

## Material Issue KPIs and Targets

The KPIs and targets we have established are listed below. We are accelerating initiatives to promote a decarbonized society, including raising some of the targets.

▶ (Sustainability Report 2025) Material Issue KPIs and Targets pp. 10-11

Material Issues	Scope		KPIs and Targets
 <b>Promoting a decarbonized society</b>	Reduction in greenhouse gas emissions	All business activities <sup>1</sup>	Scopes 1, 2 and 3: Net zero CO <sub>2</sub> emissions by FY2050 Scopes 1 and 2: 46.2% reduction in CO <sub>2</sub> emissions by FY2030 compared with FY2019 Scope 3: <sup>2</sup> 40% reduction in CO <sub>2</sub> emissions by FY2030 compared with FY2019
	Promotion of development of ZEB and ZEH <sup>3</sup>	Commercial Properties Business Residential Business	In principle, develop ZEB for all new office buildings and logistics properties <sup>4</sup> In principle, develop ZEH for all new for-sale and rental condominiums <sup>5</sup>
	Shift to renewable energy	All business activities <sup>1</sup> Commercial Properties Business	Procure 100% of electricity consumed in business activities from renewable energy sources by FY2050 Procure 100% of electricity consumed at owned properties from renewable energy sources by FY2030 Procure at least 50% of electricity consumed at owned properties from renewable energy sources by FY2024
	Acquisition of Green Building Certification <sup>6</sup>	Commercial Properties Business Residential Business	In principle, acquire Green Building Certification for all new office buildings, logistics properties, and rental condominiums <sup>7</sup>
 <b>Promoting a recycling-oriented society</b>	Reduction of waste emissions	Buildings in long-term portfolio <sup>8</sup>	20% reduction in waste emission intensity by FY2030 compared with FY2019
	Waste recycling promotion	Buildings in long-term portfolio <sup>8</sup>	Achieve a waste recycling rate of 90% by FY2030
	Reduction of water usage	Buildings in long-term portfolio <sup>9</sup>	Reduction of water usage intensity compared with previous fiscal year
	Promotion of recycled water use	Office buildings with total floor area exceeding 30,000 m <sup>2</sup>	In principle, install gray water <sup>10</sup> treatment facilities at all new office buildings with a total floor area of more than 30,000 m <sup>2</sup> by FY2030
 <b>Promoting a decarbonized society</b> <b>Promoting a recycling-oriented society</b>	Promotion of wood use	Buildings in long-term portfolio, for-sale and rental condominiums For-sale and rental condominiums	Use domestic timber and certified timber in the interior and furniture of common areas of all new office buildings and for-sale and rental condominiums by FY2030 Develop for-sale and rental condominiums that use wood for major structural components by FY2026
	Collaboration and co-creation with customers	Buildings in long-term portfolio For-sale and rental condominiums	Communicate with tenants about sustainability at least four times a year Communicate with residents and plan and implement sustainability measures
	Promotion of skill development	Tokyo Tatemono Co., Ltd. Tokyo Tatemono Co., Ltd.	Average annual training hours per employee: 15 or more each fiscal year Career training participation rate: 100% each fiscal year
 <b>Improve employee growth and job satisfaction</b>	Promotion of health management	Tokyo Tatemono Co., Ltd. Tokyo Tatemono Co., Ltd. Tokyo Tatemono Co., Ltd.	Health checkup rate and follow-up test rate: <sup>11</sup> 100% each fiscal year Reexamination rate: <sup>11</sup> 100% each fiscal year Smoking rate: <sup>12</sup> 12% or less each fiscal year
		Tokyo Tatemono Co., Ltd.	Ratio of people maintaining appropriate body weight: <sup>11</sup> 75% or higher by FY2028
	Respect for human rights	Tokyo Tatemono Group	Dissemination of the Human Rights Policy: Deployment and compliance across Group companies
	Work-life balance	Tokyo Tatemono Co., Ltd. Tokyo Tatemono Co., Ltd.	Average annual paid leave utilization rate: 70% or more each fiscal year Ratio of male employees taking parental leave: <sup>13</sup> 30% or more by FY2025
 <b>Diversity and Inclusion</b>	Promotion of diversity in our workforce	Tokyo Tatemono Co., Ltd. Tokyo Tatemono Co., Ltd.	Percentage of management positions held by women: 10% or more by FY2030 Employment rate of people with disabilities: <sup>13</sup> Over the legally mandated employment rate each fiscal year (At least 2.3% until March 2024, at least 2.5% from April 2024 to June 2026, and at least 2.7% from July 2026)

1. Applies to the Tokyo Tatemono Group

2. Applies to Categories 11 and 13

3. In addition to "ZEB" and "ZEH(-M)", includes Nearly ZEB, ZEB Ready, ZEB Oriented, Nearly ZEH(-M), ZEH(-M) Ready, and ZEH(-M) Oriented

4. Applies to new buildings for which design work began in January 2023 or later. Excludes certain properties such as joint venture properties or properties with special uses

5. Applies to new buildings for which design work began in June 2021 or later. Excludes certain properties such as joint venture properties or properties with special uses

6. Mainly refers to, but is not limited to, DBJ Green Building certification, CASBEE building and Building Energy Saving Performance Labeling System (BELS) certification

7. Applies to new buildings for which design work began in January 2023 or later. Excludes certain properties such as joint venture properties or properties with special uses

8. Applies to main office buildings and retail facilities in Tokyo Tatemono's long-term portfolio for which it has substantial energy management authority and for which waste reduction and recycling plans have been submitted

9. Applies to main office buildings and retail facilities in Tokyo Tatemono's long-term portfolio for which it has substantial energy management authority

10. Recycled water derived from rainwater and miscellaneous wastewater generated in buildings (including wastewater from cooling towers and tenants' kitchens). It is reused for non-potable purposes such as toilet flushing and watering plants

11. Based on data compiled from April each year through March of the following year

12. At a specific point in time between April each year and March of the following year

13. As of June 1 of each year