



An Introduction to The Foreign Transportation and Finance Health Insurance Association

(2024 Edition)

1. Basic Characteristics of the Association

The health insurance system was established in 1922 with the creation of an occupation-based, public medical health care insurance scheme using the social insurance method. It is one of the most important elements of social insurance in Japan. When formulating the Health Insurance Law, the government drew on the examples of Germany and other countries in adopting a basic policy whereby health insurance associations (HIAs) were made the managing entities for health promotion programs.

HIAs were to be established and managed under the auspices of individual companies. When the Health Insurance Law was enacted, however, Japan's industry was still immature and many small-scale enterprises lacked the resources to organize and manage their own HIAs. To deal with this situation, the government itself decided to become the managing entity for the health insurance operations of small businesses. This is how the Government Managed Insurance Scheme (GMS) came into being. As of October 2008, however, the Japan Health Insurance Association was established as the public juristic entity stipulated by the Health Insurance Law, as part of medical system reforms in Japan, to carry out the actual operations on behalf of the government. The Government Managed Insurance Scheme accordingly has been totally taken over by the Japan Health Insurance Association Managed Insurance Scheme (AMS).

Without exception, Japan's major companies organized HIAs for their own employees as part of their welfare schemes, offering more comprehensive insurance benefits and health promotion programs than the AMS.

2. The Founding of the Foreign Transportation and Finance Health Insurance Association (FTFHIA)

Most of the foreign companies engaged in business in Japan are world-class corporations. However, since their operations in Japan tend to be on a small scale, it is not feasible for each of them to have their own HIAs and thus they join the AMS.

For this reason, a number of foreign airlines and shipping companies got together in the late 1960s and launched a joint initiative to establish their own consolidated health insurance association involving many companies belonging to the same industries. After three years of hard preparatory work, they established the Foreign Transportation Health Insurance Association (FTHIA) in September 1969.

In 1994, the Institute of Foreign Bankers (the current International Bankers Association of Japan) expressed the strong wish of its member banks to join the FTHIA on the grounds that they, too, are foreign-affiliated firms. Recalling its own origins, the FTHIA took the view that it should support the employees of these foreign banks in their efforts to reap the benefits of the health insurance association system, and decided to accept their request. Initially, the supervisory authorities adhered to their view that consolidated health insurance associations should be composed of companies from the same industry cooperating together, and were reluctant to allow the participation of "other industries." However,

after a year of tough negotiations between these authorities on the one hand, and the FTHIA and the Institute of Foreign Bankers on the other, the Minister of Health and Welfare opened the door to foreign banks by approving their entry in July 1995. As a result, the Association's name was altered to the Foreign Transportation and Banking Health Insurance Association (FTBHIA).

In 1997, the Foreign Non-life Insurance Group and the Foreign Life Insurance Group submitted similar strong representations requesting admission in the same way as banks. Once again, the FTBHIA accepted these requests and, after about eight months of negotiations with the authorities, the way was cleared for the admission of insurance companies when the Minister of Health and Welfare granted his approval in April 1998. This time, the Association was given its current name, the Foreign Transportation and Finance Health Insurance Association (FTFHIA).

In a further development, in April 2001 we obtained the approval of the Ministry of Health, Labor and Welfare (MHLW) to alter our Constitution to allow participation by foreign companies offering consultation services in connection with the international transportation and finance businesses. In April 2002, as part of deregulation by the government, it became possible for companies having parent-subsidiary or similar relationships with member companies (consolidated companies) to join the Association, and subsequently in April 2004, the Association's doors were opened to foreign diplomatic establishments and the offices of international institutions, etc., in Japan.

3. Features of the Association

- The FTFHIA is composed of companies from the airline, marine transportation, banking, insurance and consulting industries, etc. Although there are 254 consolidated health insurance associations in Japan (as of February 1st, 2024), membership is generally only open to companies from the same industry. The FTFHIA is thus unusual in that its membership is drawn from different industries. (Note: The abovementioned industries also include foreign companies that engage in "Related Businesses.")
- The FTFHIA offers additional benefits comparable to those provided by the HIAs of Japan's blue-chip companies, and superior health promotion programs, yet its premium rate is lower than that of the AMS.
- The FTFHIA is acutely conscious that its role in Japan's aged society is to provide a firm foundation for the health and welfare of employees of foreign companies, and is committed to steadily fulfilling its duties in this area against the background of a rapidly globalizing industrial society.
- In April 2005, the Personal Information Protection Law came into force throughout in Japan. Although the FTFHIA has always been handling those personal information very carefully, at the enforcement of the law we ensure to manage those personal information appropriately with much stress on its safety according to the policy indicated by the Ministry of Health, Labor and Welfare.

4. Solidarity and Cooperation: The Association's Basic Management Philosophy

Since the FTFHIA is composed of companies of many different nationalities, it is often described as a “mini-United Nations.” Unlike the real United Nations, however, there are no confrontations between major powers or conflicts of interest between advanced and developing nations. On the contrary, our member companies have worked together in harmony for more than 50 years.

The purpose of our existence as a “mini-United Nations” is to ensure that our health insurance operations are managed in a stable manner that maximizes benefits for the employees of foreign companies. Although there may be differences in business sector, nationality and corporate size, our basic management philosophy must apply equally to all.

To this end, we expect our members to help us run the Association smoothly in a spirit of cooperation that truly embraces the “mini-United Nations” concept, and with a sense of solidarity with every other member of the same community.

5. The Expanding Welfare Community The Foreign Enterprise Welfare Society

Most large Japanese companies have mutual aid associations which run welfare programs over and above those provided by public programs such as HIAs. To offer similar services to the employees of foreign companies, the Foreign Enterprise Welfare Society was established in 1995 under the auspices of the Association. Companies joining the FTFHIA are required to join the Society as well.

6. Comparison between the Association Managed Insurance Scheme (AMS) and the FTFHIA

| | | AMS | FTFHIA | |
|--|-----------------|---|--|--|
| Health insurance premium rates | | 10% ^(Note 1) of monthly standard remuneration 10% ^(Note 1) of standard bonus ^(Note 2) | 8.2% of monthly standard remuneration 8.2% of standard bonus ^(Note 2) (Employers and insured persons shoulder the premium on a fifty-fifty basis) | |
| Insurance benefits | | Legally required benefits | Additional benefits | Total member's benefits |
| Medical benefit payments | | The following percentage of the total medical cost is provided. · Children preschool age and younger : 80% · Children in primary school - 69 years old: 70% · 70 to 74 years old: 80% (Persons having income over a certain level: 70%) | Insured person's refund/Dependent's refund (Patients must pay part of the treatment costs themselves. If the amount of the payment exceeds a certain amount complying with the conditions set by the FTFHIA per medical institution, the FTFHIA refunds the excess amount) ^(Note 3) | |
| High-cost medical care | | Patient cost-sharing maximum amounts:80,100 yen + (cost for medical care incurred - 267,000 yen) × 1% ^(Note 4) | | |
| Injury and sickness allowance | | · Payment period From the commencement date up to 18 months in total · Amount 2/3 of daily standard remuneration ^(Note 5) | 10% of daily standard remuneration ^(Note 5) | Approximately 77% of daily standard remuneration ^(Note 5) |
| Childbirth and child-care grant (Insured persons and dependents) | | ¥500,000 per child ^(Note 6) | ¥175,000 per child | ¥675,000 per child ^(Note 6) |
| Maternity allowance | | 2/3 of daily standard remuneration ^(Note 5) · Payment period 42 days before childbirth 56 days following childbirth Multiple births: 98 days before childbirth 56 days following child birth Allowance is provided for late deliveries. | 10% of daily standard remuneration ^(Note 5) | Approximately 77% of daily standard remuneration ^(Note 5) |
| Funeral expense grants | Insured persons | ¥50,000 | ¥50,000 | ¥100,000 |
| | Dependents | ¥50,000 | ¥50,000 | ¥100,000 |

Note1: Different rates by 47 prefectures are being applied. The average of 47 applicable rates is currently 10%.

Note2: “Standard bonus” refers to the accumulated amount of bonus paid during the fiscal year rounded down to the nearest ¥1,000, up to a maximum of ¥5.73 million.

Note3, 4: Deductible amount shall be calculated on basis of a statement of medical expenses (i.e. per person on a monthly basis for inpatient, outpatient or dental respectively by each medical institution, and patient's payment for pharmaceuticals on the prescription issued by each medical institution shall be included in the amount as above).

Note4: The calculation formula is for those who aged 69 or less and are recognized with monthly standard remuneration in the range of ¥280,000 upto ¥500,000. Deductible amount differs by income level of each insured person. In addition, a relief measure is applied in such cases where 1) two or more statements of medical expenses, which exceed ¥21,000 or more as patient cost-sharing amounts for the same household in the same month, are issued, 2) 4 or more cases fall into high-cost medical care per annum, and 3) treatment is for specified diseases approved by the government.

Note5: Daily standard remuneration shall be 1/30 of the average amount of monthly standard remuneration for such period as the most recent 12 consecutive months before the month that initiated the payment of the benefits (Exceptional cases exist).

Note6: In case the delivery is not covered under the compensation system for medical accidents involving obstetric treatment, the amount shall be ¥488,000, and thus the total member's benefits shall be ¥663,000.

7. The Long-Term Care Insurance Scheme

The Long-Term Care Insurance scheme (LTCI scheme) came into force in April 2000, as a new social insurance scheme. Though the LTCI scheme is different from medical insurance, employers are obliged by law to collect the LTCI premiums for their employees aged 40 to 64 together with their medical insurance premiums and pay them to the provider of the medical insurance to which they belong (AMS or HIA).

The LTCI premium rate will be determined as "x/1,000" using a predetermined calculation formula, and the rate varies according to each insurer. The LTCI premium rate for the FTFHIA for fiscal year 2024 is 1.80%. The LTCI premium for each employee aged 40-64 is obtained by multiplying each employee's monthly standard remuneration and standard bonus by this premium rate, and employers and employees shoulder the premium on a fifty-fifty basis.

8. Health Promotion [Information Services]

- Publication of the bulletin "Compass" and mailing to the home addresses of insured persons.
- "Newsletter" mainly for foreign managers based in Japan and various information in English are available on our website.
- The FIFHIA offers various useful information for insured persons and their dependents through our website.

[Health Promotion Programs]

The FTFHIA offers health promotion programs as below based on "Data Health Plan III" (formulated in February 2024).

• Health Examination Subsidies

Health examination programs offered by the FTFHIA are designed to serve as specified health examination in order to extract the eligible persons for the specified health care guidance focusing on metabolic syndrome.

Insured Persons and their dependents aged 35 and those aged 40 and over are eligible, and we will provide a subsidy once in the same fiscal year (the applicable period for subsidy is from April 1st till March 31st of the following year) per person. Voluntary insured persons and retired persons insured under the special scheme are treated the same as dependents.

In the meantime, insured persons shall treat their employers' regular health examinations stipulated by the Industrial Safety and Health Law as a priority. For such member company that agrees to provide detailed information for the regular health examinations, the FTFHIA shall regard it as 'basic health examinations' and will provide a subsidy to the employer.

In principle, we expect that health examinations shall be conducted at the contracted medical institutions, however, we also allow 'basic health examinations' and 'comprehensive physical check-ups (so called 'Human Dock') to be conducted at the non-contracted medical institutions only if the criteria are met. (We will provide a subsidy for 'comprehensive physical check-ups')

In addition, with regards to cancer, we will subsidize for four types of cancer examinations (i.e. stomach, colon, breast and cervical cancer) of which effectiveness are recognized by the government's guidelines. Insured persons and their dependents aged 35 and those aged 40 and over are eligible with exceptions of those aged 20 and over eligible for cervical cancer examinations, and those aged 35 and over eligible for breast cancer examinations. Cancer examinations shall be offered at free of charge (the FTFHIA covers the full amount) when conducted at the contracted medical institutions, and a subsidy is also available for those who will undergo cervical and/or

breast cancer examinations, or those who will undergo cancer examinations at the non-contracted medical institutions.

The FTFHIA offers dental examinations (oral examinations, scaling and guidance on brushing).

• Specified Health Care Guidance

For those who are eligible for specified health care guidance as a result of specified health examination, the FTFHIA will offer specified care guidance at free of charge (the FTFHIA covers full amount).

• Health Care Guidance

Our specialists such as public health nurses conduct workplace visit consultations and provide supports to encourage in receiving life-style related diseases check-ups.

• Health Promotion Support Programs

The FTFHIA offers various health promotion programs for insured persons and their dependents to encourage self-motivated health promotion.

- Health-building Challenge Program: Participants (insured persons and their dependents aged 18 and over are eligible) shall make independent efforts to improve their lifestyles for one month. Commemorative gifts will be presented to people who join the program.
- Anti-smoking programs: Invitations to apply for a subsidy for "Anti-smoking programs for outpatient" for insured persons and their dependents aged 20 and over. In addition, online anti-smoking outpatient program is available.
- Health-up Seminars: Invitations to attend seminars for four times per annum (insured persons and their dependents aged 18 and over are eligible).
- Mental Health Seminars: Invitations to attend seminars for the persons in charge (mainly for managers) of the member companies.
- Seminars for Retired Persons Insured under the Special Scheme: Invitations to seminars for retired persons insured under the special scheme and their family in order to prevent lifestyle related diseases.
- Subsidies for Health Related Seminars: Member companies where conduct such seminars for health promotion will be entitled to receive subsidies for the part of the cost to hold them such as honoraria to speakers.

• Health Consultations

There are two types of consultation services: "office-visit type," in which our specialists such as public health nurses visit the business site for consultation on basis of an individual interview, and "ICT type," in which consultation can be conducted remotely using a PC or tablet.

In addition, we offer the following services: 1) "24-hour Telephone Health Consultation Service" for physical consultations, 2) "Mental Health Counseling Service" (telephone, in-person, online, web-based) for mental health consultations, and 3) second opinions and medical consultation arrangement services, 4) consultation by our public health nurses. As for 1) and 2), consultations in foreign languages are also available for certain services.

• Subsidy for Vaccinations against Influenza

Subsidy for vaccinations against influenza is available for insured persons and their dependents.

[Physical Fitness and Recreation Programs]

- Sports Days are held in autumn in the Kanto region and in the Kansai region.
- Corporate contracts have been concluded with various sports clubs to allow their use by insured persons and their dependents. These clubs include Konami Sports Club (430 facilities nationwide), Central Sports Club (400 facilities

nationwide), Sport Club Renaissance (200 facilities nationwide) and Sport & Do Resort Resol (Nagara-machi, Chosei-gun, Chiba Prefecture).

- Softball tournament will be held in the Kanto region.
- A senior golf tournament will be held for insured persons aged 50 and over in the Kanto region.
- A walk rally will be held for insured persons and their family in Kanto and in Kansai region.
- Summertime contracts with resort houses, and contracts with swimming pool facilities to allow their use by insured persons and their family.

- The FTFHIA also pays a subsidy for each insured person or dependent in gymnastic events. These events must be held by member companies and sports associations that are recognized by the FTFHIA as being appropriate and effective as health promotion programs. The subsidy is payable for a maximum of two occasions each fiscal year.

Resort Facilities

• Directly-managed Resort Houses

| | | |
|------------------------|---|---|
| Proprietary facilities | Hilltop Atagawa (Izu Atagawa, Shizuoka Prefecture) | Main building |
| | | Annex (4 cottages for 5 persons and 2 cottages for 7 persons) |
| Rental | Grand XIV Nasu Shirakawa (Shirakawa, Fukushima Prefecture) | |
| | XIV Yamanaka-ko (Fuji-go-ko, Yamanashi Prefecture) | |
| | XIV Tateshina (Tateshina Kogen, Nagano Prefecture) | |
| | XIV Kyoto Yase Rikyu (Kyoto, Kyoto Prefecture) | |
| | XIV Toba (Shima, Mie Prefecture) | |
| | XIV Shirahama Annex (Shirahama, Wakayama Prefecture) | |

• Contracted membership resort facilities

The FTFHIA has also concluded a membership contract with Laforet Club, allowing insured persons and their family to use the Club's 10 resort facilities and 2 golf courses throughout the country.

• Contracted resort facilities

The FTFHIA has contracts with about 200 hotels and inns throughout the country, and subsidizes insured persons and their dependents complying with the conditions set by the FTFHIA.

THE FTFHIA LOGO

The two rings symbolize the spirit of cooperation and solidarity among the diverse member companies and insured persons.

The wavy line connecting the rings indicates the stable management of the FTFHIA and the trust that members put in the Association's activities.

The sphere, top right, represents the earth and symbolizes the international character of our organization.



Any inquiries concerning this leaflet or the Association should be addressed to the following:

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