



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

Health Management / Occupational Health and Safety

Policy and Concept

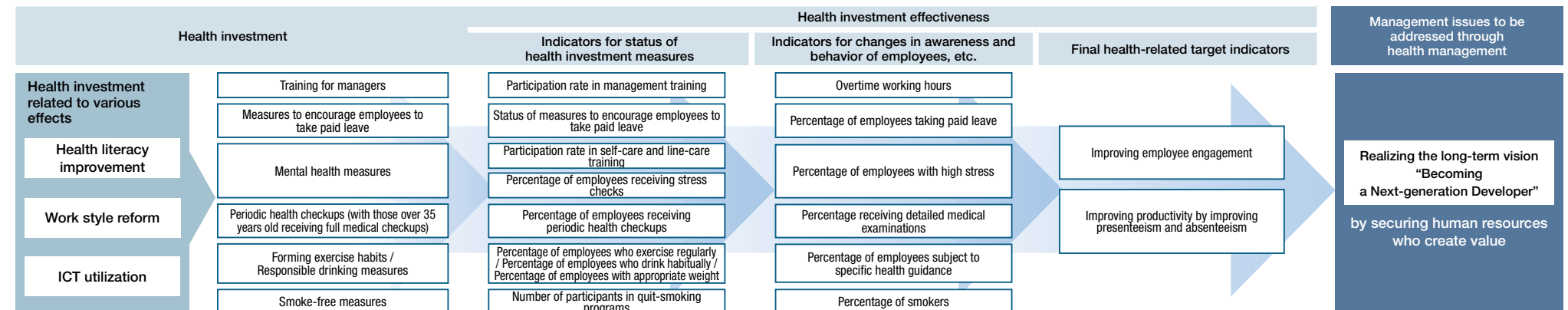
To enable our officers and employees to be healthy in body and mind and to work with a lively spirit, the Tokyo Tatemono Group has designated the President as the Chief Health Officer (CHO) and we are working on initiatives to maintain and improve the health of each individual Group officer and employee in accordance with the Group Health Management Declaration. With regard to health management, we have identified improving employee growth and job satisfaction as one of our material issues. We have set KPIs and targets based on this material issue, promoting efforts to achieve these targets.

Tokyo Fudosan Kanri and Tokyo Tatemono Amenity Support, which are involved in building construction and management, are working to promote occupational health and safety by conducting assessments and raising awareness among officers and employees, with the goal of achieving zero workplace accidents. Furthermore, we request suppliers, including construction and building management companies and all other suppliers, to ensure sound labor practices and working environments based on the Sustainable Procurement Standards established for the entire Group, with the aim of maintaining and improving good health and promoting health and safety throughout the supply chain.

Item	Scope of coverage	KPI and targets
Promotion of health management	Tokyo Tatemono	Health check-up rate and follow-up test rate: 100% each fiscal year Smoking rate: 12% or less each fiscal year Percentage of employees maintaining an appropriate weight: 75% or more by FY2028

Health Management Strategy Map

The Tokyo Tatemono Group manages its progress with a health management strategy map, which measures investments in health and their effects.



Tokyo Tatemono Group Health Management Declaration

The group philosophy of Tokyo Tatemono Group, 'Trust beyond the era.' encompasses 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 group philosophy, we believe that supporting the health of our executives and employees as well as their families is vital.

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

As the Chief Health Officer, I will work to make the environment more conducive to achieving this, and I promise that our organization will pursue health management as a whole.

Tokyo Tatemono Co., Ltd.

President and Chief Executive Officer Katsuhito Ozawa

- [Health Management / Occupational Health and Safety \(Results and data of initiatives\) \(Only available in Japanese\)](#)
- [Sustainable Procurement Standards](#)
- [Guidelines for the Sustainable Procurement Standards](#)
- [Material Issue KPIs and Targets \(p. 11\)](#)
- [Supply Chain Management \(p. 59\)](#)



Group Philosophy, Corporate Data,
Financial Highlights, Editorial Policy

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

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- 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
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- Diversity & Inclusion

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- Corporate Governance
- Risk Management
- Compliance

Data

Third-party Assurance

Health Management / Occupational Health and Safety

Structure

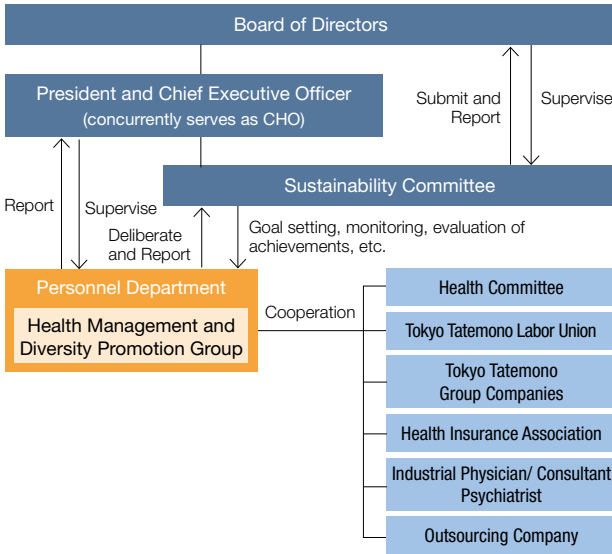
The Tokyo Tatemono Group's Sustainability Committee, chaired by the President, sets goals for the promotion of health management based on the material issue of improving employee growth and job satisfaction, defines specific initiatives to achieve these goals, monitors progress, and evaluates the details of achievement. Important matters deliberated and reported on by the Committee are submitted to or reported to the Board of Directors, which supervises the promotion of initiatives.

Furthermore, to realize occupational health and safety, Tokyo Tatemono established the Health Committee, which consists of representatives from the Personnel Department and each office/location, as well as industrial physicians and other medical professionals such as public health nurses. The committee is working toward continuous improvements. Half of the committee members, excluding the chairperson are appointed based on the recommendation of a person representing a majority of the employees. The committee meets once a month with the aim of improving health and safety in the workplace and maintaining and promoting the health of officers and employees.

Furthermore, the Group as a whole implements cross-group initiatives aimed at improving health and safety standards in the workplace and maintaining and promoting the health of officers and employees.

As part of initiatives implemented by Group companies, Tokyo Fudosan Kanri and Tokyo Tatemono Amenity Support have established a risk assessment framework for both new and ongoing projects to help prevent workplace accidents, and to identify causes and prevent recurrence if an accident occurs.

Health Management / Occupational Health and Safety Promotion System Chart



Health Promotion Initiatives

As well as setting targets of 100% of all officers and employees receiving health check-ups and follow-up tests each fiscal year and achieving a percentage of employees maintaining an appropriate weight of at least 75% by FY2028, we are also implementing various initiatives in cooperation with the health insurance association. In FY2025, the health checkup rate reached 100%, the follow-up examination rate was 97.8%, and the percentage of employees maintaining an appropriate body weight was 73.3%. We continue to work to maintain and improve the health of officers and employees and foster awareness of health management.

Managing Health Risks for Officers and Employees

Tokyo Tatemono uses medical examinations and other means to ascertain the risks to the health of its officers and employees. The initiative uses online interviews and an application linked

to measurement devices to provide specific health guidance to people over 40 years of age who have been identified as at risk of lifestyle-related diseases in the specific health check-ups (the implementation rate in FY2025 was 100%, and the completion rate was 98.8%). In addition, measures to prevent serious illnesses and group dental check-ups*1 are also provided for non-obese and younger people who are not eligible for specific health check-ups. In such a way we are actively working for the benefit of people's health through prevention and early treatment.

As a daily health management measure for employees, we have also established a system to support the cost of voluntary health management, including the cost of physical examinations and various cancer screenings, in the cafeteria plan*2 that we have introduced for the purpose of providing benefits. We are also striving to strengthen the prevention of infectious diseases, such as by inviting doctors to hold influenza vaccination sessions at the company's expense.

*1 Web-based dental questionnaires were conducted in FY2021 and FY2022. A dentist was invited to perform check-ups from FY2023 to FY2025.
*2 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 \(p. 109\)](#)

Initiatives to Reduce Smoking Rates

We have set a target of a smoking rate of 12% or less every fiscal year for all officers and employees. Since April 2020, we have continued implementing various initiatives to reduce smoking rates, including a complete ban on smoking during working hours. In FY2025, we provided free nicotine gum to employees who requested it and subsidized participation in smoking cessation programs organized by the Health Insurance Association. Due in part to the effects of these measures, the smoking rate improved from 21.0% in FY2019 to 12.1% in FY2025. These initiatives are being promoted across the entire Tokyo Tatemono Group while sharing information among Group companies.

[\(Data\) Health Management Related \(p. 109\)](#)

Group Philosophy, Corporate Data,
Financial Highlights, Editorial Policy

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
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- Risk Management
- Compliance

Data

Third-party Assurance

Health Management / Occupational Health and Safety

Health Literacy Initiatives

We provide health-related training to officers and employees to improve health literacy and promote understanding of health issues.

Health-related Training Programs Held

Date	Theme	No. of participants (%)
February 2022	Seminar on work and women's health	880 (96.8%)
February 2023	Preconception care training	888 (97.2%)
February 2024	Eye health seminar	866 (86.9%)
June 2024	Seminar on work and women's health Theme: Promoting Understanding of Menopause	1,022 (98.4%)
October 2025	Responsible drinking seminar for new employees	28 (100%)

Scope of coverage: Tokyo Tatemono

Mental Health Initiatives

Tokyo Tatemono works not only to help our officers and employees understand the critical importance of their mental health, but also for early detection and prevention of mental health issues.

Major Mental Health Initiatives

- Stress self-check-ups every year to understand individual stresses in an appropriate and easy way
- Free access to mental health counseling provided by the Health Insurance Association
- Support system including training, in cooperation with a consultant psychiatrist, to support return to work
- Mental health line care training for new managers in a position to supervise subordinates (100% participation rate in FY2025)
- Self-care training for new employees with sports trainers as instructors (100% participation rate in FY2025)

Initiatives to address issues related to healthy habits

Based on the results of a health awareness survey given to employees, we recognize that many employees have issues with exercise and sleep habits, and we continue to implement initiatives aimed at improvement.

Results of the healthy habit improvement program

Fiscal year held	Scope	Theme
FY2023	Tokyo Tatemono Group (13 companies)	• Walking events using smartphone pedometer apps
	Tokyo Tatemono	Expert-led Seminars and Programs for Achieving Good Physical Condition
FY2024	Tokyo Tatemono Group (14 companies)	• Walking events using smartphone pedometer apps
	Tokyo Tatemono	• Identified sleeping patterns using smart rings and held sleeping counseling sessions with an expert • Held a trial session for a wellness program using smartphone apps that included meditation and yoga
FY2025	Tokyo Tatemono Group (13 companies)	• Walking events using smartphone pedometer apps

Creating a comfortable 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. We are working to improve the workplace environment from both hard and soft perspectives through initiatives such as selecting office furniture with consideration for health, allowing employees to choose seating according to their work style, and implementing various initiatives aimed at maintaining and improving health.

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	

Addressing global health issues

Tokyo Tatemono recognizes the importance of addressing global health issues, including the three major infectious diseases (HIV/ AIDS, tuberculosis, and malaria). For employees assigned overseas and their families, we provide information on infectious diseases in their assigned regions and administer vaccinations.

Group Philosophy, Corporate Data,
Financial Highlights, Editorial Policy

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

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- 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

Health Management / Occupational Health and Safety

Occupational Health and Safety Initiatives

● Occupational health and safety at the Tokyo Tatemono Group

Tokyo Fudosan Kanri and Tokyo Tatemono Amenity Support work to ensure employee safety by establishing occupational safety manuals at each site and ensuring that all on-site workers, including those from partner companies, are fully informed of and thoroughly adhere to the guidance provided to prevent workplace accidents. As part of these activities, we aim to eliminate industrial accidents by raising safety awareness and implementing thorough initiatives. We are continuously improving our operations to create a safe work environment where employees can work with peace of mind. Tokyo Fudosan Kanri has also set a goal of achieving 1.7 million hours without accidents starting from February 2022, and has maintained a workplace accident-free record for 950,000 hours through the end of December 2025.

In the event of an industrial accident or highly dangerous case, Tokyo Tatemono analyzes the cause in detail. We then work to reinforce safety by disseminating information and providing guidance to prevent recurrence. In fiscal 2025, there were no fatal occupational accidents involving our employees, including contract employees. The Lost Time Injury Frequency Rate (LTIFR) was 0, and the occupational accident severity rate was 0. The lost-time injury frequency rate (LTIFR) and lost-time injury severity rate are monitored against the industry benchmark for “Services (not classified elsewhere)” in the Survey on Industrial Accidents (2024) conducted by the Ministry of Health, Labour and Welfare, in light of the characteristics of our business, and in FY2025 both indicators remained below those benchmark levels.

 (Data) Occupational Health and Safety Related Data (p. 109)

Safety confirmation prior to the start of construction work

When undertaking new construction projects, Tokyo Fudosan Kanri and Tokyo Tatemono Amenity Support identify hazardous tasks and areas at each construction site using check sheets and other tools as part of advance occupational health and safety confirmation procedures for their own employees and those of subcontractors. For identified issues, safety and health supervisors and technically qualified experts conduct thorough inspections and implement measures to prevent workplace accidents. For particularly large, high-risk construction projects, the safety of the construction site is ensured through a double process in which all parties involved, including the subcontractor, double-check the above.

Periodic Safety Inspections of Construction Sites

At Tokyo Tatemono Amenity Support, joint patrols are conducted twice a year at construction sites by the Health and Safety Cooperative Association formed together with partner companies, to check for hazardous areas and help prevent workplace accidents.

Training on Occupational Health and Safety Standards

Tokyo Fudosan Kanri and Tokyo Tatemono Amenity Support provides training on occupational health and safety standards on the necessary topics, subjects, and frequency, depending on the work processes at each site.

Examples of Occupational Health and Safety Training Provided (FY2025)

Company Name	Details	No. of participants
Tokyo Fudosan Kanri	Training on heatstroke prevention measures at construction sites	80
Tokyo Tatemono Amenity Support	Training on stretching and other injury-prevention measures at condominium management sites	111

● Occupational Health and Safety in the Supply Chain Requests for and monitoring of occupational health and safety initiatives

Property development and management involves employees from many suppliers, including construction companies and building management companies. We conduct questionnaire-based surveys on the Sustainable Procurement Standards for key suppliers, including construction companies and building management companies outside the Group, to assess their efforts in preventing occupational accidents. Through these efforts, we strive to understand and improve the working environment on construction sites and property management sites.

 Supply Chain Management (p. 59)

Recognition of initiatives undertaken by suppliers

Tokyo Fudosan Kanri and Tokyo Tatemono Amenity Support have established systems to recognize outstanding occupational health and safety initiatives undertaken by suppliers at construction sites, building management sites, and other workplaces, thereby promoting occupational health and safety initiatives.

Implementation of training for suppliers

At Tokyo Fudosan Kanri and Tokyo Tatemono Amenity Support, occupational health and safety training is provided to employees of suppliers working at construction sites, building management sites, and other workplaces, including training based on the Industrial Safety and Health Act and specialized education for certain hazardous tasks.

Examples of occupational safety training and drills for suppliers

- Foreman training (risk management in construction)
- Implementation of Safety Conferences
- Safety training on the use of construction machinery
- Disaster preparedness training



Group Philosophy, Corporate Data,
Financial Highlights, Editorial Policy

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

Health Management / Occupational Health and Safety

Labor Practices Initiatives

Based on the shared recognition of the importance of the health and safety of employees, we are working together with management and labor to achieve an appropriate work environment and working conditions through wide-ranging discussions between employee representatives and management.

● Initiatives to Limit Overtime Work

In accordance with the Labor Standards Act, Tokyo Tatemono Group has concluded an Agreement on Overtime and Holiday Work (the 36 Agreement) with a person representing a majority of employees at each business site. Additionally, from the perspective of employee work-life balance and health management, we are implementing measures to prevent long working hours. In 2010, we adopted a system to shut down computers at the standard end of the working day to limit late-night working hours and prevent overwork. In the event that long working hours over a certain threshold occur, we have implemented a framework to address this issue by requiring direct supervisors to report on improvement measures and provide feedback to upper management. Through this PDCA cycle we have created, we are striving to reduce overtime work hours. Furthermore, we are working to prevent health problems by having employees who work more than a certain number of hours overtime or on holidays receive guidance from an industrial physician.

At Tokyo Tatemono Amenity Support, in addition to preventing excessive working hours through the introduction and use of a work management system, the company tracks the overtime hours of building managers at each condominium on a monthly basis and applies this data by adjusting work schedules and improving operational efficiency.

(Data) Occupational Health and Safety Related Data (p. 109)

● Dialogue Between Labor and Management

The Tokyo Tatemono Group respects the rights related to freedom of association and collective bargaining and builds labor-management relations through dialogue.

Employees (except for management and certain positions) are members of the Tokyo Tatemono Labor Union, organized within the company. The labor union and Tokyo Tatemono have concluded a labor agreement and work to solve a diverse range of challenges through dialogue between labor and management. In addition, a person appointed by the Company based on the recommendation of a person representing a majority of employees sits on the Health Committee. Such a system is designed to reflect the voices of workers in measures on occupational health and safety.

Group companies also engage in labor-management dialogue at times such as when important system revisions affecting workers are implemented.

(Data) Percentage of unionized employees (p. 109)

● Fair and appropriate wages

Based on the principle of equal pay for equal work, Tokyo Tatemono works to prevent unreasonable differences in treatment based on employment type and has established a compensation system based on job duties, roles, responsibilities, and performance, without distinctions based on age, gender, nationality, or other attributes.

In addition, to ensure stable living conditions for workers, we comply with laws and regulations concerning minimum wages in the countries and regions where we conduct business activities, while recognizing the importance of wage levels that support stable living conditions (living wages) for workers in each country and region. When reviewing wage levels, we conduct ongoing reviews while taking into account social demands and changes in the external environment.

Third-party Evaluation of Health Management

● Wellness Office Certification

Tokyo Tatemono Shijo-Karasuma Building EAST (Shimogyo-ku, Kyoto-shi, Kyoto Prefecture; completed in August 2022), where the Company's Kyoto Office is located, obtained the highest S Rank under Certification for CASBEE Wellness Office* in 2022 in recognition of initiatives to create comfortable workplaces.



* A certification that evaluates and certifies a company's "hard" and "soft" office initiatives as it strives to maintain and improve the health and comfort of the people working in office buildings.

● Health Management Ratings

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.

● Certified KENKO Investment for Health Outstanding Organizations Recognition Program

In March 2026, Tokyo Tatemono and 7 other Group companies were recognized as Certified Health & Productivity Management Outstanding Organizations under the program established by the Ministry of Economy, Trade and Industry, which honors corporations ranging from large enterprises to SMEs for practicing outstanding health management.



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
- 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
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Health Management / Occupational Health and Safety

- Diversity & Inclusion

Governance

- Corporate Governance
- Risk Management
- Compliance

Data

Third-party Assurance

Health Management / Occupational Health and Safety

● Excellent Health Company Certification System

Tokyo Tatemono and 11 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 Excellent Health Company Certification System.

Status of Certification as a Health & Productivity Management Outstanding Organization

★: Certified Health & Productivity Management Outstanding Organization (White 500),
☆: Certified Health & Productivity Management Outstanding Organization

Company name	Certification category	2022	2023	2024	2025	2026
Tokyo Tatemono	Large enterprise	★	★	★	☆	☆
E-State Online	Large enterprise	☆	☆	☆	☆	☆
Tokyo Fudosan Kanri	Large enterprise	☆	☆	☆	☆	☆
Tokyo Tatemono Real Estate Sales	Large enterprise	☆	☆	☆	☆	☆
Tokyo Tatemono Amenity Support	Large enterprise	—	—	☆	☆	☆
PRIME PLACE	Large enterprise	—	—	☆	☆	☆
Tokyo Tatemono Realty Investment Management	Small and medium-sized enterprise	☆	☆	☆	☆	☆
Nihon Parking	Small and medium-sized enterprise	—	☆	☆	☆	☆

Status of Certified KENKO Investment for Health Outstanding Organizations Recognition Program

Gold certification: 2 companies	Tokyo Fudosan Kanri / Tokyo Tatemono Real Estate Sales
Silver certification: 9 companies	Tokyo Tatemono / E-State Online / Tokyo Tatemono Amenity Support / PRIME PLACE / Tokyo Tatemono Realty Investment Management / Nihon Parking / Parking Support Center / Tokyo Tatemono Investment Advisors / Tokyo Tatemono Resort