

Environment

Environmental Policy Yes <https://pdf.irpocket.com/C3099/sCL4/kqH7/UGRu.pdf>

Climate Change

Policy on Climate Change Yes Included in the Isetan Mitsukoshi Group Environmental Policy <https://pdf.irpocket.com/C3099/sCL4/kqH7/UGRu.pdf>

		Boundary ¹	Unit	Fiscal 2013	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017
GHG Emissions	GHG Scope 1			43,219	39,899	38,095	42,905	38,972
	GHG Scope 2			156,446	149,421	144,064	139,479	129,427
	Subtotal (Scopes 1 and 2)	Group	t-CO ₂	199,665	189,320	182,159	182,385	168,399
	GHG Scope 3 (15 categories) ²			–	–	–	–	3,439,049
	Total (Scopes 1, 2 and 3)			–	–	–	–	3,607,448
CO ₂ Emissions	Direct CO ₂ Emissions			43,219	39,899	38,095	38,061	35,868
	Indirect CO ₂ Emissions	Group	t-CO ₂	156,446	149,421	144,064	139,479	129,427
	Total			199,665	189,320	182,159	177,541	165,295
CO ₂ Emissions per Unit (Business hours × Total floor area)		Group	–	–	37.6	37.6	37.4	36.0
Fluorocarbon Emissions ³	HFC			–	–	–	2,600	1,949
	HCFC			–	–	–	1,185	353
	CFC	Group	t-CO ₂	–	–	–	1,059	802
	Total			–	–	–	4,844	3,104
Energy Consumption	Electricity Used		GJ	3,997,147	3,817,663	3,680,789	3,563,663	3,306,816
			Thousands of kWh	409,544	391,154	377,130	365,129	338,813
	Natural Gas Used			539,672	510,798	512,115	512,037	489,151
	District Heating and Cooling			103,413	96,174	105,017	110,985	102,179
	Diesel and Heavy Oil A Usage	Group		19,181	20,549	18,773	18,312	11,940
	Steam		GJ	4,315	3,442	2,971	3,642	4,535
	Water Usage by Air-Conditioning Equipment			148,106	121,938	82,911	76,304	73,804
	Renewable Energy Used			583	747	655	632	583
	Total			4,812,416	4,571,309	4,403,231	4,285,576	3,989,008
Energy Consumption per Unit (Business hours × Total floor area)		Group	–	–	908.7	908.7	903.0	869.6
Total Amount of Renewable Energy Purchased or Generated		Group	Thousands of kWh	60	77	67	65	60
ISO 14001 Certified Sites		Group	Sites	0	0	0	0	0

1. Boundary: Boundary (Group) pertaining to the environment includes Isetan Mitsukoshi Holdings Ltd., Isetan Mitsukoshi Ltd., the Group department stores in Japan and (some) affiliates in Japan.

2. Scope3: "Scope3," which is greenhouse gas emissions through supply chains, is calculated. The boundary in Scope3 varies in each category. Emissions have been verified by a third-party institution. → Verification results report

3. Fluorocarbon Emissions: This refers to the amount of leakage of fluorocarbons of freezers, refrigerators and air-conditioning equipments used at our stores reported under the Act on Rational Use and Proper Management of Fluorocarbons.

*In sections with "–", the value is not stated because data are not available.

*Percentage figures are rounded off to one decimal place.

**"Isetan Mitsukoshi" in the boundary refers to Isetan Mitsukoshi Ltd. (companies in the Department Store Business located in the Tokyo Metropolitan area).

Resources and Waste

Resource Use Policy	Yes	Included in the Isetan Mitsukoshi Group Procurement Policy https://pdf.irpocket.com/C3099/IZkL/xqq6/ZNwA.pdf					
Waste Reduction Policy	Yes	Included in the Isetan Mitsukoshi Group Environmental Policy and the Isetan Mitsukoshi Group Procurement Policy https://pdf.irpocket.com/C3099/sCL4/kqH7/U6Ru.pdf https://pdf.irpocket.com/C3099/IZkL/xqq6/ZNwA.pdf					
Chemical Phase-Out and Management Policy	Yes	Included in the Isetan Mitsukoshi Group Procurement Policy https://pdf.irpocket.com/C3099/IZkL/xqq6/ZNwA.pdf					
Biodiversity Policy	Yes	Included in the Isetan Mitsukoshi Group Procurement Policy https://pdf.irpocket.com/C3099/IZkL/xqq6/ZNwA.pdf					
	Boundary ¹	Unit	Fiscal 2013	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017
Raw Materials Used (Resources for Packaging)	Group	t	4,662	4,859	4,950	4,794	4,679
Total Waste	Group	t	32,571	31,972	30,412	29,359	27,886
Waste Recycled	Group	t	22,849	22,805	21,930	21,524	20,410
% of Recycled Materials	Group	%	70.2	71.3	72.1	73.3	73.2
Waste Sent to Landfills	Group	t	9,721	9,167	8,482	7,835	7,476
Waste Sent to Landfills per Unit (Sales amount)	Group	t	8.1	8.0	7.3	6.9	6.6
% of Recycled Foodstuff Wastes	Group	%	68.3	71.9	72.5	77.6	75.9
NOx Emissions	Isetan Mitsukoshi	t	145	141	140	70	66
PM Emissions	Isetan Mitsukoshi	t	18	18	18	1	1

Water

Water Policy	Yes	Included in the Isetan Mitsukoshi Group Procurement Policy https://pdf.irpocket.com/C3099/IZkL/xqq6/ZNwA.pdf					
	Boundary ¹	Unit	Fiscal 2013	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017
Total Water Used	Group	Thousands of m ³	3,321	3,114	2,970	2,958	2,849
Recycled wastewater usage	Group	Thousands of m ³	932	853	851	850	824
Total Wastewater	Group	Thousands of m ³	2,905	2,737	2,646	2,588	2,536

Compliance

	Boundary ¹	Unit	Fiscal 2013	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017
Number of Environmental Fines and Penalties	Group	Violations	0	0	0	0	0
Total Cost of Environmental Fines and Penalties	Group	Yen	0	0	0	0	0

Society

Policies		
Human Rights Policy	Yes	Included in the Isetan Mitsukoshi Group Human Rights Policy https://pdf.irpocket.com/C3099/nWIP/aBvg/sWIX.pdf
Policy Against Child Labor	Yes	Included in the Isetan Mitsukoshi Group Procurement Policy https://pdf.irpocket.com/C3099/IZkL/xqq6/ZNwA.pdf
Policy Against Forced Labor	Yes	Included in the Isetan Mitsukoshi Group Procurement Policy https://pdf.irpocket.com/C3099/IZkL/xqq6/ZNwA.pdf
Equal Opportunity Policy	Yes	Included in the Isetan Mitsukoshi Group Human Rights Policy https://pdf.irpocket.com/C3099/nWIP/aBvg/sWIX.pdf
Policy Supporting the Right to Freedom of Association	Yes	Internal Regulation "Collective Labor Agreement" only
Policy Supporting the Right to Collective Bargaining	Yes	
Health and Safety Policy	Yes	Included in the Isetan Mitsukoshi Group Procurement Policy https://pdf.irpocket.com/C3099/IZkL/xqq6/ZNwA.pdf

Business Partners							
	Boundary	Unit	Fiscal 2013	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017
Number of Explanatory Forums for Business Partners	Isetan Mitsukoshi	Times	1	1	1	1	1

Information Security							
	Boundary	Unit	Fiscal 2013	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017
ISO 27001 Certification Sites	Group	Sites	2	2	2	2	2
ISO 20000 Certification Sites	Group	Sites	1	1	1	1	1
Number of JISQ15001 (Privacy Mark-Certified) Group Companies	Group	Companies	3	5	5	5	5
Number of Data Security Violations	Group	Violations	0	0	0	0	0
Total Cost of Fines for Information Security Violations	Group	Yen	0	0	0	0	0

*In sections with "–", the value is not stated because data are not available.

*Percentage figures are rounded off to one decimal place.

*"Isetan Mitsukoshi" in the boundary pertaining to society/governance refers to Isetan Mitsukoshi Ltd. (companies in the Department Store Business located in the Tokyo Metropolitan area).

*"Group" in the boundary pertaining to society/governance refers to Isetan Mitsukoshi Holdings Ltd., Isetan Mitsukoshi Ltd., the Group department stores in Japan and (some) affiliates in Japan.

*"Overseas" in the boundary pertaining to society/governance refers to (some) affiliates based overseas.

Employees								
		Boundary	Unit	Fiscal 2013	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017
Number of Employees ¹ (Employees and Region-based Employees)	Women	Isetan Mitsukoshi	Persons	4,727	4,901	5,167	5,254	5,181
	Men			2,978	2,939	2,890	2,826	2,617
	Total			7,705	7,840	8,057	8,080	7,798
Number of Temporary Employees ¹ (Number of Part-Time Employees)	Women	Isetan Mitsukoshi	Persons	3,172	3,199	3,069	2,671	2,554
	Men			189	190	180	139	126
	Total			3,361	3,389	3,249	2,810	2,680
Average Number of Consecutive Years Served ¹ (Employees)	Women	Isetan Mitsukoshi	Years	20.4	18.5	22.0	20.6	20.7
	Men			25.3	24.2	25.2	21.4	21.3
	Total			22.5	21.0	23.5	21.0	20.9
Average Age of Employees ¹ (Employees)	Women	Isetan Mitsukoshi	Age	42.1	40.6	43.2	42.3	42.6
	Men			48.9	47.6	48.2	44.3	44.2
	Total			45.0	43.6	45.6	43.3	43.3
% of Disabled in Workforce ²		Group	%	2.10	2.21	2.16	2.30	2.41
Females	Number of Females Officers	Group	Persons	1	2	3	4	3
	Number of Females in Management Positions	Isetan Mitsukoshi	Persons	547	554	573	587	576
	% of Females in Management Positions	Isetan Mitsukoshi	%	19.7	20.3	21.5	22.6	23.9
Paid Maternity Leave (Employees and Region-based Employees)	Women	Isetan Mitsukoshi	Persons	155	137	163	124	134
	Men			13	18	25	4	4
	Total			168	155	188	128	138
Shortened Working Hours for Childbirth or Childcare Purposes (Employees and Region-based Employees)	Women	Isetan Mitsukoshi	Persons	450	442	457	462	451
	Men			0	0	0	0	0
	Total			450	442	457	462	451
Number of Returners from Paid Maternity Leave (Employees and Region-based Employees)		Isetan Mitsukoshi	Persons	95	86	86	91	97
% of Employees Unionized (Employees and Region-based Employees)		Isetan Mitsukoshi	%	100.0	100.0	100.0	100.0	100.0
OHSAS 18001 Certification Sites (Occupational Health and Safety Management System)		Isetan Mitsukoshi	Sites	0	0	0	0	0
Number of New Graduate Employees (Employees and Region-based Employees)	Women	Isetan Mitsukoshi	Persons	226	318	262	191	151
	Men			63	76	67	56	32
	Total			289	394	329	247	183
% of Females in New Graduate Employees		Isetan Mitsukoshi	%	78.2	80.7	79.6	77.3	82.5
Number of Occupational Accidents		Isetan Mitsukoshi	Sites	156	163	153	152	139
Annual Total Actual Working Hours		Isetan Mitsukoshi	Times	–	–	–	1,954	1,944
Paid Leave Usage Rate		Isetan Mitsukoshi	%	–	–	–	68.5	74.9
Training Hours ³		Isetan Mitsukoshi	Hours	–	–	–	–	5,770
Total number of employees participating in training (regular employees, region-based employees, part-time employees and employees of business partners)			Persons	–	–	–	–	24,377
Ratio of local employees to executives (officers, etc.) at overseas offices		Group	%	44.3	42.5	29.6	31.2	33.8

1. As of April 1 of each year

2. As of June 1 of each year

3. Training hours refer to hours spent for basic trainings (training for employees up to the third year after joining the company and training for employees of business partners at our stores), occupational training, area-specific training and qualification training. In terms of hours per day, it is 15.8 hours.

Governance

Corporate Governance			Boundary	Unit	Fiscal 2013	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	As of June 30, 2018			
Number of Directors	Number of Internal Directors	Women	HDS	Members	0	0	0	0	0	0			
		Men			6	6	5	5	5	5			
		Total			6	6	5	5	5	5			
	Number of Independent Directors	Women			0	0	0	0	0	1			
		Men			2	2	2	2	2	2			
		Total			2	2	2	2	2	3			
	Number of Outside Directors (other than Independent Directors)	Women			0	0	0	0	0	0			
		Men			1	1	1	1	1	1			
		Total			1	1	1	1	1	1			
	Total				9	9	8	8	8	9			
	Number of Corporate Executive Officers on the Board				HDS	Members	6	6	5	5	3 ¹	3 ¹	
	% of Corporate Executive Officers on the Board				HDS	%	66.6	66.6	62.5	62.5	37.5	33.3	
% of Independent Directors on the Board			HDS	%	66.6	66.6	66.6	66.6	66.6	75.0			
% of Women on the Board			HDS	%	0	0	0	0	0	11.1			
Average Age of Directors (including Outside Members)			HDS	Age	63.5	63.4	64.7	65.3	65.3	65.1			
Average Age of Directors (Internal Members only)			HDS	Age	59.6	59.8	60.6	61.0	60.4	60.4			
Number of Nominating and Compensation Committee Members	Number of Internal Nominating and Compensation Committee Members	Women	HDS	Members	0	0	0	0	0	0			
		Men			2	2	2	2	2	1			
		Total			2	2	2	2	2	1			
	Number of Independent Nominating and Compensation Committee Members	Women			0	0	0	0	0	1			
		Men			2	2	2	2	2	2			
		Total			2	2	2	2	2	3			
	Number of Outside Nominating and Compensation Committee Members (other than Independent Nominating and Compensation Committee Members)	Women			0	0	0	0	0	0			
		Men			1	1	1	1	1	1			
		Total			1	1	1	1	1	1			
	Total				5	5	5	5	5	5			
	Number of Nominating and Compensation Committee Meetings				HDS	Times	12	12	10	11	12	3	
	Nominating and Compensation Committee Meeting Attendance				HDS	%	94.9	96.6	100.0	100.0	96.6	100.0	

1. Excluding two executive officers without the status of executive officer at Isetan Mitsui Holdings Ltd.

*In sections with “–”, the value is not stated because data are not available.

*Percentage figures are rounded off to one decimal place.

**“HDS” in the boundary refers to Isetan Mitsukoshi Holding Ltd.

Corporate Governance

		Boundary	Unit	Fiscal 2013	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	
Number of Board Meetings		HDS	Times	14	14	15	17	15	
Board Meeting Attendance		HDS	%	94.4	97.6	99.1	97.7	95.0	
Attendance of Independent Directors at Board Meetings		HDS	%	92.0	96.4	96.6	100.0	100.0	
Number of Directors Attending Less Than 75% of Board Meetings		HDS	Members	0	0	0	0	0	
Number of Audit & Supervisory Board Members	Number of Internal Audit & Supervisory Board Members	Women		0	0	0	0	0	
		Men		2	2	2	2	2	
		Total		2	2	2	2	2	
	Number of Independent Audit & Supervisory Board Members	Women		0	0	0	0	0	
		Men		1	1	1	1	2	
		Total	HDS	Members	1	1	1	1	2
	Number of Outside Audit & Supervisory Board Members (other than Independent Audit & Supervisory Board Members)	Women		0	0	0	0	0	
		Men		1	1	1	1	1	
		Total		1	1	1	1	1	
	Total				4	4	4	4	5
	% of Independent Audit & Supervisory Board Members among Outside Audit & Supervisory Board Members		HDS	%	50.0	50.0	50.0	50.0	66.6
	% of Female Audit & Supervisory Board Members		HDS	%	0	0	0	0	0
Number of Audit Committee Meetings		HDS	Times	14	13	14	14	15	
Audit Committee Meeting Attendance		HDS	%	98.2	100.0	100.0	100.0	96.9	
Attendance of Independent Auditors at Board Meetings		HDS	%	92.8	100.0	100.0	100.0	91.6	
Number of Auditors Attending Less Than 75% of Board Meetings		HDS	Members	0	0	0	0	0	

Compliance

Business Ethics Policy	Yes	Isetan Mitsukoshi Group Code of Ethical Behavior https://imhds.disclosure.site/ja/themes/86#925
Anti-Corruption Policy	Yes	Anti-Bribery Policy https://www.imhds.co.jp/ir/governance/compliance.html
Anti-Bribery Policy	Yes	Stated in the Anti-Bribery Policy and the Anti-Bribery Rules, internal rules https://www.imhds.co.jp/ir/governance/compliance.html
Employee Protection / Whistle-Blower Policy	Yes	Group Hotline Rules https://www.imhds.co.jp/ir/governance/compliance.html

	Boundary	Unit	Fiscal 2013	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017
Number of Fines and Penalties for Corruption	Group	Violations	0	0	0	0	0
Total Cost of Fines and Penalties for Corruption	Group	Yen	0	0	0	0	0
Number of Incidents of Non-Compliance	Group	Incidents	0	0	0	0	1
Total Cost of Incidents of Non-Compliance	Group	10 thousand yen	0	0	0	0	819

Corporate Governance

	Boundary	Unit	Fiscal 2013	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017
Number of members in the Corporate Philosophy Committee	Group	Persons	261	246	235	249	255
Number of meetings of the Corporate Philosophy Committee	Group	Times	2	2	1	1	1
Number of members in the Compliance and Risk Management Committee	Group	Persons	17	20	22	24	19
Number of times Compliance and Risk Management Committee meetings are held	Group	Times	2	2	2	2	2
Number of Environment CSR Promotion Committee Members	Group	Persons	62	59	61	63	62
Number of Environment CSR Promotion Committee Meetings	Group	Times	2	2	2	2	2

Other

Other Data

	Boundary	Unit	Fiscal 2013	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017
Total Number of Stores	Department stores in Japan	Stores	26	26	27	25	24
Customer traffic	Isetan Mitsukoshi	Thousand people	109,339	109,977	109,095	103,409	94,000
Number of proper card accounts	Group	10 thousand accounts	280.0	277.9	272.4	269.4	268.5
Proper card transaction volume	Group	Millions of Yen	963,436	1,000,486	1,042,684	1,077,390	1,093,369
Proper Card Utilization Rate	Group	%	81.6	82.3	82.6	82.7	82.5
Tax-free sales ²	Group	Millions of Yen	15,302	31,859	60,266	52,272	67,511

2. Total sales that went through tax exemption procedures