

# Sustainability

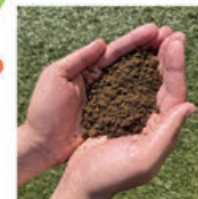
## Set KPIs and targets for each item of materiality (April 2022)

### Materially significant issues

Materially significant issues		Policies and targets	KPIs and targets
Environment	Reduction of environmental load	<ul style="list-style-type: none"> <li>Coordinate with Property Management and Building Management on promotion of management and reduction of energy consumption, greenhouse gas emissions, water consumption, and waste output</li> </ul>	<ul style="list-style-type: none"> <li>(by 2030) 35% reduction in CO2 emissions (compared with 2019, basic unit) 75% waste recycling rate</li> </ul>
	Maintenance and enhancement of environmental and construction performance	<ul style="list-style-type: none"> <li>Carry out performance and function evaluation of properties on a regular basis and ameliorate any deterioration in performance, etc.</li> <li>Maintain and improve competitiveness by acquiring green building certifications and through visual representation of building performance</li> </ul>	<ul style="list-style-type: none"> <li>(by 2030) 85% Green Building Certification rate or higher</li> </ul>
Society	Creation of pleasant workplaces (Asset manager)	<ul style="list-style-type: none"> <li>Improve quality of operations by enhancing and expanding employee education system and promoting acquisition of qualifications</li> <li>Continue to improve office environments and work on providing pleasant working environments</li> </ul>	<ul style="list-style-type: none"> <li>Training per employee (number of times)</li> <li>Improve office environment (number of cases)</li> </ul>
	Creation of pleasant workplaces (Tenant)	<ul style="list-style-type: none"> <li>Promote improvement of employee satisfaction and work towards increasing job satisfaction of tenant employees</li> </ul>	<ul style="list-style-type: none"> <li>Conduct regular tenant satisfaction surveys (all properties)</li> </ul>
	Contribution to boosting attractiveness and vitalization of Fukuoka and Kyushu	<ul style="list-style-type: none"> <li>Enhance dissemination of information regarding strengths and charms of Fukuoka and Kyushu</li> <li>Support research and studies on local economy and industries and promote attractive urban development in collaboration with local business circles</li> </ul>	<ul style="list-style-type: none"> <li>Join and participate in local economic organizations</li> <li>Host local community events (number of times)</li> </ul>
	Involvement in local community	<ul style="list-style-type: none"> <li>Deepen dialogue and collaboration with local community through participation in community activities and various initiatives using properties under our management to grow and develop together with the local community</li> </ul>	<ul style="list-style-type: none"> <li>Join and participate in area management organizations</li> <li>Continued participation in activities that contribute to the community (number of times)</li> </ul>
Governance	Information disclosure and dialogue with stakeholders	<ul style="list-style-type: none"> <li>Disclose financial and non-financial information to stakeholders in an appropriate and timely manner</li> <li>Build relationships of trust through proactive dialogue with stakeholders and reflect stakeholder feedback in management strategy</li> </ul>	<ul style="list-style-type: none"> <li>Dialogue with investors (number of times)</li> <li>ESG training for employees (number of times)</li> </ul>
	Compliance / Risk management	<ul style="list-style-type: none"> <li>Ensure thorough compliance including compliance with laws and ordinances and elimination of conflict of interest with interested parties, and develop and operate an appropriate internal risk management system to maintain and improve corporate value</li> </ul>	<ul style="list-style-type: none"> <li>Compliance training (number of times)</li> </ul>

#### Environment → P28

- Raw garbage recycling **NEW**  
Raw garbage from restaurants is outsourced to a recycling company and converted into animal feed. (Canal City Hakata, Park Place Oita, etc.)



#### Society → P29

- Tenant satisfaction surveys **NEW**
- Employee satisfaction surveys **NEW**

Conducted satisfaction surveys of tenants of all properties and employees of the asset management company by outsourcing to an external company.

#### Society → P30

- Corporate Version of Hometown Tax System (2022) **NEW**

Provided support to five prefectures (Saga, Oita, Kumamoto, Kagoshima and Okinawa) where FRC owns properties by utilizing the Corporate Version of Hometown Tax System.



【Donation presentation ceremony】  
(Kumamoto Pref. Office)

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