Non-Financial Highlights

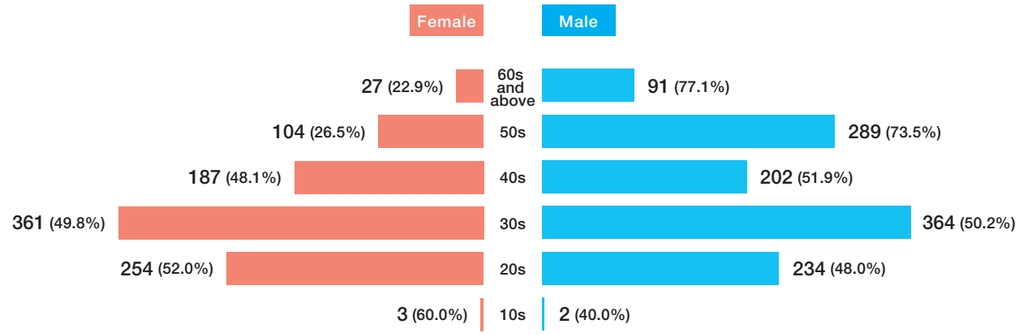
For details, please refer to the following Company website:
https://www.mitsuifudosan.co.jp/english/esg_csr/

(FY)

	Item	Unit	2018	2019	2020	2021	2022	2023
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	**3,941**
	Of these, Scope 1	Thousand t-CO_2	90	104	115	140	183	**186**
	Of these, Scope 2	Thousand t-CO_2	395	413	363	438	457	**430**
	Of these, Scope 3	Thousand t-CO_2	4,591	3,865	4,211	3,621	4,863	**3,325**
	Energy usage*2	MWh	1,454,755	1,488,256	1,433,237	3,653,327	3,935,352	**4,135,836**
	Water usage (intake volume)*2	Thousand m^3/year	5,407	5,726	5,365	11,849	14,210	**15,347**
	Water usage (discharge volume)*2	Thousand m^3/year	5,595	5,539	4,711	10,445	12,546	**13,714**
	Waste emissions volume*2	t/year	47,271	47,188	38,080	112,375	127,369	**137,986**
Human Resources Indicators	No. of employees (Consolidated)	Persons	19,081	20,864	23,992	24,408	24,706	**25,593**
	Of these, Mitsui Fudosan Co., Ltd. (non-consolidated)	Persons	1,577	1,678	1,776	1,898	1,973	**2,049**
	Ratio of female managers (non-consolidated)*3	%	3.3	4.5	5.7	6.8	7.7	**9.2**
	Ratio of females in general positions (non-consolidated)*3	%	11.0	12.5	14.3	16.5	18.0	**19.7**
	Ratio of female hires (non-consolidated)	%	41.3	39.5	37.5	40.5	44.1	**48.6**
	Employment rate of people with disabilities (non-consolidated)*4	%	1.77	2.04	2.07	2.14	2.52	**2.74**
	Training time per employee (non-consolidated)*5	Hours	16.9	20.0	19.8	21.8	28.2	**28.4**
	Training expenses per employee (non-consolidated)*6	Yen	—	—	—	—	131,000	**132,000**
	Number of paid leave days taken	Days	14.1	14.9	13.8	15.0	16.2	**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%)	**63 (116.6%)**
	Number (percentage) of persons taking childcare leave, women (non-consolidated)	Persons	15 (100.0%)	10 (100.0%)	13 (100.0%)	20 (95.2%)	22 (100.0%)	**25 (96.0%)**
	Return rate from childcare leave (Mitsui Fudosan Co., Ltd.)	%	100.0	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	**100.0**
	Full-time employee voluntary turnover rate (Mitsui Fudosan Co., Ltd.)	%	0.77	0.53	0.51	0.81	0.66	**0.93**
	Employee engagement (non-consolidated)*8	%	—	—	—	—	92	**92**

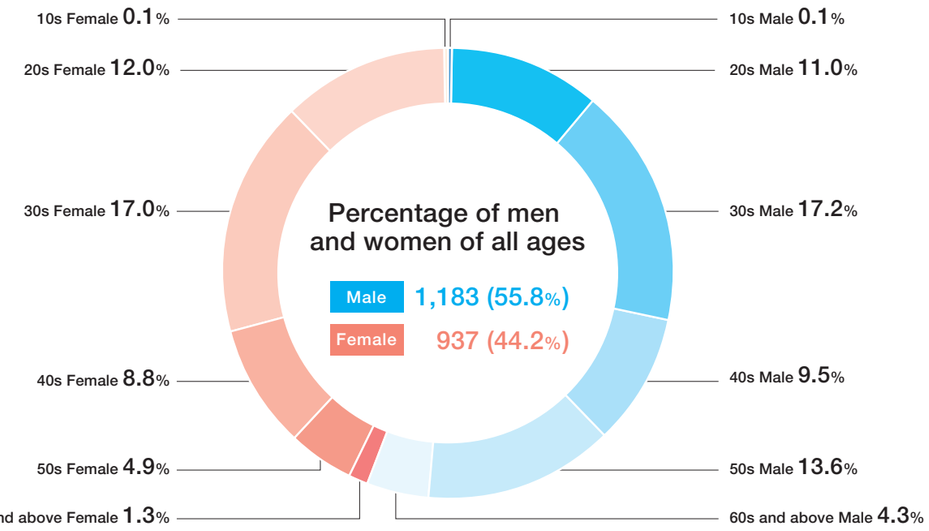
Mitsui Fudosan Co., Ltd. Employee Composition (non-consolidated) (as of April 1, 2024)

Gender Ratio by Age Group



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

Note: Totals might not add up to 100% due to rounding.



*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. FY2024: 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.