

Compliance

▶ (Sustainability Report 2025) Compliance pp. 90–94

Based on the Compliance Charter shared by all Group companies, the Group complies with laws and regulations and promotes initiatives to ensure compliance with social norms and corporate ethics. This approach builds a long-lasting relationship of trust with society and ensures the continued soundness of our business activities.

In addition, we have established the Compliance Code of Conduct and the Tokyo Tatemono Group *Compliance Manual*, and promote compliance awareness and training as part of our efforts to build an organizational and educational framework that enables employees to maintain a consistently high level of compliance awareness.

Group Compliance Charter

As we engage in corporate activities, we observe the Compliance Charter below:

- We adhere to laws, regulations, and other rules, and engage in fair, sound corporate activities.
- We act faithfully by thinking from the customers' standpoint.
- We contribute to making society better through corporate activities.
- We respect the personalities and values of each other and maintain a comfortable working environment.

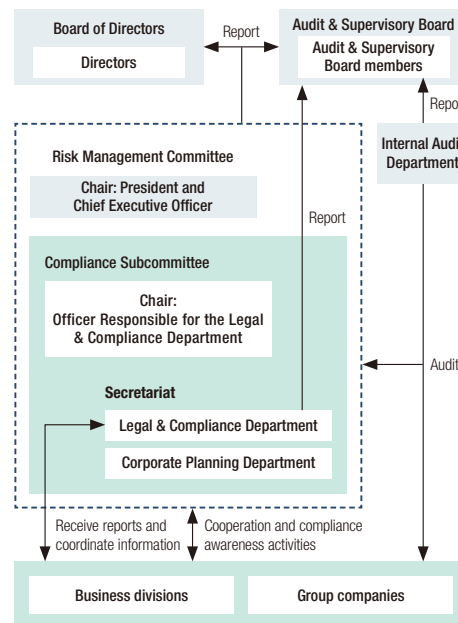
Established June 2009

Compliance Structure

The Group has established the Risk Management Committee to supervise risk management and compliance across the organization. Under this committee, we have also established the Compliance Subcommittee to deliberate compliance measures, monitor their progress, and address compliance risks.

To enhance Group-wide compliance functions, we regularly convene Compliance Information Liaison Meetings attended by compliance managers from Tokyo Tatemono and Group companies. These meetings facilitate the sharing of progress on compliance initiatives at each company and enable the Company to provide support for their implementation. Moreover, the Company supports and provides guidance on compliance related operations at Group companies, and takes the lead in facilitating cooperation among Group companies.

Compliance Structure



Compliance Initiatives

Compliance Training

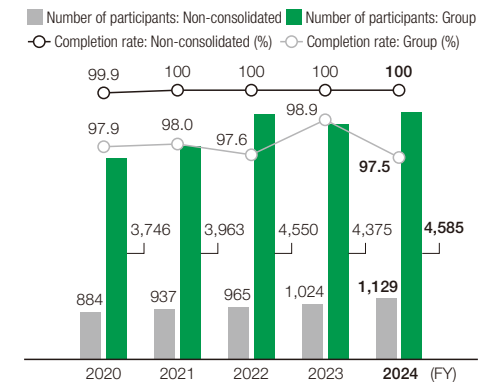
Every year, the Tokyo Tatemono Group conducts compliance training via e-learning. The program is open to all employees, regardless of employee classification, job level, or employment type. In fiscal 2024, the completion rate was 100% at Tokyo Tatemono and 97.5% for the Group overall.

Training consists of common Group-wide courses and separate modules tailored to each company's area of focus. Through this structure, we aim to ensure that employees maintain a consistently high level of compliance awareness.

Compliance Training in 2024 (e-Learning)

Group-wide courses	• Compliance Code of Conduct (including prohibition of discrimination and harassment, and prevention of corruption)
	• Confidential Information Management
	• Insider Trading Prevention
	• Personal Information
	• "My Number" (Social Security and Tax Numbering System)
	• Real Estate Brokerage Act
	• Act on Prevention of Transfer of Criminal Proceeds
	• Act for Eliminating Discrimination against Persons with Disabilities
	• Elimination of Antisocial Forces
	• Notes about Transactions Involving Conflicts of Interest
Separate modules tailored to each company's area of focus	• Compliance Management Training

Compliance Training* (e-Learning: Compliance Code of Conduct)



* Scope of data collection: Tokyo Tatemono Group

Helpline and Handling of Compliance Violations

In addition to internal contact points established at each Group company, the Tokyo Tatemono Group has set up a Group-wide external helpline, the Tokyo Tatemono Group Helpline. This helpline is designed to help prevent and enable the early resolution of compliance violations by accepting whistleblowing complaints, reports, and consultations related to issues such as legal violations, bribery, fraud, human rights violations, labor-related matters, and harassment. The privacy of whistleblowers is protected. If an investigation or fact-finding conducted by the responsible department identifies a compliance violation, corrective actions and measures to prevent recurrence are taken promptly. The Compliance Subcommittee of the Risk Management Committee monitors all whistleblowing, reporting, and consultation.

Number of Reports and Consultations Handled by the Helpline (FY2024)

