

OLC Group CSR Report 2017

Digest September 2017



Our Corporate Social Responsibility

Corporate Mission Our mission is to create happiness and contentment by offering wonderful dreams and moving experiences created with original, imaginative ideas.

OLC Group CSR Policy The OLC Group upholds the following Five Values to enrich our society and to create a future filled with hope.

Caring for the environment

Environmental issues come first in our business activities, so that we leave behind a healthy and clean environment for the next generation.

GO! P.13

Trust and integrity

OLC will continue to inspire trust through honesty and integrity in every aspect of our business including promoting sound business activities and management, open communication, and commitment to our community.

GO! P.8

Children are our future

Children are what help bring families and communities together. As responsible corporate citizens, OLC will focus on nurturing children to advance the development of a healthy and happy society.

GO! P.12

Dynamic and inspiring workplace

OLC will cultivate a work environment in which each and every employee is encouraged to develop to their full personal and professional potential.

GO! P.10

Commitment to our Guests

OLC will consider the needs, happiness and best interests of our Guests in all of our business activities.

GO! P.11

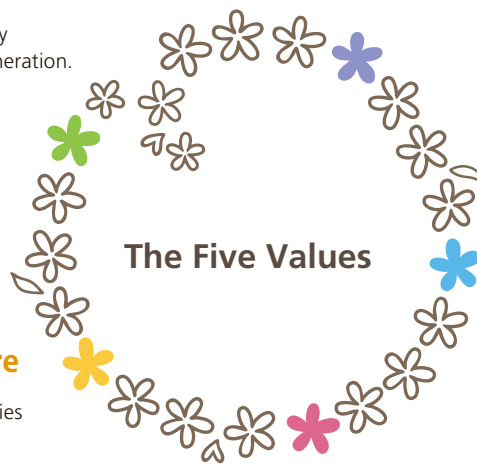


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OLC Group Corporate Social Responsibility

What Oriental Land Co., Ltd. has consistently offered to the public is a unique brand of happiness not to be found anywhere else. While the OLC Group has been expanding its business from Theme Parks to Theme Resorts and other services, its core values have remained unchanged, namely, a commitment to “helping people feel more invigorated by offering magical dreams, moving experiences, delight and contentment” under the guiding principle of “spreading happiness.”

Based on our corporate mission of “creating happiness by offering wonderful dreams and moving experiences created with original, imaginative ideas,” our aim is to help create a future filled with dreams that enrich people’s lives. This is why our Corporate Social Responsibility revolves around the Group’s Five Values.



Governance and Medium-Term Plan

The Social Activity Promotion Department is a division of Oriental Land Co., Ltd. that promotes corporate social responsibility (CSR) initiatives across the entire OLC Group in coordination with committees, various departments and Group companies.

In FY 2016, based on the OLC Group CSR Policy, we

formulated our medium-term plan for our CSR activities through FY 2020 in view of social demand. In this process, reference was made to the ISO 26000 standard, the sustainable development goals (SDGs) adopted by the United Nations (UN) in September 2015, and various environmental, social and governance (ESG) investment indices, among others. The CSR medium-term plan lays out what OLC aims to be in FY 2020, as well as targets for each fiscal year.

The OLC Group will verify how its business can relate to the SDGs and what roles it should play in society, and proceed with its medium-term plan primarily focusing on three themes: human rights, the environment and social contribution.

Stakeholder Engagement

At the OLC Group, we believe in the importance of direct dialogue with our customers, employees, shareholders and investors, corporate sponsors, vendor and suppliers, licensors and partners, collaborators, local communities and local governments, and we put this belief into practice in the course of our daily work.

We also believe that it is important to identify potential issues from a CSR standpoint, and to address a wide range of social needs. To this end, we are gathering opinions voiced from various perspectives by CSR specialists and other experts, and are conducting yearly stakeholder surveys whose results are then reflected onto our activities and reporting.

OLC Group Stakeholders



Message from our President and COO

Determined to make persevering efforts to continue delivering “magical dreams, moving experiences, delight and contentment” in the next 50 or 100 years

Kyoichiro Uenishi
President and COO



Q What are the unique features of the OLC Group’s corporate social responsibility (CSR) activities?

Oriental Land Co., Ltd. was established in 1960 with the objective of “reclaiming the sea off Urayasu, Chiba Prefecture, to develop commercial and residential areas, as well as a large-scale recreational facility, so as to contribute to the nation’s culture, health, and welfare.” Tokyo Disneyland was opened in 1983 and Tokyo DisneySea in 2001, along with Disney hotels, a commercial complex, monorail and other facilities, transforming the Maihama area into an all-encompassing themed resort. The two Theme Parks currently welcome more than 30 million Guests a year.

Under its corporate mission of offering “magical dreams, moving experiences, delight and contentment,” the OLC Group is committed to helping create, through its business activities, a future filled with dreams that enrich people’s lives. In pursuit of such future, the OLC Group tackles the Five Values constituting its CSR Policy. Specifically, the Five Values are: “Trust and integrity” that form the foundation of honest business activities including corporate governance and compliance; “Dynamic and inspiring workplace” that focuses on initiatives for employees, including human resources development; “Commitment to our Guests” that incorporates a CSR perspective into business activities; community programs under the banner of “Children are our future” aimed at developing and supporting children; and “Caring for the environment” to address environmental issues.

While steadily responding to the diversification of people’s personal values as well as changes in lifestyle and the the external environment of our Group, including the shrinking population, and listening to the requests of society and feedback from customers, the OLC Group promotes our unique CSR activities based on the Five Values, with a firm desire to bring as many smiles as possible to the faces of our Guests.

Q Tell us about your CSR initiatives aimed at future growth.

The 2020 Medium-Term Plan upholds our commitment to pursuing novelty and comfort through a structural approach by launching attractive contents and facilities and improving our theme park environment to enhance our Guests’ convenience. On the non-structural front, the plan manifests our emphasis on reinforcing our human resources on a long-term sustainable basis with the aim of further enhancing the Tokyo Disney Resort’s signature hospitality.

If we are to steadily execute the Medium-Term Plan and achieve further growth, it is crucial for us to identify changes in society and live up to social needs and expectations from a CSR perspective. As depicted in our Special Feature—CSR Stories of Value Creation, numerous CSR elements are incorporated into our Guests’ park experiences and the processes for delivering them. We believe that sincerely working on and evolving these CSR activities will further increase the value we provide, leading to the creation of new value.

Q Lastly, what message do you have for your stakeholders?

Going forward, demographic changes, various technological evolutions, and the diversification of lifestyles and means of communication are expected to progress. In such a day and age, I believe that spiritual fulfillment will not only remain important but will become increasingly meaningful, which would be found in strong bonds with family members and other loved ones. Similarly important will be invisible elements such as delight and emotional experiences.

Each and every employee of the OLC Group is determined to keep in mind at all times the Five Values upheld in our CSR Policy, and will continue to take on the challenge of delivering “magical dreams, moving experiences, delight and contentment” in 50 and 100 years’ time, with pride and commitment toward the goal of creating a future filled with dreams that enrich people’s lives. We ask for your continued support and understanding in our endeavor.

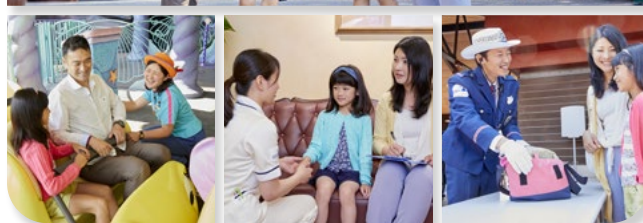
Special Feature: CSR Stories of Value Creation

The OLC Group boasts a range of unique strengths that enable us to provide happiness to our Guests. These include: our Theme Park's operational capacity underpinned by our foremost concern for safety; our adamant pursuit of quality; our employees, who play a pivotal role in embodying our hospitality; and the environmental consideration that is indispensable to the operation of our Theme Parks, which are much like towns.

By leveraging such distinctive advantages, we create different types of value through our business activities. This Special Feature aims to highlight the value we provide for society by presenting how our Guests may spend their day at one of our Theme Parks and the environmental management that we undertake to sustain such a day.

P.4–5

CSR Stories 1 Theme Parks



P.6–7

CSR Stories 2

Environmental Management

Special Feature: CSR Stories of Value Creation

CSR Stories 1 Theme Parks

Through its theme-park business, the OLC Group offers far more than the experience delivered to each Guest in the form of “magical dreams, moving experiences, delight and contentment.” Here, we would like to showcase the different types of value create.

Let's explore specific cases of CSR implemented at Theme Parks!



Entering Tokyo DisneySea



Theme Park entrance

Opening times are subject to change.



CSR Viewpoint

Bags are checked for security.

Bags are checked at the Theme Parks' entrances to keep hazardous or suspicious objects out. Patrols are also conducted within the Parks and their surrounding areas to guard against crime.



Riding on an attraction

CSR Viewpoint

Safety bars are double-checked.

A Cast Member makes sure that each safety bar is locked. We undertake measures to secure safety in both equipment/facilities and operation.

Taking a break with a soft drink



Strolling around the Theme Park



CSR Viewpoint

Recycling waste through rigorous sorting

Cast Members sort out waste based on detailed sorting rules. At some eateries, we install waste receptacles where liquids can be separated from general waste by Guests themselves.



Enjoying lunch at a restaurant



CSR Viewpoint

Happiness prevails across the Theme Parks

We deliver happiness to our Guests by providing fascinating spaces, a safe and clean environment, high-quality and meticulously developed facilities, and the hospitality of Cast Members.

CSR Viewpoint

Cloth napkins at restaurants

Employees with disabilities at Maihama Corporation are doing a variety of works, making most of their abilities. Some of the jobs include folding cloth napkins used at our restaurants, cleaning 3D glasses, and affixing price tags on products.

CSR
Viewpoint

Closable popcorn box

The closable popcorn box was developed based on an idea proposed by an employee. We have a program that solicits ideas from employees, through which a wide range of ideas have been embodied.

Snacking on popcorn

Enjoying a daytime show

CSR
Viewpoint

Cast Members in charge of Guest control

Cast Members are positioned in show viewing areas to keep anyone from entering the path of floats and to guide Guests in the event of an emergency.

If you suddenly feel ill...

CSR
Viewpoint

First-aid stations for emergencies

To provide assistance to sick or injured Guests, we have first-aid stations within our Parks where nurses are available at all times. Beds are provided for Guests to take a rest, and referrals to nearby hospitals are made as needed.

Shopping

Waiting in line for an attraction

CSR
Viewpoint

Alleviating the heat in waiting areas

In response to feedback from Guests, we installed misting fans and electric fans in our attraction waiting areas. Guests' comments are shared across the Group to help us improve our services.

CSR
Viewpoint

Eco-friendly shopping bags

Our shopping bags are made partially from biomass (derived from sugar cane fiber), which can be produced with less CO₂ emissions compared with petroleum-based materials.

CSR
Viewpoint

Energy-saving decoration lights

We are switching our lighting and illuminations at our Park facilities from regular bulbs to LEDs. For our nighttime parade at Tokyo Disneyland, 21 out of 24 floats use LEDs in our effort to reduce energy consumption.

Almost time to leave

Theme Park exit

Closing times are subject to change.

Special Feature: CSR Stories of Value Creation

CSR Stories 2 Environmental Management

Tokyo Disney Resort, where over 30 million Guests visit each year and numerous Cast Members work each day, is much like a city. To enable Guests to spend a comfortable time safely in this “city” and to conserve our precious global environment for future generations, the OLC Group strives to implement multifaceted environmental management through its business activities. This section presents our wide spectrum of around-the-clock backstage initiatives for infrastructure operation and efficient utilization of water and energy.

Our Daily Environmental Management Operations



5:00

Water scenery facilities are switched on.

Water fountains and waterfalls at our Theme Parks are activated. Water is filtered and recycled through our circulation system to prevent waste.



7:00

Air-conditioning equipment is switched on.

Hot and cold water for air-conditioning is produced at a single site and centrally controlled. We make efficient use of an amount of heat equivalent to that consumed by roughly 1,200 households.



11:00–15:00

Efficient use of solar energy

With solar panels installed on rooftops, more than enough for nighttime parade is sourced from renewable energy.

Approx. 600 kW
(equivalent to electricity used to power around 200 households)



Energy management using a combination of equipment

We are performing efficient energy management by operating a combination of systems around the clock, including cogeneration systems and ice thermal storage systems. While ensuring a stable supply of energy for the happiness of our Guests, we are also stepping up our efforts to save more energy by installing additional high-efficiency equipment.



Naoki Nobuyama
Unit Manager Building System & Utility Group, Facility Engineering Department

Cogeneration system

The exhaust heat generated by steam production is efficiently used for air-conditioning and hot water supply.



Voice

We circulate all water contained in our vast water areas for effective use.

All the water used in water areas, rivers and waterfalls, which Guests enjoy, at our Theme Parks is filtered, quality-checked and circulated. The levels of large-scale water areas are maintained by replenishing loss from natural evaporation and keeping water volume from overflowing when it rains.



Yuichi Kato
Engineer
Building System & Utility
Group, Facility Engineering
Department

Water treatment facility

We recycle water at our own water treatment facility, and make use of the recycled water for toilet flushing.



Private power generators are operated.

To reduce impact of peak-demand energy use, we operate our own power generators during the daytime in summer when electricity consumption is particularly high in Japan.



LED lights are used.

We are switching the lighting at our Theme Parks and back-office facilities to LEDs to reduce CO₂ emissions and running costs.



Ice thermal storage system is operated.

By taking advantage of cost-efficient nighttime electricity, ice is produced to be used for air-conditioning during the daytime.



Energy management system

The amount of electricity consumed is visualized to engage all organizations in our endeavor to optimize the air conditioner operation hours.



Voice

Reducing environmental impact by paying attention to details in operations

By analyzing temperatures, amounts of sunlight and Guest trends, and monitoring the current frontline status, we make detailed adjustments in the temperature settings and operation hours of air conditioners to increase operational efficiency. To reduce environmental impact without compromising Guests' comfort, it is essential to take measures with regard to both equipment/facilities and human factors.



Akihiko Takahashi
Unit Manager, Building
System & Utility Group,
Facility Engineering
Department

The Five Values We Uphold in Our CSR Initiatives

In the following section, you will find out about our efforts to uphold the Five Values as defined in the OLC Group Policy.

Trust and Integrity



>> For more information, please visit website
<http://www.olc.co.jp/en/csr/5daiji/management.html>

- * Our most important responsibility is ensuring that our Guests are safe and able to enjoy themselves.
- * Maintaining our compliance and integrity as a company helps us develop relationships of mutual trust with our stakeholders, which, in turn, leads to the sustainable growth we aim for.
- * We strive to bolster our corporate governance to provide magical dreams, moving experiences, delight and contentment.

Topics | Measures taken to improve safety on an attraction

In FY 2016, we installed a handrail to enhance Guests' safety in the boarding area of Buzz Lightyear's Astro Blasters. The fence makes it easier for Guests to access the moving belt at a right angle.

Involving Tokyo Disney Resort



1 Management Structure

Corporate Governance

In line with our belief that it is crucial to enhance transparency and fairness in corporate management, achieve sustainable growth and development, and keep fulfilling our social responsibilities, we strive to strengthen corporate governance on an ongoing basis by improving internal control, pursuing greater management transparency, and reinforcing our management monitoring function.

Compliance

Our employees maintain a vigilant awareness of the importance of social norms and corporate ethics as well as legal compliance. The OLC Group has established the Business Guidelines outlining concrete standards for corporate conduct, based on which employees put compliance into practice. In addition, we have in place the Compliance Committee, as well as a whistleblower contact point.



Business Guidelines distributed to all employees

Human Rights

The OLC Group declares that it does not discriminate against or violate the human rights of others on the basis of race, nationality, sex, age, religion or mental or physical disability. As stated in the Business Guidelines, we prohibit and harassment as well as encouragement or toleration of such acts. We also prohibit approval of and involvement in forced labor and child labor.

Healthy Partnerships with Vendors

We comply with laws and regulations, and pursue transactions with our vendors in due consideration of a wide range of social perspectives including product safety, workers' safety and human rights, and environmental conservation, based on the OLC Group Vendors Code of Conduct.

Supply-Chain Management

The factories commissioned to manufacture Disney-brand products are required to comply with Disney's International Labor Standards (ILS) program.

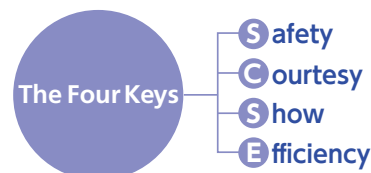
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2 Safety First

Involving Tokyo Disney Resort

● Code of Conduct – The Four Keys

All employees make decisions and take actions to deliver supreme hospitality to our Guests based on the Four Keys, a code of conduct shared across the Tokyo Disney Resort including its Theme Parks. The four elements are aligned in the order of our priorities regarding our conduct and behavior.



● Attraction Safety

In our effort to maintain and enhance the safety of our attractions, we have a team of approximately 1,000 maintenance technicians to perform inspections and maintenance, while also conducting rigorous safety checks during operations.



Safety check before departure

● Show and Parade Safety

In pursuit of the maintenance and enhancement of show and parade safety, we ensure that our equipment and facilities are designed, constructed, inspected and maintained in compliance with safety guidelines, while also focusing on operational safety through periodic training of our Cast Members.



Cast Members are positioned along parade routes to keep anyone from entering the path of floats and to secure evacuation routes and guide Guests in the event of an emergency.

● Safe Shopping Experience

As part of our rigorous efforts to manage product safety and quality, we have set our own quality inspection standards, which are consistent with the legal safety requirements of Japan, Europe and the United States, and have our products tested by independent inspection agencies.



● Safe Dining Experience

We implement thorough food sanitation control by following the HACCP system, an internationally recognized food safety management tool. In addition, all employees working in food service receive training on food safety, including proper food handling.



A strict food sanitation control system is in place to secure food safety, including mandatory testing of core temperature prior to serving.

● Emergency Response

We have developed an emergency response manual to enable employees to respond appropriately in the case of an earthquake or other emergency. To ensure that the procedures in the manual are thoroughly understood, we hold emergency exercises once or twice a year at all 197 facilities at Tokyo Disneyland and Tokyo DisneySea, and section-by-section comprehensive emergency drills four times a year.

Emergency drills
Held at all **197** facilities



● Cast Safety

In addition to Guest safety, we also take a range of measures for the safety of our Cast Members, who play a central role in the operation of our Theme Parks.



Cast Members working near the water surface wear an automatic life jacket that activates when detecting water

Dynamic and Inspiring Workplace



>> For more information, please visit website
<http://www.olc.co.jp/en/csr/5daiji/relation.html>

- Our personnel are the source of the magical dreams, moving experiences, delight and contentment we offer. To continue bringing happiness to our Guests and society, we are striving to enhance the hospitality offered by our employees.
- We aim to enhance employee satisfaction (ES) and make sure that all of our employees can realize their full potential, feel safe at work, experience personal growth, and find their jobs rewarding.

Topics | Part-time Workers' Award

Oriental Land Co., Ltd. received the Grand Prize (Health, Labour and Welfare Minister's Award) at the FY 2016 Awards for Enterprises Promoting Part-time Workers to Play Active Roles at Work presented by Japan's Ministry of Health, Labour and Welfare in recognition of our personnel system and initiatives for our part-time Cast Members.



Corporate Culture and Employee Satisfaction

While fostering a corporate culture of gender equality and a mindset that finds pleasure in other people's happiness, we adopt initiatives that keep our employees highly motivated.

Number of Ideas on Guest services proposed by employees in the "I Have an Idea" program
2,121



Maintaining a Healthy Work-Life Balance

We strive to foster schemes and a corporate culture that encourage employees to lead fulfilling private lives while achieving a high performance at work.

Monthly average of extra hours worked
16 hours



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Number of cards exchanged under the "Spirit of Tokyo Disney Resort" program, which enables Cast Members to acknowledge one another
382,252



Women Empowerment and Supporting Employees in Family Care

We encourage female employees to demonstrate their full potential, and support employees in family care.

Proportion of female managers
11.9%



Health and Safety

To promote the safety and physical and mental health of all employees, we provide safety education, conduct safety walk-throughs, offer guidance at our Healthcare Center, and provide counseling services on and off company premises.



Employment of People with Disabilities

We strive to build a better work environment and jobs while considering jobs that enable them to make most of their abilities.

Percentage of employees with disabilities
2.38%



Commitment to Our Guests



>> For more information, please visit website
<http://www.olc.co.jp/en/csr/5daiji/social.html>

- ✿ We constantly strive to evolve by focusing on our Guests' increasingly diverse needs.
- ✿ We aim to offer greater happiness to our customers and society at large through business activities that embody a broader social perspective, taking into account the needs of children, the elderly and people with disabilities.

Topics | Multilingual Service at our Theme Parks

Involving Tokyo Disney Resort

Our website and guide maps are available in Japanese, English, Chinese (Traditional and Simplified), Korean, Thai and Indonesian. On our English version of the Reservation and Tickets website, Disney hotel reservations, Disney e-tickets, and official hotel-and-park package deals are available.



Bringing Happiness to the Customers and Society

We endeavor to bring more happiness to our Guests and the community by responding to their expectations and needs. Specifically, we strive to engage in business operations that address the social perspectives and needs of our Guests and create an environment where all our Guests can enjoy themselves.

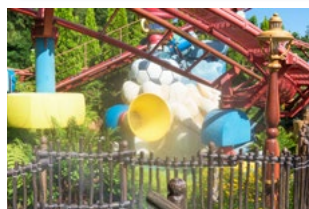


Fun and healthy dishes for children (Tokyo Disneyland Hotel)

Learning from Guest Feedback

We listen to the voices of our Guests in an effort to continue improving our Theme Parks.

Total number of comments and feedback
14,778



Based on Guests' feedback, misting devices and electric fans were installed in some waiting areas to alleviate the summer heat.

Our Commitment to Full and Equal Access

By providing the necessary facilities, support tools and support services offered by Cast Members, we strive to offer an enjoyable time to all our Guests, including people with disabilities, the elderly and expectant mothers.



To provide convenience to Guests in wheelchairs and children, aisles between handrails were widened.



Disney Handy Guide offering both audio guidance and captions



Sign language pin worn by Cast Members who have taken a sign language course

Children are Our Future



>> For more information, please visit website
<http://www.olc.co.jp/en/csr/5daiji/contribute.html>

- ✿ We engage in a wide array of community action programs by leveraging our corporate features as a provider of happiness for Guests and society at large.
- ✿ We aim to help nurture the next generation and develop communities through initiatives that focus on child support and development.
- ✿ We provide continued support to people affected by large-scale earthquakes.

Topics | Visits to Elementary Schools in Disaster-stricken Areas

Involving Tokyo Disney Resort

In September 2016, the Tokyo Disney Resort Ambassador and Disney characters visited eight elementary schools in three areas in Kumamoto Prefecture.



Child Support and Development Activities

We engage in community action programs aimed at nurturing and supporting families, which are closely intertwined with our business, and particularly children, who represent our future.



The OLC Group Children's Smile Fund is an employee matching program for making donations to children in hardship around the world.



In-school dance class instructed by dancers and choreographers from Tokyo Disney Resort

Involving Tokyo Disney Resort



The Disney Dreamers Experience program encourages children to think about their dreams through interacting and sharing experiences with Cast Members.

Number of charity visits made by our Tokyo Disney Resort Ambassador

26 facilities



Supporting the People Affected by Large-scale Earthquakes

We provide support on an ongoing basis to people who have been affected by 2011 earthquake and tsunami and the Kumamoto Earthquakes by making monetary donations, sending gifts and visiting elementary schools.



Donations made through a special "We Are One" set meal served at employee dining halls were used to donate basketball hoops to elementary schools in disaster-affected areas

Involving Tokyo Disney Resort

Number of stationery sets donated to incoming first-graders in disaster-affected areas

50,000



Caring for the Environment



>> For more information, please visit website
<http://www.olc.co.jp/en/csr/5daiji/environment.html>

- ✿ We work earnestly on environmental initiatives so that we may continue to bring happiness to future generations.
- ✿ We work on climate change mitigation and adaptation by reducing greenhouse gas emissions and making efforts to adapt to environmental conditions in order to minimize the impact on our Guests.

Topics | Environmentally friendly shopping bags

Involving Tokyo Disney Resort

The shopping bags we provide at our Theme Parks and hotels are made partially from biomass (derived from sugar cane fiber). By adopting the bags, we have reduced our annual CO₂ emissions by around 30%.



Our Efforts to Fight Global Warming

We are endeavoring to reduce CO₂ emissions through a range of measures including combined energy management, enhancing operational efficiency, switching our lighting to LEDs, and employing private solar power generators.



Our Central Energy Plant conducts centralized energy management around the clock.

Waste Reduction

While striving to generate less waste, we are promoting recycling by setting elaborate waste sorting rules, which are rigorously followed by our Cast Members.

Food waste recycling at our Theme Parks
Almost 100%



Involving Tokyo Disney Resort

Amount of privately generated solar power

Approx. 600 kw

*more than enough to power a nighttime parade



For our nighttime parade,

21 out of 24

floats use LEDs.



Water Conservation

Wastewater is purified at our in-house water treatment facility to recycle water. Filtration devices are installed to effectively circulate water used for our large-scale water areas.

Water is recycled at our own facility to be used for toilet flushing.



■ Scope of report

This report primarily covers CSR initiatives undertaken by the OLC Group. When an initiative pertains specifically to Oriental Land Co., Ltd. or a group subsidiary, it has been indicated as such.

■ Time Frame covered

This report primarily deals with CSR initiatives undertaken in FY 2016 (April 1, 2016 – March 31, 2017). However, the ongoing or unique effort outside the above mentioned period may be included.

■ Company overview of Oriental Land Co., Ltd.

Corporate headquarters 1-1 Maihama, Urayasu City,
Chiba Prefecture, 279-8511

Date of establishment July 11, 1960

Capital 63,201,127,000 yen

Number of employees Corporate employees: 3,146
Part-time employees: 18,057

(As of March 31, 2017)

■ Contact us at:

Social Activity Promotion Department,
Oriental Land Co., Ltd.
Tel: +81-047-305-3053

Organizations and facilities in the CSR report

Organizations and facilities in the CSR report	Referred to as
Group-wide initiatives	OLC Group or the Group
Oriental Land Co., Ltd. initiatives	Oriental Land Co., Ltd.
Tokyo Disney Resort® initiatives Tokyo Disneyland® Tokyo DisneySea® Disney Ambassador Hotel® Tokyo DisneySea Hotel MiraCosta® Tokyo Disneyland®Hotel Tokyo Disney Celebration Hotel IKSPIARI® Bon Voyage Disney Resort Line Maihama Amphitheater	Tokyo Disney Resort
Combined Tokyo Disneyland® and Tokyo DisneySea® initiatives	Theme Parks
Separate Tokyo Disneyland® and Tokyo DisneySea® initiatives	Tokyo Disneyland or Tokyo DisneySea

■ CSR reporting tools of the OLC Group

PDF file

OLC Group CSR Report 2017, Digest



This publication reports the essence of the OLC Group's CSR activities in FY 2016 in PDF format.

Website

OLC Group CSR Information



<http://www.olc.co.jp/en/csr.html>

While thoroughly reporting on the CSR activities, it also contains up-to-date information mainly in the TOPICS column.

- * Certain companies within the OLC Group are licensed by Disney Enterprises, Inc. to manage and operate Tokyo Disneyland, Tokyo DisneySea, the Disney Hotels and the Disney Resort Line.
- * Parts that read "involving Tokyo Disney Resort" to the side of the heading and are enclosed by ruled lines cover initiatives executed and managed by Oriental Land Co., Ltd. as Tokyo Disney Resort's operator under license from Disney Enterprises, Inc.

Disney scenes © Disney Enterprises, Inc.

*Employees and business sections are as of September 2017. Undated information is about FY 2016.

*This report draws together the corporate responsibility initiatives of the OLC Group. Information on CSR activities by The Walt Disney Company is available at the following location: <http://thewaltdisneycompany.com/citizenship>