



JINS

Sustainability Report 2022

1-1-1 Shibuya Grand Bloom 30th Flr. 2-10-2,
Fujimi, Chiyoda-ku, Tokyo, 102-0071, Japan.
JINS HOLDINGS Inc. jinsholdings.com

Table of Contents

• About us	P03-
• Sustainability Vision	P08-
• Topics of 2022	P15-
• Consideration for the environment	P23-
• Improvement of working environments in the supply chain	P32-
• Dependable Products and Services	P41-
• Healthcare and Innovation	P46-
• Social Contribution	P50-
• Sound Governance	P59-

Editorial Policy

At JINS, we are working on various missions in order to change the future landscape that spreads out beyond the eyes of all people into a sustainable and better future under the vision of "Changing the future landscape through eyewear." In order to better communicate our efforts, we began publishing the JINS Sustainability Report in 2021. This report has been compiled in order to foster in-depth communication with our stakeholders, including customers, investors, business partners, local communities, and employees, and to help them better understand the sustainability initiatives and corporate stance of JINS by introducing our approach to sustainability, goals, and various missions.

Scope of Coverage of the Report

Reporting scope	In principle, the scope encompasses JINS HOLDINGS Inc. and JINS Inc. *The scope of application is stated separately if different than the above. "Group" refers to consolidated subsidiaries of the Group.
Reporting period	Generally, the subject period discloses results for the business year from September to August each year. *In case of differences, the subject period is stated separately.
References	• GRI Standards with reference • Task Force on Climate-related Financial Disclosures (TCFD) • Environmental Reporting Guidelines 2018 Please click here for the GRI Context Index.
publication	In principle, the sustainability website and the Sustainability Data Book are updated around November every year, and the Sustainability Report is published around February every year. Date of the most recent report: 28/2/2023

Website

See below for more information on sustainability at JINS.
<https://jinsholdings.com/jp/en/sustainability/>

Our Vision

Magnify Life

Our vision at **JINS** is to encourage people to change the way they view the world – to enrich their lives and unlock new experiences.

That's why we look for the unseen, create new standards, and think beyond glasses

—to **Magnify Life**



Company Profile

Trade name	JINS HOLDINGS Inc.
Tokyo Head Office	Iidabashi Grand Bloom 30th Flr., 10-2 Fujimi 2-chome, Chiyoda-ku Tokyo/ TEL 03-5275-7001
Maebashi Head Office	26-4 Kawaharamachi 2-chome, Maebashi-shi, Gunma
CEO	Hitoshi Tanaka
Founded	July 1988
Paid-in capital	3,202,475,000 Japanese Yen
Listed market securities (Code)	Tokyo Stock Exchange, Prime Market (Code #3046)
Business	Controlling and management of business activities of the company and companies of which shares are owned, along with group management related business.
Consolidated net sales	66,901 Million yen (consolidated) (as of August, 2022)
Number of employees	3,599[1,434]([Associate employees, etc.] as of August, 2022)
Domestic Companies	JINS JINSnorma Think Lab
Overseas Companies	JINS Eyewear US, Inc. JINS SHANGHAI CO., LTD. JINS SHENYANG CO., LTD./JINS BEIJING CO., LTD. JINS TAIWAN CO., LTD./ JINS Hong Kong Ltd.

— annual number of domestic sales units* Unit=10 thousand units

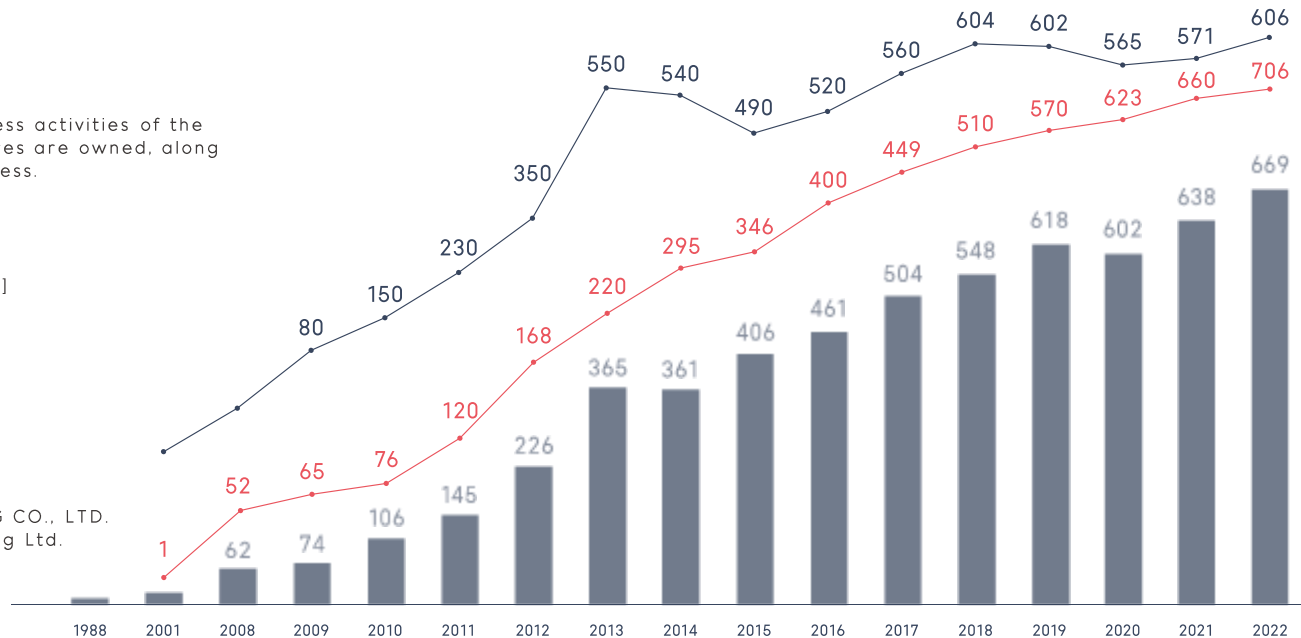
— Number of JINS stores (Including franchise stores and overseas stores)*

■ Net sales (consolidated)* Unit=100 million yen

*Number of stores: Stores in Japan and overseas franchise stores as of the end of August 2022, and overseas stores (China, North America and Taiwan) as of the end of June 2022.

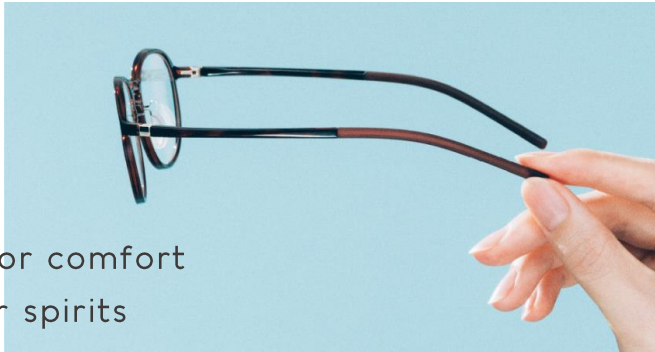
*Net sales do not include non-consolidated subsidiary or franchise store sales.

*Sales units includes only domestic in-store sales.



Product & Experience

Industry-defying eyewear and an amazing experience for all.



Airframe

Light as air for comfort
that lifts your spirits

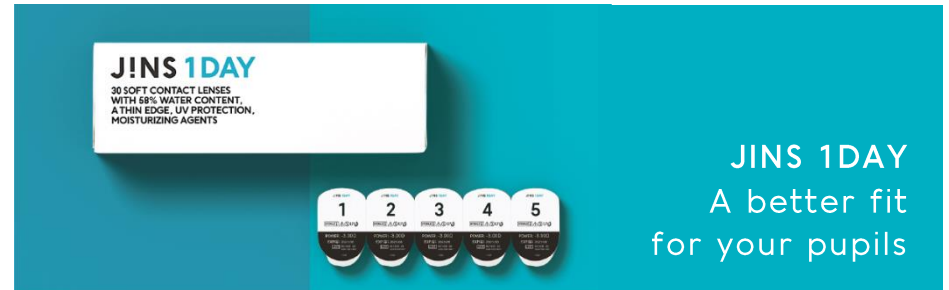
Airframes are one of JINS leading products, offering a lightweight comfort that completely overturns the conventional concept of glasses as uncomfortable and heavy. They aren't just designed to be lightweight, but also with comfort, safety, style, and cost in mind. With the launch of Airframes, we have established a new standard for lightweight glasses in Japan.



JINS SCREEN

Computer glasses with a new norm of beauty

JINS SCREEN glasses were developed for those disturbed by blue light. Their frames were designed in collaboration with product designer Jasper Morrison. Now, more than ever, people work with digital devices, so we have created designs that look great on everyone, producing a new, superb "norm."



JINS 1DAY
A better fit
for your pupils

Customers have frequently asked JINS to carry contact lenses. That's why we created JINS 1DAY. They are designed to fit the pupils, making them a pleasure to wear. They are changing the way people look at contact lenses.

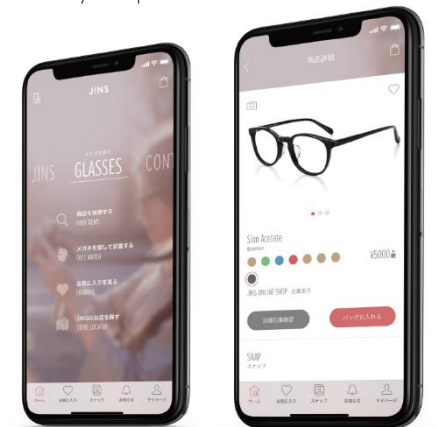
JINS APP

Making glasses more fun,
more convenient,
and more economical

We want the process of buying glasses in our stores to be an enjoyable one. That's why we have collected various services in a single app. This original app makes buying glasses more convenient and economical, with functions for managing warranties and prescription information, trying on glasses and seeing if they suit you, and providing members-only coupons.

※The JINS app recently topped 10 million downloads.* The database is further strengthened by more people using in-app services such as prescription information management and glasses suitability check. We will create a purchase experience that customers can enjoy more comfortably.

*As of December 2022



MORE THAN GOOD

Thin Aspheric Lenses, Manufactured by Industry Leaders

All JINS glasses come standard with thin aspheric lenses from the world's best-selling lens manufacturers. Aspheric lenses offer less distortion in vision and appearance than traditional spherical lenses, allowing wearers to enjoy frames of their choice regardless of their prescription.



Pursuing the ultimate in comfort and quality

To ensure comfort and quality, we have dedicated ourselves to exceptional design and developed our own parts, using carefully selected forms and materials. These efforts are all a part of our no-compromise approach. We adhere to global ISO standards, former JIS standards, and our own standards, for a total of 20 points of inspection, providing Zero-Compromise quality.



MORE THAN FAIR PRICE

The SPA business model

JINS handles all stages from planning and production to distribution and sales. This allows us to eliminate the middleman such as paying unnecessary commission and brand fees. In addition, we can incorporate customers' feedback into the products, so we can provide top-quality glasses at affordable prices.



No extra fees for stronger prescription

While most eyewear brands charge an extra fee for strong prescriptions and thin lenses, JINS does not charge extra for single vision prescriptions—not even those with strong myopia or astigmatism.



MORE THAN FAST

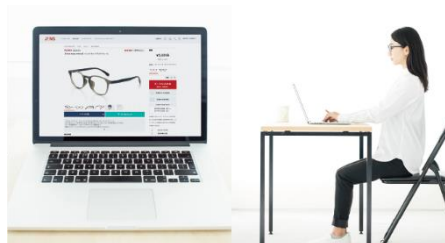
Eyewear in as little as 30 minutes

JINS efficient store operational methods make same-day delivery a reality. JINS has changed the notion of waiting weeks for your new pair of glasses. At JINS, it's just three easy steps: 1. Select your frames and take them to the counter 2. Have your eyes tested 3. Pay for your new glasses. Your glasses can be ready in as little as 30 minutes after paying. (when lenses are in stock)



Online store

The JINS online shop carries roughly 3,000 products, and ships free of charge. Delivery is fast, with many orders shipping the same day. Products can be delivered to your home or picked up at convenience stores or JINS branches. We offer various payment options to meet customers' requirements.



MORE THAN NEW

Exploring the potential of glasses through academic collaboration

Our R&D lab partners with university professors, medical experts, and other companies develop the products and services of the future. One of our most popular academic collaborations, JINS SCREEN, is being used by forward-thinking corporations, hospitals, and educational facilities.



On the search for new materials

Our Airframes were made possible thanks to the lightweight material, nylon resin TR-90. Research in new and innovative materials is necessary when creating products with new functionality. We will continue to travel the world in search of new materials and innovative ways to bring about change for the future of eyewear.



Sustainability Vision

Sustainability Vision

Changing the Future Landscape Through Eyewear

Good eyewear should “change the future landscape.” That is the belief at JINS.

The lives of people after they start wearing eyewear made by JINS, as well as all the workers involved in the industry, and ultimately the people who do not use eyewear. The future landscape that spreads out beyond the eyes of all parties will be changed into a sustainable and better one.

To this end, we are working on various missions. For example, the challenge of recyclable eyewear production to reduce environmental burdens. Coexistence with local communities and regional development, and support for children. Research on light to protect the health of the eyes and its awareness-raising activities. Manufacture of sensing devices that care not only for vision but also for body posture and mental health. And the development of medical devices that correct myopia as well as proactively prevent it.

At a time when one third of the world’s population is said to be short-sighted and the social cost due to this condition continues to increase. If the eyewear industry can make innovation happen, it will have an impact that will change the future of society as a whole.

High quality at the best price for everyone who needs it. With this desire in mind, JINS has been looking ahead to the future of society, defying conventional wisdom, and constantly taking action through eyewear since the time of its foundation, when it breathed new life into the industry’s conventional practices.

Magnify Life

Believing that the richness of humans will spread out beyond our actions.



Message



Changing the Future Landscape Through Eyewear

Infectious diseases, climate change, resource depletion, racial issues, and economic disparity. Everywhere on the planet is now facing a number of crises. These issues seem to be giving a message to us that humans must change. The vision of JINS "Magnify Life." It expresses our desire for everyone to have a more enriched and boundless life, and JINS will provide them with an opportunity for that. In order to truly realize this vision, I have always asked myself the question, "What does sustainability mean to JINS?" "Changing the Future Landscape Through Eyewear." This is a new Sustainability Statement that JINS has established. At the same time, JINS has also identified six themes that are believed to be the most significant to JINS. There are a variety of items listed in these themes, from reducing environmental burdens to consideration for the livelihood and human rights of all people involved in the supply chain. Solving social issues. It is not easy to do and will take a long time. However, we are proud of the fact that we have defied the conventional wisdom of eyewear many times and expanded its possibilities, for example, through research on light to reduce the progression of myopia and development of products that analyze the mind and body. That is why, in our approach to sustainability, we would like to take a fresh perspective and seek solutions that only JINS can provide, without being bound by conventional thinking. We would like to pursue the possibilities of eyewear and provide value to the world in turn. That's what we strongly wish to do. Can our business activities themselves be of use to society? Do our products and services contribute to solving the issues that society faces? We need to always look at ourselves with a critical eye. We would like to keep creating new standards one after another, hoping that the existence of JINS will make this world a little easier to live in and a more colorful place.

Please look forward to the future that JINS cultivates.

Hitoshi Tanaka
Founder & CEO

To Change the Future Landscape

Creating Social Value through Business

My name is Ryo Tanaka, and I have served as the director in charge of sustainability initiatives promotion at JINS HOLDINGS Inc. since March 2021. I will take a leadership role in realizing the JINS Sustainability Vision, "Changing the Future Landscape Through Eyewear." Environmental issues such as climate change and social issues such as diversity and inclusion alongside healthcare are something that defies any attempt at a quick and simple solution. However, JINS will face them with sincerity and resolutely address them with a vision and plan unconstrained by existing frameworks. We also recognize that it is important to do this through the creation of products and services with the core eyewear business of JINS as a starting point, so we would like to continue to take on the challenge of promoting sustainability in tandem with the business that only JINS can do.

Medium- to Long-term Goal and Corporate Governance

JINS is currently formulating a medium- to long-term plan that will serve as a roadmap and strengthening its sustainability promotion system, with 2030, the year of achievement of the Sustainable Development Goals (SDGs), as one of its goals. In line with establishing the goals, we are also setting Key Performance Indicators (KPI) for our promotion activities and formulating a Business Continuity Plan (BCP) for emergencies and disasters in order to respond to major changes in society. In addition to strengthening our sustainability promotion organization, we have established a new Sustainability Slogan and Statement. JINS has been challenging "new standards" in the industry since its foundation, and we would like to share with all our stakeholders our intention to look ahead to the future of society through eyewear and to continue to take action while defying the conventional wisdom. We also place importance on corporate governance to ensure that the organization is moving in the right direction. We have established corporate governance as "a mechanism to appropriately supervise the execution of business operations so that sounder, more efficient and superior management can be carried out with the aim of achieving sustainable growth and development of the company," and we will promote various measures to



supervisory function for the purpose of increasing the trust of all stakeholders and pursuing the enhancement of corporate value.

Identifying Material Factors

JINS has identified six material factors for sustainability initiatives: consideration for the environment, sound governance, dependable products and services, improvement of a working environment in the supply chain, healthcare and Innovation, and social contribution. JINS will focus on and promote them strategically in the future. These material factors have been identified based primarily on global issues such as ESG (environment, society, and governance) and SDGs, and have been developed by reviewing items with a variety of indicators including international guidelines such as the GRI Standards in consideration of their importance to JINS, its stakeholders, and the society overall. For one of the material factors, "consideration for the environment," for example, we have engaged in "recyclable eyewear production," which aims for circular recycling from plastic to plastic to reduce environmental burdens. It is said that plastic circular recycling technology is one of the most difficult recycling technologies; however, we will continue to challenge ourselves in the development of this technology in cooperation with external partners in order to change the future landscape that spreads out beyond the eyes of all people into a sustainable and better future. Furthermore, for another material factor, "healthcare and Innovation," which is closely related to eyewear, we have researched light to protect the eyes and conducted educational activities to raise awareness, as well as manufactured sensing devices that care for not only vision but also body posture and mental health. We would also like to take on the challenge of creating various innovations in the healthcare area, with eyewear as a starting point, including the development of medical devices that not only correct myopia but also proactively prevent it.

Relationships with Stakeholders

JINS is engaged in business to maximize the value it can provide to its stakeholders. To this end, we recognize the importance of listening carefully to the expectations and opinions of our stakeholders and considering the impact on the environment and society that JINS will have together as we move forward. In addition, we will contribute to all of our stakeholders and build relationships of trust and collaboration through our business itself, which is aligned with the direction of our management strategy and that of social demands. We will continue to challenge the "new standards" and deepen our relationship with our stakeholders in order to demonstrate the value of JINS to society and co-create new value, while making persistent efforts to realize a sustainable and prosperous society.

Ryo Tanaka
Executive Vice President
Director in charge of sustainability initiatives promotion

Materiality

JINS aims to create a sustainable society and enhance its corporate value by achieving its vision, Magnify Life, through its business activities. In order to ensure the sustainable survival of this society, we have identified six material factors(materiality) based on both perspectives of significance for stakeholders and the size of the impact on management at JINS. They have been identified based primarily on global issues such as ESG (environment, society, and governance) and SDGs, and have been developed by reviewing items with a variety of indicators including international guidelines such as the GRI Standards, in consideration of their importance to JINS, its stakeholders, and the survival of this society.



Consideration for the environment

- Consideration for climate change
- Circulation of natural resources
- Environmental management in the supply chain
- Promotion of biodiversity



Improvement of working environments in the supply chain

- Diversity and inclusion among employees
- Occupational health and safety of employees and health and productivity management
- Development of human resources
- Human rights in the supply chain / labor management



Dependable products and service

- Uncompromising product quality control
- Information security and privacy protection
- Reliable support for customers



Healthcare and Innovation

- Development of eyewear to protect the eyes
- New business development with the eyewear business as a starting point
- Support for eye life for all people



Social Contribution

- Coexistence with local communities and regional development
- Projects for children's futures
- Support for disaster areas and developing countries
- Promoting social diversity
- Support for cultural activities
- Initiative by overseas JINS



Sound governance

- Corporate governance
- Corporate ethics and compliance
- Risk management
- Stakeholder engagement

2050 Goals



E
A circular society that coexists with the Earth and nature

**Create circulation.
A future without consumption.**

There are a number of environmental issues on this planet, with the economic activities of humans at the root. If this is the case, can we make a change in the way people consume? We would like to address environmental issues with the attitude of challenge that is typical of JINS. First of all, to achieve carbon neutrality. To increase the ratio of renewable energy to 100% in order to achieve virtually zero CO2 emissions within the Group. At the same time, for products, to promote zero waste products and shift to 100% recyclable eyewear. Regarding the environment as well, we will continue to try to create "new standards."



S
A society in which people can live long and happy lives

**No more myopia.
Pursuit of happiness through vision.**

The number of people with myopia on this planet continues to increase, and it is said that it will reach 5 billion by 2050. To reduce myopia to zero. This is our responsibility and mission as a company that has been involved in myopia-correcting eyewear for many years. We will engage in research and development related to the control and prevention of myopia and transform our business into a service platform that will lead to zero myopia. By positioning "well-being" through vision as "well-seeing," we will not only conduct research on myopia control technology and develop eyewear that aims to improve physical and mental health but will also deliver surprises and joy to people around the world through vision by providing excellent "viewing" experiences.



S
A society in which diverse people can work under fair conditions

**Companies. Regions. The Earth.
Be a place where each and every individual can shine with different personalities.**

Gender, nationality, and disability. Each of us can live and work as we are, without our individual intentions and characteristics being disregarded. As a company on this earth, we would like to continue to contribute to such a society. To achieve this, we must first pursue the happiness of all those who work at JINS. We are committed to fair opportunities for success and respect for human rights. We aim to be an organization where the concept of diversity and inclusion permeates throughout.



G
A strong organization that will continue to grow for the next 50 years

Be an organization that nurtures good people.

To build strong governance, honesty and integrity are indispensable above all. The organization must be one that attracts, nurtures, and rewards good people. We believe that this perspective is necessary more than anything in order to respond quickly to the latest issues and to ensure high levels of risk management. A diverse and mutually respectful organization. To establish an open environment where everyone can speak frankly. This is the future where JINS should be heading.

2030

2050

Vision

2030 Goals



Sustainable development goals for JINS



Consideration for climate change

- Reduce greenhouse gas (CO2) emissions by 30% (compared with 2020/SCOPE 1+2)
- 100% renewable energy at roughly a half of stores in Japan

Circulation of natural resources

- 50% of eyewear sold to be made from sustainable materials
- Recycle 100% of demo lenses*
- Reduce waste
 - Reduce waste at the head office by 30% (compared with 2018)
 - Reduce operational waste per store by 30% (compared with 2021)
 - Reuse 30% of fixtures when renovating stores (compared with 2021)
 - Reduce product disposals and develop a reuse cycle
 - Maximize the product life cycle

Environmental management in the supply chain

- Determine the state of water resource usage and establish goals (through 2025)
- 100% legal compliance in hazardous chemical substances and wastewater management
- Develop a traceability system for the supply chain

Promotion of biodiversity

- 100% of new roadside stores to be stores in coexistence with the environment

*Demo lenses are plastic lenses fit into glasses before they are sold to prevent the frames from losing their shapes.

Development of technology, products, and services that prevent myopia from progressing

- 100% of stores to collaborate with ophthalmologists
- Put an end to the spread of myopia through development and dissemination of Violet Glasses

Promoting social diversity

- Close the gap in available product choices for men and women

Development of eyewear and associated businesses that provide new value

- Spread eyewear that visualizes and improves mental and physical conditions
- Develop eyewear that provides new value

Advocating for eye health and providing an excellent viewing experience

- Programs and activities to nurture people's eyes such as "Miru-iku" and support for the arts

Creating stores that coexist with local communities

- Promote next-generation stores that provide services in coexistence with local communities

Diversity among employees

- 30% of managers to be female
- 10% of employees in Japan to be foreign nationals
- Acquire PRIDE Index Gold
- 100% of childcare leave to be taken for both men and female
- Ratio of workers with disabilities to be 150% of the statutory minimum

Occupational health and safety and satisfying workstyles

- Zero serious incidents at Group companies in Japan
- Progressive workstyles that set examples for other companies and countries
- Abolish mandatory retirement (*mandatory retirement for certain positions to remain)

Development of human resources

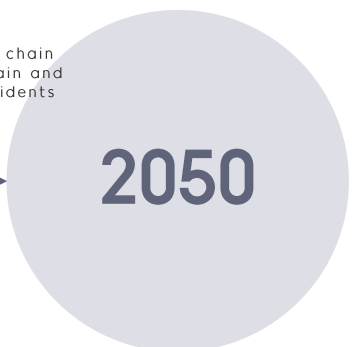
- The ratio of employees with high productivity and engagement at 25%, eNPS-30
- Create a system for supporting social contribution activities of individual employees
- Develop in-house ventures that contribute to society

Human rights in the supply chain / labor management

- Zero serious incidents in the supply chain
- Continuously monitor the supply chain and fully eliminate unfair labor and accidents

Sound governance structure

- Systems to lead the adoption of various guidelines
- Ensure diversity in the Board of Directors
 - Eight or more Directors
 - Appoint female Directors (at least three or more)
 - Increase the number of Independent Outside Directors (more than half)
 - Appoint Directors who are foreign nationals
- Zero serious incidents (such as compliance violations)
- A state in which risks are thoroughly managed



Sustainability Management



JINS established the Sustainability Promotion Committee in 2021 to strengthen the promotion of sustainability activities and to increase the transparency of initiatives.

The "Sustainability Promotion Task Force" is comprised of representatives from each business. In addition to formulating corporate strategy that considers sustainability over the medium to long term, it manages implementation of measures of each business and each Group company. With a person responsible for management within each business department, effective governance is achieved by blending corporate strategy formulated by the Task Force into department policies and plans of action.

In addition, the "Sustainability Committee" deliberates on matters proposed by the Task Force and makes resolutions. During the meetings, the External Advisory Board comprised of outside experts reflects management from an objective outside perspective, respecting the findings and advisories in response to the Task Force's consultations appropriately.

JINS has developed a system where each department can promote sustainability by making prompt and fair management decisions aimed at sustainable corporate growth.

External evaluations



The D&I Award is designed to recognize companies that are committed to diversity and inclusion. JINS was certified at the "Advanced" rank in 2021. The "Advanced" rank is given to companies assessed as "leading the promotion of D&I in Japan through advanced D&I as a role model, making wide-ranging efforts from various perspectives, while at the same time fostering an internal culture in which each employee respects D&I and is now engaged in further reforms."



A metric that evaluates initiatives focusing on sexual minorities such as LGBTQ+ in the workplace formulated by the voluntary group "work with Pride."

JINS is committed to providing a work environment in which employees with diverse values can work comfortably and maximize their individual abilities regardless of gender identity or sex orientation. To this end, we have been promoting environmental improvements based on the PRIDE Index. As of the fiscal year ended August 31, 2022, JINS was certified as Silver, and in 2030, we aim to acquire Gold, the highest rank in the PRIDE Index.



The Porter Prize is awarded to companies and businesses that have achieved and maintained high profitability in their industries by implementing unique strategies based on innovation in products, processes, and management skills. JINS won the award in 2021 for its growth by resolving customer dissatisfaction with eyewear purchases, its customer experience that integrates offline and online, and its provision of value beyond vision correction.



The DX certification system is a system to certify companies (DX-Ready) that are ready to promote DX, including the formulation of a vision and the development of strategies and systems to achieve DX in accordance with the Digital Governance Code, based on the Act on Facilitation of Information Processing. JINS was certified on April 1, 2022.

Initiatives



TCFD is a Task Force established by the Financial Stability Board (FSB) at the request of the G20 which recommends companies to disclose the items of "Governance," "Strategy," "Risk Management," and "Metrics and Targets" related to climate change risks and opportunities. JINS has implemented scenario analysis in 2022 on measures to respond to climate change. Based on this analysis, together with announcing approval of the TCFD recommendations, we disclosed the "TCFD Report" which compiles information on the risks and opportunities related to climate change impacting business based on these recommendations.

Topics of 2022



01

Symbiosis with a community in a region.

Opening Environmentally Friendly Retail Stores



JINS Aizuwakamatsu Store

The JINS Aizuwakamatsu store, which opened in April 2022, was developed as a store that would realize consideration for the environment and coexistence with the local community as our first retail store in Fukushima Prefecture's Aizuwakamatsu City, where unique urban development is underway including the smart city concept. In addition to enhancing the insulation of the exterior walls of the building and adopting double-glazed glass with special coatings on the windows, the store features high-efficiency air conditioners and ventilation equipment, and solar panels installed on the roof. In recognition of the building's ability to reduce energy consumption by 39%, this new store was awarded five stars, the highest rank among roadside stores in the eyewear industry*, in the "BELS Evaluation," in which a third-party organization evaluates the energy-saving performance of buildings. The retail store space was designed by architect Kazuya Saito, who is based in Sendai City, Miyagi Prefecture, with the concept of a "JINS Garden" connecting the community and the store. The garden, which occupies almost half of the building, is equipped with benches and dog poles where owners can tie their pets' leashes, making it easy for local people to drop by. This makes for a space that can be used in a variety of ways. The waiting area is connected to the garden, so customers can relax while looking out at the garden. In addition to evoking the exterior of the store, the wooden beams that run over the garden from the inside of the store serve as a pergola (an awning protecting from sun and snow), so the garden can be used throughout the year even in Aizuwakamatsu, where it is hot in summer and snowy in winter.

*Based on JINS research



JINS Maebashi Kojimata Store

For the JINS Maebashi Koshimata store, which opened in January 2022, we created a retail store with the theme of environmentalism and coexistence with the local community as a way to take the initiative in pioneering sustainability. This was the first time that solar panels were installed on the roof of a JINS retail store. It was built with the idea that approximately 70% of the electricity used in the store would be supplied by solar power generation, and we are also making efforts to reduce greenhouse gas emissions. In addition, the store building features a wooden construction. The interior space enveloped by trees also conveys a warm feeling to customers. Various kinds of greenery were planted on the premises to create a park-like area that enables people to walk about. The interior space was created by Kenichi Obana, an artist from Gunma Prefecture who has produced works such as "Kaze-otoko" inspired by the dry wind of Gunma. This dry Gunma wind can be felt precisely where the store is located, and we created a space where visitors can feel the characteristics of Maebashi from the sculptures of Kaze-otoko at the entrance and the Kaze-otoko painted on the walls inside. In addition, as a new initiative, we are conducting unmanned sales of various vegetables grown at JINS norma, a JINS affiliate company, which operates an agricultural business in Gunma Prefecture, with the aim of building new relationships with local customers through locally grown produce.



First Application of Sustainable Material G850

Based on the concept of “designing eyeglasses starting with their essential qualities,” JINS Design Project has been collaborating with world-class designers since 2017. We offer well-designed glasses at an affordable price, and have received a strong response. For the sixth installment we collaborated with Patricia Urquiola, who has garnered attention as an architect, designer, and art director of Cassina, an Italian company renowned in the design world. For this collaboration she consistently focused on “sustainability.” The concept that was born out of our collaboration is “HILO” (Spanish for thread). A single thread, a continuing line, something that is connected by a certain flow. It symbolizes an awareness of and actions taken for the future, and this philosophy is reflected not only in the design but also in the materials. After more than a year of testing practical applications, we were able to use Arkema’s “Rilsan® Clear G850 Rnew®,” which contains castor oil obtained from inedible castor seeds—the first such application at JINS. Without making a trade-off between aesthetics and strength, which is also an issue for sustainable products, we have achieved the beauty of Patricia’s unique coloring while also realizing a product that boasts durability and flexibility. At JINS, we aim to use sustainable materials in 50% of eyewear sales by 2030, and as part of this goal, we plan to expand the use of biomass plastics such as G850 in future eyewear products.

02

Global, sustainable, genderless.

Promoting the Cycle of Natural Resources

Revamping Retail Staff Uniforms with original fabric made using chemically recycled thread from used plastic bottles

For the first time in four years—the last being in 2018—we decided to revamp the uniforms of our retail store staff. In order to let customers feel a sense of security and trust, we planned the uniform designs with an emphasis on trendy style and sustainability, with the precondition of making uniforms that give off a sense of freshness and elegance. The standard uniform for spring and summer is the same for all genders, featuring two types of shirts with different collar shapes, incorporating genderless designs and sizes. Coats and jackets were also adopted for the autumn and winter uniforms. For the spring/summer shirts, we used thread made by chemically recycling used plastic bottles as the warp thread (vertical thread) and regular polyester thread with water absorption and quick-drying qualities as the weft thread (horizontal thread) to create an original fabric with excellent water absorption and quick-drying properties, which is comfortable to wear and wrinkle-resistant. As a result, the material used is 100% polyester, of which 54% is recycled, achieving a fabric that is both functional and environmentally friendly. This time, we chose four original colors for the uniform shirts. We chose colors that evoke intelligence and calm, and in addition to navy for regular store shirts, for three stores in major cities we used differing colors that match the image of the city: blue for Shibuya, olive for Harajuku, and gray for the Kyoto Teramachi-dori store. Uniforms that will no longer be worn are separated by material and component, and reused for recycled polyester, materials for automobile interiors, and the plastics recycling process using coke ovens with chemical raw materials. In addition, we collect and recycle all old uniforms, and strive to thoroughly promote the cycle of natural resources.



03

Pioneering the industry, aiming to have staff with the national qualification in all stores.

Establishment of JINS Academy



March 2022 marked the launch of Japan's first eyeglass-related national certification, the "national qualification of comprehensive eyewear expert." This is a national qualification that aims to improve knowledge and skills in order for eyeglass makers to collaborate with ophthalmologists to provide better eyeglasses for consumers in order to realize both "appropriate diagnosis and treatment" and "appropriate eyeglass manufacturing" in response to consumers' needs, which are diversifying and becoming more sophisticated. This qualification makes it possible to objectively evaluate skills via a common industry "yardstick," enabling customers to purchase eyeglasses with greater peace of mind.

In response to this, we established JINS Academy, an internal training institution for employees to acquire the "national qualification of comprehensive eyewear expert," with the aim of providing services that customers can use with even more peace of mind and a high degree of satisfaction, as well as to promote diversity and inclusion by enabling skilled personnel to expand the fields in which they work. The Academy aims to have a total of 150 employees acquire the national qualification by the end of 2023 and a total of 500 employees by the end of 2024. In addition, a system has been launched to support the cost of attending an external optician vocational school for employees such as trainers who are in charge of education and training for employees. With these two beneficial support systems for acquiring qualifications, we will provide a high level of service to our customers and promote the realization of a sustainable company and society.

At JINS, we have set the sustainability goal of "Companies, Regions, The Earth. Be a place where each and every individual can shine with different personalities," as a milestone for 2050. In addition to having already introduced uniform wages for full-time employees, we have worked to enhance treatment and support employees' career advancement, such as by actively promoting fixed-term employees to full-time employees. Furthermore, as part of these efforts, and in response to the Japanese government's policies on regional revitalization and remedying extreme crowding in Tokyo, we have revised the base hourly wage for associate and part-time employees in order to eliminate regional income disparities. From September 2022, we revised the base hourly wages*2 of associate employees*1 and part-time employees working in all 47 prefectures, making wages uniform at the Tokyo standard of pay. We were the first company in the eyewear industry to have national uniform wages at a Tokyo standard, and this is almost unprecedented in terms of retail businesses that operate nationwide. By increasing the number of people who work and live in their own way in the regions where they were born and raised or in the cities of their choosing at Tokyo-level salaries, we aim to contribute to regional economies and to further revitalize various regions throughout Japan.

*1: An associate employee is employees with a fixed term of six months or no fixed term of employment contract

*2: Base hourly wage is the minimum hourly wage for all JINS associate and part-time employees. Allowances based on the employee's skills are added to determine the actual payment amount.

*3: Based on JINS research

A boost for local economies from JINS.

Zero Regional Disparities in Base Hourly Pay for Associate and Part-time Employees. First in the Industry!

04





05

Earnestly addressing issues faced by local communities as a private company

Establishment of the Community Symbiosis Business Department

Hitoshi Tanaka, CEO of JINS, has been involved in contributing to the community in his hometown of Maebashi City, Gunma Prefecture for many years as part of his own life's work. He established the Tanaka Hitoshi Foundation as a part of these efforts. In addition to holding the Gunma Innovation Award every year since 2013 in collaboration with a local newspaper to heighten the standing of entrepreneurs and to support entrepreneurship, the foundation also opened the Gunma Innovation School, a free business school for the development of entrepreneurs. In 2015, the foundation established the Maebashi Vision Executive Committee as a public-private co-creation project, and formulated a vision for urban development while taking into account citizens' opinions. Additionally, in 2020, the foundation renovated and reopened the long-established Maebashi traditional inn Shiroiya Ryokan, which has a history of 300 years, as a new art hotel named SHIROIYA HOTEL. Now, two years after its opening, it has received generous support both in Japan and internationally, including winning "The Best New Hotel in Japan 2021" at the International Travel Awards, a globally renowned award program, and has taken root in the community as a new landmark of Maebashi.

In order for JINS to put the knowledge gained from Tanaka's individual efforts into practice as a company, we have positioned coexistence with local communities as a key perspective for sustainability. In addition to including "the realization of retail stores that coexist with local communities" in our goals for 2030, we established the Community Symbiosis Business Department in September of last year as an organization that paves the way for growth together with local communities, for example by working to make our nationwide retail stores places that create community by taking on issues faced by each region.

We established three components of the Community Symbiosis Business Department: the Norma Business Office, the Food & Beverage Business Group, and the Event Management Group. The Norma Business Office supports the operation of JINS norma, a special subsidiary of JINS, which is engaged in agricultural business in Gunma Prefecture. We aim to not only to support the social independence of people with disabilities but also to reduce the amount of abandoned farmland—which is increasing due to the shortage of workers—through new agricultural management in which people with and without disabilities work together.

The Food & Beverage Business Group conducts planning and operates the new bakery café brand "Everypan" in "JINS PARK" in Maebashi City, Gunma Prefecture, which opened in April 2021.

The Event Management Group interacts with local residents and plans and manages events in collaboration with creators active in the community. At the "HOLIDAY MARKET" held at JINS PARK in December last year, many people visited the event due to the popularity of local craft artists, as well as the wide variety of food booths, and vegetable sales. In addition, the "Art Workshop," which aims to provide local children with a new "seeing experience" through art, has been held at JINS PARK and in Okazaki with local artists. This initiative enables us to provide children with new experiences.



In recent years, as the increase in myopia in children has become an issue in society, research*1 has reported that "children who spend time playing outdoors are less likely to develop myopia or have less myopia progression," and it is recommended to "play outside for two hours a day if possible" as one way to prevent myopia that can be adopted in daily life.*2 However, looking at the environment children are placed in, it is said that there are few opportunities for them to experience the joy of playing outside and that in many areas the number of places where they can play safely are decreasing, highlighting the need to review children's living environments.

Therefore, in March 2021, as a part of our "Miruiku" activities for the visual development of children who will shape the future, JINS launched the "Play More Outdoors Project" to support outdoor play as an initiative to give back to the creation of a sustainable society by utilizing revenue from shopping bags, which customers must now pay for as part of environmental protection measures. In the first phase of the project, we focused on creating a play car to create an outdoor play place in squares and open spaces. In Setagaya Ward, which has the largest population of children (under 18 years old) in Tokyo*3 we donated a "JINS Miruiku Play Car" featuring an original JINS design to Playpark Setagaya, a certified NPO via which citizens have long protected and developed children's outdoor play areas.

The car body uses an original design drawn by Philippine-based illustrator Blok (Mark Magnaye). It vividly depicts popular children's games, traditional Japanese games, and a fantastical depiction of a child wearing glasses. Inside the car, in addition to a variety of toys owned by Playpark Setagaya, there are JINS original "Big Miruiku Karuta," and signs for play car activities painted by children at a workshop held in June 2022. In addition, demo lenses*4 that were going to be discarded at the JINS Futako Tamagawa Rise S.C. store in Setagaya Ward were also reused as toys. This idea was created through a dialogue with Playpark Setagaya, and we plan to use the lenses as something for children to play with, for example by painting them, cutting holes in them, or wearing them.

In the future, this play car will be owned by Playpark Setagaya and will be used for activities to create opportunities for outdoor play, such as regular visits to Tamagawa Nogecho Park and Futako Tamagawa Park. Through this project, JINS will continue to convey the importance of outdoor play and support the creation of opportunities and play places where children can play outside with peace of mind.

*1 Lisa A Jones, et al. Invest Ophthalmol Vis Sci . 2007 Aug

*2 Source: Myopia Study Group, "7 items for preventing the progression of myopia in schoolchildren"

*3 Source: 2015 National Census, Tokyo Ward Municipalities, Towns and Towns Report

*4 Plastic lenses used for glasses on store shelves to prevent the frames from losing their shape.



06

Aiming for a world without myopia.

“Play More Outdoors Project” Phase 1: Donating a Play Car





08 Responding to various environmental scenarios that await in the future.

Publication of a TCFD Report

In November 2022, JINS HOLDINGS Inc. expressed its support for the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and conducted scenario analysis to address climate change. We have published a TCFD Report, which compiles information on risks and opportunities posed by climate change that impact our business based on the recommendations.



Information disclosure based on TCFD recommendations



JINS established the Sustainability Promotion Committee in 2021 to strengthen the promotion of sustainability activities and to increase the transparency of initiatives.

The "Sustainability Promotion Task Force" is comprised of representatives from each business. In addition to formulating corporate strategy that considers sustainability over the medium to long term, it manages implementation of measures of each business and each Group company. With a person responsible for management within each business department, effective governance is achieved by blending corporate strategy formulated by the Task Force into department policies and plans of action.

In addition, the "Sustainability Committee" deliberates on matters proposed by the Task Force and makes resolutions. During the meetings, the External Advisory Board comprised of outside experts reflects management from an objective outside perspective, respecting the findings and advisories in response to the Task Force's consultations appropriately.

JINS has developed a system where each department can promote sustainability by making prompt and fair management decisions aimed at sustainable corporate growth.

07 Stronger drive for sustainability

Development of Sustainability Promotion System

Our Materiality



Consideration for the environment

Consideration for climate change

- Responses to climate change
- Reductions in CO2 emissions
- Switching to renewable energy
- Main initiatives

Circulation of natural resources

- Policy on circulation of natural resources
- Switching to sustainable materials for products
- Waste reduction and recycling
- Main initiatives

Environmental management in the supply chain

- Policy on management in the supply chain
- Management of chemical substances
- Water resource usage
- Inspection and monitoring of the supply chain
- Main initiatives

Promotion of biodiversity

- Biodiversity policy
- Stores in coexistence with the environment
- Main initiatives



Consideration for the environment

Consideration for climate change

Policy

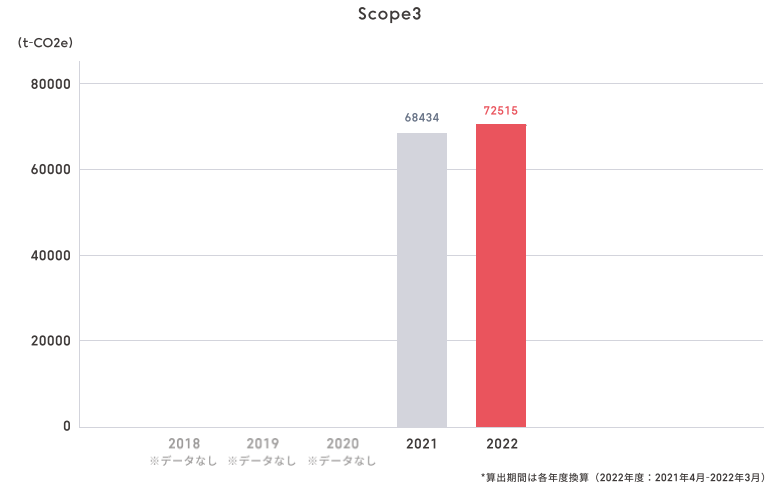
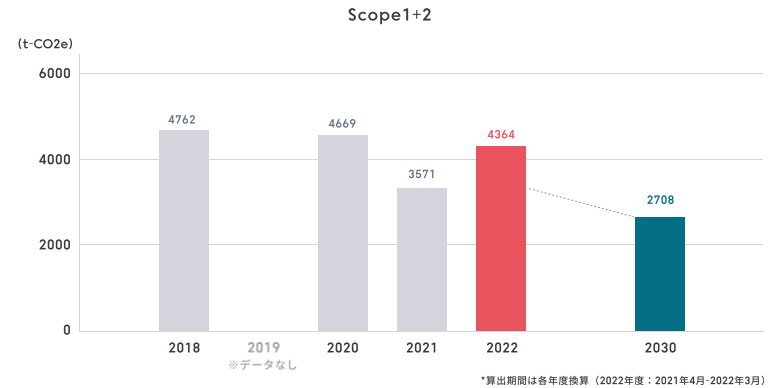
Policy for Responding to Climate Change

JINS, as a leading company of the eyewear industry in Japan, will promote reductions in greenhouse gas emissions across the entire supply chain, as it agrees with policies for realizing a decarbonized society by 2050 which have been set by the Paris Agreement and the Japanese government.

JINS will take proactive actions from the aspect of both risks and business opportunities as responses to climate change and create new value by contributing to solving environmental issues to become a company trusted by society and stakeholders. In addition, JINS has been taking step-by-step measures against greenhouse gas emissions across the entire supply chain (Scope 3), not to mention direct responses to greenhouse gas emissions (Scope 1 and 2). In this way, JINS is making efforts to achieve the Goals for 2030 successfully.

Medium-term Goals for 2030 and Progress

Reductions in Greenhouse Gas (CO2) Emissions

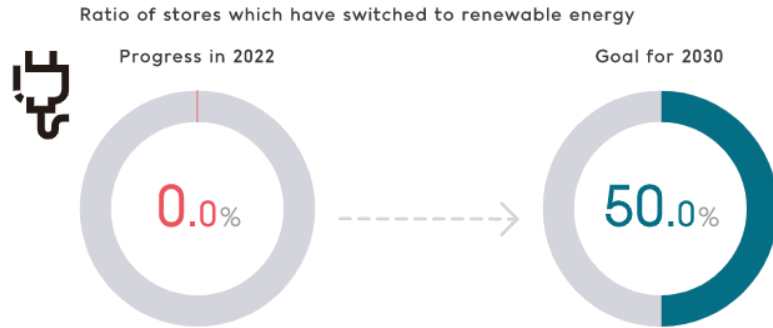


In order to achieve virtual carbon neutrality by 2050, JINS has established a goal to reduce greenhouse gas emissions 30% by 2030 (Scope 1,2/ compared with 2020). Additionally, starting from 2022, we calculated and released emissions for Scope 3. We will set reduction targets for Scope 3 by 2023, and discuss measures to reduce emissions, including switching to renewable energy sources.

Consideration for the environment — Consideration for climate change

Medium-term Goals for 2030 and Progress

Switching to Renewable Energy in Stores



In order to virtually achieve carbon neutrality by 2050, JINS has established a goal of reducing greenhouse gas emissions by 30% (Scope 1 and 2/compared with 2020) by 2030. As concrete measures to achieve this goal, we will promote the switch to renewable energy sources for electricity at our stores in Japan, and at the same time, we will comprehensively promote the efficient use of energy by reducing electricity consumption at stores and optimizing logistics.

Initiatives to Achieve Goals

CO2 Emissions Reduction through the Use of Renewable Energy Sources for Electricity



Among the stores JINS operates, JINS aims to switch to 100% renewable energy at roadside stores where it has a direct contract with the power company at an early stage by purchasing renewable energy power from the power company and installing solar power generation equipment, etc. For other stores, we will cooperate with facility management companies to switch to renewable energy, aiming to convert electricity in all stores to renewable energy in the future.

Production of Recyclable Eyewear Products



In May 2021, as the first step in our recyclable eyewear initiatives for 2050, we launched a new line of classic and refined design frames, "CLASSIC," as part of our sunglasses brand JINS&SUN, using highly biodegradable bioplastic materials. These products use M49, a plant-based bioplastic that has a higher degree of biodegradation by microorganisms than ordinary plastics. M49 was developed by long-established Italian eyewear materials manufacturer Mazzucchelli 1849 S.p.A., which has fans all over the world for producing high quality and beautiful materials, and it is a high-quality material that is not only environmentally friendly but also aesthetically pleasing with its beautiful luster, transparency, pleasant touch, and smooth surface. While combining these environmental considerations with quality, we have set prices that are accessible by customers of all ages. To ensure that our customers can use our products for a long time, we have adopted a special structure that can be maintained and used for a long time, and a classic and timeless design.

Energy Reduction with No Dress Code



There is no specific dress code for employees working at headquarters, and they can work in whatever clothing suits the outside temperature. In addition, JINS is actively adopting the Cool Biz concept, which encourages people to dress lightly during the hot season, and the Warm Biz concept, which encourages people to optimize their clothing to avoid relying on heating during the winter, recommended by the Ministry of the Environment. By allowing our employees to wear whatever they wish, we aim to foster a more creative workplace that values individuality.

CO2 Emissions Reduction through the Use of LED Lighting in Stores



JINS is promoting the use of LED lighting in its stores with the aim of producing environmentally friendly stores. More than 90% of our stores currently use LED lighting, and we are planning to switch to LED lighting in all of our stores within a year (as of April 2021). As LED lighting has a longer product life and consumes less energy than ordinary lighting, we actively use it as lighting with low environmental burdens.

Consideration for the environment — Consideration for climate change

Medium-term Goals for 2030 and Progress

Development of Environmentally-Friendly Stores



"JINS Maebashi Kojimata" was opened in January 2022 with the aim of becoming a pioneer in promoting sustainability by being environmentally conscious and building new relationships with the local community. Solar panels are installed on the roof of the store, a first for a JINS store. It is expected that approximately 70% of the electricity used at the store can be supplied by solar power generation, thereby reducing greenhouse gas emissions.



In Aizuwakamatsu City, Fukushima Prefecture, where the Smart City Concept and other unique urban development projects are underway, "JINS Aizuwakamatsu" opened in April 2022 as a roadside store that achieves environmental friendliness and coexistence with the community. The outside walls of the store are insulated to improve thermal insulation and the windows are double-glazed with a special coating. In addition, high-efficiency air conditioning and ventilation systems were installed, and solar panels were installed on the roof. As a result of these improvements in energy conservation performance, the building's energy consumption was recognized as 39% lower in the "BELS evaluation," an evaluation of a building's energy conservation performance by a third-party organization, and the store became the first street-level store in the eyewear industry to receive the highest rank of five stars (*).

(*) Based on our own research

Adoption of environmentally-friendly store fixtures



Some JINS stores are actively using domestic wood for fixtures to reduce their carbon footprints and contribute to local communities. For example, JINS Namba Parks uses small diameter wood, which has few uses, for the fixtures and JINS Yume Town Saga uses cypress wood from Saga Prefecture.



At JINS Fuji Iriyamase opened in September 2022, the "PANECO®" recycled board made of circular materials was used in fixtures. No longer needed at JINS throughout Japan, the wood of approximately 46 store shelves and clothing, etc., slated for disposal were used as material and were newly remade as some of the six store shelves and service counters at JINS Fuji Iriyamase.

We plan to proactively use fixtures and building material with environmental consideration when opening new stores in the future.

We are planning to use more environmentally friendly fixtures and building materials when constructing and opening new stores in the future.

Fuel Reduction through Decentralization of Distribution Bases

In September 2021, JINS started operation of the Osaka Warehouse as a new distribution base for the purpose of BCP measures and reduction of greenhouse gas emissions in line with business expansion. Having two distribution bases, one in Kanto and the other in Kansai, not only functions as a risk management system against natural disasters, but also significantly reduces the distance and time required to deliver products from warehouses to stores. As a result, we expect to reduce CO2 emissions by approximately 20% per year compared to the distribution system using only one base.

Reduction of CO2 emissions by improving distribution systems

In April 2022, JINS improved its product distribution system from two distribution bases in Japan to JINS stores nationwide. The frequency and volume of product shipments were reviewed according to the scale of sales at each store and optimized to reduce the overall number of shipments without causing product shortages. As a result, the number of product shipments was reduced by approximately 35%, which is expected to reduce CO2 emissions by approximately 15% compared to 2019.

Consideration for the environment

Circulation of Natural Resources

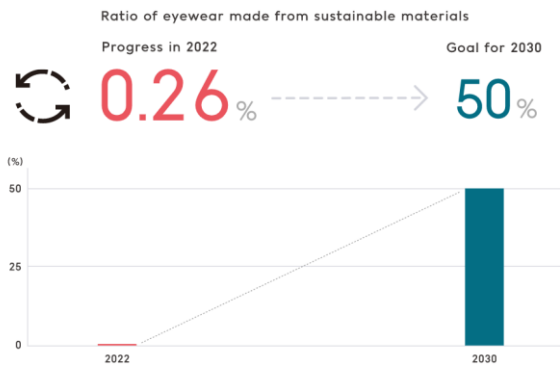
Policy

Policy on circulation of natural resources

Under the thought that JINS, as a manufacturer of eyewear using a large volume of plastic as a material, must take the lead in the industry for switching to plastic-free and sustainable materials, it will promote shifting to zero waste products and 100% recyclable eyewear with goals for 2050 to realize resource circulation across the entire supply chain from procurement of raw materials to production, distribution, sales and disposal/collection. Also, the medium-term goals for 2030 include making 50% of eyewear sold from sustainable materials, recycling 100% of demo lenses and reducing various waste and JINS will make efforts to save resources further by researching and developing sustainable eyewear, switching raw materials and reducing waste as much as possible.

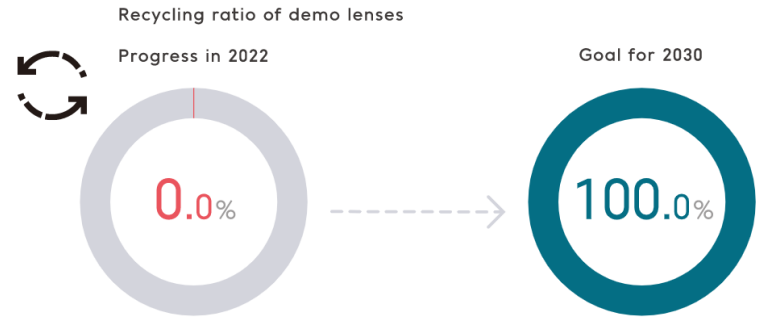
Medium-term Goals for 2030 and Progress

Switching to Eyewear Made from Sustainable Materials



By 2030, JINS aims to have 50% of eyewear sold to be made from sustainable materials. To this end, we will develop and deploy new eyewear based on two major material conversions. One is the planning and production of recyclable eyewear, which we are working on with JEPLAN, INC., aiming to turn eyewear that has been disposed of in the past into a complete circulation system of production, sales, collection, and reproduction. Another is the utilization of biomaterials. By promoting the use of biomaterials in new products and the replacement of materials for existing products, we will strive to create environmentally friendly and sustainable eyewear.

Recycling of Demo Lenses



In order to prevent frames from losing their shapes, plastic lenses called "demo lenses" are fit into eyewear during production. However, since these lenses are disposed of in exchange for real lenses when sold to customers, they have become a major source of waste in eyewear sales. Therefore, JINS has established a goal of 100% recycling for demo lenses by 2030, and as of the year ended 2022, we are experimenting and verifying materials to achieve this goal.

Reducing Various Waste and Recycling



JINS makes efforts to reduce waste with goals for 2050 to realize resource circulation across the entire supply chain. As a milestone, we aim to achieve a 30% reduction in waste generated from the operations of the head office and each store by 2030. In addition, we have already achieved a 30% recycling ratio of fixtures when renovating stores and a 100% recycling rate (resource recovery) for logistics packaging materials, which were goals for 2030.

Consideration for the environment — Circulation of Natural Resources

Initiatives to Achieve Goals

Production of Recyclable Eyewear Products



In May 2021, as the first step in our recyclable eyewear initiatives for 2050, we launched a new line of classic and refined design frames, "CLASSIC," as part of our sunglasses brand JINS&SUN, using highly biodegradable bioplastic materials. These products use M49, a plant-based bioplastic that has a higher degree of biodegradation by microorganisms than ordinary plastics. M49 was developed by long-established Italian eyewear materials manufacturer Mazzucchelli 1849 S.p.A., which has fans all over the world for producing high quality and beautiful materials, and it is a high-quality material that is not only environmentally friendly but also aesthetically pleasing with its beautiful luster, transparency, pleasant touch, and smooth surface. While combining these environmental considerations with quality, we have set prices that are accessible by customers of all ages.

Green Bond Investment in JEPLAN, INC.



To ensure that our customers can use our products for a long time, we have adopted a special structure that can be maintained and used for a long time, and a classic and timeless design.

As the sixth product in the JINS Design Project, "HILO JINS x Patricia Urquiola" was developed in collaboration with Patricia Urquiola, a Milan-based designer who is active worldwide, as a sustainable product based on the concept of "HILO," meaning "thread." After more than a year of practical application testing, "Rilsan® Clear G850 Rnew®" by Arkema K.K., which contains castor oil obtained from castor seeds, a non-edible crop, is used as the material. Without making the trade-off between aesthetics and strength, which is one of the challenges for sustainable products, this collection combines durability and flexibility while achieving Patricia's signature beauty of color.



"HILO" JINS Design Project # 06
Patricia Urquiola

JEPLAN, INC. has been working to realize a circular society through activities that connect companies and consumers who want to recycle, the development and manufacture of recycled fibers, and recycling consulting since its establishment in 2007. JINS has joined the Bring Pla-Plus Project run by JEPLAN, INC. with the cooperation of the Ministry of the Environment since its year of inception 2012, and worked on recycling unneeded old plastic glasses into energy sources. In January 2020, we acquired common stock of JEPLAN, INC. via a capital increase through a third-party share issuance. We have taken this opportunity to promote eyewear recycling activities.

Collection of Unneeded Glasses and Recycling BRING PLA-PLUS Project



As a company with the highest sales volume for eyewear in Japan, JINS is addressing with the eyewear recycling program. JINS has joined the BRING PLA-PLUS Project run by JEPLAN, INC. since its year of inception 2012, and worked on recycling unneeded old plastic glasses into energy sources. Also, JINS formed a capital alliance with JEPLAN, INC. in 2020. From now on, JINS will further utilize the technological capabilities and knowledge of both companies to promote eyewear sustainability by working toward eyewear recycling campaigns and manufacturing of circulating recycled eyewear.

Shift to Recycled Paper Eyeglasses Cases



As a company with the highest sales volume for eyewear in Japan, JINS is striving to introduce eyeglasses cases with low environmental burdens. We are currently working on prototype eyeglasses cases that utilize recycled paper and are conducting trials at actual stores with the aim of rolling them out nationwide (as of April 2021). In addition to eyeglasses cases, we will increase our eco-friendly initiatives in accessories and shopping bags.

Shift to Recycled Paper Shopping Bags



JINS had been using shopping bags with maximum consideration for the environment, which have obtained a total of seven environmental certifications; however, in order to use shopping bags only for customers who need them and to make effective use of resources, all stores have started charging for them (with some exceptions). Furthermore, revenue from shopping bags is used in the "Play More Outdoors Project" as a means of giving back to the creation of a sustainable society.

Conversion to eco-friendly eyeglass cloth

JINS will gradually switch to the use of eco-friendly materials in its eyeglass cloth, which are provided free of charge to customers who purchase its products, starting in August 2022. Conventional eyeglass cloth materials were made from 100% petroleum-derived raw materials. While maintaining its superior cleaning performance, eco-friendly eyeglass cloth uses approximately 60% recycled fiber made from clean plastic bottles collected and sorted by local governments and stores in Japan. In addition, the newly introduced eco-friendly eyeglass cloth is not dyed, but uses fabrics that retain the color of the original material. This is expected to reduce the amount of water resources used for conventional dyeing by approximately 1,200 tons per year.

Consideration for the environment — Circulation of Natural Resources

Initiatives to Achieve Goals

Store staff uniforms made of recyclable materials



In July 2022, JINS renewed the uniforms of store staff and is using uniforms made of recyclable materials at all stores in Japan. For the spring/summer shirts, original fabrics with excellent water absorbency and quick-drying properties that are comfortable to wear and wrinkle-resistant are produced by using threads made from chemically recycled used PET bottles for the warp and regular polyester threads with water absorbency and quick-drying properties for the weft. Although the material used is 100% polyester, 54% of it is recycled material, achieving both functionality and environmental friendliness. The uniforms that are no longer worn are separated by material and parts and reused as recycled polyester, automobile interior materials, and plastics recycled by the coke oven chemical feedstock method. Also, all old uniforms are being collected and recycled, and thorough efforts will be made to recycle natural resources.

Product Development Using Cardboard Materials



Think Lab HOME, with the concept of "A personal workspace like no other," is a deep think (concentration) desk for home use.

modeled after the concentration booth of Think Lab, a solo workspace for a single person. Based on the findings from Think Lab's research on concentration to date, we have paid close attention to details such as the size of the booths and the height of the partitions, making it possible to divide the home into a place for living and a place for working, even if space is limited. The booth is made of sustainable materials including 99% environmentally friendly recycled paper and wood fiber to reduce environmental burdens. Minimizing the use of metal and plastic, it uses special cardboard materials and the like with superior strength and durability.

Quality and Design for Long-term Use



In order to reduce environmental burdens, it is necessary to extend products' life cycle, and JINS has collaborated with world-class designers to create universal and timeless designs that can be used by customers for a long time. In addition to frames, JINS offers a wide range of high-quality and high-performance lenses to ensure both comfort and long-lasting quality. Not only do we provide proper eye examinations at the time of purchase, but we also offer maintenance services after purchase. Through these activities, we use less raw materials for manufacturing and contribute to environmental burden reduction.

Reducing waste by introducing an AI-based future-proof management system

In order to reduce product shortages and waste due to excess inventory, we have been operating a future-proof management system using the "AI Powered Management Cockpit," an AI-based management decision support solution provided by Accenture Japan Ltd. since February 2022. In the trial operation of over a little more than a year, it was confirmed that sales losses (missed sales) due to product shortages were reduced by approximately 65% (gross profit basis; compared to 2019), and disposal losses were reduced by approximately 10% (including disposal and revaluation losses; compared to 2019). (*Results of comparisons with past results. These are overall effects, not only measures in question.) Through trial operations, we established a customized proprietary system that combines AI and human empirical rules and also reflects verification results. We are working to improve the accuracy of the system with a view to utilizing it in future overseas operations.

Consideration for the environment

Environmental Management in the Supply Chain

Policy

Policy on Management in the Supply Chain (Chemical Substances and Water Resources)

JINS has introduced the SPA model where product planning to manufacturing and sales are carried out in an integrated manner and considers improvement in environmental management across the entire supply chain to be important for sustainable environmental preservation. Accordingly, JINS conducts continuous monitoring and provides instructions for improvement to suppliers to which JINS outsources eyewear manufacturing to promote actions with them for reducing environmental burdens. For management of hazardous chemical substances and water resources, in particular, JINS currently thoroughly complies with laws and regulations in each country and, to keep complying with such laws and regulations, will manage manufacturing conditions of each factory. As waste and water resources are global important issues, JINS will strengthen measures for minimizing risks in business operations through thorough management in both upstream and downstream of the supply chain.

Medium-term Goals for 2030 and Progress

Legal Compliance in Hazardous Chemical Substances

 **100%** (Goal already achieved)
*Results for the year 2022

JINS has achieved 100% legal compliance in hazardous chemical substances management. Through our own regular inspections of suppliers, we ensure that all of our suppliers are manufacturing in compliance with the standards set by each country. We will continue to conduct monitoring of our suppliers and provide them with instructions on operational improvements to continue to achieve a 100% compliance ratio.

Development of a Traceability System for the Supply Chain

JINS is striving to develop a traceability system for production in order to continue to use sustainable materials that are safe and secure for the human body and do not involve unfair labor or environmental destruction. Currently, a specialized department within the company conducts inspections of materials at the time of manufacturing new products and when changing materials in existing products. In the future, we will expand the scope of inspections and develop a system that enables us to inspect even the most upstream of material procurement.

Determining the State of Water Resource Usage and Establishing Goals

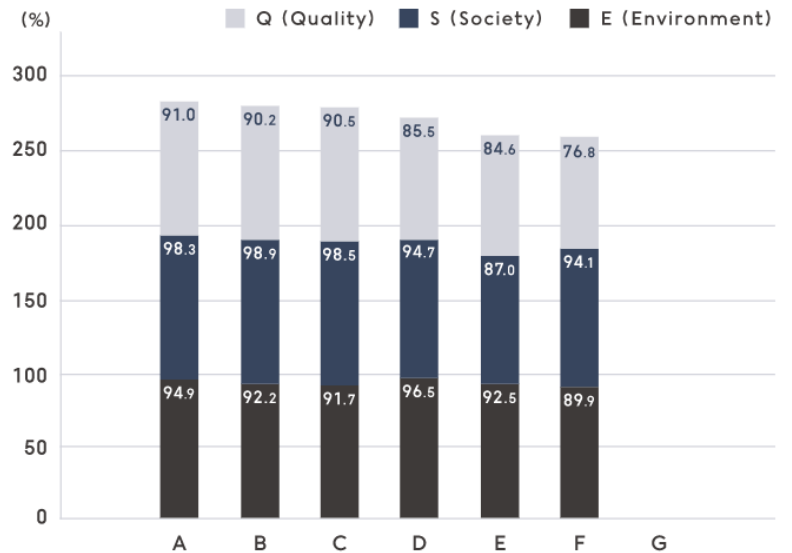
JINS recognizes that the sustainable use of water resources is one of the most important considerations in business activities. In order to achieve this goal, we aim to determine the amount of water resources used and establish goals for resource conservation by 2025.

Initiatives to Achieve Goals

Preliminary Inspection and Monitoring of the Supply Chain



JINS conducts a regular monitoring of its suppliers through its own ESG evaluation program. After self-evaluation by the factories based a check sheet, persons in charge at JINS visit the factories. JINS also inspects and scores the factories, and works with them to make improvements if necessary. We also conduct a similar inspection of new factories before signing contracts, checking each item and screening business partners to select those with more appropriate environmental management.



*Assessment period: November 2022 to January
*Created based on assessment results by SGS-CSTC Standards Technical Services CO., LTD.
*For the company G, the evaluation is underway.

Consideration for the environment

Promotion of Biodiversity

Policy

Biodiversity Policy

Based on the recognition that the natural environment and biodiversity are important foundations for a future sustainable society, JINS is promoting actions toward their preservation. From both aspects of business activities and regional contribution, as actions for preserving the beautiful earth where every creature lives in a good balance and humans and nature coexist in a harmony, JINS will perform various efforts for achieving the goal of making all roadside stores to be opened by 2030 those in coexistence with the environment for which various environmentally-friendly measures are taken.

Medium-term Goals for 2030 and Progress

Environmentally-friendly Stores

Ratio of new roadside stores in coexistence with the environment

Progress in 2022

24%

Goal for 2030

100%

JINS will aim to make all roadside stores to be opened in the future those in coexistence with the environment as described below and proceed with construction and operation in accordance with the definition.

■ Preservation of the global environment

Since buildings use a lot of resources and energy during construction and continue to be used for decades, we aim to reduce environmental burdens of buildings by improving their energy efficiency and promoting the use of natural energy.

■ Harmony with the surrounding environment

We aim to create a comfortable and attractive retail space for customers by designing in accordance with the local climate. We understand local ecosystems and contribute to the formation of streetscapes through planting designs that are in harmony with the local environment.

■ Coexistence with local communities

We aim to create stores that coexist with the local community and customers by promoting local production for local consumption, working with the local artists and actively incorporating local resources and craftwork.

Initiatives to Achieve Goals

Development of Environmentally-Friendly Stores



In Aizuwakamatsu City, Fukushima Prefecture, where the Smart City Concept and other unique urban development projects are underway, "JINS Aizuwakamatsu" opened in April 2022 as a roadside store that achieves environmental friendliness and coexistence with the community. The outside walls of the store are insulated to improve thermal insulation and the windows are double-glazed with a special coating. In addition, high-efficiency air conditioning and ventilation systems were installed, and solar panels were installed on the roof. As a result of these improvements in energy conservation performance, the building's energy consumption was recognized as 39% lower in the "BELS evaluation," an evaluation of a building's energy conservation performance by a third-party organization, and the store became the first street-level store in the eyewear industry to receive the highest rank of five stars (*).

(*) Based on our own research

"JINS Maebashi Kojimata" was opened in January 2022 with the aim of becoming a pioneer in promoting sustainability by being environmentally conscious and building new relationships with the local community. Solar panels are installed on the roof of the store, a first for a JINS store. It is expected that approximately 70% of the electricity used at the store can be supplied by solar power generation, thereby reducing greenhouse gas emissions.



Adoption of environmentally-friendly store fixtures



Some JINS stores are actively using domestic wood for fixtures to reduce their carbon footprints and contribute to local communities. For example, JINS Namba Parks uses small diameter wood, which has few uses, for the fixtures and JINS Yume Town Saga uses cypress wood from Saga Prefecture. We are planning to use more environmentally friendly fixtures and building materials when constructing and opening new stores in the future.

Improvement of working environments in the supply chain

Diversity and Inclusion among Employees

- Human rights policy
- Systems to promote diversity
- Activities to help female employees succeed
- Respect for diversity in sexual orientation and gender identity
- Employment of workers with disabilities

Occupational Health and Safety of Employees and Health and Productivity Management

- Guidelines for Code of Ethics for employees
- Health and safety systems and activities
- Activities for improvement of workstyles and health and productivity management

Development of Human Resources

- Policy on development of human resources
- Measures to develop employees with high engagement

Human rights in the supply chain / labor management

- Labor policy/code of conduct in the supply chain
- Policy on prevention of slave labor/human trafficking
- Policy on prevention of child labor/forced labor
- Preliminary studies and selection criteria for suppliers
- Labor management systems for suppliers



Improvement of working environments in the supply chain

Diversity and Inclusion among Employees

Policy

Human Rights Policy

JINS respects human rights and has established the Guidelines for Code of Ethics which, internally and externally, prohibit any activity that violates individual dignity, such as discrimination due to nationality, race, ethnicity, hometown, social status, religion, belief, age, sex, gender identity, sexual orientation, disability and disease, which are specific to each and every individual, sexual harassment, behavior that may be deemed harassment by someone or other words and deeds which bring discomfort to someone else.

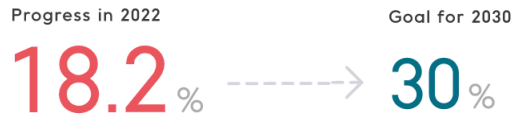
Harassment Prevention Regulations

JINS has established the Harassment Prevention Regulations to prevent workplace harassment (such as sexual harassment, power harassment, maternity harassment and SOGI harassment), determine rules to be observed by employees and measures for preventing harassment, and realize a pleasant workplace environment.

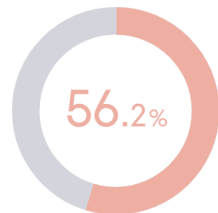
Medium-term Goals for 2030 and Progress

Ratio of Female Managers

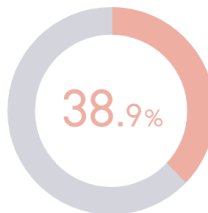
JINS is promoting the success of female employees as one of its diversity and inclusion initiatives, and has established the goal of increasing the ratio of female managers to 30% by 2030. We will further improve the workplace environment where female employees, who account for 50% of the entire workforce, can work comfortably, enhance support systems for childcare, family care etc., and implement support programs to develop female managers, thereby promoting the creation of various career paths for female employees.



Ratio of female employees*



Ratio of female leaders*



*Target: Leaders and managers including store directors
*Group

Medium-term Goals for 2030 and Progress

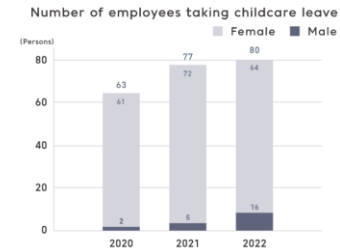
Ratio of Childcare Leave Taken

JINS has established a goal of 100% of childcare leave to be taken by both male and female employees by 2030 and is working to improve the environment to achieve this goal. In order to provide a comfortable workplace environment, it is also important to create an environment that facilitates the use of the childcare leave system, and we will strengthen our efforts to encourage the male employees to take childcare leave. 100% of female employees and 27% of male employees took childcare leave as of the year ended August 31, 2022.

Progress in 2022



Progress in 2022



Ratio of full-time return



Ratio of Employment of Workers with Disabilities

Progress in 2022



Goal for 2030

Comparison with the statutory minimum

*JINS HOLDINGS Inc., JINS Inc., JINS norma CO., LTD.

JINS has set a goal of achieving the ratio of workers with disabilities to be 150% of the statutory minimum to realize "a society in which diverse people can work under fair conditions." JINS norma CO., LTD., a Group company, aims to create a society where the disabled and able-bodied can live together without being distinguished from each other through a new agricultural management system where the disabled and able-bodied team up to farm together. In the future, we will also actively promote the employment of workers with disabilities on a companywide basis. JINS's goal is to enable employees with disabilities to utilize their unique strengths in a variety of workplaces and grow while feeling fulfilled in their work.

Improvement of working environments in the supply chain — Diversity and Inclusion among Employees

Medium-term Goals for 2030 and Progress

Ratio of Foreign National Employees in Japan

Progress in 2022

2.0%



Goal for 2030

10%

Aiming to create an organization in which personnel with diverse values can play active roles regardless of nationality, JINS is hiring and supporting the success of foreign national employees and is aiming for 10% of employees in Japan be to foreign nationals by 2030. We are committed to fostering a workplace environment and culture where each employee feels that their humanity is respected, their presence is recognized, and they are welcome.

PRIDE Index

JINS is committed to providing a work environment in which employees with diverse values can work comfortably and maximize their individual abilities regardless of gender identity or sex orientation. To this end, we have been promoting environmental improvements based on the PRIDE Index, an evaluation index for LGBTQ (sexual minority) initiatives. As of the year ended 2022, JINS was certified as Silver, and in 2030, we aim to acquire Gold, the highest rank in the PRIDE Index.

Systems

Systems to Promote Diversity

To create an environment in which diverse employees feel comfortable to work, JINS is implementing various initiatives to promote diversity, such as LGBT training, career training, and initiatives to help female employees succeed. JINS has also established a dedicated organization to promote diversity and promotes creation of an environment for generating new value by internalizing diverse values and ways of thinking through these initiatives.

Activities to Help Female Employees Succeed

Creating an Environment Where It Is Easy to Balance Work and Childcare



JINS is making various efforts to enable female employees to return to work without anxiety after they have children. We are working to develop a system that encourages female employees to return to work as a matter of course, and to further spread this culture, and establish a support system so that the company can become a place where they feel comfortable to work while balancing work and childcare. As a result of our efforts to engage sincerely with targets and provide them with support with the aim of helping them resolve their concerns about having children and returning to work, we have achieved a 100% return ratio after childcare leave since 2020.

Activities to Help Female Employees Succeed

Female Managers Development Program



In order to create a workplace environment in which diverse human resources can play an active role, JINS has formulated the Plan of Action for General Employers and will systematically promote it in accordance with the Plan of Action. We have established the following goals in the Plan of Action, and, to achieve these goals, we will introduce career development support training and skill improvement training for each level for female employees, enhance the leave system in stores, and promote awareness raising for male employees to take childcare leave.

- ① Introduce career training for female employees and achieve a 60% participation rate for the target group
- ② Improve the average length of service for female employees to 80% of the average length of continuous service for male employees
- ③ Achieve 7% or more of male employees taking childcare leave (100% achievement with goal for 2030)

Respect for Diversity in Sexual Orientation and Gender Identity

Conducting LGBT Training

As part of our efforts to promote diversity, we provide constant training to ensure that our employees have a deep understanding of LGBT (sexual minority) issues, recognize that they must accept all values in their work, and respect diversity in their daily work so that they can act accordingly. In the training, we encourage them to have knowledge about diversity and to be aware that they themselves have a role to fulfill.

Ideal and Flexible Work System

JINS had introduced a flex workhours system for employees working at headquarters in 2018; however, the fixed core time was abolished in 2020 and we began operating the system as a super-flex workhours system to enable more flexible workstyles. The super-flex workhours system allows our employees with childcare and family care needs, as well as other employees, to work more flexibly and efficiently to suit their lifestyles, creating a more ideal work environment suited to individuals.

Employment of Workers with Disabilities

Creating New Jobs for Workers with Disabilities



JINS has set up a relaxation room for employees at the head office so that they can relax and work efficiently during working hours. To this end, we have employed full-time visually impaired staff members who provide massage services. We also established JINS norma CO., LTD., a company where the disabled and able-bodied team up to farm together aiming to realize a new agricultural management system. JINS norma CO., LTD. has adopted a new way of operation, in which both the disabled and able-bodied farm together as a team, as members of the same team, to realize normalization, which is the origin of the company name, and to lead to the creation of new value.

Improvement of working environments in the supply chain

Occupational Health and Safety of Employees and Health and Productivity Management

Policy

Guidelines for Code of Ethics for Employees

JINS has established JINS Group Guidelines for Code of Ethics which provide standards to all the employees for acting in daily operations with high morals and a good sense, in addition to complying with international standards, laws and regulations applied in each country and region, internal regulations, etc. With these as the base for all activities conducted internally and externally, it provides guidelines for responsible actions.

Medium-term Goals for 2030 and Progress

Zero serious incidents at Group companies in Japan

Number of occupational accidents/ serious incidents at Group companies (cases)	2020	2021	2022
Number of injured	24	11	13
Number of deaths	0	0	0

In order to protect the health and physical safety of our valuable employees and to continue to be a company that is always close to its employees, we will continue to strive for the physical and mental health of our employees, thorough compliance, and the prevention of occupational accidents with the goal of zero serious incidents at Group companies in Japan. Regarding occupational accidents caused by unsafe behavior, we promote the creation of an environment that prevents accidents from occurring by ensuring thorough compliance with manuals and work procedures, and by developing a training system. As for occupational accidents caused by mental illness, we are taking preventive measures such as the Health Committee with qualified industrial counselors and communication with employees by a health promoter in each store. In addition, through the contact point for whistleblowers, we prevent inappropriate behavior by detecting acts of violation or acts that are carried out without the parties concerned realizing they are violations at an early stage. We seek and analyze thoroughly the causes of occupational accidents and diseases occurred in each Group company and office and share the results internally to prevent recurrence. JINS will continue to pursue the well-being of its employees to contribute to the maintenance of the physical and mental health of each person.

Progressive Workstyles That Set Examples for Other Companies and Countries and Abolishment of Mandatory Retirement

By creating an organization with a highly productive and advanced work system, JINS aims to bring about changes in the economic activities of the entire society and become the starting point for creating a new society that can coexist with the global environment. To this end, we are developing a work environment in which each employee can take responsibility and make a commitment to his or her work, and in which diverse values can be respected.

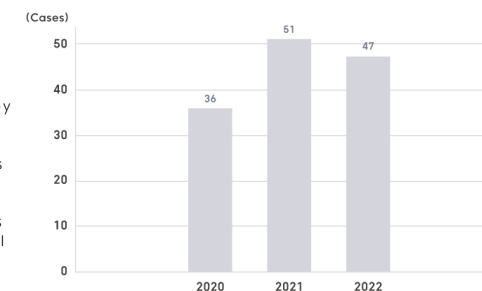
Health and Safety Systems and Activities

Health and Safety Management Systems

In order to provide a safe and healthy workplace environment, we have established the Health Committee within the company with qualified industrial counselors to provide counseling and other support to employees, as well as to disseminate information on mental and physical health so that the employees can engage in managing their health. In addition, in accordance with laws and regulations, each store has appointed a store director as a health promoter to promote health and safety activities in the store.

Establishment of Hotline (Contact Point for Whistleblowers)

In order for JINS to detect unfair business practices, illegal acts, and problematic transactions at an early stage and resolve them proactively, with the help of its employees, rather than through accusations by its employees to outside organizations, compulsory detection from outside, or boycotts and criticisms from outside, JINS has established a Compliance Hotline (contact point for whistleblowers) within the Administration Division and external law firms to accept reports and consultations on ethical concerns. This enables us to detect violations at an early stage and to point out acts that are carried out without the parties concerned realizing that they are violations, thereby contributing to the prevention of inappropriate behavior.



Number of reports by category (cases)	2020	2021	2022
Number of reports to hotline	36	51	47
—Consultation about suspected harassment, labor problems, etc.	-	18	13
—Consultation about personal relationships and communication	-	14	24
—Consultation about labor contracts and evaluations	-	0	1
—Consultation about misconduct, morals and other suspected violation of compliance	-	5	2
—Others	-	14	7

In addition to the reporting system through the internal contact point and the external contact points (lawyers) for whistleblowers, in 2021, JINS introduced "ANONIMA," a completely anonymous reporting system to ensure the anonymity of whistleblowers. In addition to the existing internal contact point for whistleblowers, we have established external contact points for anonymous reporting, and we will continue to introduce this system to our overseas subsidiaries and suppliers to strengthen internal control on a global basis, seek and analyze the causes of problems occurred within each Group company and office, and strive to prevent recurrence.

Improvement of working environments in the supply chain — Occupational Health and Safety of Employees and Health and Productivity Management

Activities for Improvement of Workstyles and Health and Productivity Management

Promotion of Working from Home and Reduction of Working Hours



Considering recent social trends, we are promoting working from home for employees at the head office. In addition to aiming for a more flexible workstyle, in order to continue our business without interruption even in emergency situations, we have developed a system that allows our employees to carry out their own work without coming to the office, and provide incentives for working from home including subsidies for the cost of preparing the environment for working from home, such as Wi-Fi environments and chairs, and subsidies for Internet fees and utility costs, promoting this workstyle as a BCP measure. In addition, working hours are constantly monitored and appropriate measures are taken against long working hours. In order to prevent long working hours from becoming the norm, not only do supervisors deal with the employees concerned in individual cases, but we are also striving to develop an appropriate attendance management system for the entire company.

Changes in average monthly overtime hours of all employees



Elimination of regional differences in base hourly wages of associate and part-time employees

JINS changed the base hourly wages*2 of associate*1 and part-time employees in the 47 prefectures of Japan to equal the standard level of Tokyo in September 2022. The regions with the greatest rise in salary have a salary raise percentage of over 30%. We aim to revitalize the various regions throughout Japan through this change by rectifying income differences between regions and contributing to local economies by increasing the population of people working and living life to the fullest in their hometown, favorite region, or otherwise preferred location, with a salary that is at the standard level in Tokyo.

*1: An associate employee is employees with a fixed term of six months or no fixed term of employment contract.
*2: The base hourly wage is the minimum hourly wage for all associate and part-time employees of the Company. The actual amount paid is determined by adding allowances, etc., based on the employees' skills.

Concluding labor agreements with the representative employee

JINS concludes every labor-management agreement between the majority representative employee and the Company, such as Overtime Work and Work on Days Off Agreements (Agreement 36) and Childcare Leave and Nursing Care Leave Agreements based on the Labor Standards Act. Representing regular, associate, part-time, and contract employees, the majority representative employee is elected from among the employees of every office once a year.

Measures to Prevent Occupational Accidents

JINS has created and developed e-learning content to prevent occupational accidents. The content is based on past cases that have actually occurred in stores and provides basic knowledge of occupational accidents as well as practical examples. In 2021, the completion ratio has reached about 90%. In the future, we will make use of video content to further promote understanding and prevention.

Establishment of Facilities for Mental and Physical Health Management



As initiatives for maintaining and improving the physical and mental health of our employees, we promote health examinations, provide health guidance by industrial doctors and public health nurses to those who with health problems, subsidize vaccinations, and support employees who have taken leaves of absences return to work. We have also introduced a service that allows our employees to consult with doctors about their own and their family's health and medical care via chat and video phone. Furthermore, a relaxation room has been set up for employees at the head office so that they can relax and work efficiently during working hours. We will continue to pursue well-being to contribute to the maintenance of the physical and mental health of our employees.

Systems to Enhance Employees' QOL

JINS is continuously implementing various initiatives to enhance the Quality of Life (QOL) of its employees. These include an employee discount system for our products, a system that allows all employees to use the "Think Lab lidabashi" member-only workspace, and an award system at the annual kick-off party, and we are working to implement and further enhance these systems including our benefits package. We also conduct employee satisfaction surveys on a regular basis, and promptly share these results with all management members in order to reflect them in management and create a comfortable work environment for employees.

Improvement of working environments in the supply chain

Development of Human Resources

Policy

Policy on Development of Human Resources

At JINS, employees are called 'creators' as human resources who create new innovation through creative ideas. JINS offers them growth opportunities through training and actual operations to facilitate organizational growth and set up an environment where creators can take responsibility for their own growth and continue studying for themselves. Creators are provided on-the-job training (OJT) as a base of human resource development and off-the-job training (Off-JT) to complement their knowledge. For growth of creators, JINS has been developing systems for making creators professional as soon as possible by building training programs for inputs and a personnel system for evaluating their output.

Medium-term Goals for 2030 and Progress

Engagement of Employees

"Wevox" engagement survey service score

Progress in 2022

70 points



Goal for 2030

90 points

*As of June 2022
veyed: Employees at the head office in Japan

JINS has set high employee engagement as one of its sustainability goals, aiming to be an organization where all employees can play an active role with the world's highest enthusiasm. "Wevox," a survey service provided by Atrac, Inc., was adopted for the engagement survey with the goal of raising the score to 90 points by 2030, and JINS will continue to increase employee engagement. (A Wevox score of 90 points is in the top 5% of all companies using the service.)

*Revised in August 2022: The goal for 2030 for "Engagement of Employees" has been redefined in terms of engagement metrics and target values in order to make it a target that can be more precisely analyzed and operationalized.

Creating a Support System for Each and Every Employee to Contribute to Society Developing In-House Ventures that Contribute to Society

We will promote two initiatives so that employees who work at JINS can grow into personnel who create fresh innovations through creative thinking. For the first initiative, we will establish a system to support all employees throughout Japan to commit to engaging in activities that contribute to society. Currently, there are cases in which our stores take the initiative in resolving local issues. The other initiative is the development of in-house ventures. In order to build a strong organization that creates businesses that contribute to society, we will strengthen support for in-house startups and the training of personnel involved in them.

Main Activities

Career Development/Training Systems for Employees



JINS provides a variety of employee training programs as part of its efforts to improve work environments for various employees and promote diversity. These include education on eyeglasses sales skills, training in business skills improvement, and highly professional lectures by external experts.

- Training for new employees: In addition to understanding the company's vision and fostering an appropriate mindset, the training provides practical knowledge and skills related to eyeglasses sales for working in stores.

- Education on eyeglasses sales skills: We provide education on customer service and making eyeglasses mainly through OJT.

- Training for employees working at headquarters: We provide management training, new employee training, compliance training, and information security training.

- Career training for female employees: Along with external experts, we provide career training for female employees by reviewing their past careers to sort out their own strengths and values and think about their ideal future from the perspective of both work and personal life.

- Career Challenge System: This is a system for challenging new careers within the company. Employees can apply for their desired career from multiple positions every half year and learn knowledge and skills that cannot be cultivated in stores.

- Job Challenge System: This is a system for employees to challenge themselves in various types of jobs within the company. By participating in operations at the headquarters by project, they can expand the scope of their work and broaden their experience while performing their main duties at the stores.

Improvement of working environments in the supply chain

Main Activities

Established "JINS Academy," an in-house educational institution for the purpose of obtaining a national license



JINS has established the "JINS Academy," an in-house educational institution, with the goal of having 500 employees obtain "Certified Optician Skills" by 2024, which is Japan's only national license for opticians, newly established in 2022. JINS employees who have been employed for at least two years at the time of taking the written exam for that national license and who have passed the in-house skill test are eligible to take the course. Through e-learning, 12 sessions of academic training, and classes for the practical skills exam, the goal is to obtain the license in as little as one and a half years.

In addition, for employees who have already acquired advanced skills and knowledge, such as trainers who are in charge of employee education within JINS and holders of "JINS Meister," an in-house proficiency certification given only to employees with excellent skills, financial support is provided to cover the complete cost of enrolling in a correspondence course at an outside optometry school. Upon completion of the correspondence course at the outside optometry school, students are exempted from the written exam in the licensing examinations for that national license, which is expected to provide reliable support for the acquisition of the license.

Remuneration system that supports growth and enthusiasm

At JINS, all employees are human resources who create new innovation through creative ideas, and to enable them to succeed with the world's highest enthusiasm, we have established a remuneration system based on results. Employees set goals every six months, and bonuses, etc., are decided based on evaluations of the goals and not based on age or sex.

Obtaining Universal Manners Certification



In order to interact with the elderly and disabled with the right mindset and in the proper way, our employees have obtained the Universal Manners Grade 3 certification. The Universal Manners were outlined by the Japan Universal Manners Association based in Osaka-shi, Osaka (Representative director: Toshiya Kakiuchi). They indicate how to be compassionate to those different from oneself, and how to provide help and support to them on the basis of sufficient understanding. Aiming for accessible stores where the elderly and disabled can have a pleasant experience, JINS implemented Universal Manners in stores and among employees in hopes that this code of etiquette may spread even further.

Measures to Disseminate the Vision to Employees



JINS is taking various measures to deeply disseminate its vision to each and every employee. In addition to brand training at the time of joining the company, kick-off party, and lectures by external experts for internal use, we have launched the "JINS People" internal media to share specific examples of embodying our vision. We also conduct interviews and workshops with our employees to promote the creation of an environment where they are always aware of JINS vision.

Improvement of working environments in the supply chain

Human rights in the supply chain / labor management

Policy

Labor Policy/Code of Conduct in the Supply Chain

JINS aims to realize its vision "Magnify Life" also in the supply chain. To make the entire supply chain sustainable, JINS is making efforts with its business partners to, for example, enhance transparency of procurement processes, improve working environments, respect human rights, preserve the environment, ensure thorough safety and health management. JINS will continue responsible procurement to contribute to creating a sustainable society.

Policy on Prevention of Slave Labor/Human Trafficking

Based on the International Bill of Human Rights and the UN Global Compact, JINS will promote human rights due diligence and address human rights issues in the supply chain. JINS will never be involved in slave labor and human trafficking and does not have any relationship with companies or producers suspected of being engaged in such misconduct. In addition, JINS is carrying out continuous risk assessment concerning various human rights issues.

Policy on Prevention of Child Labor/Forced Labor

JINS prohibits child labor and forced labor in the supply chain. At JINS, child labor and forced labor have not been found; however, JINS will continue to ensure its suppliers comply with laws and regulations thoroughly in each country, while conducting regular monitoring. The suppliers are requested to take measures for preventing child labor such as requiring newly hired employees to show official identification. Also in future, JINS will respect human rights of socially vulnerable persons and request its suppliers to prevent forced labor and other human rights abuses thoroughly.

Medium-term Goals for 2030 and Progress

Zero Serious Incidents in the Supply Chain/
Continuous Monitoring of the Supply Chain and Full Elimination of Unfair Labor and Accidents



JINS shares with its suppliers the need to improve the transparency of the procurement process, improve the working environment, respect human rights, protect the environment, ensure safety and health, quality, information security management, and corporate governance, and aims to thoroughly eliminate unfair labor and accidents. To this end, we conduct preliminary audits of our suppliers based on our own evaluation program. We also conduct regular on-site visits to suppliers to conduct a monitoring survey and encourage them to manage and improve ESG issues.

Improvement of working environments in the supply chain — Human rights in the supply chain / labor management

Management Systems

Preliminary Survey of Suppliers and Selection Criteria

Human Rights / Labor	Safety and Health
- Prohibition of forced labor (legal compliance)	- Safety measures for machinery and equipment
- Prohibition of child labor (legal compliance)	- Occupational accidents and diseases
- Prohibition of inhumane treatment (legal compliance, minimum working conditions, worker dispatch)	- Safety and health in the workplace (risk assessment, OHSAS180001, etc.)
- Prohibition of discrimination (legal compliance, gender equality in employment, employment of workers with disabilities)	- Safety and health of facilities
- Appropriate wages (minimum wage, overtime and retirement benefits)	- Emergency response (pandemic countermeasures)
- Working hours (childcare leave)	- Consideration for physically demanding work
- Dialogue and consultation with employees, employees' right to organize (union formation)	- Health management of employees
- Development of human resources and training	

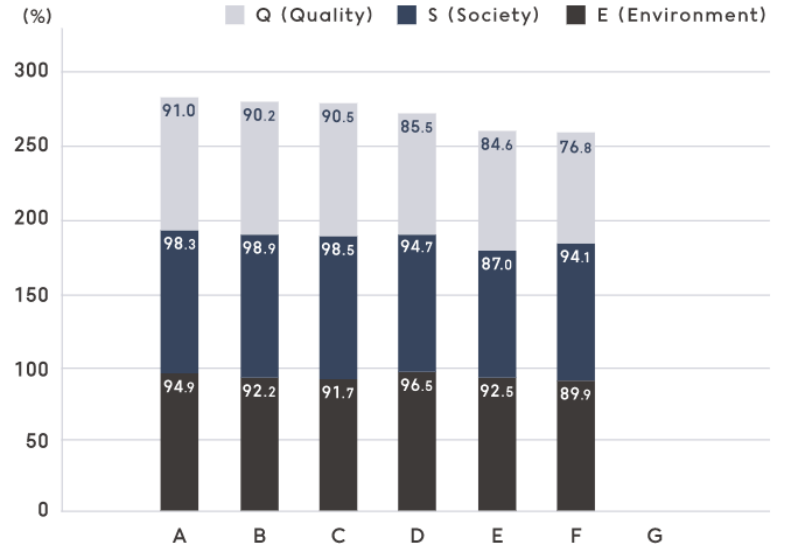
JINS conducts preliminary surveys of major supplier factories using its own check sheets in the areas of governance, quality, environment, human rights, labor, health and safety, fair trade, and information security. In order to further improve and evolve this survey, we will distribute our own ESG evaluation check sheets to our supplier factories and ask them to self-evaluate, and then check each item to screen suppliers, thereby selecting suppliers with more appropriate human rights and labor management.

Labor Management Systems for Suppliers



In addition to preliminary surveys on the working environment of the business partners, we conduct monitoring surveys of their activities based on our own selection criteria when we visit their factories. Based on these surveys and evaluations, we hold dialogues with the factories, and if there are issues to be addressed, we discuss ways to improve them.

Monitoring by an external inspection agency



*Assessment period: November 2022 to January
 *Created based on assessment results by SGS-CSTC Standards Technical Services CO., LTD.
 *For the company G, the evaluation is underway.

JINS also conducts audits by an external organization (SGS-CSTC Standards Technical Services CO., LTD.) to allow monitoring from a third-party perspective. Based on the results of the assessment, we hold a dialogue with the factories and discuss ways to improve if there are any issues.

Measures for Preventing Child Labor/Unfair Labor

In order to protect the labor and human rights of all people working at JINS, among the audit items for suppliers, JINS conducts detailed audits of "prohibition of forced labor," "prohibition of child labor," "prohibition of inhumane treatment (legal compliance, minimum working conditions, worker dispatch)," and "prohibition of discrimination (legal compliance, gender equality in employment, employment of workers with disabilities)."

Dependable Products and Services

Uncompromising Product Quality Control

- Policy on product quality standards
- Quality control system
- Initiatives for quality control
- Emergency measures

Information Security and Privacy Protection

- Various policies
- Information security systems
- Initiatives to strengthen information security

Reliable Support for Our Customers

- Customer service policy
- Product warranty and after-sales support system
- Reflecting customer opinions

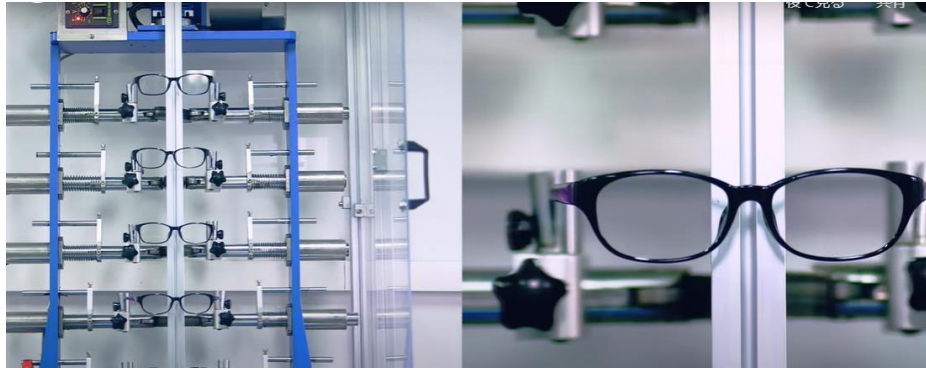


Dependable Products and Services

Uncompromising Product Quality Control

Policy

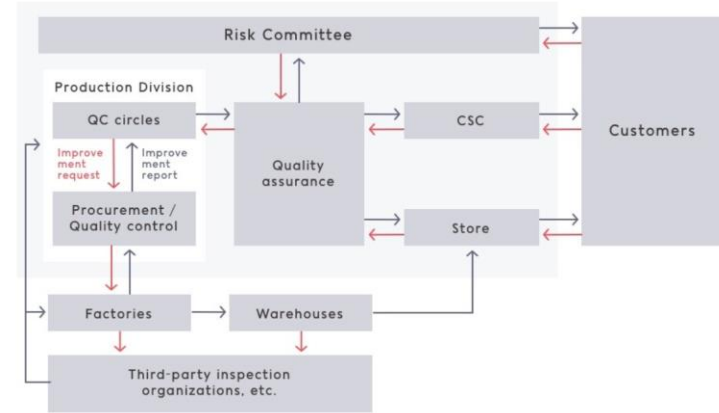
Uncompromising Product Quality Standards



JINS always strives for "Zero Compromise" to improve product quality. This is to enrich its customers' lives through JINS products. JINS's product quality standards conform not only to ISO standards (ISO 12870 and others) used by eyewear manufacturers around the world, and to the former JIS (Japanese Industrial Standards) in Japan, but also to JINS own internal standards and up to 14 inspections and visual inspections by humans in the final stage. JINS also uses Europe's EN Standard that is widely used around the world for calculating blue-light blocking percentage. JINS takes pride in making world-class products that meet strict international standards.

Systems

Quality Control Systems



JINS has created the JINS Quality Control Systems (JQCS) to confirm that the quality assurance system conforms to and maintains the requirements for product realization and quality assurance.

- Scope of control
All products and daily operations handled by the quality assurance team are subject to control, and all operations are carried out in accordance with JQCS.
- Quality policy
Based on the "Corporate Policy" and "Operations Department Policy," the quality assurance team has established the "quality policy for the term." Each member of the team carries out business activities using the PDCA method to achieve the team quality policy.
- Manager and subject of management of JQCS
The manager of JQCS is the quality assurance team leader, and all members of the quality assurance team work under the direction of the quality assurance team leader to structure the operations of JQCS.
- Division of roles in quality control
Based on the "flowchart of quality assurance operations" (control number: JQCS-1-02), the roles of the quality assurance team, related departments, and manufacturing factories from product planning to after-sales service are clearly defined. In addition, the roles of each member of the quality assurance team are clearly defined based on the "organization chart of the quality assurance team" (control number: JQCS-1-03).
- Revision of JQCS
In order to optimize the operations of the quality assurance team, JQCS is periodically inspected and revised as necessary. All members of the quality assurance team are also obliged to promptly propose revisions to JQCS and optimize the contents of each document, rather than making personal improvements to JQCS when they recognize the need to improve operations or increase efficiency.

Dependable Products and Services — Uncompromising Product Quality Control

Initiatives for Quality Control

Pre-Shipment Inspection of Finished Products and Its Audit



JINS inspects the products manufactured in accordance with the JINS Quality Control Standards at the factory before shipment, and the Quality Assurance Department determines whether the required quality is met, thereby guaranteeing the quality assurance of the products. In addition to appointing a manager responsible for inspection from among the members of the quality assurance team to supervise incoming inspection operations, we have established a management system to ensure that outsourced inspectors fully understand JQCS and JQRS before engaging in outsourced incoming inspections.

Quality Safety Confirmation by Third-Party Organizations

In order to further improve quality, JINS conducts quality safety confirmation by a third-party organization such as a global research organization for quality assurance. By conducting quality assurance by a third party, we are striving to improve the safety of our products and the reliability of our manufacturing process.

Emergency Measures

Measures in Case of a Voluntary Product Recall

When a product defect is discovered, the quality assurance group compiles the number of inquiries from customers, the number of registered defects at stores, and the number of inquiries from various organizations, and calculates the expected frequency of occurrence and the expected degree of harm, which are quantitative evaluation criteria. The Risk Committee then approves the validity of the quantitative evaluation criteria, and the final decision is made according to the following procedures A through C.

A) Decision by the officer in charge

The decision made by the Risk Committee shall be approved and submitted to the Management Committee after considering factors to be considered in management decisions on recalls.

B) Obtaining a third-party opinion

Second opinions from third-party experts (lawyers, academics, consumer groups, etc.) and third-party opinions on the appropriateness of JINS's "implementation criteria for product recalls," "quantitative evaluation criteria for product recalls," etc., the appropriateness of the evaluation of the case at hand, and the appropriateness of the decision on the merits and content of the recall shall be obtained.

C) Management's final decision

The final decision shall be made based on the above second opinion of a third party.

Dependable Products and Services

Information Security and Privacy Protection

Policy

Security/Privacy Policy

In recent years, as information security problems have been increasing worldwide and information management has become stricter due to the Act on the Protection of Personal Information, JINS has been strengthening its information security initiatives. The Information Security Committee, which is in charge of the overall management of information security, has established the "Guidelines for Information Security Management and Operation" in addition to the "Policy on Information Security" and "Information Security Regulations," and has established and is operating policies and methods for improving the level of information security.

Systems

Internal Rules for Information Security

Information Security Regulations

JINS HOLDINGS INC.

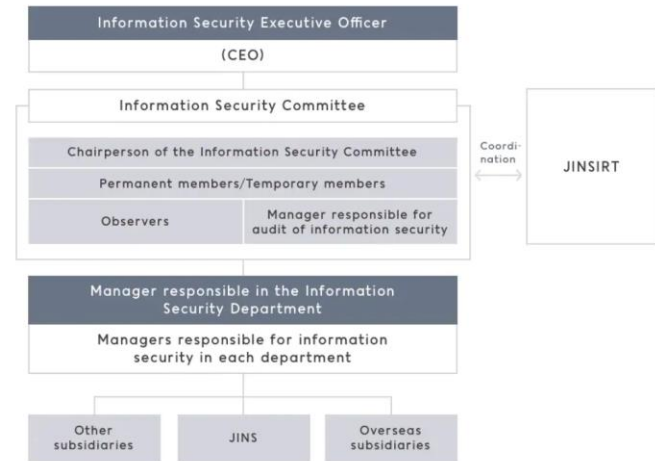
01. General Rules
02. Organizational Measures
03. Human Measures
04. Information Asset Management
05. Access Restriction and Authentication
06. Physical Measures

07. IT Equipment Use
08. IT Infrastructure Operation and Management
09. System Development and Maintenance
10. Management of Outsourced Companies
11. Response to Information Security Incidents

JINS has established and is operating the Information Security Regulations in order to enhance corporate value and social trust through the strengthening and thorough implementation of information security. We have also established the Guidelines for Information Security Management and Operation under these Regulations, which were substantially revised in August 2021, and are working to improve the level of information security throughout the company.

Systems

Information Security Systems



JINS has established the Information Security Committee to implement systematic information security measures. The Committee meets every month to discuss and share information security issues with the aim of understanding the status of information security measures, formulating and reviewing guidelines, and sharing information. It examines the policies, projects, plans, and schemes for information security at JINS, and strives to manage information security in accordance with these plans.

Initiatives to Strengthen Information Security

Implementation of Information Security Training

JINS provides information security training to employees on a regular basis. For mid-career employees, the training is conducted each month at the time of joining, and for area directors and store directors, it is conducted annually. For the members of the Information Security Committee, the latest trends and case studies from other companies and overseas, including Japan, are shared every month to raise their awareness of information security.

Strengthening Information Security Measures

JINS is working to improve the level of security in order to maintain the confidentiality and safety of our information assets. In order to further strengthen information security, we established the IT Governance Division in 2017, which is now the IT Digital Governance Office, Governance Division, and is responsible for company-wide information security management and various other security-related operations.

Dependable Products and Services

Reliable Support for Our Customers

Policy

Customer Service Policy



JINS offers a set price for frames and lenses, aiming to create a price system that is easy for customers to understand. In addition, we are constantly improving the preparation process and educating our store staff to ensure that products purchased at our stores are in the hands of customers in as short as 30 minutes. In addition, we always aim to improve customer satisfaction by responding to customer inquiries and suggestions in a promptly and politely.

Reflecting Customer Opinions

Improvements Based on Customer Opinions

Based on our policy of "listening sincerely to the voices of our customers and developing and providing high-quality, safe, and valuable products," we compile the opinions we receive through daily inquiries as needed and provide feedback to each person in charge. Depending on the content, we immediately share the information with the person in charge and take action.

Product Warranty and After-Sales Support System

Generous Warranty for Customers

JINS provides a certain level of warranty service for all eyewear purchased so that customers can use their eyewear comfortably. For the glasses purchased at JINS, customers can use the above services free of charge at JINS stores all over Japan, whether it is purchased at a physical store or an online store.

Reliable warranty of JINS

Within six months from the date of delivery, customers are eligible for a warranty up to two times for both frames and lenses.

Frames (quality warranty)



Customers are eligible for a warranty for frames in the event of damage caused by defective products during the warranty period. However, if there is no same product in stock, it will be replaced with a similar product.

Lenses (vision warranty)



If customers experience any problems with their vision during daily use of our glasses, we will provide a warranty. Please be sure to bring your warranty card with you when you come to the store. If you have a prescription, please bring your new prescription with you.

*Please check here for the items that are not covered by the warranty.

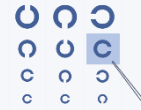
*Some products are not covered by the warranty. Please check the product description of each product for details.

*Warranty support is only available in Japan.

Three free services

Free services are available at JINS stores all over Japan for any glasses purchased at JINS, whether at a physical store or an online store.

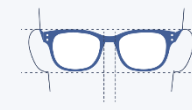
1. Vision measurement



At JINS stores all over Japan, we offer free vision measurements. Please feel free to consult us when you want to check your vision. However, we recommend that the following people have their prescriptions filled at an ophthalmologist.

- Those who are getting glasses for the first time
- Junior high school students and younger
- Those who have difficulty in seeing due to eye diseases, etc.

2. Fitting (adjustment)



After you receive the product, we can readjust it to fit your face at any time. Please feel free to consult at your nearest JINS store.

3. Replacement of screws of nose pad and hinge



If the screws of the nose pad or hinge become loose or come off, we will tighten the screws or replace them with new ones free of charge.

*Please note that we may not be able to offer this service for some products.

*Some parts may require a fee.

Healthcare and Innovation

Development of Eyewear that Protects Eyes

- Eyewear development including collaborations with industries and academia
- Blue light blocking
- Violet light
- Pollen and droplet blocking

New Business Development with the Eyewear Business as a Starting Point

- JINS MEME
- Think Lab
- Think Lab Home

Supporting Eye Life for All

- Myopia Prevention Forum Sponsorship
- “Miru-iku” classes



Healthcare and Innovation

Development of Eyewear that Protects Eyes

Main Activities

Eyewear Development Including Collaborations with Industries and Academia



JINS is unique in the eyewear industry for having its own R&D lab. With the cooperation of partner companies, college professors, and medical specialists, JINS develops groundbreaking products and services as have never been seen before. JINS continues to do research to explore the infinite possibilities of eyewear.

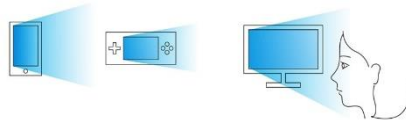
JINS's joint projects with universities have produced many innovative products including the JINS SCREEN that blocks blue light, its sensing eyewear called JINS MEME, and the JINS VIOLET+ that brings in violet light which is proven to be necessary for the eyes.

Protecting Eyes from Blue Light JINS SCREEN (Blue light blocking lenses)

Today's people are unknowingly exposed to blue light from various digital devices such as smartphones and computers, which is feared to affect the body.

JINS SCREEN is a lens that can easily cut blue light. The lens is highly transparent, natural-looking, and easy to fit in, making it easy to use in daily life situations such as work and home.

With the proliferation of digital devices, our daily exposure to blue light emitting media such as TVs and smartphones is increasing.



JINS's blue light blocking lenses effectively reduce not only the light that enters directly through the lens but also the light that is reflected through the lens and enters the eye. This is possible only because JINS continues to pursue technology and design every day. We hope you enjoy using our high-quality blue light blocking lenses.



Protecting Eyes from Unwanted Pollen and Droplets JINS PROTECT



The JINS PROTECT series, which protects the eyes in various situations, has been developed and marketed as a healthcare product to protect the eyes from pollen, droplets, and dryness. In addition to the existing pollen-blocking and moisturizing types, the flagship model JINS PROTECT PRO was launched in December 2020. All frames undergo antibacterial treatment and have been certified under the Society of International Sustaining growth for Antimicrobial Articles (SIAA).

Protecting Eyes from Lack of Sunlight JINS VIOLET+(Violet light transmitting lenses)



Violet light, which is said to be necessary for the eyes, is a part of sunlight (wavelength of 360-400nm) and is located between ultraviolet light and blue light. Many of the eyeglasses, contact lenses, and window glass in cars, houses, offices, etc. currently in circulation are labeled as "UV400" or "UV-cut," which means that they block not only ultraviolet light but also violet light.

To address this issue, JINS has developed JINS VIOLET+, a newly designed lens that takes in violet light. This innovative lens employs our original "light optimizer" design that selectively transmits the wavelength range of violet light, providing an environment that allows for the proper intake of violet light, while blocking ultraviolet and blue light.

Healthcare and Innovation

New Business Development with the Eyewear Business as a Starting Point

Main Activities

Realizing Healthcare through Eyewear JINS MEME From Seeing to Knowing.



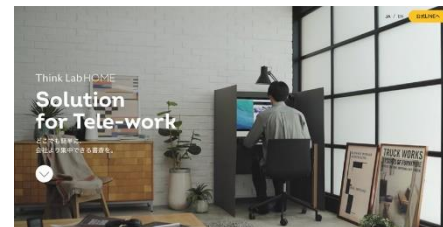
JINS MEME, launched in 2015, is a glasses-type wearable device equipped with an originally developed three-point ocular potential sensor (patented) and a 6-axis motion sensor. In October 2021, it was significantly updated with further evolution in design, app functions, and services. From the data acquired by the sensors, the state of the BODY, MIND, and BRAIN can be visualized in a dedicated app. Its maintenance contents will lead you to a better state. In an age where people need to manage their own physical and mental health by themselves due to changes in work styles and lifestyles, JINS MEME supports you as "self-care glasses for mind and body." Going beyond the conventional concept of functional eyewear, we will take on the challenge of creating a sensing eyewear market that realizes healthcare.

Expanding from Eyewear Business into New Areas Think Lab A Solo Working Space for Deep Thinking by Yourself



Think Lab is a solo working space based on the concept of "the best place in the world to concentrate." In response to the issue of "difficulty in concentrating in the office," which was revealed through research on JINS MEME, a glasses-type device that can measure concentration, we are planning and operating spaces that enable "Deep Thinking," where people can concentrate deeply by themselves, starting with the workspace developed at JINS's Tokyo headquarters in 2017. More and more companies are introducing Think Lab in their offices due to its scheme to design spaces based on human body data. In recent years, we have opened stores in Shiodome and Ginza as B2C-type solo working spaces in line with the age of telework, and also sell Think Lab HOME, a product for working from home.

Flexible Evolution of Business Based on the Times Think Lab Home Get the Best Concentration, Even When Teleworking.



Think Lab HOME, with the concept of "A personal workspace like no other," is a deep think (concentration) desk for home use, modeled after the concentration booth of Think Lab, a solo workspace for a single person. Based on the previous findings of Think Lab's research on concentration, every detail, including the size of the booths and the height of the partitions, has been carefully considered to make it possible to divide the home into a place for living and a place for working, even if the space is limited.

The booth is made of sustainable materials including 99% environmentally friendly recycled paper and wood fiber to reduce environmental impact. Minimizing the use of metal and plastic, it uses special cardboard materials and other materials with superior strength and durability.



Healthcare and Innovation

Supporting Eye Life for All

Main activities

Myopia Prevention Forum Sponsorship



The number of people with myopia is increasing worldwide, especially in East Asian countries and regions such as China, Hong Kong, Taiwan, Singapore, and South Korea. In Japan, a myopia epidemiological study was conducted in 2019 by the Myopia Research Team of Department of Ophthalmology, Keio University School of Medicine, targeting approximately 700 elementary and junior high school students in Tokyo, and the study reported that 76.5% of elementary school students and 94.9% of junior high school students were myopic. In addition, it was also reported that approximately 10% of the 90% of junior high school students have already progressed to severe myopia*. On the other hand, in recent years, it has become clear that there are preventive measures that can be adopted in daily life, such as "children who spend a lot of time playing outdoors are less likely to develop myopia" and "sunlight is effective in preventing myopia," and the importance of reviewing the environment surrounding children is increasing.

Based on this situation, the Myopia Prevention Forum (<https://myopia-prevention.jp>) was established in June 2020, with the aim of conducting support, dissemination, and awareness-raising activities to provide society at large with a correct understanding of myopia and knowledge that will lead to the prevention of myopia progression from childhood and school age to adulthood. JINS has endorsed the purpose of the Myopia Prevention Forum and has become a co-sponsor since its establishment.

* : Yotsukura E, Tori H,... Tsubota K. JAMA Ophthalmol. 2019 Aug

"More Outdoor Play Project" to support outdoor play from the perspective of preventing the progression of myopia



In March 2021, as part of its environmental protection measures, shopping bags started to be charged for, and the "More Outdoor Play Project" was launched as an initiative to give back to the creation of a sustainable society by utilizing the proceeds from these shopping bags. In recent years, as the increase in myopia among children has become a social issue, it is recommended that children "Try to go outside at least 2 hours every day if possible" (*) as one of the measures that can be taken in daily life to prevent the progression of myopia. However, it has also been pointed out that the number of places where children can safely play outside is decreasing in communities. Therefore, we launched this project with the aim of communicating the importance of outdoor play and supporting the creation of opportunities and playgrounds where children can play outside in peace.

As a first step, "PLAY CAR," a vehicle that brings play to open spaces and vacant lots to create outdoor play spaces, was donated to Play-Park Setagaya, an approved corporation engaging in specified non-profit activities in Setagaya, Tokyo. The PLAY CAR belongs to Play-Park Setagaya and will be used for activities that create opportunities for outdoor play such as regular trips to Tamagawanogemachi Park and Futakotamagawa Park.

(*) Source: '7 habits to prevent the progression of myopia in children' published by Myopia Society Japan.

"Miru-iku" Classes



With the objective of "Protecting the Eyes of Children Who Make the Future", JINS collaborates with CA Tech Kids, Inc., a company that operates Tech Kids School which teaches computer programming to elementary students. Children today use more electronic devices in their daily lives than ever before. Starting from the 2020 academic year, computer programming will become a required subject in all elementary schools. The school environment is undergoing major changes as compared to previous generations. In support of parents who are interested in an ICT education for their children but are worried about the effects it may have on their children's eyes, JINS pursues its aim of "Protecting the Eyes of Children Who Create the Future" and uses its expertise to teach students at the Tech Kids School about light and their eyes, teaching over 2,900 children so far.

Social Contribution

Coexistence with Local Communities and Regional Development

- Contribution activities to Gunma/Maebashi
- Nationwide expansion of stores
- Contribution to local agriculture
- Use of local artists

Projects for Children's Futures

- Provision of education and educational materials
- Providing courses on eye health
- Support for work experience classes

Support for disaster-stricken areas and developing countries

- Disaster recovery support
- Donation of eyeglasses in times of disaster
- Donation of eyewear to developing countries

Promoting Social Diversity

- Creation of employment for people with disabilities
- Business cooperation to support people with disabilities
- Universal Manners Certification
- Discounts with electronic disability certificate

Support for cultural activities

- Disseminating culture from JINS stores
- Office art
- Photo fair sponsorship
- Collaboration with architects

Initiative by Overseas JINS

- CSR activities in China
- CSR activities in Taiwan
- CSR activities in North America



Social Contribution

Coexistence with Local Communities and Regional Development

Main Activities

Community Symbiosis Business Department established



In September 2021, we established the "Community Symbiosis Business Department" with the aim of confronting issues faced by local communities as a private company and growing together with them. Three sections were established in the Department: the norma Business Office, the Food Business Group, and the Event Management Group. The norma Business Office supports the operation of JINS norma CO., LTD., a special subsidiary of JINS that is undertaking a new agricultural management system in Gunma Prefecture where non-disabled and people with disabilities team up to farm together. This project aims not only to support the social independence of people with disabilities, but also to reduce farmlands left unused due to the labor shortage. The Food Business Group plans and operates the new bakery cafe brand "EVERYPAN" located in the "JINS PARK" in Maebashi, Gunma. The Event Management Group interacts with local residents and plans and operates events in collaboration with creators active in the community.

Design of Fixtures, Interiors, and Promotional Materials by Local Artists and Architects



JINS proactively uses local artists and architects according to the region where the store is located. For example, JINS Hiroshima Hondori, a large-scale store in the Chugoku region, was designed by Masafumi Shimatani, a Hiroshima-born architect, to be reminiscent of the Seto Inland Sea, making it easy for people with children to shop and a place for local communication.

Elimination of regional differences in base hourly wages of associate and part-time employees

JINS changed the base hourly wages*2 of associate*1 and part-time employees in the 47 prefectures of Japan to equal the standard level of Tokyo in September 2022. The regions with the greatest rise in salary have a salary raise percentage of over 30%. We aim to revitalize the various regions throughout Japan through this change by rectifying income differences between regions and contributing to local economies by increasing the population of people working and living life to the fullest in their hometown, favorite region, or otherwise preferred location, with a salary that is at the standard level in Tokyo.

*1: An associate employee is employees with a fixed term of six months or no fixed term of employment contract.

*2: The base hourly wage is the minimum hourly wage for all associate and part-time employees of the Company. The actual amount paid is determined by adding allowances, etc., based on the employees' skills.

Stores Opened in All 47 Prefectures of Japan

Since entering the eyewear business in 2001 with the opening of its first store in Tenjin, Fukuoka City, Fukuoka Prefecture, JINS has continued to open stores to deliver JINS products nationwide, and with the opening of the first store in Saga Prefecture in 2021, JINS products and services are now available in all prefectures in Japan. We will continue to contribute to local communities through our business.

Contributing to Local Agriculture through JINS norma

JINS norma CO., LTD. is undertaking a new agricultural management system in Gunma Prefecture where normal and disabled people team up to farm together. This project aims to help the disabled gain farming experience and become more independent in society. It also aims to reduce farmlands left unused due to the labor shortage to contribute to local agriculture.

Social Contribution — Coexistence with Local Communities and Regional Development

Main Activities

Maebashi Redesign Project



As part of the Maebashi City Revitalization Project, a community contribution activity in Maebashi, the Tanaka Hitoshi Foundation, of which JINS's CEO Hitoshi Tanaka is a representative director, revitalized a building as the "Shiroiya Hotel." It underwent a major renovation and construction of a new wing over a period of about five years and opened for business in December 2020. The Tanaka Hitoshi Foundation was established in 2014 by Hitoshi Tanaka, a native of Maebashi, and has been involved in community contribution activities in Maebashi, not only as an organization but also as an individual.

Gunma Innovation Award Sponsorship



To support and promote startups in Gunma – where JINS was also founded – JINS has supported the Gunma Innovation Award since 2013 together with local newspaper publishers and companies.

Investment into Projects to Revitalize Maebashi



To promote regional development in the city of Maebashi, JINS established the Taiyo no Kai with companies that operate from or have their headquarters based in Maebashi. Every year, one percent of net income (minimum ¥1 million) is invested into projects to revitalize Maebashi.

Stores that Coexist with Local Communities



JINS PARK, opened in April 2021 in Maebashi, Gunma, where JINS was founded, is a new facility that aims to become a hub for local communities. JINS PARK was designed by architect Yuko Nagayama. The eyewear brand "JINS" and the bakery cafe "EVERYPAN," which is newly developed as a restaurant business, are both located inside the facility. This new store format aims to realize the coexistence of JINS with the local community by providing an outdoor plaza that anyone can use freely, as well as spacious spaces such as a large staircase and a rooftop terrace inside the facility to create a place for new interaction in the community. In the future, we plan to rent out spaces such as the outdoor plaza with a lawn, not only for JINS-sponsored events but also for local residents to hold workshops and events, thereby aiming to create a place to create new interaction and coexist with the community.



JINS AEON MALL Okazaki (Aichi Prefecture) aims not only to be a place to sell eyeglasses but also a place to create a local community where customers can make new discoveries and connect with other people every time they visit.

It was designed by architect Ryuji Nakamura based on the concept of an "unfinished place." In the space where glasses, books, and a community space coexist, about 550 wooden boxes made of thinned wood from local Okazaki and Mikawa areas are installed, and they transform into shelves to display glasses, shelves to store books, and benches for customers to relax. There is also a library with about 1,500 books selected by book director Yoshitaka Haba, offering not only eyeglasses but also the fun and relaxation of finding your favorite book to the local residents.



"JINS Maebashi Kojimata" was opened in January 2022 with the aim of becoming a pioneer in promoting sustainability by being environmentally conscious and building new relationships with the local community. The store's interior design was commissioned to artist Kenichi Obana, a native of Gunma Prefecture who has created works such as "Kaze Otoko (風男)" inspired by a strong, dry wind of Gunma (known as the Jyoshu Kara Kaze). The area where the store is located is a place where one can truly feel the Jyoshu Kara Kaze. Through the experience of looking at the sculpture "Kaze Otoko" at the entrance and the drawing of "Kaze Otoko" on the wall inside the store, we created a space where local residents can feel the characteristics of Maebashi.

Social Contribution

Projects for Children's Futures

Main Activities

"More Outdoor Play Project" to support outdoor play from the perspective of preventing the progression of myopia



In March 2021, as part of its environmental protection measures, shopping bags started to be charged for, and the "More Outdoor Play Project" was launched as an initiative to give back to the creation of a sustainable society by utilizing the proceeds from these shopping bags. In recent years, as the increase in myopia among children has become a social issue, it is recommended that children "Try to go outside at least 2 hours every day if possible" (*) as one of the measures that can be taken in daily life to prevent the progression of myopia. However, it has also been pointed out that the number of places where children can safely play outside is decreasing in communities. Therefore, we launched this project with the aim of communicating the importance of outdoor play and supporting the creation of opportunities and playgrounds where children can play outside in peace.

As a first step, "PLAY CAR," a vehicle that brings play to open spaces and vacant lots to create outdoor play spaces, was donated to Play-Park Setagaya, an approved corporation engaging in specified non-profit activities in Setagaya, Tokyo. The PLAY CAR belongs to Play-Park Setagaya and will be used for activities that create opportunities for outdoor play such as regular trips to Tamagawanogemachi Park and Futakotamagawa Park.

(*) Source: "7 habits to prevent the progression of myopia in children" published by Myopia Society Japan.

Art Workshop



JINS is conducting art workshops at stores that coexist with local communities as part of "Miru-iku 見る育 (eye development)" activities, such as eye health education, organizing opportunities for learning about vision and light, and providing education on the joy of eyesight to children and their guardians.

Free events mainly for elementary school students are held a number of times each year at both "JINS PARK" in Maebashi, Gunma Prefecture and "JINS AEON MALL Okazaki" in Okazaki, Aichi, Prefecture.

"Miru-iku" Classes on Vision



JINS wants to pique children's interest by teaching them about the structure of their eyes. To this end, JINS worked with Gakken Plus (currently known as Gakken Inc.) to hold workshops at shopping centers with their parents. As JINS performed all kinds of different demonstrations, JINS taught them about how we see, visualized light that cannot be naturally seen, and other secret wonders of the human eye.

Social Contribution — Projects for Children's Futures

Main Activities

Donated T-shirts for club activities to junior high school students in Shibuya Ward



In order to solve the problem of lack of club members, junior high schools in Shibuya Ward have started the Shibuya "Club Activity Reform" project, and joint club activities are being conducted by Shibuya United, a general incorporated association. Aiming to support junior high school students engaged in such club activities, JINS is collaborating with Shibuya Ward. In response to students who voiced concerns that the joint club activities involve students from different enrollment schools and that there were issues with communication among the students, JINS donated 600 original T-shirts for club activities in May 2022.

Distribution of Supplementary Teaching Materials to Elementary Schools



JINS helped produce supplementary teaching materials to provide correct information about eyes and vision and distributed them for free to some elementary schools in an effort to preclude elementary school children from declining eyesight.

With the theme of "caring for your eyes and preventing short-sightedness", the information in the supplementary teaching materials was supervised by a pediatric eye doctor. The information also included advice for guardians, making it useful for both parents and their children. They are proving extremely helpful to school nurses in giving health guidance, being used for additional counseling after school eye exams and distributed together with traditional health newsletters.

Joint Project with Tech Kids School



With the objective of "Protecting the Eyes of Children Who Make the Future", JINS collaborates with CA Tech Kids, Inc., a company that operates Tech Kids School which teaches computer programming to elementary students.

Today's children have more opportunities to use digital devices on a daily basis, and the environment they take in visually has changed dramatically from that of previous generations. One example is that students at elementary schools began learning a programming curriculum from fiscal 2020. In support of parents who are interested in an ICT education for their children but are worried about the effects it may have on their children's eyes, JINS pursues its aim of "Protecting the Eyes of Children Who Create the Future" and uses its expertise to teach students at the Tech Kids School about light and their eyes, teaching over 2,900 children so far.

Production and Donation of JINS "Miru-iku Cards"



In recent years, problems with children's eyesight have become more common. In 2019, JINS created JINS "Miru-iku Cards" to help create a society that fosters healthy eyes. Through JINS "Miru-iku Cards", children can have fun while learning about eyes, light and nearsightedness. JINS has donated more than 150 sets to children's centers, after-school programs and other institutions throughout Japan, including the Chiyoda City Board of Education.

Online Work Experience Program for Children



For junior high schools whose work experience programs were canceled due to the spread of COVID-19, we created and provided video interviews with JINS employees explaining the nature of their work, why they chose to work at JINS, and how rewarding it is, thereby helping to convey the significance and meaning of work.

Social Contribution

Support for Disaster-Stricken Areas and Developing Countries

Main Activities

Donation of Eyewear to Developing Countries



In August 2014, JINS donated prescription glasses (for short-sightedness) to elementary schools in the Democratic Republic of the Congo in Africa through the Keio Students' Initiative on Healthcare in Africa. JINS also donated glasses to Bhutan in 2015, 2016, and 2017. JINS provides aid and support to developing countries where not everyone can buy glasses through various innovative activities, such as eyeglass sharing.

In 2014, donated glasses to elementary schools in the Democratic Republic of the Congo through the Keio Students' Initiative on Healthcare in Africa.

In 2015 and 2016, donated glasses to Bhutan.

In 2017, donated eyewear to Bhutan, Vietnam, Cambodia, and Bangladesh.

In 2018, donated eyewear to Vietnam, Cambodia, Myanmar, Tibet Autonomous Region, and Mongolia.

In 2019, donated eyewear to Vietnam, Cambodia, Bangladesh, Myanmar, and the Republic of the Sudan.

Joined Social Emergency Management Alliance, SEMA, for Disaster Recovery Support



During a disaster, people's eyewear tend to get damaged, lost, or forgotten at home, leading people to face inconveniences after the disaster. JINS is providing eyewear to these victims through the SEMA* alliance for smoother disaster recovery.

SEMA is an alliance of private companies and NPOs that provides aid during major natural disasters in Japan. It provides a comprehensive array of provisions and services from the participating companies. As an organization that overcomes the boundaries between corporate entities and NPOs, it was founded to minimize the impact of natural disasters on Japanese society and disaster victims and to expedite disaster recovery.

Donation of Eyeglasses in Times of Disaster



Kumamoto

Okinawa

Hiroshima

In response to a request from the Social Emergency Management Alliance (SEMA), JINS donated JINS Pollen CUT MOIST to the Okaki area of Nakagamimachi, Hitoyoshi City, Kumamoto Prefecture, for use as dustproof eyewear during the July 2020 torrential rain. We also donated JINS PROTECT PRO to Akitakata City, Hiroshima Prefecture, for use as dustproof eyewear in August 2021 torrential rain. In addition, we have conducted social contribution activities by utilizing the characteristics of JINS's products, such as donating JINS Pollen CUT to medical institutions in Okinawa Prefecture through the Okinawa Medical Association to be used as a substitute for medical goggles in light of the shortage of medical supplies due to the spread of COVID-19.

Social Contribution

Promoting Social Diversity

Main Activities

Creation of Employment for People with Disabilities at JINS norma



JINS norma CO., LTD. is a company that aims to realize a new form of agricultural management by teaming up with people with disabilities to do farm work. The word "norma" in JINS norma is derived from the word "normalization." We adopted this name to express our desire to realize normalization through our business activities. Until around 2015 when JINS norma was established, generally people with disabilities were employed as workers, while those without disabilities were employed to support and manage them. At JINS norma, we are adopting a new way of operation where each person is a member of the same team and works together as a team to do farm work. We believe that creating teams composed of people with and without disabilities will lead to "normalization," which is the origin of our company name.

Universal Manners Certification



In order to interact with the elderly and disabled with the right mindset and in the proper way, JINS employees have obtained the Universal Manners Grade 3 certification. The Universal Manners were outlined by the Japan Universal Manners Association based in Osaka (Representative director: Toshiya Kakiuchi). They indicate how to be compassionate to those different from oneself, and how to provide help and support to them on the basis of sufficient understanding. Aiming for accessible stores where the elderly and disabled can have a pleasant experience, JINS implemented Universal Manners in stores and among employees in hopes that this code of etiquette may spread even further. The exam was taken by the CEO Hitoshi Tanaka, headquarters employees, and area leaders who manage stores in their assigned areas. They attended lectures and carried out group work to learn and understand the mindset advocated by Universal Manners, and the basics of interaction with the elderly and disabled.

Business Cooperation with OTON GLASS, Inc.



Oton Glass are a set of smart glasses designed for people who have difficulty reading, converting text to sound that is then played through an attached earpiece. It is developed and sold by OTON GLASS, Inc., which JINS supports. Oton Glass expands ones' ability to read text through eyewear, and enable each and every person to enjoy the world of reading and lead rich lives. JINS also shares this very same vision, and thus entered into a business partnership with them. Through this partnership, JINS supports Oton Glass in its meaningful, socially-conscious efforts so that more people can lead bright and fulfilling lives.

Discounts with Electronic Disability Certificate Linked with Mirairo Coupon



JINS has teamed up with Mirairo Inc., a company that supports the promotion of diversity in society, to offer a program that allows users of the Mirairo ID application for smartphones, which is for holders of a disability certificate, to receive discounts for people with disabilities by presenting a coupon. We are also working to provide comprehensive support to people with disabilities so that users can smoothly receive the support they need in stores.

Social Contribution

Support for Cultural Activities

Main Activities

Architect Collaboration Store



JINS has opened a number of stores in collaboration with architects. Rather than a typical design, JINS creates an original store space that is unique to the store by incorporating each architect's artistic style and the regional characteristics of the store, and offers customers a new purchasing experience.

Disseminating Culture from JINS Stores



JINS continuously promotes and supports art, music, architecture, and other diverse cultural activities from its retail stores.

At the flagship JINS Shibuya Store, many special exhibitions are held at the second floor event space. It has held exhibitions featuring artists such as Yasuhiro Suzuki, Teppei Kaneuji, and Haruka Koujin.

Oyama Enrico Isamu's art decorated the facade and interior walls of the JINS Harajuku Store, and the JINS Kichijoji Daiyagai Store featured art by Taro Izumi. JINS stores have thus been a showcase for art for many people.

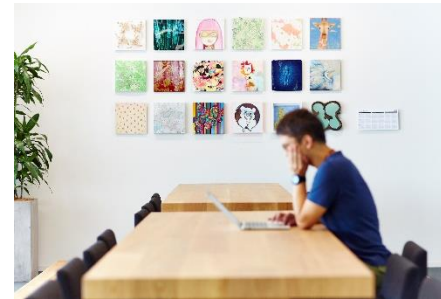
In addition, in July 2020, we held the art exhibition "Es dorada? JINS 2020 Spring/Summer" with the aim of helping more people understand the JINS brand, which aims to enrich and expand the lives of each customer and lead them to new experiences through "seeing."



Office Art



The Tokyo headquarters exhibits artists whose works embody JINS Holdings' vision to 'Magnify Life'. JINS provides the venue and opportunity for young artists to display their works.



C-DEPOT 「Magnify Life」



金丸遥氏
「Expand to the World」

Daikanyama Photo Fair Sponsorship



Since 2017, JINS has been a sponsor of the Daikanyama Photo Fair organized by the Fine-Art Photography Association. JINS feels intimacy with cinema and photographic arts, because they are also created and expressed through a lens.

In 2017, the 'Magnify Photo' competition for young photographers was held. The Grand Prix winner was Koji Ishikawa who was presented with a solo exhibition opportunity at the JINS Shibuya Store.

In 2018, two projects with the theme of "Portrait" were held featuring Takashi Homma and Yoshiyuki Okuyama.

Takashi Homma's "With Eyeglasses" project had portraits with the themes "Family", "Me", "Friends", "Colleague", and "Partner" and were exhibited at the JINS Shibuya Store and JINS Kyoto Store.

A workshop titled "About Portraits" was also held with Yoshiyuki Okuyama as a guest speaker. He talked about portrait photos as he went through the works submitted by selected participants, and then created a new work on the spot while exchanging thoughts and opinions with the audience. By inviting a leading photographer to share his views, JINS provided an opportunity for visitors to further advance in the art of photography.

Social Contribution

Initiative by Overseas JINS

Main Activities

Annual Planting of One Cherry Tree for Each Store in China at Tongji University



Every year, JINS China plants cherry trees at Tongji University, a school that attracts students and visitors from all over the world. JINS plants one cherry tree for each JINS store in China. Cherry blossoms are a symbol of spring in Japan, and enjoying their beauty in various ways, such as flower viewing (hanami), is part of Japan's culture. JINS hopes that the trees it plant will provide a taste of that culture while creating a place of relaxation. In September 2018, JINS held a tree planting ceremony and planted 20 cherry trees. The following year, in March 2019, we planted 120 saplings to match the number of stores JINS has opened in China, bringing the total number of cherry trees to 140. JINS plan to continue planting trees for each new store, every year.

Providing a Field Trip Program to Children in Hualien, Taiwan



The JINS Taiwan headquarters hosts a field trip program, which invites mainly fourth and fifth graders from Shin-Cheng Elementary School in Hualien County. JINS launched the "JINS Telescope Project" as an initiative to broaden children's perspective and encourage their dreams. The students will visit stores, and tour the head office to learn about the duties of marketing, accounting, education and various departments through games. This gives them opportunities to take a different perspective from their daily lives.

Cases for Causes: Cases Designed in Collaboration with a Variety of Nonprofits in North America, with All Proceeds Donated



JINS North America has launched its original project "CASES FOR CAUSES" with the opening of the first store in North America. The project aims to "make the world a better place to see," with eyewear cases designed in collaboration with various non-profit organizations that support the initiative. The case design has increased to seven, and is implemented in all physical stores and E-commerce sites in North America (as of January 2020). By donating 100% of the profit, JINS hopes to take part in making this world a better place with its collaborators.

Japan case

The Japan Case supports the efforts of local nonprofit organizations to preserve Japanese cultural heritage, provide opportunities to experience Japanese culture, and engage in enjoyable activities for local communities.



Sound Governance

Corporate Governance

- Thought process of corporate governance
- Policy regarding internal controls
- Outline and structure of governance
- Officer compensation/Anti-takeover measures
- Disclosure Based on Corporate Governance Code

Corporate Ethics and Compliance

- Code of conduct
- Ethical code
- Policy on prevention of corruption/bribery
- Policy on protection of whistleblowers

Risk Management

- Approach to risk management
- Systems
- Assumed risks and countermeasures

Stakeholder Engagement

- Policy on dialogue with shareholders
- General Meeting of Shareholders/shareholder returns
- IR Activities
- Respect for stakeholders' positions



Sound Governance

Corporate Governance

Policy

Fundamental Thought Process Related to Corporate Governance

Driven by its desire to enrich people's lives and unlock new experiences, the Company has upheld its vision, Magnify Life, and strived to generate new corporate value for contributing to society. While the environment surrounding the Company is changing rapidly, we intend to capture these changes and promote a sustainable business in international and local societies to fulfill our corporate social responsibility.

To this end, it is essential for the Company to earn the trust of shareholders, customers, and other stakeholders, as well as local society. We believe that strengthening corporate governance is the most important and crucial means of building trustful relationships.

That is why we are proactively carrying out such initiatives as the establishment of supervisory functions to ensure promptness in our decision-making as well as appropriateness and efficiency in the execution of our operations, and the enhancement of internal conformity systems to minimize risks which could cause damage to our corporate value. In order to achieve creation of corporate value over the medium to long term, we will ensure more effective corporate governance by developing an organizational governance system rather than a system supported solely by individual ethics, and establish a sound and transparent management structure.

Overview

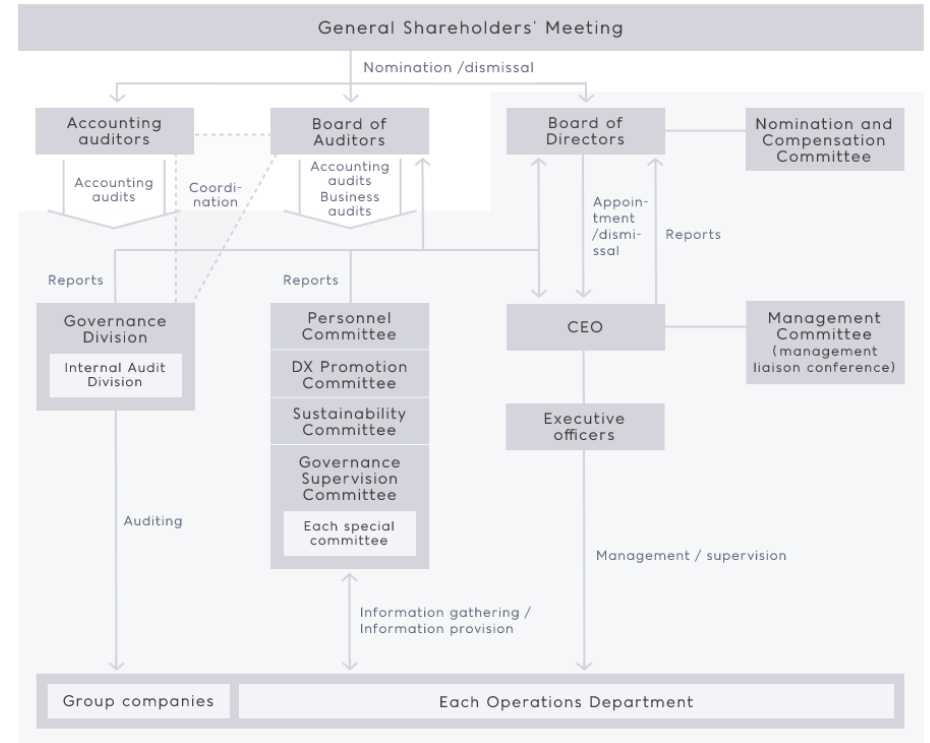
Corporate Governance System

Organizational structure	Company with auditors
Directors	4 directors (2 Outside directors, 2 Independent officers)
Auditors	3 auditors (3 Outside auditors)
Number of the Board of Directors meetings	15 times
Number of the Board of Auditors meetings	14 times
Accounting Auditor	Ernst & Young ShinNihon LLC

The Company is a company with a board of auditors and an accounting auditor. While we are working to strengthen our corporate governance system, the Company's corporate governance is operated by a governance structure centered on the Board of Directors and coordinated by the Board of Auditors, the department in charge of auditing, the Accounting Auditor, etc.

Please see below regarding [Reasons Why Principles of the Corporate Governance Code Are Not Implemented]. <https://jinsholdings.com/jp/en/company/governance/>

Current Corporate Governance System Chart



Basic Policy for internal Control

Please see below for details on our basic policy regarding Internal controls. <https://jinsholdings.com/jp/en/company/governance/>

Sound Governance — Corporate Governance

Overview

Outside Directors

The Company has appointed three outside directors, Mr. Noboru Kotani, Mr. Jiro Kokuryo and Ms. Chiaki Hayashi. Mr. Kotani has been appointed as an Outside Director with the expectation that he will provide oversight of and recommendations on the Company's overall management and exercise voting rights at meetings of the Board of Directors based on his experience and insight from serving as an officer of multiple listed companies. Mr. Kokuryo has been appointed as an Outside Director with the expectation that he will provide oversight of and recommendations on the Company's overall management and exercise voting rights at meetings of the Board of Directors based on his professional experience at a major telecommunications company as well as deep insight and wide-ranging experience in management and IT as a scholar. Ms. Hayashi has been nominated as a candidate for Outside Director with the expectation that she will provide appropriate advice on the Company's business and sustainability measures based on her experience in managing a variety of projects and working on revitalization of a local economy.

Independent Officers

The Company has designated three outside directors (Mr. Noboru Kotani, Mr. Jiro Kokuryo and Ms. Chiaki Hayashi) and two outside auditors (Mr. Tsuguya Ota and Mr. Tetsuya Oi) as independent officers.

Concept and Overview on Officers remuneration

As a basic policy, compensation for the Company's Directors shall be set at an appropriate level in light of each Director's responsibilities and level of contribution in order to ensure transparency and objectivity. Specifically, only basic compensation shall be paid, as a fixed compensation that comprehensively takes into account of the scope of responsibilities, business results, level of contribution, and other factors, within the scope of the maximum amount of compensation determined by resolution of the General Meeting of Shareholders.

Anti-takeover Measures

At this time, the Company does not plan to introduce specific anti-takeover measures.

Policy for Cross-Shareholdings

The Company's basic policy is not to own listed shares as cross-shareholdings. At this time, the Company owns three issues of unlisted shares as cross-shareholdings.

Directors' Skills Matrix

	Name	Gender	Attributes (Director / Auditor)		Knowledge and experience for which the Company has particular expectations								
			Inside / Outside	Independence (Outside Officers only)	Corporate management / management strategies	ESG / sustainability	Brand strategies / marketing	R&D / Innovation	Finance	Legal / compliance	IT	HR / HR strategy	Global
Directors	Hitoshi Tanaka	Male	Inside	/	●	●	●	●					●
	Ryo Tanaka	Male	Inside	/	●	●	●		●				
	Noboru Kotani	Male	Outside	●	●		●						●
	Jiro Kokuryo	Male	Outside	●	●	●			●		●		●
	Chiaki Hayashi	Female	Outside	●	●	●	●					●	●
Auditors	Masatoshi Arimura	Male	Outside	-						●	●		
	Tetsuya Oi	Male	Outside	●							●	●	●
	Tsuguya Ota	Male	Outside	●	●					●			
Executive Officers	Maki Ube	Male	/	/	●		●						●
	Katsumi Kubota	Male	/	/	●				●				●
	Ming-Chi Chiou	Female	/	/	●	●	●						●
	Yukinori Arakawa	Male	/	/						●	●		
	Mikiya Yamawaki	Male	/	/		●				●	●		●
	Hiroyuki Kondo	Male	/	/	●					●			
	Shinichiro Matsuda	Male	/	/					●		●		
	Shingo Kobayashi	Male	/	/	●							●	

Sound Governance — Corporate Governance

Overview

Policy related to constructive dialogue with shareholders

In order to contribute to the sustainable growth of the Company and the enhancement of corporate value over the medium to long-term, the Company promotes constructive dialogue with shareholders to a reasonable extent. The Director in charge of IR oversees the general dialogue with shareholders and works to enhance dialogue by assigning IR personnel to the IR Division and working with related departments such as general affairs, accounting, and legal affairs in the Administration Division.

【Status of officer attendance at meetings of the Board of Directors】

Meetings of the Board of Directors are generally held once a month, and extraordinary meetings of the Board of Directors are held as needed. The Board of Directors makes decisions from a board perspective and supervises the execution of business. In addition to matters stipulated in laws and regulations, the Articles of Incorporation and the Board of Directors Regulations, a wide range of matters are reported, discussed, and resolved. Auditors also attend meetings of the Board of Directors in order to supervise the execution of business by directors.

Status of attendance (number of meetings attended / number of meetings held: (attendance rate)) at meetings of the Board of Directors in FY2022 (September 1, 2021 to August 31, 2022)

President	Hitoshi Tanaka	15 out of 15 (100%)
Director	Ryo Tanaka	10 out of 10 (100%)
Outside Director	Noboru Kotani	15 out of 15 (100%)
Outside Director	Jiro Kokuryo	15 out of 15 (100%)
Outside Director	Chiaki Hayashi	10 out of 10 (100%)
Outside Auditor	Masatoshi Arimura	15 out of 15 (100%)
Outside Auditor	Tsuguya Ota	15 out of 15 (100%)
Outside Auditor	Tetsuya Oi	15 out of 15 (100%)

Implementation of Measures for Shareholders and Other Stakeholders

Initiatives for revitalizing the General Meeting of Shareholders and facilitate the exercise of voting rights	Since the 27th Annual General Meeting of Shareholders in 2014, we have adopted an electromagnetic method for exercising voting rights.
	Since the 27th Annual General Meeting of Shareholders in 2014, we have participated in the Electronic Voting Platform operated by IC J, Inc.
IR activities	Briefing sessions for analysts and institutional investors are held twice a year, once after the announcement of full-year financial results and once after the announcement of second quarter financial results. The briefing materials are immediately posted on the Company's IR website. https://jinsholdings.com/jp/en/ir/library/explanationdata/
	Financial information, timely disclosure information, securities reports, financial results briefing materials, materials from the General Meeting of Shareholders, etc. https://jinsholdings.com/jp/en/ir/
	A dedicated department and Executive Officer are placed in charge of IR activities.
Initiatives for respecting the position of stakeholders	The Company has established Insider Trading Prevention Regulations designed to collect and analyze company information that should be disclosed in a timely and comprehensive manner, to make appropriate disclosures in compliance with rules for timely disclosure, the Financial Instruments and Exchange Act, and other related laws, and to prevent the leakage of important information and illegal insider transactions.
	Since 2013, in order to support and promote entrepreneurship in Gunma Prefecture where the Company was founded, we have sponsored the Gunma Innovation Award, which is presented to commend entrepreneurs in cooperation with local newspapers and local companies that support the purpose of the award. Furthermore, in order to revitalize the city of Maebashi, we established the Taiyo no Kai (Sun Association) together with companies that have head offices and main bases in Maebashi. Every year, we donate 1% of our net profit (minimum of 1 million yen) to invest in businesses that contribute to the development of Maebashi. We also collect and recycle eyeglasses that are no longer used.

Disclosure Based on the Corporate Governance Code

Please see below regarding [Disclosure Based on the Corporate Governance Code].
<https://jinsholdings.com/jp/en/company/governance/>

Reasons for Non-compliance with the Principles of the Corporate Governance Code

Supplementary Principle 4-1-2: (Roles and Responsibilities of the Board of Directors)
Supplementary Principle 4-1-3: (Roles and Responsibilities of the Board of Directors)

Disclosure Based on the Principles of the Corporate Governance Code

Principle 1-4: Cross-shareholdings
Principle 1-7: Transactions between related parties
Supplementary Principle 2-4-1: (Ensuring Internal Diversity Including Active Participation of Women)
Principle 2-6: Roles of corporate pension funds as asset owners
Principle 3-1: Enhancement of information disclosure
Supplementary Principle 3-1-3: (Enhancement of information disclosure)
Supplementary Principle 4-1-1: (Roles and Responsibilities of the Board of Directors)
Principle 4-9: Criteria for judging the independence of Independent Outside Directors and attributes of Independent Outside Directors
Supplementary Principle 4-10-1: (Use of Optional Approach)
Supplementary Principle 4-11-1: (Preconditions for Board and Audit Board Effectiveness)
Supplementary Principle 4-11-2: (Preconditions for Board and Audit Board Effectiveness)
Supplementary Principle 4-11-3: (Preconditions for Board and Audit Board Effectiveness)
Supplementary Principle 4-14-2: (Trainings for Directors and Auditors)
Principle 5-1: Policy related to constructive dialogue with shareholders

Sound Governance

Corporate Ethics and Compliance

Policy

Code of Conduct (JINS Attitude)



These are the attitudes essential to realizing JINS vision, Magnify Life. They underpin all the activities, bring clarity and coherence to what JINS does, and help JINS make the right business decisions.

• Progressive

Be progressive and don't fear change. Not bound by convention, we should constantly take on new challenges. You and I shall both excite the world. Let's create new standards, together.

• Inspiring

Inspire. With new products and services. With our individuality, passion, and ideas. We should accept, understand, connect, and get others involved. Let's be a source of joy and inspiration.

• Honest

Be honest. Whether it's customers, colleagues, communities, or the global environment, our business is derived from our relationships with others. Breakthroughs are all born from empathy and sincerity. Make no compromises. Let's become a brand that people can't live without.

Ethical Code

JINS has established JINS Group Guidelines for Code of Ethics which provide standards to all the employees for acting in daily operations with high morals and a good sense, in addition to complying with international standards, laws and regulations applied in each country and region, internal regulations, etc. With these as the base for all activities conducted internally and externally, it provides guidelines for responsible actions.

Policy on Prevention of Corruption/Bribery

Policies on prevention of corruption and bribery have been prescribed in Article 8 "Relationships with Governments and Administrations" and Article 9 "Elimination of Relationships with Anti-social Forces" of the Guidelines for Code of Ethics and Guideline 2 "Fair Transactions with Business Partners" of the Code of Ethical Conduct.

Policy on Protection of Whistleblowers

JINS has established the Whistleblower Protection Regulations for protecting whistleblowers based on the Whistleblower Protection Act to build a system for appropriately handling consultation or reports from workers or other people about organizational and personal compliance violations and detect and correct misconduct in an early stage.

Tax policy

Under the recognition that declaring and paying tax concerning business activities are social responsibility, JINS has been complying with laws and regulations in Japan and overseas and ensuring thorough and appropriate implementation of internal rules established. In addition, JINS aims to maximize cash flows and enhance corporate value by minimizing tax risks and carrying out appropriate tax planning. Based on these thoughts, the following tax policy has been set.

① Tax compliance

JINS complies with tax laws applied in countries and regions which it operates in and fulfill tax obligations. In addition, JINS operates business activities in accordance with OECD Guidelines, etc. It continuously monitors the trends of laws and regulations in each country, aiming to minimize tax risks caused by a change in the tax system. JINS does not use tax havens for the purpose of tax avoidance.

② Tax governance

At JINS, the Board of Directors is responsible for overseeing tax risks and the General Manager of Administration Division supervising the tax department serves as a general manager of tax affairs. When facing a tax problem, JINS has been striving to solve it in corporation with domestic companies in each country and of each subsidiaries and overseas subsidiaries as necessary. Problems deemed to be important are handled after reporting and resolution at the Board of Directors.

③ Response to transfer price taxation

For transaction with foreign related parties, considering arm's length price, profits are allocated appropriately according to business risks between each country and each subsidiary and their functions and assets.

④ Relationship with tax authorities

JINS builds transparent and sound relationships with the tax authorities in each country and region through sincere responses to requests from them by, for example, providing appropriate information. If there is a difference in opinion between the tax authorities and JINS, JINS makes efforts to solve problems through appropriate communication with the respective tax authorities.

Sound Governance

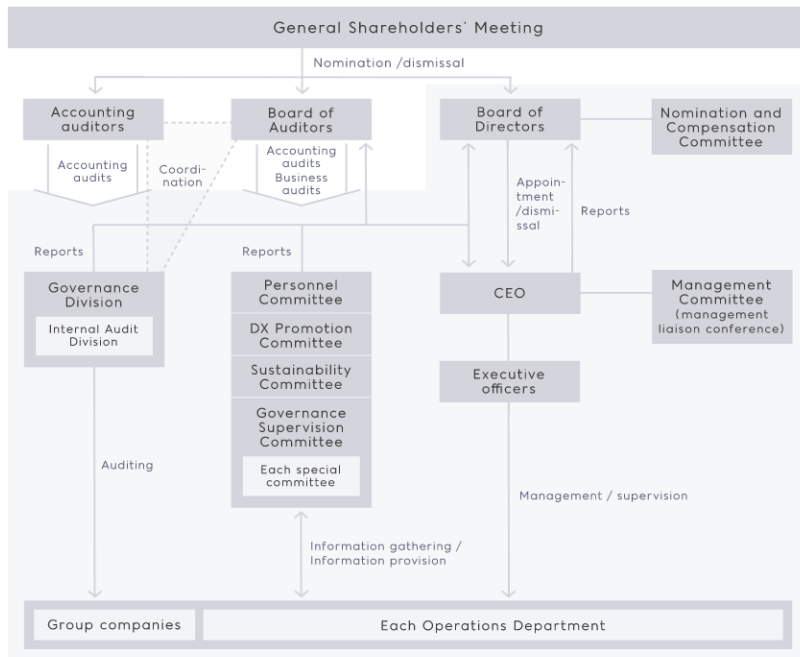
Risk Management

Policy

Approach to Risk Management

JINS believes that it is important to prevent and appropriately manage various risks that may arise, and has established and operated Risk Management Regulations and a risk management system to take appropriate measures. We also pay attention to trends in related laws and regulations and changes in the social environment to accurately grasp the degree of impact of risks on management and take appropriate measures. In addition, for risks that have already become apparent, we aim to minimize losses due to risk by taking necessary measures.

Systems



Risk management is an important matter that should be recognized and practiced by the management team, and is a management system that should be developed by Directors, the Board of Directors, Auditors, and managers according to their own positions. Therefore, each department is always aware of the need to diversify risks, limit risk-taking, and hedge risks to minimize risks, and we have established a risk management system to ensure an accurate understanding of risks. In addition, we have established the Risk Management Committee as the controlling department for risk management, and are developing a system to integrate and manage the risks of each department. In order to minimize the impact of individual business risks and the frequency of their occurrence, each department is responsible for taking necessary preventive measures as part of its normal business operations, as well as developing emergency response measures in the event of an occurrence. We are also deepening cooperation with Group companies to share basic risk management processes and information across the Group.

Assumed Risks and Countermeasures

Matters that may have a significant impact on investors' investment decisions as business risks include those listed below. Please note that the forward-looking statements in this section are based on the judgments of the Group as of the end of August 2020, and that the following statements do not cover all risks related to investment in our shares.

Risks of Statutory Regulations

The above risks include risks related to regulations related to the provisions of Article 17 of the Medical Practitioners Act, regulations related to the Act on Securing Quality, Efficacy and Safety of Products Including Pharmaceuticals and Medical Devices, the Act on the Protection of Personal Information, and the Product Liability Act.

Risks Related to the Industry Environment

The above risks include those related to the maturation of the domestic market for corrective eyewear, the spread and emergence of alternative products and services, natural disasters, the spread of infectious diseases, and information security.

Risks of Changes in the Financial Environment

The above risks include risks related to changes in interest rates trend, changes in the funding environment, and the impact of exchange rate fluctuations.

Risks Related to the Business Model

The above risks include risks related to the emergence of competitors, significant changes in social, economic, and political conditions in China, store opening policies, leasehold and guarantee deposits, securing and training of human resources, intellectual property rights, overseas expansion, and impairment of non-current assets.

Please see below regarding [Assumed Risks and Countermeasures].
<https://jinsholdings.com/jp/en/sustainability/governance/03/>

Sound Governance

Stakeholder Engagement

Policy

Policies Related to Structure Development/Initiatives to Enhance Constructive Dialogue with Shareholders

In order to contribute to the sustainable growth of JINS and the enhancement of corporate value over the medium to long-term, JINS promotes constructive dialogue with shareholders to a reasonable extent. The Director in charge of IR oversees the general dialogue with shareholders and works to enhance dialogue by assigning IR personnel to the IR Division and working with related departments such as general affairs, accounting, and legal affairs of the Administration Division. JINS comprehensively considers the wishes and interests of shareholders and investors, and holds individual meetings and telephone conference calls as necessary. Moreover, JINS takes other measures to enhance dialogue. For example, JINS holds financial results briefings every six months, at which management team explains JINS's financial situation and management policy to shareholders and investors.

Disclosure Policy

1. Basic Disclosure Policy

The Company aims to create a "new normal" and pioneer an unseen world through its vision, Magnify life. In accordance with this vision, we endeavor to swiftly disclose both financial information, including current details regarding our financial status and operating performance, and non-financial information, such as management strategy, management issues, and information concerning risks and governance, to all of our stakeholders, including shareholders and investors. We also ensure that these disclosures are fundamentally transparent, even-handed, and consistent. We strive to achieve equitable information disclosure while ensuring compliance with fair disclosure rules established within Japan's Financial Instruments and Exchange Act and taking care to prevent selective disclosure to specific individuals.

2. Disclosure Standards

When the Company discloses information (under its disclosure policy), it complies with Japan's Financial Instruments and Exchange Act and all other applicable laws and regulations (below, "laws and regulations"), as well as with all rules established by the stock exchange on which its shares are listed (below, "listing rules"). We also actively, promptly, and impartially disclose information that is not covered by timely disclosure standards prescribed within laws and regulations or listing rules when we determine that it will have a significant impact on investor decisions.

3. Disclosure Method

The Company will ensure that all information is disclosed accurately and fairly using methods that are appropriate to the importance and urgency of the information that is slated for release. This applies to all details that could significantly affect investor decisions, including both vital information covered by laws and regulations or listing rules and other data not subject to timely disclosure standards prescribed within these directives. We release information that we have determined is important and should be disclosed in accordance with timely disclosure standards prescribed within laws and regulations or listing rules using TDnet, a timely disclosure information transmission system provided by the Tokyo Stock Exchange. In principle, we also swiftly post the same materials on our website. Additionally, we post information that will significantly impact investor decisions, even if it is not covered by timely disclosure standards prescribed within laws and regulations or listing rules, while giving appropriate weight to the importance and urgency of the information in question.

4. Silent Period

To prevent leakage of financial information and to ensure fair disclosure, the Company has established a silent period that extends from the day following the date of settlement (which can be the closing date for any fiscal quarter or fiscal year) to the date on which corresponding financial results are announced. During this period, we refrain from releasing any comments concerning financial results, answering any related questions, conducting associated interviews or one-on-one meetings with analysts or institutional investors, and any other behavior that could cause leakage of financial information or impact disclosure fairness. However, during this period, we release any important information that we determine is important and should be disclosed in accordance with timely disclosure standards prescribed within laws and regulations or listing rules.

5. Business Outlook and Future Projections

The Company may disclose information or release comments related to business outlook, strategies, or other matters that concern the future. These forward-looking statements are made in response to decisions reached by our management based on currently available information. The Company does not guarantee the validity or accuracy of these statements. Accordingly, actual results may differ substantially due to a variety of risk factors, including uncertainties and economic conditions.

6. Establishment and Enhancement of Internal System

We will establish and enhance a system that facilitates cooperation between all relevant departments with the goal of properly implementing our disclosure policy and improving the understandability of communication with stakeholders. In addition, we enacted internal regulations concerning insider trading management and are focusing on executive and employee training aimed at ensuring thorough implementation of these regulations.

Main Activities

General Meeting of Shareholders

JINS considers the General Meeting of Shareholders to be a valuable opportunity for dialogue with shareholders, and it is our policy to fully explain the agenda, the status of our business, issues to be addressed, and questions and answers, etc. The Annual General Meeting of Shareholders of JINS is held at our head office in late November every year. In order to allow shareholders to fully consider the agenda for the General Meeting of Shareholders, we disclose the contents of the convocation notice on our website prior to sending the convocation notice. For those shareholders who are unable to attend the General Meeting of Shareholders, we also disclose the minutes of the General Meeting of Shareholders on our website after the general meeting.

Furthermore, as initiatives for revitalizing the General Meeting of Shareholders and facilitating the exercise of voting rights, since the 27th Annual General Meeting of Shareholders in 2014, JINS has participated in the Electronic Voting Platform operated by ICJ, Inc. and allowed electronic exercise of voting rights.

Shareholder Returns

Recognizing that a mid- to long-term increase of shareholder value is our most important mandate, we have a basic policy to maintain sufficient retained earnings for supporting future business development as well as to provide continuous and stable dividend payouts for our shareholders. Although our basic policy used to be to pay a year-end dividend once a year, it has changed to a policy of paying twice a year as an interim dividend and a year-end dividend in order to enhance opportunities to return profits to the shareholders, and have decided to pay an interim dividend from the fiscal year ended August 31, 2021. Our Articles of Incorporation stipulate that we may, by resolution of the Board of Directors, pay interim dividends with a record date of the last day of February each year.

IR Activities

Investors Briefing sessions for analysts and institutional investors are held twice a year, once after the announcement of full-year financial results and once after the announcement of second quarter financial results. The briefing materials are immediately posted on the JINS IR website.

