

We Aim to be  
the **NO. 1** All-Round Real Estate Management Company

**Customer Satisfaction / Reliability**

Here at Tokyu Community, we offer high-quality, dependable services that effectively meet our customers' needs. We go the extra mile to develop and provide unique services, aiming to become our customers' indispensable **No.1**.

**Work Environment**

The passion, talent and positivity of all our employees is vital for providing our high-quality services. We think it's important to create a comfortable work environment, and a company climate with outstanding human resources that motivates our employees to be **No. 1**.

**No.1**

**Technological Prowess**

Our highly professional group of experts specializing in architecture, equipment and other areas allows us to maintain and repair buildings and also find solutions that really satisfy our clients and win their confidence. We aim to become the **No.1** company that realizes improved future property values.

**Business Range / Productivity**

PFI projects, Designated Managers, demand for the Olympics, expansion of business outside of the group...The diverse information we gather through our business activities contributes to us becoming the **No.1** company offering high-level management services as we stride forward into the future.

**OUR VISION**

Tokyu Community defines the value we provide to our customers as lifestyle, environment and property assets. Our corporate vision clearly states our commitment to provide our clients and stakeholders with future value, and we call this vision the TOKYU COMMUNITY WAY.

◆ **Mission** Our social mission and why we do business

To contribute to the formation of high-quality social stock through the pursuit of future value.

◆ **Our Ideal Company** Our pledge to our customers

We are your ultimate partner for the creation of future value through the provision of Peace, Safety, Comfort, and High Quality.

◆ **3 Declarations**

— **To our Customers**

We provide future value that exceeds expectations, and we deliver services that will impress you.

— **To Society**

We keep on creating a beautiful environment in which people, society and nature are in harmony.

— **To our Employees**

We will help each other to achieve our best and develop with all our energy.



The Best Partner for  
Creating Future Value

Our company logo expresses our corporate ideals. Peace is at the base, with Safety and Comfort and High Quality above, in three expanding stages of varying colors. This shape represents the harmony of man, society and the environment, and our commitment to improving future value. The infinity symbol represents the trust and emotional bonds between TOKYU COMMUNITY CORP and our customers, and our continued expansion.



**TOKYU COMMUNITY CORP.**

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**Headquarters**

Setagaya Business Square Tower,  
10-1 Yoga 4-chome, Setagaya-ku, Tokyo 158-8509

**Established**

April 8, 1970

**Capital**

1,653,800,000 yen

**President**

Katsuhide Saiga

**Line of Business**

Condo-life Support, Building Management, Renovation,  
Environmental Services & Services to Assist the Elderly

**Number of Employees**

7,542 (As of the end of March 2017)

**Recruiting staff for**

**Career-track office staff**

1. Condominium Management Consultant
2. Building Management Consultant
3. Building Management (Planning) Sales
4. Staffing Division operations

**Career-track engineering staff**

1. Facility Engineering Consultants  
(electricity, electronics, machinery, equipment, other science graduates)
2. Construction Engineering Consultants  
(architecture, engineering graduates)

**Recruitment Website**

<http://www.tokyu-com.co.jp/company/recruit/>

Recruitment, HR Division, TOKYU COMMUNITY CORP.

TEL: 03-5717-1022 E-mail: tc-saiyou@tokyu-com.co.jp



# BUSINESS

TOKYU COMMUNITY CORP is an all-round real estate company meeting diverse management needs in four business areas.

## Condo-life Support

As an all-round consultant for providing a pleasant condominium lifestyle, we offer high-quality management services meeting the needs of management unions and condominium residents.



### Renovation

We offer consistent services, from building diagnosis and repair plans to actual renovation work for maintaining of property value of older condominiums and buildings, offering residents safety and comfort.

### Building Management

We offer comprehensive management services that maintain and improve the value of offices, hotels, commercial and public facilities, and other properties, based on our high-level professional skills and know-how.

## Environmental Services & Services to Assist the Elderly

With a view to today's issues, such as global warming and the aging society, we provide support for energy conservation and CO<sub>2</sub> reduction in buildings, and propose smart condo systems as well as services to assist the elderly.

# FUNCTION

We aim to become the best partner for the creation of future value for our customers. Professionals from various fields work together to provide the highest quality service to customers.



# TRAINING

Tokyu Community Business College (TCBC) was established for our employees, with the goal of helping them acquire a high level of professional and business skills. The college offers support for employee career development through courses targeting engineers, and a support system to facilitate working toward certification.

Basic Education		Education on an elective basis	
Training to enhance knowledge, skills, and roles for career advancement		Training for employees wishing to work on their weaker points or enhance their skills	
<b>First year</b>	<ul style="list-style-type: none"> <li>New recruit orientation training</li> <li>Professional etiquette course</li> <li>Follow-up training for first-year employees</li> </ul>	<ul style="list-style-type: none"> <li>• Giving presentations</li> <li>• Problem-solving</li> <li>• Negotiating</li> <li>• Planning and preparation</li> <li>• Logical communication</li> </ul>	<b>Other support for getting qualifications</b> <b>Subsidies are available for courses for certain qualifications</b> <b>note:</b> Subsidy for preparatory school enrollment (with upper limit)  <b>Financial incentive system/Appointment for registration allowance</b> <b>note:</b> Rewards are available for getting certain qualifications, and allowances for joining a project because of acquiring the qualifications required for the job.
<b>Second year</b>	<ul style="list-style-type: none"> <li>Upgrading customer satisfaction</li> <li>Logical thinking, problem-solving, corporate bookkeeping</li> </ul>		
<b>Middle-level employees</b>	<ul style="list-style-type: none"> <li>Management training</li> </ul>		
<b>Core</b>	<ul style="list-style-type: none"> <li>New manager training</li> <li>Labor management training</li> </ul>		
<b>All employees</b>	<ul style="list-style-type: none"> <li>Compliance training, etc.</li> </ul>		

Note: Results for 2017

# PROPERTY

The trend has turned from building to management. Let us—pioneers in the real estate management business—introduce you to our efforts to create future value.



**Futako Tamagawa Rise**  
**<Redevelopment Project>**  
 Management of the entire area of the condominium and commercial buildings



**BRANZ Ichigao Garden**  
**<Condominium>**  
 Promotion of energy projects with smart condo systems



**Members' Office Building of the House of Councillors**  
**<PFI Project>**  
 Reliability of our management projects for government buildings



**DECKS Tokyo Beach**  
**<Commercial facilities>**  
 Management of diverse types of commercial facilities with a group of professional engineers



**PHILIA HALL**  
**<Designated Manager>**  
 Contributing to the regional community through the management of public facilities

# WELFARE

We offer a fully developed work system and a wide variety of projects, with a comfortable environment for each of our employees as a top priority.

## Promotion of Diver City

Diver City is a concept that calls for the intake and active utilization of diverse human resources, regardless of gender or race.

Tokyu COMMUNITY CORP. has achieved a 2.27% rate for the Employment Rate System for Persons with Disability required by law (having persons with disabilities make up 2.0% of the total number of employees) (As of June 1, 2017). We are moving forward with active employment to enable persons with disabilities to live independently and contribute to society.

While the government promotes the active involvement of women in the working world, we have annually established our own goal for the ratio of female employees in career-track positions offering opportunities for promotion. In 2014, the company's Third Phase Female

Working PT was established to create a more comfortable and pleasant environment for our female workers.

## Promotion of Work-Life Balance



We were recognized as a company that actively promotes the measures created by the Tokyo Labor Bureau in 2008 (updated in 2013) to provide support for child-rearing. Our company actively works to promote the creation of an environment that enables work-life balance for our employees.

## Welfare and Benefits

In addition to a welfare and benefit program specific to Tokyu Community there is a program offered by the TOKYU union for all members of the TOKYU GROUP. There are 160 recreation facilities as well as congratulatory and condolence payments, support with medical expenses and other programs.



## Club Activities



There are many active clubs including Tennis, Volleyball, Jogging, Skiing and Flower Arrangement. These clubs meet on regular basis and do seasonal training camps. Many employees, including our new recruits, take part in the Inter-departmental Indoor Football Tournament enjoyed by employees of all job categories, ages and positions.

