

## CSR Vision

As a company that contributes to revitalizing areas, the Heiwa Real Estate Group continuously offers value to people throughout society by helping communities resolve issues and by enhancing the satisfaction of its stakeholders through its business activities.

## Stakeholder Engagement

The Group promotes engagement with all stakeholders in order to mutually strengthen bonds with everyone who has a stake in its business. At the same time, the Group endeavors to improve urban environments, bring value to communities and help people benefit economically with a view to help make society more sustainable.



## Initiatives for Tenants

### Improving Quality and Service



Heiwa Real Estate conducts a customer satisfaction survey of all tenants of its office buildings and works to maintain, improve and standardize quality in every aspect of the management and operation of its office buildings. We also organize tenant gatherings to help them develop their businesses.

### Maintaining Building Safety and Security



Heiwa Real Estate has assessed the earthquake resistance of all its buildings and has seismically reinforced buildings as needed. To mitigate impact in the event of a disaster, we also hold disaster preparation and crime prevention drills for tenant companies, and engage in business continuity planning.



## Initiatives for Employees

### Work-Life Balance



Heiwa Real Estate maintains a workplace environment in which each member's job is fulfilling and rewarding. The Group also has planned leave-related programs and strives to reduce overtime work. In addition, we promote employee health and encourage vibrant communication among employees by maintaining lounges that employees can use according to their work style and by supporting after-work activities.

### Employee Training



We have a short-term overseas training program to improve foreign language ability and acquire skill in communicating with non-Japanese. We have also set up a system for allowing employees to attend classes at Keio University's campus in the Marunouchi district of Tokyo to develop our next generation of human resources, and have a program to help employees acquire official qualifications.



## Initiatives for Shareholders and Investors

### Briefing Sessions for Institutional and Individual Investors



We hold briefing sessions primarily for institutional investors twice a year (end of the second quarter and end of the fiscal year). In addition, we participate in IR fairs and seminars for individual investors to create opportunities for more people to learn about the Heiwa Real Estate Group.

### Dividend Policy and Shareholder Bonus Program



We distribute dividends to our shareholders twice a year, an interim dividend and a year-end dividend, to provide appropriate shareholder returns. In addition, we have a shareholder special benefits program to thank our shareholders for their day-to-day support. Under this program, every year we give an original QUO card worth ¥1,000 to shareholders with 100 or more shares. We have also introduced a reward program for long-term shareholders.



## Environmental Initiatives

### Reducing Environmental Impact and Resource Policies



The Group considers the environment and the creation of attractive cityscapes when constructing and renovating buildings. We also help to reduce the life-cycle cost of buildings through long-term use while revitalizing communities by preserving historical value and adding appeal to neighborhoods.

### Initiatives to Reduce Environmental Impact at KABUTO ONE



- We aim to create a workplace with low environmental impact while reducing CO<sub>2</sub> emissions through the use of low-e glass that excels at reducing heat loading for building exteriors, and the installation of LED light fixtures with automatic light control sensors and highly efficient equipment.
- We aim to make pedestrian areas more pleasant by adding greenery to walls and streets.

### DBJ Green Building Certification\*



The Tokyo Stock Exchange Building, Osaka Securities Exchange Building and Nishshokan Building received Gold DBJ Green Building Certification in FY 2018.

\* Certification system established by Development Bank of Japan (DBJ) to support green building real estate with consideration for the environment and society. A program for identifying and certifying "green buildings" in response to the needs of today's real estate market. The evaluation is comprehensive, taking into account not only the property's environmental performance but also the degree to which the societal needs of various stakeholders surrounding the property are considered.



## Community Initiatives

### Contributing to Communities

Participation in the Sanno Festival



Neighborhood cleanup events



Donation of trees to Chuo-ku for lining streets in Nihonbashi Kayabacho



Exhibition of the Red Stone from Sado in connection with Old Eiichi Shibusawa



### Community Networking



Café Salvador Business Salon

Created as a venue for sharing news about the development of the Nihonbashi Kabutocho and Kayabashi areas, Café Salvador also brings energy and prosperity to the community.



Kabuto Live!

Kabuto Live! (URL: <https://kabuto-live.com/>) is the community website we operate for Nihonbashi Kabutocho and Kayabacho. Through it, we help vitalize the community by providing information on the culture of the Nihonbashi Kabutocho and Kayabacho financial district, neighborhood events and other topics.