About the Tokyu Group

Group Slogan

Toward a Beautiful Age – The Tokyu Group

Group Philosophy

We hold this philosophy in common as we work together to create and support the Tokyu Group.

Mission Statement

We will create a beautiful living environment, where each person can pursue individual happiness in a harmonious society.

Management Policy

Work independently and in collaboration to raise Group synergy and establish a trusted and beloved brand.

- Meet current market expectations and develop new ones.
- Manage in harmony with the natural environment.
- Pursue innovative management from a global perspective.
- Value individuality and make the most of each person.

Through these means, we will fulfill our corporate social responsibilities.

Guidelines for Action

Fulfill your responsibilities. Collaborate to enhance each other’s abilities. Reinvent yourself with a global awareness.
Aiming to be a Growing Company That Will Still Exist in 100 Years’ Time

We will create a beautiful living environment, where each person can pursue individual happiness in a harmonious society.

Foundation

DNA of urban development

Began as Meguro-Kamata Railway Company, which was born as a result of separating the railway division of Den-en Toshi Company that was established for urban development.

Provision of added value to society

Creation of a beautiful living environment

Changes in lifestyle
- Population declining, low birth rate & aging population
- Harmony with natural environment

Pursuing the happiness of each individual by facing ever-changing social challenges

Creation of economic value

Expansion of business

Reinvestment (perpetual cycle)

Increase in population in areas served by Tokyu’s railway lines
- Increase in the number of passengers carried
- Increase in real estate value
- Increase in Tokyu users

Keeping Tokyu’s rail service areas as the main focus as a result of providing added value

Development of Den-en-chofu and Senzoku

Laying of the Toyoko Line and the Den-en-toshi Line

Began as Meguro-Kamata Railway Company, which was born as a result of separating the railway division of Den-en Toshi Company that was established for urban development.
Sustainability Promotion Meeting

• In FY2018, the Sustainability Promotion Meeting, with the President and & Representative Director as the chairperson, was set to promote strongly sustainable management in place of the CSR Management Promotion Committee that launched in FY2010.
• This meeting is held twice a year in principle to share important information on sustainable management including safety and compliance. It functions to form an appropriate response from the Company.

As of March 31, 2019

Board meeting
Directions and reports (on important matters)
Management meeting
Directions and reports (on important matters)
Sustainability promotion meeting
Directions and reports

Sustainability Promotion Division, Corporate Affairs Headquarters
• Understanding and promotion of sustainable management
• Promotion of safety initiatives
  • Enlightenment of awareness on safety
  • Knowledge improvement on safety management
  • Safety promotion activities
• Compliance and compliance promotion initiatives
• Response to a low-carbon and recycling society
• Compliance on sustainable procurement policy
• Improvement of overall business based on customer information

Tokyu Corporation
Each headquarters
Tokyu Group
Sustainability promotion meeting
Tokyu Group companies
Sustainability promotion managers
Employees (including business associates)

Tokyu Corporation helpline
Work style innovation

"We will create a beautiful living environment, where each person can pursue individual happiness in a harmonious society." That Management in line with the Mission Statement has led to the external evaluation

- Put workstyle reforms into practice ourselves by, for example, having employees who live close to work and who balance childcare and work, and expand these reforms into society.
- Become No. 1 company in Japan for retaining its employees through sustainable development of human resources.

### Rewarding work and a comfortable working environment

- Systematic groupwide development of consolidated management human resources
- Realization of flexibility in working “time” and “place.”
- Diversity management for sustainable growth (Target number of female managers by FY2020: 40)
- Firm establishment of health management to become a company where anyone can work in good health
- Support for employee’s career development and good communication

### Improvement of productivity and creation of innovation

- Implementation of “Workstyle Reform Project” across all business units
- Improvement of efficiency of decision-making process and meetings
- Establishment of framework for the accumulation and handing-down of technology and knowledge
- Development of ICT platform and active adoption of new technology
- Shift in emphasis of management thinking toward productivity, management of working hours
- Provision of personnel programs and opportunities that support the creation of innovation
Major environmental initiatives of Tokyu Corporation

Sustainable urban development through the railway and real estate business

- **Sustainable urban development**
  - Redevelopment of Shibuya for the future (rooftop greening, wall greening, and reduced environmental load)
  - Urban development integrated with parkland in Urban Development Project for Creating Minami-Machida Hub
  - Contribution to biodiversity improvement at Futako Tamagawa Rise

- **Railways connecting towns**
  - Introduction of new model vehicles (about 50% reduction of energy consumption compared with older vehicles by adopting efficient drive of main motors and LED lights)
  - Environmental considerations at Shibuya Station (adopting the world’s first large-scale natural ventilation system)
  - Aiming at “environmentally friendly stations” (solar energy use at Motosumiyoshi Station and other measures)

- **Initiatives on human resource development**
  - Initiatives in environmental education for the next generation (creating “Children Environmental Report” and holding classes for parents and children on the environment)
  - “Midolink” actions (public solicitation of greening activity ideas from the residents of the areas served by Tokyu lines from FY2012)
  - “Tamagawa cleanup activities” as a member of the community

You can see “Environmental Report 2018” on https://www.tokyu.co.jp/company/csr/environment/report/
Social Contribution Activities

Establishment of Tokyu Foundation

On April 1, 2019, The Tokyu Foundation for Better Environment, Tokyu Foundation for Foreign Students, and The Gotoh Memorial Foundation were merged to start activities as Tokyu Foundation.

Environment division
(formerly The Tokyu Foundation for Better Environment)
Conduct studies, testing, and research on the Earth’s environment; support environmental education through symposiums, concerts, publications, etc.

International interactions section
(formerly Tokyu Foundation for Foreign Students)
Providing financial and mental support to foreign students

Culture and art division
(formerly The Gotoh Memorial Foundation)
Giving support to artists and organizations in the fields of opera and fine art, thereby help promote culture and arts

Education

Culture

Gotoh Educational Corporation (Tokyo City University Group/Tokyu Driving School) (Established in 1929)

Asia Gakuen (Asia University) (Established in 1941)

The Gotoh Museum (Conservation and exhibition of artworks and valuables) (Opened in 1960)

Tokyu Bunkamura, Inc. (Operation of cultural facilities such as Bunkamura) (Started in 1989)