



JINS

Sustainability Report 2023

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Chiyoda-ku, Tokyo, 101-0054, Japan
JINS HOLDINGS Inc. jinsholdings.com

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Editorial policy

At JINS, we are working on various missions in order to change the future landscape that spreads out beyond the vision of all people into a sustainable and better future under our Sustainability Vision: "Changing the future landscape through eyewear." In order to better communicate our efforts, we began publishing the JINS Sustainability Report and Sustainability Data Book in 2021. This report has been compiled in order to foster in-depth communication with our stakeholders, including customers, shareholders, 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 efforts.

Scope of coverage of the report

Reporting scope	The scope encompasses JINS HOLDINGS Inc., JINS Inc., and other consolidated subsidiaries. *However, at present, the scope encompasses JINS HOLDINGS Inc. and JINS Inc.
Reporting period	The fiscal year covered by the report follows the accounting year, which is from September to August of the following year. For instance, the reporting period for FY2023 is from September 2022 to August 2023. In the case that a different reporting period is being used, this will be clearly indicated at the respective section. While the report principally focuses on activities from FY2023 (September 1, 2022, to August 31, 2023), it also includes certain initiatives from prior to FY2023, as well as the most recent activity report.
References	<ul style="list-style-type: none">• Task Force on Climate-related Financial Disclosures (TCFD)• Environmental Reporting Guidelines (2018)
Reporting cycle	In principle, the report is updated yearly. Dates of the most recent report and data book are as follows: Sustainability Report: March 29, 2024 (the next report is scheduled to be published in March 2025) Sustainability Data Book: March 29, 2024 (the next data book is scheduled to be published in March 2025)

Website

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

Our Vision

Magnify Life

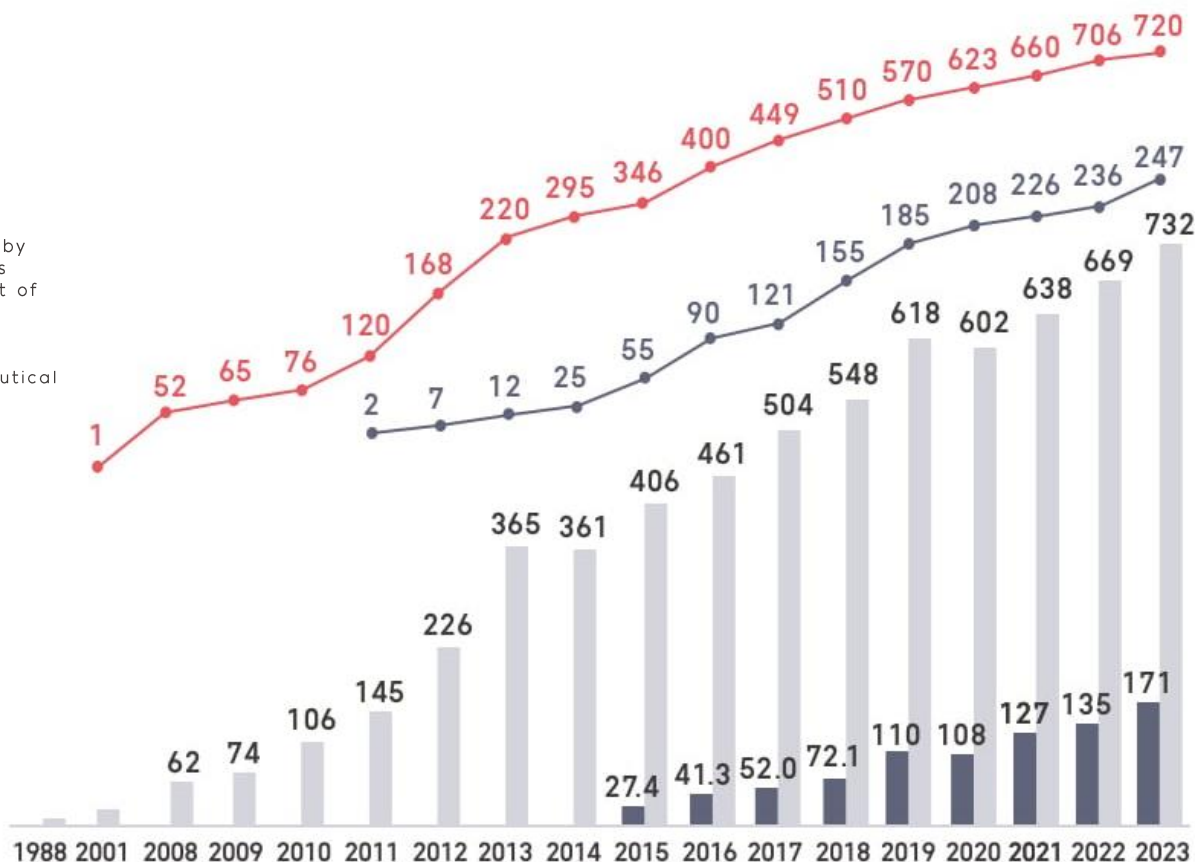
Our vision at **JINS** is to encourage people to change the way they view the world - to enrich their lives and unlock new experiences. That's why we look for the unseen, "create new standards," and think beyond glasses —to **Magnify Life**



Company Profile

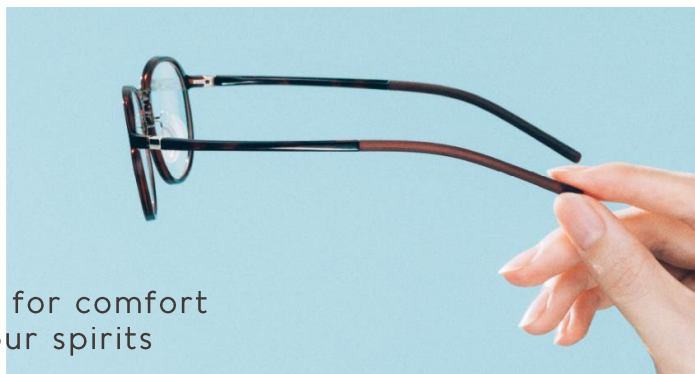
Trade name	JINS HOLDINGS Inc.
Tokyo Head Office	Yasuda Sequence Tower, 1 Kanda Nishiki-cho 3-chome, Chiyoda-ku, Tokyo
Maebashi Head Office	26-4 Kawahara-machi 2-chome, Maebashi-shi, Gunma
CEO	Hitoshi Tanaka
Founded	July 1988
Paid-in capital	3,202,475,000 Japanese Yen
Listed market securities (code)	Prime Market, Tokyo Stock Exchange (3046)
Business	Control and management of business activities by subsidiaries engaged in the following businesses Planning, manufacture, sales, and import/export of eyewear; planning, development, manufacture, processing, sales, leasing, maintenance, and import/export of wearable devices and related products; sales and import/export of pharmaceutical products and related products
Net sales	73,264 million yen (Results of FY08/23)
Number of employees	3,486 (number of associate employees: 1,628) (as of August 31, 2023)
Group companies	JINS JINSnorma
Domestic companies	Yamato Technical Co., Ltd.
Overseas companies (JINS overseas business)	JINS SHANGHAI CO., LTD. JINS SHENYANG CO., LTD. JINS Eyewear US, Inc. JINS TAIWAN CO., LTD. JINS Hong Kong Ltd.

- Number of overseas JINS stores
- Number of JINS stores (including franchise stores and overseas stores)
- Overseas net sales(unit = 100 million yen)
- Net sales (consolidated) (unit = 100 million yen)



Products & Experience

Industry-defying eyewear and amazing experiences for all



Airframe

Light as air for comfort that lifts your spirits

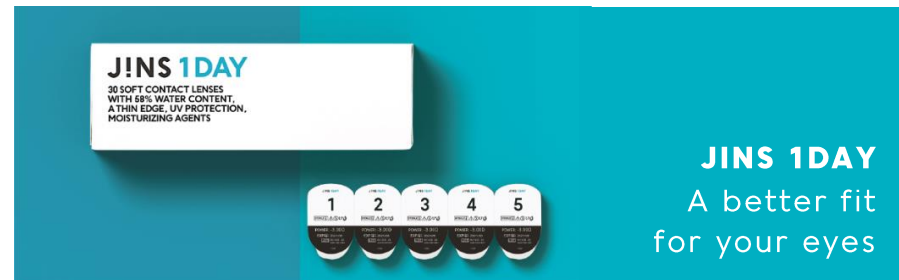
Airframes are one of JINS' signature products, offering a lightweight comfort that completely overturns the conventional concept of glasses as uncomfortable and heavy. They are designed not only to be lightweight, but also comfortable, safe, stylish, and affordable. With the launch of Airframes, we have established a new standard for lightweight glasses in Japan.



JINS SCREEN

The beauty of 'Normal' is embodied in computer glasses.

JINS SCREEN glasses were developed for people who have issues when viewing devices that emit blue light. The frames were designed in collaboration with product designer Jasper Morrison. People work with digital devices now more than ever before, so we have created designs that blend well on everyone, producing the ultimate in "normal."



Customers have been asking JINS to create our own brand of contact lenses. That's why we created JINS 1DAY. These lenses are designed to fit snugly on the eye for ultimate comfort. With these lenses, we aim to "create new standards" for contact lenses.

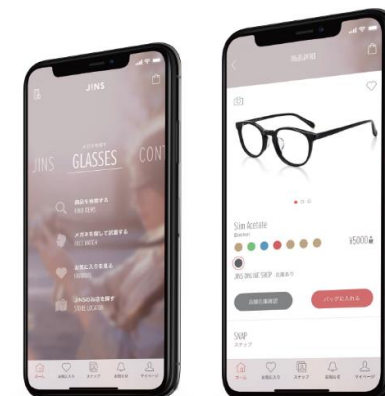
JINS APP

Making glasses more fun, more convenient, and more good value

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

The JINS app recently topped 11 million downloads*. The more people that use in-app services for managing prescription information, checking whether glasses suit them, and the like, the more enhanced the app's database becomes. We will create shopping experiences that are even more enjoyable and comfortable for customers.

*As of August 2023



MORE THAN GOOD

World-class thin aspheric lenses

All JINS glasses come standard with thin aspheric lenses from the world's leading lens manufacturer, Essilor Group, and industry giant, HOYA Group. Aspheric lenses offer less distortion in vision and appearance than traditional spherical lenses, and allow glasses wearers to pick their desired frames, regardless of their prescription.



Pursue the ultimate in comfort and quality

To ensure comfort and quality, we are dedicated to exceptional design, along with developing proprietary forms and materials with constant improvements. We never cut corners, up to and including the smallest details. Further, to provide zero-compromise quality, we carry out inspections comprising as many as 20 different checks, including global ISO standards, former JIS standards, and JINS in-house standards.



MORE THAN FAIR PRICE

SPA business model

JINS has adopted the SPA business model (Specialty store retailers of Private label Apparel) in handling all stages of our businesses in-house, from planning and production to distribution and sale. This allows us to significantly cut unnecessary costs, such as the profit margins of intermediate companies and fees related to branded products. Moreover, we can incorporate customer feedback into the production process to provide top-quality glasses at affordable prices.



No extra fees for stronger prescriptions

While most eyewear brands charge more for lenses requiring a stronger prescription or lens thinning, JINS does not charge extra regardless of prescription—not even for strong myopia or astigmatism.



⌚ MORE THAN FAST

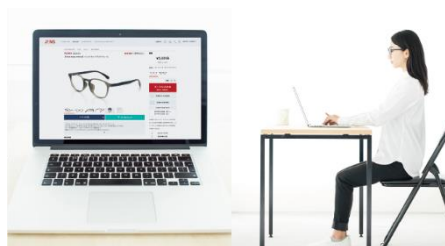
Eyewear in as little as 30 minutes

Thanks to efficient operations at JINS stores, same-day delivery is a reality. JINS has turned the idea of waiting weeks for a new pair of glasses on its head. At JINS, it takes just three easy steps to get a new pair of glasses: 1. Selecting frames and taking them to the counter 2. Eye examination 3. Payment. As long as we have suitable lenses available in stock, glasses can be ready in as little as 30 minutes after payment.



Online store

The JINS online store offers a lineup of about 3,000 products, all with free shipping. Delivery is fast, with many orders shipping the same day. Products can be delivered to a customer's home, or ordered for pick up at a convenience store or JINS store. Moreover, we have introduced a wide variety of payment options for customer convenience.



⚠️ MORE THAN NEW

Exploring the potential of glasses through industry-academic collaboration

Our R&D office works together with partner companies, university professors, and medical specialists in our tireless efforts to carry out research that will bring about next-generation products and services. JINS SCREEN, a major project developed through industry-academic collaboration, is being introduced at educational facilities, medical facilities, and private companies.



On the hunt for new materials

Just as our Airframes were made possible thanks to the discovery of the lightweight material nylon resin TR-90, similar development of new and innovative materials is crucial for creating products with new functionality. We are constantly strengthening our capabilities in gathering information to aid in our search for new materials that will 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 our belief.

The lives of people after they start wearing eyewear made by JINS, as well as all the workers involved in the industry, and ultimately, even people who do not use eyewear: the future landscape that extends beyond the vision of each of these people will be reshaped into a sustainable and better one.

To this end, we are working on various missions.

For example, taking on the challenge of producing recyclable eyewear that will reduce environmental impact.

Connecting with and revitalizing local communities, along with supporting children.

Researching light and promoting educational activities to raise awareness in order to help protect eye health.

Manufacturing sensing devices to care for vision, as well as body posture and mental health.

And even developing medical devices that not only correct myopia, but proactively work to prevent it.

We are currently in an era where as much as one third of the world’s population is believed to be myopia, and the social costs associated with this condition continue to increase.

If the eyewear industry can bring about innovation in this respect, the resulting impact will change the future of society as a whole.

High quality at optimal pricing for everyone who needs it.

With this hope, JINS has been looking ahead to the future of society through its eyewear and constantly taking action to overturn conventional wisdom since the time of its foundation, when it breathed new life into the industry’s conventional practices.

Magnify Life

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



Messages from Executives



Changing the future landscape through eyewear

Hitoshi Tanaka
Founder & CEO

Infectious diseases, climate change, resource depletion, racial issues, and economic disparity. Our planet is currently facing a number of crises, no matter the region or country. I cannot help but think that these issues are sending us the message that humans must change.

The vision of JINS is "Magnify Life." It expresses our hope for everyone to have a more enriched and boundless life, along with a strong desire for JINS to provide them with opportunities for that. In order to realize the true meaning of this vision, I have continually asked myself, "What does sustainability mean to JINS?"

"Changing the future landscape through eyewear." This is the current Sustainability Vision that JINS has established. At the same time, we have also identified six materialities considered to be the most significant for JINS. There are a variety of themes given in these materialities: from reducing our environmental impact to considering the livelihoods and human rights of all people involved in the value chain.

Six materialities

- Consideration for the environment
- Maximizing human resources and upholding human rights
- Healthcare and innovation
- Dependable products and services
- Social contribution
- Sound governance

Solving social issues is not easy to do and requires a long time. However, we are proud of the fact that we have overturned conventional wisdom on eyewear many times over and expanded its possibilities through, for example, research on light to halt the progression of myopia and the development of products that analyze the human body and mind. That is why, in our approach to sustainability, too, 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 our strong wish.

Are our business activities of use to society? Can our products and services contribute to solving the issues faced by society? We should always look at ourselves with such a critical eye. We want to continue to "create new standards" one after another in the hope that the existence of JINS will make this world a little easier to live in and a more vibrant place.

Please look forward to the future of JINS.

Messages from Executives

To change the future landscape

Creating social value through business

My name is Ryo Tanaka, and I am the sustainability promotion director at JINS HOLDINGS Inc. I will take the lead in working toward realizing the JINS Sustainability Vision, "Changing the Future Landscape Through Eyewear." Environmental issues such as climate change and social issues such as diversity, equity, and inclusion (DE&I) and healthcare defy any attempt at a quick and simple solution. However, JINS will face these issues seriously and resolutely work to 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 businesses that only JINS can do.

Medium- to long-term goals and corporate governance

JINS is currently setting 2030 Goals and strengthening its system for promoting sustainability toward 2030, the year for achieving the Sustainable Development Goals (SDGs). In line with setting the 2030 Goals, we are also formulating a roadmap for our promotion activities, as well as making progress with our Business Continuity Plan (BCP) for emergencies and disasters in order to respond to major changes in society. JINS has established "Changing the future landscape through eyewear" as its Sustainability Vision. JINS has been challenged to "create new standards" in the industry since its foundation. We will share our commitment to look ahead to the future of society through our eyewear and constantly take action to overturn conventional wisdom with all of our stakeholders, and will work together to achieve this goal. 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 sustainable growth and development of the company," and we will promote various measures to enhance our management structure and strengthen its supervisory function for the purpose of increasing trust among all our stakeholders and pursuing enhanced corporate value.

Identifying material factors

JINS has identified six areas as materialities for sustainability initiatives: consideration for the environment, sound governance, dependable products and services, maximizing human resources and upholding human rights, healthcare and innovation, and social contribution. We will focus on these and promote them strategically from now on. These materialities have been developed after narrowing down various social issues centered primarily on global issues such as environment, society, and governance (ESG) and the SDGs, and formulated in consideration of their importance to JINS, its stakeholders, and overall society. For one of the materialities, "consideration for the environment," for example, we have worked on producing eyewear made using sustainable materials toward realizing a recycling-oriented society, in order to reduce our environmental impact. Further, in the area of "healthcare and innovation," which is closely related to eyewear, we research light and promote educational activities to raise awareness in order to help protect eye health, as well as manufacturing sensing devices to care for vision, along with body posture and mental health. We would also like to take on the challenge of creating various innovations in the area of healthcare, with eyewear as a starting point, such as developing medical devices that not only correct myopia, but proactively work to prevent it. Moreover, in the area of "maximizing human resources and upholding human rights," to promote DE&I among employees, JINS is creating an environment where diverse personnel working at JINS can thrive in their careers regardless of normal differences between individuals, including nationality, race, ethnicity, social status, religion, creed, age, gender, gender identity, sexual orientation, mental or physical disabilities, family, career, experiences, working styles, or the like. Leveraging the abilities and characteristics of each individual person as much as possible will lead to further innovation and value creation.

Relationships with stakeholders

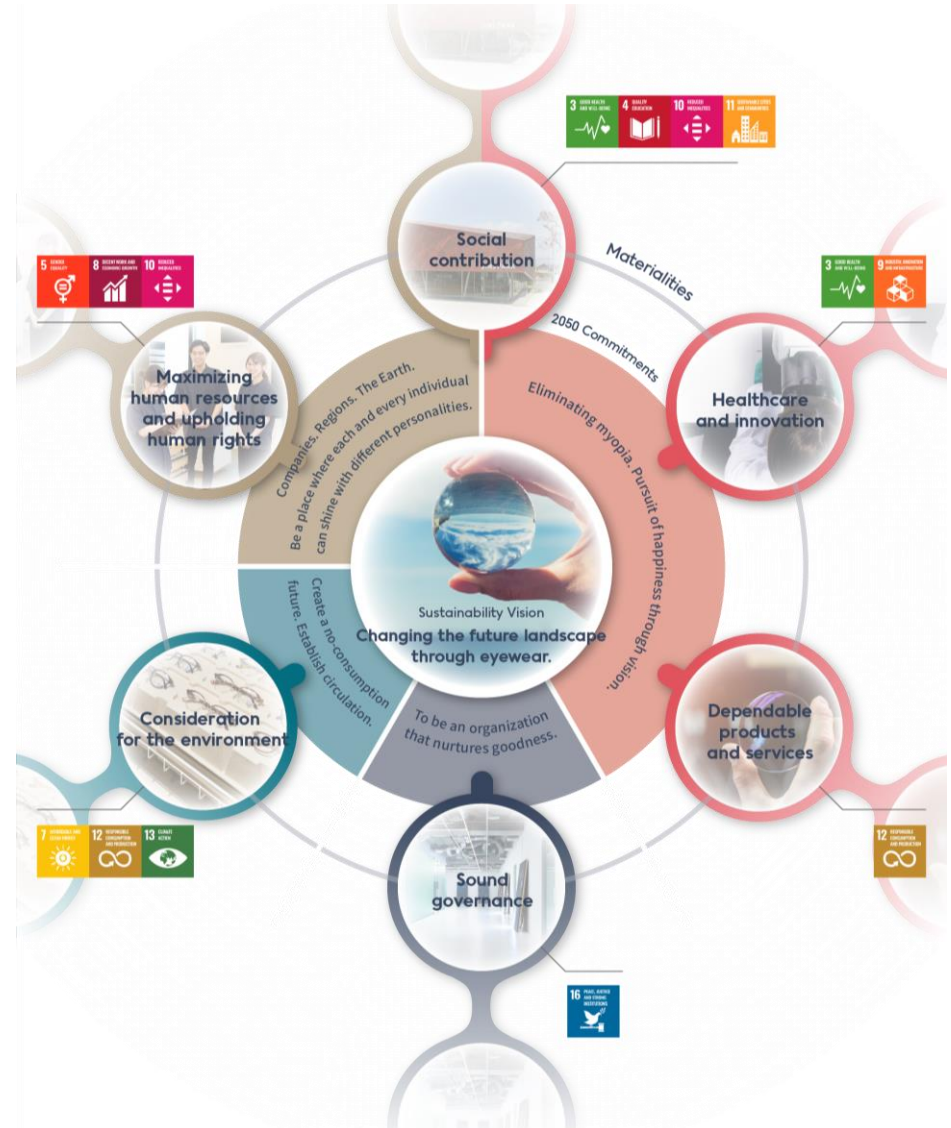
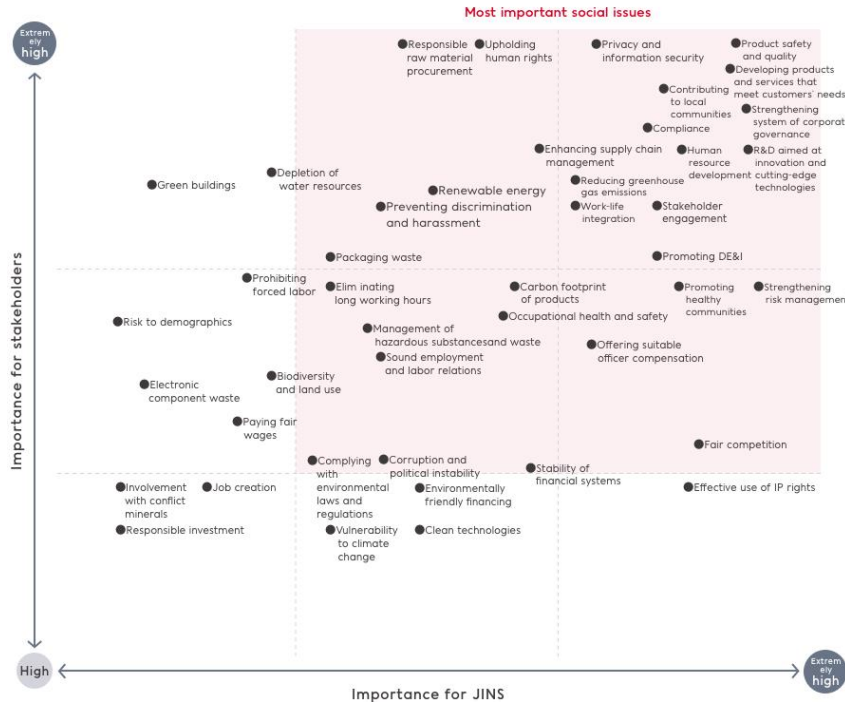
JINS is engaged in business to maximize the value it can provide to its stakeholders. To this end, we recognize the importance of listening carefully to the expectations and opinions of our stakeholders and moving forward together while considering the impacts that JINS will have on the environment and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



Ryo Tanaka
Executive Vice President
Sustainability Promotion
Director

Materiality

JINS identified its materialities in 2021, and we have been working on related initiatives up to now. However, in light of significant changes in social conditions and the environment surrounding our business in recent years, we reviewed the materialities in 2024 while taking into account company strategy and other factors. For each of the six identified materialities, we have implemented a process of goal setting, progress management, evaluation, and improvement, and have been expanding sustainability activities across company departments and among employees. The materialities are based on the process of identifying social issues, sorting them in order of priority and organizing as materialities, setting KPIs/medium-term goals linked to the materialities, confirming validity by outside experts, and obtaining management approval/identifying materialities. We will continue to regularly review the materialities in response to changes in society and the business environment.



2050 Commitments

**Establish circulation.
Create a no-consumption future.**

There are a number of environmental issues faced by our planet, with the economic activities of humans the root cause of these issues. If this is the case, can we make a change in people's consumption habits? We hope to address environmental issues with the challenging spirit typical of JINS. First is to achieve carbon neutrality. We aim to increase the ratio of renewable energy to 100% in order to achieve virtually zero CO₂ emissions within the Group. As for products, we will promote zero waste products and shift to 100% recyclable eyewear. We will continue trying to "create new standards" in respect of the environment as well.

**Eliminating myopia.
Pursuit of happiness through vision.**

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

**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 will 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.

To be an organization that nurtures goodness.

Honesty and integrity are indispensable above all for building strong governance. To be an organization that nurtures goodness, that is, an organization that attracts, nurtures, and rewards good people. We believe that this perspective is more important than anything else in allowing us to respond quickly to the latest issues and ensure high levels of risk management. To be diverse and respect one another. To establish an open environment where everyone can speak frankly. This is the future toward which JINS should be heading.



2030 Goals

	KPIs	2030 Goals	2023 Results
Consideration for the environment	Responding to climate change	Reducing greenhouse gas (CO ₂) emissions SCOPE 1+2 42% reduction (compared to 2020) SCOPE 3 25% reduction (compared to 2022)	SCOPE 1+2 25% increase (compared to 2020) SCOPE 3 7% reduction (compared to 2022)
		50% renewable energy use by roadside and street stores in Japan	Method for calculating energy use is under consideration. The status of the number of stores at which renewable energy has been introduced is as follows. Total number of stores at which renewable energy has been introduced: 22 (out of 79) <Breakdown> - Renewable energy power plan: 2 - Solar power generation equipment (owned by the company): 5 - Solar power generation equipment (PPA): 15
	Realizing a recycling-oriented society	50% of eyewear (resin products) made from sustainable materials	Ratio of eyewear (resin products) made from sustainable materials: 19%
Maximizing human resources and upholding human rights	Employee DE&I	Ratio of women in management positions at 30% Women store directors at 50%	Ratio of women in management positions: 15% Ratio of women store directors: 26%
		Ratio of parental leave usage by both men and women at 100%	Ratio of parental leave usage Men: 35% Women: 100%
	Human resource development	Promoting international transfers of human resources	Number of international transfers of human resources: 6
	Upholding human rights in the supply chain	Ensuring that new and major suppliers are monitored by an internal specialist department and third parties (100%)	Ratio of new and major suppliers monitored by an internal specialist department and third parties: 100%
Zero major incidents in the supply chain		Number of major incidents in the supply chain: 0	
Social contribution	Raising awareness of eye health, and creating and providing opportunities for excellent viewing experiences	Holding ongoing activities to nurture how people see, such as "Miru-iku" viewing education and art support	Held JINS x Tech Kids School Miru-iku Project

	KPIs	2030 Goals	2023 Results
Social contribution	Contributing to societies where communities coexist together	Holding ongoing community coexistence activities through our stores	<ul style="list-style-type: none"> Operated a mobile eyewear van (JINS GO) to provide JINS products and services to customers unable to visit our stores, such as elderly customers and customers with health issues. Rolled out combined coffee shops and roasteries (ONCA Coffee) as part of a project aiming for the circulation of "people" and "food" in local areas. Held events at JINS PARK, such as the summer festival PLAY! SUMMER 2023.
Healthcare and innovation	Developing technologies, products, and services to prevent progression of myopia	Developing and promoting the use of Violet Glasses to halt the spread of myopia	Clinical trials to test Violet Glasses (tentative) are underway.
	New value creation through innovation	Developing eyewear that provides new value	Supported research through industry-academic collaboration with the aim to solve the social issue of poor sleep quality (commercialization is planned for some time within FY2024).
Dependable products and services	Providing high quality products through strict quality control	Enhancing and monitoring quality control system	Established criteria to determine whether to continue the sale of products that specify the discontinuation of product sales should a defect rate reach a certain level.
	Providing services that enhance value for customers	Improving customer satisfaction levels in respect of products and services	Policies to improve customer surveys and other initiatives are currently under consideration.
Sound governance	Sound governance system	Third-party evaluation of system for corporate governance execution (once yearly) and prompt response to issues	Making preparations for evaluating the system and identifying issues by internal specialist departments with a plan to implement them in FY2024 prior to third-party evaluation.
		Third-party evaluation of effectiveness of the Board of Directors (once yearly) and prompt response to issues	Implemented third-party evaluation of effectiveness of the Board of Directors and organized remedial measures to address issues.
		Maintain the number of Independent Outside Directors at more than half	Ratio of Independent Outside Directors: 60%
	Total ratio of women and foreign nationals in executive positions (executive directors and above): 25% or more	Ratio of total of women officers and officers who are foreign nationals: 18%	

2030

2050

Sustainability Management

Sustainability Promotion System

JINS has established the Sustainability Promotion Committee to promote sustainability activities throughout the Group and enhance transparency in our efforts.

The Sustainability Promotion Committee is chaired by the CEO and held twice yearly in principle. The committee determines company-wide sustainability strategies, sets the 2030 Goals, and monitors their progress, as well as deliberating and making resolutions on matters proposed by the Sustainability Promotion Task Force, which is subordinate to the Committee. In the course of meetings, the External Advisory Board, which is comprised of outside experts, is asked to respond to the Task Force's inquiries and provide advice as necessary, thereby reflecting an objective viewpoint from outside the company in the management of the company. In addition, we have established a system for reporting important matters to the Board of Directors as appropriate, thereby realizing effective governance.

The Sustainability Promotion Task Force is led by the sustainability promotion manager and comprises representatives from each business. The task force formulates medium- to long-term corporate strategies that take sustainability into consideration and manages the implementation of measures for each business and each group company. Each business department is responsible for its own management and incorporates corporate strategies pertaining to sustainability into department policies and plans of action.

JINS has established a system where each department can autonomously pursue sustainability initiatives by making prompt and fair management decisions aimed at sustainable corporate growth.



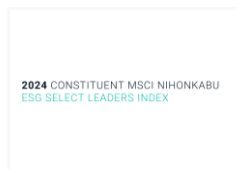
Sustainability Management

External evaluations



MSCI ESG Ratings

The MSCI ESG Ratings are a global evaluation index for ESG investment. It analyzes a company's degree of environmental, social, and governance risk management and evaluates it on a seven-point scale from "AAA," the highest rank, to "CCC," the lowest rank. JINS was highly evaluated for its ESG initiatives and information disclosure, obtaining an "AA" rating.



MSCI Japan ESG Select Leaders Index

The MSCI Japan ESG Select Leaders Index selects companies from each industry with excellent ESG evaluations from among the constituents of the MSCI Japan IMI Index, an index targeting large, medium, and small-cap securities listed in the Japanese market.



DX Certification

The digital transformation (DX) certification system certifies companies that are ready to promote DX (DX-Ready), including the formulation of a vision and the implementation 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.

PRIDE Index

Formulated by the voluntary organization, work with Pride, this index evaluates initiatives for people in the LGBTQ+ community (below, LGBTQ+) in the workplace. JINS is promoting the development of environments based on the PRIDE Index as part of our commitment to create work environments where employees with diverse values can work comfortably and display their individual abilities to the utmost degree possible, regardless of gender identity and sexual orientation. JINS has been certified Silver as of 2022. By 2030, we aim to acquire the highest PRIDE Index, which is Gold.



D&I Award 2023

The D&I Award was created by JobRainbow Co., Ltd. to recognize companies that are committed to diversity and inclusion. JINS was certified as the highest rank, "Best Workplace," in 2023. This rank is awarded to companies assessed as "a leading D&I company that promotes D&I at a high level within Japan and around the world, not only fostering a corporate culture of D&I, but having each employee actively engage as an individual responsible for D&I promotion. The D&I philosophy is reflected in every aspect of the company's services, business, and corporate organization, and is now spreading outside the company."

Initiatives in which we are participating



UN Global Compact

The United Nations Global Compact is the world's largest sustainability initiative for building a sound global society, in a joint effort between the United Nations with private companies and organizations. JINS was registered as a participating company on November 17, 2022. In addition, we joined the Global Compact Network Japan, which is comprised of Japanese companies and organizations that are signatories to the UNGC.



Task Force on Climate-Related Financial Disclosures (TCFD)

TCFD is a task force established by the Financial Stability Board (FSB) at the request of the G20. It recommends that companies make disclosures on the following matters related to climate change risks and opportunities: governance, strategy, risk management, and metrics and targets. JINS implemented scenario analysis in 2022 on measures for responding to climate change. Based on this analysis, together with announcing our agreement with the TCFD recommendations, we disclosed the "TCFD Report," which compiles information on the risks and opportunities related to climate change that impact business based on these recommendations.



Topics of 2023

Photograph by Takumi Ota

01

Bringing back the venture spirit

Head office relocation for a more creative working style: “Create space by demolishing”

The recent relocation of the head office was initiated by an order from the CEO, who was feeling a sense of crisis: “We may be number one in Japan for the number of eyeglasses sold, but we will not be able to grow beyond that unless we are still willing to take on new challenges.” In order that the entire company has a fresh awareness of how to act like a challenger once again, the new office was designed by emerging architect Fumiko Takahama based on the concept of “Create space by demolishing.” The new office is not restricted by fixed office concepts or the layout of the building in which it is located, but rather, has been designed with various strategies to support creative working styles on each and every floor. Moving into an office that is older than before and has half the floor space has allowed us to create an environment that heightens employees’ problem identification skills, imagination, and creativity by requiring ingenuity from each individual employee.

Photograph by Takumi Ota



A new “Office × Museum” space that will change the concept of offices and working styles

To stimulate employees' creativity, we have installed artwork throughout the new office under the direction of Yuko Hasegawa, director of the 21st Century Museum of Contemporary Art, Kanazawa. *Fabbrica dell’Aria*, an artwork made from plants that purify the indoor air, was installed in the fifth-floor office area. The plants inside the glass cases break down and absorb pollutants. A total of 91 tropical plants fill the JINS office as a new form of art that purifies the air while giving rise to inspiration. In Europe, where environmental awareness is high, such installations have already been introduced at stores and other facilities; however, this is the first of its kind in Asia. Further, an art gallery based on the concept of “Office × Museum” has been installed on the meeting room floor as a place where artistic creativity meets ideas and creativity in business. The inaugural exhibition screened *Gravitation*, a video installation co-created by three Japanese artists. We will continue to update the artworks on a regular basis.



Unleash creativity in working styles Introducing employee-only saunas

On the ninth floor, we have built employee-only saunas called ARNE SAUNA. The facilities include two types of saunas: one for individual use and one for use by groups; along with showers and cold-water baths. Under the direction of Dr. Yasutaka Kato, project assistant professor at Keio University School of Medicine and sauna enthusiast who conducts medical research on saunas from a doctor's perspective, the group sauna's open-air space has been equipped with a whiteboard where users can write down ideas for products and the like after discussing them together. This is part of our efforts to take on the challenge of creating new ways of working that further enhance employees' creativity.



Café opening: Fostering an open office environment

The first floor is an area that has been designed around the concept of an “open-air workspace.” The space enjoys mood-boosting natural light and feels connected with the city while still being an office. There, the coffee shop ONCA COFFEE, which JINS is developing as part of its community coexistence business, will be opened as a point of contact between JINS and the town of Kanda. Our aim is to create a place that encourages not only JINS employees, but anyone to drop by and freely talk with one another.





02 Visit to customers: a new form of community coexistence Launch of a mobile eyewear van, JINS GO



To solve the problem of being unable to provide JINS products and services to those without easy access to a JINS store or those who are unable to visit our stores, such as elderly customers and customers with health issues, we

launched a service using a mobile eyewear van. We use a dedicated vehicle equipped with wheelchair lift and remodeled to provide all of JINS' basic services to go out and visit customers, rather than having them coming to visit a store. By doing so, we have achieved a new form of coexistence with communities. Van no. 1 was developed based on a minibus-type vehicle. The van interior has been designed using wood for a warm atmosphere, and features shelves for displaying approximately 200 pairs of glasses, along with benches for customers to sit on. The van is also equipped with eye-testing equipment and a lens processing machine, which enables us to deliver products to customers within the same day of their visit. Moreover, following an emergency, the van can also be used to provide services in disaster-stricken areas and the like. In future, we will work to build new relationships with local communities, with our sights set on producing further vehicles and expanding the areas of coverage.

03 Further possibilities for community coexistence in the coffee business

Opening of ONCA COFFEE & ROASTERY



JINS has been developing projects to create a "circle of people," such as JINS norma, which promotes the creation of career opportunities for a diverse range of personnel, and JINS PARK, a complex with bakery and café EVERYPAN that aims for coexistence with the local community. Also, in April 2023, we further developed our activities by launching a roastery and coffee shop project for promoting the circulation of people and food in local areas. The first store, ONCA COFFEE & ROASTERY Maebashi, was opened on the premises of the head office. Applying our know-how on making eyewear purchases easy to understand, we will widen the scope of a new form of coexistence with the community with daily contact with numerous customers while selling only two types of coffee, drip coffee and café latte, which are changed daily.

05 Connecting with regions/ New environmentally friendly stores

JINS Yamagata Hakusan Store

With the aim to create a locally-loved store that coexists with the community, we commissioned the store's design to architect Masataka Baba, a professor at Tohoku University of Art and Design in Yamagata who is committed to developing the city's creative industries, and architect Yoko Shiraiishi. The building's structure is made of wood grown in Yamagata Prefecture, taking as its inspiration the prefecture's traditional wood joinery technique called *kumiki*. In addition, as a first for JINS, the space has been designed in collaboration with industry and academia, with waiting area benches and graphics that won awards at a design competition for the university's students used in the store. Plans for the gallery space include using it as a space to connect with the community in future. In the development of future JINS stores, we are even more committed to designing spaces that coexist with the local area, with the community at the forefront.

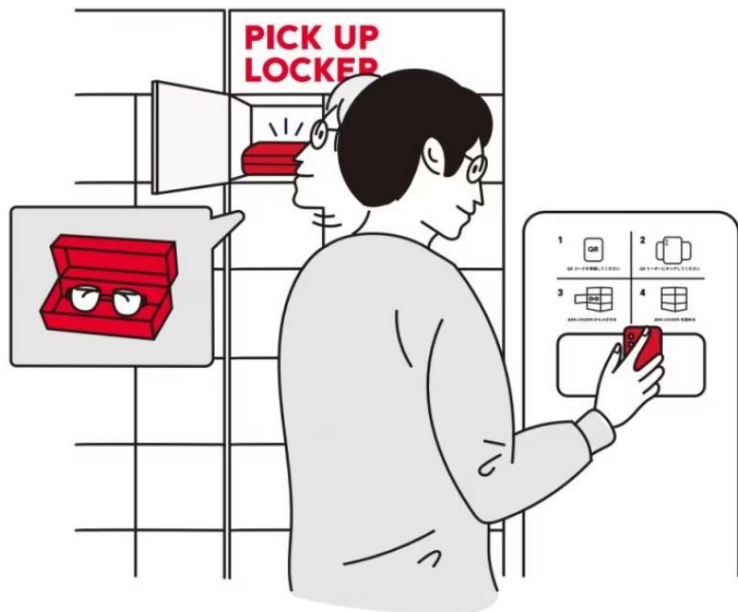


JINS Fuji Iriyamase Store

This is the first JINS store to take on the challenge of recycling materials for product shelves, as well as adopting PANECO®, a recyclable textile board made from upcycled raw materials such as discarded clothing and lumber, as the material for product shelves. Wood from approximately 46 product shelves and clothing planned for disposal at stores nationwide were used as raw materials to be transformed into six product shelves and part of a counter. Moreover, Fuji cypress, a tree variety grown locally in Fuji City, was used for the lowered ceiling and box-shaped stools used in the store. Reinforced paper made from cotton pulp or refined wood pulp, a specialty product of Fuji, the city of paper, is used for the drawers in product shelves in place of wood. The interior walls were created by creators based mainly in Shizuoka Prefecture to design a space that takes inspiration from the city of Fuji. JINS is promoting store designs that coexist with communities and are popular with local people while using environmentally friendly materials.

06 Introduction of PICK UP LOCKERS

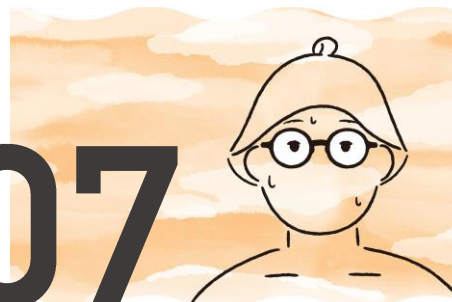
First in Japan! *Pickup anytime with zero waiting time!



We launched Japan's first* PICK UP LOCKER service for self-pickup of glasses. Previously, customers had to wait as long as 7.6 minutes on weekdays and 8.1 minutes on weekends and holidays at standard stores to pick up their items. However, in order to meet the needs of customers who want to pick up their items at a time convenient to them without needing to wait, we have decided to gradually introduce the lockers at stores with high foot traffic. Starting with the JINS Tokyo Station Granroof Front Store (currently JINS Tokyo Station Gransta Yaesu Store), we are aiming to have the lockers installed at about 60 stores by the end of September this year. (*Based on research by JINS)

07 Sales launch of JINS SAUNA

Proposing a new normal with "Saunamphibious (sauna/normal dual-use)" glasses



Wearable anytime: Sauna or bath

JINS has always taken on the challenge to create new ways of thinking about eyewear, developing innovations including JINS SCREEN and JINS VIOLET+. And on this occasion, we have successfully developed JINS SAUNA over a period of about one and a half years. It is generally recommended that glasses-wearers remove their glasses when entering saunas or baths as this can cause glasses to rust or develop cracks. However, JINS SAUNA frames and lenses are made from heat-resistant materials that can withstand temperatures of up to 120°C, while the lenses are finished with an anti-fog coating that allows wearers to maintain clear vision even in saunas, as well as being rust resistant, even when wet. Further, the glasses are not limited for use only in saunas. We have developed this product with the novel concept of "Saunamphibious (sauna/normal dual-use)" while pursuing comfort and highly fashionable designs and colors. This has made it a popular option not only among people who love using saunas, but also with caregivers who assist others with bathing and the like.





Aiming to become a true global brand

The industry's highest standards for better working environments than anywhere else

Revised base salary and annual vacation days for new graduate full-time store employees

To achieve our vision of "Magnify Life," we believe that it is important to continuously provide a high quality service in stores, which are an essential part of the customer experience, and enhance our competitiveness across the world, together with creating the best working environments for employees. We have been developing various initiatives to support store employees up to now, and in September 2023, we further increased the monthly base salary for full-time store employees by 15,000 yen (about 7%) to a monthly salary starting at 250,000 yen (from the October salary payment)^{*1} and increased the number of annual vacation days by seven days to a total of 114 days. Through this, the base salary and annual vacation days for new graduate store employees joining the company in FY2024 who work in stores are now at the highest^{*2} level in the eyewear industry.

*1. The monthly salary includes various allowances.

*2. Based on research by JINS. Survey of information on open job positions posted by 14 major eyewear companies as of May 31, 2023.

Certified with the highest rank at the D&I Award 2022

JINS achieved the highest rank, "Best Workplace," at the D&I Award 2022 (organized by JobRainbow Co., Ltd.), which recognizes and awards companies committed to diversity and inclusion (below, "D&I"). The D&I Award has three objectives: encouraging companies to engage in D&I, updating approaches to D&I, and expanding the network of people working to promote D&I. JINS set "Companies. Regions. The Earth. Be a place where each and every individual can shine with different personalities" as one of its sustainability goals for 2050, and was certified as "Advanced" in FY2021. Since then, we have been continuing to make progress on new initiatives and improvements, and in FY2022, we improved our scores across all categories and received the highest rank, "Best Workplace." The highest rank of "Best Workplace" is awarded to companies assessed as "a leading D&I company that promotes D&I at a high level within Japan and around the world, not only fostering a corporate culture of D&I, but having each employee actively engage as an individual responsible for D&I promotion."

D&I AWARD
BEST WORKPLACE
for diversity & inclusion **2022**

MSCI ESG RATINGS



CCC	B	BB	BBB	A	AA	AAA
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For the first time, JINS received an “AA” rating in the MSCI ESG Ratings, which assess companies across the globe on ESG initiatives and information disclosure. Our rating went up by four grades at once: from a “B” rating (announced in April 2021) to “AA” (announced in March 2023). For this rating, we were highly evaluated for our security and privacy policies, supply chain greenhouse gas emissions (Scope 3), and other information disclosures related to “Improving Supply Chain Labor Environments,” “Dependable Products and Services,” and “Consideration for the Environment,” which are priority areas for JINS.

09

A major jump, up four grades since the previous announcement

JINS awarded first “AA” MSCI ESG Rating

10



Global leadership for sustainable growth

Signing the UN Global Compact

JINS signed the United Nations Global Compact, the world’s largest sustainability initiative for building a sound global society, in a joint effort between the United Nations with private companies and organizations (below, “UNGC”), and was registered as a participating company on November 17, 2022. In addition, we joined the Global Compact Network Japan, which is comprised of Japanese companies and organizations that are signatories to the UNGC. The UNGC is a voluntary initiative in which each company and organization acts as good members of society and participates in creating a global framework for realizing sustainable growth by displaying responsible and creative leadership. Companies and organizations signatory to the UNGC are required to comply with and practice the UNGC’s ten principles in the four areas of human rights, labor, environment, and anti-corruption. Based on JINS’ sustainability vision of “Changing the future landscape through eyewear,” we have been working to solve various issues faced by society, starting with our core business of eyewear, and we will further strengthen our activities as a signatory to the global compact.

JINS SUSTAINABLE PRODUCTS 2023

6 designs, 38 SKUs



JINS READING



Airframe Basic Slim



JINS x SESAME STREET



JINS HOME



Basic Bold



Patricia Urquiola

JINS 2030 Goal

50% of eyewear (resin products) made from sustainable materials



Achievement rate:

As of August 2023

19%



A leading sustainable material

G850

Example: JINS HOME

Arkema's Rilsan® Clear G850 Rnew®, containing castor oil obtained from castor oil seeds, a non-edible crop. After undergoing over a year of practical application testing, we have managed to perfect the balance between aesthetics and strength, which has long been an issue for sustainable products, with the creation of a material that combines beautiful colors with durability and flexibility.