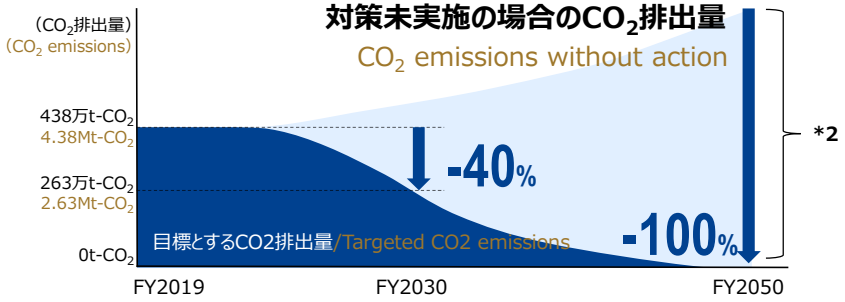
当社グループの温室効果ガス排出量削減目標
Mitsui Fudosan Group's Greenhouse Gas Emission Reduction Targets

- **2030年度までに40%削減（2019年度比）*1**
  40% reduction in Group's GHG emissions by FY2030 (Compared to FY2019) *1

SBTイニシアティブより「1.5℃目標」認定取得済
Acquired SBT Initiative Certification for "1.5°C target"

- **2050年度までにネットゼロ*1**
  Net Zero by FY2050*1

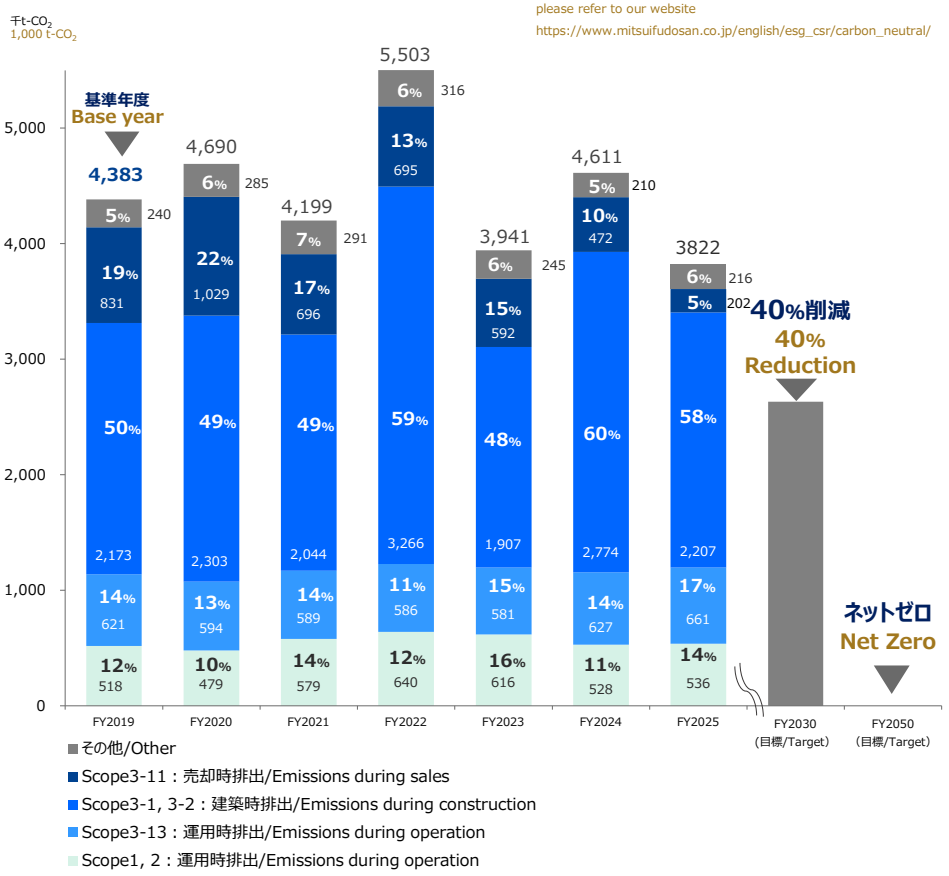
*1 SCOPE1+SCOPE2は2030年度までに46.2%削減（2019年度比）
*1 SCOPE1+SCOPE2: 46.2% reduction by FY2030 (Compared to FY2019)



*2 ✓ 物件の環境性能向上
Improve environmental performance of properties
✓ 再エネ活用・電力グリーン化
Utilization of renewable energy and greening of electricity
✓ メガソーラー拡大
Expansion of mega-solar
✓ 建築時排出量削減、洋上風力・新技術など
Reduction of emissions during construction, offshore wind & new technologies, etc

温室効果ガス排出量 進捗状況
Greenhouse Gas Emissions Progress

■脱炭素社会実現への取り組みの詳細は、当社WEBサイトを参照
https://www.mitsuifudosan.co.jp/esg_csr/carbon_neutral/
■For details on our efforts to realize a decarbonized society, please refer to our website
https://www.mitsuifudosan.co.jp/english/esg_csr/carbon_neutral/



■3年平均/3-year average

FY2018 – FY2020	FY2023 - FY2025	増減率/Change Rate
約/Approx. 4,716,000 t-CO_2	約/Approx. 4,125,000 t-CO_2	-12.5%

■2019年度比/Compared to FY2019

FY2019	FY2025	増減率/Change Rate
約/Approx. 4,383,000 t-CO_2	約/Approx. 3,822,000 t-CO_2	-12.8%

「グリーン電力化」2025年度よりさらなる拡大
Further Expansion of "Green Electrification" from FY2025

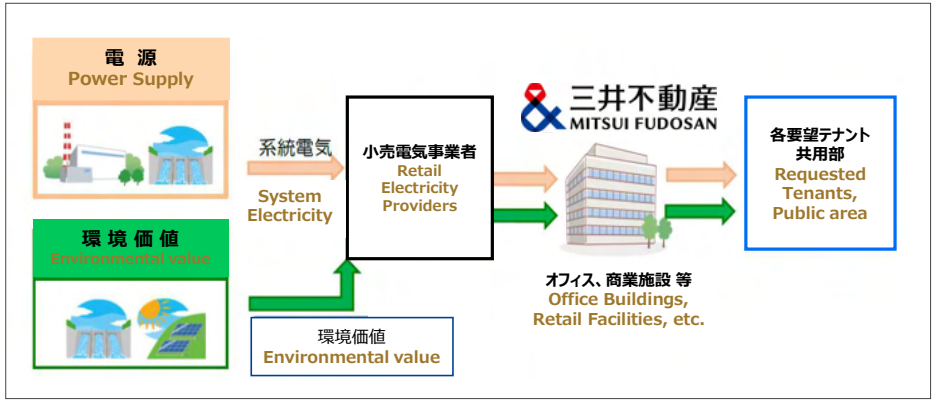
- 対象エリア：**全国**に拡大
  Target areas：Expansion to **nationwide**

- グリーン電力化対象施設：約**200**施設*
  Green Power Target Facilities：Approx. **200** facilities*
  *グループ会社除く / Excluding group companies

- 累計供給計画量（2030年度時点）：約**9.6億**kWh
  Planned cumulative supply (As of FY2030)：Approx. **960** million kWh

- 共用部分のグリーン化に加え、**入居テナントの要望により対応可能**な「グリーン電力の提供サービス」を実施。2025年度より商業テナントへの導入も始まり、契約済テナント区画数は**550**（2026年4月時点）
  In addition to greening the common areas, a "Green Power Supply Service" has been implemented to meet tenant needs. The service was also introduced to retail tenants in FY2025, with contracts in place for 550 tenant spaces as of April 2026.

グリーン電力化の仕組み（イメージ）
Green Power Conversion System (image)



保有森林による二酸化炭素の吸収
Absorption of CO_2 by Company-Owned Forest

- 北海道の道北地方を中心に 約**5,000**ha の森林を保有・管理
  Owns and manages approx. **5,000** ha of forests, mainly in the northern region of Hokkaido

- 当社グループの森が吸収・固定した二酸化炭素量：約**21,315**t-CO_2 /年*
  Amount of CO_2 absorbed and stored by forests owned by the Mitsui Fudosan Group： Approx. **21,315** t-CO_2 /year*
  *フォレストック協会による2023年1月1日付の認定数字
  *Figures certified by FORESTOCK Association as of Jan. 1, 2023

- 当社グループが保有する森林資源を木造物件「＆forest」へ積極的に活用
  Active use of forest resources owned by the Mitsui Fudosan Group in our wooden properties, "&forest."



- フォレストック認定を取得（2023年1月1日付）
  Acquired FORESTOCK certification (As of Jan. 1, 2023)

FORESTOCK

フォレストック認定は、2009 年に日本林業経営者協会が創設した認定制度。
森林のCO2 吸収量や生物多様性などを第三者機関が多面的に調査、評価の上認定するもので、現在は一般社団法人フォレストック協会が運営している認定制度です。
FORESTOCK Certification is a certification system created in 2009 by the Forest Management Association of Japan. The certification system involves a third-party organization conducting multifaceted studies and assessments on matters such as forests' CO2 absorption and biodiversity, and is currently operated by the FORESTOCK Association.

三井不動産グループの木造建築ブランド「&forest」
Mitsui Fudosan Group's wooden construction brand, "&forest"

国内最大・最高層の木造賃貸オフィスビル 日本橋本町三井ビルディング &forest

The "Nihonbashi Honcho Mitsui Building &forest,"
Japan's largest and tallest wooden rental office building currently under construction in Nihonbashi



外観イメージ
Exterior Rendering

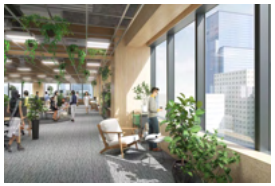
〈日本橋本町三井ビルディング &forest 計画概要〉

所 在 地 ：東京都中央区日本橋本町一丁目3番地
建築規模：地上18 階・約84m
延床面積：約28,000 ㎡
用　　途：事務所、研究所、店舗
竣工時期：2027年1月予定

〈Outline of the Nihonbashi Honcho Mitsui building &forest〉
Location : 3, Nihonbashihoncho, Chuo-ku, Tokyo
Building scale : 18 floors above ground, Approx. 84m
Total floor area : Approx. 28,000㎡
Uses : Office, laboratory, Retail
Completion date : Jan. 2027 (scheduled)



エントランスイメージ
Entrance Rendering



専有部イメージ
Tenant Space Rendering

・現存する木造高層建築物として国内最大・最高層
To be the largest and tallest amongst existing wooden high-rise buildings in Japan
・構造材に使用する木材量は国内最大規模1,100 ㎥ 超えの見込み
The amount of lumber used for structural materials is expected to exceed 1,100 ㎥, one of the largest in Japan
・建築時のCO_2 排出量：約30%削減効果を想定
CO_2 emissions during construction: Assumed reduction of approx.30%

その他の木造オフィスビル



〈（仮称）日本橋本町一丁目５番街区 計画概要〉

所 在 地 ：東京都中央区日本橋本町一丁目５番地
建築規模：地上11 階/地下1階・約56m
延床面積：約18,000 ㎡
用　　途：事務所、店舗等
竣工時期：2028年2月予定

〈Outline of the Nihonbashi Honcho 1-chome 5 project（Tentative name）〉
Location : 5, Nihonbashihoncho, Chuo-ku, Tokyo
Building scale : 11 floors above ground, 1 floor below ground, Approx. 56m
Total floor area : Approx. 18,000㎡
Uses : Office, Retail, etc.
Completion date : Feb.2028 (scheduled)

複数テナント型物流用途を含む施設　MFIP 海老名 &forest

“MFIP Ebina &forest,” a multi-tenant facility that includes logistics space,
has been completed in Ebina City, Kanagawa Prefecture.



〈MFIP海老名 &forest 計画概要〉

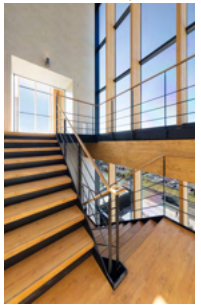
所 在 地 ：神奈川県海老名市中央5丁目2番
規模構造：地上4階建て・鉄骨造一部木造
敷地面積：約19,823 ㎡
延床面積：約40,219 ㎡
用　　途：事務所、倉庫
竣工時期：2026年6月30日

〈Outline of MFIP Ebina &forest〉
Location : 5-2, Chuo, Ebina, Kanagawa
Scale and structure: 4 aboveground floors,
Partially wooden steel construction
Site Area : Approx. 19,823㎡
Total floor area : Approx. 40,219㎡
Uses : Office and warehouses
Completion date : June 30, 2026

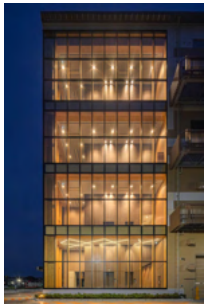
・複数テナント型の物流(マルチ型倉庫)用途を含む施設として国内で初めて、建物構造の一部に木造を採用。
また、構造材や内装材の一部には、三井不動産グループの保有林から採取したトドマツ材等を使用しています。
It is Japan’s first multi-tenant logistics facility to incorporate timber into part of its building structure.
In addition, some of the structural and interior materials are made from Sakhalin fir and other timber harvested from forests owned by the Mitsui Fudosan Group.



木造共用部　内観
Interior Rendering



木造共用部　外観
Exterior Rendering



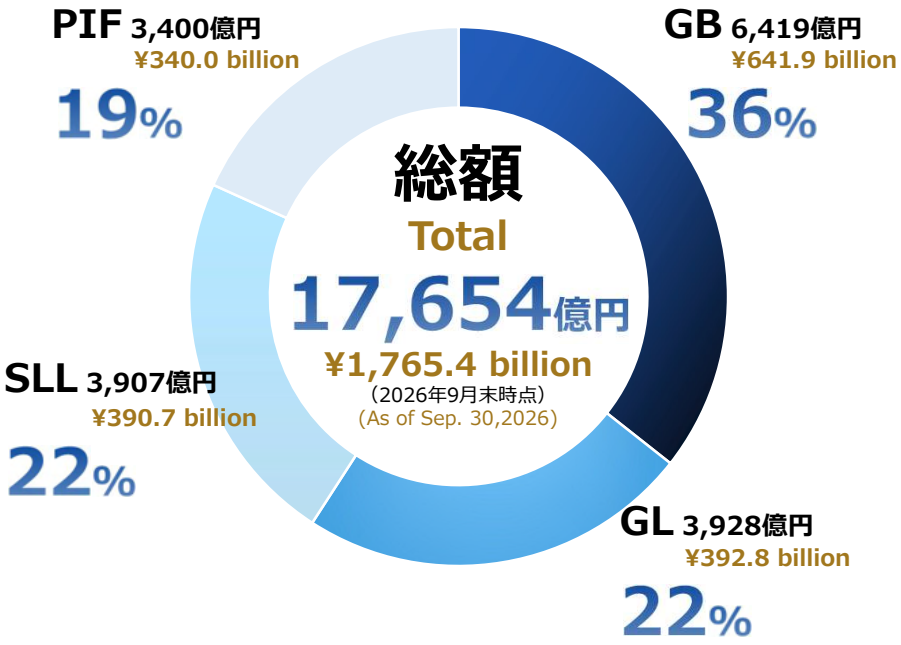
木質化した屋内階段
Wood-finished Interior Staircase

・三井不動産として初めて、当社グループの保有林を含む森林における伐採・搬出から現場施工までの商流をつなぐことで、SGECプロジェクトCoC認証※1を取得しました。森林資源の調達から施工に至るまで、持続可能な木材利用のトレーサビリティを確保しています。
Mitsui Fudosan obtained SGEC Project CoC certification*1 for the first time by establishing an integrated supply chain from timber harvesting and transportation in forests, including those owned by the Mitsui Fudosan Group, through to on-site construction. This ensures traceability for the sustainable use of timber from sourcing through construction.

※1 SGEC／PEFC認証森林由来の木材が、加工・流通を経て建築物等のプロジェクトで使用されるまで、適切に管理・追跡されていることをプロジェクト単位で第三者が証明するCoC認証の一形態
※1 A form of CoC certification under which a third party verifies, on a project-by-project basis, that timber sourced from SGEC/PEFC-certified forests is appropriately managed and traceable throughout processing and distribution through to its use in a construction project.

サステナブルファイナンスの推進
Promotion of Sustainable Finance

累計1兆円超の資金調達をサステナブルファイナンスで実施
Sustainable Financing Totals over ¥1,000 billion



【グリーンボンド(GB)グリーンローン(GL)充当済み物件事例 Example of properties allocated to Green Bonds / Loans】



LaLa arena TOKYO-BAY


50ハドソンヤード
50 Hudson Yards


東京ミッドタウン八重洲
八重洲セントラルタワー
Tokyo Midtown Yaesu,
Yaesu Central Tower

GB グリーンボンド/Green Bond　GL グリーンローン/Green Loan

●グリーンプロジェクトへの投資資金を資金使途として発行する社債・借入
Bonds to be issued for investment in green projects.

SLL サステナビリティ・リンク・ローン/Sustainability Linked Loan

●サステナビリティ目標の達成により金利優遇を得られる借入
Borrowings with preferential interest rates based on achievement of sustainability goals.

●2024年5月にサステナビリティ・リンク・ボンドフレームワークを統合したサステナビリティ・リンク・ファイナンス・フレームワークを策定
Sustainability Linked Finance Framework integrated with Sustainability Linked Bond Framework in May 2024.

PIF ポジティブ・インパクト・ファイナンス/Positive Impact Finance

●環境・社会・経済にインパクトを及ぼす企業活動について中長期的な目標・KPIを策定し、金融機関から評価を受けて実行される借入
Borrowings to be implemented after evaluation by financial institutions based on medium- to long-term goals and KPIs for corporate activities that have an impact on the environment, society, and the economy.

評価テーマ： Evaluation themes
環境負荷の低減とエネルギーの創出、街づくりを通した「超スマート社会」の実現、健やか・安全・安心な暮らしの実現、多様な人材が活躍できる社内の実現
Reduction of environmental burden and energy generation; realization of a “super-smart society" through urban development; realization of healthy, safe, and secure lifestyles; realization of a society in which diverse human resources can play an active role.

人材への取り組み
Initiatives for Human Resources

社員エンゲージメント　当社で働くことを誇りに思う社員の割合
Employee Engagement Percentage of employees who take pride in working for our company

目標 / Target
80%

FY2025
94%

男性育児休業等取得率
Percentage of male employees taking childcare leave

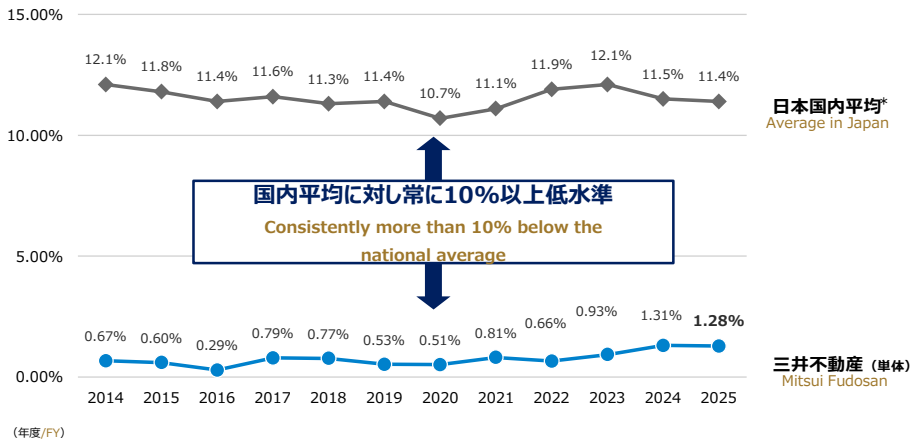
目標 / Target
100%

FY2025
103.2%
Over 100%

配偶者が出産した年度と、育児休業等を取得した年度が異なる男性社員がいる場合、100%を超えることがあります。
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%.

フルタイム従業員の自己都合離職率（単体）
Full-time staff voluntary turnover rate (non-consolidated)

■ 1%程度の低水準で推移/Remained at a low level of about 1%.



*出典：厚生労働省「令和7年雇用動向調査結果の概況」離職率（一般）
Source: Ministry of Health, Labour and Welfare, Summary of Results of the 2025 Survey of Employment Trends, Turnover rate (general).

その他の重点施策と進捗状況（単体）
Other Priority Measures and Progress (Non-consolidated)

重点施策 Priority measures	KPIs（単体/Non-consolidated） 指標/Indicators	達成時期/Period	目標 /Target	進捗状況/Progress（2025年度/FY2025）
ダイバーシティ&インクルージョン Diversity and Inclusion	女性管理職比率 Women in management positions ratio	2025年 / 2025	10%	11.1% 2026年4月1日付 As of Apr. 1,2026
		2030年 / 2030	20%	
	女性採用比率 Ratio of female hires	毎年/Annual	40%	40.9%
	障がい者雇用率 Employment rate of people with disabilities	毎年/Annual	2.5% 以上/or above	2.55%
人材育成・スキル向上 Human Resource Development and the Improvement of Skills	1人当たり研修時間 Training time per employee	毎年/Annual	前年実績水準 / Last year's level	32.1時間/hours
	1人当たり研修投資額 Training expenses per employee	毎年/Annual	前年実績水準 / Last year's level	¥134,000
多様な働き方 Diverse Work Styles	育児休業取得者の復帰率 Return rate from childcare leave	毎年/Annual	100%	100%
	有給休暇取得日数 Number of paid leave days taken	毎年/Annual	年間14日 / 14 days annually	15.6日/days
健康経営 Health and Productivity Management	健康診断/人間ドック受診率 Health checkup and screening rate	毎年/Annual	100%	100%

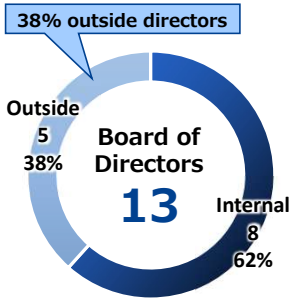
取締役会の実効性発揮
Achieving the Potential of the Board of Directors

Institutional Design and Composition of Board of Directors

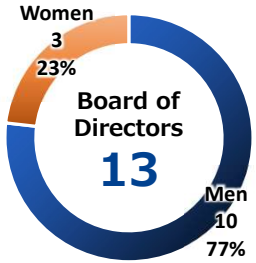
■Institutional Design:The company has a Board of Auditors

■Board of Directors

Composition of Board of Directors

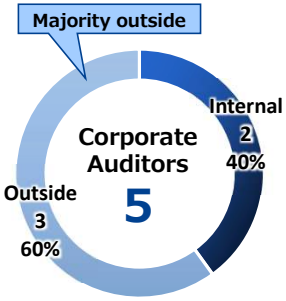


Gender Ratio: Board of Directors

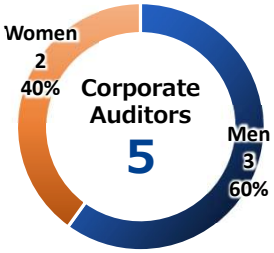


■Board of Corporate Auditors

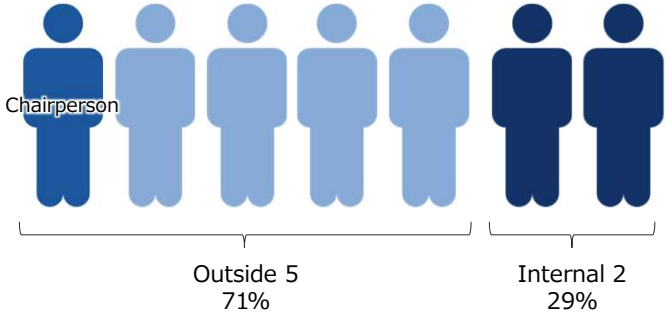
Composition of Board of Corporate Auditors



Gender Ratio: Board of Corporate Auditors



■Compensation Advisory Committee and Nomination Advisory Committee



Skill Matrix, etc. of Directors*1

Name	Role	Attendance at Board of Directors Meetings (FY2025)	Management related skills			Core competence	Expert skills			
			Corporate Management	Treasury, accounting and finance	Risk Management	Urban development (real estate development, etc.)	Global	Technology and innovation	Human resources strategy	Sustainability
Masanobu Komoda	Chairman of the Board	12/12	●	●	●	●	●		●	●
Takashi Ueda	President and Chief Executive Officer	12/12	●	●	●	●	●	●	●	●
Takashi Yamamoto	Managing Director and Executive Vice President	12/12	●		●	●	●			
Shingo Suzuki	Managing Director	12/12				●		●		●
Makoto Tokuda	Managing Director	12/12		●	●	●			●	
Nobuhiko Mochimaru	Managing Director	12/12		●		●		●		●
Akiko Kaitou	Managing Director	10/10		●		●			●	●
Mizuho Wakabayashi	Managing Director	Newly*2				●		●	●	
Eriko Kawai	Outside Director	12/12		●			●		●	●
Mami Indo	Outside Director	12/12	●	●	●					
Takashi Hibino	Outside Director	12/12	●	●	●		●			
Yo Honma	Outside Director	10/10	●		●			●		●
Tsuyoshi Nagano	Outside Director	Newly*2	●	●	●		●			

*1 The above list does not represent all the expertise and experience each person has.
*2 Newly appointed as a director on 26 June 2026.

Reasons for the appointment of Outside Directors

Name	Independent Officer	Reasons for the appointment
Eriko Kawai	●	Re-elected as a Director in the expectation that, drawing on many years of overseas experience as well as extensive experience and broad insight gained through roles as a management consultant and with international organizations and universities, they will continue to provide advice and observations, as they currently do as a Director of the Company, from an objective and professional perspective on matters such as diversity, ESG, and sustainability, and will continue to play an appropriate role in strengthening the supervisory function of the Board of Directors and ensuring its transparency.
Mami Indo	●	Re-elected as a Director in the expectation that, drawing on extensive experience and broad insight gained through roles as an analyst and consultant at securities companies and think tanks, they will continue to provide advice and observations, as they currently do as a Director of the Company, from an objective and professional perspective on matters such as internal control, risk management, and finance, and will continue to play an appropriate role in strengthening the supervisory function of the Board of Directors and ensuring its transparency.
Takashi Hibino	●	Re-elected as a Director in the expectation that, drawing on many years of experience as a business executive, as well as extensive experience and broad insight, they will continue to provide advice and observations, as they currently do as a Director of the Company, from an objective and professional perspective on matters such as finance and risk management, and will continue to play an appropriate role in strengthening the supervisory function of the Board of Directors and ensuring its transparency.
Yo Honma	●	Re-elected as a Director in the expectation that, drawing on many years of experience as a business executive, as well as extensive experience and broad insight, they will continue to provide advice and observations, as they currently do as a Director of the Company, from an objective and professional perspective on matters such as IT, digital technology, and risk management, and will continue to play an appropriate role in strengthening the supervisory function of the Board of Directors and ensuring its transparency.
Tsuyoshi Nagano	●	Elected as a Director in the expectation that, drawing on many years of service as an executive in the insurance industry, as well as extensive experience and broad insight, they will provide advice and observations from an objective and professional perspective on matters such as risk management and global business development, and will play an appropriate role in strengthening the supervisory function of the Board of Directors and ensuring transparency.

役員報酬制度の改定について
Revision of the Officer Compensation System

The Officer Compensation system will be revised for directors and corporate auditors to encourage their contribution to the realization of the Group's Long-term Vision, "& INNOVATION 2030." (From FY2025)

● Key Points of the Revision

・**Strengthen the linkage** of performance-based compensation with the KPIs of the Group's long-term vision.
・To further enhance the operability of the stock compensation system**, introduce Restricted Stock Units (RSU)** and set limits for RS and RSU within the maximum limit currently approved for Restricted Stock (RS).
*RSUs are calculated as one unit per share, and monetary compensation will be provided based on the number of RSUs held at the time of retirement.

● Basic Policy on the Officer Compensation system

Strong motivation for short, medium, and long-term corporate value enhancement in a bid to realize of the Group's long-term vision	The sharing of further value with shareholders	A competitive levels of recruitment and the retention of human resources	An objective and transparent compensation system

● Method of resolution regarding directors' compensation (unchanged)

: Matters related to directors' compensation are referred to the Compensation Advisory Committee, chaired by an outside director, and decided by the Board of Directors.

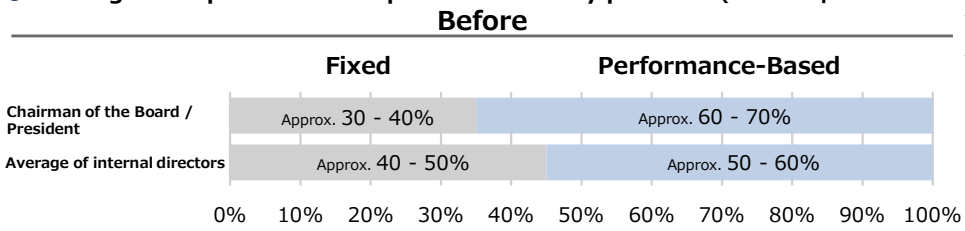
● Key Revisions (Target: Internal Directors)

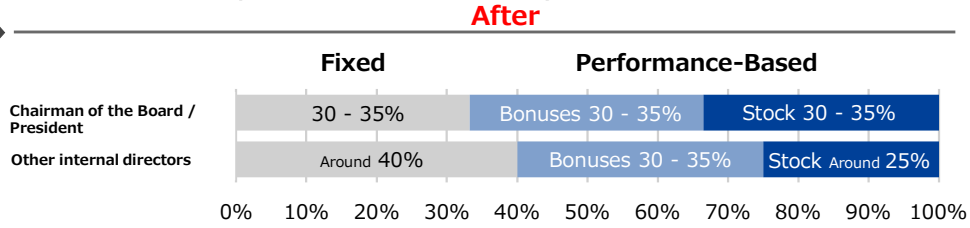
For details, please refer to our news release dated March 27, 2025 : https://www.mitsuifudosan.co.jp/english/corporate/news/2025/0327/download/20250327.pdf

❶In the compensation system, **RSUs have been added to the payment method for "stock compensation,"** which previously consisted only of RS.
In conjunction with this, upper limits for RS and RSU are set within the range of the number of shares and monetary compensation claims approved as RS.

Types of Compensation	Fixed	Performance-Based		
	Basic Compensation	Bonuses	Stock Compensation	
Payment Method	Monetary	Monetary	Stocks (Restricted Stock)	Monetary (Restricted Stock Units)

❷**Set target compensation composition ratios by position. (The composition ratios for bonuses and stock compensation are also disclosed.)**





❸In calculating the payment levels for "bonuses" and "stock compensation," **KPIs aligned with the Group's long-term vision are set**, and the calculation formulas are disclosed.
(Previously, they were not disclosed.)

Bonuses

Amounts of paid by individual = Standard amount by officer position × Payment ratio based on KPI evaluation

(Business income payment ratio (0 -150%) ×50% + Net profit payment ratio (0 -150%) ×50%) × ESG initiative payment ratio (90 - 110%) × Individual evaluation results payment ratio (95 - 105%)

Stock Compensation (RS : RSU=75:25)

Number of allotted by individual = Standard amount by officer position × Payment ratio based on KPI evaluation

(EPS payment ratio (0 - 150%) ×50% + ROE payment ratio (0 - 150%) ×50%) × ESG initiative payment ratio (90 - 110%)

The Definition and reduction policy of Strategic shareholdings

- We own stocks considered effective in management strategy from a medium- to long- term perspective to improve the Group's corporate value by comprehensively taking into account business strategy, the relationships with clients and other factors as Strategic shareholdings.
- We review our Strategic shareholdings on an ongoing basis with a view to reduce our holdings.
  We assess the rationale for owning the stocks based on a quantitative evaluation and our relationship with the issuer.
- We have a policy to reduce strategic share holdings by 50% from fiscal year 2024 until fiscal year 2026 and continues to actively promote reduction thereafter.

Sale results（Non-consolidated）
Strategic shareholdings
+Investment stocks held for pure investment purposes

	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Number of stocks sold	13	3	4	3	7	21	19
Sales amount (Billions of yen)	20.3	45.9	50.7	46.5	59.9	75.9	60.8

The standard for "Investment stocks held for pure investment purposes" and the stock to be reclassified

- The reason for setting standard of "Investment stocks held for pure investment purposes"

・In our business model, in addition to investing directly in real estate and benefiting from the increased value of real estate, we may also invest in businesses in the form of equity capital and benefit from the increase in value of the shares.
・We had classified such equity capital as "Strategic shareholdings", but these investments are considered to be in our core business same as investments in real estate, so it is suitable to classify them differently from strategic shareholdings.
・We have reorganized the classification of investment stocks based on our actual business model, and set the standard for "Investment stocks held for pure investment purposes"

Classification	Investment stocks held for pure investment purposes	Investment stocks held for purposes other than pure investment purposes (Strategic shareholdings, No changed from before)
Standard	Stocks, as part of business investments, held for the purposes of benefiting from medium to long term increase in share value etc.	Stocks held for purposes other than those listed on the left *Stocks considered effective in management strategy from a medium- to long- term perspective to improve the Group's corporate value by comprehensively taking into account business strategy, the relationships with clients and other factors, etc.

- Main stock to be classified as "Investment stocks held for pure investment purposes."

Stock name	Oriental Land Co., Ltd.
The reason for classified	1. Mitsui Fudosan was involved in the establishment of the Oriental Land Co., Ltd., in 1960. We invested in the form of equity capital for the purpose of developing urban resorts and implementing an entertainment business.
	2. This investment was made as part of our core business, real estate investments
	3. We hold these shares for the purpose of benefiting from the medium to long term increase in share value etc.

- Sell at the right time

Reflecting our track record to date, we will continue to take a flexible and sustainable approach to selling over time, allocating proceeds to invest for future growth while also taking the share price into account.

社外からのESG評価等
External Assessments, etc.

ESG指数への主な組み入れ
Main inclusion in ESG Indexes

●GPIFが採用する6つのESG指数（日本株対象）全ての構成銘柄に選定
/Selected as a constituent of all six ESG indexes (covering Japanese equities) used by the GPIF

●「MSCI日本株女性活躍指数(WIN)」の構成銘柄に8年連続で選定、「Morningstar日本株式ジェンダー・ダイバーシティ・ティルト指数（除くREIT）」最高位評価に4年連続で格付け
/Selected as a constituent brand of MSCI Japan Empowering Women Index (WIN) for the 8th continuous year,
Selected as the Morningstar Japan ex-REIT Gender Diversity Tilt Index and rated at the highest rating for four consecutive years.

三井不動産を構成銘柄とするESG指数 / ESG index with Mitsui Fudosan as a constituent

GPIFが採用するESG指数（日本株対象）/ ESG indexes (covering Japanese equities) used by the GPIF

FTSE JPX Blossom Japan Index

FTSE Russell confirms that Mitsui Fudosan Co., Ltd. has been independently assessed according to the index criteria, and has satisfied the requirements to become a constituent of the FTSE JPX Blossom Japan Index. Created by the global index and data provider FTSE Russell, the FTSE JPX Blossom Japan Index is designed to measure the performance of companies demonstrating specific Environmental, Social and Governance (ESG) practices. The FTSE JPX Blossom Japan Index is used by a wide variety of market participants to create and assess responsible investment funds and other products.

FTSE JPX Blossom Japan Sector Relative Index

FTSE Russell confirms that Mitsui Fudosan Co., Ltd. has been independently assessed according to the index criteria, and has satisfied the requirements to become a constituent of the FTSE JPX Blossom Japan Sector Relative Index. The FTSE JPX Blossom Japan Sector Relative Index is used by a wide variety of market participants to create and assess responsible investment funds and other products.

S&P/JPX カーボン エフィシェント 指数

S&P/JPX Carbon Efficient Index

MSCI Selection Indexes Constituents 2025

2026 CONSTITUENT MSCI日本株 ESGセレクト・リーダーズ指数

2026 CONSTITUENT MSCI日本株 女性活躍指数 (WIN)

2026 CONSTITUENT MSCI NIHONKABU ESG SELECT LEADERS INDEX

2026 CONSTITUENT MSCI JAPAN EMPOWERING WOMEN INDEX (WIN)

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THE MSCI INDEXES ARE THE EXCLUSIVE PROPERTY OF MSCI. MSCI AND THE MSCI INDEX NAMES AND LOGOS ARE TRADEMARKS OR SERVICE MARKS OF MSCI OR ITS AFFILIATES.

FTSE4Good

MORNINGSTAR GenDi J
Japan ex-REIT Gender Diversity Tilt Index
TOP CONSTITUENT 2026

Morningstar, Inc., and/or one of its affiliated companies (individually and collectively, "Morningstar") has authorized Mitsui Fudosan Co., Ltd. to use of the Morningstar® Japan ex-REIT Gender Diversity Tilt Index Logo ("Logo") to reflect the fact that, for the designated ranking period, Mitsui Fudosan Co., Ltd. ranks within the top group of companies comprising the Morningstar® Japan ex-REIT Gender Diversity Tilt Index ("Index") on the issue of gender diversity in the workplace. Morningstar is making the Logo available for use by Mitsui Fudosan Co., Ltd. solely for informational purposes. Mitsui Fudosan Co., Ltd.'s use of the Logo should not be construed as an endorsement by Morningstar of Mitsui Fudosan Co., Ltd. or as a recommendation, offer or solicitation to purchase, sell or underwrite any security associated with Mitsui Fudosan Co., Ltd. The Index is designed to reflect gender diversity in the workplace in Japan, but Morningstar does not guarantee the accuracy, completeness or timeliness of the Index or any data included in it. Morningstar makes no express or implied warranties regarding the Index or the Logo, and expressly disclaims all warranties of merchantability or fitness for a particular purpose or use with respect to the Index, any data included in it or the Logo. Without limiting any of the foregoing, in no event shall Morningstar or any of its third-party content providers have any liability for any damages (whether direct or indirect), arising from any party's use or reliance on the Index or the Logo, even if Morningstar is notified of the possibility of such damages. The Morningstar name, Index name and the Logo are the trademarks or services marks of Morningstar, Inc. Past performance is no guarantee of future results.

社外からのESG評価等
External Assessments, etc.

環境・気候変動を始めとした各種イニシアチブへの加盟・賛同、評価取得
Joining and endorsing various initiatives, including environmental and climate change initiatives, and obtaining recognition

●2026年 GRESBリアルエステイト評価 / 2026 GRESB Real Estate Assessments

「GRESBスタンディング・インベストメント・ベンチマーク」と「GRESBディベロップメント・ベンチマーク」の**双方において4スター**を取得。

Mitsui Fudosan received four stars for both the GRESB Standing Investment Benchmark and the GRESB Development Benchmark in the GRESB Real Estate Assessment.

GRESB REAL ESTATE ★★★★☆ 2026

GRESB Public Disclosure 2026

CDP Discloser 2025

TCFD TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

SCIENCE BASED TARGETS DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

RE100

多様な人材・働き方に関する認定
Certification for Diverse Human Resources and Work Styles

●女性活躍推進 / Promoting the empowerment of women

NADESHIKO BRAND 2026

女性活躍推進に優れた上場企業として、経済産業省と東京証券取引所から、「なでしこ銘柄」に5年連続選定されています。
Our company has been selected by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange as one of the "Nadeshiko Brand" companies for five consecutive years, in recognition of its excellence in promoting women's success in the workplace.

女性が活躍しています

「女性の職業生活における活躍の推進に関する法律（女性活躍推進法）」に基づく取り組みの実施状況が優良な企業として、厚生労働大臣から認定を受けています。
*グループ複数社が取得。当社単体は2段階目
Our company has been certified by the Minister of Health, Labour and Welfare as a company with excellent implementation of initiatives based on the Law Concerning the Promotion of Women's Advancement in Employment (Women's Activity Promotion Law).
*Multiple group companies have acquired it. Our company has acquired it in the second phase.

●育児支援 / Childcare Support Initiatives

プラチナくるみん 子育てサポートしています

厚生労働大臣から子育てサポート企業として、「プラチナくるみん」の認定を受けています。
*当社単体および三井不動産レジデンシャルにて取得
Our company has acquired "Platinum Kurumin" certification from the Minister of Health, Labour and Welfare as a company that supports childcare.
*Acquired by Mitsui Fudosan Co.,Ltd. and Mitsui Fudosan Residential Co.,Ltd.

●多様な人材の活躍の推進/Promote the activities of diverse personnel

2026 健康経営優良法人 KENKO Investment for Health 大規模法人部門 ホワイト500

経済産業省と日本健康会議から、「健康経営優良法人 ホワイト500」の認定を10年連続受けています。
Our company has been certified by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi as a "White 500" corporation for excellent health and productivity management for 10 consecutive years.

work with Pride Gold 2025

企業や団体におけるLGBTQ+に関する取組み評価制度である「PRIDE指標2025」にて、最高評価である「ゴールド」認定を受賞しております。
We have received the highest-level "Gold" certification in the PRIDE Index 2025, an evaluation system that assesses initiatives related to LGBTQ+ inclusion at companies and organizations.