

Disclosure		Location or reason for omission	
2-21	Annual total compensation ratio	Legally, the investment corporation does not have employees. The relevant information of the asset management company is not aggregated at this time.	
4. Strategy, policies and practices			
2-22	Statement on sustainable development strategy	https://www.tokyu-trm.co.jp/en/message/	Message
2-23	Policy commitments	https://www.tokyu-trm.co.jp/en/philosophy/ https://www.tokyu-trm.co.jp/en/sustainability/index.html https://www.tokyu-trm.co.jp/en/sustainability/materiality.html https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c1 https://tokyu-fudosan-hd-csr.disclosure.site/en/themes/32	Philosophy Sustainability Policies Message Our commitment Human Rights and Community ※As a Group member, we share the Tokyu Fudosan Holdings Group Human Rights Policy.
2-24	Embedding policy commitments	https://www.tokyu-trm.co.jp/en/sustainability/index.html https://www.tokyu-trm.co.jp/en/sustainability/esg.html https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Promotion System Our commitment Various employee training programs (examples of representative cases)
2-25	Processes to remediate negative impacts	https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c4	Establishment of whistle-blowing system
2-26	Mechanisms for seeking advice and raising concerns	https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c4 https://www.tokyu-fudosan-hd.co.jp/english/about/compliance/ https://www.tokyu-trm.co.jp/en/sustainability/gri.html	Establishment of whistle-blowing system Establishment of Compliance helpline PAI Statement P.5 Table 3(6. Insufficient whistleblower protection)
2-27	Compliance with laws and regulations	No violations during the reporting period The Investment Trusts Association, Japan The Association for Real Estate Securitization	
2-28	Membership associations	GRESB Real Estate Task Force on Climate-related Financial Disclosure	
5. Stakeholder engagement			
2-29	Approach to stakeholder engagement	https://www.tokyu-trm.co.jp/en/sustainability/esg.html https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Our commitment Commitment to Society
2-30	Collective bargaining agreements	100%	
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	https://www.tokyu-trm.co.jp/en/sustainability/materiality.html	Materiality
3-2	List of material topics	https://www.tokyu-trm.co.jp/en/sustainability/materiality.html	Materiality
3-3	Management of material topics	https://www.tokyu-trm.co.jp/en/sustainability/materiality.html	Materiality
201: Economic Performance 2016			
201-2	Financial implications and other risks and opportunities due to climate change	https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c2 https://www.tokyu-trm.co.jp/en/sustainability/materiality.html	Climate Action Materiality
205-2	Communication and training about anti-corruption policies and procedures	https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c4 https://tokyu-fudosan-hd-csr.disclosure.site/en/themes/38 ※As a member of the Tokyu Land Holdings Group, we share the above policy	Compliance Training Anti-Corruption Policy (Tokyu Fudosan Holdings)
205-3	Confirmed incidents of corruption and actions taken	No incidents	

Disclosure		Location or reason for omission	
206: Anti-competitive Behavior 2016			
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	No incidents	
GRI 300: Environmental			
302: Energy 2016			
302-3	Energy intensity	https://www.activia-reit.co.jp/en/sustainability/environment.html#c2 https://www.comforia-reit.co.jp/assets/pdf/sustainabilityreport_2022_en.pdf	Environmental Performance 「Sustainability Report 2022」p22 Actual Figures
302-3	Energy intensity	https://www.activia-reit.co.jp/en/sustainability/environment.html#c2 https://www.comforia-reit.co.jp/assets/pdf/sustainabilityreport_2022_en.pdf	Environmental Performance 「Sustainability Report 2022」p22 Actual Figures
303: Water 2018			
303-3	Water withdrawal	https://www.activia-reit.co.jp/en/sustainability/environment.html#c2	Environmental Performance
303-5	Water consumption	https://www.activia-reit.co.jp/en/sustainability/environment.html#c2	Environmental Performance
	Total water consumption from all areas in megalitres.	https://www.comforia-reit.co.jp/assets/pdf/sustainabilityreport_2022_en.pdf	「Sustainability Report 2022」p22 Actual Figures
305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	https://www.activia-reit.co.jp/en/sustainability/environment.html#c2 https://www.comforia-reit.co.jp/assets/pdf/sustainabilityreport_2022_en.pdf	Environmental Performance 「Sustainability Report 2022」p22 Actual Figures
305-2	Energy indirect (Scope 2) GHG emissions	https://www.activia-reit.co.jp/en/sustainability/environment.html#c2 https://www.comforia-reit.co.jp/assets/pdf/sustainabilityreport_2022_en.pdf	Environmental Performance 「Sustainability Report 2022」p22 Actual Figures
305-4	GHG emissions intensity	https://www.activia-reit.co.jp/en/sustainability/environment.html#c2 https://www.comforia-reit.co.jp/assets/pdf/sustainabilityreport_2022_en.pdf	Environmental Performance 「Sustainability Report 2022」p22 Actual Figures
306: Effluents and Waste 2016			
306-2	Waste by type and disposal method	https://www.activia-reit.co.jp/en/sustainability/environment.html#c2	Environmental Performance
307: Environmental Compliance 2016			
307-1	Non-compliance with environmental laws and regulations	No violations during the reporting period	
GRI 400: Social			
Management Approach			
103-1	Explanation of the material topic and its Boundary	https://www.tokyu-trm.co.jp/en/sustainability/materiality.html	Materiality
103-2	The management approach and its components	https://www.tokyu-trm.co.jp/en/sustainability/esg.html	Our Commitment
103-3	Evaluation of the management approach	https://www.tokyu-trm.co.jp/en/sustainability/index.html	Promotion System
401-1	New employee hires and employee turnover	https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	New Hire

Disclosure		Location or reason for omission	
401-3	Parental leave	https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Childcare leave users
403: Occupational Health and Safety 2018		https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Commitment to health and well-being of each employee
403-2	Hazard identification, risk assessment, and incident investigation	https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Health Committee
403-4	Worker participation, consultation, and communication on occupational health and safety	Employees also take part in the health committee disclosed below. https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Health Committee
403-5	Worker training on occupational health and safety	Caring out lectures by industrial doctors and planned classes related to harassment. https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Various employee training programs Health Committee
403-6	Promotion of worker health	Carrying out stress checks and regular health checks. https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Our Commitment Status of Work-Style Reform and Diversity Promotion
403-9	Work-related injuries	https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Number of worker's injuries/death incident
403-10	Work-related ill health	https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Status of Work-Style Reform and Diversity Promotion
404: Training and Education 2016			
404-1	Average hours of training per year per employee	https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Employee Development
404-2	Programs for upgrading employee skills and transition assistance programs	https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Employee Development
404-3	Percentage of employees receiving regular performance and career development reviews	Both contracted employees and regular employees receive performance and career development reviews in the same structure, and aim to set the goals and communicate with superiors. https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Performance Evaluation Process
405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Key Employee Data Status of Work-Style Reform and Diversity Promotion
413 : Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs Note: We report information on our properties in consideration of the purpose of this standard.	https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3 https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Our Commitment Contribution to the region
GRI G4: Construction and Real Estate Sector Disclosures CRE			
CRE8	Type and number of sustainability certification, rating and labelling schemes for new construction, management, occupation and redevelopment	See each investment corporation's GRI.	