



JINS

Sustainability Report 2024

Yasuda Sequence Tower.1,Kanda Nishiki-cho 3-chome,
Chiyoda-ku Tokyo, Japan 〒101-0054
JINS HOLDINGS Inc. jinsholdings.com

Table of Contents

• Company Overview	P04-
• Sustainability Vision	P08-
• Messages from Executives	P10-
• Material Issues	P12-
• 2050 Commitments and 2030 KPIs	P13-
• Sustainability Promotion System	P16-
• External Evaluations	P17-
• Topics of 2024	P18-

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. and JINS Inc. The fiscal year covered by the report follows the accounting year, which is from September to August of the following year.
Reporting period	For instance, the reporting period for FY2024 is from September 2023 to August 2024. 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 in FY2024 (from September 1, 2023, to August 31, 2024), it also includes certain initiatives from prior to FY2024, as well as the most recent activity report.
References	• Task Force on Climate-related Financial Disclosures (TCFD) • Environmental Reporting Guidelines (2018)
Reporting cycle	In principle, the report is updated yearly (each year in March).

Website

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

Our Vision

Magnify Life

JINS encourages people to change the way they view the world, to enrich their lives and unlock new experiences. That is why we shine a light on possibilities that no one knows yet, creating a “new normal.” If this new light can illuminate the future, the world will become brighter.



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

Representative President and CEO Hitoshi Tanaka

Founded July 1988

Paid-in capital 3,202 million yen

Listed market securities Prime Market, Tokyo Stock Exchange
(code) (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 82,999 million yen (Results of FY08/24)

Number of employees 3,485 (number of associate employees: 1,698)
(as of August 31, 2024)

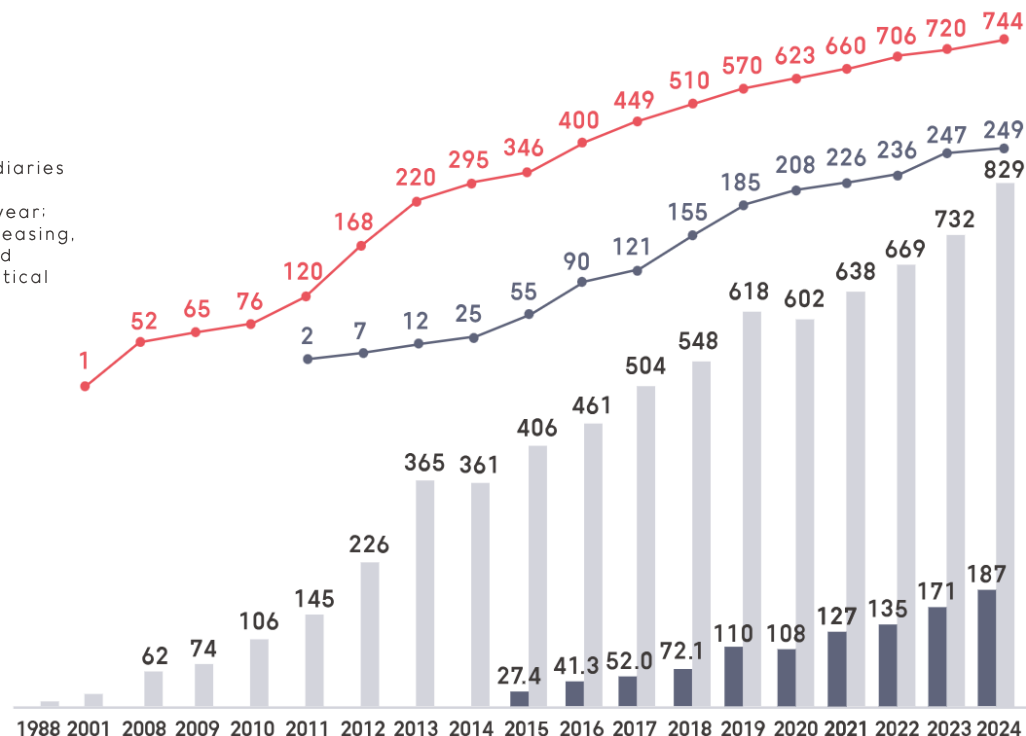
Group
Companies

Domestic companies Yamato Technical Co., Ltd.

Overseas companies (JINS overseas business) JINS SHANGHAI CO., LTD.
JINS Eyewear US, Inc.
JINS TAIWAN CO., LTD.
JINS Hong Kong Ltd.

JINS **JINS**norma

- 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)



Product & Experience

Industry-defying eyewear and amazing experiences for all

Airframe

Light as air for comfort
that lifts your spirits

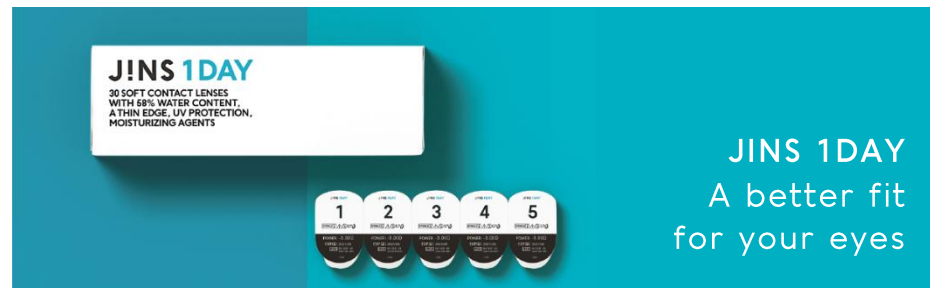
Airframes are one of JINS' signature products, offering a lightweight comfort that completely overturns the conventional concept of glasses as uncomfortable and heavy. They are designed not only to be lightweight, but also comfortable, safe, stylish, and affordable. With the launch of Airframes, we have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



JINS SCREEN

The birth of the category “functional eyewear”

In the early 2010s, JINS opened the market from the ground up by focusing on blue light, which academic researchers had just begun their research, and created glasses that were in demand even for people who didn't wear glasses. With these products, which added value to glasses other than vision correction, JINS has developed a new market for functional eyewear.



JINS 1DAY
A better fit
for your eyes

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 had approximately 15.21 million members as of August 31, 2024. 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 2024



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 standard clear lens

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.

*Single focus clear lens with the refractive index of 1.60



L MORE THAN FAST

Eyewear in as little as 30 minutes

Thanks to efficient operations at JINS stores, same-day delivery is now 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 wider range of products than our physical stores. 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 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 burdens.
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 have 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 the best price 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
President and 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 material issues considered to be the most significant for JINS. There are a variety of themes given in these material issues: from reducing our environmental impact to considering the livelihoods and human rights of all people involved in the value chain.

Six material issues

- Consideration for the environment
- Human capital maximization and respect for 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 materiality for sustainability initiatives: consideration for the environment, sound governance, dependable products and services, human capital maximization and respect for human rights, healthcare and innovation, and social contribution. We will focus on these and promote them strategically from now on. These material issues 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 material issues, "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 "human capital maximization and respect for 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

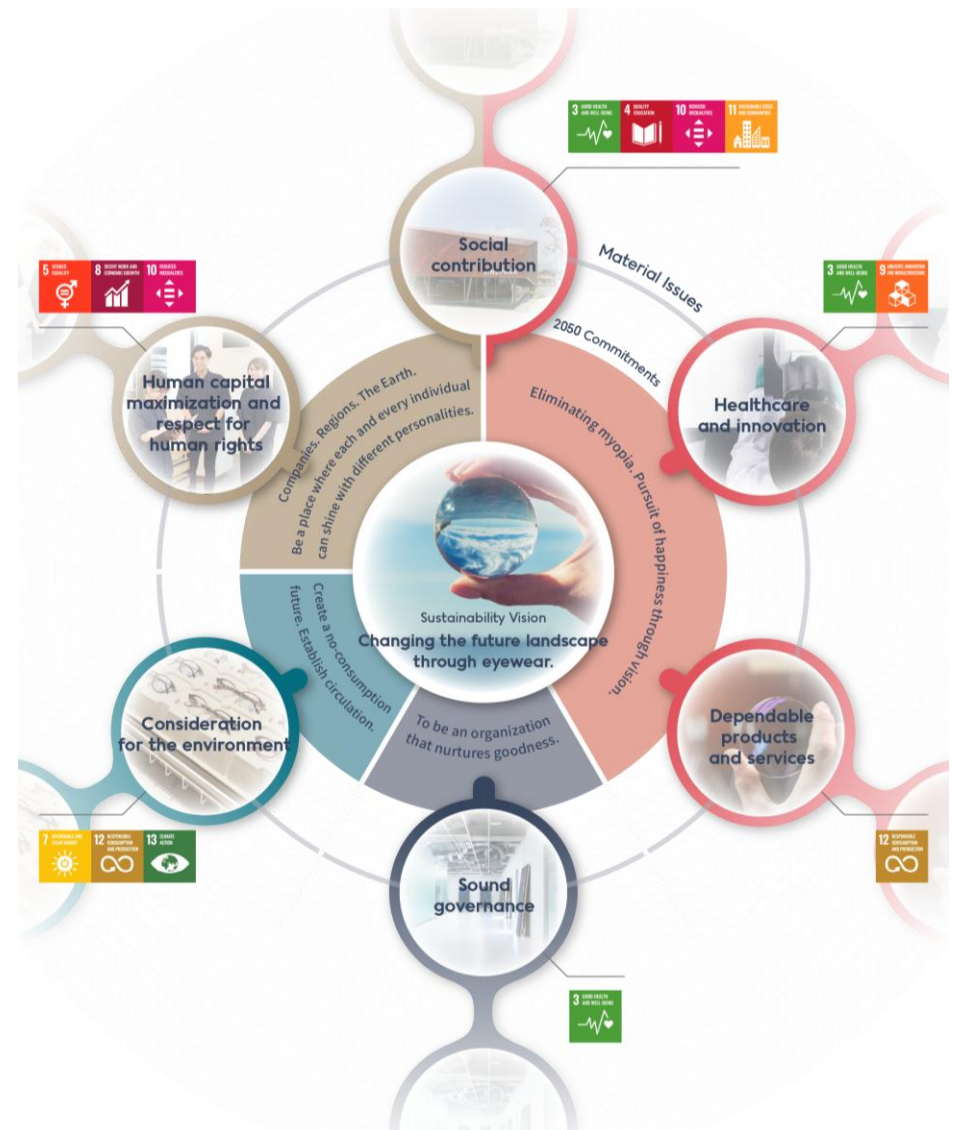
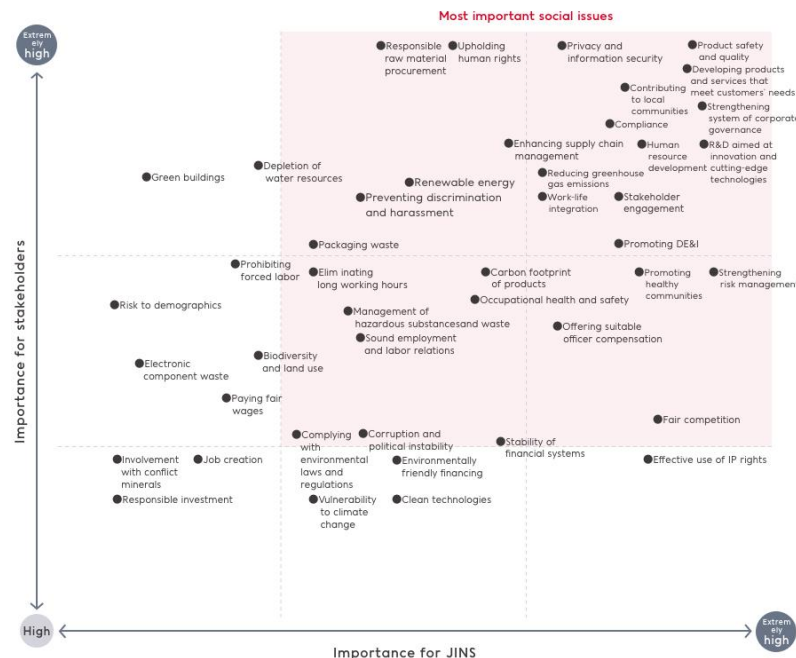
JINS is engaged in business to maximize the value it can provide to its stakeholders. To this end, we recognize the importance of listening carefully to the expectations and opinions of our stakeholders and moving forward together while considering the impacts that JINS will have on the environment and 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

Material Issues

After identifying its material issues in 2021, JINS has been pursuing related initiatives. However, in light of significant changes in social conditions and the environment surrounding our business in recent years, we reviewed these key topics in 2024 while taking into account company strategy and other factors. For each of the six identified issues, 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. These topics were determined based on the following process: (1) identifying social issues; (2) prioritizing and categorizing them as material issues; (3) setting KPIs/medium-term goals linked to each issue; (4) confirming validity by outside experts; (5) identifying as our material issues with approval from management. We will continue to regularly review these topics in response to changes in society and the business environment.



2050 COMMITMENT

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

2050

2030 Goals

	KPIs	2030 Goals	2024 Results
Consideration for the environment	Responding to climate change	Reducing greenhouse gas (CO2) emissions SCOPE 1+2 42% reduction (compared to 2020) SCOPE 3 25% reduction (compared to 2022)	Reduction of greenhouse gas (CO2) emissions SCOPE 1+2 1% increase (compared to 2020) SCOPE 3 2% 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 85) <Breakdown> <ul style="list-style-type: none"> 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: 30%
Human capital maximization and respect for human rights	Employee DE&I	Ratio of women in management positions at 30% Women store directors at 50%	Ratio of women in management positions: 20% Ratio of women store directors: 29%
		Ratio of parental leave usage by both men and women at 100%	Ratio of parental leave usage Men: 70% Women: 100%
	Human resource development	Promoting international transfers of human resources	Number of international transfers of human resources: 10
	Respecting 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" nurturing eye health education and art support	<ul style="list-style-type: none"> Held JINS x Tech Kids School Miru-iku Project Launched "Neru-iku" sleeping education to provide opportunities to learn about sleep
	Contributing to the community-based inclusive society	Continuing to engage in activities for connecting with local communities through our stores	<ul style="list-style-type: none"> Held "Miru-iku Art Festival vol.1" where children experienced the joy of viewing Held "Entrepreneurship Challenge for Children" where children learned how the retail business works and experienced purchasing and selling products. Utilized JINS PARK with local communities. Held a variety of events on weekends.

2030

2050

2030 Goals

	KPIs	2030 Goals	2024 Results
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. Released the JINS SCREEN FOR SLEEP in February 2024.
Dependable products and services	Providing high quality products through strict quality control	Enhancing and monitoring quality control system	Continued product monitoring in FY2024 to maintain their quality, based on the criteria to determine whether to continue the sale of products established last year (the criteria specifying 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	Identified issues based on customer feedback and continued improvements in cooperation with related departments. In addition to efforts such as replacing parts and revising names and material descriptions, made improvements as needed in line with customer feedback.
Sound governance	Sound governance system	Third-party evaluation of system for corporate governance execution (once yearly) and prompt response to issues	Prior to third-party evaluation, an internal specialist department examined methods and processes for evaluation and the establishment of an evaluation system. Going forward, a foundation for third-party evaluation will be developed after identifying specific procedures for self-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	Total ratio of women officers and officers who are foreign nationals: 11%

2030

2050

Sustainability Management

Sustainability Promotion System

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

The Sustainability Committee is chaired by the President and 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 "AAA," the highest rank.

2024 CONSTITUENT MSCI JAPAN
ESG SELECT LEADERS INDEX

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.

2024 CONSTITUENT MSCI NIHONKABU
ESG SELECT LEADERS INDEX

MSCI Nihonkabu ESG Select Leaders Index

The MSCI Nihonkabu ESG Select Leaders Index selects companies from each industry with excellent ESG evaluations from among the constituents of the MSCI Nihonkabu IMI Index. This index is used by the Government Pension Investment Fund (GPIF) as an ESG passive management benchmark.



FTSE Blossom Japan Sector Relative Index

The FTSE Blossom Japan Sector Relative Index is an index designed by FTSE Russell, a global index provider, to measure the performance of Japanese companies with excellent ESG evaluations.



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.



D&I Award 2024

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 2024 for three consecutive years. 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.

photo by Takumi Ota

Topics of 2024

01

Creating new jobs in the community. Birth of the satellite office

With its aim of establishing the second foundation, JINS continues to take on a variety of challenges in order to create new value without being bound by conventional wisdom. Following the relocation of its Tokyo Head Office in May 2023, the Maebashi Babakkawa office, which serves as the company's new base, has commenced operations. JINS has not only worked on the eyewear business, but also addressed local issues mainly in Maebashi, where JINS was founded, and engaged in various activities to grow together. The establishment of the new satellite office will broaden the scope of value creation as a company, create new jobs, increase the number of people moving into the area, and contribute to the revitalization of the downtown area. In addition, by increasing the number of bases, we will strengthen the measures for BCP (business continuity plan) that minimize damage and ensure business continuity in the event of the Tokyo inland earthquake or other emergencies.



JINS GO goes to areas affected by the Noto Peninsula Earthquake to give out glasses for free.

02 A mobile eyewear van, JINS GO is now up and running

As part of support for the 2024 Noto Peninsula Earthquake, JINS GO, a mobile glasses sales van, gave out glasses for free at evacuation centers in Wajima City, Ishikawa Prefecture.

JINS GO was dispatched to evacuation centers to help those who had lost or damaged glasses due to the earthquake and experienced inconvenience. In total, JINS GO gave out glasses for free, and repaired adjusted them for approximately 900 people at 14 locations in total.

JINS GO was launched in 2023 as a mobile glasses sales van to solve the problem of not being able to provide JINS products and services to people who do not have a JINS store in their neighborhood or who have difficulty coming to the store due to their age or illness. JINS uses special vehicles equipped with wheelchair elevators that have been refurbished to provide all of JINS basic services. We will create a new form of community involvement in which customers do not need to come to our stores, but we go to visit them instead.



photo by Takumi Ota

03 Providing a special occasion to enjoy the gallery

Experiencing art at JINS' new office



photo by Takumi Ota

JINS moved to a new office in May 2023. Under the supervision of Yuko Hasegawa, the director of the 21st Century Museum of Contemporary Art, Kanazawa, we introduced artworks in various areas of the office. One of these is Fabbrica dell'Aria®, the first of its kind in Asia, which has been completed in the office area on the fifth floor. The gallery space on the third floor is normally open only to JINS employees and related persons, but we occasionally set up special days to open it to the public so that local people and others can have a chance to experience art.

04 Connecting with communities / Eco-friendly new stores

JINS Aeon Mall Ota

The JINS Aeon Mall Ota, which is frequented by families, aims to be a fun and friendly store that attracts anyone from adults to children, based on its concept of “building blocks.” The walls of the store are filled with creative drawings painted by Kenichi Obana, a local artist from Ota City, with the theme of “talkative walls.” The idea is that customers can perceive something or get inspiration even during their waiting time, leading to a rich experience. The stories embedded in each depiction of an ordinary landscape create exciting times and lively atmosphere. The store is intended to be a playful place where customers can get caught up in choosing their glasses, and even the time they wait for their glasses to be completed will be filled with excitement and fun.



JINS Aeon Mall Kakamigahara

JINS AEON MALL Kakamigahara has been renovated. The store was designed by Yuri Naruse and Jun Inokuma from NARUSE INOKUMA ARCHITECTS, who work actively in various areas including Gifu Prefecture. In order to create a store that is friendly and endearing to both children and adults, Kakamigahara's topography was used as a motif. The fixtures are made by Gifu cypress timber from forest thinning, so customers can feel the warmth of wood.



JINS S-PULSE DREAM PLAZA

Taking advantage of the store's characteristic of having glass sashes in all three directions that face the aisles, illustrations surrounding the store were painted on the glasses. They were created by Naho Kuriyama, an illustrator from Shizuoka Prefecture. These illustrations humorously portrayed Shimizu, Shizuoka, with the theme of the city of wonders, Shizuoka, depicting the connection from Suruga Bay in the south, to the town of Shimizu, Shizuoka, a flying airplane, and the mountains and forests in the hilly, mountainous area of Shizuoka called Okushizu in the north.



An event to “view, watch, and see” something a little bit special

Launched Miru-ticket 05



To take an action that embodies JINS' brand value and its vision "Magnify Life," we released the Miru-ticket in April 2024. This ticket offers the joy of enriching your life through new experiences by seeing longed-for sights you've never seen before and experiencing the new world in front of you. Anyone can apply for the Miru-ticket. JINS selects and offers a variety of special events to “view, watch, and see” something that enrich your life and you can't experience in your daily life, such as the latest entertainment, scenic views from around the world, and rare art experiences, and so on. We prepare different contents each month, and select and invite applicants randomly.



Solving social issues
related to children's sleep.

Launched “Neru-iku” 06

With the aim of contributing to social issue resolution by providing opportunities for more people to learn about sleep, JINS launched “Neru-iku” sleeping education, as part of its efforts to resolve social issues related to sleep. In collaboration with the Japan Sleep Association (JSLEEP), we provided opportunities for the students in SHINAGAWA JOSHI GAKUIN Junior & Senior High School to learn about sleep.

Through workshops to reflect on life rhythms, lectures, and other activities, the students came up with actions they would like to take to improve their sleep environment. Encouraging students develop their own hypotheses, examine, analyze, and present them through an activity called sleep that everyone experiences every day helps enhance their interests in sleep, as well as increase opportunities for them to learn with a sense of curiosity. JINS will continue to work together with various stakeholders, including JSLEEP, to solve social issues related to sleep.

07

Aiming to be a truly global brand.

Proving the best customer experience in the best work environment

We believe that it is important to continuously provide high-quality services to enhance our global competitiveness at our stores, which are the cornerstone of the customer experience, while creating the best work environment for our employees as well.

With rising prices in recent years, it has become an urgent issue for society to improve the treatment of employees and an environment allowing them to concentrate on their work. With that in mind, the monthly base salary was increased by 15,000 yen to 245,000 yen and up from April 2024 (payment for May) for regular employees of stores, thereby revising the monthly payment to 265,000 yen and up *1. Following the salary revision in September 2023 *2, the monthly base salary for regular store employees increased by up to 13.9% compared to the previous fiscal year FY08/23. The monthly base salary for store employees newly recruited in FY2024 was the highest in the eyewear industry *3. JINS will continue to flexibly respond to changes in society and strive to provide the best working environment.

*1: Monthly payment includes monthly base salary and other benefits.

*2: In September 2023, the monthly base salary was increased by 15,000 yen to 230,000 yen, thereby revising the monthly payment to 250,000 yen and up.

*3: Identified by JINS based on publicly available job listings of 13 major eyewear companies as of January 31, 2024.

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. Based on its sustainability vision "Changing the future landscape through eyewear," JINS is continuously working to create social value through business in order to resolve social issues. In the last evaluation (March 2023), JINS received an "AA" rank, which was four levels higher than "B" that it received before that. In March 2024, JINS received the highest rank "AAA" for the first time. We were highly evaluated for information disclosure regarding JINS' material issues: consideration for the environment, human capital maximization and respect for human rights, and sound governance, such as the calculation of the carbon footprint of our major products, employee management, and information security. JINS will continue to steadily advance its sustainability initiatives toward the realization of a sustainable society.

08

Advanced in rank for two consecutive years and received the highest rank.

Received the highest rank "AAA" for the first time

JINS SUSTAINABLE PRODUCTS 2024



JINS HOME



Light slim



JINS READING



Quick Fit Bold



JINS HOME
Winnie the Pooh



JINSxBEAMS DESIGN
-Toy Classic-

JINS 2030 Goal

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

Ratio of eyewear
made from sustainable
materials:
(As of August 2024)

30%

A leading
sustainable material

G850

Example: JINS HOME



Arkema's Rilsan® Clear G850 Rnew®, containing castor oil obtained from castor 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.