To whom it may concern

October 27,2026
Isetan Mitsukoshi Holdings Ltd.

Isetan Mitsukoshi Ltd. Receives Platinum Eruboshi Certification under the Act on the Promotion of Women's Active Engagement in Professional Life

Isetan Mitsukoshi Ltd. ("Isetan Mitsukoshi"), a subsidiary of Isetan Mitsukoshi Holdings Ltd., received the Platinum Eruboshi Certification from the Minister of Health, Labour and Welfare on October 15, 2026, in recognition of its outstanding initiatives to promote women's active engagement in the workplace.



About the Platinum Eruboshi Certification

The Platinum Eruboshi Certification is the highest level of certification under the Eruboshi Certification system established pursuant to the Act on the Promotion of Women's Active Engagement in Professional Life. It is granted to companies that have already received Eruboshi Certification and have demonstrated particularly outstanding initiatives to promote women's active engagement.
To qualify for Platinum Eruboshi Certification, companies must not only achieve the targets set out in their General Employer Action Plans, but also meet high standards across five evaluation criteria: recruitment, continued employment, working hours and other work arrangements, the proportion of women in managerial positions, and diverse career paths.
Isetan Mitsukoshi received two-star Eruboshi Certification in 2016 and three-star Eruboshi Certification in 2023, and has now achieved Platinum Eruboshi Certification.

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Going forward, under the Isetan Mitsukoshi Group Corporate Philosophy and Our Mission, “Touching people’s hearts with human-driven experiences,” we will continue to pursue initiatives based on our belief that the growth of each and every employee and “Maximizing the Power of People” lead to the growth of the Isetan Mitsukoshi Group.
We will respect diverse individual qualities and values and continue working to create an environment in which each member of our diverse talent can fully demonstrate their capabilities, regardless of gender, time constraints, or other circumstances.

Isetan Mitsukoshi Group Corporate Philosophy
https://www.imhds.co.jp/en/company/philosophy.html
Isetan Mitsukoshi Group Sustainability Initiatives
https://imhds.disclosure.site/en

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