

ESG Data Highlights

E: Environmental Data

Index	Targets	Fiscal 2018 results	Boundary
GHG emissions reduction in line with the SBT commitment to address climate change	From fiscal 2017 2030: 35% reduction 2050: 87% reduction	3,588,345t-CO ₂	Mitsubishi Estate Group
Recycled water usage rate	100% (Fiscal 2030 ongoing goal)	100%	Mitsubishi Estate Group
Rate of adoption for water-conserving appliances* *Automatic faucets, water-conserving toilets	100% (Fiscal 2030 ongoing goal)	100%	Mitsubishi Estate Group
Rate of annual adoption for heat insulation functions level 4	100% (Fiscal 2030 ongoing goal)	100%	Mitsubishi Estate Residence
Rate of annual adoption for primary energy consumption level 4	100% (Fiscal 2030 ongoing goal)	100%	Mitsubishi Estate Residence
Rate of annual adoption for high-efficiency appliances* *LED equipment, water-conserving toilets	100% (Fiscal 2030 ongoing goal)	100%	Mitsubishi Estate Residence
Japan-grown timber usage rate	100% (Fiscal 2030 ongoing goal)	50.0%	Mitsubishi Estate Home
Rate of installation of electric vehicle charging stations	100% (Fiscal 2030 ongoing goal)	92.0%	Mitsubishi Estate Group
Rate of provision of bicycle parking areas	100% (Fiscal 2030 ongoing goal)	92.0%	Mitsubishi Estate Group

S: Social Data

Index	Targets	Fiscal 2018 results	Boundary
Ratio of female managers	Over 10% (Fiscal 2030)	5.92% (100 female managers)	Mitsubishi Estate Group ^{*1}
Rate of female employees taking childcare leave of absence	100% (Fiscal 2030 ongoing goal)	100%	Mitsubishi Estate Group ^{*1}
Rate of male employees taking childcare leave of absence	100% (Fiscal 2030 ongoing goal)	12.6%	Mitsubishi Estate Group ^{*1}
Employment rate of persons with disabilities	2.2% (Fiscal 2020 ongoing goal)	2.22%	Mitsubishi Estate Group ^{*1}
Rate of reinstatement to work after maternity/childcare leave	100% (Fiscal 2030 ongoing goal)	96.7%	Mitsubishi Estate Group ^{*1}
Rate of provision of accessible toilets	100% (Fiscal 2030 ongoing goal)	100%	Mitsubishi Estate Group
Rate of barrier-free buildings	100% (Fiscal 2030 ongoing goal)	100%	Mitsubishi Estate Group
Rate of employees with first aid provider qualification	100% (Fiscal 2030 ongoing goal)	64.0%	Mitsubishi Estate Group ^{*2}
Rate of awareness of Mitsubishi Estate Group CSR Procurement Guidelines	100% (Fiscal 2030 ongoing goal)	100%	Mitsubishi Estate Group

G: Governance-related Data

Index	Targets	Fiscal 2018 results	Boundary
Compliance e-learning attendance rate	100% (Fiscal 2030 ongoing goal)	97.8%	Mitsubishi Estate Group ^{*3}
Attendance rate at meetings of the Board of Directors	100% (Fiscal 2030 ongoing goal)	100%	Mitsubishi Estate
Employee absentee rate	0% (Fiscal 2030 ongoing goal)	0.83%	Mitsubishi Estate Group ^{*1}

*1 Made up of five companies: Mitsubishi Estate, Mitsubishi Jisho Property Management, Mitsubishi Estate Residence, Mitsubishi Jisho Sekkei, and Mitsubishi Real Estate Services

*2 Made up of three companies: Mitsubishi Estate, Mitsubishi Jisho Property Management, Mitsubishi Jisho Retail Property Management

*3 Made up of four companies: Mitsubishi Estate, Mitsubishi Jisho Property Management, Mitsubishi Estate Residence, Mitsubishi Real Estate Services

Estimate of GHG Emissions of Mitsubishi Estate Group

*Scope of calculations: the entire Mitsubishi Estate Group

	2018				2017 (base year)		
	Emissions (t-CO ₂)	Percentage of total emissions	Percentage of Scope 3 breakdown	Percentage change from 2017 (base year)	Emissions (t-CO ₂)	Percentage of total emissions	Percentage of Scope 3 breakdown
Total GHG emissions (Scope 1 + Scope 2 + Scope 3)	3,588,345	100%	—	7.5%	3,336,472	100%	—
Scope 1	108,289	3.0%	—	-10.2%	120,634	3.6%	—
Scope 2	564,033	15.7%	—	-2.0%	575,262	17.2%	—
Scope 1 + Scope 2	672,322	18.7%	—	-3.4%	695,896	20.9%	—
Scope 3	2,916,023	81.3%	100%	10.4%	2,640,576	79.1%	100%
- Category 11	1,714,888	47.8%	58.8%	22.7%	1,398,021	41.9%	52.9%
- Category 2	975,004	27.2%	33.4%	-1.5%	990,329	29.7%	37.5%
- Category 1	77,035	2.1%	2.6%	3.6%	74,329	2.2%	2.8%
- Other	149,095	4.2%	5.1%	-16.2%	177,897	5.3%	6.7%