

Realization of work environment with high vitality

We respect human rights and strive to build organizations and workplaces where all employees can contribute to company's growth and fully demonstrate their abilities regardless of gender or nationality.



AEON MALL BSD CITY office

Realizing a company where diversified employees can play an active role

The number of our employees has increased along with the expansion of our business, and personnel exchanges among the group companies have become more active. We have been working on creating a workplace where employees from various backgrounds can work while sharing common values as AEON people.

Employee data: Consolidated (as of the end of February 2018)

	FY2016	FY2017
Number of employees (of which part time)	2,871 (1,569)	3,091 (1,562)

Employee data: Non-consolidated (as of the end of February 2018)

	FY2016	FY2017
Number of employees (of which part time)	1,596(1,299)	1,682(1,335)
Male	1,098(194)	1,131(190)
Female	498(1,105)	551(1,145)
New employees (male / female)	85 (32/53)	105 (47/58)
Managers	884	959
Women among the above	121(13.7%)	136(14.2%)
Directors	15	17
Women among the above	2(13.3%)	3(17.6%)
Employees who have received childcare leave (of which male)	49 (1)	55 (0)

Globalization of organizations and human resources

The basic policy of our bases in countries outside Japan is to have local staff members who deeply understand our vision to manage in each local community. We have already promoted staff members of our overseas subsidiaries to general managers who are chief executive officers at the seven malls in China, and we are also aggressively promoting local staff to managerial positions in ASEAN countries.

Number of local staff members in overseas subsidiaries (as of the end of February 2018)

	FY2016	FY2017
Total	894	1,040
China	527	611
ASEAN	367	429

Expanding childcare facilities as "company-driven childcare services"

"AEON Yume-mirai (Dreams for the Future) Nursery School" established in our malls and AEON group is an employer-provided childcare facility where children of employees of the AEON group and specialty stores, whose age is from zero to preschool, are cared for. We are managing and operating 20 nursery schools* nationwide including partnerships with child-rearing operators (as of the end of February 2018) to support employees who work while raising their children. AEON Yume-mirai (Dreams for the Future) Nursery Schools in AEON MALL Shinkomatsu (Ishikawa Prefecture), AEON MALL Tokushima (Tokushima Prefecture), AEON MALL Kobe Minami (Hyogo Prefecture), and AEON MALL Matsumoto (Nagano Prefecture), that opened in and after March 2017 are recognized by the Cabinet Office as "company-driven childcare services" that solve the issue of children on waiting lists for nursery schools, and support the balance between work and child rearing.



* Includes six "AEON Yume-mirai (Dreams for the Future) Nursery School" facilities which have been installed at the AEON group and two facilities entered into a partnership by AEON MALL with a general child-rearing operator regarding the childcare use by employees.

Introduction of "Lively leave system"

We revised the rules of employment and introduced a "Lively leave system" (a maximum of 2-day leaves per year) to replace conventional "Anniversary leave system" in February 2017. By expanding reasons for taking leave more than before such as family care, child care, anniversary, birthday, school or community event, and homecoming, we are encouraging employees to value time available to refresh their body and heart.

Enhanced human resources development system

Having various training systems, AEON MALL provides many opportunities to study for qualifications and positions in accordance with the degree of growth required. To realize AEON's basic philosophy "Customer-First", we have been implementing wide-ranging education programs such as training to share common values, different levels of practical trainings to enhance knowledge and skills required as a commercial developer and "AEON Business School" for staff who want to challenge in new positions to acquire knowledge and skills.

Global trainee system

We send overseas trainees to China and ASEAN countries to develop human resources who will be in charge of growing overseas business. Through the development program of about one year, we aim to have participants develop leadership skills in an environment where cultural and historical backgrounds are different, and acquire knowledge and skills required outside Japan.

From the AEON MALL Labor Union

Flexitime employees who work for a short time newly joined the union, which increased the number of labor union members to 2,669 (as of February 28, 2018). Because small-scale offices are scattered across our malls throughout Japan, we carry out labor-management consultations by trying to identify and solve problems at each branch office and forming a special committee to establish company-level systems. In

a work environment with different positions and ways of working, we believe communication and exchanges through labor union activities will exert a favorable influence upon our daily operations.

Kenichi Watanabe
Chairman of the Central Executive Board
AEON MALL Labor Union

