



# INDEX

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\* E: Environment, S: Social, G: Governance

	Relevant items	Policies	Management structure	Initiatives
E	Climate Change Response	<ul style="list-style-type: none"> <li>→ Policies and Targets</li> <li>→ Climate Change Strategies &gt; Basic Policy and Approach</li> <li>→ Information Disclosure Based on TCFD Recommendations</li> </ul>	<ul style="list-style-type: none"> <li>→ Promotion System</li> </ul>	<ul style="list-style-type: none"> <li>→ Climate Change Strategies</li> <li>→ List of Buildings to Introduce Renewable Energy</li> </ul>
	Water Usage	<ul style="list-style-type: none"> <li>→ Policies and Targets</li> <li>→ Conserving Water Resources &gt; Basic Policy and Approach</li> </ul>	<ul style="list-style-type: none"> <li>→ Promotion System</li> </ul>	<ul style="list-style-type: none"> <li>→ Conserving Water Resources</li> </ul>
	Preventing Pollution	<p>* The applicable materials under building administration are VOCs, and they are managed appropriately according to management guidelines based on laws and regulations.</p>	<ul style="list-style-type: none"> <li>→ Promotion System</li> </ul>	<ul style="list-style-type: none"> <li>→ Conserving Water Resources</li> <li>→ Reducing Waste and Preventing Pollution</li> </ul>
	Effective Use of Resources (Including Waste Reduction)	<ul style="list-style-type: none"> <li>→ Policies and Targets</li> <li>→ Reducing Waste and Preventing Pollution &gt; Policy on Waste Reduction, Preventing Pollution, and Reducing Use of Resources</li> </ul>	<ul style="list-style-type: none"> <li>→ Promotion System</li> </ul>	<ul style="list-style-type: none"> <li>→ Reducing Waste and Preventing Pollution</li> </ul>
	Preserving Biodiversity	<ul style="list-style-type: none"> <li>→ Policies and Targets</li> <li>→ Preserving Biodiversity &gt; Policy on Biodiversity</li> </ul>	<ul style="list-style-type: none"> <li>→ Promotion System</li> </ul>	<ul style="list-style-type: none"> <li>→ Preserving Biodiversity</li> </ul>
	Environmental Management	<ul style="list-style-type: none"> <li>→ Policies and Targets</li> </ul>	<ul style="list-style-type: none"> <li>→ Promotion System</li> </ul>	<p>–</p>
S	Supply Chain Management	<ul style="list-style-type: none"> <li>→ Supply Chain Management &gt; Basic Policy and Approach</li> </ul>	<ul style="list-style-type: none"> <li>→ Supply Chain Management &gt; Promotion System</li> </ul>	<ul style="list-style-type: none"> <li>→ Supply Chain Management &gt; Primary Initiatives</li> </ul>
	Customer Relations	<ul style="list-style-type: none"> <li>→ Enhancing Customer Satisfaction &gt; Basic Policy and Approach</li> <li>→ Stakeholder Engagement</li> </ul>	<ul style="list-style-type: none"> <li>→ Enhancing Customer Satisfaction &gt; Promotion System</li> <li>→ Stakeholder Engagement</li> </ul>	<ul style="list-style-type: none"> <li>→ Enhancing Customer Satisfaction &gt; Primary Initiatives</li> <li>→ Stakeholder Engagement</li> </ul>
	Labor Practices	<p>–</p>	<p>–</p>	<ul style="list-style-type: none"> <li>→ Employment and Labor Relations</li> <li>→ Promoting Diversity</li> </ul>
	Occupational Health and Safety	<ul style="list-style-type: none"> <li>→ Occupational Health and Safety / Health Management &gt; Policy on Occupational Health and Safety</li> <li>→ Occupational Health and Safety / Health Management &gt; Policy on Health Management</li> </ul>	<p>–</p>	<ul style="list-style-type: none"> <li>→ Occupational Health and Safety / Health Management</li> </ul>
	Human Rights	<ul style="list-style-type: none"> <li>→ Human Rights Initiatives &gt; Policy on Human Rights</li> </ul>	<ul style="list-style-type: none"> <li>→ Human Rights Initiatives &gt; Promotion System</li> </ul>	<ul style="list-style-type: none"> <li>→ Human Rights Initiatives</li> </ul>

	Relevant items	Policies	Management structure	Initiatives
S	Human Resource Development & Retention	→ Human Resource Development > Basic Policy and Approach	—	→ Human Resource Development > Initiatives for Human Resource Development
	Social Contribution Activities	→ Social Contribution Activities / Support for Communities > Basic Policy and Approach	—	→ Social Contribution Activities / Support for Communities
G	Corporate Governance	→ Investor Relations > Corporate Governance > Corporate Governance System	→ Investor Relations > Corporate Governance > Corporate Governance System	→ Investor Relations > Corporate Governance
	Appointment, Dismissal and Nomination of Corporate Executive Officers	→ Mitsubishi Estate Co., Ltd. Corporate Governance Guidelines P3 (PDF 321KB)	→ Investor Relations > Corporate Governance > Corporate Governance System → Corporate Governance Report P7 (PDF 2.9MB)	→ Investor Relations > Corporate Governance > Corporate Governance System > Reasons for the Appointment of Corporate Executive Officers → Reasons for the Nomination of Candidates for Directors (See the notice of convocation of the ordinary general meeting of shareholders)
	Corporate Executive Officer Remuneration	→ Investor Relations > Corporate Governance > Remuneration → Mitsubishi Estate Co., Ltd. Corporate Governance Guidelines P3 (PDF 321KB) → Corporate Governance Report P19 (PDF 2.9MB)	→ Investor Relations > Corporate Governance > Remuneration → Mitsubishi Estate Co., Ltd. Corporate Governance Guidelines P3 (PDF 321KB)	→ Investor Relations > Corporate Governance > Remuneration → Corporate Governance Report P17 (PDF 2.9MB)
	Internal Controls	→ Compliance > Compliance Approach and Policies	→ Compliance > System for Promoting Compliance	→ Compliance > Reinforcing Compliance
	Management Auditing	→ Corporate Governance Report P15 (PDF 2.9MB)	→ Corporate Governance Report P15 (PDF 2.9MB)	→ Corporate Governance Report P15 (PDF 2.9MB)
	Risk Management	→ Risk Management > Risk Management Approach and Policies	→ Risk Management > System for Promoting Risk Management	→ Risk Management > Risk Management Initiatives
	Disaster Response & BCP	→ Risk Management > Business Continuity Plan Initiative and Review → Key Theme 4: Resilience > Establishment of Disaster Preparedness and Mitigation Framework → Key Theme 4: Resilience > Initiatives to Enhance Disaster Preparedness in Buildings	→ Risk Management > Business Continuity Plan Initiative and Review → Key Theme 4: Resilience > Establishment of Disaster Preparedness and Mitigation Framework → Key Theme 4: Resilience > Initiatives to Enhance Disaster Preparedness in Buildings	→ Risk Management > Business Continuity Plan Initiative and Review → Key Theme 4: Resilience > Establishment of Disaster Preparedness and Mitigation Framework → Key Theme 4: Resilience > Initiatives to Enhance Disaster Preparedness in Buildings
	Information Security	→ Risk Management > System for Promoting Risk Management	→ Risk Management > System for Promoting Risk Management	→ Risk Management > Risk Management Initiatives
	Compliance	→ Compliance > Compliance Approach and Policies	→ Compliance > System for Promoting Compliance	→ Compliance > Reinforcing Compliance
	Preventing Corruption	→ Compliance > Reinforcing Compliance > Preventing Corruption	→ Risk Management > System for Promoting Risk Management	→ Compliance > Reinforcing Compliance
Materiality		→ Material Issues of the Mitsubishi Estate Group → Mitsubishi Estate Group 2030 Goals for SDGs	→ Material Issues of the Mitsubishi Estate Group → Mitsubishi Estate Group 2030 Goals for SDGs	→ Material Issues of the Mitsubishi Estate Group → Mitsubishi Estate Group 2030 Goals for SDGs
	Stakeholder Engagement	→ Stakeholder Engagement → Investor Relations	→ Stakeholder Engagement → Investor Relations	→ Stakeholder Engagement → Investor Relations

Relevant items		Policies	Management structure	Initiatives
G	Rules and Policies	→ Mitsubishi Estate Group ESG-Related Rules and Policies		
	Results and Data	→ ESG Data		
	Editorial Policy	→ Editorial Policy		



Information disclosure regarding sustainability at the Mitsubishi Estate Group references the GRI Sustainability Reporting Standards.

## General Disclosures

### 1. Organizational profile

GRI standards	Requirements		Website
GRI 102: General Disclosures 2016	102-1	Name of the organization	→ <a href="#">Corporate Information &gt; Profile of Mitsubishi Estate &gt; Corporate Data</a>
	102-2	Activities, brands, products, and services	→ <a href="#">Our Business</a>
	102-3	Location of headquarters	→ <a href="#">Corporate Information &gt; Profile of Mitsubishi Estate &gt; Corporate Data</a>
	102-4	Location of operations	→ <a href="#">Corporate Information &gt; Profile of Mitsubishi Estate &gt; Corporate Data</a>
			→ <a href="#">Our Business &gt; International Business</a>
			→ <a href="#">International Business</a>
	102-5	Ownership and legal form	→ <a href="#">Corporate Information &gt; Profile of Mitsubishi Estate &gt; Corporate Data</a>
	102-6	Markets served	→ <a href="#">Our Business</a>
			→ <a href="#">Our Business &gt; International Business</a>
			→ <a href="#">Corporate Information &gt; Profile of Mitsubishi Estate &gt; Group Companies</a>
	102-7	Scale of the organization	→ <a href="#">Corporate Information &gt; Profile of Mitsubishi Estate &gt; Corporate Data</a>
→ <a href="#">Investor Relations &gt; Financial Information &gt; Financial Highlights</a>			
102-8	Information on employees and other workers	→ <a href="#">ESG Data &gt; Social Data</a>	
102-9	Supply chain	→ <a href="#">Sustainability Activities (ESG) &gt; Social &gt; Supply Chain Management</a>	
102-10	Significant changes to the organization and its supply chain	No applicable significant changes.	
102-11	Precautionary Principle or approach	→ <a href="#">Messages &gt; Message from the President</a>	
		→ <a href="#">Messages &gt; Messages from the Director Responsible for Sustainability and an Outside Director</a>	
		→ <a href="#">Sustainability Activities (ESG) &gt; Governance &gt; Risk Management</a>	
		→ <a href="#">Sustainability Activities (ESG) &gt; Social &gt; Human Rights Initiatives</a>	

GRI standards	Requirements		Website
GRI 102: General Disclosures 2016	102-12	External initiatives	→ Sustainability Management > Participation in Global Initiatives
			→ Sustainability Management > External Evaluations of ESG Performance
			→ Sustainability Activities (ESG) > Social > Human Rights Initiatives
	102-13	Membership of associations	→ Sustainability Management > Stakeholder Engagement > Partnerships with Outside Organizations











## 2. Strategy

GRI standards	Requirements		Website
GRI 102 : General Disclosures 2016	102-14	Statement from senior decision-maker	→ Messages > Message from the President
			→ Messages > Messages from the Director Responsible for Sustainability and an Outside Director
	102-15	Key impacts, risks, and opportunities	→ Messages > Message from the President
			→ Mitsubishi Estate Group 2030 Goals for SDGs > Material Issues of the Mitsubishi Estate Group
			→ Mitsubishi Estate Group 2030 Goals for SDGs > Key Theme 1: Environment
			→ Mitsubishi Estate Group 2030 Goals for SDGs > Key Theme 2: Diversity & Inclusion
			→ Mitsubishi Estate Group 2030 Goals for SDGs > Key Theme 3: Innovation
			→ Mitsubishi Estate Group 2030 Goals for SDGs > Key Theme 4: Resilience
			→ Information Disclosure Based on TCFD Recommendations
			→ Sustainability Activities (ESG) > Governance > Risk Management

## 3. Ethics and integrity

GRI standards	Requirements		Website
GRI 102 : General Disclosures 2016	102-16	Values, principles, standards, and norms of behavior	→ Sustainability Management > Corporate Philosophy and Sustainability Vision
			→ Sustainability Management > Value Creation Model
			→ Sustainability Management > Mitsubishi Estate Group ESG-Related Rules and Policies
	102-17	Mechanisms for advice and concerns about ethics	→ Sustainability Activities (ESG) > Governance > Compliance

## 4. Governance

GRI standards	Requirements		Website
GRI 102 : General Disclosures 2016	102-18	Governance structure	→ <a href="#">Investor Relations &gt; Corporate Governance &gt; Corporate Governance System</a> 
	102-19	Delegating authority	→ <a href="#">Sustainability Management &gt; Sustainability Promotion System</a>
	102-20	Executive-level responsibility for economic, environmental, and social topics	→ <a href="#">Sustainability Management &gt; Sustainability Promotion System</a>
	102-21	Consulting stakeholders on economic, environmental, and social topics	→ <a href="#">Sustainability Management &gt; Stakeholder Engagement</a>
	102-22	Composition of the highest governance body and its committees	→ <a href="#">Investor Relations &gt; Corporate Governance &gt; Overview of Corporate Governance System</a> 
			→ <a href="#">Corporate Governance Report &gt; Items Relating to Functions of Business Execution, Audit and Supervision, Nomination, and Decision on Remuneration, etc. (Overview of Corporate Governance Structure) P21 (PDF 2.9MB)</a> 
	102-23	Chair of the highest governance body	→ <a href="#">Investor Relations &gt; Corporate Governance &gt; Corporate Governance System</a> 
			→ <a href="#">Investor Relations &gt; Corporate Governance</a> 
			→ <a href="#">Corporate Governance Report &gt; Overview of Business Management Organization and Other Corporate Governance Systems Related to Managerial Decision-Making, Business Execution, and Management Supervision P7 (PDF 2.86MB)</a> 
	102-24	Nominating and selecting the highest governance body	→ <a href="#">Mitsubishi Estate Co., Ltd. Corporate Governance Guidelines P3 (PDF 332KB)</a> 
			→ <a href="#">Reasons for the Nomination of Candidates for Directors (See the notice of convocation of the ordinary general meeting of shareholders) (PDF 1MB)</a> 
			→ <a href="#">Investor Relations &gt; Corporate Governance &gt; Corporate Governance System &gt; Reasons for the Appointment of Corporate Executive Officers</a> 
	102-25	Conflicts of interest	→ <a href="#">Corporate Governance Report &gt; Status of Implementation of Measures Related to Shareholders and Other Stakeholders P25 (PDF 2.9MB)</a> 
	102-26	Role of highest governance body in setting purpose, values, and strategy	→ <a href="#">Sustainability Management &gt; Sustainability Promotion System</a>
	102-27	Collective knowledge of highest governance body	→ <a href="#">Mitsubishi Estate Co., Ltd. Corporate Governance Guidelines P6 (PDF 321KB)</a> 
102-28	Evaluating the highest governance body's performance	→ <a href="#">Investor Relations &gt; Corporate Governance &gt; Initiatives to Strengthen Corporate Governance &gt; Evaluation of the Effectiveness of the Board of Directors</a> 	
102-29	Identifying and managing economic, environmental, and social impacts	→ <a href="#">Sustainability Activities (ESG) &gt; Governance &gt; Risk Management</a>	
		→ <a href="#">Corporate Governance Report &gt; Basic Policy and Status of Implementation of the Internal Control System P29 (PDF 2.9MB)</a> 	
102-30	Effectiveness of risk management processes	→ <a href="#">Sustainability Activities (ESG) &gt; Governance &gt; Risk Management</a>	



GRI standards	Requirements		Website
GRI 102: General Disclosures 2016	102-31	Review of economic, environmental, and social topics	The following bodies deliberate upon impacts, risks, and opportunities. <ul style="list-style-type: none"> <li>· Executive Committee (as a general rule, meets once a week)</li> <li>· Risk Management &amp; Compliance Committee (as a general rule, meets four times a year)</li> <li>· CSR Committee (as a general rule, meets twice a year)</li> </ul>
	102-32	Highest governance body's role in sustainability reporting	→ Sustainability Management > Sustainability Promotion System
	102-33	Communicating critical concerns	→ Sustainability Activities (ESG) > Governance > Risk Management
			→ Sustainability Activities (ESG) > Governance > Compliance
	102-34	Nature and total number of critical concerns	Undisclosed for reasons of confidentiality.
	102-35	Remuneration policies	→ Investor Relations > Corporate Governance > Remuneration > Policy Concerning Decisions on the Amounts of Remuneration, etc, Paid to Officers
			→ Mitsubishi Estate Co., Ltd. Corporate Governance Guidelines P3, P8 (PDF 321KB)
			→ Corporate Governance Report > Disclosed Policy for Deciding the Amounts or Calculation Method of Remuneration P19 (PDF 2.9MB)
	102-36	Process for determining remuneration	→ Corporate Governance Report > Disclosed Policy for Deciding the Amounts or Calculation Method of Remuneration P19 (PDF 2.9MB)
102-37	Stakeholders' involvement in remuneration	→ Investor Relations > Corporate Governance > Remuneration > Policy Concerning Decisions on the Amounts of Remuneration, etc, Paid to Officers	
		→ Corporate Governance Report > Disclosed Policy for Deciding the Amounts or Calculation Method of Remuneration P17 (PDF 2.9MB)	
102-38	Annual total compensation ratio	Undisclosed for risk management reasons.	
102-39	Percentage increase in annual total compensation ratio	Undisclosed for risk management reasons.	

## 5. Stakeholder engagement

GRI standards	Requirements		Website
GRI 102 : General Disclosures 2016	102-40	List of stakeholder groups	→ Sustainability Management > Stakeholder Engagement > Mitsubishi Estate Group's Relationships with Stakeholders
	102-41	Collective bargaining agreements	→ Sustainability Activities (ESG) > Social > Employment and Labor Relations > Promotion of Dialogue with Employees and Labor Union
	102-43	Approach to stakeholder engagement	→ Sustainability Management > Stakeholder Engagement > Mitsubishi Estate Group's Relationships with Stakeholders
			→ Mitsubishi Estate Group 2030 Goals for SDGs > Material Issues of the Mitsubishi Estate Group
102-44	Key topics and concerns raised	—	



## 6. Reporting practice

GRI standards	Requirements		Website
GRI 102 : General Disclosures 2016	102-45	Entities included in the consolidated financial statements	→ Editorial Policy
	102-46	Defining report content and topic boundaries	→ Editorial Policy
			→ ESG Data > Environmental Data
			→ ESG Data > Social Data
	102-47	List of material topics	→ ESG Data > Governance-related Data
			→ Mitsubishi Estate Group 2030 Goals for SDGs
			→ Mitsubishi Estate Group 2030 Goals for SDGs > Material Issues of the Mitsubishi Estate Group
	102-48	Restatements of information	Not applicable within the given period
	102-49	Changes in reporting	Not applicable within the given period
	102-50	Reporting period	→ Editorial Policy
	102-51	Date of most recent report	→ Editorial Policy
	102-52	Reporting cycle	→ Editorial Policy
	102-53	Contact point for questions regarding the report	→ Editorial Policy
	102-54	Claims of reporting in accordance with the GRI Standards	The Sustainability Report is created with reference to GRI standards.
102-55	GRI content index	→ Index > GRI Standards Content Index	
102-56	External assurance	→ Independent Third-Party Assurance Report	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	→ Mitsubishi Estate Group 2030 Goals for SDGs
			→ Mitsubishi Estate Group 2030 Goals for SDGs > Key Theme 1: Environment
			→ Mitsubishi Estate Group 2030 Goals for SDGs > Key Theme 2: Diversity & Inclusion
			→ Mitsubishi Estate Group 2030 Goals for SDGs > Key Theme 3: Innovation
			→ Mitsubishi Estate Group 2030 Goals for SDGs > Key Theme 4: Resilience
	103-2	The management approach and its components	→ Sustainability Management > Sustainability Promotion System
103-3	Evaluation of the management approach	The Sustainability Committee and Sustainability Subcommittee formulate measures to promote sustainability through deliberations and reporting.	

# Material Topics

## Economic

GRI standards	Requirements		Website
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	→ ESG Data > Social Data
	201-2	Financial implications and other risks and opportunities due to climate change	→ Sustainability Activities (ESG) > Environment
			→ Mitsubishi Estate Group 2030 Goals for SDGs
	201-3	Defined benefit plan obligations and other retirement plans	→ Sustainability Activities (ESG) > Social > Employment and Labor Relations > Retirement Allowance Program
201-4	Financial assistance received from government	Forestry Agency and Ministry of Land, Infrastructure, Transport and Tourism subsidy programs are utilized for the use of cross laminated timber (CLT). *Some information is undisclosed as details are subject to confidentiality.	
GRI 202: Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	→ Sustainability Activities (ESG) > Social > Employment and Labor Relations > Payment of Fair Wages
			→ ESG Data > Social Data
	202-2	Proportion of senior management hired from the local community	—
GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	→ Sustainability Activities (ESG) > Environment
			→ Sustainability Activities (ESG) > Social > Social Contribution Activities / Support for Communities > Building Communities
→ Mitsubishi Estate Group 2030 Goals for SDGs > Key Theme 3: Innovation > Using Cutting-Edge Technology and Robots			
	203-2	Significant indirect economic impacts	Since the impact measurement method is not specified, there is no information to disclose at the present time.
GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	When expanding businesses in domestic and foreign locations, a certain amount of money is spent on local suppliers, but it is difficult to calculate the proportion of spending in the accounting system.
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	→ Sustainability Activities (ESG) > Governance > Compliance > Reinforcing Compliance
			→ Sustainability Activities (ESG) > Governance > Risk Management > Risk Management Initiatives
	205-2	Communication and training about anti-corruption policies and procedures	→ Sustainability Activities (ESG) > Governance > Compliance > Reinforcing Compliance
→ Sustainability Activities (ESG) > Governance > Risk Management > Risk Management Initiatives			
	205-3	Confirmed incidents of corruption and actions taken	→ Sustainability Activities (ESG) > Governance > Compliance > Reinforcing Compliance
GRI 206: Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	→ Sustainability Activities (ESG) > Governance > Compliance > Reinforcing Compliance

GRI standards	Requirements		Website
GRI 207: Tax 2019	207-1	Approach to tax	→ Sustainability Activities (ESG) > Governance > Governance > Tax Transparency > Policy on Tax Transparency
	207-2	Tax governance, control, and risk management	→ Sustainability Activities (ESG) > Governance > Governance > Tax Transparency > Governance System
	207-3	Stakeholder engagement and management of concerns	→ Sustainability Activities (ESG) > Governance > Governance > Tax Transparency > Governance System
	207-4	Country-by-country reporting	→ ESG Data > Governance-related Data

## Environmental

GRI standards	Requirements		Website
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Undisclosed due to the difficulty of obtaining the values.
	301-2	Recycled input materials used	Undisclosed due to the difficulty of obtaining the values.
	301-3	Reclaimed products and their packaging materials	Undisclosed due to the difficulty of obtaining the values.
GRI 302: Energy 2016	302-1	Energy consumption within the organization	→ ESG Data > Environmental Data
	302-2	Energy consumption outside of the organization	→ ESG Data > Environmental Data
	302-3	Energy intensity	→ ESG Data > Environmental Data
	302-4	Reduction of energy consumption	→ ESG Data > Environmental Data
	302-5	Reductions in energy requirements of products and services	→ Sustainability Activities (ESG) > Environment > Climate Change Strategies > Energy Management Initiatives
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	→ Sustainability Activities (ESG) > Environment > Conserving Water Resources
	303-2	Management of water discharge-related impacts	→ Sustainability Activities (ESG) > Environment > Conserving Water Resources
	303-3	Water withdrawal	→ ESG Data > Environmental Data
	303-4	Water discharge	→ ESG Data > Environmental Data
	303-5	Water consumption	→ ESG Data > Environmental Data
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	→ Sustainability Activities (ESG) > Environment > Preserving Biodiversity

GRI standards	Requirements		Website
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products, and services on biodiversity	<ol style="list-style-type: none"> <li>1. We employ IPM (integrated pest management) to control pests in green areas and endeavor to reduce the amount of chemicals sprayed and minimize their effects.</li> <li>2. The Group has established the Mitsubishi Estate Group Alien Organisms Response Manual and works to eliminate specified non-native species while conserving indigenous species.</li> <li>3. We monitor biodiversity in the wider Marunouchi area regularly and publish the results in the "Biodiversity in Marunouchi" handbook.</li> <li>4. Mitsubishi Estate Residence implements the BIO NET INITIATIVE, a greening project aimed at preserving biodiversity, in an effort to carry out biodiversity-conscious residential development.</li> </ol>
	304-3	Habitats protected or restored	→ Sustainability Activities (ESG) > Environment > Preserving Biodiversity > Working to Improve the Waterfront Environment and Preserve the Ecosystem of the Imperial Palace Moat
			→ Sustainability Activities (ESG) > Environment > Preserving Biodiversity > Sunshine Aquarium Coral Conservation Activities
			→ Sustainability Activities (ESG) > Environment > Preserving Biodiversity > Conservation and Protection Activities to Pass Down the Nature of Miyakojima, Okinawa Prefecture to the Next Generation
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	At Hoteria Square, an eco-friendly green space next to the Otemachi Park Building, Mitsubishi Estate has been working to conserve rare water plants restored from mud taken from the Imperial Palace moat in collaboration with the Ministry of the Environment. According to the most recent study (news release dated July 31, 2020 (japanese only) <a href="#">PDF</a> ), three types of water plants noted in the Tokyo Red List have been found in mud taken from the moat, including two species designated respectively as extinct and semi-extinct in the 23 wards of Tokyo.	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	→ ESG Data > Environmental Data
	305-2	Energy indirect (Scope 2) GHG emissions	→ ESG Data > Environmental Data
	305-3	Other indirect (Scope 3) GHG emissions	→ ESG Data > Environmental Data
	305-4	GHG emissions intensity	→ ESG Data > Environmental Data
	305-5	Reduction of GHG emissions	→ ESG Data > Environmental Data
			→ Sustainability Activities (ESG) > Independent Third-Party Assurance Report
	305-6	Emissions of ozone-depleting substances (ODS)	The amount of CO2 that leaked as a result of fluorocarbon emissions in fiscal 2020 was 1,348.2t-CO2.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	For the administration of buildings, the relevant materials under the Air Pollution Control Law are in compliance with the law and we submit written reports.	
GRI 306 : Waste 2020	306-1	Waste generation and significant waste-related impacts	→ Sustainability Activities (ESG) > Environment > Reducing Waste and Preventing Pollution
	306-2	Management of significant waste-related impacts	→ Sustainability Activities (ESG) > Environment > Reducing Waste and Preventing Pollution
	306-3	Waste generated	→ ESG Data > Environmental Data
	306-4	Waste diverted from disposal	→ ESG Data > Environmental Data

GRI standards	Requirements		Website
GRI 306 : Waste 2020	306-5	Waste directed to disposal	→ ESG Data > Environmental Data
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	There were no fines or sanctions due to major violations of environmental laws in fiscal 2020.
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	→ Sustainability Activities (ESG) > Social > Supply Chain Management > Notification in and outside of the Group on the Guidelines and Definition of Key Suppliers
	308-2	Negative environmental impacts in the supply chain and actions taken	Each business group has put a business partner evaluation system in place and communicates with business partners through methods such as providing feedback. The details of evaluations are undisclosed due to risks to client confidentiality.

## Social

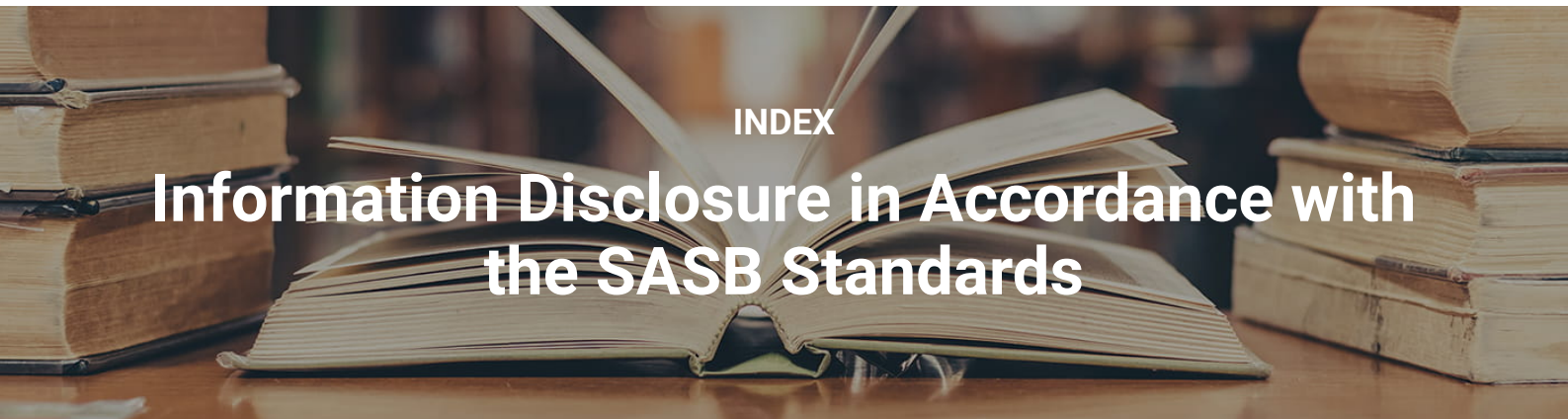
GRI standards	Requirements		Website
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	→ ESG Data > Social Data
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Life insurance, compensation for illness and disabilities, retirement benefits, employee stock ownership plan, housing assistance (Applies only to Mitsubishi Estate. Individual Group companies have the discretion to determine benefits on their own.)
	401-3	Parental leave	→ Sustainability Activities (ESG) > Social > Promoting Diversity > Programs to Foster Work-Life Balance
GRI 402: Labor / Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Although here are no written rules and they can differ depending on the details, the minimum notice period is two weeks, and major events such as those accompanying a change in work regulations may require a period of over one month. (For Mitsubishi Estate alone.)
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	→ Sustainability Activities (ESG) > Social > Occupational Health and Safety / Health Management
	403-2	Hazard identification, risk assessment, and incident investigation	→ Sustainability Activities (ESG) > Social > Occupational Health and Safety / Health Management
	403-3	Occupational health services	→ Sustainability Activities (ESG) > Social > Occupational Health and Safety / Health Management
	403-4	Worker participation, consultation, and communication on occupational health and safety	→ Sustainability Activities (ESG) > Social > Occupational Health and Safety / Health Management
	403-5	Worker training on occupational health and safety	→ Sustainability Activities (ESG) > Social > Occupational Health and Safety / Health Management
	403-6	Promotion of worker health	→ Sustainability Activities (ESG) > Social > Occupational Health and Safety / Health Management

GRI standards	Requirements		Website
GRI 403: Occupational Health and Safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	→ Sustainability Activities (ESG) > Social > Occupational Health and Safety / Health Management
	403-8	Workers covered by an occupational health and safety management system	→ Editorial Policy
	403-9	Work-related injuries	→ Sustainability Activities (ESG) > Social > Occupational Health and Safety / Health Management
			→ ESG Data > Social Data
403-10	Work-related ill health	→ Sustainability Activities (ESG) > Social > Occupational Health and Safety / Health Management	
		→ ESG Data > Social Data	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	→ Sustainability Activities (ESG) > Social > Human Resource Development > Initiatives for Human Resource Development
			→ ESG Data > Social Data
	404-2	Programs for upgrading employee skills and transition assistance programs	→ Sustainability Activities (ESG) > Social > Human Resource Development > Initiatives for Human Resource Development
404-3	Percentage of employees receiving regular performance and career development reviews	→ Sustainability Activities (ESG) > Social > Human Resource Development > Initiatives for Human Resource Development	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	→ ESG Data > Social Data
			→ Investor Relations > Corporate Governance > Corporate Governance System 
405-2	Ratio of basic salary and remuneration of women to men	→ Sustainability Activities (ESG) > Social > Employment and Labor Relations > Equitable Salary System	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	→ ESG Data > Governance-related Data > 2. Risk Management and Compliance
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	→ Sustainability Activities (ESG) > Social > Human Rights Initiatives > Policy on Human Rights
			→ Sustainability Activities (ESG) > Social > Human Rights Initiatives > Initiatives for Human Rights Due Diligence
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	→ Sustainability Activities (ESG) > Social > Supply Chain Management > Establishment of CSR Procurement Guidelines
			→ Sustainability Activities (ESG) > Social > Supply Chain Management > Notification in and outside of the Group on the Guidelines and Definition of Key Suppliers
			→ Sustainability Activities (ESG) > Social > Human Rights Initiatives > Policy on Human Rights
			→ Sustainability Activities (ESG) > Social > Human Rights Initiatives > Initiatives for Human Rights Due Diligence

GRI standards	Requirements		Website
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	→ Sustainability Activities (ESG) > Social > Supply Chain Management > Establishment of CSR Procurement Guidelines
			→ Sustainability Activities (ESG) > Social > Supply Chain Management > Notification in and outside of the Group on the Guidelines and Definition of Key Suppliers
			→ Sustainability Activities (ESG) > Social > Human Rights Initiatives > Policy on Human Rights
			→ Sustainability Activities (ESG) > Social > Human Rights Initiatives > Initiatives for Human Rights Due Diligence
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	The Group has established the Mitsubishi Estate Group CSR Procurement Guidelines and requests that subcontractors responsible for security services adhere to these guidelines. Training is left to the discretion of the subcontractor so there is no information to disclose at the present time.
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	When considering business activities in Asia, where there are numerous cases of human rights violations, the Group will conduct corporate human rights due diligence in the area using checklists to confirm whether there are any issues such as forced evictions. The results will be used in decision-making when participating in business activities. These checks are performed based on the concept of Free, Prior and Informed Consent (FPIC), with special attention given to women, children, the elderly, indigenous people, migrants, ethnic and tribal minorities, and other socially-vulnerable individuals and groups particularly susceptible to human rights violations.
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	→ Sustainability Activities (ESG) > Social > Human Rights Initiatives > Initiatives for Human Rights Due Diligence
	412-2	Employee training on human rights policies or procedures	→ Sustainability Activities (ESG) > Social > Human Rights Initiatives > Ongoing Human Rights Programs
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	→ Sustainability Activities (ESG) > Social > Human Rights Initiatives
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	→ Sustainability Activities (ESG) > Social > Social Contribution Activities / Support for Communities
	413-2	Operations with significant actual and potential negative impacts on local communities	Since the methods to evaluate negative impact are yet to be established, there is no information to disclose at the present time.
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	→ Sustainability Activities (ESG) > Social > Supply Chain Management > Notification in and outside of the Group on the Guidelines and Definition of Key Suppliers
	414-2	Negative social impacts in the supply chain and actions taken	We engage in communication as necessary, such as requesting that suppliers who provide goods that use specified raw materials (e.g. palm oil in detergents) disclose and improve traceability. The details of communications and the results of evaluations are undisclosed since they are believed to be subject to confidentiality.
GRI 415: Public Policy 2016	415-1	Political contributions	Undisclosed because the disclosure of the relevant information is believed to be subject to confidentiality.
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	→ Mitsubishi Estate Group 2030 Goals for SDGs > Key Theme 4: Resilience



GRI standards	Requirements		Website
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There were no major violations concerning health and safety in fiscal 2020.
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	→ <a href="#">Sustainability Activities (ESG) &gt; Social &gt; Enhancing Customer Satisfaction &gt; Responsible Advertising Activities</a>
	417-2	Incidents of non-compliance concerning product and service information and labeling	There were no major violations concerning product and service information and labeling in fiscal 2020.
	417-3	Incidents of non-compliance concerning marketing communications	There were no major violations concerning marketing communications in fiscal 2020.
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no major violations involving complaints resulting from breaches of customer privacy and losses of customer data in fiscal 2020.
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	There were no major violations that resulted in serious fines or sanctions in fiscal 2020.



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# Information Disclosure in Accordance with the SASB Standards

## Information Disclosure Based on SASB Standard

The SASB (Sustainability Accounting Standard Boards) Foundation was founded in 2011 as a not-for-profit with the mission to establish and maintain industry-specific standards that assist companies in disclosing financially material, decision-useful sustainability information to investors.

SASB has developed a set of 77 industry-specific standards (SASB Standard) since it was founded in 2011.

SASB standards can help investors by encouraging reporting that is comparable, consistent, and financially material, thereby enabling investors to make better investment and voting decisions.

[FY2019 Information Disclosure Based on SASB Standard \(PDF 276KB\)](#)

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[FY2018 Information Disclosure Based on SASB Standard \(PDF 176KB\)](#)

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