















## AEON MALL's Key Initiatives

AEON MALL conducted a materiality analysis that considers the SDGs and social issues unique to Japan. We assessed their importance to stakeholders and AEON MALL, and classified them into 10 categories across five topics. Our employees discussed the 10 key initiatives (materialities) that we need to tackle and determined the KGIs (final goals) and KPIs (intermediate goals). In line with the KGI we have set as our goal for 2050, we will set specific KPIs to be achieved by 2030, share the issues throughout the company, and work together to solve them and contribute to local customers and a sustainable society.

Materiality		KGI (How we want to be in 2050)
<b>Developing community and social infrastructure</b> → P51  	Developing sustainable and resilient infrastructure	A society in which everyone can feel safe and secure
	Production and consumption formats	A society with near-zero impact on the global environment through appropriate production and consumption
<b>Build community relationships</b> → P53  	Cultural preservation and inheritance	A society with an established platform for cultural inheritance
	Low birth rates, aging society	A society in which everyone, including children and the elderly, can live comfortably
<b>Environment</b> → P55     	Climate change, global warming	1. A society that has achieved decarbonization 2. A society in which all regions are environmentally conscious
	Protecting biodiversity, resources	A society that is environmentally friendly and in harmony with nature
<b>Diversity and work-style reform</b> → P67   	Health and welfare	A society in which everyone can be both physically and mentally healthy
	Diversity, work-styles	A society in which everyone has equal opportunities regardless of race, nationality, age, gender, or location
<b>Promote responsible business</b> → P73  	Human rights	A society in which everyone's human rights are respected
	Bribery	Zero number of incidents

	KPI (Performance Indicators until 2030)	Progress as of FY2021
	<ul style="list-style-type: none"> <li>Make all malls in Japan disaster relief facilities as a measure to strengthen our BCP</li> <li>Percentage of disaster response agreements signed with local governments</li> </ul>	<ul style="list-style-type: none"> <li>Disaster prevention facilities: At 49 of 142 malls (34.5%) *As of the end of July 2022</li> <li>Disaster-prevention agreements: At 122 of 142 malls (85.9%) *As of the end of July 2022</li> </ul>
	<ul style="list-style-type: none"> <li>Promotion of ethical consumption. Rate of buying green</li> <li>Promotion of plastic elimination initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Green procurement ratio: 40% *Ratio of green procurement for equipment ordering systems at directly managed malls and offices</li> </ul>
	<ul style="list-style-type: none"> <li>Actively holding traditional and cultural events and expand them to other regions, including overseas</li> </ul>	FY2021: 27 AEON 1% Club support events
	<ul style="list-style-type: none"> <li>Improved services for children</li> <li>Number of people supporting dementia patients</li> </ul>	<ul style="list-style-type: none"> <li>Number of people supporting dementia patients: Approx. 860</li> </ul>
	<ul style="list-style-type: none"> <li>Expand installation of EV chargers. Number of EV chargers installed</li> <li>35% reduction in total annual CO<sub>2</sub> emissions through the creation of renewable energy</li> <li>Strengthen environmental awareness initiatives for local residents and tenants</li> <li>Eco certification award rate of 100%</li> </ul>	<ul style="list-style-type: none"> <li>Number of EV chargers installed: 1,859 (in Japan and overseas)</li> <li>CO<sub>2</sub>-free electricity procurement: Approximately 15% (directly managed malls in Japan) *Estimate for December 31, 2022</li> <li>Eco certification award rate: 85%</li> </ul>
	<ul style="list-style-type: none"> <li>Number of malls awarded ABINC (Association for Business Innovation in harmony with Nature and Community) accreditation</li> <li>Achieve a 70% recycling rate (excluding thermal recycling)</li> </ul>	<ul style="list-style-type: none"> <li>ABINC-certified malls: 15 malls *As of end of July 202</li> <li>Recycling rate: 62.0%</li> </ul>
	<ul style="list-style-type: none"> <li>Promote a healthy lifestyle</li> </ul>	<ul style="list-style-type: none"> <li>Improvement of the work environment for employees of specialty stores (improvement of employee satisfaction (ES)) through providing break rooms</li> <li>Support for work styles that match the growth and life styles of AEON MALL employees through career plan interviews</li> </ul>
	<ul style="list-style-type: none"> <li>Ratio of women in management roles of 30% by the end of FY2023</li> <li>Paternity leave rate of 100%</li> <li>Promotion of human resource development for global activities</li> </ul>	<ul style="list-style-type: none"> <li>Ratio of women in management roles: 19.4%</li> <li>Paternity leave rate: 100%</li> </ul>
	<ul style="list-style-type: none"> <li>Establish and implement a human rights due diligence process</li> <li>Human rights training attendance rate of 100%</li> </ul>	<ul style="list-style-type: none"> <li>Human rights training attendance rate: 100%</li> </ul>
	<ul style="list-style-type: none"> <li>Conduct anti-bribery training to ensure compliance with the Basic Rules for the Prevention of Bribery</li> <li>Ongoing compliance with anti-bribery clauses in AEON MALL employment rules</li> <li>Continuous review of the compliance system of the Basic Rules for the Prevention of Bribery. Report compliance status to the president at least once a year. Thoroughly implement any corrective measures</li> </ul>	<ul style="list-style-type: none"> <li>Japan, China: Providing rank-based anti-bribery training</li> <li>Vietnam, Cambodia, Indonesia: Providing anti-bribery training</li> <li>Vietnam: Establishing new anti-bribery rules</li> </ul>