

Message from the President and CEO

Promotion of Sustainability Initiatives

- Policy for Promoting Sustainability Initiatives
- Framework for Promoting Sustainability Initiatives
- 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

The Tokyo Tatemono Group upholds the corporate philosophy of Tokyo Tatemono, ‘Trust beyond the era.’, as the group philosophy for the entire organization.

The value we provide to society is founder Zenjiro Yasuda’s principle of “The customer always comes first” and the trust backed the credibility we have cultivated in over approximately 130 years of business since then.

Group Philosophy

Trust beyond the era.

We aim to grow the Company and to create a prosperous society, taking pride in the level of trust placed in us for more than a century.

Corporate Stance

Corporate Stance ‘Trust beyond the era.’ was established as the corporate philosophy of Tokyo Tatemono in 1996, marking the company’s 100th anniversary. To put this philosophy into practice, Tokyo Tatemono has defined the following corporate stance.

We support affluent and dream-filled living.
We aim to create comfortable urban environments.
We create worthwhile spaces offering peace of mind.

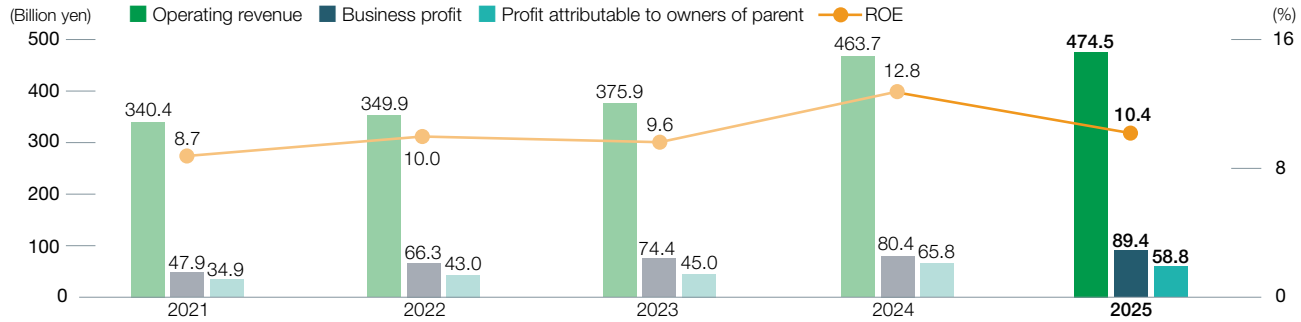


Company Profile (as of December 31, 2025)

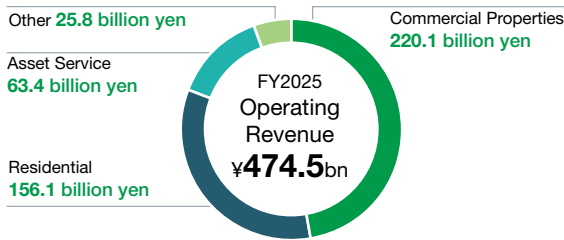
Company Name	Tokyo Tatemono Co., Ltd.		Business Segments	Commercial Properties (development, sale, lease, and management of office buildings, commercial facilities and logistics facilities), Residential (development, sale, lease, and management of condominiums), Asset Service Business (real estate brokerage and consulting; parking lot development and operation), Other (Leisure Business, Fund Business, Overseas Business, and other businesses) Our Business
Head Office	Tokyo Tatemono Yaesu Building, 1-4-16 Yaesu, Chuo-ku, Tokyo 103-8285 *The head office location on the commercial registration is 1-9-9 Yaesu, Chuo-ku, Tokyo			
Representative	President and Chief Executive Officer	Katsuhito Ozawa	Number of Employees	836
Established	October 1, 1896		Number of Consolidated Employees	5,035
			Number of Consolidated Subsidiaries	44
Capital	92.4 billion yen		Number of Affiliates Accounted for by the Equity Method	41

Financial Highlights

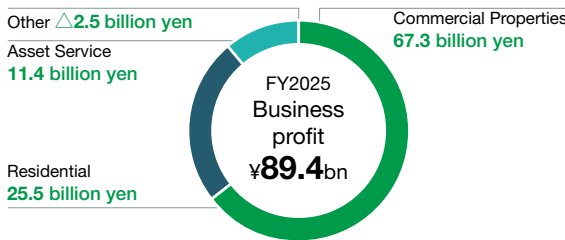
Operating Revenue, Business Profit, Profit Attributable to Owners of Parent, and ROE



Operating Revenue per Segment



Operating Revenue per Segment



*Business profit includes ¥142 million in eliminations of inter-segment transactions other than those above and ¥12,352 million in Group-wide expenses and other items not allocated to each reportable segment, as adjustments to segment profit or loss.

Message from the President and CEO

Promotion of Sustainability Initiatives

- Policy for Promoting Sustainability Initiatives
- Framework for Promoting Sustainability Initiatives
- 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

CONTENTS

02 Group Philosophy, Corporate Data, Financial Highlights, Editorial Policy

04 Message from the President and CEO

07 Promotion of Sustainability Initiatives

- 07 Policy for Promoting Sustainability Initiatives
- 10 Framework for Promoting Sustainability Initiatives
- 11 Material Issue KPIs and Targets
- 13 Stakeholder Engagement
- 14 Participation in Initiatives
- 16 External Evaluation for Sustainability

17 Environment

- 18 Disclosure Based on TCFD Recommendations
- 22 Disclosure Based on TNFD Recommendations
- 28 Environmental Management
- 31 Promoting a Decarbonized Society
- 38 Responding to Natural Disasters
- 42 Biodiversity
- 44 Water Resources
- 46 Promoting a Recycling-oriented Society
- 49 External Evaluation and Certification Related to Environmental Friendliness
- 50 Sustainability Finance

53 Social

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

88 Governance

- 89 Corporate Governance
- 95 Risk Management
- 98 Compliance

- 103 Data
- 113 Third-party Assurance



Editorial Policy

The Tokyo Tatemono Group (hereinafter, the “Group”) publishes sustainability-related information to communicate to stakeholders about our role in helping to realize a sustainable society and the initiatives we are promoting, and disseminates information on sustainability initiatives (hereinafter, “sustainability information”) to society at large. All sustainability information is published on the Sustainability section of our website, with this report serving as the primary annual publication that comprehensively presents such information. In disseminating sustainability information, we focus on communicating, for the Group as a whole and for each key issue facing companies, policies, targets, systems, and specific initiatives related to our efforts, while also providing updates on the status of these initiatives and enhancing the disclosure of quantitative data. In this report, the Tokyo Tatemono Group is referred to as the “Tokyo Tatemono Group” or the “Group,” Tokyo Tatemono Co., Ltd. is referred to as “Tokyo Tatemono” or the “Company,” and individual Group companies are referred to by their respective company names.

Issue date

June 2026
(previous report published June 2025, next scheduled report June 2027)

Reporting Period

The period covered by this report addresses our activities in FY2025 (January 1, 2025 to December 31, 2025). The report also presents some other information that is not limited to the fiscal year under review. Certain items in the Data section correspond to the period between April and March of the following fiscal year.

Scope of Coverage

While this report is focused primarily on reporting the initiatives of the Group, it also covers the initiatives of Tokyo Tatemono and each Group company. Any exceptions, such as reporting beyond the scope of this table, are noted separately where relevant.

Reporting Scope		Percentage in Group Total*2	
		% of Sales	% of Employees
Tokyo Tatemono Group*1	(All businesses)	100%	100%
Tokyo Tatemono		67.2%	16.6%
	Commercial Properties Business	36.4%	
	Residential Business	30.2%	

*1 Refers to Tokyo Tatemono and its 44 consolidated subsidiaries in Japan and overseas.

*2 For data coverage, % of sales applies to data related to business activities, while % of employees applies to personnel data.

Referenced Guidelines

- The Sustainability Reporting Standards of the Global Reporting Initiative (GRI)
- The SASB Standards of the Sustainability Accounting Standards Board (SASB)
- ISO 26000: 2010 Guidance on social responsibility
- Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)
- Recommendations of the Task Force on Nature-related Financial Disclosures (TNFD)
- ISO 30414: 2018 Human Resource Management — Guidelines for internal and external human capital reporting

☑ Comparison Tables

Third-party Assurance

Tokyo Tatemono underwent a third-party quality assurance evaluation by LRQA Limited in connection with certain environmental and social data to ensure the integrity of the data within this report. Data subject to third-party assurance is labeled accordingly in the Data section ✓.