



Employee Well-Being and Engagement

■ Approach to Promoting Health

Asset Management One believes that the well-being of its employees is essential for sustainable growth. We are committed to fostering a culture in which employees are encouraged to heighten their self-management awareness so that they can maintain good health and lead fulfilling professional lives. We support the prevention of lifestyle-related diseases, early detection of illness, and the balance between treatment and work. Through these health-related initiatives, we aim to maximize employees' medium- to long-term performance.

Enhancing Employee Well-Being and Engagement

2. Prevention

Basic Knowledge and Support Programs

- Raise awareness of the importance and benefits of healthy lifestyle habits
- Promote exercise and dietary management (QOLism)
- Provide consultation services
- Support employee communities



3. Health Status Assessment

Understanding Health Conditions Through Medical Examinations

- Regular health checkups
- Stress assessments
- Comprehensive medical examinations and cancer screenings (cost subsidies and use of accumulated leave)

4. Support for Balancing Work and Treatment

Supporting the Balance Between Work and Medical Care

- Use of accumulated leave
- Flexible working arrangements, etc.

1. Foundation Building (Awareness and Organizational Culture)

- Foster understanding of the company's overall health-related initiatives
- Encourage awareness of maintaining and improving one's own health and that of team members
- Promote understanding of the impact and importance of physical and mental health on work performance
- Enhance understanding that some colleagues may have illnesses or disabilities

Physical and Mental Well-Being / A Safe and Comfortable Work Environment
Diversity, Equity & Inclusion (DE&I)

■ Community Activities

