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For Immediate Release

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Oriental Land Group's Goal for 2030

The Oriental Land Group (“OLC Group”) hereby announces that it has formulated “Our Goal for 2030”—a vision upheld to sustainably create “Happiness,” which is a value offered by the Group—and its medium- and long-term initiative policy for fulfilling the Goal toward contributing to achieving a sustainable society and long-term sustainable growth.

1. Background

The OLC Group has endeavored to attract as many Guests as possible by enhancing the appeal of Tokyo Disney Resort, its core business, in an effort to grow as a corporate group. Meanwhile, the Group considers itself as having a pressing need to address not only issues recognized in the course of such business management, but also those that have emerged due to the coronavirus disease 2019 (COVID-19) pandemic. Long-recognized issues, such as the expected decrease in the consumer/working-age population, surges in costs required for capital expenditure, and climate change and natural disasters, are becoming increasingly imminent and more impactful on the Group's business. At the same time, an issue that has materialized due to the COVID-19 pandemic is the risk of long-term business suspension.

To address such changes with agility, the Group considers it crucial to transform its business structure to a more sustainable one, and to seek sustainable development.

2. Our Goal for 2030: Bringing more “Happiness” to you and the community

- Continue to create “Happiness” not only inside Tokyo Disney Resort, but also for many people in the broader community.
- Continue to be a corporation desired by society by fulfilling our role in the efforts made toward achieving a sustainable society.

- Continue to be a corporation in which employees can truly take pride.

3. Medium- and long-term initiative policy

To achieve Our Goal for 2030, the OLC Group intends to promote sustainable business development and measures for eight environmental, social, and governance (ESG) areas of materiality, through which it will contribute to the achievement of the Sustainable Development Goals (SDGs).

1) Sustainable business development

i) Existing businesses

The OLC Group will seek higher added value for Tokyo Disney Resort as a whole by addressing diversifying Guest needs and fluctuations in demand.

ii) New businesses






The OLC Group will engage in businesses that help resolve issues faced in existing businesses and increase their value, possibly obtaining new earning opportunities.




2) ESG materiality

The Group has selected eight ESG areas of materiality for capturing growth opportunities and eliminating risks with the aim of contributing to achieving a sustainable society and long-term sustainable growth.

“Employee happiness” and “Happiness of children” will be promoted as areas of materiality unique to the OLC Group.

[ESG Areas of Materiality]

	Area of materiality	Direction of initiatives	Contribution to SDGs
S	Employee happiness	In an effort to remain the chosen employer of employees, implement measures to help them feel a sense of joy and accomplishment (job satisfaction) and establish a comfortable and supportive workplace environment and internal systems.	    
	Happiness of children	To achieve a thriving society by nurturing the dreams and minds of children, who are our future, implement measures that resonate with children,	

		engender their trust, and resolve social issues pertaining to children, through the Tokyo Disney Resort business.	
	Diversity & inclusion	To address changes in society and customer needs and conduct business activities in which diverse customer values are respected, implement structured measures to ensure that human rights are respected, review existing products and services, and build systems to give due consideration to diversity, among others.	
	Supply chain management	Develop a policy to achieve sustainable procurement in collaboration with suppliers.	
E	Measures to address climate change and natural disasters	Produce and procure renewable energy, take energy-saving actions, install environmentally friendly design, etc. to reduce the risk of climate change and adapt to climate change with enhanced resilience in efforts to increase the sustainability of business.	  
	Recycling-oriented society	Implement measures such as to save resources and reduce waste pertaining to products and services and promote the sustainable use of resources in order to contribute to the development of a recycling-oriented society.	
G	Stakeholder engagement	To evolve business activities and contribute to achieving a sustainable society, implement measures to attribute importance to appropriate and open information disclosure to stakeholders and dialogues with them.	—
	Fairness in corporate management	Ensure that all laws and regulations and the Corporate Governance Code are	

		complied with, and establish management systems that allow flexible responses to changes and facilitate growth.	
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