

## 1. Sustainable Procurement Policy

The sustainability vision of the Tokyu Fudosan Holdings Group (hereinafter, “the Group”) is, “We will solve social issues through our business activities and work with stakeholders to realize a sustainable society and growth.” To achieve this vision, the Group will treat environmental, social, and governance (ESG) matters as important management issues and promote ESG management.

As social and environmental issues have become even more pressing in recent years, stakeholders and society increasingly expect that corporate decision-making and other business activities be based on sustainability as well as profitability.

With the aim of always maintaining stakeholder trust, the Group strives to contribute to economic and social development by maintaining sound business operations based on proper fulfillment of social responsibilities and its public mission, while striving for thorough compliance. To recognize and fulfill the social responsibilities pertaining to its business activities, the Group recently established the Sustainable Procurement Policy (hereinafter, “this Policy”) with a view to realizing its Sustainability Vision.

By promoting procurement under this Policy, the Group will strengthen ESG management to realize corporate growth and a sustainable society. Therefore, it will be necessary and important to engage the entire supply chain, including business partners. The Group asks its business partners to understand the purpose and content of this Policy, and to help it implement sustainable procurement activities.

### 【Sustainable Procurement Policy Articles】

#### 1) Legal compliance

- 1) -1. Total compliance with relevant laws and regulations

#### 2) Respect for human rights

- 2) -1. Compliance with and respect for international human rights and labor standards
- 2) -2. No tolerance of discrimination
- 2) -3. No tolerance of harassment
- 2) -4. Respect for local residents
- 2) -5. Respect for minority rights

#### 3) Ensuring a work environment based on safety, health and well-being

- 3) -1. Freedom of association, collective bargaining rights
- 3) -2. No tolerance of forced labor
- 3) -3. No tolerance of child labor
- 3) -4. Fair wages
- 3) -5. Elimination of excessive working hours
- 3) -6. Workplace health and safety measures
- 3) -7. Emergency preparedness
- 3) -8. Prevention of occupational accidents and illness
- 3) -9. Industrial Hygiene measures
- 3) -10. Measures for physically demanding work

- 3) -11. Proper sanitary facilities, meals and housing
- 3) -12. Protection of foreign and migrant worker rights

4) Ensuring proper business ethics

- 4) -1. Preventing corruption
- 4) -2. Preventing contact with organized crime
- 4) -3. Ensuring fair trade practices
- 4) -4. Appropriate response to conflicts of interest
- 4) -5. Responsible political involvement
- 4) -6. Protection of intellectual property rights
- 4) -7. Maintaining confidential information and disclosure
- 4) -8. Compliance hotline and whistleblower protection

5) Environmental measures

- 5) -1. Combatting climate change
- 5) -2. Biodiversity protection
- 5) -3. Effective use of resources
- 5) -4. Proper water use
- 5)-6. Ensure appropriate use of forest resources

6) Improving service and quality

- 6) -1. Ensuring safety
- 6) -2. Quality control and quality assurance systems
- 6) -3. Proper information disclosure for products and services

7) Proper information management

- 7)- 1. Proper information management

8) Business Continuity Planning

- 8)-1. Business Continuity Planning

9) Contributing to local communities

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10) Extension of the Sustainable Procurement Policy

- 10)-1. Extension to business partners
- 10)-2. Cooperation for monitoring

2. Scope

This Policy applies to the Group's entire supply chain, including direct and indirect suppliers of all products, services and raw materials procured by each Group company.