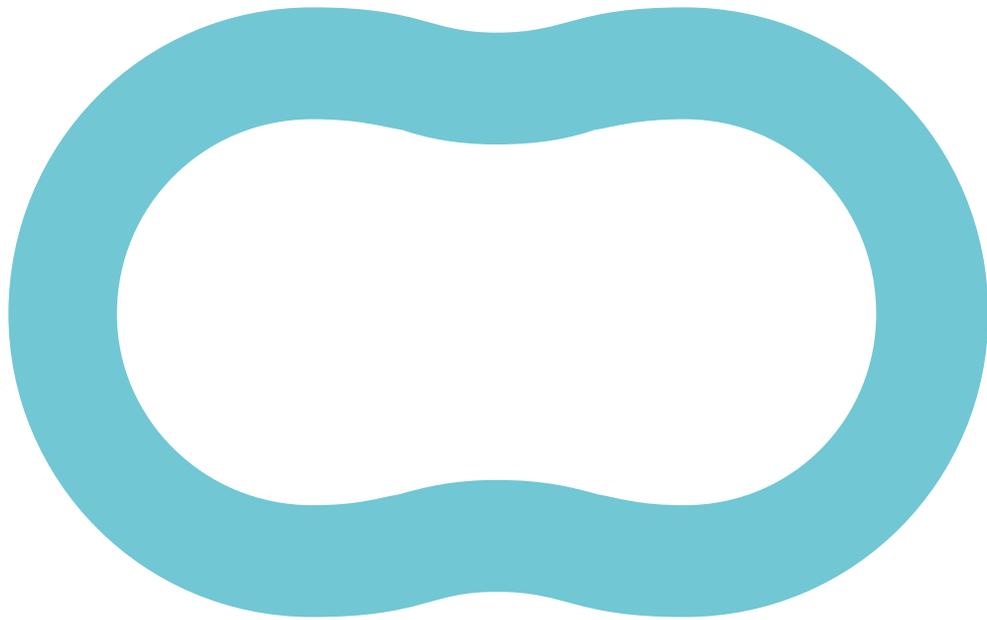


# **TOSEI GROUP CSR REPORT 2018**





## 1. Environment

- ◆ Eco Declaration • Eco-Mission ..... P2
- ◆ Initiatives Through Business Activities ..... P2
- ◆ Environmental Assessment Loan ..... P5
- ◆ Eco-Friendly Activities by Employees ..... P5

## 2. Social

- ◆ Initiatives for Our Customers ..... P6
- ◆ Initiatives for Our Employee ..... P8
- ◆ Contributions to Local Communities ..... P9

## 3. Governance

- ◆ Our Idea of Corporate Governance ..... P10
- ◆ Compliance ..... P11
- ◆ Risk Management ..... P12
- ◆ Timely and appropriate disclosure ..... P12

### TOPICS

We has established the Tosei Group ESG Policy and the ESG Action Guidelines on Jun,2019. .... P13

## The Tosei Group's Profile

<b>Tosei Corporation</b>	President and CEO: Seiichiro Yamaguchi Date of establishment: February 2, 1950 Address: Toranomon Tosei Bldg., 4-2-3 Toranomon, Minato-ku, Tokyo Capital: 6,556,175 thousand yen Employees: 458(Consolidated) 191(Non-Consolidated) Fields of business: Revitalization; Development; Rental; Fund and Consulting; Hotel
<b>Tosei Community Co., Ltd.</b>	Fields of business: Property management; building interior and exterior repair and maintenance, management, security, cleaning, etc.
<b>Tosei Asset Advisors, Inc.</b>	Fields of business: Investment management business, etc.
<b>Tosei Revival Investment Co., Ltd.</b>	Fields of business: Buying and selling of debt; mergers and acquisitions; buying and selling of real estate, brokerage and money lending business, etc.
<b>Tosei Hotel Management Co., Ltd.</b>	Fields of business: Hotel and restaurant business management, and operation
<b>Tosei Singapore Pte. Ltd.</b>	Fields of business: Consultancy Service Relating to Real Estate
<b>Urban Homes, Inc.</b>	Fields of business: Detached house development & sales; Custom home construction; Real estate brokerage, etc.

# 1. Environment

## ◆Tosei Group Eco Declaration • Eco-Mission (Action Policy)

The Tosei Group has been striving to reduce the burden on the global environment by promoting human and eco friendly corporate activities under the Tosei Eco Declaration.

### Tosei Group Eco Declaration

In order to achieve our slogan "Heart into the City", the Tosei Group declares its intention to promote corporate activities that are friendly to people and the environment and to work to reduce burdens on the environment, while keeping true to our philosophy "To create new value and inspiration in all aspects of real estate."

### Eco-Mission

#### ■Mission 1 Promote environmental practice through business activities

We strive to minimize environmental burdens by introducing measures to contribute to energy conservation and resource saving in the real-estate revitalization.

#### ■Mission 2 Comply with environmental laws, regulations and raising of environmental awareness

We work to conserve the environment by complying with environmental laws and regulations. We will also conduct various measures aiming to increase Tosei group employees environmental conservation awareness.

#### ■Mission 3 Inform our activities to stakeholder

Starting with the announcement of "Eco Declaration" and "Eco Mission", we will promote open communication with the society while providing information on our progress and results.

## ◆Initiatives Through Business Activities

### ➤Receiving of the Excellence Award for the revitalization of a large used office building

The Nishidai Tosei Building, the largest vacant office revitalized by Tosei, received the Excellent Business Award for the real estate-related sector at the 8th award ceremony sponsored by the Zenkoku Jutaku Sangyo Kyokai (National Housing Industry Association), a general incorporated association, in recognition of efforts to carry out upgrades in response to market needs, without resorting to a scrap-and-build process but rather making the most of the existing building.



Nishidai Tosei Building



The award ceremony



### ➤Revitalization of idle company-owned apartments

With population decreasing due to the country's declining birthrate and aging society, it is increasingly critical to take appropriate measures to deal with the issue of abandoned houses and offices. Tosei therefore undertakes to purchase idle company-owned apartments. By making upgrades to a whole building or restyling a building for use as condominiums, it seeks to use existing buildings as effectively as possible.



Tsuzuki Ward, Yokohama

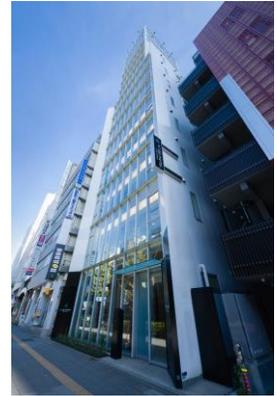


Funabashi Nishinarashino

# 1. Environment

## ➤ Conversion of a used office building into a Tosei branded hotel

The Tosei Hotel COCONE Ueno, the Group's second hotel operated by Tosei, is a hotel created through the acquisition and conversion of a used and totally vacant office building. The entrance hall, or the face of the hotel located on the first floor, features a double-height structure with a staircase leading to the front desk on the second floor. The fully renovated floor offers a space featuring an open but quiet atmosphere. To address demand from overseas and domestic customers, the renovated hotel features guest rooms offering different types of rooms, including Japanese Modern Rooms designed in a Japanese style to enable guests to enjoy a traditional Japanese atmosphere, and Family Rooms that may be used by group tourists or families of up to four members. Going forward, Tosei will actively work on converting used offices into hotels by making all possible arrangements to erase any signs of those facilities being used as offices.



TOSEI HOTEL COCONE UENO



Entrance



Stairwell



Japanese Modern Room

## ➤ Development of Net Zero Energy Houses

Urban Homes, Inc. succeeded in selling all of the Net Zero Houses (hereinafter "ZEH") that the company constructed, as the first of such products offered by the Tosei Group, for the THE Palms Court Kamakura Shiromeguri houses that are jointly constructed and sold by Tosei and Urban Homes, Inc., its group company. Urban Homes, Inc., which is registered as a ZEH builder in the ZEH support business promoted by the Ministry of Economy, Trade and Industry, aims to make 60% of properties provided by the company each year ZEH-compatible by 2020. It succeed in raising the ratio to 43% as of November 30, 2018. Looking ahead, the Group will continue to contribute to the reduction of CO2 through the popularization of ZEH.



THE Palms Cort Kamakurashiromeguri



Comodo Casa Minamimakigahara



Comodo Casa Kisohigashi1choume

### 【 Main specifications / equipment 】



Solar power



High performance insulation



Energy measuring instrument

# 1. Environment

## ➤ Acquisition of the Green Star in the GRESB Real Estate Assessment

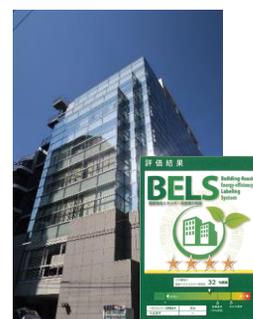
OSJ Kinshicho TMK, to which Tosei Asset Advisors, Inc. provides asset management services, received high Green Star and Four Star ratings in the 2018 GRESB Real Estate Assessment. In addition, Tosei received a B rating, the second highest rating in the five rating grades of the GRESB Public Disclosure Level Assessment in recognition of excellent efforts for information disclosure in relation to ESG initiatives.



**GRESB**... This is an annual benchmark assessment of ESG considerations at real estate companies and funds that own and manage real assets (real estate, infrastructure). It was launched in 2009 by a group of major pension funds in Europe that played a leading role in the Principles for Responsible Investment (PRI) initiative. The number of investors using GRESB data for selecting investment destinations or for communication with portfolio companies is 75 or more (their assets under management are 18 trillion dollars (approximately 1,980 trillion yen at an assumed exchange rate of 110 yen against the U.S. dollar). In 2018, 903 real estate companies, REITs, and funds participated in the GRESB Real Estate Assessment.

## ➤ Participation in the for business to promote creation of quake-resistant and energy-efficient real estate to

In 2013, Tosei Asset Advisors was selected as a manager of the first semi-governmental real estate fund operated by the general incorporated association Real Estate Sustainability & Energy-Efficiency Diffusion (Re-Seed). The fund was launched under the label of a business to promote creation of quake-resistant and energy-efficient real estate, which is promoted by the Ministry of Land, Infrastructure, Transport and Tourism as well as the Ministry of the Environment. In 2017, The company built new funds for two properties and received a four star rating in the Building Energy-efficiency Labeling System (hereinafter, "BELS")



**BELS**... BELS (Building-Housing Energy-Efficiency Labeling System) is a third-party certification system under the building energy saving performance labeling guidelines established by the Ministry of Land, Infrastructure, Transport and Tourism. BELS implementing agencies objectively assess the energy saving performance of new and existing buildings and give them one to five stars. Assessing the energy saving performance of buildings and indicating the assessment in a simple manner, BELS is expected to contribute to motivating building owners and users to renovate buildings to promote energy saving.

## ➤ Acquisition of A Rank Certification of CASBEE

Three office buildings developed by Tosei have obtained the A rank certification of the Comprehensive Assessment System for Built Environment Efficiency (CASBEE).



Toranomon TOSEI Building



Kamata TOSEI Building



Heiwajima TOSEI Building

# 1. Environment

## ➤ Introduction of environmentally-friendly equipment

When we plan new properties or renovations to add value, we consider whether to use environmentally conscious products on our own list, taking the features of the properties into consideration, and actively introduce energy-saving and resource-saving products and other environmentally conscious products.



- Rooftop greening, rooftop vegetable gardening, rooftop gardening
- Energy-saving water heaters (Eco-Jozu, Ene-Farm)
- Rainwater harvesting equipment
- LED lighting, motion-sensor lighting
- Electric vehicle charging equipment
- Car sharing, bicycle rental
- Solar-power generation system
- Energy saving glass
- Water-saving faucets, water saving
- Bathroom materials made from recycled materials

## ◆ Environmental Assessment Loan

The Tosei Group was recognized for its business stance, which is reflected in its environmentally friendly business activities, and the Group was granted a preferential interest rate under Environmental Assessment Loan.

## ◆ Eco-Friendly Activities by Employees

Each employee of the Tosei Group strives to improve awareness of environmental conservation, and pursues environmental initiatives in his/her daily life. These initiatives are aimed at reducing the burden on the environment and developing a sustainable society. The project team, which consists of members selected from each department, plays the leading role in internal eco-friendly activities.

### ➤ Rooftop Greening

In May 2010, the Tosei Group introduced greening to the rooftop of its head office, Toranomon Tosei Building. It did so mainly to bolster the environmental awareness of employees and to encourage communication, as well as to help alleviate the heat island phenomenon. The Group strives to raise employees' environmental awareness through events in which employees can take part, such as raising seasonal flowers and vegetables and holding the Harvest Festival, for example.



Seedling planting

### ➤ Familiar eco activities

We are making modest efforts. For example, we do not depend solely on air conditioners and use also electric fans and halogen heaters. We think that continuous efforts throughout the year is important to promote energy saving and resource saving. We will continue to educate each employee in carrying out daily eco-activities that they can do.



### ➤ Adoption of new eco-friendly materials for employees' business cards

The Group changed the material of business cards used by the Group's employees to LIMEX. This material is eco-friendly because almost no water or trees are used. The Group aims to reduce the amount of paper used and raise environmental awareness among employees by replacing business cards, the use of which reaches 500 pieces per person every year, with those made of eco-friendly materials.



## 2. Social

### ◆ For Our Customers

#### ➤ Product Planning by Women

In its detached house development business, the Tosei Group has launched the "Irodorie," a project featuring product planning by women. Under this project, the Group has been developing products that cater to customer needs. The Group proposes homes that are comfortable for all family members, by focusing attention on the ideas of *women*, who support family life through household tasks, childcare, and other activities.



The project meeting



The discussion meeting with male employee



The project member

#### [THE Palms Court Kamakurashiromeguri]



Bright and stylish island kitchen



Dust space with high storage capacity

#### ➤ Barrier-Free Houses

In certain projects in its detached house development business, the Tosei Group provides barrier-free houses by applying a unique design code consisting of ten items, which are based on the concept of "permanent residence." The Group aims to develop houses that are comfortable for young children and the elderly and that are homes where all generations of families can continue to live comfortably.



THE Palms Court Hashimoto (2016)

#### ➤ Creation of community spaces

Tosei converted T's garden Kitakashiwa, an idle company-owned apartment, into a rental condominium for families through value-improving work that made the most of the existing building. With a focus on meeting the needs of the child-bearing generation, it created three community spaces: the Kids Room, in which parents and children can play without worry about inconveniencing the neighbors, the Party Room, where residents can have a good time with friends and relatives through activities such as cooking classes or birthday events, and the Study Room, in which residents can enjoy solitude while studying alone or reading. Through such efforts, it provides spaces that all family members can use to make their lives more comfortable depending on different situations. Starting with the management of applications for rentals in July 2016, Tosei has been engaged in the operation of the condominium.

## 2. Social



Kids room



Party room



Study room

### ➤ Management of product quality

#### ■ Implementation of evaluations and inspections by third parties

For the Palms Yutenji Master Place, a newly constructed condominium, Tosei implements evaluations and inspections through the Japan Constructive Inspect Association, a third party designated by the Minister of Land, Infrastructure and Transport, as well as inspections based on laws and regulations to provide safe and reliable housing to customers.



#### ■ ISO 9001 (quality management system)

Tosei is an ISO 9001-certified company for the planning, design, construction work management and after-sales service (regular inspections) of condominiums, office buildings, commercial buildings and detached houses, and engages in strict quality management in compliance with ISO 9001. Tosei Community Co., Ltd., a subsidiary of Tosei Corporation, is also an ISO 9001-certified entity that undertakes the planning and provision of general management operations for condominiums, office buildings and rental condominiums.



#### ■ Efforts to pursue quality improvements in products in response to customer needs Meetings

As part of quality management, the Tosei Group is in the process of adopting more unique initiatives.

##### **【Meetings for examining quality improvements】**

In conjunction with the construction or renovation of new or existing office buildings and condominiums, among other properties, Tosei conducts detailed checks on specifications and in-depth meetings with the attendance of three parties—the Company, design and construction management companies, and construction companies. It seeks to strengthen collaboration among concerned parties to provide better products while preventing the occurrence of issues.

##### **【TOSEI-QC-10】**

Tosei manages all processes related to the construction and maintenance of new or existing office buildings or condominiums through three parties—the Company, design and construction management companies, and construction companies—based on Tosei's unique quality control standards, TOSEI-QC-10. Tosei strives to provide customers with safe and reliable products by conducting inspections and particularly rechecking those items that customers cannot oversee.



##### **【Feedback on customer requests for products】**

Tosei is moving forward with efforts to plan and design products with better quality by internally sharing feedback on complaints and requests raised by customers during after-sales inspections and their straightforward opinions obtained from personal perspectives and resident questionnaires.

## 2. Social

### ◆ For Our Employees

#### ➤ Human resource development training

The Tosei Group helps each employee enhance their skills and abilities through the implementation of human resource training programs and the adoption of systems that facilitate personal development and qualification acquisition. To develop a globally-minded group of seasoned professionals, as described in its corporate philosophy, the Group also provides external management school training aimed to develop the next generation of leaders as well as training for employees according to occupational level.



The Real estate notary training



The Training for mid-career hires

#### <Main training list>

- Group training for new graduates
- Training for instructors of new graduates
- Training for mid-career hires
- Training for newly assigned junior administrator (one year)
- Training on management for managers
- Training at business schools (one year)
- Real estate notary training
- Compliance training
- Mental health training
- ESG training

#### ➤ Supporting employees' work-life balance

##### ■ Occupational safety and health

Employees are obliged to have a health checkup once a year for health management. In addition, the Health Committee, which is comprised of employees and partner industrial physicians, reviews the general working environment monthly, including the status of the office environment and medical checkups. The results of the reviews are provided to employees as feedback.

##### ■ Metal healthcare

The Group sends questionnaires and provides training to all employees in relation to mental health care under the guidance of partner industrial physicians. It also moves forward with initiatives to maintain employees' physical and mental health condition by requiring employees who engage in overtime work that exceeds a certain amount to have an interview with industrial physicians and other professionals. In addition, the Group provides a consultation service for sound mental health in collaboration with external medical institutions. The service provides a contact point for employees and their families through which they can casually request health consultations without worry, either by phone or e-mail.

##### ■ Implementation of family workplace visit

The Group has a family workplace visit day every year in the hope that the children of employees can have a better understanding of their parents' jobs and workplaces.

A total of 79 persons from 26 families visited the Company in 2018 and enjoyed the experience of exchanging business cards, attending a stamp-rally in which they visited different workplaces and collected stamps, and creating model housing, among other programs. The event serves as a place of interaction between employees' families.



Business card exchange experience with our officers



Making a model of a detached house



## 2. Social

### ◆ Contributions to Local Communities

#### ➤ Volunteers for cleaning activities

The Group has participated in community volunteer activities since 2009. This year, it took part in the Nishinagisa-Hatsu Tokyo-Satoumi-Aid, a clean-up event held at Kasai Rinkai Park to remove marine debris. It also checked the types of debris collected and measured the total volume to contribute to future surveys for identifying the cause of marine debris. Going forward, the Company will continue to promote environmental conservation activities.



#### ➤ The green feather fundraising activity

The activity aims to provide support for a range of programs, such as the maintenance of forests, development of forestry volunteers and provision of forestry and environmental education for children.

#### ➤ Collection boxes for plastic bottle caps

The activity aims to send vaccines to children in developing countries by using profits earned from the sale of plastic bottle caps to recycling companies.

#### ➤ Continuation of activities for supporting areas affected by the Great East Japan Earthquake

Since 2011, the Tosei Group has been engaged in activities for supporting areas affected by the Great East Japan Earthquake. Its recent activities include the organization of dental seminars and painting of rusted playground equipment at nursery centers in the affected areas, as well as support for the opening of food stalls for a festival held at a temporary housing site. These activities were carried out in cooperation with an NPO that is engaged in volunteer activities in the affected areas.

#### ■ Operation support for autumn festival and child booth

In 2018, we supported the operation of the “Autumn Festival” held in the Nobiru district in Higashimatsushima City, Miyagi Prefecture, and operated a booth for children. In the city, 91.5 hectares of hillside forests were created after the earthquake, which was damaged by the massive tsunami, and the group relocation site “Nobirugaoka” was established. Nine volunteer members participated as a support for the festival held by the residents' association.



#### ■ A Japanese drum was donated to the affected junior high school

We raised donations for volunteer members of our group employees and donated 28 Japanese drums to the Naruse Future Junior High School, which was just opened in Higashimatsushima City. In the city, Japanese drum performances have been popular at elementary and junior high schools since ancient times, but most of them were lost due to the tsunami damage. The Japanese drums donated this time were very delighted by the school and the local community that they were able to safely perform the Japanese drums at the school festival.



### 3. Governance

#### ◆ Our Idea of Corporate Governance

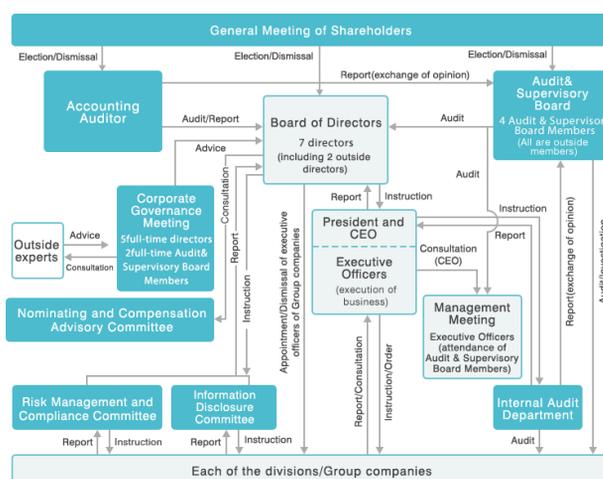
Our Group aspires to be a valuable contributor to all kinds of our stakeholders in the society, including the shareholders, the employees, the business partners and others, by promptly and appropriately responding to the changes in the business environment and continuing operational activities which enable the Group to achieve a sound growth. For this purpose, the Group has placed the greatest importance on enhancement of corporate governance, and in particular, “fully cultivating compliance mind,” “enhancing risk management” and “conducting timely disclosure” as three key initiatives.



Furthermore, the Group is determined to make efforts in a unified manner, from the top management down to each employee of the Group companies, led by the Board of Directors, to develop an internal control system as required by the Companies Act and the Financial Instruments and Exchange Act, as well as to set up a system which is credible to investors, as a financial instruments business operator.

#### ➤ Operation of the Meetings of Board of Directors

The Board of Directors is constituted by Seven directors, two of whom are outside directors. Based on the regulations of the Board of Directors, the directors hold regular meetings every month, and extraordinary meetings are held as necessary. As the highest management decision-making body, the Board of Directors makes resolutions on management policies and material issues and also supervises the execution of duties by the directors. In addition, the outside directors (the independent directors), by sharing their opinions from their objective standpoint, provide advices and suggestions to ensure the adequateness and appropriateness of the decisions made by the Board of Directors.



#### ➤ Executive Officer System

The Company has adopted the executive officer system in order to more clearly segregate the monitoring/supervision of the Company's business management, which is the duty and responsibility of the directors, from the execution of the business. The executive officers are appointed at the board meetings and the representative director and president has assumed the position of the chief executive officer.

All of the Company's executive officers adhere to its internal rules and regulations as well as to the resolutions of the Board of Directors in executing and controlling the business operations of the Company. In addition, CEO holds the management meetings twice a month as a general rule to seek for consultations on the material issues to be decided by him, and to discuss the matters to be resolved at the board meetings in advance.

### 3. Governance

#### ➤ Nominating and Compensation Advisory Committee

The Company established the Nominating and Compensation Advisory Committee voluntarily as a consultative body to the Board of Directors to ensure appropriateness and transparency in such matters as the process of selecting candidates in connection with director election proposals submitted to the general meeting of shareholders and resolutions of the Board of Directors relating to allocation of remuneration, etc. to individual directors. The constituent members of the committee include a representative director (one person), a full-time director (one person), outside director(s) (independent director(s), one person or more), and a full-time audit & supervisory board member (outside audit & supervisory board member, one person). An outside director who is a committee member will assume the office of the chair of committee. The Board of Directors will continue to fulfill its mandate from the Company's shareholders and investors by respecting the recommendations of the committee to the maximum extent and developing an appropriate governance system.

#### ➤ Three-way auditing (coordination of audits by corporate auditors, internal audits, and audits by the accounting auditor)

##### ■ Audits by corporate auditors

The Audit & Supervisory Board Members carry out an efficient and effective audit under an annual audit plan in cooperation with the accounting auditor and the Internal Auditing Department. The full-time Audit and Supervisory Board Members regularly interview each full-time Director and head of each department and check the status of business execution. They also regularly exchange opinions with Independent Directors.

##### ■ Internal audits

As a department directly controlled by the President, the Internal Auditing Department carries out an audit of the entire Group under an annual plan and helps correct inadequacies by recommending actions and conducting follow-up activities, including giving specific guidance.

##### ■ Audits by the accounting auditor

The accounting auditor carries out an audit under an annual audit plan. It carries out not only a fiscal year end audit but also quarterly reviews (accounting auditor: Shinsoh Audit Corporation).

### ◆ Compliance

The Tosei Group puts top priority on compliance in management. Everyone in the Group from senior executives to general staff was made aware of compliance.

#### ➤ In-house training

The Group gave education on compliance in FY2018 through group training for all employees, e-learning on insider trading, training to deal with antisocial forces, financial instruments business training, and mental health training, among other sessions. We display posters stating compliance slogans that are created by employees. We publish and deliver to the Group's employees an e-mail newsletter, Compliance Mind, for raising employees' awareness of compliance and legal issues.



Training to deal with antisocial forces

10月のコンプライアンス標語 テーマ「反社会的勢力との関係断絶」



9月のコンプライアンス標語 テーマ「災害時行動原則」



12月のコンプライアンス標語 テーマ「情報資産の保護の徹底」



## 3. Governance

### ◆ Risk Management

Assuming every possible risk, we prepare and practice emergency responses under normal conditions with a special focus on eliminating relationships with anti-social forces.

#### ➤ Establishment of a committee

The Company has established the Risk Management and Compliance Committee consisting of Executive Officers in charge of departments, heads of all departments, and risk management and compliance officers of Group companies. The committee identifies, analyses, and assesses risks at the entire Group, gathers information on individual risks, and discusses countermeasures.

The committee is conducting a PDCA cycle for risk management under a risk management and compliance program for each fiscal year and is enhancing monitoring of risk management.

#### ➤ In-house training

In FY2018, we conducted training to deal with antisocial forces, mental health training, training to prevent insider trading, comprehensive emergency drills (safety confirmation, training for the business continuity plan), and training for fire-fighting organizations for self-protection, among other sessions, to enhance each employee's awareness of crisis management. We have formed a business continuity plan (BCP) to deal with disasters. We have also prepared plans for specific actions at each division in the Group.



Evacuation drills



Self-defense fire brigade training



### ◆ Timely and appropriate disclosure

In addition to information disclosed under the Companies Act, the Financial Instruments and Exchange Act, among other laws and regulations, and rules of stock exchanges, the Tosei Group provides corporate information in a timely and appropriate manner to stakeholders, such as shareholders, investors, and business partners, through IR activities and the website.

#### ➤ Financial results presentations

We hold financial results presentations twice a year for institutional investors and securities analysts to deepen their understanding of Tosei. In addition, senior management actively hold other meetings with individual stakeholders. We held a business strategy presentation meeting for individual shareholders, which we hold every year, after the 68th general meeting of shareholders in February.

#### ➤ Disclosure on the website and external evaluation

Following our listing on the Singapore Stock Exchange, we have been disclosing information in Japanese and English simultaneously. On our website, we distribute videos of results presentations and post results presentation material for stakeholders who were not able to attend presentation meetings. We aim to create a user-friendly website. Our website has been positively assessed by external website assessment organizations.



## We have established the Tosei Group ESG Policy and the ESG Action Guidelines on Jun,2019.

Recently, ESG investment has been expanding worldwide, particularly among major institutional investors. ESG investment refers to an investment method in which consideration is given to important indicators of whether investment target companies recognize three factors, namely, the environment, society and government, as significant in terms of management and implement corporate management (ESG management) accordingly. As part of its CSR initiatives, the Group has been enhancing corporate governance and promoting the revitalization and development of real estate with an eye on the reduction of environmental loads. With expectations for ESG increasing on a global basis, the Group has established the Tosei Group ESG Policy and the ESG Action Guidelines to reintegrate activities that it has undertaken so far as ESG management and facilitate the further development of such activities.

### The Tosei Group ESG Policy

**The Tosei Group has a mission of creating new value and inspiration in all aspects of real estate as a global-minded group of seasoned professionals . It regards its commitment to the Environment, Society and Governance as a priority management challenge. It will seriously address the social issues associated with real estate to contribute to society and achieve its own continuous growth.**

### The Tosei Group ESG Action Guidelines

1. Carry out business activities that achieve sound growth
2. Comply with laws and regulations
3. Take actions that increase the value of real estate
4. Carry out business activities with environmental considerations
5. Contribute to tenants, locals and communities through real estate owned
6. Increase customer satisfaction
7. Increase employee satisfaction
8. Disclose ESG information

#### ■ The positioning of ESG Policy



#### ■ ESG promotion system





—Contacts—

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