

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

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

August 7, 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



企業に
未来基準の
元気を!

企業に未来基準の元気を！



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



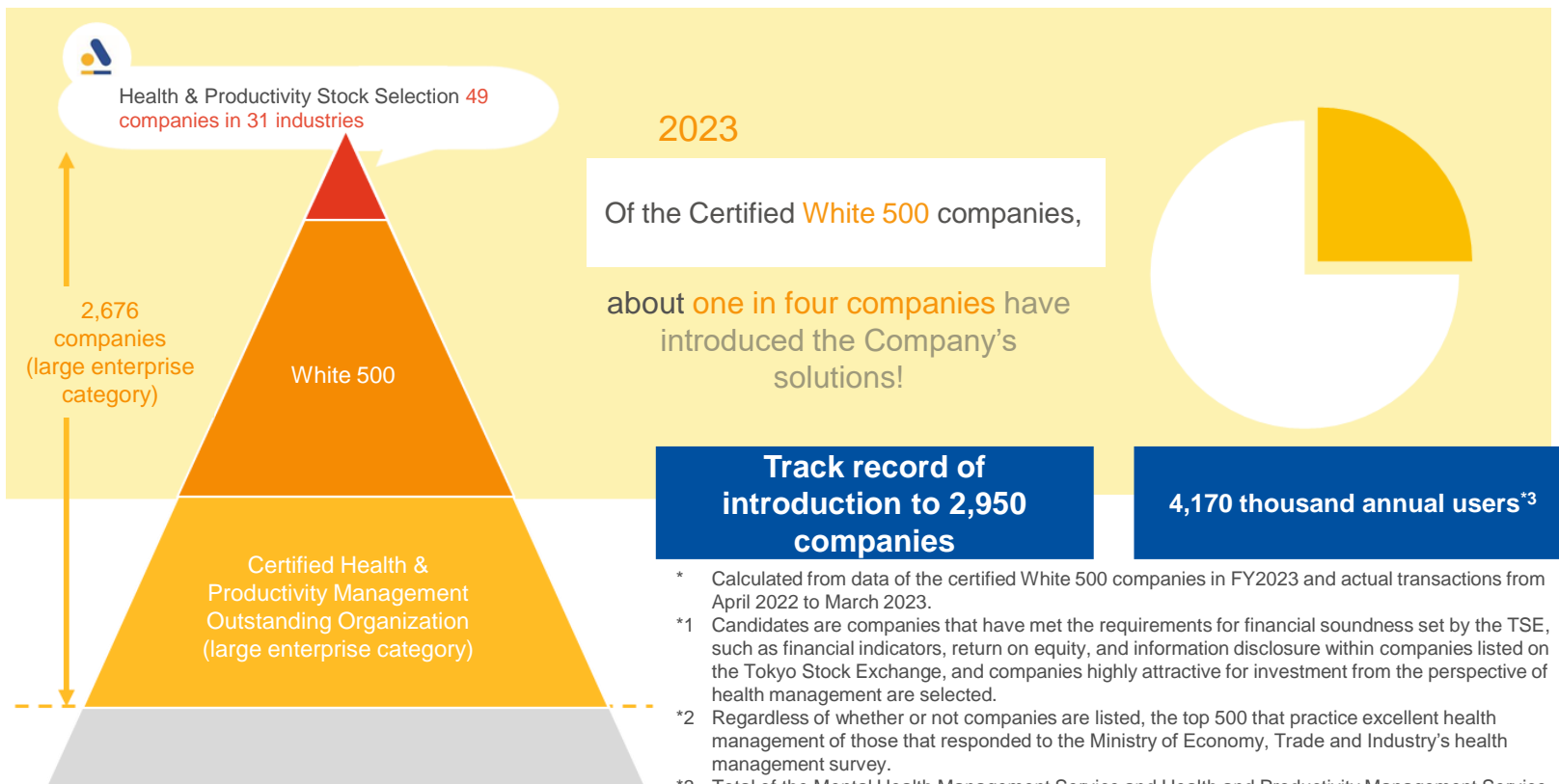
- Social capital
- Mental stability
- Employee engagement

* 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.

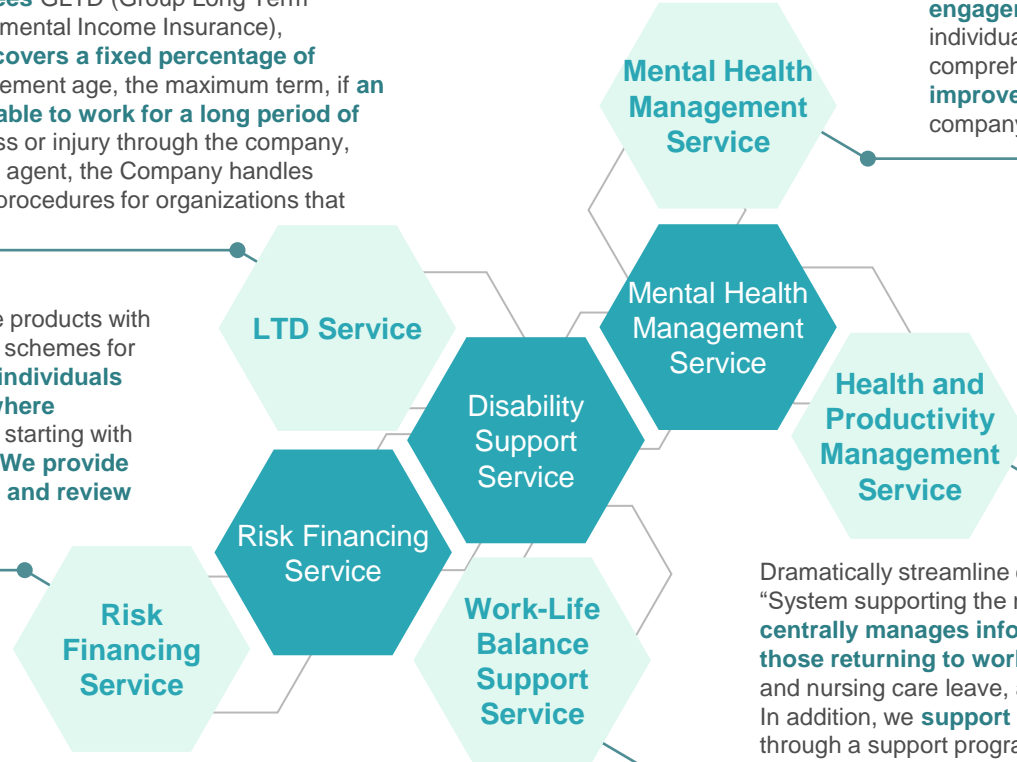
^{*3} Total of the Mental Health Management Service and Health and Productivity Management Service users and users of services for those on leave and those returning to work (as of March 31, 2023).

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.**

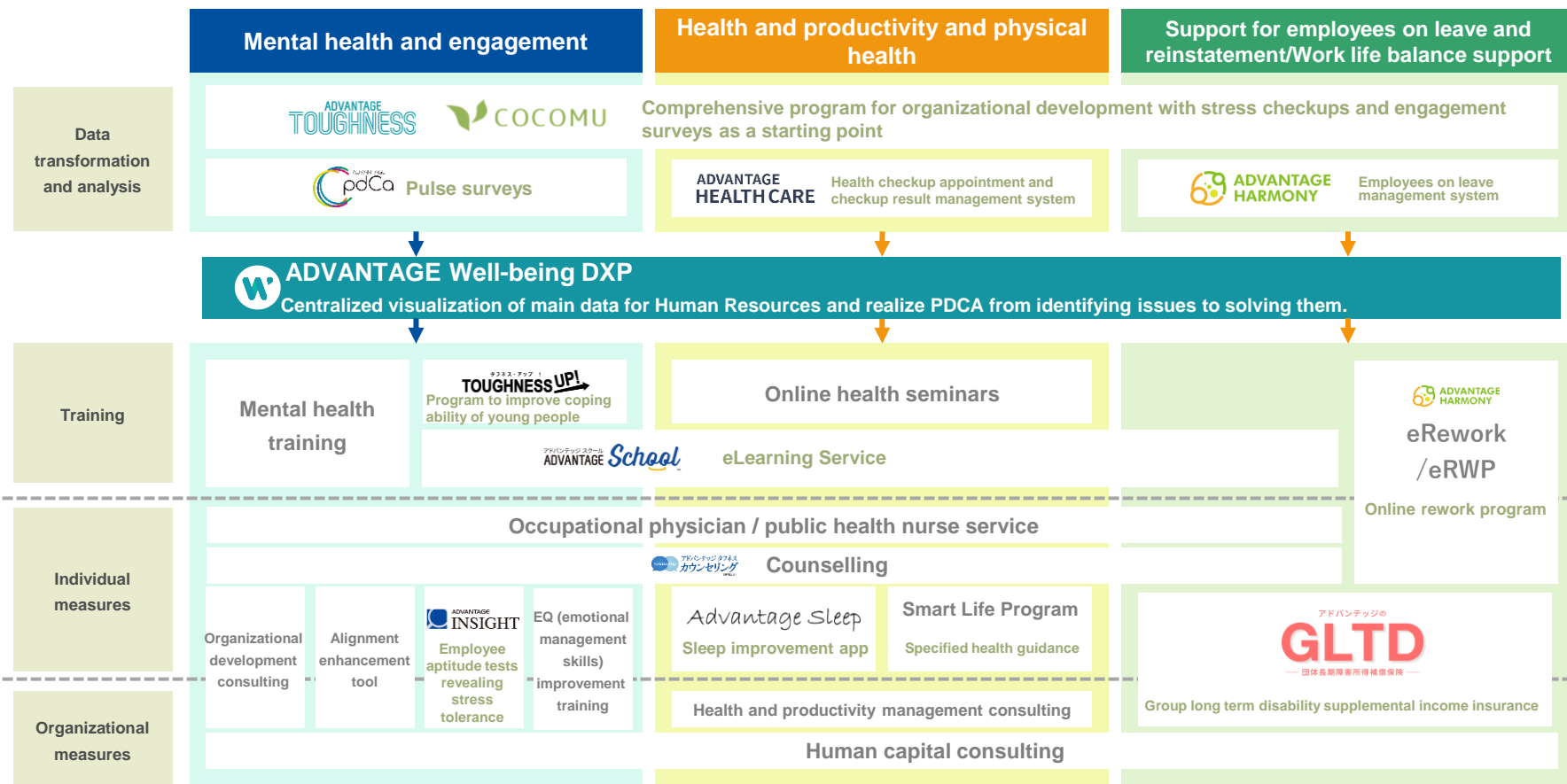


Analyze based on the data obtained from **stress checkups, engagement surveys, and pulse surveys** to identify the state of individuals and organizations to **"visualize" issues**. **Propose** comprehensive **mental health measures and measures to improve engagement** responding to the current issues 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 Extensive knowledge and database based on many years of research and study. Well-being “DX Platform” and “diverse solutions” to solve all HR issues. Cross-selling across business segments.



02

Overall Business Results



Overall Business Results | Summary of Consolidated Financial Results

Net sales continued to grow

- Net sales of **1,562 million yen**, an increase of **7.5% YoY**
- Robust in all services

Operating profit slightly decreased

- Operating profit of **40 million yen**, a decrease of **28.2% YoY**

Change in scope of consolidation

- COCOMU Co., Ltd. is included in the scope of consolidation from 1Q due to acquisition of its stock.

(Millions of yen)	FY2021 1Q	FY2022 1Q	YoY	FY2023 1Q	YoY
Net sales	1,331	1,454	+ 9.3%	1,562	+ 7.5%
EBITDA	119	174	+ 45.8%	189	+ 8.4%
Operating profit	32	56	+ 70.9%	40	- 28.2%
(Profit margin)	2.5%	3.9%	+ 1.4pt	2.6%	- 1.3pt
Ordinary profit	25	48	+ 89.7%	49	+ 3.8%
(Profit margin)	1.9%	3.3%	+ 1.4pt	3.2%	- 0.1pt
Profit attributable owners of parent	8	23	+ 169.0%	29	+ 24.2%
(Profit margin)	0.7%	1.6%	+ 1.0pt	1.9%	+ 0.3pt

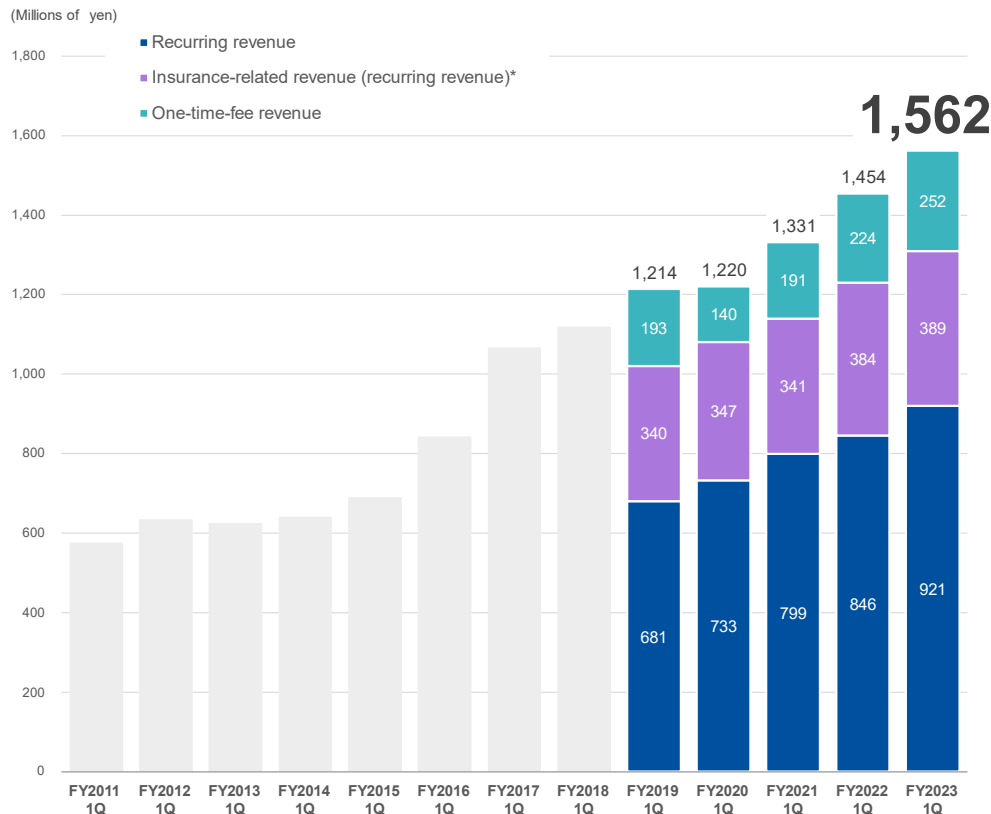
*EBITDA= Operating revenue and expenses + Depreciation + Amortization of goodwill

Recurring revenue continued to increase steadily

- Acquisitions of new clients remained robust in all services.

One-time-fee revenue also grew

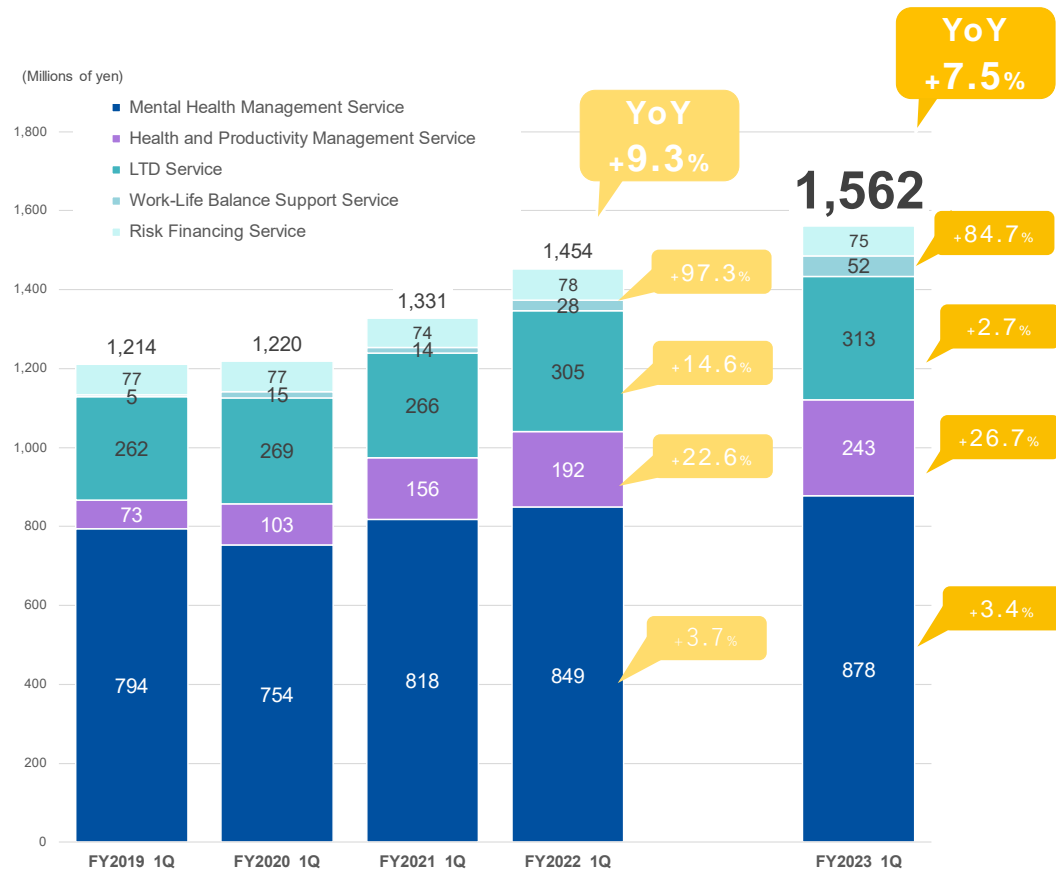
- One-time-fee revenue from option sales and initial adoption costs also increased.



Overall Business Results | Net Sales by Business (1Q – YoY)

Net sales in all major services continued to increase

- Net sales in our main services, the Mental Health Management Service and the LTD Service, increased and remained robust.
- Net sales in the Health and Productivity Management Service and Work-Life Balance Support Service continued to show strong growth.

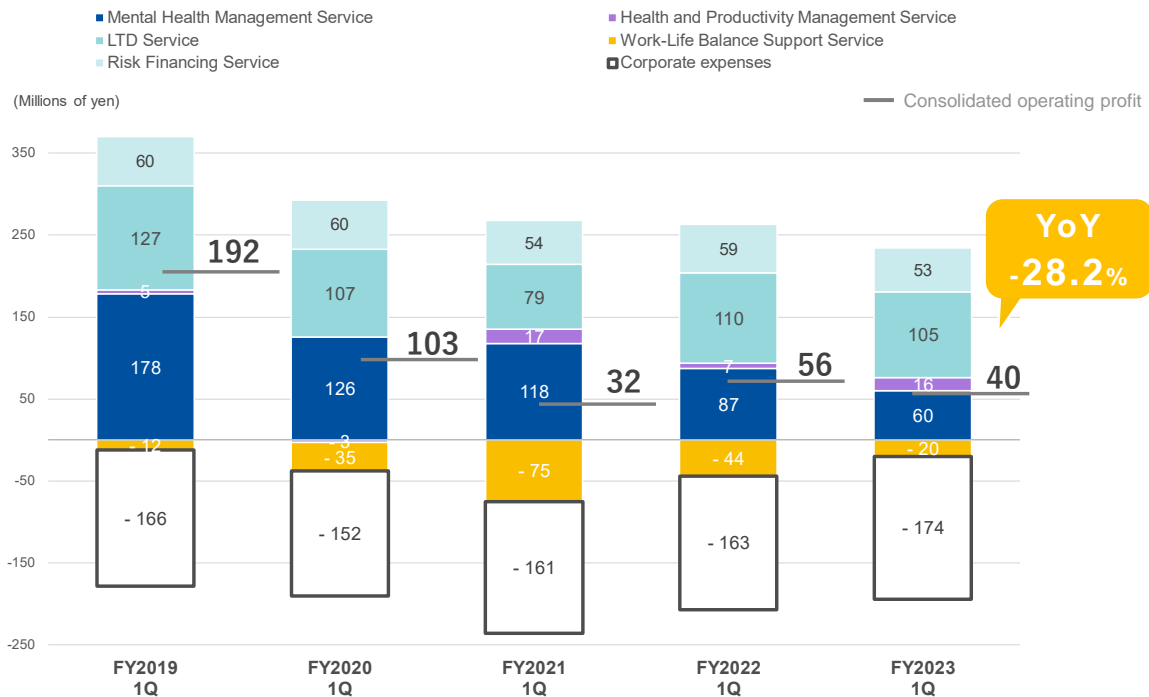


Note 1: The Mental Health Management Service and the Health and Productivity Management Service are classified into the Mental Health Management Service as the reportable segment for financial accounting, and the LTD Service and the Work-Life Balance Support Service are classified into the Disability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

Note 2: Figures in parentheses represent YoY percentage changes.

Overall Business Results | Trends in Operating Profit by Business and Quarter (1Q - YoY)

As revenue is expected to be higher in the second half of the year, operating profit in 1Q decreased YoY despite generally conforming to plans.



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.

Overall Business Results | Trends in Cost (1Q – YoY)

Amortization of software, personnel expenses, etc. increased

Personnel expenses

- Increased due to higher employee salaries resulting from revision of the compensation system, etc.

Amortization of software

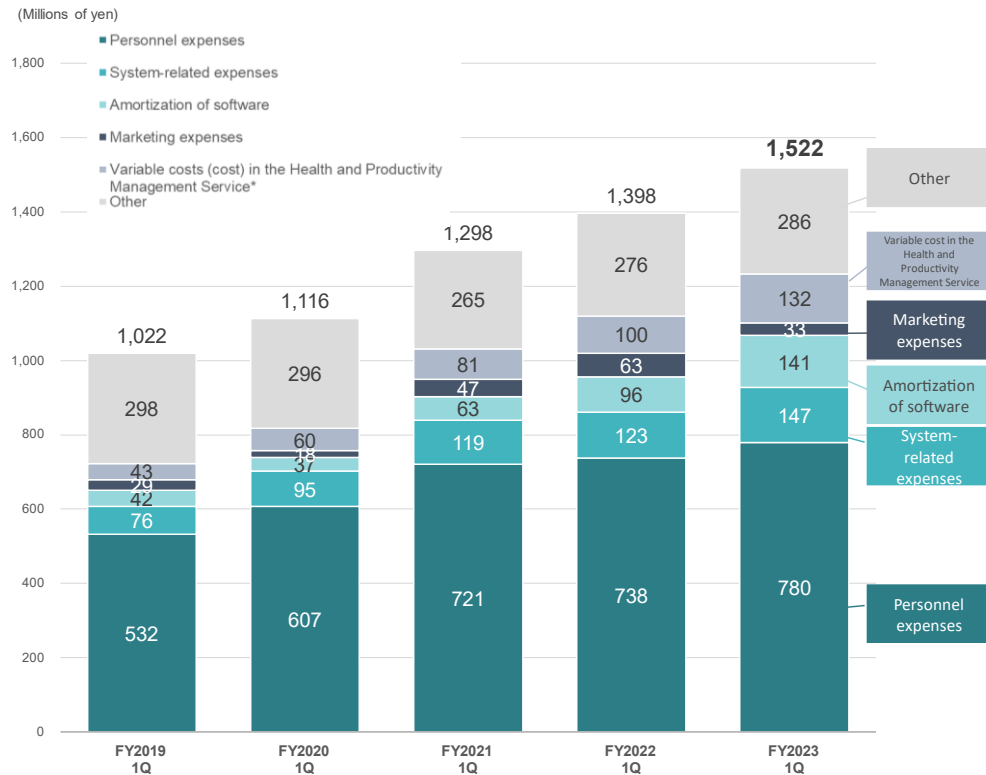
- Although investment has recently slowed, amortization of software increased YoY

Marketing expenses

- Emphasis on return on investment

Variable costs in the Health and Productivity Management Service

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

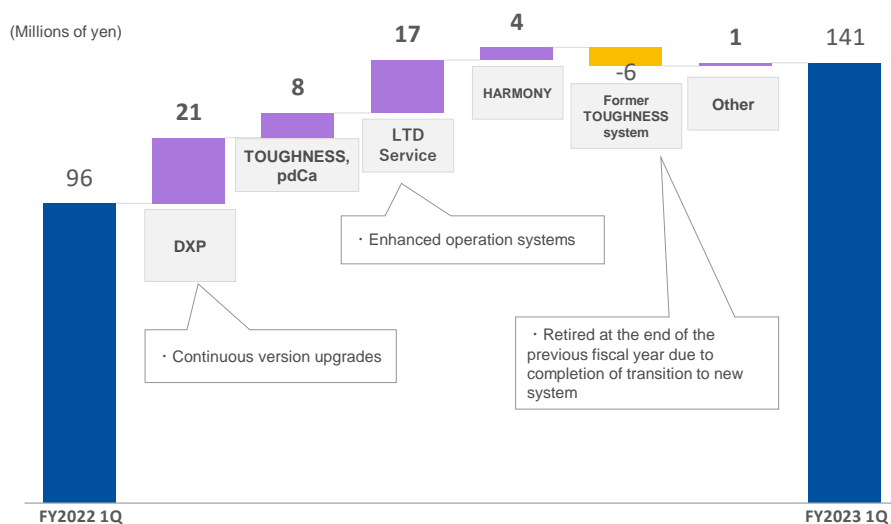


*Variable costs in the Health and Productivity Management Service include outsourcing expenses to occupational physicians/public health nurses and outsourcing expenses to a system provider of health management services.

Overall Business Results | Amortization of software/System-related expenses (1Q – YoY)

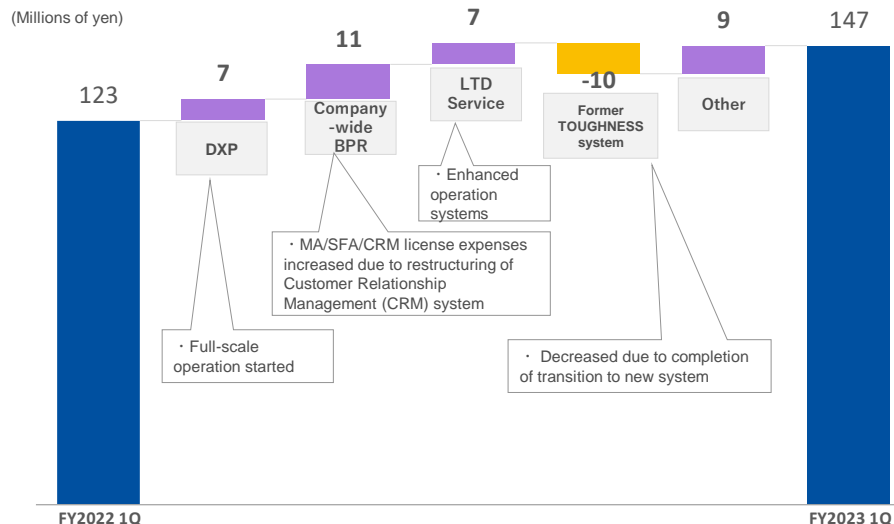
Amortization of software

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



System-related expenses

- System-related expenses increased in line with the promotion of DX strategy and internal BPR.








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 1Q in FY2023
<p>- Overall - New initiatives for future growth</p> 	<ul style="list-style-type: none"> Corporate demand for promotion of human capital management or support of health and productivity management is increasing. We have promoted account-based sales through comprehensive proposals centered around ADVANTAGE Well-being DXP, a platform for solving HR and management issues. The number of new clients has steadily increased through efficient sales activities. Promote price pass-through to products in response to rising prices and higher outsourcing and personnel expenses. Effects will not be seen until the next fiscal year onward owing to time lag caused by the timing of the next contract renewal and other factors. Made two companies, COCOMU Co., Ltd. and Resily Co., Ltd., wholly owned subsidiaries in order to strengthen the client base and enhance solutions in the engagement area. *Resily Co., Ltd. will be included in the scope of consolidation from 2Q.
<p>Mental Health Management Service</p> 	<ul style="list-style-type: none"> ADVANTAGE TOUGHNESS have been successful in acquiring new contracts. Profit decreased due to higher expenses, such as increased amortization expenses resulting from growth investments.
<p>Health and Productivity Management Service</p> 	<ul style="list-style-type: none"> Both the health checkup system and the occupational physician / public health nurse service continued to grow with an increase of 26.7% YoY, buoyed by market tailwinds, including corporate demand for promotion of health and productivity management and the trend to digitalize health checkup results.
<p>LTD Service</p> 	<ul style="list-style-type: none"> The market has continued to grow. Outlook for increase in the number of new clients remains robust. 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"> The pipeline of ADVANTAGE HARMONY witnessed a robust increase, buoyed by a tailwind from the need to respond to the amendment to the Childcare and Caregiver Leave Act; however, contracts are behind schedule compared to plan. There is also a high need for eRework, a support program for reinstatement.

Mental Health Management Service Summary of Financial Results

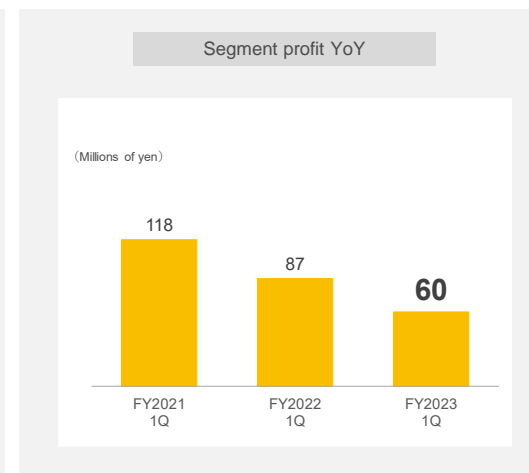
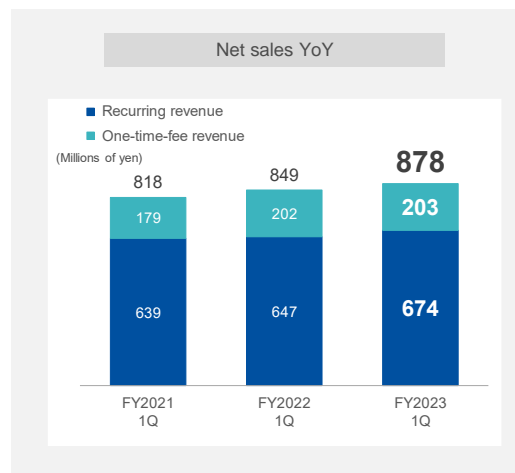
Net sales showed an increase of **3.4%** YoY

- Acquisition of new contracts were strong and recurring revenue increased steadily.
- One-time-fee revenue was flat YoY due to a decline in revenues from ADVANTAGE INSIGHT employee aptitude tests.
- Profit decreased due to higher amortization and other expenses associated with growth investments, such as ADVANTAGE Well-being DXP.

(Millions of yen)	FY2021 1Q	FY2022 1Q	FY2023 1Q	YoY
Net sales	818	849	878	+ 3.4%
Expenses	700	762	817	+ 7.3%
Segment profit	118	87	60	- 30.9%
Operating profit	21	- 9	- 40	-

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.

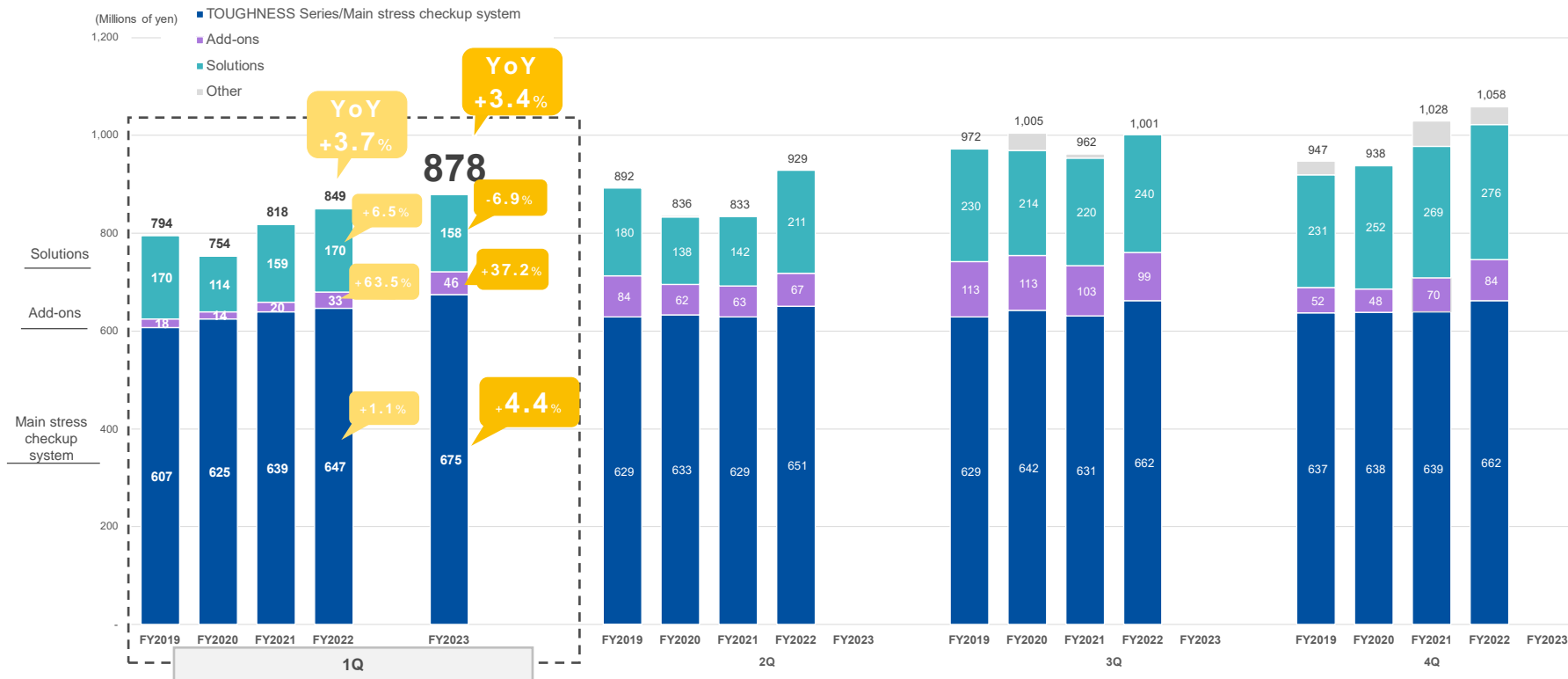
(*) Mainly selling, general and administrative expenses for administrative and other departments that do not belong to any reportable segment



Mental Health Management Service

Sales Trends by Product

- **ADVANTAGE TOUGHNESS** has been successful in **acquiring new contracts**. Net sales of the main **ADVANTAGE TOUGHNESS** system remained robust, resulting in **accelerated growth**.
- Solutions sales decreased.



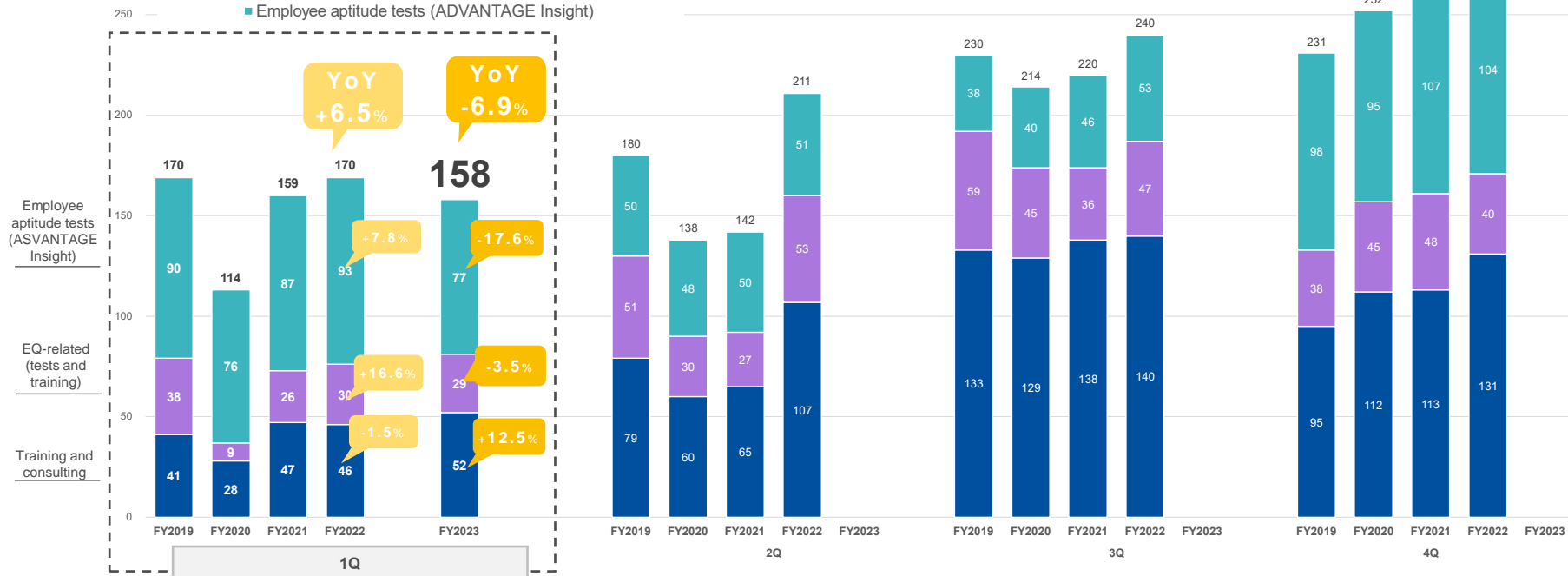
Mental Health Management Service

Trends in Solution Sales

- Solution sales decreased **6.9%** YoY. Provision of solutions is more heavily weighted in the second half of the year; however, training-related sales remained robust.
- Sales of ADVANTAGE INSIGHT employee aptitude tests decreased YoY and were sluggish.

(Millions of yen)

■ Training and consulting
■ EQ-related (tests and training)
■ Employee aptitude tests (ADVANTAGE Insight)



Health and Productivity Management Service

Summary of Financial Results

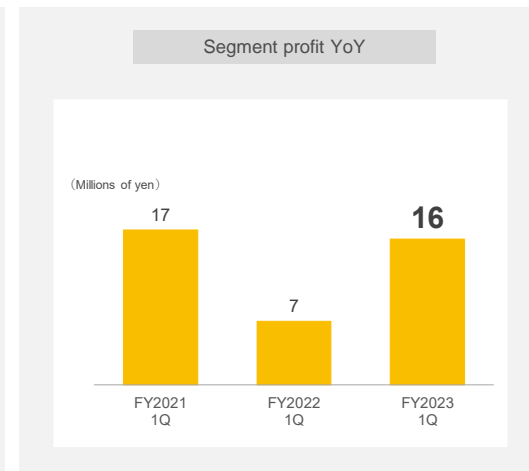
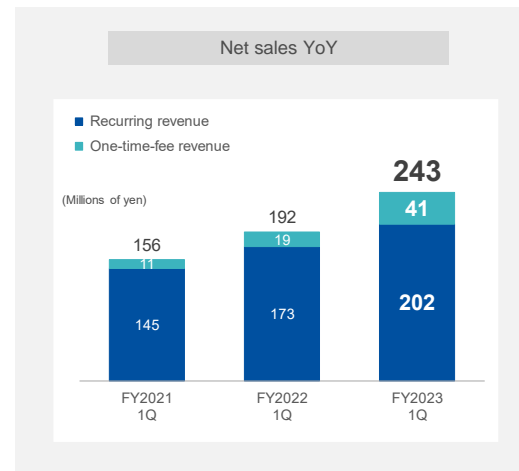
Kept growth in net sales with an increase of **26.7%** YoY

- Acquisitions of new contracts for the occupational physician / public health nurse service remained robust, while additional requests for post stress checkup interviews, health consultations, etc., also increased and grew.
- Although some new clients pushed back their adoption of the health checkup system, acquisitions of new contracts remained robust, backed by the need for 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, profit improved due to revenue growth.

(Millions of yen)	FY2021 1Q	FY2022 1Q	FY2023 1Q	YoY
Net sales	156	192	243	+ 26.7%
Expenses	139	185	226	+ 22.5%
Segment profit	17	7	16	+ 134.0%
Operating profit	- 2	- 11	- 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.

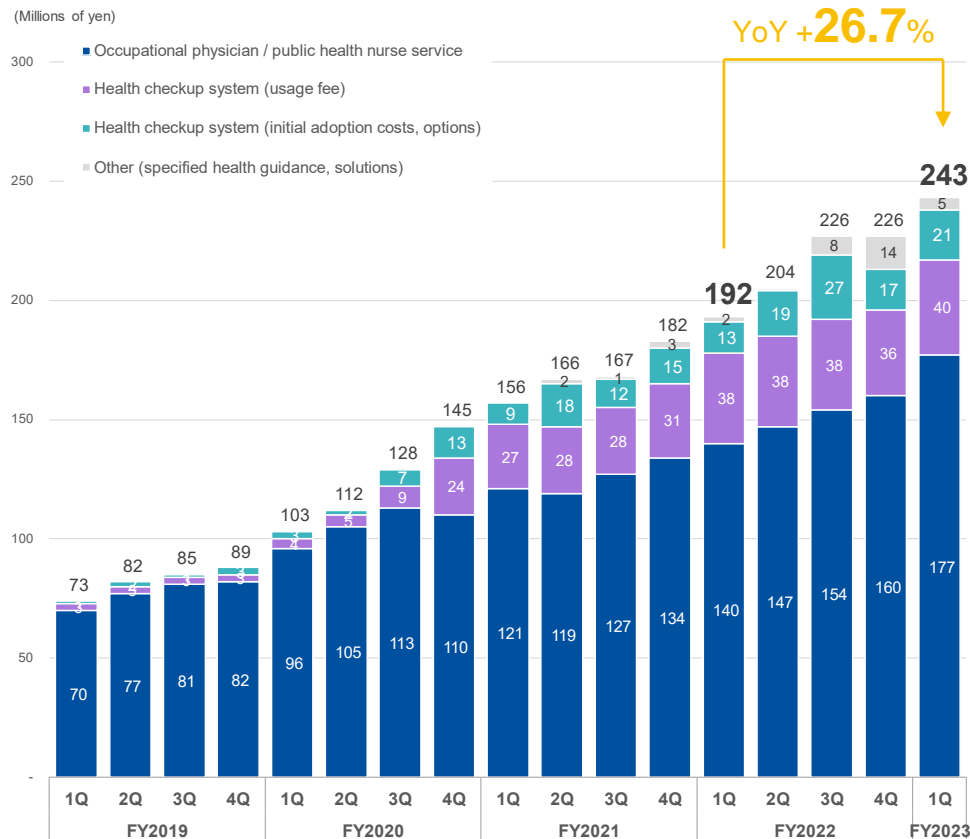
(*) Mainly selling, general and administrative expenses for administrative and other departments that do not belong to any reportable segment



Health and Productivity Management Service Sales Trends by Product

New contracts remained robust and maintained a high growth rate.

- New contracts for both the occupational physician / public health nurse service and the health checkup system remained robust.



Summary of Financial Results

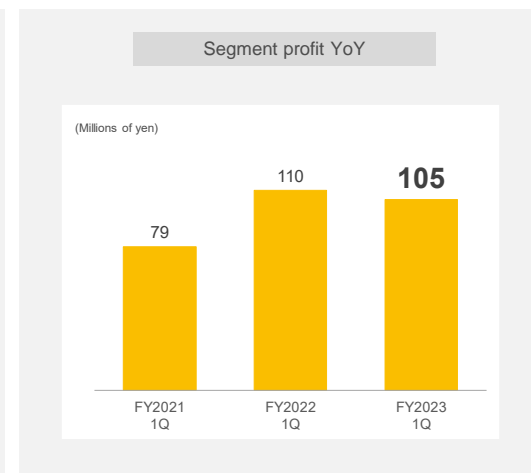
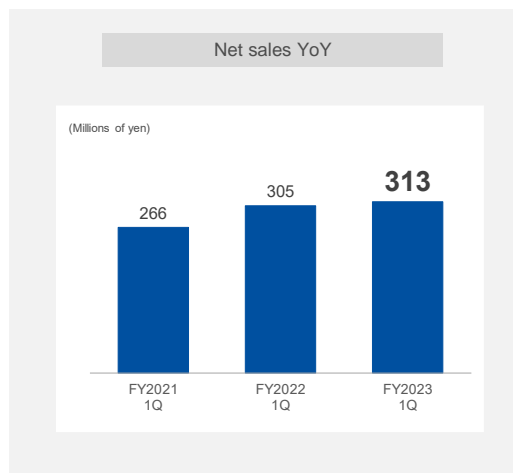
Net sales increased by **2.7%**
YoY

- Generally as planned in 1Q, with an increase in new contract acquisitions.
- Enhanced operational systems, including the customer contract management system, to strengthen competitiveness and improve operational efficiency. Segment profit declined slightly due to an increase in amortization expenses.

(Millions of yen)	FY2021 1Q	FY2022 1Q	FY2023 1Q	YoY
Net sales	266	305	313	+ 2.7%
Expenses	186	194	208	+ 6.9%
Segment profit	79	110	105	- 4.7%
Operating profit	46	75	68	- 9.6%

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.

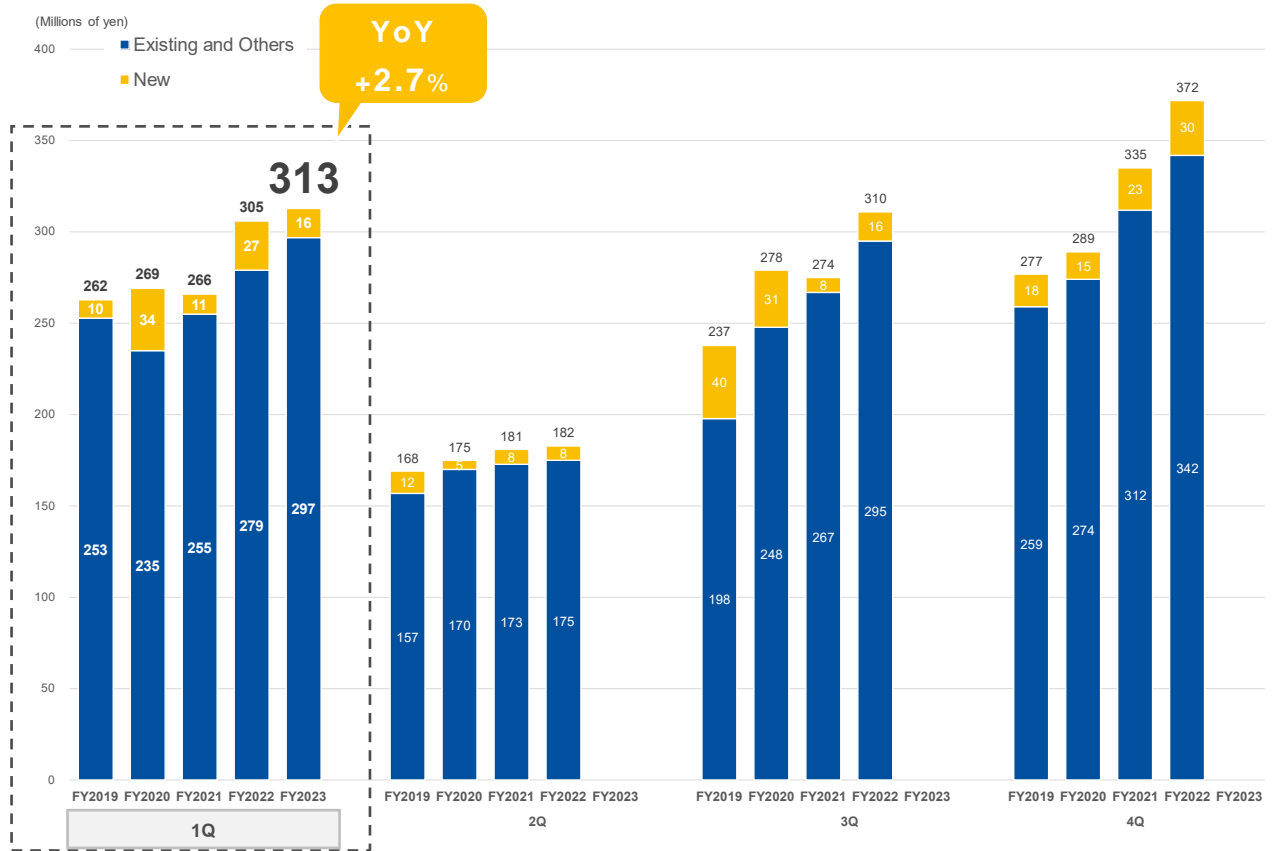
(*) Mainly selling, general and administrative expenses for administrative and other departments that do not belong to any reportable segment



LTD Service

Summary of Financial Results

- Acquisitions of new contracts remained robust and grew despite some cancellations by existing clients.



Work-Life Balance Support Service Summary of Financial Results

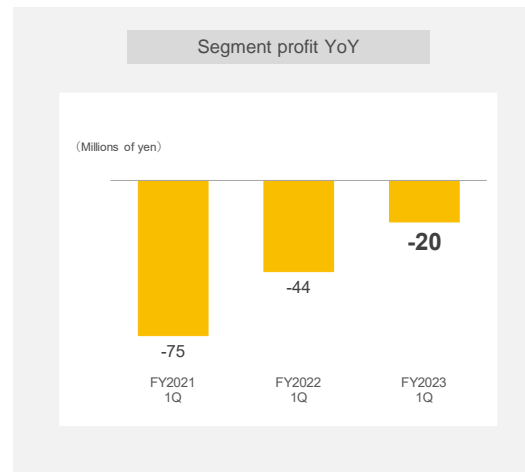
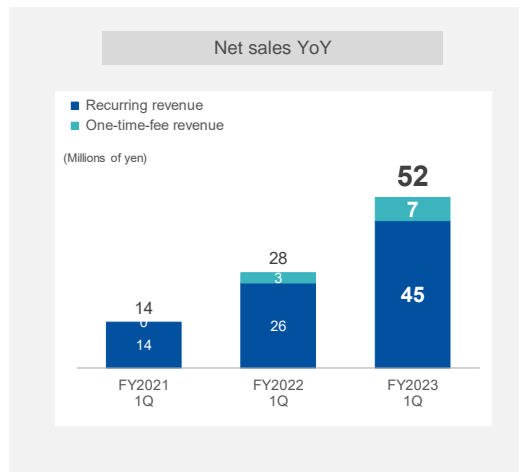
Net sales grew by **84.7% YoY**
due to an increase in new
contract acquisitions

- Recurring revenue increased steadily. Although some new clients pushed back service adoption, acquisitions of new contracts remained strong.
- Despite continued investment at a certain level in system upgrades, profit improved, and **deficits were reduced** due to cost containment through more efficient operations, etc.

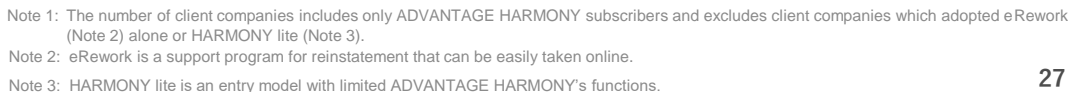
(Millions of yen)	FY2021 1Q	FY2022 1Q	FY2023 1Q	YoY
Net sales	14	28	52	+ 84.7%
Expenses	89	73	72	- 0.3%
Segment profit	- 75	- 44	- 20	-
Operating profit	- 80	- 51	- 27	-

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



- New client acquisitions increased steadily.



Risk Financing Service Summary of Financial Results

Generally as planned

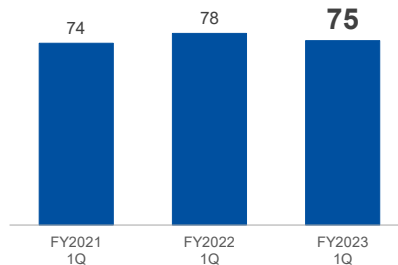
(Millions of yen)	FY2021 1Q	FY2022 1Q	FY2023 1Q	YoY
Net sales	74	78	75	- 4.7%
Expenses	19	19	22	+ 13.1%
Segment profit	54	59	53	- 10.6%
Operating profit	47	53	46	- 12.6%

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

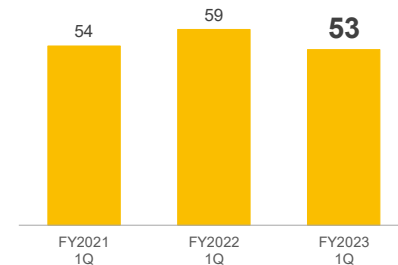
Net sales YoY

(Millions of yen)



Segment profit YoY

(Millions of yen)



04

Topics

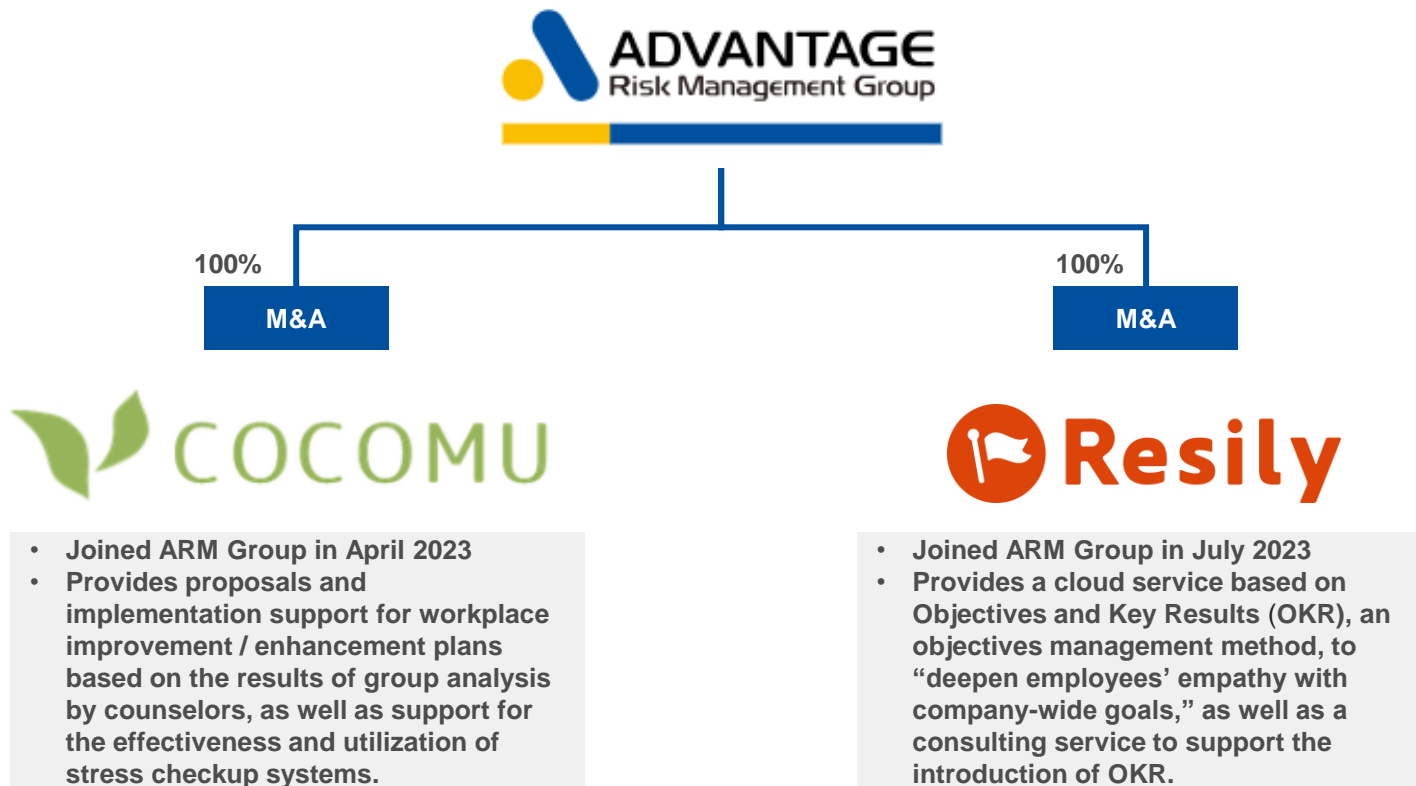


企業に
未来基準の
元気を!

1. The Group's Management Structure
2. Progress in Introducing the Company's Services to Large-scale Companies
3. Expansion of the Company's Services
4. Other

The Group's Management Structure

M&A of COCOMU Co., Ltd. and Resily Co., Ltd. strengthened the Group's management structure.



The Group's Management Structure - COCOMU Co., Ltd.

With COCOMU Co., Ltd. joining the Group, the Group's client base has expanded. Now promoting cross-selling and upselling proposals, giving priority to major clients of COCOMU Co., Ltd.

企業に未来基準の元気を!



2023年4月20日

各 位

会 社 名 株式会社 アドバンテッジ リスク マネジメント
代表者名 代 表 取締役 社長 島越 慎二
(コード8769 東証プライム)
問合せ先 取締役 経営管理本部長 天田 貴之
(電話番号 03-5794-3800)

株式取得（子会社化）に関する株式譲渡契約締結のお知らせ

当社は、本日開催の取締役会におきまして、ここむ株式会社（以下、「ここむ」といいます）の全株式を取得し、子会社化することについて決議し、本日、株主との間で株式譲渡契約を締結しましたのでお知らせいたします。

なお、本件は適時開示基準に該当しませんが、有用な情報と判断し任意開示を行うものであります。

記

1. 株式取得の目的

当社グループは、「人々が『安心して働ける環境』と企業の『活力ある個と組織』を共に創る」という企業理念に基づき、メンタル不調の予防や不調者対応のみならず、エンゲージメント向上、人材採用・育成支援などポジティブサイドまでを総合的にカバーする「メンタリティマネジメント事業」、病気やケガで長期間働けなくなった方を経済的にサポートするGLTD（団体長期障害所得補償保険）制度の構築・運用支援を中心とした「就業障がい者支援事業」、個人や個人が働く場である企業の抱えるリスクに対してより良い保障あるいはスキームの商品を提案する「リスクファイナンス事業」を主な事業として取り組んでおります。

Expansion of client base

The number of companies and IDs with stress checkup contracts is expanding. Promoting cross-selling and upselling proposals, giving priority to large-scale companies.

- **Cross-selling:** Identify clients who have the potential to adopt the Company's services and initiate proposal activities.
- **Upselling:** Propose ADVANTAGE TOUGHNESS to clients who believe that stress checkups with 57 questions or 80 questions is not sufficient, etc.




Expansion of options for stress checkup proposals

Propose stress checkup service by COCOMU Co., Ltd. (quality at legal compliance level and low cost) according to client needs.

The Group's Management Structure - Resily Co., Ltd.

M&A was executed with the aim of strengthening product development capabilities in addition to enhancing solutions in the engagement area.

企業に未来基準の元気を!



2023年6月21日

各 位

会 社 名 株式会社 アドバンテッジ リスク マネジメント
代表者名 代表取締役社長 鳥越 慎二
(コード8769 東証プライム)
問合せ先 取締役 経営管理本部長 天田 貴之
(電話番号 03-5794-3800)

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記

1. 株式取得の目的

当社グループは、「人々が『安心して働ける環境』と企業の『活力ある個と組織』を共に創る」という企業理念に基づき、メンタル不調の予防や不調者対応のみならず、エンゲージメント向上、人材採用・育成支援などポジティブサイドまでを総合的にカバーする「メンタリティマネジメント事業」、病気やケガで長期間働けなくなった方を経済的にサポートするGLTD（団体長期障害所得補償保険）制度の構築・運用支援を中心とした「就業障がい者支援事業」、個人や個人が働く場である企業の抱えるリスクに対してより良い保障あるいはスキームの商品を提案する「リスクファイナンス事業」を主な事業として取り組んでおります。

一方、Resilyは、「未来をつくるためのチームの会話をスタートさせる」をミッションに、OKR（Objective & Key Results）という目標管理手法を軸にした、「会社全体の目標への共感を深める」クラウドサービス『Resily』と、OKRの導入支援コンサルティングを提供しております。OKRの導入を通じて、タスク管理・進捗共有・エンゲージメントなど、顧客の組織マネジメントにおける課題を解決し、社員がエンゲージメント高く働ける環境づくりを志向しており、当社の事業と親和性が高い業務を展開しております。近年、持続可能な開発目標（SDGs）や、ESG投資の潮流の強まりを背景に、企業における従業員の働き

Enhancement of solutions in the engagement area

Support to increase client engagement from aspects such as objective management and fostering a sense of unity in the company.

- Identify management issues faced by clients through the Company's stress checkups and engagement surveys
- Provide the cloud service and OKR introduction support service offered by Resily Co., Ltd. as a solution

Strengthening of product development capabilities

Leverage strength in product development capabilities of Resily Co., Ltd. to expand the lineup of the Company's solutions.

1. The Group's Management Structure
2. **Progress in Introducing the Company's Services to Large-scale Companies**
3. Expansion of the Company's Services
4. Other

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

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
(東京/プライム コード 8769)

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、「安全と健康に関わる取り組みは、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展開しています。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。サービス内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、解説施策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怠りません。



■北海道電力株式会社 ご担当者より

(人事労務部 部長/見澤 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、更には心身向上や組織活性化に具体的なつながりが出てくるとが課題でした。

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ラーニングは、従業員の意識改善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
(東京/プライム コード 8769)

ダスキングクラウド型復職/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、株式会社ダスキングクラウド型復職/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。

株式会社ダスキングにおいては、「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ティとしての機能を評価いただいています。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カギとなります。「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、本人の人事部門の両方支援として、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」提供を通じて、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://armg.smkg.jp/co/0y12zdf4e>

休職者・復職者の情報や、必要な諸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、メンタル・フィジカルの関係、育児・介護休業など全ての休業種類に対応し、個々の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 を活用した移動訓練に加え、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ープ化します。

サービス内のお問い合わせはこちら <https://armg.smkg.jp/co/0y12zdf4e>



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
(東京/プライム コード 8769)

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 up you」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。経営課題として「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」を掲げて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。

このたび当社は、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。両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、全社の従業員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であります。

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://armg.smkg.jp/co/0y12zdf4e>

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ワンストップサービスです。リスクにやが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)という強み指標で個人と組織の課題を特定します。

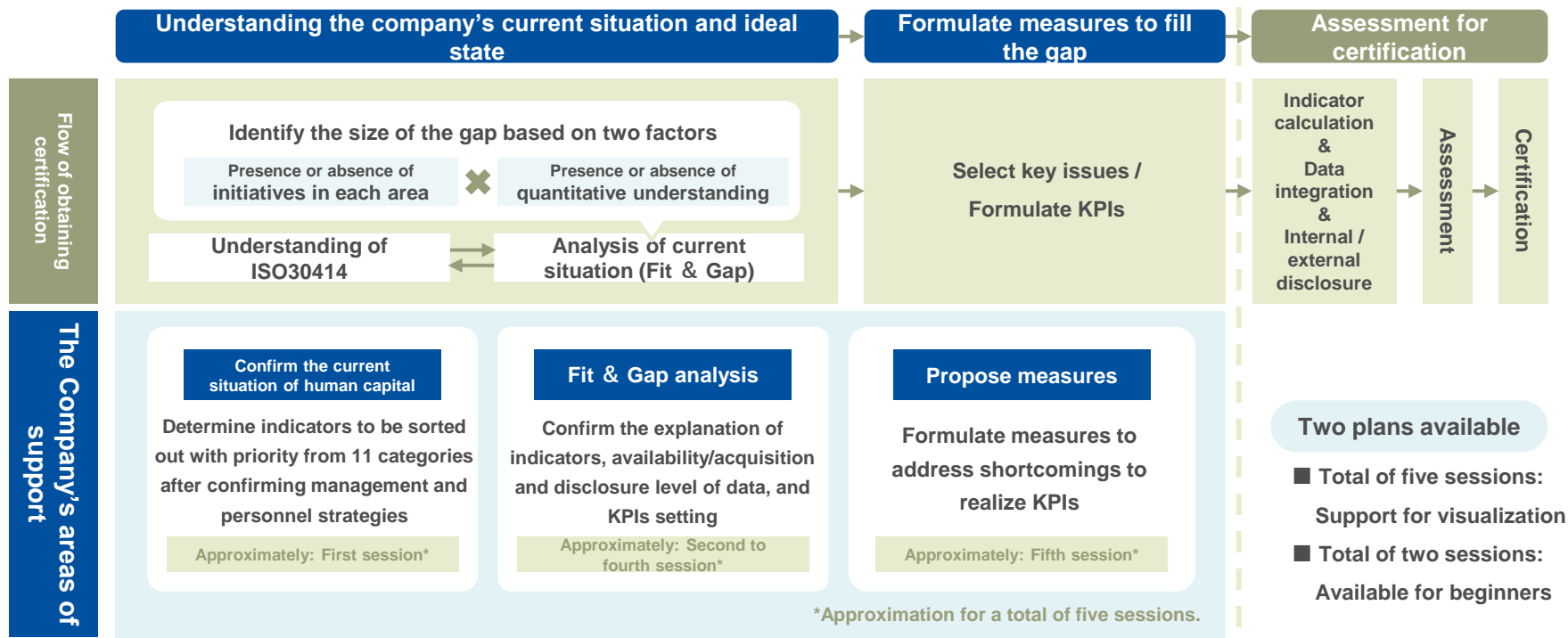
課題に合った解決策として、e ラーニングやカウンセリングなど基本サービスだけでなく、当社が展開するソリューションから最適な施策を提案します。

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

1. The Group's Management Structure
2. Progress in Introducing the Company's Services to Large-scale Companies
- 3. Expansion of the Company's Services**
4. Other

Expansion of the Company's Services – Started Offering Human Capital Consulting Service

Started offering human capital consulting service based on the ISO304414 international standard.
Help clients visualize the “gap between the current situation and the target and consider measure to fill the gap,” which are the keys to human capital management.



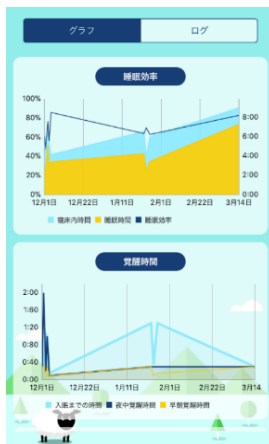
Expansion of the Company's Services – Renewal of Advantage Sleep

Renewed Advantage Sleep, an app to treat sleep issues, to provide content to improve health literacy of all employees. The app is based on scientific evidence using cognitive behavioral therapy for sleep disorders and encourages employees to make positive behavioral changes.

Identify type of sleep issue



Daily sleep logging & effectiveness measurement



Wide range of support available to help users improve sleep



Extensive contents with **30 types or more** to keep users engaged in learning



Users **chat with experts** about their problems



Audio guidance to support quality sleep

Evidence

Approximately 77% of users improved their sleeping conditions! *n=44

1. The Group's Management Structure
2. Progress in Introducing the Company's Services to Large-scale Companies
3. Expansion of the Company's Services
- 4. Other**

Other – Participation in Study Group for Utilization of Mental Health-related Services in the Workplace

Participated as a service provider member in an initiative implemented as part of the Ministry of Economy, Trade and Industry's "FY2023 Healthcare Industry Infrastructure Upgrade Promotion Project (Supply and Demand Environment Improvement Project).

企業に未来基準の元気を!



2023年7月13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)

「職域における心の健康関連サービス」活用に向けた研究会に参画

～経済産業省事業「令和5年度ヘルスケア産業基盤高度化推進事業(需給環境整備等事業)」の一環として実施する取り組みにおける「サービス提供事業者メンバー」として参加～

株式会社アドバンテッジリスクマネジメントは、NTTデータ経営研究所(所在地:東京都千代田区、代表取締役社長:山口 重樹氏)が事務局となって設立した、健康経営を推進する企業(以下、雇用主)、心の健康関連のサービス提供事業者(以下、サービス提供事業者)、アカデミアとともに7月25日付で「職域における心の健康関連サービス活用に向けた研究会(以下、研究会)」に参画することをお知らせします。

※本ニュースリリースは株式会社NTTデータ経営研究所と参加企業各社が共同で配信しています。重複して配信されることがありますが、ご了承願います。

「職域における心の健康関連サービス」活用に向けた研究会では、雇用主・サービス提供事業者・アカデミアの3者によって、民間サービスの情報開示の在り方についての検討が行われるほか、雇用主・サービス提供事業者の各作業部会を構成し、雇用主による「心の健康関連サービス(以下、サービス)」の選択を支援するツールの開発や検証などを行います。

これらの活動を通じて、既存のEAPサービスに加えてデジタルメンタルヘルスやポジティブメンタルヘルスといった新たな技術を含め、一定の品質が確保されたサービスが開発・提供されること、また、雇用主による自社のニーズに合ったサービスの活用が進むことを目指します。

なお、本取り組みは経済産業省事業「令和5年度ヘルスケア産業基盤高度化推進事業(需給環境整備等事業)」の一環として実施するものです。

【研究会立ち上げの背景と目的】

うつ病・不安障害の発症に伴う社会的損失は約5.5兆円と試算されており、そのうち7割を労働損失費用が占めると言われています¹。また、従業員が心の不調で休職すると企業にとって1.5倍のコスト増にもつながることが試算されます²。職域における心の健康の保持増進は、従業員や雇用主である企業、社会全体のパフォーマンス向上の観点から、企業が取り組むべき重要な課題です。

Background of the launch of the study group

While the importance of mental health initiatives is expected to increase in the future from the perspectives of corporate human capital management, it has become clear that companies are not always able to select the most appropriate and efficient solutions.

Activities in the study group

- Examine and prepare recommendations on the nature of information disclosure for private services by the study group involving employers, service providers, and academia.
- Develop a tool (prototype) to assist employers in selecting services and examine the potential and challenges (workshop to be held around January 2024)
- This fiscal year, three study group sessions are scheduled to be held, as well as a working group that will discuss issues from the standpoints of service providers and employers.

Other - Application for Listing on the Standard Market and Status of Compliance with the Criteria

Based on the revision of the regulations of Tokyo Stock Exchange, Inc. effective April 1, 2023, and the recent status of compliance with the Continued Listing Criteria for the Prime Market, the Company once again reviewed its plan for future compliance and submitted an application for listing on the Standard Market.

企業に未来基準の元気を!



2023年6月30日

各 位

会 社 名 株式会社アドバンテッジリスクマネジメント
代表者名 代表取締役社長 鳥越 慎二
(コード8769 東証プライム)
問合せ先 取締役 経営管理本部長 天田 貴之
(電話番号 03-5794-3800)

プライム市場の上場維持基準への適合に向けた計画に基づく進捗状況(変更)
及びスタンダード市場への選択申請及び適合状況について

当社は、2021年12月17日に、新市場区分の上場維持基準の適合に向けた計画書(以下「計画書」)を提出し、その内容について開示しております。

今般、2023年3月31日時点におけるプライム市場の上場維持基準の適合状況及び適合に向けた計画の進捗状況等について、下記のとおり作成しましたので、お知らせいたします。

また、2023年4月1日施行の株式会社東京証券取引所(以下「東証」)の規則改正及び直近でのプライム市場の上場維持基準の適合状況を踏まえ、改めて今後の適合に向けた計画について検討した結果、本日開催の取締役会において、スタンダード市場へ選択申請することを決議するとともに、申請いたしましたので、お知らせいたします。

なお、スタンダード市場への選択理由及びスタンダード市場の上場維持基準への適合状況については、以下のとおりです。

記

1. 当社の上場維持基準の適合状況の推移及び計画期間

当社の2023年3月31日時点におけるプライム市場の上場維持基準への適合状況は以下のとおりとなっております。計画書提出以降、当社は、上場維持基準を充たすために各種取組を進めてまいりましたが、直近基準日2023年3月31日時点において、「流通株式時価総額」についてその基準を充たしておりません。

Reasons for application for listing on the Standard Market

The following risks are associated with staying on the Prime Market, and the Company has determined that it is important to create an environment in which its shareholders can hold, purchase, and sell the Company's shares with peace of mind.

- If the “tradable share market capitalization” which does not meet the Continued Listing Criteria at this time fails to meet such Criteria during a period in which transitional measures are applied, there is a risk of delisting.
- Even if such Criteria are met during a period in which transitional measures are applied, there is a risk that such Criteria may not be met in the future in the event that a stable and continuous fulfillment of such Criteria cannot be maintained.

Status of compliance with the Continued Listing Criteria for the Standard Market

Compliance with all items of the Continued Listing Criteria for the Standard Market as of March 31, 2023.

* If the Company complies with all items of the Continued Listing Criteria for the Standard Market as of the record date for the judgement of each item of such Criteria, the disclosure of “a plan stating actions towards complying with the Continued Listing Criteria for the Standard Market” will no longer be required, and the Company will not disclose the progress of the plan for compliance.

企業に未来基準の元気を！



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.

Note : This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.