalization of health checkup data.
- Growth slowed as acquisitions of new contracts struggled, despite the occupational physician / public health nurse service remaining robust.
- Usage rates of the Smart Life Program (specified health guidance) fell below expectations.
- Profit decreased as fixed costs increased due to increased expenses for business expansion, including personnel expenses.

(Millions of yen)	FY2022 Cumulative 3Q	FY2023 Cumulative 3Q	YoY
Net sales	623	749	+ 20.2%
Expenses	607	734	+ 20.9%
Segment profit	16	15	- 5.0%
Operating profit	- 42	- 51	-

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



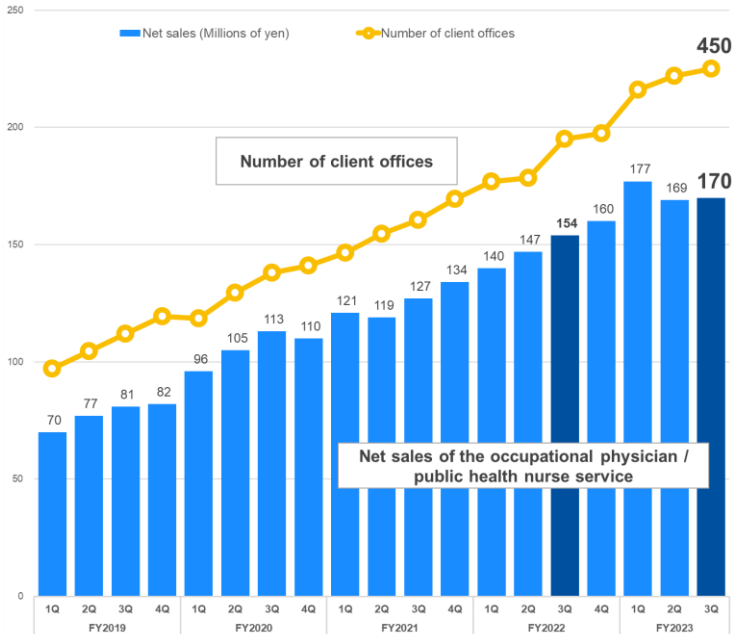
Health and Productivity Management Service

Sales Trends by Product

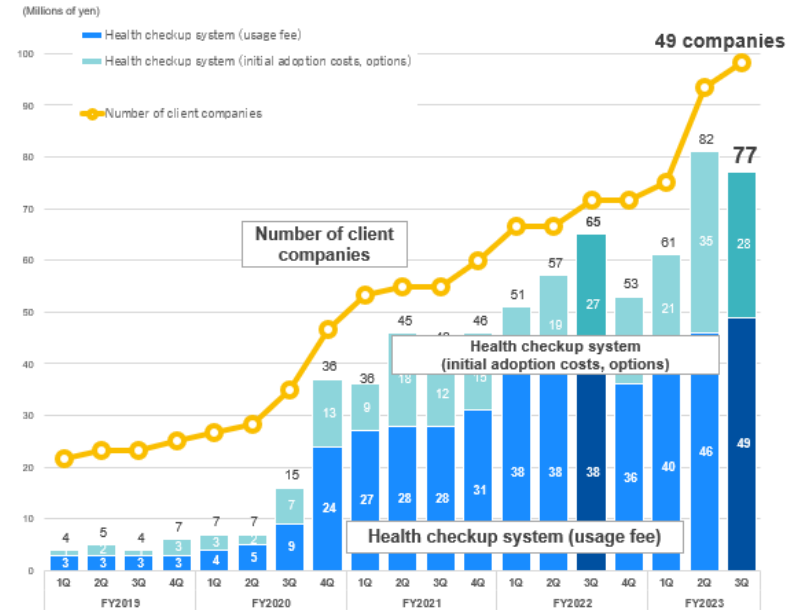
- The occupational physician / public health nurse service experienced slowing growth as it struggled with acquisitions of new contracts.
- New adoption of the health checkup system remained strong.

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

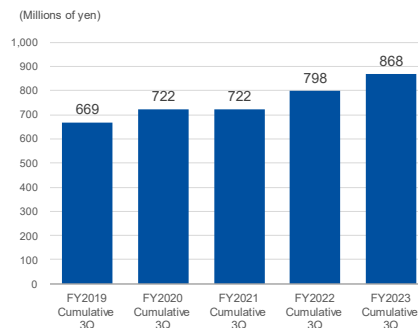
Net sales increased by **8.8%** YoY

- 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.

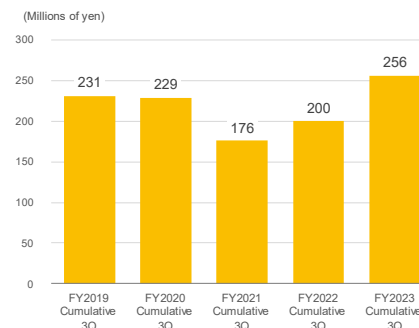
(Millions of yen)	FY2022 Cumulative 3Q	FY2023 Cumulative 3Q	YoY
Net sales	798	868	+ 8.8%
Expenses	597	611	+ 2.3%
Segment profit	200	256	+ 28.2%
Operating profit	100	156	+ 55.2%

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

Trend in net sales

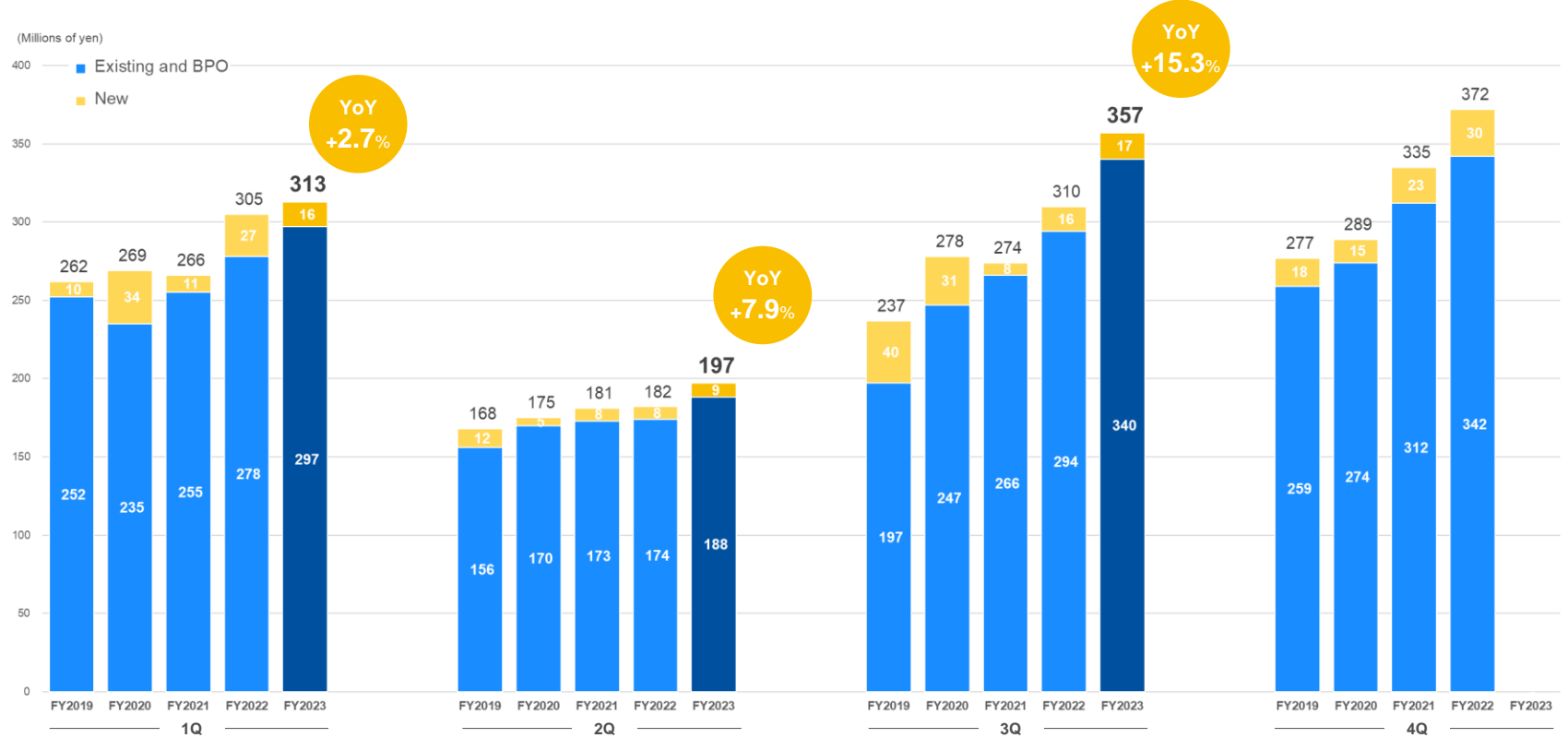


Trend in segment profit



LTD Service Sales Trends by Quarter

- Acquisitions of new contracts remained robust and continued to grow. Existing sales saw significant growth, such as increased compensation in response to the extension of retirement ages at client companies.



Work-Life Balance Support Service

Summary of Financial Results

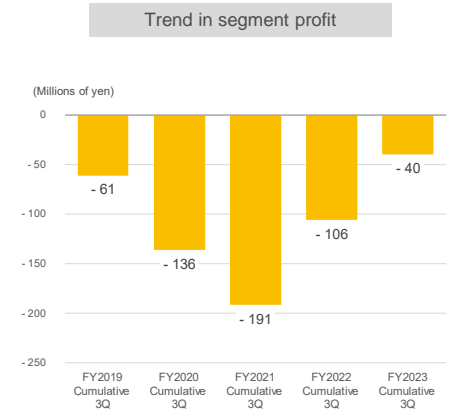
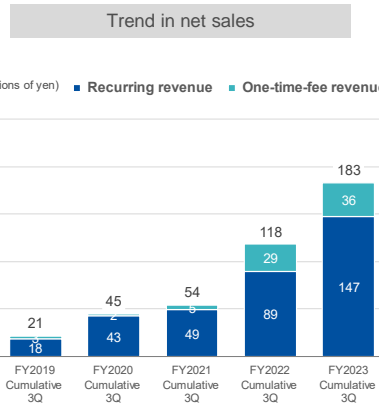
Net sales grew by **55.0% YoY**

Steady increase in new contract acquisitions, and deficits were reduced
 Meanwhile, progress was delayed with service adoption timings being pushed back

- Although acquisitions of new contracts remained strong and recurring revenue also increased steadily, delays occurred in service adoption timings.
- Although new adoptions fell below projections, there is a high need for eRework.
- 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 Cumulative 3Q	FY2023 Cumulative 3Q	YoY
Net sales	118	183	+ 55.0%
Expenses	224	223	- 0.5%
Segment profit	- 106	- 40	-
Operating profit	- 127	- 62	-

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

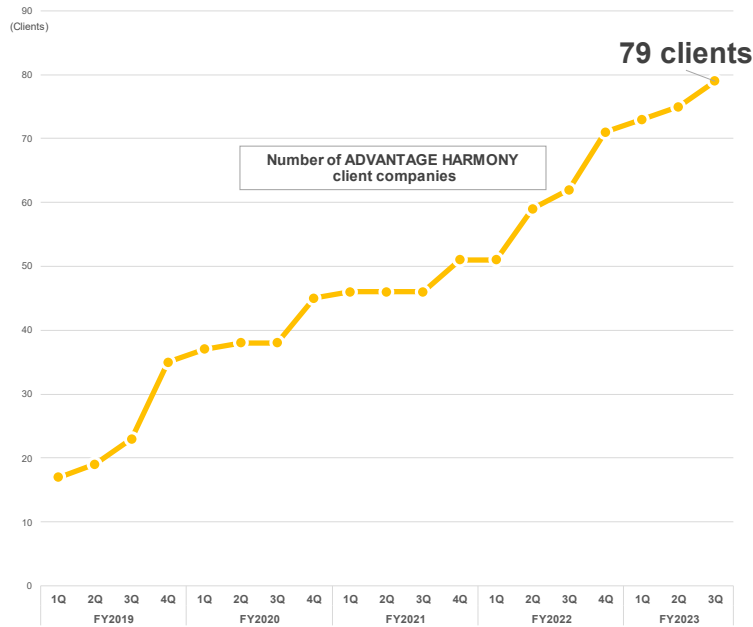


Work-Life Balance Support Service

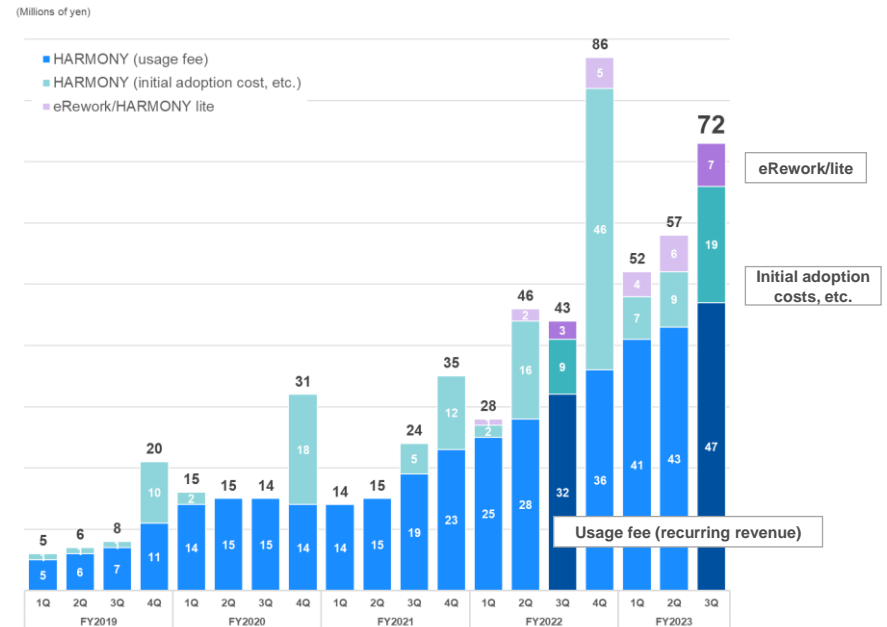
Adoption of ADVANTAGE HARMONY and Sales Trends

- Although the number of client companies steadily increased, delays occurred in service adoption timings. Sales from usage fees (recurring revenue) also increased steadily.

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 **4.5% YoY**

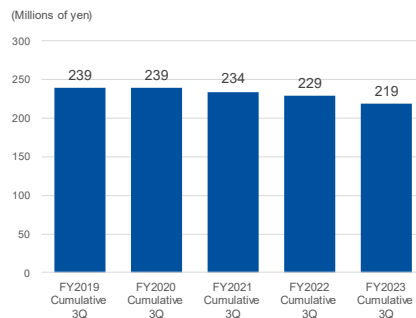
Generally as planned

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

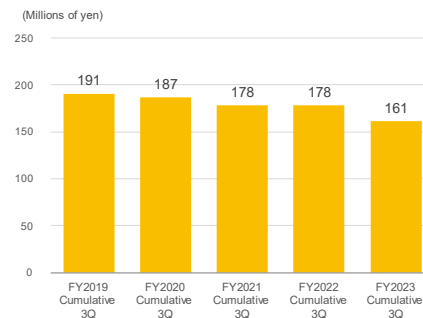
(Millions of yen)	FY2022 Cumulative 3Q	FY2023 Cumulative 3Q	YoY
Net sales	229	219	- 4.5%
Expenses	51	57	+ 12.8%
Segment profit	178	161	- 9.4%
Operating profit	159	143	- 10.0%

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

Trend in net sales



Trend in segment profit



04

Topics



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1. **Progress in Introducing the Company's Services to Large-scale Companies**
2. **Release of new services and packages**

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」を提供する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いとするプラットフォームや、解雇施策としての各種リユースに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に結びつけ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、従業員の意識改革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がとなりました。

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」が場所に関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、たいへん評価いただきました。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、本社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/cc/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係、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も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/cc/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。経営陣に対して「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、各種分析・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、全社の生産量や平均値を容易に比較でき、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/cc/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。リスクにわたる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(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.

企業に未来基準の元気を!



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
社員が私傷病で休業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「ハイブーン」(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、「人材を大切にすることをア・ビュー(人材を大切にすれば、人材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「人材を大切にすることをア・ビュー」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。

「生きる」を創る。


企業に未来基準の元気を!



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ができるいきいきと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」に「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プロセスが、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)
今年「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共有が図れると同時に、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。

Progress in Introducing the Company's Services to Large-scale Companies - 3Q

Provided support in realizing health and productivity management for ROHM Co., Ltd. through the Company's main services, ADVANTAGE TOUGHNESS and ADVANTAGE Well-being DXP.

企業に未来基準の元気を!



2023年12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
(東証スタンダード コード 8769)

ローム株式会社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

～サーベイの集約により課題把握の効率化、実質的な健康経営実現を支援～

株式会社アドバンテッジリスクマネジメントは、ローム株式会社（以下、ローム）にストレスチェックサービス「アドバンテッジ タフネス」と各種健康データ等を集約す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」を提供することをお知らせいたします。

ロームでは、サステナビリティ重点課題の1つに「従業員の安全と健康の確保」を掲げ、「ヒト」を最も重要な経営資源と捉えて、安全に、心身ともに健康で働ける環境を目指し、健康経営を推進されています。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」にも6年連続で認定されています。

このたび当社は、ロームのストレスチェック実施対象従業員約4,000名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、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。



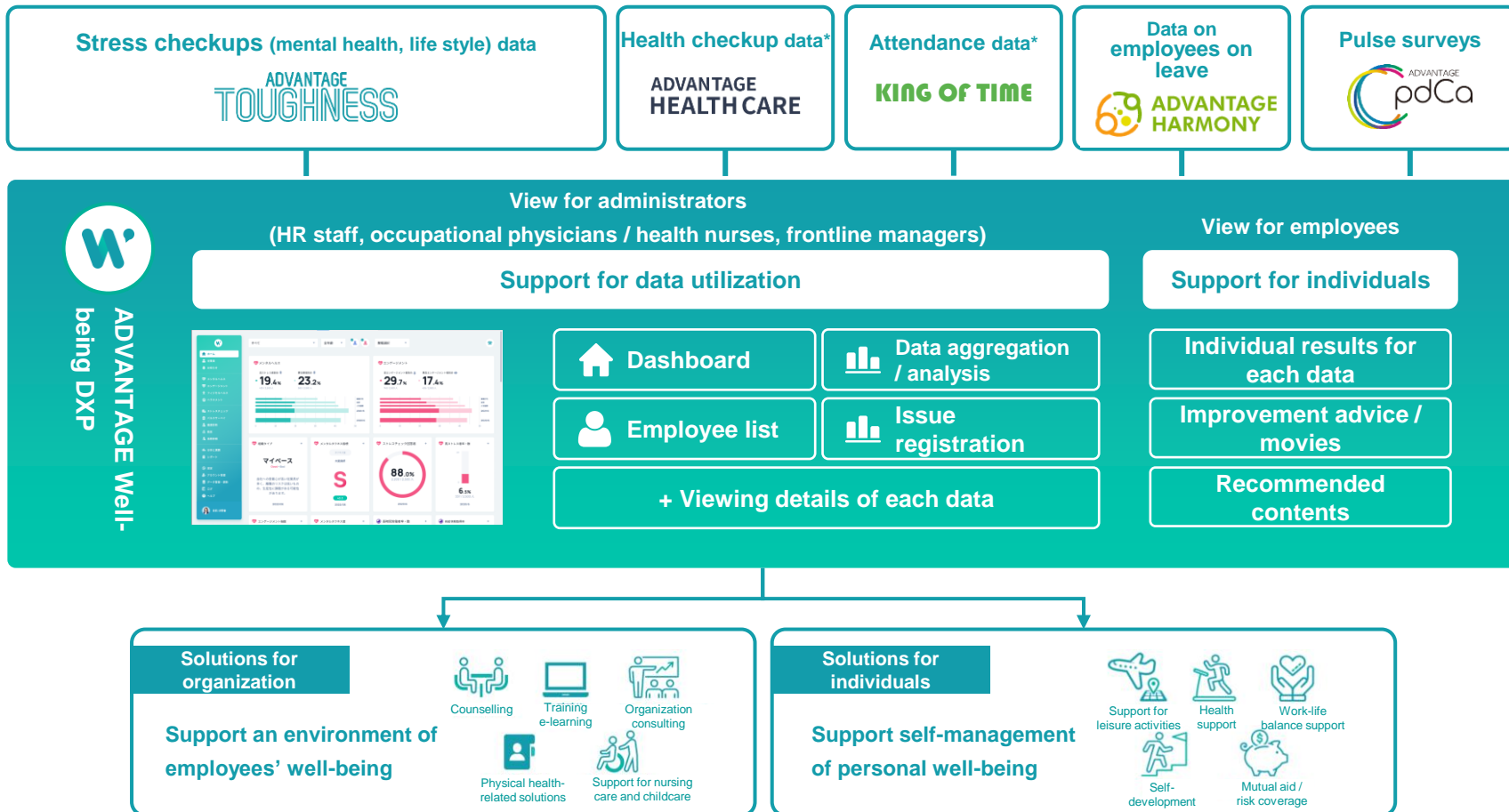
Aim of introducing the Company's services

Introduced the Company's services ADVANTAGE TOUGHNESS and ADVANTAGE Well-being DXP with the aim of improve efficiency in identifying issues by consolidating surveys to realize substantial health and productivity management.

Highly-rated points

- 1) Integrating surveys leads to improving efficiency in identifying issues
- 2) Functions for approaching individual employees are well developed and facilitate ability to promote awareness of self care
- 3) Data consolidation on the DX platform facilitates ability to perform more in-depth analysis

ADVANTAGE Well-being DXP - Overview



Progress in Introducing the Company's Services to Large-scale Companies - 3Q

FamilyMart Co., Ltd. introduced eRework with the aim of strengthening comprehensive mental health measures for all parties, from the employees returning to work to the locations accepting returning employees.

企業に未来基準の元気を!



2023年11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
(東証スタンダード コード 8769)

ファミリーマートがクラウド型復職/両立支援システム「eRework」を導入

～復職する本人だけでなく受け入れ先もケア、コンテンツを活用して体制強化へ～

株式会社アドバンテッジリスクマネジメントは、株式会社ファミリーマートに、クラウド型復職/両立支援システムのオンラインリワークプログラム「eRework(イーリワーク)」を提供したことをお知らせします。

うつ病等のメンタル不調による休業者から復職の申し出があった際は、主治医の診断が企業による復職判断に大きな影響を与えます。しかし主治医により復職可能と判断された場合であっても、会社が業務遂行可能とするレベルにはギャップが生じるケースがあります。休業者は収入面の不安や休職期限が迫っていることへの焦りなどから、回復が不十分なまま復職をしてしまい、再発に至ってしまうことも少なくありません。

ファミリーマート社は、かねてより産業保健スタッフの体制構築や復職プログラムの整備を推進し、休業者へのフォロー体制を整えてきました。このたび、「休業者と受け入れ先に向けたメンタルヘルス対策を強化したい」という同社のニーズに合致し、「eRework」を導入いただきました。

あなたと、コンビニ、


Aim of introducing the Company's services

Introduced the Company's eRework service with the aim of strengthening mental health measures for employees returning from leaves of absence in addition to measures for locations accepting returning employees.

Highly-rated points

- 1) eRework leads to learning basic information on the mental health of employees on leaves of absence and the prevention of recurrence
- 2) e-learning available for those in management positions as methods for establishing systems for locations accepting returning employees
- 3) e-learning is based on cognitive behavioral therapy that facilitates application in the prevention of mental health disorders before they materialize

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

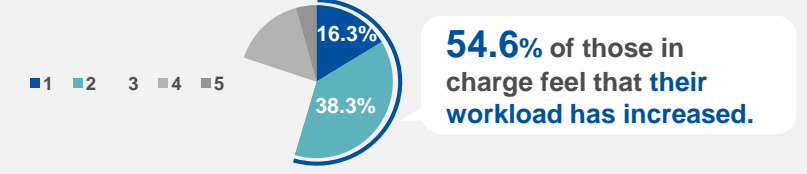


Supervisors e-learning course available in preparation for acceptance

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?**



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%**

1. Progress in Introducing the Company's Services to Large-scale Companies
2. Release of new services and packages

Started Offering Advertisement Service for Sampo Lab, an Online Community for Occupational Health Staff

Provided support for promotions targeting occupational health staff through advertisement services that utilize Sampo LAB's ability to spread information through reviews and word-of-mouth.

企業に未来基準の元気を!



2023年11月27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
(東証スタンダード コード 8769)

登録者数 2,000 名突破!

産業保健スタッフのオンラインコミュニティ「さんぽ LAB (ラボ)」、広告サービスを開始

～口コミ拡散力を強みに、産保スタッフ向けプロモーションを支援～

株式会社アドバンテッジリスクマネジメントは、昨年 5 月に開設した産業保健スタッフ(以下、「産保スタッフ」)を対象としたオンラインコミュニティ「さんぽ LAB(ラボ)」において、バナー広告の掲載をはじめとした産保スタッフ向けの広告サービスの提供を開始することをお知らせいたします。

「さんぽ LAB」は産業医や看護職(看護師・保健師等)に加え、心理職なども含めた、産業保健に関わる有資格者すべてを対象とするオンラインコミュニティです。産保スタッフ同士が活発にコミュニケーションを取りあい、情報交換の場として活用できるプラットフォームをめざし、2022 年春に開設いたしました。コロナ禍における「学会や勉強会のオンライン化により直接会って情報交換する機会が減った」「ナレッジを共有する機会が減った」という状況下でニーズがマッチし、開設から 1 年半が経過した現在、ユーザーが 2,000 名を超えるコミュニティとなっています。月間のアクティブユーザー率は 40%と高く、口コミによる新規登録者も多いことから、情報の拡散も支援できると考え、広告サービスを新たに提供することとなりました。産保スタッフ向けのイベントや情報提供を行いたい企業や団体を対象に当サービスを提案いたします。

Three characteristics of Sampo LAB

- Established in May 2023 based on three main characteristics as follows.
 - 1) Place for occupational health staff to exchange information
 - 2) Well-developed content that is useful on front lines
 - 3) Private recruitment for occupational physicians / health nurses
- Reached 2,000 registered users approximately six months after establishment.

Advertisement service overview

- Started the new provision of advertising services based on the idea that the high rate of active monthly users and large number of new registered users will facilitate the ability to support the spread of information.
- Supplies the following services for companies and organizations looking to provide events and information for occupational health staff.
 - 1) Banner advertisements
 - 2) Targeted PR
 - 3) Support for attracting visitors to events
 - 4) Distribution of surveys

Started Offering ADVANTAGE HARMONY's Labor and Social Security Attorney Package

Started offering ADVANTAGE HARMONY's labor and social security attorney package as a tool for supporting social insurance procedures for labor and social security attorney law firms.

社労士事務所向け、育児休業に関する社会保険手続き支援ツール 「ADVANTAGE HARMONY」『社労士パッケージ』の提供を開始

～休業法改正から1年 増える育児取得者への対応を円滑化～



2023年11月28日

株式会社アドバンテッジリスクマネジメントは、休業者管理業務支援クラウド「ADVANTAGE HARMONY（アドバンテッジハーモニー）」より、社会保険労務士(以下、社労士)事務所を対象とした「社労士パッケージ」の提供を開始することをお知らせします。当パッケージは、育児取得者の社会保険手続きにかかわる機能に特化し、社労士事務所・クライアント企業間、さらにはその先の育児取得者とのコミュニケーションの円滑化を目的としたものです。

当社はかねてより、企業や団体を対象に、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」を提供しています。導入企業のご担当者からは「休業者情報の管理や書類共有が効率化した」「休業者とのコミュニケーションが円滑になった」と評価をいただいています。一方で、企業と社労士事務所間のやり取りは依然として紙やメールでのやり取りが続いており、育児・介護休業法の改正を受けて増加する育児取得者への対応が煩雑化していました。

このような課題解決に向け、OURS小職社会保険労務士法人と社会保険労務士法人パーソネルワークスの協力を得て、社労士事務所とそのクライアント企業をワンストップでつなぐ「社労士パッケージ」を開発し、提供することとなりました。

本パッケージは「ADVANTAGE HARMONY」をベースに、企業人事と社会保険労務士のデータ連携や育児休業等に関する社労士業務の効率化を実現する社労士事務所専用ツールとなります。本パッケージを利用する社労士事務所は、自所のクライアント企業における育児休業管理に利用できるほか、休業者管理に関するシステム化ニーズの高いクライアント企業に対しては社労士事務所が販売代理店としてフルスペック版となる「ADVANTAGE HARMONY」を提供することができます。

Background of developing the new package









- Interactions between companies and labor and social security attorney law firms remains inefficient even as the number of employees taking childcare leave continues to increase following the amendment to the Childcare and Caregiver Leave Act.
- In response to this background, the labor and social security attorney package was developed with the cooperation of labor and social security attorney corporations (*) as a one-stop solution to connect labor and social security attorney law firms with those client companies.

* OURS Koiso Labor and Social Security Attorney Corporation and Personnel Works Labor and Social Security Attorney Corporation

Functions available through labor and social security attorney package

- 1) To-do list creation function specialized for social insurance procedures
- 2) Function for communication between and with companies and employees on leaves of absence
- 3) Function for submitting various applications
- 4) Receipt and delivery of various documents
- 5) Database that can be easily linked to major social insurance and labor systems

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

企業に未来基準の元気を!



Disclaimer

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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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