



ESG Report 2021

Building a Sustainable Society

ESG Report 2021

Efforts Relating to COVID-19 ▶

Latest News

- ▶ 2022.04 Disclosed information relating to [Risk Management](#), [Human Rights](#), [Sustainable Finance](#), etc.
- ▶ 2022.03 Disclosed information relating to [third-party verification](#) etc.
- ▶ 2022.02 Disclosed information relating to [Sustainable Finance](#) etc.
- ▶ 2021.11 Disclosed information relating to [Group action plan to realize decarbonized society](#), [diversity & inclusion](#), etc.
- ▶ 2021.09 The ESG Report 2021 is now online
- ▶ 2021.03 Disclosed information relating to [SBT initiative certification](#), [total greenhouse gas \(GHG\) emissions for Scope 1, Scope 2, and Scope 3](#), [third-party verification](#), etc.

Management's
Commitment



ESG at the Mitsui Fudosan Group



ESG-related Objectives (KPI) ▶



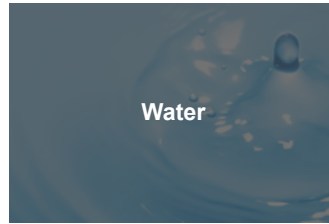
Environmental Initiatives Policy

- ▶ Environmental Initiatives Policy
- ▶ Scope of Report



Environmental Management System

- ▶ Environmental Management System



Water

- ▶ Policy
- ▶ Goals and Progress in Achieving Them
- ▶ Major Initiatives
- ▶ Water Usage



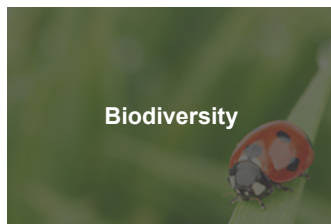
Environmental Pollution and Resources

- ▶ Policy
- ▶ Goals and Progress in Achieving Them
- ▶ Major Environmental Pollution Initiatives
- ▶ Principal Resource- and Waste-related Efforts
- ▶ Waste Emissions
- ▶ Annual Cost for Fines and Penalties Relating to Environmental Pollution



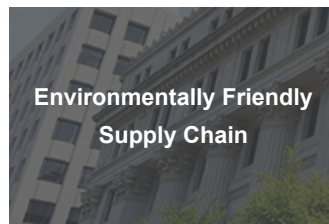
Climate Change and Other Environmental Data

- ▶ Awareness of Climate Change
- ▶ Policy
- ▶ Activity Indices and Goals, and Progress in Achieving Them
- ▶ Participation in Initiatives Concerning Adaptation to Climate Change
- ▶ Climate Change Management System
- ▶ Major Initiatives
- ▶ Energy Consumption
Greenhouse Gas Emissions
- ▶ Climate-related Financial Disclosure in Accordance with TCFD
- ▶ Other Environmental data



Biodiversity

- ▶ Policy
- ▶ Major Initiatives
- ▶ Implementation of Biodiversity Risk Assessments



Environmentally Friendly Supply Chain

- ▶ Policy



Sustainable Finance

- ▶ Policy
- ▶ Establishment of Framework
- ▶ Major Achievements
- ▶ News Release of Sustainable Finance



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

- ▶ Policy
- ▶ Declarations to Society and Participation in International Initiatives
- ▶ Internships and Employment of People with Disabilities
- ▶ Our Efforts Relating to Equality of Opportunity to Work and to Harassment
- ▶ Our Efforts for Labor Issues
- ▶ Employment Situation at the Mitsui Fudosan Group
- ▶ Employment Situation at Mitsui Fudosan



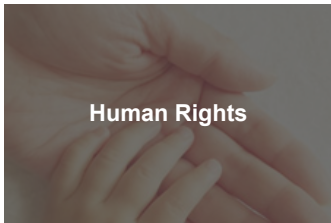
Diversity & Inclusion

- ▶ Diversity & Inclusion Declaration and Initiative Policy
- ▶ Diversity & Inclusion Promotion Framework
- ▶ Promoting Active Roles for Women
- ▶ Initiative Policy to Introduce Diverse Workstyles
- ▶ Major Initiatives
- ▶ Recruiting Personnel from Diverse Backgrounds
- ▶ Recruiting and Training Global and IT Personnel
- ▶ Employment of Seniors
- ▶ Employment of People with Disabilities



Human Resources Management

- ▶ Policy
- ▶ Management System
- ▶ Development of Global Personnel
- ▶ Time Spent Developing Employee Abilities
- ▶ Environmental Training and Education



Human Rights

- ▶ Policy
- ▶ Framework
- ▶ Human Rights Due Diligence
- ▶ Major Initiatives



Community Involvement and Development

- ▶ Policy
- ▶ Management System
- ▶ Record of Social Contribution Activities
- ▶ Regional Revitalization and Community Creation
- ▶ Supporting Community Creation through Sport
- ▶ Social Contribution through Volunteer Activities
- ▶ Communicating with Local Communities Following the Great East Japan Earthquake



Social Supply Chain (Response to Social Needs)

- ▶ Policy
- ▶ Major Initiatives
- ▶ Diverse Collaborative Efforts
- ▶ Our Efforts to Improve Customer Satisfaction (CS)
- ▶ Our Efforts to Improve Employee Satisfaction (ES)
- ▶ Creating New Value and Markets through Neighborhood Creation
- ▶ Safe and Secure Neighborhood Creation
- ▶ Improving the Quality of Urban Development
- ▶ Basic Urban Development Design
- ▶ City Redevelopment Projects



Create New Industries Through Open Innovation

- ▶ Policy
- ▶ Creating New Value and Markets



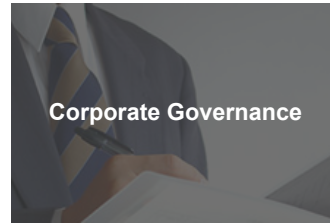
Risk Management and Tax transparency

- ▶ Compliance
- ▶ Risk Management
- ▶ Response to Compliance Violations
- ▶ Establishment of an Internal Consultation Service
- ▶ No. of Compliance Violations
- ▶ Our Commitment to Auditors
- ▶ Complying with the Antimonopoly Act
- ▶ Responding to Antisocial Forces
- ▶ Information Security Management System
- ▶ Business Continuity Plan (BCP)
- ▶ Tax transparency



Corruption Prevention

- ▶ Policy to Prevent Bribery and Corruption
- ▶ Enhanced Compliance
- ▶ Prohibiting Bribery and Handling of Gifts and Entertainment
- ▶ Our Efforts to Assess the Risk of, and Prevent, Corruption
- ▶ Political Donations
- ▶ Related Fines, Surcharges, and Arbitrations



Corporate Governance

- ▶ Corporate Governance System
- ▶ 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](#)



[Report download](#)

