



Corporate Sustainability Report

2022



TOBU RAILWAY CO.,LTD.

Editorial Policy

Purpose of Preparation

This report is published for the purpose of informing and deepening communication with our stakeholders about the contents and our approach to ESG (Environment, Society and Governance) in the Tobu Group with the aim of bringing about a sustainable society.

Scope of Report

The Tobu Group as a whole is covered by this report.

Reporting period

In principle, the reporting period covers FY2021 (April 1, 2021 to March 31, 2022).

Frequency of Report

Once a year

* This report uses a universal design font that is easy to read.

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- Released in
November 2022
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Cover photo: 1. TOKYO SKYTREE celebrating the 10th anniversary of its opening ©TOKYO-SKYTREE
2. Near Takenotsuka Station with elevated slow lines following the express lines
3. Liberty Express, which operates on virtually 100% renewable energy
4. "BRIDGE LIFE Platform Minami-Kurihashi" detached housing area



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■ Greetings

We aspire to be a corporate group that responds to the expectations and trust of our stakeholders and grows sustainably together with local communities

■ Sustainability Management

Since its founding, Tobu Railway has supported the development of local industries by transporting raw silk produced in the Ryomo region (in Gunma Prefecture and Tochigi Prefecture) by rail. Since then, our company has played a role in economic growth due to expansion of demand for tourism in the Nikko/Kinugawa areas, and by the longest double-double track project in the private railway sector to meet the demand for commuting to work and school. Furthermore, we have realized social infrastructure development through the construction of TOKYO SKYTREE®, achieving both social development and business growth.

Today, in order for a company to achieve sustainable development and growth, it is required to coexist with society by seeking solutions to social issues through corporate activities from the perspective of ESG (Environment, Society and Governance), which is an important aspect of corporate management. In the “Tobu Group’s Approach to Sustainability,” the Tobu Group has identified Materiality (material issues), such as sustainable development of local communities, reduction of environmental impact, and enhancement of the “capabilities and potential” of diverse employees, as well as a process (value creation process). It aims to continuously create social development and increase corporate value through the resolution of issues, to realize “A human-friendly society where people and communities continue to flourish together.”

■ Engagement with Society

In the Railway Business, we consider it our social mission to provide safe, convenient, and comfortable services with safety as the cornerstone, and we are working to promote barrier-free services, enhance equipment to prevent accidents, and strengthen facilities to prepare for climate change risks. Furthermore, in addition to taking various measures to revitalize local communities by using our transportation services to solve problems there, we are working together with residents along our railway lines and local governments to promote the attractiveness of our railway lines. The Development Business and the businesses of Tobu Group companies aim to develop the region by providing support for the daily lives of people living along our railway lines. And we will achieve sustainable development of the region through the steady implementation of our businesses, including the provision of services that respond to diverse needs.

Tobu Railway Co., Ltd.
President & Director

根津嘉澄



■ Environmental Initiatives

Recognizing that climate change is causing increasingly severe and frequent extreme weather events such as floods, giant typhoons, and landslides, and that these events will have a significant impact on business activities, the Tobu Group promotes each business under the Materiality, “Reduction of environmental impact through further enhancement of environmental excellence.” In this regard, the Company has endorsed the Recommendations of the Task Force on Climate-related Financial Disclosure (TCFD) and is disclosing climate-related “governance,” “risk management,” “strategy,” and “indicators and targets” information as well as promoting various initiatives to reduce environmental impact of the Company.

We are committed to contributing to the creation of a sustainable society through all possible measures, specifically, under the governance structure including the Board of Directors, analysis of climate change risks, resilience of facilities, risk management such as various types of training, introduction of energy-efficient vehicles and facilities, reduction of environmental impact such as effective use of regenerative power, and promotion of rail use through MaaS, while balancing this with corporate growth.

In order to live up to the expectations and trust of stakeholders of the Tobu Group, we will continue to promote social and environmental initiatives, while further sustainably enhancing the value of our railway lines and our corporate value.

Through the publication of this report, we hope to communicate with our stakeholders by proactively disclosing information, and we would appreciate your candid opinions and comments.

Tobu Group Management Philosophy

The Tobu Group laid down the concepts of “Dedication,” “Enterprising Spirit” and “Affinity,” as the cornerstones for its management.

Dedication: The Tobu Group will contribute to materializing an affluent society, based on the profound awareness that all of its businesses are supported by society.

Enterprising Spirit: The Tobu Group will keep challenging with a pioneering spirit to forge a pathway to a new era, through constant self-improvement without complacency.

Affinity: The Tobu Group will contribute to the evolution of society by promoting its business as well as the welfare of its employees, based on the concept of congeniality among people and harmony with the environment.

Tobu Group Management Policy

The Tobu Group will operate diversified and composite businesses on the basis of safety and security, including “transportation,” “leisure,” “real estate” and “retail distribution,” as a corporate group contributing to the development of the areas along its railway lines, through businesses that closely support customers’ daily lives.

We will provide advanced and creative services of high quality based on the customers’ viewpoint, thereby aiming to create attractive, vibrant destinations along the Tobu lines, offering the residents a comfortable lifestyle.

The Tobu Group will fulfill its corporate social responsibility through achieving sustainable growth along with local communities, as a corporate citizen that supports customers’ lives by promoting ecofriendly management while constantly generating profit from its business operations.

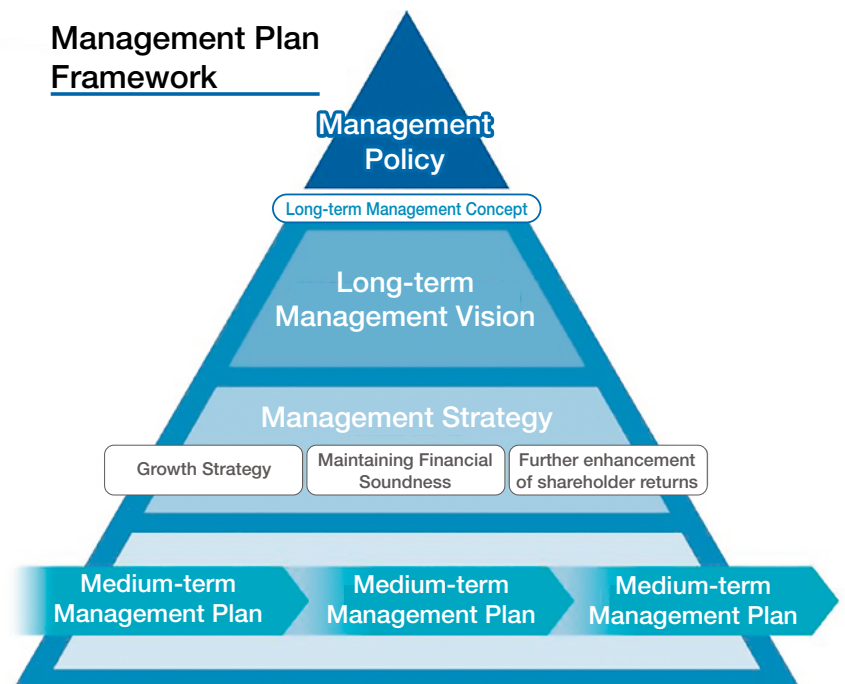
Medium-term Business Plan

Medium-Term Business Plan Policies and Period

<Plan Period> Three years from FY2022 to FY2024

<Policy>

- Business restructuring and reorganization of promotion structure
Concrete measures are planned by utilizing new railway systems, etc., integrating Group companies and reviewing operation structure, and each measure is promoted for the achievement of targets.
- Increase revenues through new business models
In response to the significant decline in demand for railroads and other services, we will strengthen the profitability of the real estate business, expand business domains by leveraging the Group’s expertise and other resources, and promote development plans along the railway lines, in addition to strengthening digital marketing to capture the new demand opportunities and customer needs.
- Increase revenues by promoting businesses that meet the needs of social issues
We will seize business opportunities in suburban areas and, by capitalizing on the strengths and management resources of the railway lines, create new value for the future through solving social issues, aiming for the realization of “A human-friendly society where people and communities continue to flourish together.”



Tobu Group's Sustainability

Approach to sustainability

The Tobu Group's business base is the areas along its railway lines, which spread extensively through its railway network. We believe that achieving the sustainable development of society, especially along our railway lines, is our Group's top priority.

The business environment surrounding our Group, along with the transformation of society due to the impact of COVID-19, is facing various social issues such as the declining birthrate and aging population and environmental issues including global warming and waste disposal, and it is essential to solve these issues while building new business models.

Since our founding in 1897, our Company Group has also evolved by working to solve social issues through its business, playing a part in the sustainable development of society.

As a corporate group aspired to become indispensable to society, we shall continue to create new value into the future by solving social issues while capitalizing on the strengths and management resources along our railway lines, and realize "A human-friendly society where people and communities continue to flourish together" based on "mutual aid" among families and communities.

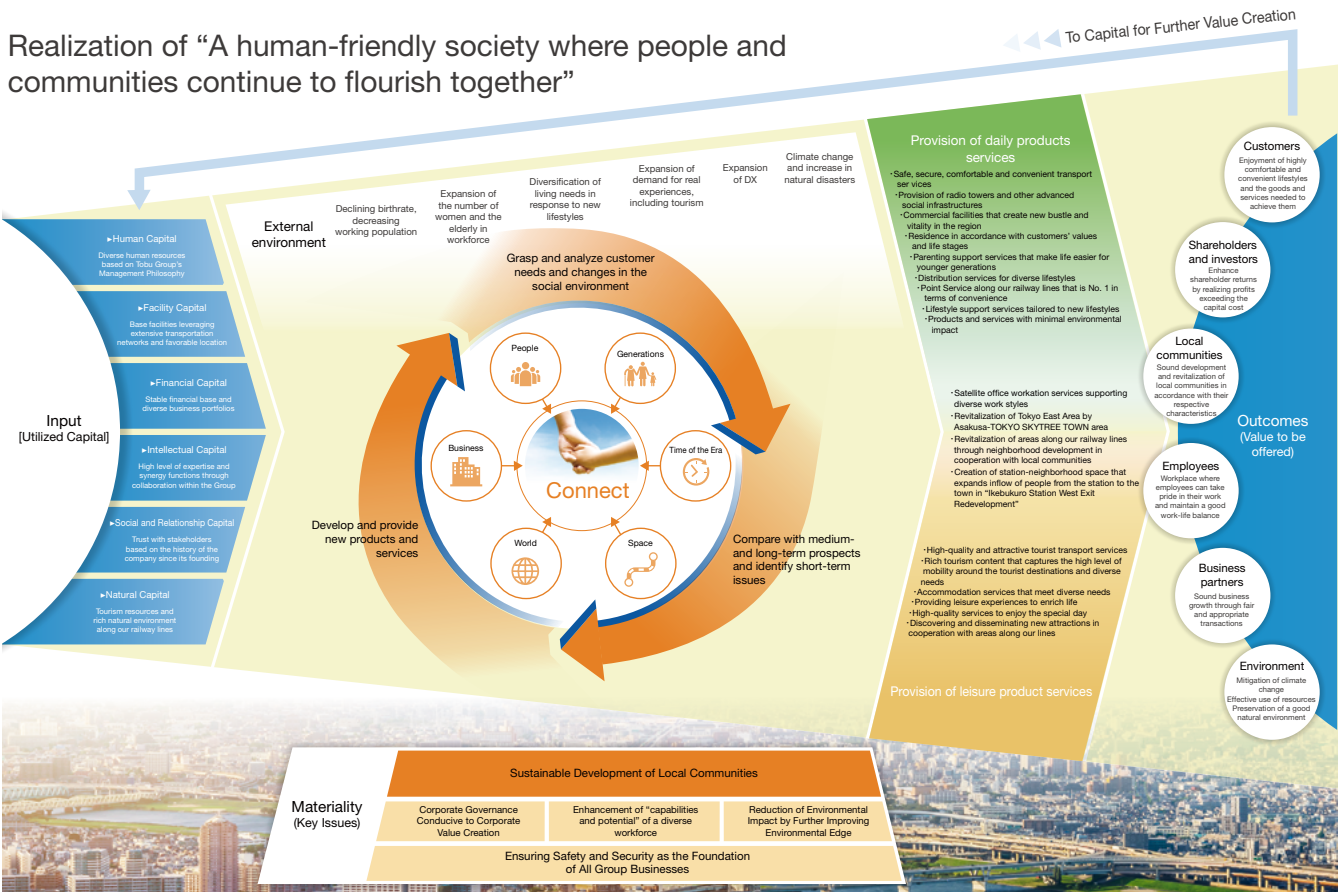
Based on this belief, identified Materiality (key issues) and the process (value creation process) for creating sustainable social development and increased corporate value by solving issues are as follows.

Identified Materiality

- Sustainable Development of Local Communities
- Corporate Governance Conducive to Corporate Value Creation
- Improvement of skills and capabilities of diverse employees
- Reduction of Environmental Impact by Further Improving Environmental Edge
- Ensuring Safety and Security as the Foundation of All Group Businesses

*For an explanation of each materiality, please refer to "Materiality" on the following website.
<https://www.tobu.co.jp/corporation/management/group/>

Value Creation Process



Tobu Group's ESG

The Tobu Group, led by Tobu Railway Co., Ltd., is engaged in the transportation, leisure, real estate, retail distribution, and other businesses, with the Railway Business at the core.

In recent years, companies are expected to contribute to the development of society, investors, and, ultimately, the economy as a whole through business activities for sustainable growth and medium- to long-term enhancement of corporate value as their *raison d'être*. The Tobu Group has traditionally developed a business model that grows in tandem with the development of local communities, creating and providing value to stakeholders in various ways.

We continue to recognize the importance of addressing Environment, Society and Governance (ESG) issues more broadly and in depth, in order to achieve Sustainable Management.

E Environment

Responding to the increasing risk of climate change caused by global warming requires drastic action at the global level.

Enhancing its high environmental superiority centering on the Railway Business, and making the reduction of environmental impact a material issue, in order to reduce environmental impact and mitigate climate change risks, the Tobu Group will promote environmental conservation activities in all business fields, including CO₂ emission control, and initiatives to reduce risks from natural disasters. We are committed to contributing to the creation of a sustainable society and balancing this with corporate growth.

S Society

The Tobu Group has been operating business based on its extensive railroad network. In the future, economic stagnation and regional competition are expected to increase due to an aging and declining population in Japan. The Tobu Group has created many businesses through collaboration and co-creation with local communities, and has grown along with regional development. We believe that strong ties with local communities are the foundation for further development. We will continue to enhance our collaboration with local communities and stakeholders, discovering and communicating local attractions, and building communities in line with their needs. By doing so, we aim to create a region where residents are happy, all generations can live comfortably, and people want to visit, as well as to realize "A human-friendly society where people and communities continue to flourish together" by increasing the number of visitors to the region.

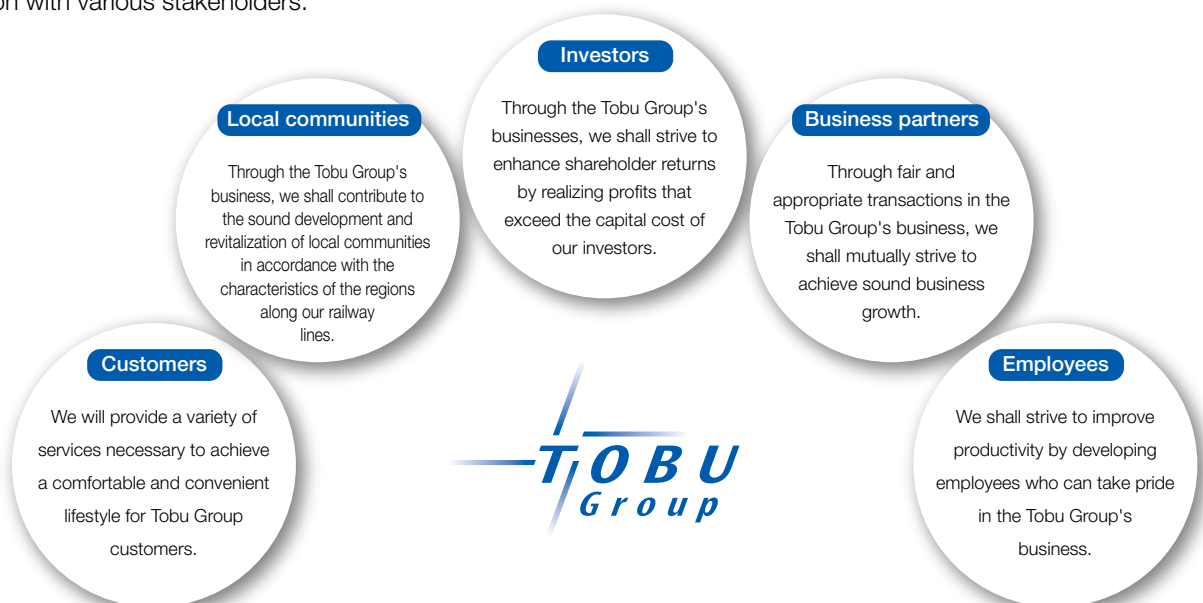
G Governance

Under the Tobu Group Management Philosophy, we believe that establishing a flexible and fair corporate governance system is essential for the Tobu Group to achieve sustainable growth and enhance corporate value over the medium to long term.

The main role of our Board of Directors is to make management decisions and supervise the execution of business operations, and we have established a system in which executive officers execute business operations under the direction and supervision of representative directors, thereby increasing the agility of management. In addition, by appointing several independent outside directors equipped with a wealth of experience and insights, we strive to ensure that the Board of Directors has a balanced mix of diversity, knowledge, experience, and ability. Furthermore, we have been strengthening the functions of the Board of Directors by establishing the "Nomination and Remuneration Committee," and the "Governance Committee." In addition, we are promoting compliance management and building a crisis management structure based on the Tobu Group Compliance Basic Policy as the principle of action. At the same time, we ensure fairness by strengthening and enhancing the monitoring function of the Company and Group companies.

Tobu Group's Stakeholders

The Tobu Group is actively promoting various initiatives to achieve sustainable development together through co-existence and co-creation with various stakeholders.



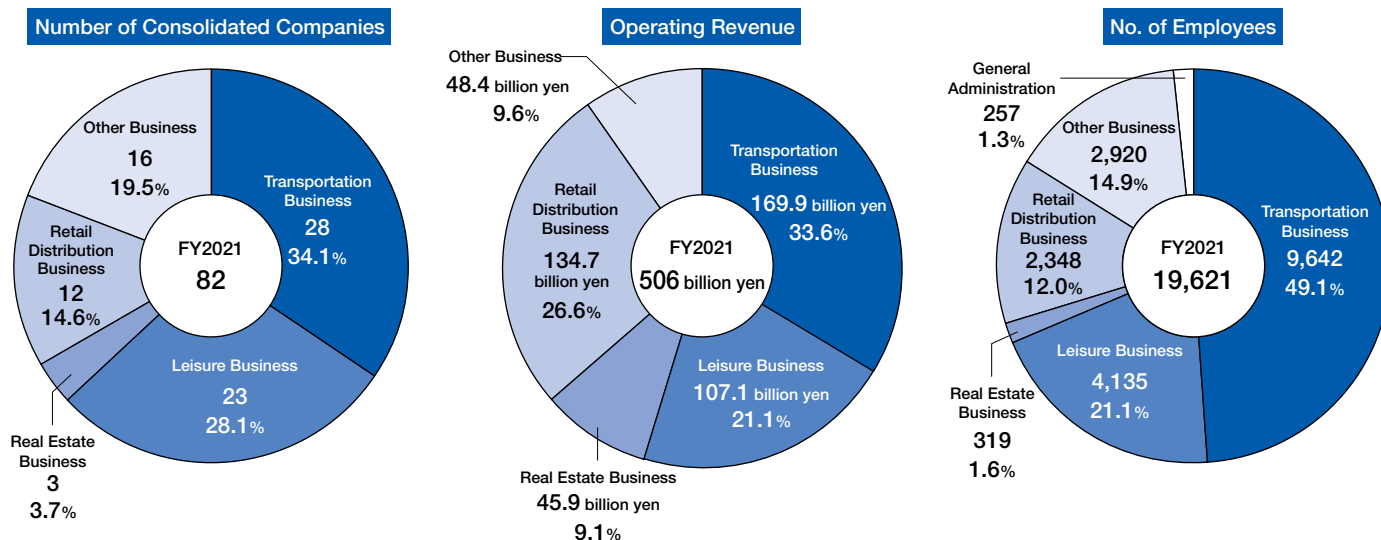
Tobu Group Business Overview

The Tobu Group, centering on Tobu Railway, consists of 78 consolidated subsidiaries and three equity-method affiliates, operating in five segments: transportation, including railroads and buses; leisure, including hotels; real estate, including condominiums and leased properties; retail distribution, including department stores; and construction and other businesses. (End of FY2021.)

Tobu Railway, the core of the Group, has a network of lines covering Tokyo, Chiba, Saitama, Tochigi, and Gunma prefectures. The Tobu Skytree Line, which starts in Asakusa, goes through the Iseki and Nikko lines to the city of Iseki in Gunma Prefecture and the city of Nikko in Tochigi Prefecture. In addition, the Tobu Urban Park Line between Omiya and Funabashi plays a role as a ring railroad in the suburbs of Tokyo. Furthermore, the Tojo Line, which starts at Ikebukuro and extends to Kawagoe and Higashimatsuyama, plays an important role in connecting the northwestern part of Saitama Prefecture with the city center.

The Tobu Group aims to be a comprehensive industry committed to regional development through businesses such as transportation, leisure, real estate, and retail distribution, mainly along the railway lines.

Name of Company	Tobu Railway Co., Ltd.	Operating Revenue	506 billion yen (consolidated)
Establishment	November 1, 1897	Profit	13.4 billion yen (consolidated)
Head Office	18-12, Oshiage 2-chome, Sumida-ku, Tokyo, 131-8522	Listed stock exchange	Tokyo Stock Exchange Prime Market
Capital	102,135,971,747 yen (≈102 billion yen)	Railway Operating Distance	463.3km
Representative	Yoshizumi Nezu, President and Director	No. of Employees	19,621 (consolidated)



Overview of Each Segment

Transportation Business

In addition to Tobu Railway, Tobu Bus, Asahi Motors, Tobu Transportation, Tobu Delivery, and other companies are engaged in railroads, buses, taxis, cargo transportation, and trunk rooms (safety rooms) and other businesses.



Fuel cell bus "SORA"
(Tobu Bus West)



Gunma East Distribution Center Branch
(Tobu Transportation)

Leisure Business

The leisure business consists of Tobu Kogyo, Tobu Top Tours, Tobu Hotel Management, and other companies, engaged in travel, hotels, amusement and theme parks, skiing, golf, sports clubs, ropeways, sightseeing boats, and other businesses.



The Ritz-Carlton, Nikko
(Lakeside Hotel Systems)



Shurijo Castle
(Tobu World Square)

Real Estate Business

The real estate business consists of Tobu Real Estate, Tobu Town Solamachi, and other companies, engaged in real estate brokerage, building and facility management, and other businesses.



TOKYO-SKYTREE TOWN®
Parking lot management business
(Tobu Real Estate)



Tokyo Solamachi®
(Tobu Town Solamachi)

Retail Distribution Business

The retail distribution business consists of Tobu Department Store, Tobu Utsunomiya Department Store, Tobu Store, and others, each of which strives to enhance quality, selection, and other services.



Ichibanichi Market
(Tobu Department Store Funabashi)



Tobu Dobutsu Koen Station Store
(Tobu Store)

Other Business

The other business consists of Tobu Construction, Tobu Bldg Management, Tobu Yachida Construction, and others, engaged in construction, facility equipment management, supply of building materials, heat supply and other businesses.



Government building construction
(Tobu Construction)



Tobu Takayanagi Solar Power Plant
(Tobu Energy Management)

Tobu Group's Contribution to SDGs

In addition to reviewing our social and environmental initiatives and summarizing their content in light of the SDGs, the specific value offered discussed in this report is described below.

SDGs	Key Initiative (page)	Value offered by Tobu Group
	<ul style="list-style-type: none"> ● Publication of children's version of Social and Environmental Report (p. 27) 	<ul style="list-style-type: none"> ● Protecting the environment by raising environmental awareness among customers and other stakeholders
	<ul style="list-style-type: none"> ● Promotion of Diversity & Inclusion (p. 35) 	<ul style="list-style-type: none"> ● Workplace where everyone is motivated to work and various services through increased employee productivity and creativity
	<ul style="list-style-type: none"> ● Energy conservation for vehicles and facilities(pp. 43-44) ● Provision of commercial facilities certified by a third party under the Building Energy Efficiency Labeling System (BELS) (p. 42) ● Launch of NIKKO MaaS (pp. 29, 41) ● Promoting carbon neutrality in the Nikko area (pp. 12,41) ● Solar power generation project (p. 43) 	<ul style="list-style-type: none"> ● Reducing environmental impact and contributing to a sustainable environment through energy conservation and the creation of renewable energy in our business
	<ul style="list-style-type: none"> ● Supply of condominium with childcare support facilities (p. 24) ● Supply of housing for sale supporting work from home (p. 24) ● Supply of condominiums for sale with workspace in common areas (p. 24) ● Supply of rental apartments with a workspace (p. 25) ● Establishment of satellite offices (p. 25) ● Holding Symphonia Marche (p. 32) 	<ul style="list-style-type: none"> ● Environment where diverse work styles can be realized
	<ul style="list-style-type: none"> ● Installation of platform screen doors (p. 21) ● Utilization of "Remote": onboard data monitoring system (pp. 9, 43) ● Adoption of passive design that utilizes sunlight, wind and natural energy sources (p. 45) 	<ul style="list-style-type: none"> ● Transportation infrastructure for safe and comfortable use ● Living environment in harmony with nature
	<ul style="list-style-type: none"> ● Promote accessibility to vehicles and facilities (p. 21) 	<ul style="list-style-type: none"> ● Environment that can be used equally by all customers, including those with limited mobility
	<ul style="list-style-type: none"> ● Disaster countermeasures at railroad facilities (p. 22) ● Promotion of multilevel railway system (p. 28) ● TOBU POINT Parenting Support Program (pp. 10, 14) 	<ul style="list-style-type: none"> ● Transportation infrastructure with reduced damage, improved safety, and continued transportation services ● Improvement of safety, reduction of road congestion and regional integration ● Point Back for the full amount of child commuter pass ● Point Back for child fares during long holidays
	<ul style="list-style-type: none"> ● Use of alternative materials and recycled products (p. 46) ● Solution to agricultural food loss issue (p. 28) 	<ul style="list-style-type: none"> ● Sustainable, recycling-oriented society by reducing the amount of waste, etc. generated by business activities ● Control of waste of agricultural products produced locally along the railway lines and supply of fresh vegetables to consumers ● Development of Circular Economy system
	<ul style="list-style-type: none"> ● Launch of NIKKO MaaS (pp. 29, 41) ● Promoting carbon neutrality in the Nikko area (pp. 12, 41) ● Introduction of district heating and cooling systems and thermal storage systems (p. 41) ● Low-carbon heat supply projects (p. 42) ● Provision of commercial facilities certified by a third party under the Building Energy Efficiency Labeling System (BELS) (p. 42) ● Solar power generation project (p. 43) ● Introduction of energy-saving vehicles, LED lighting, etc. (pp. 43-44) 	<ul style="list-style-type: none"> ● Curb climate change by reducing environmental impact through reduction in CO₂ emissions
	<ul style="list-style-type: none"> ● Disaster countermeasures at railroad facilities (p. 22) ● Generation and utilization of carbon offset credits through forest conservation activities (p. 43) ● Biodiversity (conservation of species) (p. 46) 	<ul style="list-style-type: none"> ● Promotion of use by improving reliability as a transportation infrastructure through reduction of disaster risks (Reduction of environmental impact) ● Forest conservation and protection of biodiversity
	<ul style="list-style-type: none"> ● Agile and fair Corporate Governance (p. 17) ● Strengthen information and cyber security systems (p. 18) 	<ul style="list-style-type: none"> ● Improve credibility with stakeholders ● Improve reliability by eliminating and mitigating cyber risks
	<ul style="list-style-type: none"> ● Promotion of next-generation neighborhood development through industry-government-academia collaboration (p. 13) ● #Up Cycle TOCHIGI (p. 14) ● Opening of Tobu Dobutsu Koen Station West Exit Commercial Facility (p. 28) ● Promotion of multilevel railway system (p. 28) ● Regional revitalization measures (pp. 28-30) ● Solution to agricultural food loss issue (p. 28) ● Cooperation with the value chain (p. 32) ● Execution of partnership with National Park (p. 46) 	<ul style="list-style-type: none"> ● Next-generation neighborhood development through partnerships (industry-government-academia collaboration) ● Co-creation of enjoyable travel and lifestyle ● Revitalization of local communities through neighborhood and community-building ● Promotion of infrastructure development and revitalization of local communities through partnership ● Solving social issues through partnership (Industry-Academia-Government collaboration) (Food loss) ● System development of Circular Economy system ● Sustained service provision and coexistence with society ● Enhance understanding of the importance of preserving the natural environment by communicating the attractiveness of national parks and increasing the number of park users

Progress of Medium-term Business Plan

The business environment surrounding the Tobu Group is undergoing a major transformation as a result of COVID-19, with the stagnation or disappearance of previous demand, and changes in behavioral patterns due to the advancement of digital technology taking root. In response to these changes in the business environment, our management structure is strengthened to generate stable profits by establishing targets for measures and steadily conducting business structural reforms, mainly cost control. At the same time, achieving increased revenue through new business models will lead us to the next stage of growth.

1. Promote business restructuring mainly through cost control and strengthen management structure to generate stable profits

- (1) Optimize maintenance workforce by introducing REMOTE* and facility monitoring systems
- (2) Optimize transportation capacity through the use of REMOTE and ticket gate data
- (3) Promote verification to realize the automated operation of the Daishi Line at GoA3

REMOTE: Abbreviation for Remote monitoring of train to use effectively

... A system that effectively utilizes onboard data such as occupancy rate, cabin temperature, operating speed, power consumption, and equipment status of running vehicles



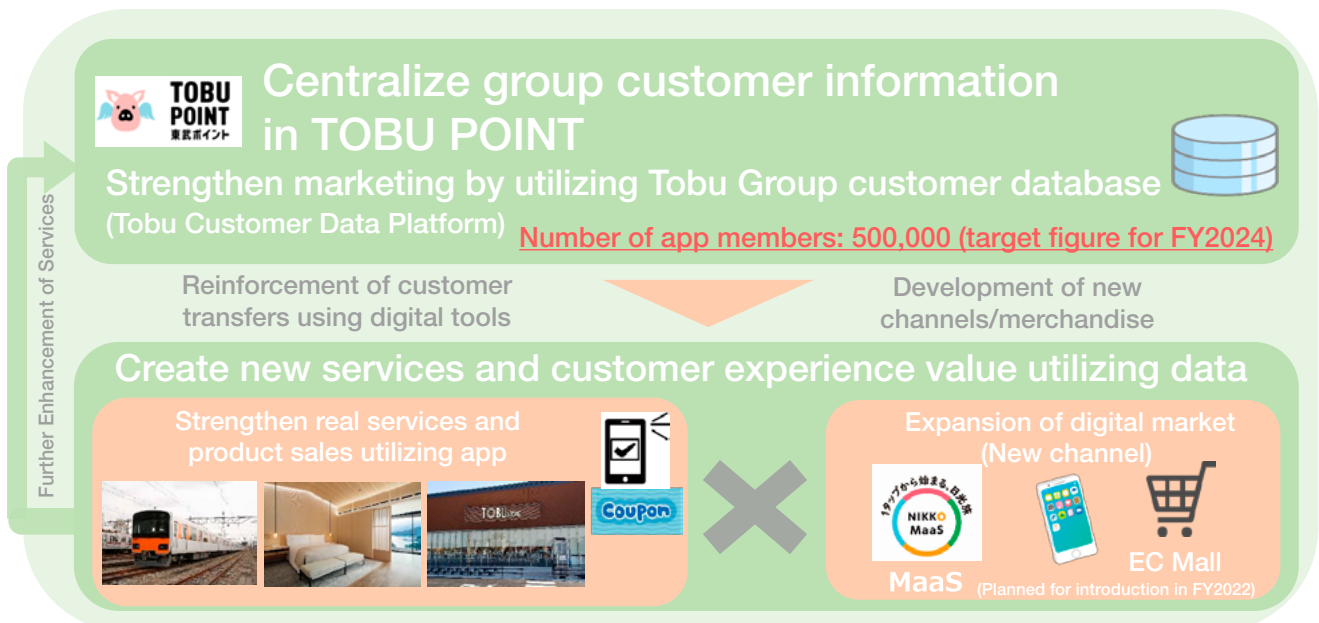
Promoting verification to realize automated operation of Daishi Line at GoA3

Grade of automation (Defined by JECUS*)	Conceptual image of operation mode (Reference mode is driverless train)	Introduction in Japan
GoA0 Visual operation TOS		Trams
GoA1 Non-automated operation NTO		General lines, such as those with railroad crossings
GoA2 Semi-automated operation STO		Some subways, etc.
GoA2.5 (Automatic operation with attendant for emergency stop operations, etc.) *Hi-Candis		None
GoA3 Automated operation with attendant DTO		Some monorails
GoA4 Automated operation UTO		Some new transportation systems, etc.

*JEC 62267(JIS E 3802): Defined by Automated Inner-City Track Passenger Transportation System
 GoA: Grade of Automation
 TOS: On Sight Train Operation NTO: Non-automated Train Operation
 STO: Semi-automated Train Operation DTO: Driverless Train Operation UTO: Unattended Train Operation

2. Expand earnings power through new business models capitalized on digital technologies and data

- (1) Create new services and customer experience value utilizing TOBU POINT



Group sales for digital marketing targets **FY2024 target figure: 40 billion yen**

(2) Conversion of Kinugawa Line into a sightseeing route, aiming to maximize the number of visitors to the Nikko/Kinugawa area

- Introduction of new express train “Spacia X” – New express train with cockpit lounge, seat variations and café counter in July 2023



- Realization of steam locomotive (SL) coupled in triplets
- Promotion of regional cooperation through illumination, flower gardens, etc.; promotion of cycling tourism



(3) Strengthen MaaS to stimulate demand
NIKKO MaaS Enhancements

- In addition to the free digital pass for railways and buses, sightseeing tickets and activities are also available
- Plans to expand functions such as express ticket purchase
- Consider expansion to multiple areas such as Kawagoe/Asakusa – Tokyo Skytree area, etc.
- Consider expanding cooperation with local government services that utilize digital technology



3. Realization of “A human-friendly society where people and communities continue to flourish together” recognizing social issues as needs

(1) Carry out the TOBU POINT Parenting Support and Permanent Residence Programs

- Free train commuting for elementary school students by Point Back
- Point Back for child fares during long holidays
- Subsidies for school commuter pass in cooperation with the municipalities
- Consideration of preferential treatment for long-term commuter pass holders

(2) Create comfortable and rewarding life through mutual aid

- Consideration of granting TOBU POINT for community activities
- Consideration of the use of Company-owned facilities for realization of mutual aid between the senior and parenting generations



TOBU POINT Parenting Support Program

Information Disclosure on Climate Change-related Risks and Opportunities based on TCFD Recommendations

Recognizing that climate change is causing increasingly severe and frequent extreme weather events such as floods, and that these events will have a significant impact on business activities, the Tobu Group promotes each business upholding “Reduction of environmental impact through further enhancement of environmental excellence, etc.” as one of material issues.

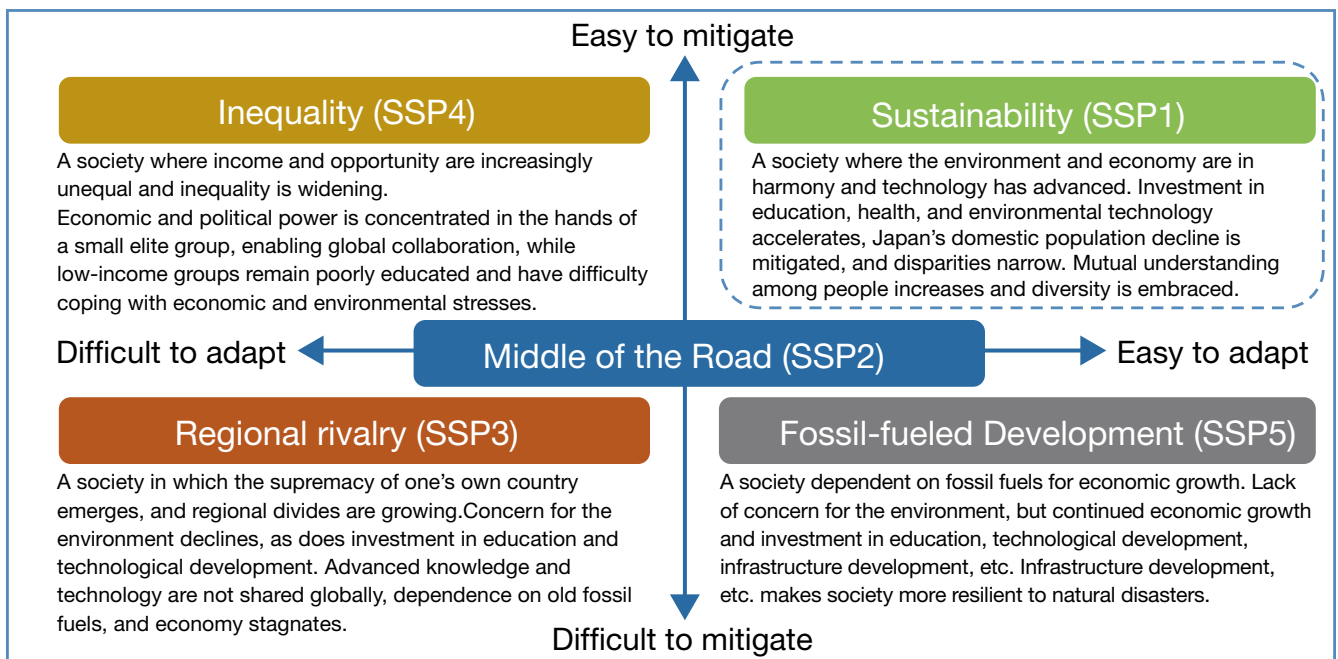
Tobu Railway has endorsed the Recommendations of the Task Force on Climate-related Financial Disclosure (TCFD), which calls for the disclosure of information on risks and opportunities related to climate change in enterprises. Based on the Recommendations, Tobu Railway discloses information on climate change-related “Risks,” “Opportunities,” and “Indicators and Targets.”

1 Risk and Opportunity Analysis

(1) Scenario analysis

The socioeconomic scenarios (SSP scenario) by the National Institute for Environmental Studies are compared with the Sustainability scenario (SSP1, <2°C scenario) and the Regional rivalry scenario (SSP3, 4°C scenario) to determine the impacts of climate change, and analyzed the impact on “Risk”, “Opportunity”, and “Revenue” in each society.

▼SSP (Shared Socioeconomic Pathways) Scenario



(2) Physical risks

We analyzed the financial impact on “Facilities” and “Equipment” of the Railway Business as a risk of flooding damage due to increased events of extreme weather. The analysis was made on the extent to which station buildings, tracks, electrical equipment, and other facilities related to the Railway Business would be damaged by flooding. The impact on revenues was also analyzed if operations were disrupted by the disaster.

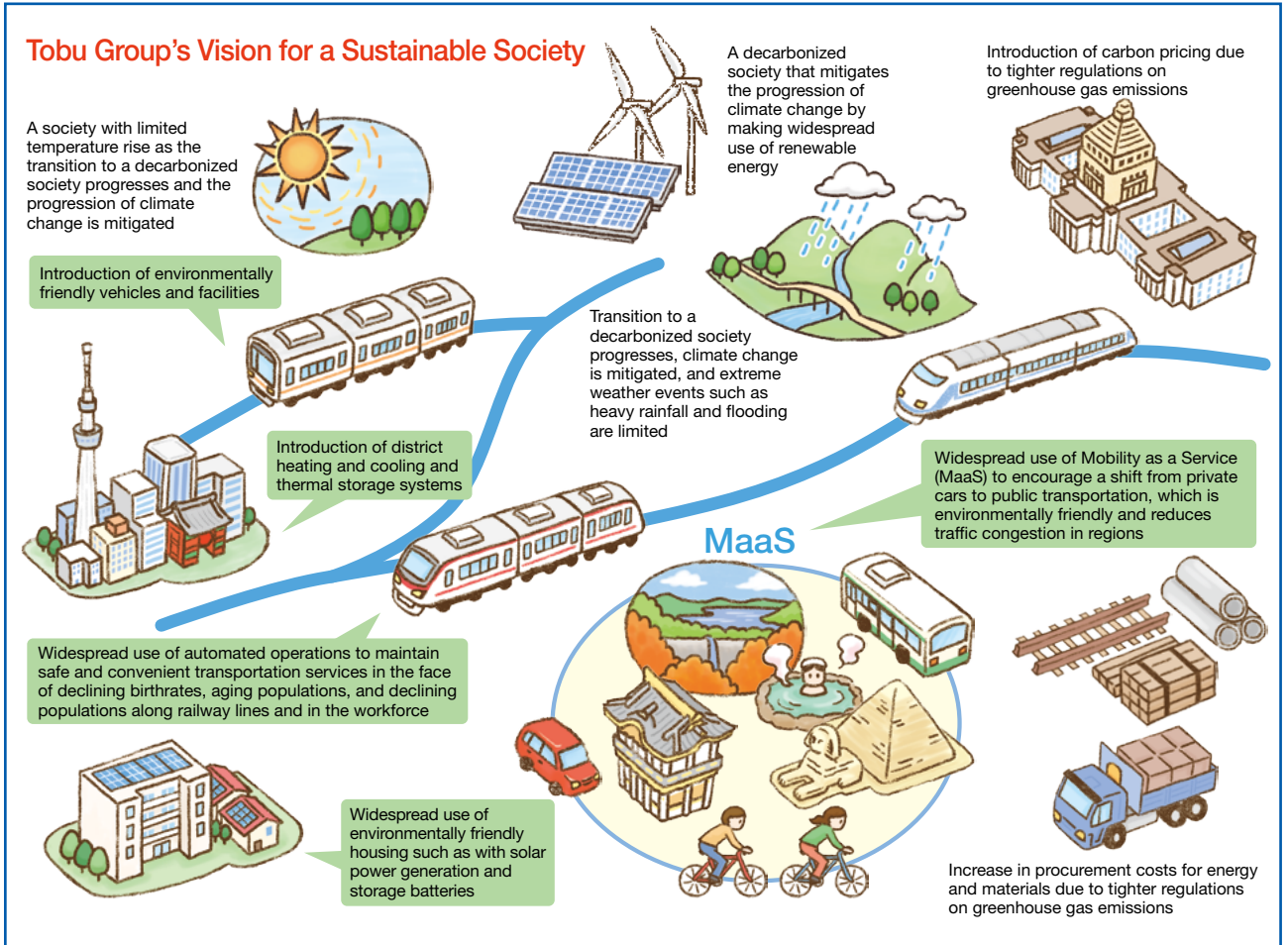
Of SSP1 and SSP3, the results showed that SSP1 suffered a small amount of damage. Therefore, we recognized that the realization of a sustainable society and limiting the temperature increase to less than 2°C was important for the Company’s business and from the perspective of reducing the flooding risk. To further reduce these risks, measures are actively carried out, such as reinforcing facilities by strengthening slopes and bridges and raising substations, as well as developing vehicle evacuation plans.

(3) Transition risks and opportunities

In SSP1, there is a risk that the cost of energy and material procurement will increase due to the introduction of a carbon tax and the strengthening of regulations for decarbonization. On the other hand, we consider the spread of next-generation technologies as an opportunity, including the advancement of clean energy technologies, and especially the progress of measures that the Company is already engaged in, such as MaaS and automated driving experiments, we believe that there is potential to increase revenues. For example, this can be done by shifting away from alternative modes of transportation by maintaining the environmental advantages of rail, in addition to the possibility of having reduced costs associated with rail operations and other related activities and increased operational efficiency.

(4) Impact on revenues

The impact of future demographic changes on railway revenues was analyzed. In contrast to SSP1, where the social environment is conducive to raising children, SSP3 is expected to experience a further decline in population due to economic stagnation and other factors. The results showed that, between SSP1 and SSP3, SSP3 will have a larger decline in railway revenues in FY2050. Therefore, we recognized that the realization of a sustainable society and limiting the temperature increase to less than 2°C was important for the Company’s business and from the perspective of securing future revenues.



2 Indicators and Targets

In our Railway Business, we expect to reduce CO₂ emissions by approximately 50% (compared with FY2013) by FY2030. To achieve this target, various measures are taken to reduce environmental impact, focusing on “replacing with energy-saving railcars and optimizing the number of railcars,” “switching to LED lighting,” and “upgrading to high-efficiency transformers.”

In particular, positioning the Nikko/Kinugawa area as an “International Eco-Resort Nikko,” the Tobu Group aims to achieve carbon neutrality through its business activities in the area. Since April 2022, we have replaced the electricity used by trains running in the Nikko/Kinugawa area and express trains accessing the area from central Tokyo with electricity derived from renewable energy sources, thereby realizing carbon neutrality in the area’s railroad transportation.

The Tobu Group will continue its efforts to reduce its environmental impact, aiming to achieve carbon neutrality by 2050.

Please refer to the following link for details of the Company’s disclosure materials related to the TCFD.

[URL: Corporate Sustainability | Tobu Railway Official Website \(tobu.co.jp\)](https://www.tobu.co.jp/corporate-sustainability/)

1 Promoting next-generation neighborhood development through industry-government-academia collaboration!

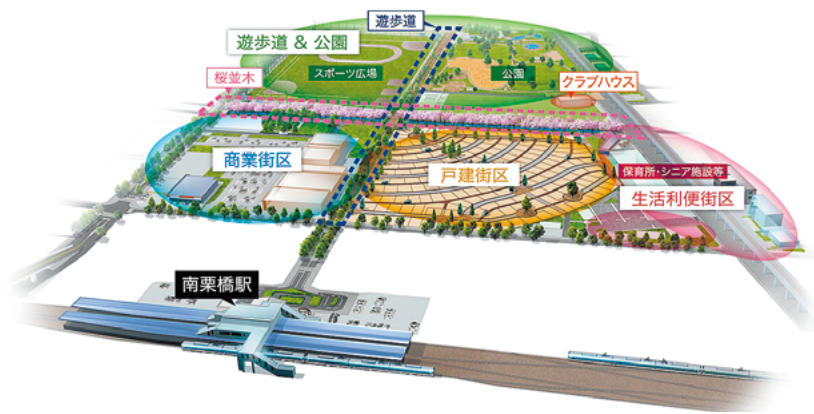
Tobu Railway, together with Kuki City, Saitama Prefecture, Toyota Home Co., Ltd., Aeon Retail Co., Ltd., and Hiroshi Onoda Class of the Graduate School of Environment and Energy Engineering, Waseda University, has established the “BRIDGE LIFE Platform,” a next-generation neighborhood development project through industry-government-academia collaboration in the Minami-Kurihashi Station area in the city of Kuki in Saitama Prefecture.

In order for these five parties to work closely together and cooperate to promote the project, an “Agreement on Cooperation and Collaboration in Neighborhood Development” was executed.

Taking advantage of its location in Minami-Kurihashi, the Project is based on the concept of a “BRIDGE” that connects various factors such as people to people, Tokyo to nature, and so on, to create a foundation for healthy and happy living by linking society, nature, and the city, for the realization of “Sustainable City.”

In the area, a Zero Energy House (ZEH) was introduced in the detached housing area, in addition to the opening of commercial facilities. A demonstration test was conducted on an automated delivery robot in cooperation with the commercial facilities, and a daycare center and a care home have opened to support parenting and long-term care. A clubhouse will be developed to host events and workshops among residents.

Minami-Kurihashi Station, which serves as the entrance to the city, has been renovated with a secondary station name, “BLP Minami-Kurihashi Smart Villa,” and some express trains will stop there from spring 2023 to further improve the overall appeal of the area.



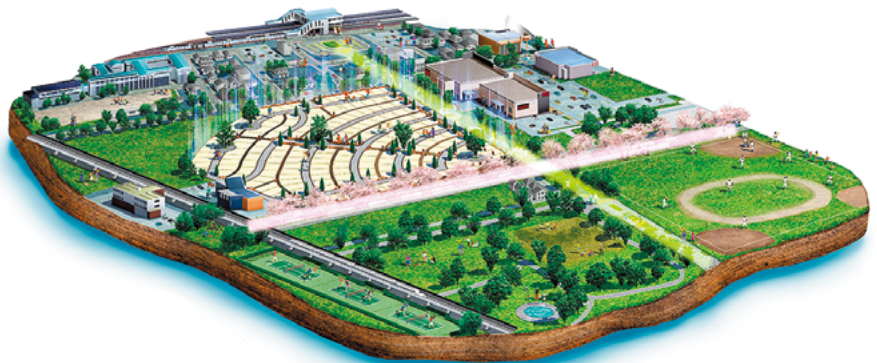
Neighborhood development starting from Minami-Kurihashi Station



Neighborhood development through industry-government-academia collaboration (Media presentation for opening)



Smart Mobility Demonstration Experiment (Media presentation for opening)



Neighborhood development with convenience facilities and residential environment rich in nature

2 “TOBU POINT Parenting Support Program”

(Free train commuting for elementary school students, etc. by Point Back)

Tobu Railway promotes sustainable development together with local communities along the railway line by supporting households raising children, and as part of this effort, the company conducts a program utilizing “TOBU POINT,” a points system common to all Tobu Group companies.

★ **“Point Back for full amount of child commuter pass”** : Effectively waiving the cost of commuter passes for elementary school children

If a Tobu Line child commuter pass is purchased with the Tobu Card, Tobu Points will be issued for the full amount equivalent to the commuter pass on the Tobu Line.

★ **“Point Back for full amount of child fares during long holidays”** : Effectively waiving the child fares during long holidays

If a Tobu Line commuter pass is purchased with the Tobu Card, and a parent and child ride the same route together during long school holidays (summer, winter, and spring holidays), Tobu Points will be issued for the amount equivalent to child fare on the Tobu Line.

Steps for “Point Back for the full amount of child commuter pass”

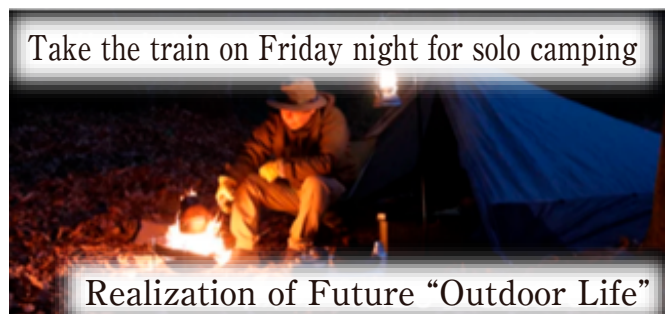
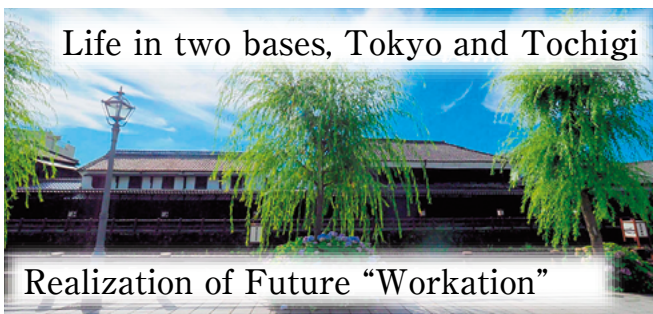
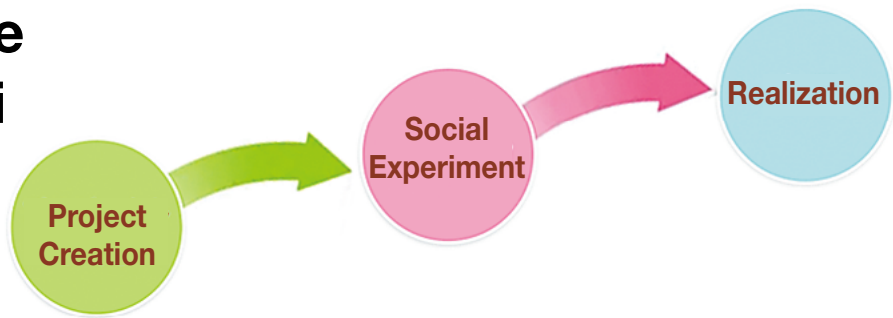


*Limited to children with child PASMO at the time of entry.

3 Project to co-create new travel and lifestyles starting with railways“#Up Cycle TOCHIGI”

The purpose of this Project is to co-create travel and lifestyles that are not bound by existing frameworks. The project will combine the potential of participating companies, including Tobu Railway’s transportation services and the planning and production capabilities of Tobu Top Tours, Club Tourism, HIS, and XPJP. Together with Tochigi Prefecture and other partner companies and organizations, we are promoting the co-creation of new travel and lifestyles that start with railroads along the Tobu Line, utilizing the tangible and intangible local resources of Tochigi Prefecture.

Co-create Future from Tochigi



Conceptual image of co-creation content

Tobu Railway in Numbers

Greenhouse Gas (GHG) emissions

In recent years, investors and other stakeholders have been focusing on GHG emissions as an indicator of environmental initiatives, and we have compiled "Tobu Railway in Numbers" to show the Company's GHG emissions and reduction efforts and outcomes. The Company has answered climate change-related questionnaires in response to a survey from CDP, which operates a global disclosure system to help investors, enterprises, countries, regions, and cities control their own environmental impacts.

<GHG emissions in 2021>

[Scope of aggregation: Tobu Railway, Tobu Station Service, Tobu Intertec, Tobu Engineering]

◎ Total CO₂ emissions

269,099 t -CO₂

→ Down 3.14% year on year



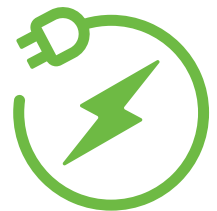
- **Scope 1**
(Due to combustion of petroleum, gas, coal, etc.)

7,297 t-CO₂
(Up 19.34% YoY)



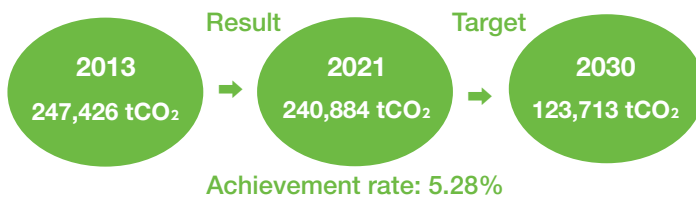
- **Scope 2**
(Due to electricity and heat supply)

261,802 t-CO₂
(Down 3.65% YoY)



◎ Reduction of CO₂ emissions in Railway Business

<Approximately 50% reduction by 2030 vs. 2013>



Switching station lighting to LED (example)

◎ CO₂ emissions per unit of sales (2021)

1.39 t-CO₂/1 million yen (Down 13.68% YoY)



New Series 500 "Liberty"

◎ Emissions per kilometer driven (2021)

0.71 t-CO₂/1,000 km (Down 4% YoY)

◎ Measures to reduce CO₂ emissions (2021)

- **Switching lighting at station facilities to LED**
Switched to LED lighting at Mizuhodai Station and nine other stations and at the Minami-Kurihashi Plant
Annual CO₂ emission reduction: Approximately 220 t-CO₂ (equivalent to approximately 70 households)
- **Introduction of energy-saving vehicles**
New: 18 vehicles; remodeled: 12 vehicles
Annual CO₂ emission reduction: Approximately 2,400 t-CO₂ (equivalent to approximately 830 households)



Remodeled Vehicle: Model 20400

FY2021 Results for Major Businesses

Corporate Governance

Basic View and Policy on Corporate Governance

In order to earn trust of all its stakeholders including shareholders, and to ensure sustainable growth and enhancement of corporate value over medium to long term, the Company believes that it is essential to establish fair and transparent management structure. We will further reinforce the Board of Directors, the Executive Officer system, and the Audit & Supervisory Board Members system, and actively make appropriate information disclosure on a timely basis. Furthermore, we will be committed to the enhancement of corporate governance, through conscientious corporate activities based on business ethics and compliance with laws and regulations [Basic Approach]

In addition, under the views mentioned above, the Company will comply with all of the principles set forth in the Corporate Governance Code, respecting the purpose and intention ingrained therein, in an effort to enhance its corporate value.

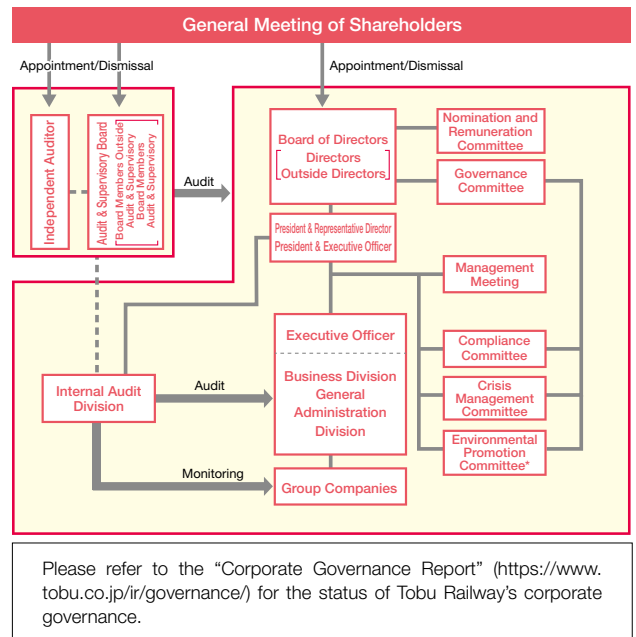
Our Corporate Governance Framework

- The Board of Directors consists of Directors from within the Company who are well versed in our company operations and Outside Directors who are independent from the management team and have different work histories, experience, and expertise from those from within the Company, who are appointed by shareholders at the General Meeting of Shareholders.
- The main roles of the Board of Directors are management decision-making and supervision of business execution. In addition, the Board of Directors also appoints executive officers and titled executive officers, including the President and Chief Executive Officer.
- Executive officers execute business under the direction and supervision of the Representative Director.
- Outside Directors play an important role in ensuring the efficiency and fairness of management through objective

opinions and advice.

In addition, an Outside Director chairs the Nomination and Remuneration Committee, which considers important matters related to the election and compensation of Directors, and the Governance Committee, which aims to further improve the effectiveness of corporate governance, thereby strengthening the independence and objectivity of the Board of Directors' functions and its supervisory function.

- Audit & Supervisory Board Members, who are elected by shareholders at the General Meeting of Shareholders, audit the execution of duties by Directors, and Independent Auditors conduct accounting audits from an independent standpoint, playing an appropriate role in establishing a high-quality corporate governance system that earns the trust of society.



Compliance and Risk Management

Compliance-based Management Framework

In order to further strengthen and enhance our awareness of compliance with the law and live up to the trust of society, Tobu Railway has established the Tobu Group Compliance Basic Policy, which serves as the guiding principle for all Tobu Group officers and employees. At the same time, we are striving to enhance compliance awareness and to disseminate and thoroughly instruct on compliance management through the distribution of the Compliance Manual, which serves as concrete guidelines for the daily conduct of officers and employees, and the implementation of education and training programs.

In addition, striving to establish a compliance management system and its proper operation and promotion, we have established a compliance management system, including the Tobu Railway Compliance Hotline, a compliance-related reporting and consultation service; the Whistleblower Protection Regulations, which stipulate the prohibition of disadvantageous treatment of whistleblowers; and the Compliance Committee, an organization to monitor the progress of compliance management.

Each Group company has also established and is promoting a compliance-based management system, including the establishment of a reporting and consultation desk.

Tobu Group Compliance Basic Policy

Each and every one of us will ensure integrity and proper conduct as a promoter of trusted Tobu Group.

[For customers]

We will meet the expectations of our customers by placing the highest priority on safety and security and by continuing to provide high-quality services and products that meet the needs of our customers.

[For investors]

We aim to increase corporate value through business development that responds to changes in the business environment, based on the trust of investors through timely and appropriate information disclosure, and enhance integrity in our corporate activities.

[For business partners]

In order to build mutual trust with our business partners, we will conduct fair, impartial and transparent transactions in accordance with the law.

[For Society]

We will strive to create attractive local communities through our business activities, and act as a good corporate citizen

in consideration of communication with society and the global environment.

[As a member of the Tobu Group]

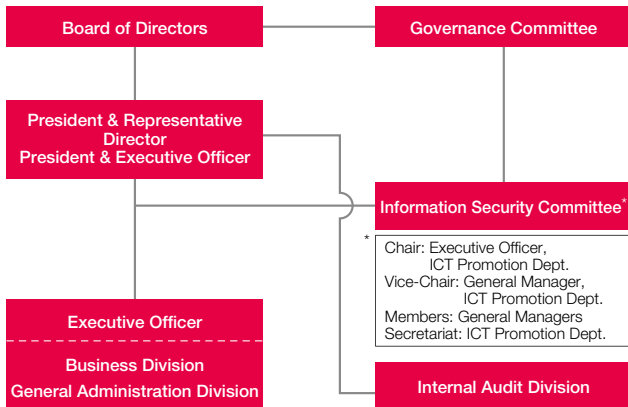
We will create and maintain a healthy workplace by observing the law, respecting civility, and fulfilling our roles with pride and responsibility.

Risk Management Framework

In order to systematize the risk management framework and minimize the risk of various losses associated with business activities, we have established the “Crisis Management Regulations” and built and promoted a crisis management framework led by the Crisis Management Committee, an organization that oversees crisis management, to prevent and respond to any risks and share information.

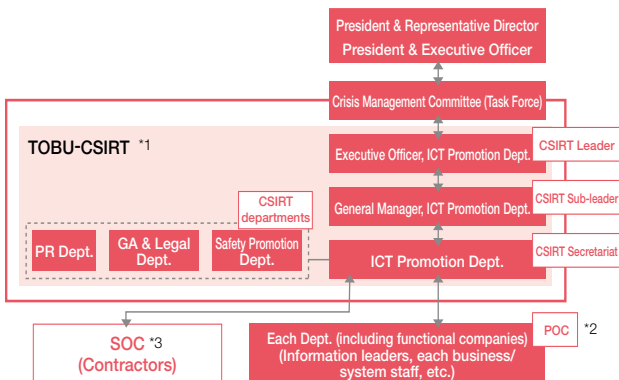
In addition, we have established the Information Security Policy (Tobu Railway Information Security Policy and Tobu Railway’s Standard Rules on Information Security) concerning the protection and management of electronic information assets, and the Personal Information Protection Policy and Regulations to precisely protect personal information held by our Company, and are working to strengthen and enhance our crisis management framework.

Information Security Management Structure



“TOBU-CSIRT”

In order to respond to cyberattacks, which have become increasingly sophisticated and complex in recent years, a specialized team, TOBU-CSIRT, is working on “rapid response in emergencies” and “preventive activities in normal times.”



*1 [CSIRT] Computer Security Incident Response Team: It is a team designed to respond effectively to security incidents, and is being developed by various government agencies and companies.

*2 Point of Contact (POC): The role is to be the contact point for each department.

*3 [SOC] Security Operation Center: The role is to provide advice and technical support by external information security specialists.

Transportation ISAC

We participate in the Transportation ISAC*, established to improve collective defense against cyberattacks on transportation businesses, and ensure safety and security of our business by exchanging and analyzing cyber security information among operators.

* Information Sharing and Analysis Center (ISAC) is a private organization that works to share cyber security information among private businesses in the same industry, with the aim of enhancing their ability to defend against cyberattacks.

Tobu Railway Information Security Policy

Recognizing that gaining trust is an important mission of a company, in promoting more reliable corporate management, we regard all electronic information assets collected through our business as important assets indispensable for management, and we will act to live up to the trust of society through strict management and operation.

1. Basic Principle

We shall take appropriate management measures for electronic information assets related to all our business activities to ensure that they are protected from intrusion, leakage, alteration, destruction, unauthorized use, and interference with use. Appropriate action shall be taken promptly for any correction.

2. Operation Structure

In order to promote this Policy appropriately and smoothly, we shall establish an operation system that clarifies the organization and scope of responsibilities, and make efforts to protect information security as an organization.

3. Education

We shall educate all those who come into contact with electronic information assets about the Policy, and make them aware of the importance of information security, and proper use of electronic information assets.

4. Compliance with Laws

We shall understand and recognize this Policy, comply with all laws and other regulations regarding electronic information assets, and effectively operate information security measures in order to fulfill our responsibilities to society.

5. Maintenance & Improvement

In order to achieve the Policy, we shall ensure information security by understanding and recognizing the “Tobu Railway Standards for Information Security Measures” and “Information Security Procedures,” and regularly audit the status of compliance and make improvements as necessary.

Commitment to Safety, Security, and Comfort



Awareness of Social Issues

- ▶ Development of safe and secure social infrastructure
- ▶ Elimination of mobility constraints
- ▶ Responding to diverse mobility needs
- ▶ Responding to climate change

Implementation of Initiatives

- ▶ Establishment of safety management structure for transportation safety
- ▶ Promote accessibility to vehicles and facilities
- ▶ Operation of trains with seat reservation
- ▶ Provision of operation information app
- ▶ Strengthening railway facilities

Results of Initiatives

- ▶ **FY2022**
Railway Business Capital Investment Plan
• Total capital investment: **32.2 billion yen**
• Of which, safety investment: **24.2 billion yen (75%)**
- ▶ Promote accessible environment
• Stations
No. of platform screen doors installed **11 stations**
Barrier-free restroom rate **98%**
- Vehicles
% of wheelchair spaces provided **82%**
- ▶ Measures to reduce damage to railway facilities (FY2021 Results)
• Slope renovation (between Shimo-Goshiro and Myojin)
• Seismic reinforcement of elevated bridge (between Asakusa-Tokyo Skytree) etc.

Contribution to SDGs



(Inequality)



(Consumption & Production)



(Cities)

Approach to safety

As a basic approach to safety, Tobu Railway has established a Safety Policy and Safety Code of Conduct in its Safety Management Regulations, and is working to establish a safety management framework to ensure transportation safety.

Safety Policy

Based on our Corporate Motto and Creed, we shall observe the following policies to ensure safety and security for our customers.

- 1 In the belief that “Safety is the foundation of all business operated by Tobu Group,” we shall place the highest priority on safety and aim to become “trusted Tobu Railway.”
- 2 We shall comply with laws, ordinances, regulations, etc. in the spirit of the “Tobu Group Compliance Basic Policy.”
- 3 We shall tirelessly review our safety framework, always bearing in mind that safety measures are never-ending.
- 4 Each and every officer and employee shall create a culture of safety by being vigilant to the lessons learned, thinking for themselves, and acting for themselves.

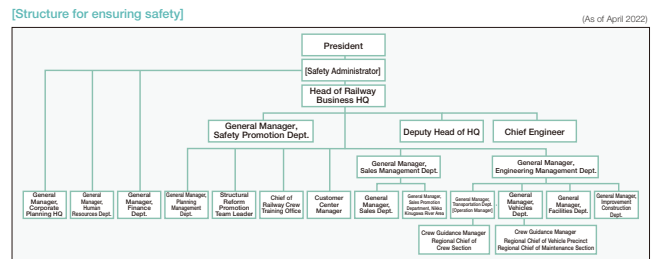
Safety Code of Conduct

- 1 All officers and employees shall work as one to ensure transportation safety.
- 2 We shall fully understand and comply with laws, regulations and related rules concerning transportation safety, and faithfully and accurately perform our duties.
- 3 We shall constantly strive to monitor and assess the transportation safety status.
- 4 We shall strive to perform the necessary confirmation without relying on speculation, and if we are unsure of a decision, we shall take the safest course of action.
- 5 In the event of an accident or disaster, we shall, beyond our organization or job responsibilities, remain calm in judging the situation, give priority to saving lives, and promptly take safe and appropriate measures.
- 6 We shall communicate information on transportation safety promptly and accurately without omission, and strive to share information.
- 7 We shall always be alert to transportation safety issues and strive to take the necessary actions.
- 8 We shall strive to acquire and master knowledge and skills related to transportation safety.

Internal Framework to Promote and Manage Safety

Internal structure to promote Transportation Safety

In accordance with the Railway Business Act, we have formulated the Safety Management Regulations for the purpose of establishing a safety management system and maintaining and improving transportation safety. In order to ensure transportation safety in the Railway Business, the Safety Management Regulations stipulate the “Safety Policy” and “Safety Code of Conduct,” as well as the internal system for promoting and managing safety under the supervision of the Safety Administrator appointed by the President, and the roles and authority of the person in charge of each division.



Ensuring implementation of Transportation Safety initiatives

Transportation safety meetings

In order to ensure transportation safety, we promote the review and improvement of our safety management system through the following meetings, in which top management and field employees work together. At these meetings, various safety initiatives are deliberated to ensure the steady implementation of safety measures and autonomous and continuous improvement (spiral up).

[Internal Structure for Safety Promotion and Management]



President, Safety Administrator, Head of Railway Business Division, railway-related officers, General Manager of Transportation Department, related general managers

The Safety Administrator and Head of Railway Business Division report to top management on the status of safety initiatives in the overall Railway Business, and submit proposals for reviewing the safety management system.

Safety Administrator, Head of Railway Business Division, railway-related officers, general managers and section managers of each department within the Railway Business HQ

The entire Railway Business HQ deliberates on accident prevention, disaster prevention, and terrorism countermeasures for railroads in general, as well as safety measures formulated by each division, in order to enhance the safety promotion structure.

General managers, section managers and assistant section managers of each department, and each field unit (including the three functional companies)

Communication is maintained between the head office and field operations, and issues related to the implementation of measures are confirmed.

* Tobu Railway outsources station operations to Tobu Station Service, partial maintenance of vehicles (general and inspection of important parts) to Tobu Intertec, and maintenance of track facilities, electrical facilities, and building facilities to Tobu Engineering. The three companies are referred to as the “three functional companies.”

For details of our safety initiatives, please refer to the “2022 Safety Report.” The report can be viewed on our website (<https://www.tobu.co.jp/>).

Commitment to Ensuring Safe Use

With the advent of a full-scale super-aging society and the increasing need for the participation of people with disabilities in society, we are actively promoting accessibility to station facilities and vehicles to ensure that all customers can use our railroads more smoothly and with greater peace of mind.

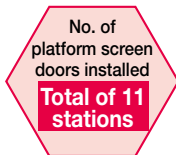
Promote accessibility to station facilities

Installation of platform screen doors

With support of the national and local governments, we have installed platform doors at stations with necessary installment conditions that are located near the Tokyo Olympics and Paralympic Games venues, at stations with more than 50,000 passengers per day, and at those with particularly high passenger volumes. In FY2021, platform screen doors were installed at eight stations, as well as Takenotsuka, Dokkyo Daigaku-mae, and Koshigaya stations (Platforms 2 and 3) making for a total of 11.



Platform screen doors (Takenotsuka Station)



Elimination of steps

We are promoting the use of elevators, etc. to eliminate steps at stations that are subject to the "Barrier-Free Act" Basic Policy¹.

As of the end of March 2022, the percentage of steps eliminated was 98% at the stations targeted by the Basic Policy.

In FY2021, steps were eliminated at Shinkiryu Station.



Elevator (Shinkiryu Station)



Improvement of barrier-free restroom

Similar to the elimination of steps by installing elevators, etc., as of the end of March 2022, the percentage of applicable stations in compliance with the "Barrier-Free Act" Basic Policy was 98%.

In FY2021, barrier-free restrooms were installed at Shinkiryu and Bushu-Karasawa stations.



Barrier-free restroom (Shinkiryu Station)

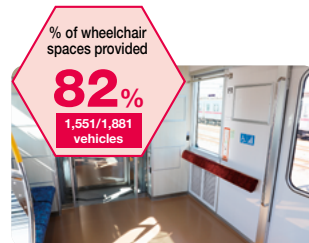


Barrier-free vehicles

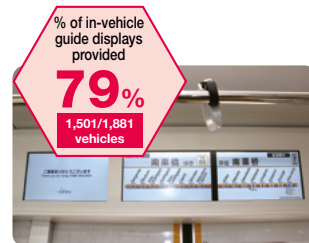
Installation of wheelchair spaces and in-vehicle information displays

In accordance with the "Barrier-Free Act" Basic Policy, we have been installing wheelchair spaces and in-car information displays. As of the end of March 2022, the installation rates of wheelchair

spaces and in-car information displays were 82% and 79%, respectively.



Wheelchair space (Series 70000)



In-vehicle guide display (Series 70000)

Countermeasures against terrorism and crime prevention

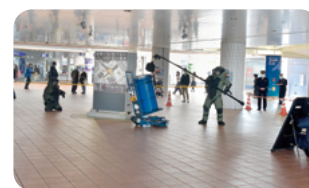
Based on the "Guidelines for Responding to Terrorism on Railways" prepared by the Ministry of Land, Infrastructure, Transport and Tourism, we have prepared the "Manual for Responding to Suspicious Persons and Objects," and have installed security cameras, carried out intrusion-prevention measures, fitted emergency intercoms, and conducted patrols with security armbands to reduce terrorism on railroads.



Security camera



Emergency intercom



Counter-terrorism drills

Measures to prevent the spread of COVID-19

Measures taken at stations

In addition to installing plastic curtains to block airborne droplets and virus removers at each station counter where customers come into contact with others, we have also installed alcohol disinfectants for customers, mainly at major stations that are used by many customers, to prevent infection.

Furthermore, station facilities (ticket vending machines, escalator belts, handrails, etc.) that are touched by many customers are cleaned using anti-virus and anti-bacterial agents, and some waiting rooms are equipped with ultraviolet germicidal lights that neutralize viruses.

In-train measures

In addition to cleaning the interior equipment (handrails, straps, etc.) that many passengers come into contact with using sterilizing detergents, a long-term antibacterial coating has been applied to the straps and seats of all trains.

We have also implemented infection-prevention measures such as wearing face shields and using a tray when checking express tickets and exchanging money to avoid direct contact.

In addition, in order to prevent infections inside the train, air conditioning and ventilation systems are used, and staff

¹ Covering stations with 3,000+ users per day for the last three years (2019–2021), and stations with 2,000+ users/day positioned as community facilities in the Basic Concept.

² Excluding Kita-Omiya Station, which does not have toilets

open windows for ventilation. We also ask for the cooperation of passengers to open windows inside the train through announcements and posters.



Initiatives to reduce climate change risks

We are implementing the following measures to reduce the risk of climate change caused by torrential rains and typhoons.

- Measures to reduce damage to railway facilities
 - We are implementing disaster-prevention and disaster-mitigation measures (repair and reinforcement) against natural disasters.
 - Various reinforcement measures for slopes and piers
 - Measures to prevent flooding of equipment/devices
 - Installation of anemometers, rain gauges, river monitoring cameras, etc.
- Securing customer transportation and recovery system at the time of a disaster
 - When operations are suspended due to a disaster, with the cooperation of the Tobu Group's bus companies, we promptly provide substitute transportation as an alternative means to

ensure that our customers can get around.

In terms of the recovery system, we will also utilize a strong value chain that includes not only Tobu Railway, but also Group companies and cooperating companies, in order to quickly resume operations. In addition, a structure is in place to respond quickly to emergencies by conducting drills that simulate disaster situations during normal times.

- Stopping between stations and measures to avoid damage (planned suspension)

When a typhoon is approaching and there is a risk that wind and rain may affect the safe operation of trains, we give advance notice and implement a "planned suspension" of train services to avoid stoppages between stations and damage.

Every effort is made to ensure safety, mitigate damage, and return to normal operations as soon as possible.

- Measures to prevent flooding of vehicles in detention lines (evacuation of vehicles)

Drills to evacuate vehicles to an elevated section are being conducted as a measure to avoid water damage to vehicles on the detention lines that are expected to be flooded.



Commitment to Ensuring Comfortable Use

Aiming to make railroads more comfortable and user-friendly

Provision of Tobu Line App (operation information app)

We offer the Tobu Line App, a smartphone application that provides information on Tobu Line operations in an easy-to-read format. The app provides convenient information for passengers, such as a delay information map showing suspended trains and transfer transportation sections, and train running positions (on some lines).



Operation of trains with seat reservation

In order to meet the needs of commuters and families with children for a comfortable trip to the city center, we operate trains with reserved seats using cars that can be converted to cross-seat or long-seat types.

■ TJ Liner (Model 50090)

TJ Liner began operating on the Tojo Line in 2008 as a limited-seat train to improve the seating service from Ikebukuro Station, and is used by many passengers every day. In 2016, we began operating inbound trains during morning commuting hours, and two in-bound trains were added to the operation diagram revised in March 2021 in order to further improve our service.



TJ Liner

■ TH Liner (Model 70090)

"TH Liner" is the first train with reserved seats to operate directly on the Tobu Line and Tokyo Metro Hibiya Line that started operation in 2020. Taking advantage of the mutual direct connection between central Tokyo and suburban areas, the service operates between Kuki Station on the Tobu Isesaki Line and Ebisu Station on the Tokyo Metro Hibiya Line (outbound train departs from Kasumigaseki Station on the Hibiya Line).



TH Liner

Creating Comfortable Living along Our Railway Lines



Awareness of Social Issues

- ▶ Improving environment conducive to parenting/childcare
- ▶ Establishment of work-life balance
- ▶ Responding to aging society
- ▶ Responding to diverse housing needs

Implementation of Initiatives

- ▶ Development of daycare facilities
- ▶ Supply of properties for sale tailored to teleworking
- ▶ Opening of satellite offices
- ▶ Supply of rental apartments with workspace
- ▶ TOBU POINT Parenting Support Program
- ▶ Support for living in two bases, in the city and in the suburbs

Results of Initiatives

- ▶ Opening of Station Daycare facilities
Number of Facilities **18**
Total capacity (persons) **1,144**
- ▶ Supply of housing for sale supporting work from home
- ▶ Establishment of satellite offices (5 locations), Station Box type (12 stations)
- ▶ Supply of rental apartments with a workspace (2 buildings)
- ▶ Free train commuting for elementary school students and child fares during long holidays by Point Back
- ▶ Opening of "HATASUMIKA," a stay-and-rent farm

Contribution to SDGs



For Parenting Generation

Childcare support measures

Supply of condominium with childcare support facilities

Solaie I'll Nerimakitamachi, a rental apartment built in Nerima Ward, Tokyo, in January 2020, was the first building that Tobu Railway received certification for under the Tokyo Metropolitan Government Child Care Support Housing Certification System.

Under this program, the Tokyo Metropolitan Government recognizes houses as an excellent example of considering the safety of its residents and the ease of doing housework, and creating an environment conducive to parenting by providing facilities and services that support childcare.

The property has been designed to create an environment conducive to parenting by incorporating a floor plan that considers the movement flow and size of the house, as well as preventing finger-jamming in doors, offering a baby carriage space, and providing residents with free slots for babysitting services, and a kids' room in the common area.

In addition, we became the first private housing company to introduce "e-Pal Box," a home delivery locker with an emergency food circulation system. During normal times, the food is sold automatically as part of the residents' daily diet, and in the event of an earthquake, the stockpile box is automatically opened when a tremor is detected, and the products are replenished once a week, enabling rolling stock (circulation of emergency food).



Solaie I'll Nerimakitamachi
(Kids Room)



Solaie I'll Nerimakitamachi
(Exterior)

Opening of Station Daycare facilities

Since 2012, we have been working to attract daycare facilities, and in April 2022, a new licensed daycare center was opened in Solaie Shimizu Park Urban Park Town in front of Shimizu Park Station on the Tobu Urban Park Line. This brings the total number of Tobu Railway's Station Daycare Centers to 18 on the entire Tobu Line.



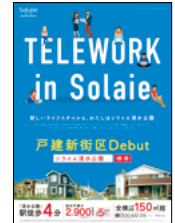
Events at Edogawadai Daycare Center

Supply of housing for sale supporting work from home

We are promoting the supply of housing that can accommodate the growing number of telecommuting workers. In Solaie Shimizu Park Urban Park Town, detached houses sold in the spring of 2021, each residence has its own concept, such as "Home with telework space" or "Home with theater pit." "Home with telework space" offers a floor plan considering the layout of the rooms so that residents can relax and work while enjoying the greenery.



House with Home Office (Sold in 2020)



In addition, the condominium Premist Funabashi Tsukada (started occupancy in September 2020) and Solaie Gran Nagareyama Otakanomori (started occupancy in September 2021) have work spaces in the common area, providing a space where people can concentrate on their work in a place separate from their living space.

We will continue to plan and supply housing that responds to new lifestyles.



Solaie Gran Nagareyama Otakanomori
(Common Area)

Parenting Support Program

Tobu Railway promotes sustainable development together with local communities along the railway line by supporting families raising children, aiming for the realization of "A human-friendly society where people and communities continue to flourish together." This program is carried out by utilizing TOBU POINT, a common points system for Tobu Group, and the Tobu Card.

- ★ Effectively waiving the cost of commuter passes for elementary school children
If a Tobu Line regular commuter pass for child is purchased with the Tobu Card, Tobu Points will be granted for the full amount equivalent to the commuter pass on the Tobu Line.
- ★ Effectively waiving the child fares during long holidays
If a Tobu Line regular commuter pass is purchased with the Tobu Card, and a parent and child ride the same route together during long school holidays (summer, winter, and spring holidays), Tobu Points will be granted for the amount equivalent to child fare on the Tobu Line.

For Senior Generation

Revitalization of areas along our railway lines

Development and supply of housing for seniors

Construction of the Iwatsuki Station Building, which combines the rental apartment Solaie I'll Iwatsuki, housing for seniors with services, a clinic, and a convenience store, was completed in June 2021.

The concept of the rental apartment Solaie I'll Iwatsuki and the housing tailored to senior residence is to coexist in harmony with their pets, and by installing a dog run that can be shared by residents of both properties, the project aims to promote multi-generational exchange through coexistence with pets.



Solaie I'll Iwatsuki

For those with Diverse Work Styles

Measures for new lifestyles (For promotion of Work Style Reform)

Opening of satellite offices

In June 2020, Tobu Railway opened the suburban satellite office “Solaie + Work” aimed at neighborhood development that is more convenient to live in by creating an environment where people can work and live in close proximity along our railway line. In addition to five store-type office facilities (Soka Matsubara, Fujimino, Kamagaya, Asakadai, and Sakado), EKI DESK, a station box-type satellite office, is located at 12 stations including Kitasenju Station.

We will continue to support working styles not bound by time and place, thereby enhancing the convenience of our customers’ lives and improving the value of the railway line.



EKI DESK

Supply of rental apartments with workspace

In March 2021, we began leasing Tobu Railway’s first rental condominiums with workspace, Solaie I’ll Soka and Solaie I’ll Shingashi.

In July 2022, we began leasing Solaie I’ll Koshigaya-Gamo, which has workspace in the common space and some residential rooms, providing a space where life and work are in harmony.



Solaie I’ll Koshigaya-Gamo

For Residents along Our Lines and Passengers of Tobu Lines

Measures to Support New Lifestyles

Offering a New Lifestyle of “Living in Two Bases”

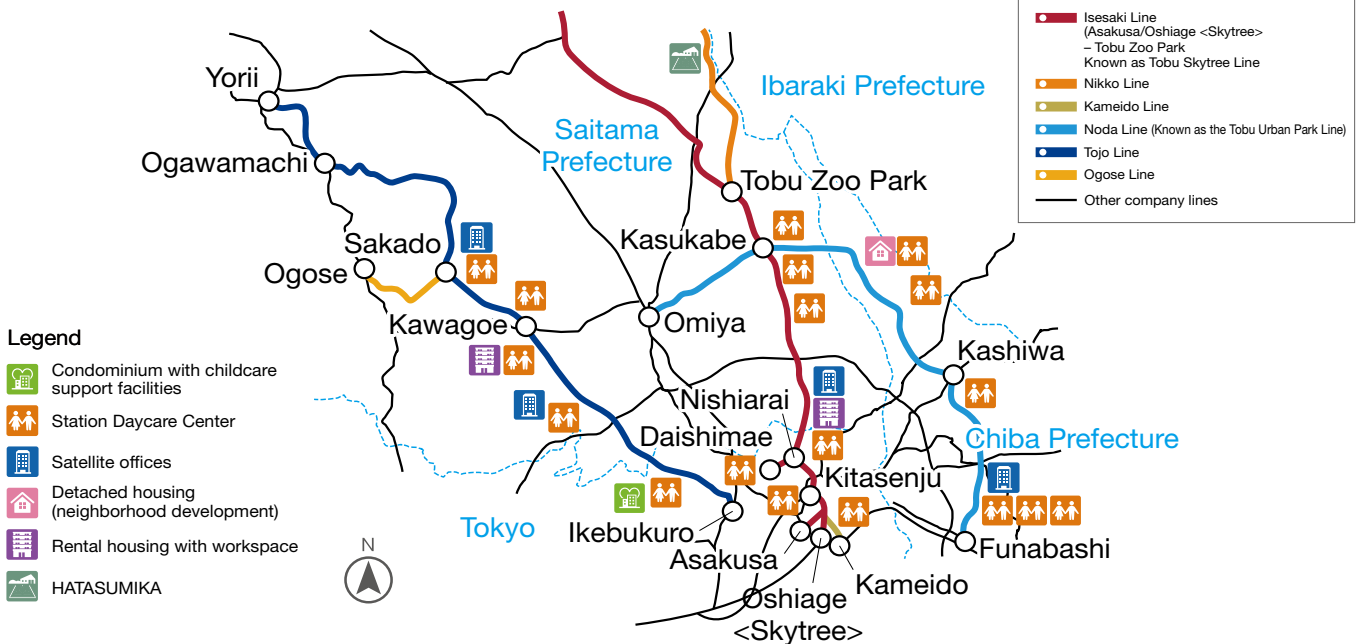
Tobu Railway has invited the first farm of “HATASUMIKA,” a stay-and-rent farm operated by AgriMedia Inc., to its property in front of Shinkoga Station on the Tobu Nikko Line, offering a new lifestyle.

In response to the growing interest in a two-base lifestyle that is not limited to the city center due to the changing lifestyles under the impact of COVID-19, a new two-base lifestyle is proposed, one in the city center and the other in the suburbs with a farm, through the collaboration between AgriMedia, which “has know-how in the rental farm business,” and Tobu Railway, which “connects the city center and the suburbs.”

The Company will continue to respond to changing lifestyles and create new value along its railway lines in cooperation with businesses that are skilled in regional revitalization.



Map of facilities for lifestyle support



With Our Stakeholders



Awareness of Social Issues

- ▶ Establishment of work-life balance
- ▶ Establishment of human rights and industrial safety and health
- ▶ Securing human resources
- ▶ Responding to aging society
- ▶ Revitalization of local communities
- ▶ Securing optimal value chain

Implementation of Initiatives

- ▶ Utilize talented people with an emphasis on work-life balance and human rights
- ▶ Solving regional issues through Group's business
- ▶ Provision of appropriate services in cooperation with business partners

Results of Initiatives

- ▶ Results of women's advancement
 - % of female managers (including seconded persons) **2.5%**
 - % of new female graduates hired **13.1%**
 - % of female employees **4.7%**
- *Including Tobu Railway and four functional subsidiaries (TobuIntertec, Tobu Engineering, Tobu Station Service and Tobu Shared Service)

Contribution to SDGs

 4 QUALITY EDUCATION (Education)	 11 SUSTAINABLE CITIES AND COMMUNITIES (Cities)
 5 GENDER EQUALITY (Gender)	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS (Peace & Justice)
 8 DECENT WORK AND ECONOMIC GROWTH (Growth & Decent Work)	 17 PARTNERSHIPS FOR THE GOALS (Partnerships)

Commitments to Our Customers

Here we introduce our efforts to meet the expectations of customers who use the Tobu Railway and residents living along our lines.

Structures for listening to the voice of customers

Tobu Railway Customer Center
Respond by phone and e-mail

Tobu Railway Customer Center

- Business hours: 9:00–18:00
(Open all year round, except for the year-end and New Year holidays)
- TEL.: 03-5962-0102
- Details of service
 - [1] Reservation of Express Tickets, etc.
 - [2] Inquiries (lost items)
 - [3] Contact information
(Train schedules, fares, sightseeing information along the line, etc.)
 - [4] Opinions and requests

Improvement and PR activities based on customer feedback

Tobu Railway shares “voice of customers” internally to make improvements. In addition to introducing the examples of improvements on our website, we have also created etiquette posters and other materials and posted them in stations and trains to encourage customer understanding and cooperation.

Tobu Railway launches TOBU Kids, a website for kids

This site is a participatory, hands-on website mainly for elementary school children, and offers various pieces of content for parents and children to enjoy.

In FY2019, we introduced an official LINE account as a communication tool to strengthen the dissemination of the Tobu Group’s information for kids. We will continue to communicate with our customers by developing the site as a “Tobu Group kids portal site” in collaboration with Tobu Group companies.

The site also hosts participatory events, mainly during long holidays, to promote a deeper understanding of the Tobu Group’s business.



Train schedule planning class

Communication with Customers

Publication of Monthly Tobu

“Monthly Tobu” has a history of more than 70 years since its first issue in April 1951 as a monthly public relations magazine. The purpose of the magazine is to help increase loyalty to the Tobu railway lines by providing information on the Tobu Group and various other topics to our customers.

The magazine introduces not only the various initiatives of the Tobu Group, but also the attractions of the areas along our railway lines, and features interviews and essays by writers, actors, and athletes who are at the forefront of the times. It is our aim to coexist and co-create with our customers by providing them with various pieces of information so that they can experience the cultural wealth in their daily lives along our railway lines.



Monthly TOBU

Social and Environmental Report for Children

For Children

The Tobu Railway children’s website, Tobu KIDS, discloses Social and Environmental Report for Children. The pages are designed to look like a bookshelf in a child’s room, and with “railway” as a starting point, the contents are designed to help children learn about society and the environment while having fun.



Tobu Railway Children’s Website

Commitment to Local Communities

Cooperation with local communities, etc.

Regional Revitalization Using Railway Networks

In cooperation with Adachi Ward Senju Sakurazutsumi Junior High School, Fukushima Prefecture Tajima High School, Minamiaizu Tourism and Products Association, and Adachi Ward Tourism and Exchange Association, Tobu Railway promoted local products from Minamiaizu, Fukushima Prefecture, with a focus on Nango Tomatoes at Kita Senju Station in August 2022.

In this initiative, students from Tajima High School loaded fresh tomatoes and other specialty products from Aizu Tajima Station and transported them directly to Kita-Senju Station, utilizing the Liberty Express between Aizu Tajima Station and Asakusa Station. Students from Senju Sakurazutsumi Junior High School picked up the products and sold them at Kitasenju Station.

Through this initiative, we provided junior and senior high school students with opportunities to learn about society and supported career education for the youth of the next generation. We will continue to revitalize the communities along our lines utilizing the railway network.



Sales promotion posters made by junior high school students



Nango Tomatoes

Supporting regional revitalization through rail transport

In August 2021, we introduced a pay-as-you-go baggage fee system for companies and organizations working to revitalize local communities to bring baggage to cabin space.

In response to the decrease in passenger transportation under the impact of COVID-19, this system is designed to support the efforts of specific companies and organizations that contribute to society and revitalize local communities as a way to utilize rail transportation beyond passenger transportation.

As the first initiative using this system, we are implementing the "TABETE Rescue Direct Sales Center" where agricultural products and other items that have not been sold out at direct sales points around the city of Higashimatsuyama are transported from Shinrinkoen Station on the Tojo Line to Ikebukuro Station and sold inside there with the aim of reducing food loss. As a result, we were able to reduce food loss by a cumulative total of 25 tons in one year.

To further reduce food loss, vegetables that could not be sold at the direct-sale center are donated to the OOC Children's Cafeteria for use as ingredients.



Loading



A lunch box at Children's Cafeteria

Opening of a commercial complex to create a lively community with a plaza to socialize

In September 2021, we opened a commercial facility at the west exit of Tobu Dobutsu Koen Station based on the concept of an "activity center for shopping and neighborhood development" where local residents and visitors can interact. As a development centering on a station that connects with local communities, the project aims to establish a facility that will create a bustling community. It can do this by providing services that will lead to solving local issues and revitalizing the community, such as the development of "Community Plaza" as an exchange plaza open to the community, the establishment of a shared kitchen that will encourage restaurant owners to take on business challenges, etc., and mobile sales that meet the needs of an aging community.



Tobu Dobutsu Koen Station West Exit Commercial Complex and "Community Plaza"

Promotion of multilevel railroad system (revitalization of communities by eliminating the division of areas)

In addition to drastically solving railroad crossing accidents, we are currently promoting the construction of railroad upgrades at four locations along our railway lines to contribute to urban restoration and revitalization by eliminating road congestion and area fragmentation.

○ Elevation near Takenotsuka Station

In the vicinity of Takenotsuka Station on the Tobu Skytree Line (between Nishiarai and Yatsuka), the inbound and outbound lines were elevated in March 2022 as part of Adachi Ward's urban planning project. As a result, two railroad crossings in this section were removed, eliminating traffic congestion and improving safety.

○ Elevation between Shimizu Koen and Umesato

The elevated section of the Tobu Urban Park Line between Shimizu Koen and Umesato will come into use in March 2021 as part of an urban planning project implemented by Chiba Prefecture. As a result, 11 railroad crossings in this section were removed, eliminating traffic congestion and improving safety.

○ Elevated section near Tokyo Skytree Station

The construction of a continuous multilevel crossing in the Tobu Skytree Line between Tokyo Skytree and Hikifune is being promoted as an urban planning project by Sumida Ward, aiming for completion in 2024.

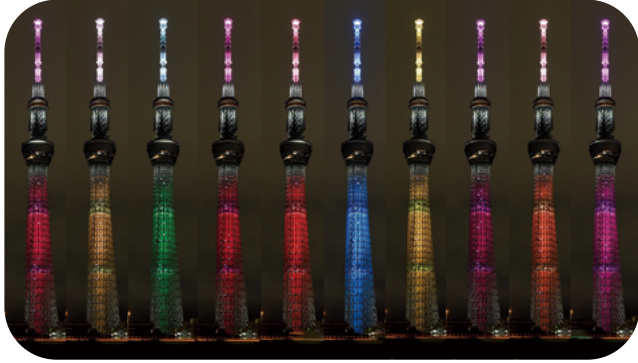
○ Elevation near Kasukabe Station

In the vicinity of Kasukabe Station on the Tobu Skytree Line and Tobu Urban Park Line, we are promoting the construction of a continuous multilevel crossing as an urban planning project enforced by Saitama Prefecture, aiming for completion in 2031.

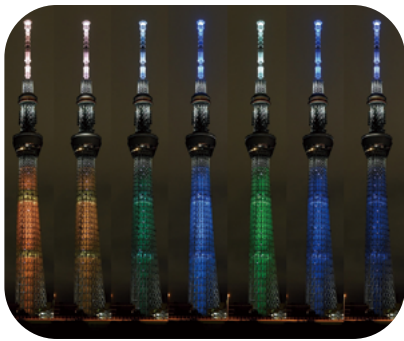
Special illumination of support of initiatives that serve public interest

During SDGs Week in September 2022, in support of the United Nations' Sustainable Development Goals (SDGs), TOKYO SKYTREE® (Tobu Tower Skytree) hosted a special illumination event in the image of 17 colors representing the SDGs. In addition, we cooperate in raising awareness of activities that contribute to various public interests.

On June 5, 2022, "Environment Day," we lit up the Sumida River Bridge of Tobu Railway in green in cooperation with the "#Green for the Environment Day" campaign. On June 20, the bridge was lit in blue, the color of the United Nations, in support of the World Refugee Day campaign to raise awareness of the refugee crisis and to encourage society as a whole to take action to solve the issue.



Special illumination inspired by the 17 colors of the SDGs



©TOKYO-SKYTREE



"#Environment Day is Green"

Considering further use of rail transportation

In October 2021, Tobu Railway, in cooperation with beverage manufacturers and Tobu Group companies, conducted a demonstration test in which empty beverage containers collected from recycling bins next to vending machines installed by beverage manufacturers at stations on the Tobu Line were transported by return train to the train depot.

It was conducted to verify the business feasibility and effectiveness of using a return train when collecting empty beverage containers at the station.

After the collection, employees of Symphonia Tobu, a special subsidiary of the Tobu Group that employs people with disabilities, will sort the empty beverage containers by resource to verify the possibility of expanding the scope of employment for people with disabilities.



Vehicles used for transportation



Loading empty beverage containers (conceptual image)

"Satoyama (Village Forest) Experience Program" to fully enjoy satoyama

In cooperation with the Satoyama Academy, which operates in Tochigi Prefecture, Tobu Railway has been carrying out the Satoyama (Village Forest) Experience Program since September 2021 as part of "Sustainable Club" once a month.

In the Satoyama of Tochigi Prefecture, located approximately two hours from the Tokyo metropolitan area, this program is conducted with the purpose of "learning the advantages and basics of country life," and includes agricultural experience, village life experience, and exercise utilizing the terrain, all in a satoyama where one can feel the four seasons.

In conducting this program, we aim to provide participants with time and an environment to think about "a sustainable and affluent life for their families and themselves," bring smiles to their faces, feeling as if the Nikko/Kinugawa area is their second home. This is a unique initiative of Tobu Railway, which connects the Tokyo metropolitan area and Satoyama.



Satoyama (Village Forest) Experience Program

Japan's first eco-friendly MaaS for tourism, "NIKKO MaaS"

Tobu Railway operates Japan's first eco-friendly MaaS service for tourism, "NIKKO MaaS" in the Nikko area of Tochigi Prefecture.

NIKKO MaaS service is a digital free pass that combines rail and bus services, as well as eco-friendly mobility services such as EV/PHV car sharing, shared bicycles, and EV buses (low-emission buses). This is a one-stop service that allows users to search, purchase, and use sightseeing content such as tickets to visit historical and cultural facilities, nature tours, etc., from the NIKKO MaaS website. At the same time, we are promoting the Nikko brand as an "eco-friendly sightseeing spot" and revitalizing the region by promoting excursions.



Nikko Natural Science Museum



Shared bicycle (conceptual image)

Commitment to Safety, Security, and Comfort
Creating Comfortable Living along Our Railway Lines
With Our Stakeholders
Environmental Initiatives

Landscape improvement (planting hydrangeas) by youth baseball teams along the railway line

As part of our support for activities to nurture healthy youth who will lead the next generation and our social contribution activities for communities along our railway lines, we hold the Tobu Railway Cup Youth Baseball and Soccer Tournaments, operated by Tobu Group employee volunteers.

In July 2022, five youth baseball teams from the Koshigaya area of Saitama Prefecture participating in the Tobu Railway Cup planted hydrangeas at Shin-Takatoku Station on the Tobu Kinugawa Line.

Under the initiative, the youth baseball teams, who agreed to volunteer to improve the scenery along the line, grew hydrangea saplings at home for a year and planted them at the station by themselves.

In improving the scenery along the line with local communities, Tobu Railway supported activities of the youth baseball teams, including round-trip express rides for the teams to travel.



Hydrangea planting by baseball teams along the line

Consideration for the living environment (noise and vibration countermeasures)

Vehicles

[Soundproof wheels]

During train operation, noise frequently occurs between the rails and the wheels and a typical example is the creaking noise that occurs when a train passes through a curved section. The mechanism of the creaking noise is that the rails and wheels rub against each other, causing the wheels to vibrate minutely, which generates a high-frequency noise. In order to reduce the creaking noise, we have introduced “soundproof wheels,” which are designed to suppress the vibration of the wheels. At present, the installation rate of soundproof wheels is 100% (excluding the steering wheels of Series 70000).

[Anti-slip device]

If emergency braking is applied when the rails are slippery, such as in rainy weather, the wheels will slide on the rails in a locked state, creating a flat area on the wheels called a “flat spot.” These flat spots cause noise and vibration, so as a countermeasure, we are introducing anti-skid devices that detect skidding and adjust the brakes. Currently, the installation rate of the device is about 48%.

Tracks

[Anti-vibration and soundproofing in elevated sections]

In the elevated construction section of the Isesaki, Noda, and Takenotsuka lines, as anti-vibration measures, noise is reduced by using ballastless tracks with elastic sleepers spreading sound-dampening ballast. In Takenotsuka, the rail weight has been set

at 60 kg per meter (previously 50 kg per meter) to further reduce vibration.

For soundproofing, sound barriers (bridge railing) have been installed on the outside of the viaduct to reduce the noise generated by passing trains. In particular, FRP sound insulation walls are used in Noda and Takenotsuka, considering ease of construction, durability, earthquake resistance, and the surrounding landscape.



Ballastless track



FRP sound insulation wall (bridge railing)

New facility construction, improvement, and large-scale construction

For large-scale improvement works in the Railway Business, such as the elevation project near Takenotsuka Station, and for the construction of large-scale condominiums such as Solaie Nagareyama Otakanomori and Solaie Grand Nagareyama Otakanomori, we will use heavy machinery that uses hydraulic pressure to drive piles and pull out steel plates that have been driven into the ground for reinforcement. We are trying to reduce noise and vibration by using low-noise, low-vibration machines that use hydraulic pressure or low-noise machines certified by the Ministry of Land, Infrastructure, Transport and Tourism.

For large-scale construction such as elevation projects, we measure noise and vibration as needed during construction to ensure that we are taking the living environment into consideration.

We also make efforts to prevent the dispersal of dust by cleaning on a daily basis.



Heavy equipment certified by Ministry of Land, Infrastructure, Transport and Tourism

Commitment to Investors (Shareholders, etc.)

We aim to increase corporate value through business development that responds to changes in the business environment, based on the trust of investors through timely and appropriate information disclosure, and enhance integrity in our corporate activities.

Information disclosure

As a basic principle for appropriate information disclosure, we are committed to disclosing and disseminating information with appropriate content and timing to investors, shareholders, and society, in order for them to gain a correct understanding and evaluation of the Company.

Specifically, in order to ensure management transparency, we have established IR guidelines that include the proactive disclosure of business results, business conditions, and other information, and they are posted on our website.

We also make efforts to disclose information such as timely disclosure materials and news releases on the Tobu Railway website.



Top screen of IR information on our website

Further enhancement of shareholder returns

Our basic policy for shareholder returns is to maintain stable dividends while taking into account our financial soundness and comprehensively considering our business performance and environment.

Holding regular briefings for analysts and institutional investors

Twice a year (after the fiscal year end and the second quarter end), the Director and President serves as a speaker to explain the financial results, the measures taken by each segment of the Tobu Group, and the Management Plan.

Shareholder Benefit Program

We issue shareholder discount tickets and coupons in proportion to the number of shares held to shareholders registered in our Shareholder Registry as of March 31 and September 30.



Shareholder Coupon



Business Report

Value Chain Initiatives

Basic Philosophy

In order to build a relationship of mutual trust with our business partners, we will conduct fair, equitable and transparent selection and transactions in accordance with laws and regulations and sound business practices, and will continuously evaluate the selection and transaction status of our business partners.

In order to build stable relationships with our business partners, we will not accept or engage in unreasonable demands, excessive entertainment or gifts that abuse our superior position.

Green Purchasing Guidelines

As for the environmental aspect of Tobu Railway, we have established the Green Purchasing Guidelines and conduct appropriate transactions.

Please refer to our website for Tobu Railway's Green Purchasing Guidelines.

<https://www.tobu.co.jp/corporation/greenpurchase/>

Recycling used PET bottles into new PET bottles

Tobu Railway, together with Kirin Beverage Company, started "bottle-to-bottle" horizontal recycling in August 2022, in which used PET bottles are collected and recycled into new PET bottles.

At the station, various empty containers collected from recycling boxes attached to Kirin Beverage vending machines are first sorted at intermediate processing facilities. The collected PET bottles are then recycled by a recycler into resin (resource recycling), manufactured and sold as beverage products in a continuous horizontal recycling process.

Through this initiative, we have established a recycling model that reliably recycles collected used PET bottles into PET bottles for their intended use.

The collected PET bottles will be reborn as new PET bottles.



Recycling Boxes are installed at Tobu Railway stations for a better global environment. Place empty cans, bottles and plastic (PET)

KIRIN

Building a system to prevent accidents and disasters

Tobu Railway holds the Accident Prevention and Disaster Prevention Liaison Conference twice a year to share examples of safety initiatives with partner companies involved in railroad construction work related to engineering and electricity, and to help prevent accidents and disasters.

At these meetings, awards are given for accidents and disasters that have been prevented, and we work together with our partner companies to promote accident prevention.

In addition to the above, we are implementing the following initiatives to prevent accidents and disasters.

Opinion exchange meetings with cooperating companies

We exchange opinions on safety with our engineering and electrical cooperating companies in order to spiral up (boost) mutual safety awareness.

Various in-house qualification certifications and renewal training

In addition to certifying the employees of our cooperating companies with the qualifications we have established, we provide training to those who hold qualifications once every three years to prevent similar accidents based on safety regulations, standards, and events.

Safety seminars and safe driving seminars

In addition to education on safety management, how to deal with disasters, and risk assessment based on disaster case studies, we also provide education on precautions for driving emergency vehicles and preventing traffic accidents.

Safety patrol and confirmation of construction sites, etc.

As part of safety efforts at each of the elevated construction sites (Takenotsuka, Tokyo Skytree, and Noda), monthly patrols of the construction sites are conducted jointly in a way that goes beyond the client and contractor relations. After the patrol, we hold a safety meeting to exchange opinions on what we noticed during the patrol and what we feel should be shared in order to raise safety awareness.



Building a social system where everyone can have a rewarding career

Symphonia Tobu, a special subsidiary that promotes the employment of people with disabilities, collaborates with welfare service facilities for the disabled along our railway lines, and sells freshly baked bread and sweets made by facilities at the Tobu Railway head office in "Symphonia Marche" once a month.

In addition, the company provides practical training for people with disabilities from special needs schools and employment support organizations along our railway lines.

We are working to build cooperative relationships with related organizations along our railway lines, and to further expand this circle of cooperation with the aim of building a system for a "society where everyone can have a rewarding career" and a "society where we can work together in partnership."



Symphonia Marche

Building alternative transportation and recovery systems

In order to respond swiftly to natural disasters, accidents, and other emergencies, Tobu Railway has strengthened ties with its business partners, and has established a system to provide alternative transportation in the event of disruptions to train operations, and to cooperate in restoration work, leading to early restoration and resumption of operations.



Substitute buses



Restoration work

Commitment to Employees

Tobu Railway respects fundamental human rights, and in order to deepen the correct understanding and recognition of human rights issues, we are engaged in systematic and continuous training and education, while establishing regulations on occupational safety and health, and making company-wide efforts for safety and health management. In order to develop and maintain a comfortable working environment, we are also working to promote the activities of a diverse range of human resources, including women, the elderly, and people with disabilities, and have established systems to help them balance work and family life.

Human rights

Our Approach

Tobu Railway respects fundamental human rights, and in order to deepen the correct understanding and recognition of human rights issues, we are engaged in systematic and continuous training and education, while establishing regulations on occupational safety and health, and making company-wide efforts for safety and health management. In order to develop and maintain a comfortable working environment, we are also working to promote the activities of a diverse range of human resources, including women, the elderly, and people with disabilities, and have established systems to help them balance work and family life.

Supporting Structure

In order to respect basic human rights and maintain and develop a healthy workplace free from discrimination, we have established the following committees as supporting structure.

- Organization Chart of Human Rights



• Committee for Promoting Training in Human Rights

The Committee deliberates and decides on basic plans and important matters regarding in-house training in human rights issues, and supervises company-wide training in human rights issues.

Chair of Training Promotion Committee	HR Officer
Members of Training Promotion Committee	Head of HQ General Manager Senior Manager, Capacity Development Center Head of Clinic

• Liaison Committee for Promoting Training in Human Rights, Railway Division

The committee monitors the status of promotion of training on internal human rights issues, and communicates and coordinates among departments of the Railway Business HQ.

Chair of Training Promotion Committee	General Manager, Human Resources Dept.
Members of Training Promotion Committee	Section Manager in charge of Education, Human Resources Dept. Senior Manager, Capacity Development Center Section managers in charge of administration in departments of Railway Business HQ

• Liaison Committee for Promoting Training in Human Rights, Staff Division

The Committee monitors the status of promoting training on internal human rights issues, and communicates and coordinates among departments.

Chair of Training Promotion Committee	General Manager, Human Resources Dept.
Members of Training Promotion Committee	Section Manager in charge of Education, Human Resources Dept. Senior Manager, Capacity Development Center Section managers in charge of education (excluding departments of Railway Business HQ)

• Promotion of Training in Human Rights Meeting

Each department of the Railway Business HQ will have a Committee for Promotion of Training in Human Rights Issues, which will liaise and coordinate with other workplaces in order to implement and promote specific training on human rights issues within the department, based on the decisions of the Promotion Committee.

Members of Training Promotion Committee	General Manager or Administration Section Manager
Training Promoter	Assistant section chief or above designated by General Manager Assistant section chief or supervisor in charge of education, Administration Section Field managers designated by General Manager

* In addition to the regular meetings of each committee, etc., held once or twice a year, ad hoc meetings of committees, etc. are held whenever necessary.

Consultation Desk for Human Rights

Tobu Railway has established a Consultation Desk for Human Rights to provide a system for receiving consultations related to human rights from employees, and is working to create a comfortable workplace.

Human Rights Education

In order to create a healthy workplace free from all forms of discrimination, it is necessary to ensure the correct recognition and understanding of human rights issues. For this reason, in FY2021, we continued to implement human rights education in each training course to raise awareness of human rights issues, and also actively participated in external training on human rights issues.

In addition, human rights issues are becoming increasingly diverse and complex in terms of race, nationality, gender, age, religion, ideology, and disability. In order to respond appropriately to these issues, we must respect the human rights of all people associated with our Company, including customers, local residents, and employees, and utilize their diverse values.

In the future, we will continue to thoroughly educate our employees on issues such as “Dowa” (discrimination against a social group in Japan), power harassment, and sexual harassment in order to create a comfortable working environment for all employees.

Industrial Safety and Health

Approach to safety and health

In order to “ensure safety and health of workers in the workplace and promote the formation of a comfortable working environment,” as stated in the objectives of the Industrial Safety and Health Act, Tobu Railway has established the Safety and Health Management Regulations and is committed to company-wide management of safety and health. The aim is to stipulate matters necessary for the safety and health management of employees, thereby preventing occupational accidents and maintaining and improving health.

Safety and health management structure

In addition to (1) the Central Safety and Health Manager, (2) the Chief Safety and Health Manager, (3) the Safety and Health Manager, (4) the General Safety and Health Manager, (5) the Safety Manager, (6) the Health Manager, (7) the Safety and Health Promoter, (8) the Industrial Physician, and (9) the Operation Supervisor, Safety and Health Staff are assigned to perform their duties with clearly defined roles as a person responsible to manage safety and health.

We have also established a Safety and Health Committee to investigate and deliberate on matters related to safety and health, and to prevent occupational accidents and maintain and improve health.

The committee consists of the “HQ Safety & Health Meeting,” “Division Safety & Health Committee,” and “Workplace Safety & Health Committee” to promote safety and health.

Initiatives to improve industrial health and safety – 1 [Education and awareness-raising]

Based on the annual plan for health and safety management, the following training programs are held to provide education by Industrial Physicians, Safety and Health Staff, and external instructors.

Training for KYT trainers, training for psychological counselors, health management study group, safety and health management workshop, support for obtaining health manager license, workshop for Workplace Safety and Health Committee members

In addition, we also promote awareness and publicity of accident prevention, prevention of lifestyle-related and other diseases, and health promotion through in-house newsletters and posters to all employees.

Initiatives to improve industrial health and safety – 2 [Health checkup and environment survey]

In addition to regular health checkups twice a year, we strive to manage the health and safety of our employees through the following health checkups.

Various special health checkups and physical function examinations for applicable employees, health checkups for prevention of lifestyle-related diseases for employees of a designated age and those upon request, a colorectal cancer checkup upon request, and a stress checkup for all employees

In addition, in terms of environmental hygiene, we conduct environmental surveys of necessary workplaces and take measures to improve them in a timely and appropriate manner whenever necessary.

Health Management

Health Declaration

Tobu Railway's mission is to maintain safe and reliable railroad operations in order to support the affluent lives of customers. To this end, we believe that it is necessary for our employees to work with motivation and in good health, both physically and mentally, and that this will lead to the sustainable growth of the company.

We declare that the company, employees, and health insurance

association will work together to prevent physical and mental health problems of employees and their families, actively engage in health promotion so that they can exercise their abilities without anxiety about their health, and contribute to society through our business.

Health Management Promotion Structure



The officer in charge of human resources is head of health management promotion and chairperson of the HQ Health and Safety Committee. The Health Promotion Center of the Human Resources Department and the Tobu Railway Health Insurance Association are working together to conduct health management measures.

The details of implementation are reported at the HQ Health and Safety Committee and are shared throughout the company, including verification of effectiveness.

Certified as Excellent Health Management Corporation 2022



The Company (including the four functional companies) has been certified as one of the “Excellent Health Management Corporations 2022 (Large Corporation Division),” which is based on answers to a health management survey conducted by the Ministry of Economy, Trade and Industry.

Goals to be achieved through Health Management

The sound health of our employees and their families is essential for the sustainable development of the company's business, safe operations, and the provision of high-quality services to our customers. Since the majority of our employees and their dependents are 40 years of age or older, we believe that increasing the percentage of employees receiving the specified medical checkups will lead to early detection and treatment of risks and help maintain and promote good health. We are strengthening our efforts to achieve the target of receiving rate of the specified medical checkups of 90% (the national target for single health insurers).

In particular, we are working with the Tobu Railway Health Insurance Association to encourage family members to take the specified medical checkups by simplifying applications and procedures, providing incentives for taking the checkups, and doing other measures.

In addition, we are aiming to achieve the government target of 55% for the conduct rate of specified health guidance, which provides support for improvement of eating and exercise habits after receiving specified health checkups.

Key Initiatives

Early approach to lifestyle-related disease prevention for young people

Since the percentage of obese male employees is higher than the national average and this trend is also seen in young people under the age of 39, we have been recommending health checkups for prevention of lifestyle-related diseases to young people with a BMI of 25 or higher since 2022 in an effort to reduce the number of employees who will be subject to specific health guidance in the future. We will continue to recommend that these young people receive such checkups in order to reduce the proportion of obese males to the national average.

In addition, education is provided to the younger generation to raise health awareness, such as regarding improving dietary

habits and fostering exercise habits.

Fostering Health Awareness

As a measure to reduce the risk of obesity and hypertension, we have installed measuring equipment (blood pressure monitors and scales) in each workplace to create a work environment that enables self-management. To make measurement a habit, blood pressure and weight record books are also distributed and incentives are given to employees who meet certain requirements.

In addition, since 2019, as part of the Health Promotion Campaign, the Head Office has been attaching label sheets showing the calories burnt when going up two staircases in the company building to encourage people to use the stairs to improve their daily exercise.

Improvement of Women's Health Issues

Women have unique health issues related to menstruation, pregnancy, childbirth, and menopause, and often experience discomfort at work. Training is conducted for managers to improve their literacy regarding women-specific health issues. In January 2022, a "Women's Health Consultation Desk" staffed by public health nurses was established as a place where women can talk about their concerns.

Cessation of Smoking

In response to the revision of the Health Promotion Act in April 2020, we have banned smoking indoors at our head office and opened a non-smoking clinic within the company in August of the same year in an effort to reduce the number of smokers. In addition, to create a healthy and comfortable workplace, we encouraged employees to quit smoking on World No Tobacco Day.

Improvement of Dietary Habits

Since October 2021, the "Healthy Lunch Box (Smart Meal)" supervised by a registered dietitian has been offered at the head office, and since April 2022, the cafeterias at six locations including Kasukabe have been providing employees with Healthy Set Meals that are nutritionally balanced and health-conscious.

Measures to Prevent the Spread of Infectious Diseases

In collaboration with the Tobu Railway Health Insurance Association, we offer an influenza vaccination to all employees upon their request.

In addition, as a measure to prevent the spread of COVID-19, the Company conducted up to the third round of workplace vaccination at three of its facilities.

Comfortable workplace environment

Diverse workforce

○ Promotion of Diversity & Inclusion

Tobu Railway believes that "promotion of Diversity & Inclusion" will lead to the creation of innovation in response to changes in the business environment, leading to enhanced corporate value and competitiveness. We will improve productivity and creativity by fostering a work environment and organizational climate in which diverse human resources can maximize their abilities and motivation.

○ Promoting women's participation and advancement

In order to respond to changes in the business environment and create innovation, it is essential to utilize diverse human resources to create new value, and it is important to promote Diversity & Inclusion, including the activities of women.

At Tobu Railway, the work-life balance that employees desire

in relation to childcare and nursing care is divided into three categories: "I want to concentrate on work," "I want to combine work with childcare and nursing care," and "I want to concentrate on childcare and nursing care." We have expanded and enhanced measures that allow employees involved in childcare and nursing to choose their own working style, such as the establishment of company-led nursery facilities that can accept children 24 hours a day, partial payment of extended daycare fees, staggered work hour attendance, reduced work hour attendance, and a system for rehiring employees who return to work after devoting themselves to childcare and nursing.

We will continue to monitor the needs of our employees and review our policies to create a workplace environment where all employees can play an active role while making the most of their diversity.

Women in management positions as of April 1, 2022

% of female managers (including those seconded)	2.5%
% of new female graduates hired	13.1%
% of female employees	4.7%

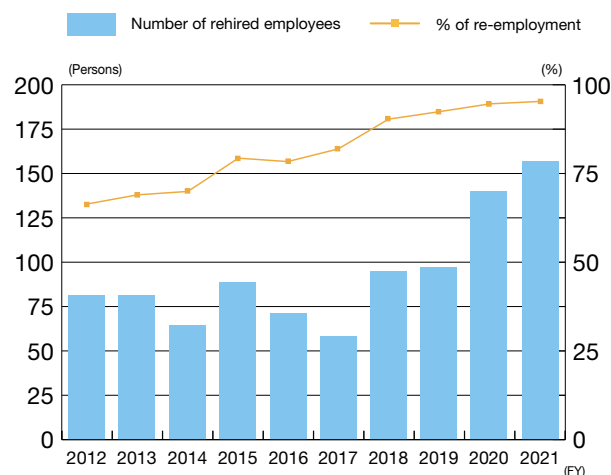
The above includes Tobu Railway and four functional subsidiaries (Tobu Intertec, Tobu Engineering, Tobu Station Service and Tobu Shared Service)

○ Employment of the elderly (re-employment system)

To enable employees to make use of the experience and skills they have accumulated over the years, Tobu Railway has established a re-employment system that allows employees who wish to be re-employed and meet the conditions set by the Company to be re-employed until the age of 65.

We have been considering employment after the expiration of the re-employment period; however, in light of the recent rapid changes in the business environment, we are re-examining the entire method of utilizing human resources and are also reconsidering the issue.

Changes in the number of cases of and rate of re-employment

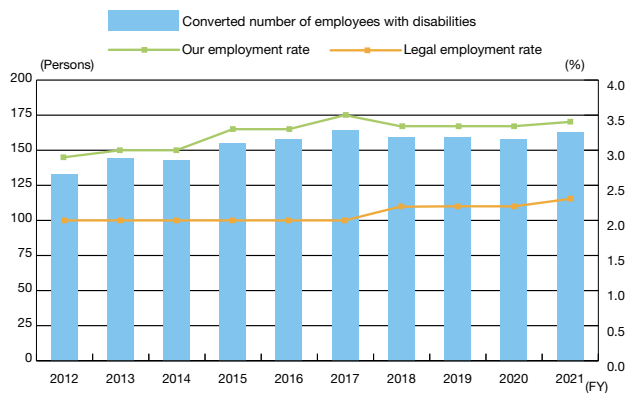


○ Employment of people with disabilities

Tobu Railway considers the employment of people with disabilities to be an important social responsibility, and actively recruits new employees throughout the year, many of whom are currently working at the company.

In 2007, Symphonia Tobu was certified as a special subsidiary based on the "Act on Employment Promotion etc. of Persons with Disabilities." Since then, we have steadily increased the number of disabled employees by gradually expanding the range of jobs for which we employ people with disabilities. In addition, Symphonia Tobu has been expanding its group

coverage by contracting the operations of Tobu Railway and Group companies engaged in the Railway Business. As of June 1, 2022, a total of 93 employees with disabilities were employed by five companies, Tobu Railway, Symphonia Tobu, Tobu Intertec, Tobu Engineering, and Tobu Station Service. The employment rate of people with disabilities is 3.37%, exceeding the statutory rate (converted number of employees with disabilities: 156; legally mandated employment rate: 2.3%).



Balancing home and work

○ Support for diverse work styles – Work-life balance

We are striving to create an environment where not only women but also men can balance work and home life. As a result, we have been certified as a company that supports a good work and family life balance by the Director General of the Tokyo Labor Bureau of the Ministry of Health, Labor and Welfare for four consecutive terms since we applied for the action plan in FY2005. We will continue to actively promote a good work-life balance, regardless of gender, in order to become a more comfortable company to work for.

<Main types of support for diverse work styles>

■ Reduced work hour attendance

Employees who are caring for children up to the third grade of elementary school, or nursing their spouse, children, or parents (including their spouse's parents) (up to a maximum of three years) may reduce their work hours in both the head office and current business divisions.

■ Staggered work hour attendance (Head Office divisions)

Employees who are caring for children up to the third grade of elementary school, or nursing their spouse, children, or parents (including their spouse's parents) (up to a maximum of three years in combination with shortened working hours) may choose their starting time from 7:30 to 10:30 in 30-minute intervals.

■ Stock annual paid leave

In addition to reasons such as childcare, nursing care, and hospital visits for family members, employees may use the accumulated annual paid leave (up to 70 days) that has expired for birthdays of their spouse and children, and school events such as a school entrance ceremony and sports day.

■ Enhancement of childcare and nursing support with mutual aid association

We provide support payments to employees returning to work after childcare leave and those on nursing leave, as well as giving partial assistance with the expenses of using childcare services.

■ Re-employment Scheme

We provide opportunities for employees who have resigned due to unavoidable circumstances such as pregnancy, childbirth, childcare, or nursing care to re-enter the workforce by submitting a request prior to resignation.

■ Disseminate supporting schemes for diverse work styles and work-life balance

[Childcare]

The "Support for Balancing Work and Childcare" pamphlet is distributed to employees who have announced that they or their spouses are pregnant or have given birth, and is also posted on the company intranet to promote understanding of the system and encourage employees to take childcare leave.

[Nursing care]

The "Support for Balancing Work and Nursing Care" pamphlet is posted on the company intranet to promote understanding of systems that support employees in balancing work and nursing care, with the awareness that everyone has to deal with nursing care at some time.

○ Support for parenting generation (establishment of allowance and daycare facilities)

Tobu Railway's Long-term Management Vision is to create "Railway lines where three generations of families can connect and experience the happiest life in Japan." In line with this Vision, we are actively developing a childcare support system for our employees, who are the driving force behind this Vision, with the aim of contributing to the creation of "Railway lines that offer an affluent parenting life" from both internal and external perspectives.

<Main support for parenting generation>

■ Improvement of generous allowance system for parenting generation

We have been working to shift to a more generous allowance system for those raising children. Since October 2022, the monthly allowance has been raised to 40,000 yen/month per child, or more than 1 million yen per year for a standard model household (one spouse and two children).

■ Establishment of company housing with childcare support and daycare centers for employees

In September 2019, we opened "kanowa," an employee housing facility with childcare support, which is a renovation of our existing employee housing. The facility has Solaie Kids in Tobu Zoo Park, a daycare center that utilizes the Cabinet Office Company-led Daycare System, and provides not only regular daycare but also daycare during early morning and late-night hours and overnight care in consideration of the unique working system of the Railway Business. In addition, in November 2021, we opened our second daycare center for our employees, Solaie Kids in Soka.

We have been proactively developing "support for diverse work styles and balancing work and family life" for our employees, to create a working environment that is easy for employees to continue working, and will continue to aggressively promote reforms in work styles.



Company housing with childcare support, "kanowa"



Interior of daycare facilities

Human resource development

Education Goal

The educational goal of Tobu Railway is “to develop robust talented people who are aware of the social mission of the business, conscious of being a member of the organization, and have the knowledge and skills to complete their work in response to the increasing sophistication of management with a strong sense of responsibility as well as creativity.”

With this in mind, we are striving to improve the qualifications and skills of our employees. The aim is to develop human resources who can contribute to society by responding to current and future changes in the corporate environment, while building on the traditions that have been in place since our founding.



Training using CIS (computerized education system)

Education in FY2021

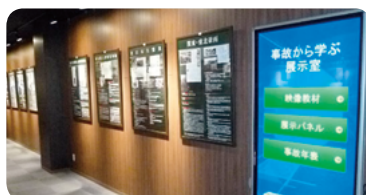
1. Education policy

- Promotion of initiatives to create a culture of safety
- Develop human resources who can think and act on their own, anticipating needs, and strengthen organizational capabilities

2. Education content

Main education at General Education & Training Center

- a. Education in the exhibition room to learn from accidents
In order to further raise awareness of the need to prevent accidents to ensure transportation safety, we provide interactive safety education that appeals to the audiovisual senses using digital signage and other equipment in the “Exhibition Hall for Learning from Accidents,” which was expanded with the opening of the General Education & Training Center.



Exhibition room for learning from accidents

- b. Education in the signal-linked teaching material room
In order to improve the understanding of the mechanisms of safe operation and how to respond to abnormalities, education is provided using teaching materials that integrate the interlocking control panels operating driving equipment such as signals and points with model trains.
- c. Education in the teaching material room
In order to improve the understanding of the mechanism of a vehicle structure, electric circuit and brake circuit diagrams that change in conjunction with the operation of the simulated vehicle cab and CG images of the carriage structure are projected on a large screen.
- d. Education in the training room (simulated station)
In order to improve customer service (CS) and CS awareness, we provide not only training on the operation of station equipment, but also role-playing training on customer service in a simulated station equipped with automatic ticket vending machines, automatic ticket gates, walk-in counters, and bulletin boards, just like an actual station.
- e. Education utilizing training line
In order to further improve our ability to respond to abnormal situations and strengthen cooperation with other professions, hands-on education is provided using training lines.



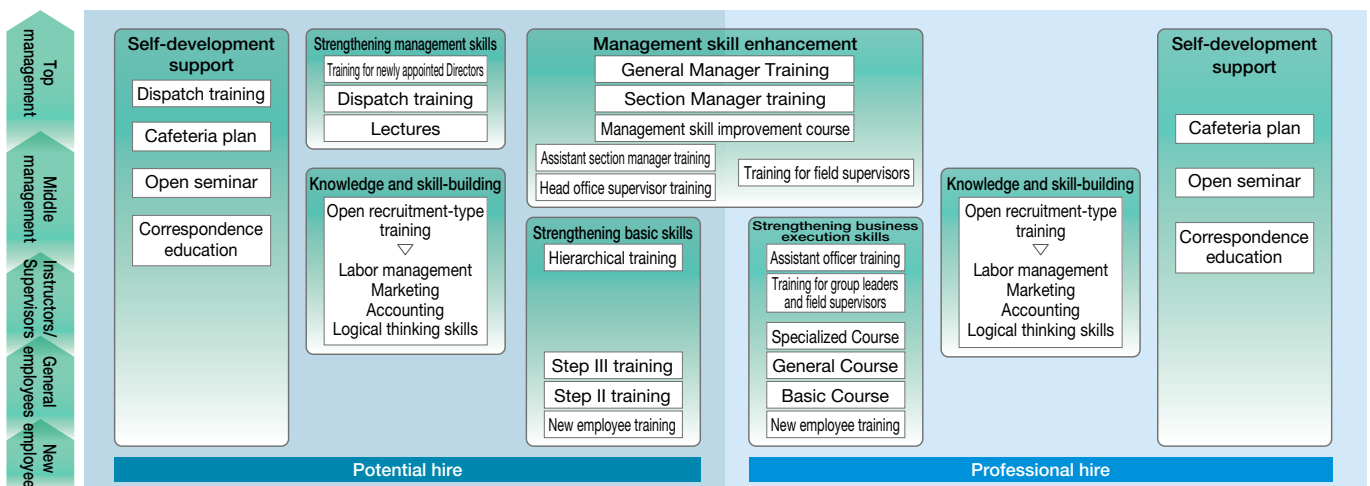
Education on evacuation guidance

Revision of Proposal System

The Proposal System has been revised for the purpose of further improving efficiency and productivity of its operations.

Tobu Railway’s Proposal System has been in place for 67 years since the establishment of the regulations in March 1955, and has undergone numerous revisions over the years. Furthermore, we have restructured the system to facilitate proposals, and revised it in a way that contributes to the development of human resources with initiative, and also allows employees to propose ideas for improving operations and planning new projects, etc.

Education system





Environmental Initiatives



Awareness of Social Issues

- ▶ Climate change risk
- ▶ Reduction of environmental impact

Implementation of Initiatives

- ▶ Energy saving in various businesses
- ▶ Use of renewable energy
- ▶ Solar power generation project
- ▶ Creation of offset credits
- ▶ Promotion of recycling

Results of Initiatives

- ▶ Environmentally friendly (energy-saving) vehicles
 - New: 18 cars
 - Remodeled: 12 cars
- ▶ Introduction of LED lighting
 - 12 business sites
 - Headlights: 52 cars
 - Interior lighting: 100 cars
- ▶ Environmental Impact Data
 - Energy-saving vehicle ratio: 87%
 - CO₂ emissions per unit of sales: 1.39 t-CO₂/million yen
- ▶ Utilization of green power: 75,000 kWh (33 t-CO₂ reduction)
- ▶ Annual solar power generation (estimate)
 - 8 locations: Approximately 10 million kWh
 - (Approximately 2,700 households)
- ▶ Offset credits earned in previous years: 797 t-CO₂
- ▶ % of recycling waste: 85%

Contribution to SDGs



(Energy)



(Consumption & Production)



(Innovation)



(Climate change)



(Cities)



(Resources on Land)

Our Approach to Environment

At Tobu Railway, we are aware of our corporate mission to protect the global environment, and we are promoting environmental conservation activities, determined to balance environmental conservation with corporate growth and to continuously work on environmental issues as an organization. And we operate an Environmental Management System (EMS) to realize our “Environmental Philosophy” and “Environmental Policy” and to promote effective environmental conservation activities.

Environmental Philosophy

We are aware that preservation of the global environment is one of our missions as a company, and we will strive to create and develop new products and services through our business activities so that we can continue to live a healthy life together with local communities, and act to create an earth-friendly society.

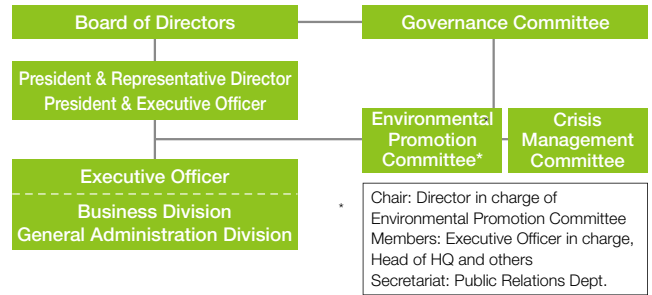
Environmental Policy

1. We shall strive to contribute to the building of a sustainable society by constantly providing safe and comfortable transportation as energy-efficient transportation facilities, while promoting environmental activities in all of our business fields.
2. We shall comply with laws and regulations, and strive to reduce environmental impact and prevent pollution.
3. In order to achieve the Policy, we shall set environmental objectives and targets, and continuously improve and review our actions by operating the EMS.
4. We shall communicate the Policy to each and every employee to raise environmental awareness. We shall also value communication with our customers and strive to contribute to the local communities.

EMS Promotion Structure

In order to effectively implement our environmental activities, we have established the Environmental Promotion Committee to promote our Environmental Management System.

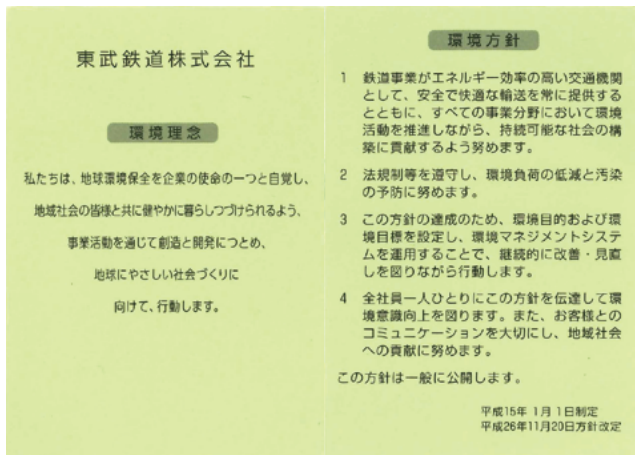
Diagram of EMS Promotion Structure



Implementation of Environmental Management System

As part of the Tobu Group’s Environmental Management System, Tobu Railway’s Minami-Kurihashi Vehicle Precinct and Tobu Intertec acquired ISO 14001 certification, international EMS standards, for their Minami-Kurihashi Plant Division in September 2005. We passed the renewal audit every three years, and in July 2017, we passed under the new ISO rating (2015), and are continuing our activities.

In the Railway Business, we worked to reduce our environmental impact by building 18 new environmentally friendly vehicles. In the Leasing & Condominium Development Business, we are promoting energy saving in our facilities and the supply of environmentally friendly condominiums and detached houses. As a result of promoting EMS in each of our businesses, we were able to achieve most of our action targets in FY2021.



Environmental Card distributed to each and every employee, etc.

FY2021 Environmental Management System (EMS) Action Goals, etc.

Action Goal		By Item of 17 SDGs	FY2021 Action Goal	Results (Annual Report)	
Long-term Goal	Medium-term Goal (Looking ahead to FY2030)			Contents	
1 Practice management with social and environmental awareness	Continuous operation of Environmental Management System		<ul style="list-style-type: none"> Review the Environmental Management System to ensure that medium- and long-term social and environmental initiatives can be carried out Confirmation of social and environmental activities for a single year and management of progress toward medium- and long-term targets through the Environmental Management System 	<ul style="list-style-type: none"> Preparations are underway to set medium- and long-term targets for environmental activities based on the approach to sustainability. After setting the new mid- to long-term targets, we will confirm social and environmental activities for a single year and manage progress toward the mid- to long-term targets. 	
	Addressing climate change risks		<ul style="list-style-type: none"> Assess the impact of climate change risks on the Company's business. Action to TCFD 	<ul style="list-style-type: none"> Examined the business impact of climate change risks in the Railway Business segment in preparation for disclosure in the first half of FY2022 	
2 Promotion of environmental conservation in business activities	Railway Business	Promotion of energy saving	<ul style="list-style-type: none"> Reduction of CO₂ emissions 	<ul style="list-style-type: none"> Installation/renewal of high-efficiency equipment (Introduction of environmentally friendly vehicles, switch to LED lighting, etc.) Power saving 	<ul style="list-style-type: none"> Disclosure of the fact that electricity consumption and CO₂ emissions related to the Railway Business are expected to be reduced by approximately 30% and 50%, respectively, in FY2030 (compared with FY2013). Switch of lighting to LED Switch of headlights to LED Switch of in-car lighting to LED New, remodeled and introduction of environmentally friendly vehicles
		Introduction of renewable energy		<ul style="list-style-type: none"> Use of green electricity 	<ul style="list-style-type: none"> Decision to introduce renewable energy in the Nikko area and on express trains accessing the area
	Leasing & Housing Development Business	Promotion of energy saving	<ul style="list-style-type: none"> Reduction of CO₂ emissions 	<ul style="list-style-type: none"> Installation/renewal of high-efficiency equipment (Switch of lighting to LED, etc.) Power saving 	<ul style="list-style-type: none"> [Introduction of LED lighting] [Introduction of high-efficiency equipment] [Introduction of solar panels and storage batteries] [Adoption of passive design (consideration of lighting and ventilation)] [Adoption of thermal insulation performance Grade 4 criteria (Energy-saving measure Grade 4)]
		Introduction of renewable energy		<ul style="list-style-type: none"> Use of green electricity 	<ul style="list-style-type: none"> Use of green power generated from biomass
	Other Business (Each department)	Promotion of energy saving	<ul style="list-style-type: none"> Reduction of CO₂ emissions 	<ul style="list-style-type: none"> Installation/renewal/consideration of high-efficiency equipment (Switch of lighting to LED, etc.) Power saving 	<ul style="list-style-type: none"> Decision to switch to LED lighting at head office building
		Introduction of renewable energy		<ul style="list-style-type: none"> Use of green electricity 	<ul style="list-style-type: none"> Use of green power generated from biomass Electricity used for the venue on the day of General Meeting of Shareholders Electricity used in the preparation of shareholder coupons, reports to shareholders, etc.
		Reduction of waste and promotion of recycling		<ul style="list-style-type: none"> Ensure waste separation and recycling 	<ul style="list-style-type: none"> Display of posters to promote 3Rs Conducted awareness-raising on the company website during the "3Rs Promotion Month" in October
		Generate and utilize offset credits		<ul style="list-style-type: none"> Promotion of utilizing acquired offset credits Consideration of creating new offset credits 	<ul style="list-style-type: none"> Offset CO₂ emissions generated by eco-tour buses organized by Tobu Top Tours using Shinoi Mountain Forest credits Considered creating new offset credits
		Environmental considerations for printed matter		<ul style="list-style-type: none"> Place orders considering the following: <ul style="list-style-type: none"> Paper, ink, printing method, printing factories, power consumption, statement of consideration Promotion of paperless office 	<ul style="list-style-type: none"> Environmental considerations for printed matter at each HQ and department Received the Green Printing (GP) Environmental Runner-up Award in 2021 Promoted paperless in department meetings and other documents Promoted information sharing within the department by e-mail notification Printed materials are circulated The electronic decision (ring) system, "Document Approval/Application Form," went into a full-scale operation on April 1 to digitize the paper-based decision process Companywide instruction to reduce, omit or digitize the affixing of seals on outgoing documents Acceptance of employee welfare application (accommodation) on the website
	3-01 Raising environmental awareness of all employees	Implementation of environmental education		<ul style="list-style-type: none"> Implementation of environment-related education (SDGs and ESG) 	<ul style="list-style-type: none"> Conducted environment-related education (SDGs and ESG) in various internal training programs
3-02 Raising awareness of sustainability	Penetration of sustainability awareness		<ul style="list-style-type: none"> Dissemination of information on sustainability 	<ul style="list-style-type: none"> Disseminated information to Executive Officers, General Managers and Group companies Disseminated information to section managers of departments and Group companies 	
4 Communication with Stakeholders	Enhancement of communication with stakeholders		<ul style="list-style-type: none"> Appropriate implementation of public relations activities 	<ul style="list-style-type: none"> News released in cooperation with related departments, media relations Solved the social issue of food loss by consolidating shipment Opened commercial facilities at the West Exit of Tobu Dobutsu Koen Station → Acquired BELS (energy saving) certification Launched Japan's first eco-friendly MaaS service for tourism "NIKKO MaaS" Realized 100% renewable energy for railroad transport in the Nikko/Kinugawa area 	
			<ul style="list-style-type: none"> Cooperated with government and local residents through forest conservation activities 	<ul style="list-style-type: none"> Conducted forest thinning tours for elementary school students as part of their social studies classes in the forests owned by the Company 	
			<ul style="list-style-type: none"> Tobu Railway Cup 	<ul style="list-style-type: none"> Although the tournament was cancelled, the participation prizes were given out, posters were put up at the train stations introducing the competing teams, and a draw was held for free admission to Tokyo Skytree® and Tobu Zoo. Such efforts were made to support children who have been deprived of activities under the impact of COVID-19. 	
			<ul style="list-style-type: none"> Engage in environmental activities in cooperation with municipalities, etc. along the railway lines Participate in environmental events 	<ul style="list-style-type: none"> Carried out "Satoyama (Village Forest) Experience Program" to fully enjoy satoyama 	
			<ul style="list-style-type: none"> Engage in social environmental activities in cooperation with communities along the railway lines 	<ul style="list-style-type: none"> Production and donation of benches made of thinned wood from company-owned forests Cultivation of fireflies, flower gardens and illumination in cooperation with local communities 	
			<ul style="list-style-type: none"> Improvement of employee satisfaction leading to safety and gaining trust of customers (New plans for employee daycare centers, initiatives to maintain and promote employee health, etc.) 	<ul style="list-style-type: none"> Opened Solaie Kids Soka, a daycare center utilizing the Company-led Daycare System (second location). Smart Meal-certified lunches are now being served in the head office division Initiatives to maintain and promote employee health [Clinic and Health Promotion Center] Conducted vaccination at workplace as a measure to prevent the infection of COVID-19 Three vaccinations were given to employees of four railway/functional companies, and Group companies Provided health promotion information for employees (dietary choices, mental self-care, etc.) in internal newsletters Issued a health insurance newsletter to encourage employees to receive health checkups and specified health checkups (including dependents) Established women's health consultation counter [Health measures] Installed blood pressure meters and scales at each workplace Recognized as Certified Health & Productivity Management Outstanding Organization 2022 in large-scale corporation section for initiatives on (1) Prevention of lifestyle-related diseases; (2) Measures against infectious diseases; (3) Smoking cessation; (4) Establishment of measurement habits through installation of gauge, etc. and (5) Support for woman-specific health issues 	

Prevention of Global Warming

The Tobu Group is working to prevent global warming by reducing CO₂ and promoting energy saving.

Reduction of CO₂ emissions

Railway Business Initiatives

Tobu Railway has been striving to reduce the emission of CO₂ through energy-saving vehicles and equipment and efficient operation. By continuing to make systematic reductions, we expect to achieve a reduction of approximately 50% by 2030, exceeding the government's greenhouse gas reduction target of 46% (compared with FY2013).

Initiatives in the Nikko area

○ Launch of "NIKKO MaaS," Japan's first eco-friendly MaaS for tourism, and realization of 100% renewable energy in railway transportation
 Since October 2021, Tobu Railway, Tochigi Prefecture, and four other business providers have rolled out Japan's first eco-friendly MaaS for tourism, "NIKKO MaaS" in the Nikko area of Tochigi Prefecture.

NIKKO MaaS has been adopted by the Ministry of the Environment as the "Project to Support Construction of Decarbonized Regional Transportation Model (utilizing Automobile CASE)."

The project aims to build a leading model to reduce greenhouse gas emissions to substantially zero in order to realize a carbon-neutral and carbon-free society in 2050. The project supports the advanced efforts of private companies, etc. that will lead the new era by incorporating new business models and technological innovations as appropriate through the construction of a regional carbon-free transportation model using automobile CASE.

In addition, since April 2022, Tobu Railway has replaced the equivalent amount of electricity used for railroad transportation in the Nikko/Kinugawa area, as well as for express trains running from central Tokyo to the area, with electricity derived from renewable energy sources. This is equivalent to about 32 million kWh of electricity per year, or about 13,000 t-CO₂ (equivalent to about 4,300 average households).

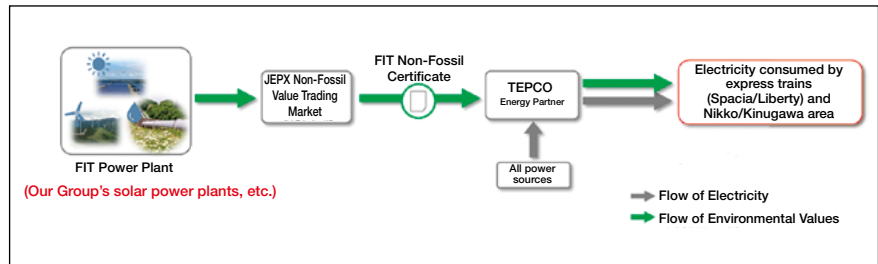
By simultaneously promoting the transition to a decarbonized society and the revitalization of the region through the promotion of excursion tourism, we will strengthen the Nikko region's brand as an "environmentally friendly tourist destination" and aim to become a role model for decarbonization efforts in tourist destinations.



Information sticker displayed inside the train (100 Series)



Series 500 (Liberty)



Scheme for railway carbon neutrality in the Nikko/Kinugawa area

Technology initiatives of Tokyo SkyTree Town®

○ District heating and cooling systems (high-efficiency heat source equipment)

TOKYO SKYTREE TOWN has introduced a district heating/cooling system (high-efficiency heat source equipment) as part of its eco-neighborhood development. This system realizes energy saving and reduction of CO₂ emissions by producing and supplying cold water, hot water, etc. for a building in one place. The operation of this system, including high-efficiency heat source equipment, has resulted in a heat energy generation rate of more than 1.3, which is one of the highest in Japan (the domestic average is 0.8), when the energy consumed (electricity and gas) is 1.

○ Thermal storage system (large-capacity water storage tank)

TOKYO SKYTREE TOWN is equipped with a heat storage system (large-capacity water storage tank) with a total capacity of 7,000 m³. This system uses low-demand night-time electricity to store cold and hot water as thermal energy in the thermal storage tank, and uses that thermal energy during the daytime, contributing to electricity peak shaving (reducing peak power consumption during the daytime) and power load equalization. In addition, by distributing the capacity of the heat source equipment that produces cold and hot water between the daytime and night-time, the capacity of the facilities can be made more compact, and optimally operating the heat source equipment, regardless of the demand conditions, plays a major role in maintaining a high level of efficiency.

Furthermore, we have concluded an agreement with Sumida Ward and the Tokyo Fire Department to provide water from a thermal storage tank as a community tank in the event of a disaster, for domestic use such as toilet flushing water (for 230,000 people) and for firefighting purposes.

DBJ Green Building Certification

In February 2012, TOKYO SKYTREE EAST TOWER®, located in TOKYO SKYTREE TOWN®, received the highest rank of DBJ Green Building certification, “Platinum 2012” (a top-class building in Japan with outstanding “environmental and social considerations”). The building was highly commended as having (1) excellent environmental performance based on the latest technologies, such as rainwater harvesting, solar power generation systems, and the use of geothermal heat for air conditioning, (2) high disaster-prevention performance through the installation of an emergency power supply for long-hour operation, in addition to advanced vibration control devices, and (3) in conjunction with the commercial facility “Tokyo Solamachi®,” a design that takes into consideration the history and culture of the Oshiage area, and a community bus stop and other initiatives that contribute to the local community.

Operation of “Top-level Business Site”

TOKYO SKYTREE TOWN, which is operated by both Tobu Railway and Tobu Tower Skytree, was certified as a “Top-level Business Site” under the Tokyo Metropolitan Ordinance on Environmental Preservation in 2017 and 2021, and the operation is ongoing. This accreditation is based on the Tokyo Metropolitan Ordinance on Environmental Preservation, which stipulates the “obligation to reduce total greenhouse gas emissions and the emissions trading system,” and certifies business establishments that have made outstanding efforts in all evaluation items (at the time of accreditation) related to carbon dioxide reduction management systems and building/facility performance stipulated by Tokyo Metropolitan Government.

In March 2022, the “Center Plant” of Tobu Group Nishi-Ikebukuro Heat Supply was again accredited as a “Semi-top Level Business Site,” and the “TOKYO SKYTREE District Heat Supply Facility” operated by Tobu Energy Management was again accredited as “Top-level Business Site” in March 2021 and continues to operate.



Major heat supply facilities in the TOKYO SKYTREE area

TOKYO SKYTREE TOWN
©TOKYO-SKYTREETOWN

Certified as “low-carbon heat” supplier

In February 2022, Tobu Energy Management, Nishi-Ikebukuro Heat Supply, and Kinshicho Heat Supply, three companies that operate heat supply facilities for the Tobu Group, were certified as “low-carbon heat” suppliers under the Tokyo Metropolitan Ordinance on Environmental Preservation.

Under the “obligation to reduce total greenhouse gas emissions and the emissions trading system,” businesses with a low CO₂ emission factor (CO₂ emissions per unit of electricity or heat supplied) are certified for each fiscal year. The CO₂ emission factor of the TOKYO SKYTREE District Heat Supply Facilities is approximately 40% lower than the standard CO₂ emission factor for heat supply facilities designated by the Tokyo Metropolitan

Government, due to introduction of high-efficiency heat source equipment and large-capacity water storage tanks, and we have made it one of the top-class facilities in Tokyo.



Nishi-Ikebukuro Heat Supply Facility



Kinshicho Heat Supply Facility

Acquisition of the highest rating of “BELS”

The Tobu Dobutsu Koen Station West Exit Commercial Facility, which opened in September 2021, has enough solar panels on its roof to supply about 1/3 of the electricity used by the facility. For the first time, we have received the highest rating in BELS, a third-party accreditation system that indicates the energy-saving performance of buildings, in consideration of the environment.

*BELS: Building-Housing Energy-efficiency Labeling System
Building energy-saving performance indication system



Tobu Dobutsu Koen Station West Exit Commercial Facility



BELS Evaluation Report

Utilization of renewable energy

FY2021, Tobu Railway used 75,000 kWh of electricity generated by biomass in its business activities.

- Housing sales business
- Electricity used to operate the venue for the Annual General Meeting of Shareholders
- Electricity for train operations
- Electricity for printing various publications

Forest conservation and use of the J-VER system (offset credit)

Forests have a variety of functions, such as land conservation, recharging of water resources, prevention of disasters, and conservation and formation of biodiversity. In particular, the function of absorbing CO₂ plays a major role in preventing global warming.

Tobu Railway appropriately maintains and manages company-owned forests located in Tochigi, Gunma, and other prefectures. Among them, the company-owned forest in Utsunomiya City, Tochigi Prefecture, has obtained J-VER certification for the amount of CO₂ absorbed through thinning conducted with the cooperation of local forest cooperatives, utilizing the J-VER (Offset-Credit)* system established by the Ministry of the Environment to combat global warming.

The acquired J-VER is used to offset the CO₂ emissions generated by the corporate activities of Tobu Top Tours and other companies.

* The J-VER system was integrated with the domestic credit system under the jurisdiction of the Ministry of Economy, Trade and Industry (METI), and has continued as the "J-credit" system since FY2013.



Cutting off wisteria vines that prevent growth

Company-owned forest in Utsunomiya registered under the J-VER system

Solar power generation project <Tobu Energy Management>

Tobu Energy Management is engaged in a solar power generation project under the "Feed-in Tariff (FIT) system for renewable energy" in order to promote measures to reduce environmental impact and to help create a sustainable, vibrant, low-carbon, recycling society. Starting with the Kuzu Solar Power Plant, which began operating in July 2013 as the private railway group's first mega-solar power plant on land south of Kuzu Station on the Tobu Sano Line (Sano city, Tochigi Prefecture), we have been working on projects that make effective use of the land owned by Tobu Railway and other sites. Currently, eight power plants are in operation, with a total installed capacity (solar panel capacity) of 8,970 kW, an estimated annual power generation volume of about 10 million kWh (equivalent to about 2,700 ordinary households), and an estimated annual reduction of about 4,900 tons of CO₂ (equivalent to planting about 445,000 beech trees).



Tobu Iwafune Solar Power Plant

Promotion of energy saving

Tobu Railway strives to reduce power consumption by replacing vehicles with energy-saving ones, optimizing the number of vehicles, switching to LED lighting at stations and on trains, and upgrading to high-efficiency transformers, although there are factors that increase electricity consumption, such as safety measures at stations and level crossings, air conditioning and escalators, and the expansion of barrier-free facilities, including elevators.

Initiatives for railway vehicles

○ Changes in electric power consumption per 1 km/vehicle of travel

Operation primary unit (kWh/car km)

FY2017	FY2018	FY2019	FY2020	FY2021
1.77	1.76	1.74	1.67	1.65

○ Introduction of energy-saving vehicles (Lighter vehicles/VVVF inverter control system/regenerative braking)

Series 100 "Spacia" **Power consumption reduced by approx. 40%** Series N100 "Spacia X"

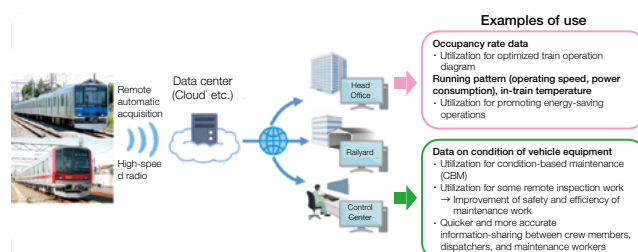


○ Utilization of the "Remote" onboard data monitoring system

Since 1997, Tobu Railway has been installing on-board data monitoring equipment on its new vehicles, and has been using it mainly for maintenance work. Since 2016, we have been able to transmit a variety of on-board data from running trains in real time, and instantly acquire, accumulate, and analyze detailed data.

The collected on-board data, such as occupancy rate, cabin temperature, operating speed, power consumption, and equipment status, are analyzed and utilized to optimize train operation diagrams and promote energy-saving operations.

*Remote: Remote monitoring of train to use effectively



Examples of environmentally friendly equipment

○ Permanent magnet synchronous motors

A permanent magnet synchronous motor (PMSM) is a device that uses permanent magnets (which generate a magnetic force without electricity) instead of electromagnets (which generate a magnetic force when electricity is applied) for some parts of the conventional main motor.

This reduces the amount of electricity used for the electromagnets, thus improving energy efficiency.

It has been installed on a trial basis since FY2011, and has been introduced on a full-scale basis with the Series 500 and Series 70000 trains.



Permanent magnet synchronous motor (PMSM)

○ VVVF inverter controller

In the past, DC motors, which are relatively easy to control in terms of speed, were generally used, but recent advances in semiconductor technology have made it possible to control the voltage and frequency freely using a device that converts 1,500 VDC into AC voltage. This converter is called a Variable Voltage Variable Frequency (VVVF) controller. By changing the rotational force of the motor more smoothly than the method of changing the resistance value of the main resistor used in DC motors, more efficient control is possible and significant energy-saving effects are brought about.



Series 500 VVVF Inverter Controller

○ Regenerative braking system

A regenerative braking system uses the main electric motor as a generator and supplies the generated power to other trains running (accelerating) nearby through pantographs and overhead wires resulting in braking by rotational resistance in power generation as load.

The energy that used to be discarded as heat can now be effectively utilized. Trains equipped with a VVVF controller in recent years can easily incorporate a regenerative braking system.

○ Lightweight aluminum alloy body

Aluminum alloy is lighter than other metals, so trains can run with less power consumption than ones with conventional steel bodies.



Lightweight aluminum alloy body

○ LED in-car lighting

We are trying to reduce the amount of electricity consumed by replacing conventional fluorescent lighting with LED lighting inside the vehicles.

Currently, about 32% of the vehicles are equipped with LED interior lighting.



LED in-car lighting

Initiatives at railway facilities

○ Switch of lighting to LED

We are gradually upgrading the lighting fixtures in our station facilities to energy-efficient LEDs. By replacing fluorescent lighting fixtures with LED ones, we have achieved a long life of 40,000 hours and a reduction in power consumption of more than 70% compared with the old lighting fixtures.



Ceiling lights at ticket gate of Takenotsuka Station

○ Regenerative power storage and inverter

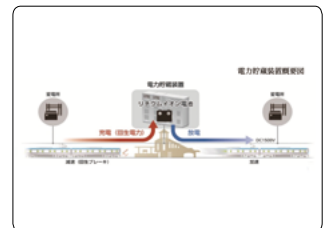
A regenerative power storage device absorbs and stores the regenerative power generated when braking through the overhead wires, and supplies the stored power to other trains when they accelerate, thereby realizing a stable supply and effective use of power.

This device is installed at two locations: Omiya-Koen Station on the Tobu Urban Park Line and at Kamifukuoka Sectioning Post on the Tojo Line.

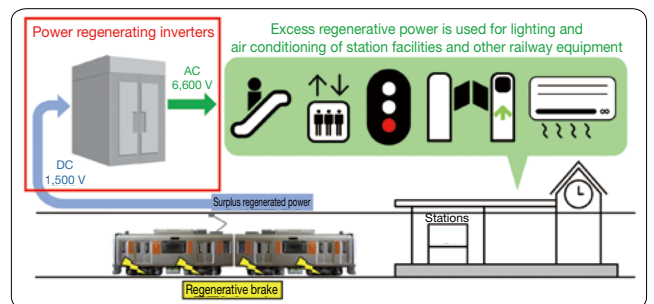
Similarly, power regenerative inverters are energy-saving equipment that convert excess regenerative energy (DC power) during train deceleration into AC power, which is then supplied to lighting and air conditioners in the station. We are currently considering the equipment specifications for installation in order to make effective use of the regenerative power.



Regenerative power storage device



Overview of Regenerative Power Storage Device



Overview of Power Regenerative Inverter System

Initiatives in Residential Property Sales and Leasing Business

○ Supply of environmentally friendly housing

In the detached housing “Solaie Shimizu Park Urban Park Town,” we have introduced a method called “passive design,” which uses the power of nature to create a comfortable living space.

Based on this method, we have adopted a functional floor plan that allows wind to flow naturally and an open exterior design.

In addition, houses are supplied with a high thermal insulation performance that meets the energy conservation grade 4 standard.



Townscape of Solaie Shimizu Park Urban Park Town

○ Sustainable neighborhood development through five-party collaboration among industry, government, and academia

Kuki City, Tobu Railway, Toyota Home, Aeon Retail and Hiroshi Onoda Class of Waseda University have established the “BRIDGE LIFE Platform,” a next-generation neighborhood development project through industry-government-academia collaboration around the Minami-Kurihashi Station.

In order for these five parties to work closely together and cooperate to promote the project, an “Agreement on Cooperation and Collaboration in Neighborhood Development” was executed.

In detached houses for sale, energy-saving systems such as high-efficiency air conditioners and LED lighting, energy-creating systems including solar power generation, and home energy management systems (HEMS) that control these systems are used, based on homes with high thermal insulation. Homes are designed as a Zero Energy House (ZEH), aiming to reduce annual energy consumption (primary energy equivalent) to net zero or less.



Evening scene from BRIDGE LIFE Platform Minami-Kurihashi

○ Introduction of high-efficiency water heaters

We have introduced energy-saving, high-efficiency water heaters to reduce CO₂ emissions and prevent global warming.

Facilities where equipment is installed:

Solaie Gran Nagareyama Otakanomori, Solaie Shinkamagaya, Solaie Wakaba Station Villa, Solaie Shimizu Park Urban Park Town



Exterior view of Solaie Shinkamagaya

○ Solar power generation and storage batteries

Solar panels and storage batteries have been installed to supply renewable energy to the common areas in consideration of the environmental impact.

Facilities where equipment is installed:

Solaie Gran Nagareyama Otakanomori

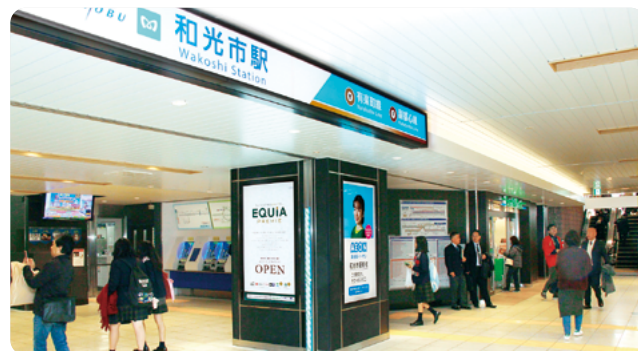


Exterior of Solaie Gran Nagareyama Otakanomori

○ Introduction of high-efficiency facilities

In line with the new construction and renovation of station buildings, etc., we are gradually introducing high-efficiency facilities and selecting environmentally friendly equipment.

We have introduced high-efficiency equipment for air-conditioning and lighting in common areas of facilities to reduce power consumption.



EQUIA Premie Wako (Ekinaka Area)

Conservation of Natural Environment

Use of alternative materials and recycled products

Promotion of synthetic sleepers and recycled plastic boards for railroad crossings

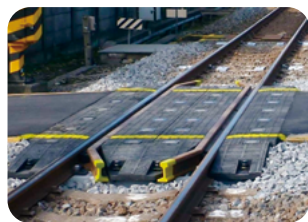
As part of our efforts to introduce environmentally friendly equipment, we are continuing to promote the use of synthetic sleepers made of a composite material of glass fiber and rigid urethane foam resin for bridges, turnouts, and other areas where wooden sleepers were previously used.

In addition, we are continuing to promote the introduction of lightweight paving boards made of recycled plastics for level crossing roads that used to be lined with wood.

The replacement of wood with synthetic sleepers, an alternative material, increases rigidity, which in turn reduces vibration and noise, thereby preserving the living environment. In addition, synthetic sleepers and lightweight paving boards made of recycled plastics are both highly durable and long-lasting, which means that they can be replaced less frequently than wood products, thereby reducing waste.



Synthetic sleepers



Recycled plastic railroad crossing boards

Cooperation in support of community-building, etc. (environmental aspects)

Official Partnership with National Park

In March 2017, Tobu Railway and Tobu Top Tours signed a National Park Official Partnership with the Ministry of the Environment.

This is a partnership in which the Ministry of the Environment and companies or organizations cooperate with each other to promote the beautiful scenery of Japan's world-class national parks and the appeal of staying in national parks to the world, and to increase the number of domestic and international visitors to national parks, thereby deepening people's understanding of conservation of the natural environment and revitalizing the regions where national parks are located.



Agreement

Biodiversity Initiatives

Activities for preservation of species

Tobu Zoo (Tobu Leisure Planning) accepted one female southern white rhinoceros from Taiwan's Lefoo Tourism Group in June 2021, and one male rhinoceros of the same species from Fuji Safari Park (city of Susono in Shizuoka Prefecture) in October 2021.

The park has been planning and preparing for the delivery of the southern white rhinoceros, a semi-endangered species, since 2018 with the aim of preserving the species, and welcomed the two rhinos in 2021, commemorating the 40th anniversary of the park's opening.

We will continue to make use of the knowledge we have accumulated in breeding and propagation to preserve the species.



Emma, a female southern white rhinoceros



Moran, a male southern white rhinoceros

Aiming to nurture the natural habitat of fireflies

In the Kuragasaki SL flower field along the Tobu Kinugawa Line, Tobu Railway is taking on the challenge of releasing firefly larvae, which are rarely seen nowadays, into the environment where they once grew naturally, with the aim of nurturing fireflies naturally.

In this project, with the cooperation of Tobu Zoo, we will use the know-how they have gained over many years of nurturing fireflies (hotaru in Japanese) in the Hotarium, a theater-type facility in the park where fireflies can be viewed throughout the year. We will create streams for the natural growth of fireflies and nurture river snails, Kawanina (species of freshwater snail) as food for fireflies and moss needed for egg-laying and maintain environment in the Kuragasaki SL flower field along the Kinugawa Line. At the same time, the larvae of fireflies originating from Tochigi Prefecture, which were grown in the Hotarium, will be released for natural growth.



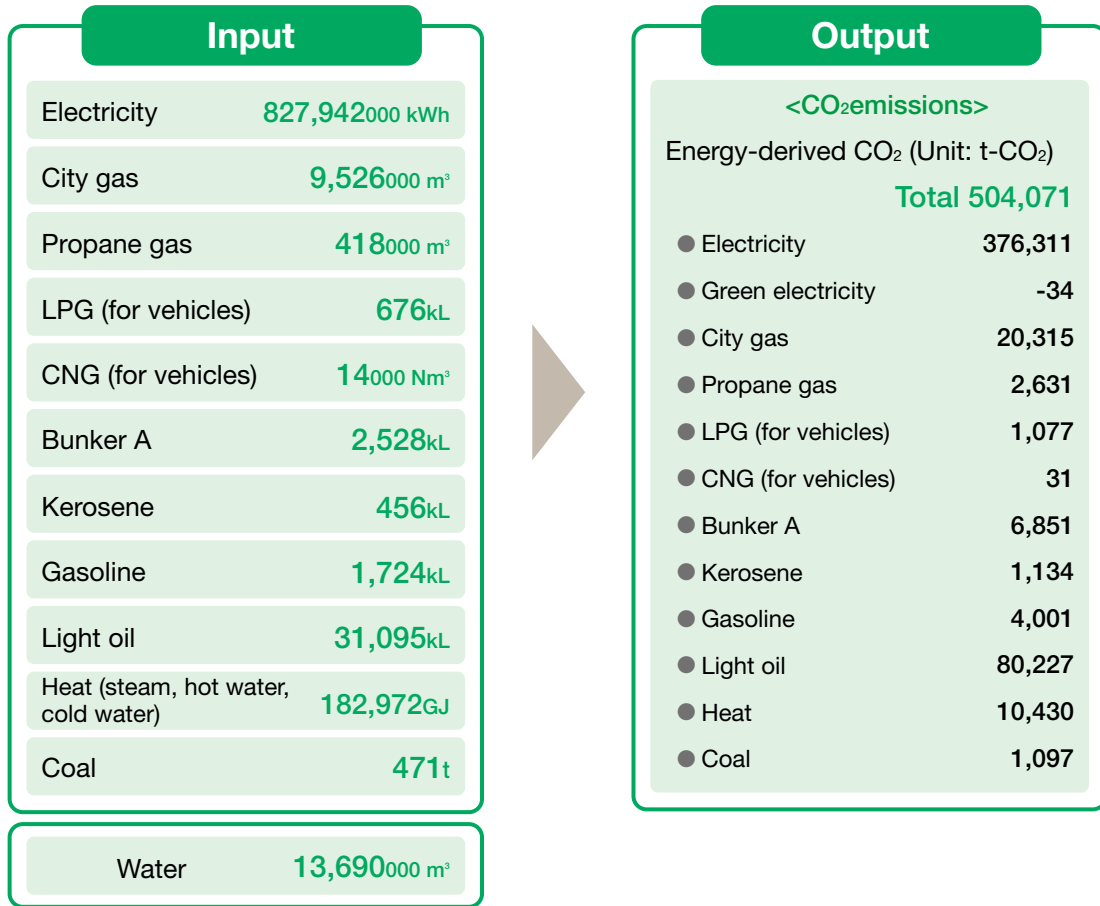
Streams in the Kuragasaki SL flower garden

Environmental Impact Data

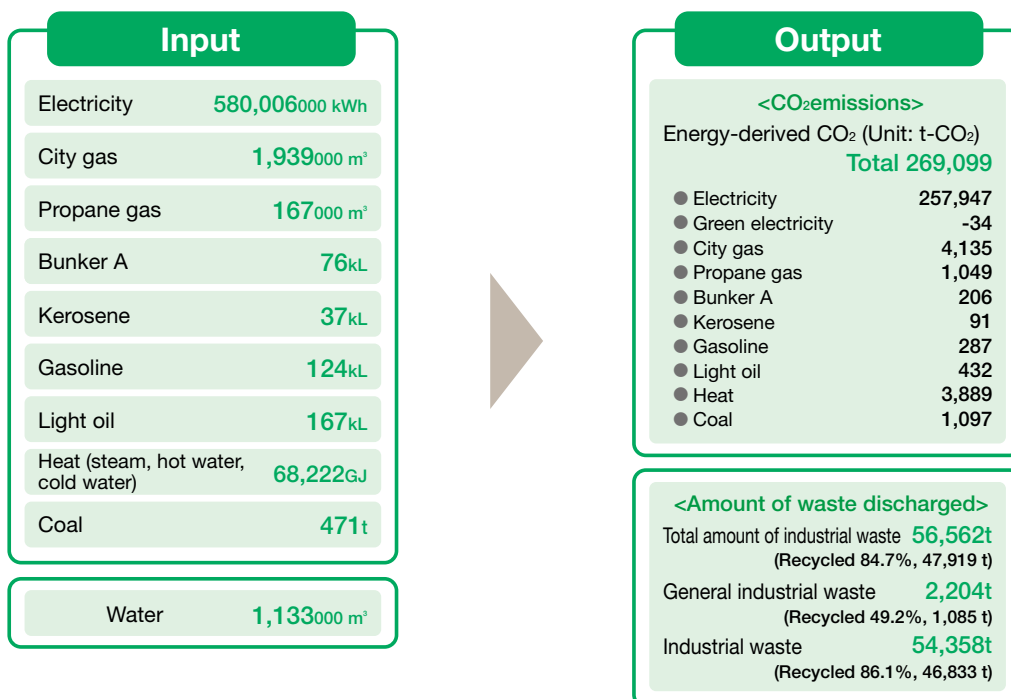
In addition to consuming a large amount of electricity to transport passengers, each of our businesses other than railroads also places a burden on the environment through the use of energy and the generation of waste. We aim to reduce environmental impact by quantitatively assessing the impact of energy and resources (inputs) and CO₂ and waste (outputs) emitted from our business activities.

Period covered: FY2021

Environmental impact of Tobu Group



Reference: Environmental impact of Tobu Railway



Contact information

Tobu Railway Customer Center

Business hours 9:00–18:00

(Open all year round, except for the year-end and
New Year holidays)

TEL. 03-5962-0102

*Business hours may change.

Please check the website before making an inquiry.

<https://www.tobu.co.jp/>

A children's version is also available on the website.