

Top Commitment	Sustainability Promotion System	JFR Materiality Issues	Contribution to a Low-Carbon Society	Management of the Entire Supply Chain	Coexistence with Local Communities	Promotion of Diversity	Realization of Work-Life Balance	Operating Companies' ESG Initiatives	Outside Director's Message	Governance	Data
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Identification of Materiality Issues → Five Materiality Issues and Actions Sustainability Roadmap

Five Materiality Issues and Actions





With regard to five materiality issues, by planning backward from the future as the starting point and determining what to do now, which is called backcasting, the Group has set long-term goals and takes actions to achieve them. For each action, we have set KPIs to know its progress. The Sustainability Committee monitors the progress every fiscal year and reports to the Board of Directors.



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Identification of Materiality Issues → Five Materiality Issues and Actions Sustainability Roadmap

Actions

	Long-term goals (consolidated)	Actions
Contribution to a low-carbon society	<ul style="list-style-type: none"> 2050 Zero Scope 1 and 2 GHG emissions 2030 40% reduction of Scope 1 and 2 GHG emissions (vs. FY2017) 	<ul style="list-style-type: none"> Transition to renewable energy Introduction of energy-saving and highly efficient equipment Replacement with LED lighting Transition of the company fleet to EVs Transition to eco-friendly office supplies Promotion of paperless operations Response to SBT/TCFD/CDP 
Management of the entire supply chain	<ul style="list-style-type: none"> 2030 100% dissemination of the JFR Principles of Action for Suppliers 2030 Aim for 40% reduction of Scope 3 GHG emissions (vs. FY2017) 	<ul style="list-style-type: none"> Formulation and dissemination of the JFR Principles of Action for Suppliers Scope 3 GHG emissions reduction Transition to eco-friendly office supplies Recycling initiative Ecoff 
Coexistence with local communities	<ul style="list-style-type: none"> 2050 Develop an area using its assets, which is the Group's strength, while resolving environmental issues, through mutual cooperation among the local community, government and retailer to create a sustainable and advanced area 	<ul style="list-style-type: none"> Promotion of urban development <ul style="list-style-type: none"> Store planning for the new main building of the Daimaru Shinsaibashi store and new Shibuya Parco Development of local historic facilities through renovation Expansion of local production for local consumption (<i>chisan-chisho</i>) <ul style="list-style-type: none"> Expansion of <i>chisan-chisho</i> using nationwide store network Expansion of offering of Japanese unique products Response to disasters, BCP plan 
Promotion of diversity	<ul style="list-style-type: none"> Proportion of women in management positions <ul style="list-style-type: none"> 2025 30% 2030 Aim for 50%, equal to the proportion of female labor to total labor 2030 Aim for retirement at 70 2030 Proportion of disabled employees: 3.0% 	<ul style="list-style-type: none"> Actions for women's empowerment <ul style="list-style-type: none"> Development of shortened working hours system for women coming back from child care Improvement of education and provision of information during a leave of absence JFR Women's School, Mother Recruitment for child-raising generation Promotion of senior empowerment <ul style="list-style-type: none"> Development of job categories and duties, optional working hours, lifting of the ban on second jobs and side jobs for employees aged 60 and older Employment of disabled people <ul style="list-style-type: none"> Improvement of the work environment of operating companies in the Group Development of new business by a special subsidiary 
Realization of work-life balance	<ul style="list-style-type: none"> 2030 Men taking child care leave: 100% 2025 Turnover due to child/family care: 0% 	<ul style="list-style-type: none"> Expansion of work systems <ul style="list-style-type: none"> Homeworking, remote working (creation of satellite offices) Minimization of transfer with or without family Use of technologies <ul style="list-style-type: none"> Use of technologies such as AI and RPA Expansion of work systems and rules <ul style="list-style-type: none"> Introduction of paid child care leave, development of family care-related system, creation of child care facilities within offices 