

Assigned “DBJ Employees Health Management Ratings”

J. Front Retailing Co., Ltd. (the “Company”) has been assigned “DBJ Employees Health Management Ratings” (“DBJ Health Rating”) by Development Bank of Japan Inc. whose President and CEO is WATANABE Hajime (“DBJ”) for its “advanced initiatives to Employees’ Health Management.”



“DBJ Employees’ Health Management Rated Loan Program” evaluates and selects companies with excellent initiatives for considering employee health using DBJ’s proprietary evaluation system and sets loan terms based on the result of the evaluation. It is the world’s first financing menu incorporating “employee health management ratings.”

Daimaru and Matsuzakaya, which are the foundations of J. Front Retailing Group (the “Group”), have conducted business activities under the corporate credos “Service before profit” and “Abjure all evil and practice all good,” which show their commitment to pursuing the right path, over their long histories of 300 and 400 years, respectively. Based on this mindset, we newly developed the Vision “Create and Bring to Life ‘New Happiness.’” And we always think of each and every customer’s life and conduct business activities to make their futures happy. From an ESG perspective, we created “Corporate Governance Promotion Division” as a dedicated division in 2015 to address governance reform. And in March 2018, we reorganized it into “ESG Promotion Division” to improve and strengthen “environmental” and “social” initiatives and information disclosure.

Based on the basic idea that employees are the company’s greatest asset and that it is the most important of all things to keep employees healthy both mentally and physically in order to provide better services to customers, we promote specific health care initiatives.

■ **“DBJ Health Rating” has recognized the Company and Daimaru Matsuzakaya Department Stores, a core company of the Group, for the following points:**

1. Mainly the health care offices and health nurses placed in individual business places address health improvement. In addition, the companies are trying to put in place systems and introduce measures for company-wide health management.
2. Identifying “realization of work-life balance” and “promotion of diversity” as materiality issues that support sustainability management, the companies support work-life balance by implementing their own diverse leave systems, etc. In addition, they help employees continuously improve their skills by opening “Women’s School” with a focus on career development.
3. Positioning human resources as the most important management resources and aiming to develop “people who transform themselves and create new value based on creativity and challenge,” the companies launched the “Challenge Card” program targeting all employees and encourage voluntary remarks and actions.

The Group believes that work-life balance is important to keep employees healthy both mentally and physically and aim to realize a workplace in which employees can work lively and achieve high productivity by creating a pleasant working environment and implementing health management initiatives.

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