

Social

Health Management / Occupational Safety and Health

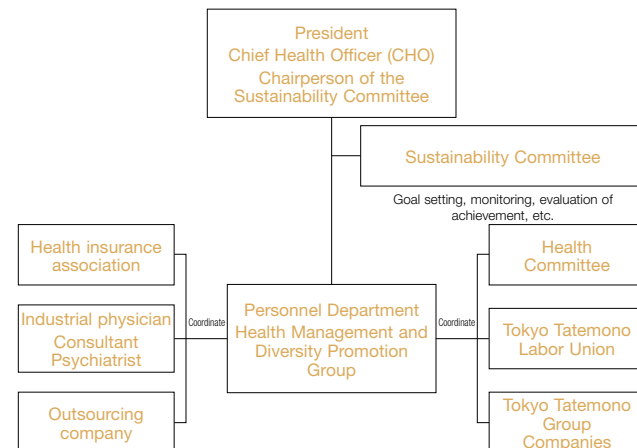
Policy and Concept

To enable our executives and employees to reach their full potential, Tokyo Tatemono Group strives to support and improve the health of each individual in accordance with the Group Health Management Declaration.

System

Tokyo Tatemono established the Health Committee, which consists of representatives from the Personnel Department and each office/location, as well as industrial physicians. The Health Committee generally convenes once a month for the purpose of improving standards of occupational health in the workplace and encouraging employees to maintain and improve their health. Moreover, we work to maintain and improve health

Health Management Promotion System



throughout the Tokyo Tatemono Group via exchanges between group companies.

Monitoring of the setting of targets and progress, as well as evaluation of the achievement of the targets, will be reported to the Board of Directors through the Sustainability Committee.

(Data) Health Management / Occupational Safety and Health Indicators and Results P.71

» Tokyo Tatemono Group Health Management Declaration

The corporate philosophy of Tokyo Tatemono is “Trust beyond the era,” which incorporates our will to strive for the growth of the company and the creation of a prosperous society, taking pride in the trust placed in us that extends over a century.

To embody this corporate philosophy, we believe the health of our executives and employees, as well as their families, is vital.

We see the mental and physical health of our executives and employees as the source of sustainable corporate growth and actively promote activities for every person to maintain and improve their health.

I will strengthen our environment to achieve this as the chief executive officer responsible for health management, and I vow that we will endeavor toward health management as a unified Group.

Hitoshi Nomura
President and Chief Executive Officer
Tokyo Tatemono Co., Ltd.

Third-Party Evaluation of Health Management

In 2014, the Development Bank of Japan, Inc. DBJ Employees Health Management Rating awarded Tokyo Tatemono the highest possible accolade for our earnest efforts toward health. The recognition cited our outstanding initiatives toward the health considerations of our employees.

In 2017, Tokyo Tatemono and four other group companies were recognized under the Certified Health & Productivity Management Outstanding Organizations Recognition Program, a program in which the Ministry of Economy, Trade and Industry certifies companies practicing excellent health management.

In addition, ten group companies were recognized by the National Federation of Health Insurance Societies (Kenporen) in Tokyo, receiving Silver and Gold certifications as outstanding health organizations under the Health & Productivity Management Outstanding Organizations Recognition Program.



Status of Certification as an Outstanding Health Management Company

	2018	2019	2020	2021
Tokyo Tatemono	Certified (White 500)	Certified (White 500)	Certified	Certified (White 500)
Tokyo Tatemono Real Estate Sales	—	—	—	Certified
E-State Online	—	Certified (White 500)	Certified	Certified
Tokyo Fudosan Kanri	—	—	Certified (White 500)	Certified
Tokyo Realty Investment Management	—	—	—	Certified

Corporate Philosophy, Group Profile, Contents, Editorial Policy

Management

Message from the President and CEO

ESG Management

Materiality of the Tokyo Tatemono Group

Special Feature

Environment

Environmental Management

Sustainability Finance

External Evaluation and Certification for Green Building

Responding to Climate Change

Pollution Control and Resource Recycling

Water Resources

Biodiversity

Responding to Natural Disasters

Social

Diversity & Inclusion

Work-Life Balance

Human Resource Investment and Development

> **Health Management / Occupational Safety and Health**

Respect for Human Rights

Improving Quality and Customer Satisfaction

Revitalizing and Utilizing Real Estate Stock

Contributing to Our Communities

Governance

Corporate Governance

Risk Management

Compliance

Supply Chain Management

Data

Third-Party Assurance

Social

Health Management / Occupational Safety and Health

Health Improvement Initiatives

Tokyo Tatemono coordinates with health insurance associations to conduct a wide range of initiatives for improving employees' health. We know the particular health risks of our employees and take preventative measures actively against severe illnesses for non-obese and young people not eligible for special health checkups. This is for the purpose of improving health through preventative and early-term treatment.

In addition, to prevent the onset of health problems, employees who work more than a certain number of hours overtime or on holidays are interviewed by industrial physicians.

■ Employee Health Management

Tokyo Tatemono has set a goal for 100% regular medical checkups for our employees, and we are advancing initiatives to raise greater awareness of health management among all employees. We have achieved this goal every year since 2011. Since 2017, we also conduct group dental examinations. (In 2020, it was cancelled due to the coronavirus pandemic.)

In terms of daily health measures to sustain and improve the health of our employees, we ensure that the costs required for voluntary health management, including physical examinations, cancer screenings, medical treatment, pharmaceuticals, and participation in health management programs, are covered in our Welfare Cafeteria Plan*.

Furthermore, we offer subsidies to cover the cost of vaccinations to prevent widespread infection during flu season. Since 2016, we have invited doctors to our facilities to provide vaccinations for better disease prevention.

* A system in which employees are provided a certain set of points to spend freely on a series of benefit options. This has the advantage of allowing individuals to enjoy a combination of benefits that suit their own circumstances.

 (Data) Health Management-related Measures P.71

■ Smoking Prevention

In 2019, we launched a smoke-free environment in our office. We are striving to lower our current 20% smoking rate to 12% or less by the end of fiscal 2022 (the same level as the goal set out in the Basic Plan to Promote Cancer Control (Third Term)). In 2020, the smoking rate was 17%, a significant decrease from 21% the year before.

 (Data) Health Management-related Measures P.71

■ Mental Health Initiatives

Each Tokyo Tatemono employee has access to an online service for annual stress self-checkups. This simple process provides employees with a clear picture of their own stress conditions.

In addition, we provide mental health counseling via health insurance associations. These counseling services are made available to employees with mental health concerns. In 2016, we launched a partnership with psychiatric advisors, creating a support structure that includes training to help employees return to work.

We conduct self-care and line care training to promote mental health awareness. This training is mandatory for new managers in particular. Currently, this training boasts a 100% attendance rate. We also invite sports trainers to teach company-wide training for all new employees. We work not only to help all of our employees understand the critical importance of their mental health, but also for early detection and prevention of mental health issues.

 Sustainability Website
Special Back Number: Steadily Achieving Results in Health Management (Published in 2017) (Only available in Japanese)

 Health Management Initiative (Only available in Japanese)

Occupational Health and Safety Initiatives

Tokyo Tatemono works to ensure employee safety by advancing a wide range of initiatives to guarantee a work-friendly environment as stated in our Compliance Manual.

 (Data) Lost Time Injuries P.72

■ Maintaining the Work Environment

We are working to ensure a work-friendly environment by reducing fatigue and stress caused by work. This helps to prevent occupational accidents and health problems. With the relocation of our head office functions to the Tokyo Tatemono Yaesu Building, we are putting into practice our approach of creating an office where employees can work comfortably.

Improvement of Working Environment at Tokyo Tatemono Yaesu Building

Work environment	Thermal condition	Temperature control by AI air conditioning
	Visual environment	Installation of task lighting with adjustable illumination
	Sound environment	Installation of sound-proof booths and sound masking
Work method	Improvement of work posture by introducing tilting and lifting desks	
Rest Support	Set up a cafe space as a place for rest and communication	
	Installation of health equipment	
	Greening the office	

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