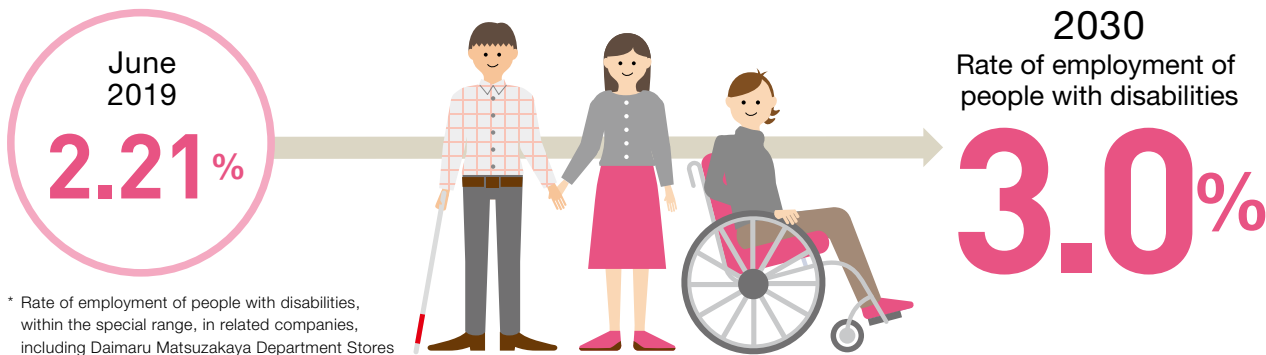


Top Commitment	Sustainability Promotion System	JFR Materiality Issues	Contribution to a Low-Carbon Society	Management of the Entire Supply Chain	Coexistence with Local Communities	Promotion of Diversity	Realization of Work-Life Balance	Operating Companies' ESG Initiatives	Outside Director's Message	Governance	Data
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Realization of "Job Satisfaction Transformation" Promotion of Diversity Women's Empowerment Empowerment of Employees of Advanced Age  
 → Employment of People with Disabilities LGBT Human Rights Human Resource Development Promotion of Innovation Generation

## Employment of People with Disabilities

### Long-term targets



\* Rate of employment of people with disabilities, within the special range, in related companies, including Daimaru Matsuzakaya Department Stores

Within its promotion of diversity, the Group sees the employment of people with disabilities as a key element of corporate social responsibility, and is working to develop hiring and working environments in each Group company. The Group will press ahead with securing stable workplace environments in its operating companies for people with disabilities, and with providing them with workplaces where they can use their abilities to the full.

### Special subsidiary, JFR Create Co., Ltd.

In addition to developing working environments in each Group company, The Group founded JFR Create Co., Ltd., as a special subsidiary, in April 2017. It was approved by the Ministry of Health, Labour and Welfare as a special subsidiary in September 2017. The company's operations include sorting company internal mail, making ribbons to use on gifts in sales areas, sealing packages, and PC entry. It has around 20 job types, and each can be matched to individuals to suit their disabilities and symptoms. It also pays attention to working styles and allows shortened actual working hours, and the taking of multiple breaks, so that individuals can work in ways that match their individual disabilities. Therefore, the company has had a 100% retention rate for people with intellectual disabilities since it opened.

Also, JFR Create has been registered as an "Osaka Prefectural Government Superior Company for the Support of People With Disabilities," for its enthusiastic support for the hiring and employment of people with disabilities.

It also won the "Osaka Prefectural Government Heartful Company Educational Contribution Award" in fiscal year 2019, after just two years in operation.



Package sealing work



### External recognition

● Certified as a "Company empowering people with disabilities" in fiscal year 2019

JFR Create was certified by the Japan Association of Employers of Persons With Severe Disabilities, a public interest corporation commissioned by the Ministry of Health, Labour and Welfare, as a "Company empowering people with disabilities," one of 40 nationwide.

It earned praise for its superior work in providing forms of employment adapted to the characteristics of people with disabilities, together with attentive support, and for hiring and empowering many people with disabilities.

