

Group Philosophy, Corporate Data,  
Financial Highlights, Editorial Policy

Message from the President and CEO

Promotion of Sustainability Initiatives

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- Framework for Promoting Sustainability Initiatives
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# Respect for Human Rights

## Policy and Concept

Based on the United Nations Guiding Principles on Business and Human Rights, the Tokyo Tatemono Group has established the Tokyo Tatemono Group Human Rights Policy, which specifies the matters all employees, including officers and contract employees, as well as temporary employees, and all other persons engaged in business, should adhere to. Based on this policy, the Tokyo Tatemono Group is promoting initiatives to respect the human rights of all stakeholders involved in our business, such as the prohibition of forced labor and child labor, and the prohibition of discrimination and harassment based on race, nationality, beliefs (including religion), gender, sexual orientation, age, social status, origin, or disability.

Through human rights due diligence based on this policy, the Tokyo Tatemono Group is working to identify issues related to human rights in the Tokyo Tatemono Group's business, mitigate or remedy any issues that exist, and provide relief to those who have been adversely affected by any human rights issues.

Furthermore, by publishing this policy on our website, we clearly communicate our expectations for all stakeholders to advance initiatives related to respect for human rights.

We also request that suppliers collaborating with the Group in its business activities, including secondary and subsequent suppliers, promote respect for human rights through initiatives based on the Sustainable Procurement Standards.

| Item                     | Scope of coverage    | KPI and targets                                                                             |
|--------------------------|----------------------|---------------------------------------------------------------------------------------------|
| Respect for Human Rights | Tokyo Tatemono Group | Dissemination of the Human Rights Policy<br>Deployment to and compliance by group companies |

- [Tokyo Tatemono Group Human Rights Policy](#)
- [Sustainable Procurement Standards](#)
- [Guidelines for the Sustainable Procurement Standards](#)
- [Material Issue KPIs and Targets \(p. 11\)](#)
- [Participation in Initiatives \(p. 14\)](#)
- [Supply Chain Management \(p. 59\)](#)

### International Norms the Tokyo Tatemono Group Supports and Respects

- The International Bill of Human Rights, consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights
- Guiding Principles on Business and Human Rights
- International labor standards on human rights, such as the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, which stipulates fundamental rights in the workplace (freedom of association and the right to collective bargaining, the elimination of forced labor, the effective abolition of child labor, and the elimination of discrimination in respect of employment and occupation)

### Compacts Tokyo Tatemono Has Signed and Endorsed in which the Group Participates

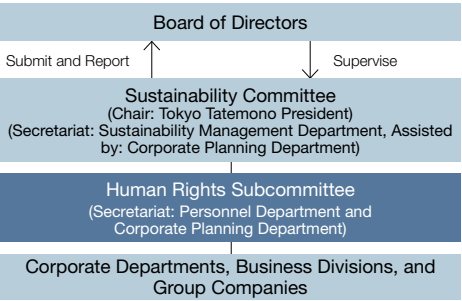
- United Nations Global Compact

## System

The Tokyo Tatemono Group, led by the Sustainability Committee, chaired by the President, and the Human Rights Subcommittee, which is a subordinate organization of the Sustainability Committee, promotes initiatives related to respect for human rights together with relevant departments and Group companies, and with support from external experts.

The Sustainability Committee not only deliberates and reports on the formulation of Human Rights Policies, etc., the development of systems, the setting of human rights-related metrics and targets, and specific initiatives, but also monitors and evaluates the status of initiatives and the progress of achieving 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 FY2025, 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.

### Framework Chart (Human Rights)



[Framework for Promoting Sustainability Initiatives \(P.10\)](#)

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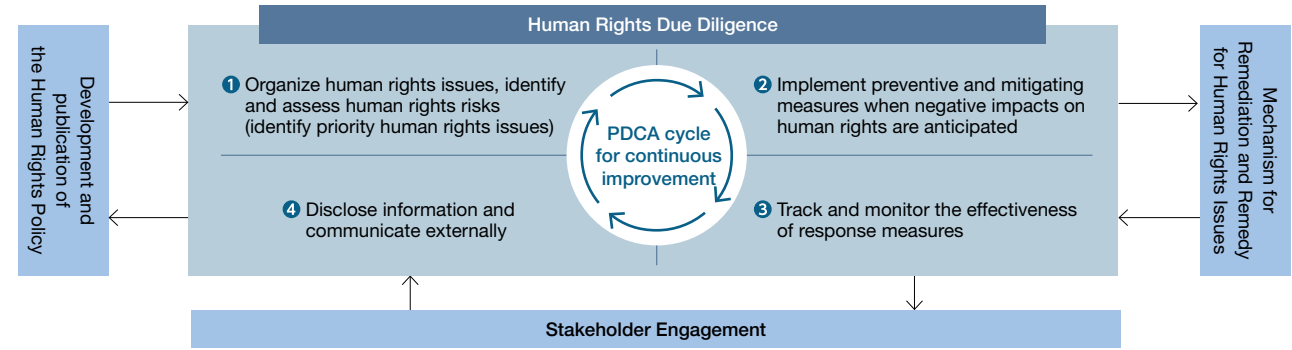
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Human Rights Due Diligence Initiatives

The Tokyo Tatemono Group is engaged in human rights due diligence in accordance with the Tokyo Tatemono Group Human Rights Policy. Human Rights Due Diligence involves identifying human rights issues, prioritizing those requiring action, anticipating potential negative impacts on human rights, implementing preventive or mitigating measures, monitoring and tracking their effectiveness, and making improvements as necessary.

Human Rights Due Diligence Process



1 Organize human rights issues, identify and assess human rights risks (identify priority human rights issues)

Organizing Human Rights Issues

Based on the United Nations Environment Programme Finance Initiative (UNEP FI) Human Rights Guidance Tool and other guidance on human rights, the Tokyo Tatemono Group has organized the stakeholders involved in the Tokyo Tatemono Group's business and identified general human rights issues that may arise as a result of corporate activities, as well as human rights issues specific to the real estate industry.

Major Human Rights Issues Identified Based on The Tokyo Tatemono Group's Business

| Stakeholders                                                                                                                  | Major human rights issues                                                                                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Workers at Tokyo Tatemono and Group Companies                                                                                 | Health and safety, earthquakes and pandemics, discrimination and harassment, long working hours, working conditions and working environment, etc.                               |
| Workers of the Tokyo Tatemono Group's business partners and suppliers, such as construction and building management companies | Forced labor, child labor, health, health and safety, industrial accidents, discrimination and harassment, long working hours, working conditions and working environment, etc. |
| Customers using the Tokyo Tatemono Group's products and services                                                              | Safety of products and services, human rights violations related to products and services, personal information and privacy, etc.                                               |
| All members of society and communities (including indigenous peoples) in regions where the Tokyo Tatemono Group operates      | General impact on local communities, such as forced migration, rights of local residents, and bribery and corruption.                                                           |

Identification and Assessment of Human Rights Risks (Identifying Priority Human Rights Issues)

Based on the organized human rights issues, we identified and disclosed the human rights issues that are a priority for the Tokyo Tatemono Group after identifying the human rights risks specific to the Tokyo Tatemono Group. We then assessed the level of priority from the perspective of the scale of the impact on human rights, including the severity and likelihood of occurrence, and the connection with the Tokyo Tatemono Group. During this process, we received advice from human rights experts and had discussions at workshops attended by all group companies as well as consultations at Sustainability Committee meetings.

For the identified priority issues, we continually strive to understand conditions across business areas, countries, and regions. When potential negative impacts on human rights are anticipated, we implement preventive or mitigating measures. The effectiveness of these measures is monitored, and if problems are found, we make efforts to improve them and disclose the status of these efforts.

Tokyo Tatemono Group's Priority Human Rights Issues

- Forced labor, child labor
- Impact on local communities
- Health and safety
- Discrimination and harassment
- Employee working conditions and working environment
- Supplier working conditions and working environment
- Right to privacy

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② Implement preventive and mitigating measures when negative impacts on human rights are anticipated / ③ Track and monitor the effectiveness of response measures

In order to reduce risks to the human rights priority issues that have been identified, the Tokyo Tatemono Group looks at specific initiatives led by the Human Rights Subcommittee, implementing them in each relevant department. The effectiveness of these initiatives is regularly checked and reviewed as necessary through monitoring and dialogue with stakeholders.

Overview of Initiatives to Address Human Rights Priority Issues

| Priority human rights issues       | Outline of initiatives                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                    | In the Tokyo Tatemono Group                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | In the supply chain                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Forced labor, child labor          | <ul style="list-style-type: none"><li>• The Tokyo Tatemono Group Human Rights Policy clearly states the prohibition of forced labor and the effective elimination of child labor</li><li>• Prevention and early detection of forced labor through compliance surveys targeting all Group officers and employees and regular interviews conducted by the Personnel Department with all Tokyo Tatemono officers and employees</li><li>• Strict age verification using official documents at the time of hiring, among other measures</li></ul>                                                                                                                                                                                                                                                                                                                                                                        | <ul style="list-style-type: none"><li>• Clearly stating the elimination and prevention of forced labor and child labor in the Sustainable Procurement Standards, and requesting and monitoring compliance from suppliers etc. (p.59–60)</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Impact on local communities        | <ul style="list-style-type: none"><li>• Compliance with international human rights standards and the laws and regulations of countries and regions where we operate</li><li>• Engaging in dialogue and communication with local communities and nearby residents during the development and ownership of real estate (p. 57), etc.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <ul style="list-style-type: none"><li>• Clearly stating the need to build, maintain, and enhance good relationships with local communities, as well as to understand and respect local cultures and customs, in the Sustainable Procurement Standards, and requesting and monitoring compliance from suppliers (p. 59-60)</li><li>• Conducting risk assessments when participating in new overseas projects, including checks on proper land acquisition and resident relocation, assessment of environmental and social impacts, consideration for local communities and indigenous peoples, identification of supply chain impacts, and other matters</li></ul> |
| Health and safety                  | <ul style="list-style-type: none"><li>• Setting and implementing health goals for all Tokyo Tatemono officers and employees (p. 78-80)</li><li>• Conducting training to improve health literacy and implementing stress self-checks (p. 80)</li><li>• Mental Health Initiatives (p. 80)</li><li>• Establishing frameworks to ensure the safe sale and provision of products and services, and disclosing information on various measures to enhance product safety (p. 62-64)</li><li>• Establishing telework environments to ensure employee safety and business continuity during major disasters, developing a Basic Plan for Earthquake Measures, implementing a night duty system and conducting regular drills, and introducing an employee safety confirmation system, etc. (p. 97)</li></ul>                                                                                                                | <ul style="list-style-type: none"><li>• Clearly stating in the Sustainable Procurement Standards the need to ensure and improve product and service quality, disclose accurate information, and respond sincerely to requests and complaints, so that tenants and residents can use our products and services with peace of mind, and requesting and monitoring compliance from suppliers (p. 59-60)</li></ul>                                                                                                                                                                                                                                                    |
| Discrimination and harassment      | <ul style="list-style-type: none"><li>• Clearly stating the prohibition of discrimination and harassment in the “Compliance Code of Conduct” and the “Tokyo Tatemono Group Compliance Manual” (p. 99)</li><li>• Raising awareness through training on human rights and harassment (p. 57)</li><li>• Establishing consultation desks for harassment-related issues (p. 57)</li><li>• Oversight of all recruitment activities by the Fair Recruitment, Selection and Human Rights Awareness Promotion Officer*1 (a role held by the general manager of the Personnel Department)</li><li>•  <a href="#">Formulating Tokyo Tatemono Group Basic Policy on Customer Harassment</a> and disclosing it on the company website, as well as developing the Customer Harassment Response Manual</li></ul>                                                                                                                    | <ul style="list-style-type: none"><li>• Clearly stating the prohibition of discrimination and harassment in the Sustainable Procurement Standards, and requesting and monitoring compliance from suppliers, etc. (p. 59-60)</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Working conditions and environment | <ul style="list-style-type: none"><li>• Clearly stating the importance of ensuring a comfortable working environment in the “Compliance Codes of Conduct” and “Tokyo Tatemono Group Compliance Manual” (p. 99)</li><li>• Clearly stating working conditions and job responsibilities at the time of hiring to prevent unfair assignments or transfers</li><li>• Conducting regular dialogue between labor unions and management (p. 82)</li><li>• Initiatives to Limit Overtime Work (p. 82)</li><li>• Implementing risk countermeasures and training aimed at preventing occupational accidents at construction sites (p. 81)</li><li>• Conducting interviews*2 with foreign workers (technical intern trainees and specified skilled workers) at two Group companies (Tokyo Building Service and Seishin Service Co., Ltd.), for the purpose of identifying human rights issues, among other objectives</li></ul> | <ul style="list-style-type: none"><li>• Clearly stating in the Sustainable Procurement Standards the prohibition of illegal long working hours and excessive labor, as well as the need to establish a safe and healthy working environment, and requesting and monitoring compliance from suppliers (p. 59-60)</li></ul>                                                                                                                                                                                                                                                                                                                                         |
| Right to privacy                   | <ul style="list-style-type: none"><li>• Thorough management of personal information (p. 96)</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <ul style="list-style-type: none"><li>• Clearly stating in the Sustainable Procurement Standards the need to protect and appropriately manage personal information and confidential matters, ensure the confidentiality of whistleblower information, protect whistleblower anonymity, and prevent retaliation, and requesting and monitoring compliance from suppliers (p. 59-60)</li></ul>                                                                                                                                                                                                                                                                      |

\*1 Plays a central role in promoting human rights awareness within the company, including the establishment of a fair recruitment and selection system and the implementation of human rights awareness training.  
\*2 In addition to the interviews, the systems in place for accepting foreign workers at the two Group companies are also examined.

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4 Disclose information and communicate externally

The Tokyo Tatemono Group discloses information on the status of human rights due diligence and initiatives related to respect for human rights through the Sustainability Report and other channels.

Dialogue with Stakeholders on Human Rights Issues

The Tokyo Tatemono Group actively engages in dialogue with its stakeholders on human rights issues.

Dialogue is carried out with Tokyo Tatemono employees through compliance surveys and regular interviews conducted by the Personnel Department, and with suppliers, including construction companies and building management companies, through surveys, subsequent feedback, and interviews. We also engage in dialogue with local communities and surrounding areas where we develop and own real estate by explaining how we intend to develop and operate the real estate projects. Based on the results of these dialogues and advice from outside experts on human rights, we are promoting initiatives to respect human rights.

Raising Awareness Among Officers and Employees

In our efforts to respect human rights, the Tokyo Tatemono Group recognizes the importance of raising awareness of human rights among its officers and employees. As such, the Group continuously conducts human rights-related training for all its officers and employees for the purpose of raising awareness.

Due to the nature of the business in the real estate industry, there are various human rights issues relating to land, such as the Dowa problem (discrimination against the Buraku people of Japan). In training for newly appointed managers (supervisors), we also cover topics related to preventing discrimination and harassment and responding appropriately when such issues arise. Through this training, we seek to prevent human rights violations in the workplace and ensure proper handling.

Results of FY2025 Initiative

| Details                                                                                                                                                                                                                                                                                                                                                                                      | Scope                                              | Attendance                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|------------------------------------------------------|
| Conducted basic training on respect for human rights as a company, as well as training on the so-called Dowa problem (Buraku discrimination problem) specific to the real estate industry                                                                                                                                                                                                    | New employees and mid-career hires                 | 100%                                                 |
| Conducting training on human rights risks related to overseas projects                                                                                                                                                                                                                                                                                                                       | Employees involved in overseas business operations | 100%                                                 |
| Conducted training on respecting human rights in the supply chain when conducting business                                                                                                                                                                                                                                                                                                   | All Group officers and employees*                  | Tokyo Tatemono Group: 91.9%<br>Tokyo Tatemono: 99.9% |
| Conducted compliance training on the Tokyo Tatemono Group’s Compliance Codes of Conduct, which sets forth obligations such as “respect for human rights and prohibition of discrimination,” “prohibition of harassment,” and “ensuring a comfortable working environment,” as well as on information management and the Act for Eliminating Discrimination against Persons with Disabilities | All Group officers and employees*                  | Tokyo Tatemono Group: 99.5%<br>Tokyo Tatemono: 100%  |
| Conducted compliance surveys to regularly understand and verify compliance awareness and status                                                                                                                                                                                                                                                                                              |                                                    | (Response rate)<br>Tokyo Tatemono Group: 80.1%       |

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

- Helpline (Anonymous Whistleblower System) (p. 100)
- Compliance Training (p. 102)
- Compliance Surveys (p. 102)
- (Data) Attendance in human rights training (p. 107)

Mechanism for Remediation and Remedy for Human Rights Issues

We have established a system that allows internal and external stakeholders to report concerns about human rights in the event of any possible abuse, and to promptly and appropriately provide redress.

Contact Points for External Stakeholders

The Tokyo Tatemono Group has an Inquiries page on its website that is available to external stakeholders for inquiries on a wide range of topics, including matters related to discrimination and human rights abuses.

Contact Points for External Stakeholders

Establishment of a Helpline (Anonymous Whistleblower System)

Tokyo Tatemono and the Group companies have introduced an internal whistleblower system with the aim of the prevention and early detection of incidents of non-compliance. The helplines available to the Tokyo Tatemono Group support multiple languages, with the “Tokyo Tatemono Group Helpline” available in Japanese and the “TOKYO TATEMONO GROUP HELPLINE” available in foreign languages (English, Chinese, Thai, and Indonesian). Both helplines accept inquiries 24 hours a day, 365 days a year. In addition, the Personnel Department at Tokyo Tatemono has set up a consultation service on harassment, staffed by one male employee and one female employee.

Anonymous reports are also accepted at each contact point, and the privacy of anyone who uses the helpline is protected. They are also protected from prejudicial treatment due to their report. The content of any reports or consultations received is subjected to an investigation and fact check. After this, corrective measures and preventive measures are promptly implemented. This system is communicated to eligible users through posters at worksites, postings on the company intranet, and compliance training sessions.

Helpline (Anonymous Whistleblower System) (p. 100)

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Participation in Construction and Real Estate Industry Initiatives

Tokyo Tatemono participates in the Human Rights Due Diligence Promotion Council involving nine construction and real estate companies. This study group conducts research and studies on identifying and addressing impacts on human rights. In doing so, it aims to fulfill the responsibility required of companies by the United Nations Guiding Principles on Business and Human Rights to “avoid infringing on the human rights of others and to take measures to prevent, mitigate and remedy adverse impacts on the human rights involved.”

Initiatives to Respect the Human Rights of Children

Tokyo Tatemono conducts initiatives with due consideration for the respect of children’s human rights based on the Convention on the Rights of the Child and the Children’s Rights and Business Principles.

● Support for the Kodomo Shokudo

The Tokyo Tatemono Group has partnered with the Nationwide Children’s Cafeteria Support Center, Musubie, a certified NPO that works to ensure that everyone has a safe place to go with its vision to create a society in which no one is left behind through its support of the Kodomo Shokudo\* (children’s cafeterias). The Group supports the children’s cafeterias by donating a portion of the revenue earned from the vending machines at Tokyo Tatemono’s Brillia condominium sales offices.

Information is displayed on vending machines to raise awareness among nearby residents of the existence of local children’s cafeterias. Information regarding the activities of the children’s cafeterias is also provided to visitors to the sales offices. This makes it easier for children in the area to use the cafeterias thereby further contributing to the local community.

\* The Kodomo Shokudo provides nutritious meals and a welcoming environment for children from low-income backgrounds or those who eat alone. These services are offered by local volunteers and municipalities either for free or at an affordable price.

● Initiatives at Tokyo Tatemono’s For-rent Condominiums

Brillia ist Tower Kachidoki (Chuo-ku, Tokyo; completed in January 2011) is a condominium themed around child-rearing support and community coexistence. The building houses certified nursery schools, Family Houses (accommodation facilities for patients with incurable pediatric diseases), a pediatric clinic, and homes for families with young children. Operated by Family House, a Japanese non-profit organization, family houses are a home away from home for children, and their families who care for them, who come from far away to a big-city hospital for treatment of intractable diseases such as childhood cancer. In solidarity with the activities of Family House, Tokyo Tatemono has built a free of charge 130 m² house with two Japanese and two Western-style rooms with a common room in Brillia ist Tower Kachidoki near the National Cancer Center Hospital and St. Luke’s International Hospital.

This condominium was certified under the Tokyo Children’s Sukusuku Housing Certification System in 2019. This system, in which the Tokyo Metropolitan Government certifies high-quality housing that has taken steps to create an environment conducive to raising children, respects children’s rights to grow up in a safe living environment.