

This CSR Report has been prepared in accordance with the core option of the *G4 Sustainability Reporting Guidelines* from the Global Reporting Initiative (GRI). The reference table below provides the location on the Company's web site or page number in this report for each item presented in the Mitsubishi Estate Group CSR Report 2016 corresponding to these guidelines.

GRI Items	GRI Index	Location on the Company's Japanese-language web site	Page in the report	ISO 26000 core subjects and issues
GENERAL STANDARD DISCLOSURES				
1. Strategy and Analysis				
G4-1	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	Message from the President Message from the director responsible for CSR	4-6 7	4.7 6.2
G4-2	Description of key impacts, risks, and opportunities.	Message from the President Message from the director responsible for CSR Providing exceptional value to society ◆ Mitsubishi Estate Group Annual Report > Risk Management	4-6, 7, 8-9	7.4.2
2. Organizational Profile				
G4-3	Name of the organization.	◆ Corporate Information > Profile of Mitsubishi Estate > Corporate Data	Back cover	6.3.10 6.4.1-6.4.2
G4-4	Primary brands, products, and/or services.	◆ Corporate Information > About Mitsubishi Estate	9	6.4.3 6.4.4 6.8.5
G4-5	Location of organization's headquarters.	◆ Corporate Information > Profile of Mitsubishi Estate	Back cover	
G4-6	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	Cutting-edge community development > Feature: Sharing Mitsubishi Estate Group's urban development with the world ◆ Corporate Information > About Mitsubishi Estate > International Business	22-23	
G4-7	Nature of ownership and legal form.	◆ Corporate Information > Profile of Mitsubishi Estate	-	
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	◆ Corporate Information > About Mitsubishi Estate	-	
G4-9	Scale of the organization.	◆ Corporate Information > Profile of Mitsubishi Estate > Corporate Data Financial and Non-Financial Information	8-9	
G4-10	Total number of employees by employment contract and gender. Total number of permanent employees by employment type and gender. Total workforce by employees and supervised workers and by gender. Total workforce by region and gender. Whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. Any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	Human resource development > Data on human resources	35	
G4-11	Percentage of total employees covered by collective bargaining agreements.	Human resource development > Supportive workplaces for employees	-	
G4-12	Organization's supply chain.	Providing exceptional value to society	8-9	
G4-13	Any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.	<i>Not applicable</i>	-	
COMMITMENTS TO EXTERNAL INITIATIVES				
G4-14	Whether and how the precautionary approach or principle is addressed by the organization.	Message from the director responsible for CSR Environment > Mitsubishi Estate Group Basic Environmental Policy and its operational framework Environment > Long-Term Environmental Vision Cooperating with business partners ◆ Mitsubishi Estate Group Annual Report > Risk Management	7, 24, 39	7.8
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	CSR-Driven Management at the Mitsubishi Estate Group > CSR Management	-	
G4-16	Memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: ● Holds a position on the governance body ● Participates in projects or committees ● Provides substantive funding beyond routine membership dues ● Views membership as strategic	CSR-Driven Management at the Mitsubishi Estate Group > CSR Management	-	

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3. Identified Material Aspects and Boundaries					
G4-17	All entities included in the organization's consolidated financial statements or equivalent documents. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	◆ Corporate Information > Profile of Mitsubishi Estate	-	5.2 7.3.2 7.3.3 7.3.4	Recognizing social responsibility Determining relevance and significance of core subjects and issues to an organization An organization's sphere of influence Establishing priorities for addressing issues
G4-18	Process for defining the report content and the Aspect Boundaries. How the organization has implemented the Reporting Principles for Defining Report Content.	CSR-Driven Management at the Mitsubishi Estate Group > CSR Management	10-11		
G4-19	Material Aspects identified in the process for defining report content.	CSR-Driven Management at the Mitsubishi Estate Group > CSR Management	10-11		
G4-20	For each material Aspect, report the Aspect Boundary within the organization.	CSR-Driven Management at the Mitsubishi Estate Group > CSR Management	10-11		
G4-21	For each material Aspect, report the Aspect Boundary outside the organization.	CSR-Driven Management at the Mitsubishi Estate Group > CSR Management	10-11		
G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements.	<i>Not applicable</i>	-		
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	Initiatives to reduce CO ₂ emissions in building operations and management	28		
4. Stakeholder Engagement					
G4-24	Stakeholder groups engaged by the organization.	CSR-Driven Management at the Mitsubishi Estate Group > CSR Management	12	5.3	Stakeholder identification and engagement
G4-25	Basis for identification and selection of stakeholders with whom to engage.	CSR-Driven Management at the Mitsubishi Estate Group > CSR Management	12		
G4-26	Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	CSR-Driven Management at the Mitsubishi Estate Group > CSR Management Environment: Building a society with a lower carbon footprint Urban development together with society	10-11, 12-13, 14-17, 28		
G4-27	Topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	CSR-Driven Management at the Mitsubishi Estate Group > CSR Management Environment: Building a society with a lower carbon footprint Urban development together with society	10-11, 12-13, 14-17, 28		
5. Report Profile					
G4-28	Reporting period (such as fiscal or calendar year) for information provided.	Editorial Policy for the CSR Website	3	7.5.3	Types of communication on social responsibility Enhancing the credibility of reports and claims about social responsibility
G4-29	Date of most recent previous report (if any).	Editorial Policy for the CSR Website	3	7.6.2	
G4-30	Reporting cycle (such as annual, biennial).	Editorial Policy for the CSR Website	3		
G4-31	Contact point for questions regarding the report or its contents.	Editorial Policy for the CSR Website	3		
GRI CONTENT INDEX					
G4-32	"In accordance" option the organization has chosen. GRI Content Index for the chosen option. Reference to the External Assurance Report, if the report has been externally assured.	<i>Core option</i> Editorial Policy for the CSR Website GRI Content Index	3		
ASSURANCE					
G4-33	Organization's policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, scope and basis of any external assurance provided. Relationship between the organization and the assurance providers. Whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	Editorial Policy for the CSR Website	-		
6. Governance					
GOVERNANCE STRUCTURE AND COMPOSITION					
G4-34	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Corporate Governance	38	6.2 7.4.3 7.7.5	Organizational governance Building social responsibility into an organization's governance, systems and procedures Improving performance
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	CSR-Driven Management at the Mitsubishi Estate Group > CSR Management	10		
G4-36	Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	CSR-Driven Management at the Mitsubishi Estate Group > CSR Management	10		
G4-37	Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	Serving shareholders and investors > Company executives give briefings for shareholders, investors and analysts	40		
G4-38	Composition of the highest governance body and its committees.	Corporate Governance ◆ Annual Report > Outline of Corporate Governance	38		
G4-39	Whether the Chair of the highest governance body is also an executive officer.	◆ Annual Report > Corporate Governance	-		
G4-40	Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members.	Corporate governance	38		
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed.	Corporate Governance ◆ Corporate Governance Report > Items Relating to Organization Structure and Operations, etc.	38		
HIGHEST GOVERNANCE BODY'S ROLE IN SETTING PURPOSE, VALUES, AND STRATEGY					
G4-42	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	Message from the director responsible for CSR CSR-Driven Management at the Mitsubishi Estate Group > CSR Management	7, 10		

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HIGHEST GOVERNANCE BODY'S COMPETENCIES AND PERFORMANCE EVALUATION					
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	CSR-Driven Management at the Mitsubishi Estate Group > CSR Management	10-11	6.2 7.4.3 7.7.5	Organizational governance Building social responsibility into an organization's governance, systems and procedures Improving performance
HIGHEST GOVERNANCE BODY'S ROLE IN RISK MANAGEMENT					
G4-45	Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.	Compliance > Risk management ◆ Corporate Governance Report > Basic policy on and status of internal governance system	37		
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	Compliance > Risk Management	37		
HIGHEST GOVERNANCE BODY'S ROLE IN SUSTAINABILITY REPORTING					
G4-48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	CSR-Driven Management at the Mitsubishi Estate Group > CSR Management	-		
HIGHEST GOVERNANCE BODY'S ROLE IN EVALUATING ECONOMIC, ENVIRONMENTAL AND SOCIAL PERFORMANCE					
G4-49	Process for communicating critical concerns to the highest governance body.	Serving shareholders and investors > Company executives give briefings for shareholders, investors and analysts	40		
REMUNERATION AND INCENTIVES					
G4-51	Remuneration policies for the highest governance body and senior executives for the below types of remuneration.	Corporate Governance	38		
G4-52	Process for determining remuneration.	Corporate Governance	38		

7. Ethics and Integrity

G4-56	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	CSR-Driven Management at the Mitsubishi Estate Group Environment > Long-Term Environmental Vision Environment > Mitsubishi Estate Group Basic Environmental Policy and its operational framework Urban development together with society > Providing value to society	2, 5, 6, 8, 9	4.4 6.6.3	Ethical behavior Anti-corruption
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	Compliance	37		
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	Compliance	37		

SPECIFIC STANDARD DISCLOSURES

8. Generic Disclosures on Management Approach

G4-DMA	Why the Aspect is material.	The themes the Company deems material are reported on in the Medium-Term Management Plan, Selecting Key CSR Themes, CSR-Driven Management at the Mitsubishi Estate Group, 2020 Long-Term Vision, Mitsubishi Estate Group Long-Term Environmental Vision, Mitsubishi Estate Group Basic Environmental Policy and Guidelines on Social Contribution Activities. CSR-Driven Management at the Mitsubishi Estate Group Providing exceptional value to society Environment > Long-Term Environmental Vision Environment > Mitsubishi Estate Group Basic Environmental Policy and its operational framework Urban development together with society > Providing value to society	7-11, 24	6 7.3.1 7.4.3 7.7.3 7.7.5	Guidance on social responsibility core subjects Due diligence Building social responsibility into an organization's governance, systems and procedures Reviewing an organization's progress and performance on social responsibility Improving performance
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CATEGORY: ECONOMIC

Aspect: Economic Performance

G4-EC1	Direct economic value generated and distributed.	CSR-Driven Management at the Mitsubishi Estate Group > CSR Management	-	6.8.1-6.8.2 6.8.3	Community involvement and development Wealth and income creation
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	◆ Mitsubishi Estate Group Annual Report > Risk Management	-	6.8.7 6.8.9 6.5.5	Community involvement Social investment Climate change mitigation and adaptation
G4-EC3	Coverage of the organization's defined benefit plan obligations.	Human resource development > Supportive workplaces for employees	-		

Aspect: Market Presence

G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Human resource development > Initiatives in human resource development	30	6.3.7 6.3.10 6.4.3 6.4.4 6.8.1-6.8.2	Discrimination and vulnerable groups Fundamental principles and rights at work Employment and employment relationships Conditions of work and social protection Community involvement and development
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GRI Items	GRI Index	Location on the Company's Japanese-language web site	Page in the report	ISO 26000 core subjects and issues
Aspect: Indirect Economic Impacts				
G4-EC7	Development and impact of infrastructure investments and services supported.	Urban development together with society Cutting-edge community development Environment > Building a society with a lower carbon footprint	14-17, 20-23, 27-28	6.3.9 6.8.1-6.8.2 6.8.7 6.8.9 Economic, social and cultural rights Community involvement and development Wealth and income creation Social investment
CATEGORY: ENVIRONMENTAL				
Aspect: Materials				
G4-EN1	Materials used by weight or volume.	Usage of major structural materials in fiscal 2015 by Mitsubishi Estate Home, which procures its own raw materials, totaled 12,636 m ³ .	-	6.5.4 Sustainable resource use
Aspect: Energy				
G4-EN3	Energy consumption within the organization.	Environment > Building a society with a lower carbon footprint	28	6.5.4 6.5.5 Sustainable resource use Climate change mitigation and adaptation
G4-EN4	Energy consumption outside of the organization.	Construction sub-contractors are outside the scope of this report.	-	
G4-EN5	Energy intensity.	Environment > Building a society with a lower carbon footprint	28	
G4-EN6	Reduction of energy consumption.	Environment > Building a society with a lower carbon footprint	28	
G4-EN7	Reductions in energy requirements of products and services.	Environment > Four symbolic initiatives Environment > Reducing environmental impact Environment > Building a society with a lower carbon footprint Environment > Helping society to recycle more Environment > Fostering harmony between nature and human society	25-29	
Aspect: Water				
G4-EN8	Total water withdrawal by source.	Environment > Helping society to recycle more	28	6.5.4 Sustainable resource use
G4-EN9	Water sources significantly affected by withdrawal of water.	Environment > Fostering harmony between nature and human society	-	
G4-EN10	Percentage and total volume of water recycled and reused.	Environment > Helping society to recycle more	-	
Aspect: Biodiversity				
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Environment > Fostering harmony between nature and human society	-	6.5.4 Sustainable resource use
G4-EN12	Description on significant impacts on activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Environment > Fostering harmony between nature and human society	-	
G4-EN13	Habitats protected or restored.	Environment > Fostering harmony between nature and human society	29	
G4-EN14	Total number of IUCN red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	<i>Not applicable</i>	-	
Aspect: Emissions				
G4-EN15	Direct greenhouse gas (GHG) emissions (SCOPE 1).	Environment > Building a society with a lower carbon footprint	28	6.5.5 6.5.3 Climate change mitigation and adaptation Prevention of pollution
G4-EN18	Greenhouse gas (GHG) emissions intensity.	Environment > Building a society with a lower carbon footprint	28	
CRE4	Greenhouse gas emissions intensity from new construction and redevelopment activity.	<i>Not applicable</i>	-	
G4-EN19	Reduction of greenhouse gas (GHG) emissions.	Environment > Building a society with a lower carbon footprint	28	
G4-EN20	Emissions of ozone-depleting substances (ODS).	The Mitsubishi Estate Group strives to manage emissions appropriately in line with related legislation. The Group is carrying out a survey in order to disclose emissions in line with the revised Fluorocarbon Law, which went into effect in April 2015.	-	
G4-EN21	NOx, SOx, and other significant air emissions.	The Mitsubishi Estate Group manages emissions appropriately in line with the Air Pollution Control Act and other related legislation. There were no emissions exceeding the applicable standard values for any of these items.	-	
Aspect: Effluents and Waste				
G4-EN22	Total water discharge by quality and destination.	Environment > Helping society to recycle more	28	6.5.3 6.5.4 Prevention of pollution Sustainable resource use
G4-EN23	Total weight of waste by type and disposal method.	Environment > Helping society to recycle more	28	
G4-EN24	Total number and volume of significant spills.	<i>Not applicable</i>	-	
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention2 Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	<i>Not applicable</i>	-	
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff.	Environment > Fostering harmony between nature and human society	-	

GRI Items	GRI Index	Location on the Company's Japanese-language web site	Page in the report	ISO 26000 core subjects and issues
Aspect: Products and Services				
G4-EN27	Extent of impact mitigation of environmental impacts of products and services.	Environment > Reducing environmental impact	27	6.5.3 Prevention of pollution
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	Not applicable	-	6.5.4 Sustainable resource use 6.5.5 Climate change mitigation and adaptation 6.7.5 Sustainable consumption
Aspect: Compliance				
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Not applicable	-	
Aspect: Overall				
G4-EN31	Total environmental protection expenditures and investments by type.	Environment > Environmental Management System	-	6.5.1-6.5.2 The environment
CRE5	Land and other assets remediated and in need of remediation for the existing or intended land use according to applicable legal designations.	Not applicable		
Aspect: Supplier Environmental Assessment				
G4-EN32	Percentage of new suppliers that were screened using environmental criteria.	Cooperating with Business Partners	39	6.3.5 Avoidance of complicity
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken.	Cooperating with Business Partners	39	6.6.6 Promoting social responsibility in the value chain 7.3.1 Due diligence
CATEGORY: SOCIAL				
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK				
Aspect: Employment				
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region.	Human resource development > Data on human resources	-	6.4.3 Employment and employment relationships 6.4.4 Conditions of work and social protection 6.8.7 Health and income creation
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	Human resource development > Supportive workplaces for employees	-	
G4-LA3	Return to work and retention rates after parental leave, by gender.	Human resource development > Supportive workplaces for employees	33	
Aspect: Occupational Health and Safety				
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Not applicable	-	6.4.6 Health and safety at work 6.8.8 Health
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	This is not disclosed as the workplaces, which are primarily offices, of Mitsubishi Estate Group employees expose them to little risk of occupational disease or injury, and there are very few workplace accidents.	-	
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.	Not applicable	-	
G4-LA8	Health and safety topics covered in formal agreements with trade unions.	Human resource development > Supportive workplaces for employees	-	
Aspect: Training and Education				
G4-LA9	Average hours of training per year per employee by gender, and by employee category.	Human resource development > Initiatives in human resource development	30	6.4.7 Human development and training in the workplace 6.8.5 Employment creation and skills development
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Human resource development > Initiatives in human resource development Human resource development > Supportive workplaces for employees	-	
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	Human resource development > Initiatives in human resource development	-	
Aspect: Diversity and Equal Opportunity				
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	◆ Mitsubishi Estate Group Annual Report > Corporate Governance Human resource development > Data on human resources	35	6.2.3 Decision-making processes and structures 6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.4.3 Employment and employment relationships
Aspect: Equal Remuneration for Women and Men				
G4-LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Human resource development > Initiatives in human resource development	-	6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.4.3 Employment and employment relationships 6.4.4 Conditions of work and social protection
Aspect: Supplier Assessment for Labor Practices				
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria.	Cooperating with business partners	39	6.3.5 Avoidance of complicity
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.	Cooperating with business partners	39	6.4.3 Employment and employment relationships 6.6.6 Promoting social responsibility in the value chain 7.3.1 Due diligence

GRI Items	GRI Index	Location on the Company's Japanese-language web site	Page in the report	ISO 26000 core subjects and issues	
SUB-CATEGORY: HUMAN RIGHTS					
Aspect: Investment					
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	Human resource development > Respecting human rights and employee diversity	-	6.3.3 6.3.5	Due diligence Avoidance of complicity
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Human resource development > Respecting human rights and employee diversity	-	6.6.6	Promoting social responsibility in the value chain
Aspect: Non-discrimination					
G4-HR3	Total number of incidents of discrimination and corrective actions taken.	Human resource development > Respecting human rights and employee diversity	-	6.3.6 6.3.7 6.3.10 6.4.3	Resolving grievances Discrimination and vulnerable groups Fundamental principles and rights at work Employment and employment relationships
Aspect: Child Labor					
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	<i>Not applicable</i> (Business involving development and construction is primarily carried out in Japan, where laws against child labor are thoroughly enforced and cases of it occurring are extremely rare, and as such there is nothing to specify as having significant risk for incidents of child labor or forced labor.)	-		
Aspect: Forced or Compulsory Labor					
G4-HR6	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	<i>Not applicable</i> (Business involving development and construction is primarily carried out in Japan, where laws against forced labor are thoroughly enforced and cases of it occurring are extremely rare, and as such there is nothing to specify as having significant risk for incidents of child labor or forced labor.)	-		
Aspect: Security Practices					
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.	Human resource development > Respecting human rights and employee diversity	32		
Aspect: Supplier Human Rights Assessment					
G4-HR10	Percentage of new suppliers that were screened using human rights criteria.	Cooperating with business partners	-	6.3.3	Due diligence
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken.	Cooperating with business partners	-	6.3.4 6.3.5 6.6.6	Human rights risk situations Avoidance of complicity Promoting social responsibility in the value chain
SUB-CATEGORY: SOCIETY					
Aspect: Local Communities					
G4-S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Urban development together with society	14-17	6.3.9 6.5.1-6.5.2	Economic, social and cultural rights The environment
CRE7	Number of persons voluntarily and involuntarily displaced and/or resettled by development, broken down by project.	In the event that transfers are requested as the result of rebuilding, development and other projects, appropriate steps are taken after discussion with all parties.	-	6.5.3 6.8	Prevention of pollution Community involvement and development
Aspect: Anti-corruption					
G4-S03	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	Compliance	36-37	6.6.1-6.6.2 6.6.3	Fair operating practices Anti-corruption
G4-S04	Communication and training on anti-corruption policies and procedures.	Compliance	36-37	6.6.6	Promoting social responsibility in the value chain
G4-S05	Confirmed incidents of corruption and actions taken.	<i>Not applicable</i>	-		
Aspect: Public Policy					
G4-S06	Total value of political contributions by country and recipient/beneficiary.	Compliance	-	6.6.1-6.6.2 6.6.4	Fair operating practices Responsible political involvement
Aspect: Anti-competitive Behavior					
G4-S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	<i>Not applicable</i>	-		
Aspect: Compliance					
G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Compliance	-		
Aspect: Supplier Assessment for Impacts on Society					
G4-S09	Percentage of new suppliers that were screened using criteria for impacts on society.	Cooperating with business partners	-		
SUB-CATEGORY: PRODUCT RESPONSIBILITY					
Aspect: Customer Health and Safety					
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	Urban development together with society > Safe and secure community development	-	6.7.1-6.7.2 6.7.4	Consumer issues Protecting consumers' health and safety
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.	<i>Not applicable</i>	-	6.7.5 6.8.8	Sustainable consumption Health

GRI Items	GRI Index	Location on the Company's Japanese-language web site	Page in the report	ISO 26000 core subjects and issues
Aspect: Product and Service Labeling				
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	Urban development together with society > Information for everyone Urban development together with society > Communicating with clients Environment > Fostering harmony between nature and human society	-	
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcome.	<i>Not applicable</i>		4.6 6.7.1-6.7.2 6.7.3 6.7.4 6.7.5 6.7.9 Respect for the rule of law Consumer issues Fair marketing, factual and unbiased information and fair contractual practices Protecting consumers' health and safety Sustainable consumption Education and awareness
G4-PR5	Results of surveys measuring customer satisfaction.	Urban development together with society > Communicating with clients	-	6.7.1-6.7.2 6.7.6 Consumer issues Consumer service, support, and complaint and dispute resolution
CRE8	Type and number of sustainability certification, rating and labeling schemes for new construction, management, occupation and redevelopment.	Cutting-edge community development > Feature: Sharing Mitsubishi Estate Group's urban development with the world Environment > Four symbolic initiatives Environment > Building a society with a lower carbon footprint	22-23, 25	6.7.1-6.7.2 6.7.7 Consumer issues Consumer data protection and privacy
Aspect: Marketing Communications				
G4-PR6	Sale of banned or disputed products.	<i>Not applicable</i>	-	4.6 6.7.1-6.7.2 6.7.3 Respect for the rule of law Consumer issues Fair marketing, factual and unbiased information and fair contractual practices
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.	Urban development together with society > Information for everyone	-	
Aspect: Customer Privacy				
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	<i>Not applicable</i>	-	
Aspect: Compliance				
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	<i>Not applicable</i>	-	