

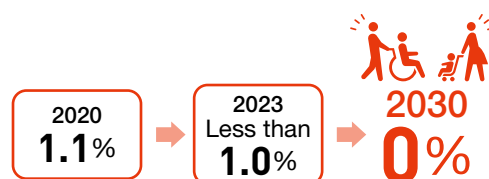
Aiming to Increase Productivity through Flexible Work Styles → Realization of the Well-Being Life of Employees and Their Families

Realization of the Well-Being Life of Employees and Their Families

The Group promotes initiatives to increase all employees' sense of fulfillment in both work and life. We will create an environment in which employees in various life stages such as childcare and family care can continue to work satisfactorily and healthily to realize the Well-Being Life of employees and their families.

Prevention of Employee Turnover by Supporting Balancing Childcare and Family Care and Work

Turnover due to childcare and family care



The Group implements various initiatives to create an environment that allows its employees to balance work and childcare and family care. J. Front Retailing and Daimaru Matsuzakaya Department Stores have

in place support systems that exceed statutory limits and strive to create an environment in which employees can continue to work while raising children and caring for their families. Using a flextime system and a telework system combined, employees can work flexibly.

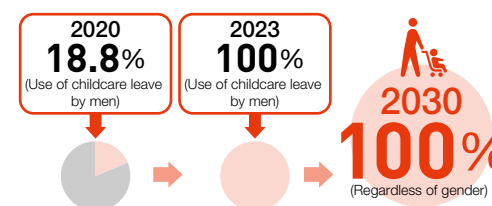
Going forward, we will create an environment that allows employees to balance work and childcare without leaving their jobs or taking long leave, and in addition, we will help individual employees maintain and improve their careers.

Promotion of Health Management

We promote health management, for which an Executive Officer in charge of human resources is responsible, across the Group. The Human Resources Strategy Unit works with the human resources division of each operating company, industrial doctors and the health insurance association to maintain and improve health using the Group Human Resources Partnership Meeting and the Safety and Health Committee. We adopted a Health Declaration in 2021, and going forward, we will actively engage in health management.

Initiatives to Promote the Use of Childcare Leave by Men

Childcare leave usage rate



The Group aims to create an environment in which all employees who are raising children, including women, men and LGBTs, can take childcare leave by 2030. To this end, we aim to achieve men's childcare leave usage rate of 100% by 2023.

J. Front Retailing and Daimaru Matsuzakaya Department Stores introduced a "short-term paid childcare leave system" (up to two weeks) in 2019 to create an environment that makes it easy for men to take childcare leave. Parco gives incentives to its employees who took childcare leave regardless of gender.

Going forward, we will expand the "short-term childcare leave system" to cover other operating companies so that their employees in management positions and people in human resources divisions will strongly encourage their employees to take childcare leave.

[J. Front Retailing Health Declaration]

J. Front Retailing Group (the "Group") aims for the Well-Being Life (both mentally and physically fulfilling life) by realizing the Group Vision "Create and Bring to Life 'New Happiness.'" To this end, we think it is very important that individual employees live a Well-Being Life and are happy. Health underlies Well-Being Life. Health is essential for employees themselves and their families and it is the management foundation of the Group that considers human resources as its most important assets.

With this recognition, the Group will actively work to maintain and improve the mental and physical health of employees and thereby bring energy to the company to realize growth.