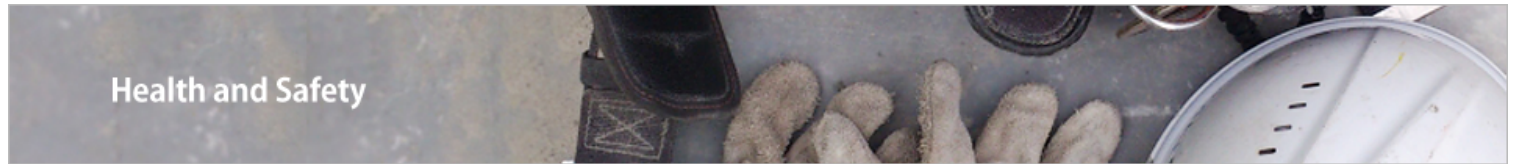


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Policy

Mitsui Fudosan regards the health and safety of our employees as an important issue essential for the sustained growth of our company, and we are actively working to maintain and promote the health of employees while striving for a workplace environment where employees can work energetically in accordance with their respective lifestyles.

Management System

Mitsui Fudosan has established a Health Committee and Health Management Center-specialized organizations for maintaining and improving employee health-and we are working to achieve goals such as improving the rate at which employees undergo periodic health checkups. We have also set up a Health Consultation Service where employees can freely discuss health issues, and in partnership with the Personnel Department, industrial physicians, public health nurses, and counselors, we are striving to improve the working environment and the physical and mental health of employees.

In meetings with our labor unions, we exchange and coordinate views based on a shared understanding that health and safety are important issues.

Board of Director Oversight

Activities relating to employee health and safety, and occurrences of accidents or occupational injuries, are reported to the Board of Directors, and the Director in Charge of Personnel provides management and oversight.

Procurement Standards to Ensure the Health and Safety of Employees and Outside Suppliers

(Excerpt from the Mitsui Fudosan Group's Sustainable Procurement Standards)

2. Respect for Human Rights Related to Labor

- Respect for basic human rights, freedom of association and collective bargaining rights
- Pay at least minimum wage and ensure health and safety
- Do not engage in child labor or forced labor
- Reduce excessive overtime work and prevent overwork
- Ban discrimination and ensure equal opportunity for workers
- Comply with countries' laws and regulations and standards in relation to the aforementioned items when conducting business

For details on the Mitsui Fudosan Group's Sustainable Procurement Standards, see Policy under Social Supply Chain.

⇒ To the "Social Supply Chain" page

Goals and Progress

Mitsui Fudosan has set goals for the health checkup and screening rate to help maintain the health of employees, and we are steadily expanding efforts to improve this rate.

Health Checkup and Screening Rate

⇒ Please see here (Third-party verification) for data on health checkup and screening rates.

Major Initiatives

Stress Check

Through stress check tests by Mitsui Sumitomo Insurance, an outside specialist organization, Mitsui Fudosan periodically monitors the mental health of employees, linking these results with efforts to realize improvements.

- In addition to carrying out yearly health checkups, we also offer thorough health screening for all employees over 35 and their spouses, gynecological exams for female employees and the spouses of male employees, and leave to undergo thorough health screening.
- We are also working to ascertain the working situation and health status of employees through yearly personal interviews between Personnel Department staff and all employees, stress checks, interviews with an industrial physician for overworked employees, and other programs.
- To help employees recover from fatigue and maintain physical/psychological balance, we have established Refre, a facility where a massage specialist is always on duty and they can refresh themselves with a massage or a nap.



Refreshment Room



Excellent Enterprise of Health and Productivity Management

Mitsui Fudosan affirms the principles of the Excellent Enterprise in Health and Productivity Management Certification System promoted by the Ministry of Economy, Trade and Industry, and we obtained certification as an excellent enterprise in 2017. This system is for commending large firms, small and medium-sized enterprises, and other corporations which practice health management with particular excellence, based on efforts responding to local health issues, and efforts to improve health promoted by the Nippon Kenko Kaigi.

As a company actively engaged in health management, Mitsui Fudosan was certified as an Excellent Enterprise of Health and Productivity Management 2019 (White 500) in the large enterprise category.



Excellent Enterprise in Health and Productivity Management System

This system is for commending large firms, small and medium-sized enterprises, and other corporations which practice health management with particular excellence, based on efforts responding to local health issues, and efforts to improve health promoted by the Nippon Kenko Kaigi. (Excerpt from home page of the Ministry of Economy, Trade and Industry)

■ No. of Employees Attending Seminars on Health and Safety Standards

At Mitsui Fudosan, we provide training every year on health and safety for new employees and newly appointed executive managers. (In fiscal 2018, 42 new employees and 18 newly appointed executive managers undertook this training.) Moreover, in fiscal 2018 we provided training for a total of 216 department managers and executive managers regarding management of employees' mental and physical health. We also provided labor management training, which, among others, outlined ways to prevent excessive working hours.

■ Percentage of Office Buildings with OHSAS 18001 Certification

At present, no business sites have received OHSAS 18001 certification.

◀◀ Other Environmental Data

Labor Standards and Practices ▶▶

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Labor Standards and Practices

Policy

Mitsui Fudosan supports and respects the basic rights for workers set out in the ILO Declaration on Fundamental Principles and Rights at Work. The following labor principles are set forth in this declaration.

- Freedom of association and the effective recognition of the right to collective bargaining
- Elimination of all forms of forced or compulsory labor
- Effective abolition of child labour
- Elimination of discrimination in respect of employment and occupation

Furthermore, we pursue methods to ensure that basic human rights are respected in countries and regions that do not adhere to internationally-recognized basic human rights.

Declarations to Society and Participation in International Initiatives

We at the Mitsui Fudosan Group believe it is important for various stakeholders to work collaboratively to solve social issues. We are working to fulfil our role by making declarations to society and leading the way in participation in various initiatives inside and outside Japan.

Participation in the United Nations Global Compact

The UN Global Compact is a worldwide framework put forward by the UN. Companies and groups participate in this voluntary initiative in order to be beneficial members of society and realize sustainable growth, by showing responsible, creative leadership. The ten principles of the UN Global Compact-structured around the four areas of human rights, labor, the environment, and anti-corruption-are based on the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption. The Mitsui Fudosan Group supports the principles of the UN Global Compact, which we signed in December 2018, and we have also joined the Global Compact Network Japan.

For details on the United Nations Global Compact (UNGC), please see the following:

⇒ <https://www.unglobalcompact.org/>

Communication of Corporate Policy on Labor Standards

Our Group translates basic policy on labor management into English, and strives to ensure a common framework with employees and local staff working at business locations overseas.

■ Internships and Employment of People with Disabilities

Mitsui Fudosan provides internships for students as an opportunity for them to improve the quality of their career options. We make a public appeal to undergraduate and graduate students, and accept more than 150 students every year.

First Facilities Challenged is a special subsidiary of Mitsui Fudosan Facilities, established in 2006 based on the Act on Employment Promotion etc. of Persons with Disabilities. The company promotes employment of persons with disabilities and provides them with work experience opportunities.

■ Our Efforts for Human Rights Issues

Equality of Opportunity to Work

Mitsui Fudosan has established a Code of Employee Conduct with regard to human rights, and we actively and voluntarily fulfill our social responsibility regarding human rights problems. As an organization for promoting correct understanding and recognition of human rights problems among all employees, we have established the Fair Employment Screening and Human Rights Awareness Raising Committee. The primary role of the committee is education and guidance, formulating and implementing training plans, investigative research, and supervision, communication, and coordination of issues relating to human rights problems.

Specifically, we are continuously implementing educational activities to promote awareness of sexual harassment, abuse of power, other types of harassment, and discrimination. We have also established harassment consultation services inside and outside the company that are available by telephone 24 hours a day.

Moreover, each Group company organizes a Fair Employment Screening and Human Rights Awareness Raising Liaison Conference to raise awareness of human rights issues across the Group, and we are actively hiring people with disabilities, local people overseas, and non-Japanese in Japan. Additionally, we are continuously working to improve understanding and awareness regarding human rights through initiatives such as holding human rights awareness training for all Mitsui Fudosan employees.

■ Our Efforts for Labor Issues

Support for a Living Wage

We conduct labor management while abiding by the labor laws and regulations of each country. In terms of wages, we have adopted a basic policy of not only following rules on minimum wages in each country, but also paying wages that exceed those requirements.

In fiscal 2018, the average annual salary at Mitsui Fudosan Co., Ltd. was ¥12.63 million.

System Enabling Dialogue between Labor and Management

Mitsui Fudosan works to ensure unity between labor and management by maintaining a framework for dialogue between employee representatives and company management in which they meet several times a year to discuss the appropriateness of work environments and work conditions. We also exchange views and coordinate based on the shared understanding that employee health and safety is an important issue.

Preventing Child Labor and Forced Labor

The Mitsui Fudosan Group has never used child or forced labor. Also, in order to guarantee that none is used in the future, we ensure that each business location thoroughly complies with the laws and regulations of its host country and conduct regular monitoring. In the unlikely event that such a violation is suspected to have occurred, we have also established a whistle-blowing contact point that employees can report to.

Reducing Excessive Working Hours

At Mitsui Fudosan, we have formulated a clear policy and are making the following efforts to reduce excessive working hours and overtime:

- Monitoring working hours and conducting interviews with employees
- Notifying both employees and their direct supervisors when they are in danger of overwork
- Utilizing a computer-usage time control system
- Establishing, promoting, and enforcing "no-overtime" days

Sexual Orientation

To prevent discrimination against LGBT (sexual minorities), Mitsui Fudosan is making the following efforts:

- We have stated clearly in the Mitsui Fudosan Group Compliance Policies that discrimination on the grounds of sexual orientation is prohibited and inform all employees of this.
- Our harassment consultation services provide consultation of harassment relating to LGBT.
- We have formulated a set of Universal Design Guidelines which conform to the relevant laws, regulations, and ordinances, and established more than one multipurpose toilet in every lobby area for members of the LGBT community. Moreover, these multipurpose toilets have been fitted in areas that are outside the line of sight of others.

■ Employment Situation in the Mitsui Fudosan Group

(As of March 31, 2019)

Number of Employees by Business Segment (Entire Group)

Business segment	Number of employees	Percentage
Rental	1,153	6.0%
Built-for-sale	1,273	6.7%
Management	10,365	54.3%
Mitsui Home	3,727	19.5%
Other	2,210	11.6%
Administration*	353	1.9%
Total	19,081	100.0%

*Employees belonging to administration departments who cannot be classified under a specific segment

■ Employment Situation at Mitsui Fudosan

(As of March 31 of each fiscal year)

Employee Composition

	Fiscal 2016	Fiscal 2017	Fiscal 2018
Male	869	929	949
(Regular employees)	685	728	734
(Irregular employees)	184	201	215
Female	528	597	628
(Regular employees)	247	269	294
(Irregular employees)	281	328	334
Total	1,397	1,526	1,577

*Excluding dispatched employees

Employee Composition by Age (Fiscal 2018)

	20s	30s	40s	50s	60s and older
Male	147	233	220	272	77
Female	156	272	136	61	2

	20s	30s	40s	50s	60s and older
Total	303	505	356	333	79

*Excluding dispatched employees

Trends in Number and Percentage of Male and Female Regular Employees

	Fiscal 2016			Fiscal 2017			Fiscal 2018		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
General positions	1,172	1,081	91	1,183	1,081	102	1,187	1,067	120
		92.2%	7.8%		91.4%	8.6%		89.9%	10.1%
Technical positions	7	7	0	27	25	2	40	36	4
		100.0%	0.0%		92.6%	7.4%		90.0%	10.0%
Operational positions	181	0	181	189	0	189	194	0	194
		0.0%	100.0%		0.0%	100.0%		0.0%	100.0%

*Including dispatched employees

Trends in New and Departing Employees

	Fiscal 2016	Fiscal 2017	Fiscal 2018
New employees (regular employees)	41	44	42
Mid-career hires (regular employees)	8	33	33
Rehired contract employees (regular employees after mandatory retirement)	10	25	31
Number of departing regular employees (excluding those rehired, including those departing due to mandatory retirement)	14	14	15
New hires (contract employees)	76	124	142
Number of departing employees (contract employees)	60	78	78

Departure rate of full-time employees


	Fiscal 2016	Fiscal 2017	Fiscal 2018
Departure rate (regular employees)*	0.29%	0.79%	0.77%
Departure rate (contract employees)	18.18%	24.07%	17.89%

*Excludes users of the return entry system (system for re-employment of those who have resigned due to transfer of a spouse), and those departing due to mandatory retirement

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Policy

The  logo adopted by the Mitsui Fudosan Group as a management philosophy represents the principles of coexisting in harmony with society, linking diverse values, and achieving a sustainable society. At Mitsui Fudosan, we are taking "workstyle reform" as a key initiative, and building an organization that allows personnel with diverse values, skills, and lifestyles to fully realize their individual capabilities, so we can respond to dramatically changing social needs and create new value.

Our Efforts to Promote Active Roles for Diverse Employees

Mitsui Fudosan has established an environment and institutional systems which allow people to work with respect for their individual values and lifestyles, regardless of sex, life events, or the existence of time constraints. Specific programs are as follows.

Specific Programs

- In-office nurseries
- System for childrearing-father training leave (leave to support men's participation in childcare)
- Spouse maternity leave
- Subsidy system for babysitter and after-school childcare expenses
- Work-at-home system
- Flex-time system for reduced working hours during childcare
- Childcare leave that can be used for up to three years, longer than the legally mandated period
- Childbirth and childcare interview system



Eruboshi Certification

Mitsui Fudosan has received Eruboshi certification from the Minister of Health, Labour and Welfare. This system allows companies that have filed based on the Act on Promotion of Active Participation by Women in their Work Life, which came into effect on April 1, 2016, and met certain criteria, to be certified as outstanding in terms of implementation of measures to promote active roles for women.

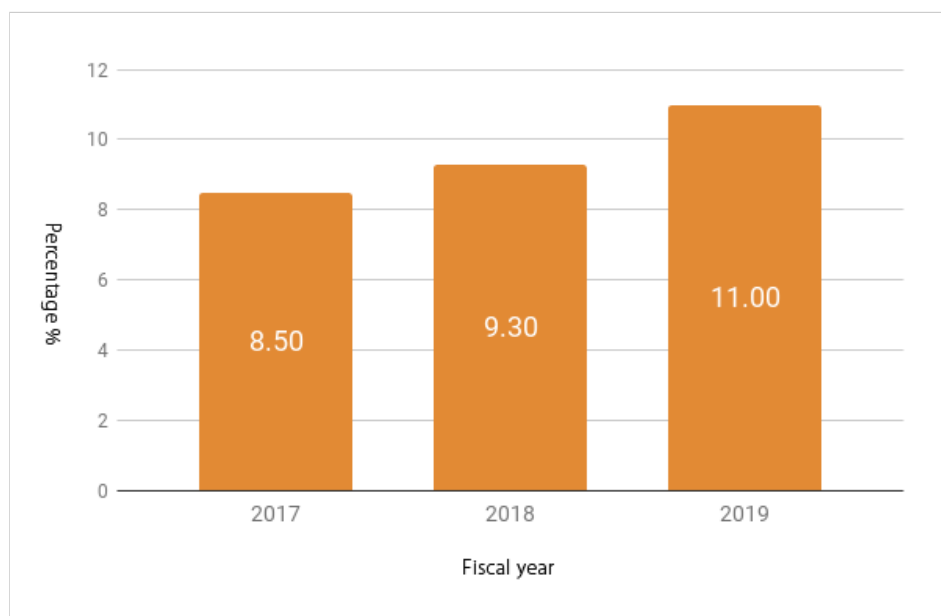
Goals for Promoting Active Roles for Women

- Promoting workstyle reform to lay the groundwork for active participation by diverse personnel including women.
- Aiming to raise the number of women in management positions to more than 3 times the level in fiscal 2015 by 2020.

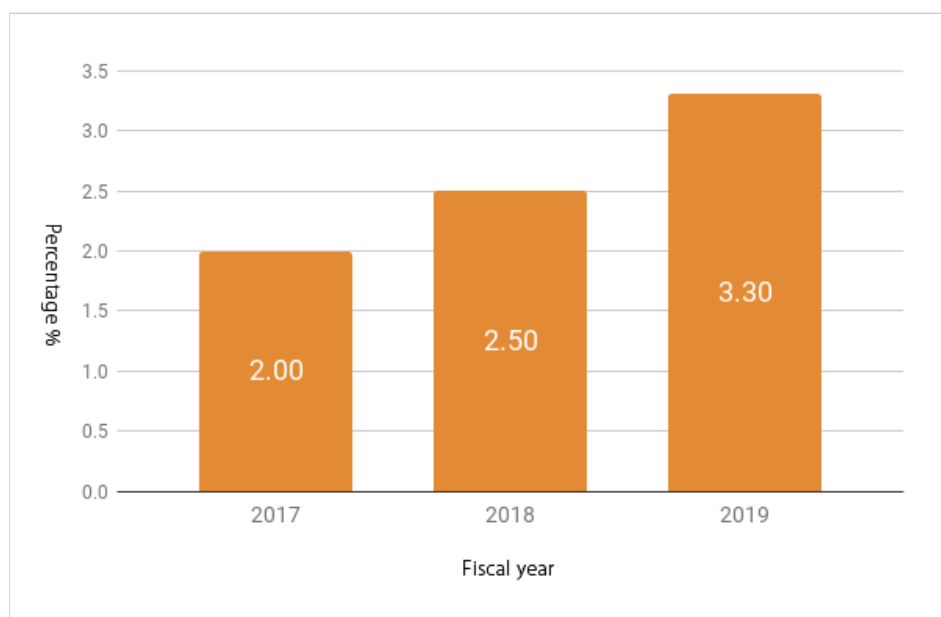
Percentage of Women in General and Management Positions

(As of April 1, including dispatched employees)

General Positions



Management Positions



■ Employment of Seniors

In order to ensure the sustainable growth of our company, and in line with the increased desire of seniors who have a wealth of knowledge and expertise to work with stability and peace of mind, we have raised the age of mandatory retirement from 60 to 65.

■ Employment of People with Disabilities

We are continually working to employ people with disabilities, based on perspectives such as corporate social responsibility and diversity, and going forward, we will continue developing an organization where diverse personnel can realize their capabilities to the fullest. In addition to Mitsui Fudosan Facilities Challenged*1, which we established in fiscal 2006, we launched the Challenged Center*2 within Mitsui Fudosan in fiscal 2018 to further promote employment of people with disabilities and provide them with work experience opportunities.

*1: A special subsidiary of Mitsui Fudosan Facilities (a 100% subsidiary of Mitsui Fudosan).

*2: A center composed of employees with intellectual disabilities and full-time advisors, integrating and undertaking fixed jobs from various divisions.

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Labor Standards and Practices Human Resources Management

Policy

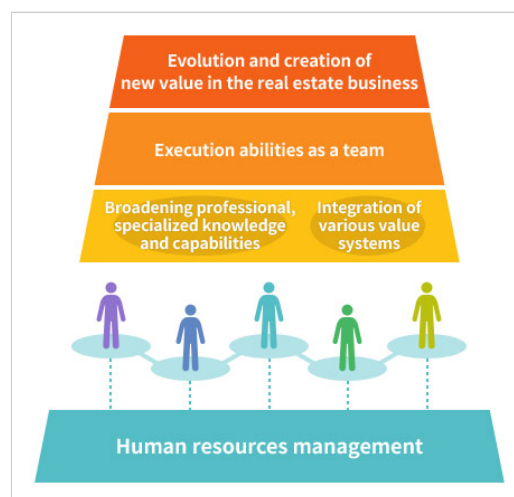
Under its Group Statement, Mitsui Fudosan aims to bring affluence and comfort to urban living. Moreover, since its founding, Mitsui Fudosan has inherited and nurtured a progressive spirit together with a free and open corporate culture, and used these as a driver for providing diverse, innovative solutions and services in connection with business and living.

We see our people as an asset and the most important drivers in creating new value as a real estate developer.

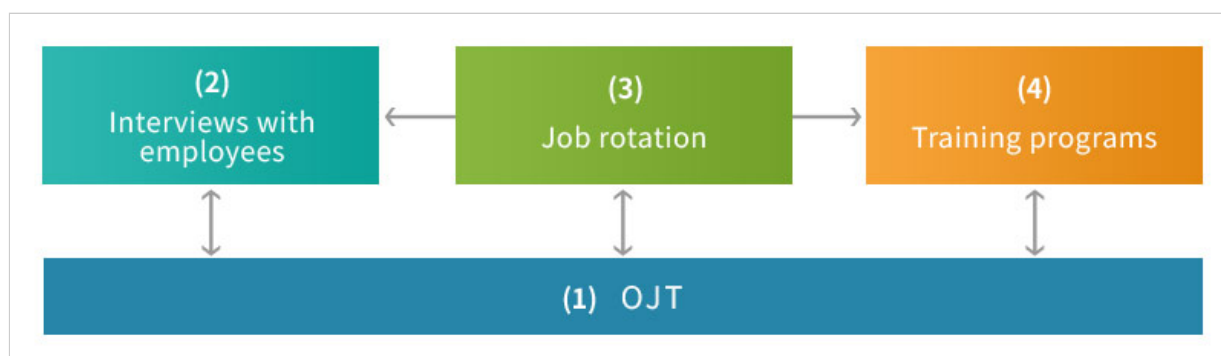
The basic approach to human resource management at Mitsui Fudosan is to treat each employee as an individual and create a stage on which they can sharpen their professional knowledge and abilities, increase their ability to create added-value, and transform team performance through the integration of diverse values and skills.

Mitsui Fudosan aims to be a business and lifestyle solutions partner. In order to do so, Mitsui Fudosan is targeting the development of a diverse group of employees, who are able to make full use of their individual attributes, with both specialized and advanced business knowledge, and a broader perspective.

In order to achieve this goal, we have adopted a basic policy on personnel development that broadens the capabilities of each individual by combining four opportunities for personnel development in accordance with the person's career.



Management System



(1) OJT

We provide On the Job Training through work on-site as the basis for personnel development

Through specific jobs in the workplace and communication between employees, we develop the capabilities necessary for job performance in a planned, continuous fashion.

(2) Interviews with employees

We emphasize face-to-face communication with each individual

As part of our system, we provide employees with numerous opportunities to consult/discuss their career and capability development with the Personnel Department or their department manager. Every year, the Personnel Department conducts individual interviews with each employee, and ascertains information on their problems, development environment, work situation, worries, and other issues. In this way we develop and support capabilities in accordance with the hopes and vision of each employee.

(3) Job rotation

We develop professionals with a wide range of specialties.

We conduct job rotation every few years. Our aim is to develop employees and an organization which can adapt to an ever-changing environment, and this is achieved by further deepening the experience and knowledge of each employee through work experience in multiple areas, while bolstering expertise through focus on work the employee is in charge of.

(4) Training programs

We have systematic training programs for improving diverse capabilities of employees

We have systematic, diverse training programs, in areas ranging from basic abilities as a working adult to specialized skills and sharing of management awareness, in accordance with the respective role and capabilities of each employee, their personal progress in capability growth, and other factors.

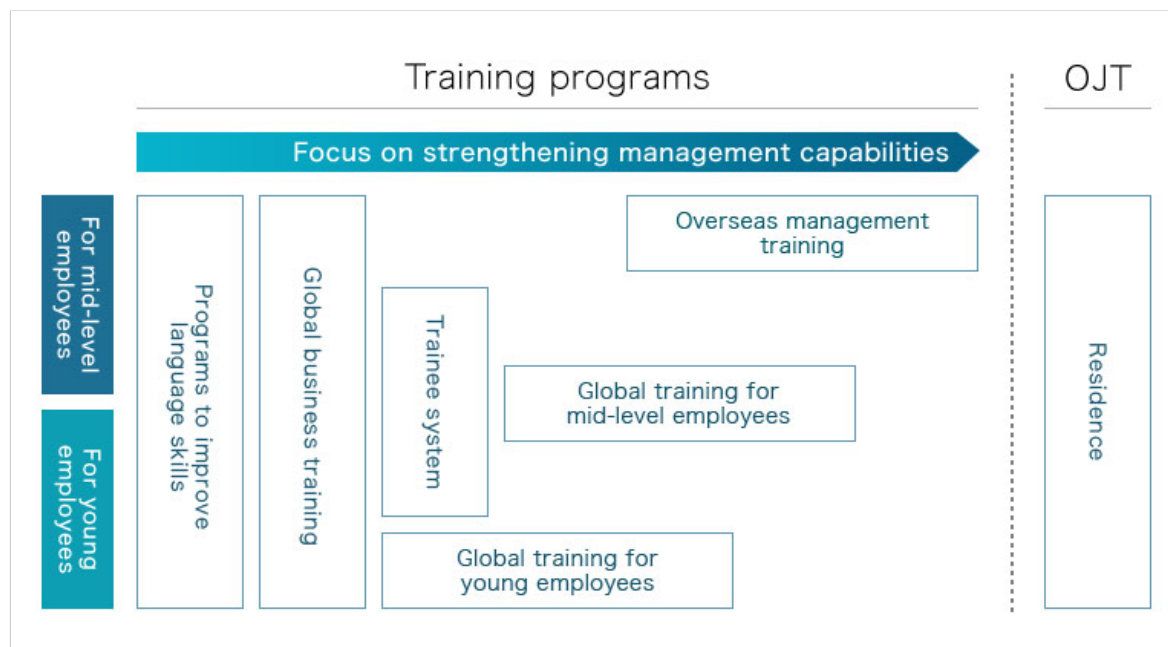
Examples of Training/Education for Employees' Personal Development

Training programs that involve the sharing of management awareness and corporate culture	MEET21 Training, Cross Expert Training
Broadening/growth of capabilities and perspectives	Long-term temporary assignment training outside the company, Cross Expert Training, training to develop people, MEET21 Training, assistance to pass the Information Technology Passport Examination
Improving work execution capability and specialization	Registered real estate broker training, financial accounting training, various types of distance learning courses
Broadening basic abilities as global personnel	Overseas trainee programs (English-speaking countries, Chinese-speaking countries), overseas management training, global training for young and midlevel employees
Fostering the mindset needed as a working adult	Compliance training, human rights awareness training, CSR training, harassment training
Deepening understanding as a member of an organization	New employee training, new employee development instructor training, follow-up training in 1st and 2nd years after joining company, diversity management training for newly appointed executives

Track record for fiscal 2018

Development of Global Personnel

Rapid growth in our overseas business is a key element of our management strategy, and the market in Japan is becoming more and more globalized. We are therefore working to enhance overseas assignment training and language programs to develop human resources who can act on the global stage.



Assignment for Overseas Language Training (Global Training for Young and Mid-Level Employees)

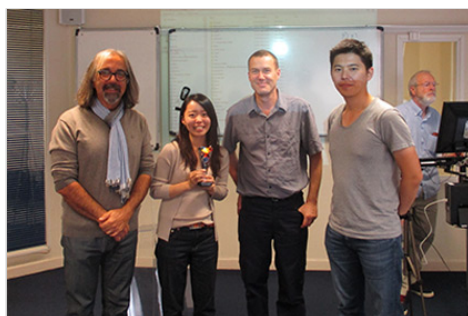
To build language skills, the ability to cope with different cultures, and overseas connections, we assign young employees (as a rule, all employees) and mid-level employees to overseas training for periods of 2-8 weeks.

Trainee System

We have an overseas trainee system for internships and language training in Europe, the USA, and Asia, for periods of 6 months to one year. Different employees are assigned to this program every year.

Compliance Training

Compliance training covering issues such as preventing corruption is held regularly at overseas locations for employees of local subsidiaries and local staff.



Overseas Language Training



Trainee System

Time Spent Developing Employee Abilities

Total time Mitsui Fudosan spent on capability development training and training time per employee in fiscal 2018 was as follows.

Training Time for Capability Development (track record for fiscal 2018)

- Total time for capability development training: 24,036 hours
- Training time per employee: 16.9 hours

Environmental Training and Education

As a part of its environmental efforts, Mitsui Fudosan and Group companies train and educate their employees about the environment while also providing eco tours (tours of environmentally advanced facilities, etc.) and other activities to increase their interest in the environment.

Environmental Training and Education

Each year, Mitsui Fudosan conducts afforestation training for employees at forests owned by the Group in Hokkaido. We also continue to carry out forest conservation work in collaboration with the staff of the Tokyo Metropolitan Government Bureau of Waterworks at Mitsui Fudosan &EARTH FOREST TOKYO, a forest for water resource conservation in Tokyo.

Group companies are also carrying out their own environmental training and education. Mitsui Fudosan Facilities provides environmental training as part of new employee training, and Mitsui Fudosan Residential Lease and Tokyo Midtown Management provides environmental education.



Afforestation training (Mitsui Fudosan)



Eco Tour (Mitsui Fudosan Facilities)

Environmental Education Activities

	Type of Training	Number of Participants (fiscal year)
Mitsui Fudosan	Afforestation training	24 (2018)
	Forest conservation work at a Tokyo Metropolitan forest for water resource conservation	4 (2018)
	Eco Tours (Tour of waste treatment facility)	20 (2018)
	Shimokawa Town SDGs Training	13 (2018)
Mitsui Fudosan Facilities	Environmental training in new employee training	183 (2017)
	Environmental training through e-learning	1,362 (2017)
	Eco Tours (Tour of waste treatment facility)	33 (2017)
Mitsui Fudosan Residential Lease	Three types of posters that outline details and examples of the Company's environmental initiatives are display. <ul style="list-style-type: none"> • Introduction to smart leasing properties • Details of the Company's unique social and environmental contribution activities • The merits of LED lighting and cost simulations 	-
Tokyo Midtown Management	Bird watching event for employees and tenant staff	17 (2017)

Eco Test

Mitsui Fudosan and Group companies encourage employees to take the Certification Test for Environmental Specialists (Eco Test) administered by the Tokyo Chamber of Commerce and Industry. Mitsui Fudosan Facilities and Tokyo Midtown Management have made the Eco Test a required certification.

In addition, Mitsui Fudosan, Mitsui Fudosan Facilities and Mitsui Fudosan Residential Lease are identified as companies that promote the Eco Test on the Eco Test information site of the Tokyo Chamber of Commerce and Industry.

Cumulative total of employees who have taken and passed the Eco Test (As of the end of fiscal 2018)

Company name	Positioning of Eco Test	Total number of employees who have passed the test	Pass ratio
Mitsui Fudosan	Recommended	381	Approx. 21.4% of all employees
Mitsui Fudosan Facilities	Required	1,439	Approx. 92.5% of full-time and fixed-term employees, excluding junior employees
Mitsui Fudosan Building Management	Recommended	290	Approx. 28.0% of all employees
Mitsui Fudosan Architectural Engineering	Recommended	37	Approx. 30.0% of all employees, excluding dispatched employees
Mitsui Fudosan Residential Lease	Recommended	73	Approx. 10.0% of all employees
Tokyo Midtown Management	Required	62	Approx. 70.5% of all employees

◀ Our Efforts for Diversity

Support for Work-Life Balance ▶

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Labor Standards and Practices Support for Work-Life Balance

Policy

Mitsui Fudosan is improving work efficiency in all business divisions, thereby reducing employee working hours, and promoting an optimal balance between life and work. We believe appropriate work-life balance ensures a more fulfilling private life for employees, and is very effective for encouraging self-improvement and balancing work with child or family care. As a result, a workplace environment is established enabling diverse employees to fully realize their individual abilities, and this helps us create superior value and achieve sustained growth of our group.

Our Efforts to Support Work-Life Balance

The Mitsui Fudosan Group aims to create higher value by establishing an environment which accepts the diversity of employees, and allows individuals to fully realize their capabilities. Therefore, we aim to increase private time by improving work efficiency, reducing work time, and achieving a more appropriate work-life balance. We believe that increasing opportunities to come into contact with different values through self-improvement and interaction outside the company helps to ensure sustained growth of our group.

Major Initiatives (Examples)

Flex-Time System

Employees can flexibly determine their time for starting and stopping work within a certain range.

Return Entry System

System for re-employment after resignation due to transfer involving the move of a spouse.

Special Summer Leave, Special Consecutive Leave

Special summer leave and special consecutive leave that can be taken freely in addition to the legally mandated annual paid leave.

(Units: Days)

	Fiscal 2016	Fiscal 2017	Fiscal 2018
Number of days taken	12.7	12.9	14.1

For regular and contract employees (those registered for the full year)

Refreshment Leave

Leave (5-10 days) and a commemorative prize (travel tickets) award in recognition of a certain number of years worked.

Cafeteria Plan

A benefit program that can be used by selecting from a variety of options such as self-development or leisure/travel.

Family Day

A company event held every year with family participation to help deepen ties between employees and their families. The event serves as an opportunity for employees to deepen ties with their families, and think about work-life balance.



Family Day

Our Efforts to Support Childcare

To support work balance for employees involved in childcare, we go beyond legally mandated programs, and provide programs such as in-office nurseries, childcare leave longer than the legally mandated period, and subsidies for the costs of raising children. In these and other ways, we are working to put in place an environment where it is easier to work, and employees can more fully realize their capabilities with peace of mind.

Through these initiatives, we have continually maintained a 100% return rate from childcare leave for more than 20 years among regular Mitsui Fudosan employees. We are also focusing effort on fostering awareness and understanding of childcare among all members of the workplace.



Childrearing-Father Training Leave

We have established Childrearing-Father Training Leave to promote men's participation in and understanding of childcare. This program is used by many employees.

Number of Employees Taking Childcare Leave and Childrearing-Father Training Leave (men's childcare leave)

(Unit: People)

	Fiscal 2016	Fiscal 2017	Fiscal 2018
Men	36	31	29
Women	12	17	15

Return Rate of Employees Taking Childcare Leave

	Fiscal 2016	Fiscal 2017	Fiscal 2018
Regular employees	100.0%	100.0%	100.0%
Contract employees	100.0%	87.5%	69.2%

Excludes those departing due to use of the return entry system (system for re-employment of those who have resigned due to transfer of a spouse)

Project for Working Side by Side with Children

Throughout Japan, Mitsui Fudosan is deploying WORKSTYLING multi-site shared offices for corporate clients. The Project for Working Side by Side with Children, conducted in August 2017 at WORKSTYLING Shiodome, was an experiment of a new workstyle balancing childcare and work, where people spend time with their children while working.

The aim of WORKSTYLING is to offer spaces where employees can freely create new workstyles such as liberating themselves from long-distance commuting, and balancing between childcare, family care and work.

WORKSTYLING Project Received 2017 Good Design Award

Mitsui Fudosan's WORKSTYLING Project: Workstyle Reform Through Multi-Site Shared Offices received a Good Design Award for fiscal 2017.

This award recognized that WORKSTYLING provides a new solution to various workspace issues, and is highly regarded as a service that realizes diverse workstyles.



Project for Working Side by Side with Children

Our Efforts to Support Family Care

To support work balance of employees engaged in family care, we are developing an environment that includes a work-at-home system and a system for subsidizing the costs of family care.

In addition, our Care Design Department, which supports lifestyles in later life, collaborates with the Personnel Department to hold Care Seminars for employees and their families, and offer care consulting courtesy of a qualified specialist in family care.

Employees Taking Family Care Leave

(Unit: People)

	Fiscal 2016	Fiscal 2017	Fiscal 2018
Men	-	-	-
Women	-	-	-

Return Rate of Employees Taking Family Care Leave

	Fiscal 2016	Fiscal 2017	Fiscal 2018
Return rate	-	-	-

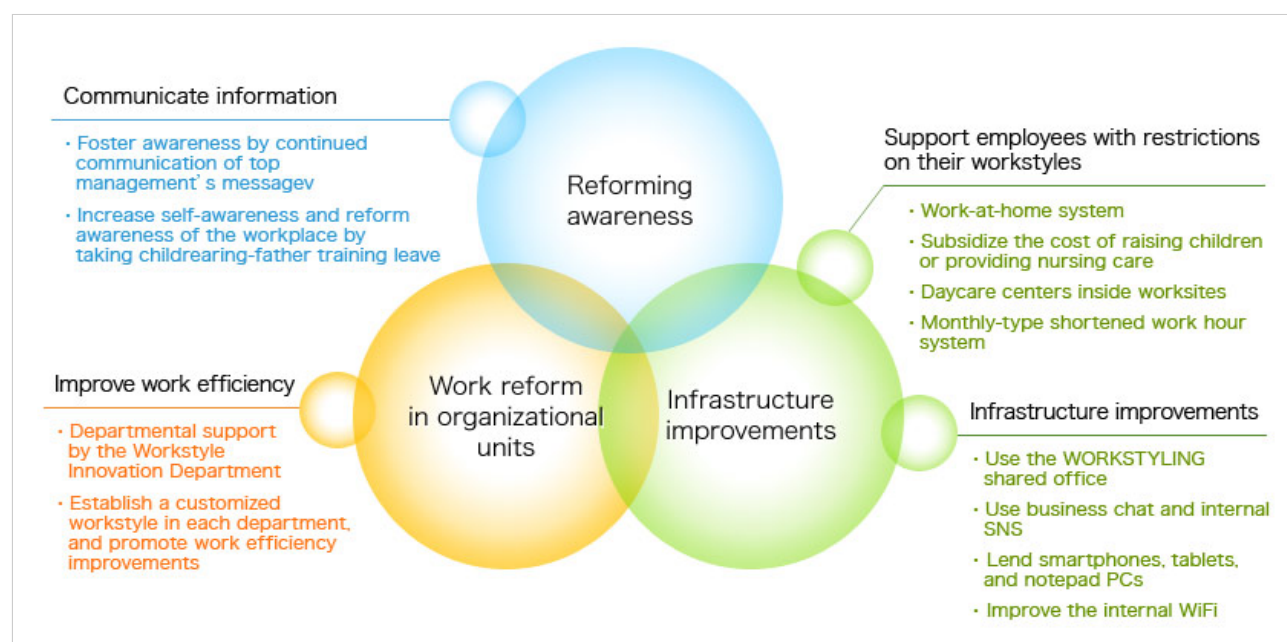
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Labor Standards and Practices
Workstyle Reform

Policy

The Mitsui Fudosan Group aims to be an organization where personnel with diverse values and talents can actively participate, and we believe it is essential for the sustained growth of our entire group that employees select workstyles suited to their life stages, and fully realize their capabilities by exploiting their individual experiences.



Major Initiatives

At the Mitsui Fudosan Group, we promote workstyle reform in order to create a foundation enabling active participation by diverse human resources. The Workstyle Innovation Department aims to achieve outstanding value creation by changing mindsets to boost workstyle quality within fixed working hours, and improving institutional systems and the workplace environment to support that.

Reforming Awareness

- Utilize internal publicity/broadcasting and a portal site on workstyle reform to conduct educational activities and share expertise, including messages from top management.
- Provide opportunities for increasing self-awareness and reforming awareness of the entire workplace by supporting male participation in childcare and allowing fathers to take continuous leave through the establishment of a new system for childrearing-father training leave.



Distribution of messages from top management to all employees

Infrastructure Improvements

- Utilize the WORKSTYLING Shared Offices provided by Mitsui Fudosan
- Introduce work-at-home system
- Support a variety of workstyles of employees through use of daycare centers inside worksites
- Lend laptops, smartphones, tablets, and other devices to employees
- Use a PC use time control system
- Partially subsidize expenses for babysitters, after school care programs, and nursing care services

Work Reform in Organizational Units

- The Workstyle Innovation Department supports each department's initiatives, establishes customized workstyles, and promotes work efficiency improvements.

« Support for Work-Life Balance

Human Rights »

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Policy

The Mitsui Fudosan Group respects basic human rights and complies with the laws and regulations concerning worker's rights of each country in which we conduct business activities. We also support and respect the basic rights for workers set out in the ILO Declaration on Fundamental Principles and Rights at Work.

The Mitsui Fudosan Group complies with applicable laws and regulations in each country and region where we conduct business activities.

1. We will eliminate all discrimination on the grounds of race, nationality, religion, sex, age, disability, or sexual orientation.
2. We will not tolerate any form of harassment, including sexual harassment or abuse of power.
3. We will not permit child labor or forced labor.
4. We respect freedom of association and the right to collective bargaining.

Furthermore, we pursue methods to ensure that basic human rights are respected in countries and regions that do not adhere to internationally-recognized basic human rights.

Policy Prohibiting Discrimination

We will eliminate all discrimination on the grounds of race, nationality, religion, sex, age, disability, or sexual orientation.

Policy Prohibiting Harassment

We will not tolerate any form of harassment, including sexual harassment or abuse of power.

Policy to Prevent Child Labor or Forced Labor

We will not permit child labor or forced labor.

The Mitsui Fudosan Group has never used child or forced labor. In order to ensure that none is used in the future, we ensure that each business location thoroughly complies with the laws and regulations of its host country and conduct regular monitoring. In the unlikely event that such a violation is suspected to have occurred, we have also established a whistle-blowing contact point that employees can report to.

Policy to Support Freedom of Association and the Right to Collective Bargaining

We respect freedom of association and the right to collective bargaining.

Policy Supporting Rights to a Minimum Wage and Living Wage

The Mitsui Fudosan Group conducts labor management while abiding by the labor laws and regulations of each country. In terms of wages, we have adopted a basic policy of not only following rules on minimum wages in each country, but also paying wages that exceed those requirements.

In fiscal 2017, the average annual salary at Mitsui Fudosan Co., Ltd. was ¥11.12 million.

Principles and Procedures for Community Investment

The Mitsui Fudosan Group carries out business activities that do not infringe on human rights, either inside or outside Japan, by ensuring respect for the human rights of all stakeholders including local residents and children.

Through neighborhood creation, we are striving to form communities and create opportunities for interaction between diverse human resources, ultimately leading to new markets and employment. In this way, we offer various forms of value to the communities where we conduct business. By participating in and funding area management organizations, we invest in local communities, and work to increase the value of real estate.

Major Initiatives

Reducing Excessive Work and Overtime Work

At Mitsui Fudosan, we have formulated a clear policy and are making the following efforts to reduce excessive working hours and overtime:

- Monitoring working hours and conducting interviews with employees
- Notifying both employees and their direct supervisors when they are in danger of overwork
- Utilizing a computer-usage time control system
- Establishing, promoting, and enforcing "no-overtime" days

Our Efforts for Children's Rights

The Mitsui Fudosan Group supports the abolition of child labor inside and outside Japan, and respects the rights of children, namely: (1) The Right to Live, (2) The Right to Be Protected, (3) The Right to Be Nurtured, (4) The Right to Participate.

We believe that ensuring healthy development of the children who will be the next generation-through neighborhood creation and operation of facilities-is essential for an affluent future, and based on that idea, we are making various efforts to support the human rights of children in our business activities and projects.

Main Business Activities and Projects Relating to Children's Rights

KidZania

KidZania is a social education oriented theme park for children, and here we support the growth and independence of children by encouraging them to have fun while experiencing work, and learn about the structure of society.

Mirai Kodomo Gakko

The Mirai Kodomo Gakko (future children's school) is a platform for learning that provides experience-based content at the Kashiwa-no-ha Campus (Kashiwa City, Chiba). A multi-faceted curriculum is provided through close collaboration of the board of education of the local government, the city's board of education, local universities, and community residents.

Green Tours for Parent-Child Learning

At Tokyo Midtown, we hold Green Tours that allow parents and children to learn about trees, flowers, and other plants as they walk through Midtown Garden on the site.

Establishment of an Internal Consultation Service

Mitsui Fudosan has established internal contact points for consultation. These can be used by regular employees, and anyone engaged in work for our company on an individual labor contract (contract employee), temporary transfer agreement, worker dispatch contract, part-time contract, or other agreement. Two contact points, internal and external, have been established, and workers can consult with either. The external contact point is provided at a law office, and it accepts consultations from a neutral standpoint,*1 notifies the company of the consultation content, and encourages a response.

Topics for consultation include: wrongful conduct that violates laws, regulations, internal rules, general social norms, or corporate ethics; sexual harassment; abuse of power; other forms of harassment; employment problems; and issues with the workplace environment.*2 The privacy of those who engage in consultation is protected, and there is never any retaliatory action or disadvantageous treatment due to such consultations in terms of personnel decisions. Consultations can be conducted under a real name, or anonymously.*3

*1 Representatives of the law office cannot provide legal opinions as lawyers, or take a stance protecting the consulting person.

*2 Simple expressions of opinion, dissatisfaction with personnel decisions, defamation of others, and similar issues cannot be the subject of consultation.

*3 To achieve early discovery and response to compliance problems-the original purpose of the system-the consulting employee's standpoint and other information are confirmed even in the case of an anonymous consultation.

◀◀ Workstyle Reform

Social Supply Chain ▶▶

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Social Supply Chain

Policy

As a corporate group supporting offices, housing, and other infrastructure necessary for daily life, we at the Mitsui Fudosan Group recognize that it is our duty to fulfill our social responsibility at an even higher level. To accomplish this, we believe efforts should be made throughout the entire supply chain to promote sustainable procurement and thereby help resolve ESG issues. We have formulated Sustainable Procurement Standards summarizing basic guidelines in this area. We published these standards on our website in December 2018, and have notified our main business partners.

As items to be complied with or actively promoted by both the Mitsui Fudosan Group and its suppliers, our Sustainable Procurement Standards incorporate basic guidelines on (1) Compliance with Laws and Regulations, etc.; (2) Respect for Human Rights Related to Labor; (3) Secure Corporate Ethics; (4) Ensuring Quality; (5) Consideration for the Environment; (6) Information Security; and (7) Risk Management. The idea is to share these standards within the Mitsui Fudosan Group, build and operate an ordering and contract process in line with the nature of our business, and also notify and request the understanding of our business partners. To realize a sustainable society, we will work to promote sustainable procurement throughout our supply chain.

Mitsui Fudosan Group, Sustainable Procurement Standards (Established in December 2018)

1. Compliance with Laws and Regulations, etc.

- Comply with laws and regulations of the countries in which business is undertaken, international treaties and social norms.

2. Respect for Human Rights Related to Labor

- Respect for basic human rights, freedom of association and collective bargaining rights
- Pay at least minimum wage and ensure health and safety
- Do not engage in child labor or forced labor
- Reduce excessive overtime work and prevent overwork
- Ban discrimination and ensure equal opportunity for workers
- Comply with countries' laws and regulations and standards in relation to the aforementioned items when conducting business

3. Secure Corporate Ethics

- Engage in fair and just trade
- Disclose corporate information in a timely manner
- Avoid business with anti-social forces
- Prevent corruption and do not engage in bribery
- Build an internal reporting system
- Show consideration for the protection of those making internal reports

4. Ensuring Quality

- Strive to ensure achievement and improvement of necessary levels of quality

5. Consideration for the Environment

- Strive to reduce resource use including energy, CO₂ emissions and water use, etc.
- Manage and reduce in an appropriate manner contaminated substances and generation of waste materials
- Show consideration for biodiversity
- Preserve the environment, including the aforementioned items

6. Information Security

- Handle appropriately and protect confidential information and personal information

7. Risk Management

- Build a risk management framework for accidents and disasters

Diverse Collaborative Efforts

In our Environmental Initiatives Policy, the Mitsui Fudosan Group strives for cooperation (collaborating and cooperating with various stakeholders).

We respect human rights in our business activities through collaboration and cooperation with customers, business partners, local communities, government, and other involved parties.

City Redevelopment Projects

The Mitsui Fudosan Group aims to realize the principles of coexisting in harmony with society, linking diverse values, and achieving a sustainable society. Furthermore, our stance toward neighborhood creation encompasses the following three activity goals.

- Integration of diverse functions and features by promoting mixed use (combining applications and functions) and integrating the tangible and intangible aspects of the Group's operations.
- Creation of communities by connecting regions with the people who reside, gather in, or visit the area.
- Working beyond the simple creation of neighborhoods to address, through town management, specific needs as neighborhoods mature with age year after year.

In office buildings and all other developments, we take into account access to public transport. Located near transport hubs, we offer convenience and safety, and we also promote environmentally friendly use of public transportation at retail facilities, hotels, and other places where many people gather, to contribute to the reduction of CO₂ emissions.

In all development, we evaluate accessibility people with disabilities, take measures within the scope stipulated by laws and regulations, and in some cases make additional efforts.

Main Redevelopment Projects

Tokyo Nihonbashi Area


In collaboration with the local community, the Mitsui Fudosan Group strives to energize the Nihonbashi area by strengthening its function as a life science hub, while making use of the history and culture passed down from the Edo period in neighborhood creation and events.

⇒  [Go to details page](#)

Kashiwa-no-ha Smart City


The Mitsui Fudosan Group has positioned Kashiwa-no-ha Smart City (Kashiwa City, Chiba) as a cutting-edge model city to respond to a wide range of social challenges, including environmental challenges, a super-aging society, and economic stagnation. We are promoting the

development of next-generation neighborhoods with participation from the public, private, industrial, and academic sectors.

⇒  Go to details page

TOKYO MIDTOWN HIBIYA

TOKYO MIDTOWN HIBIYA (Minato-ku, Tokyo), which opened on March 29, 2018, aims to create new future-oriented experiences and value while carrying on the history and tradition of Hibiya, which first developed as a setting for social interaction and relaxation in the Meiji era, and played a major role in the modernization of Japan.

⇒  Go to details page

◀ Human Rights

Consumer Issues ▶

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Policy

The Mitsui Fudosan Group emphasizes communication with customers, and we address customer feedback and requests with great seriousness. By working to resolve and address various consumer issues, we will promote neighborhood creation from the customer's perspective, and improve the quality of services provided to customers.

Listening to Customers

The Mitsui Fudosan Group undertakes a variety of activities as a part of efforts to listen to customers' comments. CS surveys are conducted encompassing a wide area including tenant companies, residents of condominiums and detached housing as well as hotel guests. The feedback gained through these surveys is extremely helpful in improving the Group's initiatives. We carefully monitor customer feedback received through boxes placed for this purpose at some of our commercial properties. These opinions and comments are used to improve operations in facilities and other areas, including store planning and design.

Examples of Improvements Based on User Opinions

Office Buildings

- Crime prevention
- Smoking area separation
- Improvements to common-use areas
- Improvements to elevator operating programs
- Improvements to restroom facilities
- Meetings to observe elevator rescue drills
- Tours to observe building facilities

Retail Facilities

- Installation of additional coin lockers and larger coin lockers
- Refurbishments/enlargements made to kids spaces
- Installation of air purifiers and microwave ovens in baby rooms
- Installation of curtains in diaper changing rooms
- Replacement of flooring materials and wallpaper in nursing rooms
- Refurbishments to women's restrooms
- Increase in number of stroller pick-up locations (increase number of strollers)
- Increase in stroller drop-off locations
- Increase in cart drop-off locations
- Improvements to parking lot signs
- Installation of additional benches and signs within each property
- Improvements to smoking room doors

- Changes to rules on pets (reassess areas where pets are allowed)

Logistics Facilities

- Improvements to smoking areas in common areas
- Increase in vehicle/bicycle parking areas
- Enhancement of shared amenities (setting up of Christmas trees, Kadamatsu Japanese New Year's decorations, message cards, etc.)

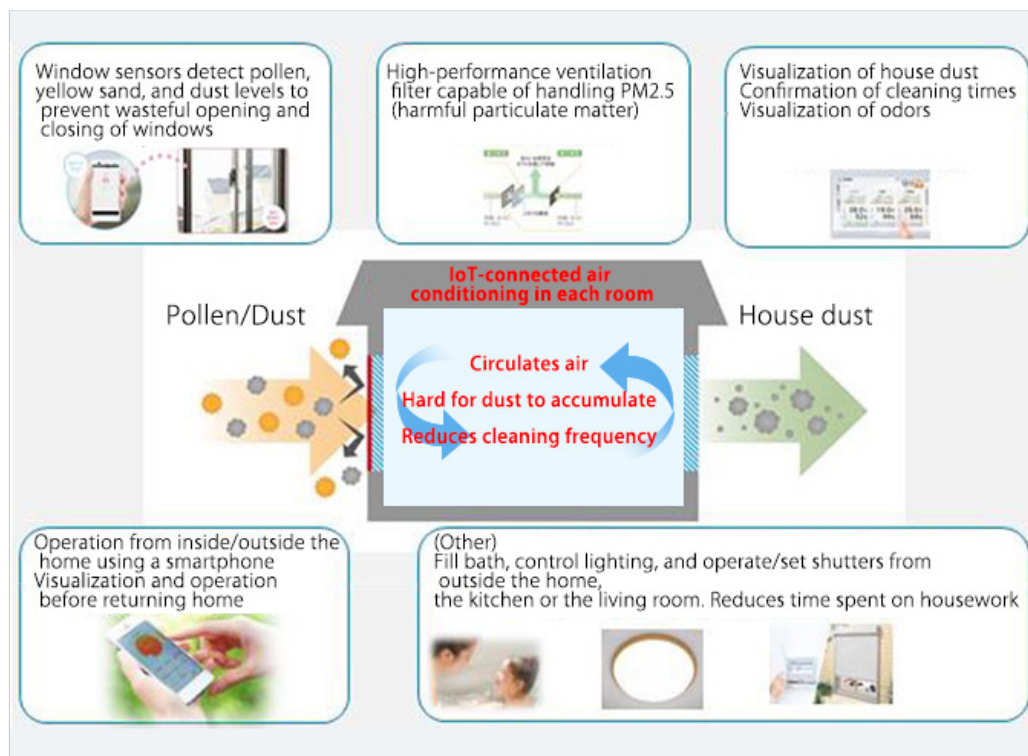
Barrier Free and Universal Design

For all aspects of life, whether it be work, home life, recreation, or relaxation, the Mitsui Fudosan Group promotes the creation of urban environments and buildings that are easy for everyone to use, regardless of their cultural background, language, nationality, age, sex, or disability.

Moreover, in our office buildings and other development projects, we examine ease-of-access using public transport and evaluate accessibility for people with disabilities. We ensure our measures are within the scope stipulated by laws and regulations, and in some cases make additional efforts.

Selected as a Leading Project for Sustainable Buildings by the Ministry of Land, Infrastructure, Transport and Tourism (MLIT)

Mitsui Home's endeavor to make temperature and humidity equipment barrier free was selected as a fiscal 2017 Leading Project for Sustainable Homes by the MLIT. Seeking to make home life more healthy, secure, and convenient, the system combines duct-type air-conditioning systems and IoT technology to suppress indoor dust and thereby reduce cleaning frequency. The project also enables users to do such things as remotely fill their bathtubs. In this way, the burden and time spent on housework is lessened.



Our Efforts to Improve Customer Satisfaction (CS)

The Mitsui Fudosan Group works diligently to improve the quality of its customer-oriented products and services while consistently promoting communication as a part of efforts to satisfy each and every customer.

All-Japan Customer Service Role-Playing Contest

Every August, Mitsui Fudosan Retail Management holds the All-Japan Customer Service Role-Playing Contest for representatives who qualify through preliminary competitions at nationwide commercial facilities. The contest aims to increase the value of visiting retail properties for customers by raising the quality of customer interaction and service that can only be found at real stores.



Contest participants

Held 9th All-Out CS Contest

On February 8, 2017, Mitsui Fudosan Hotel Management held its 9th All-Out CS (Customer Satisfaction) Contest. A total of 20 participants took to the stage and demonstrated the customer service skills they have refined through their daily work in the form of roleplay, and reaffirmed the pleasure and importance of greeting the customer with a smile.



Contest participants

Efforts to Improve Employee Satisfaction (ES)

By providing better work environments for employees in Mitsui Fudosan Group facilities, whom we regard as important partners, and in turn improving employee satisfaction (ES), we believe we can also enhance the level of customer service to lead to improved customer satisfaction (CS).

Going forward, we will continue to improve our system and the functionality of facilities used by employees, and work to provide a working environment where all employees can comfortably work.

Our Efforts to Improve ES (Some Examples)

Renovation of Employee Lounges into Restful Spaces

To improve the ES of employees working at commercial facilities, we are remodeling employee lounges.

These cheerful, spacious lounges with a café atmosphere are decorated in a highly individualized style for each facility, and are restful spaces where employs can spend some relaxing time. Convenience has been enhanced by installing vending machines for foods and convenience store products.



LaLaport TOYOSU



LAZONA Kawasaki Plaza



LaLa Garden NAGAMACHI

Tools for Communication with Our Customers

The Mitsui Fudosan Group offers a variety of communication tools to help build relationships with customers. In terms of content, these tools actively disseminate and exchange information primarily in areas such as housing, and support for improved customer safety, security and environmental awareness.

Mitsui Fudosan Residential Lease

Guide Book for Moving In

A guidebook for customers issued by Mitsui Fudosan Residential Lease summarizes the key points of life in rental housing.

<http://mfhl.mitsui-chintai.co.jp/nyukyo/guide/>

Mitsui Fudosan Residential

31sumai (Mitsui's residence)

A comprehensive information website for housing operated by Mitsui Fudosan Residential.

<https://www.31sumai.com/>

Mitsui Fudosan Residential

Everyone's Home

A communication forum where everyone talks about homes.

<https://37sumai.31sumai.com/>

Mitsui Fudosan Group

Healthy Forests and the Secrets of Trees

This family-oriented pamphlet showcases the Mitsui Fudosan Group's forest conservation activities.

https://mitsuifudosan.co.jp/and_forest/ebook/

Mitsui Home Co., Ltd.

Environmental and Social Activities

<http://www.mitsuihome.co.jp/company/kankyo/>

Tokyo Midtown Management Co., Ltd

On the Green

<http://www.tokyo-midtown.com/jp/about/csr/>

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Policy

The Mitsui Fudosan Group is working to coexist and collaborate with local communities and build new communities in accordance with the distinctive characteristics of each area and other factors based on our philosophy of coexisting in harmony with society, linking diverse values, and achieving a sustainable society.

Furthermore, we have put in place a Policy for Social Contribution Initiatives to ensure that each Group company and department follows a common and uniform direction. Based on this policy, each and every member of the Group looks to contribute to society in four core areas: the global environment, local communities, culture and education, and international exchange.

The Mitsui Fudosan Group's Policy for Social Contribution Initiatives (Formulated March 27, 2013)

In line with our Group Statement that focuses on efforts to bring affluence and comfort to urban living, we actively contribute to society by revitalizing and creating urban areas while engaging in various activities from a global perspective, to provide affluence and comfort with the aim of achieving the sustained development of society and the economy.

1. We are primarily involved in four areas: the global environment, local communities, culture and education, and international exchange.
2. We strive to achieve harmony with local communities, and
3. We proactively make use of our own resources, including properties, networks, and personnel.

Management System

The ESG Management Committee under the ESG Promotion Committee, which is headed by the Representative Director, President and CEO, was established to promote social contributions throughout the Mitsui Fudosan Group.

The ESG Management Committee formulates the principles and policies that define the social contribution activities of Mitsui Fudosan and the Mitsui Fudosan Group. It also keeps up to date the social contribution targets, objectives and plans of each division and Group companies while monitoring and evaluating their progress toward targets and plans.

The Social Contribution Activity Policy was created in March 2013 to serve as common ground for various activities to realize abundance and affluence in society from a global perspective.

Record of Social Contribution Activities

Mitsui Fudosan actively supports a wide range of social contribution activities. Specifically, these include activities for culture and education, local communities, international exchange, and the global environment. We also promote a multitude of employee-led initiatives that support community creation.

Record of Social Contribution Activities (Fiscal 2018)

Total expenditures on social contribution activities in fiscal 2018 ¥6,082 million

Main areas of engagement, support and cooperation (excerpt)

Culture and Education	Mitsui Memorial Museum
	Sumida River Fireworks Festival
	Shiki Theatre Company-Kokoro Theater Project
	Promoting, Restoring and Preserving the Beauty of Japan's Art-Tsumugu Project
	Tokyo 2020 Olympic and Paralympic Games-Real Estate Development Gold Partner
	Support for Sport (Japanese Women's National Basketball Team, Sport Climbing, Wheelchair Rugby, Kawasaki Frontale, etc.)
	International Multi-Sport Festival-Corporate Games
	Mirai Kodomo Gakko
	Center for iPS Cell Research and Application
Local Support	Mitsui Memorial Hospital
	Sakura Fes Nihonbashi
	ECO EDO Nihonbashi
	Theater Festival-Hibiya Festival
	Disaster Reconstruction Efforts
International Exchange	&EARTH Clothing Support Project-Bring a Smile to the World with Your Clothes
	&EARTH x SOLTILO FAMILIA SOCCER SCHOOL Soccer Support Project
	Public-Private Cooperative Study Abroad Promotion Campaign-Tobitate! (Leap for Tomorrow) Study Abroad Initiative
Global Environment	&EARTH DAY (Environmental Education Event)
	&EARTH Classroom (Environmental Education at schools and other facilities)
	Let's Learn! Let's Play! Cool Choice Plaza (Environmental Education Event)

Trends in Expenditures on Social Contribution Activities

	Fiscal 2016	Fiscal 2017	Fiscal 2018
Expenditures on social contribution activities (million yen)	5,547	6,033	6,082
Percentage of ordinary income (%)	2.53	2.51	2.39

As of March 31 of each fiscal year

Regional Revitalization and Community Creation

Mitsui Fudosan plans and hosts a diverse range of events that promote community creation and regional revitalization. We also carry out activities that help to strengthen family ties, as well as hold various events that educate communities on future society and environmental issues.

Our Efforts in the Nihonbashi Area

Nihonbashi Cherry Blossom Festival

Every year across March and April, Mitsui Fudosan holds the Nihonbashi Cherry Blossom Festival in the Nihonbashi area. The event is highly regarded for its economic ripple effects, its ability to increase customers and non-residents to the region, its effectiveness in disseminating information overseas, and the techniques and creativity that will influence events held in the future.



Nihonbashi Cherry Blossom Festival



Mirai Kidai Shoran

ECO EDO Nihonbashi

Every year between July and September, Mitsui Fudosan holds ECO EDO Nihonbashi, an event featuring goldfish scooping, paper lanterns, summer kimonos, and other ways people in the Edo era kept cool during a Nihonbashi summer.



ECO EDO Nihonbashi 2017, giant goldfish lanterns, scene on Naka Dori Street

Mirai Kodomo Gakko: A Town-Wide Initiative

The Mirai Kodomo Gakko (future children's school) is a platform for learning that provides experience-based content for students ranging from infants to high school students in the Kashiwa-no-ha Campus area of Kashiwa City, Chiba. With the backing of Kashiwa City, the Kashiwa City Board of Education, the Kashiwa Campus of the University of Tokyo, and Chiba University, a variety of people from throughout the neighborhood have acted as instructors-including teaching staff from elementary schools and universities, students, artists, residents, workers, and others from the local area-and a diverse curriculum has been provided. Since fiscal 2015, the school has been held more than 100 times.



Mirai Kodomo Gakko

Volunteer Cooperation with the Minna De Ecotto Project

In Tokyo Midtown (Minato-ku, Tokyo), we participate as volunteers in events organized by the Azabu District General Branch Office of the Minato Ward Office, Tokyo Metropolitan Government. These events are held as part of the Minna De Ecotto Project for fostering concern for nature and living things among children in the area.

Thinking About Energy and Environmental Problems: Let's Learn! Let's Play! Cool Choice Plaza

In cooperation with local government, companies, NPOs, and other organizations, the Mitsui Fudosan Group holds an experiential learning event for the children of the future called Let's Learn! Let's Play! Cool Choice Plaza at its commercial facilities, where participants can learn about energy and environmental issues.



Let's Learn! Let's Play! Cool Choice Plaza



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■ Supporting Community Creation through Sport

As a Tokyo 2020 Gold Partner in the Real Estate Development category, Mitsui Fudosan actively supports formation of local communities through fun events and neighborhood creation based on the power of sports. These efforts are based on the slogan BE THE CHANGE: Cities Start World Changes.

BE THE CHANGE

さあ、街から世界を変えよう。



三井不動産



東京2020ゴールド街づくりパートナー

Mitsui Fudosan supports the Olympic and Paralympic Games Tokyo 2020 as a Gold Partner in the Real Estate Development category.

Sports Academy for Children to Experience Competition

The Mitsui Fudosan Sports Academy for Tokyo 2020 is a sports workshop that invites top-class athletes as instructors to introduce and give children the opportunity to experience Olympic and Paralympic sports, with the aim of creating a culture and increasing opportunities for people to enjoy sports.

This workshop is sponsored by Mitsui Fudosan in cooperation with the Tokyo Organising Committee of the Olympic and Paralympic Games, and is slated to continue until 2020. By holding these workshops in areas we are developing, we are helping to invigorate communities and build excitement for the Tokyo 2020 Games.



Climbing academy

&EARTH x SOLTILLO FAMILIA SOCCER SCHOOL

This event is hosted in collaboration with the SOLTILLO FAMILIA SOCCER SCHOOL—a project designed by professional soccer player Keisuke Honda—and has been held at LaLaport FUJIMI, Urban Dock LaLaport TOYOSU, LaLaport EXPOCITY, and other Mitsui Fudosan Group commercial facilities since 2017. During the event, soccer gear no longer in use is collected and donated to children overseas through the NPO Japan Relief Clothing Center. Through their activities, the staff of SOLTILLO also contribute to local communities by providing soccer instruction to children inside and outside Japan.



Pre-event



Reception

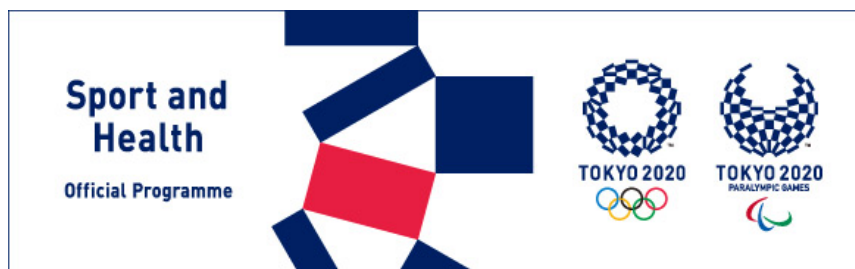


Soccer training held in Cambodia



Children from Cambodia thrilled by gifts from Japan

Mitsui Offices Sports Festival for TOKYO 2020: FUTSAL CUP 2018



Using sports to stimulate interaction within companies and deepen interaction across corporate boundaries, Mitsui Fudosan holds the Mitsui Offices Sports Festival for TOKYO 2020: FUTSAL CUP (a certified Tokyo 2020 Official Programme) for people working at Mitsui Offices.



Futsal competition

Community Involvement and Development

Community Creation through Volunteer Activities and Reconstruction Support

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Social Contribution through Volunteer Activities

&EARTH Clothing Support Project-Bring a Smile to the World with Your Clothes

Mitsui Fudosan and Mitsui Fudosan Retail Management hold the &EARTH Clothing Support Project-Bring a Smile to the World with Your Clothes project at commercial facilities run by the Mitsui Fudosan Group. Unneeded clothing is collected, and then donated to refugees and disaster victims in countries all over the world through the NPO Japan Relief Clothing Center.

Together with its customers in each region, the Mitsui Fudosan Group seeks to alleviate disparities and poverty, and realize a more affluent society, and as such has held the event twice a year since 2008.



Reception



Packaging



Volunteers

Held Happy Smile Festival

At Gate City Osaki and COREDO Nihonbashi, we regularly hold events organized by the NPO Group Happy Smile to sell products handmade by disabled people from various welfare facilities, and proceeds are returned to the creators as wages. Mitsui Fudosan and Mitsui Fudosan Building Management provide a venue at no charge and participate as volunteers. Volunteers from tenant companies also participate, and everyone involved with the building works as a team to make a social contribution.



Happy Smile Festival venue



Thai curry - a popular product

Participation as Volunteers in Kokoro Theater

In full support of its mission, Mitsui Fudosan Group employees participate as volunteers in the Kokoro Theater Project, an initiative organized by the Butai Geijutsu Center and the Shiki Theatre Company, held to enable children to enjoy the emotionally moving experience of theater.



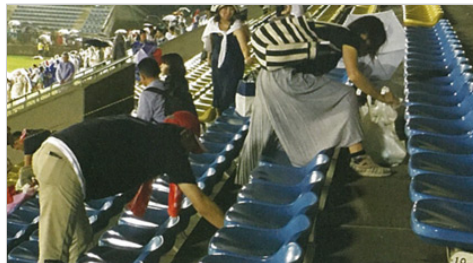
A scene from the musical

Stadium Beautification Activities: KEEP THE STADIUM CLEAN

As one part of its environmental conservation activities, the Mitsui Fudosan Group takes part in the KEEP THE STADIUM CLEAN initiative. The aim is to cultivate a litter-free neighborhood culture at sports stadiums, and to communicate this to the surrounding community as a legacy for future generations. Spectators are handed garbage bags and called upon to clean the stadium and around the spectator seating area after the game.



Distribution of garbage bags



Picking up garbage after a game

Participation in Cleaning the Famous Nihonbashi Bridge

Every year in July, Mitsui Fudosan employees and their families voluntarily take part in activities to clean the famous Nihonbashi bridge. The Meikyo "Nihonbashi" Preservation Council is an organization that aims to restore the view of Nihonbashi, whose beauty was lost when it was covered by the Shuto Expressway, and pass the bridge on in good condition to future generations. In accordance with this purpose, this event is a summer tradition in the Nihonbashi area that has continued since 1959, with the participation of local residents and company employees.



Bridge cleaning



Participating employees

■ Communicating with Local Communities Following the Great East Japan Earthquake

Mitsui Fudosan is strengthening ties with the Tohoku region in response to the Great East Japan Earthquake, and continuing a variety of efforts.

Watsu Nihonbashi: A Center for Exchange with Earthquake Affected Regions

Watsu Nihonbashi (Chuo-ku, Tokyo) was opened in March 2015 as a result of encounters with the people of Minamisanriku Town following the Great East Japan Earthquake. The center plays a role as an intermediary linking Tohoku and Nihonbashi, and includes the Watsu Dining & Bar (1F/2F) featuring ingredients from Minamisanriku and other parts of Tohoku, and the Watsu Room interaction space (3F) for online exchange with junior high school students from the local area, events and workshops relating to reconstruction, and other programs. Junior high school students from Minamisanriku Town visit Watsu Nihonbashi and the Nihonbashi 1-Chome Mitsui Building as part of their school trips and, among other activities, they exchange information relating to disaster prevention. Watsu Nihonbashi is continuing to broaden its efforts with local communities.



Exterior view of Watsu Nihonbashi



Junior high school students from Minamisanriku Town visiting Watsu Nihonbashi

CSR Training in Earthquake Affected Regions

CSR training has been conducted continuously since 2013 to improve awareness of disaster preparedness through experience of the situation in earthquake affected regions, and create opportunities for voluntary efforts and contribution to social issues. Employees visit Minamisanriku Town and regions within Fukushima Prefecture, both areas affected by the Great East Japan Earthquake.



CSR training in earthquake affected regions



Policy

The Mitsui Fudosan Group works diligently to ensure the quality management of its buildings as well as every other facet of its business operations, including products and services, as the foundation for providing safety, security, and comfort to its customers.

We are convinced that the delivery of quality-based security, safety, and comfort is a prerequisite for realizing customer satisfaction (CS).

Quality Management in Each Business

Each business draws up its own design guidelines, manuals, etc. on quality management and puts them into practice to ensure quality is managed thoroughly. The guidelines, manuals, etc. are also reviewed and revised as needed to reflect customer feedback, problems that have taken place, etc. Reviews of safety-related matters are carried out from time to time and following a disaster.

Principal Guidelines, etc. of Each Business Area

Office Buildings Business

- Office Building Design Manual (including BCP design manuals)
Provides direction for planning and design by organizing and combining know-how on product planning and operational management.
- Office Building Business Standard Operation Flowchart
- Office Building Sign Planning Guidelines
- Office Building Backyard Standards
- Various Construction Quality Management Forms
- CO₂ Reduction Measure Explanation Sheet

Retail Properties Business

- Retail Properties Design Request Form
Provides direction for planning and design by organizing and combining know-how on product planning and operational management.
- LaLaport Sign Planning Guidelines
- Tenant Interior Design Manual
- Design Criteria

Built-for-Sale Condominium Business

- Total Quality Project Management (TQPM)

Built-for-Sale Detached Residence Business

- Detached Housing Design Standards

Unique design standards based on the Building Standards Act, the Japan Housing Finance Agency standards, and our abundant experience and achievements, to provide high-quality housing.

Rental Housing Business

- PAX-M

A quality management manual, compiled in fiscal 2007 and revised in March 2013, is still being used.

Custom-Built Detached Residence Business

- Design Standards
- Product Specifications

Hotel Business

- TQPM Manual: Hotel Version

Manual concerning the design and construction of Mitsui Garden Hotels.

Logistics Business

- Logistics Facilities Design Request Form
- Mitsui Fudosan Logistics Parks Sign Planning Guidelines
- Mitsui Fudosan Logistics Parks Facility Design Guidelines

Condominium Quality Management Process: Total Quality Project Management (TQPM)

Having the seller's responsibility to hand over the condominiums promised to its customers by the dates promised, Mitsui Fudosan Residential utilizes the TQPM System, its proprietary quality management system, to fulfill that responsibility. The system serves to confirm whether design and construction management have been undertaken in accordance with the respective roles of the designer, supervisor and builder. Mitsui Fudosan works to ensure a consistent level of quality management at all Mitsui built-for-sale condominiums. Under the TQPM System, there is compliance with design and construction standards and a design gate management process at the design stage as well as the witnessing of Key Quality Items (KQIs) and document verification at the construction stage.

■ Performance Evaluations by Evaluation Bodies

With the exception of certain properties, Housing Performance Indication System evaluation reports are obtained at both the design and construction stages for built-for-sale condominiums from a third party organization registered with Japan's Minister of Land, Infrastructure, Transport and Tourism as an objective evaluation of quality management.

In addition, the custom-built detached residences of Mitsui Home Co., Ltd. are also constructed to perform to the high standards of the Housing Performance Indication System.



Policy

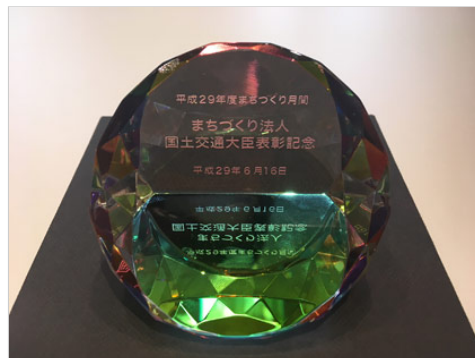
The Mitsui Fudosan Group realizes outstanding function and quality in basic designs for neighborhood creation, while always pursuing innovation. Our aim is to create new value for the future of the people who live in these neighborhoods.

Our Efforts at Kashiwa-no-ha Smart City

The Mitsui Fudosan Group has positioned Kashiwa-no-ha Smart City (Kashiwa City, Chiba) as a cutting-edge model city to respond to a wide range of social challenges, including environmental challenges, a super-aging society, and economic stagnation. We are promoting the development of next-generation neighborhoods with participation from the public, private, and academic sectors.

Urban Design Center Kashiwa-no-ha Received Minister of Land, Infrastructure, Transport and Tourism Award

The Urban Design Center Kashiwa-no-ha (UDCK) received the 6th Minister of Land, Infrastructure, Transport and Tourism Award for Urban Design Corporations (Urban Design Leader Support Category). Through public-private-academic collaboration, UDCK formulates project plans, coordinates designs, and conducts post-project space management, and then deploys the organizations to implement these and relevant management methods to other regions. In this way, UDCK contributes to energizing projects as a whole by supporting leaders of neighborhood creation. The award recognized these contributions.



Urban Design and Management through Public-Private-Academic Collaboration Received the Ishikawa Award

The Urban Design Center Kashiwa-no-ha (UDCK) is a public-private-academic cooperative effort between Kashiwa City, Mitsui Fudosan, the University of Tokyo, and Chiba University. The center's urban design and management work was awarded the fiscal 2016 Ishikawa Award bestowed by the City Planning Institute of Japan.



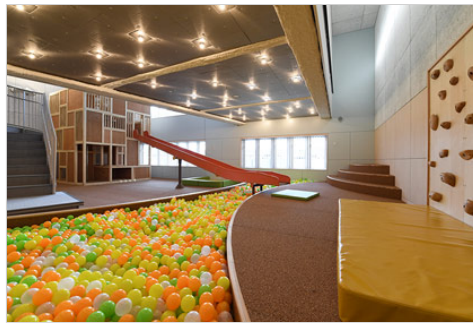
Award recipients (from right: Hiroya Mimaki (Vice President, UDCK), Atsushi Deguchi (President, UDCK), Hiroyasu Akiyama (Mayor of Kashiwa City), Takeshi Ueno (Vice President, UDCK), Yoshikazu Kitahara (Executive Vice President, Mitsui Fudosan Co., Ltd.))

Large-Scale Rental Condominiums Designed for Those Raising Children

In 2018, tenants began occupying large rental apartments, designed for those raising children, at Park City Kashiwa-no-ha Campus The Gate Tower West. Along with an on-site nursery school and after-school care facility for elementary school students, the complex features a pediatrics clinic and facilities for ill and convalescing children. The residence will provide an environment that is fully-equipped to enable even working parents to raise children with peace of mind. This approach is expected to help parents address such challenges as extended waiting periods for nursery school admission, and a lack of child-rearing environments designed to support working parents.



Non-registered nursery for temporary and nighttime childcare



Indoor play land where parents can work while watching their children

Good Design Award Recipient for 19 Consecutive Years

Mitsui Fudosan Residential's built-for-sale condominiums Park Court Aoyama The Tower and Park Court Akasaka Hinokicho The Tower received the Japan Institute of Design Promotion's Good Design award in fiscal 2018.



Model room

Preserving and Utilizing Landscapes and Streetscapes

The Mitsui Fudosan Group has established its own guidelines for remaining in harmony with the surrounding environment and creating bustling spaces when forming neighborhoods, with the aim of preserving and utilizing landscapes and streetscapes.

The Nihonbashi Revitalization Plan for Retaining, Revitalizing, and Creating

Nihonbashi (Chuo-ku, Tokyo) has flourished as a center of commerce and culture since the Edo period. The Mitsui Fudosan Group's over three-hundred year history is closely associated with this area. To express our love and appreciation for Nihonbashi, we have begun the Nihonbashi Revitalization Plan with the concept of retaining, revitalizing, and creating the future, to stimulate the area and make it even more attractive. We are collaborating with the government, private enterprise, and local residents to create a new neighborhood that combines tradition and renewal.

Fukutoku Garden was established as a spacious plaza covering more than a thousand square meters among the buildings of Nihonbashi that are undergoing redevelopment. It is a restful spot which utilizes the nature of Japan to reproduce the history and tradition the area has fostered. The greenery surrounding the adjacent Fukutoku Shrine and its approach enables visitors to enjoy the beauty of the four seasons.



Fukutoku Garden



Greenery symbolizing Fukutoku Garden

Creating Neighborhoods by Creating Roads in Nihonbashi

Nihonbashi in Tokyo flourished as the starting point of the five major highways leading to other parts of Japan. Mitsui Fudosan is following a policy of Building Neighborhoods by Building Roads to avoid unplanned redevelopment in this area and ensure coexistence with the culture and tradition that is a product of Nihonbashi, with its historic buildings. As a first step, we are preserving the appearance of the area by unifying the height of the lower floors of buildings along Nihonbashi's iconic main street at 31 meters. Furthermore, by developing facilities and creating green spaces suited to the characteristics of the streets that have been loved in the area from the distant past, we are creating spaces for people to gather and enjoy themselves. Edo was known for its extensive network of canals, and by restoring some of this network as well, we are using the creation of roads as a point of departure to create the Nihonbashi of the future.



Nihonbashi, Chuo-dori (main street)

Urban Development That Reflects Local Cultures and Characteristics

The Mitsui Fudosan Group strives to create compelling space designs, incorporating local flavor in design and decor, so that domestic and international tourists and business travelers visiting our retail facilities and hotels can experience the distinctive characteristics of the regional history, culture and natural environment.

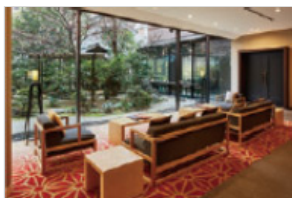
Design of Hotel Spaces Full of Unique Regional Atmosphere

In renovation of the Mitsui Garden Hotels managed by the Mitsui Fudosan Group, our designs incorporate the special characteristics of the locality.

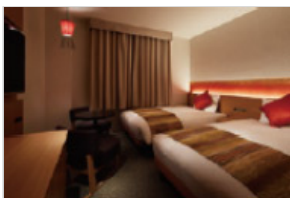
For Mitsui Garden Hotel Kyoto Sanjo (Nakagyo-ku, Kyoto City), we selected a scarlet hue, highly prized since ancient times, as the hotel's interior theme color. The renovated design is a fusion of traditional Japanese character with an exotic atmosphere that international travelers will appreciate. The inner garden is replete with Japanese atmosphere and the colors of the changing seasons, while printed silk wall art conveys the flavor of Kyoto, transforming the hotel into a place of refuge for the heart.

For the renovation of Mitsui Garden Hotel Hiroshima (Naka-ku, Hiroshima City), the fresh breeze from the Inland Sea and the local specialty, oysters, were used as a design motif throughout the hotel, creating a characteristic Hiroshima interior atmosphere.

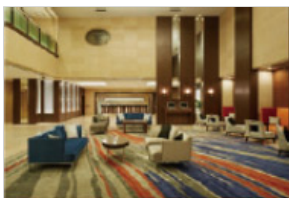
At Mitsui Garden Hotel Kumamoto (Chuo-ku, Kumamoto), the design incorporates the rich natural environment and culture of Kumamoto, and guest room layouts were modified to create even more functional, comfortable spaces. Guest rooms have a Land of Fire or Land of Water motif, and for families, there are the popular guest rooms with a Kumamon (the mascot of Kumamoto) motif. Lobby and restaurant furniture and fabrics were completely renewed, with artwork with motifs of temari balls, a traditional craft product of Kumamoto, as well as other folk craft toys.



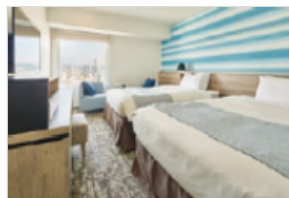
Mitsui Garden Hotel Kyoto Sanjo
Lobby



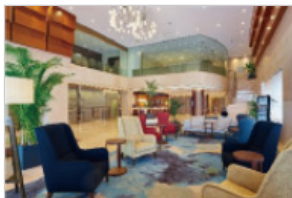
Mitsui Garden Hotel Kyoto Sanjo
Guest room



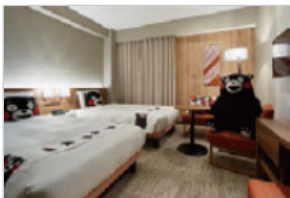
Mitsui Garden Hotel Hiroshima Lobby



Mitsui Garden Hotel Hiroshima
Guest room



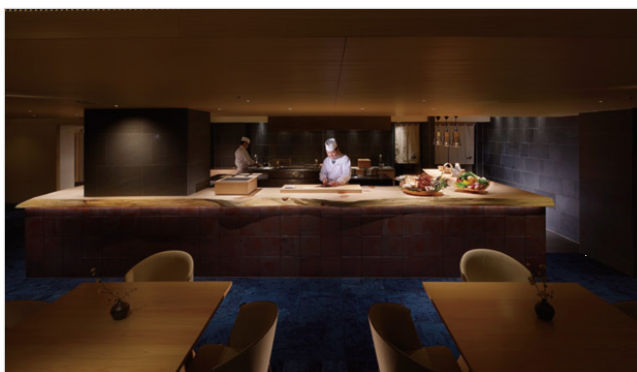
Mitsui Garden Hotel Kumamoto
Lobby



Mitsui Garden Hotel Kumamoto
Guest room

Restaurant Renovation at TOBA HOTEL INTERNATIONAL Using Local Lumber

Local wood products and ceramic materials from Mie Prefecture were used in renovation of Mondo Misaki, the Japanese restaurant of the TOBA HOTEL INTERNATIONAL (Toba City, Mie). With the help of expert craftsmen from the prefecture, the interior design incorporates traditional Japanese techniques. Tiles are traditional Mie banko ware, the single-plank counter was fashioned from an Ise cypress over 300 years old, and interior fittings include traditional Japanese woodwork decorations.



Single-plank Ise cypress counter

■ Next-Generation Homes

Barrier-free Temperature and Humidity Equipment Project by Mitsui Home

Mitsui Home's endeavor to make temperature and humidity equipment barrier free was selected as a fiscal 2017 Leading Project for Sustainable Homes by the MLIT. Seeking to make home life more healthy, secure, and convenient, the system combines duct-type air-conditioning systems and IoT technology to suppress indoor dust and thereby reduce cleaning frequency. The project also enables users to do such things as remotely fill their bathtubs. In this way, the burden and time spent on housework is lessened.

Mute 45–50: Mitsui Home's High Sound-Insulating Floor System

Mitsui Home's high sound-insulating floor system Mute 45-50 received an award in the Designs Contributing to the Safety and Security of Children category at the 11th Kids Design Awards. The system boasts excellent floor sound insulation and shock absorbing performance—at the highest level in the housing industry—which allows families rearing children to live freely, without worrying about sounds being transmitted to lower floors. Due to its outstanding shock absorbing performance, Mute 45-50 can also be used outside of homes in nurseries, kindergartens, and medical facilities to reduce impact on the body and improve safety in case of falls.



Housing complex incorporating Mute 45-50



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Policy

The Mitsui Fudosan Group aims to ensure safety and security by creating disaster-resilient neighborhoods, while working to raise awareness of disaster countermeasures through routine training, inspection, and education. We go beyond simply protecting the safety of employees, tenants, and customers, and strive to expand and improve measures for disaster preparedness in collaboration with local communities.

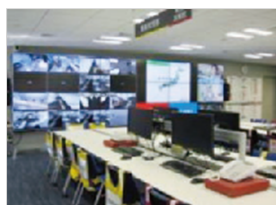
Disaster Countermeasures System

To ensure safety and security for the employees, tenant companies, and visitors to buildings and facilities managed by the Mitsui Fudosan Group, we are promoting disaster countermeasure drills and lectures, and business continuity planning (BCP).

To ensure the safety of its employees and tenants, implements training based on disaster countermeasure manuals and BCPs as part of its disaster countermeasures.

Mitsui Fudosan has set up two dedicated Disaster Countermeasure Headquarters offices at the Mitsui Building No. 2 (Chuo-ku, Tokyo) and Ginza 6-chome-SQUARE (Chuo-ku, Tokyo) that function as permanent bodies.

The Company has also installed emergency power generators able to operate for approximately 72 hours. In the event of a major earthquake, Mitsui Fudosan has in place measures to set up an emergency headquarters that reports directly to the president. To ensure that the Company is better prepared to respond to any incidence of a disaster, employees in the disaster center take shifts and remain on duty during weekday nights and holidays. Our disaster response system coordinates with Group companies to ascertain the safety of employees and the status of damage to properties.



Disaster Countermeasure Headquarters (Mitsui Building No. 2)



Crisis Management Center (Ginza 6-chome-SQUARE)

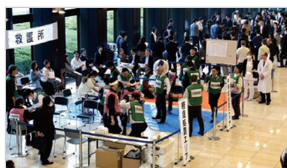
Disaster Countermeasures and BCP at Our Buildings

Since the Great East Japan Earthquake, tenant needs have increased for safety, security and business continuity planning (BCP). In response, Mitsui Fudosan has been implementing disaster countermeasures and BCP measures in its existing and newly built buildings to improve preparedness during normal times and responsiveness during emergencies.

Examples of Our Disaster Countermeasures and BCP

Mitsui Fudosan General Disaster Countermeasure Training

The Mitsui Fudosan Group carries out disaster countermeasure training based on its disaster countermeasure manuals and business continuity plan (BCP). In coordination with group companies and tenants, companywide disaster countermeasure training for a large-scale earthquake is carried out twice a year, mainly on September 1 (Disaster Prevention Day) and March 11.



Joint general disaster countermeasures drill for tenants of Shinjuku Mitsui Building (Shinjuku-ku, Tokyo)

Disaster Countermeasures and BCP at Our Retail Facilities

At retail facilities operated by the Mitsui Fudosan Group, we have enhanced practical measures—such as preparing disaster manuals compatible with all facilities and publicizing customers' guided evacuation procedures as part of our initial disaster responses—and we pursue disaster countermeasure initiatives at our facilities.

Company-wide Disaster Countermeasure Training: Assembly on Foot

Mitsui Fudosan and Mitsui Fudosan Retail Management carry out company-wide disaster countermeasure training twice a year to verify coordination between facilities in the event of a disaster.



Disaster preparedness training

All Employees Participate in the Disaster Preparedness Program

At Tokyo Midtown Management, all employees take part in practical simulation training at the Disaster Preparedness Training Center located in Tokyo Midtown (Minato-ku, Tokyo). Through the three-day, eight-hour program, the goal is to develop disaster countermeasure skills including combatting fires, administering first aid, and carrying out rescue operations.



Entrance to the Disaster Preparedness Training Center



Disaster preparedness lecture



Disaster preparedness training

Quizzes and Workshops Promote Disaster Awareness Among Local Residents

In cooperation with local governments, fire departments, and other entities, Mitsui Fudosan and Mitsui Fudosan Retail Management hold a series of disaster-related informational events, dubbed &EARTH Learn About Disaster Prevention!—BOSAI Stamp Rally, at commercial

facilities around the Tokyo metropolitan area, including LaLaports.



Survival kitchen



Furniture stabilization



AED lecture

Disaster Countermeasures and BCP (MFLP, Logistics Facilities)

At Mitsui Fudosan Logistics Parks (MFLP), which are large-scale logistics facilities managed by Mitsui Fudosan, we are engaged in a wide range of efforts to bolster our BCP measures.

Mitsui Fudosan Logistics Park Key Disaster Countermeasures and BCP Measures

- Seismic Isolation Structure
Placing a layer of special rubber in a building's foundations insulates them from the ground and, in turn, minimizes damage to buildings during large earthquakes.
- Emergency Power Generators
We have installed emergency power generators as a backup electricity supply for lighting in common areas and office sections not only during blackouts but in cases of earthquakes and fires.
- Vending Machines During Disasters
We have installed vending machines set to provide free drinks during disasters.
- Disaster Stockpiles
We maintain disaster stockpiles at multi-tenant warehouses (sufficient for one to three days depending on the property).
- Remote Monitoring Using Surveillance Cameras
We have installed a surveillance camera system that enables disaster countermeasure headquarters to determine the situation on the ground.



MFLP Ibaraki



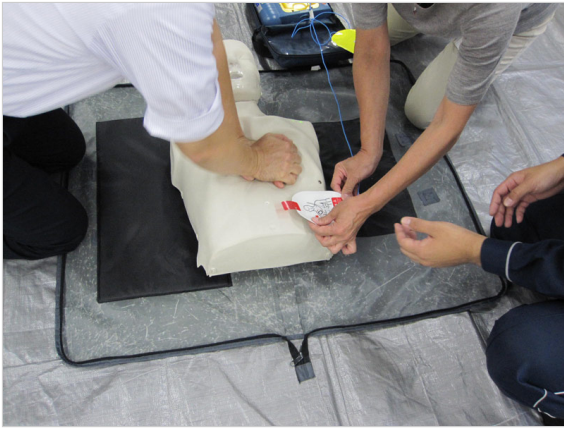
MFLP Inazawa

Disaster Countermeasures and BCP (Hotels)

To help ensure business continuity in our hotels, we have ensured that all of the elevators we operate are seismically resistant. All hotels are equipped with emergency backup generators capable of operating for approximately 24 hours, and a surveillance system connected with headquarters to monitor conditions at each site.

Life Saving Courses for Our Employees

Employees are training in lifesaving procedures using automated external defibrillators (AED). By ensuring that there are certified employees at each worksite, we are working to raise the resuscitation rate for cardiac arrest.



Positioning of AED pads

Disaster Countermeasures Together with the Community and Society

In addition to bolstering disaster preparedness in its buildings and facilities, the Mitsui Fudosan Group is working to strengthen preparedness in surrounding communities and neighborhoods. We are engaged in a wide range of activities to raise awareness of disaster preparedness among residents and those working in the area.

The Community Comes Together to Participate in Nihonbashi Hands-on Disaster Preparedness Training

With help from Tokyo's Chuo City government, Mitsui Fudosan and Nihonbashi Muromachi Area Management carry out disaster preparedness training in the Nihonbashi Area every March in conjunction with Fire Prevention Campaign Week in the spring.



Nihonbashi Hands-on Disaster Preparedness Training



Kumamoto Earthquakes Research Report Distributed to Related Government Ministries and Agencies as Well as Universities

Since the Great Hanshin Earthquake of 1995, Mitsui Home has carried out inspections of all of its residences exposed to shaking of intensity 7 or greater.

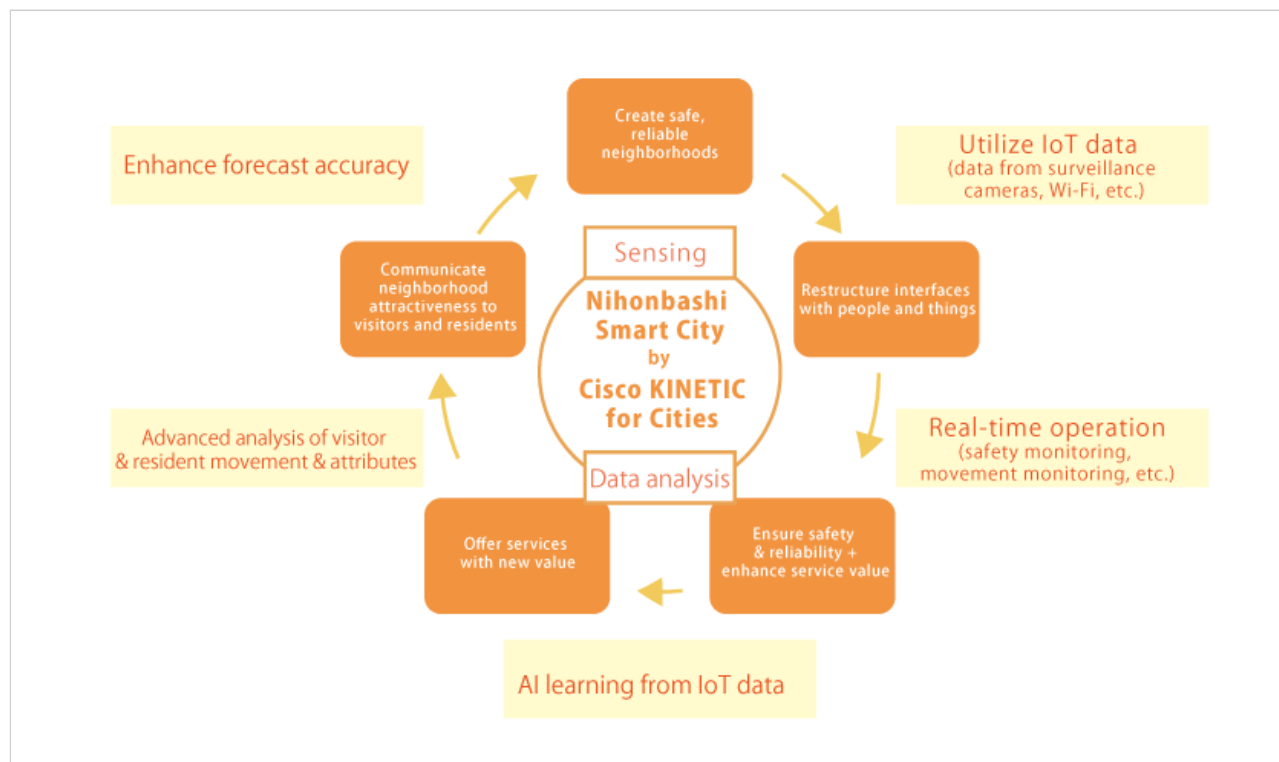
After the Kumamoto earthquakes of 2016, we sent over 1,600 people to investigate 1,263 Mitsui Fudosan-constructed residences in the affected area, and published the findings in a research report. Of the buildings investigated, none were completely destroyed, and only 10 were slightly damaged. This result demonstrates the outstanding seismic resistance of Mitsui Home's 2x4 design and construction methods. We distributed the report, published in February 2017, to related government ministries and agencies as well as to universities, in order to share this earthquake-related data.

Field Testing for Enhanced Disaster Preparedness Utilizing ICT

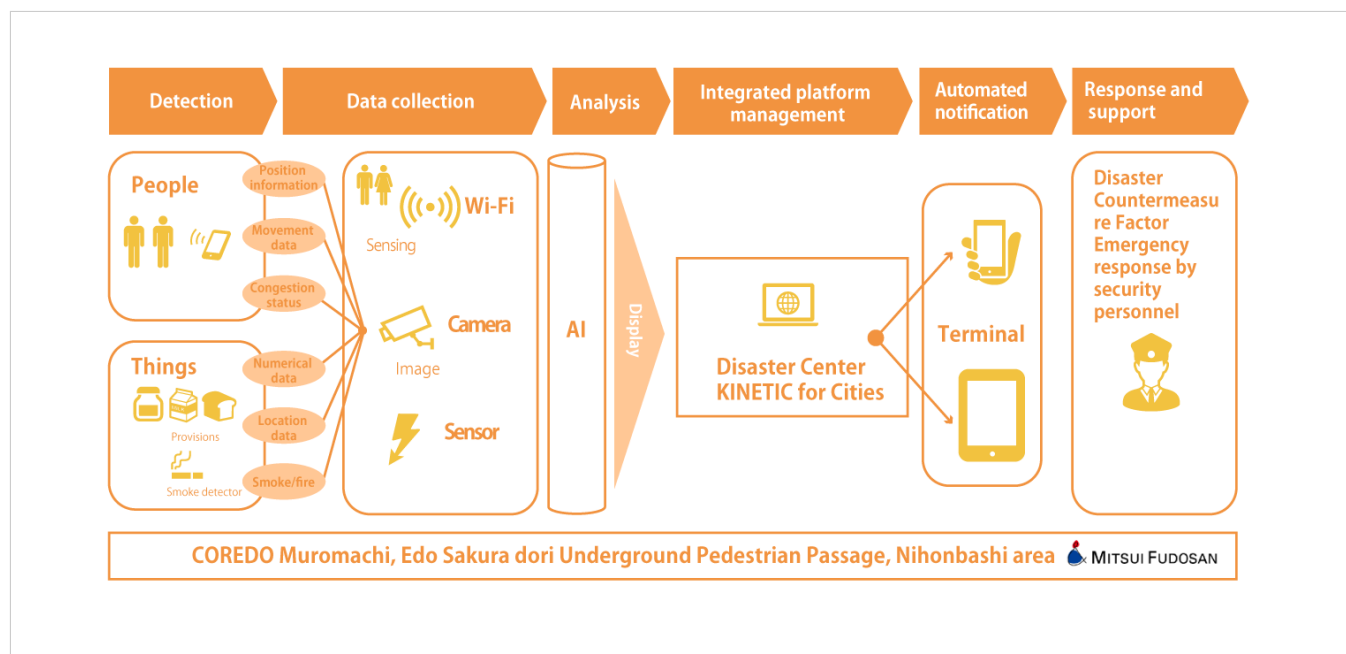
In January 2018, Mitsui Fudosan teamed with Cisco Systems to form a committee to enhance safety and security during disasters in the Nihonbashi Muromachi Area, and has since carried out field testing of disaster response services utilizing information and communications technology (ICT).

The goal of the testing is to apply ICT when disasters occur to quickly ascertain conditions in our buildings and facilities as well as the whereabouts and safety of visitors and residents, provide optimal support in guiding people to shelters, and offer shelter to those who have been stranded due to public transport interruptions.

Field Testing for Enhanced Disaster Preparedness Utilizing ICT



ICT/IoT Utilization Concept for Safe, Reliable Nihonbashi



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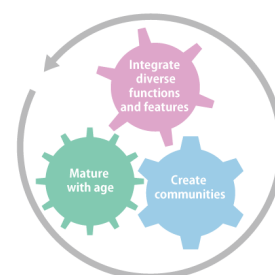
Creating New Value and Markets through Neighborhood Creation

Policy

The Mitsui Fudosan Group seeks to create new value and markets through the creation of neighborhoods with outstanding function and quality, while in constant pursuit of cutting-edge approaches. As such, we summarize our basic stance toward neighborhood creation in the following three points:

The first is to integrate diverse functions and features, which involves promoting mixed use (combining applications and functions) and integrating the tangible and intangible aspects of the Group's operations. The second is to create communities, which entails connecting people who reside or gather in, or visit a particular area within that region. And the third is to work beyond the simple creation of neighborhoods to address specific needs as neighborhoods mature with age year after year through town management.

By establishing a virtuous cycle that comprises these three activity goals, we strive to create new value.



Basic stance toward urban development

Major Initiatives

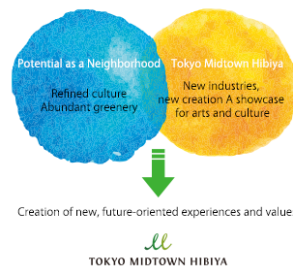
Our Efforts at the Large-Scale Mixed-Use Facility: TOKYO MIDTOWN HIBIYA

TOKYO MIDTOWN HIBIYA, which opened on March 29, 2018, in Chiyoda-ku, Tokyo, is a large-scale mixed-use complex with 35 floors above ground, four below, and 189,000 m2 of office, commercial and other space. During the Meiji era, Hibiya developed into a center of social gathering and culture transmission, and played a major role in the modernization of Japan. The goal of Midtown Hibiya is to continue that history and culture while offering a refined experience and creating innovation.

Hibiya is a neighborhood with numerous distinctive characteristics: abundant open space with greenery that extends into the surrounding city and enriches the spirit; transmission of new arts, culture, and entertainment; and rich access to cultured stimulation where adults who recognize the real thing gather. By leveraging these advantages, we will encourage the concentration and exchange of diverse global cultures, sensibilities, and talents, creating a neighborhood where new, future-oriented experiences and values are born.



TOKYO MIDTOWN HIBIYA



BASE Q for Business Collaboration that Creates New Industries

BASE Q is a place where people from startup companies, new business divisions of large enterprises, NPOs, and other organizations, people possessing diverse global culture, sensibilities, and talents, can gather and interact, and where that potential can be leveraged to give birth to new industries. It includes presentation spaces, interactive spaces, creation spaces and more. With spaces to suit any objective, BASE Q offers environments and structures ideal for forming new industries.



BASE Q

Communicating Arts and Culture as an Entertainment Hub

TOKYO MIDTOWN HIBIYA features TOHO Cinemas Hibiya, a complex with 13 screens and approximately 2,800 seats, the largest complex of its kind in central Tokyo. Along with the nearby Nissay Theatre and Tokyo Takarazuka Theater, TOKYO MIDTOWN HIBIYA will collaborate with the community to transmit information about this arts, culture, and entertainment neighborhood.

Our Efforts at Mitsui Fudosan Logistics Park (MFLP)

Connecting Values Together with Customers and Creating New Values Together with Customers—based on this logistics business statement formulated in 2016, Mitsui Fudosan Logistics Parks (MFLP) are committed to creating value unbounded by existing categories. To that end, we are pursuing a wide range of measures.

MMFLP locations are advanced physical distribution facilities delivering not only enhanced efficiency, but also diverse benefits for the surrounding community. They create job opportunities at tenant enterprises, provide consulting support for recruiting and retaining personnel, create jobs for local construction firms, and generate economic activity for businesses located near the parks and their workforce.

These logistics parks are attracting attention as mixed-use facilities offering added value that suits conditions in surrounding communities.



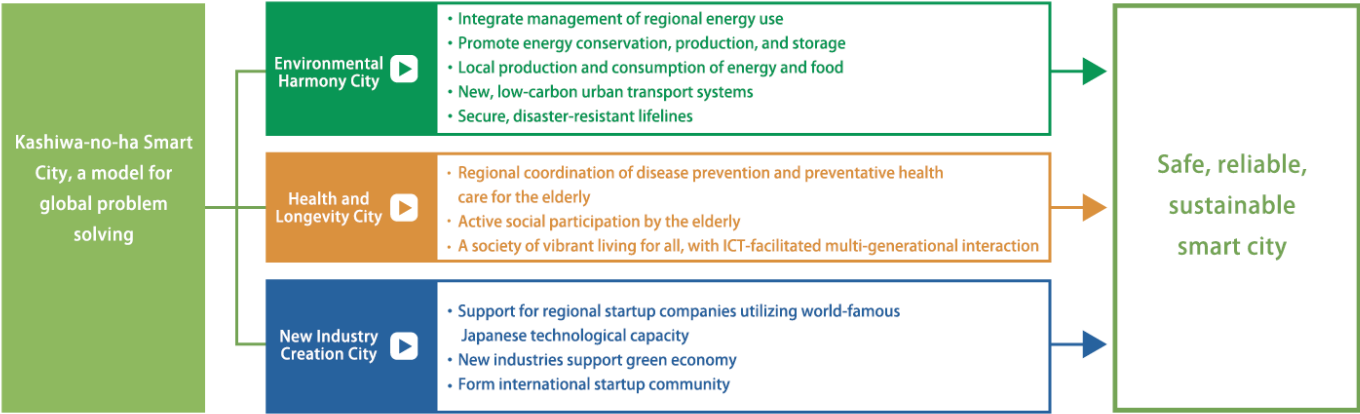
Exterior perspective, Mitsui Fudosan Logistics Park Funabashi

Our Efforts in Kashiwa-no-ha Smart City: An Industry, Government, Academia, and Community Project

Kashiwa-no-ha Smart City, in Kashiwa City, Chiba, is adjacent to Kashiwanoha-campus Station on the Tsukuba Express Line. Through industry, government, academia, and community collaboration, the project includes three models for addressing social challenges: Environmental Harmony City, Health and Longevity City, and New Industry Creation City. The goal is to achieve independent neighborhood creation to establish an image of a global future, sustainable in both tangible and intangible terms.



Kashiwa-no-ha Smart City and Kashiwanoha-campus Station



A neighborhood where working parents can raise children with peace of mind

Park City Kashiwa-no-ha Campus The Gate Tower West is a large-scale rental condominium designed for those raising children. The goal is to provide residences that help parents address such challenges as extended waiting periods for nursery school admission, and a lack of child-rearing environments designed to support working parents. Along with an on-site nursery school and after-school care facility for elementary school students, the complex features a pediatrics clinic and facilities for ill and convalescing children. The residence will provide an environment that is fully-equipped to enable even working parents to raise children with peace of mind.



This apartment complex has an on-site nursery school

Asian Entrepreneurship Awards (AEA)

In collaboration with universities and business incubators throughout Asia that focus on the development and support of entrepreneurs in the field of technology, Kashiwa-no-ha Smart City has hosted the Asian Entrepreneurship Awards since 2012. The aim of this international business contest is to discover new startups in the fields of AI/IoT, medical, and healthcare, and to kickstart new industries.



xLAB Summer Program on the Kashiwa-no-ha Campus

Mitsui Fudosan works with Shinken-chiku-sha to hold the xLAB Summer Program. xLAB is an international think tank of the UCLA Department of Architecture and Urban Design, dedicated to research that pushes the boundaries of architecture and urban design. Through interdisciplinary collaboration, the thinktank researches structures for future environments and urban design strategies.

Our Efforts in the Nihonbashi Area

Promoting Open Innovation Through 31VENTURES Clip Nihonbashi

Mitsui Fudosan operates 31VENTURES Clip Nihonbashi (Chuo-ku, Tokyo), which links startup companies and large enterprises to promote joint creation and business formation. 31VENTURES takes advantage of the Nihonbashi location to bolster business support programs and promote open innovation generated by person-to-person encounters.



31VENTURES Clip Nihonbashi exterior



Entrance

Promoting New Industry Formation by Bolstering Our Life Science Facility

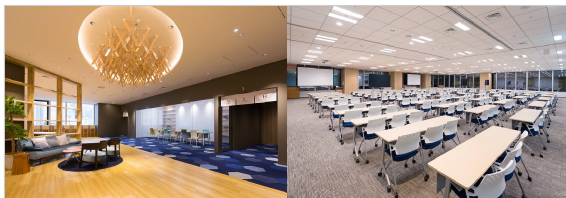
Life Science Innovation Network Japan (LINK-J), whose founders include Mitsui Fudosan and interested members of academia, was founded in 2016. The network promotes exchange, collaboration, education, and support activities in order to build ecosystems and advance open innovation in a wide range of life sciences, including medicine, personalized medicine, drug discovery, medical devices, healthcare IT, and even preventative treatment, presymptomatic diagnosis, and healthy longevity. The network bases its activities in Nihonbashi, an area associated with the pharmaceutical industry since the Edo period.



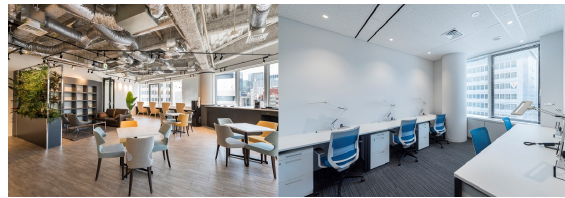
Nihonbashi Life Science Bldg.



Nihonbashi Life Science Bldg. 2



Nihonbashi Life Science Hub



Toshio Building (Life Science Floor)



Map of Nihonbashi Life Science locations

Ties with Life Science Organizations Worldwide

In order to promote new business creation through open innovation in the life sciences, LINK-J has signed a Memorandum of Understanding with various universities and organizations in both Japan and overseas to promote commercialization and industrialization in the life science field.



Akihiko Soyama
President and Chief
Executive Officer, LINK-J

Sarah Haywood, MedCity
CEO

Each month, up-and-coming startups present new business ideas to Mitsui Group companies at 31VENTURES MEET UP! Some of the ideas have already found matching sponsors, and the presentations are expected to contribute to the formation of new businesses.

Joint Testing Aimed at Leveraging Big Data and AI

In collaboration with Nikken Sekkei Research Institute and NTT, Mitsui Fudosan is testing an AI-powered area information platform, tentatively called AIxAI, in the Nihonbashi Area.

The goal of the platform is to utilize smart approaches and Big Data to derive optimal solutions to community-, traffic-, energy-related and other issues. Going forward, we plan to pursue joint research outside the Nihonbashi Muromachi area and extend the system to airports and rail terminals, stadiums, and other large facilities.

Our Efforts to Eliminate Redeliveries

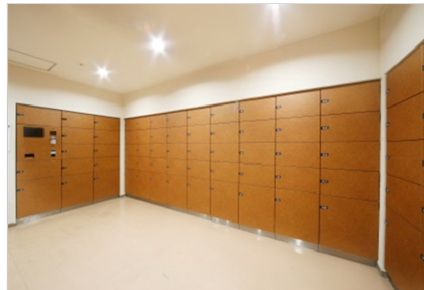
In response to the sharp increase in package delivery volume, which is becoming a social challenge, Mitsui Fudosan Residential and Fulltime System Co., Ltd. have formulated a project to improve efficiency of delivery lockers at condominiums. The measures are outlined below:

1. Expand the number of delivery lockers to meet current needs through redesign
2. Raise the turnover rate of packages being placed in and removed from lockers
3. Reduce the number of deliveries made to lockers
4. Offer a locker status check service

These four measures will be progressively introduced at selected Mitsui Fudosan Residential properties to enhance delivery locker efficiency, beginning with Park Tower Harumi, a large-scale residence which was completed and began accepting residents in 2019.



Park Tower Harumi is introducing measures to enhance efficiency



Delivery lockers (concept)