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For immediate release

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Seibu Group Sustainability Actions Global Activity for Promoting Social Participation of People with Disabilities Support for “The Valuable 500”

In accordance with the group's management philosophy “Group Vision,” the Seibu Group has been actively promoting initiatives toward realization of a sustainable society as “Sustainability Actions”. This time, we are endorsing the purpose of “The Valuable 500” movement, which is an international initiative to promote the social participation of people with disabilities, and we announced the Group's participation.



“The Valuable 500”¹ is a movement that social entrepreneur Caroline Casey launched at the World Economic Forum Annual Meeting held in January 2019 (Davos 2019). The purpose of the movement is to have business leaders carry out reforms that empower people with disabilities to demonstrate the potential value that they bring to business, society, and economies. The movement aims at garnering the support of over 500 corporations around the world.

The Seibu Group embraces this intention and has formulated the following commitments.

■ The Seibu Group Commitments

“Be earnest,” “Walk together” and “Meet challenges.” These are our action guidelines for creating a society that brings smiles to not only our customers, but also local citizens and a great number of people, including Group employees, who are connected with the Seibu Group.

We, the Seibu Group, are engaged in a variety of efforts that contribute to the development of local communities and society with these action guidelines in mind.

1. Improvement of Facilities to Accommodate Diverse Customers

We attempt to provide facilities and spaces in which all customers of the Seibu Group can not only spend their time safe and worry-free, but also comfortably and satisfyingly. We are promoting the use of Universal Design in trains, station facilities, hotels, and commercial facilities to make our customers' everyday and special days safer, more secure and more comfortable as well as more enriched, and to make our customers smile from the bottom of their hearts.

2. Providing Services that Satisfy Diverse Customers

The Seibu Group strives to provide services that give satisfaction to all customers. We endeavor to improve the quality of our services by promoting education and training for employees, as well as

their acquisition of qualifications concerning universal (inclusive) manners and barrier-free mindset (removing psychological barriers).

3. Promoting Employment of People with Disabilities and Creating Comfortable Work Environments

The Seibu Group aims to provide a workplace in which all employees, including those with disabilities, can exercise their capabilities as members of the local community. For the purpose of expanding the employment of people with disabilities, we also established a special subsidiary within the Group (Seibu Palette Co., Ltd.) in June 2007. We respect the personality and individuality of each employee, regardless of whether or not they have a disability, prepare a workplace where they can work with peace of mind, and tap the power of diverse human resources to grow the Seibu Group.

As a corporate group that gives top priority to safety and security and supports the lives of all customers, we will create opportunities to make everyone smile in everyday life.

■ Our Group Initiatives

Our group has taken up the agenda of “Ensure safety and reliability,” “Universal Design,” and “Recruiting a diverse workforce” as our Sustainability Actions, and is active in pursuing wide-ranging initiatives. Going forward, we will continue to engage in a variety of corporate activities to bring smiles to a great number of people including customers and employees with disabilities. The key initiatives are as follows.

1. Efforts on tangible matters
 - Introduce vehicles that incorporate ease of boarding and alighting and Universal Design in railways, buses, taxis, etc.
 - Apply Universal Design to stations, hotels, commercial facilities, etc.
2. Efforts on intangible matters
 - Registration as a company that supports the “Barrier-free mindset” initiative being advanced by the Tokyo Metropolitan Government
 - Increase the number of facilities that support the smartphone app “Mirairo-ID” for people with disabilities.
3. Initiatives toward Employment and Active Participation of Diverse Human Resources
 - Continue to employ people with disabilities
 - Advance diversity through measures such as development of schemes that enable diverse human resources to play active roles.

For details, please see [our company's website](#).

1 A movement launched at the World Economic Forum Annual Meeting:
<https://www.thevaluable500.com/>

<Reference>

■Seibu Group Sustainability Actions Agenda

The Seibu Group has established the below twelve Sustainability Actions agenda (key objectives) spread across four categories, and is currently promoting aggressive initiatives based on those agenda at all of its member companies.

Category	Agenda	Related SDGs
Customer safety	Ensure safety and reliability	   
Environmental conservation	Greenhouse gas reduction	     
	Waste reduction	
	Ensuring water supply	
	Protecting forests and species	
Community engagement	Invigoration of railroad corridors and local communities	   
	Universal design	
	Aging population and low birthrate	
Corporate culture	Work style reforms	    
	Recruiting a diverse workforce	
	Human resource development and human resource management	
	Compliance	