

## Environment

Environmental Policy Yes <https://imhds.disclosure.site/en/themes/86#992>

### Climate Change

Policy on Climate Change Yes Included in the Isetan Mitsukoshi Group Environmental Policy <https://imhds.disclosure.site/en/themes/86#992>

		Boundary <sup>1</sup>	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
GHG Emissions <sup>2</sup>	GHG Scope 1	Group	t-CO <sub>2</sub>	27,350	27,281	25,644	24,234	22,573
	GHG Scope 2			217,632	207,287	184,541	172,185	147,921
	Subtotal (Scopes 1 and 2)			244,981	234,568	210,184	196,419	170,494
	GHG Scope 3 (15 categories) <sup>3</sup>			-	-	3,462,866	3,419,360	3,089,695
	Total (Scopes 1, 2 and 3)			-	-	3,673,050	3,615,779	3,260,189
CO <sub>2</sub> Emissions <sup>2</sup>	Direct CO <sub>2</sub> Emissions	Group	t-CO <sub>2</sub>	27,350	27,281	25,644	24,234	22,573
	Indirect CO <sub>2</sub> Emissions			217,632	207,287	184,541	172,185	147,921
	Total			244,981	234,568	210,184	196,419	170,494
CO <sub>2</sub> Emissions per Unit (Business hours × Total floor area) <sup>2</sup>	Group	-	48.7	47.6	44.7	43.3	39.3	
Energy Consumption <sup>2</sup>	Electricity Used	Group	GJ	3,839,531	3,715,661	3,420,165	3,169,908	2,884,668
			Thousands of kWh	393,395	380,703	350,427	324,786	295,560
	Natural Gas Used		515,307	515,128	491,429	463,992	430,939	
	District Heating and Cooling		105,017	110,985	102,179	104,192	99,815	
	Diesel and Heavy Oil A Usage		18,773	18,312	11,940	11,596	10,769	
	Steam		GJ	6,621	6,938	8,243	3,032	11,088
	Water Usage by Air-Conditioning Equipment		95,894	89,948	85,911	78,946	135,153	
	Renewable Energy Used		655	632	583	586	545	
	Total		4,581,798	4,457,603	4,120,450	3,832,252	3,572,976	
	Energy Consumption per Unit (Business hours × Total floor area) <sup>2</sup>		Group	-	910.3	904.0	876.2	844.4
Total Amount of Renewable Energy Purchased or Generated	Group	Thousands of kWh	67	65	60	60	55	
Fluorocarbon Emissions <sup>4</sup>	HFC	Group	t-CO <sub>2</sub>	-	2,600	1,949	2,588	2,017
	HCFC			-	1,185	353	426	70
	CFC			-	1,059	802	565	1,524
	Total			-	4,846	3,106	3,584	3,614
ISO 14001 Certified Sites	Group	Sites	0	0	0	0	0	
CDP Climate Change Scores	Group		-	-	B	A-	A-	

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. As a result of revising the range of aggregation and changing the emission factor from the fixed coefficient to the adjusted variation coefficient, CO<sub>2</sub> emissions and energy consumption have been changed retrospectively.  
 3. The boundary for "Scope 3," greenhouse gas emissions through supply chains, varies in each category. Emissions have been verified by a third-party institution. Visit the following website for details.  
 4. Fluorocarbon Emissions: This refers to the amount of fluorocarbons of freezers, refrigerators and air-conditioning equipment used at our stores reported under the Act on Rational Use and Proper Management of Fluorocarbons. Values included in the "Report on Calculated Amount of Leaked Fluorocarbons" are published.

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 <a href="https://imhds.disclosure.site/en/themes/86#1012">https://imhds.disclosure.site/en/themes/86#1012</a>						
Waste Reduction Policy	Yes	Included in the Isetan Mitsukoshi Group Environmental Policy and the Isetan Mitsukoshi Group Procurement Policy <a href="https://imhds.disclosure.site/en/themes/86#992">https://imhds.disclosure.site/en/themes/86#992</a> <a href="https://imhds.disclosure.site/en/themes/86#1012">https://imhds.disclosure.site/en/themes/86#1012</a>						
Chemical Phase-Out and Management Policy	Yes	Included in the Isetan Mitsukoshi Group Procurement Policy <a href="https://imhds.disclosure.site/en/themes/86#1012">https://imhds.disclosure.site/en/themes/86#1012</a>						
Biodiversity Policy	Yes	Included in the Isetan Mitsukoshi Group Procurement Policy <a href="https://imhds.disclosure.site/en/themes/86#1012">https://imhds.disclosure.site/en/themes/86#1012</a>						
		Boundary <sup>1</sup>	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Raw Materials Used (Resources for Packaging)	Group	t	4,950	4,794	4,679	4,451	4,735	
Total Waste	Group	t	30,412	29,359	27,886	26,686	24,680	
Waste Recycled	Group	t	21,930	21,524	20,410	19,497	17,993	
% of Recycled Materials	Group	%	72.1	73.3	73.2	73.1	72.9	
Waste Sent to Landfills	Group	t	8,482	7,835	7,476	7,190	6,686	
Waste Sent to Landfills per Unit (Sales amount)	Group	t	7.3	6.7	6.6	6.5	5.9	
% of Recycled Foodstuff Wastes	Group	%	72.5	77.6	75.9	76.8	75.8	
NOx Emissions	Isetan Mitsukoshi	t	140	70	66	62	85	
PM Emissions	Isetan Mitsukoshi	t	18	1	1	1	1	

### Water

Water Policy	Yes	Included in the Isetan Mitsukoshi Group Procurement Policy <a href="https://imhds.disclosure.site/en/themes/86#1012">https://imhds.disclosure.site/en/themes/86#1012</a>						
		Boundary <sup>1</sup>	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Total Water Used <sup>5</sup>	Group	Thousands of m <sup>3</sup>	3,025	3,005	2,879	2,720	2,464	
Total Wastewater	Group	Thousands of m <sup>3</sup>	2,646	2,588	2,536	2,492	1,916	

5. Including clean water, industrial water and well water.

### Compliance

		Boundary <sup>1</sup>	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
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 <a href="https://imhds.disclosure.site/en/themes/86#1063">https://imhds.disclosure.site/en/themes/86#1063</a>
Policy Against Child Labor	Yes	Included in the Isetan Mitsukoshi Group Procurement Policy <a href="https://imhds.disclosure.site/en/themes/86#1012">https://imhds.disclosure.site/en/themes/86#1012</a>
Policy Against Forced Labor	Yes	Included in the Isetan Mitsukoshi Group Procurement Policy <a href="https://imhds.disclosure.site/en/themes/86#1012">https://imhds.disclosure.site/en/themes/86#1012</a>
Equal Opportunity Policy	Yes	Included in the Isetan Mitsukoshi Group Procurement Policy <a href="https://imhds.disclosure.site/en/themes/86#1063">https://imhds.disclosure.site/en/themes/86#1063</a>
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 <a href="https://imhds.disclosure.site/en/themes/86#1012">https://imhds.disclosure.site/en/themes/86#1012</a>

## Business Partners

	Boundary	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Number of Explanatory Forums for Business Partners	Isetan Mitsukoshi	Violations	1	1	1	1	1

## Information Security

	Boundary	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
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	5	5	5	5	5
Number of Data Security Violations	Group	Sites	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	FY2015	FY2016	FY2017	FY2018	FY2019	
Number of Employees* <sup>1</sup> (Employees and Region-based Employees)	Women	Isetan Mitsukoshi	Persons	5,167	5,254	5,181	4,957	4,598
	Men			2,890	2,826	2,617	2,405	2,186
	Total			8,057	8,080	7,798	7,362	6,784
Number of Temporary Employees* <sup>1</sup> (Number of Part-Time Employees)	Women	Isetan Mitsukoshi	Persons	3,069	2,671	2,554	2,292	1,788
	Men			180	139	126	101	83
	Total			3,249	2,810	2,680	2,393	1,871
Average Number of Consecutive Years Served* <sup>1</sup> (Employees)	Women	Isetan Mitsukoshi	Years	22.0	20.6	20.7	21.1	21.2
	Men			25.2	21.4	21.3	21.2	21.2
	Total			23.5	21.0	20.9	21.1	21.2
Average Age of Employees* <sup>1</sup> (Employees)	Women	Isetan Mitsukoshi	Age	43.2	42.3	42.6	43.2	43.2
	Men			48.2	44.3	44.2	44.2	45.5
	Total			45.6	43.3	43.3	43.6	44.4
% of Disabled in Workforce* <sup>2</sup>	Group	%	2.16	2.28	2.42	2.56	2.69	
Number of Females Officers* <sup>3</sup>	Group	Persons	3	4	3	4	5	
Number of Females in Management Positions	Isetan Mitsukoshi	Persons	573	587	576	576	540	
% of Females in Management Positions	Isetan Mitsukoshi	%	21.5	22.6	23.9	25.6	25.9	
Paid Maternity Leave (Employees and Region-based Employees)	Women	Isetan Mitsukoshi	Persons	163	124	134	127	126
	Men			25	24	19	19	14
	Total			188	148	153	146	140
Paid Maternity Leave Usage Rate (Employees and Region-based Employees)	Women	Isetan Mitsukoshi	%	--	--	--	99.4	100.0
	Men			--	--	--	21.8	23.3
	Total			--	--	--	--	--
Shortened Working Hours for Childbirth or Childcare Purposes (Employees and Region-based Employees)	Women	Isetan Mitsukoshi	Persons	457	462	451	457	475
	Men			0	0	0	0	1
	Total			457	462	451	457	476
Number of Returners from Paid Maternity Leave (Employees and Region-based Employees)	Isetan Mitsukoshi	Persons	86	91	97	103	111	
% 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	262	191	151	67	79
	Men			67	56	32	19	23
	Total			329	247	183	86	102
% of Females in New Graduate Employees	Isetan Mitsukoshi	%	79.6	77.3	82.5	77.9	77.4	
Number of Occupational Accidents	Isetan Mitsukoshi	Sites	153	152	139	97	135	
Annual Total Actual Working Hours	Isetan Mitsukoshi	Hours	--	1,954	1,944	1,926	1,789	
Paid Leave Usage Rate	Isetan Mitsukoshi	%	--	68.5	74.9	78.2	83.3	
Training Hours* <sup>4</sup> Total number of employees participating in training (regular employees, region-based employees, part-time employees and employees of business partners)	Hours	Isetan Mitsukoshi	Persons	--	--	5,770	5,627	6,093
	Persons			--	--	24,377	24,640	25,123
Ratio of local employees to executives (officers, etc.) at overseas offices	Group	%	24.3	25.7	28.4	30.8	30.0	

1. As of April 1 of each year

2. As of June 1 of each year

3. Independent directors, corporate executive officers of Isetan Mitsukoshi Holdings Ltd. and Isetan Mitsukoshi Ltd. and presidents of the Group subsidiaries

4. 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 15.4 hours.

## Governance

### Corporate Governance

Basic Policy for Internal Control Systems at Isetan Mitsukoshi Holdings Ltd. <https://imhds.disclosure.site/en/themes/132#1072>

			Boundary	Unit	FY2015	FY2016	FY2017	FY2018	FY2019	As of June 30, 2020
Number of Internal Directors	Women				0	0	0	0	0	0
	Men				5	5	5	5	5	6
	Total				5	5	5	5	5	6
Number of Independent Directors	Women				0	0	0	1	2	2
	Men	HDS	Persons		2	2	2	2	1	5
	Total				2	2	2	3	3	7
Number of Outside Directors (other than Independent Directors)	Women				0	0	0	0	0	0
	Men				1	1	1	1	1	0
	Total				1	1	1	1	1	0
Total					8	8	8	9	9	13
Number of Corporate Executive Officers on the Board <sup>2</sup>		HDS	Persons		5	5	3 <sup>4</sup>	3 <sup>4</sup>	4 <sup>4</sup>	4
% of Corporate Executive Officers on the Board <sup>3</sup>		HDS	%		62.5	62.5	37.5	33.3	44.4	30.7
% of Independent Directors on the Board		HDS	%		66.6	66.6	66.6	75.0	75.0	100.0
% of Women on the Board		HDS	%		0	0	0	11.1	22.2	15.3
Average Age of Directors (including Outside Members)		HDS	Age		64.7	65.3	65.3	65.9	62.5	62.6
Average Age of Directors (Internal Members only)		HDS	Age		60.6	61.0	60.4	61.2	60.3	60.3
Number of Board Meetings		HDS	Times		15	17	15	14	15	-
Board Meeting Attendance		HDS	%		99.1	97.7	95.0	99.2	95.6	-
Attendance of Independent Directors at Board Meetings		HDS	%		96.6	100.0	100.0	97.4	93.3	-
Number of Directors Attending Less Than 75% of Board Meetings		HDS	Persons		0	0	0	0	0	-

- In June 2020, the Company changed its institutional design from a company with the Audit & Supervisory Board to a company with a nominating committee, etc.
- Since June 2020: Number of Executive Officers on the Board
- Since June 2020: % of Executive Officers on the Board
- Excluding two executive directors, who do not have the status of executive officer at Isetan Mitsukoshi 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	FY2015	FY2016	FY2017	FY2018	FY2019	As of June 30, 2020
Number of Internal Directors	Women				-	-	-	-	-	0
	Men				-	-	-	-	-	1
	Total				-	-	-	-	-	1
Number of Nominating Committee Members	Women				-	-	-	-	-	1
	Men	HDS	Persons		-	-	-	-	-	3
	Total				-	-	-	-	-	4
Number of Outside Directors (other than Independent Directors)	Women				-	-	-	-	-	0
	Men				-	-	-	-	-	0
	Total				-	-	-	-	-	0
Total					-	-	-	-	-	5
Number of Internal Directors	Women				-	-	-	-	-	0
	Men				-	-	-	-	-	1
	Total				-	-	-	-	-	1
Number of Independent Directors	Women				-	-	-	-	-	1
	Men	HDS	Persons		-	-	-	-	-	2
	Total				-	-	-	-	-	3
Number of Outside Directors (other than Independent Directors)	Women				-	-	-	-	-	0
	Men				-	-	-	-	-	0
	Total				-	-	-	-	-	0
Total					-	-	-	-	-	4
Number of Internal Directors	Women				-	-	-	-	-	0
	Men				-	-	-	-	-	1
	Total				-	-	-	-	-	1
Number of Independent Directors	Women				-	-	-	-	-	1
	Men	HDS	Persons		-	-	-	-	-	3
	Total				-	-	-	-	-	4
Number of Outside Directors (other than Independent Directors)	Women				-	-	-	-	-	0
	Men				-	-	-	-	-	0
	Total				-	-	-	-	-	0
Total					-	-	-	-	-	5
Number of Internal Directors					0	0	0	0	0	-
Number of Nominating and Compensation Committee Members	Women				2	2	2	1	1	-
	Men	HDS	Persons		0	0	0	1	2	-
	Total				2	2	2	3	3	-
Number of Outside Directors (other than Independent Directors)	Women				0	0	0	0	0	-
	Men				1	1	1	1	1	-
	Total				1	1	1	1	1	-
Total					5	5	5	5	5	-
Number of Nominating and Compensation Committee Meetings		HDS	Times		10	11	12	12	12	-
Nominating and Compensation Committee Meeting Attendance		HDS	%		100.0	100.0	96.6	98.3	93.3	-
Number of Internal Directors	Women				0	0	0	0	0	-
	Men				2	2	2	2	2	-
	Total				2	2	2	2	2	-
Number of Independent Directors	Women				0	0	0	0	0	-
	Men	HDS	Persons		1	1	2	2	2	-
	Total				1	1	2	2	2	-
Number of Outside Directors (other than Independent Directors)	Women				0	0	0	0	0	-
	Men				1	1	1	1	1	-
	Total				1	1	1	1	1	-
Total					4	4	5	5	5	-
% of Independent Audit & Supervisory Board Members among Outside Audit & Supervisory Board Members		HDS	%		50.0	50.0	66.6	66.6	66.6	-
% of Female Audit & Supervisory Board Members		HDS	%		0	0	0	0	0	-
Number of Audit Committee Meetings		HDS	Times		14	14	15	15	16	-
Audit Committee Meeting Attendance		HDS	%		100.0	100.0	96.9	97.3	96.2	-
Attendance of Independent Audit & Supervisory Board Members at Board Meetings		HDS	%		100.0	100.0	91.6	96.6	90.6	-
Number of Audit & Supervisory Board Members Attending Less Than 75% of Board Meetings		HDS	Persons		0	0	0	0	0	-

## Governance

### Compensation

	Boundary	Unit	FY2015	FY2016	FY2017	FY2018	FY2019	
Compensation of Directors (Excluding Outside Directors)	HDS	Millions of yen	Base Salary <sup>1</sup>	144	153	159	175	178
			Stock Options	48	72	75	72	66
			Bonuses	58	0	0	58	0
			Total	251	226	234	306	244
Compensation of Audit & Supervisory Board Members (Excluding Outside Audit & Supervisory Board Members)	HDS	Millions of yen	Base Salary <sup>1</sup>	44	44	44	50	50
			Stock Options	-	-	-	-	-
			Bonuses	-	-	-	-	-
			Total	44	44	44	50	50
Compensation of Outside Directors and Outside Audit & Supervisory Board Members	HDS	Millions of yen	Base Salary <sup>1</sup>	51	51	58	69	78
			Stock Options	-	-	-	-	-
			Bonuses	-	-	-	-	-
			Total	51	51	58	69	78

1. Excluding subsidiaries

### Shareholder Rights

Anti-Takeover Measures None

### Accounting Audits

	Boundary	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Compensation of Accounting Auditors <sup>2</sup>	Group	Millions of yen	269	253	260	247	232

2. Including "compensation for non-audit services"

In sections with "-", the value is not stated because data are not available. Percentage figures are rounded off to one decimal place.

### Compliance

Business Ethics Policy	Yes	Isetan Mitsukoshi Group Standards of Corporate Ethical Behavior <a href="https://imhds.disclosure.site/en/themes/86#925">https://imhds.disclosure.site/en/themes/86#925</a>					
Anti-Corruption Policy	Yes	Anti-Bribery Policy <a href="https://imhds.disclosure.site/en/themes/152#1170">https://imhds.disclosure.site/en/themes/152#1170</a>					
Anti-Bribery Policy	Yes	Stated in the Anti-Bribery Policy and the Anti-Bribery Rules, internal rules <a href="https://imhds.disclosure.site/en/themes/152#1170">https://imhds.disclosure.site/en/themes/152#1170</a>					
Employee Protection / Whistle-Blower Policy	Yes	Group Hotline Rule <a href="https://imhds.disclosure.site/en/themes/152">https://imhds.disclosure.site/en/themes/152</a>					
Fair Trade Guidelines	Yes	Fair Trade Guidelines <a href="https://imhds.disclosure.site/en/themes/152#1172">https://imhds.disclosure.site/en/themes/152#1172</a>					
	Boundary	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Number of Fines and Penalties for Corruption	Group	Sites	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	Sites	0	0	1	0	1
Total Cost of Incidents of Non-Compliance	Group	10 thousand yen	0	0	819	0	1,526

### Meeting Bodies

	Boundary	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Committee for Promoting Our Philosophy <sup>3</sup>	Group	Persons	235	249	255	250	68
		Violations	1	1	1	1	1
Compliance and Risk Management Promotion Committee <sup>4</sup>	Group	Persons	22	24	19	65	75
		Violations	2	2	2	2	2
Sustainability Promotion Committee <sup>5</sup>	Group	Persons	61	63	62	21	63
		Violations	2	2	2	2	2
Workstyle Reform Promotion Committee	Group	Persons	-	-	-	64	82
		Violations	-	-	-	3	3

3. The former Corporate Philosophy Committee until fiscal 2017

4. The former Risk Management Committee until fiscal 2017

5. The former Environment CSR Promotion Committee until fiscal 2017

## Other

### Other Data

	Boundary	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Total number of stores	Department stores in Japan	Stores	27	25	24	24	21
Customer traffic	Isetan Mitsukoshi	Thousand people	109,095	103,409	94,000	90,083	79,412
Number of proper card accounts	Group	10 thousand accounts	272.4	269.4	268.5	263.9	252.8
Proper card transaction volume	Group	Millions of yen	1,042,684	1,077,390	1,093,369	1,095,236	1,068,100
Proper card utilization rate	Group	%	82.6	82.7	82.5	81.7	80.7
Tax-free sales <sup>6</sup>	Group	Millions of yen	60,266	52,272	67,511	75,554	64,687

6. Total sales that went through tax exemption procedures