

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	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

The Group believes that employees are the company's greatest asset and that the employees' physical and mental well-being are crucial for us to provide better services to customers. Based on this basic belief, the Group promotes thorough implementation of industrial health and safety measures and initiatives to maintain and improve employees' health. With the increasing importance of health management of employees in anticipation of the arrival of the era of 100-year life, we collaborate with the Health Insurance Association to focus on prevention of lifestyle-related diseases and mental healthcare.

Measures against COVID-19

COVID-19 has increased the importance of efforts to maintain and improve employees' health and ensure occupational safety. The Group provides thorough healthcare for employees to prevent COVID-19. We take various measures including daily temperature check and report (including by teleworkers), the promotion of telework, staggered working hours and online meetings, and social distancing at work. In response to the local infection status, we review our infection prevention measures for workers as needed and keep them informed about these measures. At J. Front Retailing and Daimaru Matsuzakaya Department Stores, industrial doctors provide information and online interviews and we let employees know about internal and external consultation services to maintain the physical and mental health conditions of employees and their family members during prolonged telework.

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 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018	Fiscal 2019
Number eligible	6,529	6,551	6,337	5,223	4,440
Number of participants	6,499	6,530	6,320	5,216	4,423
Participation percentage	99.5%	99.7%	99.7%	99.9%	99.6%

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.

Daimaru Matsuzakaya Department Stores and Parco provide

Employee Assistance Program (EAP) counseling service by external specialist organizations.

Figures for stress checks (Daimaru Matsuzakaya Department Stores)

	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018	Fiscal 2019
Number eligible	3,558	3,260	3,293	3,247	3,119
Number of respondents	3,035	3,064	3,159	3,129	3,010
Reply percentage	85.3%	94.0%	95.9%	96.4%	99.5%

Preparation of Health White Paper

The J. Front Health Insurance Association has visualized the health examination data held by it in collaboration with the companies and has compiled the Health White Papers since fiscal 2018. We calculate the insured workers' status of participation in health examinations and the number of employees who have a risk for lifestyle diseases in each business place and use the data to identify and resolve health problems. We also tabulate and analyze medical care costs by examination, gender, age, etc. and use the data.

External recognition

● Health and Productivity Management Organization 2020 (2020)

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

