

Business Growth by Empowering Women

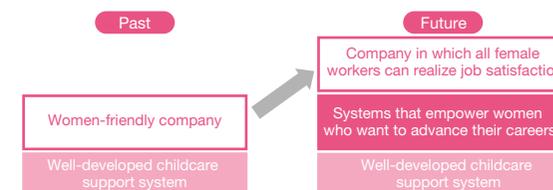
To date, the Group has promoted women’s empowerment and the share of women in management positions is increasing every year. We have strengthened education for and the recruitment of women since 2018 and created an environment that empowers female employees. In 2021, a female Director was appointed from within the Group.

To Become a Company That Allows Women to Advance Their Careers

In promoting diversity & inclusion, the Group considers women’s empowerment as an important management strategy that leads to business growth and strengthens it.

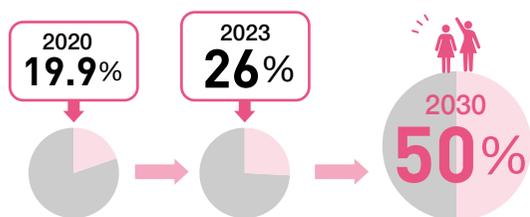
To date, the Group has built a women-friendly work environment including well-developed childcare support systems. Going forward, we will strengthen support for

women’s career advancement and aim to become a company that can realize easiness to work as well as job satisfaction. To this end, with a strong commitment of the top management, we will promote initiatives with a focus on corporate culture, systems and education as three pillars for promoting women’s empowerment.



Increase the Share of Women in Management Positions

Share of women in management positions



The Group utilizes human resources on the basis of their individual abilities, aptitudes, ambitions, etc. regardless of gender. At the same time, in order to support female employees who are raising children, we have in place systems that exceed statutory limits. As a result, women can work continuously even if there are some changes in their life stages.

And in order to help female employees who are raising children advance their careers, we provide career training named “JFR Women’s School.” Some trainees were promoted to management positions.

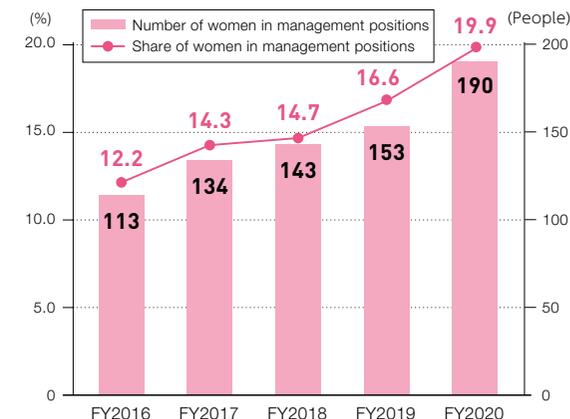
In the Officer Remuneration Policy, which was revised in May 2021, the share of women in management positions is set as an indicator to decide performance-linked remuneration. Thereby the responsibility of the management for promoting women’s empowerment was clarified.

Appointment of female Directors

J. Front Retailing has three female Directors (one Inside Director and two Outside Directors) of a total of twelve

Directors as of May 2021. Female Directors account for 25%.

The Group women in management positions



Performance related to the promotion of women’s empowerment in FY2020