Sustainability Promotion System Support for Initiatives \rightarrow External Recognition



External Recognition

Selected as a constituent of the MSCI Japan **Empowering Women Index (WIN)**

The Company has been selected as a constituent for two consecutive years in 2018 and 2019.



2019 Constituent 女性活躍指数 (WIN)

Selected as a constituent of the **SNAM Sustainability Index**

The Company has been selected as a constituent for eight consecutive years since 2012.



Sustainability Index 2019

Signed a loan agreement for the Positive Impact Finance

The Company is the first retailer that signed a loan agreement for the "Positive Impact Finance" with Sumitomo Mitsui Trust Bank, Limited. It is a loan in alignment with the Principles for Positive Impact Finance established by the United Nations Environmental Programme Finance Initiative.

* The Company received a third-party opinion from Japan Credit Rating Agency, Ltd. concerning the evaluation procedures.

Assigned the DBJ Employees **Health Management Rating**

The Company was assigned the Rating for its "advanced initiatives to Employees' Health Management" in 2018.



Certified as a White 500 Health and Productivity Management Organization 2019

The Company was certified for its health management initiatives.



Rated "A-" in the CDP climate change survey 2019

In January 2020, the Company was first rated "A-" in the "CDP climate change survey 2019" conducted by CDP, an international NGO.



Certified as a "Company **Empowering Persons with** Disabilities" in 2019

JFR Create was certified as a company that implements outstanding initiatives considering the characteristics of persons with disabilities, hires many persons with disabilities, and empowers them.



Received four stars in the 3rd Nikkei Smart Work Management Survey

The Company was awarded four stars in the 3rd Nikkei Smart Work Management Survey in 2019.



Received a "silver" rating in the Pride Index 2019

The Company first received a "silver" rating in the Pride Index in 2019.



Third-Party Assurance

Independent assurance statement



