

## ESG-related Objectives (KPI)

The Mitsui Fudosan Group has established the following objectives with respect to its ESG-related initiatives. Please see the relevant pages for details.

Item	Objective (KPI)	Reference Category
[Short-term goal] Energy consumption per base unit	Annual 1% reduction	Climate Change
[Short-term goal] CO <sub>2</sub> emissions (Energy-derived CO <sub>2</sub> emissions by large offices designated to undertake measures with regards to global warming by a Tokyo Metropolitan Government ordinance)	Reductions in energy consumption exceeding those mandated under the Tokyo Metropolitan Environmental Security Ordinance (Plan 1: 8%, Plan 2: 17%, Plan 3: 27%)	Climate Change
[Medium-term goal] Reduction of greenhouse gas (GHG) emissions	40% by fiscal 2030 (compared to fiscal 2019) SBT initiative application underway SBT initiative certification complete (in 2020) for previous targets (30% reduction by fiscal 2030) 	Climate Change
[Long-term goal] Reduction of greenhouse gas (GHG) emissions	Net zero greenhouse gas emissions by fiscal 2050	Climate Change
[Long-term goal] RE100 (Proportion of electric power used in business activities derived from renewable energy) 	100% by fiscal 2050	
Water intake per base unit	Decrease over the previous fiscal year	Water
General and industrial waste emissions per base unit	Decrease over the previous fiscal year	Environmental Pollution and Resources
Waste recycling ratio (at Mitsui Fudosan Co., Ltd. headquarters)	90% by fiscal 2030	Environmental Pollution and Resources
Women in management positions ratio (Mitsui Fudosan Co., Ltd.)	10% by 2025 20% by 2030	Promoting Active Roles for Women
Ratio of hires of women (Mitsui Fudosan Co., Ltd.)	40%	Promoting Active Roles for Women
Return rate from childcare leave (Mitsui Fudosan Co., Ltd.)	100%	Diversity & Inclusion
Number of paid leave days taken (Mitsui Fudosan Co., Ltd.)	14 days annually	Diversity & Inclusion
Employment rate of people with disabilities (Mitsui Fudosan Co., Ltd.)	2.3% minimum	Employment of People with Disabilities
Health Checkup and Screening Rate (Mitsui Fudosan Co., Ltd.)	100%	Health and Safety