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# Regarding the Disclosure of our ESG Report

# **Disclosure Policy**

The ESG Report 2019 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.

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 2019 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 2019 mainly covers activities undertaken from April 1, 2018 to March 31, 2019. However, details are also provided for certain ongoing development projects both at the design and construction phase. In principle, quantitative data related to fiscal 2018, the fiscal year from April 1, 2018 to March 31, 2019. The period covered for quantitative data outside fiscal 2018 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 2018, which were revised, and which were continued.

## **Reference Guidelines**

Environmental Reporting Guidelines (2018) issued by Japan's Ministry of the Environment

# Launch/Publication

Website: Primary launch in July 2019

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

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# **List View of ESG Information**

▶ Regarding the Disclosure of our ESG Report

#### **Environment**

- ▶ Environmental Initiatives Policy
- ▶ Environmental Management System
- ▶ Water
  - ▶ Policy
  - ▶ Goals
  - Major Initiatives
  - ▶ Water Usage
  - ▶ Water Recycling Ratio
- ▶ Environmental Pollution and Resources
  - ▶ Policy
  - ▶ Goals
  - Major Initiatives
  - ▶ Waste Emissions
  - Annual Cost for Fines and Penalties Relating to Environmental Pollution
- ▶ Climate Change
  - ▶ Awareness of Climate Change
  - ▶ Policy
  - ▶ Goals
  - ▶ Participation in Initiatives Concerning Adaptation to Climate Change
  - ▶ Climate Change Management System
  - Major Initiatives
  - ▶ Energy Consumption
  - ▶ Greenhouse Gas Emissions
  - ▶ Scope of Calculation
- Biodiversity
  - ▶ Policy
  - Major Initiatives
  - ▶ Implementation of Biodiversity Risk Assessments

- ▶ Environmentally Friendly Supply Chain
  - Policy
- ▶ Other Environmental Data
  - ▶ Environmental Accounting (Mitsui Fudosan Office Building Division)
  - ▶ Environmental Data by Prefectural/Municipal Ordinance

## Society

- ▶ Health and Safety
  - ▶ Policy
  - ▶ Management System
  - ▶ Goals and Progress
  - Major Initiatives
  - 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
    - Policy
    - ▶ Declarations to Society and Participation in International Initiatives
    - ▶ Internships and Employment of People with Disabilities
    - ▶ Our Efforts for Human Rights Issues
    - ▶ Our Efforts for Labor Issues
    - ▶ Employment Situation at the Mitsui Fudosan Group
    - ▶ Employment Situation at Mitsui Fudosan
  - ▶ Our Efforts for Diversity
    - ▶ Policy
    - ▶ Our Efforts to Promote Active Roles for Diverse Employees
    - Employment of Seniors
    - ▶ Employment of People with Disabilities
  - ▶ Human Resources Management
    - ▶ Policy
    - ▶ Management System
    - ▶ Examples of Training/Education for Employees' Personal Development
    - ▶ Development of Global Personnel
    - ▶ Time Spent Developing Employee Abilities
    - ▶ Environmental Training and Education
  - Support for Work-Life Balance
    - ▶ Policy
    - ▶ Our Efforts to Support Work-Life Balance
    - ▶ Our Efforts to Support Childcare
    - ▶ Our Efforts to Support Family Care
  - Workstyle Reform
    - ▶ Policy
    - Major Initiatives

# ▶ Human Rights▶ Policy

- Major Initiatives
- ▶ Social Supply Chain
  - Policy
  - ▶ Diverse Collaborative Efforts
  - ▶ City Redevelopment Projects
- ▶ Consumer Issues
  - Policy
  - ▶ Implementation of Customer Surveys
  - ▶ Barrier Free and Universal Design
  - ▶ Our Efforts to Improve Customer Satisfaction (CS)
  - ▶ Our Efforts to Improve Employee Satisfaction (ES)
  - ▶ Tools for Communication with Our Customers
- ▶ Community Involvement and Development
  - ▶ Community Involvement
    - Policy
    - ▶ Management System
    - ▶ Record of Social Contribution Activities
    - ▶ Regional Revitalization and Community Creation
  - ▶ Utilizing the Power of Sport in Neighborhoods and Communities
    - ▶ Supporting Community Creation through Sport
  - ▶ Community Creation through Volunteer Activities and Reconstruction Support
    - ▶ Social Contribution through Volunteer Activities
    - ▶ Communicating with Local Communities Following the Great East Japan Earthquake
- ▶ Improving the Quality of Urban Development
  - Quality Improvement
    - ▶ Policy
    - Quality Management in Each Business
    - ▶ Performance Evaluations by Evaluation Bodies
  - ▶ Basic Urban Development Design
    - ▶ Policy
    - ▶ Our Efforts at Kashiwa-no-ha Smart City
    - ▶ Good Design Award Recipient for 19 Consecutive Years
    - ▶ Preserving and Utilizing Landscapes and Streetscapes
    - ▶ Urban Development That Reflects Local Cultures and Characteristics
    - Next-Generation Homes
- ▶ Safe and Secure Neighborhood Creation
  - ▶ Policy
  - ▶ Disaster Countermeasures System
  - ▶ 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
  - Policy
  - Major Initiatives

#### Governance

- ▶ Risk Management
  - Mitsui Fudosan Group Compliance Policy
  - ▶ Risk Management System
  - ▶ Risk Management Committee
  - ▶ Response to Compliance Violations
  - ▶ Related Fines, Surcharges, and Arbitrations
  - ▶ Our Commitment to Auditors
  - ▶ Complying with the Antimonopoly Act
  - ▶ Responding to Antisocial Forces
  - ▶ Information Security Management System
  - ▶ Tax transparency
- ▶ Corruption Prevention
  - ▶ Policy to Prevent Bribery and Corruption
  - ▶ Enhanced Compliance
  - ▶ Prohibiting Bribery and Handling of Gifts and Entertainment
  - ▶ Our Efforts at Preventing Corruption
  - ▶ Establishment of an Internal Consultation Service
  - Political Donations
  - ▶ No. of Compliance Violations
- ▶ Corporate Governance
  - ▶ Corporate Governance System
  - 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
- ▶ Third-party Verification

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