

**Sustainability**

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Disclosure Categories Recommended	Initiative contents	Disclosure destination	
Governance	Disclose the organization's governance around climate-related risks and opportunities.		
	a) Describe the board's oversight of climate risks and opportunities.	<ul style="list-style-type: none"> <li>Processes and frequency by which the board of directors is informed about climate-related issues, and how the board monitors and oversees progress against climate-related targets</li> <li>Agenda at board meetings with consideration to climate-related issues</li> </ul>	<ul style="list-style-type: none"> <li>● <a href="#">Promotion Structure</a></li> <li>● <a href="#">Climate Change</a></li> <li>● <a href="#">Identification of Materialities &amp; Opportunities and Risks</a></li> </ul>
	b) Describe management's role in assessing and managing climate risks and opportunities.	Structure and role of ESG management centered around the Sustainability Committee	<ul style="list-style-type: none"> <li>● <a href="#">Climate Change</a></li> </ul>
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.		
	a) Describe the climate-related risks and opportunities the organization has identified over short, medium, and long term.	Identifying short-, medium- and long-term climate related risks and opportunities	<ul style="list-style-type: none"> <li>● <a href="#">Promotion Structure</a></li> <li>● <a href="#">Climate Change</a></li> <li>● <a href="#">Identification of Materialities &amp; Opportunities and Risks</a></li> </ul>
		Identifying risks and opportunities that impact the medium-term management plan	<ul style="list-style-type: none"> <li>● <a href="#">Climate Change</a></li> </ul>
		Identifying risks and opportunities by Scenario Analysis	<ul style="list-style-type: none"> <li>● <a href="#">Climate Change</a></li> </ul>
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Determining impacts on business and financial plannings, and strategies by Scenario Analysis	<ul style="list-style-type: none"> <li>● <a href="#">Climate Change</a></li> </ul>
		Financing through Green Bond	<ul style="list-style-type: none"> <li>● <a href="#">About the Green Bond</a></li> </ul>
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Implementing Scenario Analysis	<ul style="list-style-type: none"> <li>● <a href="#">Climate Change</a></li> </ul>	
Risk Management	Disclose how the organization identifies, assesses, and manages climate-related risks.		
	a) Describe the organization's processes for identifying and assessing climate-related risks.	<ul style="list-style-type: none"> <li>Development of the Medium-term Management Plan</li> <li>Identification and assessment of climate related risks through ESG management led by the Sustainability Committee</li> </ul>	<ul style="list-style-type: none"> <li>● <a href="#">Identification of Materialities &amp; Opportunities and Risks</a></li> <li>● <a href="#">Climate Change</a></li> </ul>

Disclosure Categories Recommended		Initiative contents	Disclosure destination
	b) Describe the organization's processes for managing climate-related risks.	Setting KPI targets for climate-related issues and managing progress, in accordance with the Environmental Vision	● <a href="#">Climate Change</a>
	c) Describe how processes for identifying and assessing, and managing climate-related risks are integrated into the organization's overall risk management.	The Sustainability Committee and the Risk Management Committee work integrally, with their meetings held together.	● <a href="#">Promotion Structure</a> ● <a href="#">Risk Management</a>
Metrics and Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.		
	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	CO <sub>2</sub> emission, energy and water usage, waste management, rate of major properties' with environmental certifications, buildings' greening rate and area of conserved forest are set as assessment metrics.	● <a href="#">Tokyu Fudosan Holdings Group's ESG Management</a> ● <a href="#">Climate Change</a> ● <a href="#">Water Usage</a> ● <a href="#">Pollution and Resources</a>
	b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Scope 1, 2 and 3 emissions are subject to third party verifications.	● <a href="#">GHG(CO<sub>2</sub>) emissions data</a> ● <a href="#">Supply Chain (Environment)</a>
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	KPI targets on intensities and progress against the targets on CO <sub>2</sub> emissions, water usage, waste management (base year: 2005, target year: 2020(2030 for CO <sub>2</sub> emissions))	● <a href="#">Climate Change</a> ● <a href="#">Supply Chain (Environment)</a> ● <a href="#">Water Usage</a> ● <a href="#">Pollution and Resources</a>
KPI targets for FY2020 and progress against the targets on environmental certification acquisition rates for major properties, building greening rate, area of forest conservation		● <a href="#">Tokyu Fudosan Holdings Group's ESG Management</a> ● <a href="#">Biodiversity Conservation</a>	

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### Real Estate

TOPIC	CODE	ACCOUNTING · METRIC	UNIT OF MEASURE	REFERENCE
Energy Management	IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property subsector	Percentage (%) by floor area	● <a href="#">GHG(CO<sub>2</sub>) emissions data</a> , <a href="#">Energy usage data</a>
	IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	Gigajoules (GJ), Percentage (%)	(1) <a href="#">GHG(CO<sub>2</sub>) emissions data</a> , <a href="#">Energy usage data</a>
	IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Percentage (%)	● <a href="#">GHG(CO<sub>2</sub>) emissions data</a> , <a href="#">Energy usage data</a>
	IF-RE-130a.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	Percentage (%) by floor area	● <a href="#">List of DBJ Green Building</a>
	IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	n/a	● <a href="#">Climate Change Commitments</a>
Water Management	IF-RE-140a.1	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	Percentage (%) by floor area	(1) 100% (2) 0%(No applicable area)
	IF-RE-140a.2	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	Thousand cubic meters (m <sup>3</sup> ), Percentage (%)	(1) <a href="#">Water usage — Goals and results</a> (2) Japan 0%, Palau 0%
	IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Percentage (%)	● <a href="#">Water usage — Goals and results</a>
	IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	n/a	● <a href="#">Water Use</a>
Management of Tenant Sustainability Impact	IF-RE-410a.1	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area, by property subsector	Percentage (%) by floor area, Square feet (ft <sup>2</sup> )	n/a
	IF-RE-410a.2	Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	Percentage (%) by floor area	n/a

TOPIC	CODE	ACCOUNTING · METRIC	UNIT OF MEASURE	REFERENCE
	IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	n/a	<ul style="list-style-type: none"> <li>● <a href="#">Climate Change Commitments</a></li> <li>● Partially started green lease contract</li> <li>● <a href="#">Reduction in CO<sub>2</sub> emissions in office buildings</a></li> </ul>
Climate Change Adaptation	IF-RE-450a.1	Area of properties located in 100-year flood zones, by property subsector	Square feet (ft <sup>2</sup> )	n/a
	IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	n/a	<ul style="list-style-type: none"> <li>● <a href="#">Climate Change</a></li> </ul>

## Real Estate Services

TOPIC	CODE	ACCOUNTING · METRIC	UNIT OF MEASURE	REFERENCE
Sustainability Services	IF-RS-410a.1	Revenue from energy and sustainability services	Reporting currency	n/a
	IF-RS-410a.2	(1) Floor area and (2) number of buildings under management provided with energy and sustainability services	Square feet (ft <sup>2</sup> ), Number	<ul style="list-style-type: none"> <li>● <a href="#">Building Management (TOKYU COMMUNITY CORP.)</a></li> <li>● <a href="#">Track record of building and facility management(Japanese only).</a></li> </ul>
	IF-RS-410a.3	(1) Floor area and (2) number of buildings under management that obtained an energy rating	Square feet (ft <sup>2</sup> ), Number	<ul style="list-style-type: none"> <li>● <a href="#">List of DBJ Green Building</a></li> </ul>
Transparent Information & Managemnt of Conflict of Interest	IF-RS-510a.1	Brokerage revenue from dual agency transactions	Reporting currency	n/a
	IF-RS-510a.2	Revenue from transactions associated with appraisal services	Reporting currency	n/a
	IF-RS-510a.3	Total amount of monetary losses as a result of legal proceedings associated with professional integrity, including duty of care	Reporting currency	n/a

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The Ten Principles of the UN Global Compact			Disclosure destination
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	<ul style="list-style-type: none"> <li>● <a href="#">Human Rights and Community</a></li> <li>● <a href="#">Health and Safety</a></li> <li>● <a href="#">Labor Standards</a></li> <li>● <a href="#">Diversity Promotion</a></li> </ul>
	Principle 2	make sure that they are not complicit in human rights abuses.	<ul style="list-style-type: none"> <li>● <a href="#">Supply Chain (Society)</a></li> </ul>
Labour	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<ul style="list-style-type: none"> <li>● <a href="#">Labor Standards</a></li> </ul>
	Principle 4	the elimination of all forms of forced and compulsory labour;	<ul style="list-style-type: none"> <li>● <a href="#">Labor Standards</a></li> </ul>
	Principle 5	the effective abolition of child labour; and	<ul style="list-style-type: none"> <li>● <a href="#">Labor Standards</a></li> </ul>
	Principle 6	the elimination of discrimination in respect of employment and occupation.	<ul style="list-style-type: none"> <li>● <a href="#">Labor Standards</a></li> <li>● <a href="#">Corporate Governance</a></li> </ul>
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges;	<ul style="list-style-type: none"> <li>● <a href="#">Promotion Structure</a></li> <li>● <a href="#">Identification of Materialities &amp; Opportunities and Risks</a></li> <li>● <a href="#">Environmental Conservation Initiatives</a></li> <li>● <a href="#">Green Bond</a></li> </ul>
	Principle 8	undertake initiatives to promote greater environmental responsibility; and	<ul style="list-style-type: none"> <li>● <a href="#">Support for activities to avoid climate change</a></li> <li>● <a href="#">Signatory to Initiatives</a></li> </ul>
	Principle 9	encourage the development and diffusion of environmentally friendly technologies.	<ul style="list-style-type: none"> <li>● <a href="#">Supply Chain (Environment)</a></li> </ul>
Anti-Corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	<ul style="list-style-type: none"> <li>● <a href="#">Compliance</a></li> <li>● <a href="#">Risk Management</a></li> <li>● <a href="#">Anti-Corruption</a></li> <li>● <a href="#">Political contribution</a></li> </ul>

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ISO26000		Disclosure destination
Core Subject	Issues	
Organizational governance		<ul style="list-style-type: none"> <li>● <a href="#">Message from the President</a></li> <li>● <a href="#">Group slogan · Group Philosophy</a></li> <li>● <a href="#">Tokyu Fudosan Holdings Group Code of Conduct</a></li> <li>● <a href="#">Identification of Materialities &amp; Opportunities and Risks</a></li> <li>● <a href="#">Corporate Governance</a></li> <li>● <a href="#">Compliance</a></li> <li>● <a href="#">Anti-Corruption</a></li> <li>● <a href="#">Risk Management</a></li> <li>● <a href="#">Information Security</a></li> </ul>
Human rights	<ol style="list-style-type: none"> <li>(1) Due diligence</li> <li>(2) Human rights risk situations</li> <li>(3) Avoidance of complicity</li> <li>(4) Resolving grievances</li> <li>(5) Discrimination and vulnerable groups</li> <li>(6) Civil and political rights</li> <li>(7) Economic, social and cultural rights</li> <li>(8) Fundamental principles and rights at work</li> </ol>	<ul style="list-style-type: none"> <li>● <a href="#">Human Rights and Community</a></li> </ul>
Labour practices	<ol style="list-style-type: none"> <li>(1) Employment and employment relationships</li> <li>(2) Conditions of work and social protection</li> <li>(3) Social dialogue</li> <li>(4) Health and safety at work</li> <li>(5) Human development and training in the workplace</li> </ol>	<ul style="list-style-type: none"> <li>● <a href="#">Health and Safety</a></li> <li>● <a href="#">Labor Standards</a></li> <li>● <a href="#">Diversity Promotion</a></li> </ul>
The environment	<ol style="list-style-type: none"> <li>(1) Prevention of pollution</li> <li>(2) Sustainable resource use</li> <li>(3) Climate change mitigation and adaptation</li> <li>(4) Protection of the environment, biodiversity and restoration of natural habitats</li> </ol>	<ul style="list-style-type: none"> <li>● <a href="#">Climate Change</a></li> <li>● <a href="#">Biodiversity Conservation</a></li> <li>● <a href="#">Pollution and Resources</a></li> <li>● <a href="#">Water Use</a></li> <li>● <a href="#">Supply Chain (Environment)</a></li> <li>● <a href="#">About the Green Bond</a></li> </ul>
Fair operating practices	<ol style="list-style-type: none"> <li>(1) Anti-corruption</li> <li>(2) Responsible political involvement</li> <li>(3) Fair competition</li> <li>(4) Promoting social responsibility in the value chain</li> <li>(5) Respect for property rights</li> </ol>	<ul style="list-style-type: none"> <li>● <a href="#">Anti-Corruption</a></li> <li>● <a href="#">Supply Chain (Society)</a></li> </ul>

ISO26000		Disclosure destination
Core Subject	Issues	
Consumer issues	(1) Fair marketing, factual and unbiased information and fair contractual practices (2) Protecting consumers' health and safety (3) Sustainable consumption (4) Consumer service, support, and complaint and dispute resolution (5) Consumer data protection and privacy (6) Access to essential services (7) Education and awareness	<ul style="list-style-type: none"> <li>● <a href="#">Privacy Policy</a>.</li> <li>● <a href="#">Enhancing Services and Improving Quality</a>.</li> <li>● <a href="#">Providing Safety and Security</a>.</li> <li>● <a href="#">Responding to the Trends towards Smaller Families and an Aging Society</a>.</li> <li>● <a href="#">Promoting Communication</a>.</li> </ul>
Community involvement and development	(1) Community involvement (2) Education and culture (3) Employment creation and skills development (4) Technology development and access (5) Wealth and income creation (6) Health (7) Social investment	<ul style="list-style-type: none"> <li>● <a href="#">Supply Chain (Society)</a>.</li> <li>● <a href="#">Human Rights and Community</a>.</li> <li>● <a href="#">Contribution to Local Communities and Society</a>.</li> </ul>

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## ESG Index

### Tokyu Fudosan Holdings Group's CSR

Link to each location

CSR Vision

✓

CSR Promotion Structure

✓

Tokyu Fudosan Holdings Group Code of Conduct

✓

Identification of Materialities & Opportunities and Risks

✓

Materialities and the Related SDGs

✓

Tokyu Fudosan Holdings Group's ESG Management (KPI Targets)

✓

### Link to each location

	Policy	Management Structure	Practice and Implementation	Third-party Verification
E	Climate Change	✓	✓	✓
	Biodiversity Conservation	✓	✓	✓
	Pollution	✓	✓	✓
	Waste	✓	✓	✓
	Use of Resource	✓	✓	✓
	Water Use	✓	✓	✓
	Supply Chain (Environment)	✓	✓	✓

S	Supply Chain (Society)	✓	✓	✓	-
	Human Rights and Community	✓	-	-	-
	Contribution to Local Communities and Society	✓	-	✓	-
	Health and Safety	✓	✓	✓	-
	Labor Standards	✓	✓	✓	✓
	Diversity Promotion	✓	✓	✓	-

Link to each location

G	Corporate Governance	Basic Views on Corporate Governance	✓
		Composition of the Board of Directors and Audit & Supervisory Board	✓
		Policy and procedures on determining the remuneration of directors and other officers	✓
		Approach concerning selection of directors and other officers	✓
		Specialization and professional history of directors and other officers	✓
		Basic Views on Internal Control System	✓

			Link to each location
G	Corporate Governance	Schematic Diagram of Corporate Governance System	✓
		Management Monitoring Function	✓
	Compliance	Compliance System	✓
		Whistleblowing System (Compliance Helpline)	✓
		Prevention of Relationships with Anti-social Forces	✓
		Tokyu Fudosan Holdings Group Code of Conduct	✓
		Anti-Corruption	✓
	Risk Management and Other Matters	Risk Management	✓
		Information Security	✓
	General Meeting of Shareholders	Convocation Notice	✓
		Notice of Resolutions	✓