

Sustainability Initiatives Promotion Framework

- 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

Governance

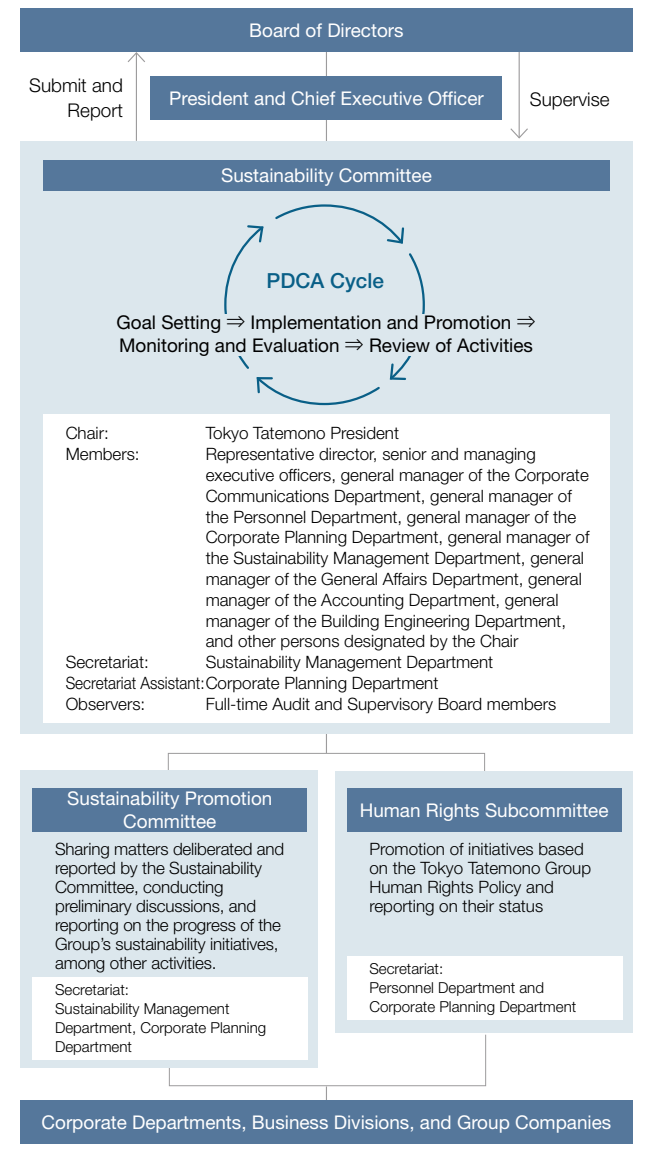
To consistently pursue initiatives related to sustainability across the entire Group, Tokyo Tatemono established the Sustainability Committee, chaired by our president. The Sustainability Promotion Committee, which consists of departments within the corporate division and each business division, among others, and Human Rights Subcommittee were also established under the Sustainability Committee.

The Sustainability Committee, like the Executive Committee, Risk Management Committee, and Internal Control Committee, is under the direct control of the president. It meets in principle at least twice a year to deliberate and report on matters related to the formulation of the Group's policies for sustainability initiatives, the development of systems, the setting of indicators and targets, and the monitoring of progress and disclosure of information. The Committee met five times in fiscal 2025 to deliberate and report on "Disclosure based on TNFD recommendations," "Policies regarding initiatives related to the introduction of renewable energy in the Commercial Properties Business," "Progress on environmental and social targets," "Establishment of the Tokyo Tatemono Group Sustainability Policy," and "Progress on supply chain management initiatives."

The subcommittee shares matters deliberated and reported by the Sustainability Committee, conducts preliminary discussions, and reports on the progress of the Group's sustainability initiatives. The Human Rights Subcommittee promotes initiatives based on the Tokyo Tatemono Group Human Rights Policy and reports on their status.

Important matters deliberated and reported by the Committee are submitted to or reported to the Board of Directors. The Board makes decisions on important matters related to the sustainability initiatives promoted by the Group, monitors the implementation status of individual measures, and supervises sustainability initiatives as a whole.

Sustainability Promotion Framework Chart



Risk Management

To centrally manage risk throughout the Group, Tokyo Tatemono established its Risk Management Committee chaired by the President. At the Risk Management Committee, we formulate annual risk management plans, evaluate and analyze material management risks (priority risks), formulate preventive measures and countermeasures, and periodically monitor the status of countermeasures. In addition, we have established a unified risk management structure consisting of the general managers of each department as the Risk Management Officer responsible for managing risk within their respective departments (department-managed risk), and the President as the Chief Risk Management Officer, who centrally oversees company-wide risk.

Furthermore, by adopting the principles of the Three Lines Model, we aim to maintain and enhance the effectiveness of our risk management efforts.

With regard to sustainability-related risk management, the Sustainability Committee works with relevant departments to manage risks and reports important matters on the status of implementation to the Risk Management Committee. Important matters deliberated by the Risk Management Committee, such as the risk management structure, policies, and annual plans, are regularly submitted to or reported to the Board of Directors. The Board supervises the effectiveness of the Group's overall risk management, including sustainability-related risks.

[Risk Management \(p. 95\)](#)