

Realization of a Workplace where Everyone can Work with Energy and Vigor

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



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 promoting the enhancement of the environment where employees with various backgrounds can work while sharing common values as AEON people.

Employee data (as of the end of February 2017: Non-consolidated)

	FY2015	FY2016
Number of employees (of which part time)	2,313 (1,370)	2,871 (1,569)

Employee data (as of the end of February 2017: Non-consolidated)

	FY2015	FY2016
Number of employees (of which part time)	1,458 (1,348)	1,596 (1,299)
Male	1,074 (214)	1,098 (194)
Female	384 (1,134)	498 (1,105)
New employees (male / female)	84 (36/48)	85 (32/53)
Managers Women among the above	873 (115 (13.2%))	884 (121 (13.7%))
Directors Women among the above	15 (2 (13.3%))	15 (2 (13.3%))
Employees who have received childcare leave (of which male)	34 (0)	49 (1)

Globalization of organizations and human resources

The size of overseas subsidiaries in China and the ASEAN countries has been rapidly growing. The basic policy of our bases where business has been developed in foreign countries is to perform operations rooted in each local community by local staff members who deeply understand Our Vision.

Number of local staff members in overseas subsidiaries (as of the end of February 2017)

	FY2015	FY2016
Total	760	894
China	456	527
ASEAN	304	367

Diversity Promotion Group was newly established

In March 2016, the Diversity Promotion Group was newly established under the control of the Personnel Management Department. There have been capable people with a variety of backgrounds in our company for a long time, but there have also been problems in making the best use of such diverse talents in our management strategy. If they give up their future success due to place or time restrictions for temporary work, it will cause a great loss to them and the company. We will promote the creation of an environment where the strengths of our company can be leveraged by visualizing systems and initiatives in which employees can continuously take an active part and grow. Furthermore, we will further increase the number of employer-provided day-care centers.

Eiko Azuma
Manager, Diversity Promotion Group and Day-care Center Promotion Project



Taking on new challenges as the representative of a subsidiary company

After my 5 years of experience as a general manager of the mall, I was appointed president of a subsidiary wholly owned by AEON MALL in June, 2016. Although we are facing a mountain of problems, I feel a sense of mission and satisfied with the work to rebuild our business from scratch. In FY2016, we have been making progress with a significant improvement in earnings by re-examining the problems with about 250 staff members. I thought I had been supporting specialty stores as an employee of AEON MALL by being considerate to them, but I feel the necessity to cooperate more closely with the mall by putting myself in a specialty store's place. At work, I want to be a presence trusted as a person and not as a job title. I think it is our duty to fulfill the mission assigned to us when working while receiving compensation regardless of gender.



Akiko Nakarai
Representative Duties Enforcer
AEON MALL KIDSDREAM LLC.

Acquired the first certification mark "Eruboshi" in Chiba Prefecture from the Ministry of Health, Labor and Welfare



Based on the Act on Promotion of Women's Participation and Advancement in the Workplace enforced on April 1, 2016, we acquired the first certification mark "Eruboshi" dated April 27, 2016 in Chiba Prefecture from the Ministry of Health, Labor and Welfare. We acquired the evaluation with the the highest rank "Eruboshi" out of 3 stages by satisfying the criteria in all items of (1) Recruitment, (2) Continued employment, (3) Work style such as working hours, (4) Percentage of managers, (5) Various career courses. We were certified as an excellent employer whose implementation status of the initiatives regarding the promotion of the success of women in the workplace is excellent.

Selected as "Nadeshiko Brand 2017"



Our company was selected as "Nadeshiko Brand 2017" in March 2017. Nadeshiko brands are listed companies which are selected by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange and which actively promote the enhancement of the environment where women can continue working, and the utilization of female human resources. Our company was selected for the support we provide in balancing employee's work and day-care by establishing day-care centers in our commercial facilities (only 2 companies were selected in the real estate industry and 47 companies among all industries).

Established day-care facilities as "company-driven day-care services"

"AEON Yume-mirai (Dreams for the Future) Day-care Center" established in the commercial facility of our company and the AEON Group is an on-site day-care facility where children of employees of the AEON Group and specialty stores, whose age is from zero to preschool, are taken in and looked after. We are managing and operating 12 day-care centers nationwide including partnerships with nursery business operators (as of the end of February 2017) to support the success of employees who work while raising their children. AEON Yume-mirai Day-care Centers in AEON MALL Natori (Miyagi Prefecture), AEON MALL Nagoya Chaya (Aichi Prefecture), AEON MALL Nagakute (Aichi Prefecture), and AEON MALL Mito Uchihara (Ibaraki Prefecture), which opened in and after November 2016 were recognized by the Cabinet Office as "company-driven day-care services" that solve the issue of children on waiting lists for day-care centers, and support the balance between work and child rearing.



Desks and chairs made from FSC-certified wood which have been procured in consideration of the environment are used and designed to fit the space; therefore, they are also favorably received by guardians. The school children are absorbed in playing with "Onokun" plate building blocks delivered from Higashimatsushima. (AEON Yume-mirai Day-care Center Natori, Principal Miyuki Ooe)

From the AEON MALL Workers' Union

To mark the 10th anniversary of our workers' union in August 2017, we established the 2025 Vision of "Keep smiling everyday! through relationships between you and me" toward a new stage. "You" in this vision also indicates "Confidence/Satisfaction/Pleasure". More than 2,300 union members which are approximately 4 times more than the number of members at the time of foundation have different working places and positions. Therefore, I

hope that our union can be an organization in which we help each other by facing in the same direction, and continue working with a smile for customers as a commercial facility rooted in the local community.

Osamu Ishiyama
Chairman of the Central Executive Board
AEON MALL Workers' Union

