

List of Major Group Companies, Number of Stores and Settlement Report

List of Major Group Companies ÆON is a customer-oriented corporate group made up of 182* companies.

Pure holding company	Specialty stores	Services
*ÆON Co.,Ltd.	*COX CO.,LTD.	JUSVEL CO.,LTD.
GMS	*BLUE GRASS CO.,Ltd.	Reform Studio Co.,Ltd.
ÆON Retail Co.,Ltd.	Talbots Japan Co.,Ltd.	*ZWEI CO.,LTD.
*ÆON Hokkaido Corporation	LAURA ASHLEY JAPAN CO.,LTD.	*ÆON Fantasy Co.,Ltd.
*ÆON Kyushu Co.,Ltd.	*TAKA-Q Co.,Ltd.	ÆON CINEMAS CO.,LTD.
RYKYU JUSCO CO.,LTD.	*G-FOOT	Warner Mycal Corporation
MYCAL CORPORATION	Mega Sports Co.,Ltd.	*ÆON DELIGHT CO.,LTD.
ÆON Marche Co.,Ltd.	Claire's Nippon Co.,Ltd.	*CERTO Corporation
*The Daiei, Inc.	ÆON FOREST CO.,LTD.	Consumer Quality Research Institute Co.,Ltd.
*ÆON Co.(M) Bhd.	Abilities JUSCO Co.,Ltd.	ÆON Demonstration Service Inc.
*ÆON Stores (Hong Kong) Co.,Ltd.	MIRAIYA SHOTEN CO.,LTD.	Drugstores
Guangdong JUSCO Teem Stores Co.,Ltd.	MYCAL CANTEVOLE Co.,Ltd.	*CFS Corporation
Qingdao ÆON Dongtai Co.,Ltd.	ÆON Bakery Systems Co.,Ltd.	*TSURUHA HOLDINGS Inc.
Shenzhen ÆON Co.,Ltd.	ORIGIN TOSHU CO.,LTD.	*GLOWELL Holdings Co.,Ltd.
ÆON (China) Co.,Ltd.	*YAMAYA CORP.	*KUSURI NO AOKI CO.,LTD.
Beijing ÆON Co.,Ltd.	PETCITY CO.,LTD.	*Medical Ikkou Co.,Ltd.
Supermarkets	MEGA PETRO Co.,Ltd.	Welpark Co.,Ltd.
*Maxvalu Hokkaido Co.,Ltd.	ÆON BODY Co.,Ltd.	Kraft Inc.
*Maxvalu Tohoku Co.,Ltd.	AT Japan Co.,Ltd.	Shimizu Drug Co.,Ltd.
*Maxvalu Tokai Co.,Ltd.	Branshes Co.Ltd	TAKIYA Co.,Ltd.
*Maxvalu Chubu Co.,Ltd.	*The Talbots, Inc.	SC development operations
*Maxvalu Nishinippon Co.,Ltd.	Financial services	*ÆON Mall Co.,Ltd.
Maxvalu Kyushu Co.,Ltd.	*ÆON CREDIT SERVICE CO.,LTD.	LOC DEVELOPMENT CO.,LTD.
KOHO CO.,LTD.	ÆON BANK, LTD.	E-Commerce businesses
*KASUMI CO.,LTD.	ÆON INSURANCE SERVICE CO.,LTD.	ÆON VISITY Co.,Ltd.
*Belc CO.,LTD.	*ÆON CREDIT SERVICE (ASIA) CO.,LTD.	Food processing, distribution and other operations
*The Maruetsu, Inc.	*ÆON THANA SINSAP (THAILAND) PLC.	AIC Inc.
ÆON (Thailand) Co.,Ltd.	*ÆON CREDIT SERVICE (M) BERHAD	ÆON Global SCM Co.,Ltd.
Supercenters	ACS CREDIT MANAGEMENT Co.,Ltd.	ÆON Product Procurement Co.,Ltd.
ÆON SUPERCENTER Co.,Ltd.	ACS TRADING VIETNAM CO.,LTD.	ÆON Topvalu Co.,Ltd.
Department stores	ÆON CREDIT CARD (TAIWAN) CO.,LTD.	Cordon Vert Co.,Ltd.
Bon Belta Co.,Ltd.	ÆON CREDIT GUARANTEE (CHINA) CO.,LTD.	Food Supply JUSCO Co.,Ltd.
Home centers	ÆON CREDIT SERVICE (TAIWAN) CO.,LTD.	Tasmania Feedlot Pty. Ltd.
*SUNDAY CO.,LTD.	ÆON INFORMATION SERVICE (SHENZHEN) CO.,LTD.	
JOY Co.,Ltd.	PT.ÆON CREDIT SERVICE INDONESIA	
Convenience stores	Food Services	<div> ○ ÆON 1% club ○ ÆON Environment Foundation ○ The Cultural Foundation of Okada </div>
*MINISTOP CO.,LTD.	*ÆON Eaheart Co.,Ltd.	*Public companies
		* As of February 28, 2009

On August 21, 2008, ÆON Co.,Ltd. was reborn as a pure holding company. The 182* companies in Japan and overseas form a group of retail businesses that share the "ÆON Basic Principles" and continue to further evolve to be a provider of customer satisfaction. To be a world-class distribution group in FY2010, we have set out long-term targets, namely, the Global 10 Strategy, in which we aim to become one of the top ten retail companies in the world, both in name and in substance. We will achieve this goal by adopting a strategy of group-wide innovation and by pushing ahead with the creation of new businesses, integration and reorganization, and the innovative allocation of human resources. Focusing on Asia, particularly China, we will emphasize localization and community-based business management and on improving our group-wide business performance. *As of February 28, 2009

Number of Stores and Settlement Report*1

Number of stores	FY2008	FY2007	Settlement term (year and month)	(millions of yen)
General-merchandise stores (GMS)*2	966	942	February 2005	4,195,843
Supermarkets	1,059	1,001	February 2006	4,430,285
Supercenters	16	14	February 2007	4,824,775
Department stores	1	1	February 2008	5,167,366
Home centers	80	69	February 2009	5,230,786
Convenience stores*3	3,270	3,082	February 2005	146,777
Specialty stores	4,748	4,518	February 2006	166,105
Financial services	395	233	February 2007	189,728
Food services	505	533	February 2008	156,040
Services	1,116	1,069	February 2009	124,373
Drugstores*4	2,342	1,730	February 2005	156,099
			February 2006	175,989
			February 2007	188,303
			February 2008	166,326
			February 2009	126,030

*1 From the fiscal year ending February 2009, ÆON Co.,Ltd. changed its fiscal year end from February 20 to the last day of February.

Also, from the current period onwards, the number of stores operated by each Group company will indicate the number as of the end of the fiscal year.

*2 The term "general merchandise store" refers to a shop similar to a mass retail outlet with an extensive line-up of food, clothing and shelter products.

*3 The number of convenience stores includes franchised stores.

*4 The number of drugstores excludes ÆON Co., Ltd. stores that handle pharmaceuticals. With the exception of TAKIYA Co., Ltd., ÆON Welcia Stores are not consolidated with ÆON.

List of ISO-Certified Companies, ISO Targets and Performance

List of ISO-Certified Companies (As of February 28,2009)

ÆON Co.,Ltd.		ISO14001	RYKYU JUSCO CO.,LTD.		ISO14001	Consumer Quality Research Institute Co.,Ltd.	ISO9001
Maxvalu Tohoku Co.,Ltd.		ISO14001	Maxvalu Kyushu Co.,Ltd.		ISO14001	Qingdao ÆON Dongtai Co.,Ltd.	ISO9001
Certo Corporation		ISO14001	MINISTOP CO.,LTD.		ISO14001	Guangdong JUSCO Teem Stores Co.,Ltd.	ISO9001
Food Supply JUSCO Co.,Ltd.		ISO14001	Maxvalu Hokkaido Co.,Ltd.		ISO14001	Shenzhen ÆON Co.,Ltd.	ISO9001
Maxvalu Nishinihon Co.,Ltd.		ISO14001	ÆON DELIGHT CO.,LTD.	ISO9001	ISO14001	MYCAL CORPORATION	ISO14001
Maxvalu Chubu Co.,Ltd.	ISO9001	ISO14001	LAURA ASHLEY JAPAN CO.,LTD.		ISO14001	The Maruetsu, Inc.*	ISO14001
AIC Inc.		ISO14001	Mega Sports Co.,Ltd.		ISO14001	ÆON Hokkaido Co.,Ltd.	ISO14001
ÆON Mall Co.,Ltd.		ISO14001	ÆON SUPERCENTER Co.,Ltd.		ISO14001	ÆON Global SCM Co.,Ltd.	ISO14001
ÆON Kyushu Co.,Ltd.		ISO14001	BLUE GRASS Co.,Ltd.		ISO14001	ÆON Retail Co.,Ltd.	ISO14001
ÆON CREDIT SERVICE CO.,LTD.	ISO9001	ISO14001	Maxvalu Tokai Co.,Ltd.		ISO14001		

* Head office and 190 stores

ÆON Retail Co., Ltd. FY2008 ISO 14001 Targets and Performance

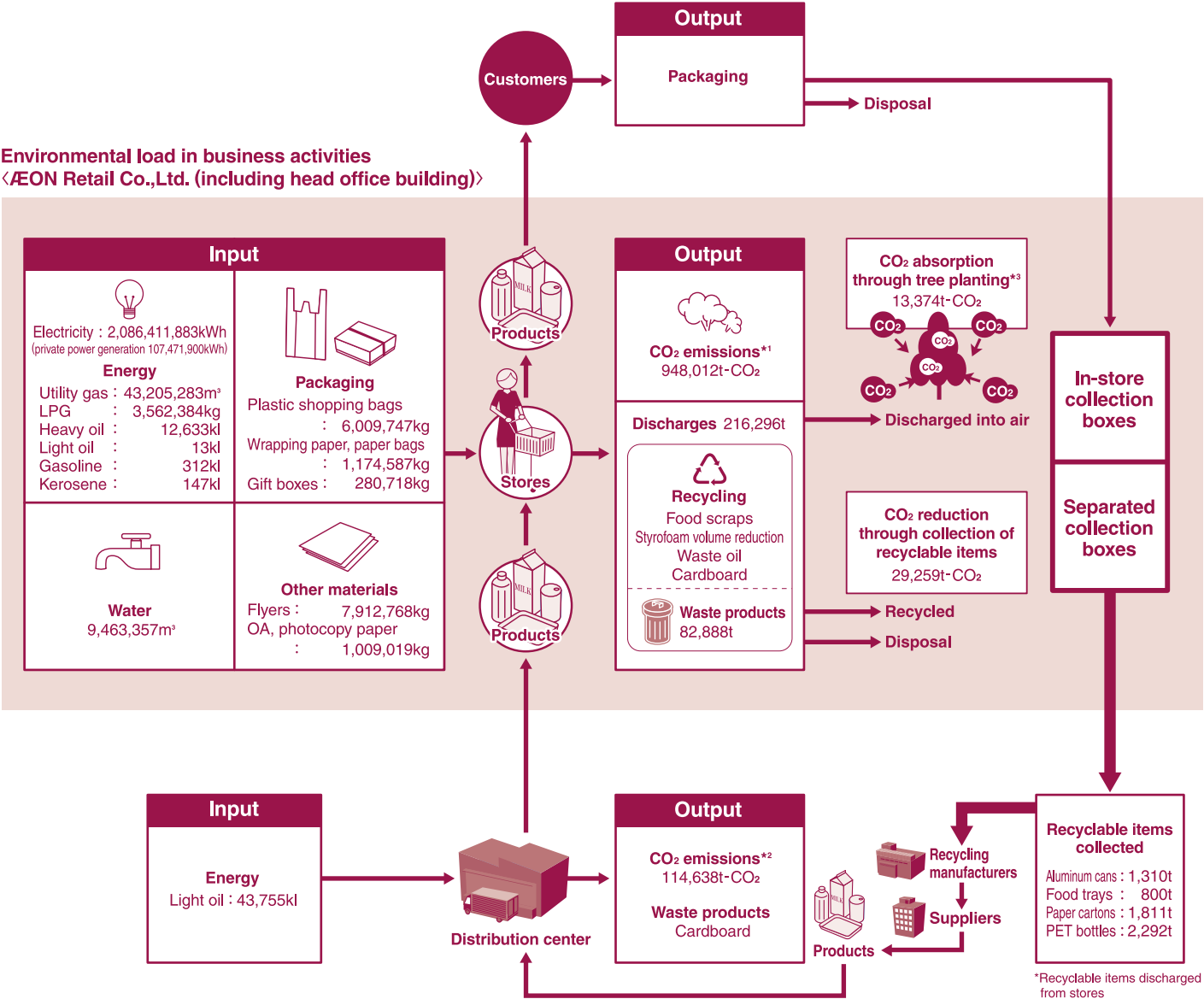
◎= Achieved,
△=Did not achieve, but will continue to make efforts

Environmental Policies	Targets	Performance (as of March 2009)	Rate in Excess of Attainment	Evaluation	Department Responsible
Work together with customers.	(1) Achieve a 25% refusal rate for plastic shopping bags.	(1) Achieved 30.13% rate of customers bringing their own shopping bags with respect to the 25% target.	120.5%	◎	Department of Environment and Social Contribution
	(2) Increase the amount of recyclable items collected at stores to 1.2 times that of the FY2007 amount.	(2) Performance of 101.53%.	84.6%	△	Department of Environment and Social Contribution
	(3) Implement tree-planting activities as part of the "ÆON Hometown Forest" program on an ongoing basis. Target number of trees in FY2008 : 275,000.	(3) Carried out tree planting of 617,087 trees across 49 locations.*	224.4%	◎	Department of Environment and Social Contribution
Provide environmentally conscious products.	Increase sales of environmentally friendly products.	Green Eye : 26,082 Kyokan Sengen : 2,548 SELF + SERVICE : 1,613 } Total : 30,243 (millions of yen) *As a result of active efforts in expanding the number of items, product renewals and expanded product facing, sales far outpaced the previous year's performance of 10,506 (millions of yen).	—	◎	Corresponding product departments
Implement store management that minimizes environmental load.	(1) 5% reduction in energy-related CO ₂ emissions compared to FY2006. 1% reduction in electricity consumption compared to FY2007.	(1)-1 CO ₂ Emissions Target : 922.676 tons of CO ₂ Performance : 948.012 tons of CO ₂ (1)-2 Electricity consumption Target : 2.015 billion kWh Performance : 2.086 billion kWh	102.7%	△	Facility Management Group, General Affairs Division
	(2) Inspect Eco Stores opened in FY2007 and open new Eco Stores in FY2008.	(2) Two stores were opened. At ÆON Laketown, solar panels covering 4,000m ² , the largest area covered by solar panels in a Japanese commercial facility, were installed. At the Hiezu Store, energy saving equipment was installed to reduce CO ₂ emissions by over 2,000 tons.	—	◎	Department of Environment and Social Contribution
	(3) Keep the rate of sales losses from discarding products under 1%.	(3) Achieved a rate of 0.91% with respect to the target of 1%.	91%	◎	Store Operations Department
	(4) At general-merchandising stores opened in FY2008, use at least 10% of the available quantity of products obtained through green procurement across the entire property. In addition, further increase the number of such items.	(4) In the 15 items obtained through green procurement, a utilization rate of 10% was achieved. Efforts are ongoing with respect to expanding the number of items.	—	◎	Construction Department

* The figure provided as the number of trees planted under the AEON Hometown Forest program is a total for the AEON Group.

Flow of Environmental Impact in Business Activities (for AEON Retail Co.,Ltd.)

Environmental load in business activities
 <AEON Retail Co.,Ltd. (including head office building)>



*¹ Calculations based on energy consumption of equipment at stores and business places.
 *² AEON Retail Co.,Ltd. CO₂ emissions are calculated from the transit and delivery of CO₂ emissions managed by AEON GLOBAL SCM CO.,LTD.
 *³ Calculated based on the group-wide total number of trees planted under the "AEON Hometown Forest" program.

The concepts and eight approaches of Eco Stores



The Progress of Eco Stores and Eco Shopping Centers

	Shopping Center (SC) Name			Solar Panels	Energy Saving Measures	CO ₂ Reduction Rate* (SC Overall)	Amount of CO ₂ Reductions (Annual)
February The Kyoto Protocol comes into effect Commitment Period : 2008 ~ 2012							
2005		Opened May 2005 AEON Chikusa SC AEON Co.,Ltd. (now AEON Retail Co.,Ltd.) ● AEON's first eco store	1st Store Aichi Prefecture	7.5kW	<ul style="list-style-type: none"> ● Introduction of high-efficiency turbo freezers ● Well water utilization ● Introduction of an eco-system for food product freezers 	10%	729 tons of CO₂ <small>(Actual value)</small>
2006		Opened May 2006 AEON Kashiwa SC AEON Co.,Ltd. (now AEON Retail Co.,Ltd.) ● First eco store in the Kanto region	2nd Store Chiba Prefecture	8kW	<ul style="list-style-type: none"> ● Introduction of ice thermal storage system through nighttime power utilization ● Introduction of energy-efficient air conditioning system ● Well water utilization 	16%	1,656 tons of CO₂ <small>(Actual value)</small>
		Opened October 2006 AEON Dainichi SC AEON Co.,Ltd. (now AEON Retail Co.,Ltd.) ● First eco store in the Kansai region	3rd Store Osaka	14.3kW	<ul style="list-style-type: none"> ● Introduction of natural gas cogeneration system ● Introduction of energy-efficient air conditioning system 	8.3%	2,304 tons of CO₂ <small>(Actual value)</small>
2007		Opened October 2007 AEON Kagoshima SC AEON Kyushu Co.,Ltd. ● First eco store in Kyushu	4th Store Kagoshima Prefecture	140kW	<ul style="list-style-type: none"> ● Introduction of ice thermal storage system through nighttime power utilization ● Introduction of energy-efficient air conditioning system ● Introduction of LED-powered sign lighting 	12.8%	1,507 tons of CO₂ <small>(Actual value)</small>
March AEON Manifesto on the Prevention of Global Warming		Opened June 2008 Taki Crystal Town SC Maxvalu Chubu Co.,Ltd. ● First Maxvalu eco store	5th Store Mie Prefecture	—	<ul style="list-style-type: none"> ● Introduction of inverter freezers (ice thermal storage control) ● Introduction of LED-powered sign lighting 	Over 15% <small>Target</small>	438 tons of CO₂ <small>Target value</small>
July Toyako Summit		Opened July 2008 AEON Tomakomai SC AEON Hokkaido Corporation ● First conversion of an existing store	6th Store Hokkaido	88.4kW	<ul style="list-style-type: none"> ● Introduction of natural gas cogeneration system ● Introduction of energy-efficient air conditioning system ● Introduction of an eco-system for food product freezers 	Over 20% <small>Target</small>	3,015 tons of CO₂ <small>Target value</small>
2008		Opened October 2008 AEON Laketown ● MORI zone certified for "S" ranking under the CASBEE system.	7th Store Saitama Prefecture	487kW	<ul style="list-style-type: none"> ● Introduction of hybrid gas eco system ● Introduction of ice thermal storage system through nighttime power utilization ● Introduction of energy-efficient air conditioning system ● Introduction of LED-powered sign lighting 	Over 20% <small>Target</small>	9,000 tons of CO₂ <small>Target value</small>
		Opened October 2008 AEON Hiezu SC AEON Retail Co.,Ltd. ● Additional floor space added to an existing store	8th Store Tottori Prefecture	100kW	<ul style="list-style-type: none"> ● Introduction of high-efficiency turbo freezers (existing store section) ● Introduction of ice thermal storage system through nighttime power utilization (newly-built store section) ● Introduction of LED-powered sign lighting 	Over 20% <small>Target</small>	2,132 tons of CO₂ <small>Target value</small>
		Opened November 2008 AEON Mall Kusatsu AEON Mall Co.,Ltd. ● First eco store in Kyushu	Shiga Prefecture	200kW	<ul style="list-style-type: none"> ● Introduction of ice thermal storage system through nighttime power utilization ● Introduction of night purge ventilation ● Rain and well water utilization 	Over 10% <small>Target</small>	3,027 tons of CO₂ <small>Target value</small>

* Compared with existing facilities of the same size.

Carbon Offsetting

FY2008 Carbon Offsetting Plan

tons of CO₂

Plan		Amount of CO ₂ emission rights purchased
Product	ÆON Eco-world Club (First half of 2008)	2,516
	ÆON Eco-world Club (Second half of 2008)	2,207
	Year-end eco-gifts	1,560
Other	Proceeds from charging for plastic shopping bags	370

〈Reference〉 Carbon offsetting

Carbon offsetting is a concept involving efforts to reduce the amount of CO₂ emissions that we produce, and for those that cannot be avoided in our daily lives and through economic activity, we estimate the total amount and purchase the equivalent amount of CO₂ emissions credits, thereby making up for the CO₂ emissions we have caused.

The AEON Eco-world Club

This initiative has been run at around 260 JUSCO stores, under the direct management of ÆON Retail Co., Ltd.

Under the scheme, ÆON works in collaboration with its suppliers to contribute a portion of the sales from designated food products and daily commodities towards the purchase cost of CO₂ emissions credits (First half of the year: a small-scale power generation plant project in Brazil ; Second half of the year : a wind power generation project in India), and then donates the purchased CO₂ emissions credits to the government.

* Product pricing remains the same and is not affected by the costs of purchasing CO₂ emissions credits.

Year-end eco-gifts

With the assumption that 1,560 tons of CO₂ emissions (estimated using data from a major delivery and transportation company on CO₂ emissions produced while delivering year-end gifts to homes) are produced when delivering gifts to their destinations, AEON worked in partnership with 290 suppliers to purchase CO₂ emissions credits (wind power generation project in India) equivalent to the emissions produced, and donated them to the government.

* No additional fees were added to the price or delivery charges for the year-end gift products.

Proceeds from charging for plastic shopping bags (FY2008 actual proceeds from charging for plastic shopping bags : ¥12,199,565)

A half of proceeds (sales price – (consumption tax + initial cost)) from the sale of plastic shopping bags were contributed towards the purchase price of CO₂ emissions credits, and the purchased emission quotas were then donated to the government.

* The remaining half of proceeds from the sale of the bags was donated to environmental conservation efforts through local governments and other organizations in the communities in which the stores were located.

Discontinuing the Free Provision of Plastic Shopping Bags

FY 2008 Plastic shopping bag refusal rates by Group company

percentage

Company name	Last month of FY 2006	Last month of FY 2007	Last month of FY 2008
ÆON Co., Ltd. / ÆON Retail Co.,Ltd. *1	15.26	22.97	38.27
ÆON Hokkaido Corporation <POSFUL Corporation> *2	3.34	14.91	87.06
ÆON Kyushu Co.,Ltd. <Mycal Kyushu Corporation> *3	8.41	17.84	55.63
RYUKYU JUSCO CO.,LTD.	6.27	14.77	80.02
MYCAL CORPORATION	10.63	20.65	27.31
Maxvalu Hokkaido Co.,Ltd. <Joy Co., Ltd.> *4	16.93	15.94	83.70
Maxvalu Tohoku Co.,Ltd.	13.76	18.62	59.40
Maxvalu Tokai Co.,Ltd.	11.01	15.97	41.50
Maxvalu Chubu Co.,Ltd. *5	19.80	24.97	60.12
Maxvalu Nishinohon Co.,Ltd.	13.56	17.77	36.88
Maxvalu Kyushu Co.,Ltd.	4.95	7.71	24.70
KOHOYO CO.,LTD. *6	—	—	17.40
ÆON SUPERCENTER Co.,Ltd.	9.18	19.32	31.81
SUNDAY CO.,LTD.	0.73	1.31	28.18
Average shopping bag refusal rate *7	10.30	16.37	48.00

*1 On August 21, 2008, ÆON Co.,Ltd. transitioned to a pure holding company. The company's business divisions were transferred to ÆON Retail Co.,Ltd.

*2 On August 21, 2007, ÆON Hokkaido Corporation began as the integrated operator of Posful, Jusco and ÆON Supercenters in Hokkaido. Results for FY2006 and the first half of FY2007 are from POSFUL Corporation, and those from the second half of FY2007 are from ÆON Hokkaido Corporation.

*3 On August 21, 2007, ÆON Kyushu CO.,LTD. merged with Mycal Kyushu Corporation, with ÆON Kyushu CO.,LTD. as the surviving company. FY 2006 and the first half of FY 2007 do not include figures from Mycal Kyushu Corporation.

*4 On April 1, 2008, Maxvalu Hokkaido Co.,Ltd. merged with Joy Co.,Ltd., with Maxvalu Hokkaido Co.,Ltd. as the surviving company. FY2006 and FY2007 do not include figures from Joy Co.,Ltd.

*5 Results cover the following periods. FY2006: April 2006 to March 2007; FY2007: April 2007 to January 2008 (10 months); FY2008: February 2008 to January 2009.

*6 On December 14, 2007, KOHOYO Co.,Ltd. became an ÆON Group company. On July 21, 2008, operation of ÆON Co.,Ltd. and Maxvalu stores in the Keihanshin region (Osaka, Kobe and Kyoto) was transferred to KOHOYO Co.,Ltd. The FY 2008 figures reflect the results from the second half of the year only.

*7 Simple average of shopping bag refusal rates calculated by 14 consolidated companies for the final month of each fiscal year.

FY 2008 Reduction in number of plastic shopping bags issued by Group company

Units : In thousands of bags
(rounded to the nearest thousand)

Company name	Last month of FY 2006	Last month of FY 2007	Last month of FY 2008
ÆON Co.,Ltd. / ÆON Retail Co.,Ltd. *1	174,690	234,920	357,930
ÆON Hokkaido Corporation <POSFUL Corporation> *2	1,540	8,096	45,459
ÆON Kyushu Co.,Ltd. <Mycal Kyushu Corporation> *3	9,038	19,162	48,861
RYUKYU JUSCO CO.,LTD.	1,547	2,951	13,055
MYCAL CORPORATION	28,197	61,002	86,988
Maxvalu Hokkaido Co.,Ltd. <Joy Co.,Ltd.> *4	10,959	13,364	39,177
Maxvalu Tohoku Co.,Ltd.	8,709	18,946	27,674
Maxvalu Tokai Co.,Ltd.	5,330	7,740	23,057
Maxvalu Chubu Co.,Ltd. *5	18,421	22,588	49,925
Maxvalu Nishinohon Co.,Ltd.	19,430	21,420	41,940
Maxvalu Kyushu Co.,Ltd.	5,715	9,235	21,666
KOHOYO CO.,LTD. *6	—	—	1,997
ÆON SUPERCENTER Co.,Ltd.	2,670	4,976	9,005
SUNDAY CO.,LTD.	55	103	410
Total reduction in plastic shopping bags (total for 14 consolidated companies)	286,301	424,502	767,144
Resource saving effect (Equivalent in 200L oil drums)*7	26,197 drums	38,842 drums	70,194 drums

*1 On August 21, 2008, ÆON Co.,Ltd. transitioned to a pure holding company. The company's business divisions were transferred to ÆON Retail Co.,Ltd.

*2 On August 21, 2007, ÆON Hokkaido Corporation began as the integrated operator of Posful, Jusco and ÆON Supercenters in Hokkaido. Results for FY2006 and the first half of FY2007 are from POSFUL Corporation, and those from the second half of FY2007 are from ÆON Hokkaido Corporation.

*3 On August 21, 2007, ÆON Kyushu Co.,Ltd. merged with Mycal Kyushu Corporation, with ÆON Kyushu Co.,Ltd. as the surviving company. FY 2006 and the first half of FY 2007 do not include figures from Mycal Kyushu Corporation.

*4 On April 1, 2008, Maxvalu Hokkaido Co.,Ltd. merged with Joy Co.,Ltd., with Maxvalu Hokkaido Co., Ltd. as the surviving company. FY2006 and FY2007 do not include figures from Joy Co.,Ltd.

*5 Results cover the following periods. FY2006: April 2006 to March 2007; FY2007: April 2007 to January 2008 (10 months); FY2008: February 2008 to January 2009.

*6 On December 14, 2007, KOHOYO Co.,Ltd. became an ÆON Group company. On July 21, 2008, operation of ÆON Co.,Ltd. and Maxvalu stores in the Keihanshin region (Osaka, Kobe and Kyoto) was transferred to KOHOYO Co.,Ltd. The FY 2008 figures reflect the results from the second half of the year only.

*7 See Page 12 of the ÆON Sustainability Report 2009 for details on the calculation method.

ÆON Happy Yellow Receipt Campaign

FY2008 Donations by Group Company

Amounts of less than 10,000 yen
have been rounded

Company name	Number of stores running the campaign	Number of organizations registered*	Amount of deposited receipts	Corresponding amount donated
ÆON Retail Co.,Ltd.	565	16,552	¥14.85803 billion	¥149.18 million
ÆON Hokkaido Corporation	30	1,205	¥2.32434 billion	¥23.31 million
ÆON Kyushu Co.,Ltd.	89	1,727	¥818.8 million	¥8.19 million
RYUKYU JUSCO CO.,LTD.	33	45	¥147.33 million	¥1.48 million
MYCAL CORPORATION	108	2,654	¥5.91208 billion	¥59.32 million
Maxvalu Hokkaido Co.,Ltd.	73	184	¥369.59 million	¥3.7 million
Maxvalu Tohoku Co.,Ltd.	27	247	¥120.13 million	¥1.2 million
Maxvalu Tokai Co.,Ltd.	75	567	¥406.46 million	¥4.09 million
Maxvalu Chubu Co.,Ltd.	41	1,006	¥372.42 million	¥3.88 million
Maxvalu Nishinohon Co.,Ltd.	145	404	¥541.62 million	¥5.43 million
Maxvalu Kyushu Co.,Ltd.	106	70	¥482.56 million	¥4.83 million
KOHYO CO.,LTD.	15	203	¥99.31 million	¥1 million
ÆON SUPERCENTER Co.,Ltd.	17	383	¥232.62 million	¥2.33 million
Bon Belta Co.,Ltd.	1	25	¥2.94 million	¥30,000
ÆON Mall Co.,Ltd.	30	1,237	¥419.76 million	¥4.2 million
Total for 15 companies	1,355	26,509	¥27.10799 billion	¥272.17 million

* Number of organizations registered : A combined total for the number of organizations registered in the first and second halves of the year is shown.

Fundraising Activities

By appealing to customers in our stores and by spreading awareness among AEON staff, AEON is actively raising funds to support a variety of efforts around the world including disaster relief and environmental conservation activities.

Main fundraising activities (Japan)

Activity	Activity period	Participating Companies	Funds raised from customers and employees	AEON Contributions	Total amount	Donees
Fundraising to support victims of the earthquake in China's Sichuan Province	May 14, 2008 – June 1, 2008	56 AEON Group companies	¥84,316,341	¥85,000,000	¥169,316,341 2,019.35 yuan (approx. 31,000 yen)	Embassy of the People's Republic of China in Japan
Funds to support construction of schools in Laos	April 21, 2008 – April 13, 2008 June 2, 2008 – June 30, 2008	55 AEON Group companies	¥52,529,485	¥68,225,806	¥120,755,291	The Japan Committee for UNICEF
24-hour television	July 4, 2008 – September 7, 2008	71 AEON Group companies	¥304,872,486	—	¥304,872,486	Nippon Television Network Corporation "24-Hour Television Charity Committee"
"Put the brakes on global warming! Return ice to the polar bears" Christmas wrapping campaign	November 14, 2008 – December 25, 2008	32 AEON Group companies	¥12,040,668	¥12,000,000	¥24,040,668	World Wide Fund for Nature Japan
"Eliminate landmines and cluster bombs!" campaign	February 1, 2009 – March 31, 2009	70 AEON Group companies	¥57,404,489	¥57,500,000	¥114,904,489	Association for Aid and Relief, Japan
Total Amount			¥511,163,469	¥222,725,806	¥733,889,275	

Continuous fundraising activities

Activity	Activity period	Funds raised from customers and employees	Accumulated funds	Donee
Red Feather Community Chest	October 1, 2008 – October 31, 2008	¥14,669,425	¥165,863,344 (1983 - 2008)	The Central Community Chest of Japan

In-store Collection of Recyclable Items

FY2008 Collected Amounts (Milk cartons) by Group Company

tons (lesser amounts rounded to the nearest ton)

Company name	Last month of FY 2006	Last month of FY 2007	Last month of FY 2008
ÆON Co.,Ltd. / ÆON Retail Co.,Ltd. * ¹	1,811	1,927	2,008
ÆON Hokkaido Corporation <POSFUL Corporation> * ²	17	28	45
ÆON Kyushu Co.,Ltd. <Mycal Kyushu Corporation> * ³	110	129	157
RYUKYU JUSCO CO.,LTD.	28	22	32
MYCAL CORPORATION	149	165	329
ÆON Marche Co.,Ltd.	3	20	23
Maxvalu Hokkaido Co.,Ltd. <Joy Co.,Ltd.> * ⁴	75	72	69
Maxvalu Tohoku Co.,Ltd.	76	55	87
Maxvalu Tokai Co.,Ltd.	76	103	132
Maxvalu Chubu Co.,Ltd. * ⁵	129	121	170
Maxvalu Nishinohon Co.,Ltd.	559	582	606
Maxvalu Kyushu Co.,Ltd.	111	111	119
KOHOYO CO.,LTD. * ⁶	—	—	36
ÆON SUPERCENTER Co.,Ltd.	30	38	56
Bon Belta Co.,Ltd.	—	—	—
Total (Total for 15 consolidated companies)	3,175	3,374	3,867

*¹ On August 21, 2008, ÆON Co.,Ltd. transitioned to a pure holding company. The company's business divisions were transferred to ÆON Retail Co.,Ltd.

*² On August 21, 2007, ÆON Hokkaido Corporation began as the integrated operator of Posful, Jusco and ÆON Supercenters in Hokkaido. Results for FY2006 and the first half of FY2007 are from POSFUL Corporation, and those from the second half of FY2007 are from ÆON Hokkaido Corporation.

*³ On August 21, 2007, ÆON Kyushu Co.,Ltd. merged with Mycal Kyushu Corporation, with ÆON Kyushu Co.,Ltd. as the surviving company. FY 2006 and the first half of FY 2007 include figures from Mycal Kyushu Corporation.

*⁴ On April 1, 2008, Maxvalu Hokkaido Co.,Ltd. merged with Joy Co.,Ltd., with Maxvalu Hokkaido Co.,Ltd. as the surviving company. FY2006 and FY2007 include figures from Joy Co.,Ltd.

*⁵ Results cover the following periods. FY2006: April 2006 to March 2007; FY2007: April 2007 to January 2008 (10 months); FY2008: February 2008 to January 2009.

*⁶ On December 14, 2007, KOHOYO CO.,LTD. became an ÆON Group company. On July 21, 2008, operation of ÆON Co.,Ltd. and Maxvalu stores in the Keihanshin region (Osaka, Kobe and Kyoto) was transferred to KOHOYO CO.,LTD. FY 2008 figures are results from the second half of the year only.

FY2008 Collected Amounts (Food trays) by Group Company/tons

tons (lesser amounts rounded to the nearest ton)

Company name	Last month of FY 2006	Last month of FY 2007	Last month of FY 2008
ÆON Co.,Ltd. / ÆON Retail Co.,Ltd. * ¹	800	745	810
ÆON Hokkaido Corporation <POSFUL Corporation> * ²	13	14	21
ÆON Kyushu Co.,Ltd. <Mycal Kyushu Corporation> * ³	60	68	88
RYUKYU JUSCO CO.,LTD.	8	12	18
MYCAL CORPORATION	76	82	149
ÆON Marche Co.,Ltd.	1	8	8
Maxvalu Hokkaido Co.,Ltd. <Joy Co.,Ltd.> * ⁴	37	36	39
Maxvalu Tohoku Co.,Ltd.	54	41	61
Maxvalu Tokai Co.,Ltd.	33	43	72
Maxvalu Chubu Co.,Ltd. * ⁵	62	64	94
Maxvalu Nishinohon Co.,Ltd.	106	113	122
Maxvalu Kyushu Co.,Ltd.	118	137	160
KOHOYO CO.,LTD. * ⁶	—	—	19
ÆON SUPERCENTER Co.,Ltd.	9	27	39
Bon Belta Co.,Ltd.	—	—	—
Total (Total for 15 consolidated companies)	1,378	1,391	1,703

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*² On August 21, 2007, ÆON Hokkaido Corporation began as the integrated operator of Posful, Jusco and ÆON Supercenters in Hokkaido. Results for FY2006 and the first half of FY2007 are from POSFUL Corporation, and those from the second half of FY2007 are from ÆON Hokkaido Corporation.

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*⁴ On April 1, 2008, Maxvalu Hokkaido Co.,Ltd. merged with Joy Co.,Ltd., with Maxvalu Hokkaido Co.,Ltd. as the surviving company. FY2006 and FY2007 include figures from Joy Co.,Ltd.

*⁵ Results cover the following periods. FY2006: April 2006 to March 2007; FY2007: April 2007 to January 2008 (10 months); FY2008: February 2008 to January 2009.

*⁶ On December 14, 2007, KOHOYO CO.,LTD. became an ÆON Group company. On July 21, 2008, operation of ÆON Co.,Ltd. and Maxvalu stores in the Keihanshin region (Osaka, Kobe and Kyoto) was transferred to KOHOYO CO.,LTD. FY 2008 figures are results from the second half of the year only.

FY2008 Collected Amounts by Group Company: Aluminum cans

tons (lesser amounts rounded to the nearest ton)

Company name	Last month of FY 2006	Last month of FY 2007	Last month of FY 2008
ÆON Co.,Ltd. / ÆON Retail Co.,Ltd. * ¹	1,310	1,328	1,393
ÆON Hokkaido Corporation <POSFUL Corporation> * ²	24	19	13
ÆON Kyushu Co.,Ltd. <Mycal Kyushu Corporation> * ³	86	116	145
RYUKYU JUSCO CO.,LTD.	7	6	6
MYCAL CORPORATION	35	85	136
ÆON Marche Co.,Ltd.	1	4	4
Maxvalu Hokkaido Co.,Ltd. <Joy Co.,Ltd.> * ⁴	82	75	60
Maxvalu Tohoku Co.,Ltd.	86	68	105
Maxvalu Tokai Co.,Ltd.	52	70	144
Maxvalu Chubu Co.,Ltd. * ⁵	80	88	89
Maxvalu Nishinohon Co.,Ltd.	475	487	507
Maxvalu Kyushu Co.,Ltd.	190	56	49
KOHOYO CO.,LTD. * ⁶	—	—	9
ÆON SUPERCENTER Co.,Ltd.	25	38	43
Bon Belta Co.,Ltd.	2	—	—
Total (Total for 15 consolidated companies)	2,454	2,439	2,704

*¹ On August 21, 2008, ÆON Co.Ltd. transitioned to a pure holding company. The company's business divisions were transferred to ÆON Retail Co.,Ltd.

*² On August 21, 2007, ÆON Hokkaido Corporation began as the integrated operator of Posful, Jusco and ÆON Supercenters in Hokkaido. Results for FY2006 and the first half of FY2007 are from POSFUL Corporation, and those from the second half of FY2007 are from ÆON Hokkaido Corporation.

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*⁶ On December 14, 2007, KOHOYO CO.,LTD. became an ÆON Group company. On July 21, 2008, operation of ÆON Co.,Ltd. and Maxvalu stores in the Keihanshin region (Osaka, Kobe and Kyoto) was transferred to KOHOYO CO.,LTD. FY 2008 figures are results from the second half of the year only.

FY2008 Collected Amounts by Group Company: PET bottles

tons (lesser amounts rounded to the nearest ton)

Company name	Last month of FY 2006	Last month of FY 2007	Last month of FY 2008
ÆON Co.,Ltd. / ÆON Retail Co.,Ltd. * ¹	2,292	2,498	2,610
ÆON Hokkaido Corporation <POSFUL Corporation> * ²	8	11	18
ÆON Kyushu Co.,Ltd. <Mycal Kyushu Corporation> * ³	93	160	224
RYUKYU JUSCO CO.,LTD.	—	—	1
MYCAL CORPORATION	127	234	338
ÆON Marche Co.,Ltd.	3	27	32
Maxvalu Hokkaido Co.,Ltd. <Joy Co.,Ltd.> * ⁴	79	82	55
Maxvalu Tohoku Co.,Ltd.	—	—	71
Maxvalu Tokai Co.,Ltd.	23	124	226
Maxvalu Chubu Co.,Ltd. * ⁵	267	284	400
Maxvalu Nishinohon Co.,Ltd.	918	1,014	1,070
Maxvalu Kyushu Co.,Ltd.	—	—	—
KOHOYO CO.,LTD. * ⁶	—	—	35
ÆON SUPERCENTER Co.,Ltd.	57	65	88
Bon Belta Co.,Ltd.	3	2	2
Total (Total for 15 consolidated companies)	3,870	4,500	5,169

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ÆON Supplier Code of Conduct (Business code of conduct)

Fulfilling Social Responsibilities in the Manufacturing Process

We at ÆON guarantee customers the safety and reliability of our TOPVALU private brand. In order to uphold that guarantee, we believe that we not only have a duty in quality control, but also in social responsibility in the manufacturing process, and have formulated our own Supplier Code of Conduct to cover our outsourced manufacturers, and encourage their compliance. The code ensures that suppliers comply with laws and regulations in each country or region. It also ensures that the human rights of employees are respected in a safe and healthy work environment, and that products are made in an environment in which working conditions and wages are guaranteed. Meeting these criteria leads to risk aversion and produces mutual benefits for both ÆON and its suppliers, all necessary conditions for ÆON as it expands its global operational presence.

Since the ÆON Supplier Code of Conduct was established in 2003, we have conducted briefings and made requests for compliance to approximately 500 TOPVALU suppliers domestically and overseas to date. As a result, we have received compliance declarations from 500 companies.

System of Monitoring by Employees

We have also established a support system that allows employees to lodge complaints by email and fax to an external assessment body dealing with the Code of Conduct when violations of the Code of Conduct requirements or instances of noncompliance are found. The ÆON Supplier Code of Conduct prescribes that the Code of Conduct External Assessment Body deal with these complaints from employees in strict confidence, and that the reporting employee is protected from the employer. Moreover after the investigation, the assessment body then calls on the company concerned to correct the noncompliance issues pointed out in the complaint.

The ÆON Supplier Code of Conduct is an initiative that also leads to employee-driven environmental improvements, and these mechanisms have also helped the TOPVALU brand receive acclaim for its safety and security.

Audits by Third Parties and a Support System for Corrective Measures

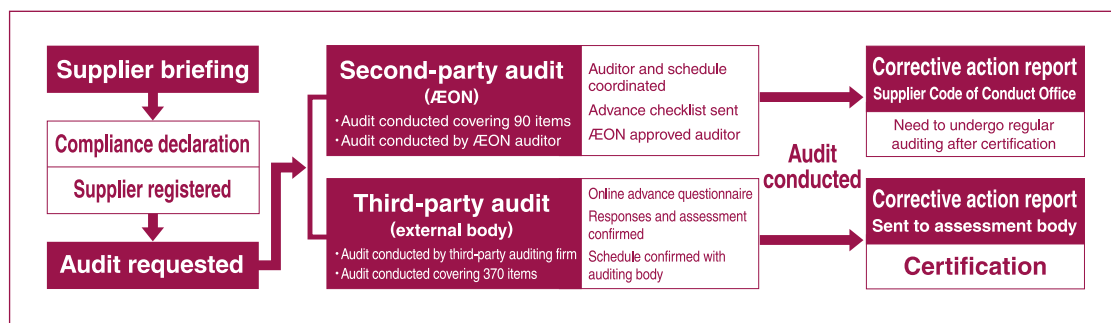
The ÆON Supplier Code of Conduct contains second-party audits by ÆON auditing staff and third-party audits performed by external specialist auditing bodies to ensure compliance with its requirements. Either second-party or third-party audits are implemented on an ongoing basis. As of February 28, 2009, the number of factories having undergone third-party audits numbered 943. Company briefing sessions for corrective measures are implemented continually to cover the areas requiring improvement, and a framework is in place where we work together with our business partners to establish accountability in our products, including providing business partners with support for making improvements.

Requirements of the ÆON Supplier Code of Conduct (Business code of conduct) Suppliers are requested to comply with the statutory standards of social responsibility enacted in their respective countries. Legal compliance Comply with laws and regulations of relevant countries	1. Child labor Illegal child labor is prohibited.	6. Discipline Employers must not impose harsh discipline on their employees.	11. Business dealings Suppliers are asked to observe laws and regulations governing business dealings.
	2. Forced labor Forced, prison or restricted labor is prohibited.	7. Working hours Laws and regulations on working hours must be observed.	
	3. Occupational safety, hygiene and health A safe and healthy workplace must be provided.	8. Wages and benefit packages Laws and regulations on wages and benefit packages must be observed.	12. Certification, auditing and monitoring Suppliers are asked to receive certification, auditing and monitoring under the ÆON Supplier Code of Conduct.
	4. Freedom of association and the right of collective bargaining Employees' rights must be respected.	9. Management responsibility Suppliers are asked to sign a pledge to observe the ÆON Supplier Code of Conduct.	
	5. Discrimination Employers must not discriminate against employees on the basis of religious belief or birth attributes, such as race.	10. The environment Suppliers are asked to prevent and control environmental contamination and destruction.	13. Prohibition of gift giving Gift giving between ÆON employees and our suppliers is prohibited.

Cumulative Total Number of Code of Conduct-Certified Factories (the cumulative total of factories obtaining certification as a result of third-party audits)

FY 2005	FY 2006	FY 2007	FY 2008
72 factories	211 factories	471 factories	732 factories

ÆON Supplier Code of Conduct-certification procedure



Scene of an audit

Individual Support Briefing Sessions

	Dates Held	Number of Attendees
Code of Conduct Individual Support Briefing Session (Japan)	March 2008 - January 2009 Held 9 times	Total of 108 companies

Product Department Staff Training

	Staff Targeted	Dates Held	Number of Attendees
AEON Supplier Code of Conduct (Business Code of Conduct) Training	AEON Business School Product Department Staff Course	March 2008 - September 2008	Total of 255 companies
Code of Conduct, SA8000 Training	Product Department Staff	July 2008 - October 2008	Total of 101 companies

* Separate training that utilizes our intranet is also implemented on an ongoing basis (100 staff).



Product Department Staff Training

A Management System Urging Compliance

We at AEON set out clear standards on work conditions and the working environment for our partner suppliers. In 2004, one year after the establishment of the AEON Supplier Code of Conduct, AEON Co., Ltd. became the first retail operator in Japan to be certified under SA8000, an international standard on social accountability covering areas such as human rights and work environments, with certification being granted to the head office of AEON Co., Ltd. and Topvalu supplier management operations. The standard sets out a total of eight requirements, covering areas such as human rights and discrimination, and requires businesses to formulate a compliance management system, which should then be maintained and refined on an ongoing basis. We at AEON will continue to uphold the AEON Supplier Code of Conduct and SA8000 to fulfill our responsibilities in terms of social accountability throughout our business processes. In January 2008, we were subject to a triennial renewal audit, and received a renewal of our certification for SA8000.

In September 2008, SA8000 certifications were achieved for Topvalu supplier management systems and AEON Co., Ltd. and AEON Retail Co., Ltd. corporate operations.



AEON SA8000 Purpose and Promotion Policy

AEON SA8000 Purpose

- (1) Together with respecting the basic human rights of employees in the workplace, we will ensure their safety, security and health, and build a comfortable working environment.
- (2) Together with our partner suppliers, we will strive to build a company with a universal respect for human rights that makes improvements to working environments through compliance with laws and regulations concerning human rights and labor standards, and makes ongoing efforts to improve in those areas.

AEON SA8000 Promotion Policy

- (1) We will comply with international conventions, laws and regulations concerning human rights and labor standards, and make ongoing efforts to improve those areas.
 - 1) Child labor: Prohibit child labor as well as take remedial measures.
 - 2) Forced labor: Eliminate all forms of forced labor.
 - 3) Health and safety: Ensure the health and safety of employees and provide a hygienic work environment.
 - 4) Freedom of association and the right of collective bargaining: Guarantee the right of association and the right of collective bargaining.
 - 5) Discrimination: No discrimination on the basis of nationality, race, gender, academic background, religion, physical handicap or age.
 - 6) Discipline: No physical punishment, mental or physical coercion, or verbal abuse of employees.
 - 7) Working hours: Observe laws, regulations and labor agreements on working hours, rests and holidays.
 - 8) Compensation: Observe laws and regulations on the payment of fair wages.
- (2) To embody these policies, and to familiarize all employees, we will undertake educational programs, periodic reviews of our activities and endeavor to make continuous improvements.
- (3) We will formulate a business code of conduct on human rights and labor standards for our supplier partners, encourage their compliance, and work together with them in efforts to bring about continuous improvements.
- (4) We will endeavor to widely disclose these policies and provide appropriate information to fulfill our social responsibility.

United Nations Global Compact

In September 2004, AEON Co., Ltd. became the first Japanese retail operator to announce that it had signed up to the United Nations Global Compact. The Global Compact is an initiative to encourage businesses worldwide to support and implement ten principles established on a global basis covering the four areas of human rights, labor standards, environment and anti-corruption. We at AEON will continue to face up to the requirements imposed by society and promote the AEON Supplier Code of Conduct and SA8000. In 2008 AEON participated in the Supply Chain Sub-Committee in the Global Compact Japan Network, and has continued to discuss respective supply chain management initiatives with participating companies.

The Ten Principles of the Global Compact

The Global Compact asks companies to support and enact, within their sphere of influence, a set of internationally-recognized standards in the areas of human rights, labor standards, the environment, and anti-corruption. By having each company conform to and enact these standards in the course of their business activities, the Global Compact aims to bring about positive change in the world. The principles of the Global Compact are given below. (In June 2004, a principle dealing with anti-corruption was added, making the current number of ten principles.)

Human Rights

Principle 1 : Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2 : Ensure that they are not complicit in human rights abuses.

Labor Standards

Principle 3 : Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4 : Eliminate all forms of forced and compulsory labor.

Principle 5 : Effectively abolish child labor.

Principle 6 : Eliminate discrimination in respect of employment and occupation.

Environment

Principle 7 : Businesses should support a precautionary approach to environmental challenges.

Principle 8 : Undertake initiatives to promote greater environmental responsibility.

Principle 9 : Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10 : Businesses should work against corruption in all its forms, including extortion and bribery.

(Japanese translation revised July 2008)

Sustainability Report : Statement on the Global Compact

The Global Compact marks the first time the United Nations has called directly upon companies, and it is a "voluntary initiative" through which companies fulfill their role as members of civil society.

Aimed at addressing corporate strategy and governance and resolving issues through cooperation and partnership between our diverse stakeholders, we introduced mechanisms of the Global Compact and formulated the AEON Supplier Code of Conduct (Business Code of Conduct) in 2003 based in part on the contents of the SA8000 international standard.

This Supplier Code of Conduct (Business Code of Conduct) introduces an auditing and assessment system which, through the outsourced manufacturers of our private brand products, allows us to achieve ongoing improvements in the areas of human rights, labor standards, the environment and anti-corruption

by working together with outsourced manufacturing factories engaged in the global manufacturing process all over the world. In FY2008, the number of outsourced manufacturing factories having obtained Code of Conduct certification as a result of third party auditing and assessment surpassed 700, and improvement efforts are advancing in a steady and ongoing fashion. In FY2009, we will strive to achieve our goal of having 900 Code of Conduct-certified factories.

In addition, in 2008 AEON participated in Supply Chain Sub-Committee Activities through the Global Compact Local Network. Held monthly, activities include the implementation of the Ten Principles of the Global Compact, information exchanges and mutual learning, on which AEON has worked together with the 11 member companies.

Moving forward, we will continue to utilize the goals of the Global Compact and the mechanisms for their achievement, exhibit responsible and creative leadership, and act as a good member of society.



Operating Officer
and Group Chief Environmental Officer

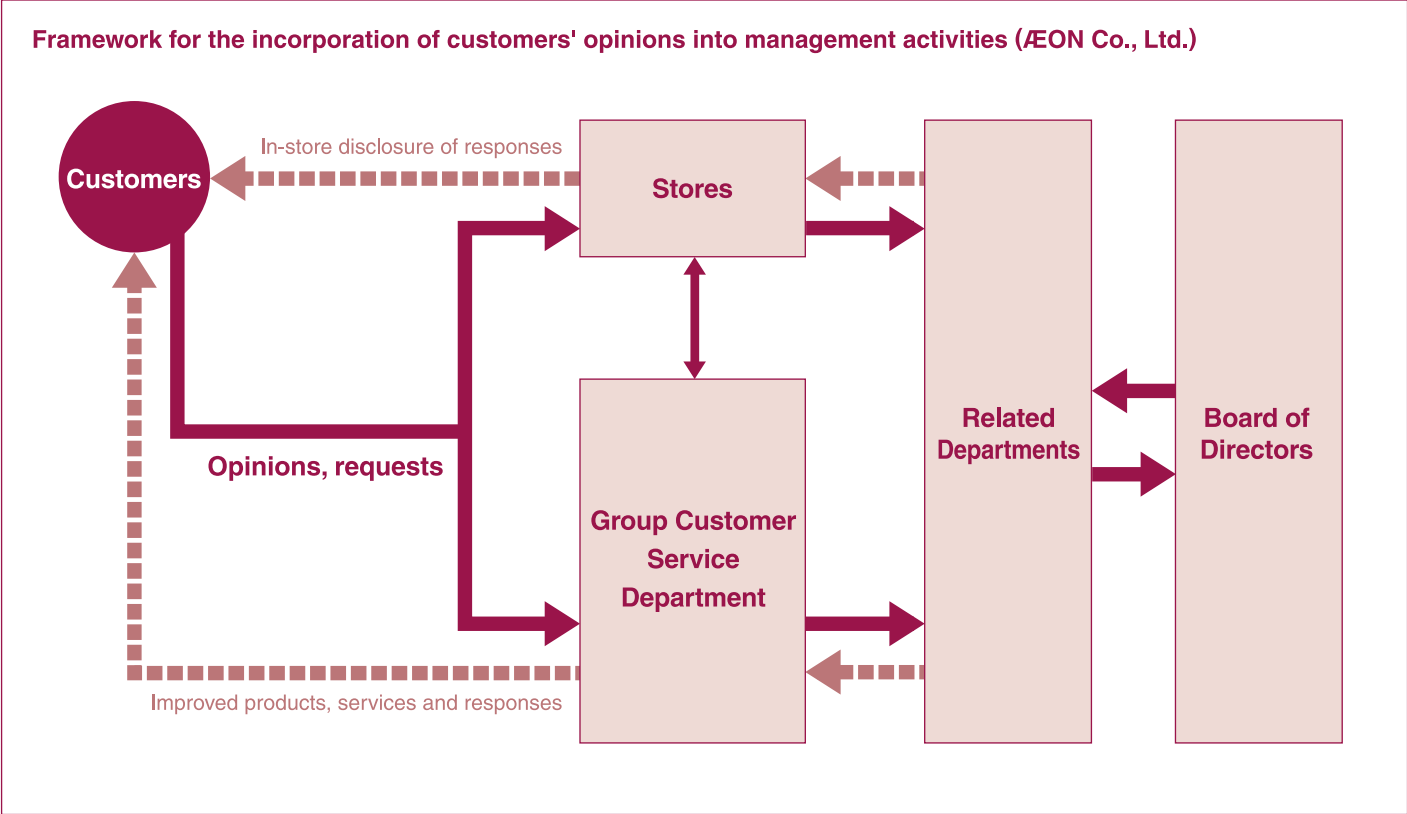
土谷美津子
Mitsuko Tsuchiya

Efforts to Incorporate Customers' Opinions into Management Activities

We strive to utilize customers' opinions in management.

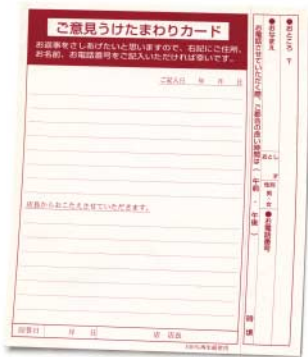
The Group Customer Service Department at AEON Co., Ltd. accepts opinions and requests from customers regarding our products, services and other matters by telephone, internet and in writing. When we can't answer something immediately, we contact the department concerned and depending on circumstances, reply to customers after meeting with personnel from the department concerned.

In FY2008 we received 57,000 valuable opinions and requests. Accepting customers' opinions in a broad and far-reaching fashion and establishing a system to provide feedback to management daily allows us to make changes rapidly. In addition, we have established a system for each of the AEON Group companies to accept opinions and requests from customers.



Opinion Box

We believe that management should be based on customers' feedback and and, for this reason, we value our customers' opinions. We have established an environment where our customers can easily express their opinions, and where quick and detailed responses will be provided. We have set up opinion boxes and bulletin boards in our stores, and store managers post prompt replies in response to opinions received from customers. We have received many opinions concerning aspects that were not noticeable in the stores and difficult for the staff members to notice. We have responded to these opinions to improve our products and services, and to increase our activities to protect the environment. We look forward to more valuable opinions and request in the future.



Opinion card



Opinions received from customers together with responses from the store are disclosed through an in-store bulletin board.

Balloon Shelters

Balloon shelter installation sites

(as of February 28, 2009)

Location	Installation Site	Location	Installation Site
Sapporo City, Hokkaido	ÆON Sapporo Hassamu SC	Kahoku City, Ishikawa Prefecture	ÆON Kahoku SC
Kushiro City, Hokkaido	ÆON Kushiroshowa SC	Sunto-gun, Shizuoka Prefecture	Maxvalu Tokai Co., Ltd. Headquarters
Kamikita-gun, Aomori Prefecture	Shimoda Town Co., Ltd.	Fukuroi City, Shizuoka Prefecture	Jusco Fukuroi Store
Morioka City, Iwate Prefecture	Amount donated to Morioka City	Hamamatsu City, Shizuoka	ÆON Mall Hamamatsushitoro
Akita City, Akita Prefecture	ÆON Mall Akita	Okazaki City, Aichi Prefecture	ÆON Mall Okazaki
Sendai City, Miyagi Prefecture	Jusco Sendainakayama Store	Yokkaichi City, Mie Prefecture	Jusco Yokkaichiobira Store
Natori City, Miyagi Prefecture	ÆON Mall Natori-Airy	Kakamigahara City, Gifu Prefecture	ÆON Kakamigahara SC
Saitama City, Saitama Prefecture	ÆON Urawamisono SC	Kusatsu City, Shiga Prefecture	ÆON Mall Kusatsu
Koshigaya City, Saitama Prefecture	ÆON Laketown	Sennan City, Osaka	ÆON Mall Rinkusennan
Kamagaya City, Chiba Prefecture	Jusco Kamagaya Store	Ibaraki City, Osaka	Mycal Ibaraki
Nishitama-gun, Tokyo	ÆON Mall Hinode	Kobe City, Hyogo Prefecture	ÆON Mall Kobekita
Ebina City, Kanagawa Prefecture	Ebina Saty	Saihaku-gun, Tottori Prefecture	ÆON Hiezu SC
Yamato City, Kanagawa Prefecture	Amount donated to Yamato City	Takamatsu City, Kagawa Prefecture	ÆON Takamatsu SC
Niigata City, Niigata Prefecture	ÆON Niigataminami SC	Fukuoka City, Fukuoka Prefecture	ÆON Kashiihama SC

Personnel System (Introducing the AEON Retail Co., Ltd. personnel system by way of example)

●Embracing Diversity

Human resource management that caters to each employee's working style

With globalization and an aging population combined with a declining birthrate, AEON's approach is based on catering to the diverse working styles of AEON people. We undertake our personnel operations in line with two key policies, namely "human resource management that rewards skills and results rather than discriminating based on nationality, age, gender or rank," and "creating a corporate environment that is conducive to long-term employment of constantly evolving personnel."

Four career paths for employees to select from and strive for

AEON Retail Co., Ltd. offers four career paths for its employees: [1] national (N) staff, [2] regional (R) staff, [3] community-based staff and [4] contract workers, who are mostly employed on short-term contracts. N staff can essentially be transferred anywhere in Japan or overseas. R staff can be transferred anywhere within their regional block*. Community-based staff and contract workers are not required to undergo transfer requiring relocation. While N staff and R staff can work full-time, community-based staff can choose whether they work full-time or part-time, while contract workers can only work part-time. More than 70% of our workforce consists of community-based staff, and part-time and female employees account for a large percentage, playing a central part in each store. There is no difference in qualifications or recruitment between different career paths and it is also possible to change career paths. Anyone can undertake various educational courses regardless of their career paths.

* As the foundation of its operations, AEON Retail Co., Ltd. has adopted a company system in which Japan is divided into four regional blocks.

Free to choose the work pattern until 65

AEON Retail Co., Ltd. has adopted a system of retirement at the age of 65. Anyone can continue working until the age of 65, and they can also select their desired career path when they reach 60. For instance, they can continue working as an N staff, or if they want to live their newfound "second life" at a slow pace in their home town, they can choose a career path that requires no relocation in line with their individual lifestyle.

Special-needs employment

As of the June 2008 statutory reporting date, people with special needs accounted for 1.81% of our workforce. Additionally, as of the June 2008 statutory reporting date, people with special needs accounted for 1.90% of the workforce across the sum of AEON Co., Ltd. consolidated subsidiaries.

We also operate a company called Abilities Jusco Co., Ltd., a joint venture designed to enable disabled people to make the most of their potential. As part of this venture, we currently operate a total of eight Scrum CD stores, where disabled and able-bodied employees work side by side, in the Hokkaido and Tohoku regions (as of February, 2009).

The four career paths available to AEON Retail Co., Ltd. employees

National (N) staff	Can essentially be transferred anywhere in Japan or overseas
Regional (R) staff	Can be transferred anywhere within their regional block
Community-based staff	No transfer requiring relocation. Option of working full or part-time
Contract workers	No transfer requiring relocation. Part-time only

●Work-Life Balance

Working in line with different stages in each individual life

In order to retain our workforce, we believe that it is crucial for AEON people to lead a balanced lifestyle between work and their private life. We continuously revise our system to enable employees to alter their working patterns in line with the various stages in their lives, and make AEON people's work as rewarding as possible.

Childcare and nursing care support systems

At AEON Retail Co., Ltd., our working parent regulations run until April 20 of the year in which an employee's child graduates from elementary school. Although the common assumption is that raising children becomes easier after they start at elementary school, we assume that the strain that childcare has on parents does not abate when their children reach school age. As a rule, assuming that employees live with a partner, they will not be transferred anywhere that requires relocation during the working parent period when they are raising their children. Additionally, if employees want to live with a partner who has a job, they can continue working in the same career path for up to six years while living with their partner.

The AEON Good Life Club

The AEON Good Life Club, AEON's mutual-aid organization, we offer a diverse range of welfare programs such as support for our employees so that they feel peace of mind, enjoy their work and are able to prepare for the future over the medium and long term.

●Supporting HR Growth

Support for career development

We offer an education system that is open to motivated employees who wish to improve their skills. All of our employees are eligible for basic education courses, and there is also an AEON Business School for staff to develop their careers themselves regardless of their career paths. We also have various systems supporting human resource development, such as an internal recruitment system whereby we actively assign highly motivated personnel to new projects. AEON's founding spirit that "education is the most important part of social welfare" remains – and will remain – unchanged.

Education through specific work activities

To attain customer satisfaction, we aim to improve the ability of the employees to conduct business through on-the-job training, or OJT, where their superiors and senior staff members systematically and continuously teach them the necessary knowledge, techniques, skills and attitudes while they work so that they learn basic business practices.

AEON Business School

This is the core in-house education system for developing AEON's key human resources. Based on the idea that AEON people will develop in their own career themselves, this is a place for those who have a willingness to take on the challenge of gaining the necessary knowledge and skills for their desired position, and eventually become productive individuals.

In-house qualifications

To deliver safer and more secure commodities and services, AEON has established diverse in-house certified qualifications in line with our businesses. Eight of our in-house qualifications are authorized by the Ministry of Health, Labor and Welfare, indicating that AEON in-house qualifications have high standards and are nationally recognized. The knowledge and skills of the qualification holders are handed on to their colleagues on the sales floor through daily business, bringing greater customer satisfaction.

Internal recruitment system

AEON operates an internal recruitment system whereby new projects and other ventures are advertised to its employees. With the constantly shifting corporate environment these days, this system gives employees the chance to secure the job or position they want through their own efforts rather than relying on the company to map out their careers. Opportunities advertised in-house in 2008 included overseas training personnel, as positions with AEON Bakery Systems Co., Ltd., AEON GLOBAL SCM CO., LTD., and in the My Basket Division. We continue to actively assign highly motivated personnel to AEON's constantly evolving range of projects.

AEON's in-house qualifications

(as of February 2009)

In-house qualifications	Number of qualification holders*	In-house qualifications	Number of qualification holders*
◎Fresh fish master (grade 1)	9	Liquor advisor	74
◎Fresh fish master (grade 2)	868	Fish advisor	139
◎Fresh fish master (grade 3)	1,643	Digital advisor	353
◎Hot deli master	1,706	Home appliance advisor	40
◎Sushi master	1,763	General appliance advisor	42
◎Greenery master	301	◎Cycle advisor	557
◎Farm product master	574	Beauty advisor	171
Checkout certification (grade 2)	124	Handcraft advisor	73
Baby advisor	404		

◎ denotes qualifications accredited by the Ministry of Health, Labor and Welfare.

* Total for AEON Retail Co., Ltd., AEON Kyushu Co., Ltd., Ryukyu JUSCO Co., Ltd., MYCAL Corporation and AEON Supercenter Co., Ltd.

Chronology of AEON's Environmental Conservation and Social Contribution Activities

Primary environmental conservation and social contribution activities

Year	Activity
1965	Donation of 1,000 cherry trees to the city of Okazaki at the opening of the Okazaki Okadayama Store.
1977	Established the JUSCO Company Welfare Fund (now known as the AEON Welfare Fund).
1979	Established Cultural Foundation of Okada.
1989	JUSCO Group is renamed AEON Group, and the AEON Group 1% Club (now known as the AEON 1% Club) is established.
1990	Launched the JUSCO Earth-Friendly Committee. The AEON 1% Club started the "Small Ambassadors" (now known as "Teenage Ambassadors") Program as a part of its international cultural and personnel exchange activities.
1991	Launched the AEON Hometown Forests Program, with Jaya JUSCO Stores Malacca Store (Malaysia) as its first store. Established the AEON Group Environment Foundation (now known as the AEON Environment Foundation). Started Clean & Green activities. Commenced the Bring Your Own Shopping Bag campaign on a trial basis. Began trial operation of the food tray collection and recycling campaign.
1992	Planted trees at JUSCO Shin Hisai Store (now known as Hisai Store) – the first store in Japan under the AEON Hometown Forests Program.
1993	Started development of organic and other agricultural produce as the Green Eye (now known as TOPVALU Green Eye) private label.
1994	Sales of the TOPVALU private label commence. Formulated the independent AEON Heart Building Design Standards based on the Heart Building Law (the Barrier Free New Law from December 2006). Opened JUSCO Minamikata Store as the first building in Japan certified under the Heart Building Law.
1995	Introduced returnable food container and reusable hanger systems.
1996	Launched the Environment Committee. Founded the JUSCO Children's Eco Club (now known as the AEON Cheers Club).
1998	Established the AEON Group Environment Foundation and conducted the 1st tree planting in the Great Wall Forest Rejuvenation Project
2000	Launched the My Basket and My Bag campaigns. Started sales of TOPVALU Kyokan Sengen products. Commenced development of SELF + SERVICE ecology shops. Acquired ISO 14001 certification across the entire company.
2001	Changed company name to AEON Co., Ltd. and started the AEON Day. Started the AEON Happy Yellow Receipt Campaign. AEON 1% Club starts support for the construction of schools in Cambodia (total of 149 schools from 2001 to 2003).
2002	Started AEON Clean Road Activities in partnership with the Volunteer Support Program of the Ministry of Land, Infrastructure, Transport and Tourism.
2003	Began use of biomass packaging materials. Formulated the AEON Supplier Code of Conduct.
2004	Commenced deployment of balloon shelters. Formulated the Basic Policy for the Prevention of Global Warming. Announced participation in the Global Compact advocated by the United Nations. Achieved SA8000 certification for AEON Co., Ltd., TOPVALU supplier management systems and AEON corporate operations. Commenced sales of TOPVALU Fair Trade Coffee under the TOPVALU label. AEON 1% Club starts support for the construction of schools in Nepal (total of 57 schools from 2004 to 2005).
2005	First eco store, AEON Chikusa SC, opens.
2006	Second eco store, AEON Kashiwa SC, opens. Third eco store, AEON Dainichi SC, opens. Commenced sales of MSC-certified seafood products under the TOPVALU label. Commenced sales of FSC-accredited paper products under the TOPVALU label. AEON 1% Club starts support for the construction of schools in Laos (2006 onwards).
2007	Review of the process of issuing plastic shopping bags (discontinuing the free provision of plastic shopping bags in food departments) begins with the JUSCO Higashiyamanijou Store. AEON Co., Ltd. becomes the first company in the general retailing industry to sign an agreement on initiatives towards the establishment of a recycling-oriented society with the Japanese Ministry of the Environment. Fourth eco store, AEON Kagoshima SC, opens.
2008	PET bottle cap collection campaign started. AEON formulates the AEON Manifesto on the Prevention of Global Warming, becoming the first retailer in Japan to name a specific goal for reducing output of CO ₂ . "AEON Clean Japan" campaign started as an initiative to mark AEON's 250th anniversary. Ran a carbon offsetting campaign for the CO ₂ produced when delivering year-end gifts. Fifth eco store, Taki Crystal Town SC, opens. Sixth eco store, AEON Tomakomai SC, opens. Seventh eco store, AEON Laketown, opens. Eighth eco store, AEON Mall Kusatsu, opens.
2009	Trial sales of "Carbon Footprint" product labeling for nine varieties across seven TOPVALU products.

Third-Party Evaluation



President
Consumption Science Federation

Michiko Oki

Thoughts on the *ÆON* Environmental and Social Report 2009

Reading the report, I once again felt that a number of programs were steadily being carried out by "working with our customers, now and in the future," just as the subtitle of the report says. When it comes to social or environmental issues, there is a limit to what can be achieved through the efforts of just one company, and so the cooperation of numerous stakeholders, such as consumers, employees and business connections, is indispensable. Perhaps the subtitle should really have been "Working with all stakeholders," rather than just "Working with our customers."

For the "Challenge 2008" carbon footprint initiative, for example, it would not have been possible to determine CO₂ emissions without the full cooperation of producers. Similarly, the key to energy-efficiency initiatives is the enthusiasm of employees, and customer cooperation is absolutely essential in the program to reduce shopping bags as well.

Even further, I am very impressed with the increase in the number of stores discontinuing the free provision of plastic bags from 22 to 447 stores in just one year. We must be bold enough to do what is necessary to protect the environment, even at the slight expense of shopper convenience, and so I have great respect for *ÆON*'s

firm resolve to end the free provision of shopping bags.

Implementing new measures before other companies do is a bold move, and I think it will require real effort to continue these measures over the long term. I admire the way that the report clearly lists the status of various programs, such as tree planting activities, *ÆON* Day, and recycling efforts, as well as the results of these activities. However, it seems as though only some companies in the group are engaged in recycling food and reusing cooking oil as fuel, and I would like to see these initiatives spread throughout all group companies.

Finally, I think that the Eco Stores are a wonderful initiative, but I am not sure what to think about the social and environmental problems associated with having massive super-stores in the outer suburbs. There is the problem of how to promote a car-free society that takes into account the environment and the aging population, as well as the problem of the "doughnut effect" taking place in regional cities, where the shops are all moving to the peripheries. I would like to see *ÆON* rise to the challenge of trying to solve these problems as well, to improve the environment and contribute to regional economies.



Special Advisor to the United Nations
Environment Program, Finance Initiative

Takejiro Sueyoshi

Thoughts on the AEON Environmental and Social Report 2009

Reassessing just how big we are

AEON has more than 10,000 stores, with 4 million customers visiting its shopping centers weekdays and 10 million on Saturdays and Sundays. That's pretty big. So, what does it mean to be so large? Here, I'd like to think about the potential and responsibility that come with such great size, in terms of three perspectives that are important to AEON.

Always working with customers

AEON's "Everyday Eco" project includes an initiative called "Together with our customers." The goal of this initiative, which started last year, is to work together with customers to reach the ambitious target of a 30% reduction in CO₂ emissions. It would be easy to think that since this is a voluntary target, AEON can achieve the target through its own efforts, but I don't think this is true. I think that there is great significance in everyone coming together to strive for reductions, including the people that buy and sell products, and of course including the people that make the products in the first place. By appealing to a large number of customers rather than just taking internal measures, AEON is promoting greater awareness of these issues in society, which will lead to further change. This process of reassessing its own size and projecting that potential beyond the confines of the company is precisely what society expects of a major company like AEON.

Constantly taking on new challenges

I recently visited AEON Lake Town. AEON's enthusiasm for new challenges has resulted in some outstanding initiatives. The battle to stop global warming has moved from the education phase to the action phase. There is an urgent need for specific initiatives. But there are still a lot of consumers who have little idea what action to take, and even less opportunity to encounter new experiments. Under these circumstances, organizations that implement cutting-edge practices, such as AEON shopping centers, which are visited by a vast number of customers every day, play a significant guiding role for society. AEON's constantly evolving Eco Stores provide customers with an opportunity to learn about these vital issues, take action, and have fun in the process. Creating more and more places like this is surely one aspect of the social responsibility that a large company like AEON has.

Continuing efforts going forward

The tree-planting program that started in 1991 will plant a million trees in Beijing during 2009, bringing the global total to nine million. The program for recycling containers which also started in 1991 recycled 250 million food trays in 2008 alone. Since the "AEON Happy Yellow Receipt Campaign" started in 2001, it has made 95,790 donations of goods and items equivalent to ¥800 million to organizations. These are truly splendid illustrations of just how big a project can grow if we keep it going – no matter how small it may be at the beginning.

These examples also remind us of the endless possibilities we create by taking advantage of AEON's size. These are the truly significant results we can achieve when we add the support of a large number of customers to the tireless and consistent efforts that AEON continues to make. By continuing such diligent efforts over time, AEON has conveyed the importance of protecting the global environment to a large number of customers, workers, and society as a whole. I would certainly like to see AEON continue to do so going forward as well.

Thus we can see that AEON is a huge company that has huge potential as well. AEON, that is, bears a huge responsibility to consumers and society. AEON is not only required to deliver the things that customers want quickly, cheaply, and in large quantities, but also to work together with its customers to create the important things that Japan and the rest of the world need in the age of global warming. In other words, AEON needs to create a relationship in which Aeon and its customers learn from each other.

The people working at AEON should reassess just how big they are and realize the magnitude of their potential as well as their responsibility once again. This will be the beginning of a new journey for AEON, and it will lead to even further growth.

Section	Index	Aeon Environmental and Social Report	Website
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1 Strategy and Analysis

1.1	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy	p. 3 President's Commitment	
1.2	Description of key impacts, risks, and opportunities		

2 Organization Profile

2.1	Name of the organization	Front cover	
2.2	Primary brands, products, and/or services	p. 19 - 21 TOPVALU	
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures		List of Major Group Companies
2.4	Location of the organization's headquarters	Back cover	
2.5	Number of countries where the organization operates, and names of countries that either have major operations or are specifically relevant to the sustainability issues covered in the report		List of Major Group Companies
2.6	Nature of ownership and legal form		
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)		
2.8	Scale of the reporting organization, including: <ul style="list-style-type: none"> · Number of employees · Net sales (for private sector organizations) or net revenues (for public sector organizations) · Total capitalization broken down in terms of debt and equity (for private sector organizations) · Quantity of products or services provided 		Personnel system, number of stores, Settlement Report
2.9	Significant changes during the reporting period regarding size, structure, or ownership including: <ul style="list-style-type: none"> · The location of, or changes in operations, including facility openings, closings, and expansions · Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) 		
2.10	Awards received in the reporting period		

3 Report Parameters

Report Profile

3.1	Reporting period (e.g., fiscal/calendar year) for information provided	p. 2 Report period	
3.2	Date of most recent previous report (if any)	May 7, 2008	
3.3	Reporting cycle (annual, biannual, etc.)	p. 2 Report period	
3.4	Contact point for questions regarding the report or its contents	Back cover	

Report scope and parameters

3.5	Process for defining report content, including: <ul style="list-style-type: none"> · Determining materiality · Prioritizing topics within the report · Identifying stakeholders the organization expects to use the report 	p. 2 Editorial Policy p. 2 Scope of report p. 2 Target audience	
3.6	Parameters of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers)	p. 2 Editorial Policy p. 2 Scope of report	
3.7	State any specific limitations on the scope or parameters of the report	p. 2 Editorial Policy p. 2 Scope of report	

3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations		
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report		Environmental Accounting Results Report ISO14001 Targets and Results Environmental Impact Flow in Business Activities
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods)	p. 30 AEON Manifesto on the Prevention of Global Warming - FY2008 Progress Report -	
3.11	Significant changes from previous reporting periods in the scope, parameters, or measurement methods applied in the report	p. 12 Percentage of customers declining plastic bags and reductions in the number of bags provided p. 17 Collected amount per type of container	Environmental Accounting Results Report Discontinuation of the free provision of plastic bags (percentage of customers declining plastic bags and reductions in the number of bags provided) Store recycling collection

GRI Content Index

3.12	Table identifying the location of the Standard Disclosures in the report		GRI Guideline Correspondence Table
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Assurance

3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).		Expert Comment Third Party Assessment
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4 Governance, Commitments and Engagement

Governance

4.1	Governance structure of the organization, including committees under the highest governing body responsible for specific tasks, such as setting strategy or organizational oversight.		
4.2	Indicate whether the Chair of the highest governing body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement)	p. 3 President's Commitment	
4.3	For organizations that have a unitary board structure, state the number of members of the highest governing body that are independent and/or non-executive members.		
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governing body.		
4.5	Linkage between compensation for members of the highest governing body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).		
4.6	Processes in place for the highest governing body to ensure conflicts of interest are avoided.		
4.7	Process for determining the qualifications and expertise of the members of the highest governing body for guiding the organization's strategy on economic, environmental, and social topics.		
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	p. 4 AEON Co., Ltd. Environmental Policy	
4.9	Procedures of the highest governing body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.		SA8000 United Nations Global Compact

4.10	Processes for evaluating the highest governing body's own performance, particularly with respect to economic, environmental, and social performance.		
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Commitments to External Initiatives

4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization		
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses		SA8000 United Nations Global Compact
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: <ul style="list-style-type: none"> Has positions in governing bodies Participates in projects or committees Provides substantive funding beyond routine membership dues Views membership as strategic 		

Stakeholder Engagement

4.14	List of stakeholder groups engaged by the organization		
4.15	Basis for identification and selection of stakeholders with whom to engage		
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group		
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting		

5 Management Approach and Performance Index

Economic

	Disclosure(s) on Management Approach		
	Goals and Performance		
	Policy		
	Additional Contextual Information		

Economic Performance Index

Aspect: Economic Performance			
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments		
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change		
EC3	Coverage of the organization's defined benefit plan obligations		
EC4	Significant financial assistance received from government		
Aspect: Market Presence			
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation		
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation	p. 19 AEON Supplier Code of Conduct	AEON Supplier Code of Conduct
EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation		

Aspect: Indirect Economic Impacts

EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement	<p>Program</p> <p>p. 14 AEON Environmental Foundation</p> <p>p. 15 Clean & Green Activities</p> <p>p. 16 AEON Happy Yellow Receipt Campaign</p> <p>p. 16 AEON Foundation</p> <p>p. 18 Plastic bottle cap collection campaign</p> <p>p. 20 Fair Trade</p> <p>p. 22 Dietary Education activities</p> <p>p. 23 Universal Design</p> <p>p. 25 Emergency measures</p> <p>p. 26 Balloon shelters</p> <p>p. 27 Service care workers</p> <p>p. 28 Supporters for people with dementia</p> <p>p. 29 AEON 1% Club</p>	<p>Campaign</p> <p>Fund raising</p> <p>Balloon shelters</p>
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts		

Environmental

	Disclosure(s) on Management Approach	p. 4 AEON Environment Principles	
	Goals and Performance	p. 4 AEON Co., Ltd. Environmental Policy	ISO14001 Targets and Results
	Policy	p. 30 Aeon Manifesto on the Prevention of Global Warming - FY2008 Progress Report -	ISO14001 Targets and Results
	Organizational Responsibility	p. 4 AEON Co., Ltd. Environmental Policy	
	Training and Awareness	p. 30 Group Chief Environmental Officer's Commitment	
	Monitoring and Follow-up		
	Additional Contextual Information		<p>Environmental Accounting Results Report</p> <p>Environmental Impact Flow in Business Activities</p>

Environmental Performance Indicators

Aspect: Materials

EN1	Materials used by weight or volume		Environmental Impact Flow in Business Activities
EN2	Percentage of recycled input materials used		

Aspect: Energy

EN3	Direct energy consumption by primary energy source		Environmental Impact Flow in Business Activities
EN4	Indirect energy consumption by primary source		Environmental Impact Flow in Business Activities
EN5	Energy saved due to conservation and efficiency improvements	p. 7 - 8 Energy-saving initiatives	Environmental Impact Flow in Business Activities
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	<p>p. 9 - 10 Carbon footprint initiatives</p> <p>p. 11 - 12 "Bring Your Own Shopping Bag" Campaign</p> <p>p. 17 - 18 Recycling</p> <p>p. 19 TOPVALU Green Eye</p> <p>p. 21 TOPVALU Kankyo Sengen</p>	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	<p>p. 5 - 6 The Continuous Evolution of "Eco Stores"</p> <p>p. 7 - 8 Energy-saving initiatives</p>	Eco Stores

Aspect: Water

EN8	Total water withdrawal by source		
EN9	Water sources significantly affected by withdrawal of water		
EN10	Percentage and total volume of water recycled and reused		

Aspect: Biodiversity

EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		
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EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas		
EN13	Habitats protected or restored		
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity		
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk		

Aspect: Emissions, Effluents, and Waste

EN16	Total direct and indirect greenhouse gas emissions by weight		Environmental Impact Flow in Business Activities
EN17	Other relevant indirect greenhouse gas emissions by weight		Environmental Impact Flow in Business Activities
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	p. 7 - 8 Energy-saving initiatives	Environmental Impact Flow in Business Activities Eco Stores
EN19	Emissions of ozone-depleting substances by weight		
EN20	NOx, SOx, and other significant air emissions by type and weight		
EN21	Total water discharge by quality and destination		
EN22	Total weight of waste by type and disposal method		
EN23	Total number and volume of significant spills		
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally		
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff		

Aspect: Products and Services

EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	p. 5 - 6 The Continuous Evolution of "Eco Stores" p. 9 - 10 Carbon footprint initiatives p. 11 Increasing the number of stores participating in discontinuing the free provision of plastic shopping bags campaign p. 12 "Bring Your Own Shopping Bag" Campaign p. 17 - 18 Recycling p. 19 TOPVALU Green Eye p. 21 TOPVALU Kankyo Sengen p. 21 MSC certification (marine eco-label)/FSC certification p. 28 Eco Test	Eco Stores Carbon offsets Discontinuation of the free provision of plastic bags (percentage of customers declining plastic bags and reductions in the number of bags provided) Store recycling collection
EN27	Percentage of products sold and their packaging materials that are reclaimed by category		

Aspect: Compliance

EN28	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations		
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Aspect: Transport

EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce		
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Aspect: Overall

EN30	Total environmental protection expenditures and investments by type		Environmental Accounting Results Report
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Social Performance Index

Labor Practices and Decent Work (Fair Employment Conditions)

	Disclosure(s) on Management Approach		
	Goals and Performance		Personnel system

	Policy	p. 27 AEON Code of Conduct p.28 AEON as a workplace	Personnel system
	Organizational Responsibility	p. 27 AEON Code of Conduct p.28 AEON as a workplace	Personnel system
	Training and Awareness		Personnel system
	Monitoring and Follow-up		AEON Supplier Code of Conduct
	Additional Contextual Information		

Labor Practices and Decent Work (Fair Employment Conditions) Performance Index

Aspect: Employment			
LA1	Total workforce by employment type, employment contract, and region		
LA2	Total number and rate of employee turnover by age group, gender, and region		
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations		

Aspect: Labor/Management Relations			
LA4	Percentage of employees covered by collective bargaining agreements		
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements		

Aspect: Occupational Health and Safety			
LA6	Percentage of total workforce represented in formal joint management worker health and safety committees that help monitor and advise on occupational health and safety programs		
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region		
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases		
LA9	Health and safety topics covered in formal agreements with trade unions		

Aspect: Training and Education			
LA10	Average hours of training per year per employee by employee category		
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in planning the end of their careers		
LA12	Percentage of employees receiving regular performance and career development reviews		

Aspect: Diversity and Equal Opportunity			
LA13	Composition of governing bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity		Personnel system
LA14	Ratio of basic salary of men to women by employee category		

Human Rights			
	Disclosure(s) on Management Approach		
	Goals and Performance	p.28 AEON as a workplace	Personnel system
	Policy	p.28 AEON as a workplace	Personnel system
	Organizational Responsibility	p.28 AEON as a workplace	Personnel system
	Training and Awareness		Personnel system
	Monitoring and Follow-up		SA8000 United Nations Global Compact
	Additional Contextual Information		

Aspect: Investment and Procurement Practices			
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening		
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken		
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained		
Aspect: Non-Discrimination			
HR4	Total number of incidents of discrimination and actions taken		
Aspect: Freedom of Association			
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights		AEON Supplier Code of Conduct SA8000 United Nations Global Compact
Aspect: Child Labor			
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor		AEON Supplier Code of Conduct SA8000 United Nations Global Compact
Aspect: Forced and Compulsory Labor			
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of forced or compulsory labor		AEON Supplier Code of Conduct SA8000 United Nations Global Compact
Aspect: Security Practices			
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations		AEON Supplier Code of Conduct SA8000 United Nations Global Compact
Aspect: Indigenous Rights			
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken		
Society			
	Disclosure(s) on Management Approach		
	Goals and Performance		
	Policy	p. 27 AEON Code of Conduct	
	Organizational Responsibility		
	Training and Awareness	p. 27 AEON Code of Conduct	
	Monitoring and Follow-up		
	Additional Contextual Information		
Social Performance Index			
Aspect: Community			
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting		
Aspect: Corruption			
SO2	Percentage and total number of business units analyzed for risks related to corruption		
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures		
SO4	Actions taken in response to incidents of corruption		

Aspect: Public Policy

SO5	Public policy positions and participation in public policy development and lobbying		
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country		

Aspect: Anti-Competitive Behavior

SO7	Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes		
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Aspect: Compliance

SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations		
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Product Responsibility

	Disclosure(s) on Management Approach		
	Goals and Performance		
	Policy		
	Organizational Responsibility		
	Training and Awareness		
	Monitoring and Follow-up		
	Additional Contextual Information		

Product Responsibility Performance Index

Aspect: Customer Health and Safety

PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures		Initiatives to utilize customer feedback in management decisions
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes		

Aspect: Product and Service Labeling

PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements		
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes		
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction		

Aspect: Marketing Communications

PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship		
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes		

Aspect: Customer Privacy

PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data		
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Aspect: Compliance

PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services		
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