



ISETAN MITSUKOSHI HOLDINGS

September 12, 2023
Isetan Mitsukoshi Holdings Ltd.

Isetan Mitsukoshi Ltd. Obtained the highest rank (3 stars) of "Eruboshi Certification" as an excellent company based on the Act on Promotion of Women's Participation and Advancement in the Workplace.

On August 21, 2023, Isetan Mitsukoshi Ltd. received the highest 3 stars in the "Eruboshi Certification" granted by the Minister of Health, Labour and Welfare to companies that have excelled in the implementation of initiatives related to the advancement of women. This highest rank (3 stars) follows the second stage (2 stars) of the Eruboshi Certification in 2016.



【Outline of Eruboshi Certification】

In accordance with the Act on the Promotion of Women's Active Engagement in Professional Life (Act on Promotion of Women's Participation and Advancement in the Workplace), companies that have formulated and submitted General Employer Action Plans are certified by the Minister of Health, Labour and Welfare according to their stage. The third rank (3 stars) meets all five criteria for evaluation: recruitment, continuing employment, working hours etc., ratio of management position, diverse career courses, and is the highest rank of certification in the "Eruboshi Certification."

Going forward, as set forth in the mission of our corporate philosophy, "Touching people's hearts with human-driven experiences.," based on the belief that the growth of each and every employee and the maximization of the power of each individual will lead to the growth of the Isetan Mitsukoshi Group, we will strive to realize an environment that respects diverse personalities and values and that enables each and every employee to demonstrate their full potential and that enables all employees to flourish regardless of gender or time constraints.

Click here for the "Isetan Mitsukoshi Group Corporate Philosophy."

<https://www.imhds.co.jp/en/company/philosophy.html>

Click here to view the sustainability initiatives of the Isetan Mitsukoshi Group.

<https://imhds.disclosure.site/en>