



March 10, 2025
AEON CO., LTD.

Recognized as one of the "White 500" corporations for excellent health management in 2025

Promoting a safe, secure, and vibrant workplace
by cultivating the habit of maintaining both mental and physical health

AEON has been certified as a White 500 Corporation for Excellent Health Management 2025, a certification program jointly conducted by the Ministry of Economy, Trade and Industry (METI) and the Japan Health Council.

In FY2016, AEON made a Health Management Declaration with the aim of ensuring that employees and their families are healthy in mind and body and that continuously growing human resources can continue to work over the long term. Since then, the AEON Health Promotion Office, headed by the executive officer in charge of human resources and lifestyle area promotion at AEON, has taken the lead, and Group companies have also established promotion systems and are continuously working to maintain and improve the health.

During the fiscal year 2024, we embarked on three main themes: "Streamlining health checkup-related operations and ensuring effective risk management," "Strengthening mental health measures with a focus on primary to tertiary prevention and supporting each other within the team (colleague support in the workplace)," and "Promoting health management throughout the entire company based on "AEON GENKI UP 5." We worked on each of these endeavors. In particular, with regard to mental health measures for employees, in addition to 'line care' and 'self-care' as indicated by the Ministry of Health, Labor and Welfare, the concept of 'member-to-member care' has been promoted. Furthermore, in order to create a better working environment, we have organized guidelines for supporting employees returning to work after a mental health-related leave of absence. This initiative aims to improve productivity, reduce unwanted turnover, and increase employee satisfaction and engagement.

In FY2025, we will focus on improving employees' basic lifestyle habits such as sleep, diet, and exercise to maintain both mental and physical well-being. Additionally, we will continue to participate in the group-wide health management survey and work together as a company to promote health and wellness across the group.



【AEON Health Management Initiatives】

AEON promotes health management based on the belief that the health of its employees is the cornerstone of its corporate activities and that healthy employees can only contribute to the health and happiness of customers in the community. We are also working to maintain and promote the health of our employees.



For more information on AEON's health management initiatives, please visit our website here.

<https://www.aeon.info/en/sustainability/health/>