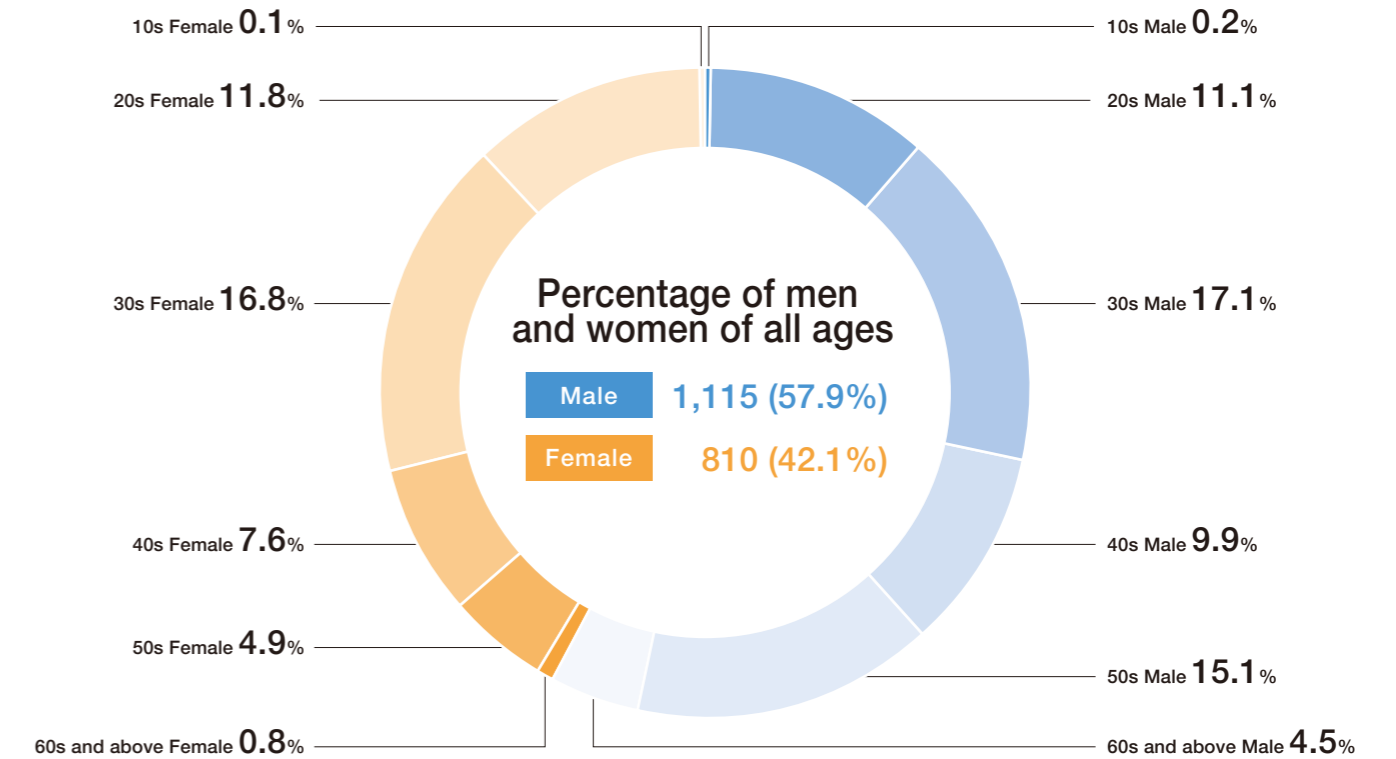


Non-Financial Highlights

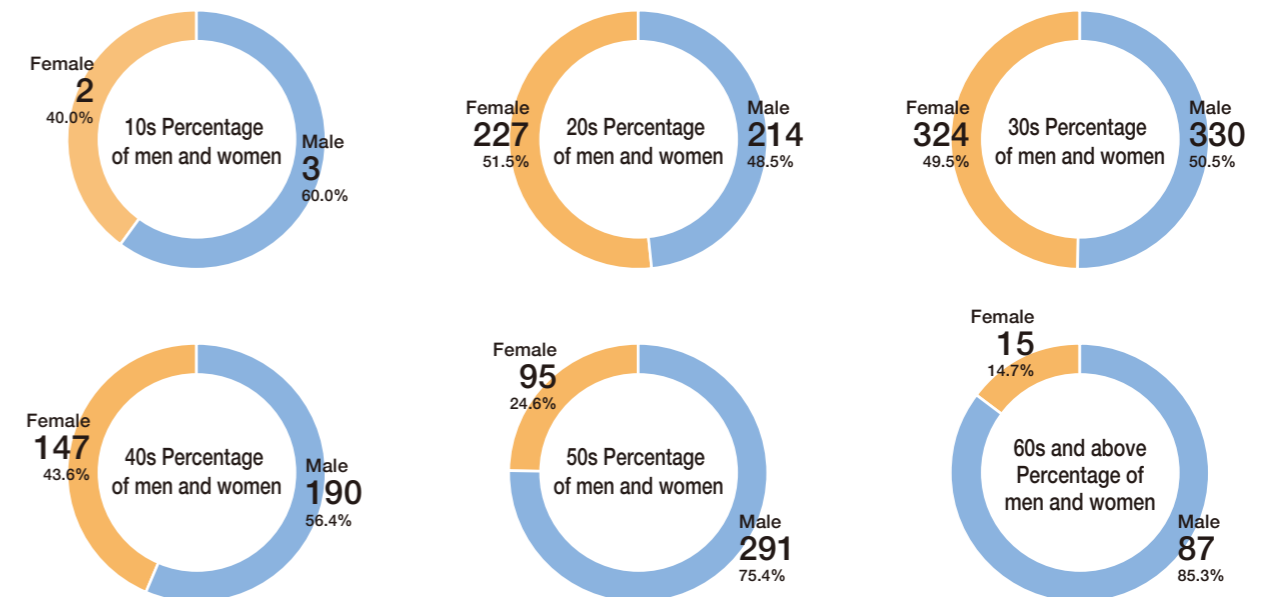
For details, please refer to ESG Report 2023.
https://www.mitsui-fudosan.co.jp/english/esg_csr/report/

		(FY)						
		Item	Unit	2018	2019	2020	2021	2022
Environmental Indicators *1	Greenhouse gas (GHG) emissions (based on SBT standards)	Thousand t-CO ₂		5,076	4,383	4,690	4,199	5,503
	Of these, Scope 1	Thousand t-CO ₂		90	104	115	140	183
	Of these, Scope 2	Thousand t-CO ₂		395	413	363	438	457
	Of these, Scope 3	Thousand t-CO ₂		4,591	3,865	4,211	3,621	4,863
	Energy usage*2	MWh		1,454,755	1,488,256	1,433,237	3,653,327	3,935,352
	Water usage (intake volume)*2	Thousand m ³ /year		5,407	5,726	5,365	11,849	14,210
	Water usage (discharge volume)*2	Thousand m ³ /year		5,595	5,539	4,711	10,445	12,545
Waste emissions volume*2	t/year		47,271	47,188	38,080	112,375	127,369	
Human Resources Indicators	No. of employees (Consolidated)	Persons		19,081	20,864	23,992	24,408	24,706
	Of these, Mitsui Fudosan Co., Ltd. (non-consolidated)	Persons		1,577	1,678	1,776	1,898	1,973
	Women in management positions ratio (non-consolidated)*3	%		3.3	4.5	5.7	6.8	7.7
	Women in general positions ratio (non-consolidated)*3	%		11.0	12.5	14.3	16.5	18.0
	Ratio of hires of women (non-consolidated)	%		41.3	39.5	37.5	40.5	44.1
	Employment rate of people with disabilities (non-consolidated)*4	%		1.77	2.04	2.07	2.14	2.52
	Training time per employee (non-consolidated)*5	Hours		16.9	20.0	19.8	21.8	28.2
	Training expenses per employee (non-consolidated)*6	Yen		—	—	—	—	131,000
	Number of paid leave days taken	Days		14.1	14.9	13.8	15.0	16.2
	Number (percentage) of persons taking childcare leave, men (non-consolidated)*7	Persons		27 (84.4%)	25 (61.0%)	28 (70.0%)	38 (79.2%)	59 (122.9%)
	Number (percentage) of persons taking childcare leave, women (non-consolidated)	Persons		15 (100.0%)	10 (100.0%)	13 (100.0%)	20 (95.2%)	22 (100%)
	Return rate from childcare leave (Mitsui Fudosan Co., Ltd.)	%		100.0	100.0	100.0	100.0	100.0
	Health checkup and screening rate (Mitsui Fudosan Co., Ltd.)	%		99.5	99.8	99.5	100.0	100.0
	Full-time employee voluntary turnover rate (Mitsui Fudosan Co., Ltd.)	%		0.77	0.53	0.51	0.81	0.66
	Employee engagement (non-consolidated)*8	%		—	—	—	—	92

Mitsui Fudosan Co., Ltd. (non-consolidated) Employee Composition by Age (as of April 1, 2022)



Composition by Age Group (Due to the method of aggregation, there are differences between the totals below and the totals above.)



*1 Among Mitsui Fudosan and its consolidated subsidiaries, for facilities owned by companies holding buildings or companies with 100 or more employees. Values are subject to change due to revisions to the aggregation range and methods.
 *2 FY2018-FY2020: In principle, the applicable scope is facilities that are obliged to report based on the Act on the Rational Use of Energy. However, some facilities are excluded.
 *3 Figures for each fiscal year are those for the beginning of the fiscal year starting April 1 of the following year.
 *4 Figures are those for the relevant fiscal year as of June 1. FY2023: 2.74%.
 *5 Calculated by dividing the total amount of training hours by the total number of permanent employees.
 *6 Calculated by dividing the total amount of training expenses by the total number of permanent employees.
 *7 Data prior to FY2021 is the percentage of persons taking leave intended for childcare. FY2022 data is calculated based on the number of male employees whose partner gave birth in the relevant fiscal year, and the number of male employees who used the leave system to take time off work during that fiscal year at the time of their child's birth, as childcare leave, or other time off for the purpose of spending time with their child. Where there are male employees who take childcare leave, etc. in a different fiscal year from that of their child's birth, this rate might exceed 100%.
 *8 The proportion who responded to the statement "I am proud to work for this company" with a 4 or 5 out of a five-point scale of agreement.