

Material Issue KPIs and Targets

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The KPIs and targets we have established are listed below. We are further accelerating initiatives, including raising the initial target for the ratio of male employees taking parental leave in 2026.

Material Issues	Item	Category	KPIs and Targets
 Promoting a decarbonized society	Reduction in GHG emissions	All business activities ¹	Scope 1, 2, and 3: Net zero CO ₂ emissions by FY2050
			Scope 1 and 2: 46.2% reduction in CO ₂ emissions by FY2030 compared with FY2019
			Scope 3 ² : 40% reduction in CO ₂ emissions by FY2030 compared with FY2019
	Promotion of development of ZEB and ZEH ³	Commercial Properties Business	In principle, develop ZEB for all new office buildings and logistics properties ⁴
		Residential Business	In principle, develop ZEH for all new for-sale and for-rent condominiums ⁵
 Promoting a recycling-oriented society	Shift to renewable energy	All business activities ¹	Procure 100% of electricity consumed in business activities from renewable energy sources by FY2050
		Commercial Properties Business	Procure 100% of electricity consumed at owned properties from renewable energy sources by FY2030
	Acquisition of Green Building Certification ⁶	Commercial Properties Business	In principle, acquire Green Building Certification for all new office buildings, logistics properties, and for-rent condominiums ⁷
		Residential Business	
 Promoting a decarbonized society Promoting a recycling-oriented society	Reduction of waste emissions	Buildings in long-term portfolio ⁸	20%* reduction in waste emission intensity by FY2030 compared with FY2019
	Waste recycling promotion	Buildings in long-term portfolio ⁸	Achieve a waste recycling rate of 90% by FY2030
	Reduction of water usage	Buildings in long-term portfolio ⁹	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 ²	In principle, install gray water ¹⁰ treatment facilities at all new office buildings with a total floor area of more than 30,000 m ² by FY2030
 Promoting a decarbonized society Promoting a recycling-oriented society	Promotion of wood use	Buildings in long-term portfolio, for-sale and for-rent condominiums	Use domestic timber and certified timber in the interior and furniture of common areas of all new office buildings and for-sale and for-rent condominiums by FY2030
		For-sale and for-rent condominiums	Develop for-sale and for-rent condominiums that use wood for major structural components by FY2026
	Collaboration and co-creation with customers	Buildings in long-term portfolio	Communicate with tenants about sustainability at least four times a year
		For-sale and for-rent condominiums	Communicate with residents and plan and implement sustainability measures
 Improve employee growth and job satisfaction	Promotion of skill development	Tokyo Tatemono	Average annual training hours per employee: 15 hours or more each fiscal year
		Tokyo Tatemono	Career training participation rate: 100% each fiscal year
	Promotion of health management	Tokyo Tatemono	Health checkup rate ¹¹ : 100% each fiscal year
			Reexamination rate ¹¹ : 100% each fiscal year
		Tokyo Tatemono	Smoking rate ¹² : 12% or less each fiscal year
 Diversity and inclusion	Respect for human rights	Tokyo Tatemono Group	Dissemination of the Human Rights Policy: Deployment and compliance across Group companies
		Tokyo Tatemono	Average annual paid leave utilization rate: 70% or more each fiscal year
	Work-life balance	Tokyo Tatemono	Ratio of male employees taking parental leave ¹¹ : 85% or more each fiscal year
		Tokyo Tatemono	Percentage of management positions held by women: 10% or more by FY2030
	Promotion of diversity in our workforce	Tokyo Tatemono	Employment rate of people with disabilities ¹³ : 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 Scope 3 emissions (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 certification, and Building-Housing-Energy-efficiency 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