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

 Working Combined with Child and Family Care
 Initiatives to Improve Productivity
 → Promoting Health Management
 →
 →
 →

Promoting Health Management

Initiatives to Maintain and Improve Health

Based on the basic thinking that "employees are the company's greatest asset and that the employees' physical and mental wellbeing are crucial for us to provide better services to customers," the Group promotes thorough implementation of industrial health and safety measures and initiatives to maintain and improve employees' health. Health management for employees is essential with the extension of mandatory retirement to 65, hence we are collaborating with the Health Insurance Association to focus on prevention of lifestyle-related diseases and mental healthcare.

Introduction of PSA Tests, Gynecological Examinations, and Prevention of Lifestyle-related Diseases

We offer lifestyle diseases prevention screening including specified checkup items to employees aged 35 and over, in addition to the legally required regular health examination. Also, there are women's health checkups including breast cancer and uterus cancer exams, and prostate-specific antigen (PSA) test for male employees aged 50 and over. Using data from these exams, we provide individual health guidance, identify health management issues and establish goals for each office and implement various improvement measures.

Percentage of participation in regular health examinations (Daimaru Matsuzakaya Department Stores)

| | Fiscal 2014 | Fiscal 2015 | Fiscal 2016 | Fiscal 2017 | Fiscal 2018 |
|--------------------------|-------------|-------------|-------------|-------------|-------------|
| Number eligible | 6,917 | 6,529 | 6,551 | 6,337 | 5,223 |
| Number of participan | 6,907 | 6,499 | 6,530 | 6,320 | 5,216 |
| Participati percentac | 99.9% | 99.5% | 99.7% | 99.7% | 99.9% |

Mental Healthcare

The Group has been conducting online surveys since fiscal 2016 to track stress indicators and follow up the results. In addition to the legally mandated stress surveys, feedback based on results of organizational health questionnaires is provided to leaders and HR managers of the operating companies. Such initiatives are taken to ensure workplaces where our employees can work with energy and vigor as well as self-care by employees themselves.

Figures for stress checks (Daimaru Matsuzakaya Department Stores)

| | | Fiscal 2014 | Fiscal 2015 | Fiscal 2016 | Fiscal 2017 | Fiscal 2018 |
|--|--------------------------|-------------|-------------|-------------|-------------|-------------|
| | Number eligible | 3,655 | 3,558 | 3,260 | 3,293 | 3,247 |
| | Number of respondents | 3,176 | 3,035 | 3,064 | 3,159 | 3,129 |
| | Reply per- centage | 86.9% | 85.3% | 94.0% | 95.9% | 96.4% |

Creation of Fiscal 2018 Health White Paper

Coinciding with the publication of the Health Scoring Report* by the Ministry of Health, Labour and Welfare et al., the J. Front Health Insurance Association has, in collaboration with the Company, compiled the Fiscal 2018 Health White Paper to visualize the results aggregated and analyzed by gender, age, and other factors from the health data of the operating companies, in order to more effectively and efficiently maintain and improve the health of its policy holders.

Specifically, data is aggregated and analyzed on policy holders' participation in health examinations, how many have risky or healthy lifestyle habits, their medical care costs and so on. This data is shared between the J. Front Health Insurance Association and the operating companies.



The White Paper will continue to be prepared as an index to compare improvements in health conditions year-on-year.

The operating companies and the Health Insurance Association will collaborate to promote the health of employees based on

clear issues pinpointed by the White Paper.

* Health Scoring Report: A collaborative program by the Ministry of Health, Labour and Welfare, the Ministry of Economy, Trade and Industry, and the Nippon Kenko Kaigi. It presents in a visual format data comparing the averages for the Japan Health Insurance Association and each industry, on the health condition and medical expenses of members of the health insurance associations and initiatives to prevent disease or improve health.

External recognition DBJ health management Ranking gained (2018)

Received ranking as a "Company with excellent initiatives with concern for the health of its employees."



External recognition

 Selected as one of the 2019 Certified Health & Productivity Management Outstanding Organizations Recognition Program "White 500" (2019)

Our initiatives for health management have been recognized and gained certification.

