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Management's Commitment



Accelerating ESG Management Based on the Group Long-Term Vision, VISION 2025

Recent years have seen an acceleration in international initiatives to address social challenges. These include the Paris Agreement, an international framework to respond to climate change, and the UN's Sustainable Development Goals (SDGs) aimed at solving global challenges. As such, it is also becoming increasingly important for enterprises to contribute to sustainable growth through their commercial activities.

Based on the ideals of coexisting in harmony with society, linking diverse values, and achieving a sustainable society, as symbolized by its  logo, the Mitsui Fudosan Group is working to build societies that enrich people's lives and our planet. Under our **&EARTH** byword, we pursue ESG management and conduct business with awareness of our responsibilities with respect to the Environment, Society, and Governance.

Against this background, VISION 2025, our Group long-term vision, outlines our primary objective as follows: Successfully establish a sustainable society through the creation of neighborhoods. We have also laid out the following six materiality goals, reflecting our commitment to further accelerate the Group's ESG management.

1. Establish ultra-smart societies by creating neighborhoods
2. Achieve a society where a diverse workforce can thrive
3. Achieve health, safety and security in people's daily lives
4. Create new industries through open innovation
5. Reduce environmental impact and generate energy
6. Continuously improve compliance and governance

We believe that by working toward these objectives, we can contribute in a significant way to the Japanese government's Society 5.0 vision and to the attainment of the UN's SDGs.

Furthermore, in fiscal 2019, we established an ESG Promotion Committee, comprising executive management, as well as a specialized entity, the ESG Promotion Department. We are further bolstering our organizational structure toward acceleration of ESG management.

Moreover, we participate in the UN Global Compact, an international initiative that underlies our Group ideals and objectives, and have joined the Global Compact Network Japan. The Compact consists of Ten Principles across the four areas of human rights, labor, environment, and anti-corruption. Our aim is to conform to these principles and, through our commercial activities, work to address the challenges that face society.

Successfully Establish a Sustainable Society Through the Creation of Neighborhoods

The Mitsui Fudosan Group carries on the enterprising spirit the Mitsui Group has maintained since its founding. As we create value by discerning the paradigm shifts that mark every era, we have worked to address social challenges through neighborhood creation.

Neighborhood creation by the Mitsui Fudosan Group is playing a significant role in building a sustainable society through such developments as Kashiwa-no-ha Smart City, which aims to realize environmental harmony, health and longevity, and new industry creation, as well as the Nihonbashi Revitalization Plan, which is stimulating local society and culture and bolstering disaster preparedness across the entire region.

Furthermore, as a Real Estate Development Category Gold Partner for the Olympic and Paralympic Games Tokyo 2020, we are promoting neighborhood creation through the power of sports, working to maintain and enhance people's mental and physical health, and energize the local community.

Each of our neighborhood creation initiatives is helping to address a wide range of social issues, including a falling birthrate, an aging society, and environmental problems, as well as the need for safe and secure lifestyles and new industry creation. We believe that these efforts will lead not only to the creation of social value, but raise our corporate value.

Environment: E

We believe that contributing to the realization of a low-carbon society—through the creation of neighborhoods and facilities that consume less energy and emit less greenhouse gases, as well as services and facility management practices with limited environmental impact—is our social mission as a developer engaged in neighborhood creation. In particular, we recognize the significant risk to our business that climate change represents, and have positioned efforts to reduce such risk through our commercial activities as an important management task.

Moreover, we are engaged in active efforts to meet the diverse challenges facing the environment—including biodiversity and water resource conservation, environmental pollution prevention, and the reduction of resource consumption and waste generation—in all of our business areas, from office buildings and commercial facilities to residences and more. In addition, we see environmental challenges as business opportunities, and are creating such new businesses as the Nihonbashi Smart Energy Project, which helps conserve energy and reduce CO₂ emissions through local energy generation and consumption.

Going forward, we will continue to create comfortable environments for customers and local societies, and engage in comprehensive activities to preserve the environment and respond to the challenge of climate change.

Society: S

Respect for individual human rights is of paramount importance in offering people settings for business and residential life through neighborhood creation. In addition to supporting and respecting the principles embodied in the UN Guiding Principles on Business and Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, we promote respect for human rights throughout every aspect of our business.

Furthermore, the Mitsui Fudosan Group is engaged in internal workstyle reform activities based on the three pillars of awareness reform, infrastructure improvements, and work reform in organizational units, and we are creating office environments where our employees can work with enhanced motivation. Moreover, in addition to creating environments where a diverse workforce can demonstrate their capabilities regardless of race, nationality, religion, sex, age, and other attributes, we are promoting measures to support diverse ways of working to accommodate different life stages, including a work-at-home system, and a financial support system for those balancing work and child/nursing care.

During the previous fiscal year, with awareness of the heavy social responsibilities we bear as an enterprise doing business in a wide range of areas with numerous partners, we formulated the Mitsui Fudosan Group Sustainable Procurement Standards. The Group and its partners shared basic policies, and through strict adherence to those policies, the entire supply chain will promote ESG.

Governance: G

Because we rely on the trust of individuals, neighborhoods, and society, the Mitsui Fudosan Group regards risk management, compliance, and governance as extremely important themes that are fundamental to our business.

In particular, with respect to our international business, which has expanded rapidly in recent years, we regard strict compliance and strengthened governance as pressing challenges. In addition to bolstering further the compliance and governance structures at the parent and at our international local corporations, we are working to manage business risk appropriately and practice thorough due diligence.

Going forward, and taking a broad view of global trends, changes in the structure of society, changes in stakeholder attitudes toward corporate management, and other factors in our operating environment, we will work to continuously review and strengthen our corporate governance and reinforce the soundness, transparency, and efficiency of our management.

This ESG Report 2019 provides updated information concerning the Mitsui Fudosan Group's ESG policies and activities, to enable our stakeholders to accurately assess our Group corporate value as we work toward the achievement of a sustainable society. We hope this report will be useful in deepening understanding of the Mitsui Fudosan Group, and we look forward to your continued support and valued input.

The Group Statement, Vision, and Mission (outline)

GROUP STATEMENT
<ul style="list-style-type: none"> The Mitsui Fudosan Group aims to bring affluence and comfort to urban living
GROUP VISION
<ul style="list-style-type: none"> The  Philosophy Coexisting in harmony with society, linking diverse values, and achieving a sustainable society Evolution and value creation A profitable and growing Mitsui Fudosan Group
GROUP MISSION
<ul style="list-style-type: none"> Provide business and lifestyle-related solutions and services Work in partnership with customers from a global perspective Raise our corporate value Create a strong corporate group by building the capabilities of individuals

Established in June 1999, revised in April 2018

Our Group's Aspirations

2025 VISION
<ul style="list-style-type: none"> ▶ Successfully establish a sustainable society through the creation of neighborhoods ▶ Harness technology to innovate the real estate business ▶ Evolve into a global company

E Environment	S Society	G Governance
<p>▶ Materiality Goals</p> <ul style="list-style-type: none"> Establish ultra-smart societies by creating neighborhoods Achieve a society where a diverse workforce can thrive Achieve health, safety and security in people's daily lives Create new industries through open innovation Reduce environmental impact and generate energy Continuously improve compliance and governance 		



Achieving Society 5.0

- IoT will connect all people and things, all sorts of knowledge and information will be shared, and totally new value will be born
- Social issues will be overcome and humans will be liberated from various types of constraints
- AI will free humans from the burdensome work of analyzing huge amounts of information
- The possibilities open to humans will expand through the use of robots, automatic-driving cars, etc.

SDGs

Development goals for achieving a sustainable world in the period from 2016 to 2030, set forth in the 2030 Agenda for Sustainable Development adopted at the UN Summit in September 2015



Relationships Between Materiality Goals, ESG Issues and SDGs

We believe the materiality goals of the Mitsui Fudosan Group for establishing a sustainable society are linked with solution of the main ESG issues, and achievement of the 17 Sustainable Development Goals (SDGs). The relationships of priority goals, ESG issues and SDGs are as indicated in the following table.

Materiality goals for the Mitsui Fudosan Group		Establish ultra-smart societies by creating neighborhoods	Achieve a society where a diverse workforce can thrive	Achieve health, safety and security in people's daily lives	Create new industries through open innovation	Reduce environmental impact and generate energy	Continuously improve compliance and governance
Main ESG issues							
E	Water	●		●	●	●	
	Environmental Pollution and Resources	●		●	●	●	
	Climate Change	●		●	●	●	
	Biodiversity			●		●	
	Environmentally Friendly Supply Chain	●		●	●	●	
S	Health and Safety	●	●	●	●		●
	Labor Standards and Practices		●	●			●
	Human Rights and Community	●	●	●	●		●
	Social Supply Chain	●	●	●	●		●
G	Risk Management		●				●
	Corruption Prevention		●				●
	Corporate Governance		●				●
17 Sustainable Development Goals (SDGs)							
1	No poverty	●	●	●			
2	Zero hunger	●		●			
3	Good health and well-being	●	●	●			
4	Quality education	●	●	●			
5	Gender equality	●	●				●
6	Clean water and sanitation	●		●		●	
7	Affordable and clean energy	●		●	●	●	
8	Decent work and economic growth	●	●		●		
9	Industry, innovation and infrastructure	●	●		●		
10	Reduced inequalities	●	●	●			●
11	Sustainable cities and communities	●	●	●	●	●	●
12	Responsible consumption and production	●				●	

Materiality goals for the Mitsui Fudosan Group		Establish ultra-smart societies by creating neighborhoods	Achieve a society where a diverse workforce can thrive	Achieve health, safety and security in people's daily lives	Create new industries through open innovation	Reduce environmental impact and generate energy	Continuously improve compliance and governance
13	Climate action	●		●		●	
14	Life below water			●		●	
15	Life on land			●		●	
16	Peace, justice and strong institutions		●	●			●
17	Partnerships for the goals		●	●	●		

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