

Materiality KPI & Progress: Social

 <p>Promotion of diversity & inclusion</p>	<p>2030 Commitment</p> <p>Realizing a highly diverse society in which everyone recognizes each other's diversity and flexibly demonstrates his/her individuality</p> <p>Based on the themes of diversity and flexibility, we will value the different individuality and perspectives of all our stakeholders, which form the essence of diversity, and create a company where diverse abilities can be demonstrated. We also aim to grow our business in line with the expectations of diverse customers by driving innovation through the mutual interaction and complementary functions of diverse individualities and abilities (inclusion).</p>																									
	<p>Background & View</p> <p>The decrease in the working population due to the declining birthrate and the aging population has become a social problem. The Group has an environment in which diverse human resources work together, such as women, elderly people, and mid-career workers. We have therefore taken one of our materialities a step further to the "Promotion of diversity and inclusion." We respect diverse abilities and create unity, which will lead to enhanced corporate competitiveness.</p>																									
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 <p>Realization of work-life integration</p>	<p>2030 Commitment</p> <p>Realizing Well-Being for employees and their families through new work styles for a future of diversity and flexibility</p> <p>We promote new work styles in the post-COVID era, one in which diversity and flexibility are the key, while maintaining physical and mental health at the same time. This will lead to the Well-Being of Life for our employees and their families, and to increased productivity in the organization.</p>																									
	<p>Background and View</p> <p>Work styles are diversifying due to the evolution of IT, the increase in the number of people who want to balance work and childcare/caregiving, and the spread of telecommuting and other forms of work resulting from the COVID-19 pandemic. In 2021, the Group evolved one of its materialities into the "realization of work-life integration" so that employees will strive to improve both work and life, which will lead to increased productivity of the company.</p>																									
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Realization of customers' healthy/safe/secure life

	<p>2030 Commitment</p> <p>Realizing a Well-Being life that is future oriented and satisfies the mind and body of customers</p> <p>We offer high-quality, comfortable products and services that help our customers live healthy and secure lives in mind, body, and spirit, thereby providing them with their own personal Well-Being and an exciting and fulfilling future.</p>																				
	<p>Background & View</p> <p>In the wake of the COVID-19 pandemic, consumer values and lifestyles have changed significantly, and there is a growing need for products and services that provide solutions for environmental and social issues and enhance health. Against the backdrop of these changes in the external environment, the Group has strengthened its effort to realize customers' health, safety and security as its new materiality since 2021.</p>																				
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	<p>2030 Commitment</p> <p>Creating safe, secure, and resilient stores with an eye on the future</p> <p>We will address disaster prevention, infection risks and a business continuity plan (BCP) to increase the resilience of our stores. At the same time, by building operational systems that utilize digital technologies, we will create new customer touch points with consideration for safety and security and promote the creation of stores that meet the expectations of society.</p>																				
	<p>Background & View</p> <p>In the wake of the COVID-19 pandemic, there is a growing need for safety and security with the aim of preventing infections. The Group will actively work on contactless communication so that customers can enjoy shopping in a safe and secure way.</p>																				
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 <p>Coexistence with local communities</p>	<p>2030 Commitment</p> <p>Together with local people, we are creating prosperous future-oriented communities in which people gather, centering on our stores</p> <p>Together with local communities, governments, NGOs, and NPOs, we will use our stores as a base to contribute to the creation of sustainable communities that make the most of local assets. We will also identify and communicate the attractive qualities of each area to offer exciting new experience to visitors.</p>															
	<p>Background & View</p> <p>As Japan's population is increasingly concentrated in urban areas while the birthrate declines and the population ages, boosting the attractiveness of local communities and revitalizing them has become a social issue. The Group is committed to working with local communities to enhance the attractiveness of local areas, centering on its nationwide network of stores.</p>															
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 <p>Management of the entire supply chain</p>	<p>2030 Commitment</p> <p>Realizing a sustainable supply chain created along with suppliers</p> <p>We will share our concept of sustainability with our suppliers and work together with them to fulfill our social responsibilities, thereby contributing to the creation of a sustainable society for the future by the entire supply chain. In addition, we will work together with our suppliers to create a workplace environment where the human rights of the people working in our supply chain are protected and they will be able to continue to work in good health.</p>															
	<p>Background & View</p> <p>Human rights issues that arise in the supply chain, such as discrimination and forced labor, and the prolonged spread of COVID-19 have had a major impact on the supply chain. The Group aims to address hidden risks in the supply chain and create a sustainable supply chain.</p>															
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