

## Environment

Environmental Policy	Yes	<a href="https://imhds.disclosure.site/en/themes/86#992">https://imhds.disclosure.site/en/themes/86#992</a>
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### Climate Change

Policy on Climate Change	Yes	Included in the Isetan Mitsukoshi Group Environmental Policy <a href="https://imhds.disclosure.site/en/themes/86#992">https://imhds.disclosure.site/en/themes/86#992</a>
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		Boundary*1	Unit	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018
GHG Emissions*2	GHG Scope 1			27,373	27,350	27,281	25,644	24,234
	GHG Scope 2			235,029	217,632	207,287	184,541	172,185
	Subtotal (Scopes 1 and 2)	Group	t-CO <sub>2</sub>	262,402	244,981	234,568	210,184	196,419
	GHG Scope 3 (15 categories) *3			–	–	–	3,462,866	3,419,360
	Total (Scopes 1, 2 and 3)			–	–	–	3,673,050	3,615,779
CO <sub>2</sub> Emissions*2	CO <sub>2</sub> Emissions Direct			27,373	27,350	27,281	25,644	24,234
	Indirect CO <sub>2</sub> Emissions	Group	t-CO <sub>2</sub>	235,029	217,632	207,287	184,541	172,185
	Total			262,402	244,981	234,568	210,184	196,419
CO <sub>2</sub> Emissions per Unit (Business hours × Total floor area)*2		Group	–	50.3	48.7	47.6	44.7	43.6
Energy Consumption*2	Electricity Used		GJ	3,971,257	3,839,531	3,715,661	3,420,165	3,169,908
			Thousands of kWh	406,891	393,395	380,703	350,427	324,786
	Natural Gas Used			513,194	515,307	515,128	491,429	463,992
	District Heating and Cooling			96,174	105,017	110,985	102,179	104,192
	Diesel and Heavy Oil A Usage	Group		20,549	18,773	18,312	11,940	11,596
	Steam		GJ	7,454	6,621	6,938	8,243	3,032
	Water Usage by Air-Conditioning Equipment			135,139	95,894	89,948	85,911	78,946
	Renewable Energy Used			747	655	632	583	586
Total				4,744,513	4,581,798	4,457,603	4,120,450	3,832,252
Energy Consumption per Unit (Business hours × Total floor area)*2		Group	–	909.3	910.3	904.0	876.2	851.5
Total Amount of Renewable Energy Purchased or Generated		Group	Thousands of kWh	77	67	65	60	60
Fluorocarbon Emissions*4	HFC			–	–	2,600	1,949	2,588
	HCFC			–	–	1,185	353	426
	CFC	Group	t-CO <sub>2</sub>	–	–	1,059	802	565
	Total			–	–	4,846	3,106	3,584
ISO 14001 Certified Sites		Group	Sites	0	0	0	0	0
CDP Climate Change Scores		Group		–	–	–	–	B

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. Please refer below for details.:  
[https://s3-ap-northeast-1.amazonaws.com/sustainability-cms-staging80-s3/pdf/en/Independent\\_Assurance\\_Report\\_en\\_2019.pdf](https://s3-ap-northeast-1.amazonaws.com/sustainability-cms-staging80-s3/pdf/en/Independent_Assurance_Report_en_2019.pdf)

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	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018
Raw Materials Used (Resources for Packaging)	Group	t	4,859	4,950	4,794	4,679	4,451
Total Waste	Group	t	31,972	30,412	29,359	27,886	26,686
Waste Recycled	Group	t	22,805	21,930	21,524	20,410	19,497
% of Recycled Materials	Group	%	71.3	72.1	73.3	73.2	73.1
Waste Sent to Landfills	Group	t	9,167	8,482	7,835	7,476	7,190
Waste Sent to Landfills per Unit (Sales amount)	Group	t	8.0	7.3	6.7	6.6	6.5
% of Recycled Foodstuff Wastes	Group	%	71.9	72.5	77.6	75.9	76.8
NOx Emissions	Isetan Mitsukoshi	t	141	140	70	66	62
PM Emissions	Isetan Mitsukoshi	t	18	18	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	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018
Total Water Used* <sup>5</sup>	Group	Thousands of m <sup>3</sup>	3,161	3,025	3,005	2,879	2,720
Total Wastewater	Group	Thousands of m <sup>3</sup>	2,737	2,646	2,588	2,536	2,492

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

## Compliance

	Boundary* <sup>1</sup>	Unit	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018
Number of Environmental Fines and Penalties	Group	Violations	0	0	0	0	0
Total Cost of Environmental Fines and Penalties	Group	Violations	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 Human Rights 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* <sup>1</sup>	Unit	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018
Number of Explanatory Forums for Business Partners	Isetan Mitsukoshi	Times	1	1	1	1	1

### Information Security

	Boundary* <sup>1</sup>	Unit	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018
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* <sup>1</sup>	Unit	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018
Number of Employees* <sup>1</sup> (Employees and Region-based Employees)	Women	Isetan Mitsukoshi	Persons	4,901	5,167	5,254	5,181	4,957
	Men			2,939	2,890	2,826	2,617	2,405
	Total			7,840	8,057	8,080	7,798	7,362
Number of Temporary Employees* <sup>1</sup> (Number of Part-Time Employees)	Women	Isetan Mitsukoshi	Persons	3,199	3,069	2,671	2,554	2,292
	Men			190	180	139	126	101
	Total			3,389	3,249	2,810	2,680	2,393
Average Number of Consecutive Years Served* <sup>1</sup> (Employees)	Women	Isetan Mitsukoshi	Years	18.5	22.0	20.6	20.7	21.1
	Men			24.2	25.2	21.4	21.3	21.2
	Total			21.0	23.5	21.0	20.9	21.1
Average Age of Employees* <sup>1</sup> (Employees)	Women	Isetan Mitsukoshi	Age	40.6	43.2	42.3	42.6	43.2
	Men			47.6	48.2	44.3	44.2	44.2
	Total			43.6	45.6	43.3	43.3	43.6
% of Disabled in Workforce* <sup>2</sup>		Group	%	2.21	2.16	2.28	2.42	2.56
Number of Females Officers* <sup>3</sup>		Group	Persons	2	3	4	3	4
Number of Females in Management Positions		Isetan Mitsukoshi	Persons	554	573	587	576	576
% of Females in Management Positions		Isetan Mitsukoshi	%	20.3	21.5	22.6	23.9	25.6
Paid Maternity Leave (Employees and Region-based Employees)	Women	Isetan Mitsukoshi	Persons	137	163	124	134	127
	Men			18	25	24	19	19
	Total			155	188	148	153	146
Paid Maternity Leave Usage Rate (Employees and Region-based Employees)	Women	Isetan Mitsukoshi	%	–	–	–	–	99.4
	Men			–	–	–	–	21.8
Shortened Working Hours for Childbirth or Childcare Purposes (Employees and Region-based Employees)	Women	Isetan Mitsukoshi	Persons	442	457	462	451	457
	Men			0	0	0	0	0
	Total			442	457	462	451	457
Number of Returners from Paid Maternity Leave (Employees and Region-based Employees)		Isetan Mitsukoshi	Persons	86	86	91	97	103
% 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	318	262	191	151	67
	Men			76	67	56	32	19
	Total			394	329	247	183	86
% of Females in New Graduate Employees		Isetan Mitsukoshi	%	80.7	79.6	77.3	82.5	77.9
Number of Occupational Accidents		Isetan Mitsukoshi	Sites	163	153	152	139	97
Annual Total Actual Working Hours		Isetan Mitsukoshi	Hours	–	–	1,954	1,944	1,926
Paid Leave Usage Rate		Isetan Mitsukoshi	%	–	–	68.5	74.9	78.2
Training Hours* <sup>3</sup>			Hours	–	–	–	5,770	5,627
Total number of employees participating in training (regular employees, region-based employees, part-time employees and employees of business partners)		Isetan Mitsukoshi	Persons	–	–	–	24,377	24,640
Ratio of local employees to executives (officers, etc.) at overseas offices		Group	%	38.4	24.3	25.7	28.4	30.8

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	Fiscal 2013	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018	As of June 30, 2019			
Number of Directors	Number of Internal Directors	Women	HDS	Persons	0	0	0	0	0	0	0			
		Men			6	6	5	5	5	5	5			
		Total			6	6	5	5	5	5	5			
	Number of Independent Directors	Women			0	0	0	0	0	1	2			
		Men			2	2	2	2	2	2	1			
		Total			2	2	2	2	2	3	3			
	Number of Outside Directors (other than Independent Directors)	Women			0	0	0	0	0	0	0			
		Men			1	1	1	1	1	1	1			
		Total			1	1	1	1	1	1	1			
	Total					9	9	8	8	8	9	9		
	Number of Corporate Executive Officers on the Board				HDS	Persons	6	6	5	5	3*1	3*1	4*1	
	% of Corporate Executive Officers on the Board				HDS	%	66.6	66.6	62.5	62.5	37.5	33.3	44.4	
% of Independent Directors on the Board			HDS	%	66.6	66.6	66.6	66.6	66.6	75.0	75.0			
% of Women on the Board			HDS	%	0	0	0	0	0	11.1	22.2			
Average Age of Directors (including Outside Members)			HDS	Age	63.5	63.4	64.7	65.3	65.3	65.9	62.5			
Average Age of Directors (Internal Members only)			HDS	Age	59.6	59.8	60.6	61.0	60.4	61.2	60.3			
Number of Nominating and Compensation Committee Members	Number of Internal Nominating and Compensation Committee Members	Women	HDS	Persons	0	0	0	0	0	0	0			
		Men			2	2	2	2	2	1	1			
		Total			2	2	2	2	2	1	1			
	Number of Independent Nominating and Compensation Committee Members	Women			0	0	0	0	0	1	2			
		Men			2	2	2	2	2	2	1			
		Total			2	2	2	2	2	3	3			
	Number of Outside Nominating and Compensation Committee Members (other than Independent Nominating and Compensation Committee Members)	Women			0	0	0	0	0	0	0			
		Men			1	1	1	1	1	1	1			
		Total			1	1	1	1	1	1	1			
	Total					5	5	5	5	5	5	5		
	Number of Nominating and Compensation Committee Meetings				HDS	Times	12	12	10	11	12	12	3	
	Nominating and Compensation Committee Meeting Attendance				HDS	%	94.9	96.6	100.0	100.0	96.6	98.3	80.0	

1. Excluding executive officers without 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	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018	
Number of Board Meetings	HDS	Times	14	15	17	15	14	
Board Meeting Attendance	HDS	%	97.6	99.1	97.7	95.0	99.2	
Attendance of Independent Directors at Board Meetings	HDS	%	96.4	96.6	100.0	100.0	97.4	
Number of Directors Attending Less Than 75% of Board Meetings	HDS	Persons	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	HDS	Persons	Women	0	0	0	0	0
			Men	1	1	1	2	2
			Total	1	1	1	2	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	5	5	
% of Independent Audit & Supervisory Board Members among Outside Audit & Supervisory Board Members	HDS	%	50.0	50.0	50.0	66.6	66.6	
% of Female Audit & Supervisory Board Members	HDS	%	0	0	0	0	0	
Number of Audit Committee Meetings	HDS	Times	13	14	14	15	15	
Audit Committee Meeting Attendance	HDS	%	100.0	100.0	100.0	96.9	97.3	
Attendance of Independent Auditors at Board Meetings	HDS	%	100.0	100.0	100.0	91.6	96.6	
Number of Auditors Attending Less Than 75% of Board Meetings	HDS	Persons	0	0	0	0	0	

## Governance

Compensation		Boundary	Unit	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018
Compensation of Directors (Excluding External Directors)	Base Salary* <sup>1</sup>	HDS	Millions of Yen	153	144	153	159	175
	Stock Options			75	48	72	75	72
	Bonuses			68	58	0	0	58
	Total			297	251	226	234	306
Compensation of Audit & Supervisory Board Members (Excluding External Audit & Supervisory Board Mem- bers)	Base Salary* <sup>1</sup>	HDS	Millions of Yen	44	44	44	44	50
	Stock Options			-	-	-	-	-
	Bonuses			-	-	-	-	-
	Total			44	44	44	44	50
Compensation of External Directors and External Audit & Supervisory Board Members	Base Salary* <sup>1</sup>	HDS	Millions of Yen	51	51	51	58	69
	Stock Options			-	-	-	-	-
	Bonuses			-	-	-	-	-
	Total			51	51	51	58	69

1. Excluding subsidiaries

## Shareholder Rights

Anti-Takeover Measures None

## Accounting Audits

	Boundary	Unit	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018
Compensation of Accounting Auditors* <sup>2</sup>	Group	Millions of Yen	262	269	253	260	247

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	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018
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	1	0
Total Cost of Incidents of Non-Compliance	Group	10 thousand yen	0	0	0	819	0

## Meeting Bodies

		Boundary	Unit	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018
Committee for Promoting Our Philosophy*3	Number of members	Group	Persons	246	235	249	255	250
	Number of meetings	Group	Times	2	1	1	1	1
Compliance and Risk Management Promotion Committee*4	Number of members	Group	Persons	20	22	24	19	19
	Number of meetings	Group	Times	2	2	2	2	2
Sustainability Promotion Committee*5	Number of members	Group	Persons	59	61	63	62	21
	Number of meetings	Group	Times	2	2	2	2	2
Workstyle Reform Promotion Committee	Number of members	Group	Persons	-	-	-	-	64
	Number of meetings	Group	Times	-	-	-	-	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	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018
Total Number of Stores	Department stores in Japan	Stores	26	27	25	24	24
Customer traffic	Isetan Mitsukoshi	Thousand people	109,977	109,095	103,409	94,000	90,083
Number of proper card accounts	Group	10 thousand accounts	277.9	272.4	269.4	268.5	263.9
Proper card transaction volume Group	Group	Millions of Yen	1,000,486	1,042,684	1,077,390	1,093,369	1,095,236
Proper Card Utilization Rate	Group	%	82.3	82.6	82.7	82.5	81.7
Tax-free sales*6	Group	Millions of Yen	31,859	60,266	52,272	67,511	75,554

6. Total sales that went through tax exemption procedures