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TOKYU FUDOSAN HOLDINGS GROUP
Recovery Support Project

Great East Japan Earthquake For smiling faces all over Japan



Management Structure



To continue to be a corporate group trusted by society, the Tokyu Fudosan Holdings Group has been increasing the transparency and efficiency of Group management, while enhancing its corporate governance and compliance.

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Anti-Corruption

Policy

The Tokyu Fudosan Holdings Group recognizes that corruption and bribery are serious risks that could considerably damage the trust and credibility of a company. We are committed to maintaining sound relationships with stakeholders and will never engage in business entertainment or gift-giving that elicits suspicion or mistrust from society. Specifically, we will thoroughly implement the following.

- (1) We will never engage or be complicit in any and all forms of bribery, including money laundering, embezzlement, or obstruction of justice, etc.
- (2) In fully understanding laws and regulations about relationships with public offices and other similar persons in Japan or other countries, we will never engage in business entertainment or gift-giving that elicits suspicion or mistrust from society and we will never provide monetary or other benefits to gain illicit profits.
- (3) We will not provide or receive business entertainment or gifts from business partners or other parties that deviates from sound business practices or social norms.
- (4) We will not use our position or authority to demand personal benefits from our business partners or other parties.

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Risk Management

The Tokyu Fudosan Holdings Group has established specific departments to be in charge of individual risks under the Basic Regulations on Risk Management and risks facing the entire Group are managed comprehensively and systematically by the Risk Management Committee, chaired by the President & Representative Director. Specifically, the committee focuses on four areas: (1) determination of risk management policies; (2) evaluation and improvement of risk management system; (3) measuring and monitoring of risk scale for the Group; and (4) supporting activities to foster and raise awareness about risk.

In addition, a management system to execute a cycle of plan, do, check, and act (PDCA cycle) has been established to identify and evaluate business and operational risks within the Group.

In the event of disasters, the Group will carry out appropriate information distribution and decision making based on the Emergency Response Provisions. Moreover, each operating company of the Group has prepared business continuity plans (BCPs) to ensure their business is not interrupted in the event of an emergency.

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Information Security

Policy

The Tokyu Fudosan Holdings Group formulated the “Information Management Provisions” to ensure the appropriate treatment of information in its business operations. Based on the provisions, the company is fostering information sharing to increase business efficiency, preventing the leakage of secrets, and disclosing information in an appropriate manner. As for electronic information, the company has set the rules to be obeyed by directors and employees based on the “basic policy on information security”, including the rules on the monitoring of employees’ access to information by information managers and on the use of computer terminals.

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Management Structure, Practice and Implementation

Protection of personal information

Each Group company develops policies, regulations, and manuals concerning the protection of personal information to ensure compliance with the related laws and regulations. Training is also conducted with employees to increase their awareness of handling personal information. Moreover, when outsourcing the handling of personal information, outsourcing partners are selected with due care and their treatment of information is monitored appropriately to ensure information security.

Tokyu Community Corporation, and Tokyu Livable, Inc., have obtained approval to use the Privacy Mark, which provides a proof that these companies are safely managing and appropriately protecting personal information.

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