

Management

ESG Management

Overview of ESG Management at Tokyo Tatemono

The Tokyo Tatemono Group pursues an evolved approach to ESG management, proactively implementing sustainability measures throughout its operations. We strive to achieve a balance between solutions to social issues and corporate growth.

ESG management has grown ever-more important in recent years, amid intensifying changes in the business environment. To achieve sustained growth beyond the year 2020 in this environment, the Group has come together under a Long-Term Vision and established a sustainability promotion framework.

Our Long-Term Vision covers the period from our current large-scale redevelopment projects to the year 2030, in which the completion of these projects overlaps with our targets for Sustainable Development Goals (SDGs).

>> Focus Factors in the External Environment

- Intensified competition between cities internationally
- Changes in the financial environment
- Decrease in population and working-age citizens in Japan
- Diversification of work styles and lifestyles
- Intensification of competition to recruit human resources
- Acceleration of digital technology advances and globalization
- Rising ESG awareness
- Greater geopolitical risks and natural disaster risks

Long-Term Vision

Becoming a Next-Generation Developer

We live in a time of profound change.

We are experiencing shifting demographics, growing diversity among personal values, ever-accelerating technological development, and more.

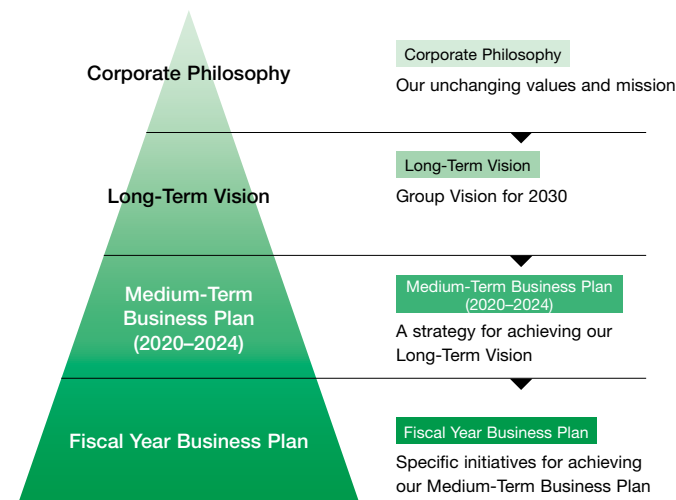
Amidst these uncertainties, a broad range of challenges to achieving social sustainability have emerged.

The Tokyo Tatemono Group understands that the role of developers must also change in fundamental ways.

We are committed to using our business to offer better solutions to society's problems and bring our own growth as an enterprise to a higher level.

By doing so, we aim to be a good company for all our stakeholders.

Long-Term Vision



Our Approach to the SDGs

The SDGs are international goals targeting 2030 that were adopted at the United Nations Summit. The SDGs comprise 17 goals in a wide range of fields based on diverse social issues that affect developing and developed countries. Companies are expected to contribute to achieving the goals. Tokyo Tatemono Group takes this demand from society seriously. As such, we have incorporated the SDGs into our long-term vision and medium-term management plan and are actively implementing sustainability measures throughout the Group. As we operate our business as a developer, we will continue to be guided by the aim of realizing a sustainable society.



Corporate Philosophy, Group Profile, Contents, Editorial Policy

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Message from the President and CEO

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Materiality of the Tokyo Tatemono Group

Special Feature

Environment

Environmental Management

Sustainability Finance

External Evaluation and Certification for Green Building

Responding to Climate Change

Pollution Control and Resource Recycling

Water Resources

Biodiversity

Responding to Natural Disasters

Social

Diversity & Inclusion

Work-Life Balance

Human Resource Investment and Development

Health Management / Occupational Safety and Health

Respect for Human Rights

Improving Quality and Customer Satisfaction

Revitalizing and Utilizing Real Estate Stock

Contributing to Our Communities

Governance

Corporate Governance

Risk Management

Compliance

Supply Chain Management

Data

Third-Party Assurance

Management

ESG Management

ESG Management Promotion Framework

The Tokyo Tatemono Group established the Sustainability Committee, chaired by our president and CEO, to pursue sustainability measures across the entire Group.

The Sustainability Committee, like the Executive Committee and Internal Control Committee, is under the direct control of the president and CEO. The Sustainability secretariat, which is the Sustainability Promotion Group in the Corporate Communications Department, advances sustainability measures by working with business units to set ESG targets, monitor progress, and evaluate our achievements.

In January 2021, we established a Company-wide subordinate organization, the Sustainability Promotion Committee with the aim of promoting sustainability measures more effectively. The purpose of the Council is to share decisions made by the Sustainability Committee, discuss in advance themes for consideration, and report on the progress of sustainability promotion.

ESG Management Promotion Framework



Stakeholder Engagement

The Tokyo Tatemono Group's business activities are supported not only by the customers who use our products and services, but also by many other stakeholders, including local communities, employees, shareholders, investors, and business partners.

We believe that building long-term relationships of trust with these stakeholders is essential to our business activities. By incorporating their input in various ways, we are working to create value.

Stance on and Approach to Dialogue with Our Core Stakeholders

Stakeholders	Stance on Dialogue	Approach to Dialogue
Customers Building tenants, home buyers, users of services	We established various systems to incorporate customer feedback in our business activities. We use these systems to provide valuable products and services that offer safety and peace of mind, while continuously improving customer satisfaction.	<ul style="list-style-type: none"> ■ Customer satisfaction surveys ■ Brilia Owners Hotline (contact for home buyers) ■ Various questionnaires ■ Online inquiry forms, etc.
Local community Local community around properties, local governments, etc.	We work to increase local value and contribute to the local community through efforts that include community development and various community activities.	<ul style="list-style-type: none"> ■ Dialogue with local residents and government bodies in the planning, development, and management of properties ■ Volunteer activities, including clean-up activities ■ Participation in local events and festivals ■ Support for education and the arts ■ Post-disaster reconstruction support, etc.
Employees	We work to create a satisfying workplace in which employees can experience personal growth. We strive to develop people who are trusted and capable of building the future.	<ul style="list-style-type: none"> ■ Various training and reward systems ■ Regular personnel interviews ■ Dialogue with labor unions and co-hosting of events ■ Individual consultation on child-rearing and nursing care support, etc.
Shareholders and investors	We aim to build long-term fiduciary relationships with our shareholders and investors and earn appropriate recognition through sincere and fair information disclosure and active communication.	<ul style="list-style-type: none"> ■ IR information on our corporate website ■ General Meeting of Shareholders ■ Seminars for private investors ■ IR meetings (Japan/overseas)
Business partners Business operators related to planning, development, and property management, and service provision, etc.	We conduct fair and equal business dealings with our partners and strive for close communications to build even better relationships with these partners.	<ul style="list-style-type: none"> ■ Verification of second- and third-tier subcontractors ■ Verification via internal check sheet ■ Regular meetings, etc.

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Participation in Initiatives

The Tokyo Tatemono Group participates in various initiatives in Japan and overseas, believing that collaboration between many different entities across countries, regions, and organizations is important for solving social issues.

TCFD (Task Force on Climate-related Financial Disclosures)

In June 2020, the Tokyo Tatemono Group announced its support for the TCFD recommendations.

Going forward, we will strengthen our measures to combat climate change, while expanding the content of our disclosure in line with the information disclosure framework recommended by the TCFD (governance, strategy, risk management, and indicators and targets with respect to climate change risks and opportunities).

Support for TCFD P.24



CDP

CDP is a non-profit organization that works with institutional investors to require companies to disclose information about their climate change strategies and greenhouse gas emissions, with the aim of encouraging these efforts. The Tokyo Tatemono Group discloses its environmental information through the CDP.



GRESB

The Tokyo Tatemono Group is a participating member of GRESB, an annual benchmarking and management organization that evaluates real estate companies and funds in terms of their commitment to environmental, social and governance (ESG) considerations. The Group also receives evaluation from GRESB by participating in its real estate evaluation.

Highest Ranking in ESG Benchmark GRESB P.23



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