



Tokyu Fudosan Holdings &gt; Sustainability &gt; Tokyu Fudosan Holdings Group's Sustainability &gt; Tokyu Fudosan Holdings Group's ESG Management

## Sustainability

[Message from the President](#)[Tokyu Fudosan Holdings Group's Sustainability](#)[Sustainability Vision](#)[Promotion Structure](#)[Tokyu Fudosan Holdings Group Code of Conduct](#)[Identification of Materialities & Opportunities and Risks](#)[Tokyu Fudosan Holdings Group's ESG Management](#)

# Tokyu Fudosan Holdings Group's ESG Management

We have established ESG as a significant management issue. Based on our identified social materiality, the Group's long-term vision "GROUP VISION 2030" has been organized into six themes with KPI targets in terms of ESG aspects. We established KPI goals for fiscal 2030 for each of these themes, and we are progressing across the Group with initiatives aimed at achieving these goals, while following the PDCA cycle.

## Scope of efforts

Regarding society, environment, and governance, we are working on these initiatives targeting 100% of the Group's business activities.

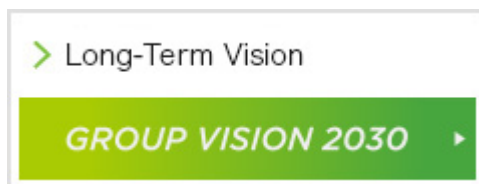
## KPI target for FY2030

Themes to work on (Materialities)

KPI

Fiscal 2030 Targets

Create Value for Customers
Environmental Conservation Initiatives
Contributions to Local Communities
Employment and Labor Practice Initiatives
Management Structure
Integrated Reports / CSR Reports
For ESG Investors / (Index)
Elected for SRI Indices



Themes to work on (Materialities)		KPI	Fiscal 2030 Targets
S	<b>Create a variety of lifestyles.</b> 	Customer satisfaction level	90% or more* <sup>1</sup>
		Products and services that contribute to the Lifestyles Creation 3.0* <sup>2</sup>	100 cases or more
S	<b>Create well-being communities and lifestyles.</b> 	Measures to revitalize communities	100 cases or more
		Strengthening of safety and security	100%* <sup>3</sup>
E	<b>Create a sustainable environment.</b> 	RE100: Achieve by 2025* <sup>4</sup>	100%
		Percentage of renewable energy power usage	60% or more
		CO <sub>2</sub> emissions (compared with FY2019)	(46.2)% (SBT certification)
		Water usage	Reduction compared to the previous year
		Waste volume (compared with FY2019)	(11)%

> The Group Sustainability








TOKYU FUDOSAN HOLDINGS GROUP


**Recovery Support Project**

Great East Japan Earthquake



For smiling faces all over Japan

	Themes to work on (Materialities)	KPI	Fiscal 2030 Targets
		Environment certification acquisition (e.g. CASBEE, DBJ)	100%* <sup>3</sup>
		Sustainable procurement (wood materials for molds)	100%
		Midori wo Tsunagu Project (Area of Forest Protected)	3,000 ha
		Environmental efforts through business	100 cases or more
S	<b>Create value in the digital era.</b>  	Number of initiatives for digital utilization	100 cases or more
		DX investment amount	Doubled when compared to FY2021
		Acquisition of IT passport	100%* <sup>4</sup>
S	<b>Create an organizational climate under which diverse human capital is enlivened.</b>   	Percentage of employees who undergo physical examinations	100%
		Percentage of female hires	50%

	Themes to work on (Materialities)	KPI	Fiscal 2030 Targets
		Ensuring of diversity in the core human capital(Ratio of female managers)	20% or more
		Ratio of childcare leave taken by male employees	100%
		Deepening of understanding of LGBT (percentage of employees who took an e-learning course)	100%
		Respect for human rights in the supply chain (implementation of due diligence for forced labor and child labor)	100%
G	<b>Create governance to accelerates growth.</b> 	Engagement with shareholders and investors	300 cases or more
		Improvement of effectiveness of the Board of Directors (third-party evaluation)	100%

	Themes to work on (Materialities)	KPI	Fiscal 2030 Targets
		Observation of the code of compliant behaviors	100%

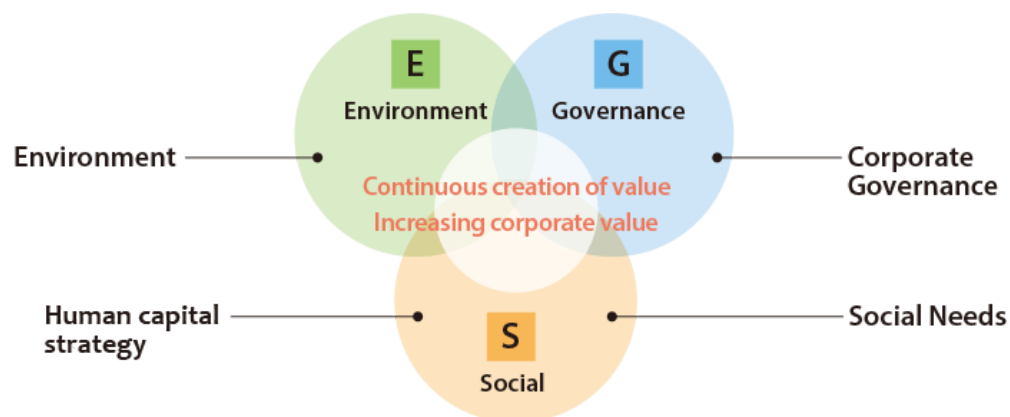
\*1 Tokyu Cosmos Members Club Questionnaire survey

\*2 The creation of ideal lifestyles for customers through the fusion of work styles, home styles and play styles.

\*3 The target is large, non-residential buildings.

\*4 Tokyu Land Corporation

## KPI Targets for FY2020



Item			Fiscal 2020 results	Fiscal 2020 Targets
E Environment	Environment	CO <sub>2</sub> emissions	43.2% reduction compared to fiscal 2005	25% reduction compared to fiscal 2005

	Item		Fiscal 2020 results	Fiscal 2020 Targets
		Water use	28.6% reduction compared to fiscal 2005	25% reduction compared to fiscal 2005
		Waste emissions	51.4% reduction compared to fiscal 2005	25% reduction compared to fiscal 2005
		Acquisition of environmental certifications such as CASBEE and DBJ	100%	100%
		Green buildings (roofs, walls, etc.)	100%	100%
		Midori wo Tsunagu Project (Area of Forest Protected)	1849ha	2000ha
S Social	Work style reforms	Working hours (Over time)	9.1 hours	(Internal target)
		Percentage of employees who undergo stress tests	91.0%	100%
		Percentage of employees who undergo physical examinations	98.8%	100%
		Percentage of female hires	39.8%	At least 30%
		Percentage of female managers	8.6%	(Internal target)

	Item		Fiscal 2020 results	Fiscal 2020 Targets
		Percentage of disabled employees	2.49%	2.2%
	Social needs	Securing space for use during disasters* <sup>1</sup>	100%	100%
		Building certified under the Barrier Free Act* <sup>1</sup>	100%	100%
		Condominiums with stockpiles of disaster relief goods* <sup>2</sup>	100%	100%
		Persons who are nursing care workers or have other professional qualifications* <sup>3</sup>	82%	80%
G Governance	Corporate governance	Number of outside directors	4/13 (approximately 31%)	At least 1/3 (approximately 33%)
		Board of Directors meeting attendance rate	99%	100%
		Female directors	1	At least one person

\*1. Tokyu Land Corporation office buildings, commercial facilities, and new large properties

\*2. Tokyu Land Corporation new condominiums

\*3. Nursing care workers

## Signatory to Initiatives

---

Tokyu Land Capital Management Inc. became a signatory of the Principles for Responsible Investment (PRI) as of June 2019, in agreement with the underlying concept.

The PRI is a set of investment principles established for the financial industry in 2006 under the leadership of the then United Nations Secretary-General Kofi Annan. The aim is for companies to include ESG factors in their decision-making processes on investment and enhance the long-term investment performance of their beneficiaries.

*Signatory of:*



---

Tokyu Land Capital Management Inc.

---