

Last Update: December 19, 2023

Aeon Mall Co., Ltd.

President & CEO Yasutsugu Iwamura

Contact: Strategy Dept, IR Group

Securities Code: 8905

<https://www.aeonmall.com/en/ir/index.html>

This document describes corporate governance at Aeon Mall Co., Ltd (“Aeon Mall” or “the Company”).

## I. Basic Approach to Corporate Governance, Capital Structure, Corporate Profile and Other Basic Corporate Information

### 1. Basic Approach

Aeon Mall is a *Life Design Developer*\*, creating the future of community living as we pursue our basic principle that *the customer comes first*. Under this management philosophy, we defined our corporate activities as Heartful Sustainable. In this way, we contribute to the development and revitalization of communities and society as a corporate citizen, striving to achieve sustainable societies through various initiatives.

We develop malls localized to the characteristics of each community we serve in Japan and around the world, contributing to better individual lifestyles and community growth. Through efforts in co-creation with customers, communities, partner companies, shareholders, and investors, we will continue to provide solutions to regional and social issues, establishing our position through social infrastructure functions to be central facilities for local communities.

We recognize the importance of corporate governance in accomplishing this vision and we work continually improve our corporate governance structure.

\* Life Design extends beyond the framework of the shopping mall. Life Design addresses functions associated with different customer life stages, including not only shopping, but also interaction with other people, cultural development, and other features contributing to future lifestyles.

#### Basic Stance for Corporate Governance

(1) We provide a consistent and fair environment to support shareholder rights and the execution of said rights. We work in cooperation with shareholders toward the goal of sustainable growth.

(2) Our board of directors and senior management exercise proper leadership in fostering a corporate culture that respects the rights and perspectives of customers, communities, employees, partner corporations, and stakeholders, conducts business activities ethically, and engages in a positive approach to sustainability.

(3) We have created a Disclosure Policy and Rules for Managing Information Disclosure to address disclosure of financial and nonfinancial information. Guided by these policies, we ensure transparency and fairness through appropriate and clear information disclosure.

(4) Our board of directors consists of individuals with diverse experience and expertise, helping Aeon Mall capitalize on our background as a retail developer. We appoint independent outside directors to strengthen our supervisory function and conduct highly transparent business. Our board of directors determines important strategies and measures to achieve our long-term vision and medium-and long-term plans.

(5) We incorporate feedback and input received through constructive dialogue with shareholders to improve our corporate value.

The Shareholder and Investor Information pages on the Aeon Mall corporate website provide more information related to our basic stance for corporate governance.

<https://www.aeonmall.com/en/ir/index.html>

## Reasons for Non-Compliance With the Principles of the Corporate Governance Code

Aeon Mall adopts and implements every principle defined under the Corporate Governance Code.

### [Disclosure Based on the Principles of the Corporate Governance Code] **UPDATE**

#### [Principle 1-4. Cross-Shareholdings]

The Aeon Mall policy on cross-shareholding is to hold shares for the purpose of contributing to improved Aeon Mall Group corporate value over the medium and long term. This policy considers a number of factors including business strategy and business relationships.

Our board of directors meets to review individual cross shareholdings on an annual basis, considering the purpose for holding shares, risks involved in holding shares, the cost of capital, and other economic rationale on a comprehensive basis, determining the reasonableness for cross-shareholdings. We consider selling shareholdings when deemed as having little significance, considering the impact of such sales on the markets. We disclose the results of such sales publicly. When exercising voting rights of cross-held shares, we verify whether each proposal contributes to the medium- and long-term improvement in Aeon Mall corporate value and whether said proposal holds the potential to damage our corporate value. As necessary, we hold discussions with the issuing company as part of our overall decision-making process.

#### [Principle 1-7. Related-Party Transactions]

Aeon Mall has established a system to ensure transactions with officers or major shareholders (related-party transactions) do not infringe on the interests of the Company or our shareholders.

1. We engage in prior deliberations via the Governance Committee, consisting of independent outside directors, and carefully consider in board of director deliberations whether competitive transactions by directors and transactions involving conflicts of interest between directors and Aeon Mall infringe on the interests of the Company and our shareholders. Our investigations include consulting with experts regarding the reasonable nature of the transactions in question. The Company ensures fairness in this process through a number of means, including recusing directors having special interests in transactions with the Company from voting in the resolution.

2. When the company enters into transactions with related parties, we clarify the identity of such parties in our Related Party List according to the provisions of our Rules for Managing Related-Party Transactions. We ensure objectivity in transaction terms through rules that include providing comparison tables in period-end financial reports that show examples of transactions with non-related parties. According to the importance and nature of the transaction in question, we comply with our Authority Rules in soliciting opinions from outside directors and members of the Audit & Supervisory Board during board of director meetings regarding the rationality (business purpose) and reasonable nature of the transaction terms. On an annual basis, we investigate the rationality and reasonableness of transactions, issuing a report on the annual increase or decrease in transactions with related-party companies.

#### [Principle 2-4. Ensuring Diversity, Including Empowering Women]

Aeon Mall respects human rights and is committed to diversity management that allows each individual, regardless of gender or nationality, to fully express their abilities, and we aim to secure higher levels of diversity within our organization. In this context, we strive to create a system that empowers women. Specifically, we encourage an awareness of internal and external systems for female employees from maternity leave to recommencement of work, we expand the presence of AEON Yume-Mirai Nursery Schools within our facilities, and increase training and other educational opportunities to foster motivation and career aspirations for women. In addition to encouraging women, we also encourage male employees to take childcare leave. We urge male employees to report to their supervisors or the Human Resources Department when their spouse is pregnant and for such male employees to take leave. We strive to eliminate the stereotyped roles of men and women, pursuing the empowerment of women by spreading an understanding among superiors and in workplaces regarding the advancement of women to executive positions. These efforts have earned us *Kurumin* award as a company that actively supports balance between work and child-rearing.

#### [Supplementary Principle 2-4-1. Ensuring Diversity in Core Personnel Hiring]

We believe that human resources are the greatest management resource for sustainable growth. Based on this belief, we strive to become an organization that leverages diversity for strength, where all employees are healthy and can continue to grow and express their abilities without limit.

In particular, we are convinced that we will develop creative business models through the exchange of opinions from different perspectives in response to changes in society and employee needs. At the same

time, we pursue diversity management, facilitating a diverse based of human resources to play active roles in our organization.

(Hiring and Promoting Women)

As we pursue diversity, we focus particularly on creating opportunities for women to play active roles. Our goal is to increase the percentage of women in management positions to 30% by fiscal 2025. As of the end of fiscal 2022, we achieved 20.4% of our appointments.

(Hiring and Promoting Non-Japanese Nationals)

Our Management Vision is becoming a company that will touch the hearts of 5 billion visitors throughout Asia. To achieve this vision, we open malls in China and ASEAN. As of the end of fiscal 2022, we operate 35 overseas and employee approximately 1,600 non-Japanese nationals.

We plan to have 50 malls overseas by fiscal 2025, and we emphasize recruiting and training local employees to ensure a diverse base of local human resources play active roles to maximize their collective strengths.

(Hiring and Promoting Mid-Career Professionals)

We view hiring mid-career professionals as an opportunity to secure specialized human resources that will help us achieve our priority measures. We recruit and promote mid-career professionals of various backgrounds to core positions, particularly those individuals with experience working overseas and who are technology-fluent.

We have established various development and education programs to support human resource growth in our pursuit of diversity management. Within this context, we describe our progress in empowering women in Principle 2-4. In conjunction with the globalization and digitalization of our business, we actively recruit mid-career professionals, particularly those with experience working overseas and who are fluent in digital technologies. Our basic policy for human resources overseas is to engage in management tied to local communities by hiring local staff overseas who have a deep understanding of the Aeon Mall philosophy. We promote individuals to management positions who have a record of achievement, regardless of their nationality.

Although we have not set voluntary and measurable targets for the hiring and promotion of non-Japanese nationals and mid-career professionals, we will continue to discuss and consider ways to ensure further diversity and expertise.

[Principle 2-6. Functions as a Corporate Pension Asset Owner]

Aeon Mall is a member of the Aeon Corporate Pension Fund. This fund is managed to ensure the total income required over the long-term, within the scope of acceptable risks, to provide pension benefits and lump-sum payments to beneficiaries over the future. Policy asset allocation structures are created in regulator reviewed in consideration of the financial status of the plan and opinions of outside experts. An Asset Management Committee consisting of individuals assigned to our finance department and outside specialists has been established for this fund, which selects investment products and provides quarterly monitoring of performance. Decisions are made by a committee of delegates to maximize beneficiary returns and manage conflicts of interests in an appropriate manner. This committee of delegates includes one delegate from Aeon Mall.

[Principle 3-1. Full Disclosure]

(i) The Company has defined a long-term vision through the fiscal year ending February 2026 (FY2025) by which we will pursue our management philosophy and achieve further business growth. Based on the Long-Term Vision, AEON MALL created a new medium-term management plan (FY2023-FY2025) beginning with the fiscal year ending February 2024 (FY2023). We engage in ESG management as a measure of growth. To evolve ESG management further, we (1) pursue regional shift in Japan and overseas and (2) create a Health and Wellness platform, aiming for sustainable growth through truly integrated ESG management that creates economic, social, and environmental value for our stakeholders. Specifically, we develop growth measures to discover and commercialize business opportunities in overseas growth markets, pursue business model innovation in Japan, and create business models that break from existing business frameworks. We also strive to build strong financial foundations and resilient organizations from the perspective of sustainability. See our corporate website for more about our management philosophy, management vision, and medium-term management plan:

<https://www.aeonmall.com/en/ir/index.html>

(ii) For our basic views on corporate governance, see *1. Basic Approach* in this report. The Aeon Co., Ltd. Corporate Governance Basic Policy defines the basic stance of Aeon Mall and the rest of the Aeon Group related to corporate management and control.

(iii) Aeon Mall director compensation is determined by resolution of the board of directors in consideration of job responsibilities, company performance, and other factors, subject to deliberations of the Nomination and Compensation Committee (consisting mainly of independent directors) regarding director performance evaluations and compensation levels. Compensation is paid within the scope determined by resolution at the annual general shareholders' meeting.

Compensation for members of the Audit & Supervisory Board is determined according to negotiation with said members, subject to the scope determined by resolution at the annual general shareholders' meeting.

(iv) The president and CEO suggests director candidates for nomination. The Nomination and Compensation Committee then discusses the candidates. Having listened to the opinions of independent directors, the board of directors resolves to submit said candidate for approval by the annual general shareholders' meeting.

Director Candidate Nomination Standards

- Individual possesses a character and sense of ethics appropriate for a director
- Individual possesses a deep knowledge of business management and ability to make objective judgments, as well as superior foresight and insight
- Individual has no interests or business relationships that may affect their execution of duties as a director
- Individual possesses a global perspective and philosophy necessary for international business expansion
- In addition, individual must possess those qualities demanded of a director from an aspect of corporate governance designed to ensure sound management and improved transparency for a publicly traded company

Nominations of candidates for member of the Audit & Supervisory Board are proposed by the president and chief executive officer according to the standards as provided below. Nominations are determined by Board resolution after discussion with the Audit & Supervisory Board, and are presented to the annual general shareholders' meeting for approval.

Audit & Supervisory Board Member Candidate Nomination Standards

- Individual possesses an unbiased and fair attitude, conducting themselves according to their own beliefs
- Individual possesses a knowledge of business management and ability to make objective judgments
- Individual is aware of business issues from experience in general business management
- Individual has no interests or business relationships that may affect their execution of duties as a member of the Audit & Supervisory Board
- Individual has considerable knowledge of finance and accounting, or has skills, expertise, and experience in a specialized field

Individuals judged objectively and rationally as not meeting the nomination standards above, and for whom executing duties as a candidate for director is deemed to be difficult, shall be dismissed.

In addition, we have established the Nomination and Compensation Committee, consisting mainly of independent directors, which studies training plans, etc. to provide managers (including manager candidates) with the necessary standards, career development, and training content, which are then submitted for deliberation to the board of directors to ensure highly transparent and fair procedures.

(V) Aeon Mall provides the reasoning behind appointment of each candidate for outside director and outside member of the Audit & Supervisory Board in *Directors, Outside Director Relationship with the Company (2)* and *Audit & Supervisory Board Members, Outside Director Relationship with the Company (2)*. We disclose the reasoning behind the appointment of each internal candidate for director and member of the Audit & Supervisory Board in reference materials provided to the annual general shareholders' meeting.

[Supplementary Principle 3-1-3. Sustainability Initiatives]

To achieve sustainable growth, we address management strategically from an ESG perspective, creating economic, social, and environmental value for stakeholders, while implementing a variety of related measures. We are proactive in sharing information both internally and externally, striving to enhance Aeon Mall branding and the awareness of our executives and employees.

(Investing in Human Capital)

We pursue growth strategies by investing in our human resources, aiming to be a company that fosters diverse human resources who are healthy and have the opportunity to exercise their talents. We believe that the mission of our business is to create connections among stakeholders, including customers, local communities, and partner companies, as well as to solve local issues. We also believe that human resources are the most important capital we have for achieving sustainable growth. Based on these beliefs, we developed a vision for human resources and our organization that will drive innovation to achieve our management philosophy. In particular, we pursue diversity management that allows diverse employees to play active roles in the company, based on our belief that creative business models respond to changes in society and the needs of employees, as well as through active exchanges of opinions from different perspectives. At the same time, we are developing various human resources training and education programs to support human resources development. These efforts to invest in human capital have been well received among external organizations. Recognitions include certification as a Certified Health and Productivity Management Outstanding Organization, confirming our excellent practices in health management.

(Investing in Intellectual Property)

We believe that our greatest intellectual property is the practice of management based on the principle that *The Customer Comes First*, as described in our basic philosophy. Aeon Mall belongs to a corporate group headed by Aeon Co., Ltd. (pure holding company). The Aeon Basic Principles defines the group position of “Pursuing peace, respecting humanity, and contributing to local communities, always from the customer’s point of view,” and we engage in activities guided by the Aeon Code of Conduct (codified in April 2003) to build a brand of trust. We manage and operate approximately 200 facilities in Japan and overseas based on these Aeon brands and values. Our unique strengths include our overwhelming scale of operations and ability to attract more than 1 billion customers annually, a strong network of approximately 8,000 specialty store companies, mutual cooperation with local governments through disaster-response agreements, and operational expertise to provide customers safety, security, and comfort.

(Responding to Climate Change)

As a decarbonization initiative based on AEON Decarbonization 2050, we aim to reduce total CO<sub>2</sub> and other emissions from our businesses in Japan to zero by the year 2040. We continue to engage in energy conservation activities that include installation of solar power generation systems and EV chargers. In addition to these reduction measures, we aim to convert electricity used at approximately 160 malls in Japan to renewable energy sources by FY2025 through direct renewable energy contracts in each region. We will then shift over time from procuring effectively CO<sub>2</sub>-free electricity through direct renewable energy contracts in each region to locally produced and locally consumed renewable energy (including PPA). By fiscal 2040, we aim to operate 100% of our directly managed malls using locally produced and locally consumed renewable energy. We will accelerate our efforts to achieve a decarbonized society in Japan and overseas, aiming to reduce the total amount of CO<sub>2</sub> and other emissions from all our business activities to zero.

(Disclosures Based on TCFD Recommendations)

In June 2020, we declared our support for the Task Force on Climate-related Financial Disclosures (TCFD), a task force for information disclosure of business risks and opportunities posed by climate change. Utilizing the recommendations of the TCFD, we disclose in our integrated report our progress in each measure within four frameworks: Governance, strategy, risk management, and metrics and targets. Integrated Report 2023 (P63-65): [https://www.aeonmall.com/en/ir/pdf/ir2023e/Integrated\\_Report\\_2023.pdf](https://www.aeonmall.com/en/ir/pdf/ir2023e/Integrated_Report_2023.pdf)

In conducting scenario analysis, we referenced the climate change scenarios in the Fifth Assessment Report of the United Nations Intergovernmental Panel on Climate Change (IPCC), and selected the 2°C scenario and the 4°C scenario. The time frame of our analysis encompasses the impact of climate change in the year 2050. We are conducting scenario analyses based on these assumptions to estimate the impact of climate change. To identify risks and opportunities, we used outside information to organize the major climate change risks and opportunities in Japan, China, and parts of ASEAN where we conduct our mall business. We then collected future forecast data in connection with each risk and opportunity. Based on this analysis, we examined the risks and opportunities associated with the transition to a decarbonized society. We also examined the physical risks and opportunities arising from climate change. In this way, we identified the key risks and opportunities that could affect our business as we head toward the year 2050. We have evaluated and identified the financial impact and time horizon to materialize for each of the risks and opportunities that we consider to be of high importance to our shopping mall business. We communicate these specific efforts through ESG reports, integrated reports, ESG data books, and IR materials for investors.

[Supplementary Principle 4-1-1. Board of Director Roles and Responsibilities (1) (Scope of Delegation of Authority to Management)]

The Company clearly defines matters to be discussed at meetings of the Board of Directors based on Board of Director Rules and in accordance with relevant laws and regulations. Aeon Mall defines detailed responsibilities and procedures for directors, clearly assigning management responsibilities and granting authority and responsibility for directors to execute their respective duties, according to *Rules for Organization Management, Rules for Segregation of Duties, Rules of Jurisdiction, and Rules for Approval Requests*.

[Supplementary Principle 4-3-1. Board of Director Roles and Responsibilities (3) (Appointment and Dismissal of Management)]

To ensure active deliberations and rapid decision-making, the Aeon Mall board of directors consists of not more than 20 members according to the Company's corporate charter. At present, five of the total 11 board members are independent outside directors.

The president and CEO suggests director candidates for nomination. The Nomination and Compensation Committee then discusses the candidates. Having listened to the opinions of independent directors, the board of directors resolves to submit said candidate for approval by the annual general shareholders' meeting.

[Principle 4-9. Independence Standards and Qualification for Independent Outside Directors]

The Company complies with the independence standards set by the Tokyo Stock Exchange for the election of independent outside directors. We have designated five independent directors from outside directors who qualify as independent directors, providing notification to the Tokyo Stock Exchange.

[Independence Standards for Outside Directors]

- 1) Individuals who are not executive directors, executive officers, managers, or other employees of the Company or Company subsidiaries (Aeon Mall Group Executives) and we have not served as Aeon Mall Group Executives within 10 years prior to his or her appointment.
- 2) Individuals who, at any time within 10 years prior to his or her appointment, have served as a Company or Company subsidiary director, accounting advisor, or member of the Audit & Supervisory Board (excluding individuals having served as an Aeon Mall Group Executive), but have not served as an Aeon Mall Group Executive within 10 years prior to his or her appointment as director, accounting advisor, or member of the Audit & Supervisor Board.
- 3) Individuals not subject to any of the following conditions:
  - (1) Individuals who serve as directors, executive officers, managers, or other employee of the Aeon Mall parent company or subsidiary of the Aeon Mall parent company (excluding Aeon Mall or Aeon Mall subsidiaries)
  - (2) Individuals who are spouses or relatives within the second degree of kinship of an Aeon Mall Group Executive
4. Individuals not subject to any of the following conditions:
  - (1) An entity regarded as a major customer or executive officer of a major customer of the Company or Company subsidiaries (a customer representing one percent or more of the Companies consolidated sales for the most recent fiscal year)
  - (2) A major customer or executive officer of a major customer of the Company or Company subsidiaries
  - (3) A consultant, accounting expert, or legal expert receiving from the Company or Company subsidiaries a sum, other than corporate officer remuneration, of ¥10 million or more in monetary or other property
5. Individuals not subject to any of the following conditions within three years prior to his or her appointment:
  - (1) Any conditions provided under 4.(1) to (3)
  - (2) Executives or non-executive directors of the Aeon Mall parent company
  - (3) Executives of a subsidiary of the Aeon Mall parent company (excluding Aeon Mall or Aeon Mall subsidiaries)
6. Spouses or relatives within the second degree of kinship of individuals not subject to any of the following conditions:
  - (1) Any conditions provided under 5.(1) to (3)
  - (2) Aeon Mall Group Executives
  - (3) Executives or non-executive directors of the Aeon Mall parent company
  - (4) Executives of a subsidiary of the Aeon Mall parent company (excluding Aeon Mall or Aeon Mall subsidiaries)

(5) Individual who has served as an Aeon Mall Group Executive with in three years prior to his or her appointment

[Supplementary Principle 4-10-1. Appropriate Involvement and Advice From Independent Outside Directors via an Independent Nomination and Compensation Committee]

Aeon Mall has not reached a majority of independent outside directors on our board of directors. Therefore, as a means to strengthen the independence and objectivity in the supervisory function of the board of directors, as well as to strengthen the accountability of the board, we have reviewed the policies and procedures related to the nomination and compensation of directors. Accordingly, established the Nomination and Compensation Advisory Committee, which consists mainly of independent directors with a wealth of experience and insight in their respective fields of expertise. The majority of the Company's independent directors are women from whom we receive advice and suggestions reflecting diverse perspectives, including gender. The appropriate involvement and advice of independent outside directors in the consideration of particularly important matters such as nomination and compensation are as described in Principle 3-1 and Supplementary Principle 4-3-1.

[Supplementary Principle 4-11-1. Approach to Board of Director Diversity]

To ensure active deliberations and rapid decision-making, no more than 20 directors shall be appointed according to the Company's corporate charter. At present, five board members are independent outside directors. In considering the composition of the board of directors, we seek candidates with diverse expertise and knowledge that will not only strengthen our management supervisory function, but also drive key Company strategies and growth policies. We provide a summary of the skills offered by each director in the skills matrix. Internal directors have an understanding of our overall business operations, a sense of balance, a history of achievements, and decision-making skills, contributing to the diversity of expertise among board members in shopping mall operations and management, overseas business expansion, improved governance, sound finances, etc. Outside directors consist of independent individuals with management experience and expertise in a variety of industries, contributing a diversity of viewpoints, a wealth of experience, a depth of knowledge, and expert opinions in the areas of international business strategy, governance, corporate branding, diversity management, and finance. As a developer, manager, and operator of shopping malls, Aeon Mall seeks the values and conceptual ideas of women. Accordingly, we pursue diversity in management, including appointing women as constituent members of our board of directors. Currently, five of the 15 board members are women. The Company employs a diverse workforce without regard to nationality, race, gender, age, educational background, religion, etc. The president and CEO suggests director candidates for nomination. The Nomination and Compensation Committee then discusses the candidates. Having listened to the opinions of independent directors, the board of directors resolves to submit said candidate for approval by the annual general shareholders' meeting.

[Supplementary Principle 4-11-2. Concurrent Service by Board Directors and Members of the Audit & Supervisory Board]

Under the provisions of our corporate charter, the Company determines the necessary number of directors and members of the Audit & Supervisory Board, including outside directors and outside members, to ensure sufficient time and effort required for accomplishing assigned roles and responsibilities in an appropriate manner.

We determine whether directors or members of the Audit & Supervisory Board serve concurrently as an officer at another publicly traded company or equivalent company/organization. Individuals are discussed in board of director meetings and nominated as candidates for director or member of the Audit & Supervisory Board after verifying that the individual(s) in question is reasonably capable of attending meetings of the board of directors or meetings of the Audit & Supervisory Board. In addition, the Company subsequently verifies that the officer in question contributes actively to board deliberations and facilitates rapid decision-making. Further, positions concurrently held by directors and members of the Audit & Supervisory Board are disclosed in our annual convocation notice of general shareholders' meeting and our annual securities report.

[Supplementary Principle 4-11-3. Evaluation of the Effectiveness of the Board of Directors]

In order to strengthen corporate governance for the purpose of contributing to sustainable growth and enhancing corporate value over the medium to long term, the company analyzes and evaluates the effectiveness of the board of directors, recognizes issues that require further deepening and consideration, and works to make improvements with speed. The following is a summary of the improvements that have



been made to ensure that independent outside directors are able to maximize their insight from a standpoint independent of management and controlling shareholders.

- Establishment of the Nomination and Compensation Committee (2018)

The majority consists of independent outside directors who advise and report on the nomination, compensation and development of directors.

- Establishment of the Governance Committee (2021)

The Committee, consisting solely of independent outside directors, will clarify the supervisory and check-and-balance functions in important decision-making, and will confirm and report on the reasonableness and appropriateness of related party transactions.

- Establishment of the Management Strategy Advisory Committee (2021)

Utilizing the knowledge of outside directors, the committee discusses in depth the strategies of the medium-term management plan and the company's management issues.

The company will disclose a summary of the evaluation of the effectiveness of the board of directors as follows, and will continue its efforts to improve the effectiveness of the board of directors.

### 1. Evaluation method

We conducted an evaluation of the effectiveness of the board of directors at Management Strategy Advisory Committee based on the results of the questionnaire, which consisted of both multiple-choice and open-ended answers. We also incorporated the results of an analysis of the answers by a third-party organization. The results of the evaluation were reported to the Governance Committee, which offered an exchange of opinions. Last, the results were verified and discussed at a meeting of the board of directors.

The structure of the questionnaire (major items) is as follows

- (1) Roles and functions of the board of directors
- (2) Size and composition of the board of directors
- (3) Operation of the board of directors
- (4) Relationship with audit organization
- (5) Relationships with internal and external directors
- (6) Relationship with shareholders and investors
- (7) ESG or SDGs initiatives

In addition to the above, we also reviewed questions from a new perspective (roles of each committee, etc.), such as efforts to meet the new requirements of the CG Code and issues facing the company, as well as matters noticed by the newly appointed officers after they assumed office.

### 2. Assessment results

The board of directors was evaluated as generally effective, with active discussions by directors and corporate auditors with diverse insights and experience, and as a whole, the board of directors functions appropriately.

#### [Our strengths]

The evaluation confirmed the direction of agreement on many items, and also indicated that the PDCA cycle is being used to steadily resolve issues. In particular, cooperation with audit organizations and support system for outside directors were highly rated for their effectiveness.

#### [Our tasks]

The following points are considered issues that continue to require improvement and enhancement.

- Lack of discussion on medium- and long-term management strategies and management oversight perspectives
- The company will review the authority of business execution to speed up decision-making and train candidates for the next board of directors.
- Improvement of each committee's position and functions, etc.

### 3. Responding to Challenges

In order to resolve the above issues, the company will establish a system that can promote faster decision-making and clarification of executive responsibility through discussion of medium- and long-term management strategies and management oversight perspectives, which have been ongoing issues in the past, and a review of the authority of business execution. In addition, the board of directors and each committee will consider measures to



address the positioning of the Nomination and Compensation Committee and other issues to further enhance the effectiveness of the board of directors.

[Supplementary Principal 4-14-2. Policies Regarding Training for Directors and Members of the Audit & Supervisory Board]

The Company provides senior manager training and other opportunities for directors and members of the Audit & Supervisory Board to cultivate stronger leadership skills and strategic business thinking, as well as to gain a stronger understanding of compliance and governance. These trainings include seminars for newly appointed officers and top Company management.

The Company provides tours of domestic facilities, as well as overseas tours of business operations and online opportunities for information exchange to outside directors and outside members of the Audit & Supervisory Board. The purpose of these overseas tours in particular is to deepen an understanding of our overseas strategy which is a foundational part of our corporate policy.

[Principle 5-1. Policy for Constructive Dialogue With Shareholders]

Our Strategy Department serves as the main contact point for dialogue with shareholders, with the director in charge of the financial unit and the director in charge of the administrative unit working in cooperation.

The Company values constructive dialogue with our shareholders and investors, using these opportunities to provide a greater understanding of our business strategy. At the same time, these opportunities help us engage with shareholders and investors with a better understanding of their viewpoints.

We hold quarterly financial results briefings for institutional investors, as well as individual interviews and conference calls with institutional investors in Japan and overseas. We also participate actively in investor conferences and sponsor regular tours of our malls located in Japan and around the world. In addition, we conduct visits to institutional investors located in the United States, Europe, and Asia.

For individual investors, we publish relevant information on our corporate IR website. Individual investor briefings will be considered upon request. We strive to respond to feedback and questions received online and over the telephone as quickly as possible.

[Measures to realize management that is conscious of capital costs and stock prices]

The company's capital policy, which takes into account cost of capital and shareholder value, etc., is described in the "Integrated Report 2023" (P33-39 Financial Strategy) published on the company's website. So please refer to it.

Integrated Report 2023 (P33-39): [https://www.aeonmall.com/en/ir/pdf/ir2023e/Integrated\\_Report\\_2023.pdf](https://www.aeonmall.com/en/ir/pdf/ir2023e/Integrated_Report_2023.pdf)

## 2. Capital Structure

|                            |               |
|----------------------------|---------------|
| Foreign Shareholding Ratio | Less than 10% |
|----------------------------|---------------|

### [Status of Major Shareholders] **UPDATE**

| Name / Company Name                                  | Number of Shares Owned | Percentage (%) |
|--|------------------------|----------------|
| AEON Co., Ltd.                                       | 132,351,781            | 58.16%         |
| The Master Trust Bank of Japan, Ltd. (Trust Account) | 14,780,600             | 6.49%          |
| Custody Bank of Japan, Ltd. (Trust Account)          | 8,153,100              | 3.58%          |
| Mitsubishi UFJ Morgan Stanley Securities Co., Ltd.   | 2,231,200              | 0.98%          |
| BNYMSANV AS AGENT / CLIENTS LUX UCITS NON TREATY 1   | 1,965,800              | 0.86%          |
| AEON MALL Trading-Partner Shareholders' Association  | 1,542,950              | 0.67%          |
| STATE STREET BANK WEST CLIENT TREATY 505234          | 1,427,930              | 0.62%          |
| JAPAN SECURITIES FINANCE Co., Ltd.                   | 1,297,800              | 0.57%          |
| SMBC Nikko Securities Inc.                           | 1,281,700              | 0.56%          |
| JPMorgan Securities Japan Co., Ltd.                  | 1,249,932              | 0.54%          |

|   |   |
|---|---|
| Controlling Shareholder (Except for Parent Company) | -   |
| Parent Company                                      | Aeon Co., Ltd. (Listing: TSE, Code: 8267) |

### Supplementary Explanation **UPDATE**

- The major shareholder data above is current as of August 31, 2023.  
AEON Co., Ltd. is the parent company of Aeon Mall, owning 58.16 percent of Aeon Mall shares.
- Share ownership ratios held to the total number of shares issued is calculated excluding treasury stock (4,570 shares) and rounded down to two decimal places.

## 3. Corporate Overview

|   |                                      |
|---|--------------------------------------|
| Listed Stock Market and Market Section  | Tokyo Stock Exchange, Prime Section  |
| Fiscal Year End   | February                             |
| Type of Business  | Real Estate                          |
| Number of Employees (Consolidated) as of the End of the Previous Fiscal Year  | More than 1,000                      |
| Sales (Consolidated) as of the End of the Previous Fiscal Year                | Between ¥100 billion and ¥1 trillion |
| Number of Consolidated Subsidiaries as of the End of the Previous Fiscal Year | Between 50 and 100                   |

#### **4. Policy on Measures to Protect Minority Shareholders in Conducting Transactions With a Controlling Shareholder UPDATE**

Aeon Co., Ltd. is the parent company of the Company, holding 58.22% of the Company's voting rights (as of August 31, 2023).

When the Company conducts transactions with Aeon Co., Ltd. or Aeon group companies, such transactions comply with the provisions of our Rules for Managing Related-Party Transactions. Once a year, we report the rate of increase/decrease in annual transaction amounts with each affiliated business partners, and scrutinize the rationality and appropriateness of transactions. The Governance Committee, which is an advisory body to the Board of Directors and is composed solely of independent outside directors, examines the fairness and reasonableness of such transactions deemed important. This examination reflects the perspective of improving the corporate value of the Company. Once the examination is completed, the matter is submitted to the Board of Directors for approval. Individuals with special interests in the transaction are excluded from the discussions to ensure the fairness of the procedures.

AEON MALL works with Aeon Co., Ltd. and its subsidiary, general merchandiser AEON Retail Co., Ltd., as well as other group companies, conducting shopping mall management and operations in various regions. While AEON MALL signs building lease agreements with AEON Retail Co., Ltd., we enter into agreements will transaction terms similar to general agreements of the type in question. Therefore, we recognize that we have secured a certain degree of independence from Aeon Co., Ltd. and group companies.

#### **5. Other Special Circumstances which may have Material Impact on Corporate Governance**

Aeon Mall belongs to corporate group consisting of AEON Co., Ltd. (pure holding company; "AEON Co.") and AEON Co., Ltd. consolidated subsidiaries and equity-method affiliates. Aeon Co., Ltd. is responsible for planning group strategies, allocating group management resources in an optimal manner, instilling and controlling management philosophies and basic principles, and providing common services to maximize group synergies. Group companies, including AEON MALL, strive to raise their respective levels of expertise and engage in community-based business to improve customer satisfaction further.

Aeon Mall leverages the more than ¥9 trillion in group revenues to increase customer drawing power, using the Aeon Group infrastructure, including the Aeon Card and the WAON electronic money service, to execute marketing promotions.

The Company makes our own independent management decisions related to daily business operations. We confer with or report to AEON Co. concerning key management issues. Aeon Co., Ltd. and Aeon Group companies strive to achieve sustainable growth, development, and improved financial results, while maintaining close cooperation and respecting mutual independence and unique approaches.

## II. Business Management Organization and Other Corporate Governance Systems Related to Decision-Making, Business Execution, and Management Oversight

### 1. Organizational Structure and Operation

|                   |  |
|-------------------|--|
| Organization Form | Company with Audit & Supervisory Board Members |
|-------------------|--|

#### [Directors]

|   |                 |
|---|-----------------|
| Maximum Number of Directors Stipulated in Articles of Incorporation | 20              |
| Term of Office Stipulated in Articles of Incorporation              | 1 Year          |
| Chairperson of the Board  | President & CEO |
| Number of Directors   | 11              |
| Number of Outside Directors   | Appointed       |
| Number of Independent Directors                                     | 5               |
| Number of Outside Directors Designated as Independent Officers      | 5               |

#### Outside Director Relationship with the Company (1)

| Name               | Attribute            | Relationship with the Company* |   |   |   |   |   |   |   |   |   |   |  |
|--------------------|----------------------|--------------------------------|---|---|---|---|---|---|---|---|---|---|--|
|                    |                      | a                              | b | c | d | e | f | g | h | i | j | k |  |
| Kunihiro Koshizuka | From another company |                                |   |   |   |   |   |   |   |   |   |   |  |
| Chisa Enomoto      | From another company |                                |   |   |   |   |   |   |   |   |   |   |  |
| Hironobu Kurosaki  | From another company |                                |   |   |   |   |   |   |   |   |   |   |  |
| Junko Owada        | From another company |                                |   |   |   |   |   |   |   |   |   |   |  |
| Junko Taki         | CPA                  |                                |   |   |   |   |   |   |   |   |   |   |  |

\* Categories for Relationship with the Company

\* "○" when applicable currently or in the past

"△" when applicable in the past

\* "●" when applicable to a close relative of the director currently or in the recent past

"▲" when applicable to a close relative of the director in the past

a. Executive of the Company or its subsidiaries

b. Non-executive director or executive of the parent company of the Company

c. Executive of a fellow subsidiary company of the Company

d. A party whose major client or supplier is the Company or an executive thereof

e. Major client or supplier of the listed company or an executive thereof

f. Consultant, accountant or legal professional who receives a large amount of monetary consideration or other property from the Company besides compensation as a director/Audit & Supervisory Board member

g. Major shareholder of the Company (or an executive of the said major shareholder if the shareholder is a legal entity)

h. Executive of a client or supplier company of the Company (which does not correspond to any of d, e, or f) (the director himself/herself only)

i. Executive of a company, between which and the Company outside directors/ Audit & Supervisory Board members are mutually appointed (the director himself/herself only)

j. Executive of a company or organization that receives donations from the Company (the director himself/herself only)

k. Others

Outside Director Relationship with the Company (2)

| Name               | Designation as Independent Director | Supplementary Explanation of the Relationship  | Reasons for Appointment   |
|--------------------|-------------------------------------|--|---|
| Kunihiro Koshizuka | ○                                   | <p>He serves concurrently as an outside director of Tokyu Construction Co., Ltd., F.C.C. Corporation, and Will Group, Inc., respectively.</p>  | <p>In addition to serving as director related to technology strategies, new business creation, and large-scale acquisition projects, he also possesses expertise, knowledge, and experience in digital science and technology cultivated as an engineering professional. Our expectation is that he is capable of offering appropriate advice and supervision regarding management issues, businesses that produce future of living, and promotion of digital transformation. Therefore, we have appointed him as a director. We believe Mr. Koshizuka qualifies as an independent officer having no relationships that may result in a conflict of interest. He is not a shareholder of Aeon Mall, nor does he have any personal relationships with major Aeon Mall transaction partners.</p>  |
| Chisa Enomoto      | ○                                   | <p>She serves concurrently as an outside director (Audit &amp; Supervisory Committee member) of Persol Holdings Co., Ltd., as member of the Public Relations Section of Meiji University, and as an outside director of Japan Post Co., Ltd.</p> | <p>She has abundant experience and achievements as a leader at multiple companies, including multinational firms, and possesses a broad network and scope of activities, including initiatives at universities and serving as an outside director to other companies. Our expectation is that she will be fully able to offer advice and supervision from a multifaceted point of view and with her broad knowledge with regard to sustainability information disclosure and brand strategy promotion, which are important issues for the company. Therefore, we have appointed her as a director. We believe Ms. Enomoto qualifies as an independent officer having no relationships that may result in a conflict of interest. She is not a shareholder of Aeon Mall, nor does she have any personal relationships with major Aeon Mall transaction partners.</p> |
| Hironobu Kurosaki  | ○                                   | <p>No significant concurrent positions.</p>  | <p>The appointment is based on the expectation that he will provide appropriate supervision and advice on the company's growth policy of identifying and commercializing business opportunities in overseas growth markets, drawing on his management experience in overseas business activities and business expansion and knowledge in risk management accumulated as the head (president) of a local subsidiary.</p>   |

|             |   |   |   |
|-------------|---|---|---|
|             |   |   | <p>Therefore, we have appointed him as a director.</p> <p>We believe Mr. Kurosaki qualifies as an independent officer having no relationships that may result in a conflict of interest. He is not a shareholder of Aeon Mall, nor does he have any personal relationships with major Aeon Mall transaction partners.</p>   |
| Junko Owada | ○ | <p>She serves concurrently as an advisor to Tokyo Ichiban Foods Co., Ltd., as outside director of Arbeit-Times Co., Ltd., as outside director of H.I.S. Co., Ltd. and has a professional contract in the personnel field with Hitachi, Ltd.</p> | <p>She has deep knowledge in a number of personnel recruitment education-related areas, such as human resources utilization, personnel solutions, diversity, and work-style reform. Our expectation is that she will be fully able to leverage her experience and achievements as an advisor and consultant aiding problem-solving in the IT and personnel fields to offer recommendations on the promotion of diversity, work-style reform and human capital, which are important issues for the company. Therefore, we have appointed her as a director.</p> <p>We believe Ms. Owada qualifies as an independent officer having no relationships that may result in a conflict of interest. She is not a shareholder of Aeon Mall, nor does she have any personal relationships with major Aeon Mall transaction partners.</p>  |
| Junko Taki  | ○ | <p>She serves concurrently as the representative of Taki Certified Public Accountants Office, outside member of the Audit &amp; Supervisory Board of Nitta Gelatin Inc., and outside director of Nihon Kagaku Sangyo Co., Ltd.</p>              | <p>Ms. Taki has experience in business strategy planning, business management infrastructure restructuring, and financial internal controls at other companies as an executive working closely with management. She also has a high degree of knowledge cultivated as a specialist in accounting audits, accounting consulting, and corporate governance as a certified public accountant. Our expectation is that she is capable of offering appropriate advice and supervision regarding investment decisions, business strategies, internal control audits, etc., in the Company's financial areas.</p> <p>We believe Ms. Taki qualifies as an independent officer having no relationships that may result in a conflict of interest. She is not a shareholder of Aeon Mall, nor does she have any personal relationships with major Aeon Mall transaction partners.</p> |

|   |             |
|---|-------------|
| Voluntary Establishment of Committee(s) Corresponding to Nomination Committee or Remuneration Committee | Established |
|---|-------------|

Establishment of an optional committee, members of the committee, and attributes of the chairperson of the committee

|  | Committee Name                        | Total Number of Members | Number of Full-time Members | Number of Inside Members of the Board of Directors | Number of Outside Members of the Board of Directors | Number of Outside Experts | Other | Committee Chairperson |
|--|---------------------------------------|-------------------------|-----------------------------|--|---|---------------------------|-------|-----------------------|
| Optional Committee Corresponding to the Nominating Committee   | Nomination and Compensation Committee | 7                       | 0                           | 2  | 5   | 0                         | 0     | Outside Director      |
| Optional Committee Corresponding to the Compensation Committee | Nomination and Compensation Committee | 7                       | 0                           | 2  | 5   | 0                         | 0     | Outside Director      |

#### Supplementary Explanation

The Nomination and Compensation Committee is by the lead independent outside director (Kunihiro Koshizuka) and consists of seven directors: five independent outside directors, the president and representative director, administrative manager, who is an internal director. Board resolutions regarding the nomination and appointment of candidates for directors first pass through this committee, which advises and reports to the resolution of the board of directors to ensure transparency and objectivity.

#### [Audit & Supervisory Board Members]

|   |             |
|---|-------------|
| Establishment of Audit & Supervisory Board  | Established |
| Maximum Number of Audit & Supervisory Board Members Stipulated in Articles of Incorporation | 4           |
| Number of Audit & Supervisory Board Members   | 4           |

Cooperation among Audit & Supervisory Board Member, Accounting Auditors and Internal Audit Departments

Audits Conducted by Members of the Audit & Supervisory Board

a. Organization, Personnel and Procedures

The company has a total of four members of the Audit & Supervisory Board, of which three are outside members.

The status of each Audit & Supervisory Board member is as follows.

- Full-time Audit & Supervisory Board Member (Outside Member)  
Kazuhiro Aoyama  
He has extensive knowledge of management and sales strategies cultivated at Aeon Group companies and experience as a director at other companies.
- Independent Outside Audit & Supervisory Board Member



Emi Torii

Ms. Emi Torii possesses specialized knowledge and experience as an attorney in matters of corporate legal affairs.

- Independent Outside Audit & Supervisory Board Member

Rumiko Tanabe

She has experience in auditing services at an auditing firm and has expertise in finance and accounting as a certified public accountant, as well as experience as an outside director (Audit & Supervisory Committee member) and corporate auditor at other companies.

- Audit & Supervisory Board Member

Masato Nishimatsu

Mr. Masato Nishimatsu possesses broad expertise and specialized knowledge cultivated at several AEON Group companies, and has knowledge in general business management.

\*The Audit & Supervisory Board is chaired by the full-time Audit & Supervisory Board member and, in principle, is held every month. In addition, we have assigned one person as dedicated staff for assisting the performance of duties by Audit & Supervisory Board members.

\* Full-time Audit & Supervisory Board Member Maki Watanabe and Audit & Supervisory Board Member Takao Muramatsu retired at the conclusion of the regular meeting of general shareholders, held May 17, 2023.

\* Full-time Audit & Supervisory Board Member Kazuhiro Aoyama and Audit & Supervisory Board Member Rumiko Tanabe were elected at the regular meeting of general shareholders, held May 17, 2023.

#### b. Activity Status

- i. The attendance status of each Audit & Supervisory Board member at the Audit & Supervisory Board and board of directors meetings held during the fiscal year is as follows.

Maki Watanabe:

15/15 Audit & Supervisory Board meetings (100%), 14/14 board of directors meetings (100%)

Takao Muramatsu:

14/15 Audit & Supervisory Board meetings (93%), 13/14 board of directors meetings (93%)

Emi Torii:

15/15 Audit & Supervisory Board meetings (100%), 14/14 board of directors meetings (100%)

Masato Nishimatsu:

14/15 Audit & Supervisory Board meetings (100%), 14/14 board of directors meetings (100%)

- ii. Major Matters for Consideration at the Audit & Supervisory Board

(Matters for resolution)

- Audit policy for Audit & Supervisory Board members, audit plans including priority audit items, and division of duties
- Appointment or reappointment / non-reappointment of financial statement auditors
- Agreement to audit remuneration for the financial statement auditors  
(Matters for information sharing and reporting)
- Information exchange with the President and CEO
- Information exchange with the financial statement auditors regarding audit policies, audit plans, and audit status
- Information exchange with the Management Auditing Department regarding audit policies, audit plans, and audit status
- Information exchange with outside directors
- Reports from executive directors and others on priority audit items and topics arising during the period
- Monthly audit activity report from the full-time Audit & Supervisory Board member
- Review of the Audit and Supervisory Board activities for the year and preliminary discussion of the audit plan for the following year

### iii. Audit Activities

Members of the Audit & Supervisory Committee attend board of director and Management Council meetings, including by way of methods using the Internet and other channels, according to Audit & Supervisory Board standards, audit policies, and audit plans, etc. determined by the Audit & Supervisory Committee. Members audit the execution of duties by directors through the inspection of important documents and observations of operating departments, etc.

The full-time Audit & Supervisory Board member, in addition to attending Management Council meetings held within the fiscal year, also attends major meetings such as those of the Risk Management Committee, Compliance Committee, ESG Promotion Committee, and the Disclosure Committee, checking the status of execution of director duties and providing opinions as necessary. In addition, independent outside auditors and corporate auditors also attend the Management Strategy Advisory Committee meetings, which focus on important policies and management issues in consultation with the president and CEO. The member also inspects and confirms the content of approval documents, minutes, major contracts, and other materials for executive directors.

Independent outside directors and Audit & Supervisory Board members collaborate to hold monthly information exchange meetings with executive directors, executive employees, and directors of subsidiaries, where one to two of these officers will attend. At these meetings, information is exchanged regarding progress, issues, and other matters for the fiscal year's policy at each business unit or subsidiary. Furthermore, the full-time Audit & Supervisory Board Member requests reports on the status of execution of duties from executive directors, employees, and others as necessary.

The Audit & Supervisory Board receives reports from financial statement auditors about financial statement audit systems, audit plans including priority audit areas, audit execution status and audit results and exchanges opinions regarding these. Furthermore, the full-time Audit & Supervisory Board member conducts information exchanges at the appropriate timings with financial statement auditors, interacting actively with these auditors. The Audit & Supervisory Board also receives reports from the Management Auditing Department about internal audit systems, plans, execution status, and results and exchanges opinions regarding these. Furthermore, the full-time Audit & Supervisory Board member holds regular meetings with the Management Auditing Department, building a system of cooperation. In addition to these efforts to strengthen cooperation in three-party audits, we are working toward more efficient and effective Audit & Supervisory Board audits with the cooperation of internal controls departments.

#### Internal Audits

The Management Auditing Department is independent of other executive departments reporting directly to the president. 13 employees have been assigned to conduct internal audits. The Management Auditing Department conducts internal audits to confirm whether the execution of operations is conducted in accordance with various laws and regulations, company regulations, business plans, etc. The department also confirms whether operations are conducted effectively and efficiently, providing guidance and advice for improvement.

The Management Auditing Department coordinates and exchanges opinions with members of the Audit & Supervisory Board and financial statement auditors on a regular and ad hoc basis to exchange opinions on internal audit implementation plans and results.

#### Financial Statement Auditor

##### a. Name

Deloitte Touche Tohmatsu LLC

##### b. Continuous Audit Period

32 Years

(Note) This period is within the possible scope of investigation by the company; the actual continuous audit period may exceed the above.

##### c. Certified public accountants assisting in financial statement audits

Tomoyasu Maruyama

Jun Miyashita

##### d. Individuals assisting in financial statement audits

Ten certified public accountants and 22 others assist in financial statement audit procedures.

##### e. Policies and reasons for financial statement auditor selection

In selecting a financial statement auditor, we take into account the overall organization, quality management systems, independence, audit implementation structure, and ability to centrally manage overseas subsidiary firms. We also consider audit fees and other factors.

We received a presentation from Deloitte Touche Tohmatsu LLC explaining the firm’s corporate structure and policies regarding audits of our company. Subsequently, members of the Audit & Supervisory Board conducted a careful review and determined that Deloitte Touche Tohmatsu LLC was an appropriate selection as our financial statement auditor.

**Policies Regarding the Dismissal or Non-Reappointment of Financial Statement Auditors**

If the Audit & Supervisory Board determines that the financial statement auditor is subject to the provisions of Article 340, Paragraph 1 of the Companies Act, the Audit & Supervisory Board shall dismiss the accounting auditor, subject to the consent of all members of the Audit & Supervisory Board.

In addition, if the Audit & Supervisory Board determines issues have arisen related to the audit quality, quality management, independence, etc., of the financial statement auditor, and that such issues represent a significant hindrance to the execution of audit procedures, the Audit & Supervisory Board shall submit a resolution at the general shareholders’ meeting for the dismissal non-reappointment of the proposed financial statement auditor.

**f. Evaluation of Financial Statement Auditor by the Members of the Audit & Supervisory Board and the Audit & Supervisory Board**

Based on financial statement auditor selection standards and evaluation standards established by the Audit & Supervisory Board, the Audit & Supervisory Board shall evaluate the quality management structure of the financial statement auditor, as well as the financial statement auditor’s independence, expertise, understanding of AEON MALL business operations, audit fees, communication with company management and members of the Audit & Supervisory Board, coordination with global network member firms, audit plans reflecting considerations of the risk of fraud, etc. Further, the Audit & Supervisory Board shall seek the opinions of the Finance and Accounting Division and Management Auditing Department (executive divisions participating in financial statement audits) in said evaluation.

|   |           |
|---|-----------|
| Appointment of Outside Audit & Supervisory Board Members                            | Appointed |
| Number of Outside Audit & Supervisory Board Members                                 | 3         |
| Number of Outside Audit & Supervisory Board Members Designated Independent Officers | 2         |

**Outside Audit & Supervisory Board Member Relationships with the Company (1)**

| Name            | Attribute            | Relationship with the Company* |   |   |   |   |   |   |   |   |   |   |   |   |
|-----------------|----------------------|--------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
|                 |                      | a                              | b | c | d | e | f | g | h | i | j | k | l | m |
| Kazuhiro Aoyama | From another company |                                |   |   |   | △ |   |   |   |   | △ |   |   |   |
| Emi Torii       | Lawyer               |                                |   |   |   |   |   |   |   |   |   |   |   |   |
| Rumiko Tanabe   | CPA                  |                                |   |   |   |   |   |   |   |   |   |   |   |   |

\* Categories for “Relationship with the Company”

\* ”○” when applicable currently or in the recent past

“△” when applicable in the past

\* “●” when applicable to a close relative of the director currently or in the recent past

“▲” when applicable to a close relative of the director in the past

a. Executive of the Company or its subsidiary

b. Non-executive director or accounting advisor of the Company or its subsidiaries

c. Non-executive director or executive of the parent company of the Company

d. Audit & Supervisory Board Member of the parent company of the Company

e. Executive of a fellow subsidiary company of the Company

f. A party whose major client or supplier is the Company or an executive thereof

g. Major client or supplier of the Company or an executive thereof

- h. Consultant, accountant, or legal professional who receives a large sum of monetary consideration or other assets from the Company in addition to compensation as an Audit & Supervisory Board member
- i. Major shareholder of the Company (or an executive of the said major shareholder if the shareholder is a legal entity)
- j. Executive of a client or supplier company of the Company (not corresponding to any of f, g, or h; applies only to the Audit & Supervisory Board member himself/herself)
- k. Executive of a company, between which and the Company outside directors/Audit & Supervisory Board Members are mutually appointed (applies only to the Audit & Supervisory Board member himself/herself)
- l. Executive of a company or organization that receives a donation from the Company (applies only to the Audit & Supervisory Board member himself/herself)
- m. Other

Outside Audit & Supervisory Board Member Relationships with the Company (2)

| Name            | Designation as Independent Officers | Supplementary Explanation of the Relationship   | Reasons for Appointment   |
|-----------------|-------------------------------------|---|---|
| Kazuhiro Aoyama |                                     | ----  | Mr. Aoyama has extensive knowledge of management and sales strategies at AEON Group companies and has served as an Audit & Supervisory Board member at other companies. We believe he will continue to contribute his expertise in all aspects of management and his ability to conduct highly effective audits..   |
| Emi Torii       | ○                                   | Ms. Torii is a partner Nozomi Sogo Attorneys at Law (lawyer). She also serves as a Member of the Ministry of Health, Labor and Welfare Kanto, Shin-etsu Local Pension Record Correction Council | Ms. Torii has experience and expertise as a corporate lawyer and has provided accurate advice and supervision in auditing the legality of the execution of duties by the company directors and in improving the internal control system. We believe Ms. Torii qualifies as an independent officer having no relationships that may result in a conflict of interest. She is not a shareholder of Aeon Mall, nor does he have any personal relationships with major Aeon Mall transaction partners.  |
| Rumiko Tanabe   | ○                                   | She serves concurrently as president of Tanabe Accounting Office, an outside director (Audit & Supervisory Committee member) of TechnoPro Holdings, Inc.  | Ms. Tanabe has abundant experience and a high level of knowledge in the areas of auditing in general, finance, accounting, business administration, and governance through her experience as a person in charge of accounting and finance at other companies and as an outside director (audit committee member) and corporate auditor, in addition to her auditing experience at an auditing firm. The company expects her to conduct highly effective audits based on his experience. We believe Ms. Tanabe qualifies as an independent officer having no relationships that may result in a conflict of interest. She is not a shareholder of Aeon Mall, nor does she have any personal relationships with major Aeon Mall transaction partners. |

## [Independent Officers]

|                                |   |
|--------------------------------|---|
| Number of Independent Officers | 7 |
|--------------------------------|---|

### Matters Relating to Independent Officers

The Company complies with the independence standards set by the Tokyo Stock Exchange for the election of independent directors. We have designated five independent directors and two outside members of the Audit & Supervisory Board from outside directors who qualify as independent directors, providing notification to the Tokyo Stock Exchange.

We presume that our outside directors maintain their independence by meeting certain conditions as follows:

1. These individuals are not executive directors, executive officers, managers, or otherwise employees of the Company and/or subsidiaries (“Aeon Mall Group Executives”). Further, these individuals have not served as an executive officer of any of the Company’s group companies in the 10 years prior to appointment as an outside director.

2. Any individuals who have served as a director, accounting specialist, or as an Audit & Supervisory Board member of the Company and/or its subsidiaries at any time in the 10 years prior to appointment (excluding those who have served as Aeon Mall Group Executives) have not served as an executive officer of the Company and/or its subsidiaries for a period of 10 years prior to appointment as director, accounting specialist, and/or Audit & Supervisory Board member.

3. Individuals not falling under either of the following conditions:

(1) Directors, executive officers, managers, or other employee (“Executive”) of the parent company of Aeon Mall or any subsidiary of the parent company of Aeon Mall

(2) Spouse or relative within the second degree of kinship of an Aeon Mall Group Executive

4. Individuals not falling under any of the following conditions:

(1) Individual who considers Aeon Mall or an Aeon Mall subsidiary to be a major customer (representing one percent or more of revenues in the most-recent fiscal year); individual serving as an executive officer of said entity

(2) Individual is a major vendor of Aeon Mall or an Aeon Mall subsidiary; individual serving as an executive officer of said entity

(3) Individual who serves as a consultant or specialist related to accounting or law and receives monetary compensation or other assets in excess of ¥10 million annually separate and distinct from director compensation paid by Aeon Mall or an Aeon Mall subsidiary

5. Individuals not falling under any of the following conditions for three years prior to appointment:

(1) Individual falling under 4.(1)-(3) above

(2) Individual is an executive or non-executive director serving at the parent company of Aeon Mall

(3) Individual is an executive serving at the Aeon Mall parent company or parent company subsidiary (excluding Aeon Mall and Aeon Mall subsidiaries)

6. Spouse or relative within the second degree of kinship of an individual falling under any of the following conditions:

(1) Individual falling under 5.(1)-(3) above

(2) Individual is an executive serving in the Aeon Mall Group

(3) Individual is an executive or non-executive director serving at the parent company of Aeon Mall

(4) Individual is an executive serving at the Aeon Mall parent company or parent company subsidiary (excluding Aeon Mall and Aeon Mall subsidiaries)

(5) An individual having served as an executive of the Aeon Mall Group within three years prior to appointment

## [Incentives]

|                                  |   |
|----------------------------------|---|
| Incentive Policies for Directors | Performance-Linked Remuneration / Stock Options |
|----------------------------------|---|

### Supplementary Explanation

Aeon Mall has expanded the weight of the monetary component of performance-linked compensation (including traditional director bonuses) for directors. We eliminated our director retirement benefit program and adopted a remuneration-type stock option plan as approved at the 96th regular meeting of general shareholders, held May 17, 2007. Director compensation is limited to a maximum of ¥700 million per fiscal year. The monetary component of this amount is limited to a maximum ¥600 million per year, including

traditional director bonuses. Remuneration-type stock options are limited to a maximum ¥100 million based on the fair value of the stock options in question.

|                             |                  |
|-----------------------------|------------------|
| Recipients of Stock Options | Inside Directors |
|-----------------------------|------------------|

#### Supplementary Explanation

Our aim is to increase the motivation and morale toward sustained earnings and corporate value improvement through the allocation of stock acquisition rights as stock options reflecting corporate earnings. We accomplish this by strengthening the relationship between share prices, earnings, and compensation, ensuring directors share the same benefits of share price increases and risk of share price decreases with shareholders. The percentage of total compensation is set at around 10%, with a higher weighting depending on the responsibility. The number of stock options allocated is determined based on the performance for the relevant fiscal year in relation to the standard number of stock options by position, and the fair value of the performance-linked stock options is limited to 100 million yen per year as approved by the General Meeting of Shareholders (resolution of the 96th Annual General Meeting of Shareholders held on May 17, 2007). If ordinary income for the year of grant is less than 80% of the budgeted amount, half of the planned amount will be granted, and if ordinary loss is incurred, no grant will be made. The timing of allotment is determined at the board of directors meeting held in April each year.

### [Director Remuneration]

|  |                          |
|--|--------------------------|
| Disclosure of Individual Director Remuneration | No Individual Disclosure |
|--|--------------------------|

#### Supplementary Explanation

The Company discloses total director compensation and the number of directors and members of the Audit & Supervisory Board to whom payments were made in our annual securities report and business reports. The following provides the disclosure status of director compensation for the fiscal year ended February 2023.

|  |   |
|--|---|
| Compensation paid to directors                       | ¥208 million (includes ¥153 million in basic compensation, ¥46 million in performance-linked compensation, and ¥8 million in stock options) |
| Concession paid to Audit & Supervisory Board members | ¥24 million (basic compensation only)   |
| Total  | ¥232 million  |

Note:

- Figures above do not include one non-compensated director and one non-compensated Audit & Supervisory Board member.
- Basic remuneration for directors is for 13 directors who held the position as of February 28, 2023 and including those resigning at the 111th regular meeting of shareholder held on May 19, 2022.
- Performance-linked compensation is the amount paid to seven directors holding the position as of February 28, 2023.
- Stock options were granted during the fiscal year to seven directors in office February 28, 2022.

Resolved at the general meeting of shareholders:

Directors:

|                                   |   |
|-----------------------------------|---|
| Monetary compensation ceiling     | ¥600 million annually (resolved May 17, 2007) |
| Stock option compensation ceiling | ¥100 million annually (resolved May 17, 2007) |

Audit & Supervisory Board members:

|                      |   |
|----------------------|---|
| Compensation ceiling | ¥50 million annually (resolved May 8, 2002) |
|----------------------|---|

## Disclosure of Policy on Determining Remuneration Amounts and Calculation Methods

The company has established a policy regarding determinations and calculation methods of remuneration amounts, etc., for directors, the details of which are as follows.

a. Director remuneration provides strong motivation to carry out management policies, is linked to business performance, and is designed to ensure objectivity and transparency.

b. Director remuneration consists of basic compensation, performance-linked compensation, and stock options.

i. Basic Compensation

Basic compensation is paid on a monthly basis, as determined by individual evaluation and within the standard amount established for each title.

ii. Performance-Linked Compensation

Performance-linked compensation is weighted at approximately 30% of total cash compensation (basic compensation plus performance-linked compensation), weighted according to individual responsibility. Performance-linked compensation paid to each director (individual basis) is calculated according to performance-linked amount and performance-linked payout ratio, reflecting a payout ratio based on corporate earnings (0% to 170%) and an evaluation of individual performance. We have selected budget-to-actual for the beginning of ordinary income as the most appropriate indicator of normal business performance for the company. The budget-to-actual indicator for ordinary income for the current fiscal year was 70.2%.

Evaluations of individual director performance are conducted by independent outside directors serving as members of the Nomination and Compensation Committee, based on an annual performance report of the individual director in question. These evaluations finalized after an additional evaluation by the president of the company. The president of the company provides the final results of director evaluations and performance-linked payout ratios to the independent outside directors. Performance-linked compensation is paid once a year within three months after the end of the fiscal year.

iii. Stock Options

Our aim is to increase the motivation and morale toward medium- and long-term sustained earnings and corporate value improvement through the allocation of stock acquisition rights as stock options reflecting corporate earnings. We accomplish this by strengthening the relationship between share prices, earnings, and compensation, ensuring directors share the same benefits of share price increases and risk of share price decreases with shareholders.

Allocation amounts are determined based on performance for the fiscal year in question with respect to standard allocation amounts determined by position. The fair value of Performance-Linked Stock Options was limited to a maximum ¥100 million per fiscal year as approved at the meeting of general shareholders (resolution of the 96th regular meeting of shareholders held on May 17, 2007). If ordinary income for the grant year is less than 80% of budget, half of planned options will be granted. Allocation timing is determined at the board of directors meeting held yearly in April.

c. Outside directors are paid a fixed compensation only. Company earnings and individual performance evaluations are not considered as part of this compensation.

d. The remuneration limit for directors as the combined monetary total of basic compensation and performance-linked remuneration was limited to a maximum ¥600 million per fiscal year as approved at the 96th regular meeting of shareholders, held May 17, 2007. The company had a total of 20 directors serving at the time of the resolution.

e. The board of directors determines the amount of each director's individual remuneration. The content of the authority and the scope of discretion will be the portion relating to the amount of each director individual remuneration (base remuneration + performance remuneration). The board of directors approved the establishment of the Nomination and Compensation Advisory Committee at November 2018 meeting and the committee began operating in January 2019. The Nomination and Compensation Committee consists of five independent outside directors as of February 28, 2023. Performance compensation is determined by the Board of Directors based on the Company's performance and the Committee's report, as



well as each director's individual performance evaluation within a determined range, based on the President and CEO's proposal..

f. Given their independent position in supervising the execution of duties by directors, members of the Audit & Supervisory Committee are paid only fixed compensation. This level of remuneration is necessary to ensure the appropriate people play a central role in establishing and operating high-quality corporate governance. The remuneration limit for directors was limited to a maximum ¥50 million per fiscal year as approved at the 91st regular meeting of general shareholders, held May 8, 2002, finalized subsequent to negotiations with the members of the Audit & Supervisory Board. The company had a total of four members of the Audit & Supervisory Board serving at the time of the resolution.

The following outlines policies related to remuneration of members of the Audit & Supervisory Board:

i. Basic Compensation

The company pays a fixed amount according to the experience, insight, and title of each member of the Audit & Supervisory Board.

ii. Performance-Linked Compensation

The company does not offer performance-linked compensation to members of the Audit & Supervisory Board.

iii. Stock Options

The company does not offer stock options to members of the Audit & Supervisory Board.

Ratio of Remuneration by Type for Directors According to Title

Executive Directors

|   |            |
|---|------------|
| Basic compensation                            | 61% to 69% |
| Performance-linked compensation               | 22% to 30% |
| Medium- and long-term incentive stock options | 9%         |
| Total   | 100%       |

Directors

|   |            |
|---|------------|
| Basic compensation                            | 68% to 72% |
| Performance-linked compensation               | 22% to 25% |
| Medium- and long-term incentive stock options | 6% to 7%   |
| Total   | 100%       |

Outside Directors

|   |      |
|---|------|
| Basic compensation                            | 100% |
| Performance-linked compensation               | 0%   |
| Medium- and long-term incentive stock options | 0%   |
| Total   | 100% |

(Note)

1. This model represents 100% achievement of targets related to performance-linked compensation. The ratios above will change according to changes in company earnings performance, share price fluctuations, etc.

2. Different compensation tables are applied depending on director role and grade. Therefore, ratio of compensation by type may differ for individuals, even those who have the same title.

Board of Director Activities

The AEON MALL board of directors made the following deliberations and decisions related to director remuneration during the current fiscal year:

- April 7, 2022: Issuance of stock acquisition rights as 15th Performance-Linked Stock Options
- April 7, 2022: Allocation of stock acquisition rights as 15th Performance-Linked Stock Options
- April 11, 2022: Decision regarding performance-based remuneration for directors
- May 19, 2022: Decision regarding basic compensation for directors for fiscal 2022

Role and Activities of the Nomination and Compensation Committee

The Nomination and Compensation Committee serves as an advisory organ to the board of directors. The committee deliberates, exchanges opinions, and provides advice and reports to the board of directors regarding the propriety of basic compensation and performance-linked compensation paid to directors, as well as the validity of performance evaluations of said directors.

- April 7, 2022: Matters related to reporting of individual performance evaluation results and performance-based remuneration payment rates
- July 19, 2022: Plan for the development of the next management personnel
- September 12, 2022: Corporate governance structure at the company
- December 12, 2022: Corporate governance structure at the company
- January 18, 2023: Change in the positioning of the Nomination and Compensation Committee
- February 20, 2023: Structure of Board of Directors and Executive Officers for the next term

[Supporting System for Outside Directors and/or Audit & Supervisory Board Members]

The General Affairs department provides support to outside directors and outside members of the Audit & Supervisory Board. In addition, the department assigns one staff member responsible for assisting members of the Audit & Supervisory Board (including outside members). To ensure effective discussions within the limited time of board of director meetings, directors are provided agenda materials and explanations prior to meetings, as well as other appropriate information when deemed necessary.

[Retired presidents/CEOs holding advisory positions (*sodanyaku, komon, etc.*)]

Information on retired presidents/CEOs holding advisory positions (*sodanyaku, komon, etc.*)

| Name | Job title/<br>position | Responsibilities | Employment terms<br>(Full/part time, with/without<br>compensation, etc.) | Date when<br>former role<br>as president/<br>CEO ended | Term |
|------|------------------------|------------------|--|--|------|
| -    | -                      | -                | -  | -  | -    |

Number of retired presidents/CEOs holding advisory positions (*sodanyaku, komon, etc.*)

0

Other

The Company may appoint advisors experienced in business management for the purpose of soliciting advice related to management issues or participating in public activities as a Company representative.

## 2. Matters on Functions of Business Execution, Auditing, Oversight, Nomination and Remuneration

### Decisions (Overview of Current Corporate Governance System)

The company has adopted an Audit & Supervisory Board system. As of the date of submission of our annual securities report (May 18, 2023), the company had 11 directors (five of whom are outside directors) and four members of the Audit & Supervisory Board (three of whom are outside members). By including outside directors who are well versed in a variety of areas in the board of directors, we conduct highly effective supervision and strengthen our management structure. We are also working to bolster the functions of the Audit & Supervisory Board, thereby maintaining and strengthening sound management. As a general rule, the board of directors and the Audit & Supervisory Board meet once a month. In addition to these mechanisms, the Company strives to disseminate information through committees led by general managers or other managers below the rank of a representative director. The purpose of these committees is to ensure efficient business activities.

#### • Board of Directors

The board of directors is chaired by the president and consists of six internal directors and five independent outside directors. As a management decision-making body, the board votes on resolutions regarding legal matters, makes decisions, etc., on important business management matters, and exercises its supervisory function over general business management, ensuring fairness and rationality in management. Members of the Audit & Supervisory Board also attend meetings of the board of directors, offering opinions as necessary.

#### • Audit & Supervisory Board

The Company has adopted an Audit & Supervisory Board system. The Audit & Supervisory Board is chaired by a full-time member (outside member) and consists of four members in total: one outside member, two independent outside members, and one internal member. Members of the Audit & Supervisory Board works with the board of directors in supervising the Company, conducting audits regarding legal compliance and operations to achieve sound and sustainable Company growth, as well as to create medium- to long-term corporate value.

#### • Nomination and Compensation Committee

The Nomination and Compensation Committee is by the lead independent outside director (Kunihiro Koshizuka) and consists of seven directors: five independent outside directors, the president and representative director, administrative manager, who is an internal director.

Board resolutions regarding the nomination and appointment of candidates for directors first pass through this committee, which advises and reports to the resolution of the board of directors to ensure transparency and objectivity.

#### • Governance Committee

The Governance Committee is chaired by an independent outside director (Ms. Chisa Enomoto) and consists of five independent outside directors. The committee serves as an advisory body to the board of directors, contributing to the legal and efficient operation of the board, as well as to the sustainable growth of the company from the viewpoint of improving corporate value. The committee advises and reports to the chair of the board of directors on matters related to organizational restructuring, including mergers and corporate divestitures, and transactions with the parent company and group companies brought before the board of directors to ensure the fairness and rationality of such transactions.

#### • Management Strategy Advisory Committee

The Management Strategy Advisory Committee is chaired by the president and CEO and consists of five executive directors, five independent outside directors, and four members of the Audit & Supervisory Board.

The Company established the Management Strategy Advisory Committee for the purpose of responding requests for advice from the president and CEO, identifying topics in advance regarding important policy and management issues, and exchanging opinions on approaches, the direction of initiatives, specific plans, and progress, offering advice to the president and CEO. In this way, the company strives to ensure more discussions on medium- to long-term strategies in board of director meetings.

#### • Management Council

As an advisory body for the president, we have established a management committee centered on directors, full-time auditors, and those nominated by the president, to strengthen management strategy functions and improve the efficiency of the decision-making process. These meetings are generally held twice a month.

### **3. Reasons for the Adoption of the Current Corporate Governance System**

The company believes that a strong corporate governance function and improved competitiveness through expeditious decision-making are indispensable to achieving sustainable growth.

We operate an audit system under which the Audit & Supervisory Board, our outside financial statement auditors, and the Management Auditing Department maintain a close working relationship, exchanging information and opinions as necessary. This system is designed to ensure improvements in the practicability and efficiency of our audits.

Each member of the Audit & Supervisory Board attend board of director meetings, while full-time members of the Audit & Supervisory Board are always present at meetings of the Management Council and other important meetings.

### III. Implementation of Measures for Shareholders and Other Stakeholders

#### 1. Measures to Ensure Active General Shareholder Meetings and the Smooth Exercise of Voting Rights

|  | Supplementary Explanations  |
|--|---|
| Early Notification of General Shareholder Meetings | As a result of our efforts to send convocation notices as early as feasible, we now have a system in place to send notices three weeks in advance. During 2023, we sent convocation notices on April 28, 19 days prior to our general meeting of shareholders. In addition, we published the convocation notice on our corporate website on April 24, 23 days prior to the meeting. |
| Scheduling Meetings to Avoid Peak Meeting Day      | We held our 112th annual general meeting of shareholders on May 17, 2023.   |
| Allowing Electronic Exercise of Voting Rights      | The Company allows the exercise of voting rights via the internet.  |
| Participation in Electronic Voting Platform        | Since the May 2016 regular general meeting of shareholders, we have participated in the ICJ, Inc. electronic voting platform for institutional investors.   |
| Providing Convocation Notice in English            | The Company prepares an English version of our convocation notice.  |
| Other  | The Company utilizes visual media to ensure clearer communication of business results during general meetings of shareholders. After the conclusion of each general meeting of shareholders, we conduct an internal briefing session of management policies from the perspective of investor relations.   |

#### 2. IR Activities

|   | Supplementary Explanations   | Explanation by Representative |
|---|--|-------------------------------|
| Preparation and Publication of Disclosure Policy                    | Aeon Mall has created a disclosure policy and publicly announces information related to our basic policies, information disclosure standards, disclosure methods, and investor relations quiet periods.  |                               |
| Regular Investor Briefings for Individual Investors                 | The Company has created a page for individual investors on our IR website to provide information on our philosophy, business model, growth strategy, and sustainability initiatives in an easy-to-understand manner. We will consider holding company information sessions for individual investors upon request.  | None                          |
| Regular Investor Briefings for Analysts and Institutional Investors | The Company conducts information meetings, presided over by the CEO and IR directors, on a quarterly basis.  | Provided                      |
| Regular Investor Briefings for Overseas Investors                   | Besides an English version integrated report, the Company has an English website where we publish translations of original Japanese documents concurrently. The company also conducts periodic overseas roadshows. We conduct quarterly conference calls for overseas investors and participate in investor conferences held in Japan for investors from overseas. | Provided                      |
| Posting of IR Materials on Website                                  | Aeon Mall publishes financial data, timely disclosure documents, securities reports, quarterly financial results, integrated report, communications to shareholders, and audio broadcasts of financial results briefings via our corporate website.  |                               |
| Establishment of Department and/or Manager in Charge of IR          | The Aeon Mall IR Group is positioned under the Strategy Department, responsible for company disclosures. Tel. +81-43-212-6733  |                               |

|       |   |  |
|-------|---|--|
| Other | The Company conducts individual meetings with domestic and overseas investors and securities analysts. We also offer mall tours in Japan and overseas on a regular basis. |  |
|-------|---|--|

### 3. Measures to Ensure Due Respect for Stakeholders

|   | Supplementary Explanations   |
|---|--|
| Stipulation of Internal Rules for Respecting the Position of Stakeholders | In accordance with the Aeon Basic Principles, the Aeon Group has formulated the Aeon Group Future Vision as a roadmap to work toward the future with the thoughts and strength of each Group company and Aeon People. This vision consists of three components: "the future that the Aeon Group wishes to realize," "how the AEON Group wishes to be" to realize that future, and "the Attitudes and vow that we cherish." Based on this vision, we will build good relationships with our stakeholders, including customers, local communities, partners, shareholders, and investors, through co-creation initiatives.<br>Aeon Group Future Vision<br><a href="https://www.aeon.info/vision/en/">https://www.aeon.info/vision/en/</a>  |
| Implementation of Environmental Activities, CSR Activities etc.           | Every year, Aeon Mall publishes a sustainability report (ESG Report). This report can be found on our corporate website, along with other information on environmental performance and CSR activities at our malls.  |
| Development of Policies on Information Provision to Stakeholders          | Our code of conduct, environmental policies, disclosure rules, and rules for internal controls provide the Aeon Mall policies related to sharing information with stakeholders.  |
| Other   | [Policies and Initiatives on Women in the Workforce]<br>Aeon Mall provides career paths and a workplace environment supporting the dual challenges of work and child-rearing as measures to champion women in our workforce. We promote diversity management so that our employees can work in an environment that suits their own life stages. In particular, we have established the Diversity Promotion Group as an internal organization to promote the activities of women.<br>We will continue to strive to realize a work environment where employees of all backgrounds, regardless of gender or nationality, can continue to work with vigor and enthusiasm.<br>(Hiring and Promoting Women)<br>Given our business model in particular, we believe women provide valuable opinions and insight. Accordingly, we promote women to serve as directors within our organization. During fiscal 2023, the company appointed three directors (all outside director). The company has a total of five female directors, including two female outside members of the Supervisory Board. The ratio of female managers is 20.4% at the end of fiscal 2022 (19.4% in the previous year).<br>(Acquisition of <i>Kurumin</i> award)<br>Our aim is to create a positive workplace for women, exceeding legally mandated requirements related to child-rearing leave, maternity leave, etc. In 2017, we were awarded the <i>Kurumin</i> award by the Ministry of Health, Labour and Welfare for a second time, our first such award being in 2007.<br>( <i>Aeon Yume-Mirai Nurseries</i> ,)<br>We strive to remove work restrictions affected by day care operating hours that prevent ongoing service by employees raising children. One such measure is the <i>Aeon Yume-Mirai Nurseries</i> , which aim to help employees select their own work styles. As of February 2023, the Company has 32 such nurseries in operation, including 10 Yume-Mirai facilities at other Aeon group companies. We will continue to support our employees as they balance work and child-rearing duties, helping them return to work quickly after maternity/child-care leave and take an active role in their jobs as they raise their children.<br>(Acquisition of <i>Platinum Eruboshi</i> certification)<br>As of March 13, 2023, we obtained <i>Platinum Eruboshi</i> certification from the Minister of Health, Labour and Welfare based on the Law for the Promotion of |

|  |   |
|--|---|
|  | Women's Activities. The certification is granted by the Minister of Health, Labor and Welfare to particularly excellent companies that have achieved the goals of their action plans and are implementing initiatives to promote women's advancement. |
|--|---|

#### IV. Matters Related to the Internal Control System

##### 1. Basic Views on Internal Control System and the Progress of System Development

###### 1. System for retention and management of information on the execution of duties by Directors of the Company

The Company prepares approval documents, meeting minutes, and other documents necessary for the execution of the duties by the executive director or employee, in accordance with the internal rules of the Company.

Documents (including electronic media) that have been prepared are stored and managed in a secure, fully searchable format appropriate for each storage medium, and are maintained in a viewable form as necessary. The management division specified in the Document Management Rules takes charge of the management of such records and prevents leakage to external parties.

###### 2. Rules for controlling the risk of operating loss incurred by the Company and its subsidiaries (“the Group”) and other systems

The Company designates President and CEO as the executive director of risk management and a director in charge of each unit.. These individuals are tasked with developing a system and environment to ensure business continuity and the safety of human lives.

The Group has established Rules for Crises to prevent crises or minimize damages in the event of a crisis, striving to reduce risk and mitigate any damages. We have designated management divisions to address risk management by category, and we strive to improve overall corporate value by managing risks of loss for the group as a whole.

In addition, for the Company to be able to protect and manage information assets from organizational, human, physical, and technical perspectives, the Company has established the Information Security Management Rules to clarify the responsibility hierarchies structures for information security for the Group, and strive to maintain and improve the information security level, as well as information systems of the Company.

The Company shall establish the Risk Management Committee chaired by the director of administrative manager to discuss issues and countermeasures related to the promotion of risk management for the entire Group, and report the proceedings to the Management Meeting. Compliance matters deemed highly important by the Compliance Committee are escalated to the board of directors and included in annual reporting.

In order to enhance the effectiveness of risk management, the Department in charge of internal audits formulates an annual audit plan and conducts internal audits in accordance with the Internal Auditing Rules. The annual audit plan will be reported to the Board of Directors.

###### 3. System to ensure the efficiency of duties executed by Directors of the Company, and directors, executive officers, employees who execute business operations, personnel who execute duties as specified in Article 598, Paragraph 1 of the Companies Act, and other persons equivalent to such personnel of the Company’s subsidiaries (“subsidiaries’ directors, etc.”)

In addition to holding regular Board of Directors meetings at least once a month, AEON MALL convenes extraordinary meetings of the Board of Directors as deemed necessary.

Decisions encompassing substantial risk threatening far-reaching impact on the Group are brought to the Management Meeting for discussion. These decisions are then approved by the President and/or by resolution of the Board of Directors.

The Management Strategy Advisory Committee meets once a month to establish topics in advance from important policy and management issues in response to consultation from the president and CEO. The committee discusses and exchanges opinions on approaches, the direction of initiatives, specific plans, progress, etc., and implements policies and resolves management issues based on the opinions and advice of Independent Outside Directors.

In the execution of duties, management responsibilities are clarified by granting the authority required for the performance of duties according to the predetermined *Rules for Organization Management, Rules for Segregation of Duties, and Rules of Jurisdiction.*



As a system to ensure the efficiency of the performance of duties of the subsidiaries' directors, etc., the Company approves a Group Medium-term Management Plan, annual management goals, budget distribution, etc. that include subsidiaries at the meetings of the Board of Directors, inspects the progress of business strategies and measures in line with such plan and goals on a quarterly basis, and receives reports on other important information.

#### 4. System to ensure compliance in the performance of duties by Directors and employees the Company, and directors, etc. and employees of its subsidiaries with laws and regulations and the Articles of Incorporation

We emphasize compliance management, fostering improved relations with local communities and meeting our social responsibilities. To prevent harassment, we will establish Anti-Harassment Regulations, providing education and awareness building for employees. To prevent bribery, we are improving our internal structures within the Group and conducting education based on the Basic Rules for the Prevention of Bribery.

AEON MALL has established a Compliance Committee, which is chaired by the director of administrative manager. The role of this committee is to ensure compliance with laws, regulations, the Articles of Incorporation, and internal rules. The committee is also responsible for identifying problems and advancing discussions to resolve said problems. Compliance matters deemed highly important by the Compliance Committee are escalated to the board of directors and included in annual reporting.

The company has established a help line (*AEON MALL Hotline*) for internal reporting. The helpline will be set up at subsidiaries in accordance with the Company's system. We ensure privacy protection for users of this help line and that such users are not penalized. Additionally, we investigate any problems reported to the company through this help line. If wrongdoing is confirmed, we take necessary actions in line with our internal rules. The issue in question is reported to the Compliance Committee and the company implements Group-wide measures to prevent recurrence in the future.

#### 5. System to ensure the appropriate operations of the corporate group, comprising the Company, its parent, and subsidiaries

At the Management Council, discussions are initiated for any business transactions conducted by a director where conflicts of interest may occur between the director or any third party (e.g. the parent company, a subsidiary, or other AEON Group company) and the company, or in those instances where there is, in essence, competition with the same. Such transactions are only allowed to proceed upon approval by the board of directors.

When conducting transactions with AEON Group companies, such transactions comply with the provisions of our Rules for Managing Related-Party Transactions. Once a year, we report the rate of increase/decrease in annual transaction amounts with each affiliated business partners, and scrutinize the rationality and appropriateness of transactions.

The Governance Committee, which is an advisory body to the Board of Directors and is composed solely of independent outside directors, examines the fairness and reasonableness of such transactions deemed important. This examination reflects the perspective of improving the corporate value of the Company. Once the examination is completed, the matter is submitted to the Board of Directors for approval. Individuals with special interests in the transaction are excluded from the discussions to ensure the fairness of the procedures.

The Group also makes decisions after confirming the fairness and reasonableness of transactions.

As a system of reporting matters concerning the performance of duties by the subsidiaries' directors, etc. to the Company, the Company requires subsidiaries to report to the Management Meeting based on Rules for Management of Affiliates established by the Company.

The department in charge of internal auditing performs audits of the Company and its subsidiaries according to the Internal Auditing Rules to ensure the appropriate operations of the Company and its subsidiaries and reports to the President and the full-time Audit & Supervisory Board Members by means of a written internal audit report. Audit results are reported to the Board of Directors on a regular basis.

#### 6. Matters concerning employees who provide assistance with the duties of Audit & Supervisory Board Members of the Company ("Assistants") when the Audit & Supervisory Board Members decide to hire such Assistants, matters concerning the independence of the Assistants from Directors of the Company, and matters related to ensuring the effectiveness of the instructions provided to the Assistants

The Company selects and appoints Assistants for the Audit & Supervisory Board Members upon consultation with the Audit & Supervisory Board. The Assistants will not receive orders or instructions from the Directors or any other employees.

The personnel appraisal of Assistants is performed through consultation with the Audit & Supervisory Board Members, and personnel changes and reprimanding of Assistants require the advance agreement of the Audit & Supervisory Board members.

#### 7. System of reporting to Audit & Supervisory Board Members of the Company

Company Directors and employees, as well as Directors and employees of subsidiaries, report on management status, business operations, financial position, the progress of internal audits, the status of risk management and compliance, and other matters at meetings of the Board of Directors or Management Meeting attended by the Audit & Supervisory Board Members.

If Directors or employees of the Company, or directors, etc. or employees of its subsidiaries discover matters that affect the operations or business performance of the Company or its subsidiaries, violations of laws and regulations, or other issues concerning legal compliance, which may cause serious damage to the Company or its subsidiaries, or these have been reported by any of such persons, they shall immediately report to Audit & Supervisory Board of the Company.

The Company or its subsidiaries prohibit treating the persons who have made such a report in an unfair manner because they have made the report, and will ensure that this rule is clearly communicated to Directors and employees of the Company, and directors, etc., Audit & Supervisory Board Members, and employees of its subsidiaries.

#### 8. Matters concerning policies for the advance payment of expenses required for the performance of duties by Audit & Supervisory Board Members of the Company and reimbursement and other procedures for the treatment of expenses or obligations associated with the performance of such duties

When the Company receives a request for the advance payment, etc. of expenses from Audit & Supervisory Board Members based on Article 388 of the Companies Act, the Company shall pay such expenses without delay based on the internal rules. The responsible department takes measures regarding the budget required for such payment in every fiscal period.

#### 9. Other systems to ensure the effective auditing by Audit & Supervisory Board Members of the Company

The department in charge of internal auditing works closely with the Audit & Supervisory Board by, for instance, discussing the details of internal audits with the Audit & Supervisory Board Members as appropriate, and performs audit operations in cooperation to contribute to effective auditing by the Audit & Supervisory Board Members.

## **2. Basic Approach to Eliminating Anti-Social Forces**

### 1. Basic Approach

The Company does not engage in relationships with anti-social forces, reflecting our total commitment to compliance and defense of our corporate entity. We respond resolutely in the face of unreasonable demands and recognize our social responsibility as a company to reject anti-social forces in any form.

### 2. Status of Efforts to Reject Anti-Social Forces

- 1) Unreasonable demands by anti-social forces are not dealt with as an individual, but rather as an organization working in close coordination with third-party specialists and investigative organizations, including civil and criminal proceedings.
- 2) The Company is a member of the Foundation for Chiba Prefecture's Assembly for Expulsion of Anti-social Forces. We maintain close coordination with the police and anti-crime associations, participating in efforts to collect information on anti-social forces through the reach of our various business units. We use information gathered for educational purposes internally.
- 3) In accordance with the Rules on Managing Transactions, the Company conducts background checks to ensure business partners are not involved with anti-social forces. This is one more way in which we work toward the rejection of anti-social forces.

## V. Other

### 1. Adoption of Anti-Takeover Measures

|                                    |             |
|------------------------------------|-------------|
| Adoption of Anti-Takeover Measures | Not Adopted |
| Supplementary Explanation          |             |
| -                                  |             |

### 2. Other Matters Concerning to Corporate Governance System

The following describes the Company's internal structure related to timely disclosure of information.

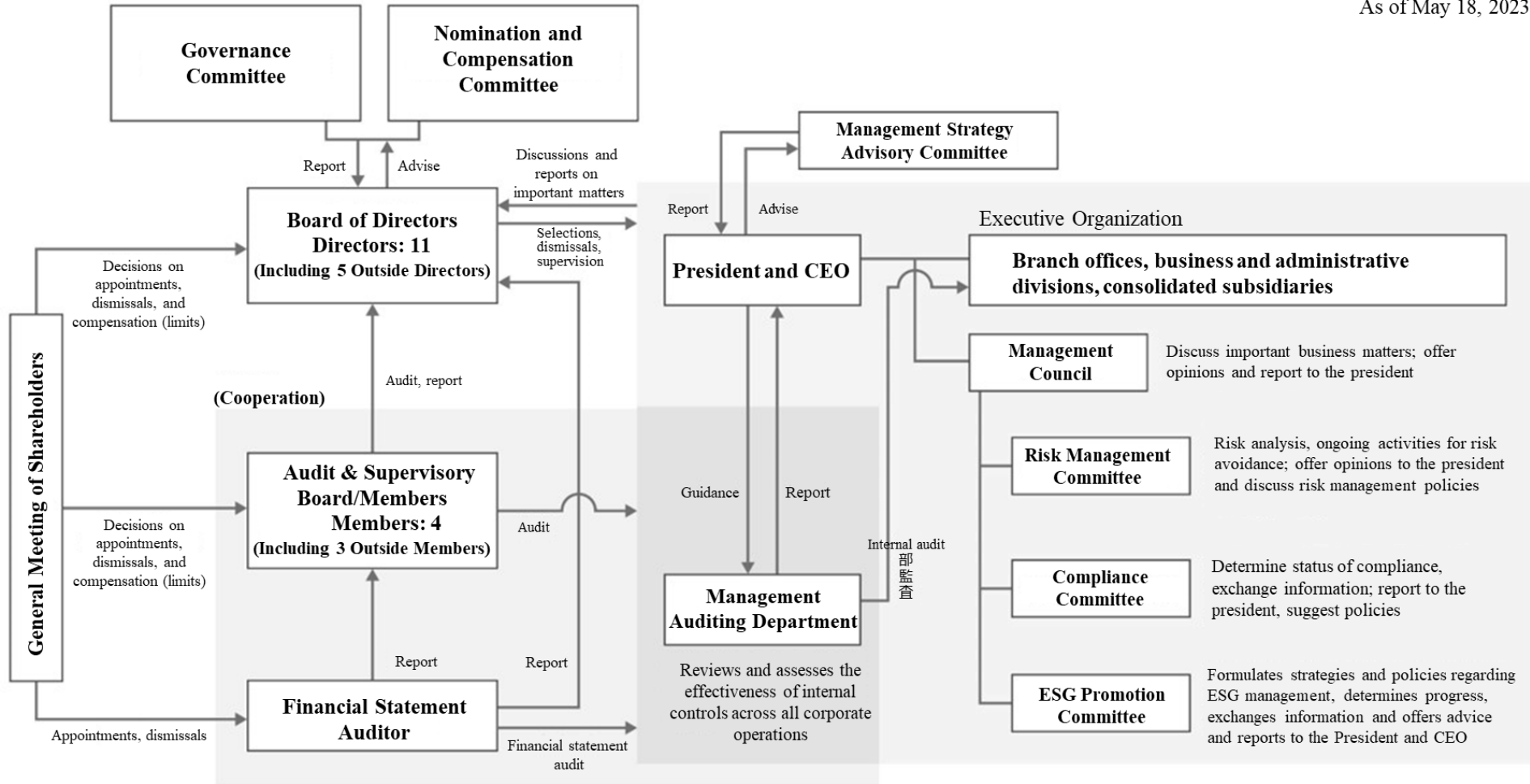
#### 1. Basic Policy on Disclosure

The Company has established the ESG Promotion Committee, which is chaired by the CEO and whose members consists primarily of directors and heads of business divisions. Through this committee, the Company decides codes of conduct and standards of regulatory compliance. Other decisions include matters related to corporate principles, environmental preservation, and social contribution. We strive to create and operate systems for compliance and disclosure. As a company that issues equity, we understand that responsible disclosure represents an important means for securing the trust of equity markets. Accordingly, we endeavor to provide disclosures that are appropriate, fair, and timely.

#### 2. Overview of Timely Disclosure Structure

Aeon Mall has created the Rules on Managing Internal Information and Internal Transactions. These rules provide standards for managing inside information and related disclosures. The Management Council discusses important matters related to the timing of information disclosure, presenting these matters formally to the board of directors. The chief executive officer makes final decisions in cases of emergency. The Company has also established the Rules for Managing Disclosure Information, under which information and other important matters are presented formally to the board of directors. Only after presentation to the board are disclosures made, under the guidance of a director charged with responsibility for information management. To ensure accuracy in information related to financial results, the Company has established the Disclosure Committee, which reviews materials prior to disclosure. Once reviewed, this information is presented formally to the board of directors before being released to the public. These and other measures ensure the Company follows a robust process for disclosure. Aeon Mall has also established Rules for Crises, which provide for disclosures related to significant natural disasters, criminal activity, or accidents to be made under the direction of an emergency response office.

The company uses the internal disclosure structure described above to provide timely disclosure of company information to relevant stock exchanges through our Public Relations Group within the President's Office, and through our IR Group within the Strategy Department. We also follow disclosure procedures as dictated by various laws and regulations. Aeon Mall ensures that information submitted to the stock exchanges are also provided to the mass media and published on our corporate website concurrently. The Company strives to be as fair as possible within the spirit of timely disclosure when dealing with information not subject to timely disclosure rules, providing such information to the mass media and publishing information on our corporate website.



\*The Executive Officer System will be introduced on May 21, 2023.

[Timely Disclosure System Diagram]

