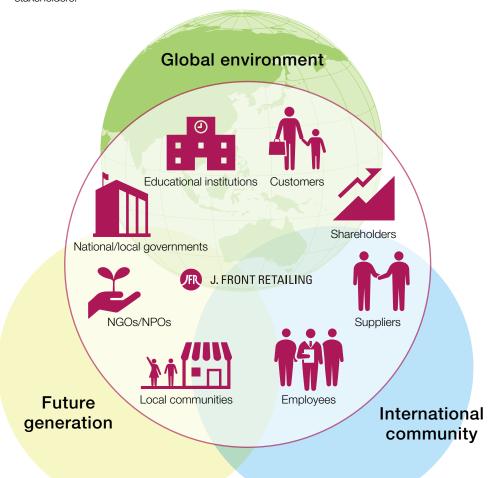
JFR Sustainability

Top Message What JFR Thinks about Well-Being Life Message from Sustainability Officer Identification and Expansion of Materiality Issues Sustainability Policy What Major Operating Companies Think about Sustainability Management

Stakeholder Engagement

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The Group deepens relations of trust through active information disclosure and mutual communication and promotes sustainability management to realize the Well-Being Life of all stakeholders.



Stakeholder	Major ways of dialogue/communication
Customers We will provide genuine satisfaction captivating customers by offering new value.	Daily sales activities Customer questionnaires Inquiries to Customer Service Office
Shareholders We will increase corporate value over the long term through highly profitable and highly efficient management.	Annual Shareholders Meetings Results presentations for institutional investors and analysts ESG presentations Integrated Reports, Sustainability Reports IR website
Suppliers We will build relations of trust by working hard together and aim to grow together.	Meetings to explain the Principles of Action for Suppliers Daily communication with suppliers Semiannual meetings with suppliers
Employees We will realize workplaces in which employees' performance and contribution are fairly evaluated and they can realize their exhibition of ability and growth and have job satisfaction.	Employee training Employee questionnaires Internal portal site, internal SNS Labor-management consultation JFR Group Compliance Hotline (including workers from suppliers in our stores) Harassment Consultation Desk
Local communities We will contribute to community development and promote environment-friendly business activities as a good corporate citizen.	Social contribution activities for local communities Collaboration with local communities such as local malls and local companies
NGOs/NPOs We will deeply understand the demand from society through dialogue and collaboration and strive to solve global environmental issues and social issues through business activities.	Awareness-raising events Fund-raising activities Food drive activities
National/local governments We will participate in government organizations related to our business and exchange opinions, and at the same time, cooperate with local governments in solving social issues.	Local comprehensive partnership agreement Participation in industry groups Provision of opinions to governments through industry groups
Educational institutions We will mutually collaborate in the fields including culture, industry, education and academia and contribute to community development and human resource development.	Comprehensive partnership agreement Industry-academia joint projects Education support for future generations, collaboration with educational institutions