[Translation]

June 29, 2020

To whom it may concern

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Notice Regarding Voluntary Reduction of Officer Remuneration for the Fiscal Year Ending February 28, 2021

Due to the deterioration of business performance caused by the novel coronavirus (COVID-19) during the period, the downward revision of earnings forecasts and the revision of the dividend forecasts based on this impact, announced today in the Consolidated Financial Results for the First Three Months of the Fiscal Year Ending February 28, 2021, J. FRONT RETAILING Co., Ltd. (the "Company") decided the voluntary reduction of the officer remuneration for Directors (including Outside Directors) and Executive Officers as approved by the Remuneration Committee, and as proposed by Executive Officers and Internal Directors.

1. Reasons for reduction of the officer remuneration

Due to the deterioration of business performance, the downward revision of earnings forecasts and the revision of the dividend forecasts based on the business environment during the first three months of the fiscal year ending February 28, 2021, related to the novel coronavirus (COVID-19), in consideration of the difficult business environment, as a measure to reduce fixed costs, the Executive Officers and Directors (including Outside Directors) voluntarily proposed to the Company's Remuneration Committee to reduce their officer remuneration.

The Company's officer remuneration is highly linked to business performance, and due to the recent deterioration in business performance, we expect that bonuses and share-based remuneration will be reduced to a certain degree. In addition to that, the Company received proposals from Executive Officers and Internal Directors that they would like to reduce the amount of their monthly basic remuneration for a certain period of time, and also received a request from Outside Directors for voluntary reduction of the amount of their remuneration, and in response to this, Company's Remuneration Committee approved the reduction of remuneration for the Company's Directors and Executive Officers.

Based on the same concept, Directors (including Outside Directors of the Company) and Executive Officers of Daimaru Matsuzakaya Department Store Co., Ltd. and PARCO Co., Ltd., which are subsidiaries of the Company, have decided the voluntary reduction of the amount of remuneration upon consultation/reporting to the Nomination Committee and the Board of Directors at each company.

In addition, with regard to the Audit & Supervisory Board Members of Daimaru Matsuzakaya Department Store Co., Ltd. and PARCO Co., Ltd., upon consultation with the Audit & Supervisory Board Members, we have decided the same voluntary reduction of the amount of remuneration.

2. Details of reduction of the officer remuneration

Eligible members	Directors (including Outside Directors), Executive Officers
Details of reduction	10% reduction of basic remuneration (paid monthly)
Reduction period	Three months (scheduled from July 2020 to September 2020)

* For the Company's President, the ratio of basic remuneration to bonuses to performance-linked share-based remuneration is set at 10:6:10, to increase the correlation between remuneration and performance considering the importance of the President's responsibilities, while for Executive Officers excluding the President, the ratio for basic remuneration to bonuses to performance-linked share-based remuneration is 10:6:6. Therefore, even if the current reduction is not implemented, the amount of bonuses and performance-linked share-based remuneration paid to Executive Officers will decrease due to the business results for the fiscal year ending February 28, 2021, and about 20% to 30% of officer remuneration (about 30% to 40% if share-based remuneration linked to the medium-term management plan is not paid) may be reduced compared to the case where the target is 100% achieved.
* Due to a decrease in the amount of performance-linked remuneration paid, officer remuneration may also be reduced by about 20% to 30% for Daimaru Matsuzakaya Department Store and PARCO, in the same way as for the Company.

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