Focus

Aiming to Increase Productivity through Flexible Work Styles Realization of the Well-Being Life of Employees and Their Families

Aiming to Increase Productivity through Flexible Work Styles

The Group evolved one of its materiality issues into the "realization of work-life integration" to realize the Well-Being Life of employees. We will create an environment that allows employees to work anytime, anywhere by expanding telework and other means and promote the use of paid leave to increase productivity.

Evolution of Materiality Issues

The Group evolved one of its materiality issues the "realization of work-life balance" into the "realization of work-life integration" to realize the Well-Being Life of employees and their families. It is based on our idea that various experiences and new ideas will arise from not only fulfilling work but also fulfilling life, which will lead to motivation for work and the creation of innovation.

The Group developed flexible work styles that allow its employees to work anytime, anywhere and created an environment in which they can work in ways they like. By

doing so, we will flexibly integrate employees' work and personal life at a higher level to generate synergy and enhance a sense of fulfillment. At the same time, we will aim to increase the productivity of the organization to realize both mentally and physically healthy Well-Being Life.

Flexible Work Styles That Allow Employees to Work Anytime, Anywhere

The Group strives to provide flexible work styles and create a system that supports them to increase the productivity of the organization.

J. Front Retailing and Daimaru Matsuzakaya Department Stores adopt a flextime system and a telework system. By combining these two systems, it has become possible for employees to adjust working hours and workplaces on an hourly basis and work efficiently to suit their work and family circumstances. Parco made a contract with satellite offices considering employees' home environments.

We also aim to promote communication and streamline operations using IT such as cloud services and video conference systems.

In addition, we strive to promote the use of paid leave and reduce overtime. J. Front Retailing and Daimaru Matsuzakaya Department Stores give their employees consecutive days off to promote the use of paid leave. They can take ten consecutive days off twice a year by

combining regular days off and paid leave.

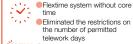
Our measures to reduce overtime include the promotion of the use of the flextime system and the telework system, time management by individual employees using IC cards, and the adoption of No Overtime Days.

Going forward, we will create an environment that allows employees to work flexibly to realize their Well-Being Life and increase the productivity of the organization.

Improvement and Expansion of Telework System

In March, 2021, J. Front Retailing improved and expanded its telework system and created an environment that allows its employees to work independently anytime, anywhere according to their duties. We expanded the eligibility for telework to include all employees including officers and employees in management positions and eliminated the restrictions on the number of permitted telework days.

J. Front Retailing telework system



Can take personal time off during telework hours

NEW Work in places other than home such as satellite offices Can combine work from home and work at an office in



NEW Give allowance according to the number of

