



Financial Results for the 3rd Quarter of Fiscal Year December 31, 2025

Value HR Co., Ltd.

Tokyo Stock Exchange Prime Market 6078

November 13, 2025

1. Financial Highlights in FY12/25 Q3

2. Revised Forecast for FY12/25 and Outlook

3. Shareholder return

4. Our business

Financial Highlights in FY 12/25 Q3 - Performance Summary

【 Net Sales 】 Achieved + 18.9 % YoY (7,233 million Yen)

Revenue increased steadily, driven by new customer acquisitions and growth in the number of users at existing customers.

【 Operating profit 】 ▲41.9% YoY (438 million Yen)

A temporary increase in temporary staffing and outsourcing costs, coupled with investments to strengthen our structure in anticipation of further customer growth, resulted in lower profit.

Value Cafeteria Segment

- KPI : Users (Groups) over **2.95** million (554)
As of 25/2Q +30,000 (+11)

● Increase in orders from new and existing customers.

1. New customers are primarily through health examination outsourcing service.
2. Expansion of additional orders from existing customers.

HR Management Segment

KPI : Health Insurance Societies

76

As of 25/2Q +2

● Support for the establishment

1

+2 health insurance societies
(cumulative 3Q)

コーポレートアクション

● Share Buyback

(From Nov. 14, 2025 to Mar. 31, 2026)

- Maximum: 700,000 shares / 1.0 billion Yen
- We plan to execute the share repurchase flexibly, taking into consideration our financial position and share price levels, in order to respond to situations where our business characteristics and performance trends are not fully reflected in the share price.

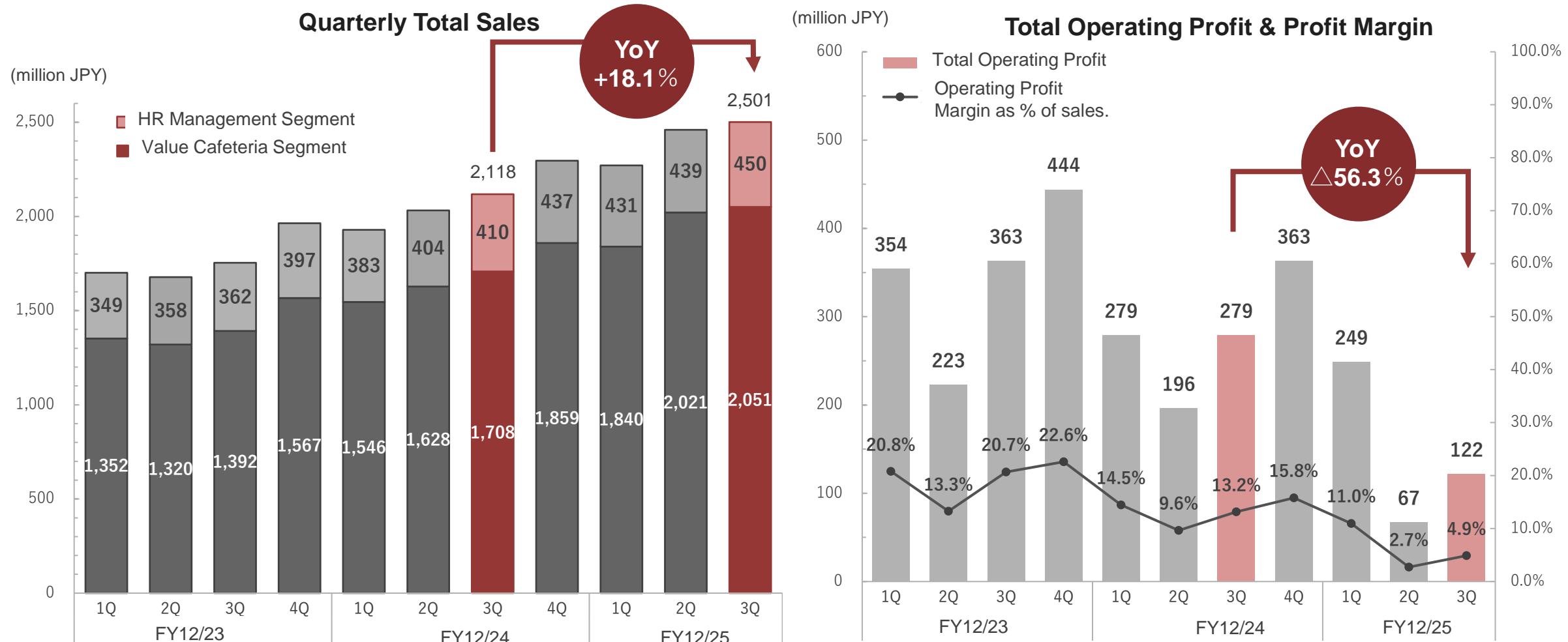
Financial Highlights in FY 12/25 Q3 - Performance Summary

Unit: million JPY	FY12/24 Q1~3	Proportion	FY12/25 Q1~3	Proportion	YoY
Net sales	6,082	—	7,233	—	+18.9%
Value Cafeteria Segment	4,883	80.3%	5,912	81.7%	+21.0%
HR Management Segment	1,198	19.7%	1,320	18.2%	+10.1%
Operating profit	755	12.4%	438	6.0%	△41.9%
Value Cafeteria Segment	1,375	22.6%	1,141	15.7%	△17.0%
HR Management Segment	197	3.2%	207	2.8%	+5.0%
SG&A	△817	△13.4%	△909	△12.5%	+11.2%
Ordinary profit	741	12.2%	467	6.4%	△36.9%
Net profit	480	7.9%	225	3.1%	△53.1%

Quarterly Total Sales / Total Operating Profit & Profit Margin

【 Net Sales 】 Revenue increased due to new customer acquisitions and growth in the number of users among existing customers.

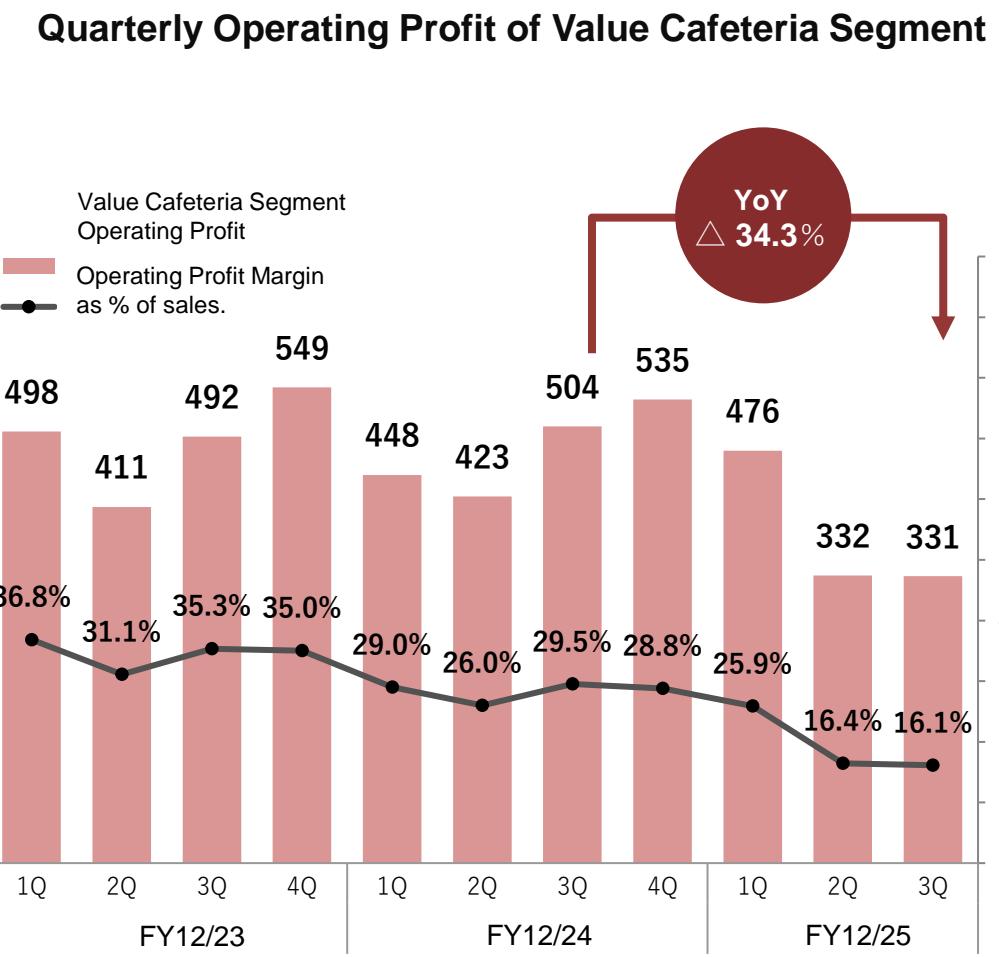
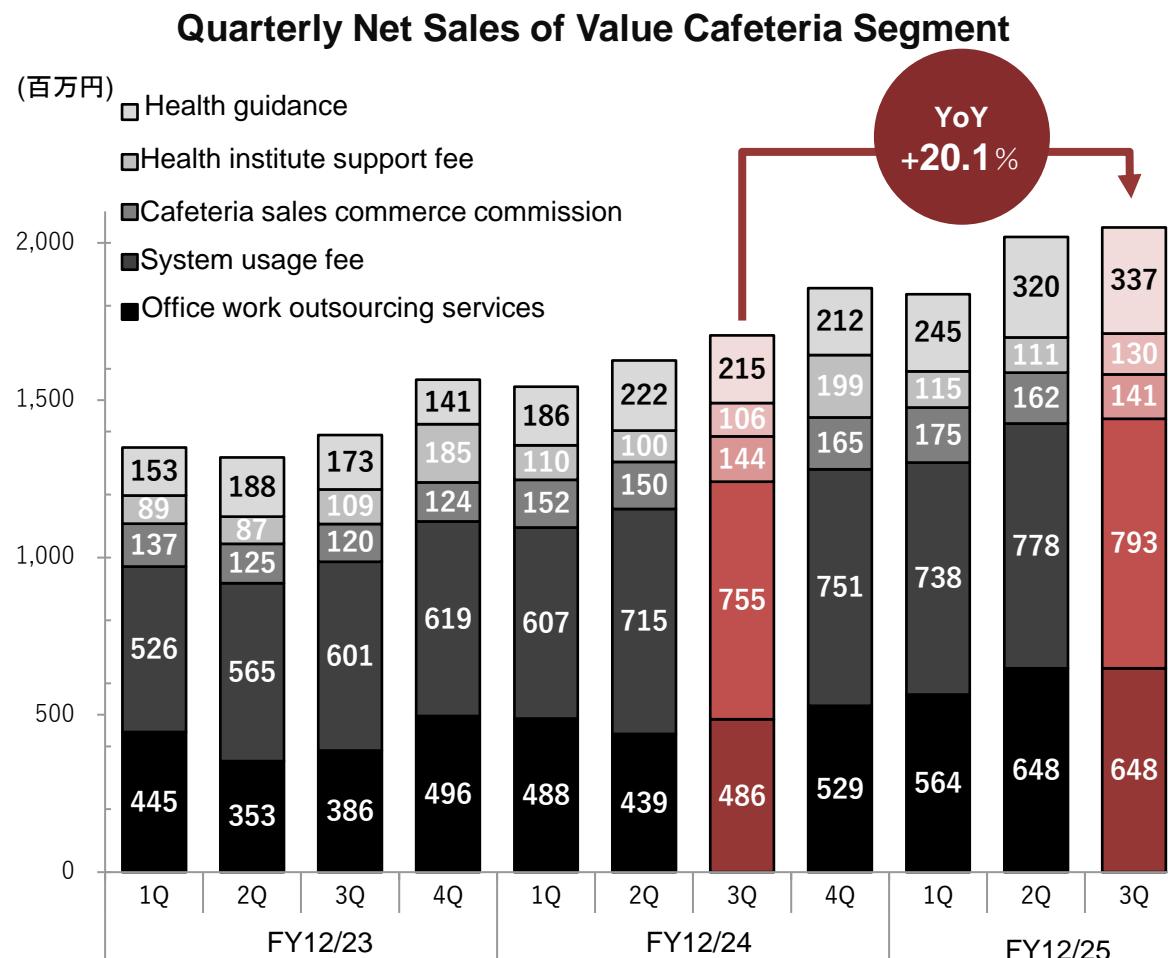
【 Operating Profit 】 Profit declined due to overlapping temporary staffing/outsourcing costs and investments to reinforce our structure in anticipation of further customer growth.



Value Cafeteria Segment, Quarterly Net Sales / Operating Profit

【 Net Sales 】Revenue increased due to new customer acquisitions and growth in the number of users among existing customers.

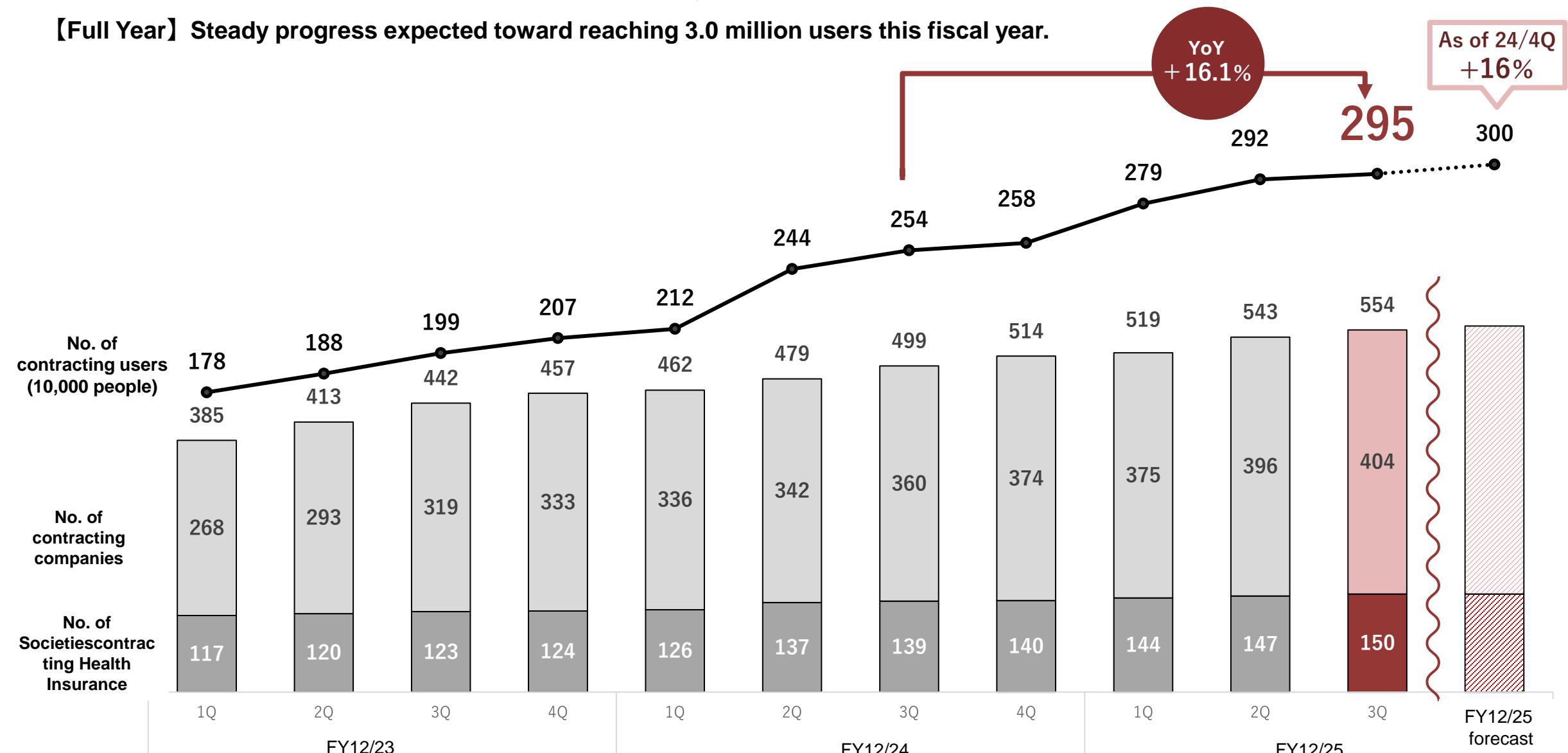
【 Operating Profit 】Profit declined due to continued spending on temporary staff and outsourcing, as well as ongoing investments to expand in-house capabilities and business processing systems.



KPI of Value Cafeteria Segment - Users, Companies, Health Insurance Societies

[3Q] The number of users increased by 30,000 reaching a total of 2.95 million.

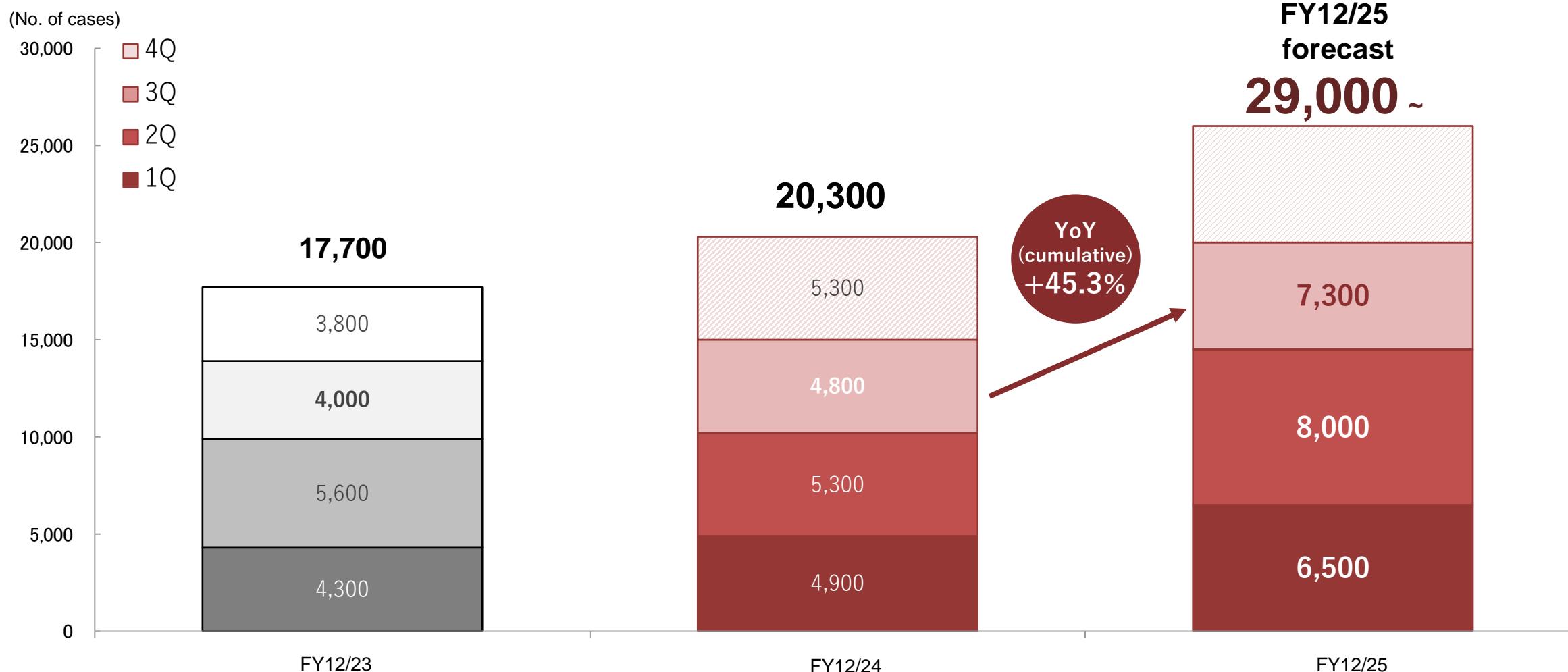
[Full Year] Steady progress expected toward reaching 3.0 million users this fiscal year.



Value Cafeteria Segment - Specific Health Guidance

[3Q] The number of initial Specific Health Guidance consultations totaled 21,800 for 1–3Q, up 45.3% YoY.

[Full Year] The full-year outlook has been revised upward to over 29,000 cases (vs. the initial plan of 23,300 cases).

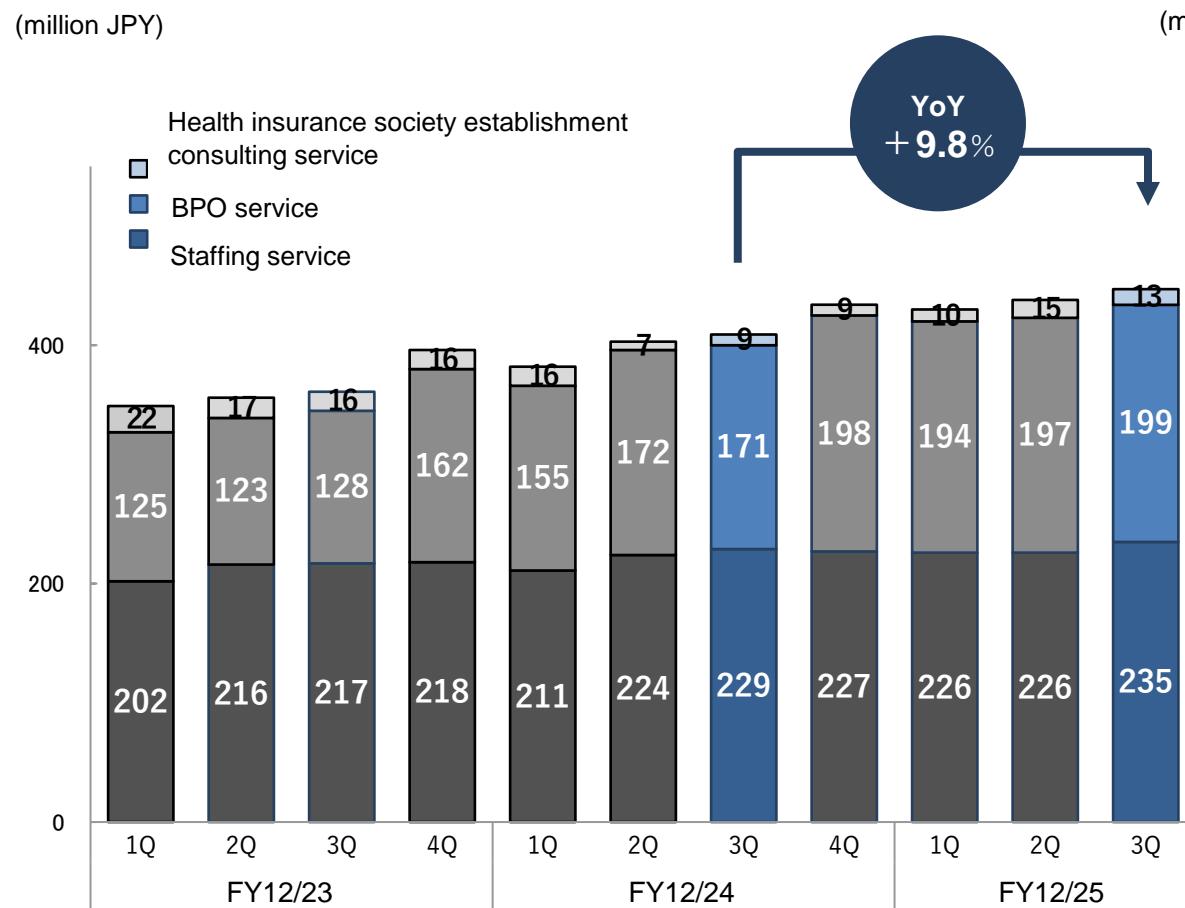


HR Management Segment - Quarterly Net Sales / Operating Profit

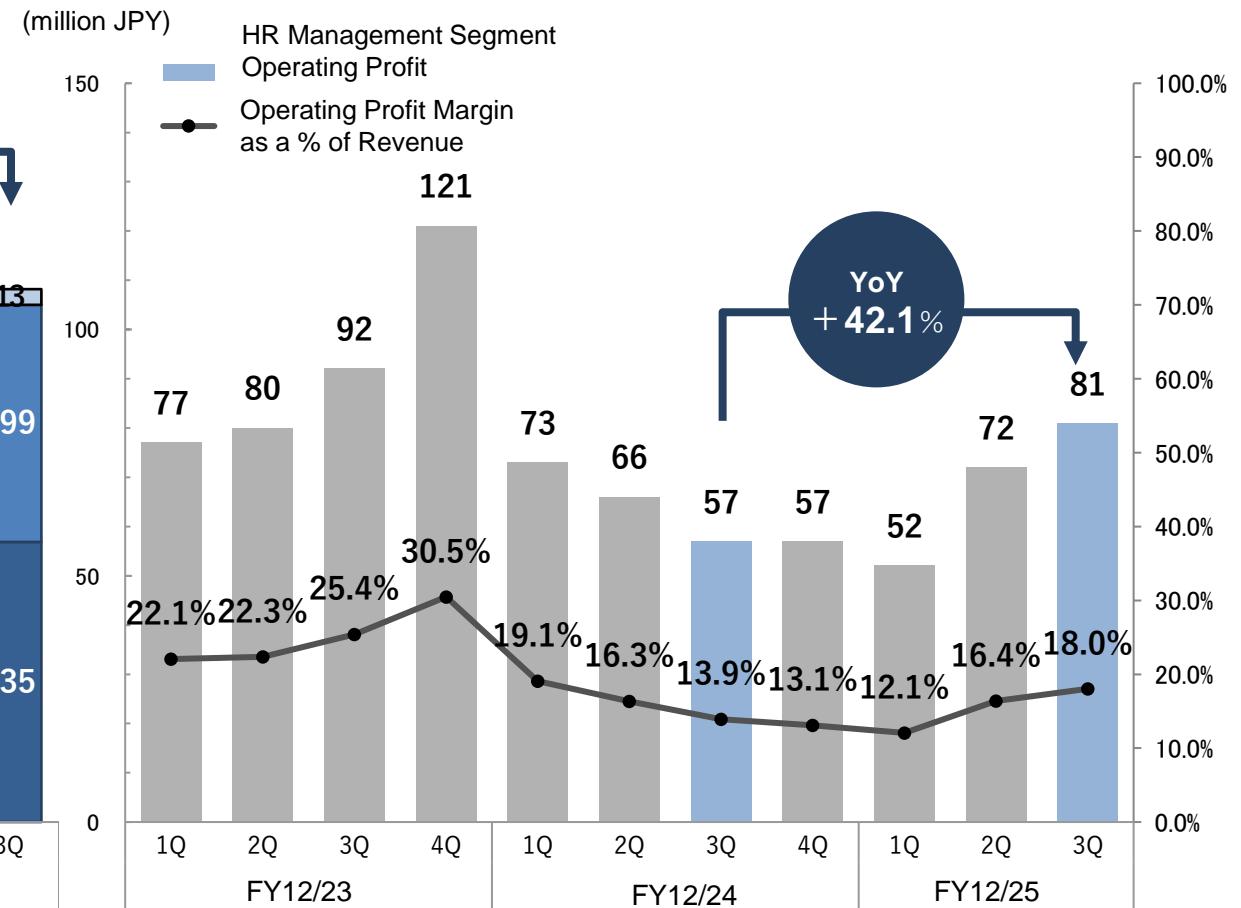
【 Net Sales 】Revenue increased due to recurring revenue from contracted organizations acquired in the previous fiscal year.

【 Operating Profit 】Profit increased due to workforce cost optimization, including reduced temporary staffing and outsourcing.

Quarterly Net Sales of HR Management Segment



Quarterly Operating Profit of HR Management Segment

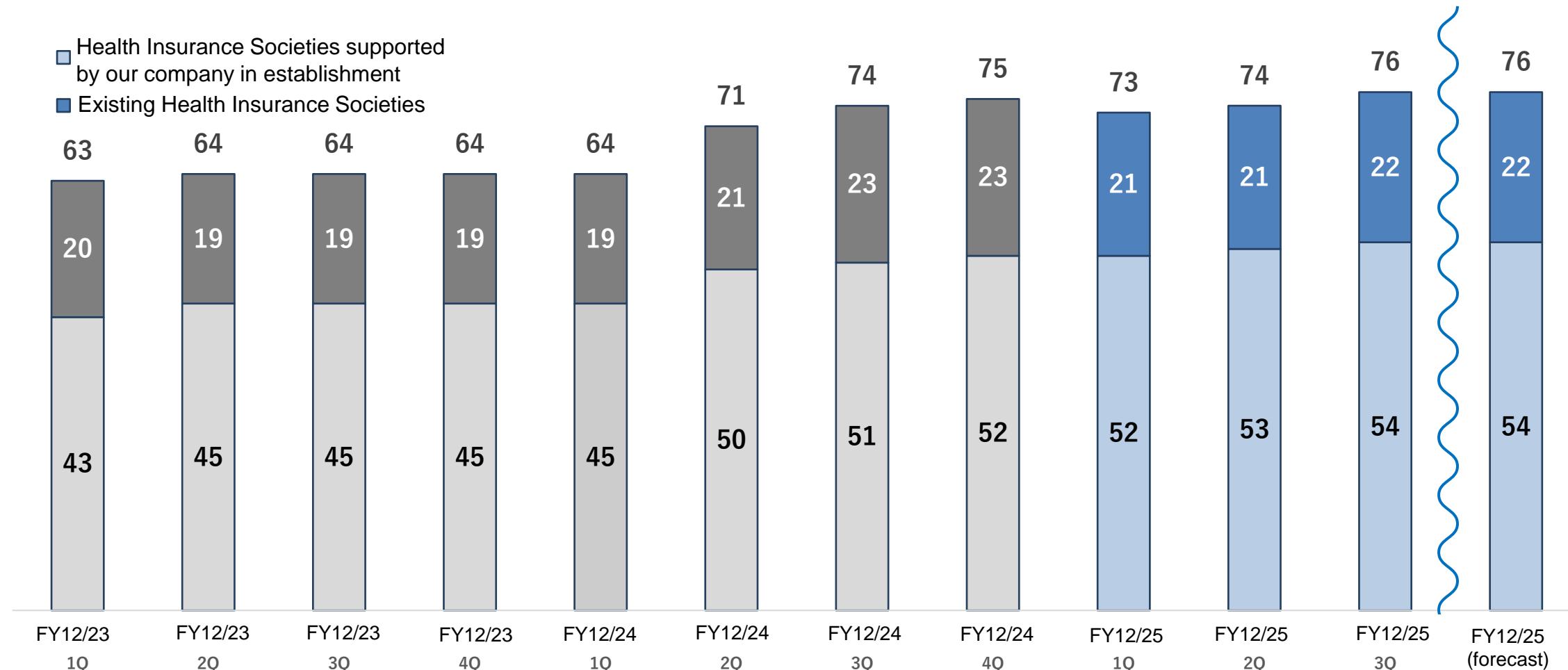


HR Management Segment - Business trend in contracted Health Insurance Societies

[Contracts] 76 total health insurance contracts, with 2 newly added from 1Q to 3Q.

[Full Year] The year-end outlook for existing health insurance societies has been revised downward (from 26 to 22).

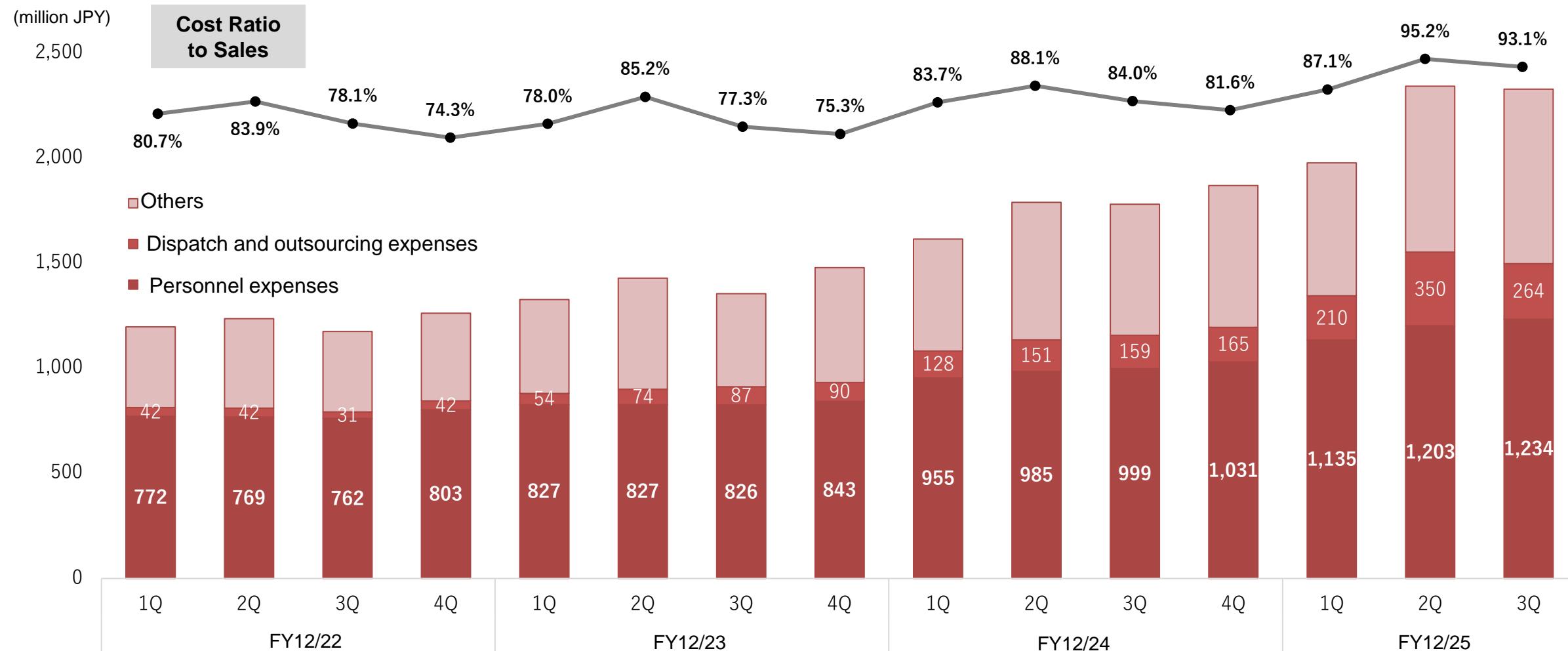
Multiple increases are expected next fiscal year.



The structure of the cost of goods sold, selling expenses, and general administrative expenses

[3Q] Ongoing costs for expanding in-house operations, investing in business systems, and using temporary staff and outsourcing to support operations.

[4Q] Reduction of temporary staffing and outsourcing costs has begun, mainly for external personnel, expecting improved profitability.

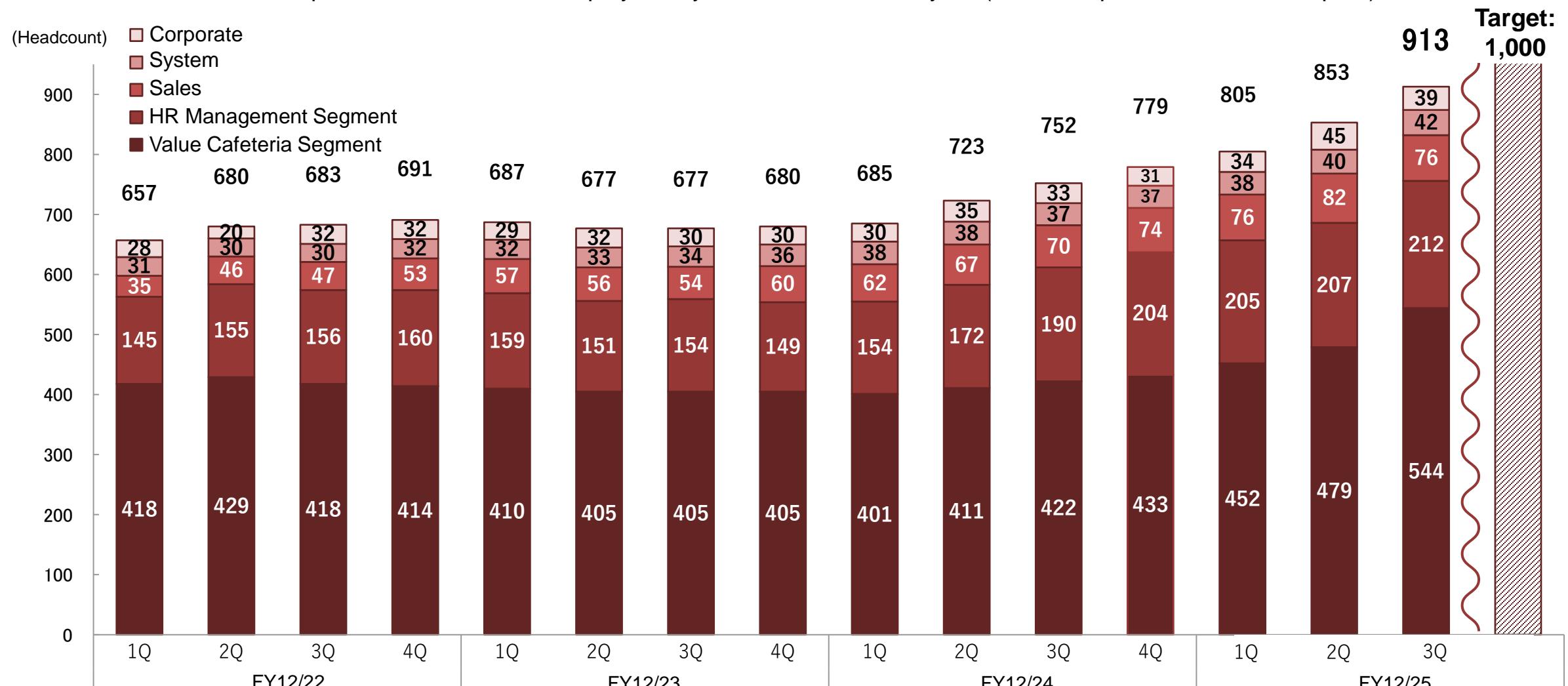


Company wide / Employee Trends

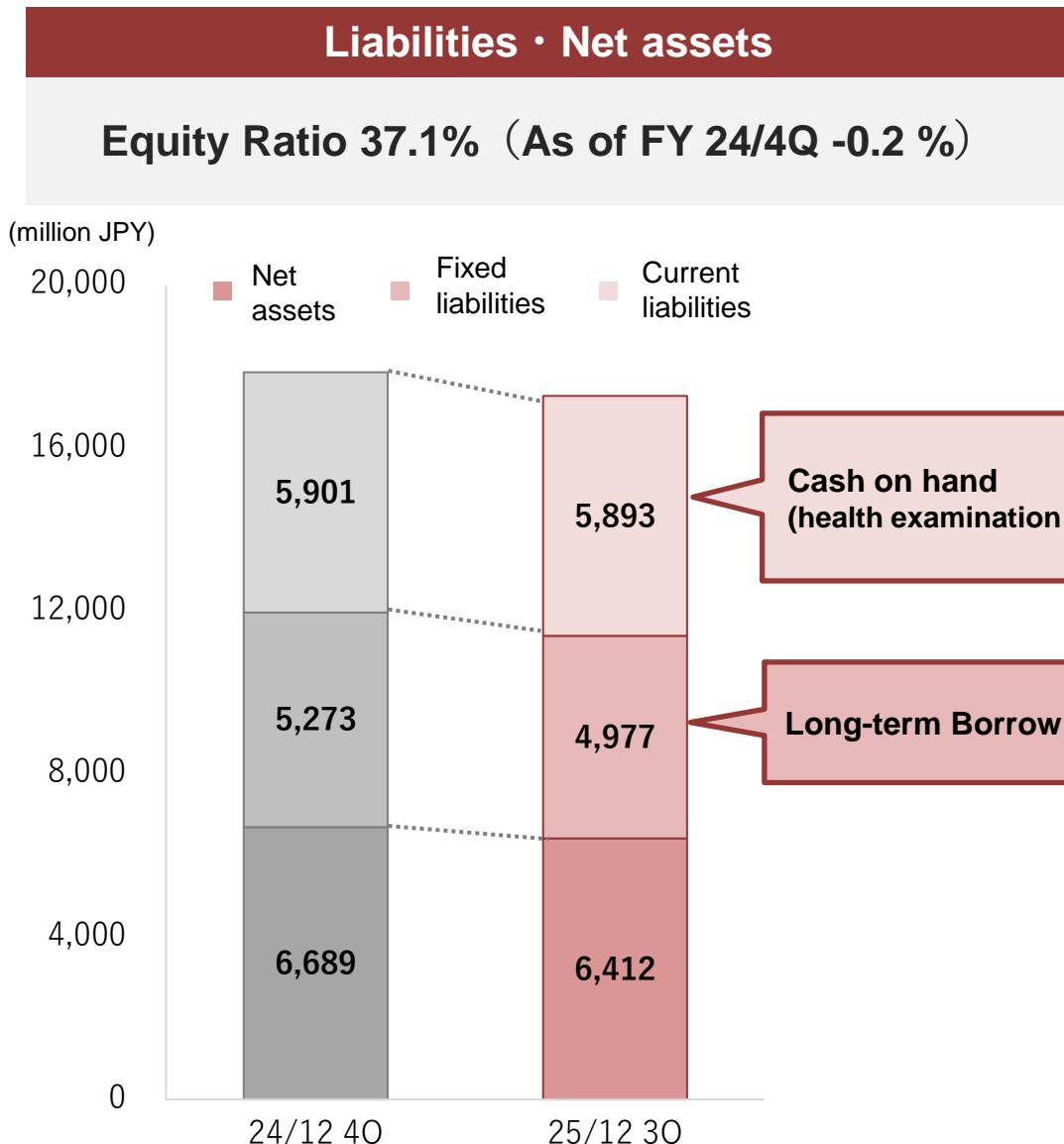
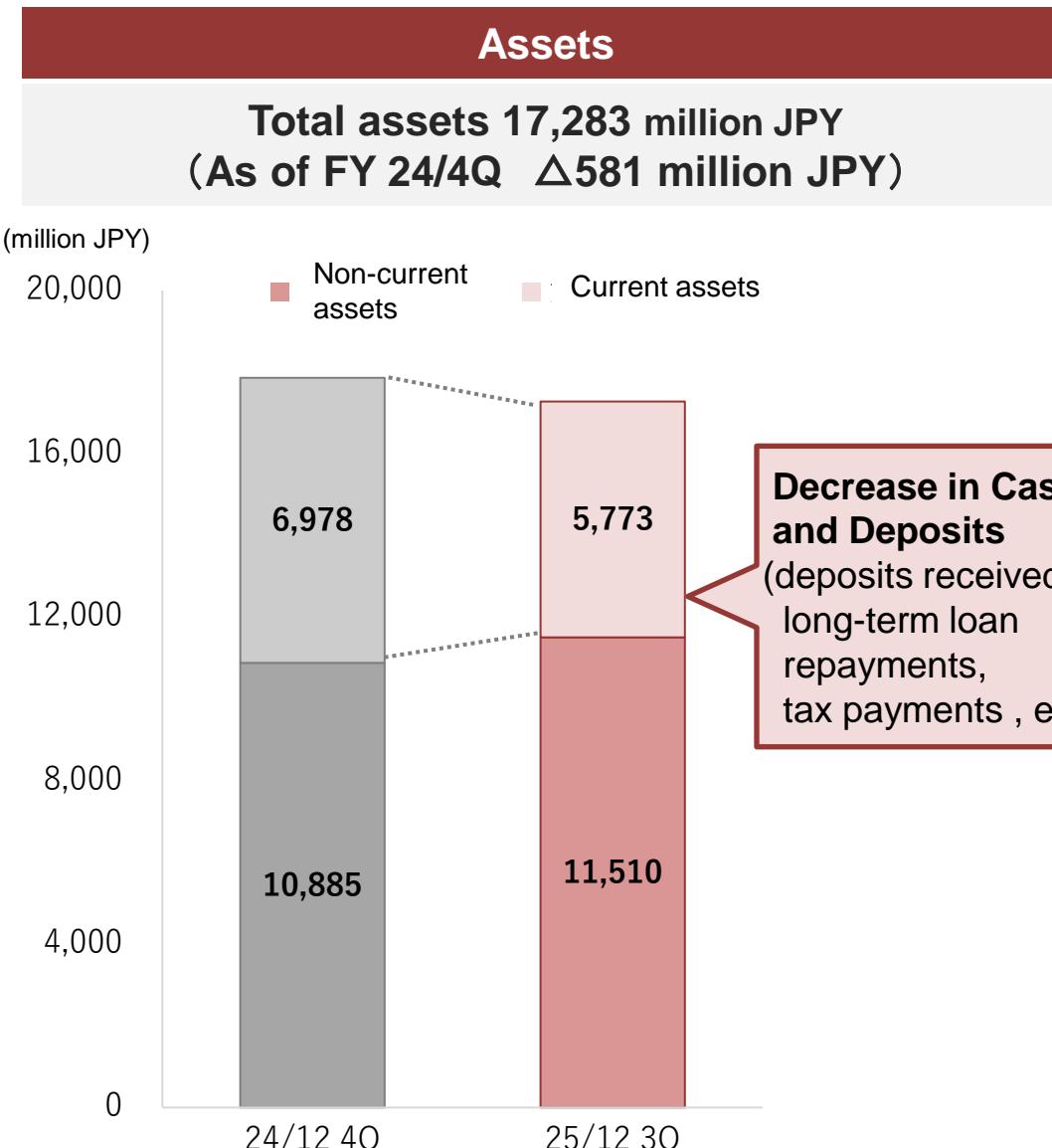
[3Q] Increased by 60 employees compared to Q2, bringing the total to 913 .

[4Q] To strengthen our organizational structure in anticipation of further customer expansion, recruitment activities have been intensified.

The workforce is expected to reach 1,000 employees by the end of the fiscal year (+120 compared with the initial plan).



Consolidated Balance Sheet



1. Financial Highlights in FY12/25 Q3
2. Revised Forecast for FY12/25 and Outlook
3. Shareholder return
4. Our business

Revised Forecast and Outlook for FY12/25 – Summary

- Revised Earnings Forecast for FY12/25
The revenue forecast has been revised upward, with plans to exceed ¥10 billion for the first time. Various profit forecasts have been revised downward.
- For FY12/26, **we aim to achieve a new record-high profit.**
- Our shareholder return policy remains unchanged, **with no revisions to dividend forecasts or shareholder benefits.**

Value Cafeteria Segment

● KPI : Users (Planned)

2024

2.58 million

2025

over 3.00 million

Strengthening system development (function expansion, new service development) and promoting DX (digital transformation) in health checkup administrative services.

HR Management Segment

● KPI : health insurance societies (Planned)

2024

75

2025

76

< Details > +2 new / -1 existing (health insurance societies)

Strengthening the BPO framework and promoting operational efficiency.

Revised Forecast for FY12/25

【 Net Sales 】 Upward revision due to new customer acquisition and higher-than-expected additional orders from existing customers.

【 Operating Profit 】 Downward revision due to the following factors

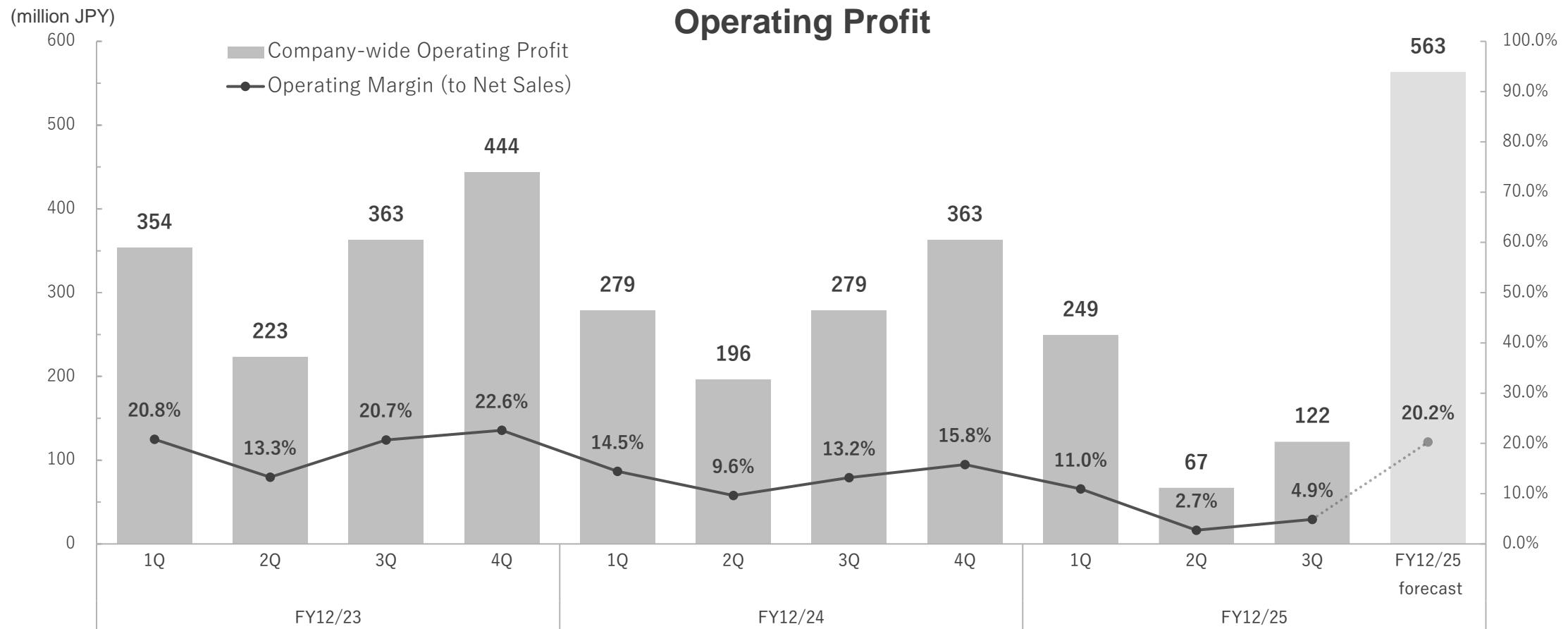
(vs. initial plan: temporary staffing and outsourcing costs -¥800 million, organizational strengthening -¥200 million).

1. **Temporary staffing / outsourcing:** Additional costs to handle stronger-than-expected customer growth will continue into 2H.
2. **Organizational reinforcement ① :** Labor costs increased as we accelerated in-house team building (hiring) in anticipation of future customer growth.
3. **Organizational reinforcement ② :** Capital expenditures rose this year after completing system upgrades to improve operational efficiency.

Unit: million JPY	FY12/25 Forecast Announced on Feb. 13		Proportion	FY12/25 Forecast Announced on Nov. 13		Proportion	Difference	Forecast revision
	Net sales	Operating profit		Value Cafeteria Segment	HR Management Segment			
Net sales	9,700	1,455	—	10,010	1,001	—	+310	+3.2%
Value Cafeteria Segment	7,835	2,296	80.8%	8,210	1,861	82.0%	+375	+4.8%
HR Management Segment	1,864	302	19.2%	1,800	320	18.0%	△64	△3.4%
Operating profit	1,455	1,001	15%	1,001	320	10.0%	△454	△31.2%
Value Cafeteria Segment	2,296	302	23.7%	1,861	320	18.6%	△435	△18.9%
HR Management Segment	302	302	3.1%	320	320	3.2%	+18	+6.0%
SG&A	△1,143	△1,143	△11.8%	△1,180	△1,180	△11.8%	△37	+3.2%
Ordinary profit	1,408	1,040	14.5%	1,040	320	10.4%	△368	△26.1%
Net profit	897	630	9.2%	630	320	6.3%	△267	△29.8%

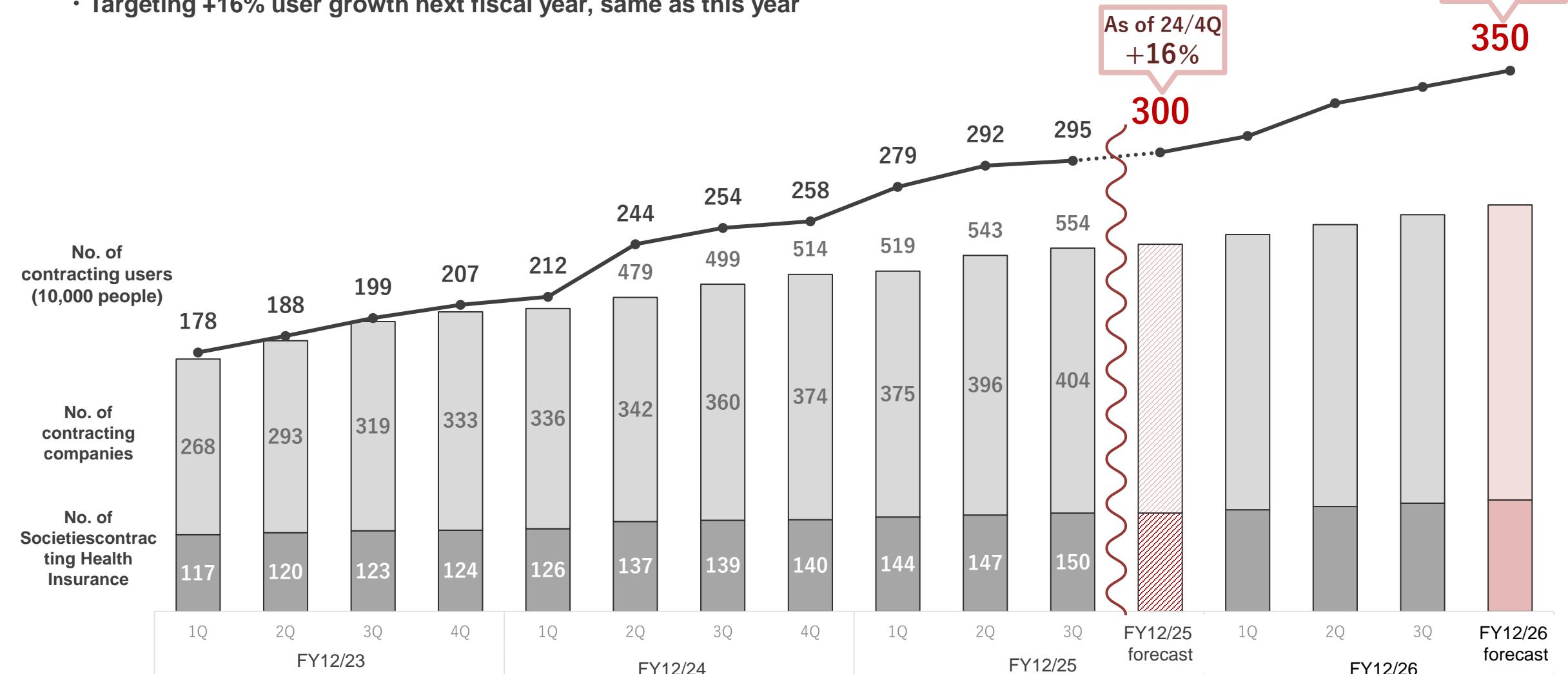
Operating Profit (Quarterly Trend)

Accelerated in-house buildout and system upgrades for future customer growth enabled reductions in temporary staffing and outsourcing costs from 4Q and the Operating profit is expected to recover in 4Q.



Value Cafeteria Business - User & Contracted Organization Acquisition Outlook

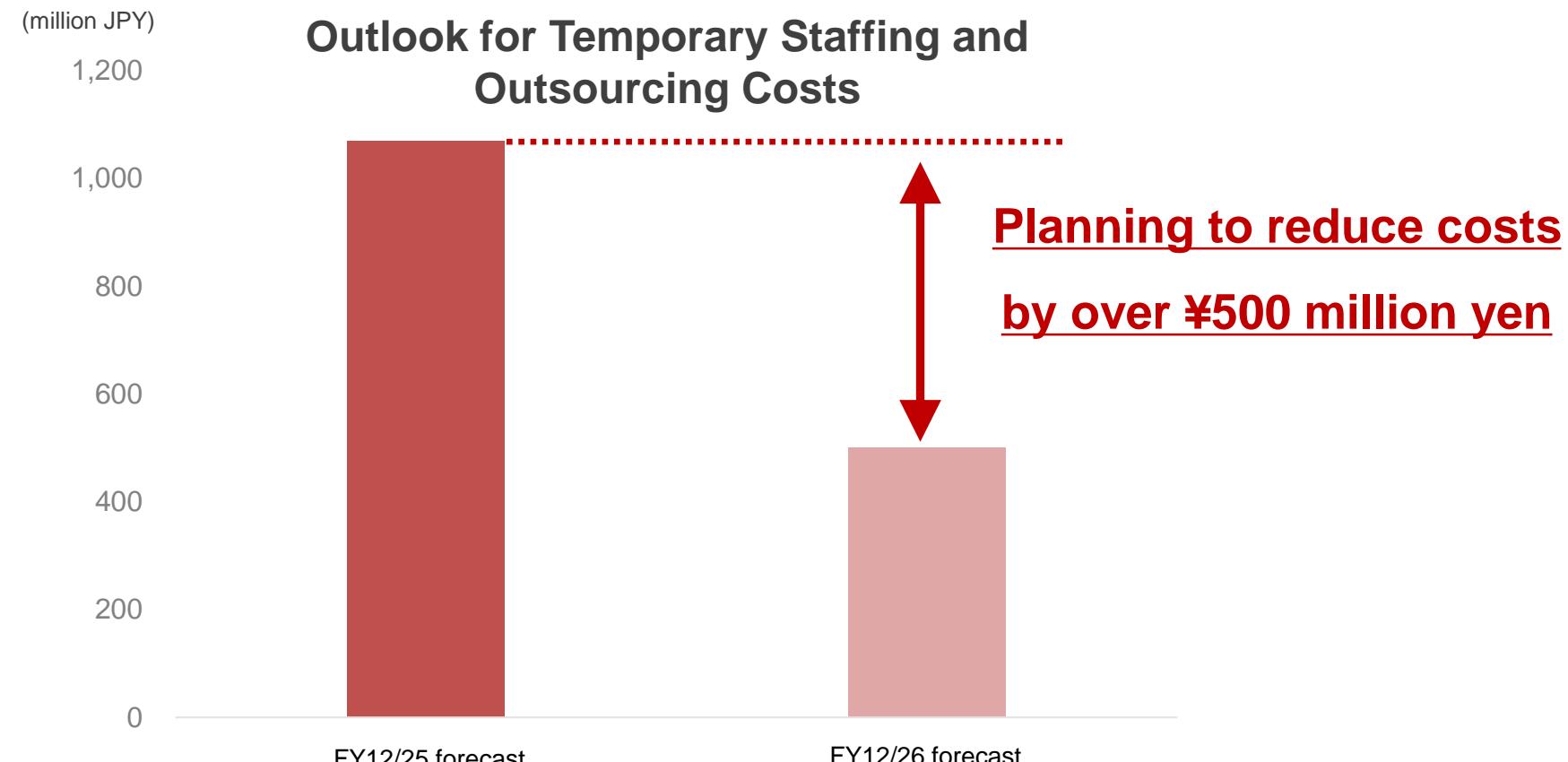
- Amid domestic labor shortages, the adoption of human capital and health & productivity management, and growing outsourcing demand, the number of customer is expected to continue rising.
- Targeting +16% user growth next fiscal year, same as this year



Plan to Reduce Temporary Staffing and Outsourcing Costs

- This fiscal year, temporary staffing and outsourcing costs exceeded ¥1.0 billion.
- Next fiscal year, we expect improved operational efficiency through the establishment of in-house capabilities and the effects of investments in business processing systems.

As a result, we plan to significantly reduce temporary staffing and outsourcing costs, particularly external outsourcing expenses.

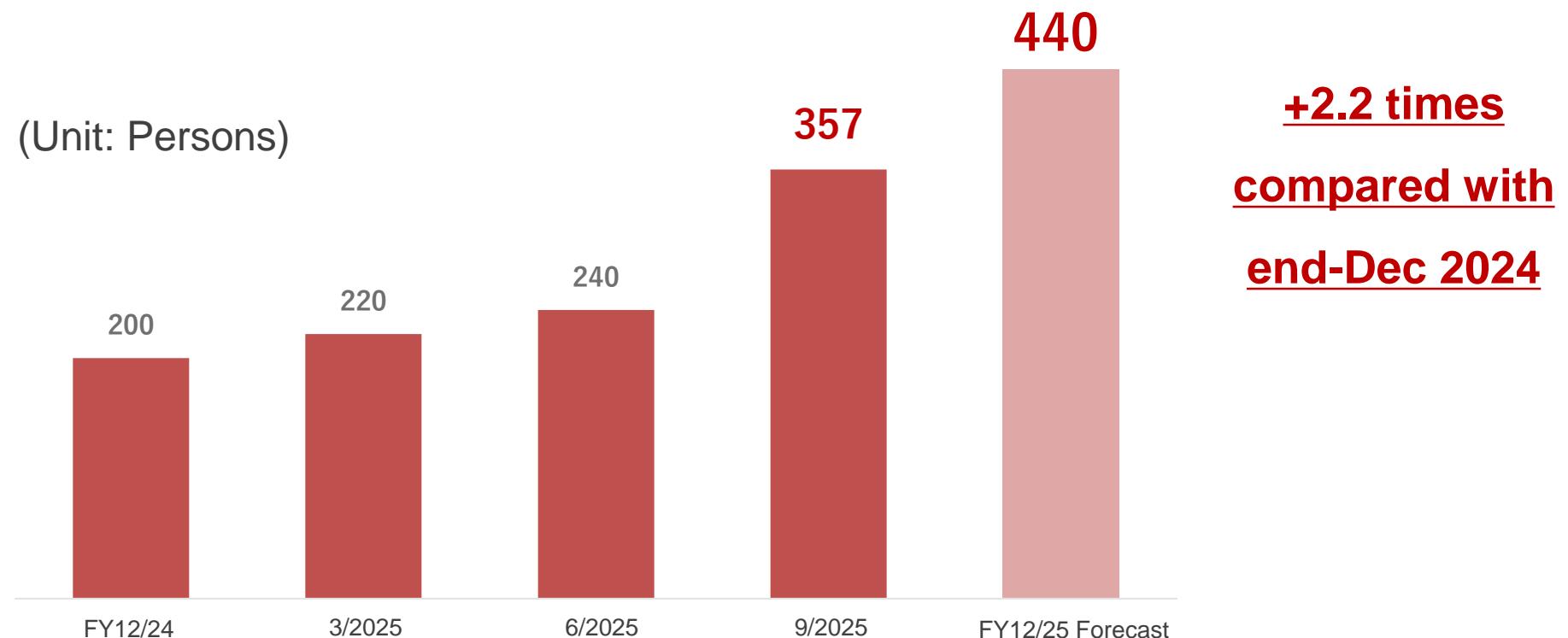


Progress on In-housing ①

- Following the opening of the Hirosaki Center in Jul. 2025, hiring accelerated, enabling smooth reinforcement of in-house staff for operational processing (mainly health checkup data entry), with 100+ hires achieved in three months.
- While increasing costs this fiscal year, organizational reinforcement is an upfront investment for future customer growth.

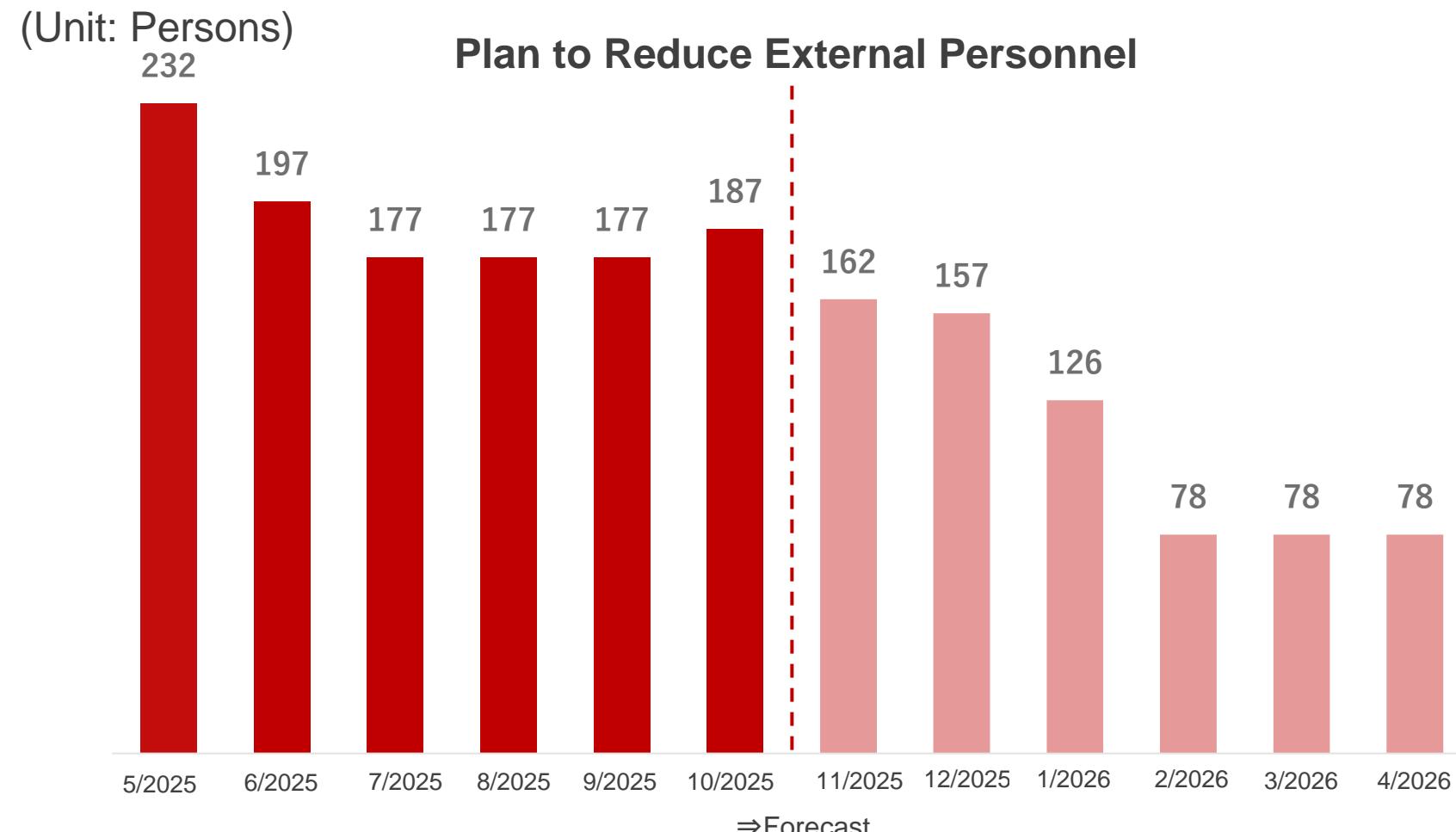
Outlook for In-house Personnel Involved in Operational Processing (Mainly Health Checkup Data Entry), Including Part-time Staff

(Unit: Persons)



Progress on In-housing ②

- Progress in in-housing has enabled us to establish a clear path to reducing external personnel, who account for the majority of temporary staffing and outsourcing costs.

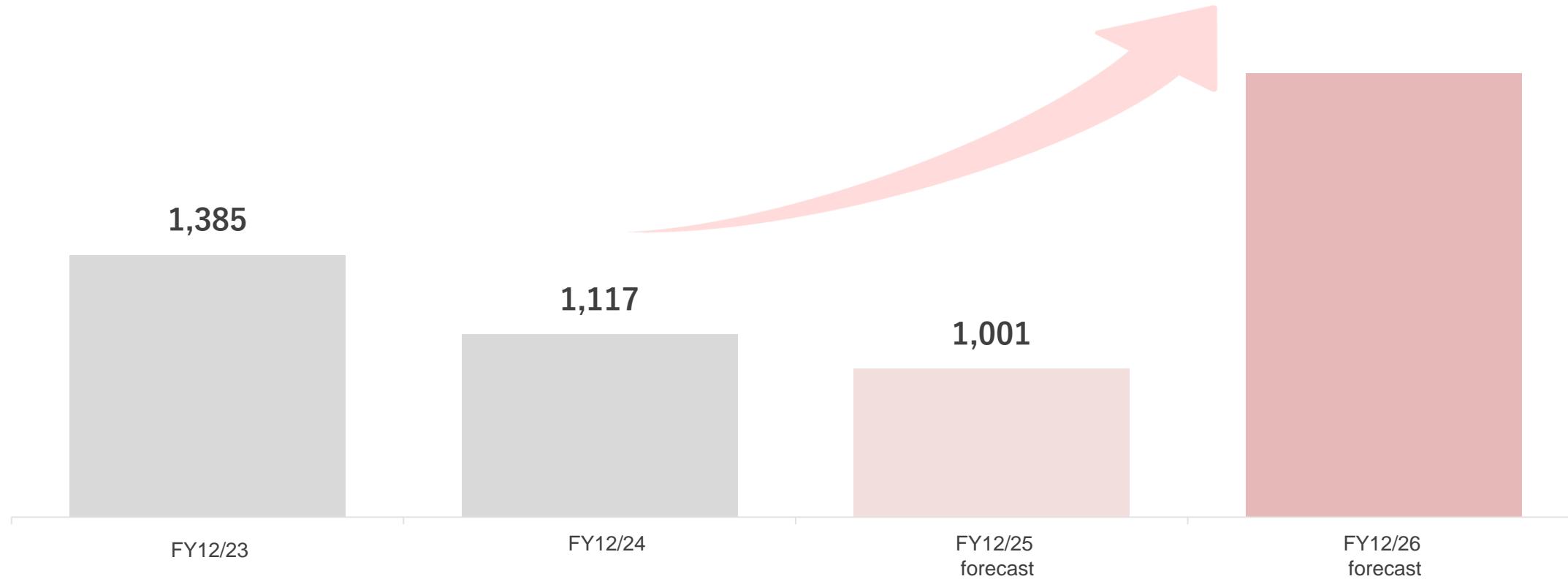


Forecast for FY12/26

- Next fiscal year, we aim to achieve record-high operating profit alongside revenue growth.

(million JPY)

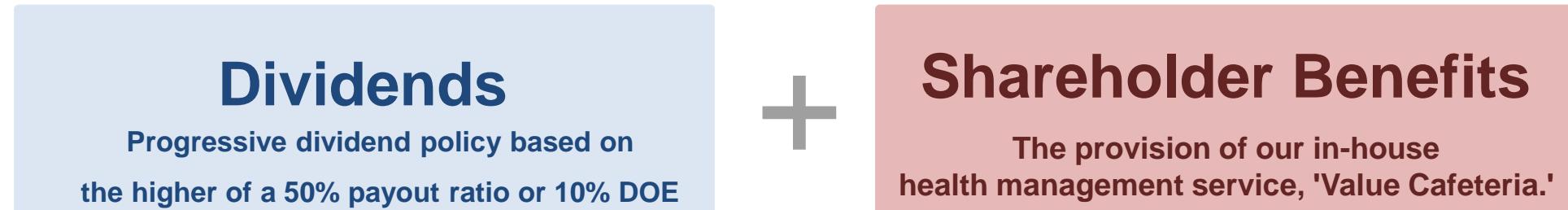
Operating Profit Trend



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Shareholder return

Regarding shareholder returns, the allocated funds for return consist of both 'dividends' and 'shareholder benefits'.



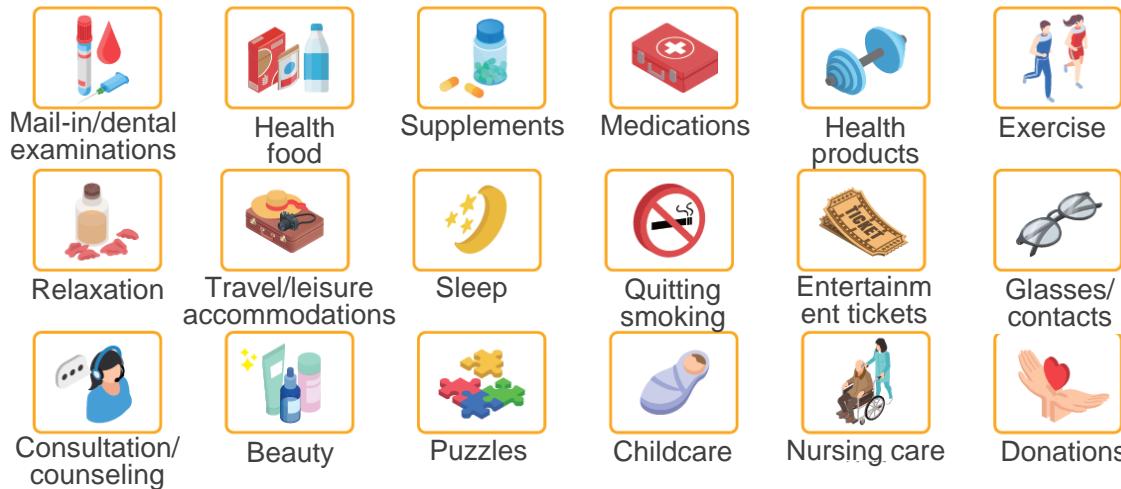
One unit (100 shares)	Dividends	Shareholder benefits	Dividends and benefits yield
JPY 174,500 <small>*Based on closing price on August 13, 2025</small>	JPY 2,600 <small>*Dividend forecast for the fiscal year ending December 2025</small>	<p>[1st year] 2,500Pt (6,600 JPY membership fee free of charge)</p> <p>[2nd year] 3,500Pt (6,600 JPY membership fee free of charge)</p> <p>[3rd year or after] 5,000Pt (6,600 JPY membership fee free of charge)</p>	6.7%
			7.3%
			8.1%

Shareholder Benefits

◆The main features of "Value Cafeteria®"

1. Enabling longitudinal management through digitalization of individual health information.
2. An e-commerce site offering products that support healthy behaviors.

Access over **23,000 health-related products** at member prices and redeemable points!



Supporting shareholders' health management and healthy lifestyles!



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Company Overview and Credo (Mission, Vision, Culture)

An industry-leading company in professional health management services and the establishment and operation of health insurance societies.

We offer an extensive array of professional services that contribute to extending healthy life expectancy and achieving well-being.

Company name	Value HR Co., Ltd.
Location	Head Office: Value HR Building, 5-21-14 Sendagaya, Shibuya-ku, Tokyo Main Office: Value HR Yoyogi Building, 5-25-5 Sendagaya, Shibuya-ku, Tokyo Other locations: Osaka, Nagoya, Hirosaki (Aomori Prefecture), and several other sites
Representative	President & CEO Michio Fujita
Date Established	July 2001
Date of listing	October 2013 (6078 : Tokyo Stock Exchange Prime Market)
Number of Employees	779 (as of FY2024)
Content of Business	<p>(1) Value Cafeteria Business Provides a one-stop service using the in-house developed Value Cafeteria® system, including digitalization of health information and various health management services such as health checkup reservations, results management, specific health guidance, and cafeteria plans.</p> <p>(2) HR Management Business Offers support for establishing new health insurance associations and BPO services related to administrative operations.</p>

Our Mission

Contribute to extending a healthy lifestyle and promoting longevity by supporting each individual's health management and behaviors.

Our Vision

Provide essential services as an infrastructure company for the digitization of health information and health management.

Our Culture

Value the communication with our customers to understand their needs as well as offer the best possible service to gain their trust.

Introduction of the Management Team



President & CEO **Michio Fujita**

Born in 1960 in Hirosaki, Aomori Prefecture. Graduated from International Business University (now Tokyo International University) in 1982. Started career as a certified public accountant at Arthur Andersen & Co. (now Azusa LLC). Subsequently held roles at Merrill Lynch Securities (now BofA Securities) and Aoyama Audit Corporation (now PwC Arata LLC) including positions in Human Resources and as a Human Resources Consultant. Transitioned to PricewaterhouseCoopers Consultant in 1998. Founded Value HR in 2001 after involvement in health insurance union division and establishment.



Executive Vice President **Gentaro Fujita**

Born in Tokyo in 1985. Graduated from Chuo University's Faculty of Humanities in 2008, and joined our company as a fresh graduate. Initially tasked with operational planning for the cafeteria plan. Subsequently involved in new health insurance society establishment support, consulting sales, and later took on responsibilities in the President's office, concentrating on new ventures and partnerships. Promoted to directorship in 2014, with oversight of the Cafeteria Business Division. Advanced to the position of Executive Director in 2019, leading Investor Relations as the Head of Corporate Planning. Assumed the roles of President and Deputy CEO in 2021.



Executive Vice President **Isao Iizuka**

Serving as the Director of the Medical Division at the Japan Cancer Knowledge Dissemination Association. Gained experience as the head of facility and mobile health checkups, emphasizing the importance of early detection of lifestyle diseases and mental disorders in the workplaces. Joined the company in 2005 and have been dedicated to implementing effective health initiatives within health insurance societies. In 2019, assumed the role of Executive Vice President and Director. Concurrently hold responsibilities as the Head of the Healthcare Support Business Division and the Sales Department.



Executive Managing Director (CIO) **Yuji Omura**

After establishing a sole proprietorship as a software engineer, joined the company in 2001. Served as a Director and Head of the Information Systems Division, contributing to the development and construction of the Value Cafeteria® system. In 2014, appointed Executive Managing Director and hold the position of Chief within the Information Security and Compliance Department.

Introduction of the Management Team

External Director

Director **Akiko Yanagisawa**

After working at Arthur Andersen & Company and the Embassy of Denmark in Japan, and subsequently joining the Embassy of the United Kingdom in Japan, took on the role of Chief Commercial Officer of the International Trade Department.

Contributed to promoting Japan-focused initiatives and expanding imports from the UK. Currently, serve as a visiting researcher at Waseda University's Sports Business Research Institute and as a researcher at the University of Stirling (Mind Sports), among other roles. In 2022, assumed the position of external director at our company.

Director **Mari Yamamoto**

Joined the Ministry of Health and Welfare (now Ministry of Health, Labour and Welfare) in April 1987. Held key roles including Deputy Mayor of Kuwana City, Mie Prefecture in 2009 and Cabinet Secretariat Councillor from 2016, overseeing equal employment and child/family policies. Appointed Director for Medical and Long-term Care Coordination in 2018, and later held senior positions at the Cabinet Bureau of Personnel Affairs and the Social Welfare Bureau. In 2022, led loneliness and isolation measures at the Cabinet Office. Appointed external director of our company in March 2025 (current).

External Director (Audit and Supervisory Committee Member)

Yuji Yoshimasu

With approximately 40 years of audit experience at Deloitte Tohmatsu, after leaving the firm, established Yoshimasa Certified Public Accountants' Office. I serve as an external director at Mizuho Securities and as an external audit committee member at two major subsidiaries of Nippon Life.

In 2017, I assumed the position of external director at our company.

Toshi Yoshinari

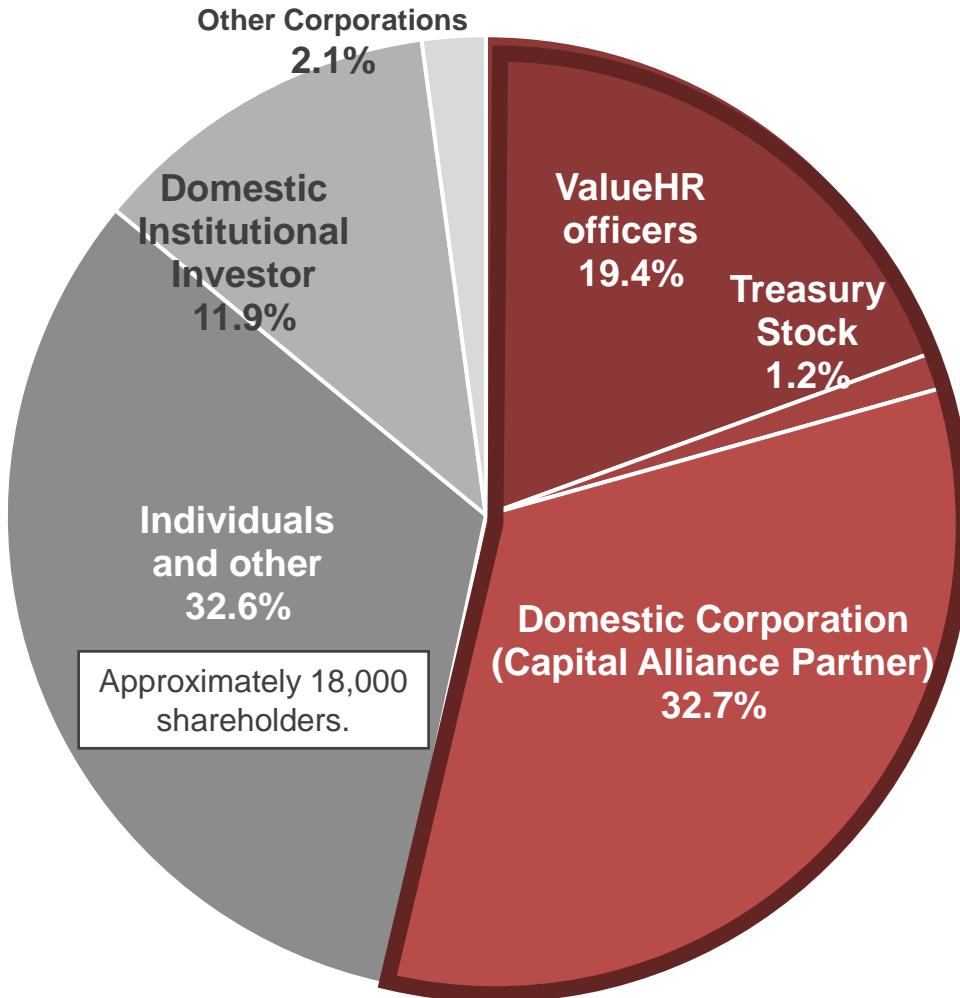
As a certified public accountant assistant, I joined Arthur Andersen & Co. After passing the bar examination, I established a law firm and have been practicing as a lawyer for over 30 years. I have served as an auditor for numerous companies listed on the first section of the Tokyo Stock Exchange, including Takara Tomy. In 2017, I assumed the position of external director at our company.

Takeshi Karasawa

After joining the Ministry of Health, Labour and Welfare, worked on reforming the Long-Term Care Insurance Act and establishing the elderly care system. In 2014, became Director of the Insurance Bureau. Later served as Chairman of Sun Vision, Visiting Professor at Saku University, and External Director at Shimmick Holdings. Appointed as External Director of our company in 2019.

Shareholder Composition(Base date: end June 2025)

Distribution by Ownership



Major Shareholders

(excluding financial institutions other than capital and business alliance partners)

No	Shareholder name	Shares held (%)	Relationship w/ Value HR
1.	Michio Fujita	15.51	President and Representative Director
2.	Nippon Life Insurance Company	7.99	Capital / business alliance partner(from March 2024)
3.	Amanosouken Co.	6.53	Capital / business alliance partner(from before listing)
4.	Daido Life Insurance Company	6.04	Capital / business alliance partner(from June 2016)
5.	The Master Trust Bank of Japan, Ltd.	5.97	-
6.	Tokio Marine & Nichido Fire Insurance Co., Ltd.	3.57	Capital / business alliance partner(from December 2021)
7.	Houken Corporation	2.77	Capital / business alliance partner(from before listing)
8.	SMBC Nikko Securities Inc.	2.62	-
9.	Daiwa Institute of Research Ltd.	2.55	Capital / business alliance partner(from November 2023)
10.	Toshi Yoshinari	1.92	Outside Director (Audit &Supervisory Board Member)
		Total	55.47

Company History

July 2001

Established in Ebisu, Shibuya Ward, Tokyo; contracted from the Deloitte Touche Tohmatsu LLC Group to establish a health insurance society

November 2001

Launched Value Cafeteria® service for health insurance society public health services

May 2005

Started health management support services and health checkup services using health management data

July 2008

Obtained agency organization No. (91399048) for implementation of specific medical checkups and health guidance

July 2009

Opened Data Center in Hirosaki City, Aomori Prefecture, to accommodate expansion of the health management business

December 2010

Head Office moved to Sendagaya, Shibuya Ward, Tokyo. Opened the Value HR Healthcare Center.

Supported the opening of a new affiliated medical institution, the Value HR Building Clinic, in the same building, which provides complete checkups and various health checkup services.

October 2013

Listed on the JASDAQ market of the Tokyo Stock Exchange

November 2014

Transitioned to the Second Section of the Tokyo Stock Exchange

December 2016

Promoted to the First Section of the Tokyo Stock Exchange

July 2019

Opened Operation Center in Hirosaki City, Aomori Prefecture

December 2020

Completed construction of new office building, the Value HR Yoyogi Building, and relocated the Head Office function

April 2022

Transitioned to the Prime Market of the Tokyo Stock Exchange

July 2025 (NEW)

Opened Hirosaki Center in Hirosaki City, Aomori Prefecture



**Fiscal year ended
December 31, 2024
Net sales
8,376 million JPY**

External Environment ① / "Aging Population" and "Increasing Social Security Burden"

Population · Working-age population · Number of elderly people

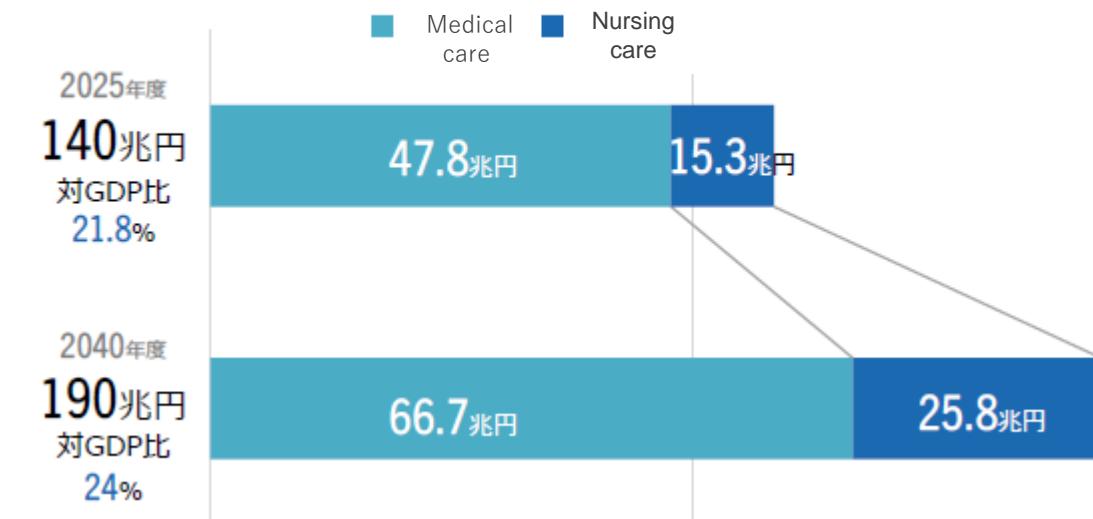
Transition of the number of people requiring care



- ✓ By 2050, the total population is expected to **decrease by 20%**.
- ✓ Especially, the working-age population will **decrease by more than 30%**.
- ✓ **Approximately 40% will be elderly, and around 10% will require long-term care.**

(出所) 経済産業省 健康経営の推進について 令和6年3月

Transition of social security costs



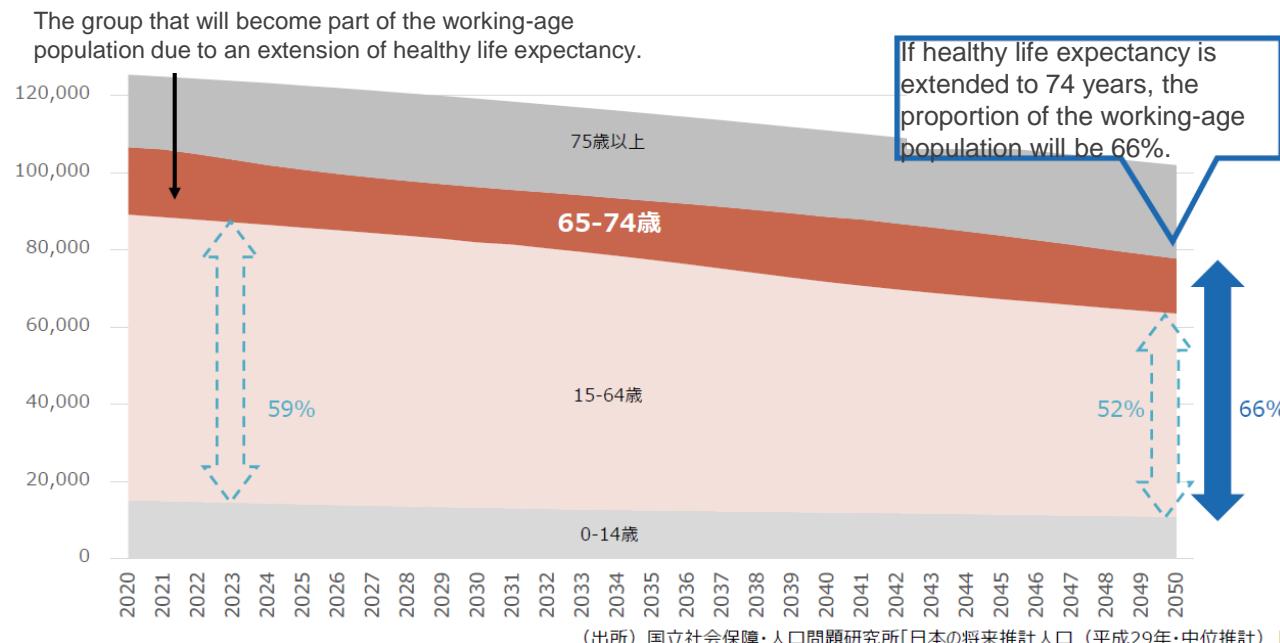
- ✓ The social security burden of public insurance is expected to increase by **approximately 35%**.
- ✓ It is important to focus on health investments by individuals, advancements in medical quality, and the development of industries outside the scope of public insurance.

Extending "healthy life expectancy," allowing individuals to remain in good health and continue economic activities for a longer period, is crucial.

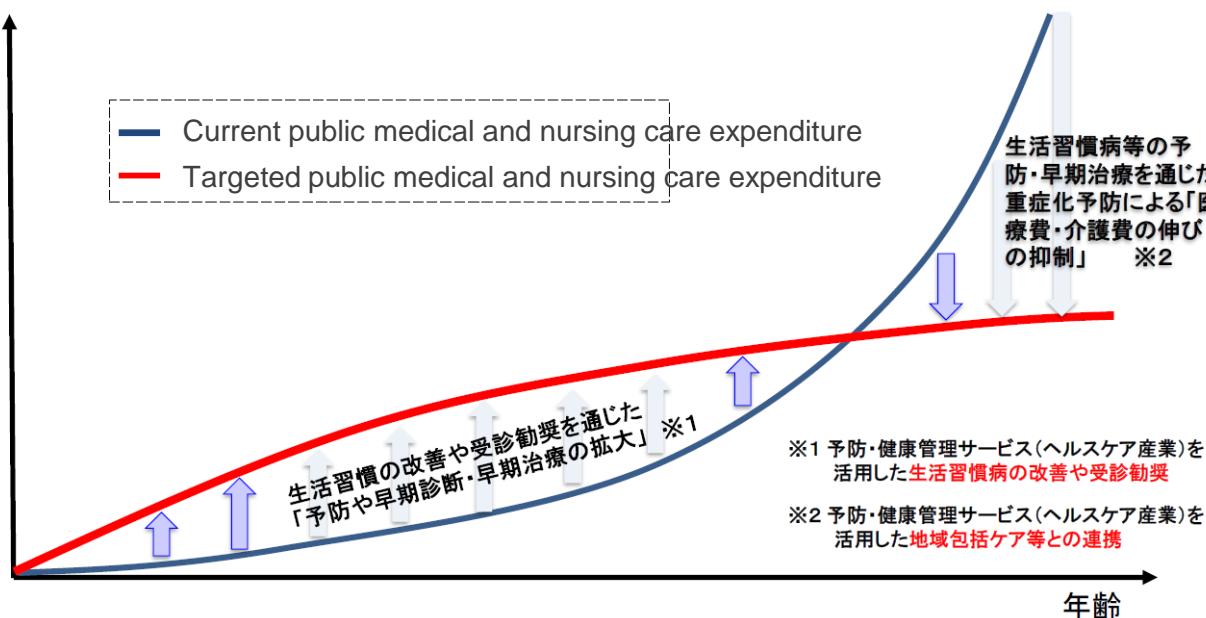
External Environment ② / Japan's Vision: Building a Lifetime Active Society through the Extension of Healthy Life Expectancy

By extending "healthy life expectancy," the goal is to increase healthy life expectancy to over 75 years by 2040, leading to an approximately 15% increase (15 million people) in the working-age population, while also curbing social security burdens, ultimately aiming to build a society where people remain active throughout their lives.

Trends in the Working-Age Population



Reduction of social security burdens (Public healthcare and long-term care costs)



（出所）経済産業省 健康経営の推進について 令和6年3月

External Environment ③ / Reforms in Related Laws and Systems for Extending Healthy Life Expectancy

Starting with the Data Health Plan, progressing to Health Management, and advancing toward the promotion of Human Capital Investment.

2005: Government and ruling party's Medical Reform Council announces the "Medical System Reform Outline"; shift to a preventive healthcare system.

2008: Ministry of Health, Labour and Welfare (MHLW) introduces the "Specified Health Checkup System"; standardization of electronic data for specified health checkups.

2013: Cabinet Office issues "Japan Revitalization Strategy"; introduces Data Health Plans to extend citizens' healthy life expectancy.

2014: MHLW revises guidelines on health business; requires planning and implementation of Data Health Plans.

2015: MHLW launches the "First Data Health Plan" (until 2017).

2016: Cabinet Office releases "Basic Policy on Economic and Fiscal Management and Reform (Honebuto Policy) 2016"; emphasizes alignment of Data Health Plans with health management.

2018: MHLW initiates the "Second Data Health Plan" (until 2023).

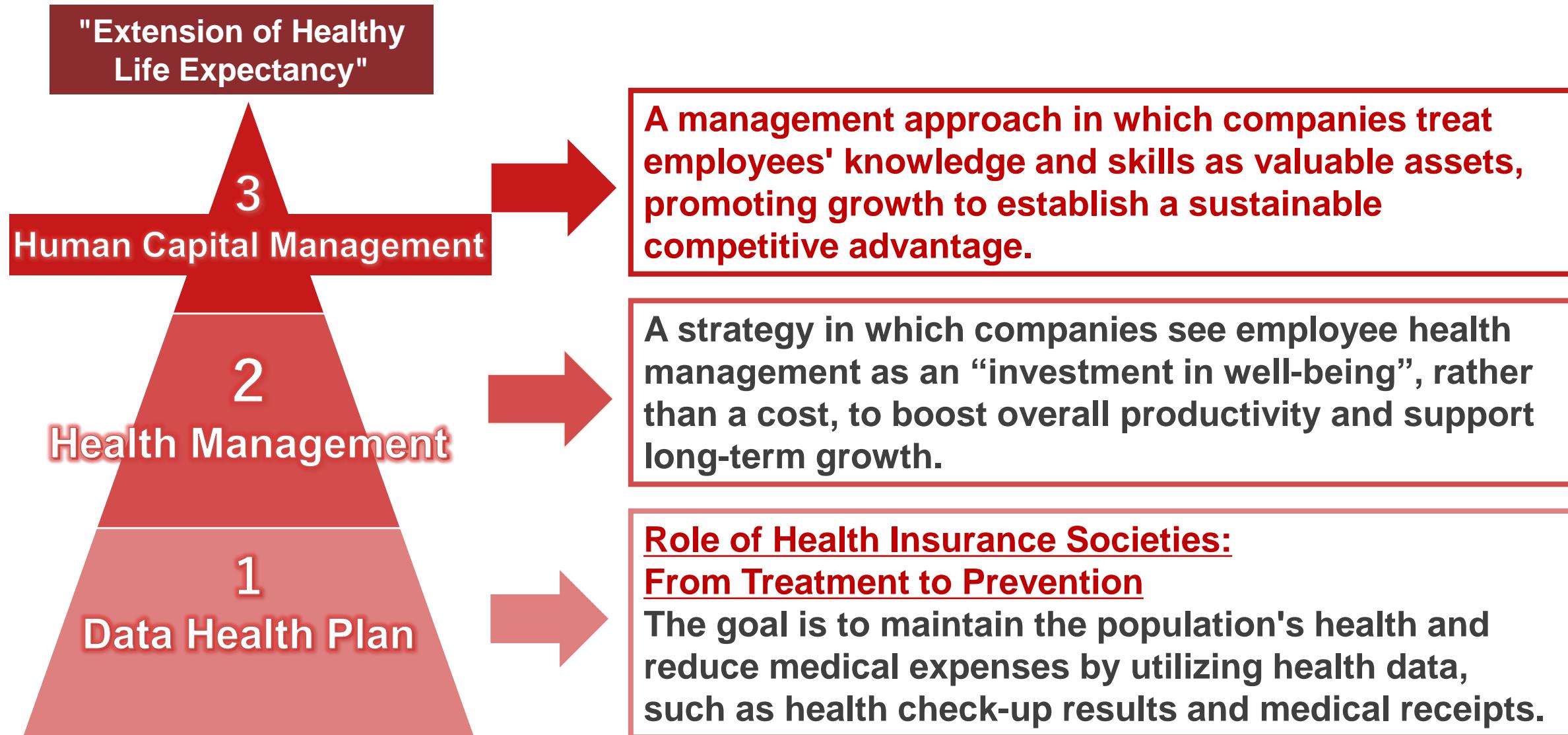
2020: Cabinet Office's "Basic Policy on Economic and Fiscal Management and Reform (Honebuto Policy) 2020" standardizes Data Health Plans.

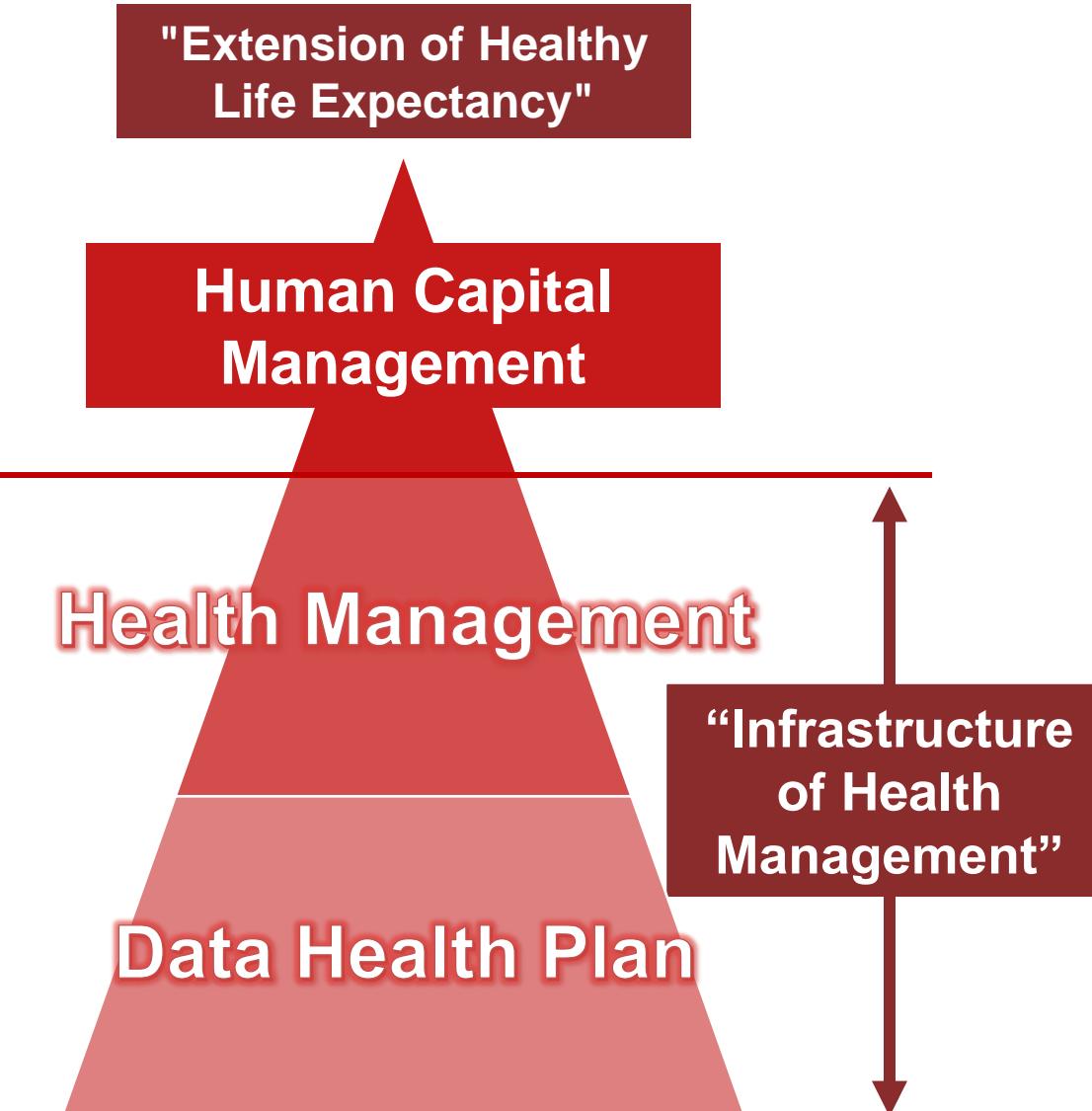
2022: Cabinet Office's "Basic Policy on Economic and Fiscal Management and Reform (Honebuto Policy) 2022" promotes investment in human capital.

2024: MHLW to implement the "Third Data Health Plan" (until 2029).

(出所) 厚生労働省 データヘルス計画作成の手引き 第3期改訂版 令和5年6月

External Environment ④ / Three Policy Keywords Driving the Promotion of "Healthy Life Expectancy Extension"





Value HR Credo

Our Mission

Contribute to extending a healthy lifestyle and promoting longevity by supporting each individual's health management and behaviors.

Our Vision

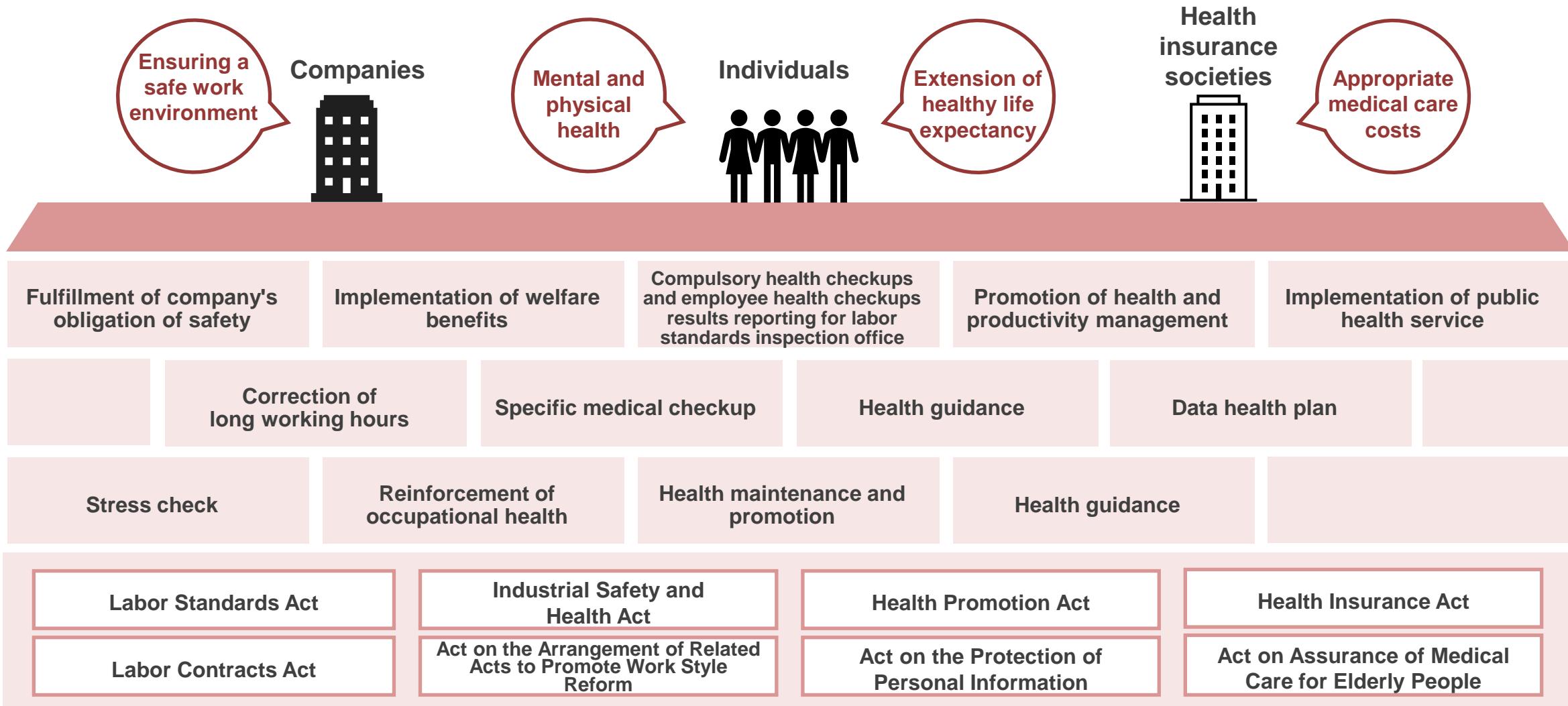
Provide essential services as an infrastructure company for the digitization of health information and health management.

Our Culture

Value the communication with our customers to understand their needs as well as offer the best possible service to gain their trust.

What involved in the “Infrastructure of Health Management”?

As the infrastructure of health management, we provide services that directly support legal health management.



Business Overview / Sales Composition - 90% of Revenue is from recurring(Stock-type) Business

Value Cafeteria Segment

➤ Health Management Service Value Cafeteria® System (One-stop Service)



Companies



Health insurance societies



Individuals



Medical/Health guidance organizations



Partner business operators

Sales Composition

80%

Break down	1)	System usage fee (Stock-type)	40%
	2)	Office work outsourcing services (Stock-type)	32%
	3)	Specific Health Guidance	13%
	4)	Cafeteria sales commerce commissions and advertising (Stock-type)	8%
	5)	Health institute support, etc. (Stock-type)	7%

HR Management Segment

➤ Administrative and Operational Services ➤ Establishment consulting



health insurance societies

Sales Composition

20%

Break down	1)	Staffing services (Stock-type)	60%
	2)	BPO (Stock-type)	35%
	3)	Health insurance society establishment consulting	5%

Our uniqueness and Strengths

01



One-stop health management service for corporations

- We provide a one-stop service that allows full outsourcing of legally mandated health management initiatives.

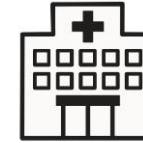
02



Flexible Customization

- Responding to customer requests & new regulations
- Flexible customization through in-house system development and human operations to meet various needs

03



Collaboration with Medical Checkup Institutions

- Established a network with over 4,000 medical checkup institutions nationwide in Japan.
- Over 20 years of experience as a medical checkup agency and a proven track record of referring clients, securing one of the largest reservation capacities in the industry.

Financial Impact

Maximizing Revenue (ARPU Improvement)

Increasing Revenue Through Future Cross-Selling from a Single Service Implementation

Competitive Advantage Churn rate: Less than 1%

Achieving differentiation from competitors and contributing to the improvement of customer satisfaction.

Barriers to entry

High-quality services are provided through the deep knowledge and extensive network of industry-experienced personnel.

Value Cafeteria Segment Service Introduction Revenue Model

Health Management One-stop Service and Profit Structure

We offer our proprietary systems and services to assist companies, health insurance societies, and individuals in managing their health. We contribute to individual health management and the promotion of healthy behaviors by offering a range of services tailored to meet specific needs.



Flow of one-stop Health Management Service(The Four Key Areas)

Office Work Outsourcing Service (Details, p.45)

Promoting health checkups



Easy to make a health checkup reservation 24 hours a day, 7 days a week, from anywhere in the world. This also contributes to improving the rate of health checkups.

-Check-
Health Check-up

Confirmation of health checkup results

We visualize the outcomes of health checkups, enabling you to comprehend your health status. This makes it possible to easily compare the results over time.



説明文確認

Cafeteria Plan (welfare)



Incentive points are given according to the results of actions such as health checkup reservations, health checkup results, and health guidance. (1 Pt = 1 JPY)

You can purchase items and use services for health management and promotion to support your health and improve your quality of life.

Health Promote
Health Support

VHR's Health Cycle

-Be Healthy-
Improving Lifestyle

H
M
L
Health risk

Prevention of Severe Diabetes

Measure daily glucose with the latest sensors and improve under professional guidance.



Health guidance

We provide health guidance to support your lifestyle. We actively prevent lifestyle-related diseases.



"Kuuneru Aruku"



You can take pleasure in learning the correct lifestyle habits for enhanced well-being.

Office Work Outsourcing Service

- We offer comprehensive support, encompassing tasks from preparing for health checkups, making reservations, and handling payments to result management. This significantly streamlines complex administrative tasks for both companies and health insurance societies.
- This service constitutes 32% of the profit structure of the Value Cafeteria Segment and is presently the most extensively utilized service.



Maximizing ARPU through additional service orders

We aim to develop new customers and maximize ARPU.

New customer development

Popular services during Initial orders

Health checkup reservation system



Health checkup results management system



Office work outsourcing service



Promotion of corporate Health & Productivity Management



Enhancing efficiency and Accuracy management of health checkup operations

Increasing demand for outsourcing of health checkup operations

Average unit price per user/year

¥ 4,000

Maximization of ARPU

Services from the second year onwards

Health guidance



Metabolic Risk Improvement

Prevention of Severe Diabetes



Prevention of Severe Diabetes

Kuuneru Aruku® + Fusegu



Improvement of health literacy

Cafeteria Plan



Incentive Provision

Health and Productivity Management support



Corporate Consulting

Data health planning support



Health Insurance Data Analysis

Maximize unit price per user/year

¥ 40,000

Health and Productivity Management Support - Service areas supported by our company

Health & Productivity Stock Selection 2023 & Assessment criteria of Health & Productivity Management Outstanding Organizations.
 (Large Enterprise Division in 2023) ※Excerpt from the 'Implementation system and measures' Section.

Understanding employees' health issues and discussing necessary measures	Setting Specific Goals based on health challenges	Specific implementation plan for H&PM
	Utilization and Promotion of health checkups and Screenings	<p>Implementation of employee health checkups (Achieve a 100% Examination Rate)</p> <p>Encouraging health checkups, physical examinations</p> <p>Implementation of stress tests on workplaces with less than 50 employees</p>
Creating a basic foundation and work engagement for realizing H&PM.	Improving health literacy	Education for managers and employees
	Promotion of good work-life balance	Achieving 「Appropriate Work Styles」
	Revitalization the workspace	Promotion of internal communication
	Support that balances the treatment of illness and Work	<p>Supporting return to Work and Work-Life Balance in cases of Personal Illness and related situations.</p> <p>Implementation of health guidance and providing opportunities for specific health guidance</p>
Specific measures to promote the mental and physical health of its employees	Health Guidance	<p>Dietary habits</p> <p>Increasing opportunities for physical activity</p> <p>Women's health maintenance and enhancement</p> <p>Addressing long working hours for employees</p> <p>Supporting individuals with mental health issues</p>
	Specific measures for health maintenance and enhancement	
	Preventive measures against Infectious Diseases	Immunizations, hygiene products
	Tobacco control	<p>Reducing smoking rates</p> <p>Passive smoking prevention</p>

Our Support Services	
• Health and productivity management support	
• Health checkup reservation system	
• Health checkup results management system	
• Stress check system	
• Kuuneru Aruku® + Fusegu	
• Health guidance	
• Kuuneru Aruku® + Fusegu	
• Health checkup results management system	
• Online medical treatment	
• Kuuneru Aruku® + Fusegu	

Status of Health and Productivity Management Promotion in Companies

The promotion of health and productivity management is **accelerating not only among large corporations but also among small and medium-sized enterprises.**

This trend provides a favorable environment for the adoption of our health management system and outsourcing services.

Status of Certified Health and Productivity Management Organizations (Large Enterprise Category)

84% of Nikkei 225 companies responded to the Health & Productivity Survey. (FY2023)

■ Applications
■ Certified Organizations

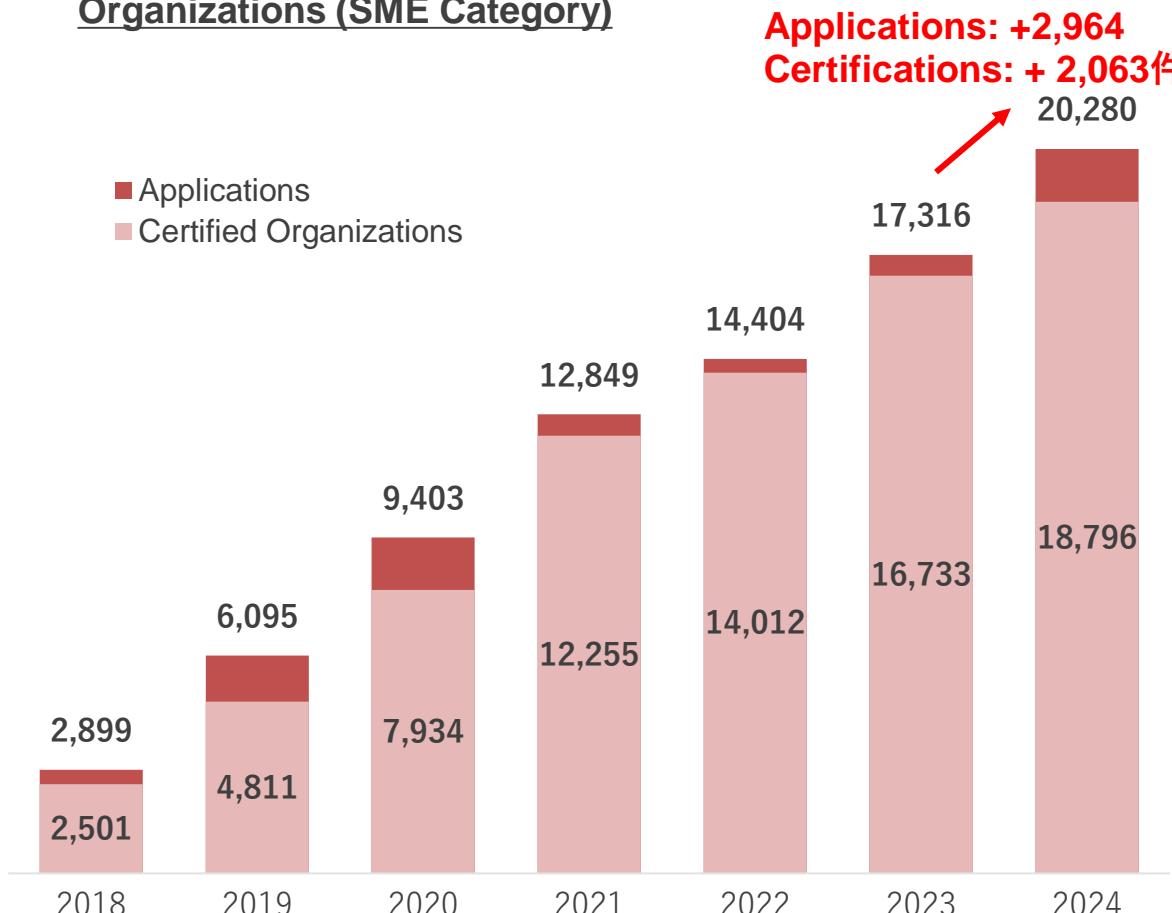
Applications: +349
Certifications: +412



Status of Certified Health and Productivity Management Organizations (SME Category)

Applications: +2,964
Certifications: + 2,063件

■ Applications
■ Certified Organizations



HR Management Segment Service Introduction Revenue Model

HR Management Segment

We offer comprehensive assistance for the establishment, consolidation, and division of health insurance societies, along with operational support.

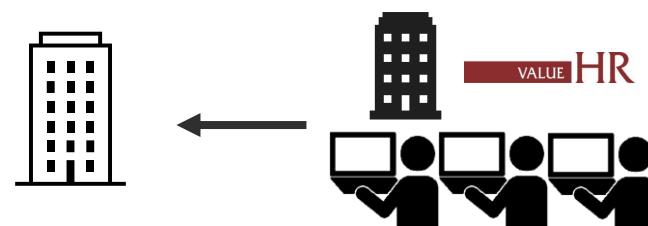
Support consulting for establishment of health insurance societies



We support the establishment of corporate health insurance societies with our know-how cultivated through our experience in supporting the establishment of more than **50 health insurance societies**.

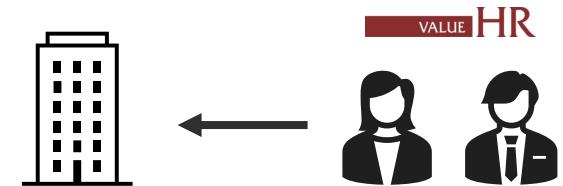
We have a support track record with a **46% share, which ranked No.1 in the industry**.

Business Process Outsourcing (BPO)



Specialist staff in our BPO center leverage our extensive expertise in business supporting health insurance societies to handle the day-to-day administration of the health insurance society on your behalf. We can ensure a work system that does not depend on specific people.

Staffing Services



We dispatch experienced staff, ranging from staff to managers, who are well versed in health insurance society operations.

Advantages of a Company Establishing Its Own Health Insurance Society

1

Reduction in Insurance Premium Burden

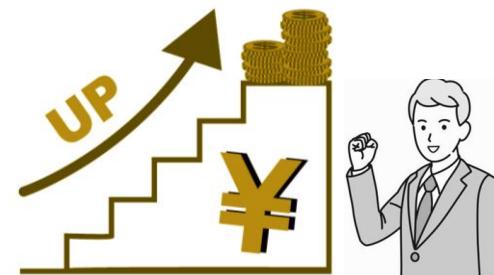
- Insurance premium rates can be set arbitrarily by each health insurance society.

2

Expansion and Activation of Company's Health Management Policies



- ✓ Significant Annual Cost Savings for the Company



- ✓ Increase in Employees' Take-home Pay.

Enhancement of employee welfare programs.

Some welfare services can be conducted as health projects of the health insurance society, providing tax advantages (from taxable to non-taxable).

Realization of High-Level Health Management

Implementing disease prevention and health promotion measures tailored to the company's business type and workforce composition, contributing to the health management of employees and their families.

HR Management Segment – Revenue Structure

We provide full support for the establishment, merger, and division of health insurance societies, as well as operational support.



□ Two Main Functions of Health Insurance Society □

1) Daily Operations

Approval & Authorization	Director	Staff	Our Services
General affairs and Budgeting	Manager		Staffing service
Application			B P O service
Payment			
Accounting			
Contact			

2) Health activities Operations

Our Services	
Medical checkup , Cancer screening	
Lifestyle preventive measures, Smoking cessation support	
Mental health support	Staff
Promotion of exercise habits	
Health Guidance(2008~)	
Data Health Plan(2013~)	
Our Services	
Value Cafeteria® System	

Sustainability Initiatives

As a company aiming to become the infrastructure of health management, we are committed to contributing to the resolution of social issues through our business activities.

SUSTAINABLE DEVELOPMENT GOALS

E (Environment)		<ul style="list-style-type: none"> Promote DX and paperless health checkups overall by providing a health management system Promote paperless internal applications
S (Society)		<ul style="list-style-type: none"> Promote employee job satisfaction and economic growth by providing health and productivity management support to companies The president is taking the lead in promoting Health and Productivity Management that incorporates our company's health management service. Secure financial resources to maintain the health insurance system and disease prevention at health insurance societies Improve efficiency and convenience of operation by supporting DX of health insurance societies Provide educational opportunities on health promotion and disease prevention Contribute to extending healthy life expectancy by improving health literacy Actively recruit female employees and promote them to management positions, 100% return rate of employees on parental leave (As of the end of 2024, 79.9% of employees are female, 29.9% are in management positions, and 81.8% have returned to work after parental leave) Ensure work-life balance (88.2% of employees take paid holidays, 16 days on average) Support the vaccination of employees and their families with the coronavirus vaccine by setting up an inoculation center in a building owned by the Company
G (Governance)		<ul style="list-style-type: none"> Disclosure of basic policy on corporate governance Acquisition of ISO 27001, JIS Q 27001, and Privacy Mark certification

The Purpose and Structure of Promoting Health and Productivity Management

✓ The Purpose of Promoting Health and Productivity Management

Value HR Health and Productivity Management Declaration

Value HR Co., Ltd. and its group companies declare the practice of health management under the belief that, as a company aiming for the digitization of health information and the infrastructure for health management, enhancing the health maintenance and improvement of employees, and creating a more comfortable working environment are important elements for strengthening corporate capabilities. The declaration is made with the understanding that health management is a crucial factor in enhancing corporate strength.

President and Representative Director
Michio Fujita

4th time

The Health & Productivity Stock Selection 2025

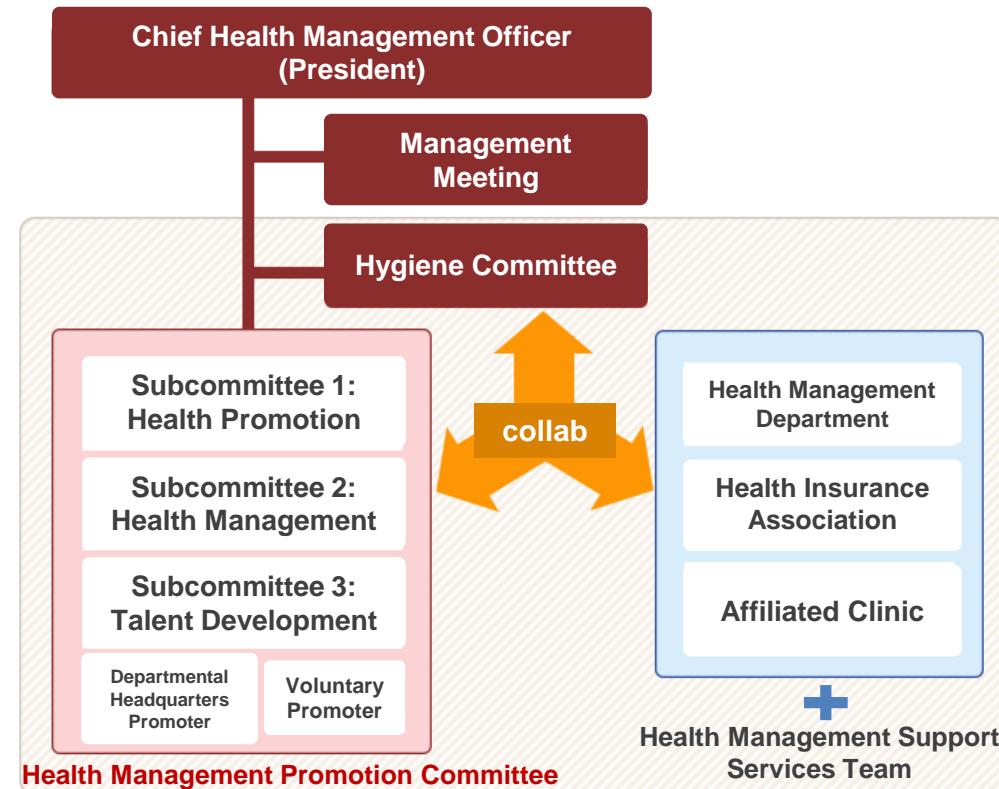


8th time

The Certified H&PM Organization Recognition Program 2025



✓ Structure for Promoting Health and Productivity Management



The top management is responsible for promoting health management, with the Health Management Promotion Committee leading efforts to manage employee health. Within the committee, subcommittees are established to reflect the voices from the workplace and implement effective measures. The Women's Health Promotion Team addresses health issues specific to women and promotes the creation of a more supportive work environment. Additionally, the CEO also serves as a director of the Tohmatsu Health Insurance Association, strengthening collaboration with the association to implement effective measures based on health check-up results and data.

Latest updates available on all our social media channels !

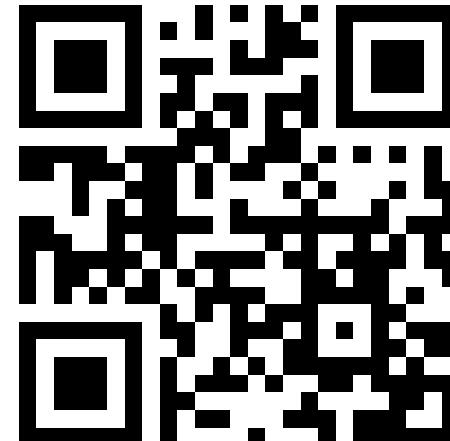
▼ Value HR Official Account ▼

Instagram



VALUEHR_OFFICIAL

X(formerly Twitter)



- This document is intended to provide information on the business performance of Value HR Co., Ltd. (hereinafter, the “Company”) and is not intended as a solicitation to invest in securities issued by the Company.
- This document contains forward-looking statements and materials regarding the Company's performance, strategies, and business plans. These forward-looking statements and materials are not historical facts, but are instead forecasts based on the Company's judgment in accordance with information available at the time of publication.
- These statements and materials also include potential risks and uncertainties, such as economic trends and competition with other companies. Accordingly, please be aware that actual results, business development, or financial condition may differ materially from these forward-looking statements due to various factors, including future economic trends, competition in the industry, market demand, and other economic, social, and political conditions.

[Inquiries regarding this document and the Company's IR activities]

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