

November 18, 2016
AEON CO., LTD.
AEON Mall Co., Ltd.



Aeon Group Opens its First Employer-provided Childcare Facility in Tohoku within Aeon Mall Natori on November 18

First facility certified for subsidy
under Cabinet Office's company-led type daycare project

Aeon Group opened an "Aeon Yumemirai (Dreams for the Future) Nursery School" within Aeon Mall Natori (hereafter, "Natori Nursery") on November 18. It is the Group's first childcare facility certified for subsidy under the Cabinet Office's company-led type daycare project, which is aimed at eliminating childcare waiting lists and supporting working parents raising children. The Natori Nursery is the Group's ninth^{*1} employer-provided childcare facility in Japan and its first in the Tohoku region.



"Aeon Yumemirai Nursery Schools" are childcare facilities established by the Aeon Group within the premises of its business sites for the purpose of helping employees execute a smooth return to work after maternity/childcare leave and supporting employees who are raising children. The first one was opened in 2014 at Aeon Mall Makuhari New City (Chiba-shi, Chiba Prefecture). This was followed by five more, most of which have already obtained approval from local municipalities. Natori Nursery is the seventh. "Aeon Yumemirai Nursery Schools" are open 365 days a year including Saturdays, Sundays, national holidays and year-end/New Year holidays from 7am to 10pm, and childcare fees are solely based on service hours regardless of the day or time used, thereby helping employees reduce the cost and time required for securing outside-hour childcare services during early-morning or late-night hours or on holidays. These nurseries are available not only to employees of Aeon Group companies, but also to tenant employees and local residents.

The Natori Nursery features wooden furniture. The tables and chairs used by children are made with environmentally friendly FSC-certified^{*2} wood to create a relaxing atmosphere.

Additional childcare facilities certified for subsidy under the Cabinet Office's company-led type daycare project are scheduled to be opened at Aeon Mall Nagoya Chaya (Nagoya-shi, Aichi Prefecture) and Aeon Mall Nagakute (Nagakute-shi, Aichi Prefecture) on November 30 and December 1, respectively.

Aeon upholds the target of establishing at least one childcare facility in each prefecture where it conducts business by 2020. By establishing more nurseries at its business sites, Aeon aims to support the Group employees and others who are striving to balance work and childcare as well as help eliminate waiting lists for childcare services.

^{*1} In addition to Aeon Yumemirai Nursery Schools, this includes two other childcare facilities for Aeon Group employees operated through partnerships between Aeon and childcare service providers

^{*2} Certified by the Forest Stewardship Council (FSC) as timber and paper produced using wood from appropriately managed forests.

[Overview of Aeon Yumemirai Nursery School Natori Nursery]

Location:	1st floor, Aeon Mall Natori (Address: 3-1 Morisekinoshita 5-chome, Natori-shi, Miyagi Prefecture)
Eligible children:	1. Children of employees of Aeon Group companies and tenants in Aeon Mall Natori 2. Local children
Eligible ages:	57 days to pre-schoolers
Service days:	365 days a year (including Sundays, national holidays, year-end/New Year holidays)
Service hours:	7:00 to 22:00
Maximum capacity:	27
Spots for local children:	5
Facility area:	135.20 m ² (infant room, nursery room, kitchen, children's lavatory, others)
Established by:	Aeon Mall Co., Ltd.
Operated by:	Frontier Co., Ltd. (3-9-15-102, Tsutsujigaoka, Miyagino-ku, Sendai-shi, Miyagi Prefecture)

[Reference]

■ Aeon Group's employer-provided childcare facilities (Nine facilities as of November 18, 2016)

Seven Aeon Yumemirai Nursery Schools

- AEON MALL Makuhari New City (Established in December 2014; approved by Chiba-shi)
- AEON MALL Okinawa Rycom (Established in August 2015; approved by Kitanakagusukuson)
- AEON MALL Tokoname (Established in October 2015; to be approved by Tokoname-shi in April 2017)
- AEON STYLE Shonan Chigasaki (Established in April 2016; approved by Chigasaki-shi)
- Aeon Lake Town Mori (Established in April 2016; approved by Koshigaya-shi)
- AEON MALL Saga Yamato (Established in June 2016; approved by Saga-shi)
- AEON MALL Natori (Established in November 2016; certified for subsidy under the Cabinet Office's company-led type daycare project)

* Two childcare facilities established in partnership with other childcare service providers

■ Childcare facilities to open in 2016

Two Aeon Yumemirai Nursery Schools

- AEON MALL Nagoya Chaya (Certified for subsidy under the Cabinet Office's company-led type daycare project) to open on November 30, 2016
- AEON MALL Nagakute (Certified for subsidy under the Cabinet Office's company-led type daycare project) to open on December 1, 2016

■ Outline of the Cabinet Office's company-led type daycare project (Cabinet Office website)

<http://www8.cao.go.jp/shoushi/shinseido/outline/gaiyo.html>

■ Please see Aeon's website below for Aeon's diversity promotion activities.

<https://www.aeon.info/diversity/>

Aeon pursues "Daimanzoku" (meaning great satisfaction) of employees and their families, customers and company through respecting diversity. Aeon takes initiatives to realize diversity management with the logo displayed at the right.

