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ESG Content Index

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

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



	Relevant items	Policies	Management structure	Initiatives
S	Labor Practices	—	—	→ Employment and Labor Relations → Promoting Diversity
	Occupational Health and Safety	→ Occupational Health and Safety / Health Management > Policy on Occupational Health and Safety → Occupational Health and Safety / Health Management > Policy on Health Management	—	→ Occupational Health and Safety / Health Management
	Human Rights	→ Human Rights Initiatives > Policy on Human Rights	→ Human Rights Initiatives > Promotion System	→ Human Rights Initiatives
	Human Resource Development & Retention	→ Human Resource Development > Basic Policy and Approach	→ Human Resource Development > Initiatives for Human Resource Development	→ 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	→ IR information > Corporate governance > Corporate governance system	→ IR information > Corporate governance > Corporate governance system	→ IR information > Corporate governance
	Appointment, Dismissal and Nomination of Corporate Executive Officers	→ Mitsubishi Estate Co., Ltd. Corporate Governance Guidelines P3 (PDF 321KB)	→ IR information > Corporate governance > Corporate governance system → IR Information > Corporate governance > RELATED MATERIALS > Corporate Governance Report P9	→ IR information > Corporate governance > Corporate governance system > Reasons for Appointing 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	→ IR Information > Corporate Governance > Remuneration → Mitsubishi Estate Co., Ltd. Corporate Governance Guidelines P3 (PDF 321KB) → IR Information > Corporate governance > RELATED MATERIALS > Corporate Governance Report P19	→ IR Information > Corporate Governance > Remuneration → Mitsubishi Estate Co., Ltd. Corporate Governance Guidelines P3 (PDF 321KB)	→ IR Information > Corporate Governance > Remuneration → IR Information > Corporate governance > RELATED MATERIALS > Corporate Governance Report P18
	Internal Controls	→ Compliance > Compliance Approach and Policies	→ Compliance > System for Promoting Compliance	→ Compliance > Reinforcing Compliance
	Management Auditing	→ IR Information > Corporate governance > RELATED MATERIALS > Corporate Governance Report P18	→ IR Information > Corporate governance > RELATED MATERIALS > Corporate Governance Report P18	→ IR Information > Corporate governance > RELATED MATERIALS > Corporate Governance Report P18



Relevant items	Policies	Management structure	Initiatives
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 > Establishment of Disaster Preparedness and Mitigation Framework	→ 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 > Dealing with Major Risks → Risk Management > Emerging Risks for the Mitsubishi Estate Group's Business	→ Risk Management > System for Promoting Risk Management → Risk Management > Dealing with Major Risks → Risk Management > Emerging Risks for the Mitsubishi Estate Group's Business	→ Risk Management > Risk Management Initiatives → Risk Management > Dealing with Major Risks → Risk Management > Emerging Risks for the Mitsubishi Estate Group's Business
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	→ Sustainability Promotion System	→ Material Issues of the Mitsubishi Estate Group → Mitsubishi Estate Group 2030 Goals for SDGs
Stakeholder Engagement	→ Stakeholder Engagement → IR information 	→ Stakeholder Engagement → IR information 	→ Stakeholder Engagement → IR information 
Rules and Policies	→ Mitsubishi Estate Group ESG-Related Rules and Policies		
Results and Data	→ ESG Data		
Editorial Policy	→ Editorial Policy		

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GRI Standards Content Index

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

General Disclosures

1. Organizational profile

GRI standards	Requirements		References
GRI 102: General Disclosures 2016	102-1	Name of the organization	→ About US > Corporate Data
	102-2	Activities, brands, products, and services	→ Business Introduction
	102-3	Location of headquarters	→ About US > Corporate Data
	102-4	Location of operations	→ About US > Corporate Data
			→ About US > Group Companies > International Business
			→ Business Introduction > International Business
	102-5	Ownership and legal form	→ About US > Corporate Data
	102-6	Markets served	→ Business Introduction
			→ About US > Group Companies > International Business
			→ About US > Group Companies
102-7	Scale of the organization	→ About US > Corporate Data	
		→ IR Information > Financial information > Financial data	
102-8	Information on employees and other workers	→ ESG Data > Social Data	
		→ Financial Report	



GRI standards	Requirements		References
GRI 102: General Disclosures 2016	102-9	Supply chain	→ Sustainability Activities (ESG) > Social > Supply Chain Management
	102-10	Significant changes to the organization and its supply chain	No applicable significant changes.
	102-11	Precautionary Principle or approach	→ Messages > Message from the President
			→ Messages > Messages from the Director Responsible for Sustainability and an Outside Director
			→ Sustainability Activities (ESG) > Governance > Risk Management
			→ Sustainability Activities (ESG) > Environment > Information Disclosure Based on TCFD Recommendations
			→ Sustainability Activities (ESG) > Social > Human Rights Initiatives
	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		References
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
			→ Messages > Messages from the Director Responsible for Sustainability and an Outside Director
			→ 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		References
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
			→ Sustainability Activities (ESG) > Social > Human Rights Initiatives



4. Governance

GRI standards	Requirements		References
GRI 102 : General Disclosures 2016	102-18	Governance structure	→ IR Information > Corporate governance > Corporate governance system
	102-19	Delegating authority	→ Sustainability Management > Sustainability Promotion System
	102-20	Executive-level responsibility for economic, environmental, and social topics	→ Sustainability Management > Sustainability Promotion System
	102-21	Consulting stakeholders on economic, environmental, and social topics	→ Sustainability Management > Stakeholder Engagement
	102-22	Composition of the highest governance body and its committees	→ IR Information > Corporate governance > Corporate governance system
			→ IR Information > Corporate governance > RELATED MATERIALS > Corporate Governance Report > Items Relating to Functions of Business Execution, Audit and Supervision, Nomination, and Decision on Remuneration, etc. (Overview of Corporate Governance Structure) P24
	102-23	Chair of the highest governance body	→ IR Information > Corporate governance > Corporate governance system
			→ IR Information > Corporate governance
			→ IR Information > Corporate governance > RELATED MATERIALS > Corporate Governance Report > Overview of Business Management Organization and Other Corporate Governance Systems Related to Managerial Decision-Making, Business Execution, and Management Supervision P10
	102-24	Nominating and selecting the highest governance body	→ Mitsubishi Estate Co., Ltd. Corporate Governance Guidelines P3 (PDF 174KB)
→ Reasons for the Nomination of Candidates for Directors (See the notice of convocation of the ordinary general meeting of shareholders) (PDF 1MB)			
→ IR Information > Corporate governance Corporate governance system > Reasons for the Appointment of Corporate Executive Officers			
102-25	Conflicts of interest	→ IR Information > Corporate governance > RELATED MATERIALS > Corporate Governance Report > Status of Implementation of Measures Related to Shareholders and Other Stakeholders P28	
102-26	Role of highest governance body in setting purpose, values, and strategy	→ Sustainability Management > Sustainability Promotion System	
102-27	Collective knowledge of highest governance body	→ Mitsubishi Estate Co., Ltd. Corporate Governance Guidelines P6 (PDF 174KB)	



GRI standards	Requirements		References
GRI 102 : General Disclosures 2016	102-28	Evaluating the highest governance body's performance	→ IR Information > Corporate Governance > Initiatives to Strengthen Corporate Governance ☐
	102-29	Identifying and managing economic, environmental, and social impacts	→ Sustainability Activities (ESG) > Governance > Risk Management → IR Information > Corporate governance > RELATED MATERIALS > Corporate Governance Report > Basic Policy and Status of Implementation of the Internal Control System P32 ☐
	102-30	Effectiveness of risk management processes	→ Sustainability Activities (ESG) > Governance > Risk Management
	102-31	Review of economic, environmental, and social topics	→ Sustainability Management > Sustainability Promotion System → Sustainability Activities (ESG) > Governance > Risk Management The following bodies deliberate upon impacts, risks, and opportunities. • Executive Committee (as a general rule, meets once a week) • Risk Management & Compliance Committee (as a general rule, meets three times a year) • CSR Committee (as a general rule, meets twice a year)
	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	None → Sustainability Activities (ESG) > ESG Data > G: Governance data > (2) Other > 2. Risk Management and Compliance
	102-35	Remuneration policies	→ IR Information > Corporate Governance > Remuneration > Revision of the Officer Remuneration System ☐ → Mitsubishi Estate Co., Ltd. Corporate Governance Guidelines P3, P8 (PDF 321KB) PDF → IR Information > Corporate governance > RELATED MATERIALS > Corporate Governance Report > Disclosed Policy for Deciding the Amounts or Calculation Method of Remuneration P22 ☐
	102-36	Process for determining remuneration	→ IR Information > Corporate governance > RELATED MATERIALS > Corporate Governance Report > Disclosed Policy for Deciding the Amounts or Calculation Method of Remuneration P22 ☐
	102-37	Stakeholders' involvement in remuneration	→ IR Information > Corporate Governance > Remuneration > Revision of the Officer Remuneration System ☐ → IR Information > Corporate governance > RELATED MATERIALS > Corporate Governance Report > Disclosed Policy for Deciding the Amounts or Calculation Method of Remuneration P22 ☐
102-38	Annual total compensation ratio	Undisclosed at the present time.	
102-39	Percentage increase in annual total compensation ratio	Undisclosed at the present time.	



5. Stakeholder engagement

GRI standards	Requirements		References
GRI 102 : General Disclosures 2016	102-40	List of stakeholder groups	→ Sustainability Management > Stakeholder Engagement
	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 2030 Goals for SDGs > Material Issues of the Mitsubishi Estate Group
102-44	Key topics and concerns raised	→ Sustainability Management > Stakeholder Engagement > FY2022 Stakeholder Dialog Details	

6. Reporting practice

GRI standards	Requirements		References
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
			→ Sustainability Activities (ESG) > ESG Data > E: Environmental Data
			→ Sustainability Activities (ESG) > ESG Data > S: Social Data
			→ Sustainability Activities (ESG) > ESG Data > G: Governance data
	102-47	List of material topics	→ 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 website and report are 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 standards	Requirements		References
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	→ Mitsubishi Estate Group 2030 Goals for SDGs > Material Issues of the Mitsubishi Estate Group
			→ 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
			→ Mitsubishi Estate Group 2030 Goals for SDGs
			→ Sustainability Activities (ESG) > Governance > Risk Management
	103-3	Evaluation of the management approach	→ Sustainability Management > Sustainability Promotion System
→ Sustainability Activities (ESG) > Governance > Risk Management			



Material Topics

Economic

GRI standards	Requirements		References
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	→ Sustainability Activities (ESG) > ESG Data > S: Social Data
			→ Financial Report PDF
	201-2	Financial implications and other risks and opportunities due to climate change	→ Sustainability Activities (ESG) > Environment > Information Disclosure Based on TCFD Recommendations
	201-3	Defined benefit plan obligations and other retirement plans	→ Sustainability Activities (ESG) > Social > Employment and Labor Relations > Retirement Allowance Program
			→ Financial Report PDF
201-4	Financial assistance received from government	—	
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
	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
			→ Mitsubishi Estate Group 2030 Goals for SDGs > Key Theme 4: Resilience
203-2	Significant indirect economic impacts	Undisclosed at the present time.	
GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	→ Sustainability Activities (ESG) > Social > Supply Chain Management
			→ Sustainability Activities (ESG) > ESG Data > Social Data > (2) Other > 3. Supply chain management related data



GRI standards	Requirements		References
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
			→ Sustainability Activities (ESG) > ESG Data > Governance Data
	205-3	Confirmed incidents of corruption and actions taken	→ Sustainability Activities (ESG) > Governance > Compliance > Reinforcing Compliance
→ Sustainability Activities (ESG) > ESG Data > Governance Data			
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
			→ Sustainability Activities (ESG) > ESG Data > Governance Data
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	→ Sustainability Activities (ESG) > ESG Data > G: Governance data



Environmental

GRI standards	Requirements		References
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	→ Sustainability Activities (ESG) > ESG Data > E: Environmental Data
	302-2	Energy consumption outside of the organization	→ Sustainability Activities (ESG) > ESG Data > E: Environmental Data
	302-3	Energy intensity	→ Sustainability Activities (ESG) > ESG Data > E: Environmental Data
	302-4	Reduction of energy consumption	→ Sustainability Activities (ESG) > ESG Data > E: Environmental Data
			→ Sustainability Activities (ESG) > Environment > Climate Change Strategies > Energy Management Initiatives
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 > Reducing Waste and Preventing Pollution
			→ Sustainability Activities (ESG) > Environment > Conserving Water Resources
	303-3	Water withdrawal	→ Sustainability Activities (ESG) > ESG Data > E: Environmental Data
	303-4	Water discharge	→ Sustainability Activities (ESG) > ESG Data > E: Environmental Data
303-5	Water consumption	→ Sustainability Activities (ESG) > ESG Data > E: 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		References
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products, and services on biodiversity	<p>→ Sustainability Activities (ESG) > Environment > Preserving Biodiversity</p> <ol style="list-style-type: none"> 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. 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. 3. We monitor biodiversity in the wider Marunouchi area regularly and publish the results in the "Biodiversity in Marunouchi" handbook. 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.
	304-3	Habitats protected or restored	<p>→ Sustainability Activities (ESG) > Environment > Preserving Biodiversity > Working to Improve the Waterfront Environment and Preserve the Ecosystem of the Imperial Palace Moat</p>
			<p>→ Sustainability Activities (ESG) > Environment > Preserving Biodiversity > Sunshine Aquarium Coral Conservation Activities</p>
			<p>→ Sustainability Activities (ESG) > Environment > Preserving Biodiversity > Conservation and Protection Activities to Pass Down the Nature of Miyakojima, Okinawa Prefecture to the Next Generation</p>
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>→ Sustainability Activities (ESG) > Environment > Preserving Biodiversity > Working to Improve the Waterfront Environment and Preserve the Ecosystem of the Imperial Palace Moat</p>
	GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions
305-2		Energy indirect (Scope 2) GHG emissions	<p>→ Sustainability Activities (ESG) > ESG Data > E: Environmental Data</p>
305-3		Other indirect (Scope 3) GHG emissions	<p>→ Sustainability Activities (ESG) > ESG Data > E: Environmental Data</p>
305-4		GHG emissions intensity	<p>→ Sustainability Activities (ESG) > ESG Data > E: Environmental Data</p>
305-5		Reduction of GHG emissions	<p>→ Sustainability Activities (ESG) > ESG Data > E: Environmental Data</p>
			<p>→ Sustainability Activities (ESG) > Independent Third-Party Assurance Report</p>
305-6		Emissions of ozone-depleting substances (ODS)	1,540 t-CO ₂ (fiscal 2021)
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	<p>→ Sustainability Activities (ESG) > ESG Data > Environmental Data</p>	




GRI standards	Requirements		References
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	→ Sustainability Activities (ESG) > ESG Data > E: Environmental Data
	306-4	Waste diverted from disposal	→ Sustainability Activities (ESG) > ESG Data > E: Environmental Data
	306-5	Waste directed to disposal	→ Sustainability Activities (ESG) > ESG Data > E: 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 2021.
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 Supplier Code of Conduct
	308-2	Negative environmental impacts in the supply chain and actions taken	→ Sustainability Activities (ESG) > Social > Supply Chain Management



Social

GRI standards	Requirements		References
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	→ Sustainability Activities (ESG) > ESG Data > S: 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, etc. (Scope: Mitsubishi Estate)
	401-3	Parental leave	→ Sustainability Activities (ESG) > Social > Promoting Diversity > Various Programs for Work-Life Integration
→ Sustainability Activities (ESG) > ESG Data > S: Social Data			
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. (Scope: Mitsubishi Estate)
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
	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



GRI standards	Requirements		References
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	→ Sustainability Activities (ESG) > Social > Occupational Health and Safety / Health Management
			→ Sustainability Activities (ESG) > ESG Data > S: Social Data
	403-10	Work-related ill health	→ Sustainability Activities (ESG) > Social > Occupational Health and Safety / Health Management
			→ Sustainability Activities (ESG) > ESG Data > S: 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
			→ 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
→ IR Information > 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	→ Sustainability Activities (ESG) > ESG Data > Governance 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 Mitsubishi Estate Group Supplier Code of Conduct
			→ Sustainability Activities (ESG) > Social > Supply Chain Management > Notification in and outside of the Group on the Supplier Code of Conduct
			→ 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		References
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 Mitsubishi Estate Group Supplier Code of Conduct
			→ Sustainability Activities (ESG) > Social > Supply Chain Management > Notification in and outside of the Group on the Supplier Code of Conduct
			→ Sustainability Activities (ESG) > Social > Supply Chain Management > Conducting Self-assessment Questionnaire (SAQ) on Suppliers with High Sustainability 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 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	Undisclosed 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	Undisclosed at the present time.



GRI standards	Requirements		References
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 Supplier Code of Conduct
	414-2	Negative social impacts in the supply chain and actions taken	→ Sustainability Activities (ESG) > Social > Supply Chain Management > Conducting Self-assessment Questionnaire (SAQ) on Suppliers with High Sustainability Risk
GRI 415: Public Policy 2016	415-1	Political contributions	Undisclosed at the present time.
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
	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 2021.
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	→ Sustainability Activities (ESG) > Social > Enhancing Customer Satisfaction > Responsible Advertising Activities
	417-2	Incidents of non-compliance concerning product and service information and labeling	Not applicable
	417-3	Incidents of non-compliance concerning marketing communications	Not applicable
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	→ Sustainability Activities (ESG) > Governance > Risk Management
			→ Sustainability Activities (ESG) > ESG Data > G: Governance Data
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	→ Sustainability Activities (ESG) > Governance > Compliance
			→ Sustainability Activities (ESG) > ESG Data > G: Governance Data



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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.

FY2020 Information Disclosure Based on SASB Standard (PDF 259KB)

[PDF](#)

FY2019 Information Disclosure Based on SASB Standard (PDF 276KB)

[PDF](#)

FY2018 Information Disclosure Based on SASB Standard (PDF 176KB)

[PDF](#)



Environment

Information Disclosure Based on TCFD Recommendations

On February 3, 2020, Mitsubishi Estate announced its support for the recommendations of TCFD. In May 2020, the Company disclosed such information as governance, strategies, risk management, indicators and targets on climate change risks and opportunities in accordance with the framework recommended by TCFD. Going forward, the Company will consider expanding the scope of information to be disclosed as it works to further improve governance and business strategies pertaining to climate change based on the results of the scenario analysis.



Our disclosures based on TCFD recommendations, we primarily refer to the following scenarios.

- RCP 8.5
- IEA STEPS
- IEA SDS
- IEA 2DS

* The Task Force on Climate-related Financial Disclosures (TCFD) was established by the Financial Stability Board (FSB) based on a G20 request to investigate how to disclose climate-related information and respond to financial institutions. The task force issued its final report in June 2017, encouraging companies and others to disclose climate change-related risks and opportunities.

In the "Information Disclosure Based on TCFD Recommendations" document, (4) Metrics and Targets will be changed in accordance with the revision of the Mitsubishi Estate Group medium- to long-term greenhouse gas emissions reductions targets figures in March 2022.

Please click [here](#) for details.

Information Disclosure Based on TCFD Recommendations (PDF 1.1MB)

PDF



Climate-related risk assessments

Risks	Relevance and inclusion	Details
Current regulation	Relevant, always included	<p>[An example of the risk type] Tokyo Cap-and-Trade Program: Japan's first mandatory emissions trading scheme The Tokyo Metropolitan Government has in place the Tokyo Cap and Trade System, which applies to large-sized businesses. Subject businesses are required to reduce CO2 emissions by 15% against the base year over a 5-year period, and if it is not achieved, a company is obliged to purchase carbon credits. Non-complying companies are subject to a fine, in addition to bearing the costs for related administrative measures, as well as having their names disclosed. Therefore, it is considered to be a crucial risk in terms of reputation and finance.</p> <p>[An explanation of how it is included in climate-related risk assessments] Each business group and group company conducts risk assessments to identify important risks each year, and respond to priority risks (individual priority risks). In addition, line staff departments monitor the progress, cooperate and support the risk management at each group company. With regard to the individual priority risks selected, the Sustainability Committee and the Risk Compliance Committee, chaired by the president, accurately grasp the risks of the entire group, and visualize the risks and their priorities by identifying and mapping risks that need to be addressed intensively. Current regulatory risks (Tokyo Cap & Trade System) are also evaluated, managed, and addressed in cooperation with the department in charge. As for emission reductions, the company is planning to introduce renewable energy at an early stage, in accordance with the targets of SBT and RE100. Specifically, for the purpose of facilitating reviews by business divisions and managing their progress appropriately, the annual plan since the end of FY2019 contains targets and action plans related to climate change and to be monitored semiannually by the Sustainability Committee.</p>
Emerging regulation	Relevant, always included	<p>[An example of the risk type] In the scope of our company's business, when new emission regulations are implemented to achieve the Paris Agreement etc., additional measures and costs such as introduction of new energy-saving equipment and switching of energy sources may occur. Therefore, they are assessed as mid- and long-term financial risk. In particular, the impact is considered to be large in the scenario of 2°C or less, and in addition to purchasing additional emissions credits, the company sees indirect increases in construction costs due to higher costs of carbon-intensive building materials as a potential risk in the future.</p> <p>[An explanation of how it is included in climate-related risk assessments] Such risks are evaluated, managed and controlled by the Sustainability Committee and Risk Management & Compliance Committee chaired by the president, and countermeasures are implemented by constant monitoring in cooperation with the departments in charge in case any major change of regulations coming up. For instance, the third commitment period of mandatory Tokyo cap & trade scheme is expected to start from 2020 to 2024. Our properties located in Tokyo are obliged to reduce CO2 emissions during the 5 years. If any property fails to meet such reduction obligation, additional expenditure will be required. Therefore, such risk is identified, evaluated and managed at the Sustainability Committee and Risk Management & Compliance Committee and also monitored by the departments in charge. In addition, in order to respond to the introduction of emission regulations, the company is planning to introduce renewable energy at an early stage, in accordance with the targets of SBT and RE100. Specifically, for the purpose of facilitating reviews by business divisions and managing their progress appropriately, the annual plan since the end of FY2019 contains targets and action plans related to climate change and to be monitored semiannually by the Sustainability Committee.</p>



Risks	Relevance and inclusion	Details
Technology	Relevant, always included	<p>[An example of the risk type] Although our company will not develop technologies with respect to facilities in our own buildings, there is a possibility that we cannot achieve our mid- and long-term targets and emission regulations when the energy efficiency of facilities and low-carbon technologies are not advanced as expected. In that case, additional costs may be required due to additional introduction of high-efficiency energy-saving equipment with poor cost-effectiveness. Therefore, they are assessed as mid- and long-term financial risks.</p> <p>[An explanation of how it is included in climate-related risk assessments] Such risks are evaluated, managed and controlled by the Sustainability Committee and Risk Management & Compliance Committee chaired by the president, and countermeasures are implemented by constant monitoring in cooperation with the departments in charge. For instance, as a result of assessment and management of technology risk, investment on Clean Planet Inc. whose business is R&D of new energy has been made taking into consideration the use of energy in our facilities in the future. The long-term management plan to target 2030, which was announced in January 2020 (FY2019), sets targets and aims to develop new businesses in line with these targets in order to develop and manage real estate efficiently and effectively in response to technology risks.</p>
Legal	Relevant, always included	<p>[An example of the risk type] It is expected that the Real Estate Companies Association of Japan will set voluntary target when the national GHG emission reduction plan is established in accordance with Japan's 26% emission reduction target announced at the COP 21. When such voluntary target is set, a pressure to reduce emissions would grow strong against us because we are owner of many large buildings and emit more GHGs than other companies, so that we may be forced more investment. Therefore, they are assessed as crucial financial risks. Legal risks are assumed to increase, especially at 2 degree C or below scenario.</p> <p>[An explanation of how it is included in climate-related risk assessments] Such risks are evaluated, managed and controlled by the Sustainability Committee and Risk Management & Compliance Committee chaired by the president, and countermeasures are implemented by constant monitoring of Japanese government and the world in cooperation with the departments in charge. In addition, in order to respond to the introduction of emission regulations, the plan for early reduction of emissions and introduction of renewable energy is being planned in accordance with the targets of SBT and RE100. Specifically, for the purpose of facilitating reviews by business divisions and managing their progress appropriately, the annual plan since the end of FY2019 contains targets and action plans related to climate change and to be monitored semiannually by the Sustainability Committee.</p>
Market	Relevant, always included	<p>[An example of the risk type] While the preferences of consumer is changing toward low carbon buildings and energy efficient buildings, if we can't provide buildings our customers prefer, it may lead to lower occupancy rate, lower sales and lower corporate value evaluation. Therefore, they are assessed as crucial financial risks. In the future, our group will promote measures based on the SBT and RE100. However, if measures are not implemented under the scenario of 2 degree C or less, we believe that the risk of an increase in vacancy rate and a decrease in rent will be especially large.</p> <p>[An explanation of how it is included in climate-related risk assessments] Such risks are evaluated, managed and controlled by the Sustainability Committee and Risk Management & Compliance Committee chaired by the president, and countermeasures are implemented by constant monitoring of changes in customer demand and their financial impacts in cooperation with the departments in charge. In addition, we intend to promote measures based on the SBT and RE100 as a countermeasure against risks, and we believe that the CO2-free construction of buildings (introduction of renewable energy, construction of ZEB, etc.) should be particularly important.</p>



Risks	Relevance and inclusion	Details
Reputation	Relevant, always included	<p>[An example of the risk type] While being required to disclose and respond to ESG-related information and issues, there is a possibility of losing confidence from investors unless we are able to respond to the transition to a carbon-free society. Since it leads directly to the stock price, it is assessed as a crucial financial risk. In addition, with the transition to a carbon-free society, there is a possibility that there will be a risk of criticism of buildings with low environmental performance. In such a case, the impact on the business (e.g. reduction of rent, prolongation of leasing period) and corporate value is expected.</p> <p>[An explanation of how it is included in climate-related risk assessments] Such risks are evaluated, managed and controlled by the Sustainability Committee and Risk Management & Compliance Committee chaired by the president, and countermeasures are implemented by constant monitoring of impacts on corporate values of ESG evaluation by third parties in cooperation with the departments in charge. In addition, we intend to promote measures based on the SBT and RE100 as a countermeasure against risks, and we believe that the CO2-free construction of buildings (introduction of renewable energy, construction of ZEB, etc.) should be particularly important. We believe that it is important to disclose information on these initiatives, disclose them appropriately to stakeholders, and accumulate dialogues.</p>
Acute physical	Relevant, always included	<p>[An example of the risk type] Because of the occurrence of urban flood caused by the increase in the number of floods caused by climate change, there is a risk of loss of rent due to the inability of our property to operate. Therefore, it is assessed as a crucial financial risk. On the other hand, we are proud that we are implementing a higher level of countermeasures than other companies, such as implementing development with strict standards in terms of building hardware and implementing disaster prevention measures in terms of software, and we believe that risks can be minimized even in the event of flood damage.</p> <p>[An explanation of how it is included in climate-related risk assessments] Such risks are evaluated, managed and controlled by the Sustainability Committee and Risk Management & Compliance Committee chaired by the president, and countermeasures are implemented by constant monitoring of exposure risks to extreme weather affected by geographical aspects in cooperation with the departments in charge. Concrete examples of risk countermeasures include the installation of tide boards and ground floors such as disaster prevention centers.</p>
Chronic physical	Relevant, always included	<p>[An example of the risk type] Necessity of changing the operation of air conditioning systems and renovating air conditioning systems in our buildings because of rising temperatures. New design of whole building structure to maintain comfort inside requires more investment. Therefore, it is assessed as a crucial financial risk. On the other hand, in our buildings, we assume that initiatives are already progressing to a certain degree and that additional costs will be small, and we estimate that the financial impact will be negligible.</p> <p>[An explanation of how it is included in climate-related risk assessments] Such risks are evaluated, managed and controlled by the Sustainability Committee and Risk Management & Compliance Committee chaired by the president, and countermeasures are implemented by constant monitoring of exposure risks to extreme weather affected by geographical aspects in cooperation with the departments in charge.</p>