

Reinforcing
Human Capital

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Cultivating an Environment that
Facilitates Work

Creating an environment in which all employees can embrace their work with enthusiasm is essential to building the vibrant and energetic organization we aim to be. Going forward, we will continue to consider various measures to improve the balance between work and private life by lowering restrictions on where and when employees can work and enabling flexible working styles, which will feed into higher labor productivity. We believe that maintaining sound individuals and organizations contributes to the realization of the Group philosophy and, by boosting productivity across the entire organization, to the realization of our long-term vision. For this reason, we are investing in health and productivity management in a strategic and systematic manner.

Flexible working styles

Initiatives to Support Flexible Working Styles

Fostering an environment that facilitates work leads to greater employee engagement and labor productivity, which in turn contributes to longer-term business growth. We are thus exploring ways to offer more flexibility in terms of working hours and locations.

Relocation of Head Office to Tamachi Tower

Amid the increasing diversity in working styles spurred by the pandemic, we sought to increase employee fulfillment by providing an office environment suited to the times. To this end, in September 2024, we relocated our Tokyo head office to Tamachi Tower in Tokyo's Minato-ku. We designed the workspace in the new office building to be seamless, making it easy for team members, departments, and Group companies to communicate with one another. To enable team members with differing values and backgrounds to exchange opinions and ideas, stimulate communication, and maximize business growth and organizational performance, various innovations to support more robust human and organizational assets have been incorporated throughout the building, including the creation of a new JP Lounge where employees can take breaks and hold casual meetings.



Health and productivity management

Reinforcing Health and Productivity Management

We believe that employee safety and health are crucial, fundamental prerequisites for raising individual and organizational productivity. An organization where every employee works energetically is able to provide healthcare that is grounded in regional communities and offer medical services adapted to the changing times. In FY2023, to foster an environment where employees can work more safely and without concerns, we upgraded various elements of the work environment, including revising the manual on preventing occupational accidents, expanding e-learning courses, and installing AEDs (defibrillators) and providing AED training at all branches. We are taking steps to further improve employee health. These include producing original in-house videos focusing on relevant themes such as mental health, simple exercises, and women's health issues, and regularly distributing the videos on an on-demand basis. To better encourage employees to quit smoking and prevent passive smoking, we launched our own in-house program that resulted in a 100% success rate in quitting smoking.

Support for employees and their families is also vital, and we have strengthened our return-to-work programs and established systems for balancing work and illness to ensure that employees undergoing medical treatment can continue to work with peace of mind, while also gaining greater understanding among their teams. Through these and other measures, we are promoting diverse working styles appropriate to each life stage.