# Financial Results Briefing Materials for Fiscal Year Ended March 31, 2024

ADVANTAGE Risk Management Co., Ltd.
Securities code: 8769

May 14, 2024



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# AGENDA

01 Company Overview

02 Overview of Financial Results for the Fiscal Year Ended March 31, 2024

03 Financial Results Forecast for the Fiscal Year Ending March 31, 2025

04 Topics

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# 01

## Company Overview

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ADVANTAGE
Risk Management Group

## 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**”

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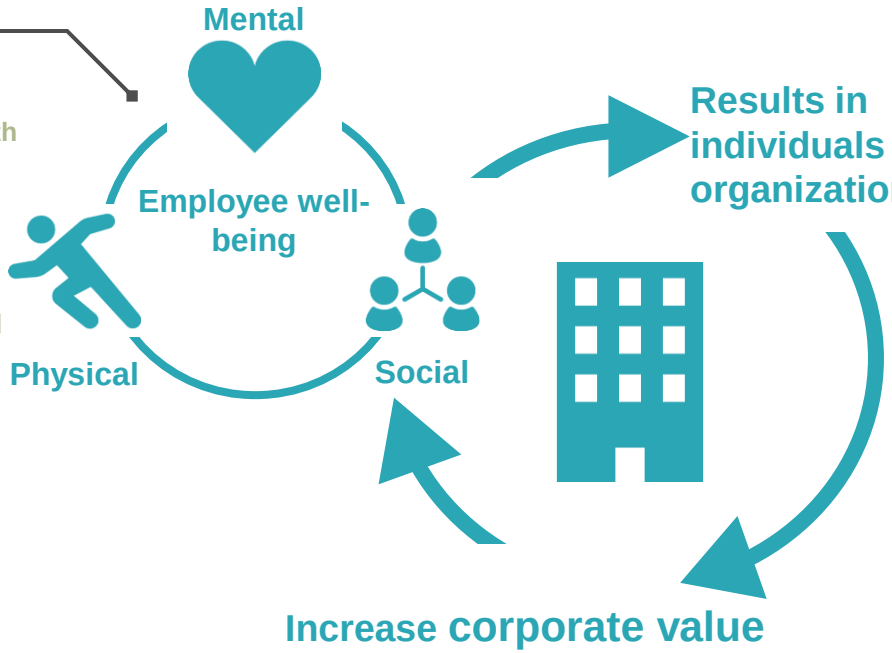
# Company Overview | Goals of the Company's Businesses

**We believe that when employees are both mentally and physically healthy, and each employee can exercise his or her abilities to the maximum possible extent, corporate productivity increases significantly and companies are energized**

## State of well-being*

- Positive emotions
- High level of satisfaction with work and the Company
- Mentally and physically well
- Environments where people can work with peace of mind




## List of expected results

- Improved health
- Better social relationships
- Promotion of creativity
- Increased engagement
- Increased productivity/improved self-motivation
- Increased retention

*State where physical, mental, and social needs are fulfilled

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# Company Overview | (Reference) Relationship between “Employee Well-Being” and “Work Performance”

**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 0.1 or greater, 0.3 or greater, and 0.5 or greater, the correlation is low, medium, and high, respectively.

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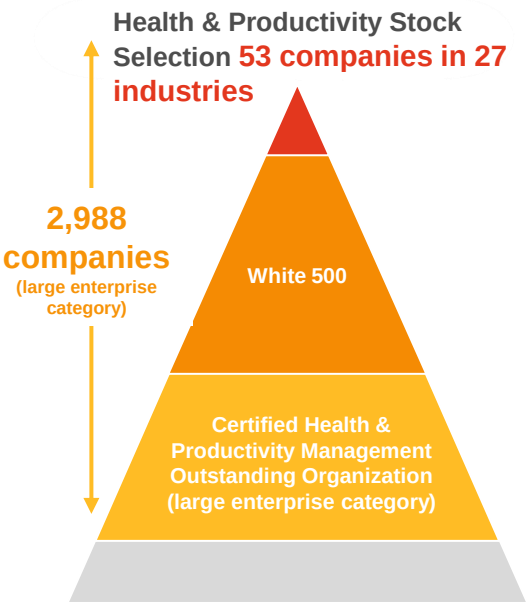
# Company Overview | Track Record of Introduction

**Users of Mental Health Management Service, Health and Productivity Management Service, and users of services for those on leave and those returning to work numbers 4,830 thousand**

**In addition, the Company's solutions introduced* to approximately 30% of companies in Health & Productivity Stock Selection and White 500**

**Number of contracted clients: 3,140 clients**

DAIHATSU / 住友生命 / NISSAN MOTOR CORPORATION / 三菱重工 / SHIMADZU / AGC / KDDI / DyDo / CAPCOM / TOPPAN / ほくでんグループ / J-POWER Group / MARUI GROUP / Pioneer / 三菱食品 / JR システム / SHOWA / 小田急不動産 / 佐藤工業 / トヨタ紡織 / MEIDEN / 富士製薬工業 / 第一工業製薬 / アインホールディングス / 総合メディカル株式会社 / CHIYODA CORPORATION / TSUKUI / NSK / kuraray / Solaseed Air / NICHIBAN / 大丸松坂屋百貨店 / kitagawa / 東陽 / 東海東京フィナンシャル・ホールディングス / chuden CTI / F-tech inc / 中部プラントサービス / TOYOINKSC / TOYOSHIMA 豊島株式会社 / アコム / NDK / OMORI / MEISHI / DAIHATSU / MUSEE PLATINUM / 飛島建設 / SARAYA / KIMURA UNITY / JMAR




*Calculated from certification results of "Certified Health & Productivity Management Outstanding Organization 2024" and "Health & Productivity Stock Selection 2024"
**The number of contracted clients is the number of unique clients under usage contracts of the Company's services (including solutions such as training) on a contracted basis for the fiscal year
Excluding the number of contracts of the Risk Financing Service, the number of some subscriptions of organizations of the LTD Service, and net sales.

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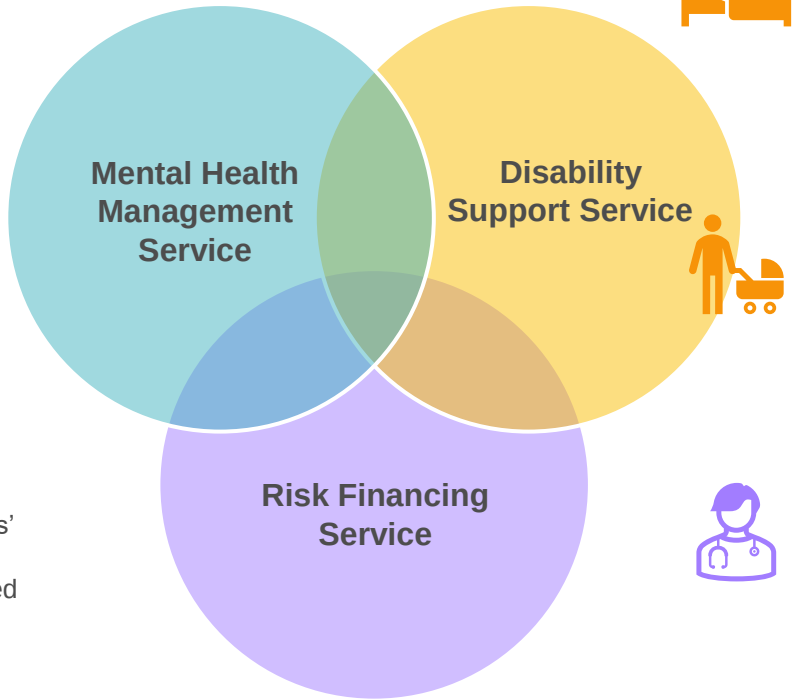
## Develop five business segments centered on three main businesses

### Mental Health Management Service

Improves engagement through preventing and responding to occurrences of mental disorders, and provides programs that comprehensively cover positive sides, such as hiring human resources and supporting development

### Health and Productivity Management Service

Structures occupational health systems that support companies' health and productivity, and provides support services related to health checkup duties




### LTD Service

Sales, structures systems, and operational support for GLTD, insurance that covers a fixed percentage of salary if an employee is unable to work for a long period of time

### Work-Life Balance Support Service

Supports management duties of employees on leave and provides a comprehensive program that includes creating an environment where those on leave can comfortably return to work and balance work and life

### Risk Financing Service

Sales of various types of insurance, such as cancer insurance, towards individuals

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# 02

# Overview of Financial Results for the Fiscal Year Ended March 31, 2024

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# Overview of Financial Results for the Fiscal Year Ended March 31, 2024 | Summary

## Net sales grew by 9.3% YoY

- Although below the financial results forecast, performance was robust in all services
- Recurring revenue increased steadily

## Operating profit increased by 31.2% YoY

- Profit significantly improved although there was a delay in increased profitability

## Change in scope of consolidation 2 new subsidiaries

- COCOMU Co., Ltd. and Resily Co., Ltd. are included in the scope of consolidation from 1Q and 2Q, respectively.

| (Millions of yen) | FY2022 Cumulative 1Q-4 | **FY2023 Cumulative 1Q-4** | YoY Change | Full year Financial results forecast | Achievement rate |
|---|---|---|---|---|---|
| **Net sales** | 6,405 | **6,998** | **+ 9.3%** | 7,280 | **96.1%** |
| **EBITDA** | 1,082 | **1,396** | **+ 29.0%** | - | - |
| **Operating profit** | 553 | **725** | **+ 31.2%** | 850 | **85.4%** |
| **(Profit margin)** | 8.6% | **10.4%** | **+ 1.7pt** | 11.7% | **- 1.3pt** |
| **Ordinary profit** | 534 | **737** | **+ 37.9%** | 850 | **86.8%** |
| **(Profit margin)** | 8.3% | **10.5%** | **+ 2.2pt** | 11.7% | **- 1.1pt** |
| **Profit attributable to owners of parent** | 377 | **505** | **+ 33.9%** | 560 | **90.3%** |
| **(Profit margin)** | 5.9% | **7.2%** | **+ 1.3pt** | 7.7% | **- 0.5pt** |

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

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# Overview of Financial Results for the Fiscal Year Ended March 31, 2024 | Net Sales Trends

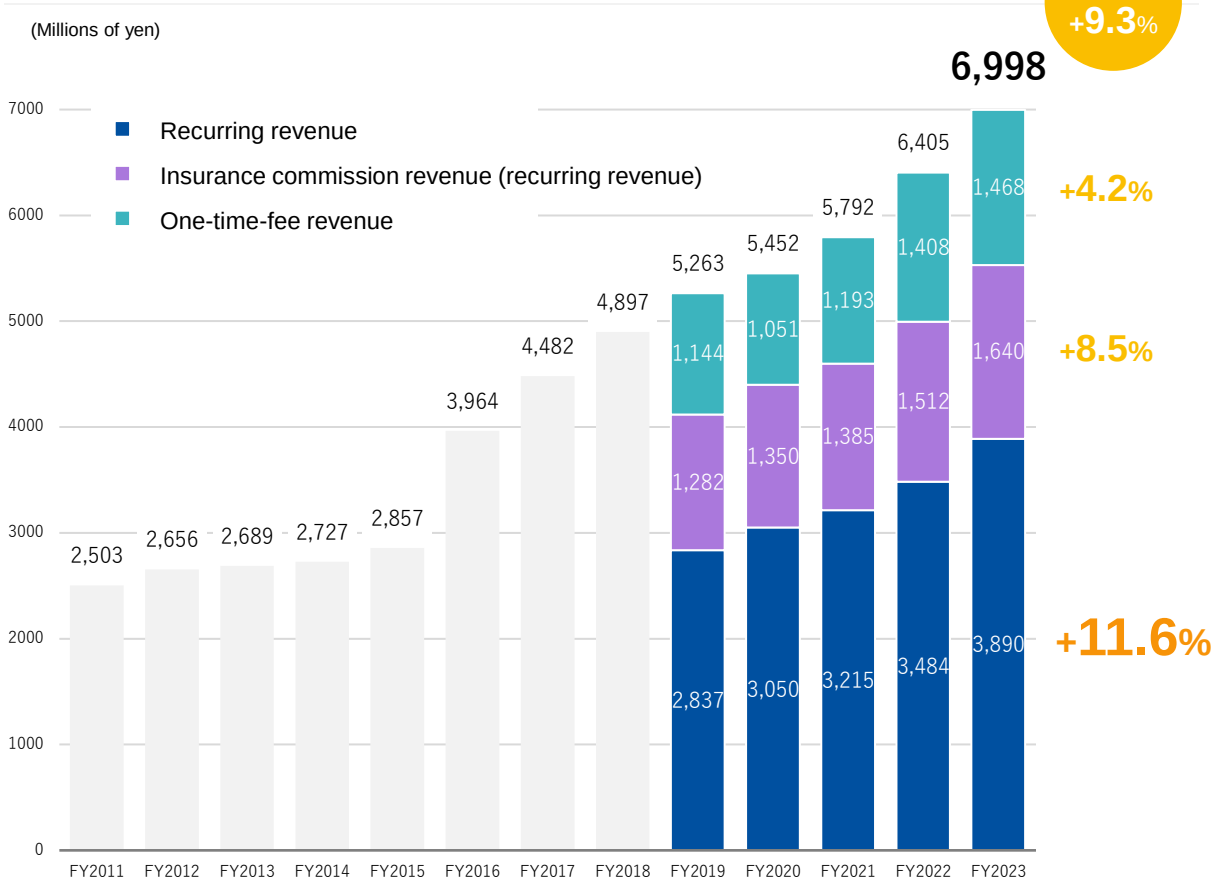
## Recurring revenue increased 11.6% YoY

- Acquisition of new clients was steady for recurring services such as ADVANTAGE TOUGHNESS
- Meanwhile, there was a delay in charging fees for ADVANTAGE Well-being DXP

## One-time-fee revenue also increased

### Solution sales were slower than planned

- Sales of EQ-related in the Mental Health Management Service were slower than planned

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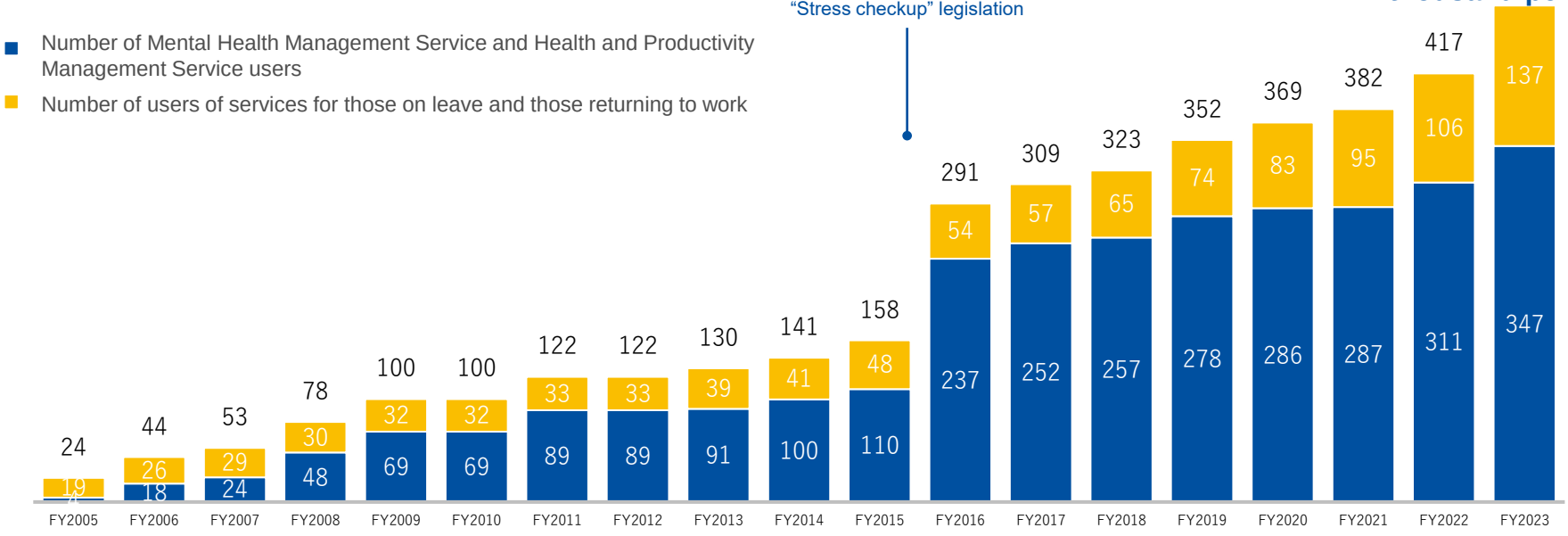
# Overview of Financial Results for the Fiscal Year Ended March 31, 2024 | Trends in Number of Users of the Company's Services

## The number of users increased steadily

- Number of Mental Health Management Service and Health and Productivity Management Service users: approximately 3,470 thousand persons
- Number of users of services for those on leave and those returning to work: approximately 1,370 thousand persons

**4,830**
**thousand persons**




Note: The number of users of services for those on leave and those returning to work include "LTD subscribers" in addition to employees of companies using the "Work-Life Balance Support Service."

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# Overview of Financial Results for the Fiscal Year Ended March 31, 2024 | Comprehensive Proposals to New Clients and Status of Cross-Selling to Existing Clients

- Increase in new clients due to promoting account-based sales through comprehensive proposals centered on ADVANTAGE Well-being DXP
- Increase in cross-sales due to sales of solutions through an increase in users usings multiple services due to comprehensive proposal-based sales and strengthening organization improvement

| | | FY2022 | FY2023 | YoY |
|---|---|---|---|---|
| **Number of contracted clients** | (Notes 1, 5, 6) | 2,950 clients | **3,140 clients** | **+ 6.4%** |
| **Number of contracted clients using multiple services** | (Notes 2, 5, 6) | 650 clients | **720 clients** | **+ 10.8%** |
| **Rate of cross-sales** | (Notes 3, 5, 6) | 22.0% | **23.0%** | **+ 1.0pt** |
| **Net sales per customer (ARPA)** | (Notes 4, 5, 6) | 2,546 thousand yen per year | **2,630 thousand yen per year** | **+ 84thousand yen** |

Note 1: The number of contracted clients is the number of unique clients under usage contracts of the Company's services (including solutions such as training) on a contracted basis for the fiscal year.
Note 2: The number of unique clients under usage contracts to multiple services of the Company (including solutions such as training) on a contracted basis from the number of contracted clients.
Note 3: The number of contracted clients using multiple services ÷ number of contracted clients.
Note 4: (Annual ordinary income from services that are continuously used + temporary one-time-fee revenue such as Solution sales) ÷ unique number of customers. This excludes clients that only use solution services.
Note 5: Excluding the number of contracts of the Risk Financing Service and the number of some subscriptions of organizations of the LTD Service.
Note 6: Figures of subsidiaries are not included.

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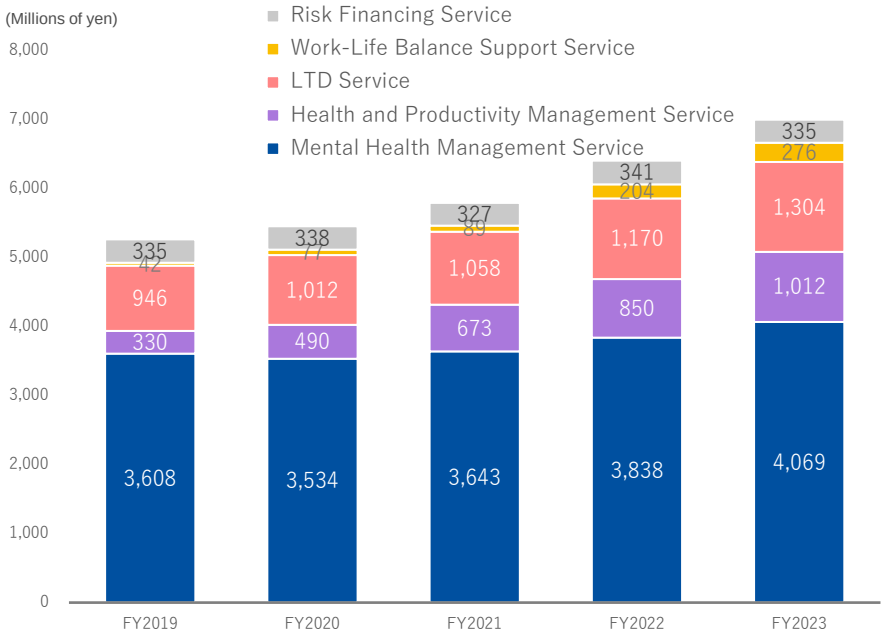
# Overview of Financial Results for the Fiscal Year Ended March 31, 2024 | Net Sales and Operating Profit by Business Trends

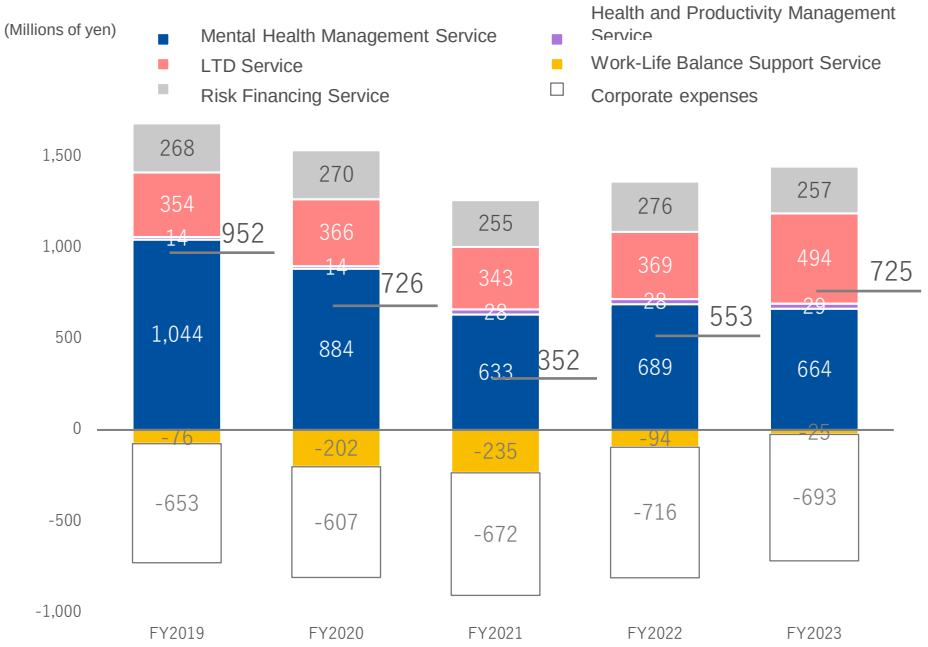
## Net sales

- Robust sales for all major services




## Operating profit

- Delay in reducing deviation from peak levels in the Mental Health Management Service
- Profitability improved throughout the company by controlling increases in costs

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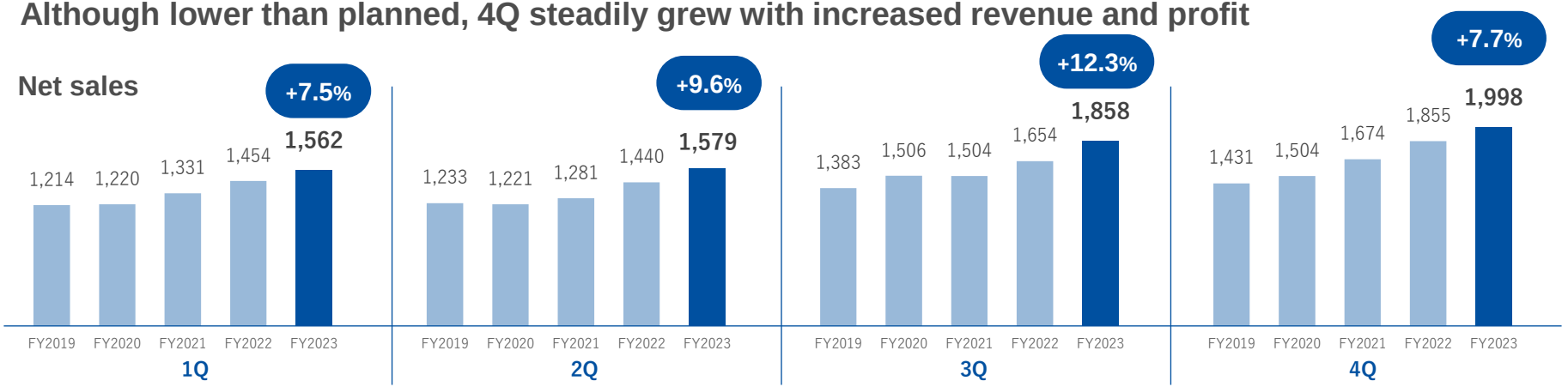
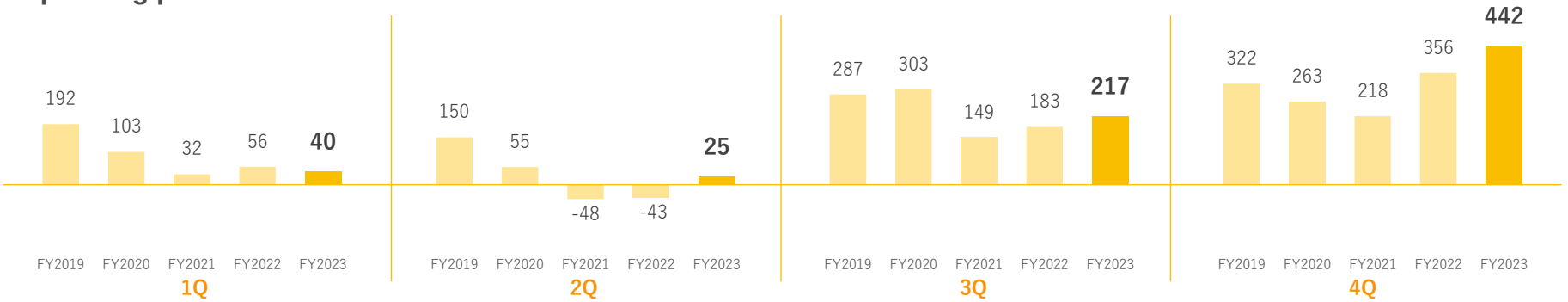
# Overview of Financial Results for the Fiscal Year Ended March 31, 2024 | Net Sales and Operating Profit by Quarter Trends

## Although lower than planned, 4Q steadily grew with increased revenue and profit

### Net sales




### Operating profit

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# Overview of Financial Results for the Fiscal Year Ended March 31, 2024 | Trends in Cost

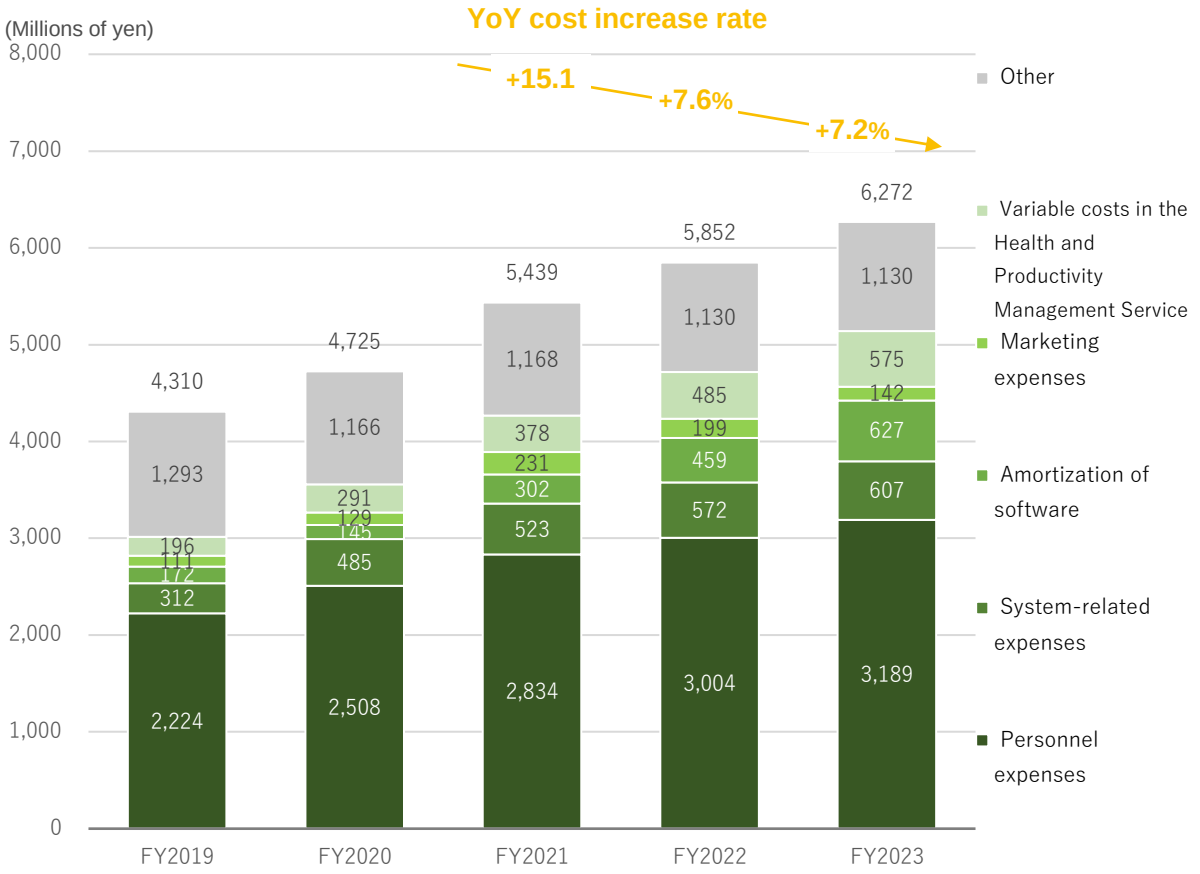
## Decreasing trend in cost increase rate
## Continued to focus on improving profit margin

**Personnel expenses +184 million yen**
- Higher employee salaries resulting from revision of the compensation system
- Impact due to increase in the number of subsidiaries

**Amortization of software +168 million yen**
- Although investment has recently slowed, amortization of software increased YoY

**Marketing expenses -56 million yen**
- Steady lead generation and new projects generation

**Variable costs in the Health and Productivity Management Service +90 million yen**
- 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.

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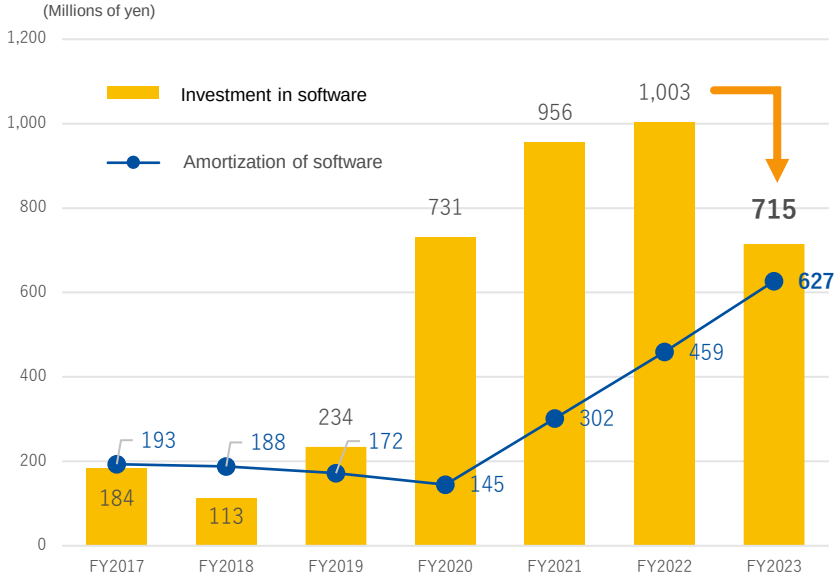
# Overview of Financial Results for the Fiscal Year Ended March 31, 2024 | Increase/Decrease Factors of System-Related Expenses

## Amortization of software

- Investment in systems decreased even with the continued update of systems, including the addition of new functions, improvement of UI and UX, and security enhancement
- Amortization of software increased due to growth investments made up to this point




## System-Related Expenses

- Operation costs of ADVANTAGE Well-being DXP and system expenses of promotion of company-wide BPR increased
- Decreased as ADVANTAGE TOUGHNESS completed the transition to the new system, eliminating the expenses of operating both the new system along with the old system

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# Overview of Financial Results for the Fiscal Year Ended March 31, 2024 | Consolidated Balance Sheet and Cash Flow Statement

## Consolidated Balance Sheet

- Cash and deposits increased in current assets, and intangible assets such as goodwill increased in non-current assets due to acquisition of subsidiaries
- Interest-bearing liabilities increased due to acquisition of consolidated subsidiaries

| | FY2022 | FY2023 |
|---|---|---|
| Current assets | 2,636 | 2,855 |
| Cash and deposits | 1,266 | 1,428 |
| Accounts receivable - trade | 995 | 1,073 |
| Other | 373 | 352 |
| Non-current assets | 3,324 | 3,689 |
| Property, plant and equipment | 169 | 152 |
| Intangible assets | 2,271 | 2,632 |
| Investments and other assets | 884 | 904 |
| Total assets | 5,960 | 6,545 |
| Liabilities | 2,321 | 2,564 |
| Interest-bearing liabilities | 173 | 344 |
| Net assets | 3,639 | 3,980 |
| Shareholders' equity | 3,588 | 3,929 |
| | | |
| Equity-to-asset ratio | 60.2% | 60.0% |

## Consolidated Cash Flow Statement

- Cash flows from operating activities increased YoY
- For cash flows from investing activities, payments increased YoY due to purchase of shares in subsidiaries this fiscal year and proceeds from sale of investment securities in the previous fiscal year

| | FY2022 | FY2023 |
|---|---|---|
| Cash flows from operating activities | 931 | 1,292 |
| Profit before income taxes | 547 | 739 |
| Depreciation | 495 | 657 |
| Other | - 110 | - 104 |
| Cash flows from investing activities | - 219 | - 948 |
| Purchase of intangible assets | - 852 | - 868 |
| Sale of investment securities | 624 | 4 |
| Purchase of shares of subsidiaries | - | - 96 |
| Other | 8 | 12 |
| Cash flows from financing activities | - 169 | - 182 |
| Ending balance of cash and cash equivalents | 1,260 | 1,422 |
| | | |
| Free cash flows | 712 | 344 |

*The difference between ending balance of cash and cash equivalents and cash and deposits on the consolidated balance sheet is the ending balance of deposits of the stock benefit trust (J-ESOP).

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# State of Each Business

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# Overview of Financial Results for the Fiscal Year Ended March 31, 2024 | Summary of Each Business

| | | | |
|---|---|---|---|
| **Mental Health Management Service (MM)** |  | ○ | **ADVANTAGE TOUGHNESS has been successful in acquiring new contracts** with the promotion of account-based sales**.** Client base expansion is steady with the acquisition of subsidiaries. |
| | | × | **Expansion of client adoptions and progress of charging fees for ADVANTAGE Well-being DXP fell below projections.** |
| | | × | Growth of sales of solutions remained weak, such **weak sales for ADVANTAGE INSIGHT employee aptitude tests** related to EQ (emotional management skills) **and EQ improvement training EQ**. |
| **Health and Productivity Management Service** |  | ○ | The health checkup system has been **successful in the acquisition of new contracts and service adoption,** buoyed by market tailwinds, including the trend to digitalize health checkup results. |
| | | △ | Acquisition of new contracts for the occupational physician / public health nurse service steadily increased, but were lower than planned. |
| **LTD Service** |  | △ | The market has continued to grow. Net sales remain **robust**. New acquisitions were lower than planned. |
| | | ○ | **Profit grew** although amortization resulting from system investment, including strengthening competitiveness, increased. |
| **Work-Life Balance Support Service** |  | × | Although the acquisition of new contracts remained robust, because there were delays in recording due to pushing back introduction periods, **it was lower than planned.** |
| | | △ | There is also a high need for eRework from clients, a support program for reinstatement, although new adoptions fell below projections. |
| **Risk Financing Service (RF)** |  | △ | Results were generally as planned, despite a decline in revenue due to a slight slump in acquiring new insurance contracts due to aging of policyholders. |

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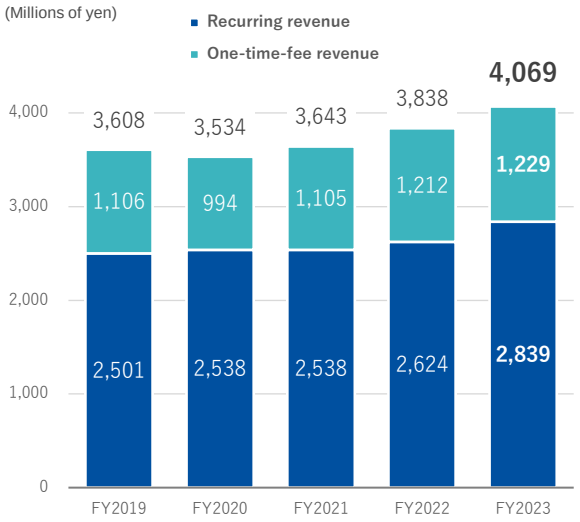
# Financial Results by Business | Mental Health Management Service

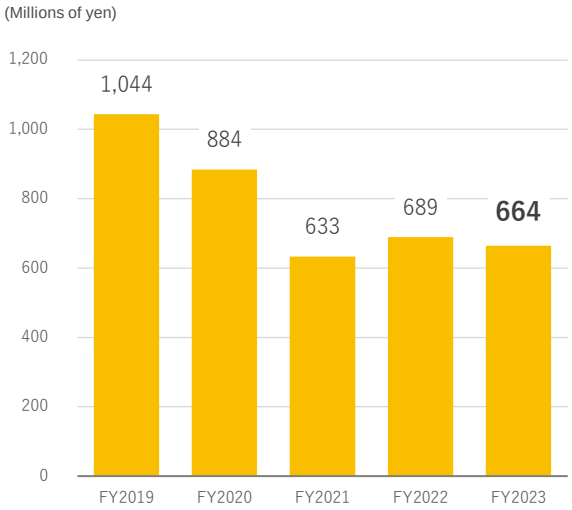
## Net sales showed an increase of 6.0% YoY

- Recurring revenue increased steadily, while growth of one-time-fee revenue, such as solution sales, was weak.
- Segment profit decreased due to impacts of increased costs due to acquiring subsidiaries and the occurrence of amortization of goodwill, as well as increases in amortization resulting from system investment and increased costs compared to sales, such as an increase in personnel costs. Further initiatives toward improving profitability are necessary.

### Net sales




### Segment profit




| (Millions of yen) | FY2022 | FY2023 | YoY |
|---|---|---|---|
| Net sales | 3,838 | **4,069** | **+ 6.0%** |
| Expenses | 3,148 | **3,405** | **+ 8.1%** |
| Segment profit | 689 | **664** | **- 3.7%** |
| Operating profit | 254 | **257** | **+ 1.2%** |

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 and segment profit include results of COCOMU Co., Ltd. and Resily Co., Ltd.

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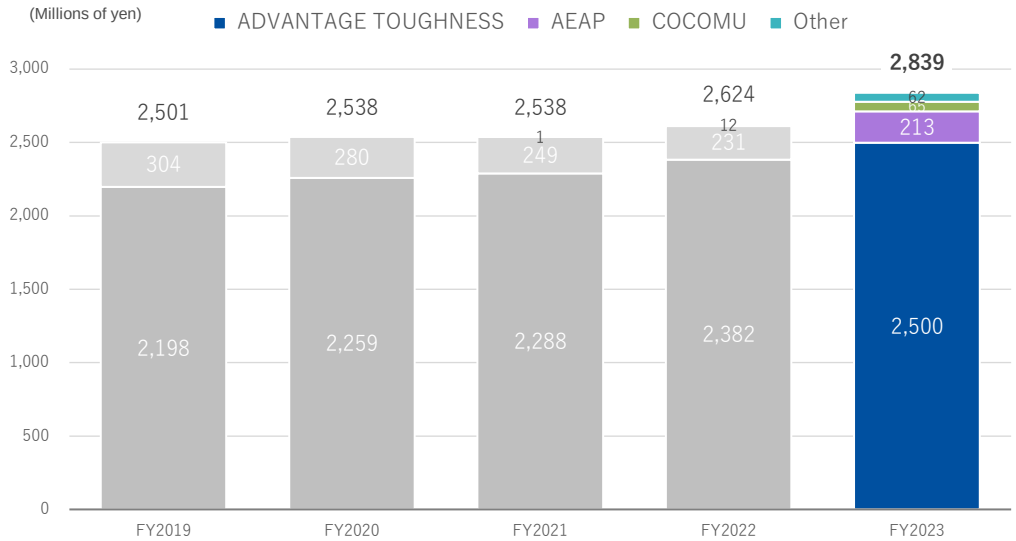
# Financial Results by Business | Mental Health Management Service (Trends in Recurring Revenue)

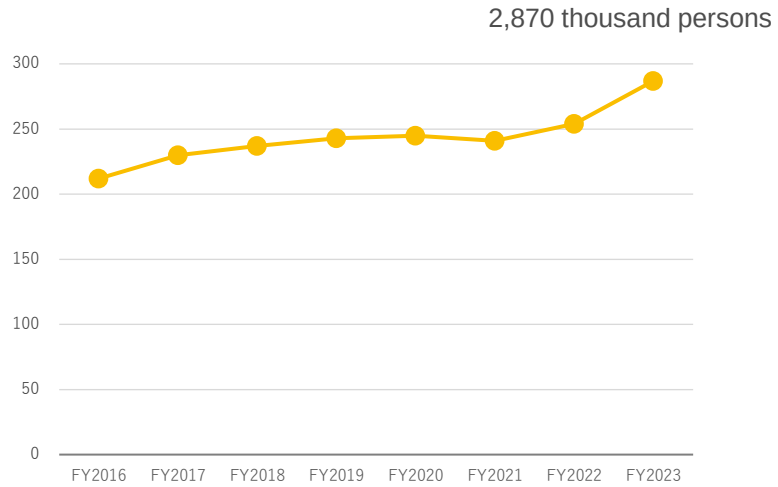
## +8.2% YoY　Expansion is steady

- ADVANTAGE TOUGHNESS has been successful in acquiring new contracts
- The number of User IDs also grew (approximately an additional 150 thousand IDs due to making COCOMU Co., Ltd. a subsidiary)

### Trend in recurring revenue




### Number of stress checkup user IDs

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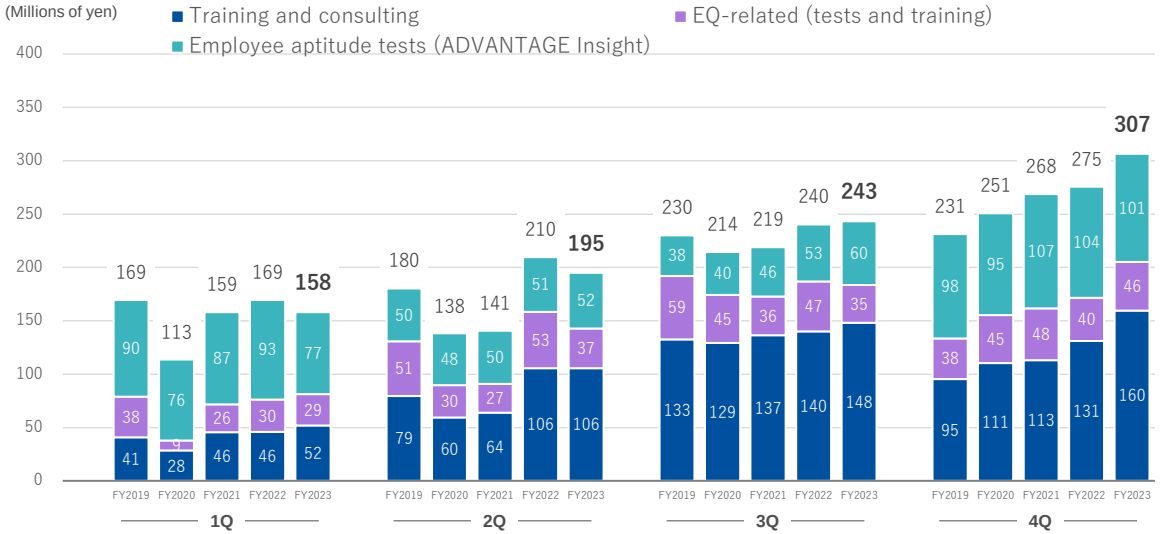
# Financial Results by Business | Mental Health Management Service (Trends in Solution Sales)

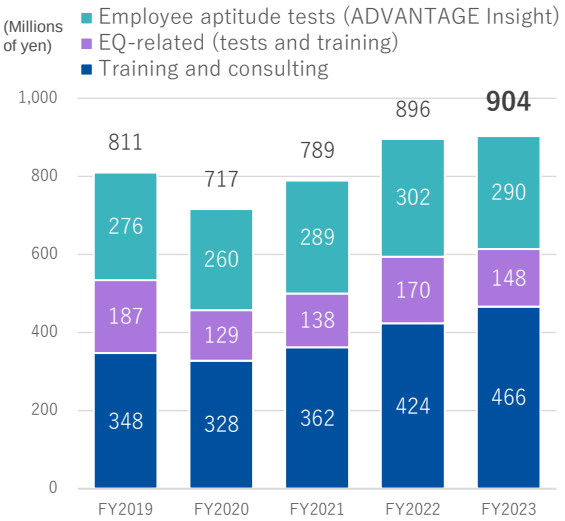
## +1.0% YoY　Growth in 4Q, although lower than planned

- Sales of organizational development consulting services for training and consulting grew due to increasing corporate organizational revitalization demand, and sales were robust in health and productivity management support service that supports promoting health and productivity management
- Sales of EQ-related was weak, impacted by the loss of large-scale contracts received in the previous fiscal year

### Trends by quarter




### YoY

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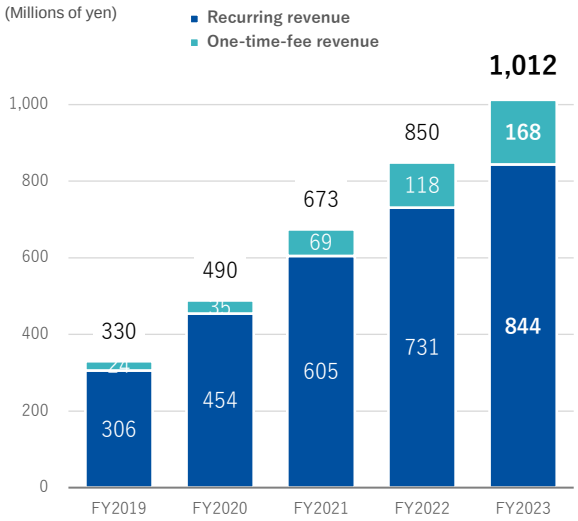
# Financial Results by Business | Health and Productivity Management Service

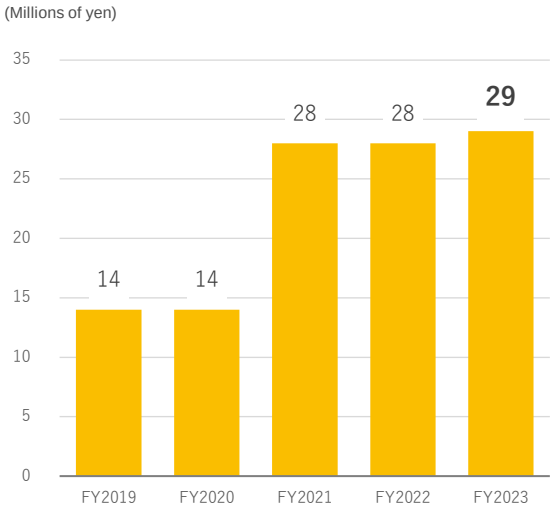
## Net sales continued to grow 19.0% YoY

- The Company's sales increased steadily alongside market expansion with the acceleration of corporate demand for health and productivity management
- Profit was flat due to advance investments to grow businesses, such sales towards acquiring customers and strengthening operations, and initiatives towards new services such as Sampo LAB

### Net sales




### Segment profit




| (Millions of yen) | FY2022 | FY2023 | YoY |
|---|---|---|---|
| Net sales | 850 | 1,012 | + 19.0% |
| Expenses | 822 | 982 | + 19.5% |
| Segment profit | 28 | 29 | + 3.2% |
| Operating profit | - 52 | - 59 | — |

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

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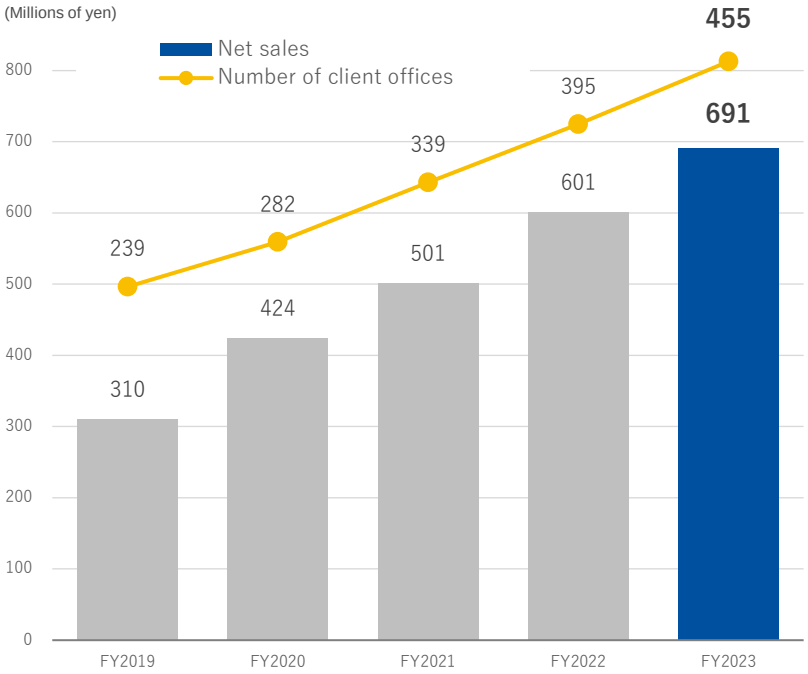
# Financial Results by Business | Health and Productivity Management Service (Trends in Financial Results by Service)

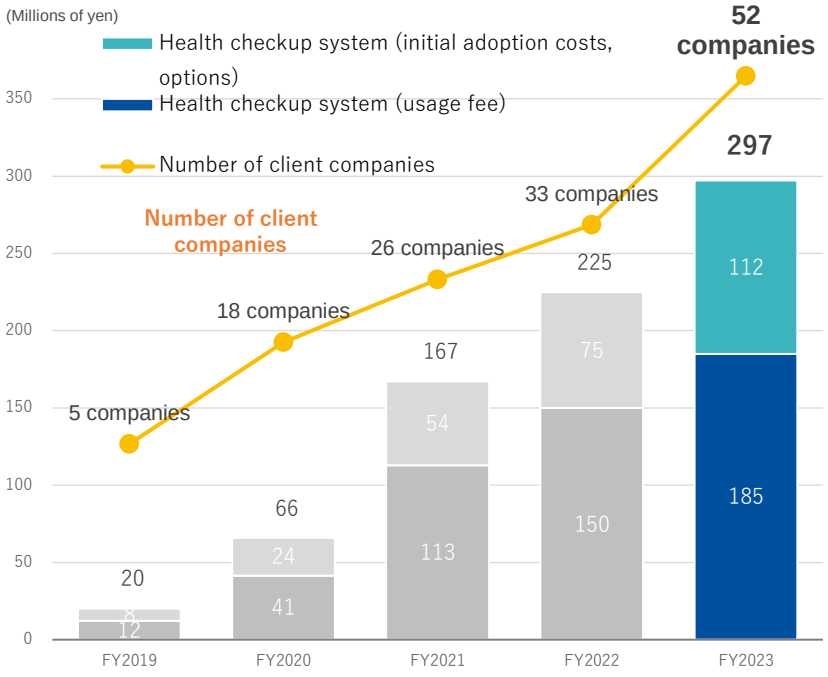
## Occupational physician / public health nurse service

- New contract acquisitions were lower than planned due to impacts of price competition with competitors, but profit continued to steadily increase




## Health checkup appointment and checkup result management system

- New contracts acquisitions were steady with the demand to promote digitalizing health checkup results

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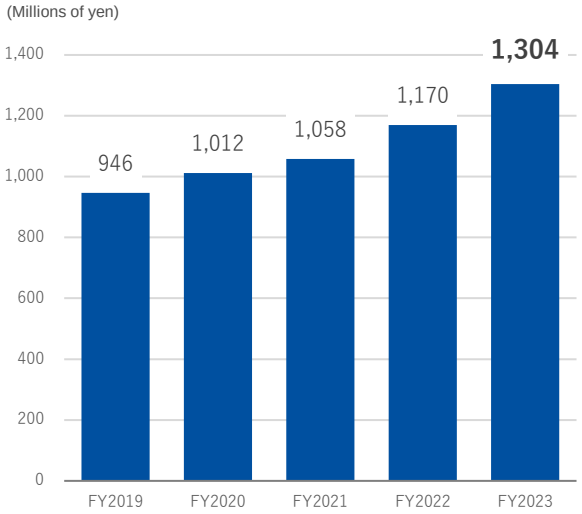
Note: The Health and Productivity Management Service includes sales of specified health guidance, online health seminars, and Advantage Sleep, in addition to the following.

# Financial Results by Business | LTD Service

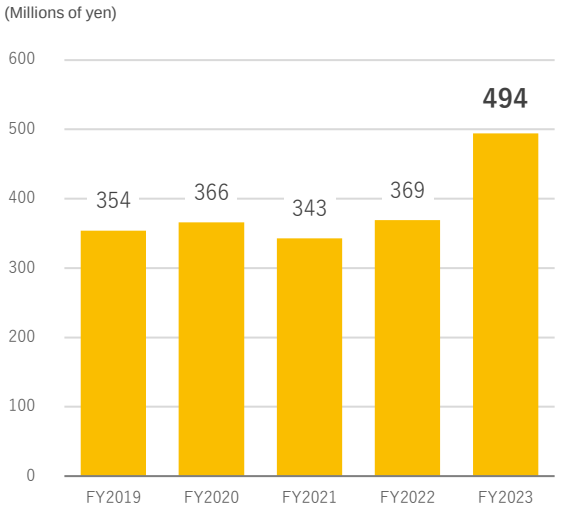
## Net sales remain robust +11.5% YoY

- The LTD steadily grew, and continued to remain strong
- Increased profit due to increased control of costs

### Net sales




### Segment profit




| (Millions of yen) | FY2022 | FY2023 | YoY |
|---|---|---|---|
| Net sales | 1,170 | **1,304** | **+ 11.5%** |
| Expenses | 801 | **810** | **+ 1.1%** |
| Segment profit | 369 | **494** | **+ 33.9%** |
| Operating profit | 227 | **354** | **+ 55.5%** |

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

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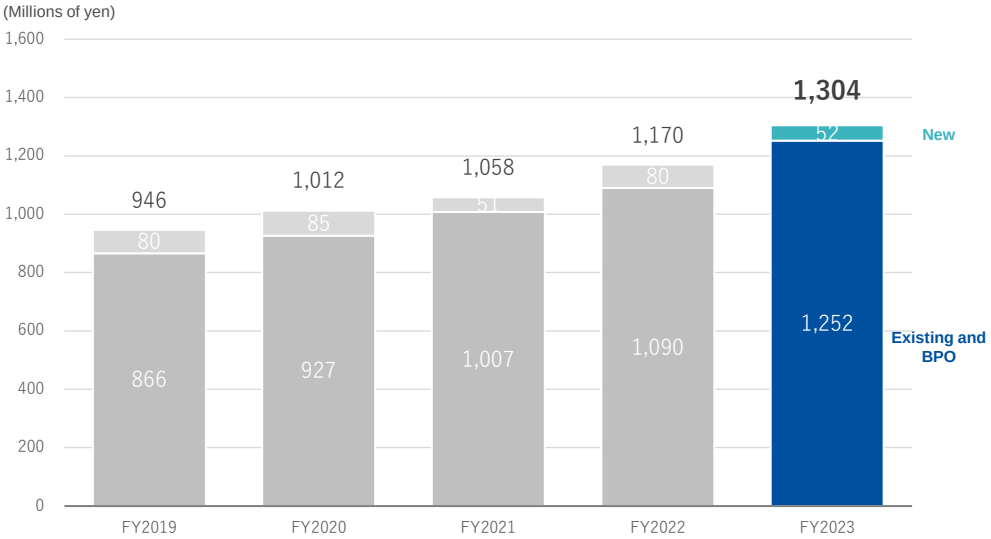
# Financial Results by Business | LTD Service (Trends in Financial Results)

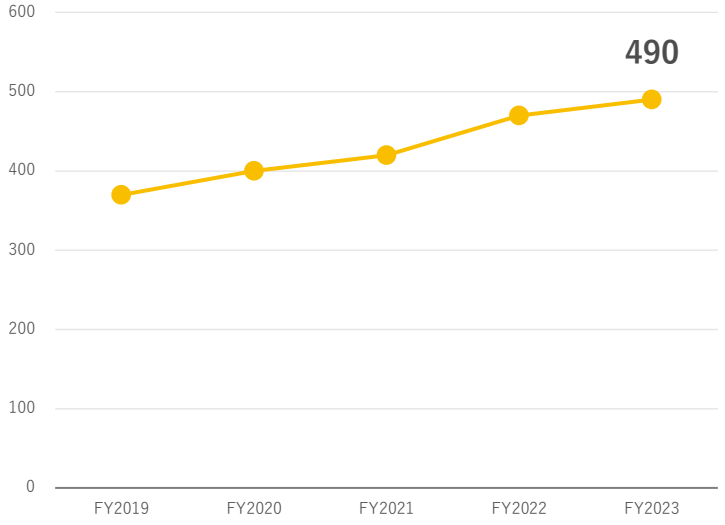
## Existing expansion is steady

- Sales to existing customers grew against the backdrop of increased compensation in response to the extension of retirement ages at client companies

### Trend in net sales




### Number of client companies (number of groups handled)

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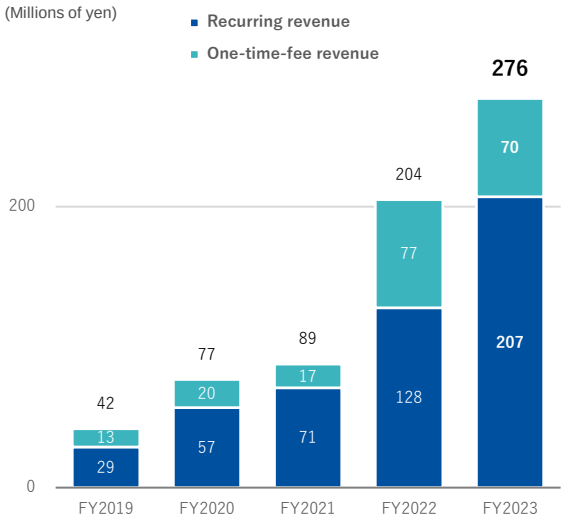
# Financial Results by Business | Work-Life Balance Support Service

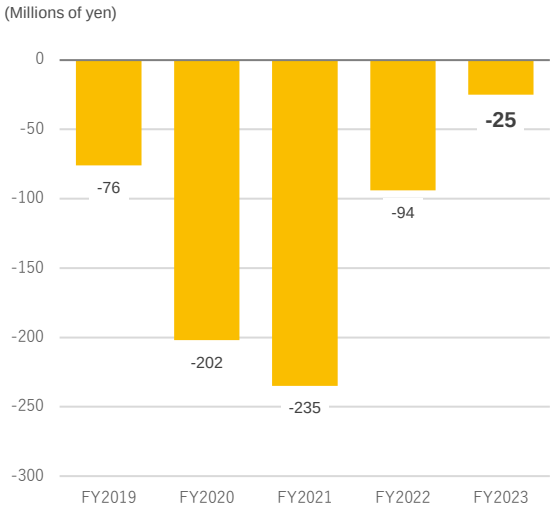
## Net sales grew steadily +35.1% YoY

- Steady increase in new contract acquisitions and although recurring revenue grew steadily, it was lower than planned
- Deficits were reduced due to increased revenue

### Net sales




### Segment profit




| (Millions of yen) | FY2022 | FY2023 | YoY |
|---|---|---|---|
| Net sales | 204 | 276 | + 35.1% |
| Expenses | 299 | 302 | + 1.0% |
| Segment profit | - 94 | - 25 | — |
| Operating profit | - 125 | - 57 | — |

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

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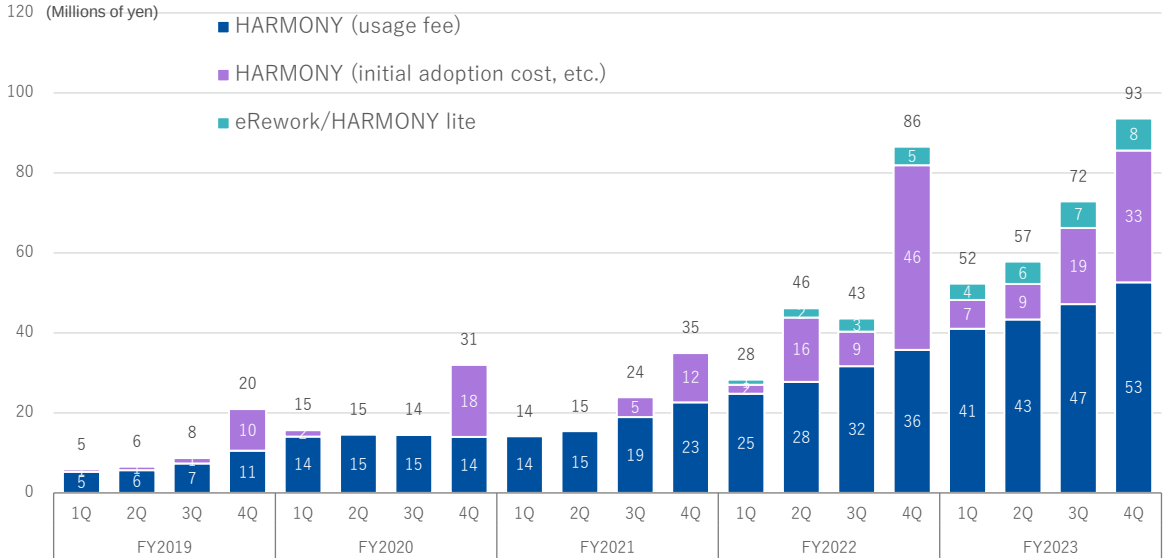
# Financial Results by Business | Work-Life Balance Support Service (Trends in Net Sales)

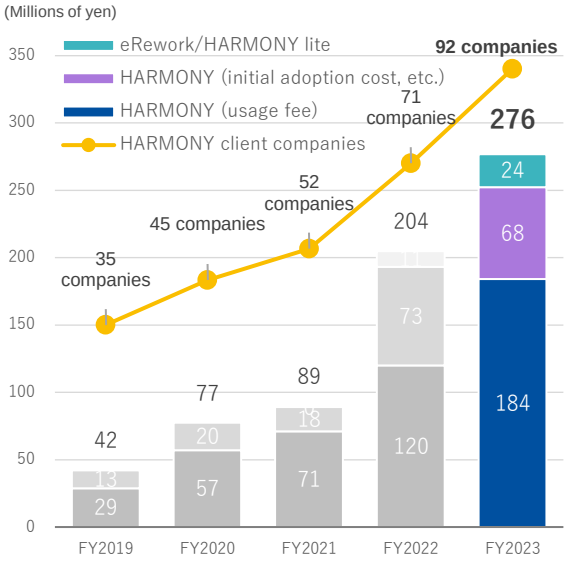
## +35.1% YoY

- New contract acquisitions steadily increased, and recurring revenue (usage fees) steadily increased

### Trends by quarter




### YoY

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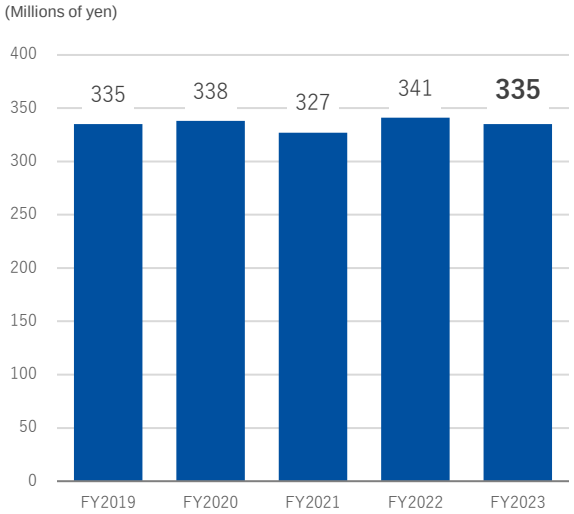
# Financial Results by Business | Risk Financing Service

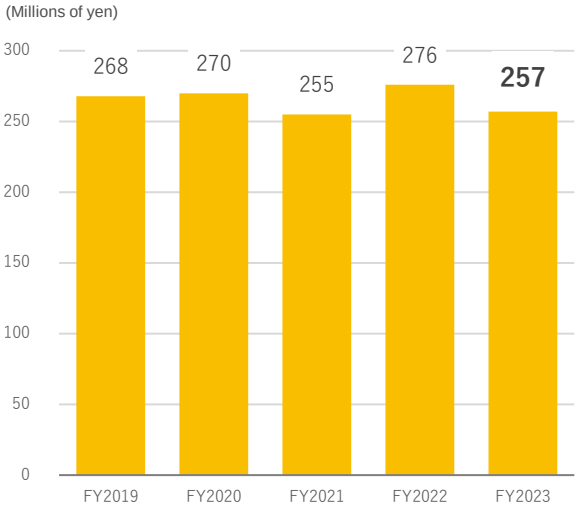
## Net sales decreased 1.7% YoY

- Results were generally as planned, despite a decline in revenue due to a slight slump in acquiring new insurance contracts due to aging of policyholders
- Although operational costs were controlled, expenses increased due to preparations towards system upgrades

### Net sales




### Segment profit




| (Millions of yen) | FY2022 | FY2023 | YoY |
|---|---|---|---|
| Net sales | 341 | **335** | **- 1.7%** |
| Expenses | 65 | **78** | **+ 20.6%** |
| Segment profit | 276 | **257** | **- 7.0%** |
| Operating profit | 248 | **230** | **- 7.0%** |

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

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# 03

# Financial Results Forecast for the Fiscal Year Ending March 31, 2025

企業に
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# Financial Results Forecast for the Fiscal Year Ending March 31, 2025 | Consolidated Financial Results Summary

## Forecast for increased revenue and profit

**Net sales 8.0% increase**

**Operating profit 21.2% increase**

- Continue to realize steady growth by continuing to strengthen comprehensive sales centered on ADVANTAGE Well-being DXP to increase new customer acquisitions
- Strengthen organic closing of existing businesses
- Promote measures such as establishing new business models and developing sales channels towards accelerating the speed of growth

| (Millions of yen) | FY2023 (Results) | **FY2024 (Forecast)** | YoY |
|---|---|---|---|
| **Net sales** | **6,998** | **7,560** | **+ 8.0%** |
| Mental Health Management Service | 4,069 | 4,310 | + 5.9% |
| Health and Productivity Management Service | 1,012 | 1,170 | + 15.6% |
| LTD Service | 1,304 | 1,380 | + 5.8% |
| Work-Life Balance Support Service | 276 | 380 | + 37.4% |
| Risk Financing Service | 335 | 320 | - 4.6% |
| **Operating profit** | **725** | **880** | **+ 21.2%** |
| (Profit margin) | 10.4% | **11.6%** | + 1.2pt |
| **Ordinary profit** | **737** | **880** | **+ 19.3%** |
| (Profit margin) | 10.5% | **11.6%** | + 1.1pt |
| **Profit attributable to owners of parent** | **505** | **600** | **+ 18.7%** |
| (Profit margin) | 7.2% | **7.9%** | + 0.7pt |

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# Financial Results Forecast for the Fiscal Year Ending March 31, 2025 | Shareholder Returns

**Shareholder returns basic policy**

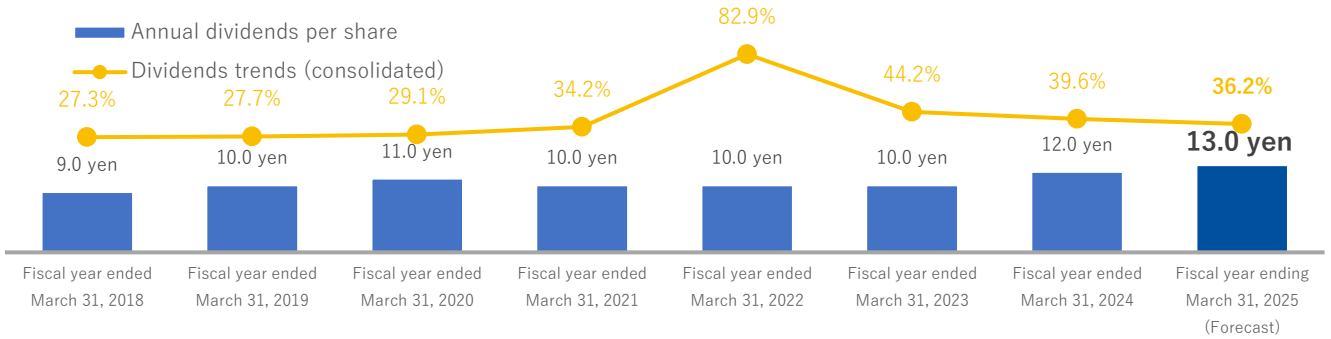
For dividends, after reviewing the existing payment of consolidated dividends of 30-35%, the basic policy is to **stably and continuously pay dividends** of **35% or more of consolidated dividends**, comprehensively taking into consideration financial results for each fiscal year, financial position, and future business development.

**Annual dividends per share (Forecast)**

For the fiscal year ending March 31, 2025, we are planning for annual dividends per share of **13 yen (an increase of 1 yen YoY).**

| | Fiscal year ended March 31, 2023 | Fiscal year ended March 31, 2024 | Fiscal year ending March 31, 2025 (Forecast) |
|---|---|---|---|
| Annual dividends per share | 10.0 | 12.0 | 13.0 |

**<Reference> Trends in annual dividends per share**

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# 04

## Topics

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# Status of 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 in progress.**

企業に未来基準の元気を！
ADVANTAGE Risk Management Group

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
（東証プライム 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イズム・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」ものとして、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イ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。

当社はサーベイの提供に留まらず、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するプラットフォームや、解決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努めてまいります。

ほくでんグループ

■北海道電力株式会社 ご担当者より

（人事労務部 部長/見藤 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、組織の職場改善活動などに活用してきていますが、ストレス面だけなく、更にやりがい向上や組織活性化に具体的につなげていくことが課題でした。
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ことを期待しています。

（人事労務部 安全保健グループ/伊藤 奈津子 様）
本サービスの一つでもある各種e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。

企業に未来基準の元気を！
ADVANTAGE Risk Management Group

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
（東証プライム コード 8769）

## ダスキンがクラウド型復職/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、株式会社ダスキンにクラウド型復職/両立支援システム「eRework(イーリワーク)」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」を導入いただくはこびとなりました。

復職支援プログラムや職場復帰支援プログラムともいわれる「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する機関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。

株式会社ダスキンにおいては、「eRework」が場所に捉われ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、本社の人事部門の後方支援として、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、休業者のケア、復職におけるサポートなど引き続き同社の課題対応に伴走してまいります。

■ご参考
・ADVANTAGE HARMONY　https://armg.smktg.jp/cc/0y12zdFds
休業者・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・フィジカルの傷病、育児・介護休業などの全ての休業種類に対応し、煩雑な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多角的に現在の状態をスコア化します。

サービスへのお問い合わせはこちら https://armg.smktg.jp/cc/0y12zdCt4

企業に未来基準の元気を！
ADVANTAGE Risk Management Group

2023年6月20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）

## 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 you up」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。同プログラムは、各種サーベイ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。サーベイ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寄与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、全社の偏差値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と合致するものとなりました。

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となる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」のサーベイを起点に、「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まいります。

DAIHATSU

■導入サービス
・アドバンテッジ タフネス　https://armg.smktg.jp/cc/0y12zelV7
ストレスチェックやエンゲージメントサーベイを起点に組織改善までを担うワンストップサービスです。
リスクになりう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」という独自指標で個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、厚生労働省が提示する「職業性ストレス簡易調査票(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。

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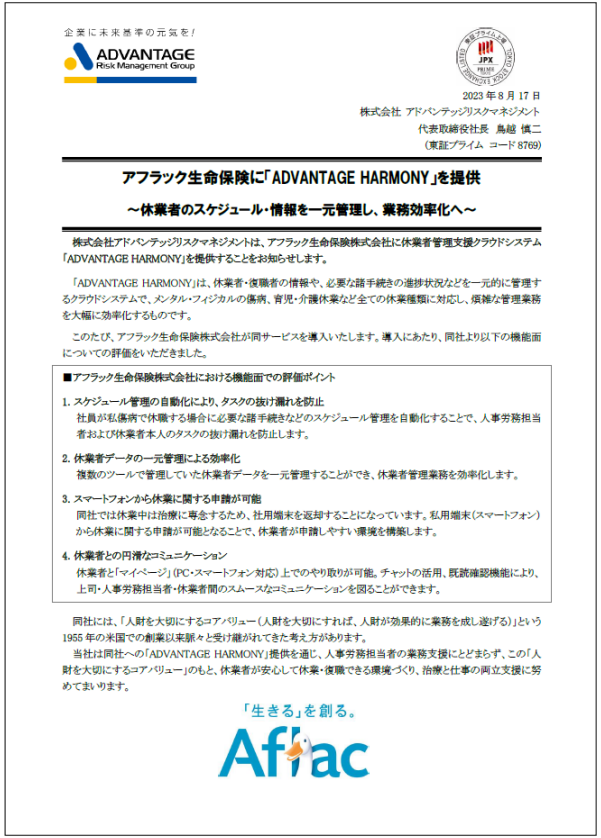
# Status of Introducing the Company's Services to Large-scale Companies

**Introduction of the Company's services to large-scale companies, including Aflac Life Insurance Japan Ltd. and Sumitomo Life Insurance Company, is in progress.**



企業に未来基準の元気を！
ADVANTAGE Risk Management Group

2023年8月17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）

## アフラック生命保険に「ADVANTAGE HARMONY」を提供

### ～休業者のスケジュール・情報を一元管理し、業務効率化へ～

株式会社アドバンテッジリスクマネジメントは、アフラック生命保険株式会社に休業者管理支援クラウドシステム「ADVANTAGE HARMONY」を提供することをお知らせします。

「ADVANTAGE HARMONY」は、休業者・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で、メンタル・フィジカルの傷病、育児・介護休業など全ての休業種類に対応し、煩雑な管理業務を大幅に効率化するものです。

このたび、アフラック生命保険株式会社が同サービスを導入いたします。導入にあたり、同社より以下の機能面についての評価をいただきました。

■アフラック生命保険株式会社における機能面での評価ポイント

1. スケジュール管理の自動化により、タスクの抜け漏れを防止
社員が私傷病で休職する場合に必要な諸手続きなどのスケジュール管理を自動化することで、人事労務担当者および休業者本人のタスクの抜け漏れを防止します。

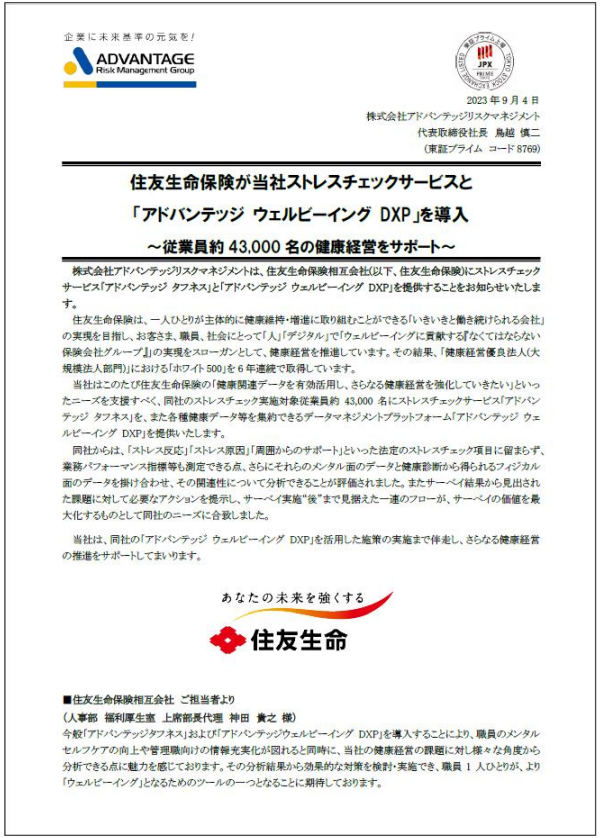
2. 休業者データの一元管理による効率化
複数のツールで管理していた休業者データを一元管理することができ、休業者管理業務を効率化します。

3. スマートフォンから休業に関する申請が可能
同社では休業中は治療に専念するため、社用端末を返却することになっています。私用端末（スマートフォン）から休業に関する申請が可能となることで、休業者が申請しやすい環境を構築します。

4. 休業者との円滑なコミュニケーション
休業者と「マイページ」（PC・スマートフォン対応）上でのやり取りが可能。チャットの活用、既読確認機能により、上司・人事労務担当者・休業者間のスムースなコミュニケーションを図ることができます。

同社には、「人財を大切にするコアバリュー（人財を大切にすれば、人財が効果的に業務を成し遂げる）」という1955年の米国での創業以来脈々と受け継がれてきた考え方があります。
当社は同社への「ADVANTAGE HARMONY」提供を通じ、人事労務担当者の業務支援にとどまらず、この「人財を大切にするコアバリュー」のもと、休業者が安心して休業・復職できる環境づくり、治療と仕事の両立支援に努めてまいります。

「生きる」を創る。
Aflac



企業に未来基準の元気を！
ADVANTAGE Risk Management Group

2023年9月4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）

## 住友生命保険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

### ～従業員約43,000名の健康経営をサポート～

株式会社アドバンテッジリスクマネジメントは、住友生命保険相互会社（以下、住友生命保険）にストレスチェックサービス「アドバンテッジ タフネス」と「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。

住友生命保険は、一人ひとりが主体的に健康維持・増進に取り組むことができる「いきいきと働き続けられる会社」の実現を目指し、お客さま、職員、社会にとって「人」「デジタル」で「ウェルビーイングに貢献する『なくてはならない保険会社グループ』」の実現をスローガンとして、健康経営を推進しています。その結果、「健康経営優良法人（大規模法人部門）」における「ホワイト500」を6年連続で取得しています。

当社はこのたび住友生命保険の「健康関連データを有効活用し、さらなる健康経営を強化していきたい」といったニーズを支援すべく、同社のストレスチェック実施対象従業員約43,000名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、また各種健康データ等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。

同社からは、「ストレス反応」「ストレス原因」「周囲からのサポート」といった法定のストレスチェック項目に留まらず、業務パフォーマンス指標等も測定できる点、さらにそれらのメンタル面のデータと健康診断から得られるフィジカル面のデータを掛け合わせ、その関連性について分析できることが評価されました。またサーベイ結果から見出された課題に対して必要なアクションを提示し、サーベイ実施"後"まで見据えた一連のフローが、サーベイの価値を最大化するものとして同社のニーズに合致しました。

当社は、同社の「アドバンテッジ ウェルビーイング DXP」を活用した施策の実施まで伴走し、さらなる健康経営の推進をサポートしてまいります。

あなたの未来を強くする
住友生命

■住友生命保険相互会社 ご担当者より
（人事部 福利厚生室 上席部長代理 神田 貴之 様）
今般「アドバンテッジタフネス」および「アドバンテッジウェルビーイング DXP」を導入することにより、職員のメンタルセルフケアの向上や管理職向けの情報充実化が図れると同時に、当社の健康経営の課題に対し様々な角度から分析できる点に魅力を感じております。その分析結果から効果的な対策を検討・実施でき、職員1人ひとりが、より「ウェルビーイング」となるためのツールの一つとなることに期待しております。

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# Status of Introducing the Company's Services to Large-scale Companies

**Provided support in realizing health and productivity management for ROHM Co., Ltd. through the Company's main services, TOUGHNESS and ADVANTAGE Well-being DXP.**



企業に未来基準の元気を!

ADVANTAGE Risk Management Group

2023年12月4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
(東証スタンダード コード8769)

**ローム株式会社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**

**～サーベイの集約により課題把握の効率化、実質的な健康経営実現を支援～**

株式会社アドバンテッジリスクマネジメントは、ローム株式会社（以下、ローム）にストレスチェックサービス「アドバンテッジ タフネス」と各種健康データ等を集約す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」を提供することをお知らせいたします。

ロームでは、サステナビリティ重点課題の1つに「従業員の安全と健康の確保」を掲げ、「ヒト」を最も重要な経営資源と捉えて、安全に、心身ともに健康で働ける環境を目指し、健康経営を推進されています。その結果、「健康経営優良法人(大規模法人部門)」における「ホワイト500」にも6年連続で認定されています。

このたび当社は、ロームのストレスチェック実施対象従業員約4,000名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、また各種健康データ等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。

ROHM SEMICONDUCTOR

## Aim of introducing the Company's services

**Introduced the Company's services TOUGHNESS and ADVANTAGE Well-being DXP with the aim of improving efficiency in identifying issues by consolidating surveys to realize substantial health and productivity management.**

## Highly-rated points

1) **Integrating surveys leads to improving efficiency in identifying issues**
2) **Functions for approaching individual employees are well developed and facilitate ability to promote awareness of self care**
3) **Data consolidation on the DX platform facilitates ability to perform more in-depth analysis**

© Advantage Risk Management Co.,Ltd.

# Status of Introducing the Company's Services to Large-scale Companies

**FamilyMart introduced eRework with the aim of strengthening comprehensive mental health measures for all parties, from the employees returning to work to the locations accepting returning employees.**



企業に未来基準の元気を！
ADVANTAGE Risk Management Group

2023年11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
（東証スタンダード コード8769）

**ファミリーマートがクラウド型復職/両立支援システム「eRework」を導入**

**～復職する本人だけでなく受け入れ先もケア、コンテンツを活用して体制強化へ～**

株式会社アドバンテッジリスクマネジメントは、株式会社ファミリーマートに、クラウド型復職/両立支援システムのオンラインリワークプログラム「eRework(イーリワーク)」を提供したことをお知らせします。

うつ病等のメンタル不調による休業者から復職の申し出があった際は、主治医の診断が企業による復職判断に大きな影響を与えます。しかし主治医により復職可能と判断された場合であっても、会社が業務遂行可能とするレベルにはギャップが生じるケースがあります。休業者は収入面の不安や休職期限が迫っていることへの焦りなどから、回復が不十分なまま復職をしてしまい、再発に至ってしまうことも少なくありません。

ファミリーマート社は、かねてより産業保健スタッフの体制構築や復職プログラムの整備を推進し、休業者へのフォロー体制を整えてきました。このたび、「休業者と受け入れ先に向けたメンタルヘルス対策を強化したい」という同社のニーズに合致し、「eRework」を導入いただきました。

あなたと、コンビに、
FamilyMart

## Aim of introducing the Company's services

**Introduced the Company's eRework service with the aim of strengthening mental health measures for employees returning from leaves of absence in addition to measures for locations accepting returning employees.**

## Highly-rated points

1) **eRework leads to learning basic information on the mental health of employees on leaves of absence and the prevention of recurrence**
2) **e-learning available for those in management positions as methods for establishing systems for locations accepting returning employees**
3) **e-learning is based on cognitive behavioral therapy that facilitates application in the prevention of mental health disorders before they materialize**

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# Status of Introducing the Company's Services to Large-scale Companies

**Support increased employee engagement through the Company's main services, TOUGHNESS and ADVANTAGE Well-being DXP**



企業に未来基準の元気を！
ADVANTAGE Risk Management Group

2024年4月10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
（東証スタンダード コード 8769）

**SBSホールディングス、グループ22社が「アドバンテッジ タフネス」を導入**

**～「2024年問題」に際して従業員のエンゲージメント向上をめざす同社を支援～**

株式会社アドバンテッジリスクマネジメントは、SBSホールディングス株式会社（以下、SBSホールディングス社）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」、各種健康データ等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」を提供することをお知らせいたします。

SBSホールディングス社は物流関連事業を中心に展開し、ドライバーとして従事する従業員も多い企業です。物流業界を取り巻く「2024年問題」は、労働時間の制限によってドライバーの労働環境の改善は期待できるものの、企業には限られた時間と人材で生産性を高めていくことが求められます。生産性向上にはメンタルヘルス不調など損失の観点はもとより、「エンゲージメント」の向上が重要となります。

同社は、かねてより人的資本経営の流れを受けて「エンゲージメントの実態を捉えたい」とのニーズがあり、このたび当社の「アドバンテッジ タフネス エンゲージメントプラス」を導入していただきました。SBSホールディングスおよびそのグループ企業22社従業員約17,000名にストレスチェックサービス「アドバンテッジ タフネス エンゲージメントプラス」（一部企業はプランが異なります）を提供いたします。また「アドバンテッジ ウェルビーイング DXP」も導入していただきました。

SBS GROUP
For Your Dreams.

## Aim of introducing the Company's services

**Introduce the Company's ADVANTAGE TOUGHNESS Engagement Plus and ADVANTAGE Well-being with the aim of capturing the actual state of engagement in response to recent trends in human capital management**

## Highly-rated points

1) **Understand the engagement status of all group employees using the same standards**
   - **In addition to mental health, the status of engagement, important in human capital management, can be understood using the same standards**
2) **Improve operational efficiency and reduced costs by unifying surveys**
   - **Simultaneous implementation of stress checkups and engagement measurements lead to reducing the burden on those in charge of human resources, managers, and employees, and reduced costs**

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# (Reference) List of Services that Realize Comprehensive Proposals




*COCOMU's stress checkups are in the line-up
**Provide a service centered on the target management method "OKR" through Resily

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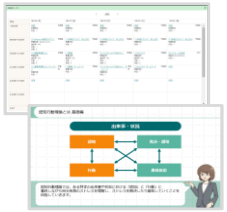
# (Reference) eRework - Service Overview

Powered by ADVANTAGE HARMONY

**Rework program with no time or location constraints. Cognitive behavioral therapy x the program that shows recovery status, and creation of a system in the workplace to accept returning employees, preventing recurrence.**

## Employees on leave — 3-week online rework program

- **Work program** supervised by a psychiatrist
- **e-learning** based on **cognitive behavioral therapy**
- **GPS**-based **mobility training**
- **Interviews** with a counselor



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## HR staff — Easily track recovery status

- Real-time shared **daily rhythm chart**
- **Scoring system** for recovery status



**Supervisors** — e-leaning course available in preparation for acceptance

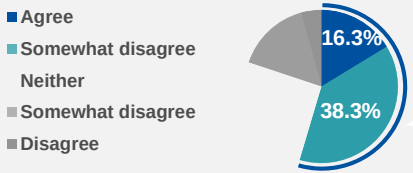
**eRework (cancer)**, a program to support employees **return to work after surviving cancer**, is also available!

## Data

Survey results: In response to **the occurrence of employees on leave due to mental health disorders…**

*From the Awareness Survey on Employees on Leave Management conducted in March 2022, *N=618

In response to the occurrence of employees on leave due to mental health disorders, do you feel that **your workload has increased**?




**54.6%** of those in charge feel that **their workload has increased.**

In response to the occurrence of employees on leave due to mental health disorders, **what** do you think **will be the burden** for the company?

1. **Consideration of a system to accept returning employees …41.8%**
2. Consideration of follow-up system for the subject employees on leave …37.6%
3. Stagnation of operations in which the subject employee was involved …36.2%

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# Review of Human Resource Measures / Promoting Health and Productivity Management

**Continue to promote world-class health and productivity management and move significantly forward on human capital management and DX**



**Becoming a trailblazer in health and productivity management**
Continuously implement the PDCA cycle to enhance employee health.
Encourage action from employees and aim to establish better habits.
**Examples of measures:** Pulse surveys, increase health, better exercise habits improvements to sleeping habits, improvements to diet habits, improvements to sleeping habits, support quitting smoking, support work-life balance, etc.

**Selected under the Health & Productivity Stock Selection for three years in a row**
Selected as White 500 for seven years in a row.
Maintained world-class initiatives.



**Promote human capital management**
Aim for business growth, improvement in productivity, and creating new value through promoting innovation and personal transformation.
**Examples of measures:** Internal venture system, system to study outside the company, support diverse workstyles, next-generation management training, revising the HR system, etc.

**Disseminate the code of conduct (The Advantage Way) and realize HR policies**
Reformed the HR system towards FY2024.
Accelerate investments in developing next-generation leaders.
Aim to become an organization that can sustainably grow.



**DX promotion (data analysis and utilization)**
Analyze all internal HR data such as engagement, stress, health checkup results, life-style data, and presenteeism, and utilize it for human resources strategy.
**Examples of measures:** HR data analysis, etc. through ADVANTAGE Well-being DXP

**Establish a Medium-term Management Plan for health and productivity management based on data**
Analyze highly correlated indicators and create KPIs to improve outcome indicators. Implement HR measures that are effective in solving issues.

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## Selected as Health & Productivity Stock Selection Company for three years in a row following last year

**Health management initiatives were highly evaluated**
**Selected three years in a row under the 2024 Health & Productivity Stock Selection Company**
**Recognized as a 2024 Certified Health & Productivity Management Outstanding Organization**
**(large enterprise category, White 500) seven years in a row**

2024 健康経営銘柄 Health and Productivity

2024 健康経営優良法人 Health and productivity ホワイト500

**2024 Health Management award ceremony**




Presenter Susumu Hara, Ekiden Coach of AOYAMA GAKUIN UNIVERSITY (left)
Shinji Torigoe, Representative Director and President of the Company (right)

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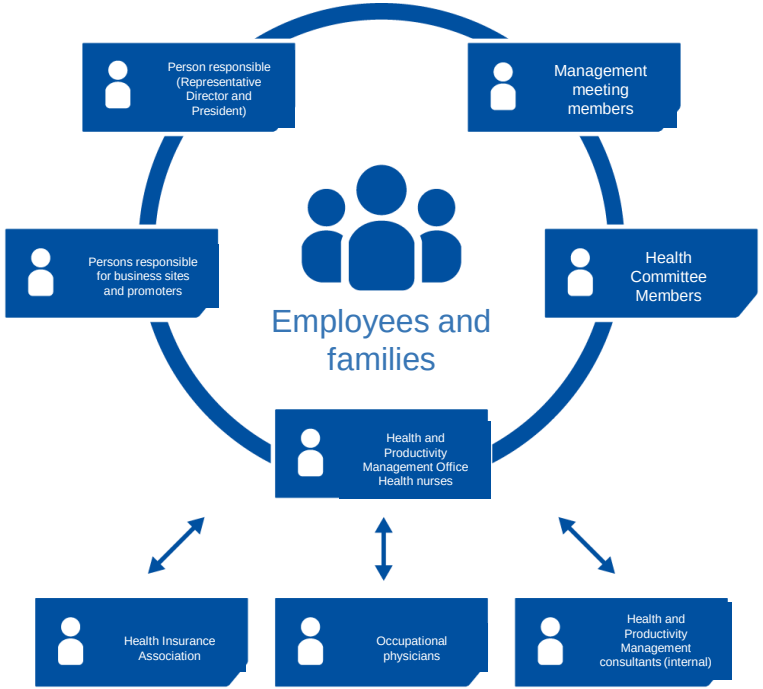
# The Company’s Health and Productivity Management Promotion Policy and Systems

## Health and Productivity Management Declaration

**At ADVANTAGE Risk Management Co., Ltd. and our Group companies, we believe that employees continuing to live healthily and work with a sense of well being is the most important foundation for the long-lasting happiness of employees and their families as well as increased energy within the company. We declare that we will focus all our efforts on making this a reality, and make continuous improvements as we aim for further heights.**

**We also believe that enhancing employees’ health and vitality will help us achieve our corporate mission to “create well-being at corporations,” as well as our corporate message to “bring a new standard of well being to the future of corporations!” and at the same time contribute to enhancing the value we offer to customers.**

**Through the “well-being” of employees, 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.**

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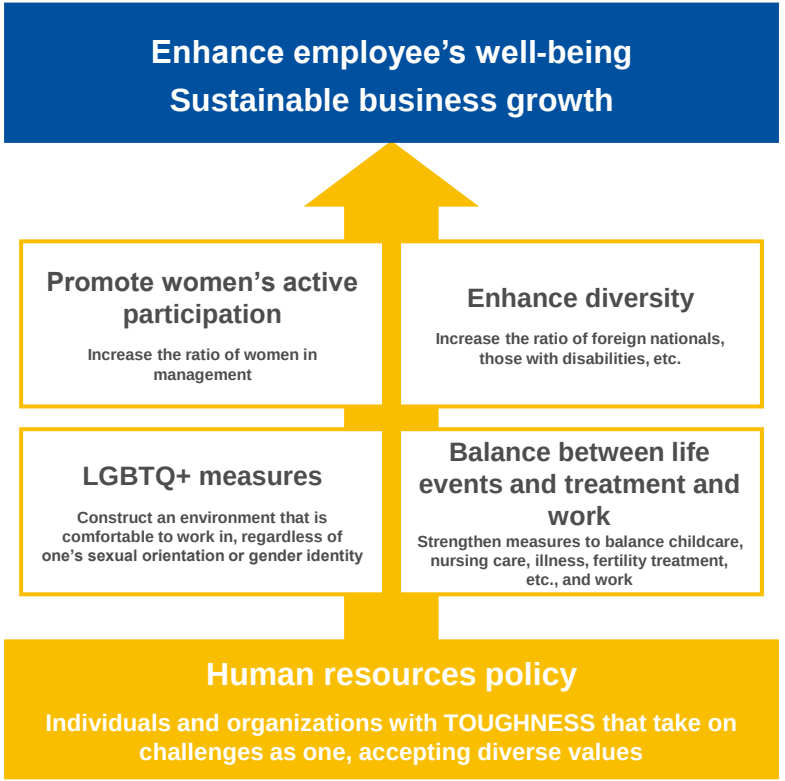
# List of Initiatives Toward Enhancing Engagement

## Declaration to promote DE&I, aiming to realize employee well-being

### Declaration
### to promote Diversity, Equity & Inclusion

At ADVANTAGE Risk Management Co., Ltd. and our Group companies, we will create an environment where everyone can actively participate and where everyone can take advantage of opportunities and exhibit their strengths on a level playing field, regardless of age, gender, gender identity, sexual orientation, nationality, race, religion, whether or not one is involved in childcare or nursing care, illness, presence or absence of a disability, employment status, etc., and in order to enhance the well-being of employees and related parties and to sustainably improve corporate value, we shall respect and accept diverse personalities and values.

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**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 : Other company names and product names mentioned herein may be trademarks or registered trademarks of their respective companies.**

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企業に未来基準の元気を！

ADVANTAGE
Risk Management Group

**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.**