

Progress on Sustainability Goals

Laying the Foundation for Sustainability Management

The Challenge of Integrating Sustainability and Strategy

		2018	2019	2020	2021	2022	2023
	Participation in initiatives	<ul style="list-style-type: none"> Endorsed UN Global Compact Endorsed Women's Empowerment Principles Endorsed the Climate Change Initiative 	<ul style="list-style-type: none"> Endorsed TCFD recommendations Obtained SBT certification (<2°C) 	<ul style="list-style-type: none"> Joined RE100 	<ul style="list-style-type: none"> Obtained SBT certification (1.5°C) 	<ul style="list-style-type: none"> Obtained SBT Net Zero certification 	<ul style="list-style-type: none"> Participation in TNFD Forum
	Policy and structure	<ul style="list-style-type: none"> Formulated Sustainability Policy Formulated Eco Vision and Social Vision Identified materiality Established ESG Promotion Department 	<ul style="list-style-type: none"> Established JFR Principles of Action Established JFR Principles of Action for Suppliers Established Sustainability Committee 		<ul style="list-style-type: none"> Changed name of ESG Promotion Division to Sustainability Promotion Division Incorporated non-financial indicators into executive compensation 		
	Stakeholders and investors	<ul style="list-style-type: none"> Started ESG briefings 					
	Business partners		<ul style="list-style-type: none"> Held briefing sessions for suppliers 		<ul style="list-style-type: none"> Began supplier assessments 	<ul style="list-style-type: none"> Held briefing sessions for suppliers 	<ul style="list-style-type: none"> Implemented scheduled supplier assessment
	Customers						
	Employees		<ul style="list-style-type: none"> Established an internal portal Sustainability training for management level employees started 		<ul style="list-style-type: none"> Implemented awareness survey on sustainability 	<ul style="list-style-type: none"> Implemented customer survey Implemented Unconscious Bias Survey 	<ul style="list-style-type: none"> Conducted employee satisfaction survey
	Disclosure		<ul style="list-style-type: none"> Commenced publication of Sustainability Report 	<ul style="list-style-type: none"> Commenced disclosing TCFD's annual securities report 			
	Obtaining 3rd-party assurance		<ul style="list-style-type: none"> Scope 1 and 2 	<ul style="list-style-type: none"> Scope 3 	<ul style="list-style-type: none"> Water Waste 	<ul style="list-style-type: none"> Energy consumption, renewable energy consumption, food waste Social data (ratio of female managers, etc.) 	
	Sustainable finance		<ul style="list-style-type: none"> Positive Impact Finance concluded 		<ul style="list-style-type: none"> Issued Sustainability Bond 		
Initiatives	Environmental	<ul style="list-style-type: none"> Switched over store lighting to LED (continued from before 2018) 	<ul style="list-style-type: none"> ESG model stores: Daimaru Shinsaibashi and Shibuya PARCO open Commenced switchover to renewable energy for stores Commenced switchover to EVs for company vehicles Switched over to environmentally friendly packaging materials 	<ul style="list-style-type: none"> ESG model store: Shinsaibashi PARCO opens Commenced Think GREEN (Daimaru Matsuzakaya) 	<ul style="list-style-type: none"> Launched fashion subscription business AnotherAddress 	<ul style="list-style-type: none"> Formulated net-zero transition plan Demonstration experiment on reducing food loss through AI demand forecasting 	<ul style="list-style-type: none"> Agreed to participate in "Fry to Fly Project" for the domestic production of SAF from waste cooking oil Launching a men's line for "AnotherAddress," establishment of upcycling brand
	Social	<ul style="list-style-type: none"> Started Kyushu Tankentai (Hakata Daimaru) 	<ul style="list-style-type: none"> Crowd funding "BOOSTER" (PARCO) Shizuoka MIRUI Project 	<ul style="list-style-type: none"> Commenced Think LOCAL (Daimaru Matsuzakaya) Introduced mandatory retirement age of 65 (JFR and some operating companies) Identified human rights issues 	<ul style="list-style-type: none"> Healthcare wellness mall, Welpa, opens (Shinsaibashi PARCO) Established LGBT partnership rules J. Front Retailing Declaration of Health Declaration of Partnership Building 	<ul style="list-style-type: none"> Incorporated healthcare area into investment area Implemented Women's Empowerment Program Project 	<ul style="list-style-type: none"> Establishment of J. Front City Development HAB@KUMAMOTO opens Construction start for "Shinsaibashi Project" (tentative name)
External assessment	Environment	<ul style="list-style-type: none"> CDP (D—) Selected for inclusion in S&P/JPX Carbon Efficient Index 	<ul style="list-style-type: none"> CDP (A—) S&P/JPX Carbon Efficient Index 	<ul style="list-style-type: none"> CDP (A) S&P/JPX Carbon Efficient Index 	<ul style="list-style-type: none"> CDP (A) S&P/JPX Carbon Efficient Index 	<ul style="list-style-type: none"> CDP (A) S&P/JPX Carbon Efficient Index FTSE Blossom Japan Sector Relative Index 	<ul style="list-style-type: none"> CDP (A) S&P/JPX Carbon Efficient Index FTSE Blossom Japan Sector Relative Index
	Society	<ul style="list-style-type: none"> Selected as a constituent of MSCI Japan Empowering Women (WIN) 	<ul style="list-style-type: none"> MSCI Japan Empowering Women Index (WIN) 	<ul style="list-style-type: none"> MSCI Japan Empowering Women Index (WIN) 2020 Certified Health & Productivity Management Outstanding Organization. 	<ul style="list-style-type: none"> MSCI Japan Empowering Women Index (WIN) Quasi-Nadeshiko Brand 2021 Certified Health & Productivity Management Outstanding Organization Awarded Silver rating from PRIDE Index 	<ul style="list-style-type: none"> MSCI Japan Empowering Women Index (WIN) Nadeshiko Brand 2022 Certified Health & Productivity Management Outstanding Organization Awarded Gold rating in PRIDE Index 	<ul style="list-style-type: none"> MSCI Japan Empowering Women Index (WIN) "Gold" rating in the PRIDE Index
	Comprehensive						<ul style="list-style-type: none"> DJSI Asia /Pacific FTSE Blossom Japan Index FTSE4Good Index Series Selected as a constituent of MSCI Japan ESG Select Leaders Index