

Group Philosophy, Corporate Data,
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Promotion of Sustainability Initiatives

- Policy for Promoting Sustainability Initiatives
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● Promoting a Decarbonized Society

GHG (CO₂) Emissions

Category		Scope of Collection		Unit	2021	2022	2023	2024	2025
Scope 1, 2, 3 total		Tokyo Tatemono Group	All Businesses	t-CO ₂	1,034,699 ✓	1,015,172 ✓	984,407 ✓	1,406,137 ✓	1,056,543 ✓
Scope 1 (Fuel-derived)					15,802 ✓	18,234 ✓	14,456 ✓	13,808 ✓	14,730 ✓
Scope 2 (Market-based)					55,610 ✓	53,979 ✓	29,827 ✓	29,642 ✓	26,622 ✓
Scope 1, 2 total					71,412 ✓	72,213 ✓	44,283 ✓	43,450 ✓	41,352 ✓
Scope 3 total					963,287 ✓	942,959 ✓	940,124 ✓	1,362,687 ✓	1,015,191 ✓
1. Purchased goods and services					99,701 ✓	238,344 ✓	219,112 ✓	334,315 ✓	241,348 ✓
2. Capital goods					40,478 ✓	41,105 ✓	33,586 ✓	132,556 ✓	65,991 ✓
3. Fuel and energy-related activities not included in Scopes 1 and 2					19,849 ✓	20,963 ✓	16,045 ✓	14,765 ✓	13,585 ✓
4. Transportation and distribution (upstream)					69 ✓	75 ✓	45 ✓	81 ✓	29 ✓
5. Waste generated in operations					10,350 ✓	13,137 ✓	15,229 ✓	11,885 ✓	14,099 ✓
6. Business travel					760 ✓	1,329 ✓	2,105 ✓	1,927 ✓	2,984 ✓
7. Employee commuting					1,627 ✓	1,693 ✓	1,328 ✓	1,185 ✓	1,379 ✓
8. Leased assets (upstream)*					—	—	— ✓	— ✓	— ✓
9. Transportation and delivery (downstream)					—	—	— ✓	— ✓	— ✓
10. Processing of sold products					—	—	— ✓	— ✓	— ✓
11. Use of sold products					728,626 ✓	565,219 ✓	592,380 ✓	801,554 ✓	617,007 ✓
12. Disposal of sold products					9,480 ✓	10,843 ✓	12,776 ✓	18,219 ✓	15,587 ✓
13. Leased assets (downstream)					33,504 ✓	31,116 ✓	29,609 ✓	29,906 ✓	29,618 ✓
14. Franchises					—	—	— ✓	— ✓	— ✓
15. Investments					18,843 ✓	19,135 ✓	17,909 ✓	16,294 ✓	13,564 ✓

* Category 8 is included in the calculation for Scope 1 and 2. Other categories for which no figures are provided have no emission sources.

Energy Consumption

Category	Scope of Collection		Unit	2021	2022	2023	2024	2025
Energy consumption (crude oil equivalent)*	Tokyo Tatemono Group	All Businesses	KL	—	—	59,203	54,780 ✓	57,378 ✓
Intensity			KL / Thousand m ²	—	—	29.6	24.8	23.6
Floor area within scope			Thousand m ²	—	—	2,000	2,210	2,428

* Includes renewable energy usage amounts.

Category	Scope of Collection		Unit	2021	2022	2023	2024	2025
Energy consumption (crude oil equivalent)*	Tokyo Tatemono	Tokyo Tatemono facilities subject to the Act on the Rational Use of Energy	KL	23,050 ✓	23,510 ✓	28,664 ✓	26,139 ✓	28,404 ✓
Intensity			KL / Thousand m ²	27.2	26.6	25.5	20.6	22.4
Floor area within scope			Thousand m ²	847	883	1,126	1,266	1,268

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Renewable Energy (electricity) Usage Amount / Energy Generated

Category	Scope of Collection		Unit	2021	2022	2023	2024	2025
Usage amount	Tokyo Tatemono Group	All Businesses	Thousands of kWh	3,675	22,735 ✓	64,377 ✓	90,699 ✓	110,749 ✓
Energy generated			Thousands of kWh	14,967	18,092 ✓	24,431 ✓	24,466 ✓	26,060 ✓

● Water Resources

Water Use

Category	Scope of Collection		Unit	2021	2022	2023	2024	2025
Total water use	Tokyo Tatemono Group		m³	—	—	2,518,431	2,710,205	2,855,163
Potable water uses				—	—	2,404,662	2,578,522	2,717,461
Recycled water use				—	—	113,769	131,683	137,702
Total water use	Tokyo Tatemono	Long-term buildings*	m³	667,065	760,729	673,515	706,502	835,141
Potable water uses				567,069✓	657,109✓	574,862✓	604,140 ✓	725,355 ✓
Recycled water use				99,996✓	103,620✓	98,653✓	102,362 ✓	109,786 ✓
Intensity			m³/m²	0.68	0.76	0.79	0.84	0.86
Floor area within scope			m²	983,113	997,316	856,248	839,001	968,959

* Applies to the main long-term buildings and commercial facilities for which we have substantial energy management rights.

Water Withdrawal

Category	Scope of Collection		Unit	2021	2022	2023	2024	2025
Total water withdrawal	Tokyo Tatemono Group		m³	—	—	2,404,662	2,578,522	2,717,461
Surface water				—	—	0	0	0
Groundwater				—	—	715,744	682,413	728,049
Industrial water				—	—	0	0	0
Used quarry water collected at the quarry				—	—	0	0	0
Potable water				—	—	1,689,118	1,896,109	1,989,412
External wastewater				—	—	0	0	0
Rainwater				—	—	0	0	0
Seawater				—	—	0	0	0
Intensity			m³/m²	—	—	0.8	1.2	1.1
Floor area within scope			m²	—	—	2,941,240	2,139,131	2,427,989

Category	Scope of Collection		Unit	2021	2022	2023	2024	2025
Usage amount	Tokyo Tatemono	Commercial Properties Business	Thousands of kWh	3,675	22,735 ✓	60,773 ✓	83,857 ✓	99,683 ✓
Energy generated			Thousands of kWh	80	3,337 ✓	9,334 ✓	10,776 ✓	12,220 ✓

Water Discharge

Category	Scope of Collection		Unit	2021	2022	2023	2024	2025
Total water discharge	Tokyo Tatemono Group		m³	—	—	2,518,431	2,710,205	2,855,163
Seawater				—	—	0	0	0
Surface water				—	—	0	0	0
Groundwater				—	—	0	0	0
Sewage water				—	—	1,681,227	1,988,634	2,556,878
Other*				—	—	837,204	721,571	298,284

* Other indicates the difference between water use and total water discharged, from seawater to sewage water.

Water risk analysis results from the Aqueduct Water Risk Atlas*1

Overall Water Risk*2	Scope of Collection		2025			
			Number of applicable properties (properties)	Percentage of leased area (%)	Water Withdrawal (m³)	Water Discharge (m³)
Low (0-1)	Tokyo Tatemono	Commercial Properties Business*3	1	3,517	3,517	3,517
Low - Medium (1-2)			104	985,506	1,120,438	1,120,438
Medium - high (2-3)			0	0	0	0
High (3-4)			0	0	0	0
Extremely high (4-5)			0	0	0	0

*1 Refers to the water risk assessment tool developed by the World Resources Institute (WRI).

*2 Refers to the overall water risk measured based on all water-related indicators, including the quantity and quality of physical risks, as well as regulatory and reputational risks. Higher values indicate higher levels of water risk.

*3 Applies to all of the properties we own in our Commercial Properties Business. Excluding properties located in areas not covered by the Aqueduct Water Risk Atlas.

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● Promoting a Recycling-oriented Society

Waste Emissions and Recycling Amount / Recycling Rate*1

Category	Scope of Collection		Unit	2021	2022	2023	2024	2025
Waste emissions	Tokyo Tatemono	Long-term buildings*2	t	6,351 ✓	6,429 ✓	6,531 ✓	6,582 ✓	7,530 ✓
Intensity			t/Thousand m²	5.2	5.3	5.3	5.3	5.3
Floor area within scope			Thousand m²	1,214	1,216	1,226	1,232	1,408
Non-recycled amount			t	2,179	2,516	2,714	2,580	2,761
Recycled amount			t	4,171 ✓	3,913 ✓	3,817 ✓	4,002 ✓	4,769 ✓
Recycle ratio			%	65.7 ✓	60.9 ✓	58.4 ✓	60.8 ✓	63.3 ✓

*1 From FY2024 the data collection period was changed to January to December. (Until FY2023 it was April to March)
*2 Applies to the main long-term buildings and commercial facilities for which we have substantial energy management rights and for which we have submitted plans for the reuse and reduction of waste materials.

Hazardous Substance Emissions

Category	Scope of Collection		Unit	2021	2022	2023	2024	2025
Amount of PCB waste processed	Tokyo Tatemono	Commercial Properties Business	kg	0	13,000	0	0	615
Asbestos emissions		Commercial Properties Business*1	m³	96	113	179	124	472
NOx emissions		Commercial Properties Business*2	t	6	6	6	7	8

*1 Of the Tokyo Tatemono owned properties that were constructed in each fiscal year, on properties for which data was collected.
*2 Of the Tokyo Tatemono owned properties, on properties for which data was collected.

Raw Material Usage

Category	Scope of Collection		Unit	2021	2022	2023	2024	2025
Steel frame usage*1	Tokyo Tatemono	Commercial Properties Business*3	t	Not applicable	1,260	416	3,426	Not applicable
Wood usage*2			m²	Not applicable	176	1,268	697	Not applicable
			m³	Not applicable	4	0	1	Not applicable
Percentage of properties using domestic/certified timber*4 (Property-count basis)		Long-term buildings, Condominiums for sale or rent	%	0.0	13.0	7.1	23.8	47.4
Number of applicable properties			properties	13	23	14	21	19

*1 Mainly main and other steel frames, etc.
*2 Decorative walls, floor plywood, ceiling paneling, etc. are calculated in m², while floor framing, etc. is calculated in m³.
*3 Tokyo Tatemono developed office buildings completed in each fiscal year.
*4 Applies to office buildings and for-sale and for-rent condominiums completed in each fiscal year.

● Environmental Management

Environmental Incidents and Violations of Environmental Laws or Regulations

Category	Scope of Collection		Unit	2021	2022	2023	2024	2025
Violations of environmental laws or regulations	Tokyo Tatemono Group	All Businesses	Incidents	0	0	0	0	0
Violations of water quality/ quantity permits, standards or regulations			Incidents	0	0	0	0	0
Environmental incidents			Incidents	0	0	0	0	0
Environmental fines			Yen	0	0	0	0	0

Number of Business Sites Certified for Environmental Management Systems and Acquisition Rate

	Category	Scope of Collection		Unit	2021	2022	2023	2024	2025
ISO14001	Number of certified business sites	Tokyo Tatemono Group	All Businesses	Facilities	0	0	0	0	0
	Certification acquisition rate			%	0	0	0	0	0

● External Evaluation and Certification for Green Building

Acquisition Rate of Green Building Certification for Owned and Managed Properties

Category	Scope of Collection		Unit	2021	2022	2023	2024	2025
Total certification percentage for owned and managed properties	Tokyo Tatemono	Commercial Properties Business Residential Business	%	56.4	63.9*2	72.7*2	73.7*2	75.2
DBJ Green Building Certification				45.9*2	46.5*2	47.1	46.6	43.2
BELS				21.9	28.5	35.3	35.8	40.9
CASBEE*1				5.2	19.4*2	28.8*2	29.8*2	22.5
ABINC Certification				13.7	12.8	11.7	12.3*2	11.5
SEGES (Urban Oasis)				13.7	12.8	11.7	11.5	10.7
Acquisition rate of certification for the leasable area of office buildings				63.1	68.3*2	74.3*2	75.6*2	75.7
Acquisition rate of certification for the leasable area of residential buildings				22.2	33.9	59.8	60.5*2	71.2

*1 CASBEE includes CASBEE Certification for Buildings (new construction), Certification for CASBEE for Real Estate, Certification for CASBEE Wellness Office, etc.
*2 Following a close examination of data, figures have been revised.

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List of buildings and for-rent condominiums owned by Tokyo Tatemono that have received external evaluation or certification for Green Building*1

DBJ Green Building Certification*2			
Evaluation	Year completed	Year acquired/renewed	Property name
★★★★★	2008	2025	SMARK ISESAKI
	2012	2025	Nakano Central Park South
	2012	2025	Brillia ist Nakano Central Park
	2013	2025	Tokyo Square Garden
	2014	2025	Otemachi Tower
★★★★	2015	2025	Tokyo Tatemono Nihonbashi Building
	2022	2025	Tokyo Tatemono Shijo-Karasuma Building EAST
★★★	1989	2025	Tokyo Tatemono Umeda Building
	1998	2025	Shijo-Karasuma FT Square

CASBEE*3 Certification for Buildings (new construction)			
Evaluation	Year completed	Year acquired	Property name
A rank	2024	2025	T-LOGI Samukawa

Certification for CASBEE*3 for Real Estate			
Evaluation	Year completed	Year acquired/renewed	Property name
S rank	2009	2025	Nagoya Prime Central Tower
	2021	2025	THE PLACE SAPPORO

BELS*4			
Evaluation	Year completed	Year acquired	Property name
★★★★★★	2024	2025	T-LOGI Samukawa*5
	2025	2025	T-LOGI Sagamihara*5
★★★★★	2025	2024	THE CROSS SITE Keisei-Okubo*6
★★★★	2025	2024	Brillia ist Shin-Okachimachi*5
	2025	2025	Brillia ist Sumida Hikifune*5
	2025	2025	CLASWELL Kita-Urawa*5
	2025	2025	CLASWELL Omiya*5
★★★	2025	2025	Brillia ist Ikejiri-Ohashi*5
	2025	2024	CLASWELL Shimo-Shakujii*5
	2025	2024	Brillia ist Asakusa*5

SEGES*7 (Urban Oasis)		
Year completed	Year acquired/renewed	Property name
2013	2025	Tokyo Square Garden

- *1 Applies to properties that were completed in 2025 and obtained external green building assessments/certifications in or before 2025, as well as properties that were completed in or before 2024 and obtained or renewed such external assessments/certifications in 2025.
- *2 DBJ Green Building Certification is a system established by the Development Bank of Japan Inc. to evaluate and certify real estate projects that are needed by society and the economy. The certification is based on a comprehensive evaluation that includes not only the environmental performance of the real estate but also its response to various stakeholders, including disaster prevention and consideration for community.
- *3 CASBEE Certification is a system in which a third-party organization reviews and certifies the accuracy of evaluation results based on CASBEE (Comprehensive Assessment System for Built Environment Efficiency).
- *4 BELS (Building-Housing Energy-efficiency Labeling System) is a third-party evaluation system designed to ensure that the evaluation and labeling of the energy efficiency performance of buildings are conducted fairly and appropriately by accredited organizations.
- *5 Following the revision of the Energy-efficiency Labeling System for Buildings, the BELS rating system was revised in April 2024. Based on this revised BELS rating system, we obtained evaluation under the revised standards.
- *6 Following the revision of the Energy-efficiency Labeling System for Buildings, the BELS rating system was revised in April 2024. Based on this revised BELS rating system, we obtained evaluation under the previous standards.
- *7 SEGES is an evaluation system for green spaces that contribute to society and the environment by the Urban Greenery Research Institute, which visualizes the social and environmental value of green spaces.

List of for-sale condominium developments that have received external evaluation or certification for Green Building*1

BELS*2			
Evaluation	Year completed	Year acquired/renewed	Property name
★★★★★	2025	2024	Brillia Fukasawa Hatchome*3
	2025	2023	Brillia ist Shin-Yurigaoka*3
	2025	2024	The ParkOne's Nihonbashi Ningyocho*4
★★★★	2025	2022	Brillia Seiseki Sakuragaoka BLOOMING TERRACE*3
	2025	2025	LIVIO City Funabashi Kita-Narashino*4
	2025	2025	Brillia Higashi-Ueno*4
	2025	2024	PROUD Fuchu Harumicho*4

*1 Applies to properties that were completed in 2025 and obtained external green building assessments/certifications in or before 2025, as well as properties that were completed in or before 2024 and obtained or renewed such external assessments/certifications in 2025.

- *2 BELS (Building-Housing Energy-efficiency Labeling System) is a third-party evaluation system designed to ensure that the evaluation and labeling of the energy efficiency performance of buildings are conducted fairly and appropriately by accredited organizations.
- *3 Following the revision of the Energy-efficiency Labeling System for Buildings, the BELS rating system was revised in April 2024. Based on this revised BELS rating system, we obtained evaluation under the previous standards.
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ZEB/ZEH* Development Results (Completed in FY2025)

ZEB/ZEH Classifications	Property name
“ZEB”	T-LOGI Sagamihara
“ZEH-M”	Brillia Fukasawa Hatchome
ZEH-M Oriented	Brillia Oshima Green Avenue
	Brillia Seiseki Sakuragaoka BLOOMING TERRACE
	Brillia Minami Urawa
	Brillia Tsukishima 4-Chome
	Brillia ist Ikejiri-Ohashi
	Brillia ist Shin-Okachimachi
	LIVIO City Funabashi Kita-Narashino
	THE CROSS SITE Keisei-Okubo
	Brillia Higashi-Ueno
	Brillia Bunkyo Nishikata
	PROUD Fuchu Harumicho
	Brillia ist Shin-Yurigaoka
	Brillia ist Sumida Hikifune
	The ParkOne's Nihonbashi Ningyocho
	Brillia ist Asakusa

* ZEB (Net Zero Energy Building) is a building that is designed to achieve a net-zero balance of annual primary energy consumption. ZE-H-M (Net Zero Energy House (-M)) is a house that is designed to achieve a net-zero balance of annual primary energy consumption.

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● Respect for Human Rights

Human Rights Related

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
Attendance in human rights training	Tokyo Tatemono Group	%	—	86.9	96.2	97.8	91.9
Attendance in human rights training	Tokyo Tatemono	%	99.7	93.2	99.6	100	99.9

● Diversity & Inclusion

Headcount

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
Tokyo Tatemono employees (total)	Tokyo Tatemono	Persons	911	958	999	1,033	1,063
Male (ratio)		Persons (%)	630 (69.2)	661 (69.0)	681 (68.2)	700 (67.8)	716 (67.4)
Female (ratio)		Persons (%)	281 (30.8)	297 (31.0)	318 (31.8)	333 (32.2)	347 (32.6)
Tokyo Tatemono full-time employees (total)		Persons	805	840	879	903	912
Male (ratio)		Persons (%)	595 (73.9)	620 (73.8)	637 (72.5)	640 (70.9)	641 (70.3)
20 to 30 years old		%	18.5	19.4	19.9	20.5	18.9
31 to 40 years old			22.4	23.5	25.4	26.6	30.3
41 years old and above			59.2	57.1	54.6	53.0	50.9
Female (ratio)		Persons (%)	210 (26.1)	220 (26.2)	242 (27.5)	263 (29.1)	271 (29.7)
20 to 30 years old		%	23.3	25.5	25.2	27.0	29.9
31 to 40 years old			28.6	26.8	31.0	28.9	24.7
41 years old and above			48.1	47.7	43.8	44.1	45.4
Ratio of foreign full-time employees		%	0.2	0.2	0.2	0.2	0.2
Employment rate of persons with disabilities*		%	2.21 ✓	2.33 ✓	2.53 ✓	2.90 ✓	2.56 ✓
Number of managers (total)		Persons	376	377	384	389	395
Male			349	350	348	342	341
Female			27	27	36	47	54
Ratio of women in management positions		%	7.2	7.2	9.4	12.1	13.7

* As of June 1 of each year.

Turnover

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
Job leavers (total)	Tokyo Tatemono	Persons	13	30	33	27	29
Male			9	17	14	14	11
Of which full-time			8	15	12	13	9
Of which contracted			1	2	2	1	2
Female			4	13	19	13	18
Of which full-time			2	9	4	3	14
Of which contracted			2	4	15	10	4
Turnover rate (full-time employee turnover)		%	2.6	5.3	5.5	4.2	4.8
Of which, voluntary resignation			1.5 ✓	3.3 ✓	3.5 ✓	2.7 ✓	2.8 ✓

Employment Status

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
New hires (total)	Tokyo Tatemono	Persons	56	70	67	52	58
Male		Persons	39 (69.6)	55 (78.6)	47 (70.1)	34 (65.4)	38 (65.5)
Female		(%)	17 (30.4)	15 (21.4)	20 (29.9)	18 (34.6)	20 (34.5)
New graduate hires (total)		Persons	33	30	32	31	28
Male		Persons	23 (69.7)	20 (66.7)	18 (56.3)	15 (48.4)	15 (53.6)
Female		(%)	10 (30.3)	10 (33.3)	14 (43.8)	16 (51.6)	13 (46.4)
Mid-career hires (total)		Persons	23	40	35	21	30
Male		Persons	16 (69.6)	35 (87.5)	29 (82.9)	19 (90.5)	23 (76.7)
Female		(%)	7 (30.4)	5 (12.5)	6 (17.1)	2 (9.5)	7 (23.3)
Ratio of mid-career hires to regular employees		%	37.7	57.7	46.7	47.5	49.9
Average years of service (overall)		Years	13.0	12.6	12.3	12.2	12.0
Male			14.0	13.4	13.0	12.9	12.6
Female			10.1	10.4	10.3	10.4	10.5
Difference in average tenure between male and female regular employees		Years	3.9	3.0	2.7	2.5	2.1

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Rehiring of Employees at Retirement Age

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
Employees at retirement age	Tokyo Tatemono	Persons	10	13	15	18	24
		Rehired persons*	8	12	14	17	21
		Ratio of rehires*	%	80.0	92.3	94.4	87.5

* The number of rehired persons is the total number of employees who were rehired because they wanted to continue working after retirement. In some fiscal years, the ratio of rehires does not reach 100% because some employees do not wish to work after retirement and do not use the rehiring system.

Childcare Leave

Category		Scope of Collection	Unit	2021	2022	2023	2024	2025	
Total number of employees eligible for childcare leave*1		Tokyo Tatemono	Persons	33	32	38	28	33	
				Male	23	22	32	19	24
				Female	10	10	6	9	9
Total number of employees who have taken childcare leave			Persons	13*2	21	31	25	30	
				Male	3	11	25	16	21
				Female	10*2	10	6	9	9
Percentage of childcare leave taken			%	78.7	65.6	81.5	89.2	90.9	
				Male*3	13.0	50.0	78.1	84.2	87.5
				Female	100	100	100	100	100
Total number of employees who returned to work after childcare leave			Persons	16	16	38	25	30	
		Male		5	12	26	21	22	
		Female		11	4	12	8	7	
Percentage of employees returning to work after childcare leave*4		%	100	88.9	100	100	100		
			Male	100	100	100	100	100	
			Female	100	66.7	100	100	100	

*1 Total number of employees who had a child born in the relevant year.
*2 Following a close examination of data, figures have been revised.
*3 Percentage of male employees taking childcare leave = total number of male employees who took childcare leave in the relevant year/total number of male employees who had a child born in the relevant year.
*4 Total number of employees who returned to work/total number of employees who were scheduled to return to work (the number of employees who returned to work is the number of employees who were scheduled to return to work excluding those who left for personal reasons without returning to work).

● Human Resource Development

EBIT (Earnings Before Interest and Taxes) per Employee

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
EBIT per employee*	Tokyo Tatemono Group	Million Yen	11	12	16	21	20

* A measure of productivity defined in ISO30414 (Guidelines for the Disclosure of Information on Human Capital).

Training for Employees Related

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
Total training hours for employees	Tokyo Tatemono	Hours	14,712	13,292	13,338	14,489	12,797
Average hours of training per year per employee			18.3	15.8	15.2	16.0	14.3
Average days of training per year per employee		Days	2.4	2.1	2.0	2.1	1.9
Career training participation rate		%	100	100	100	100	100

Personnel with Major Certifications

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
Real Estate Transaction Agent	Tokyo Tatemono	Persons	743	766	783	794	810
The Official Business Skill Test in Bookkeeping			352	370	386	398	425
Japan Business Law Exam			201	213	216	245	259
Certified Building Administrator			160	153	147	148	160
Real Estate Consulting Master Exam			61	55	48	46	49
ARES (Association for Real Estate Securitization) Certified Master			74	74	73	76	80
Urban Renewal Planner			99	99	97	99	109
Licensed Real Estate Appraiser			22	20	20	20	22
Licensed First-class Architect			100	100	102	101	103

Employee Engagement Survey

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
Rating*	Tokyo Tatemono	—	A	A	AA	AA	AA
Score		—	59.1	59.4	62.1	62.8	65.0

* The scores, which are calculated independently by the survey company, are ranked using a 11-stage rating scale.
Ratings: DD (score less than 33), DDD (33-39), C (39-42), CC (42-45), CCC (45-48), B (48-52), BB (52-55), BBB (55-58), A (58-61), AA (61-67), AAA (67+).

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Percentage of Employees Receiving Regular Performance Reviews

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
Percentage of employees receiving regular performance reviews	Tokyo Tatemono	%	100	100	100	100	100
Male			100	100	100	100	100
Female			100	100	100	100	100

Acceptance of Work Experience Programs

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
Total number of work experience programs accepted	Tokyo Tatemono	Persons	272	306	329	309	323

● Health Management/Occupational Health and Safety (Period covered: April to March)

Health Management Related

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
Health checkup rate	Tokyo Tatemono	%	100 ✓	100 ✓	100 ✓	100 ✓	100 ✓
Health reexamination rate			83.7	98.0	81.5	97.5	97.8
Percentage of smokers*1			16.0	12.1	13.1	13.1	12.1
Percentage of employees maintaining an appropriate weight		Thousand Yen	72.8	72.0	72.9	74.6	73.3
Amount invested in health management per officer or employee			111	116	121	127	127
Average number of annual paid leave utilization days*2			10.2 ✓	11.8 ✓	12.5 ✓	12.2 ✓	12.5 ✓
Average annual paid leave utilization rate*2		%	57.5 ✓	67.8 ✓	72.2 ✓	68.0 ✓	68.8 ✓

*1 At a specific point in time between April of each year and the following March.
*2 Other leave policies provide for vacations such as summer leave and anniversary of foundation (not included in the above figures).

Occupational Health and Safety Related Data

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
Percentage of unionized employees	Tokyo Tatemono	%	100	100	100	100	100
Average overtime hours worked per month		Hours	26	26	26	29	29
Lost time injuries*1		Incidents	1 ✓	1 ✓	2 ✓	0 ✓	0 ✓
Of which full-time			1	1	2	0	0
Of which contracted			0	0	0	0	0
Total days lost due to absenteeism		Days	386 ✓	646 ✓	322 ✓	237 ✓	692 ✓
Ratio of absenteeism		%	0.18 ✓	0.28 ✓	0.13 ✓	0.09 ✓	0.28 ✓
Fatal occupational accidents		Incidents	0	0	0	0	0
Number of deaths		Persons	0	0	0	0	0
Of which full-time			0	0	0	0	0
Of which contracted			0	0	0	0	0
Lost time incident frequency rate (LTIFR)*2		—	0.59 ✓	0.58 ✓	1.09 ✓	0 ✓	0 ✓
Occupational accident severity rate*3		—	0.001	0	0	0	0
Industry standard (service industry, not elsewhere classified) occupational accident frequency rate*4		—	—	—	—	3.73	3.89
Industry standard (service industry, not elsewhere classified)occupational accident severity rate*4		—	—	—	—	0.19	0.40
Number of occupational health and safety management system certifications (ISO45001, etc.) obtained from external organizations		Incidents	0	0	0	0	0

*1 Number of lost time injuries: Accidents that occur during work that result in one or more days absence.
*2 Lost time incident frequency rate: Number of fatalities and injuries due to lost time injuries / Total number of actual working hours x 1,000,000
*3 Occupational accident severity rate: Total number of working days lost / Total number of actual working hours x 1,000
*4 Based on the results of the 2023 and 2024 Survey on Industrial Accidents conducted by the Ministry of Health, Labour and Welfare. Service Industry (Not Elsewhere Classified) is defined as including the building service industry.

● Improving Quality and Customer Satisfaction

Office Building Customer Satisfaction Survey Results

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
Satisfied	Tokyo Tatemono	%	79.2	79.4	71.4	75.5	72.4
Somewhat satisfied			18.9	17.5	26.8	23.2	27.6
Somewhat dissatisfied			1.4	2.3	1.4	0.9	0
Dissatisfied			0.5	0.8	0.4	0.4	0

Barrier-Free Properties

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
Percentage of barrier-free properties (properties subject to the Barrier-Free Act)	Tokyo Tatemono	%	100	100	100	100	100

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● Revitalizing and Utilizing Real Estate Stock

Cumulative number of units in Housing Complexes Reconstructions and Rehabilitations

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
Total units before reconstruction	Tokyo Tatemono	Units	994	994	1,812	1,812	2,130
Total units after reconstruction			1,884	1,884	3,148	3,148	3,636

List of Reconstruction and Rehabilitation Projects of Housing Complexes (as of the end of FY2025)

			Location	Before reconstruction			After reconstruction		
				Year of completion	Site area	Number of dwelling units	Year of completion	Site area	Number of dwelling units
Completed	Suwa 2-chome Housing Condominium Reconstruction Project	Brillia Tama New Town	Suwa 2-chome, Tama-shi, Tokyo	1971	64,399m ²	640 units	2013	64,399m ²	1,249 units
	Heights Komagome Apartments Reconstruction Project	Brillia Komagome Rikugien	Honkomagome 6-chome, Bunkyo-ku, Tokyo	1971	940m ²	25 units	2014	940m ²	49 units
	Fujisaki Housing Condominium Reconstruction Project	Residence Momochi	Momochi 2-chome, Sawara-shi, Fukuoka-shi, Fukuoka	1971	9,946m ²	130 units	2015	9,946m ²	232 units
	Koganei Corpus Apartments Reconstruction Project	Brillia Koganei Sakuracho	Sakura-cho 2-chome, Koganei-shi, Tokyo	1964・1965	5,356m ²	80 units	2016	5,219m ²	114 units
	Senri-Tsukumodai A Condominium Complex Reconstruction Project	Brillia City Senri Tsukumodai	Tsukumodai 3-chome, Suita-shi, Osaka	1966	7,256m ²	96 units	2019	7,256m ²	202 units
	Hiratsuka-cho Housing Reconstruction Project	Brillia Hatanodai	Hatanodai 6-chome, Shinagawa-ku, Tokyo	1959	1,829m ²	23 units	2020	1,829m ²	38 units
	Shakujii Koen Danchi Apartment Reconstruction Project	Brillia City Shakujii Koen ATLAS	Kami-shakujii 3-chome, Nerima-ku, Tokyo	1967	42,365m ²	490 units	2023	37,730m ²	844 units
	Itopia Hamarikyu Condominium Complex Reconstruction Project	Brillia Tower Hamarikyu	Kaigan 1-chome, Minato-ku, Tokyo	1979	2,820m ²	328 units	2023	2,820m ²	420 units
	Narashinodai 3-gaiku Housing Complex Reconstruction Project	Livio City Funabashi KitaNarashino	Narashinodai 3-chome, Funahashi-shi, Chiba	1967	24,806m ²	318 units	2025	16,302m ²	488 units
Started	Kunitachi Fujimidai Danchi Mansion Reconstruction Project	PROUD CITY Kunitachi	Fujimidai 1-chome, Kunitachi-shi, Tokyo	1965	27,371m ² (registered area)	298 units	2026	27,479m ²	589 units
	Kojimachi Sanno Mansion Reconstruction Project	Brillia Niban-cho	Niban-cho, Chiyoda-ku, Tokyo	1970	1,221m ²	57 units (including 4 stores)	2026	1,221m ²	104 units
	Japan Pearl Center Revitalization Project	Brillia Kobe Old Foreign Settlement	Higashi-machi and Ito-machi, Chuo-ku, Kobe-shi, Hyogo	1952	744m ²	—	2026 (scheduled)	744m ²	53 units
	Higashi-Mukojima 2-chome 22 District Disaster Prevention Block Improvement Project	Brillia Hikifune	Higashi-mukōjima 2-chome, Sumida-ku, Tokyo	—	—	—	2027 (scheduled)	1,246m ²	99 units
	Tōshō Center Building Condominium Reconstruction Project	Brillia Tower Asakusa Yanagibashi	Yanagibashi 2-chome, Taito-ku, Tokyo	1970	2,404m ² (registered area)	91 units	2027 (scheduled)	2,367m ²	267 units
	Minoh Sunplaza No. 1 Redevelopment Project	MINOH MARKS	Minoh 6-chome, Minoh-shi, Osaka	1979	2,932m ²	—	2028 (scheduled)	2,941m ²	109 units
	Akimoto Building Minamidai Housing Reconstruction Project	Brillia Honancho	Minamidai 5-chome, Nakano-ku, Tokyo	1974	approx. 1,594m ²	56 units (excluding rental housing and offices)	2028 (scheduled)	4,140m ²	179 units

* The number of dwelling units refers to the total for the entire property and does not represent Tokyo Tatemono's ownership share.

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List of Redevelopment Projects of Urban Areas (as of the end of FY2025)

			Location	Year of completion	Number of dwelling units
Completed	Awaji-cho 2-chome Area	WATERRAS TOWER RESIDENCE	Awaji-cho 2-chome, Chiyoda-ku, Tokyo	2013	333 units
	Minami-Ikebukuro 2-chome Area A	Toshima Ecomusee Town (Toshima City Office, Brillia Tower Ikebukuro)	Minami-Ikebukuro 2-chome, Toshima-ku, Tokyo	2015	432 units
	Meguro Station Area	Brillia Towers Meguro	Kami-Osaki 3-chome, Shinagawa-ku, Tokyo	2017	940 units
	Higashi-Kanagawa 1-chome Area	Brillia Tower Yokohama Higashi-Kanagawa	Higashi-Kanagawa 1-chome, Kanagawa-ku, Yokohama-shi, Kanagawa	2019	110 units
	Takasaki Station East Exit Area 9	Brillia Tower Takasaki ALPHA RESIDENCIA	Azuma-cho, Takasaki-shi, Gunma	2020	225 units
	Shirokane 1-chome East Area (North)	SHIROKANE The SKY	Shirokane 1-chome, Minato-ku, Tokyo	2023	1,247 units
	Harumi 5-chome West Area	HARUMI FLAG	Harumi 5-chome, Chuo-ku, Tokyo	2023-2025	5,632 units
	JR Maebashi Station North Exit Area	Brillia Tower Maebashi	Omote-cho 2-chome, Maebashi-shi, Gunma	2024	203 units
	Hamamatsucho 2-Chome District	WORLD TOWER RESIDENCE	Hamamatsucho 2-chome, Minato-ku, Tokyo	2024	389 units
Started	Tsukishima 3-Chome North District	Grand City Tower Tsukishima	Tsukishima 3-chome, Chuo-ku, Tokyo	2026 (scheduled)	1,285 units
	Toyomi Area	THE TOYOMI TOWER MARINE & SKY	Kachidoki 6-chome, Toyomi-cho, Chuo-ku, Tokyo	2026 (scheduled)	2,046 units
	Tateishi Station North Exit Area		Tateishi 4-chome and 7-chome, Katsushika-ku, Tokyo	2030 (scheduled)	710 units

* All of the above are Category I Urban Redevelopment Projects.
* The number of dwelling units refers to the total for the entire property and does not represent Tokyo Tatemono's ownership share.

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Corporate Governance

Board of Directors Related Data

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
Number of Board of Directors meetings	Tokyo Tatemono	Meetings	15	14	14	16	18
Number of Directors		Persons	12	12	12	12	12
Number of Executive Directors			7	7	7	7	6
Number of Non-Executive Directors (excluding Independent External Directors)			1	1	1	1	1
Number of Independent External Directors			4	4	4	4	5
Number of female Directors			1	1	1	1	2
Percentage of independent external directors		%	33.3	33.3	33.3	33.3	41.7
Percentage of female directors			8.3	8.3	8.3	8.3	16.7
Average Board of Directors meeting attendance		Years	100	99	99	99	99
Average tenure of Directors* (including Independent External Directors)			4.6	4.4	5.4	6.6	6.9

* As of March 31 of each year.

Total Amount of Remuneration, Total Amount by Type of Remuneration, and Number of Eligible Officers

Position	Scope of Collection	Number of Eligible Individuals	Total Amount by Type of Remuneration			Total Amount Paid (Million Yen)
			Fixed Remuneration (Million Yen)	Performance-Based Remuneration (Million Yen)	Share-Based Remuneration (Million Yen)	
FY2022 total	Tokyo Tatemono	16	377	171	37	586
Directors (excluding External Directors)		8	271	171	37	480
Audit and Supervisory Board Members (excluding External Audit and Supervisory Board Members*)		2	52	—	—	52
External Officers		6	54	—	—	54
FY2023 total	Tokyo Tatemono	19	435	240	42	717
Directors (excluding External Directors)		10	322	240	42	604
Audit and Supervisory Board Members (excluding External Audit and Supervisory Board Members*)		3	55	—	—	55
External Officers		6	58	—	—	58
FY2024 total	Tokyo Tatemono	17	463	203	86	753
Directors (excluding External Directors)		8	348	203	86	638
Audit and Supervisory Board Members (excluding External Audit and Supervisory Board Members*)		2	55	—	—	55
External Officers		7	60	—	—	60
FY2025 total	Tokyo Tatemono	18	468	216	68	753
Directors (excluding External Directors)		8	336	216	68	621
Audit and Supervisory Board Members (excluding External Audit and Supervisory Board Members*)		2	55	—	—	55
External Officers		8	77	—	—	77

* Two External Audit and Supervisory Board Members.

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● Compliance

Reports and Consultations to the Helpline

Category			Scope of Collection	Unit	2021	2022	2023	2024	2025
Number of reports or consultations to the helpline			Tokyo Tatemono Group	Incidents	61	52	60	82	64
Reports					49	48	53	68	44
Consultations					12	4	7	14	20
Breakdown of reports and consultations	Labor issues				13	7	10	21	9
	Harassment				42	33	36	27	28
	Of which Sexual harassment				3	3	5	2	4
	Other human rights violations				—	—	0	0	0
	Other				6	12	14	34	27

Violation of Laws or Regulations and Related Sanctions

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
Number of incidents related to corruption or bribery	Tokyo Tatemono Group	Incidents	0	0	0	0	0
Number of incidents related to antitrust or anti-competitive behavior			0	0	0	0	0
Number of incidents related to the Code of Conduct			0	0	0	0	0
Number of incidents of non-compliance			0	0	0	0	0

Violation of Laws or Regulations in the Field of Socioeconomic Activities

Category		Scope of Collection	Unit	2021	2022	2023	2024	2025
Number of violations of laws or regulations in socioeconomic activities		Tokyo Tatemono Group	Incidents	0	0	0	0	0
Of which total amount of significant fines			Yen	0	0	0	0	0
Of which total number of sanctions other than fines			Incidents	0	0	0	0	0
Provisions for legal violations, lawsuits, etc., including those involving ESG issues			Yen	0	0	0	0	0

Violations Related to Product and Service Information and Labeling

Category		Scope of Collection	Unit	2021	2022	2023	2024	2025
Number of violations		Tokyo Tatemono Group	Incidents	0	0	0	0	0
Regulatory violations that resulted in fines or penalties				0	0	0	0	0
Regulatory violations that resulted in warnings				0	0	0	0	0
Violations of voluntary norms				0	0	0	0	0

Violations Related to Marketing Communications

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
Number of violations	Tokyo Tatemono Group	Incidents	0	0	0	0	0
Regulatory violations that resulted in fines or penalties			0	0	0	0	0
Regulatory violations that resulted in warnings			0	0	0	0	0
Violations of voluntary norms			0	0	0	0	0

Compliance Training (e-Learning: Compliance Code of Conduct) and Return Rate of Compliance Surveys

Category	Scope of Collection	Unit	2021	2022	2023	2024	2025
Training completion rate	Tokyo Tatemono Group	%	98.0	97.6	98.9	97.5	99.5
	Tokyo Tatemono		100	100	100	100	100
Return rate of compliance surveys	Tokyo Tatemono Group	%	73.2	76.3	80.0	81.6	80.1