

March 27, 2017
AEON CO., LTD.
AEON KYUSHU CO., LTD.



Aeon Kyushu Opens its First Employer-provided Childcare Facility in Fukuoka within Aeon Fukuoka Higashi Store on April 1

Supporting employees' smooth return to work and childcare

On April 1, Aeon Kyushu Co., Ltd. (hereinafter, Aeon Kyushu) opened an "Aeon Yumemirai (Dreams for the Future) Nursery School" within Aeon Fukuoka Higashi Store (Shime-machi, Kasuya-gun, Fukuoka Prefecture). The nursery school (hereafter, "Fukuoka Higashi Nursery") is Aeon Kyushu'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, and is the Aeon Group's first employer-provided childcare facility in Fukuoka Prefecture.

(Aeon Yumemirai Nursery School logo)



"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 10 more nationwide after obtaining approval from local municipalities or with the subsidy under the Cabinet Office's company-led type daycare project. Fukuoka Higashi Nursery is open 365 days a year including Saturdays, Sundays, national holidays and year-end/New Year holidays, from 7:30am 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 hours childcare services during early-morning or late-night hours or on holidays. The nursery is available not only to employees of Aeon Group companies, but also to tenant employees and local residents.

Since the founding of Aeon's predecessor company, JUSCO, Aeon has endeavored to be a company where human rights are respected and its diverse employees can demonstrate their potential without any discrimination based on nationality, race, gender, or academic background. As part of its efforts to promote women in the workplace, Aeon strives to emphasize corporate management that draws on diverse values across the Group in order to reach the goal of becoming the best employer for females in Japan and the company where female workers most want to work.

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 Group employees and others who are striving to balance work and childcare as well as help eliminate waiting lists for childcare services.

[Overview of Aeon Yumemirai Nursery School Fukuoka Higashi Nursery]

Address:	14-1 Beppu 2-chome, Shime-machi, Kasuya-gun, Fukuoka Prefecture
Eligible children:	1. Babies and infants of employees of Aeon Group companies and tenants in Aeon Fukuoka Higashi Store and other Aeon stores in the vicinity 2. Local babies and infants (spots available for locals)
Eligible ages:	Six months to five years
Service days:	365 days a year (including Sundays, national holidays, year-end/New Year holidays)
Service hours:	7:30 to 22:00
Maximum capacity:	12 (total, combining spots for employees and for locals)
Facility area:	106 m ² (infant room, nursery room, kitchen, bathing room, children's lavatory, others)
Established by:	AEON KYUSHU CO., LTD.
Operated by:	teno.support co., ltd.

[Reference] Aeon Group's employer-provided childcare facilities

11 Aeon Yumemirai Nursery Schools (as of March 27, 2017)

- 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)
- AEON MALL Nagoya Chaya (Established in November 2016; certified for subsidy under the Cabinet Office's company-led type daycare project)
- AEON MALL Nagakute (Established in December 2016; certified for subsidy under the Cabinet Office's company-led type daycare project)
- AEON MALL Mitouchihara (Established in December 2016; certified for subsidy under the Cabinet Office's company-led type daycare project)
- AEON MALL Shinkomatsu (Established in March 2017)

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

■ 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 the company through respecting diversity. Aeon takes initiatives to realize diversity management, using the logo displayed on the right.

