

Health Management Declaration



In April 2022, the Adastria Group published our Health Management Declaration. Since our founding, we have upheld the corporate philosophy of “Be a person needed, Be a company needed”. By promoting health management, we aim to further improve the environment in which employees can work comfortably and safely, and contribute to the wellbeing of not only our employees but also their families, customers, shareholders, business partners, and society as a whole through our business.

■ Health Management Slogan

Play fashion! Play wellness!

~ Enjoy Fashion and Life, Be Healthier, and Be More Yourself ~

Since our foundation, the Adastria Group has sought to provide the excitement of fashion to our customers.

Our mission "Play fashion!" expresses our never-ending mission to bring fulfillment and happiness to everyone through fashion.

We believe that to enjoy fashion, one must be healthy and capable of spending a rewarding, personal time with family and loved ones over the long term.

Between the company, our health association, and employees, we will work together in cooperation with stakeholders to pursue health management. In so doing, we will create an environment in which all can work in good health, remain true to ourselves, and shine with vitality, contributing to more abundant lives around the world.

Enactment date April 1, 2022

Adastria Co., Ltd. Representative Director and President Osamu Kimura



Policy

- We create safe and secure environments in which employees work with passion and long-term commitment by encouraging health, preventing illness, and offering expanded welfare benefits.
- The Adastria employee base throughout Japan consists of a high percentage of women and youth. We are dedicated to meeting diverse employment styles, reflecting the needs of each individual at his or her stage of life.
- We foster a health-conscious corporate culture that encourages employees to enjoy maintaining and improving their own health through health literacy and skills that lead to stronger mental and physical fitness.

Health Management System

The president of the company is responsible for promoting health in our organization. We have also established a dedicated department, the Health Management Promotion Office. The company conducts health management, while the Adastria Health Insurance Association conducts data health planning. These elements work in combination to encourage health among our employees.

In addition, we will establish the Adastria Wellness Committee* with the participation of Group employees to foster an environment in which employees themselves engage in health promotion activities.

Health Management Promotion System

PLAY FASHION! PLAY WELLNESS!

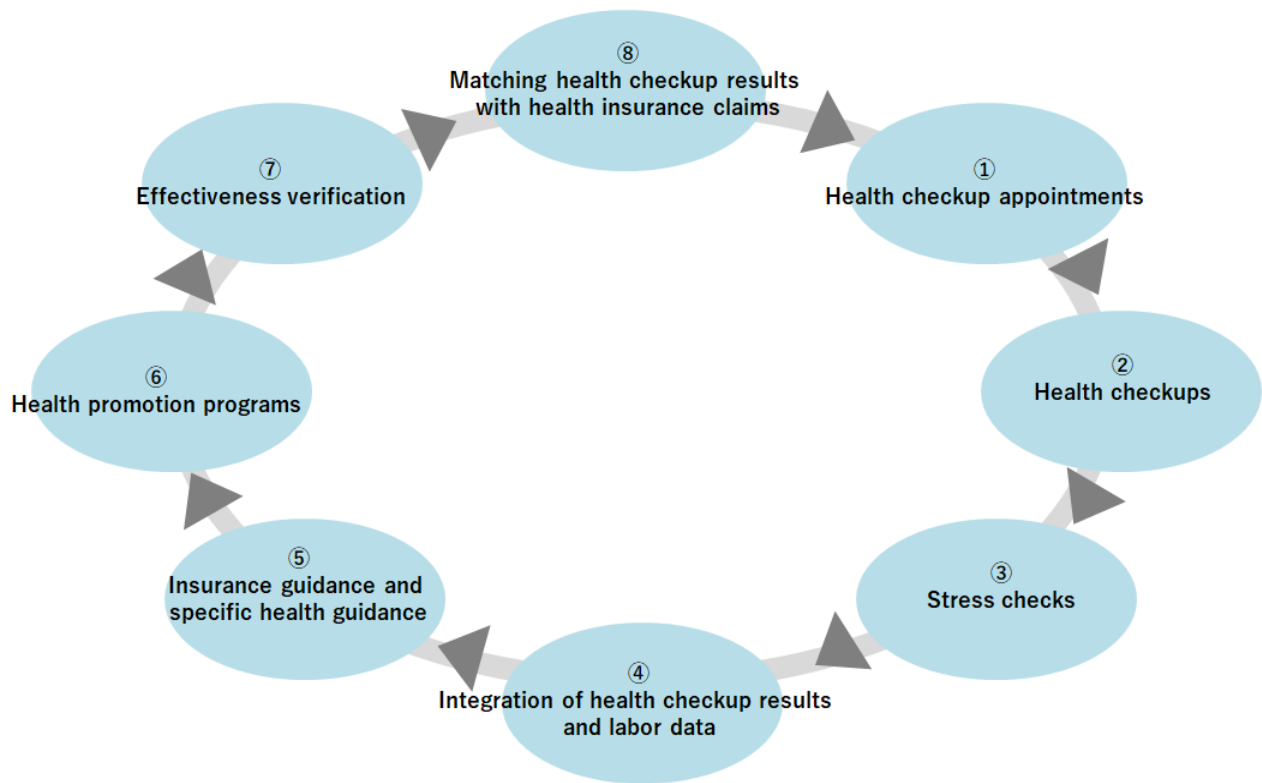


*About the Adastia Wellness Committee

The Adastia Wellness Committee invites employees who are highly interested in wellness to participate in the Adastia Wellness Committee. This committee is responsible for collecting employee opinions for the formulation of health management measures, as well as for publicizing measures across the company.

■ Collaborative Health

In collaboration with the Adastia Health Insurance Association, the company will begin each year with health checkup appointments. The results of health checkups, stress checks, labor data, etc., will be collected in a central system. Health guidance, specific health guidance, health enhancement programs, etc., will be implemented, with the effectiveness verified and analyzed in comparison with health insurance claims.



■ Priorities

- Health checkups for all employees; stress checks at business locations with 50 or fewer employees
- Establish a collaborative system with industrial physicians, public health nurses, and health committees
- Provide health guidance and specific health guidance
- Support return to work after personal injuries and illnesses; support treatment of employees related to mental illnesses
- Conduct education and awareness-raising activities for managers and employees (work styles, communication skills, smoking and second-hand smoke, etc.)
- Health promotion projects (increase opportunities for exercise, disease prevention, improve dietary habits, etc.)

■ Verification

The company will determine and verify the following indicators after analyzing various data.

- Examples of health management indicators:
Health checkup rate, health risk retention/improvement rate, lifestyle improvement rate, stress check evaluations, work hours, retention rate, employee satisfaction
- Become a Certified Health & Productivity Management Outstanding Company