

Social Initiatives

● Respect for Human Rights

Policy and Approach

We created the Tokyo Tatemono Group Human Rights Policy based on the United Nations Guiding Principles on Business and Human Rights. Guided by this policy, we promote respect for the human rights of all stakeholders involved in the Group's business activities. These efforts include the prohibition of forced labor and child labor as well as of harassment and discrimination due to such factors as race, nationality, beliefs (including religion), gender, sexual orientation, age, social standing, background, or disability.

In addition, the Group conducts human rights due diligence in accordance with this policy to identify human rights issues in its business activities, mitigate or remediate any issues identified, and provide remedy to anyone who has been adversely affected by human rights impacts.

Moreover, we publish our policy on the Company website to clearly communicate to all of our stakeholders that we expect them to pursue initiatives that promote respect for human rights.

▶ (Sustainability Report 2026) Respect for Human Rights P. 54–58

System

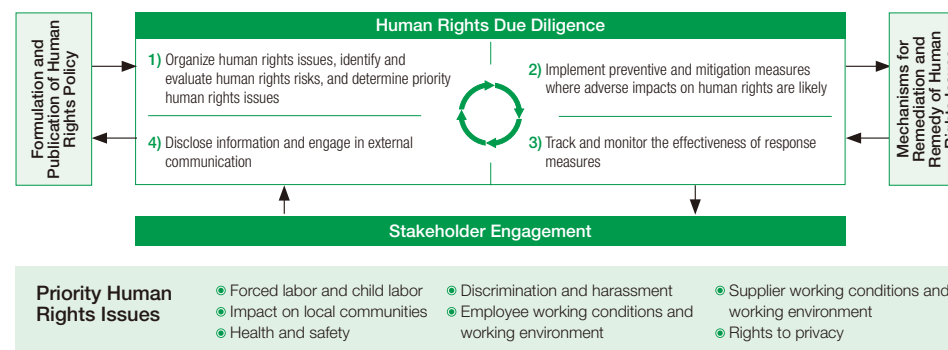
The Group's human rights initiatives are spearheaded by the Sustainability Committee and its subordinate Human Rights Subcommittee, working in tandem with relevant departments and Group companies, and receiving support as needed from external experts.

The Sustainability Committee formulates the Human Rights Policy and other policies, establishes related systems, sets human rights indicators and targets, and deliberates specific initiatives. It also monitors and evaluates the status of these initiatives, as well as progress toward and achievement of targets. The Human Rights Subcommittee is administered by the Personnel Department and the Corporate Planning Department. It brings relevant departments and Group companies together as necessary to discuss the promotion of initiatives based on the Human Rights Policy and human rights due diligence, and shares updates on the progress of these efforts. In fiscal 2025, the subcommittee discussed matters related to respecting human rights within the Group's supply chain as well as human rights assessments for participation in new overseas projects. Important matters deliberated and reported by the committee are submitted to or reported to the Board of Directors. The Board supervises the promotion of the Group's human rights initiatives.

▶ P. 45 Sustainability Promotion Framework

Human Rights Due Diligence

The Group conducts human rights due diligence based on the Tokyo Tatemono Group Human Rights Policy. Our human rights due diligence process is as follows.



Human Rights Initiatives

Dialogue with Stakeholders

The Group proactively engages in dialogue with stakeholders, drawing on the advice of external experts on human rights.

- Company employees: Dialogue through compliance surveys and regular meetings conducted by the Personnel Department
- Non-Japanese Group employees (technical intern trainees and specified skilled workers): Dialogue aimed at identifying and understanding human rights issues
- Suppliers (including construction companies and building management companies): Dialogue through surveys and feedback based on survey results
- Local communities and residents in surrounding areas: Dialogue through briefings at the time of real estate development and community engagement as part of operations

Initiatives to Raise Awareness Among Officers and Employees

As part of its initiatives to promote respect for human rights, the Group recognizes the importance of raising human rights awareness among officers and employees, and conducts ongoing human rights training for all personnel to this end.

Furthermore, in the real estate industry, there are human rights issues specific to the nature of the business, including those related to land, such as discrimination against historically marginalized communities. We continuously conduct training to foster proper understanding and ensure appropriate responses, in an effort to prevent situations that could lead to human rights violations.

Participation in Construction and Real Estate Industry Initiatives

The Company participates in the Construction and Real Estate Human Rights Due Diligence Promotion Committee, a collaborative initiative involving nine construction and real estate companies.

This committee conducts research and studies on identifying and addressing impacts specific to the industry. These efforts are aimed at helping member companies fulfill their responsibility to avoid infringing on the human rights of others and to take measures to prevent, mitigate, and remediate adverse human rights impacts, as outlined in the United Nations Guiding Principles on Business and Human Rights.

Social Initiatives

Supply Chain Management

Policy and Approach

The Tokyo Tatemono Group conducts business in collaboration with construction companies, building management companies, and a range of different suppliers. Corporations are now expected to engage in sustainable procurement that encompasses respect for human rights and consideration for the environment, not only in their own operations, but across their entire supply chain. To this end, we are working to establish a sustainable supply chain that takes into account the impact of suppliers on the environment and society.

▶ (Sustainability Report 2026) Supply Chain Management P. 59–61

System

The Group's supply chain management initiatives are spearheaded by the Sustainability Committee. These initiatives include formulating and revising the Sustainable Procurement Standards, identifying key suppliers, deliberating and reporting on important supply chain management policies, and monitoring and evaluating the progress of related initiatives. Important matters deliberated or reported on by the committee are either reported to the Board of Directors or submitted for its consideration. The Board of Directors is responsible for supervising overall supply chain management.

We promote our supply chain management initiatives through dialogue with key suppliers, in collaboration with relevant departments and Group companies, and with the support of external experts while sharing information with industry peers.

▶ P. 45 Sustainability Promotion Framework

Risk Assessment When Engaging in New Overseas Businesses

When embarking on new projects outside Japan, we assess country-specific human rights risks, including how they differ from Japan. Specifically, we use tools such as risk checklists to assess the level of human rights risk prior to starting a project. We are also committed to incorporating the Sustainable Procurement Standards into joint venture agreements with our business partners.

Application of the Sustainable Procurement Standards

In May 2021, the Group formulated the Sustainable Procurement Standards, a set of shared Group-wide standards applicable to all suppliers working with the Group. These standards are designed to guide initiatives across the entire supply chain aimed at ensuring legal compliance, respect for human rights, occupational safety and health, the prevention of corruption, and realization of sustainable procurement practices that are mindful of environmental conservation. In 2023, we formulated our Sustainable Procurement Standards Guidelines and published them on our website. Furthermore, since 2023 we have been conducting annual surveys of key suppliers to gauge their awareness of, compliance with, and implementation of these standards.

	FY2023	FY2024	FY2025
Category	Construction companies	8 industry categories, including construction and building management	13 industry categories, including construction and building management
Number of companies surveyed	47	166	283
Number of responses received	45	139	223

Regarding the application of the procurement standards, we identify key suppliers based on factors such as transaction value, the potential impact on the Company's reputation in the event of a standards violation by the supplier, and the continuity and frequency of transactions with the Company. In particular, when selecting construction companies, who are key suppliers, we work to mitigate supply chain risks by requiring a credit assessment and the execution of a construction subcontractor agreement that includes clauses mandating compliance with our procurement standards. Both must be completed prior to placing any orders. The PDCA cycle for our supply chain management is as follows.

Supply Chain Management PDCA

