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	P28 Climate Change
[Short-term goal] CO_2 emissions (Energy-derived CO_2 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%)	P28 Climate Change
[Medium-term goal] Reduction of greenhouse gas (GHG) emissions	30% by fiscal 2030 (compared to fiscal 2019) SBT initiative certification	P28 Climate Change
[Long-term goal] Reduction of greenhouse gas (GHG) emissions	Net zero greenhouse gas emissions by fiscal 2050	P28 Climate Change
[Long-term goal] RE100 (Proportion of electric power used in business activities derived from renewable energy)	100% by fiscal 2050	
Clean water and industrial water usage per base unit	Decrease over the previous fiscal year	P16 Water
General and industrial waste emissions per base unit	Decrease over the previous fiscal year	P26 Environmental Pollution and Resources
Waste recycling ratio (at Mitsui Fudosan Co., Ltd. headquarters)	90% by fiscal 2030	P19 Environmental Pollution and Resources
Women in management positions ratio (Mitsui Fudosan Co., Ltd.)	10% by fiscal 2025 20% by fiscal 2030	P57 Promoting Active Roles for Women
Return rate from childcare leave (Mitsui Fudosan Co., Ltd.)	100%	P56 Our Efforts to Realize Diverse Workstyles
Number of paid leave days taken (Mitsui Fudosan Co., Ltd.)	14 days annually	P56 Our Efforts to Realize Diverse Workstyles
Employment rate of people with disabilities (Mitsui Fudosan Co., Ltd.)	2.3% minimum	P51 Employment of People with Disabilities
Health Checkup and Screening Rate (Mitsui Fudosan Co., Ltd.)	100%	P49 Health and Safety