



March 11, 2024
AEON CO., LTD.

Recognized as one of the "White 500" corporations for excellent health management in 2024.

Promote mental and physical health habits and a safe, secure, and vibrant workplace with
"AEON GENKI UP 5"

Aeon has been certified as a White 500 Corporation for Excellent Health Management 2024, 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 AEON Living Zone Promotion, 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 2023, we implemented various initiatives centered around five key themes, including fostering mental and physical well-being and establishing safe, secure, and vibrant workplaces. In particular, we started improving the lifestyle habits of employees under the name of **AEON GENKI UP 5** (exercise, diet, sleep, BMI, smoking) and have been working to promote health and wellness across the Group. Through these activities, we worked to improve productivity through health management, reduce unwanted employee turnover, and elevate employee satisfaction and job fulfillment.

In FY2024, we will continue to work on the five themes, aiming for participation in the Group-wide health management survey, and will work together with our customers to promote health and wellness as a unified 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 customers in the community. We are also working to maintain and promote the health of

■ Five themes to be addressed in FY2023

Mental and Physical Health Promotion

- Health management and medical examination rate improvement
- Support for women's health (seminars, quizzes, and cancer screenings)

Creating a Safe, Secure, and Energetic Workplace

- Strengthen health and safety initiatives (disseminate measures to employees, develop and introduce the Aeon One Minute Exercise)
- Line care training for managers to improve the work environment
- Improvement of working hours and working style (introduction of flextime system and 11-hour interval regulations)



Creating Healthy Habits for Aeon People

- Support for passive smoking prevention and smoking cessation (e.g., smoking cessation seminars and online smoking cessation programs)
- Improvement of lifestyle and health literacy (e.g. health challenge, walking rally, health-related seminars)

Group-wide health promotion

- Expand the number of companies certified as excellent health management corporations.
- Sharing good practices within and outside the company and conducting seminars at cross-group meetings on health management

Together with our customers

- Contribute to the realization of a symbiotic society where all customers are healthy in mind and body and where diversity is respected.

■ For more information on Aeon's health management initiatives, please visit our website here. <https://www.aeon.info/en/sustainability/health/>