

Financial Results Briefing Materials for Second Quarter of Fiscal Year Ending March 31, 2023

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

November 4, 2022



企業に未来基準の元気を！





AGENDA

01 Overview of Financial Results

02 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

03 Topics

01

Overview of Financial Results



Summary of Consolidated Financial Results for FY2022 1H

Recovered double-digit growth for the first time in four years

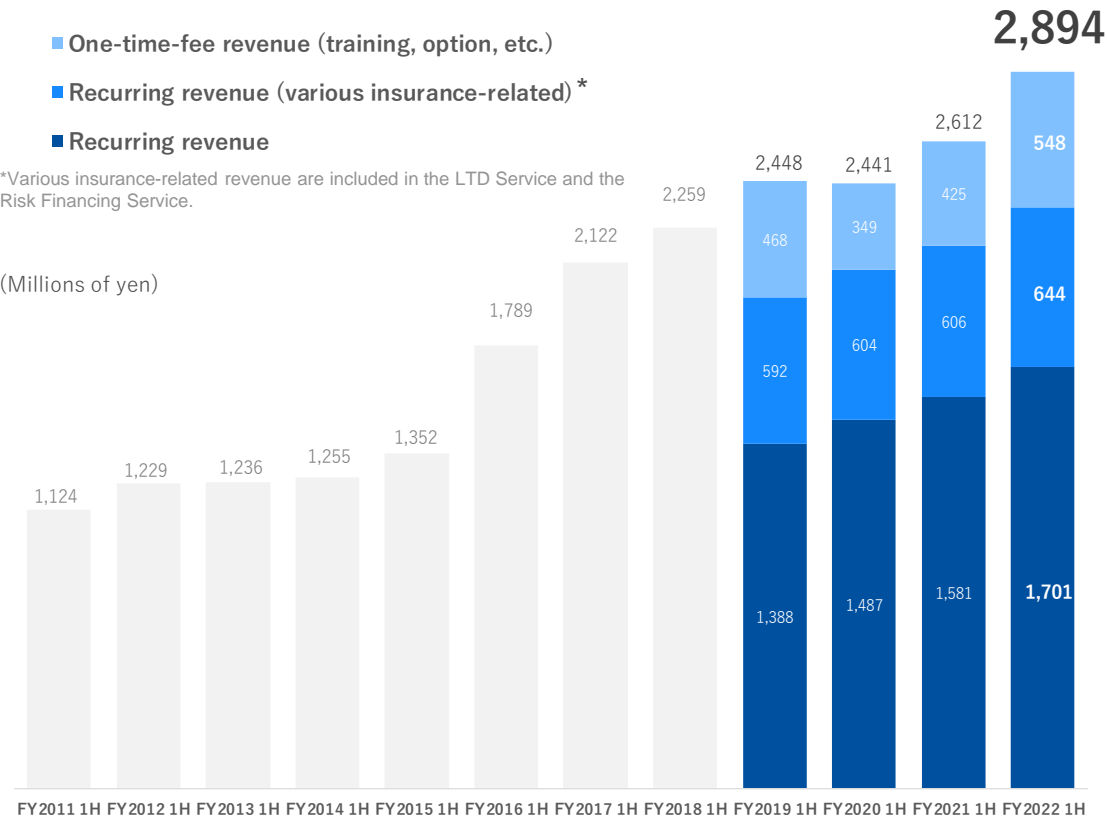
Net sales of 2,894 million yen: Increased by 282 million yen YoY (% change +10.8%), remaining robust in all services

Ordinary profit of 7 million yen: Returned to the black despite continued growth investments and increased expenses due to business expansion (28 million yen increase YoY)

(Millions of yen)	FY2021 1H		FY2022 1H		YoY	
	Results	Component of net sales	Results	Component of net sales	Change	% Change
Net sales	2,612	—	2,894	—	+ 282	+ 10.8%
Operating profit	-15	-0.6%	13	+0.5%	+ 28	—
Ordinary profit	-21	-0.8%	7*	+0.2%	+ 28	—
Profit attributable to owners of parent	-28	-1.1%	-16	-0.6%	+ 12	—

*The net loss for FY2022 1H was due to valuation of investment securities of 3.8 million yen and total income taxes of 19.8 million yen recorded in extraordinary losses.

Net Sales Trends for Cumulative 2Q

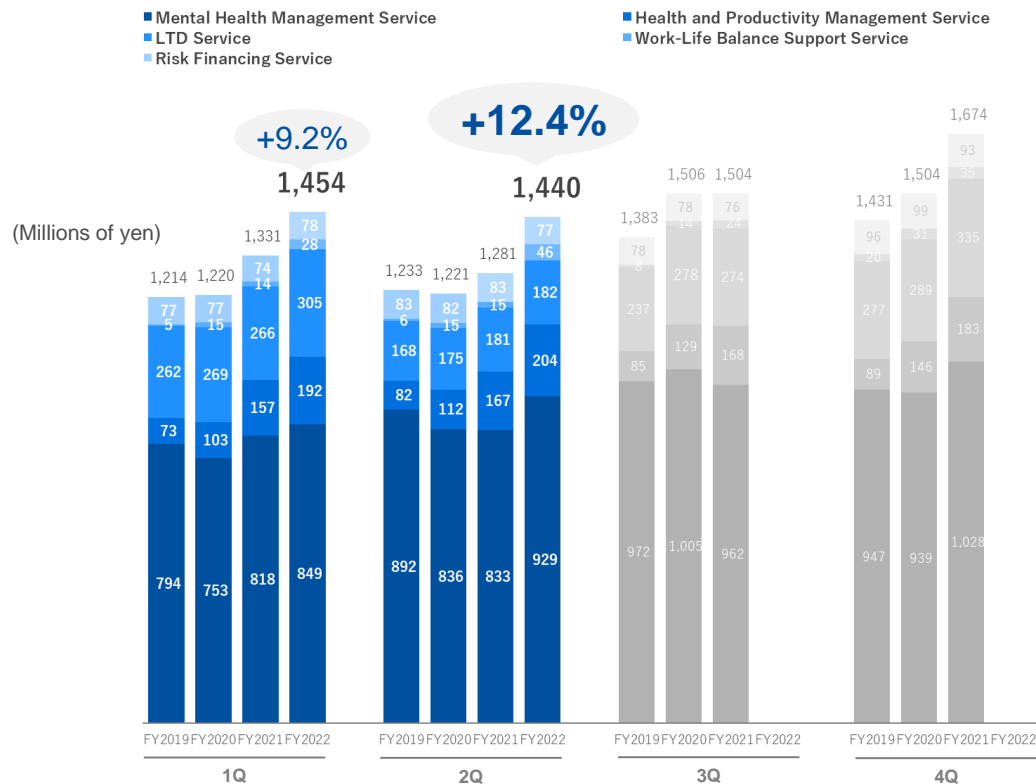


10.8% increase YoY

In all services, **recurring revenue continued to increase steadily** as acquisitions of new clients remained robust.

After recovering from the impact of the COVID-19 pandemic, **one-time-fee revenue**, including training-related solution sales, **increased, exceeding sales before the pandemic.**

Trends by Quarter Net Sales by Business

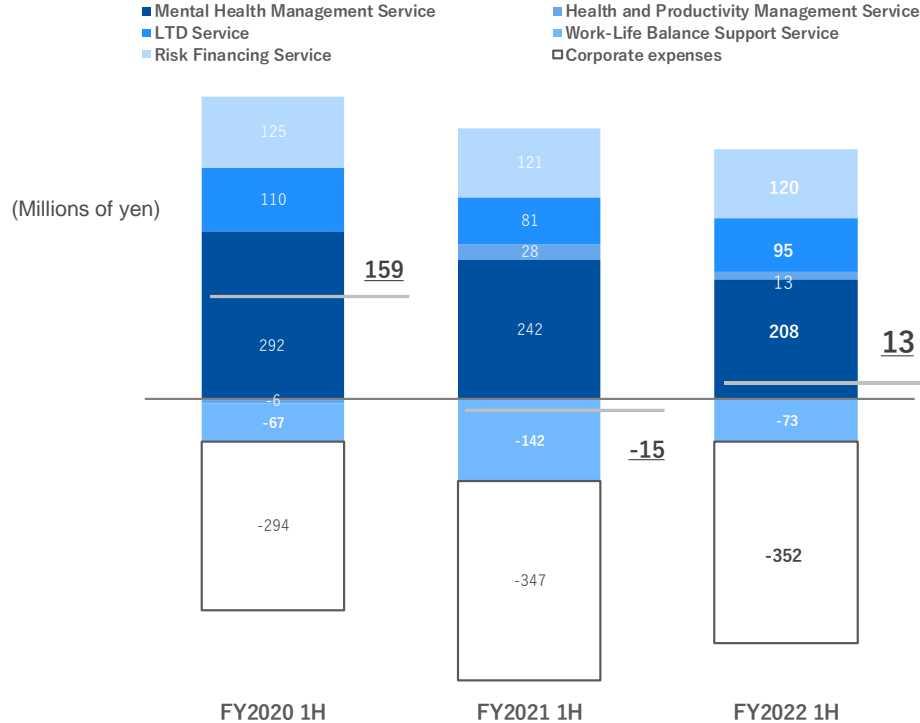


Net sales in 2Q increased
by **12.4%** YoY
Solution sales remained strong

Sales of both ADVANTAGE TOUGHNESS in the Mental Health Management Service and Group Long Term Disability Supplemental Income Insurance (GLTD) in the Disability Support Service remained robust. Sales of solutions such as training services increased, exceeding sales before the COVID-19 pandemic.

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.

Trends in Operating Profit by Business for Cumulative 2Q



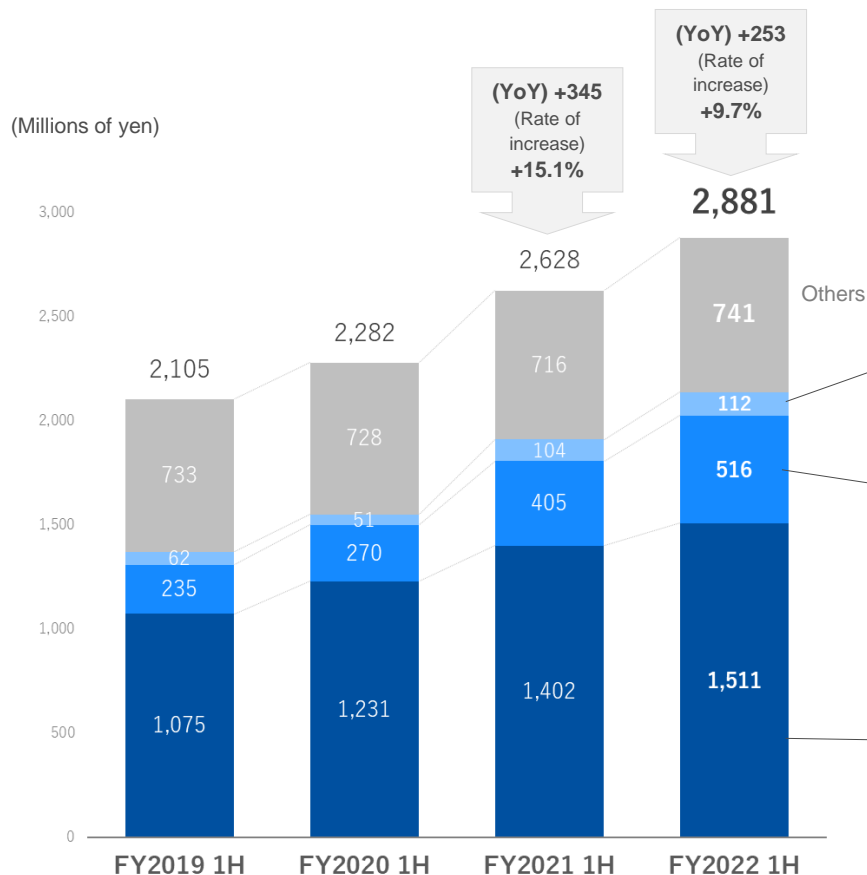
**Operating profit increased YoY
to 13 million yen
(28 million yen increase YoY)**

Operating profit increased YoY as a result of sales growth, despite increased corporate expenses, including investment in systems based on our growth strategies and increased personnel expenses due to business expansion.

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.

Trends in Composition of Expenses for Cumulative 2Q



Expenses increased YoY due to implementation of planned investment in growth, but the rate of increase in expenses declined
(253 million yen increase YoY)

Marketing costs for enhancing marketing

Continued to enhance promotion programs, sales promotion programs, etc.

System-related expenses for enhancing products

Continued to invest in growth as planned, including improvement of existing services and development of ADVANTAGE Well-being DXP. Increased system-related expenses such as amortization expenses for software and server / maintenance costs associated with the increase in the number of users.

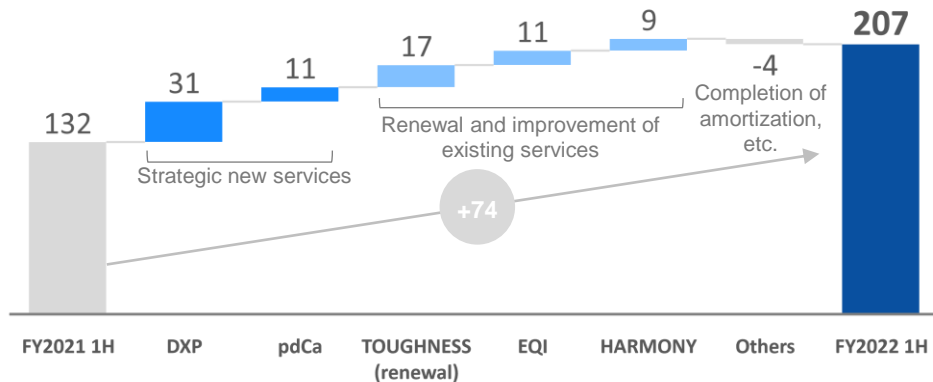
Personnel expenses for enhancing human resources

Reinforced IT personnel required for system development and hired employees to expand each service.

System-related Expenses YoY

(Millions of yen)

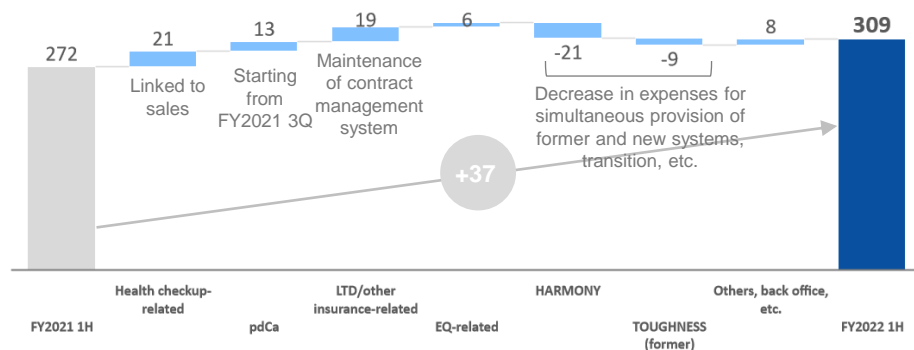
Amortization of software



Amortization expenses for software increased due to growth investment

- Amortization expenses increased for the system renewal for ADVANTAGE TOUGHNESS, improvement of existing main services such as EQ-related solutions, and new services including ADVANTAGE Well-being DXP and ADVANTAGE pdCa.

System-related expenses



- In system-related expenses, **health checkup system-related costs (variable costs)** increased due to increased sales in the Health and Productivity Management Service.
- On the other hand, amortization expenses for the former ADVANTAGE TOUGHNESS, system transition expenses for ADVANTAGE HARMONY, and system-related expenses for the former HARMONY decreased.

Consolidated Balance Sheet and Consolidated Cash Flow Statement

· **Total assets increased by 398 million yen from the end of the previous fiscal year to 6,077 million yen**, mainly due to an increase in intangible assets. **Net assets decreased by 179 million yen to 3,245 million yen** in 2Q due to the current net loss and dividends.

Consolidated balance sheet

(Millions of yen)	FY2021	FY2022 1H
Current assets	2,204	2,268
Cash and deposits	717	922
Accounts receivable – trade	919	805
Other	566	540
Non-current assets	3,474	3,808
Property, plant and equipment	198	181
Intangible assets	1,758	2,120
Investment securities	1,200	1,184
Other	317	322
Total assets	5,678	6,077
Liabilities	2,253	2,831
Net assets	3,425	3,245
Shareholders' equity	3,374	3,194
Equity-to-asset ratio	59.4%	52.6%

· **Free cash flows went into the black at 374 million yen** despite a YoY increase in purchase of intangible assets due to system development for growth investment.

Consolidated statement of cash flows

(Millions of yen)	FY2021 1H	FY2022 1H
Cash flows from operating activities	703	910
Profit (loss) before income taxes	-21	3
Depreciation	152	224
Other	573	682
Cash flows from investing activities	-1,583	-535
Purchase of investment securities	-1,177	—
Purchase of intangible assets	-403	-536
Other	-2	0
Cash flows from financing activities	-469	-169
Net increase (decrease) in cash and cash equivalents	-1,348	204
Ending balance of cash and cash equivalents	1,407	922
Free cash flows	-879	374






02

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 cumulative 2Q in FY2022	
Mental Health Management Service		<ul style="list-style-type: none"> Sales of ADVANTAGE TOUGHNESS remained robust. Solution sales recovered from the slump due to the COVID-19 pandemic and increased by capturing needs for post-stress checkup solutions, which resulted in exceeding sales before the pandemic.
Health and Productivity Management Service		<ul style="list-style-type: none"> Both the health checkup system and the occupational physician / health nurse service continued to grow with an increase of 22.5% YoY, buoyed by market tailwinds, including corporate demand for promotion of health and productivity management and the trend to digitalize health checkup results.
LTD Service		<ul style="list-style-type: none"> The LTD service grew, showing an 8.9% increase in net sales YoY, as the number of new clients has steadily increased, although sales to large customers were partially pushed back. The market has continued to grow.
Work-Life Balance Support Service		<ul style="list-style-type: none"> The pipeline of ADVANTAGE HARMONY witnessed a robust increase, buoyed by a tailwind from the need to respond to the amendments to the Childcare and Caregiver Leave Act. There is also a high need for eRework, a support program for reinstatement.
New initiatives for future growth		<ul style="list-style-type: none"> We have promoted account-based sales through comprehensive proposals centered around ADVANTAGE Well-being DXP. As a result of our efficient sales activities, the number of companies deciding or considering adoption of multiple services increased. We have accelerated our expansion into the benefits and welfare service field through sales of ADVANTAGE WellGage and collaboration with the Life Support Club provided by RESOL LIFE SUPPORT CO., LTD.

Promoting Comprehensive Proposals Centered Around ADVANTAGE Well-being DXP

We have actively promoted comprehensive proposals to new clients, and cross-selling and upselling to existing clients. Sales efficiency was also improved.

Established a comprehensive proposal-based sales system in order to solve various management and HR issues

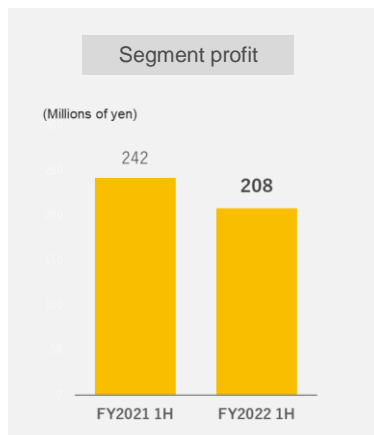
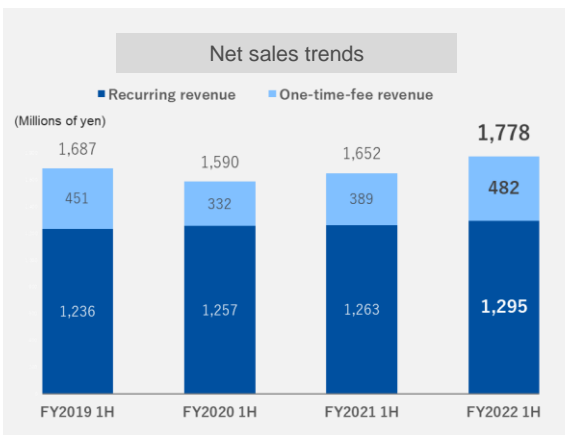
Health and productivity / human capital management	Enhancement of engagement	Anti-harassment measures	Improvement of retention rates
Need to visualize the situation first	Need to conduct organizational development and training to increase engagement	Need to focus on preventing harassment before it happens	Need to hire and develop tough human resources
Need to bolster physical measures			
Need to reduce the number of employees with mental disorders	Need to introduce systems and measures that attract employees and job seekers	Need to strengthen counseling and support after it happens	Need to detect employees at risk of resignation and follow them from an early stage
Need to develop a promotion system			



(1) Mental Health Management Service – Business Results

(Millions of yen)	FY2021 1H	FY2022 1H	YoY change
Net sales	1,652	1,778	+7.6%
Expenses	1,410	1,569	+11.3%
Segment profit	242	208	-13.9%
Operating profit	22	-8	-

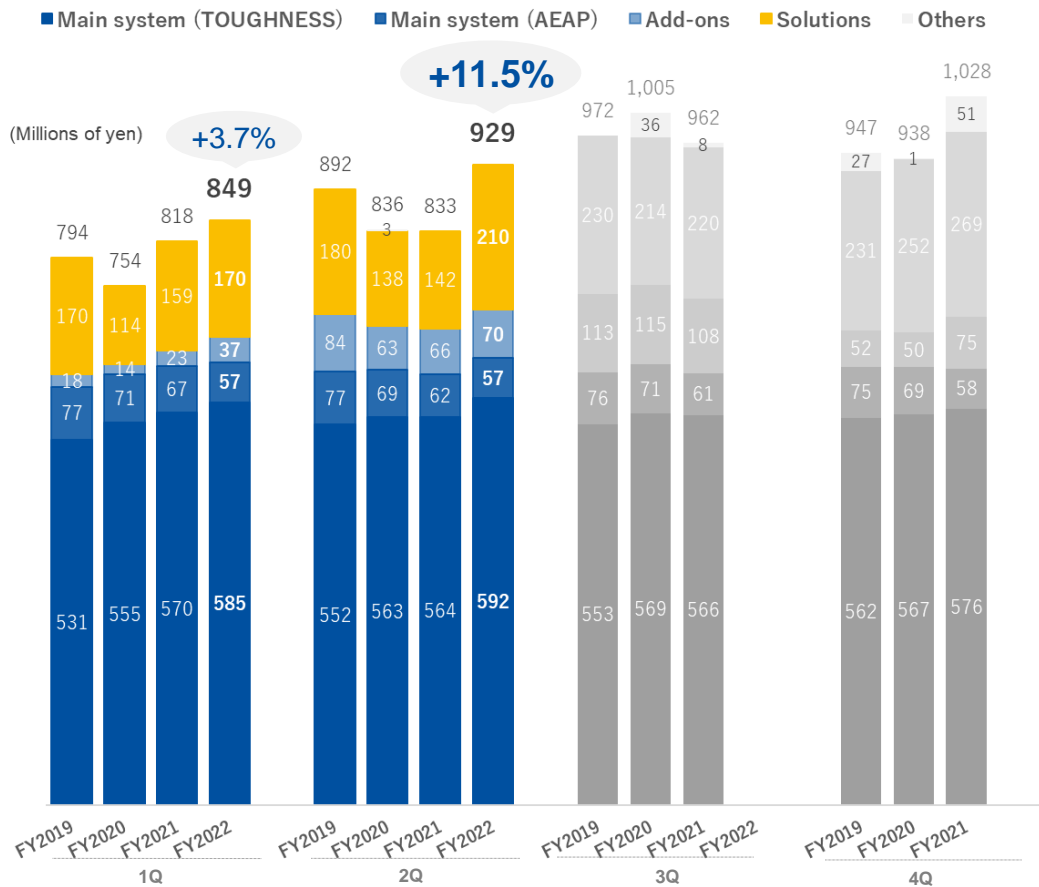
Note: Operating profit is the reportable segment profit for financial accounting purposes after allocating corporate expenses (*) on a certain basis such as the share of each business in net sales and number of staff.
 (*) Mainly selling, general and administrative expenses for administrative and other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



Results were generally as planned, showing a 7.6% increase in net sales YoY

- Acquisition of new contracts and retention of existing contracts for ADVANTAGE TOUGHNESS remained robust, which resulted in a steady increase in recurring revenue.
- As the impact of the COVID-19 pandemic decreased, solutions sales, including training sales, increased as a result of capturing the need to implement a PDCA cycle for solving issues.
- Profit declined with a YoY increase in expenses, including amortization expenses associated with the growth investments in ADVANTAGE pdCa, ADVANTAGE Well-being DXP, etc., in addition to the existing ADVANTAGE TOUGHNESS service, and increased personnel expenses due to business expansion.

(1) Mental Health Management Service – Sales Trends by Product

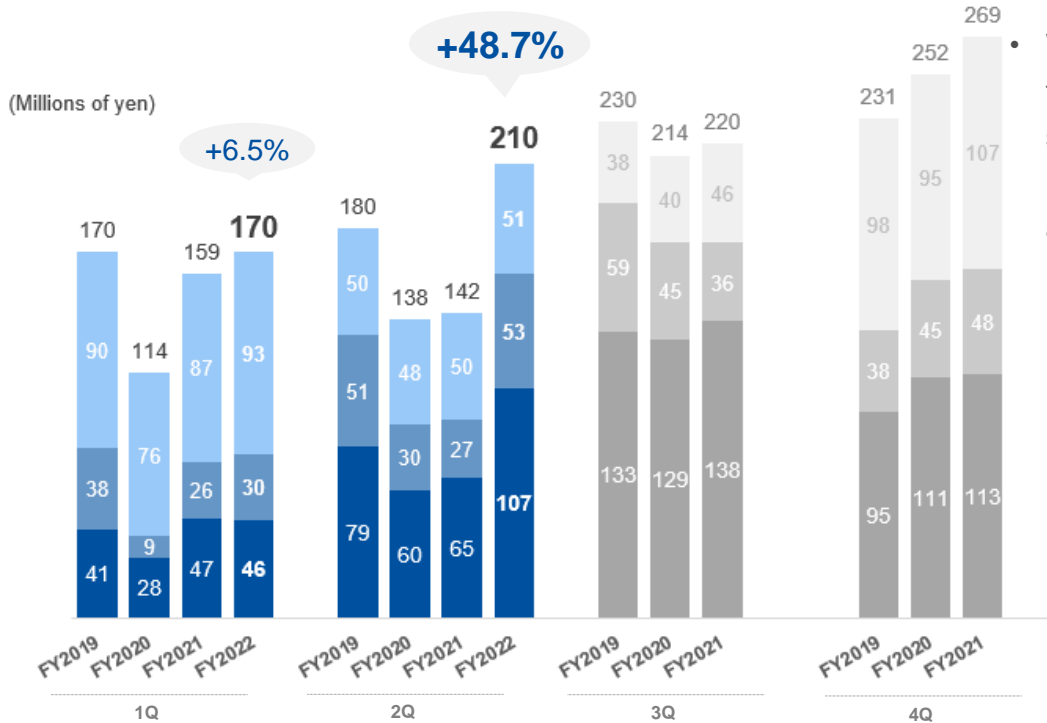


Sales in 2Q increased
by **11.5%** YoY

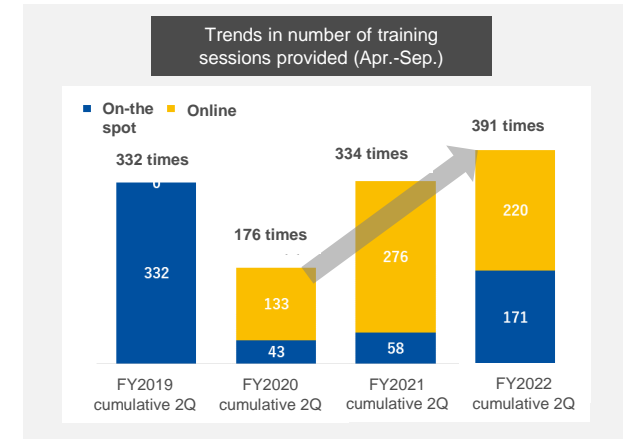
- Sales of the **main** ADVANTAGE TOUGHNESS system increased **steadily**.
- **Solution** sales increased.

(1) Mental Health Management Service – Breakdown of Solution Sales

- Training, consulting, etc. (non-EQ)
- EQ-related
- ADVANTAGE INSIGHT (aptitude tests)

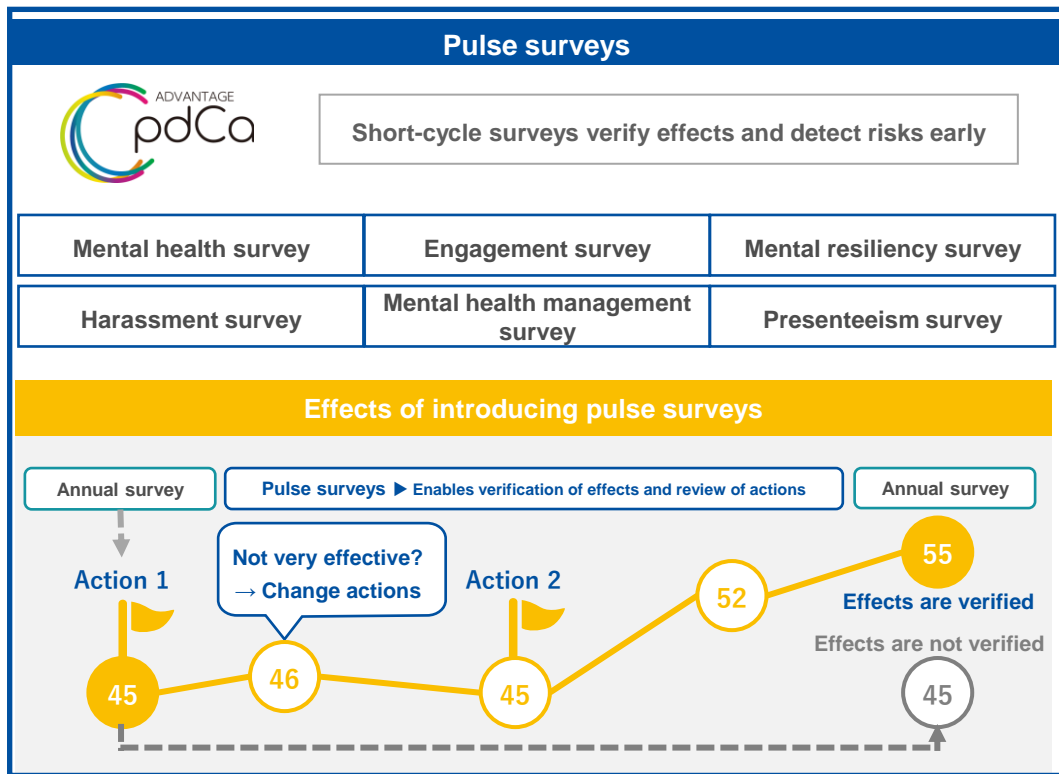
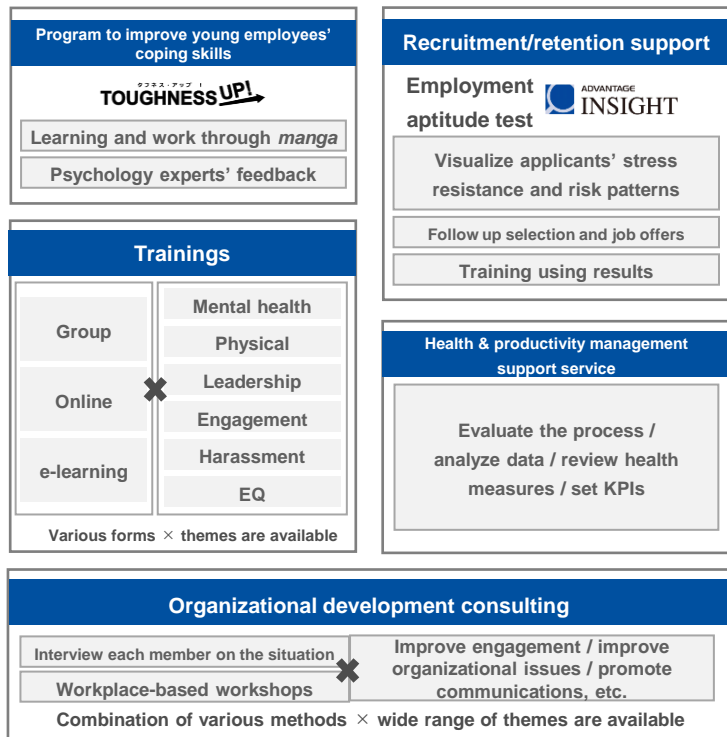


- Solution sales **increased significantly in 2Q** mainly by capturing needs for post-stress checkup solutions such as training, which resulted in a **48.7%** increase in sales YoY.
- While online trainings have taken hold, the number of face-to-face trainings has been increasing. In particular, some training programs such as **EQ (emotional management skill) training**, which are highly necessary and effective as face-to-face trainings, have recovered.



(1) Topics on Mental Health Management Service – Offered Measures to Solve Issues Mainly to Certified Health & Productivity Management Companies Including White 500 Companies → Growing Needs to Verify Effects (Outcomes) of Implemented Measures

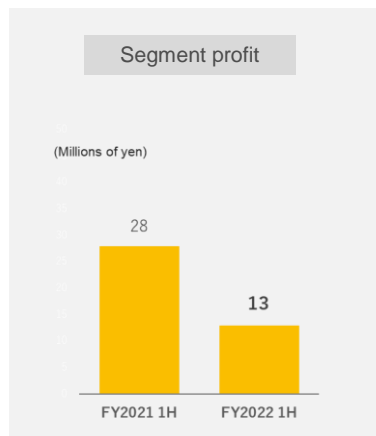
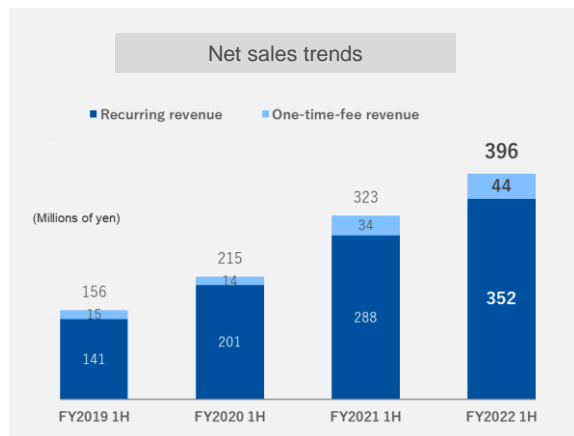
Expanding needs for services to solve HR/management issues ✕ Increasing number of companies desiring to verify effects of their measures



(2) Health and Productivity Management Service – Business Results

(Millions of yen)	FY2021 1H	FY2022 1H	YoY change
Net sales	323	396	+22.5%
Expenses	295	383	+29.7%
Segment profit	28	13	-51.8%
Operating profit	-6	-26	-

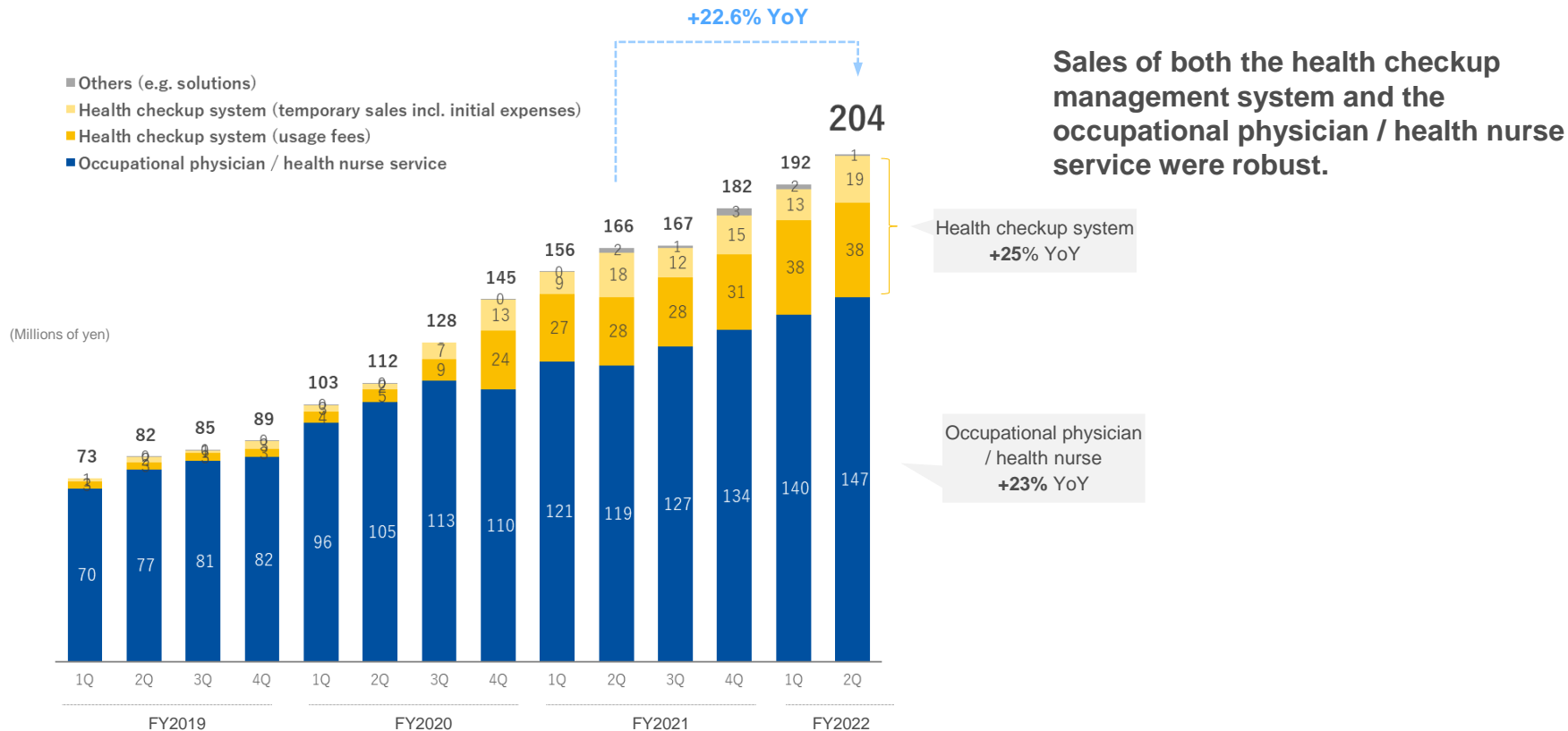
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Kept growth in net sales with an increase of 22.5% YoY

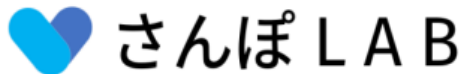
- Additional requests for the occupational physician / health nurse service, including interviews with reinstated employees and mental health consultations, increased.
- Tailwinds continue in the market, backed by corporate demand for promotion of health and productivity management and the trend to digitalize health checkup results. The health checkup management system continued to grow. The number of optional support services provided, such as the proxy input service, increased.
- Profit declined due to increased expenses for business expansion, including personnel expenses.

(2) Health and Productivity Management Service – Sales Trends by Product



(2) Topics on Health and Productivity Management Service – Established a Platform for Occupational Health Staff

- Established Sampo LAB, an online community for all professionals involved in occupational health.
- The number of registered users exceeded 800 within three months of its launch. (As of now, the number has increased to over 1,000.)
- Providing support in order to solve overall corporate occupational health issues by disseminating information on occupational health, sharing information among occupational health staff, and activating the community. In addition, contributing to the enhancement of occupational health systems of our client companies.



- Online community for the exchange of information among occupational health staff
- Japan's first platform for all qualified occupational health professionals, including not only occupational physicians and health nurses but also mental health experts



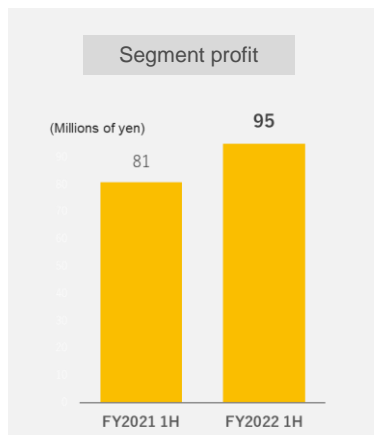
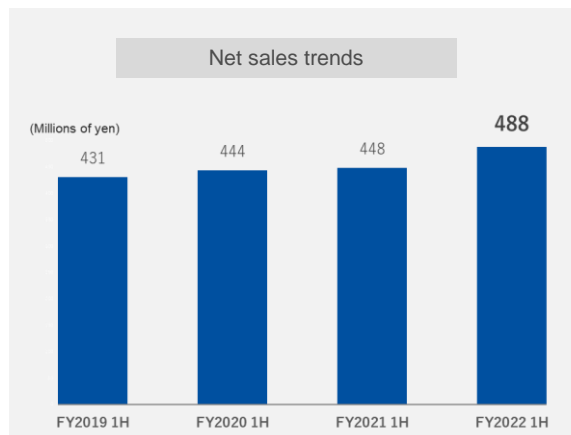
(3) LTD Service – Business Results

(Millions of yen)	FY2021 1H	FY2022 1H	YoY change
Net sales	448	488	+8.9%
Expenses	366	392	+7.0%
Segment profit	81	95	+17.2%
Operating profit	16	29	+76.3%

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

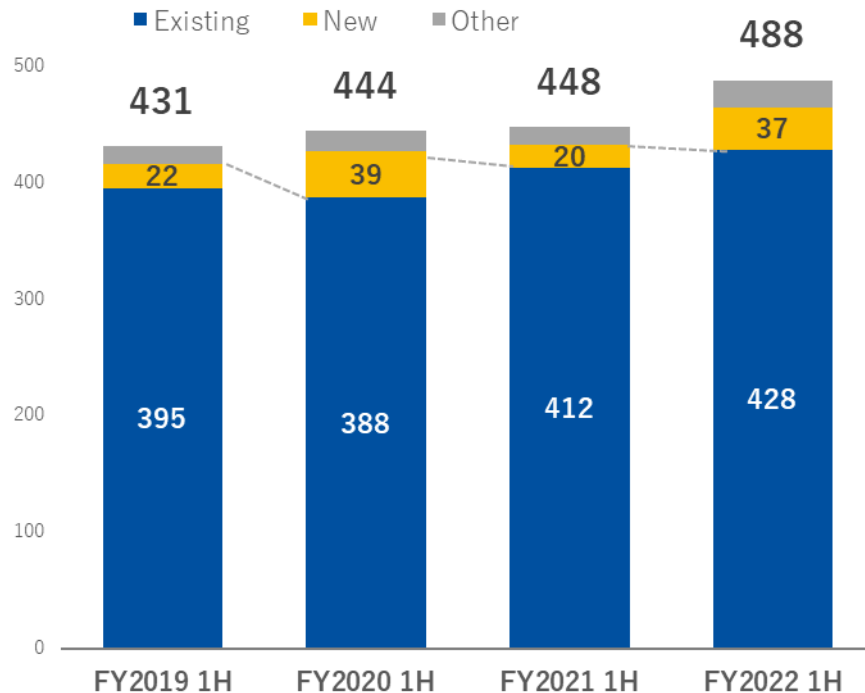
LTD service remained robust Net sales increased by 8.9% YoY

- The market remains favorable due to market growth.
- Sales were generally as planned although there are some projects that pushed back their sales. The pipeline remained robust.
- Profit grew despite the increased costs, including personnel expenses associated with business expansion and system-related expenses.



(3) LTD Service – Sales Trends

(Millions of yen)



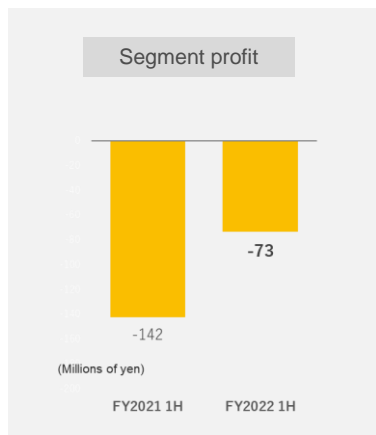
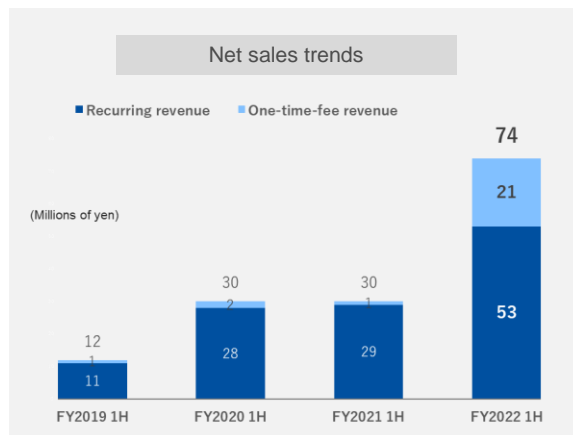
Increased generally as planned

- The LTD service showed favorable results, as the number of new clients has steadily increased.
- The impact of the COVID-19 pandemic, including some clients reducing employees and cutting costs on existing contracts decreased compared to the same period of the previous year. Existing client sales also remained robust.

(4) Work-Life Balance Support Service – Business Results

(Millions of yen)	FY2021 1H	FY2022 1H	YoY change
Net sales	30	74	+147.1%
Expenses	172	148	-13.9%
Segment profit	-142	-73	-
Operating profit	-152	-87	-

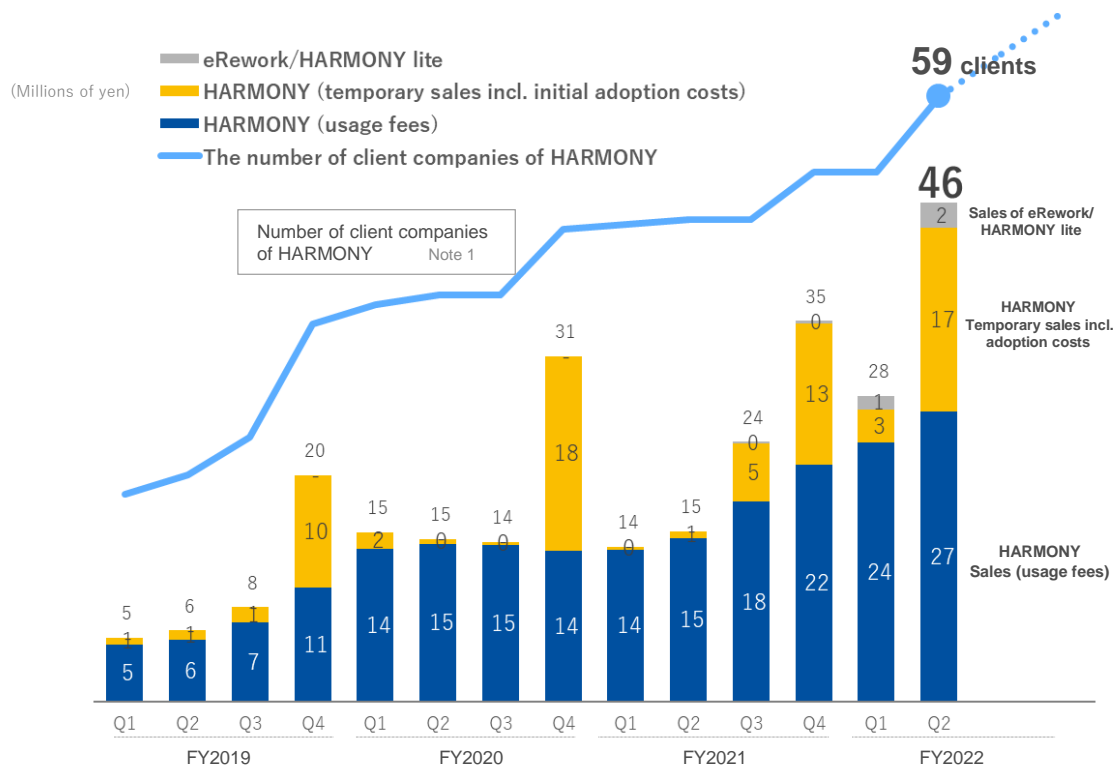
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Number of new contracts continued to increase, buoyed by the amendments to the Childcare and Caregiver Leave Act

- The pipeline remained robust, buoyed by needs to respond to the amendments to the Childcare and Caregiver Leave Act which is being sequentially enforced. The number of new contracts also increased steadily.
- While amortization expenses increased due to our investment in development of a system, one-off costs related to the transition to a new system, which occurred in FY2021, decreased. Total expenses decreased YoY, resulting in profit improvement.

(4) Work-Life Balance Support Service – Adoption of ADVANTAGE HARMONY



The number of client companies increased to **59**

Note 1

The number of new clients has steadily increased, buoyed by the sequential enforcement of the amended Childcare and Caregiver Leave Act.

As the seminar on the amended Childcare and Caregiver Leave Act has favorably attracted participants and organic traffic to our website has also increased, the number of companies considering adoption of the service also increased steadily, resulting in growth of the pipeline.

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

Note 2: HARMONY lite is an entry model with limited ADVANTAGE HARMONY's functions.

(4) Topics on Work-Life Balance Support Service – Growing Needs for Systems Due to the Amendments to the Childcare and Caregiver Leave Act → Seminar on the Amended Act Attracted Many Participants

What is the Childcare and Caregiver Leave Act?

This Act obliges companies to take measures such as improving the working environment in order to promote work-life balance for people who are restricted by time due to childcare, family care, etc. The amendments include measures to increase the participation rate of men in childcare in order to promote women's active participation and improve the birth rate.

Key points of the amendments

01

Obligation to improve the working environment

Employers are obliged to take measures to establish an environment that encourages employees to take childcare leave more easily.

02

Obligation to individually inform employees of the childcare leave system, etc.

Employers are required to take individual measures to inform employees of the childcare leave system, etc.

03

Obligation to confirm employees' intentions to take leave

Employers are required to confirm employees' intentions to take childcare leave.

04

Relaxation of requirements for taking leave for fixed-term employees

Fixed-term employees who have worked for the company for less than 1 year are also allowed to take such leave.

05

Establishment of a system for childcare leave at birth

Unlike the existing paternity leave, this new system allows employees, especially male employees, to take childcare leave for up to 4 weeks within the first 8 weeks after birth.

06

Revision to allow childcare leave to be taken in installments / more flexibly after the age of one

Childcare leave can be taken in 2 installments before the age of one. After the age of one, couples can take childcare leave in rotation.

07

Mandatory disclosure of the status childcare leave taken for large companies

Companies with more than 1,000 employees are required to disclose the statistics of employees utilizing the leave

Among companies that have been using spreadsheet programs or the simplified function of HR systems to manage employees on leave, there is a **growing need for a system** to respond to processing which became more complicated due to the amendments to the Act.

Seminar on the amended Act lectured by a Labor and Social Security Attorney attracted a record audience

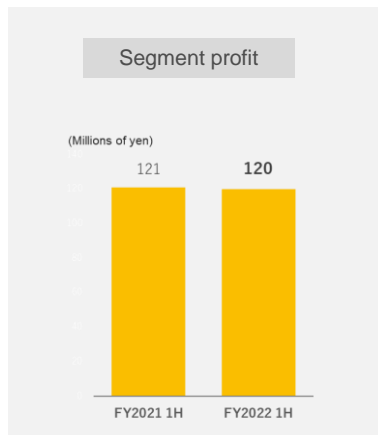
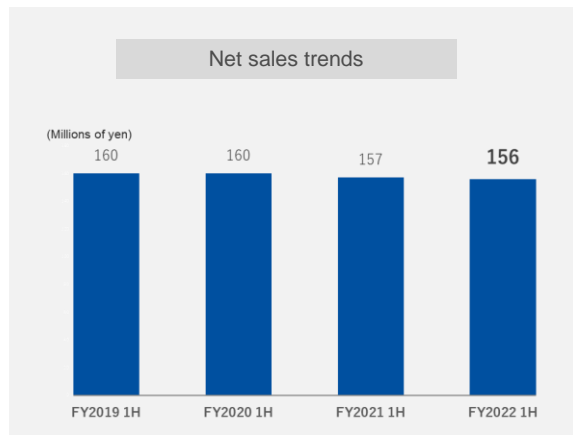
Handbook for how to respond to the amended Act was downloaded by many people

(5) Risk Financing Service – Business Results

(Millions of yen)	FY2021 1H	FY2022 1H	YoY change
Net sales	157	156	-0.8%
Expenses	36	36	-1.1%
Segment profit	121	120	-0.6%
Operating profit	104	106	+1.7%

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

Generally as planned



03

Topics



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ADVANTAGE Well-being DXP – Release of New Functions

Release of Phase 2.0

Expanded cross analysis function

Added analysis themes and more

- Newly added “D&I” and “Improve retention rates” as analysis themes in addition to the already released “Health and productivity management,” enabling users to register categories of organizations and issues they want to focus on from the analysis results
- Present “necessary actions” and “recommended solutions” for registered issues



ADVANTAGE Well-being DXP — Release of New Functions

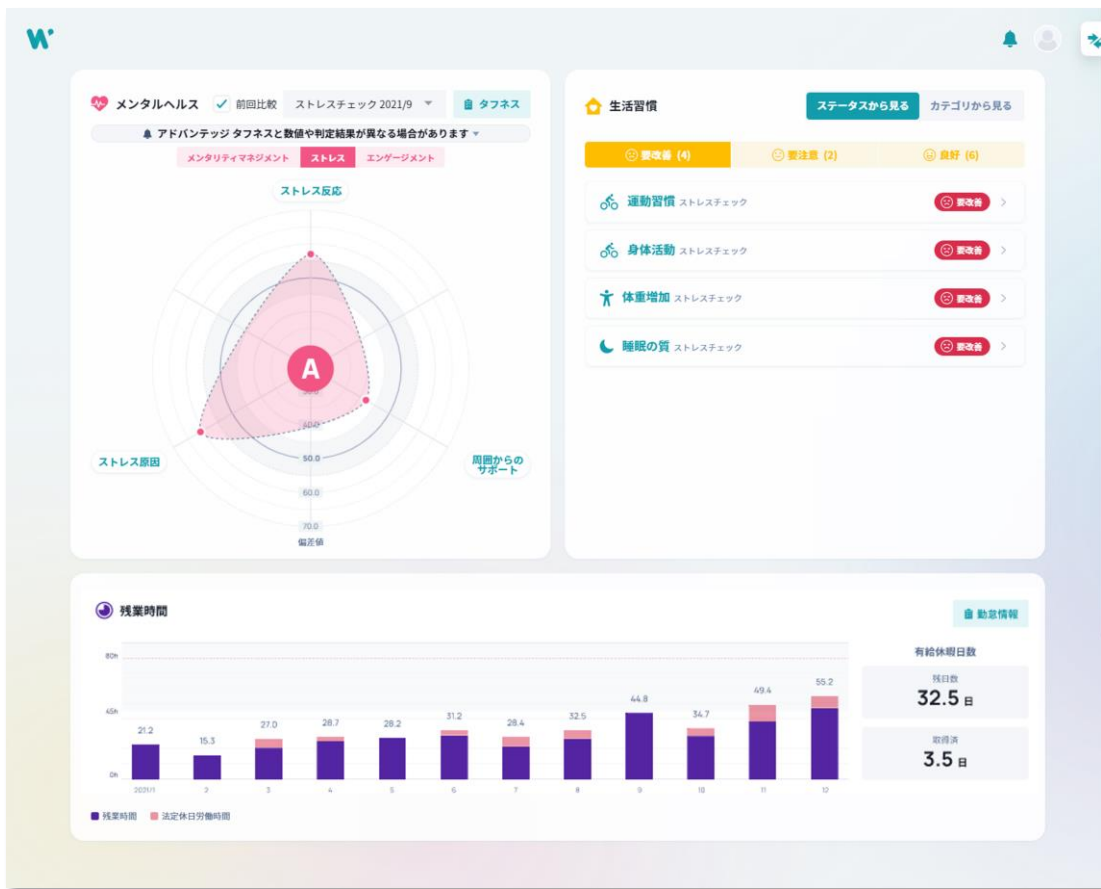
Release of Phase 2.0

Expanded the home screen

Added a function to display the status of lifestyle indicators*

- Display the latest status of each employee based on indicators such as stress checkups, health checkups, and attendance data
- Newly added a “lifestyle” widget to display the status of “improvements required,” “attention required,” or “good” for each indicator related to users’ lifestyle

* To be displayed only when questions regarding lifestyle are selected in the option of ADVANTAGE TOUGHNESS



ADVANTAGE Well-being DXP — Release of New Functions

Release of Phase 2.0

Added a recommendation function

Automatically recommend actions for improvements

- **Display content based on each indicator and details of mental health / health checkup results, and lifestyle** *1

Advice for improvements

Video to improve health literacy

Counseling

Recommended services *2

*1 To be displayed only for services for which users have contracted

*2 Through partnership with Life Support Club provided by RESOL LIFE SUPPORT CO., LTD., the services accommodate offerings for supporting well-being improvements



Develop ADVANTAGE Well-being DXP – Introduction of the Platform to Companies Made Progress

企業に未来基準の元気を!



2022年7月12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)

三菱重工グループ約 50 社に「アドバンテッジ タフネス」 うち 20 社に「アドバンテッジ ウェルビーイング DXP」を提供

～同社の“健康経営”実現に向けたデータ活用を支援～

株式会社アドバンテッジリスクマネジメントは、2022 年度において、三菱重工株式会社(以下、三菱重工)のグループ会社、約 50 社に当社の「アドバンテッジ タフネス」、うち 20 社に「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。

三菱重工グループは、「健康で幸せであること(健康)」を「社員が働き甲斐を実感し心身ともに健康であること」を大切に健康経営への取り組みを推進しています。

職場環境改善への意識の高まりを受け、各種人事労務データの管理や、組織状態の分析・検証をより効率的かつ効果的にやりたいというニーズを実現できるものとして、このたび当社のサービスを導入いただくことになりました。セルフケアからラインケア、ハラスメント対策からエンゲージメント向上対策、メンタルヘルスからフィジカルヘルスなどさまざまな施策にて同社の「健康経営」を支援いたします。

■三菱重工株式会社 三菱重工
ご担当者より

(健康管理センター長 高田 賢一郎 様)

三菱重工グループでは、グループ全体として健康経営を推進しています。今般、グループ会社を含めて「アドバンテッジ タフネス」を統一導入したことで、グループ横断での高ストレス職場の一元把握が可能となりました。三菱重工グループの健康経営の推進を担う強力なツールの一つとなることを期待しています。

(統括産業医 北原 佳代 様)

「アドバンテッジ ウェルビーイング DXP」は、ストレスチェックの結果だけでなく、健康診断結果等をダッシュボードで一覧でき、様々なデータの集約・多角的な分析が可能である点が魅力です。集団の健康課題が可視化され、効果的な対策を立案・実施できるように活用することで、三菱重工グループにおける健康経営の推進に貢献するものと期待しています。

■導入サービス

1) アドバンテッジ タフネス (<https://www.armg.jp/mhw/as/>)



ストレスチェックやエンゲージメントサーベイを起点に組織改善までを担うワンストップサービスです。

リスクにな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/メンタルタフネス度という独自の指標で個と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、当社が展開するソリューションから最適な施策を提案します。

企業に未来基準の元気を!



2022年10月31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)

アインホールディングスがエンゲージメントサーベイを一本化 「アドバンテッジ タフネス エンゲージメントプラス」導入

～「アドバンテッジ ウェルビーイング DXP」導入による拡張性にも期待～

株式会社アドバンテッジリスクマネジメントは、調剤薬局やコスメ&ドラッグストアを運営する株式会社アインファーマシーズ等を傘下に置く株式会社アインホールディングスに、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」、「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。

株式会社アインホールディングスは、「事業活動のサステナビリティ」を方針に掲げ、その実現のために「健全な経営基盤」を重要なテーマとし、取り組みを推進しています。その一環として「健康経営」も経営課題として捉え、健康経営優良法人の上位 500 法人に与えられる「ホフ(4500)の取得も目標に掲げています。

このたび、「サーベイを起点に従業員の状態を把握するとともに、その結果を効率的かつ効果的に活用したい」という同社のニーズのもと、当社のエンゲージメントサーベイプログラム「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。ストレスチェックとエンゲージメントサーベイを一本化し、ストレスチェックによるメンタルヘルス面の課題把握にとどまらず、より良い状態へと導くエンゲージメント面からもアプローチできる点が評価されました。

さらに、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」の提供も後押しとなりました。同プラットフォームは、各種サーベイ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。サーベイ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で健康経営推進にも寄与する有益なプラットフォームであると期待されています。

従業員のエンゲージメントを向上させるためには、従業員自身の意識改革も不可欠です。同プラットフォームは、従業員にも結果がきちんとフィードバックされ、課題把握だけでなく改善へのアクションにも導くことができます。こうした機能が従業員の当事者意識を醸成し、エンゲージメント向上、ひいては健康経営を実現できるものと当社は考えています。当社は企業側の支援にとどまらず、従業員の意識改革を実現し、アインホールディングス、グループ会社のサステナブルな事業活動に貢献してまいります。



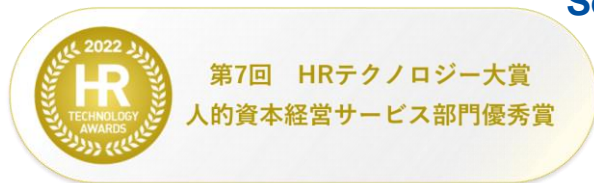
アインホールディングス

Adoption of the platform for improving employees' engagement has expanded



We have expanded introduction of the service to companies which are working to improve engagement through measures using HR data by adopting the platform throughout the group to unify indicators as well as promote health and productivity management.

7th HR Technology Awards Ceremony – Won Excellence Award in Human Capital Management Service Category



人的資本経営サービス部門優秀賞



株式会社アドバンテッジリスクマネジメント

従業員の人事労務データを集約し「見える化」
～専門的知見に基づいて分析・課題を抽出し、解
決に導く『アドバンテッジ ウェルビーイング
DXP』～

従業員が「ウェルビーイング」な状態であることが経営課
題の解決に繋がるという考えの下、『アドバンテッジ ウ
ェルビーイング
DXP』は、その実現の前提となる人事労務関連情報をビッグ
データとして保持し、ダッシュボードでの見える化、デ
ータ分析、課題抽出までを行います。さらに効果的なソリュ
ーションの提案までを行い、社員の状態の見える化から課
題解決までの一連のPDCAサイクルを支援する優れたサー
ビスであると高く評価されました。



Became the first winner of the Excellence Award in the Human Capital Management Service category

ADVANTAGE Well-being DXP was selected as **the first winner of the Excellence Award** in the Human Capital Management Service category, which was newly established this year

Highly regarded as an excellent service that supports the PDCA cycle from visualization of employees' conditions to problem solving

Planned Lectures for Major Upcoming Events

日本の人事部

HRカンファレンス2022 秋

エンゲージメントの見える化から「見える変化」の時代へ

～測定だけで終わらせない効果的な運用方法とは～

※本講演は申込多数のため、発行を中止いたしました。

経営管理・メンタルヘルス

HR Technology

業績や生産性に影響を及ぼすという数値の調査結果から、経営者や人事担当者の注目を集める「エンゲージメント」存じでしょうか？「離職防止に向けた施策を進めているが、いまいち成果を挙げられない」といった場合、1つあります。また「測定ツールを導入したものの効果に繋がっていない」というお声もよく聞かれます。本講演では、

【中堅中小企業向け】利用されない福利厚生サービスに意味はあるのか。コストを下げ質を上げるポイント

経営管理・メンタルヘルス

自社の福利厚生サービスの利用状況を把握したときに、ネットでは見つけようがない「飲食店のクーポン」ばかりだとしたら、「会社として導入する意味があるのか」と疑問に思うかもしれません。では、どのような福利厚生が「会社として」導入する意味があるのでしょうか？本講演では、働き方や働く世代も多様化してきている中で考え方を刷新した福利厚生をはじめ、企業・従業員に最適な福利厚生メニューとは何かを解説します。

【こんな課題をお持ちの方にオススメです】

エンゲージメント測定や施策を通して様々な組織課題を改善したい

株式会社アドバンテッジリスクマネジメント エンタープライズ営業本部 本部長



副席 氏

【副席 氏プロフィール】

（ふじわら やすし）2012年に株式会社アドバンテッジリスクマネジメントに入社後、一歩一歩、エンゲージメント向上を目的とした「メンタリティマネジメント」の普及・定着化に取り組む。現在は、エンゲージメント向上によるウェルビーイングの実現を目的とする。

【こんな課題をお持ちの方にオススメです】

福利厚生サービスの経営に疑問がある/従業員に使われていない



氏

【氏プロフィール】

（きくた すぐる）株式会社ライフバランスマネジメントにてメンタルヘルス対策事業に参事。アドバンテッジリスクマネジメントでは経営・人材関係事業にも携わる。現在ミドルマーケット開発部にて中堅・中小企業支援に従事し、ライフサポート株式会社 取締役を兼任。ウェルビーイングをコンセプトとした福利厚生サービスに携わる。



企業講演 5

（株）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

DX推進で実現、人的資本情報の可視化とウェルビーイング経営

生き方の多様化や価値観の変容が進む中、「ウェルビーイング」という考え方が注目を集めています。従業員のウェルビーイングに向けた企業の取り組みは、就活生や投資家にも重要視されるようになっており、開示される情報の内容でその企業の価値が判断されていくことになります。企業間で人事指標の比較が容易に行われるようになっていくのです。

そのため、人事データをただ可視化するのではなく、課題を見つけて改善するところまで含めて対応していくことがより重要になってきます。今回は、人事データを活用して可視化から課題解決へのPDCAサイクルを構築する重要性とその方法についてお話しします。

“2022 Autumn HR Conference”

Sponsored by Japan's largest HR network

“Jinjibu Japan” provided by HR Vision Co., Ltd.

(To be held in November 2022)

“From visualization of engagement to the era of ‘visible changes’”

- What is an effective operational method that is not completed only with measurement?

(Yasushi Fujiwara, General Manager, Enterprise Sales Division, ADVANTAGE Risk Management Co., Ltd.)

[For mid-sized enterprises / SMEs] “Do benefit services that are not used make sense? The key to improving quality while reducing cost (Suguru Kikuta, General Manager, Middle Market Development Division, ADVANTAGE Risk Management Co., Ltd. and Director, RESOL LIFE SUPPORT CO., LTD.)

“DX CAMP 2022 for Enterprise”

Sponsored by Sansan, Inc.

(To be held in November 2022)

“Visualization of human capital information and well-being management realized through promotion of DX”

(Shinji Torigoe, Representative Director, President, Chief Executive Officer, ADVANTAGE Risk Management Co., Ltd.)

企業に未来基準の元気を！



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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