

Management's Commitment	ESG at the Mitsui Fudosan Group	Regarding the Disclosure of our ESG Report	The Mitsui Fudosan Group: A History of Value Creation
Environment	Society	Governance	Special Reports
The Mitsui Fudosan Group and SDGs	Independent Third-party Verification Report	Third-Party Comments	List View of ESG Information

Regarding the Disclosure of our ESG Report

Disclosure Policy

The ESG Report 2018 on this website reports on topics such as the environmental (E), social (S) and governance (G) policies and efforts of the Mitsui Fudosan Group. It discloses a wide range of initiatives relating to ESG, together with quantitative data on each initiative. On the "List View of ESG Information" page, headings of all ESG content covered in this report are given in list form; select the heading you are interested in to go directly to the page describing those efforts.

For the ESG Report 2018 we have prepared both this website as a detailed report, and a pamphlet summarizing the same content such as feature articles in digest form.

In the Integrated Report issued separately by our company, we have expanded coverage of ESG information, and made non-financial information more comprehensive and cohesive.

Scope of Report

The ESG Report 2018 covers the environmental, social, and governance-related efforts of the Mitsui Fudosan Group. Numerical figures and other information relating to our environmental efforts apply mainly to the following group companies.

Group Companies Covered by the Report (Environment)

Office Buildings Business

- Mitsui Fudosan Building Management Co., Ltd.
- Mitsui Fudosan Facilities Co., Ltd.

Retail Properties Business

- Mitsui Fudosan Retail Management Co., Ltd.

Hotels and Resorts Business

- Mitsui Fudosan Hotel Management Co., Ltd.

Housing Business

- Mitsui Fudosan Residential Co., Ltd.
- Mitsui Fudosan Residential Service Co., Ltd.
- Mitsui Fudosan Residential Lease Co., Ltd.
- Mitsui Fudosan Realty Co., Ltd.
- Mitsui Home Co., Ltd.
- Mitsui Fudosan Reform Co., Ltd.

Real Estate Solutions Business

- Mitsui Fudosan Investment Advisors, Inc.

Other Businesses

- Tokyo Midtown Management Co., Ltd.
- Mitsui Fudosan Architectural Engineering Co., Ltd.
- Daiichi Engei Co., Ltd.

Period Covered by the Report

The ESG Report 2018 mainly covers activities undertaken from April 1, 2017 to March 31, 2018. However, details are also provided for certain ongoing development projects both at the design and construction phase. In principle, quantitative data related to fiscal 2017, the fiscal year from April 1, 2017 to March 31, 2018. The period covered for quantitative data outside fiscal 2017 is identified in each instance.

The report indicates which policies, declarations, and commitments for each ESG activity were announced for the first time in fiscal 2017, which were revised, and which were continued.

Reference Guidelines

Environmental Reporting Guidelines (2012) issued by Japan's Ministry of the Environment

Launch/Publication

Website: Primary launch in October 2018, secondary launch in December 2018

(adds information including Sustainable Procurement and signing of UN Global Compact), tertiary launch in March 2019 (adds information regarding independent third-party verification)

*This website will be updated as required if there are any future additions or changes to information.

Published by/Inquiries: Social Contribution and Environment Promotion Department, Mitsui Fudosan Co., Ltd. (Tel: +81-3-3246-3063)

Management's Commitment	ESG at the Mitsui Fudosan Group	Regarding the Disclosure of our ESG Report	The Mitsui Fudosan Group: A History of Value Creation
Environment	Society	Governance	Special Reports
The Mitsui Fudosan Group and SDGs	Independent Third-party Verification Report	Third-Party Comments	List View of ESG Information

List View of ESG Information

- ▶ [Regarding the Disclosure of our ESG Report](#)

Environment

- ▶ [Environmental Initiatives Policy](#)
- ▶ [Environmental Management System](#)
 - ▶ [Environmental Management System](#)
- ▶ [Water](#)
 - ▶ [Policy](#)
 - ▶ [Goals](#)
 - ▶ [Progress in Achieving Goals](#)
 - ▶ [Major Initiatives](#)
 - ▶ [Water Usage](#)
 - ▶ [Water Recycling Ratio](#)
- ▶ [Environmental Pollution and Resources](#)
 - ▶ [Prevention of Environmental Pollution](#)
 - ▶ [Saving Resources, Reducing and Appropriately Disposing of Waste](#)
 - ▶ [Yearly Costs Associated with Environmental Violations](#)
- ▶ [Climate Change](#)
 - ▶ [Awareness of Climate Change](#)
 - ▶ [Policy](#)
 - ▶ [Goals](#)
 - ▶ [Progress in Achieving Goals](#)
 - ▶ [Initiatives Concerning Adaptation to Climate Change](#)
 - ▶ [Climate Change Management System](#)
 - ▶ [Examples of Our Activities](#)
 - ▶ [Energy Consumption](#)
 - ▶ [Greenhouse Gas Emissions](#)
 - ▶ [Scope of Calculation](#)
- ▶ [Biodiversity](#)
 - ▶ [Policy](#)
 - ▶ [Biodiverse Regions and Our Corresponding Policy](#)
 - ▶ [Examples of Our Activities](#)
 - ▶ [Implementation of Biodiversity Risk Assessments](#)

- ▶ Environmentally Friendly Supply Chain
 - ▶ Environmental Policy for Suppliers
 - ▶ Building Management System to Measure the Energy Efficiency of Our Real Estate Properties
 - ▶ Biodiversity Conservation Project at Our Real Estate Properties
 - ▶ Water Usage at Our Real Estate Properties
 - ▶ Energy Consumption at Our Real Estate Properties
 - ▶ Greenhouse Gas Emissions at Our Real Estate Properties
- ▶ Other Environmental Data
 - ▶ Environmental Accounting (Mitsui Fudosan Office Building Division)
 - ▶ Environmental Data by Prefectural/Municipal Ordinance

Society

- ▶ Health and Safety
 - ▶ Basic Policy on Work and Safety
 - ▶ Employee Involvement in Improving Health and Safety Standards
 - ▶ Board of Director Oversight on Health and Safety
 - ▶ Health and Safety Risk Assessments
 - ▶ Supervision and Management of Health and Safety Performance
 - ▶ Independent Verification of Health and Safety Data
 - ▶ Measures to Reduce Influences That Affect Health and Safety
 - ▶ No. of Employees Attending Seminars on Health and Safety Standards
 - ▶ Percentage of Office Buildings with OHSAS18001 Certification
- ▶ Labor Standards and Practices
 - ▶ Labor Standards and Practices
 - ▶ Contributions to International Labor Standards and Commitment to the International Framework
 - ▶ Declarations to Society and Participation in International Initiatives
 - ▶ Employment of Those Without Formal Education or Qualifications, from Weak Social Standings, or Other Disadvantageous Backgrounds, and Initiatives, Apprenticeships, and Internships to Improve the Youth Unemployment Ratio
 - ▶ Promotion of a Diverse Workforce with Employees of Different Race, Religion, Gender, Age, Orientation, Ability, and Nationality; Improvement of Equal Opportunity; and Actions to Reduce Discrimination
 - ▶ Specific Efforts for Labor Issues
 - ▶ Employment Situation at the Mitsui Fudosan Group
 - ▶ Employment Situation at Mitsui Fudosan
- ▶ Our Efforts for Diversity
 - ▶ Basic Policy
 - ▶ Our Efforts to Promote Active Roles for Women
 - ▶ Employment of Seniors
 - ▶ Employment of People with Disabilities
- ▶ Human Resources Management
 - ▶ Basic Policy on Human Resource Development
 - ▶ Personnel Development System/Basic Policy and Four Development Opportunities
 - ▶ Examples of Training/Education for Employees' Personal Development
 - ▶ Time Spent Developing Employee Abilities
 - ▶ Development of Global Personnel to Support the Rapid Growth of Our Overseas Businesses
 - ▶ Environmental Training and Education
- ▶ Support for Work-Life Balance

- ▶ Reduction of Excessive Working Hours and Efforts to Support Work-Life Balance
- ▶ Our Efforts to Support Childcare
- ▶ Our Efforts to Support Family Care

- ▶ Workstyle Reform
 - ▶ Our Efforts to Reform Workstyles

- ▶ Human Rights
 - ▶ Basic Policy
 - ▶ Policy to Eliminate Child Labor and Protect Children's Rights Children's Rights: (1) The Right to Live; (2) The Right to Be Protected; (3) The Right to be Nurtured; and (4) The Right to Participate
 - ▶ Establishment of an Internal Consultation Service

- ▶ Social Supply Chain
 - ▶ Promotion of Sustainable Procurement
 - ▶ Clear Policies and Processes Outlining Our Commitment to Dialog with Tenants and Local Communities
 - ▶ City Redevelopment Projects

- ▶ Consumer Issues
 - ▶ Communication with Our Customers
 - ▶ Implementation of Customer Surveys
 - ▶ Barrier Free and Universal Design
 - ▶ Mechanisms to Better Deal with Complaints from Individuals Affected by Our Business Activities
 - ▶ Our Efforts to Improve Employee Satisfaction (ES)
 - ▶ Tools for Communication with Our Customers

- ▶ Community Involvement and Development
 - ▶ Community Involvement
 - ▶ Basic Policy
 - ▶ Social Contribution Initiatives Policy
 - ▶ Social Contribution System
 - ▶ Regional Revitalization and Community Creation
 - ▶ Deepening Family Ties
 - ▶ Utilizing the Power of Sport in Neighborhoods and Communities
 - ▶ Supporting Community Creation through Sport
 - ▶ Community Creation through Volunteer Activities and Reconstruction Support
 - ▶ System to Promote Involvement with Partner NGOs
 - ▶ Our Efforts for Local Communities Following the Great East Japan Earthquake

- ▶ Improving the Quality of Urban Development
 - ▶ Quality Improvement
 - ▶ Quality Management
 - ▶ Quality Management in Each Business
 - ▶ Performance Evaluations by Evaluation Bodies
 - ▶ Basic Urban Development Design
 - ▶ Our Efforts at Kashiwa-no-ha Smart City
 - ▶ Good Design Award Recipient for 18 Consecutive Years
 - ▶ Preserving and Utilizing Landscapes and Streetscapes
 - ▶ Urban Development That Reflects Local Cultures and Characteristics
 - ▶ Next-Generation Homes

▶ Safe and Secure Neighborhood Creation

- ▶ Disaster Countermeasures and BCP to Ensure Safety and Security
- ▶ Disaster Countermeasures and BCP at Our Buildings
- ▶ Disaster Countermeasures and BCP at Our Retail Facilities
- ▶ Disaster Countermeasures and BCP at Our Logistics Facilities (MFLP)
- ▶ Disaster Countermeasures and BCP at Our Hotels
- ▶ Life Saving Courses for Our Employees
- ▶ Disaster Countermeasures Together with the Community and Society

▶ Creating New Value and Markets through Neighborhood Creation

- ▶ Creating Value through Neighborhood Creation
- ▶ Basic Stance toward Neighborhood Creation
- ▶ Large-Scale Mixed-Use Facility: TOKYO MIDTOWN HIBIYA
- ▶ Our Efforts at Mitsui Fudosan Logistics Park (MFLP)
- ▶ Our Efforts in Kashiwa-no-ha Smart City: An Industry, Government, Academia, and Community Project
- ▶ Our Efforts in the Nihonbashi Area
- ▶ Project to Improve Efficiency of Delivery Lockers That Aim to Eliminate Redeliveries

Governance

▶ Risk Management

- ▶ Mitsui Fudosan Group Compliance Policy
- ▶ Board of Directors
- ▶ Board of Director Supervision on Code of Conduct and ESG Risks
- ▶ Documented Company Declarations and Policies to Describe the Risk Management Framework
- ▶ Upper Management and Various Committees' Responsibility for Risk
- ▶ Our Comprehensive Approach to Compliance Violations
- ▶ Reserve Funds for Fines and Arbitrations Are Published on the Audited Financial Statements
- ▶ Our Commitment to Auditors
- ▶ Complying with the Antimonopoly Act
- ▶ Responding to Antisocial Forces
- ▶ Information Security Management System

▶ Corruption Prevention

- ▶ Corporate Policy and Commitment to Prevent Bribery and Corruption
- ▶ Communicating Corruption Prevention Policies to All Employees
- ▶ Prohibiting Bribery and Handling of Gifts and Entertainment
- ▶ Our Efforts at Preventing Corruption
- ▶ Establishment of an Internal Consultation Service
- ▶ Donations to Politicians and Political Organizations
- ▶ Disclosure of Political Donations
- ▶ No. of Compliance Violations

▶ Corporate Governance

- ▶ Corporate Governance
- ▶ Board of Director Decisions and Reports
- ▶ Internal Control
- ▶ Internal Auditing System
- ▶ Reasons for Selecting Outside Directors and Their Attendance
- ▶ Executive Compensation

▶ Analysis and Evaluation of Board of Director Effectiveness

▶ Shareholder Voting Rights

▶ Independent Third-party Verification Report

▶ Third-Party Comments

[Privacy Policy](#)

[Basic Policy on Specific Personal Information](#)

[Concerning Protection of Personal Information](#)

[Concerning Cookies and Access Logs](#)

[Usage Notice](#)

© 2019 Mitsui Fudosan Co., Ltd.