

Sustainability

Priority Initiative 3 Improving the Satisfaction of Employees

Concept

In FY2023, we established the Isetan Mitsukoshi Group Corporate Philosophy. The Isetan Mitsukoshi Group Corporate Philosophy expresses what kind of value the Group can contribute to society, the kind of image we aim to project, and our raison d'être. All our initiatives concerning human capital will be based on this Isetan Mitsukoshi Group Corporate Philosophy.

Vision

“Touching people’s hearts with human-driven experiences” is the mission we have set forth in the Isetan Mitsukoshi Group Corporate Philosophy. In line with this mission, based on the belief that the growth of each and every employee and the maximization of their capabilities will lead to the growth of the Isetan Mitsukoshi Group, we will aim to achieve further corporate growth through the growth of individuals by providing job satisfaction and a comfortable working environment for employees (improvement of employee engagement).

Long-Term Goals and Current Status

	Current	Target for FY2024	Target for FY2030
Promoting diversity & inclusion	Ratio of female managers *Across the Group (as of April 1, 2023) 30.6%	Ratio of female managers *Across the Group 33.0%	Ratio of female managers *Across the Group 38.0%
	Ratio of employees with disabilities *Isetan Mitsukoshi Ltd. and major Group companies in the Tokyo metropolitan area (as of June 1, 2023) 2.83%	Ratio of employees with disabilities *Isetan Mitsukoshi Ltd. and major Group companies in the Tokyo metropolitan area 3.00%	Ratio of employees with disabilities *Isetan Mitsukoshi Ltd. and major Group companies in the Tokyo metropolitan area 3.50%
Promotion of lifelong CDP	Companies achieving between 1,700 and 1,800 total working hours per year (*target 23 Group companies) (FY2022 results) 39.1%	Companies achieving between 1,700 and 1,800 total working hours per year *Target 23 Group companies 80.0%	Companies achieving between 1,700 and 1,800 total working hours per year *Target 23 Group companies 100%
Realizing life-work balance	Percentage of male employees taking childcare leave *Isetan Mitsukoshi Ltd. (FY2022 results) 97.4%	Percentage of male employees taking childcare leave *Isetan Mitsukoshi Ltd. 100%	Percentage of male employees taking childcare leave *Across the Group 100%
Communication	Engagement survey response rate *Across the Group (FY2022 results) 100%	Engagement survey response rate *Across the Group 100%	

Initiatives

We utilize regular quantitative surveys to clarify organizational and individual issues, as well as to undertake initiatives to make improvements in a unified manner through close communication between management and each department.

