



Sustainability Promotion

Sustainability Promotion Policy

- Sustainability Promotion Framework
- Material Issue KPIs and Targets
- Stakeholder Engagement
- Participation in Initiatives
- External Evaluation for Sustainability

Environment

- Disclosure Based on TCFD Recommendations
- Disclosure Based on TNFD Recommendations
- Environmental Management
- Promoting a Decarbonized Society
- Responding to Natural Disasters
- Biodiversity
- Water Resources
- Promoting a Recycling-oriented Society
- External Evaluation and Certification Related to Environmental Friendliness
- Sustainability Finance

Social

- Respect for Human Rights
- Supply Chain Management
- Improving Quality and Customer Satisfaction
- Revitalizing and Utilizing Real Estate Stock
- Contributing to Local Society and Communities
- Human Resource Development
- Health Management / Occupational Health and Safety
- Diversity & Inclusion

Governance

- Corporate Governance
- Risk Management
- Compliance

Data

Third-party Assurance

Policy for Promoting Sustainability Initiatives

Tokyo Tatemono Group's Promotion of Sustainability Initiatives

The Tokyo Tatemono Group has established the Tokyo Tatemono Group Sustainability Policy as a Group-wide policy, which sets out the main sustainability initiatives to be promoted over the long term and the outcomes to be achieved through them.

We have identified 14 material issues related to sustainability initiatives from the perspectives of "Social Value Creation" and a "Value Creation Platform," with an awareness of our shared values with society that we realize through our business.

In our long-term vision for 2030, "Becoming a Next-Generation Developer," we set forth the aim of being a good company for all stakeholders. We will achieve this by striking a high level of balance between solving social issues and growing as a company. In addition, in our Medium-term Business Plan (FY2025 - 2027) formulated to realize our long-term vision, we have set "Evolution of Management Infrastructure to Support Growth" as a basic policy and identified Sustainability (Environment, Society, and Governance) as one of its components.

Based on these, by promoting a range of sustainability initiatives as a unified Group, we will achieve growth as a business and contribute to the realization of a sustainable society.

[Long-term Vision, Medium-term Business Plan](#)

Tokyo Tatemono Group Sustainability Policy

The Tokyo Tatemono Group has established this policy and promotes sustainability initiatives in a unified manner by sharing and embedding its contents across the organization.

Tokyo Tatemono Group Sustainability Policy

Guided by our Group philosophy of 'Trust beyond the era.' the Tokyo Tatemono Group will continue to advance our sustainability initiatives through our business operations toward the realization of a sustainable society. To accomplish this, each individual Group officer and employee will continue to address social issues with integrity and build relationships of trust and cooperation with all stakeholders.

We are committed to contributing to the realization of a sustainable environment through our business activities that promote harmony with the planet.

We are committed to contributing to the realization of a sustainable environment where future generations can feel safe and secure and enjoy peace of mind. We will achieve this through the development and maintenance of environmentally-friendly buildings and the provision of related services; the creation and preservation of green spaces in urban areas; the utilization of energy to promote a decarbonized society; the use of resources to promote a recycling-oriented society; and measures to respond to natural disasters caused by climate change.

We are committed to supporting people and contributing to the creation of a society where everyone can live fulfilling and active lives.

We are committed to contributing to the creation of a society where everyone can live fulfilling and active lives. We will achieve this through initiatives such as human resource development to improve employee satisfaction and working environment, the improvement of health, and the practice of diversity and inclusion; the provision of products and services that put our customers first; urban development that engages with local society; and efforts to respect the values and human rights of all people.

We are committed to sustainably enhancing our corporate value by engaging in fair and sound corporate activities.

We are committed to meeting the trust and expectations of all our stakeholders and sustainably enhancing our corporate value by strictly complying with laws and regulations, social norms and corporate ethics, while working toward the advancement of governance through measures such as strengthening the risk management framework and ensuring transparency through appropriate disclosure.

[Tokyo Tatemono Group Sustainability Policy](#)

Corporate Philosophy, Corporate Data, Financial Highlights, Editorial Policy

Message from the President and CEO



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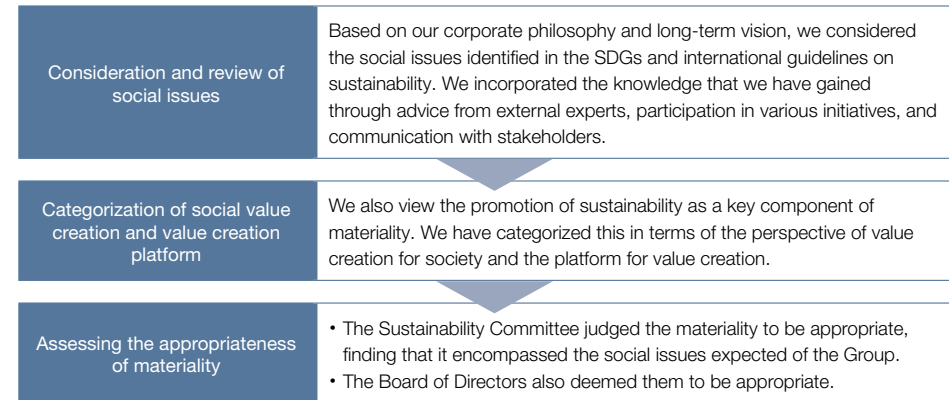
Policy for Promoting Sustainability Initiatives

Materiality of the Tokyo Tatemono Group

In 2019, the Tokyo Tatemono Group determined a number of material issues for the social issues identified in consideration of international issues (the SDGs) in addition to domestic or industry-specific issues, evaluating their importance in terms of the magnitude of social needs and their affinity with our business.

Since 2020, we have been revising these material issues with a view to further strengthening alignment with our management plans, while taking into account the formulation of our long-term vision looking ahead to 2030 and changes in the external environment underlying it. This has been in response to major changes in the social landscape and people's values, such as with the COVID-19 pandemic. In the higher level realization of solving social issues and growing as a company set forth in the long-term vision, we have identified 14 material issues related to sustainability initiatives from the perspective of both social value creation and value creation platforms, with an awareness of our shared values with society that we realize through our business.

Current Materiality Identification Process



The Tokyo Tatemono Group will seek to develop solutions to these material issues through its business to maximize our positive impact (opportunities) on society while minimizing our negative impact (risks). In this way, we will help bring about a sustainable society.

Materiality of the Tokyo Tatemono Group

	Material issues	Shared values with society	Contribution to SDGs
Social value creation	Strengthening Tokyo's competitiveness as an international city	Creating value of place and value of experience	
	Contributing to a safe and secure society		
	Community building and revitalization		
	Wellbeing		
	Addressing the diverse needs of customers and society		
	Value co-creation and innovation		
	Social implementation of technology		
Value creation platform	Revitalizing and utilizing real estate stock	Coexistence with the Earth and the environment	
	Promoting a decarbonized society		
	Promoting a recycling-oriented society		
Value creation platform	Improve employee growth and job satisfaction	Value-creating talent	
	Diversity & Inclusion		
	Advancement of governance	Realizing sustainability management	
	Strengthen risk management framework		

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Tokyo Tatemono Group's Long-Term Vision

The Tokyo Tatemono Group has established its long-term vision looking ahead to 2030, "Becoming a Next-Generation Developer," to achieve sustainable growth and increase corporate value over the medium to long term.

..... Long-term Vision for 2030*

Becoming a Next-Generation Developer

We live in a time of profound change. We are experiencing shifting demographics, growing diversity among personal values, ever-accelerating technological development, and more. Amidst these uncertainties, a broad range of challenges to achieving social sustainability have emerged. The Tokyo Tatemono Group understands that the role of developers must also change in fundamental ways. The group's aim is to be a good company for stakeholders by leveraging its businesses to solve social issues and achieve higher levels of growth as a company. By doing so, we aim to be a good company for all our stakeholders.

*Beginning with the period covered by the Group Medium-term Business Plan (FY2025 - FY2027), the target year for the long-term vision has been revised from around 2030 to 2030.

Tokyo Tatemono Group's Medium-term Business Plan (FY2025 - 2027)

Since the announcement of our long-term vision in 2020, uncertainty in the business environment surrounding the Tokyo Tatemono Group has increased and the pace of change is accelerating due to factors such as changes in people's behavior resulting from the COVID-19 pandemic, rising geopolitical risks, a shift away from unprecedented monetary easing policies, and the sharp rise in construction costs caused by inflation and other factors.

Based on this understanding, we have formulated a Medium-term Business Plan covering FY2025 to FY2027 as a milestone toward realizing our long-term vision.

The Medium-term Business Plan sets forth as a basic policy the achievement of accelerated growth and improved capital efficiency through the construction of a resilient and flexible business portfolio. In addition, it sets forth the advancement of management infrastructure to support growth as a foundation and identifies Sustainability (Environment, Society, and Governance), Human Capital, and DX as its components.

Contribute to the SDGs

Our Long-term Vision looks ahead to 2030, which is also the target year for the Sustainable Development Goals (SDGs). The Tokyo Tatemono Group will contribute to the SDGs by solving various social issues in our long-term vision. Also, we believe that realizing our shared values with society by solving material issues also contributes to achieving the SDGs, and as a developer, we will conduct our business with the aim of realizing a sustainable society.

Raising Awareness on Sustainability

The Group conducts various training programs for officers and employees of Tokyo Tatemono and each Group company to raise awareness, thereby promoting sustainability initiatives in a unified manner.

Implementation Status of Sustainability Training (e-Learning) (FY2025)

Theme	Scope of Coverage	Attendance (%)
<ul style="list-style-type: none"> Tokyo Tatemono Group Sustainability Policy Overview of Environmental and Social Targets of the Tokyo Tatemono Group Progress and Issues for Environmental and Social Targets of the Tokyo Tatemono Group Human Rights: Response Flow for Human Rights Violations Involving Partners Supplier Survey and Interview Results Examples of Sustainability Initiatives by Industry Peers 	All Officers and Employees of Tokyo Tatemono*1	99.9
<ul style="list-style-type: none"> Tokyo Tatemono Group Sustainability Policy Overview of Environmental and Social Targets of the Tokyo Tatemono Group Human Rights: "Respect for Human Rights as a Company" Everyday Environmental Initiatives (Energy, Waste, etc.) Sustainability Initiatives of Each Group Company 	All Officers and Employees of Group Companies*2	91.9

*1 Includes secondees and contract employees; excludes employees on maternity, childcare, or other leave.

*2 Scope may be adjusted based on the circumstances of each company, such as whether computers have been provided.