

### FOR IMMEDIATE RELEASE

### TOKYU CORPORATION

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### Notice Regarding a Three-Year Medium-Term Management Plan

Tokyu Corporation announces that a meeting of its Board of Directors held on March 27, 2018 has prepared a three-year medium-term management plan (for fiscal 2018 to fiscal 2020) beginning in fiscal 2018.

\* Please refer to Attachment for detail.

### Tokyu Corporation Formulates Three-Year Medium-Term Management Plan "Make the Sustainable Growth"

Tokyu Corporation

Tokyu Corporation (hereinafter "the Company") has recently prepared a three-year medium-term management plan (for fiscal 2018 to fiscal 2020; hereinafter "the plan") beginning in fiscal 2018.

The Company and its consolidated subsidiaries launched its current three-year medium-term management plan in April 2015 and has been implementing initiatives that utilize the Group's management resources such as pursuing railway safety through the installation of platform doors, further developing areas served by Tokyu's railway lines, including fully opening Futako-Tamagawa Rise and opening Shibuya Cast, entering the retail electricity and airport operation businesses, and launching the IZU tourist train service. As a result of these initiatives, we expect to be able to achieve our management targets.

In the meantime, our business environment has changed considerably. We urgently need to address changes in the business environment such as serious labor shortages arising from demographic change and other factors, changes in consumer behavior and customer contact points largely due to the rise of e-commerce, the emergence of new business opportunities thanks to technological advances, and the intensification of global competition.

Under this plan, we will work to ensure safe and secure transportation and improve comfort by easing congestion in the railway business, and we are committed to completing installation of platform doors on the Toyoko, Den-en Toshi and Oimachi Lines during FY2019. In addition, large development properties such as Shibuya Stream, Shibuya Scramble Square East Building and Minami Machida Grandberry Park will gradually be opened. We will celebrate the 100th anniversary of our founding in FY2022 and, during the three-year period covered by the plan, we will lay the foundations for the next 100 years while at the same time becoming a Group that creates new added value.

Under the slogan "Make the Sustainable Growth," the plan sets out three basic policies: sustainable urban development, sustainable corporate development and sustainable HR development. Under the plan, we aim to become a company that, despite the dramatically changing times, continues to achieve sustainable growth over the next 100 years by strengthening our existing businesses and our network outside areas served by Tokyu's railway lines and by actively advancing into new areas where we can utilize our strengths.

The overview of the three-year medium-term management plan of Tokyu Corporation is described as follows.

(For Reference) This document is being distributed today to the Kabuto Club (the press club of the TSE) as well as to the press club for the Ministry of Land, Infrastructure and Transport and Tokiwa Club.

Please direct any inquiries about this release to: Public Relations Team, Public Relations Office, Office of the President, Tokyu Corporation, Tel: 03-3477-6086

### Attachment

### Overview of the Three-Year Medium-Term Management Plan of Tokyu Corporation

#### 1. Period

Three years starting from fiscal 2018 (fiscal 2018 to fiscal 2020)

### 2. Basic Policies

"Make the Sustainable Growth" Sustainable urban development Sustainable corporate development Sustainable HR development

#### 3. Key Initiatives

(1) Tirelessly pursue "safety," "security" and "comfort." (Strengthen core railway business.)

We will strengthen systems to prevent accidents and ensure early recovery to achieve safe transportation and will also reduce and eliminate delays and congestion through facility measures, such as the installation of platform doors and new rolling stock, and system measures, such as the communication of information and promotion of off-peak travel.

#### (2) Increase SHIBUYA's global appeal. (Realize "Entertainment City SHIBUYA.")

We will steadily pursue and open large-scale developments such as Shibuya Stream and Shibuya Scramble Square East Building, and we will also work on area branding to increase the appeal of Shibuya. We also aim to expand earnings by actively capturing business opportunities in Greater Shibuya.

(3) Continuously improve the TOKYU area's value and life value. (Demonstrate Group's all-round strength.)

### (i) Development of the TOKYU area

We will seek to further enhance the TOKYU area's value with comprehensive development in cooperation with local communities and governments. We will also make the TOKYU area a well-balanced area that is home to diverse generations through the remodeling of the suburbs.

#### (ii) Rebuilding of the retail business

We will focus on improving efficiency and profitability by promoting business consolidation and structural reform and strengthening functions across retail business divisions. We will also improve the value of the TOKYU area and contribute to population growth in the TOKYU area through further cooperation with railway and real estate businesses, etc.

#### (iii) Enhancement of Services in ICT and Media Business

We will strengthen contact points with customers by enhancing and expanding home services such as "Kurashi No IoT" and physical store services such as credit settlement solutions of smartphones. (4) Expand business through strategic alliances. (Pursue collaborative creation with partners both inside and outside the Group.)

We will pursue business expansion not only in the TOKYU area but also other network areas in Japan and cities throughout Asia through cooperation with consolidated companies, group companies and parties outside the Group.

(i) Initiatives for Non-Resident Population

We will join forces with best partners to open new Tokyu hotels and expand the airport operation business, and to identify and commercialize tourism resources and promote tourism and expand the non-resident population in the network area.

### (ii) Overseas expansion

We will achieve a balanced portfolio while capturing new business opportunities with a focus on Vietnam, Thailand and Australia, where we are already operating.

### (iii) Exploration of new business fields and business models

We will create new businesses using new technologies to further enrich lifestyles and working styles in existing urban areas including the TOKYU area, aiming for new age urban development.

### (5) Make progress on workstyle innovation. (Deploy TOKYU workstyle reforms.)

We will become No. 1 company in Japan for retaining its employees by developing rewarding work and a comfortable working environment and improving productivity and creating innovation, and we will expand the reforms we have put into practice ourselves into society.

### 4. Companywide Management Indicators

Billion yen

		_		Billion yon
Year	FY2017	FY2018	FY2019	FY2020
Management Indices	(Forecast)	(Plan)	(Plan)	(Plan)
TOKYU EBITDA*	174.3	175.0	184.5	206.4
Operating profit	83.0	77.0	78.0	97.0
Interest-bearing Debt /				
TOKYU EBITDA Multiple	5.6	6.2	6.1	5.3
(times)				

\* Operating profit + Depreciation + Amortization of goodwill + Disposal cost of fixed assets + Interest and dividend income

+ Investment gains from equity method

(Reference Indicator)

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5. Reference Materials

Presentation handout entitled Three-year Medium-term Management Plan "Make the Sustainable Growth."

# Three-year Medium-term Management Plan (FY2018 – 2020) "Make the Sustainable Growth"

March 27, 2018 TOKYU CORPORATION (9005) https://www.tokyu.co.jp



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"Forward-looking statements"

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Of the information and statements contained in this material, those other than historical facts from the past are forward-looking statements, and they are based on the management judgments of the Company derived from the information available to the Company at this time. Please note that the actual results may differ from these statements for this reason.

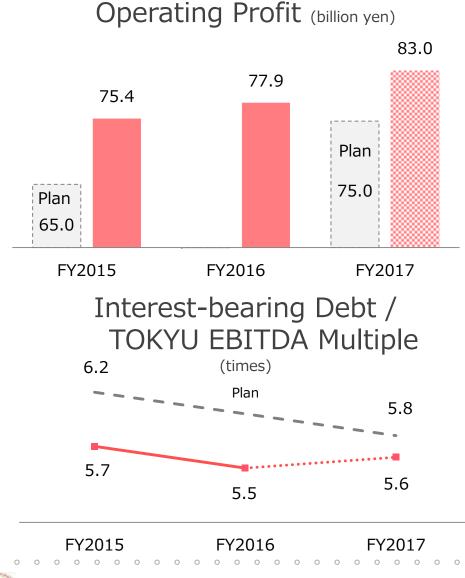
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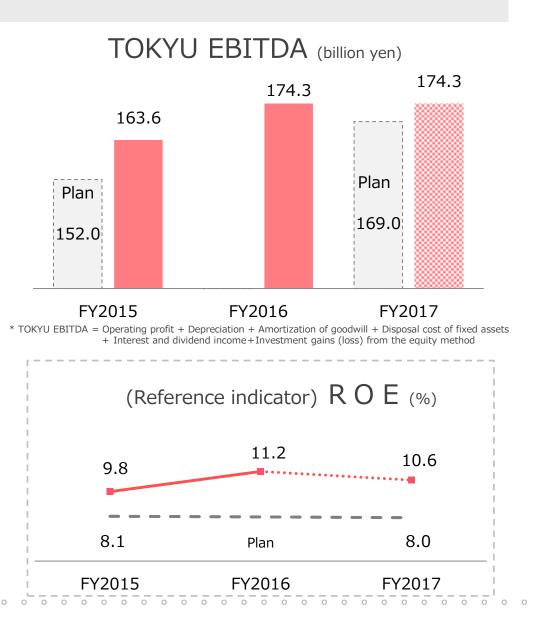
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I. Review of Previous Management Plan and Positioning of Current Medium-Term Management Plan

# Review of Previous Management Plan

• Company-wide projected figures were all achieved.





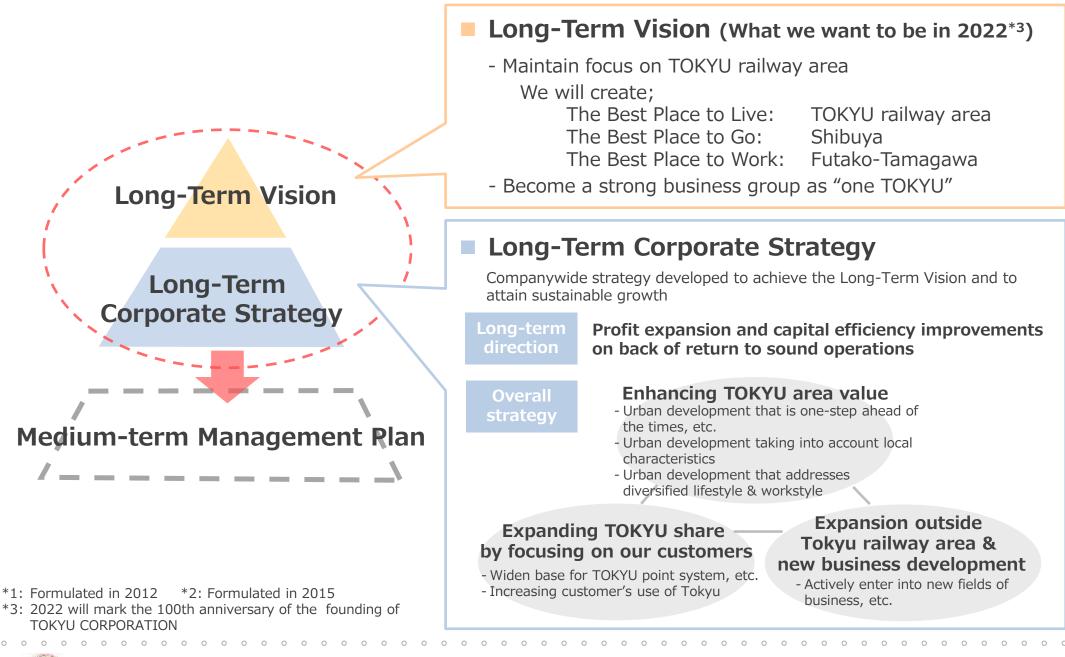
# Position of the FY2018-2020 Management Plan

- FY2022 100th anniversary of the founding of FY2018 SHIBUYA STREAM. to be opened TOKYU CORPORATION FY2010 Tokyu Capitol Tower opened Sotetsu-Tokyu direct train to be opened FY2019 SHIBUYA SCRAMBLE SQUARE East building Tama-plaza Terrace wholly opened SHINJUKU TOKYU MILANO to be opened Futako tamagawa Rise phase I opened redevelopment to be opened Complete installation of platform doors FY2012 Shibuya Hikarie opened (Toyoko, Den-en Toshi, and Oimachi Lines) FY2027 SHIBUYA SCRAMBLE SQUARE to be Mutual direct train service between MINAMIMACHIDA GRANDBERRY PARK opened wholly Toyoko Line and Tokyo Metro Commercial Complex to be opened Fukutoshin Line started FY2020 Tokyo Olympic, Paralympic Games FY2015 Futako-tamagawa Rise phase II opened FY2016 TOKYU CORPORATION entered electric power JUMP! retail business and airport operation business FY2017 SHIBUYA CAST. opened STEP! HOP! Medium-term Medium-term Medium-term Management Plan Management Plan Management Plan 2015-2017 2012-2014 2018-2020
  - Period when we will steadily push ahead with large-scale development projects and build a foundation for the next 100 years.
  - Period when we will evolve into the Tokyu Group that continuously creates "new added value."



# II. Long-Term Vision, Long-Term Corporate Strategy & Business Environment

# Long-Term Vision<sup>\*1</sup> & Long-Term Corporate Strategy<sup>\*2</sup>



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# Our Business Environment

### **1.** Demographic changes

Regional population gap Serious labor shortages Increase in momentum for workstyle reforms

# 2. Changes in consumer behavior and customer contact points

Changes in consumer attributes and lifestyles Rise of e-commerce Expanding use of Big Data

### 3. New business opportunities emerging

Infrastructure development is focused in the heart of Tokyo

Preparation for the 2020 Tokyo Summer Olympic, Paralympic Games/special wards

Growth of inbound traffic

Advances in technology

### 4. Competition in the global arena

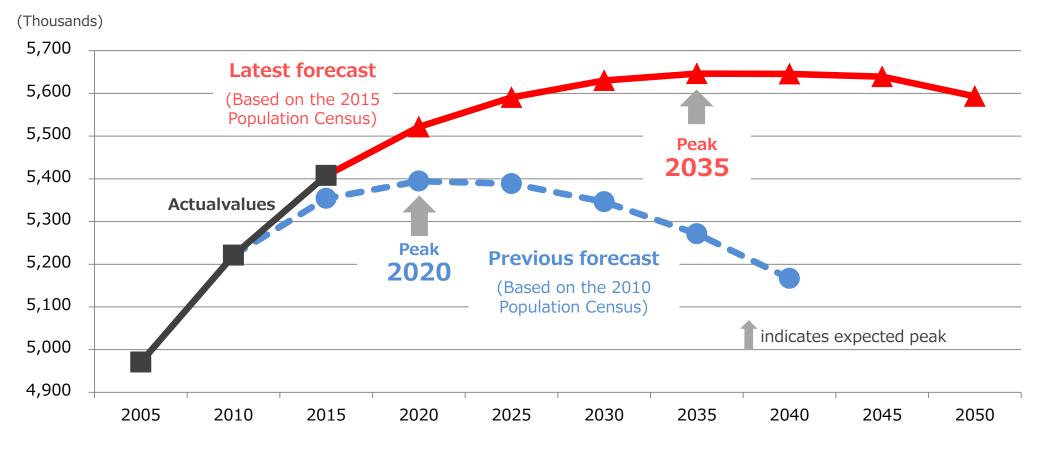
Sharp growth in markets in Asia Rapid increase in competition between international cities Improvement of competitiveness of Tokyo



# Demographics in the TOKYU Area

- In the TOKYU area, the population peak is expected to move back from the existing prediction by about 15 years.
- Meanwhile, the working-age population has begun decreasing in the suburbs.

Population in 17cities and wards along TOKYU lines



Based on the 2015 Population Census: Calculated independently in cooperation with Japan Transport Research Institute (2017 estimate)

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Based on the 2010 Population Census: National Institute of Population and Social Security Research (2013 estimate)

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# III. Basic Policies in the FY2018-2020 Management Plan

Basic Policies and Key Initiatives

# "Make the Sustainable Growth"

## **Basic Policies**

- Sustainable "urban development"
- Sustainable "corporate development"
- Sustainable "HR development"

## **Key Initiatives**

- (i) Tirelessly pursue "safety," "security" and "comfort." (Strengthen core railway business.)
- (ii) Increase SHIBUYA's global appeal. (Realize "Entertainment City SHIBUYA.")
- (iii) Continuously improve the TOKYU area's value and life value. (Demonstrate Group's all-round strength.)
- (iv) Expand business through strategic alliances. (Pursue collaborative creation with partners both inside and outside the Group.)
- (v) Make progress on workstyle innovation. (Deploy TOKYU workstyle reforms.)

# **Basic Policies**

# **Sustainability in Three Areas**

### Sustainable "urban development"



Perspective on society: Rise to the challenge of new types of urban development and continue to focus on urban development and regeneration.

Perspective within the organization: Inherit the urban development DNA that has flowed through our veins for 100 years.

### Sustainable "corporate development"



- Perspective on society: Continue to provide added value to stakeholders (customers, shareholders, business partners, etc.).
- Perspective within the organization: Achieve business growth by adapting to the changing environment and social needs.

### Sustainable "HR development"



Perspective on society: Support HR development in society through childcare, education and cultural activities.

Perspective within the organization: Develop management human resources, foster a climate for the creation of innovation, hand down technology, and strengthen diversity and health management.

### Material Sustainability Themes (Materiality)



GOALS





# Management indices

	FY2018 Targets	FY2019 Targets	FY2020 Targets	FY2022 Targets
TOKYU EBITDA	175 billion yen	184 billion yen	206 billion yen	220 billion yen (200 billion yen)
Operating Profit	77 billion yen	78 billion yen	97 billion yen (90 billion yen)	110 billion yen (100 billion yen)
Interest-bearing Debt / TOKYU EBITDA Multiple	6.2 times	6.1 times	5.3 times	<b>5-6</b> times (5-6 times)
(Reference indicator) Return on Equity (ROE)	7.2 %	7.2 %	8.4 %	9 % range

The figures in brackets are the figures under the Long-Term Corporate Strategy and previous management plan (formulated in 2015).

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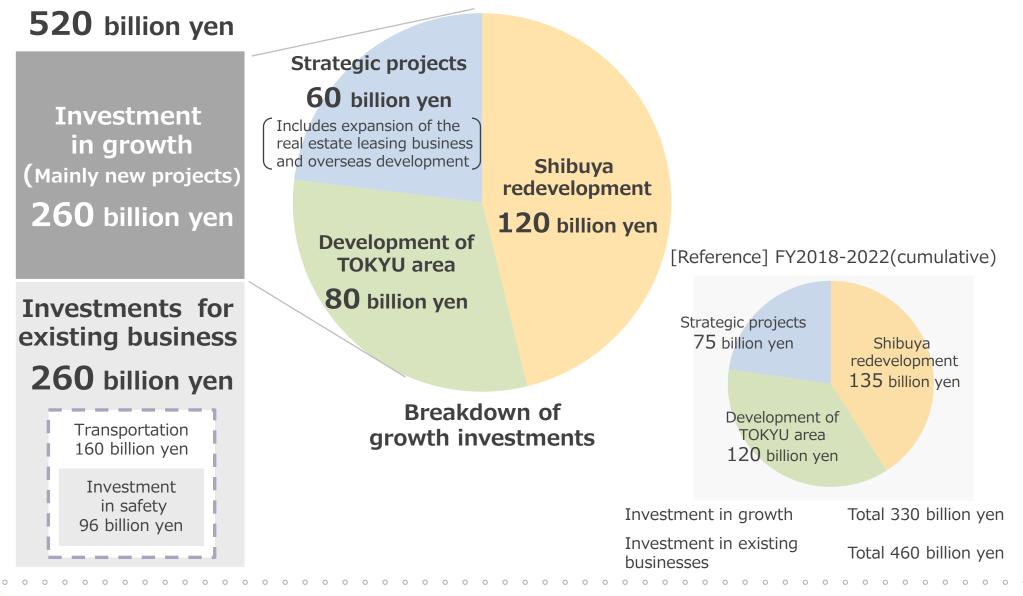
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# Investment Plans in FY2018-2020

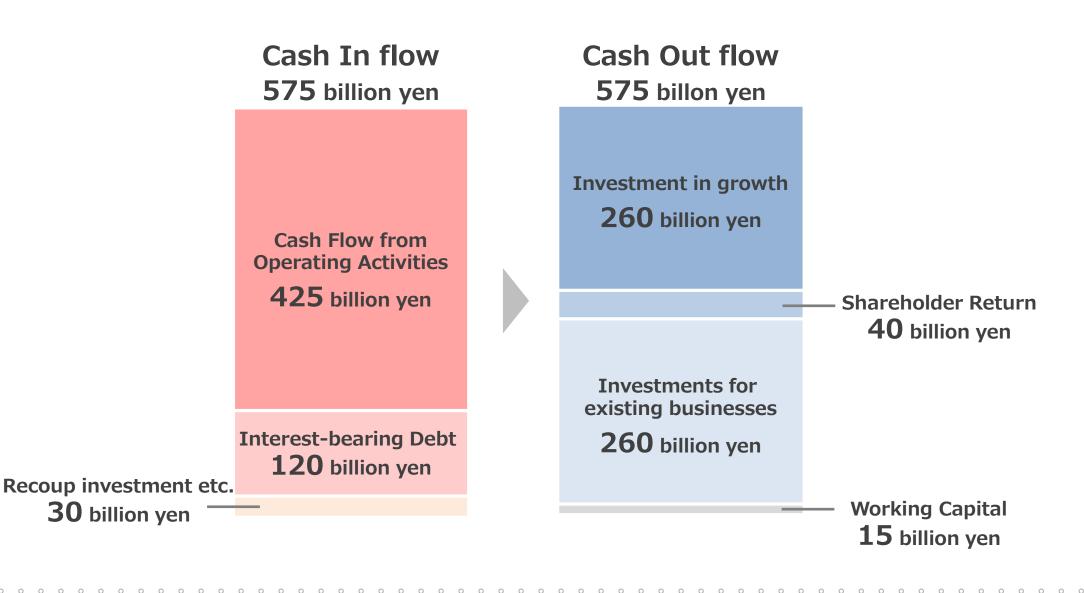
Capital expenditures & investments FY2018-2020 (cumulative)





# Cash flow Plans in FY2018-2020

### Total Cash flow for FY2018-2020

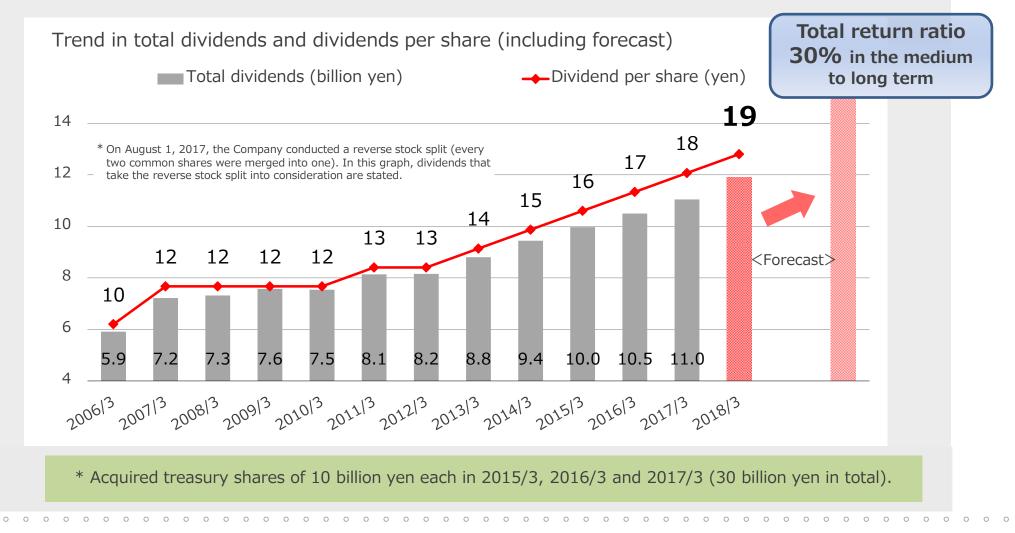




# Concept of Shareholder Returns

- Work to continue to provide stable dividends and further enhance shareholder returns.
- Aim to achieve a total return ratio of 30% at a time when large-scale investments for growth in Shibuya and Minami-Machida, etc. have paused.

\*Total return ratio = (Total amount of dividends+ Treasury shares acquired) ÷ Profit attributable to owners of parent



# IV. Key Initiatives

# Key Initiative 1 Tirelessly pursue "safety," "security" and "comfort"

## Implement various initiatives to achieve safe transportation

### Prevent breakdown and ensure early recovery

- Review maintenance and inspection methods and frequency.
- Strengthen ability to detect signs.
  - Use IoT technology to enable early identification of risk of breakdown.
- Improve ability to deal with incidents that have occurred.
  - Strengthen initial response structure and speed up shuttle service.

### Strengthen customer information

• Enhance alternative route information.

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- Improve maps around stations showing walking and bus routes to nearby stations.
- **Further strengthen communication of information.** 
  - Improve information distribution frequency and strengthen communication at stations.

### Speed up development of facilities and rolling stock



Complete safety measures through the installation of platform doors.



Complete replacement of old rolling stock by FY2022.

**Facilities** 



Prioritize upgrade of aged facilities of underground section of Den-en Toshi Line, which have major impact.



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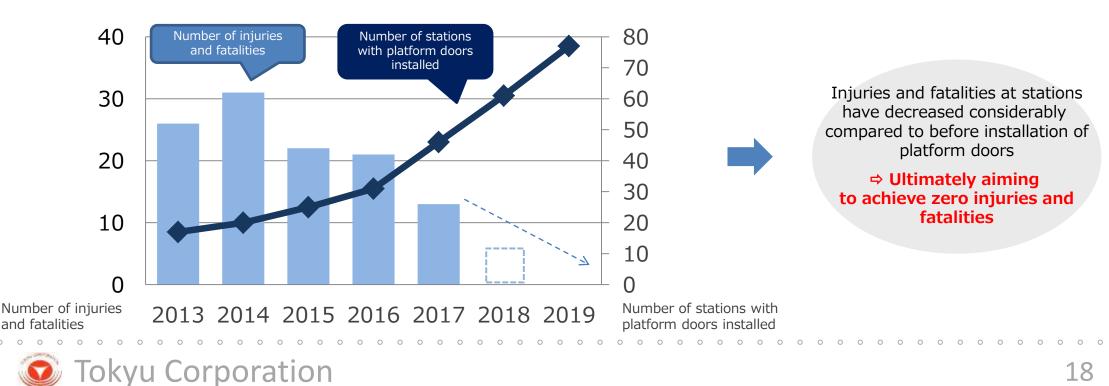
# Key Initiative 1 Tirelessly pursue "safety," "security" and "comfort"

Realize "safe, stress-free" stations and railways faster than other operators

■ Installation of fixed platform fences with platform door sensors (excluding Setagaya Line and Kodomonokuni Line)

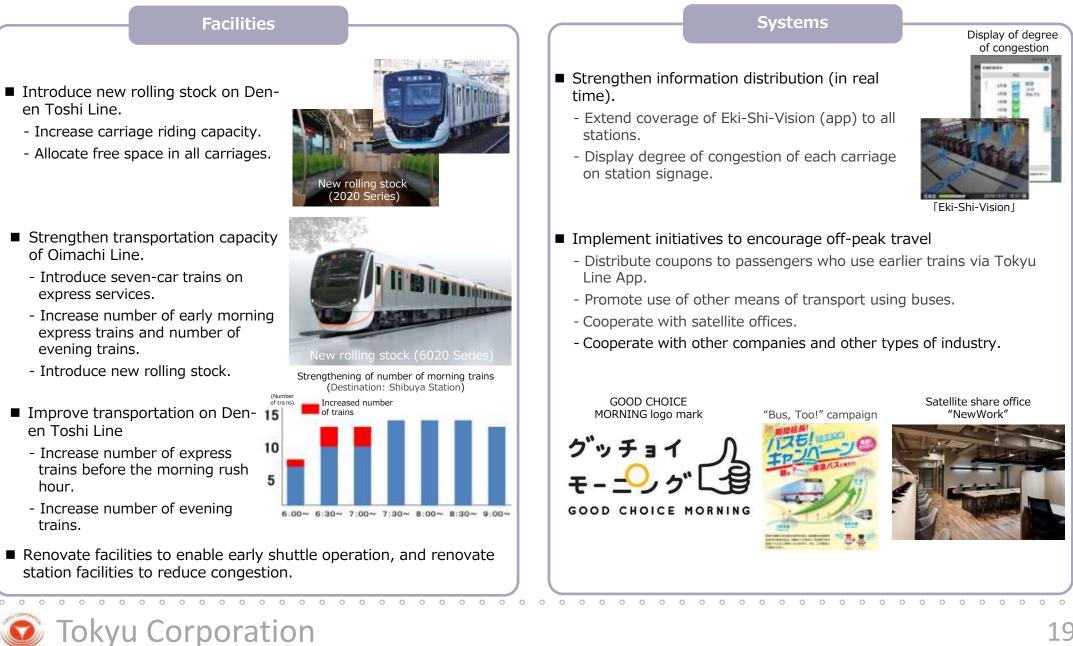


Number of injuries and fatalities on platforms and status of installation of platform doors



# Tirelessly pursue "safety," "security" and "comfort"

Further reduce and eliminate delays and congestion through measures for facilities and their systems



### Tirelessly pursue "safety," "security" and "comfort" Key Initiative 1

Improving station comfort, expanding railway network, and strengthening transport hub functions

### **Improve station comfort**

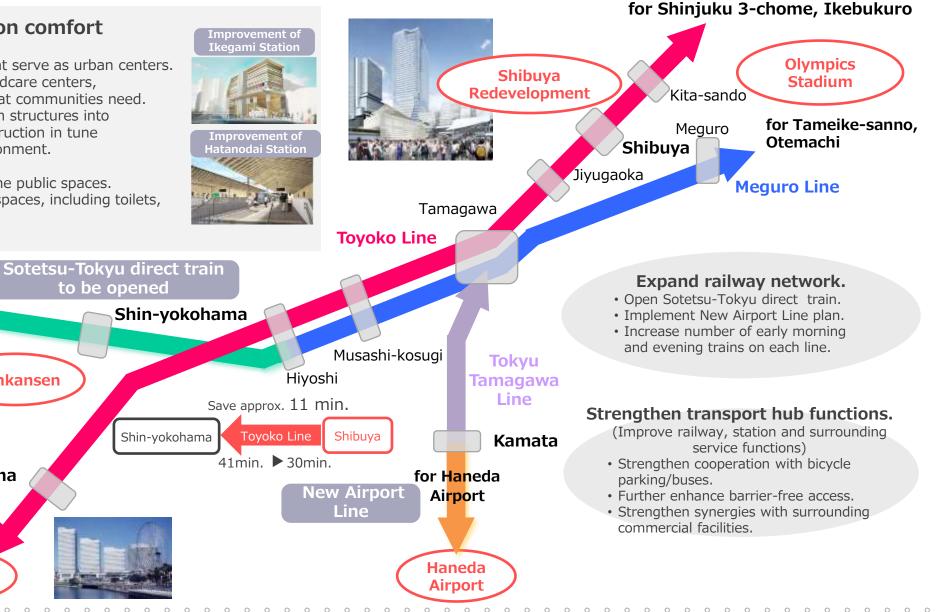
- Create stations that serve as urban centers.
  - Develop the childcare centers, libraries, etc. that communities need.
  - Renovate station structures into a wooden construction in tune with their environment.
- Further enhance the public spaces.
  - Develop public spaces, including toilets, shelter, etc.

Shinkansen

Yokohama

**MM21** 

District





for Minatomirai,

Motomachi

chukagai

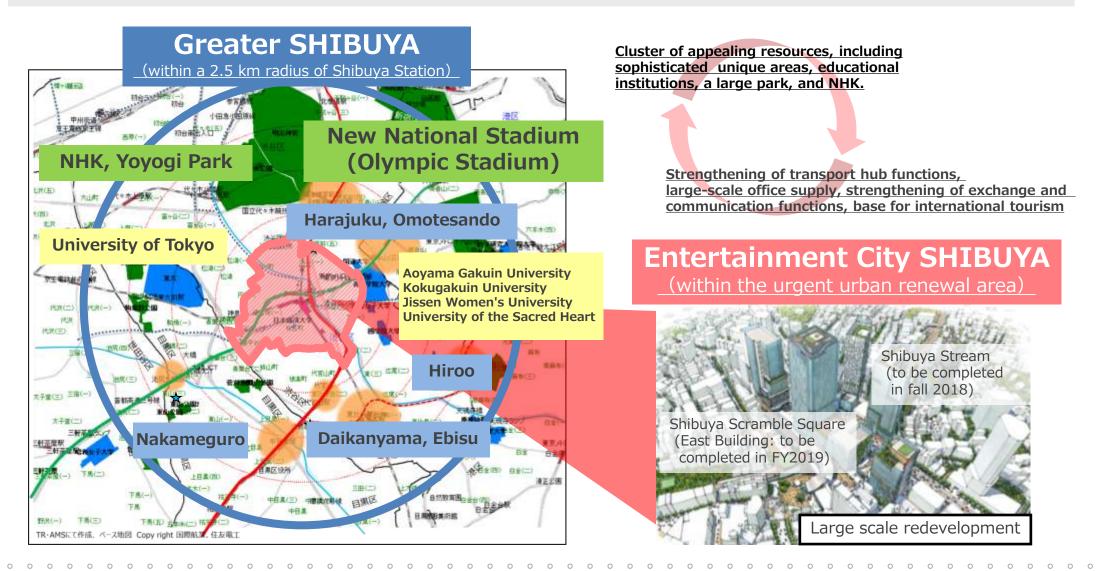
for Sotetsu

Line

# Increase SHIBUYA's global appeal

### **Entertainment City SHIBUYA & Greater SHIBUYA**

Actively capture business opportunities through synergies and the linkage of large-scale development, the creative contents industry, urban tourism and a cluster of appealing resources.





# Increase SHIBUYA's global appeal

Shibuya Daikanyama R Project (Site of Toyoko Line) **Opens 2018 Autumn** 





Total floor area: Use of building	Building A 1,282 m <sup>2</sup> Nursery school	Building B 4,370 m <sup>2</sup> Hotel office
Use of building	Nulsely school	store
Number of stories: Height	Three stories Approx. 15 m	Seven stories Approx. 26 m

SHIBUYA STREAM (Shibuya Station South Block Project) **Opens 2018 Autumn** 



Total floor area: Approx. 116,700 m<sup>2</sup> Use: Offices, shops, hotel, hall, parking, etc. Office rentable area: Approx. 46,000 m<sup>2</sup> Commercial store area: Approx. 3,000 m<sup>2</sup> Number of hotel rooms: Approx. 177 35 stories above ground and Number of stories: 4 stories underground Height: Approx. 180 meters

SHIBUYA SCRAMBLE SQUARE (Shibuya Station Block) East building **Opens FY2019** 



Total floor area: Approx. 181,000 m<sup>2</sup> Use: Offices, shops, observation facility, parking, etc. Office rentable area: Approx. 73,000 m<sup>2</sup> Commercial store area: Approx. 30,000 m<sup>2</sup> 47 stories above ground and Number of stories: 7 stories underground Height: Approx. 230 meters



# Increase SHIBUYA's global appeal

### **Area Branding Initiatives**

- Communicate information from a global perspective in view of the Olympics and Paralympics.
- Strengthen industrial clusters through cooperation with academic and research institutions and policy incentives.
- Create environment that facilitates activities by diverse innovators and build innovation ecosystem.
  ⇒ Maximize the synergies of "Entertainment City SHIBUYA" and "Greater SHIBUYA."



Communicate city-wide activities such as year-end countdown and Bon festival dance on a global scale.



Attract leading companies that are the pillars of industry-government-academia cooperation and industrial clusters.



Develop and provide incentives for exchanges and co-creation between large enterprises and SMEs and establish networks to generate innovation.

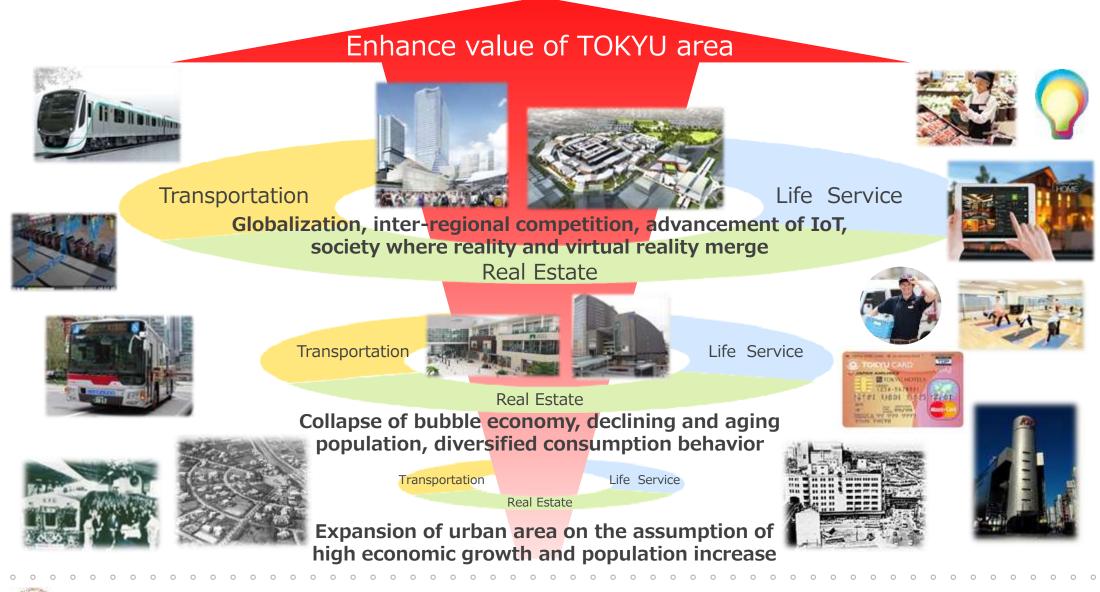


[Entertainment City SHIBUYA] (image)

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# Continuously improve the TOKYU area's value and life value

The transportation, real estate and life service businesses will each organically and continuously improve the value of the TOKYU area.

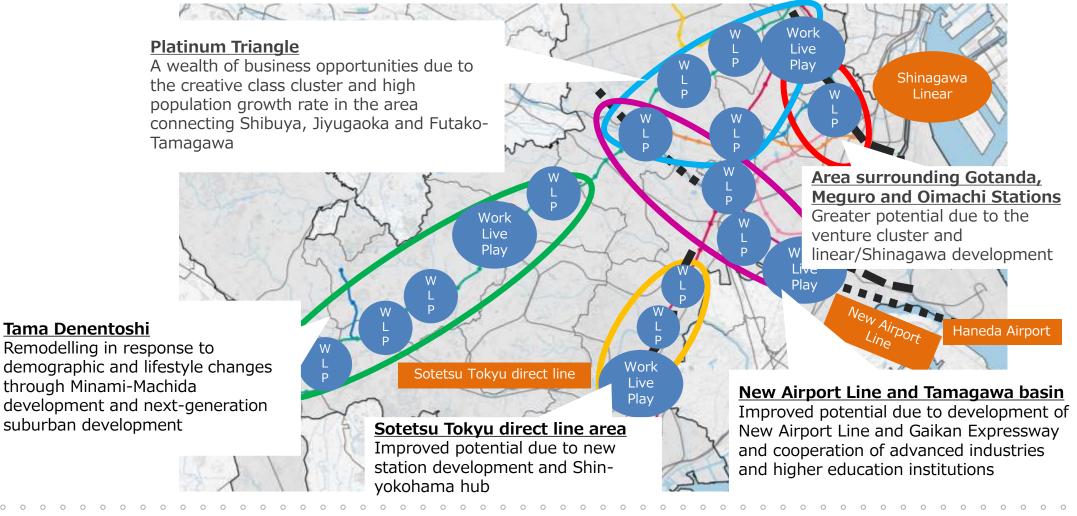


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# Continuously improve the TOKYU area's value and life value

### Five priority areas within TOKYU area

- Promote sustainable urban development by capturing business opportunities in five areas where value improvement can be expected.
- Aim for urban structure with a range of unique and appealing places "to live," "to play" and "to work."
- Also focus on regional regeneration through the use of public real estate (PRE) and the renovation of existing buildings.



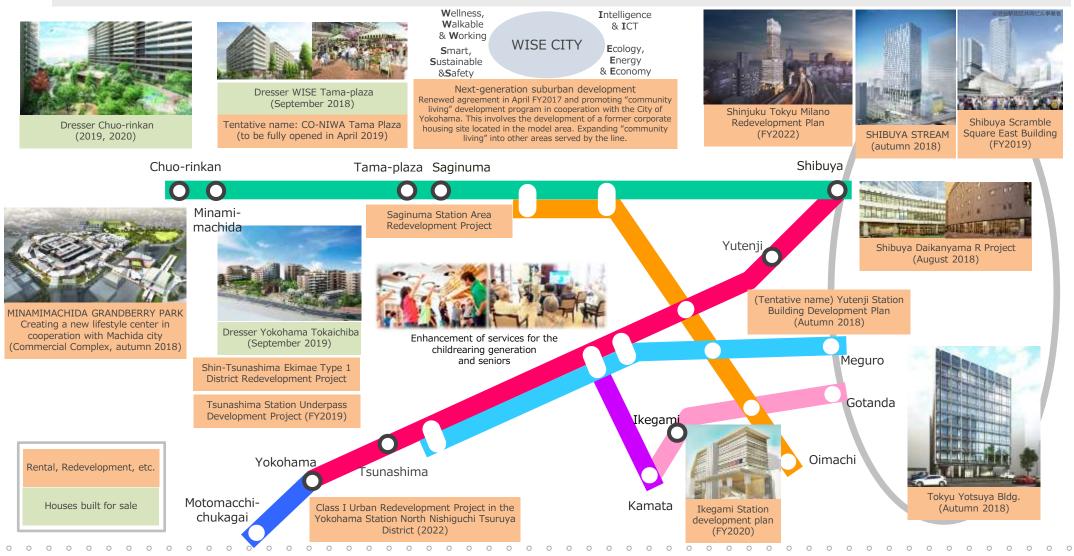




# Continuously improve the TOKYU area's value and life value

### **Development of the TOKYU Area**

- Promote the enhancement of the TOKYU area's value with comprehensive development in cooperation with local communities and governments.
- Make the TOKYU area a well-balanced area that is home to diverse generations through the remodelling of the suburbs.





# Continuously improve the TOKYU area's value and life value

### MINAMIMACHIDA GRANDBERRY PARK (urban development project for creating Minami-Machida hub)

- Hub space where nature and festivities merge in cooperation and joint promotion with Machida City
- Creation of a totally new lifestyle center offering both time-consumption and entertainment factors to enrich the lives of people with different backgrounds, including locals and visitors



### Summary

- Development area: Approx. 200,000 square meters (Approx. 1.2 times larger than the Futako-Tamagawa development area)
- Floor area: Approx. 53,000 square meters (almost equal to the Futako-Tamagawa development area)
- Operation will commence in autumn 2019

### **Excellent access conditions**

- Opposite Minami-Machida Station on the Tokyu Denentoshi Line
- (Approx. 35 minutes by train from Shibuya)
- Adjacent to Route 16 and Route 246
- Approx. one kilometer from Yokohama-Machida IC on the Tomei Freeway via national road 16

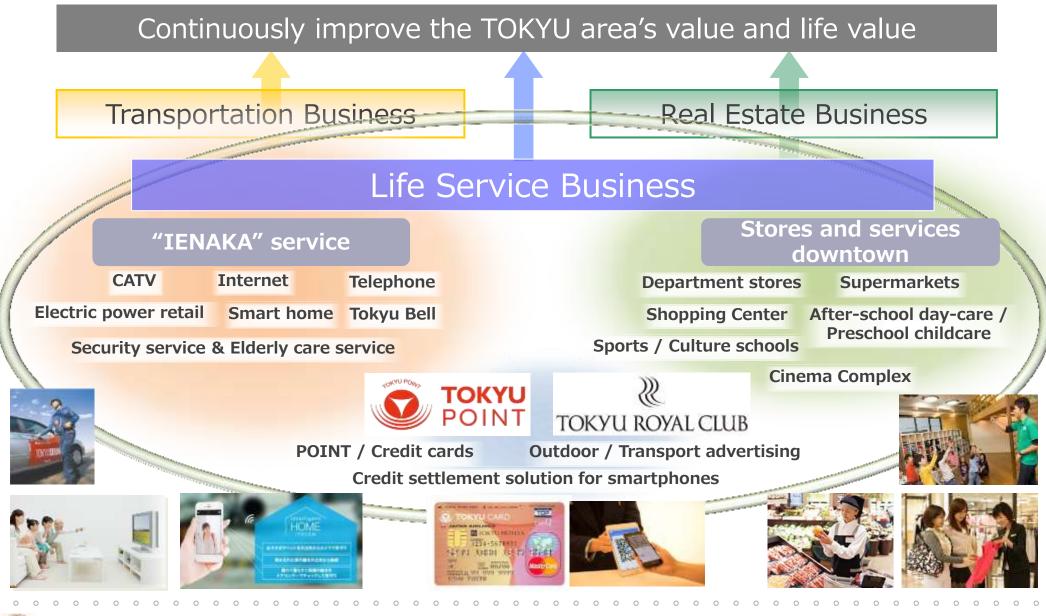






Continuously improve the TOKYU area's value and life value

**Greater Added Value Through Various Life Service Business Combinations** 

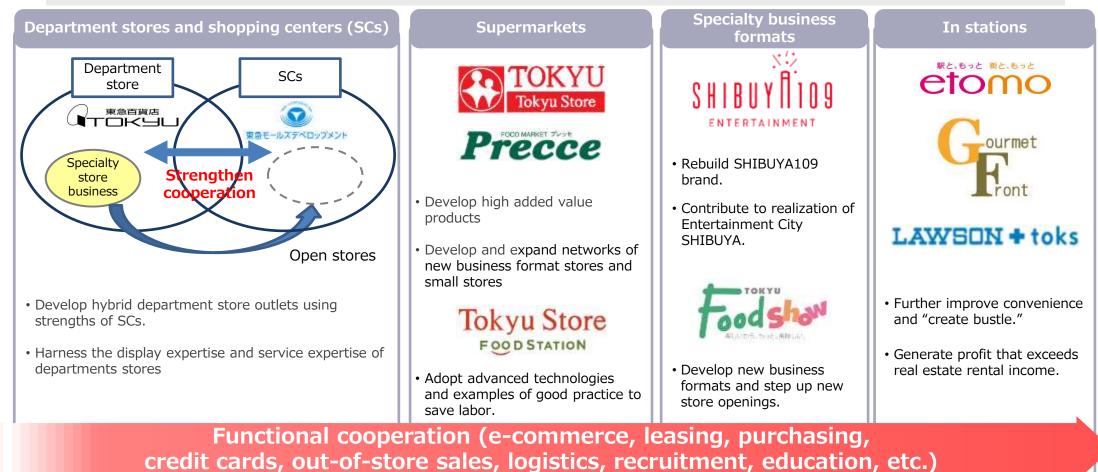


**Tokyu Corporation** 

# Continuously improve the TOKYU area's value and life value

### **Restructuring of retail business**

- Improve efficiency and profitability by promoting business consolidation and structural reform and strengthening functions across retail business divisions.
- Improve value of TOKYU area and contribute to population growth in TOKYU area through further cooperation with railway and real estate businesses, etc.



Demonstrate competitiveness as "One Tokyu Retail" through proper allocation of resources and business reorganization.



# Continuously improve the TOKYU area's value and life value

### **Examples of Initiatives to Rebuild Retail Business**



Enhance appeal and recognition through integration of facilities





Minato Mirai Tokyu Square

■ Target wider range of customers.







Korinbo Tokyu Square

Chuorinkan Tokyu Square Tokyu Square

Improve business efficiency and increase strength in leasing negotiations through centralized operations.

Shizuoka



駅と、もっと街と、もっと

Futako-Tamagawa Rise

okyu Corporation

etomo

Shibuya Scramble Square





- **Department stores and** specialty stores
- Capture new customers through remodelling.





Tokyu Department Store Kichijoji

Capture earning opportunities by opening small specialty stores.



TOKYU Food Show Slice Meguro Station Store

### Tokyu Bell · EC

Further cultivate customer contact points and enhance housekeeping service.



Large-scale Development

Plan to harness

Tokyu retail strengths in development operations.









109MEN'S: Revamp to MAGNET by SHIBUYA109

### SHIBUYA109

Strengthen branding and demonstrate originality.





Attracted newsworthy contents

Provide the forefront of culture originating in Shibuya through rebranding and renovation.



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MINAMIMACHIDA GRANDBERRY PARK

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# Continuously improve the TOKYU area's value and life value

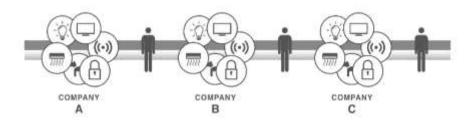
### Enhancement of Services ("Kurashi No IoT," etc.) in ICT and Media Business

### Intelligent homes



- Service that allows users to control their homes easily from outside.
- Able to easily check locks and turn air-conditioners and lights on and off.
- Operate an intelligent home using LINE.
- Control home electronics by voice in cooperation with a smart speaker.

### Connected Home Alliance



 Established for the purpose of creating valuable services of Japan quality from the perspective of those who make a living in "Kurashi No IoT" (IoT for individuals/households) together with leading companies in a range of industries in cooperation with them across boundaries.

.pay

• There are 101 companies participating (as of March 2018).

### Tokyu Smart Security



### Tokyu Security

Home security provided by a safe and secure security system



- Remote security control using smartphones.
- Community-based security infrastructure for safety and peace of mind provided by Tokyu Security.
- Operate security and IoT devices using the same app in an integrated manner.





- The world's first cardless credit settlement solution for smartphones available at physical stores (as of March 2018).
- Joint project with NTT Data with the largest card settlement network.
- Introduced in the Tokyu area ahead of others, and will be progressively expanded throughout Japan.



## okyu Corporation

# Expand business through strategic alliances

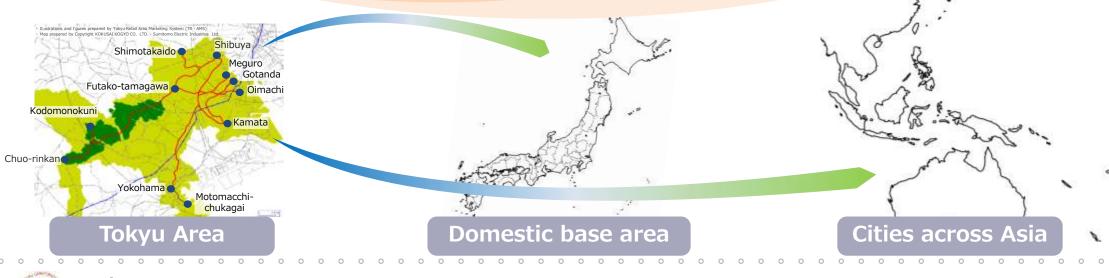
- Pursue business expansion and improvement of efficiency through cooperation with consolidated companies, group companies and parties outside the Group.
- Extend knowhow gained through urban development in the TOKYU area to the domestic base area and cities throughout Asia.



**Tokyu Group** Tokyu Fudosan HD ventures, local Tokyu Kensetsu Seikitokyu Kogyo

Large enterprises, government, academic institutions

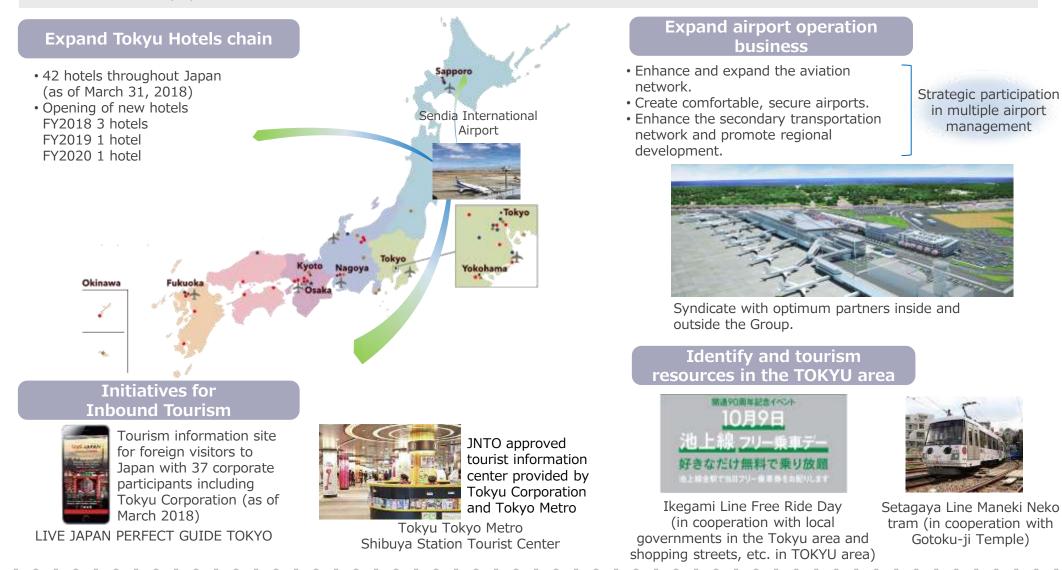
**Overseas Partners** 



# Expand business through strategic alliances

### **Initiatives for Non-Resident Population**

 Join forces with best partners to identify and commercialize tourism resources, and to promote tourism and expand the non-resident population in network area.





### **Opening of Tokyu Hotels**

Openings in 2018

### Tokyo Bay Tokyu Hotel

- To be opened in May 1, 2018
- Will be opened as another large-scale hotel in the two major theme park areas of Tokyo and Osaka, following the Park Front Hotel at Universal Studio Japan<sup>™</sup>.
- Urban resort hotel with all guest rooms overlooking Tokyo Bay
- Number of guest rooms: 638



### Kawasaki King Sky Front Tokyu REI Hotel

- To be opened in June 1, 2018
- Will be opened in the King Sky Front, an international strategic base located opposite Haneda Airport, which is a district where many life science research and development facilities are based.
- The world's first hotel to use low-carbon hydrogen derived from waste plastic for about 30% of its energy, such as electricity and heat.
- Number of guest rooms: 186

### SHIBUYA STREAM Excel Hotel Tokyu

- To be opened in autumn 2018
- Will be opened within SHIBUYA STREAM.
- Design hotel that will offer a new Shibuya culture to domestic and overseas customers with high sensitivity
- The lobby on the 4th floor is intended to become a casual hub with festivities for interaction.
- Number of guest rooms: 177





### To be opened in or after 2019

### (Tentative name) Osaka Excel Hotel Tokyu

- To be opened in winter 2019
- To be opened as Japan's first hotel above a temple gate
- Number of guest rooms: 360 (planned)



### (Tentative name) Yokohama Minato Mirai Tokyu REI Hotel

- To be opened in spring 2020
- Will be opened in a commercial complex with (tentative name) KT Zepp Yokohama, a live house-type hall.



Number of guest rooms: 230 (planned)

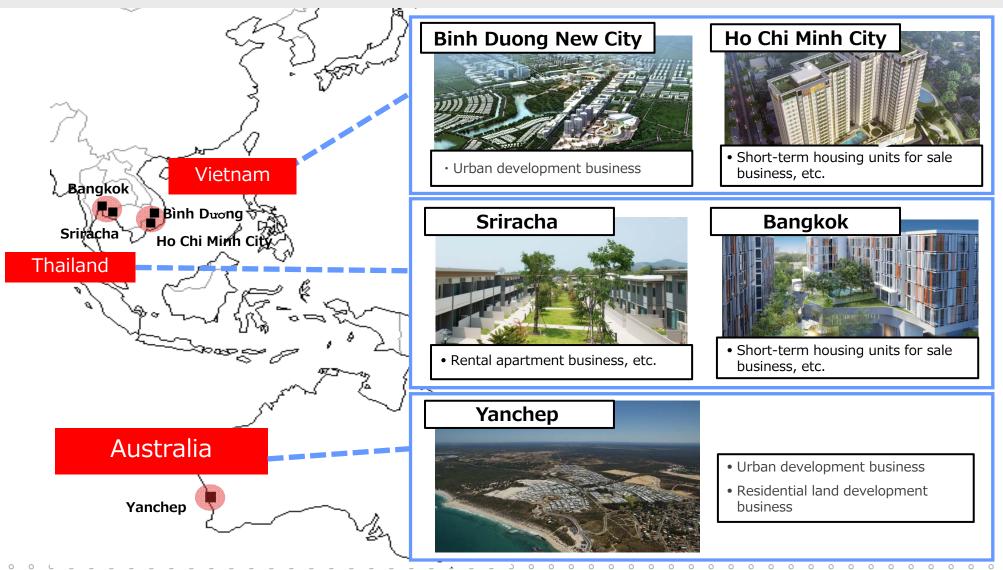


## okyu Corporation

# Expand business through strategic alliances

### **Overseas Expansion**

• Achieve a balanced portfolio while capturing new business opportunities with a focus on Vietnam, Thailand and Australia, where we are already operating.



Tokyu Corporation

# Expand business through strategic alliances

### **Exploration of New Business Fields and Business Models**

Explore new business domains and formulate strategies

Create new businesses using new technologies to further enrich lifestyles and working styles in existing urban areas including the TOKYU area, aiming for new age urban development.

Examples of efforts:

- Healthcare fields (remote/home medical care, preventive care, child care, nursing care, etc.)
- $\boldsymbol{\cdot}$  Transportation infrastructure and mobility fields
- Urban infrastructure field

### Promote open innovation

- Enhancement and expansion of cooperation and alliances with large companies and local governments, etc.
- Strengthening of Tokyu Accelerate Program (TAP)
- To promote open innovation, establish a social implementation laboratory of technology to solve urban problems in Shibuya.

### Promote innovation within the Group

- Adoption and promotion of innovation management
- Strengthening of new business creation and incubation functions
- Internal entrepreneur development program
- Enhancement and expansion of IT function



Venture support and open innovation



Alliance platform to connect companies, local governments and intellectuals, etc.



development program for the

creation of new businesses



First new business project

(Satellite shared office

business)



Second new business project (Translation and localization business)



# Key Initiative 5 Make progress on workstyle innovation

# 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  $\sim$  company that enables workers to shine  $\sim$ 

#### Rewarding work and a comfortable working environment Improvement of productivity and creation of innovation Systematic groupwide development of consolidated management human • Implementation of "Workstyle Reform Project" across all business units resources Improvement of efficiency of decision-making process and meetings . • Realization of flexibility in working "time" and "place." Establishment of framework for the accumulation and handing-down of • technology and knowledge Diversity management for sustainable growth • (Target number of female managers by FY2020: 40) Development of ICT platform and active adoption of new technology • • Firm establishment of health management to become a company where Shift in emphasis of management thinking toward productivity, anyone can work in good health management of working hours Support for employee's career development and good communication • Provision of personnel programs and opportunities that support the creation of innovation unek with Dely 健康経営銘柄 2018 Operations to support workstyle reforms in TOKYU area



Satellite shared office business (NewWork)



Childcare and preschool childcare business (Kids Base Camp)



Measures to encourage off-peak commuting (Various campaigns, etc.)



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# Social Contribution Activities

Continuously conduct social contribution activities in an effort to embody sustainability.

### Education



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



Asia Gakuen (Asia University) (Established in 1941)



Tokyu Foundation for Foreign Students (Grant of scholarship to foreign students and their support) (Established in 1975)

### Culture



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)



The Gotoh Memorial Foundation (Honoring and grants in the art field) (Established in 1990)





The Tokyu Foundation for Better Environment (Environmental protection and improvement in the Tama River basin) (Established in 1974)



Tokyu Group Environmental Award (Commendation for excellent efforts in environmental activities) (Established in 2008)



Winning the grand prize for the 25<sup>th</sup> Global Environment Award (Efforts in Futako-Tamagawa Redevelopment) (Awarded in 2015)



## **Tokyu Corporation**

# V. Projected Figures

# Projected Figures (1)

### (billion yen)

	FY2017 Forecast	FY2018 Plan	YoY Comparison	FY2019 Plan	Comparison with FY2017	FY2020 Plan	Comparison with FY2017
Operating Revenue	1,139.4	1,152.3	+ 12.9	1,193.5	+ 54.1	1,229.7	+ 90.3
Operating Profit	83.0	77.0	- 6.0	78.0	- 5.0	97.0	+ 14.0
Non-operating Revenue	14.2	12.8	- 1.4	13.6	- 0.6	15.9	+ 1.7
Non-operating Expenses	14.5	14.3	- 0.2	14.5	+ 0.0	14.0	- 0.5
Recurring Profit	82.7	75.5	- 7.2	77.1	- 5.6	98.9	+ 16.2
Extraordinary Gains	24.8	8.8	- 16.0	8.0	- 16.8	5.6	- 19.2
Extraordinary Losses	9.2	9.3	+ 0.1	8.1	- 1.1	5.7	- 3.5
Profit attributable to owners of parent	70.0	51.0	- 19.0	54.0	- 16.0	67.0	- 3.0
Return on Equity (ROE)	10.6%	7.2%	- 3.4P	7.2%	- 3.4P	8.4%	– 2.2P
TOKYU EBITDA*	174.3	175.0	+ 0.7	184.5	+ 10.2	206.4	+ 32.1
Interest-bearing debt at end of period	969.8	1,091.7	+121.9	1,119.5	+149.7	1,083.9	+114.1
Interest-bearing Debt / TOKYU EBITDA Multiple	5.6	6.2	+0.6P	6.1	+0.5P	5.3	- 0.3P

\* TOKYU EBITDA = Operating profit + Depreciation + Amortization of goodwill + Disposal cost of fixed assets + Interest and dividend income + Investment gains (loss) from the equity method

Tokyu Corporation

# Projected Figures (2)

### (billion yen)

			FY2017 Forecast	FY2018 Plan	YoY Comparison	FY2019 Plan	Comparison with FY2017	FY2020 Plan	Comparison with FY2017
Total Operating Revenue		1,139.4	1,152.3	+ 12.9	1,193.5	+ 54.1	1,229.7	+ 90.3	
Total Operating Profit		83.0	77.0	- 6.0	78.0	- 5.0	97.0	+ 14.0	
Transportation	Operating	I Revenue	211.2	213.3	+ 2.1	216.9	+ 5.7	218.8	+ 7.6
Transportation	Operating	ı Profit	29.0	29.2	+ 0.2	31.5	+ 2.5	31.5	+ 2.5
Real Estate	Operating	I Revenue	182.7	197.5	+ 14.8	213.4	+ 30.7	229.0	+ 46.3
Real Estate	Operating	ı Profit	32.7	27.5	- 5.2	23.4	- 9.3	37.9	+ 5.2
F Life Service -	Operating Revenue	Retail	484.1	483.9	- 0.2	496.0	+ 11.9	499.8	+ 15.7
		ICT and Media	215.4	218.6	+ 3.2	226.5	+ 11.1	238.3	+ 22.9
		Total Life Service	699.5	702.5	+ 3.0	722.5	+ 23.0	738.1	+ 38.6
	Operating Profit	Retail	5.8	6.2	+ 0.4	6.4	+ 0.6	7.0	+ 1.2
		ICT and Media	10.0	10.2	+ 0.2	11.2	+ 1.2	13.1	+ 3.1
		Total Life Service	15.8	16.4	+ 0.6	17.6	+ 1.8	20.1	+ 4.3
Hotel and Resort	Operating	Operating Revenue		101.7	- 2.5	108.6	+ 4.4	116.8	+ 12.6
	Operating Profit		5.1	3.5	- 1.6	5.1	+ 0.0	7.1	+ 2.0
Elimination etc.	Operating Revenue		- 58.2	- 62.7	- 4.5	- 67.9	- 9.7	- 73.0	- 14.8
	Operating Profit		0.4	0.4	+ 0.0	0.4	+ 0.0	0.4	+ 0.0

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