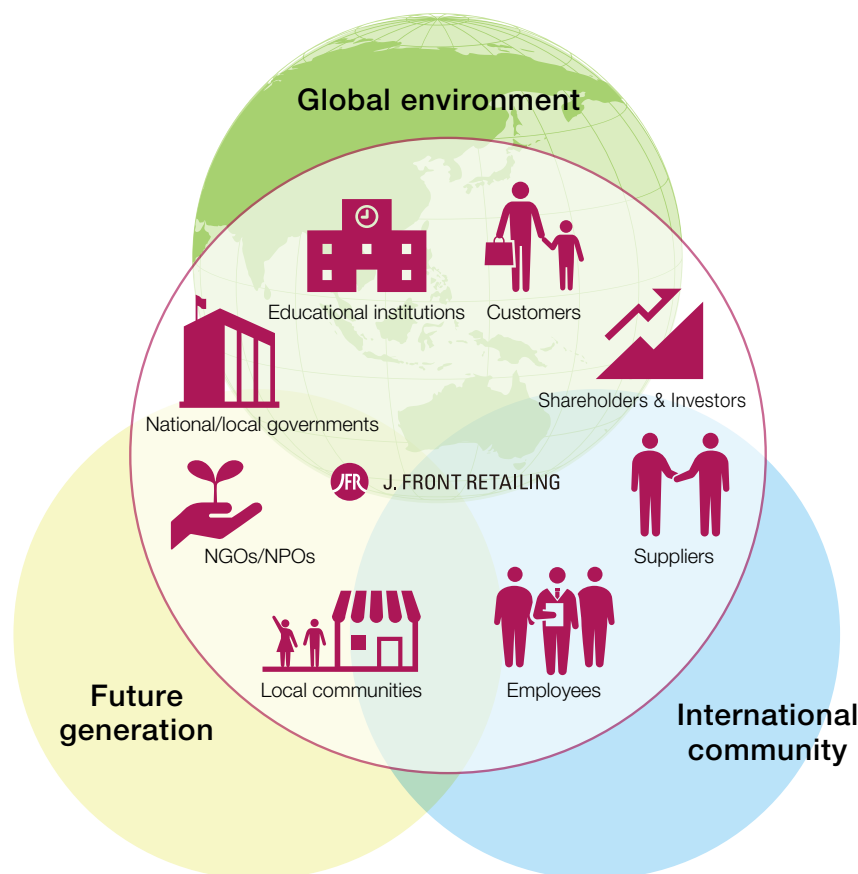


Stakeholder Engagement



The JR Group strives to understand the opinions and requests of its stakeholders through proactive information disclosure, dialogue, and surveys, and to reflect them in its business activities.

Stakeholder	Major ways of dialogue/communications
Customers We will contribute to the creation of communities where people can feel connected to others and society by providing customers with inspiring and enriching lifestyles.	<ul style="list-style-type: none"> ● Daily sales activities ● Customer surveys ● Inquiries to Customer Service Office
Shareholders and investors We will strive to enhance corporate value over the long term through the practice of highly profitable and efficient management.	<ul style="list-style-type: none"> ● Annual Shareholders Meetings ● Financial results briefings ● ESG briefings ● Integrated Report, Sustainability Report ● IR website
Suppliers We aim to grow together by building partnerships based on mutual trust and co-creating new value.	<ul style="list-style-type: none"> ● Meetings to explain the Principles of Action for Suppliers ● Daily communications with suppliers ● Supplier initiative meetings
Employees We will realize a rewarding workplace by creating an environment in which each and every employee can demonstrate his or her abilities and individuality and feel a sense of growth.	<ul style="list-style-type: none"> ● Employee training ● Employee surveys ● Internal portal site, internal social media ● Labor-management consultations ● JFR Group Compliance Hotline (including supplier workers in our stores) ● Harassment Consultation Desk
Local Community We will contribute to the sustainable development of local communities by promoting business activities that enhance the liveliness of cities and the attractiveness of communities.	<ul style="list-style-type: none"> ● Social contribution activities in local areas ● Collaboration with local communities such as local malls and local companies
NGO-NPO We will gain a deep understanding of the demands of society based on dialogue and collaboration and strive to solve global environmental and social issues through business activities.	<ul style="list-style-type: none"> ● 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. At the same time, we will cooperate with local governments in solving social issues.	<ul style="list-style-type: none"> ● Local comprehensive partnership agreements ● Participation in industry groups ● Provision of opinions to governments through industry groups
Educational institutions We will mutually collaborate in the fields of culture, industry, education, and academia and contribute to the development of local communities and the cultivation of human resources.	<ul style="list-style-type: none"> ● Comprehensive partnership agreements ● Industry-academia joint projects ● Education support for future generations, collaboration with educational institutions
Global Environment We will pass on a better global environment to future generations through environmentally conscious business activities.	<ul style="list-style-type: none"> ● "Reduction of GHG Emissions" and "Resource Recycling" toward "Net Zero Emissions" in 2050