

November 24, 2015
AEON CO., LTD.



**Striving together to make Chiba “the most worker-friendly city in Japan”
Announced “Ikuboss Joint Statement” in Chiba
by Industry, Government and Academia
for the First Time in Japan**

Aeon Co., Ltd. together with Chiba City, Chiba University and three other corporations in Chiba, has announced an industry-government-academia “Ikuboss (*1) joint statement” for the first time in Japan on November 24.

Aiming to be a corporate group with its ever-lasting innovative spirit, Aeon has been practicing diversity management to promote diverse values together with its all group companies. Aeon believes that it is indispensable to promote a work-life balance through nurturing “Ikuboss” in order to realize the diversity management. Consequently, Aeon Co., Ltd. and the Daiei, Inc. have jointed “Ikuboss corporate alliance (*2)” in June, 2015 as first retailers in the alliance. Presently, five Group companies are the members of the alliance in total after three other Group companies joined.

Chiba municipal government has also been striving to support child-rearing of its staff, implement work-life balance, and promote diversity. The joint statement is to encourage diverse human resources to play active roles in their work places through promoting work-life balance in organizations, and create friendly atmosphere to families with children throughout the city, and eventually to aim for Chiba to be the best city in Japan. Aeon agreed to the policy of the city, and decided joined in the statement.

Aeon will continue to endeavor promotion of diversity hand-in-hand with corporations and various organizations in Chiba, and making the city “the most worker-friendly city in Japan.”

[“Ikuboss joint statement” by government, industry and academia in Chiba City]

Date: November 24, 2015

Venue: Chiba city hall, main building 3rd floor, conference room 1 (Address: 1-1 Chibaminato, Chuo-ku, Chiba City, Chiba Prefecture)

Attendees: Participants in the joint statement (random order)

City mayor: Toshihito Kumagai

Administrator for Chiba University (National university corporation):
Tutomu Yasumura

Executive Vice President and Representative Director for WEATHERNEWS INC.:
Jiro Miyabe

Director for East Japan Works (Chiba region), JFE Steel Corporation:
Yoshihisa Kitano

Vice President and Representative Director for The Chiba Bank, Ltd.:
Kyoichi Hanashima

Senior Executive Vice President, Chairman of the board for AEON CO., LTD.:
Hiroshi Yokoo

Observer: Representative Director for Fathering Japan NPO organization:
Tetsuya Ando

About “Ikuboss”

“Ikuboss” is a figure proposed and promoted by Fathering Japan, referring to superiors (male and female managers) who recognize the work-life balance needs of their subordinates and colleagues, and support their careers and private lives as they strive for high organizational performance. These managers also know how to enjoy both work and private lives themselves.

Ikuboss Corporate Alliance

The Ikuboss Corporate Alliance is a network of companies recognizing the need for “Ikuboss”. These companies are striving to reform the awareness of their own managers and nurture an ideal type of manager for an era in which workforces are increasingly diverse amid the promotion of female staff and men’s greater involvement in family life. Currently, five Group companies are the members of the alliance. (Fathering Japan, a specified nonprofit organization, website: <http://fathering.jp/>)

“Ikuboss joint statement” was announced on November 24 (Chiba city hall)



(From the left)

Representative Director for Fathering Japan NPO organization: Tetsuya Ando
Administrator for Chiba University (National university corporation): Tsutomu Yasumura
Vice President and Representative Director for The Chiba Bank, Ltd.: Kyoichi Hanashima
City mayor: Toshihito Kumagai
Director for East Japan Works (Chiba region), JFE Steel Corporation: Yoshihisa Kitano
Executive Vice President and Representative Director for WEATHERNEWS INC.: Jiro Miyabe
Senior Executive Vice President, Chairman of the board for AEON CO., LTD.: Hiroshi Yokoo

“Ikuboss joint statement” by Hiroshi Yokoo, Senior Executive Vice President, Chairman of the board for AEON CO., LTD. (Announced on November 24, 2015)

Aeon is a corporate group which practices its “Customer-First” philosophy, and continues to challenge towards innovative changes consistently. On the basis of its basic principles, I will be “Ikuboss” myself to support employees who seek to keep balance between “life” and “work,” and make achievements in the workplace so that our goal to “make Aeon to be the company with the friendliest working environment for its employees and where employees can play active roles in their work places, and the best company in Japan to work for” can be achieved.

I will also foster corporate culture where employees acknowledge diverse ways of working and values each other, and leverage the diversity in enhancing business competitiveness through pushing ahead Aeon Group companies to join Ikuboss Corporate Alliance, and proceeding to nurture Ikuboss among managers of Group companies including top management. In addition to the initiatives stated above, I will also endeavor promotion of diversity, and dedicate all my strength to make Chiba to be the best city in Japan to work in where one can balance between “life” and “work” easily hand-in-hand with corporations and various organizations in Chiba City.