

| Organization of ESG initiatives

Environment	Environmental preservation initiatives	Course of Action Results of activities Environmental data Environment blog
Society	Diversity	Promotion of Diversity Diversity Committee activities report (PDF) Employee Work/Life Balance Support System Promoting a review of working styles Support for a childcare/nursing care and work balance Our "General employer action plan" based on The Law for Measures to Support the Development of the Next Generation (PDF) Human Resources Development Initiatives Promoting dynamic participation of women Action plan based on the Advancement of Women Act
	Relationship with customers and store tenants	Service improvement, reflecting our customers' wishes An equal partnership with store tenants
	Members of the local community and society at large	Initiatives for peace of mind and safety Local communities blog
	Entertainment activities	Entertainment Business Culture blog Street Fashion Marketing
	Support to the next generation	PARCO Incubation Results of Incubation Activities The next generation blog Crowd-funding service
Governance	PARCO Corporate Mission / Message from the President	PARCO Corporate Mission Message from the President President's CSR message
	Corporate Governance	Fundamental Policy of Corporate Governance Overview of the PARCO Corporate Governance System Ensuring shareholder rights, equality, etc. Internal reporting system Executives (Member of the Board / Corporate Executive Officers) Approach to Officer compensation Fundamental Policy for Corporate Governance (PDF) Corporate Governance Report (PDF)
	CSR management	Fundamental CSR Policy
	Risk management	Internal controls and risk management system Basic Principles of Compliance / Code of Conduct
	Disclosure	Disclosure Policy Investor Relations