

Social KPI and Progress (FY2021 to FY2023)

	Indicator	FY2021 results	FY2022 results	FY2023 results	FY2023 Target
Management of the entire supply chain	●Dissemination of JFR Principles of Action for Suppliers	<ul style="list-style-type: none"> ●Supplier assessment: Response rate 40.6%, dissemination rate 60% ●Sharing of JFR Principles of Action for Suppliers (PARCO) 	<ul style="list-style-type: none"> ●Dialogue with suppliers (Daimaru Matsuzakaya Department Stores) 	<ul style="list-style-type: none"> ●Implementation of supplier assessment: Response rate 50.4%, dissemination rate: 78% *Confirmation at the same time as the assessment of respect for human rights. 	<ul style="list-style-type: none"> ●Assessment response rate 80%, dissemination rate 25%
	●Human rights	<ul style="list-style-type: none"> ●Implementation of human rights assessment (Conducted as part of the supplier assessment) ●Identification of human rights risks for FY2022 	<ul style="list-style-type: none"> ●Review of human rights risks 	<ul style="list-style-type: none"> ●Implementation of human rights assessment (Conducted as part of the supplier assessment) ●Review of human rights risks ●Implementation of employee e-learning on "business and human rights" (Completion rate 88.7%) 	<ul style="list-style-type: none"> ●Expansion of human rights due diligence initiatives ●Employee human rights education rate 100%
Realization of customers' healthy/safe/secure life	●Ethical consumption	<ul style="list-style-type: none"> ●Attracted shops that deal in ethical products 	<ul style="list-style-type: none"> ●Sales of products and services using certified products 	<ul style="list-style-type: none"> ●Same as on the left 	<ul style="list-style-type: none"> ●Initiation of efforts to strengthen the offerings of certified products related to food safety and environmental conservation
	●Mental and physical health	<ul style="list-style-type: none"> ●Opening of healthcare wellness mall Welpa (Shinsaibashi PARCO) ●Opening of showroom space "asumise" (Daimaru Tokyo) 	<ul style="list-style-type: none"> ●Think Wellness: A Wonderful Marche for the Heart and Body (Daimaru Kobe) ●Opening of Smart Aquarium Shizuoka, the first permanent aquarium in a department store 	<ul style="list-style-type: none"> ●Opening of Welpa at Urawa PARCO (February 2024) ●Expansion of business domain for hair evaluation testing of hair care products (Consumer Product End-Use Research Institute) 	<ul style="list-style-type: none"> ●Expansion of the entertainment business area, including traditional culture, art, and contemporary culture ●Launch of wellness business
	●Level of customer awareness and sympathy for sustainability activities	—	<ul style="list-style-type: none"> ●66% (customer survey) 	—	<ul style="list-style-type: none"> ●30%
	●BCP, disaster prevention, epidemic prevention	<ul style="list-style-type: none"> ●Formulation of JFR New Infectious Disease Response Manual ●Virtualization of events and gift centers 	<ul style="list-style-type: none"> ●Continued to conduct a BCP desk exercise based on the JFR Business Continuity Manual (large-scale earthquake edition) 	<ul style="list-style-type: none"> ●Revision of the Overseas Safety Manual 	<ul style="list-style-type: none"> ●Enhancement of BCP and quarantine measures ●Strengthening of contactless customer touch points through digital communication

TOP MESSAGE	Materiality	2024–2026 Medium-term Business Plan	Stakeholder Engagement	Progress on Sustainability Goals	Environment	Society	Governance	External Assessment	Sustainability Bond Reporting	Sustainability Data
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→ Social KPI and Progress Respect for Human Rights Human Capital Creating Communities Local Revitalization

	Indicator	FY2021 results	FY2022 results	FY2023 results	FY2023 Target
Promotion of diversity & inclusion	● Share of women in management	● 21.3%	● 22.2% ● Project to promote advancement of women ● “Career Forum” for female management candidates	● 22.5% ● “Career Forum” for female management candidates held again	● 26%
	● Extension of retirement age	● Operating companies that have introduced retirement at age 65 (Daimaru Matsuzakaya Department Stores, JFR Card, Daimaru Kogyo, JFR Information Center)	● Same as the left	● J. Front Design & Construction introduced retirement age of 65	● Expansion of companies introducing a mandatory retirement age of 65
	● Employment rate of people with a disability (special scope of associates)	● 2.66% (June 2021)	● 2.93% (June 2022)	● 2.89% (June 2023)	● 2.6%
	● Fostering a corporate culture of diversity	● Establishment of LGBT-related systems (Same-Sex Partnership Rules, gender change support leave), creation of LGBT Consultation Desk ● Held LGBT events (Daimaru Shinsaibashi, Daimaru Kyoto, Matsuzakaya Nagoya, Shibuya PARCO)	● Unconscious bias survey (for employees) ● LGBT pride initiatives (Shibuya PARCO)	● Holding of LGBT events (Daimaru Kyoto, Shibuya PARCO)	● Employee penetration of diversity and inclusion 100% ● Provision of sales floors, products, and services tailored to diverse customers including LGBT people
Realization of work-life integration	● Turnover rate due to childcare and caregiving	● 1.4%	● 1.8%	● 2.0%	● Under 1.0%
	● Paternity leave usage rate	● 43.6%	● 68.0%	● 87.5%	● 100%
	● Work style	● Expansion of telework system ● Formulation of J. Front Retailing Health Declaration	● Increase in annual holidays ● Shortening of the annual prescribed working hours (Daimaru Matsuzakaya Department Stores)	—	● Establishments of systems and evaluations to create an organization where people can work anytime, anywhere
	● Employee satisfaction (Employee satisfaction survey)	—	—	● Employee satisfaction survey (satisfaction level 67.7%)	● 60%
Coexistence with local communities	● Community development	—	● New entry into the residential business (PARCO) ● Initiation of construction on the Nagoya Nishiki 3-Chome 25-District Project (tentative name) ● Initiation of Shinsaibashi Project” (tentative name)	● Establishment of J. Front City Development ● Initiation of operations for HAB @KUMAMOTO.	● Making areas more attractive, leveraging the culture, history and other unique characteristics of local areas, developing in a way that contributes to drawing crowds to the areas ● Shift to CSV stores (making stores sustainable) throughout the Group
	● Collaboration with local communities	● Opening of “City Library” (Daimaru Suma)	● Launch of Think LOCAL web magazine (Daimaru Matsuzakaya Department Stores) ● “Tsushima City, Nagasaki x Kyushu Tankentai” Ocean Trash Tile Art Project (Daimaru Matsuzakaya Department Store) ● Signing of a comprehensive agreement with Kyoto City (Daimaru Kyoto)	● Completion of agreement with Taito City and Local Food Recycling Co. to transform to a recycling oriented lifestyle (Daimaru Matsuzakaya Department Stores) ● Initiation of plan to support the development of sales channels for small and medium-sized enterprises using Booster, a crowdfunding site (PARCO) ● Completion of a comprehensive agreement with Kumamoto Prefecture (Hakata Daimaru) ● Announcement of the “Future Prosperity Project” by Kyushu Tankentai Team FINANCIE (Hakata Daimaru) ● “Think LOCAL” initiative for coexistence with communities	● Promotion of local revitalization in collaboration with governments, educational institutions, NGOs, and NPOs ● Promotion of local revitalization by finding and providing local content, including local production for local consumption