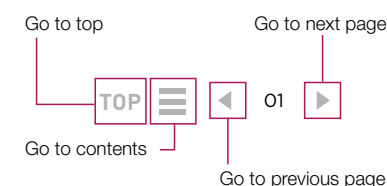


Contents

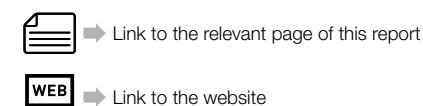
Introduction	02	Message from Human Resources Officer	33
JFR Sustainability Management		Promotion of Diversity & Inclusion	34
Top message	03	To Become a Company That Allows All Employees to Show Their Abilities	35
What JFR Thinks about Well-Being Life	06	Business Growth by Empowering Women	37
Message from Sustainability Officer	07	Human Resource Development to Help Employees Improve Their Abilities	38
Identification and Expansion of Materiality Issues	09	Promote an Understanding of LGBT and Create a Work Environment	39
Sustainability Policy	10	Realization of Work-Life Integration	40
What Major Operating Companies Think about Sustainability Management		Aiming to Increase Productivity through Flexible Work Styles	41
Message from the President of Daimaru Matsuzakaya Department Stores	11	Realization of the Well-Being Life of Employees and Their Families	42
Message from the President of Parco	12	Realization of Customers' Healthy/Safe/Secure Life	43
Stakeholder Engagement	13	Well-Being Life Proposed for Customers	44
JFR Materiality Issues		Creation of Customer Touch Points with Consideration for Safety and Security	45
KGIs and KPIs of Materiality Issues and Their Progress	14	Coexistence with Local Communities	47
Realization of Decarbonized Society	16	Creation of Prosperous Communities in Which People Gather with Stores at the Core	48
Realization of Carbon Neutrality	17	Collaboration with Local Communities	49
Aiming for 100% Renewable Energy	18	Sustainability Initiatives of Operating Companies	50
Special Report: Information Disclosure in Line with TCFD Recommendations	19	Risk Management	52
Promotion of Circular Economy	25	Information Security	53
Evolution from 3 Rs to Circular Economy	26	External Recognition	54
Seizure of New Business Opportunities	27	Sustainability Data	55
Management of the Entire Supply Chain	28		
Reduction of Scope 3 GHG Emissions in Collaboration with Suppliers	29		
Creation of a Sustainable Supply Chain	30		
Human Rights Due Diligence	31		

This report is an interactive PDF document. Please use icons and link buttons for information search.

Icons in the upper right corner of the page



Link buttons



JFR Policies on Sustainability

