

Sustainability Report

2023



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Editorial Policy

This report was published for the purpose of reporting to unitholders and various other stakeholders about initiatives pursued by TOKYU REIT Inc. (TOKYU REIT) and its asset management company Tokyu Real Estate Investment Management Inc. (Tokyu REIM), with the aim of achieving a sustainable society.

Scope of Report

TOKYU REIT and Tokyu REIM

Period Covered

FY2023 (April 2023 – March 2024)

(Some content includes information related to activities before or after this period.)

Publication Date

August 2024 (in principle, published once a year)

Guidelines Referred To

GRI Standards (2021)

ESG-Related Inquiries

Asset Management Company:
Tokyu Real Estate Investment Management Inc.
Phone No.: +81-3-5428-5828

This report was prepared based on information available on our official website as of July 2024. There may be discrepancies between the content of the Japanese report and that of the English report, as they were prepared at different times. While we have taken care when preparing the report, it is possible that errors may have occurred, and we may therefore make revisions without notice.

For the latest information, please consult our official website, which is updated as needed.

Overview

Investment Corporation

TOKYU REIT

TOKYU REIT, Inc. (TOKYU REIT) is a REIT specializing in the Tokyo metropolitan area sponsored by Tokyu Corporation, which was listed on the Tokyo Stock Exchange on September 10, 2003. With maximizing unitholder value as the ultimate goal, its basic policies are to ensure growth, stability, and transparency. Its key features are that it limits its investment target area to the Tokyo metropolitan area, centering on the five central wards of Tokyo and areas along Tokyu Railway lines, where future growth is anticipated. In terms of asset types, it targets investment in office buildings, retail facilities, residence, and mixed-use facilities including any of these.

Investment in **Highly Competitive Properties** in Areas with **Strong Growth Potential**

Investment Corporation Name	TOKYU REIT, Inc.
Address	Shibuya Mark City West, 11 th Floor, 1-12-1 Dogenzaka, Shibuya-ku, Tokyo, 〒150-0043
Representative	Yoshitaka Kimura, Executive Director
Established	June 20, 2003
Listed	September 10, 2003
Stock Listing	Tokyo Stock Exchange REIT market (Securities code: 8957)
Accounting Periods	January・July The accounting periods are from February 1 to July 31 each year and from August 1 to January 31 of the following year

Investment Management Company



Tokyu Real Estate Investment Management Inc. (Tokyu REIM) is a company that was founded in June 2001 for the purpose of handling asset management for TOKYU REIT.

By making full use of the expertise and talent developed in a wide range of business areas by the Tokyu Group, including Tokyu Corporation (Tokyu REIM's shareholder and TOKYU REIT's sponsor), as well as collaborating with Tokyu Corporation, it endeavors to continuously enhance the value of its portfolio and investment target areas.

Company Name	Tokyu Real Estate Investment Management Inc.
Address	Shibuya Mark City West, 11 th Floor, 1-12-1 Dogenzaka, Shibuya-ku, Tokyo, 〒150-0043
Representative	Yoshitaka Kimura, Representative Director & President, Chief Executive Officer
Established	June 27, 2001
Capital	300 million yen (shares issued: 6,000)
Shareholders	Tokyu Corporation (100%)
Business Areas	Financial instruments business (investment management)

Sponsor



TOKYU CORPORATION

Having started out with the founding of Meguro-Kamata Electric Railway Company in 1922, the Tokyu Group comprised 222 companies and 5 other incorporated bodies (including 4 publicly listed companies) as of March 31, 2023, which are engaged in business areas such as transportation, real estate, lifestyle services, and hotels/resorts. The Group is centered on the sponsor, Tokyu Corporation. While continuing to position urban development as its core business, for many years it has pursued activities in various fields closely linked to people's everyday lives.

Company Name	TOKYU CORPORATION
Address	5-6 Nampeidai-cho, Shibuya-ku, Tokyo, 〒150-8511 (Head Office)
Established	September 2, 1922
Capital	121,724 million yen (As of March 31, 2023; rounded down to a whole number)
Stock Listing	Tokyo Stock Exchange Prime market
Business Areas	Real estate leasing, real estate selling, and other business

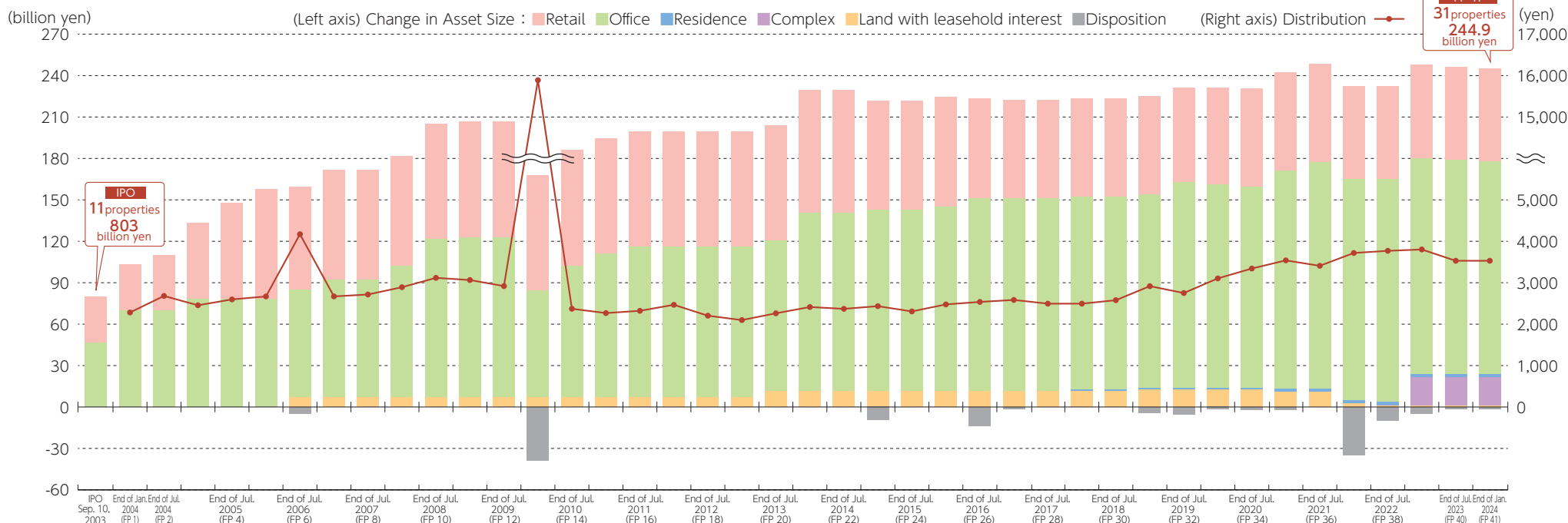
History in 20 Years Since Listing and Sustainability Initiatives

With maximizing unitholder value as its ultimate goal, TOKYU REIT has managed its assets with the aim of ensuring growth, stability, and transparency during the 20 years since it was listed in 2003.

Going forward, it will seek to ensure stable profits and dividends by continuing “Investment in Highly Competitive Properties in Areas with Strong Growth Potential” with the aim of becoming a “100-year REIT” (i.e., a REIT that will keep growing for 100 years), as well as pursuing initiatives in order to contribute to the realization of a sustainable society.

Sep. 2003	TOKYU REIT Listed on TSE (7th J-REIT)	Mar. 2014	TOKYU REIT Tokyu REIM Established Environmental Policy	Jul. 2021	TOKYU REIT Introduced 100% renewable energy at 23 properties	Oct. 2022	TOKYU REIT GRESB Real Estate Assessment: “4 Star,” improved disclosure assessment to “A” Issued first green bonds
Aug. 2004	TOKYU REIT Issued new investment units through public offering; issued new investment units through third-party allotment	Feb. 2015	TOKYU REIT Acquired first DBJ Green Building certifications (2 properties)	Sep. 2021	TOKYU REIT Obtained first CASBEE real estate assessment certifications (3 properties)	Dec. 2022	TOKYU REIT Implemented first green loan
Aug. 2005	TOKYU REIT Issued new investment units through public offering; issued new investment units through third-party allotment	Oct. 2015	TOKYU REIT Obtained “Green Star” assessment in first GRESB Real Estate Assessment → Obtained it in 9 consecutive years since then (2015-2023)	Mar. 2022	Tokyu REIM Created Sustainability Policy Established Sustainability Promotion Committee	Mar. 2023	TOKYU REIT Set environmental certification acquisition rate target and medium- to long-term GHG emission reduction targets Disclosed TCFD qualitative scenario analysis
Aug. 2013	TOKYU REIT Issued new investment units through public offering; issued new investment units through third-party allotment	Jan. 2017	TOKYU REIT Obtained first BELS certification (1 property)	Jul. 2022	TOKYU REIT Created Green Finance Framework / Obtained evaluation of Green Finance Framework	Jun. 2023	TOKYU REIT Improved MSCI ESG rating to “BBB”
		Mar. 2020	TOKYU REIT Tokyu REIM Identified key sustainability-related issues (materiality)	Aug. 2022	Tokyu REIM Supported TCFD recommendations / Joined TCFD Consortium	Mar. 2024	Tokyu REIM Achievement of Environmental Certification Acquisition Rate Target

Change in Asset Size and Distribution



Highlights

Progress Status of Various Initiatives

Energy Target Energy consumption intensity: 5% reduction from the level for fiscal 2019 by fiscal 2024 Results 20.7% Reduction	GHG Target Greenhouse gas emission intensity: 46.2% reduction from the level for fiscal 2019 in fiscal 2030 Results 78.0% Reduction Long-term target : Achieve net zero by fiscal 2050	Water Target Water consumption intensity: 5% reduction from the level for fiscal 2019 by fiscal 2024 Results 0.5% Reduction	Waste Target Waste recycling rate: Maintain the level of fiscal 2019 or higher by fiscal 2024 Results 4.3pts improvement
External Certifications / Assessments Target Increase the acquisition ratio of environmental certification of the owned properties to 70% or more by fiscal 2025 (Based on total floor space) Results 75.9%	Renewable Energy 100% renewable energy introduction rate (Based on total floor space) Results 78.2%	Paid Leave Target Maintaining 70% paid leave usage rate Results 83.5%	Childcare Leave Target Maintaining 100% childcare leave usage rate Results 100%

Acquisition of External Certifications and Assessments

CASBEE CASBEE Real Estate Assessment Certification  Rank S 7 properties Rank A 10 properties	LEED LEED Certification  Gold (ND, NC) 1 property	GRESB GRESB Real Estate Assessment  4 Star Green Star (9th consecutive year)
BELS BELS Certification  ★★★★★ 1 property ★★★★ 1 property ★★★ 1 property	JHEP JHEP Certification  AAA 1 property	MSCI MSCI ESG Rating  BBB

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Our Approach to Sustainability

Top Message

With maximizing unitholder value as its ultimate objective and growth, stability, and transparency as its basic policies, TOKYU REIT aims to enhance asset value and grow profits over the medium- to long-term through “investment in highly competitive properties in areas with strong growth potential.” Moreover, since TOKYU REIT was listed in 2003, its basic investment management strategy has been the “Capital Reinvestment Model,” which aims for constant value enhancement of the portfolio and investment target areas through collaboration with the sponsor.

From the time it was founded, the sponsor Tokyu Corporation has pursued sustainable urban development with the aim of balancing profitability and public duty—in other words, balancing business growth with the resolution of social issues—over a period of 100 years, with the development of public transportation and residential areas along Tokyu railway lines as its two pillars. TOKYU REIT will achieve medium- to long-term enhanced portfolio asset value and profit growth by aiming for constant value enhancement through collaboration with the sponsor aligned with the real estate life cycle in investment target areas, including areas along Tokyu railway lines that are also targeted by the sponsor. Based on pursuing the “Long-Term Investment Management Strategy (Surf Plan),” which focuses on the cyclical nature of real estate prices, and an investment strategy called the “Capital Re-investment Model,” which is based on collaboration with the sponsor, TOKYU REIT engages in sustainable investment management that emphasizes growth and stability, with the aim of being a “100-year REIT” (i.e., a REIT that will keep growing for 100 years).

In order to pursue sustainable investment management, TOKYU REIT and Tokyu REIM view ESG and the SDGs (Sustainable Development Goals) as key management issues. Based on the Sustainability Policy created by Tokyu REIM in March 2022, they are promoting initiatives in various ESG fields.

From an environmental perspective, for the purpose of increasing the effectiveness of its environmentally friendly initiatives, TOKYU REIT has set the following targets: reducing greenhouse gas emissions by 46.2% vs. FY2019 on an intensity basis by FY2030, achieving net zero emissions by FY2050, and achieving an environmental certification acquisition rate of 70% or more (based on total floor space) for owned properties by FY2025. In FY2023, it acquired CASBEE Real Estate Certification for 6 properties and BELS certification for 1 property, improving the environmental certification acquisition rate (based on total floor space) for the overall portfolio to 75.9%. It has therefore achieved the environmental certification acquisition rate target before FY2025. While energy-saving initiatives are associated with costs in the short term, TOKYU REIT views them as up-front investments that will increase opportunities by decreasing future costs and enhancing asset value in the medium to long term and will continue seeking to achieve its targets.

From a social perspective, Tokyu REIM has shared the Sustainable Supply Chain Policy created by the sponsor Tokyu Corporation, strives to monitor sustainability-related issues throughout the entire supply chain regarding its business, and pursues contributions to the formation of a sustainable society in collaboration with various stakeholders, including tenants, local communities, and suppliers.

Tokyu REIM is also striving to develop a work environment where each employee can make full use of their skills while feeling passionate about their work.

In terms of governance, TOKYU REIT views exceptional governance as a source of competitive advantage that will help enhance unitholder value, and in the 20 years since its founding, it has always striven to develop a top-class governance approach and to protect investors and enhance unitholder value through rigorous management.

Going forward, TOKYU REIT and Tokyu REIM aim to enhance portfolio value and maximize unitholder value through building positive relationships based on dialogue with stakeholders and helping to enhance the value of investment target areas, while also pursuing contributions aimed at realizing a sustainable society. Your continued support is greatly appreciated.



June 2024

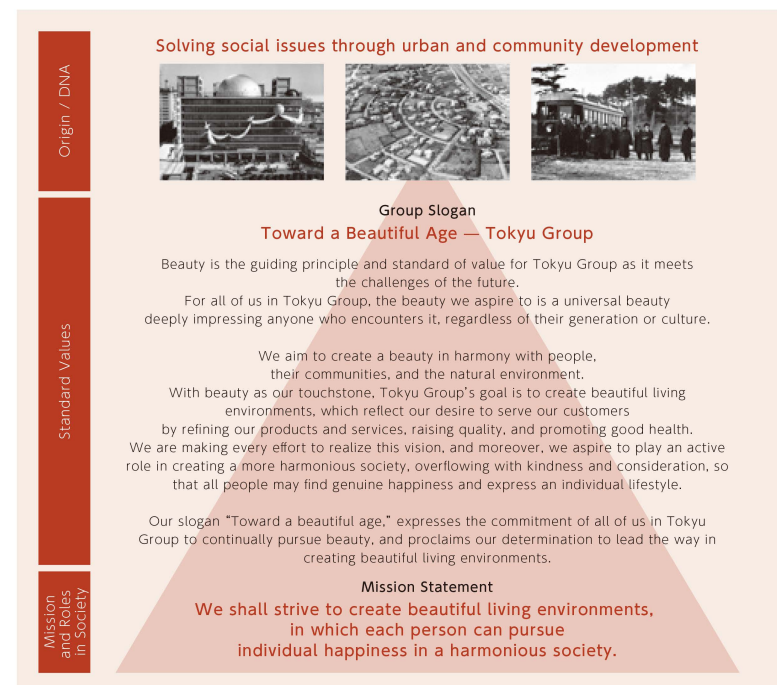
本村 良厚

Yoshitaka Kimura
Executive Director
TOKYU REIT, Inc.

What Tokyu Group Aim For

The Tokyu Group has positioned urban development underpinned by transportation services as the cornerstone of its business and provides high-quality, cosmopolitan lifestyle value through services in various fields closely linked to people's lives.

With the aim of “creating beautiful living environments,” it pursues a “harmonious society” and “individual happiness” while building trusting relationships with stakeholders.



Based on a foundation of security nurtured through trust with our stakeholders, we value the comfort created by harmony, attentiveness responds to the particular needs of each individual, propose high-quality, and sophisticated daily living.



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Policy & System for Promoting Sustainability

Sustainability Policy

Tokyu REIM established a Sustainability Policy in March 2022. TOKYU REIT will work together with Tokyu REIM to promote initiatives that advance contributions to realize a sustainable society, while aiming to enhance portfolio value and maximize unitholder value.

Sustainability Policy

Issue Date : March 2022

As the asset management company of TOKYU REIT, Tokyu Real Estate Investment Management Inc. ("Tokyu REIM") pursues investment management with the aim of becoming a "100-year REIT (a REIT that continues to grow over 100 years)."

Since its founding, TOKYU CORPORATION, the parent company of Tokyu REIM and the sponsor of TOKYU REIT, has a history of addressing social issues through its business activities by focusing on urban development based on railways, and it promotes its business based on its basic stance of sustainable management under the group's slogan, "Toward a Beautiful Age."

With the ultimate objective of maximizing unitholder value of TOKYU REIT, Tokyu REIM has continually worked to improve the value of the portfolio and investment target areas by investing in highly competitive properties in areas with strong growth potential based on asset management that seeks to ensure growth, stability, and transparency, in addition to collaborating with TOKYU CORPORATION, the sponsor.

As the asset management company of TOKYU REIT and as a member of the Tokyu Group, Tokyu REIM establishes the following Sustainability Policy based on the understanding that working to improve the sustainability of society is the most important issue in attaining sustainable growth and maximizing unitholder value over the medium to long term as well as in becoming a "100-year REIT."

1. Environmental Considerations

Environmentally friendly initiatives will be promoted such as efforts for promotion of energy conservation and utilization of renewable energy to aid the transition to a decarbonized society and respond to climate change, as well as conserving water and reducing waste to realize a recycling society. In addition, these efforts will aim to increase property value and will contribute to enhancing the value of the area and creating beautiful living environments.

2. Social Contributions

Engaging in dialogue with various stakeholders including unitholders, tenants, business partners, local communities, officers, and employees to build relationships of trust, initiatives for formation of a sustainable society will be promoted in partnership with these stakeholders.

Understanding that the cornerstone of asset management lies with human resources, the diversity of the officers and employees will be respected, efforts will be made to create an environment that allows flexible workstyles to be chosen, helping to maximize individual abilities, and proactive human resource development will be implemented with the aim to improve organizational capacity.

3. Establishment of Governance Structure

Understanding that outstanding governance is the source of competitiveness, efforts will be made to secure the effectiveness of a more advanced compliance and risk management structure. As investment managers, the officers and employees will recognize their social responsibility and public duties and each of them will not only comply with laws and regulations but also adhere to high ethical standards, performing their duties sincerely and appropriately, contributing to the sustainable growth of Tokyu REIM and society.

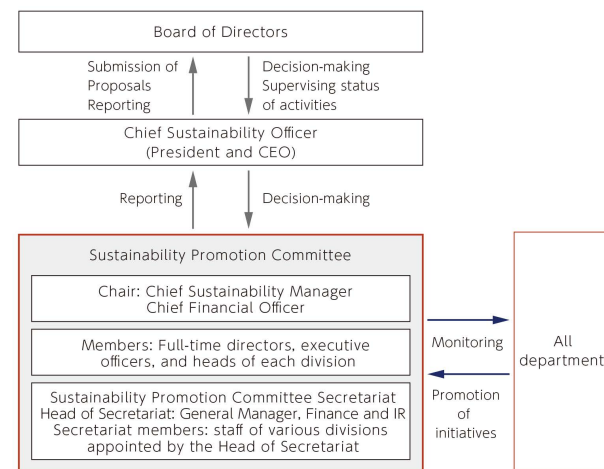
4. Ensuring Transparency through Information Disclosure

Efforts will be made to establish a trusting relationship and ensure transparent management by proactively and continuously disclosing timely and appropriate information about this policy and sustainability initiatives to all stakeholders.

Sustainability Promotion Structure

Based on its Sustainability Policy, Tokyu REIM has established a Sustainability Promotion Committee as part of the structure it has developed to continuously promote and discuss sustainability-related initiatives at the organizational level. With the purpose of further strengthening its internal structure, in February 2023 it also established Basic Sustainability Regulations, based on which it pursues various sustainability-related measures under the following structure.

<Sustainability Promotion Structure>



Body	Main Role
Board of Directors	Establishes the Sustainability Policy, receives regular reports on the status of sustainability-related initiatives from the Chief Sustainability Officer, etc., makes necessary decisions, and monitors the status of sustainability-related activities.
Chief Sustainability Officer (President and CEO)	Recognizing that sustainability is a priority issue in management, allocates management resources as appropriate.
Chief Sustainability Manager (Chief Financial Officer)	Supervises Tokyu REIM's sustainability-related matters and assists the Chief Sustainability Officer.
Sustainability Promotion Committee	Based on the Sustainability Policy, carries out discussion, consideration, and reporting for the purpose of continuously pursuing sustainability-related initiatives at the organizational level. Meeting frequency : held at least once per three months as a rule (meetings held in FY2023 : 8) Main discussion topics : 1.Basic policies 2.Priority management issues (materiality) 3.Setting targets and managing progress of various measures 4.Assessing/managing climate change-related risks and opportunities 5.ESG financing 6.Information disclosure 7.Other matters deemed necessary by the Committee Chair and Head of Secretariat

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Identification of Material Issues (Materiality)

With the basic policy of conducting asset management that seeks growth, stability and transparency, TOKYU REIT and Tokyu REIM have extracted social issues that are highly relevant to our business and identified materiality, recognizing “material issues (materiality)” for sustainable growth.

Identification Process

STEP 1 Derive and organize social issues

After determining major stakeholders of TOKYU REIT and Tokyu REIM, we derived and organized, with respect to their expectations, relevant social issues in reference to the objectives and targets of SDGs (Sustainable Development Goals), ESG disclosure standards, items surveyed by assessment bodies, issues recognized in the REIT sector, the [Integrated Reports](#) and material sustainability themes (materiality) of the Tokyu Group and such.

STEP 2 Integration and consolidation of issues

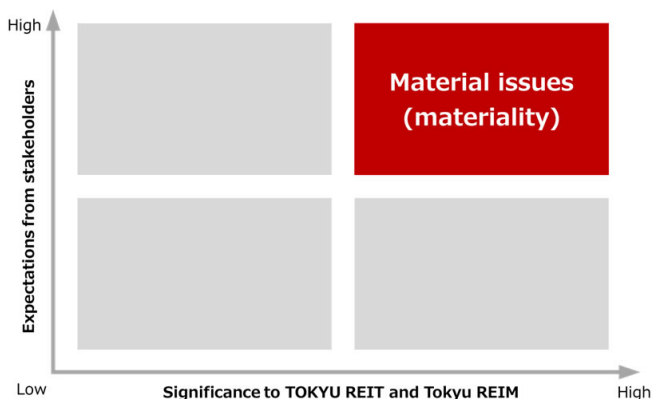
With regard to the abovementioned social issues, we organized issues from the perspective of significance considering efforts made by TOKYU REIT and Tokyu REIM thus far.

STEP 3 Reflection of opinions from officers, employees and others

We solicited opinions from all officers and employees of Tokyu REIM and also interviewed TOKYU REIT’s officers and Tokyu Corporation, the sponsor. In addition, we had an external specialized institution conduct a review.

STEP 4 Identification of material issues (materiality)

Based on the results of STEP 3, we identified material issues (materiality) to be addressed and worked to instill understanding among officers and employees of TOKYU REIT and Tokyu REIM through information-sharing.



SDGs Linked to Material Issues (Materiality)

TOKYU REIT and Tokyu REIM will contribute to the achievement of SDGs (Sustainable Development Goals) through efforts on the following material issues (materiality).

Material issues (materiality)	Relevant SDGs
 E (Environment)	Reduction of energy consumption and greenhouse gas (“GHG”) emissions
	Reduction of water consumption and waste
 S (Social)	Information disclosure to and dialogue with stakeholders
	Improvement of safety and comfort of tenants
	Contribution to the development of communities
	Allocation and development of personnel sufficient in both quality and quantity
	Creation of a healthy organizational culture and work environment
 G (Governance)	Development and operation of a process that ensures highly workable governance
	Promotion of compliance and risk management

SDGs (Sustainable Development Goals) are global initiatives spearheaded by the United Nations and were adopted as the 2030 Agenda at the United Nations Sustainable Development Summit held in September 2015. Specific goals that should be globally achieved by 2030 are presented in 17 goals and 169 targets, and companies are expected to contribute to the achievement as well.



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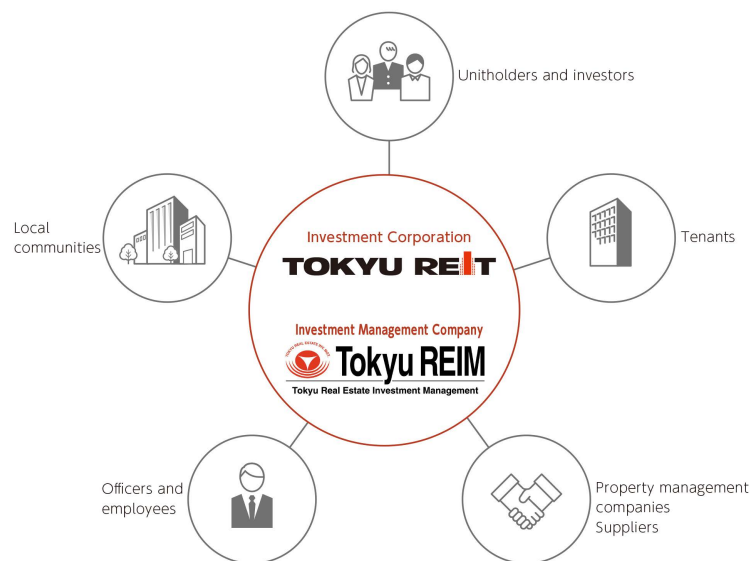
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Stakeholder Engagement

Stakeholder Engagement

TOKYU REIT and Tokyu REIM promote contributions toward forming a sustainable society through building positive relationships with various stakeholders.



	Stakeholder Engagement	Major Initiatives
Unitholders and investors	Proactive information disclosure and dialogue	- Enhancing information disclosure - Conducting proactive IR - Acquiring external assessments and certifications
Tenants	Environmental development aimed at improving tenant safety and comfort	- Promoting disaster-preparedness and BCP measures - Introducing green leases
Property management companies Suppliers	Sharing sustainability-related values and co-operating on initiatives	- Performing assessment of property management (PM) companies - Holding joint workshops - Upgrading to energy-efficient equipment and introducing 100% renewable energy-based power
Officers and employees	Realizing a work environment that enables individuals to make full use of their abilities and select work styles in a flexible manner	- Enhancing talent development programs - Ensuring a comfortable work environment and promoting work-life balance - Promoting diversity management
Local communities	Contributing to development of local communities	- Collaborating with local disaster prevention activities - Holding exchanges and events with local communities

Customer-Oriented Business Operational Policies

To reflect the Principles for Customer-Oriented Business Conduct published by the Financial Services Agency on March 30, 2017, Tokyu REIM created policies and engages in business operation based on them.

Please refer to [this page](#), about the Basic Operational Policies within the Investment Corporation Asset Management Business (Customer-Oriented Business Operational Policies).

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Adapting to Climate Change

Recognition of Current State of Climate Change

Environmental issues such as climate change are starting to have a major impact on the natural environment and social structure, and the risk of TOKYU REIT's portfolio being impacted by climate change is expected to increase in the future. Tokyu REIM's Sustainability Policy states that it will pursue the transition to a decarbonized society through initiatives that promote energy saving and the use of renewable energy and environmentally conscious initiatives such as adapting to climate change. TOKYU REIT and Tokyu REIM will also strive to improve the portfolio's property value and strengthen its competitiveness by grasping opportunities that exist in tandem with climate change risks.

Support for the Task Force on Climate-related Financial Disclosures (TCFD) Recommendations

Tokyu REIM expressed its support for the Task Force on Climate-related Financial Disclosures (TCFD) recommendations in August 2022 and joined the TCFD Consortium, an organization formed by domestic companies supporting the TCFD recommendations.

The Task Force on Climate-related Financial Disclosures (TCFD) is an organization established by the Financial Stability Board (FSB) for the purpose of discussing climate-related information disclosure and the response by financial institutions at the request of the G20. The TCFD releases recommendations to understand and disclose "governance," "strategies," "risk management" and "indicators and targets" regarding the risks and opportunities related to climate change.



Governance Structure

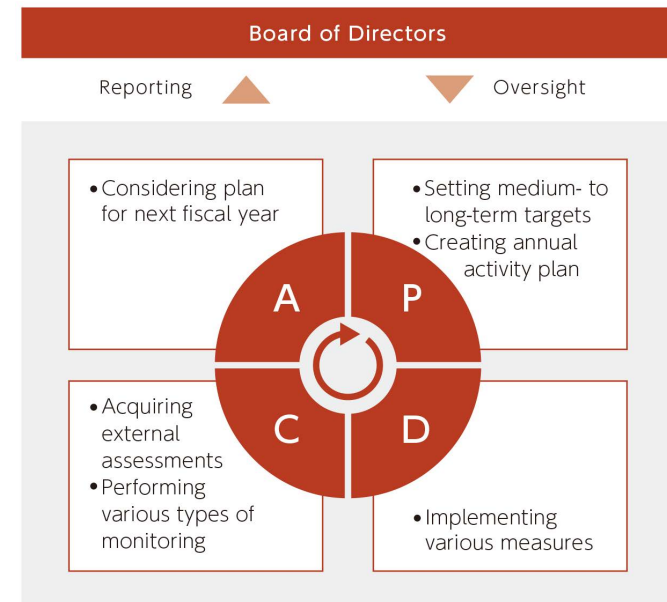
Based on its Sustainability Policy, Tokyu REIM has established a Sustainability Promotion Committee as part of the structure it has developed to continuously promote and discuss sustainability-related initiatives (including adapting to climate change; the same applies hereinafter) at the organizational level. With the purpose of further strengthening its internal structure, in February 2023 it also established Basic Sustainability Regulations, based on which it pursues various sustainability-related measures under the following structure.

<Sustainability Promotion Structure>

Body	Main Role
Board of Directors	Establishes the Sustainability Policy, receives regular reports on the status of sustainability-related initiatives from the Chief Sustainability Officer, etc., makes necessary decisions, and monitors the status of sustainability-related activities.
Chief Sustainability Officer (President and CEO)	Recognizing that sustainability is a priority issue in management, allocates management resources as appropriate.
Chief Sustainability Manager (Chief Financial Officer)	Supervises Tokyu REIM's sustainability-related matters and assists the Chief Sustainability Officer.
Sustainability Promotion Committee	Based on the Sustainability Policy, carries out discussion, consideration, and reporting for the purpose of continuously pursuing sustainability-related initiatives at the organizational level.

Please refer to [this page](#), about the sustainability promotion structure.

<Diagram of Sustainability Promotion Based on PDCA Cycle>



Strategy

With respect to the impact that climate change will have on TOKYU REIT, Tokyu REIM has conducted analysis based on multiple scenarios (less than 1.5°C · less than 2°C scenario and 4°C scenario) in accordance with the TCFD's recommendations and identified and assessed the impact that climate change risks and opportunities will have on its business activities.

◆Applicable scope of scenario analysis

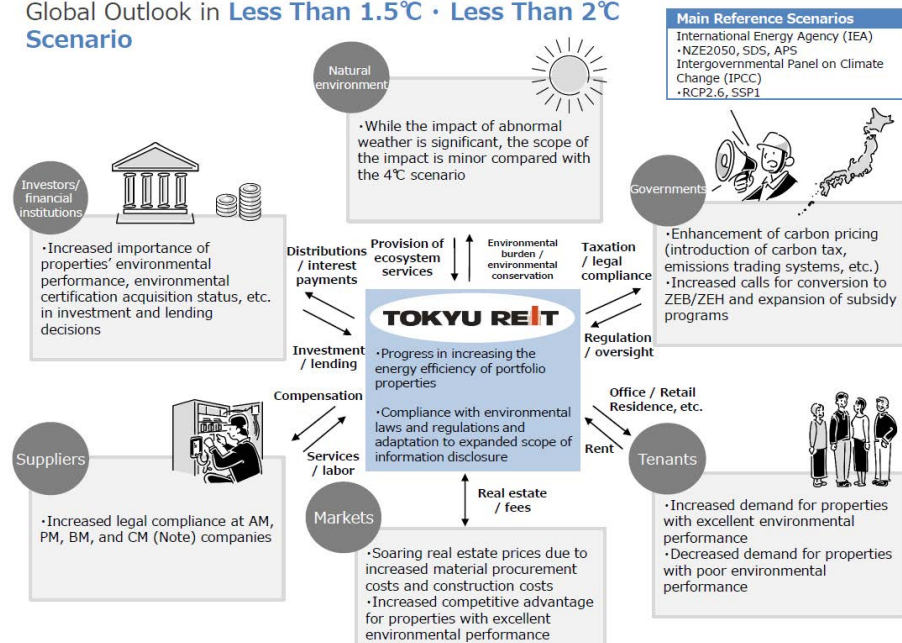
The scenario analysis was conducted with ownership and operation of assets in TOKYU REIT's value chain as the main scope of analysis, with consideration also given to the impact on asset acquisition/disposition and financing.

◆Global Outlook

■ Global outlook in less than 1.5°C · less than 2°C scenario

The less than 1.5°C · less than 2°C scenario assumes that, due to the introduction of strict policies and regulations aimed at realizing a decarbonized society, carbon-reducing technology will develop, greenhouse gas emissions will decrease, and the world as a whole will suppress the scope of the temperature increase since the pre-industrial era to a certain extent. As a result, physical risks will remain low compared with the 4°C scenario, but transition risks will be higher due to changes in the social structure.

Global Outlook in Less Than 1.5°C · Less Than 2°C Scenario

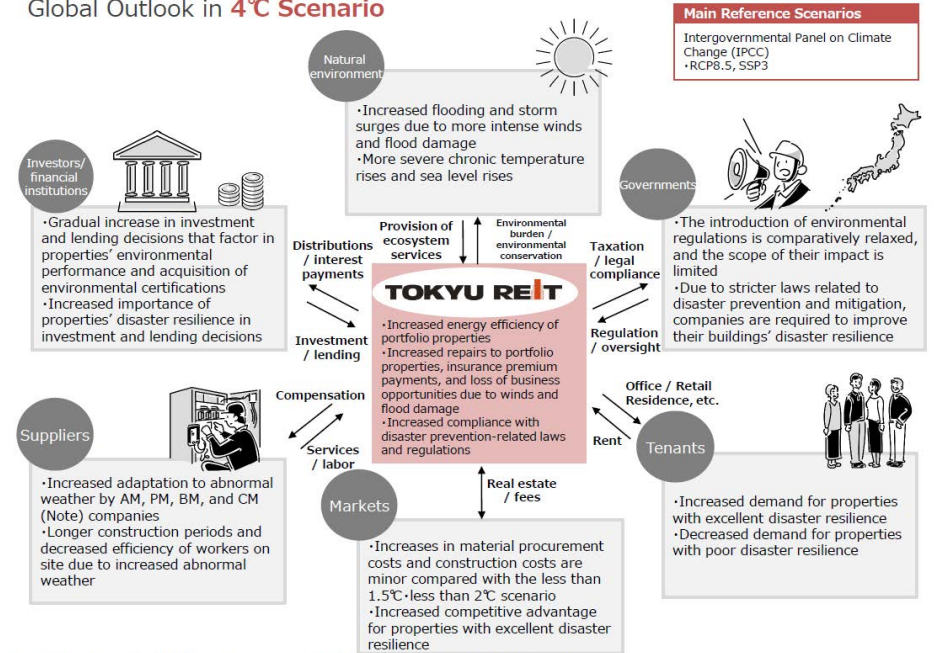


(Note) AM: asset management, PM: property management, BM: building management, CM: construction management

■ Global outlook in 4°C scenario

The scenario assumes that the introduction of the policies and regulations aimed at realizing a decarbonized society will be delayed and it will not be possible to suppress greenhouse gas emissions. The worldwide temperature will therefore increase by around 4°C from the pre-industrial era. As a result, transition risks will remain low compared with the less than 1.5°C · less than 2°C scenario, but physical risks will be higher, such as increased abnormal weather due to the impact of climate change.

Global Outlook in 4°C Scenario



(Note) AM: asset management, PM: property management, BM: building management, CM: construction management

◆Main climate change risks and opportunities

Tokyu REIM has identified climate change risks and opportunities that will impact TOKYU REIT's portfolio and conducted an assessment based on the scenarios in which various risks and opportunities would have the maximum impact. It assessed various risks, opportunities, and their degree of impact, based on the less than 1.5°C・less than 2°C scenario for transition risks and opportunities and on the 4°C scenario for physical risks and opportunities, and considered countermeasures.

Risk/ Opportunity			Impact on Business	Degree of Impact		Countermeasures
				2030	2050	
Transition risks	Policy/ legal	Introduction of carbon taxation/enhancement of emissions trading systems	・ Increased financial burden due to tighter greenhouse gas emission regulations based on carbon pricing, etc.	Medium	Medium	・ Ongoing introduction of 100% renewable energy-based power ・ Planned reduction of energy consumption aimed at reaching targets
		Strengthening/ expansion of legal systems, energy efficiency assessment labeling systems, and disclosure requirements	・ Increased adaptation burden as information disclosure requirements are strengthened and expanded. ・ Increased financial burden due to growing demand to acquire environmental certifications for existing properties and increased acquisition of environmental certifications for portfolio properties.	Small	Small	・ Planned certification acquisition aimed at reaching environmental certification acquisition rate target ・ Replacing assets with properties that have acquired environmental certification and acquiring new ones
		Increased retrofitting costs (increased renovation costs to comply with greenhouse gas emission regulations)	・ Incurring renovation costs for ZEB and ZEH conversion of existing properties in response to stricter laws and changing customer demands.	Large	Large	・ Promoting ZEB/ZEH conversion work ・ Acquiring properties with excellent energy-saving performance
	Market	Soaring energy prices	・ Rising energy costs due to soaring electricity prices, natural gas prices, etc.	Large	Large	・ Reducing energy consumption by implementing energy-saving-related work ・ Ongoing introduction of 100% renewable energy-based power ・ Considering energy creation
		Changes in customer demand	・ More competitive acquisition environment due to growing demand for properties with excellent environmental performance, soaring property acquisition prices, etc. ・ Lower competitiveness as demand for portfolio properties with inferior environmental performance decreases.	Large	Large	・ Planned certification acquisition aimed at reaching environmental certification acquisition rate target ・ Improving energy efficiency of existing portfolio properties through facility upgrades, renovations, etc. ・ Introducing ESG assessment criteria when acquiring properties ・ Promoting ESG and climate change adaptation; enhancing disclosure details ・ Promoting initiatives aimed at improving ESG assessments by external organizations

Risk/ Opportunity			Impact on Business	Degree of Impact		Countermeasures
				2030	2050	
Transition risks	Reputation	Changes in investors' and financial institutions' attitude and evaluations	・ Changes in investors' and financial institutions' attitudes to ESG lending and investment and company assessments. ・ Less positive assessment due to delays in adapting to ESG/climate change. ・ Increased financing costs due to less positive ESG assessment.	Medium	Medium -Large	・ Proactive use of sustainable financing ・ Promoting ESG and climate change adaptation; enhancing disclosure details ・ Promoting initiatives aimed at improving ESG assessments by external organizations
Physical risks	Acute	Increase in abnormal weather	・ Decreased asset value for properties at high risk from natural disasters due to increases in abnormal weather. ・ Increased repair costs and insurance premium expenses for properties that suffer damage from abnormal weather such as flooding and storm surges. ・ Lost sales opportunities for properties that suffer damage from abnormal weather such as flooding and storm surges.	Small	Small	・ Identifying risks based on hazard maps, etc. ・ Reducing disaster risks by installing waterproof boards and emergency power sources, implementing BCP measures, etc. ・ Providing disaster prevention information to tenants
	Chronic	Impact of increased average temperatures	・ Increased cooling costs for properties due to abnormally high temperatures. ・ Incurring renovation costs due to sea level rise, etc. (regrading, etc.)	Small	Small	・ Reducing energy consumption by implementing energy-saving-related work ・ Carrying out renovations in response to risks, such as regrading ・ Reducing disaster risks by installing waterproof boards and emergency power sources, implementing BCP measures, etc. ・ Providing disaster prevention information to tenants
Opportun ities	Energy sources	Reduced expenses due to spread of renewable energy	・ Reduced procurement costs as renewable energy supply volume increases due to growing demand for decarbonization. ・ Reduced energy costs due to energy saving and energy creation.	Medium	Medium -Large	・ Ongoing introduction of 100% renewable energy-based power ・ Reducing energy consumption by implementing energy-saving-related work ・ Considering energy creation

Risk/ Opportunity			Impact on Business	Degree of Impact		Countermeasures
				2030	2050	
	Products/ services	Increased demand for green buildings	• Increased rental income and occupancy rates for properties with excellent environmental performance due to changing customer demand.	Large	Large	- Planned certification acquisition aimed at reaching environmental certification acquisition rate target - Improving energy efficiency of existing portfolio properties through facility upgrades, renovations, etc. - Introducing ESG assessment criteria when acquiring properties - Promoting ESG and climate change adaptation; enhancing disclosure details - Promoting initiatives aimed at improving ESG assessments by external organizations
Opportunities	Market	Improved reputation for ESG investment and reduction in financing costs due to sustainable financing	- Improved ESG reputation due to proactive implementation of ESG- and climate change-related initiatives and expanded in formation disclosure, leading to increased stakeholder preference. - Expansion of financing base through expansion of investor and financial institution pool due to use of sustainable finance, which may be expected to reduce financing costs.	Medium	Medium ~Large	- Proactive use of sustainable finance - Promoting ESG and climate change adaptation; enhancing disclosure details - Promoting initiatives aimed at improving ESG assessments by external organizations
	Resilience	Improved reputation for properties with excellent resilience	• Increased rental income and occupancy rates due to positive evaluation of competitive advantage of properties with excellent disaster resilience.	Small	Medium	- Identifying risks based on hazard maps, etc. - Reducing disaster risks by installing waterproof boards and emergency power sources, implementing BCP measures, etc. - Providing disaster prevention information to tenants - Promoting adaptation aimed at improving resilience; enhancing disclosure details

◆Analysis results and future adaptation

Based on the results of this scenario analysis, we will maintain and enhance our promotion of initiatives that contribute to reducing our environmental burden and enhancing our disaster resilience, as well as strive to reduce risks and maximize opportunities by refining the scenario analysis and revising adaptation measures in order to further reinforce the resilience of our business.

Risk Management

◆Identifying and assessing risks

Risks and opportunities caused by climate change, the degree of their impact on the portfolio, and the probability of their occurrence are identified and assessed through the process below.

<Risk Identification and Assessment Process>



◆Integration of risk management and company-wide risk management process

The details of climate change risks and opportunities that have been identified and assessed and countermeasures are reviewed once a year and reported to and discussed by the Sustainability Promotion Committee. Furthermore, these details are integrated into the company-wide risk management process and managed within the risk management cycle based on the "Risk Management Basic Policy" and "Risk Management Rules".

<Risk Management Process>



Metrics and Targets

With the purpose of reducing climate change-based risks and improving medium- to long-term asset value, Tokyu REIM has set the following targets when managing TOKYU REIT's assets, and it aims to improve environmental performance by implementing initiatives and carrying out monitoring.

◆Greenhouse gas emissions

■ Set target

Achieve net zero by fiscal 2050	
Set target	46.2% reduction in the portfolio's greenhouse gas emissions intensity (t-CO2/m ²) by fiscal 2030 (vs. fiscal 2019)

*The reduction targets apply to Scope 1, 2, and 3 (Scope 1 = consumption of city gas in common areas; Scope 2 = consumption of electricity, hot and cold water, and steam in common areas; Scope 3 = consumption of electricity, hot and cold water, and city gas in private areas and through direct contracts with tenants.
*Equity conversion was performed for properties owned on a co-ownership or sectional ownership basis.

Please refer to [this page](#), about environmental performance data (greenhouse gas emission status).

◆Green Building

■ Set target

Increase the acquisition ratio of environmental certification of the owned properties to 70% or more by fiscal 2025 (Based on total floor space)	
Set target	

Please refer to [this page](#), about properties that have acquired various environmental certifications.

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Environment

Environmental Policy

TOKYU REIT and Tokyu REIM promote environmentally friendly initiatives such as transitioning to a decarbonized society and addressing climate change by promoting energy conservation and using renewable energy and realizing a recycling-oriented society by conserving water and reducing waste, and communicate the status of these activities to investors, etc.

<TOKYU REIT>

Environmental Policy

Issue Date : March 2014

1. Background and Objectives

TOKYU REIT, Inc. ("TOKYU REIT") recognizes the growing importance of environmental consideration in the global property investment and management sector. Based on the fact that the real estate sector accounts for a major part of carbon emissions, industry initiatives such as Principles for Responsible Investment ("PRI") and Responsible Property Investment ("RPI") have widely spread, and the idea of environmentally-friendly property management throughout the lifecycle has been becoming common.

TOKYU REIT aims to maximize its unitholders' value through pursuing growth, stability and transparency. To achieve our objectives, we realize that environmental consideration and proper disclosure will become even more important, and hereby establish the "Environmental Policy".

2. Environmental Policy

TOKYU REIT recognizes the importance of environmental consideration in the property investment and management sector. As a responsible corporation, we continue to act towards reducing environmental impact and helping transition to a sustainable society.

2.1 Implementation of Environmentally-friendly Operation

2.1.1 Reduce Energy Consumption and Green House Gas ("GHG") Emissions

2.1.2 Reduce Water Consumption and Waste

2.1.3 Pursue Health, Safety and Well-Being

2.2 Management Structure to Ensure Environmental Consideration

2.2.1 Management Structure as a Responsible Corporation

2.2.2 Collaboration with our stakeholders

<Tokyu REIM>

Please refer to [this page](#), about the Environmental Policy.

Reduction of Energy Consumption and Greenhouse Gas ("GHG") Emissions

◆Set target

Set target

Energy consumption intensity :
5% reduction from the level for fiscal 2019 by fiscal 2024

Set target

Greenhouse gas emission intensity :
46.2% reduction from the level for fiscal 2019 in fiscal 2030
Achieve net zero by fiscal 2050

◆Environmental Performance Data (Energy & Greenhouse Gas Emissions)

		FY2019 Feb. 2019 – Jan. 2020	FY2020 Feb. 2020 – Jan. 2021	FY2021 Feb. 2021 – Jan. 2022	FY2022 Feb. 2022 – Jan. 2023	FY2023 Feb. 2023 – Jan. 2024		
							vs. FY2019	
Energy consumption (GJ)		117,422※ (378,864)	105,194※ (364,489)	93,178※ (336,496)	52,740※ (264,635)	68,998※ (311,270)	-48,424 (-67,594)	-41.2% (-17.8%)
	Electricity	103,071 (345,637)	90,544 (328,249)	82,533 (308,374)	49,387 (243,022)	62,602 (282,040)	-40,469 (-63,597)	-39.3% (-18.4%)
	Gas	179 (3,121)	886 (7,921)	434 (6,679)	1,574 (15,345)	4,868 (23,847)	4,689 (20,726)	2,619.6% (664.1%)
	Other	14,171 (30,105)	13,763 (28,319)	10,210 (21,442)	1,778 (6,268)	1,527 (5,382)	-12,644 (-24,723)	-89.2% (-82.1%)
	Consumption rate (GJ/m)	(1.809)	(1.613)	(1.553)	(1.446)	(1.434)	(-0.375)	(-20.7%)
GHG emissions (t-CO ₂)		19,039	16,132	8,675	1,597	4,334	-14,705	-77.2%
	Scope1	8※	44※	21※	78※	242※	234	2,925.0%
	Scope2	5,467※	4,586※	2,363※	161※	873※	-4,594	-84.0%
	- offset	0	-5	-1,785	-2,388	-206	-206	—
	Scope3	13,564※	11,501	6,289※	1,358※	3,219※	-9,050	-73.8%
	- offset	0	-30	-4,526	-8,317	-623	-623	—
	Consumption rate (t-CO ₂ /m)	0.091	0.071	0.040	0.009	0.020	-0.071	-78.0%
Independent third-party verification		PDF	PDF	PDF	PDF	PDF		

*The figures for Energy consumption and GHG emissions are counted for each fiscal year from February to January of the following year.

*In principle, all the above figures are for the entire real estate portfolio each fiscal year excluding land with leasehold interests, with co-ownership or compartmentalized interests calculated by percentage owned.

*Energy consumption is calculated for the portion of the portfolio over which TOKYU REIT has management rights, while the figures in parentheses are actual figures including tenant emissions.

*Gas consumption data that is difficult to aggregate, such as data from direct tenant contracts, is partially excluded.

*Consumption rate is calculated as follows: Consumption rate = consumption ÷ (gross floor area (weighted average of number of days held during the period) × ownership interest × average annual occupancy rate)

*Gross floor area in the consumption rate excludes property portions for which data is difficult to aggregate (e.g., residential portions, etc.)

*Scope 1 is city gas used in common areas, Scope 2 is electricity, water and steam used in common areas and Scope 3 is electricity, water and city gas used in exclusive areas and those contracted directly to tenants.

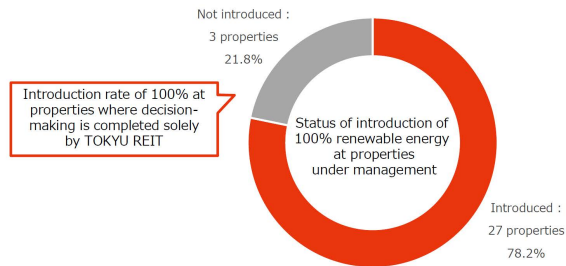
**"-offset" refers to the GHG offset portion of GHG emissions resulting from the use of FIT non-fossil certificates or the introduction of green electricity.

*Data marked with an asterisk (※) have received limited verification by an independent third party.

◆Introduction of 100% renewable energy

Switching to renewable energy is being pursued at properties owned by TOKYU REIT. Based on this initiative, the greenhouse gas emissions discharged due to power consumption at owned properties will become zero, including the portion consumed by tenants. The 100% renewable energy introduction rate is 100% at properties where decision-making is completed solely by TOKYU REIT. Introduction is also sequentially moving forward at other owned properties.

Ratio of properties introduced 100% renewable energy (Note)	78.2% (27 properties)
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(Note) Based on total floor area of properties under management excluding land with leasehold interest. The figures are calculated by using the exclusive area based on ownership ratio when part of the ownership interest is held at buildings under compartmentalized ownership and the total floor area or exclusive area based on ownership ratio when part of the ownership interest is held at co-owned properties.

◆Major initiatives

- Major construction work related to reduction of energy consumption (fiscal period ended July 2023 (FP 40) & fiscal period ended January 2024 (FP 41))
 - Renewal of air conditioning equipment (TOKYU REIT Omotesando Square, CONZE Ebisu, Tokyo Nissan Taito Building, TOKYU REIT Toranomon Building, Akihabara Sanwa Toyo Building, Shibuya Dogenzaka Sky Building, Futako Tamagawa Rise)
 - Switching to LED

Progress rate of switching to LED at exclusively owned office area (Based on total leasable area)	89.3%
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- Installation of charging station for electric vehicles (Tokyu Toranomon Building)



- Energy conservation diagnosis
Implemented/Discussed measures to improve management based on the results of the energy conservation diagnosis by external business operator. (TOKYU REIT Shinjuku Building)
- Response to related laws and regulations
Submitted the “Report on Countermeasures Against Global Warming of Minato-ku” for the relevant properties based on the “Ordinance on Promotion of Low Carbonization of Buildings Protecting the Living Environment of the Residents of Minato-ku” of Minato-ku, Tokyo.(TOKYU REIT Toranomon Building, Tokyu Toranomon Building)

*Please refer to [this page](#), about notification details and overview of the Report on Countermeasures Against Global Warming of Minato-ku (Japanese).

Promotion of Water Conservation and Waste Reduction

◆Set target

Set target

Water consumption intensity : 5% reduction from the level for fiscal 2019 by fiscal 2024
Waste recycling rate : Maintain the level of fiscal 2019 or higher by fiscal 2024

◆Environmental Performance Data (Water & Waste Management)

		FY2019 Feb. 2019 – Jan. 2020	FY2020 Feb. 2020 – Jan. 2021	FY2021 Feb. 2021 – Jan. 2022	FY2022 Feb. 2022 – Jan. 2023	FY2023 Feb. 2023 – Jan. 2024		
							vs. 2019	
Water consumption (m)		85,296※ (189,826)	60,912※ (144,461)	52,817※ (134,956)	40,653※ (142,675)	59,336※ (195,861)	-25,960 (6,035)	-30.4% (3.2%)
	Consumption rate (m/m)	(0.906)	(0.639)	(0.623)	(0.780)	(0.902)	(-0.004)	(-0.5%)
Waste production (t)		2,765※	2,145※	1,433※	928※	901※	-1,864	-67.4%
Waste disposal methods (%)	Recycled	54.2	53.6	57.7	57.7	58.5	4.3pts	
Independent third-party verification		PDF	PDF	PDF	PDF	PDF		

*The figures for Water consumption is counted for each fiscal year from February to January of the following year, Waste production figures is April to March of the following year.

*In principle, all the above figures are for the entire real estate portfolio each fiscal year excluding land with leasehold interests, with co-ownership or compartmentalized interests calculated by percentage owned.

*Water consumption is calculated for the portion of the portfolio over which TOKYU REIT has management rights, while the figures in parentheses are actual figures including tenant emissions.

*Consumption rate is calculated as follows: Consumption rate = consumption ÷ (gross floor area (weighted average of number of days held during the period) × ownership interest × average annual occupancy rate)

*Gross floor area in the consumption rate excludes property portions for which data is difficult to aggregate (e.g., residential portions, etc.).

*Data marked with an asterisk (※) have received limited verification by an independent third party.

◆Major initiatives

- Implementation of construction work to reduce water consumption (fiscal period ended July 2023 (FP 40) & fiscal period ended January 2024 (FP 41))
 - Renovation of restrooms (TOKYU REIT Shinjuku 2 Building, TOKYU REIT Ebisu Building, Futako Tamagawa Rise)
- Use of greywater and rainwater
For the purpose of effectively using water resources, Futako Tamagawa Rise Block II-a is equipped with greywater facilities inside the building. These produce recycled water from wastewater discharged inside the building, which is used as flushing water for toilets. The installation of biotope equipment in the building, which reuses some rainwater that falls in the facility for the greening garden and medaka pond, also contributes to environmental conservation.



Environmental Risk Assessment When Acquiring Properties

As part of the due diligence carried out for property acquisition, along with a site survey and disclosure of documents from the owner, Tokyu REIM obtains engineering reports and the like prepared by third parties with suitable survey-related expertise and experience to verify the presence of toxic substances, including asbestos, soil pollution, water pollution, use of equipment containing PCB, and use of CFC and halon gas. If required based on the environmental risks, more detailed additional surveys are carried out. It also verifies the environmental certification acquisition status of properties it plans to acquire, and if environmental certifications have not been obtained, it obtains a summary assessment by a third party regarding the possibility of acquiring CASBEE certification of B+ or higher.

Introduction of Green Leases

As a rule, TOKYU REIT includes green lease provisions in newly concluded lease agreements, working to reduce its environmental footprint in collaboration with tenants and PM companies. Green lease provisions stipulate that the parties shall work together to improve properties’ environmental performance and maintain/enhance comfort and productivity by sharing energy consumption data, obtaining environmental certifications, procuring resources used at properties in a sustainable manner (Note 1), reducing waste, etc.

Green lease introduction rate (Note 2)	78.3%
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(Note 1) This refers to procuring products with a low environmental footprint (e.g., recycled paper, easily biodegradable materials).
(Note 2) This figure shows the percentage of green leases among newly signed leases (including amendment memorandums) during the fiscal period ended January 2024 (41st fiscal period), based on the number of leases (excluding Futako Tamagawa Rise and residential sections).

Effective use of energy resources

Based on environmentally friendly construction methods, Futako Tamagawa Rise is engaged in the effective use of energy resources, including suppressing the heat island effect via rooftop greening, installing solar panels, and managing air conditioning by using geothermal heat.



Preserving Biodiversity

At Futako Tamagawa Rise, as part of our aim to pursue urban development in harmony with the surrounding area’s abundant natural environment, we have developed open areas with water and greenery, including rooftop greening of a large-scale facility. Employing a design inspired by the Tama River’s fluvial terrace and the Todoroki Ravine, we established a roof garden of around 6,000 m2 on the upper section of a low-rise building, and spaces where users can enjoy the verdant nature are provided throughout the complex.



Please refer to [this page](#), about environmental initiatives at Futako Tamagawa Rise.
Please refer to [this page](#), about acquisition of JHEP certification.

Urban Development-Related Initiatives

◆Investing in Properties Developed Via Urban Redevelopment Projects

TOKYU REIT contributes to the revitalization of target communities through investing in properties developed via urban redevelopment projects.

■ Example Initiative (Futako Tamagawa Rise)

Futako Tamagawa Rise is a mixed-use facility including retail, office, hotel, and residence sections developed via an urban redevelopment project pursued over many years by the relevant rights holders in the area around Futako-tamagawa Station, Tokyu Corporation and Tokyu Land Corporation. With the number of riders embarking and disembarking at the station having increased considerably, the Futako Tamagawa area is expected to develop further as a district that combines working, living, and entertainment. Along with greening around 10,000m² across the entire site, the redevelopment project has considered harmony with nature and environment/sustainability issues. This includes becoming the first property in the world to acquire Gold certification in the LEED ND (Neighborhood Development category). With the aim of enhancing the area brand and making it more dynamic, town management is carried out in collaboration with the community. Through holding various events using public spaces, improving the townscape, and participating in community activities, the project is contributing to the vitalization of the Futako Tamagawa area. Since 2023, TOKYU REIT has pursued town management activities as one of the property owners.

Please refer to [this page](#), about the history of Futako Tamagawa Rise and an overview of its development.

Please refer to [this page](#), about Futako Tamagawa Rise's town management initiatives.



Including Futako Tamagawa Rise mentioned above, TOKYU REIT's sponsor Tokyu Corporation is engaged in the development of large-scale, mixed-use facilities and urban development by participating in urban redevelopment projects, urban renewal projects, and land readjustment projects centering on areas along Tokyu Railway lines.

◆Investing in Redevelopment in Existing Development Areas

TOKYU REIT invests in redevelopment properties in existing development areas after carefully verifying factors such as handling of soil pollution risks and compliance with environmental laws and regulations. Extension work at Tokyu Toranomon Building, completed in June 2022, was carried out after eliminating polluted soil.

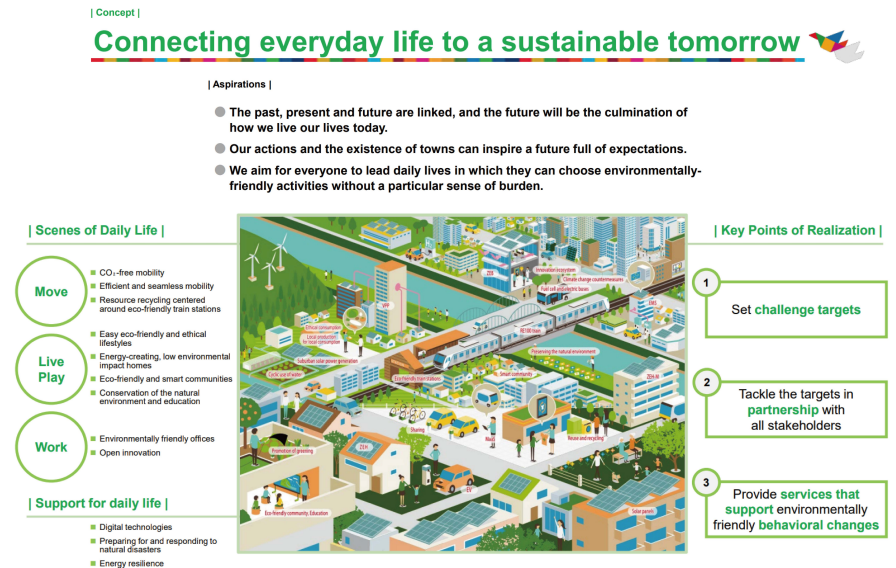
◆Approach to Development of Undeveloped Sites

TOKYU REIT invests in development properties on undeveloped sites after considering factors such as the impact of the development activities on the natural environment and ecosystem, compliance with environmental laws and regulations and acquisition of environmental certifications.

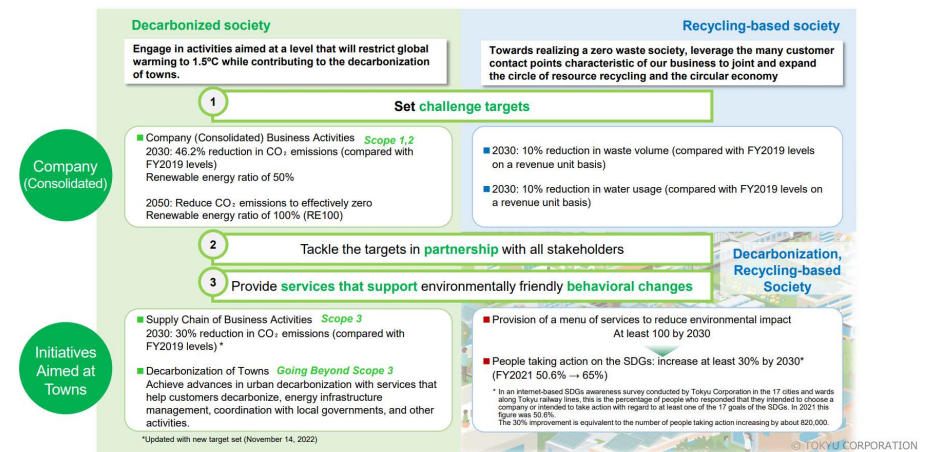
The Sponsor's Environmental Initiatives

◆Tokyu Group's Environmental Vision 2030

■ Overview of Concept for Towns in Harmony with the Environment



■ Initiative Targets (Decarbonized/Recycling-Oriented Society)



Please refer to [this page](#), about the Environmental Vision 2030.

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Social / Initiatives for Social Consideration

Information Disclosure to and Dialogue with Stakeholders

TOKYU REIT stipulates as a basic policy in its Articles of Incorporation that it will manage assets with the aim of ensuring growth, stability, and transparency, with maximizing unitholder value as its ultimate purpose. With regard to ensuring transparency in particular, in addition to statutory disclosure, it has formulated Disclosure Rules for disclosing important information deemed to be useful and appropriate for investors in a proactive, timely manner. Furthermore, Tokyu REIM has formulated a disclosure policy, Disclosure Regulations Relating to Management of TOKYU REIT's Assets, and Detailed Disclosure Regulations Relating to Management of TOKYU REIT's Assets (Business Guidelines) in accordance with TOKYU REIT's Disclosure Rules. The disclosure policy is specified in the Management Guidelines and published on TOKYU REIT's website.

Please refer to [this page](#), about the Disclosure Policy.

◆ Major initiatives

<Major activities conducted from February 2023 to January 2024>

Targeting domestic institutional investors (meetings: 132)

- Domestic financial results roadshow
- Conference targeting institutional investors

Targeting domestic individual investors (2)

- Daiwa Securities Daiwa J-REIT Caravan 2023 (Fukuoka)
- Daiwa Securities Daiwa J-REIT Caravan 2023 (Nagoya)

Targeting foreign institutional investors (meetings: 33)

- Overseas financial results roadshow
- Visiting properties
- Conference targeting institutional investors

Please refer to [this page](#), about the IR Library.

Please refer to [this page](#), about the individual investors.



Daiwa J-REIT Caravan 2023

Enhancing Tenants' Safety and Comfort

Recognizing that continuing to have properties that will be selected by tenants is essential to enhancing unitholder value, TOKYU REIT carries out various initiatives aimed at enhancing tenants' safety/comfort and improving their satisfaction.

◆ Major Initiatives

- Promoted disaster prevention and BCP measures



Following measures installed in each property.

- Display board for emergency contact
- Booklet of "Tokyo Bousai"
- Wireless device
- Portable emergency power generator
- Bar and hydraulic jack
- Emergency disaster prevention box (inside elevator)
- Emergency portable toilet
- AED

- Conducting Disaster-Prevention Training

At properties owned by TOKYU REIT, to ensure the safety of users and the continuity of tenants' business in the event of a disaster, disaster-prevention training is conducted regularly, and preparations are made on a daily basis in anticipation of a possible disaster.

- Conducting Training for Tenant Employees and Mystery Shopping

At Futako Tamagawa Rise, training and mystery shopping are conducted for the purpose of improving tenant employees' customer service capabilities. Through these, the aim is to enhance employees' skills as well as providing high-quality customer service that will satisfy customers who visit stores.

<Examples of Initiatives in FY2023>

- Training for new employees
- Training for store managers
- Customer service role-play training
- Mystery shopping (targeting restaurants)
- Framework examination training
- Social media training



- Tenant Satisfaction Survey (Office properties)

TOKYU REIT conducted a satisfaction survey of tenant employees at owned office properties for the purpose of identifying latent needs that will enable tenant companies to use buildings comfortably and applying them to improve management. TOKYU REIT surveyed 643 officers and employees of tenant companies occupying 15 properties that it owns about items such as the building's facilities and services and their interest in ESG. The majority of the tenant company officers and employees that responded to the survey rated their overall satisfaction and the survey findings have been shared with PM and BM companies, which will lead to improvements in facilities and services.

▪ Tenant Satisfaction Surveys (Futako Tamagawa Rise)

<Survey Overview>

At Futako Tamagawa Rise, for the purpose of improving tenant satisfaction, satisfaction surveys are conducted with all tenant employees (no. of responses in FY2023 : 170). As well, employee feedback boxes are installed in store break rooms that allow tenant employees to regularly submit requests and opinions.

Based on the results, training and events are held for tenant employees, improvements are made to the building environment, etc.

<Implementing Measures for Tenant Employees>

At Futako Tamagawa Rise, based on the results of tenant satisfaction surveys, etc., various measures are implemented throughout the year to enable tenant employees to use the building comfortably.

• Holding film screenings

Free film screenings are held for tenant employees



• Distributing complimentary passes and coupons to employees

Complimentary passes that may be used in the facility and coupons that may be used for a limited time are distributed to tenant employees



• Holding Skate Garden free access event

An event was held for tenant employees that made Skate Garden on the premises available for their use free of charge



• Conducting free massage campaign



• Holding Tamagawa Fireworks Festival viewing event



• Holding events to distribute candy, etc.

Implementing various employee encouragement plans that express a sense of gratitude toward tenant employees

▪ Renovation of rooftop

• TOKYU REIT Toranomon Building

(Before implementation)



(After implementation)



• Tokyu Bancho Building

(Before implementation)



(After implementation)



▪ Attraction of food trucks for office workers (Tokyu Bancho Building)



Supply Chain Management

The sponsor Tokyu Corporation and its consolidated subsidiaries are engaged in resolving social issues through their businesses with a focus on urban development in areas served by Tokyu Railway lines. In the process of developing a wide range of businesses, they have built a diversified supply chain.

As a responsible member of the global supply chain, Tokyu Corporation recognizes that it is required to pursue initiatives addressing issues such as human rights and the environment that include not just the company itself but also the supply chain. It has therefore formulated a Sustainable Supply Chain Policy. It also shares its approach to human rights, environmental issues, etc. with its business partners, recognizes the environmental and social risks in the supply chain relating to transactions in general (including procurement of raw materials and products), strives to identify related supply chain issues via its business activities, and engages in optimal business activities for the realization of a sustainable society. As a consolidated subsidiary, Tokyu REIM shares this policy and strives to address sustainability-related issues, including those related to the supply chain.

Sustainable Supply Chain Policy

Revised on April 1, 2023

The Company (Tokyu Corporation) and its consolidated subsidiaries have adopted "Toward a beautiful age" as the Group slogan and share a Group mission statement: We shall strive to create beautiful living environments, in which each person can pursue individual happiness in a harmonious society.

Under this slogan and mission statement, the Company and its consolidated subsidiaries ensure that related laws, regulations and other requirements are observed, and that fair, equitable and transparent procedures are followed based on the principle of free competition in all business dealings including procurement activities in Japan and abroad. We also recognize the need to ensure quality, set optimum prices and adhere to delivery deadlines, as well as to consider issues such as human rights and the environment, while engaging in responsible activities that help create social value and economic value throughout the supply chain.

To work with business partners in fulfilling responsibilities to create a sustainable society as demanded by society, in this policy the Company and its consolidated subsidiaries respect international norms including the ten principles in the four areas (human rights, labour, environment and anti-corruption) of the United Nations Global Compact of which the Company is a signatory, and have set forth the matters to be observed.

The Company (Tokyu Corporation) and its consolidated subsidiaries request that the business partners associated with its businesses, products and services understand the purpose and contents of this policy and cooperate with putting it into practice.

Please refer to [this page](#), about the full text.

◆Sustainable Supply Chain Policy Guidelines

To increase understanding of the Sustainable Supply Chain Policy's meaning and contents, the sponsor Tokyu Corporation has created a Sustainable Supply Chain Policy Guidelines that explains each item in the policy, related laws and regulations, and guidelines for practical implementation, with the aim of putting it into practice across the entire supply chain.

Tokyu REIM has also informed its business partners about the above policy and guidelines.

Please refer to [this page](#), about the Sustainable Supply Chain Policy Guidelines.

◆Supplier-Related Violations and Incidents

At TOKYU REIT and Tokyu REIM, there have been no serious supplier-related violations or incidents impacting stakeholders (FY2023).

◆Tokyu Group's Contact Points for Dialogue with Stakeholders

As contact points for its customers, Tokyu Group handles inquiries by phone and mail or via its website and has established the Tokyu Customer Center, which accepts feedback and requests.

Please refer to [this page](#), about the Tokyu Customer Center.

◆ Collaboration with PM Companies

■ PM company selection criteria

TOKYU REIT selects PM companies by comprehensively taking into account their tenant sales capabilities backed by tenant-related information networks and community-based expertise and the reduction of costs based on economies of scale, as well as considering the following points:

<Main Selection Criteria for PM Companies>

- Business history and company's financial situation
- Project track record
- PM management structure, number of employees, number of employees with professional qualifications
- Ability to attract new tenants and ability to negotiate with existing tenants
- Capacity to manage costs and propose measures related to building management
- Ability to formulate asset protection plans, manage construction, and propose measures to reduce costs
- BCP measures, status of environmental initiatives, and capacity to propose energy-saving measures
- Compensation and fee standards

■ Holding report meetings with PMs

Tokyu REIM monitors the status of management of assets by receiving reports from PM companies every month as a rule. It also analyzes differences between asset management plans and performance, then provides appropriate instructions to PM companies based on the results.

<Main Items Reported at PM Report Meetings>

- Status of tenant-related income and expenditures
- Requests and complaints from tenants and status of handling them
- Status of property operating expenses, etc.
- Status of property occupancy/leasing
- Status of facility management

■ Holding Joint Workshops with PM Companies

For the purpose of enhancing employees' various specialized skills and working level and developing REIT and real estate management professionals, Tokyu REIM holds workshops led by external guest instructors for personnel in charge of acquiring and managing its properties and personnel in charge at PM companies. Furthermore, for the purpose of implementing good property management from an ESG perspective, the workshops also include content related to subjects such as properties' environmental performance.

<Workshops Held>

	FY2020	FY2021	FY2022	FY2023
No. of workshops	1	2	4	1

<Example Training Topics>

- Building Standards Act
- Building Energy Efficiency Act
- Basic knowledge about building equipment (energy-efficient equipment, etc.)



A/C workshop (2023)

Conducting PM Assessments

Tokyu REIM conducts assessments of PM supplier companies once a year for the purpose of verifying whether it will continue to do business with them. It provides feedback on the PM assessment results, and at that time, it provides guidance on making improvements for items that require improvement.

<Main Details of PM Assessments>

- Structure of PM company (business stability, PM business implementation system, BCP measures, system for selecting, managing, and supervising building management companies)
- PM business initiatives (tenant sales management, facility maintenance and management, asset protection management, environmental measures (establishment of energy-saving promotion system, approach to proposing energy-saving measures, work supporting acquisition of environmental certifications, etc.))
- PM compensation criteria

Initiatives for Local Communities

Through dialogue and collaboration with local communities, TOKYU REIT engages in various initiatives that help contribute to local communities, with the aim of pursuing development together with them.

◆Improving Safety and Comfort of Local Communities

Regional Disaster Prevention Base (Futako Tamagawa Rise)

TOKYU REIT signed an Agreement to Collaborate on Accepting Stranded Commuters During a Disaster with Setagaya Ward, and it will keep a reserve of supplies that will cover 2,200 people in total for three days in the event of a disaster. In order to serve as a disaster prevention base if a disaster occurs, it conducts activities such as training for receiving stranded commuters once a year.



Holding a Fun Event for Learning about Disaster Preparedness (Futako Tamagawa Rise)

In anticipation of an emergency, the Kaeru Caravan event was held to enable locals to learn about preparing for disasters. It was easy for visitors to take part and offered an opportunity for them to learn about disaster preparedness in a fun way with the collaboration of the fire department, hospitals, and volunteer groups.



Flooding prevention measures (Futako Tamagawa Rise)

- Installation of vertical damp-proof barriers

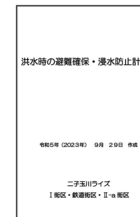


- Installation of watertight doors



- Creating plan to secure evacuation routes and prevent flooding during inundation

For the purpose of ensuring the rapid and smooth evacuation of facility users and preventing flooding in the event of inundation, Futako Tamagawa Rise has created a Plan to Secure Evacuation and Prevent Flooding during Inundation and released the details.



Please refer to [this page](#), about the Plan to Secure Evacuation and Prevent Flooding during Inundation. (only in Japanese)

- Installation of rainwater storage tanks

Installed disaster-relief vending machines (each property)

Installed 8 vending machines that can provide goods free of charge at the time of emergency including disasters in 6 properties (as of the end of January 2024)



Donating Emergency Preserved Food to a Foodbank (Tokyu REIM)

When replacing emergency preserved food stored in preparation for a major disaster or the like, surplus food was distributed to Tokyu REIM employees (including temporary staff) and donated to Foodbank Shibuya (Note), a registered NPO.

(Note) An NPO that aims to create a mechanism for local people to help each other through collecting food in the community and providing support to people in need

Environmental Development Aimed at Creating a Walkable City (Futako Tamagawa Rise)

Futako Tamagawa Rise is developing rules and signs to promote safety and striving to develop a safe, comfortable environment by taking steps such as eliminating illegal bicycle parking, preventing crime, and cleaning, with the aim of developing a pedestrian-friendly walkable city.



- Installation of community bicycle (Tokyu Bancho Building)



- Developing Facilities That Consider Ease of Use for Customers (Futako Tamagawa Rise)

With the aim of offering facilities that are comfortable for all customers to spend time in, Futako Tamagawa Rise has established a baby room equipped with water dispensers for formula, baby beds, a nursing corner, etc. inside the facility. It has also installed accessible seating and established multi-purpose bathrooms adapted to ostomates in the facility.



Please refer to [this page](#), about information of Futako Tamagawa Rise's facilities.

◆Connecting with the Local Community

- Using the Rooftop Garden as a Venue for Learning (Futako Tamagawa Rise)

A rooftop garden with extensive greenery covering around 6,000 m² has been established at Futako Tamagawa Rise. This is inhabited by diverse flora and fauna belonging to a biological network extending from the shores of the Tama River to the greenery of the Kokubunji cliff line and Todoroki Ravine, helping to maintain and preserve the local ecosystem.



- Providing Learning Venues and Experiences for Children (Futako Tamagawa Rise)

In collaboration with the community, venues for learning at Futako Tamagawa Rise are offered targeting local daycares, elementary schools, and general customers. These events include crop planting and harvesting experiences in the vegetable garden, skating rink rental, and art projects involving Tama Art University under industry-academia partnerships.



- Hosting the "Futakoza" Futako Tamagawa street market (Futako Tamagawa Rise)

This regularly held market participated by over 60 vendors in total, offering everything from farm-fresh produce to processed goods and painstakingly made handicrafts, showcases the passion of local producers.



- Futako Tamagawa Rise Food Drive (Futako Tamagawa Rise)

The Food Drive is a regularly held initiative in the Tamagawa area that collects surplus food from households and the like and delivers it to individuals and facilities in need, with the purpose of supporting individuals and groups that operate initiatives like Kodomo Shokudo (Children's Cafeteria) to support disadvantaged people through food.

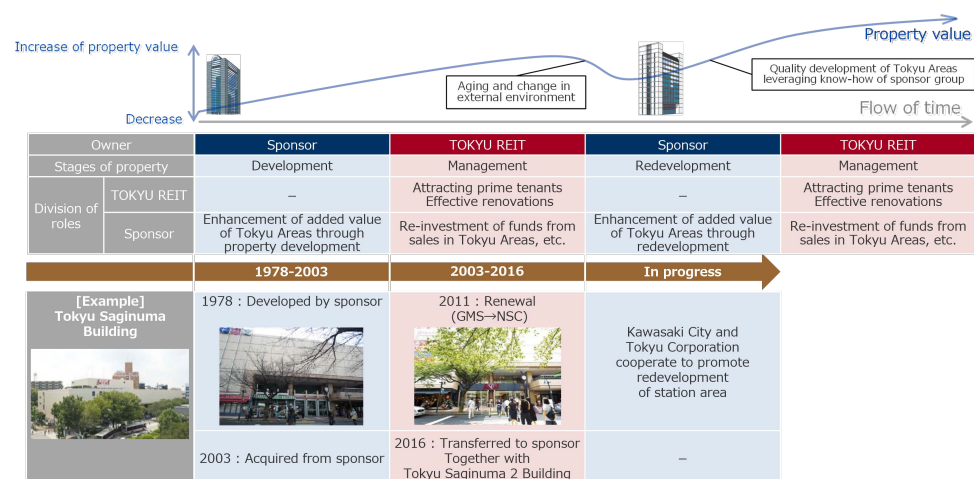


◆Urban Development Initiatives in Collaboration with Sponsor

Our sponsor, Tokyu Corporation, promotes development aimed at enhancing the value of areas along its railway lines in order to remain the railway of choice. In addition to promoting large-scale development projects in Shibuya and elsewhere, it strives to create environmentally friendly communities and revitalize rail-side areas, promoting next-generation urban development. In collaboration with its sponsor, TOKYU REIT is boosting the value of its investment target areas through a cyclical reinvestment model that continuously increases portfolio value by investing in the same areas as its sponsor, and a long-term investment management strategy ("Surf Plan") that focuses on the cyclical nature of real estate prices over the medium to long term.

<Example of Sponsor Collaboration>

Aim for ceaseless value enhancement in investment targeted area through division of roles with sponsor



Please refer to [this page](#), about Tokyu Corporation's urban development business.

Please refer to [this page](#), about TOKYU REIT's collaboration with Tokyu Corporation and its subsidiaries.

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Social / Initiatives for Officers and Employees of the Investment Management Company

Strategy for Recruiting and Retaining Talent

◆Basic Approach

Recognizing that human resources are the cornerstone of asset management, Tokyu REIM focuses on the following key points with the aim of deploying and developing appropriate human resources in terms of both “quality” and “quantity,” thereby strengthening its organizational capabilities to pursue optimal profit for customers.

- (1) Honesty and ethics
- (2) In-depth knowledge of investment target areas and real estate and the capacity to make judgments backed by insight
- (3) Ability to communicate effectively with stakeholders

◆Talent Acquisition Strategy

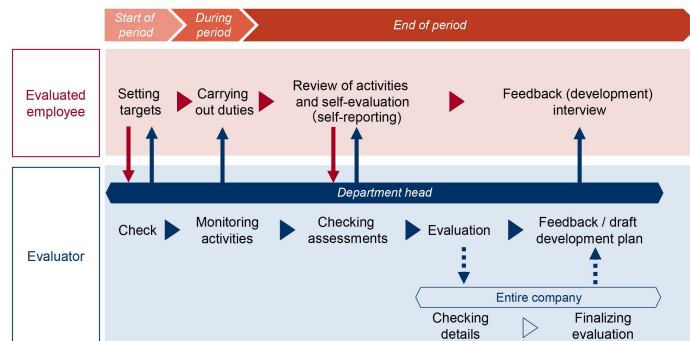
In addition to recruiting exceptional talent externally, Tokyu REIM receives personnel with highly specialized expertise, leaders with management skills that will improve the organization’s productivity, and transferred younger personnel with an interest in the real estate business from its sponsor Tokyu Corporation and others. It also seeks to strengthen its organizational capabilities through measures such as hiring officers and employees who previously left the company for personal reasons, gained experience at another company, and now want to use their skills at Tokyu REIM.

◆Talent Development

■ Performance Evaluation and Feedback System

Meetings between supervisors and their reports are held at least twice a year for all full-time employees. The company establishes a transparent target-setting, evaluation, and feedback system that provides feedback on employee performance during the period, discusses personal career development, and creates opportunities to discuss employee preferences, etc., thereby enabling mutual understanding.

<Evaluation Process>



■ Conducting Various Types of Training

Tokyu REIM’s HR vision is to “strengthen organizational capabilities through talent development,” and it conducts various types of training with the aim of enhancing engagement company-wide and improving employees’ specialized knowledge and skills.

- Compliance training (also for related personnel at PM companies and sponsor who are interested)

For the purpose of improving compliance awareness for all officers and employees (including temporary employee) and instilling basic knowledge, as well as deepening understanding of the compliance department’s viewpoint and nurturing the ability to independently consider and address applicable issues faced in their work, Tokyu REIM invites external instructors to conduct compliance training for personnel at various levels.

- Sustainability training

For the purpose of further promoting ESG measures by improving ESG awareness for all officers and employees (including temporary employees) and instilling basic knowledge, Tokyu REIM invites external instructors to conduct sustainability training.



Sustainability training (2022)

- Training by level (all full-time employees, excluding seconded personnel)

※Seconded personnel take training at their parent company

Based on the skills and requirements for each level, appropriate external training tailored to individual employees is conducted after identifying individual strengths and issues and holding discussions with their supervisor.

- Training for managers

External training is conducted for newly appointed full-time managers (excluding seconded personnel) that enables them to acquire the management skills required for their position, such as the ability to lead and develop their reports, business administration capabilities, and risk management abilities.

- 25-year-old training

External training is conducted for full-time employees who are around 25 years old (excluding seconded personnel) that teaches them about issues they are liable to face and measures for addressing them and to set targets for the future after reviewing their attitude to work.

- New employee training

External training is conducted for new employees for the purpose of providing general knowledge and information, learning about the right attitude toward one’s work and the behavior expected in the workplace, and acquiring the knowledge and skills required for starting the job.

- Programs by external specialist organizations

Tokyu REIM uses the ARES Certified Master program, which is an education program provided by the Association for Real Estate Securitization enabling participants to learn specialized practical knowledge about real estate and the finance field in a systematic manner. Tokyu REIM covers all costs associated with acquiring this qualification, as well as providing support such as covering expenses relating to improving specialized skills, such as attending training or seminars for holders of the qualification, with the aim of enhancing talent development.

- Tokyu Group Training

Tokyu REIM dispatches interested officers and employees to attend training held by the sponsor Tokyu Corporation or various Tokyu Group companies, such as Tokyu Group talent network workshops, WE (women’s empowerment) seminars, and real estate talent development programs.

- New employee training for mid-career hires and compliance training for new employees

Training is conducted for newly hired officers and employees when joining the company. Compliance training for new hires explains the Tokyu REIM Compliance Manual that stipulates conduct, practices, procedures, etc. for all officers and employees (including temporary employees), as well as striving to enhance new hires’ awareness of compliance.

<Status of Attending Training Class at Tokyu REIM (Note 1) >

Item	FY2020	FY2021	FY2022	FY2023
Officer/employee attendance rate (Note 2)	95.6%	95.6%	100%	100%
Annual hours per person (Note 3)	9.9 hours	18.1 hours	20.0 hours	17.4 hours
Annual training costs (Note 4)	2,107 thousand yen	2,661 thousand yen	3,409 thousand yen	5,204 thousand yen

(Note 1) The number of officers and employees includes temporary employees and excludes employees on maternity or childcare leave.

(Note 2) Calculated by dividing the number of officers and employees who received training during each fiscal year by the number of officers and employees in the company at the end of each fiscal year.

(Note 3) Calculated by dividing the total number of hours of training during each fiscal year by the number of officers and employees in the company at the end of each fiscal year.

(Note 4) The amount recorded as expenses for employee training and education in each fiscal year.

- Support for the acquisition of qualifications
Supported self-development of officers and employees with enhanced subsidy programs for acquiring and maintaining qualifications (all officers and employees).

<Total number of people who utilized the subsidy programs for acquiring and maintaining qualifications>

FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
9	10	24	27	13	12	10

<Major qualifications> (as of Jan. 31, 2024)

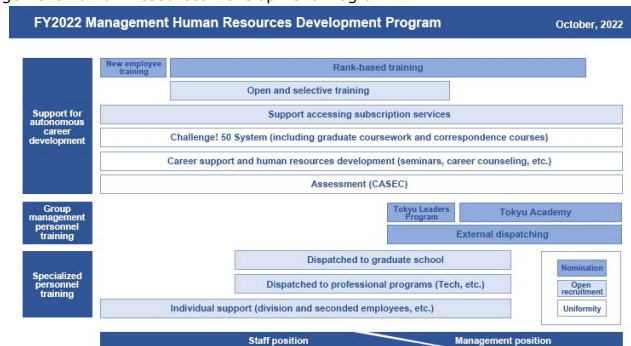
Real Estate Appraiser	6
Real Estate Notarie	29
ARES Certified Master	9
Certified Building Administrator	5
Certified Rental Property Manager	7
Certified Public Accountant	1
First-Class Architect	1
Second-Class Architect	2
AML/CFT Officer, etc.	1

◆Tokyu Corporation's HR Strategy and Training

In the human resource strategy in its medium-term management plan starting in FY2021, the sponsor Tokyu Corporation stated that it would “maximize corporate value by supporting the optimization of individuals as a reform driver.” One specific initiative to achieve this is the deployment of a personnel development program (※) with three pillars: development of group management personnel, support for independent career development, and development of specialized staff. The HR strategy in the medium-term management plan starting in FY2024 states that Tokyu Corporation will “position human resources as the core of consolidated management and promote human-capital oriented management that makes the most of individuality and is continuously chosen by employees.” It is engaged in an HR strategy focused on four key concepts: employee engagement, challenges and encouragement / self-directed career, wage increases, and DE&I (diversity, equity, and inclusion).

Please refer to [this page](#), about more information on Tokyu Corporation's HR development.

※FY2022 Management Human Resources Development Program



Developing an Employee-Friendly Work Environment

Tokyu REIM engages in various initiatives aimed at fostering a healthy organizational culture and work environment.

■ Internal System Able to Accommodate Flexible Work Styles

Tokyu REIM seeks to promote work-life balance, enhances its programs for maternity, childcare, and nursing care leave, etc., and engages in environmental development so that each officer and employee will continue to be passionate about their work.

Program	Eligible Personnel	Legal Requirement	Tokyu REIM
Childcare leave	All officers and employees*	As a rule, until the child turns 1 (2 at the oldest)	As a rule, until the child turns 1 (2 at the oldest)
Nursing care leave	All officers and employees*	Up to a total of 93 days Up to 3 times per eligible family member	Up to a total of 93 days No limit on number of times per eligible family member
Child nursing care leave	All officers and employees*	5 days per person per year	Up to 15 days per year
Reduced working hours for childcare	All officers and employees*	Until the child turns 3 The required working hours per day are 6 hours as a rule	Employees may apply for an exemption from work within a range of 2 hours per day until the end of April in the year when the child enters grade 4
Reduced working hours for nursing care	All officers and employees*	The required working hours per day are 6 hours as a rule 2 times or more for a period of 3 years or more	Employees may apply for an exemption from work within a range of 2 hours per day, for a maximum period of 3 years from the work exemption start date, each time an eligible family member is in a situation requiring care
Consideration for persons requiring healthcare	All officers and employees*	—	The person requiring health care (pregnant woman or person with anxiety about health) may apply for restrictions on the work they do, a change of position, reduced working hours, etc.
Maternity leave before/after birth	All officers and employees*	6 weeks before birth (14 weeks in the case of multiple-birth pregnancy) 8 weeks after birth	6 weeks before birth (14 weeks in the case of multiple-birth pregnancy) 8 weeks after birth
Staggered working hours	All officers and employees*	—	Employees can bring forward or move back their work time by 30 minutes between 7:30 a.m. and 10:30 a.m., using their work start time as the baseline
Hourly paid leave	All officers and employees*	Employees may take annual paid leave in units of 1 hour, up to a maximum 5 days (40 hours)	Employees may take annual paid leave in units of 1 hour, up to a maximum 5 days (40 hours)
Qualification acquisition subsidy	All officers and employees*	—	The company will bear costs such as exam-taking expenses, registration expenses, expenses associated with maintaining the qualification, and exam preparation expenses, based on the applicable qualification
Working from home	All officers and employees	—	Depending on the nature of their duties, employees may work from home
Subsidy for health check expenses	All officers and employees*	Health check conducted once per year	Health check conducted once per year *This includes optional check-up items for which fees are borne partially by the company
Stress check	All officers and employees	Stress checks are mandatory once a year in workplaces with 50 or more workers	Stress checks are conducted once a year, even though there are less than 50 workers
Consultation with occupational physician	All officers and employees	Appointing an occupational physician is mandatory in workplaces with 50 or more workers. Consultations are held with employees who work over 80 hours per month outside regular hours or on days off and with employees who request a consultation	While there are less than 50 workers, an occupational physician has been appointed and consultations are recommended for officers and employees who work over 60 hours per month outside regular hours or on days off, individuals with high stress levels, and officers and employees with irregularities in their health exam results

※Seconded personnel are covered by their parent company's system

<Other Initiatives >

- Making “taking 5 consecutive business days off” mandatory
- Promoted utilization of IT such as online meetings
- Promoted the use of NewWork (Note) (satellite office)



(Note) Jointly used satellite shared office for corporations operated by Tokyu Corporation.

▪ Activities for elderly Employees

Tokyu REIM has introduced a system for rehiring officers and employees aged 60 and above. When rehiring elderly employees, an interview is conducted, and efforts are made to accommodate a work style suited to the individual's work preferences. It is also possible for rehired personnel to use the same leave programs and qualification acquisition programs as other officers and employees.

▪ Employee Satisfaction Survey

As part of its efforts to create an employee-friendly work environment for all officers and employees and build favorable relationships between workers and the company, Tokyu REIM conducts a survey of all officers and employees (including temporary employees) (FY2023 response rate: 91.7%). Feedback is also provided to officers and employees regarding the survey results, which are used to promote the establishment of a more favorable work environment, such as considering ongoing improvements.

<Examples of Initiatives>

- Switched to high-performance PCs
- Installed monitors in internal meeting rooms
- Implemented renovation work of the office space at the Investment Management Company with an aim to promote communication and improve comfort
- Replacing company smartphones



▪ Organizing internal “shuffle lunches”

For the purpose of stimulating communication within the company, lunches are held in teams of four to five people, regardless of their position or department, with the company subsidizing the costs.



Shuffle lunch (2024)

- Benefits collaboration with Tokyu Corporation, in addition to legally mandated benefits (statutory benefits) such as a health insurance plan, Tokyu REIM provides its own benefits (non-statutory benefits) to enhance the welfare of officers/employees and their families.

Examples of mutual aid association programs:

1. Medical and healthcare subsidies
Medical benefits and health screening subsidies
2. Gift money (congratulatory or condolence money)
Various celebratory money (for marriage, childbirth, school enrollment, etc.) and disaster relief benefits
3. Subsidized leisure activities
Subsidies for designated recreation facilities (for lodging and other expenses at designated facilities) and fee discounts at preferred facilities

▪ Health of officers and employees

- Holding of health committee (Once a month)
- Consultations with officers/employees and site visits by occupational physicians
- Paying for the entire amount of flu vaccination expenses

▪ Handling of Harassment, Etc.

Believing that the company has a responsibility to ensure a healthy, harassment-free work environment, Tokyu REIM has created an Anti-Harassment Policy. This policy, which applies to all officers and employees (including temporary employees), stipulates disciplinary measures, the establishment of a consultation desk, and procedures for handling any consultations or grievances.

• Harassment-related consultation desk

All officers and employees (including temporary employees) may consult or file a grievance with the person in charge of the consultation desk, and when deemed applicable, appropriate measures will be taken, such as measures to support the victim, discipline the perpetrator and prevention of recurrence. When dealing with consultations or grievances, the privacy of the concerned parties must be protected, and in addition to the consulting party, any officers and employees who assisted in verifying the relevant facts must not be treated in a disadvantageous manner.

• Compliance consultation desk

Please refer to [this page](#), about Compliance Consultation Desk.

<Main Benefits>

Program	Eligible Personnel	Details
Mutual aid association program	All officers and employees	A mutual aid association program that carries out various welfare projects for the mutual benefit of participants, jointly run by the company and officers/employees
Congratulatory or condolence payment program	All officers and employees*	A program that provides congratulatory or condolence payments to all officers and employees and their families who have happy events or suffer a disaster or employees and officers suffering from illness.
Long-term service award	All full-time employees (excluding seconded personnel)	A free medical check-up is presented to all full-time employees (excluding seconded personnel) who have reached 10 and 20 years of continuous service
Employee stock ownership plan (subsidized)	All officers and employees* (excluding contract employees)	Plan that enables employees to join a stock ownership association focusing on Tokyu Corporation shares as part of the Tokyu Group
Defined contribution pension plan (DC plan)	All full-time employees (excluding seconded personnel)	A corporate pension plan in which future payments are determined based on the total amount of contributions made by the employer and profits made from managing the assets
Retirement allowance (Smaller Enterprise Retirement Allowance Mutual Aid System)	All full-time employees (excluding seconded personnel)	A retirement allowance plan in which contributions are provided by the employer and paid as a retirement allowance when an employee retires

※Seconded personnel are covered by their parent company's system

DEI (Diversity, Equity, and Inclusion)-Related Initiatives

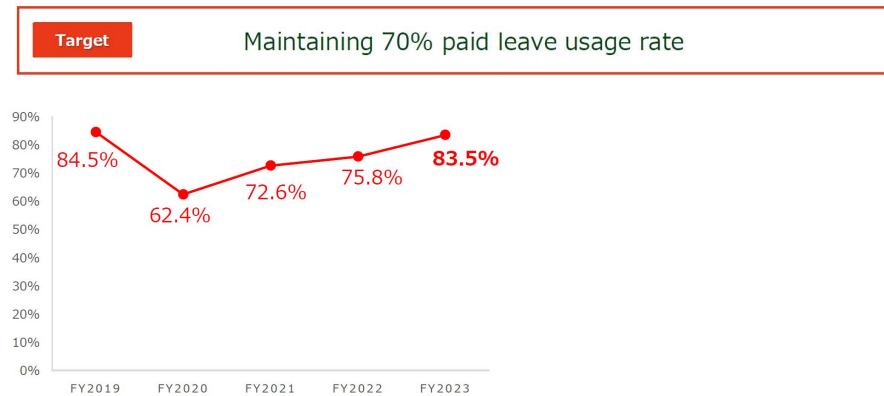
In the Sustainability Policy that it created in 2022, Tokyu REIM states that, based on its awareness that human resources are the cornerstone of asset management, it will respect the diversity of officers and employees and strive to create a flexible work environment that allows employees to choose different work styles enabling each individual to make full use of their abilities, as well as aim to improve organizational capabilities through proactive talent development. It is making efforts to develop a work environment where every officer and employee can make full use of their skills and feel passionate about their work, regardless of age, nationality, gender, values, disability status, etc.

◆ DEI Promotion Structure

Based on the commitment of its Representative Director & President, Chief Executive Officer, Tokyu REIM pursues DEI-related initiatives in which the General Administration Division plays a central role, with the General Manager, General Administration as the person in charge. The details of these are also reported to and discussed by the Sustainability Promotion Committee as needed.

◆ Set Targets and Results

Tokyu REIM has set targets for the paid leave usage rate and childcare leave usage rate, with the aim of enabling officers and employees to achieve work-life balance and strives to develop an environment where talent from diverse backgrounds can flourish.



<Example Initiative>

• Tokyu REIM regularly monitors leave usage conditions and urges supervisors to encourage employees who take few days of yearly paid vacation to use their vacation time and promotes the use of at least 5 days of paid vacation each year, which is mandated by law.

Target

Maintaining 100% childcare leave usage rate

<Results>

	FY2019	FY2020	FY2021	FY2022	FY2023
Male	—	100%	100%	100%	100%
Female	100%	100%	100%	100%	100%
Total	100%	100%	100%	100%	100%

<Example Initiatives>

- Holding workshops for all officers and employees
- Conducting interviews with suspended/reinstated personnel
- Holding interviews with officers and employees who are suspended/reinstated with the aim of discussing work-style preferences and consulting with them and developing a work environment that will enable the individual in question and those around them to perform their work while understanding each other's perspectives.

◆ Main Initiatives

■ Holding Diversity Training (2023)

Training is conducted for all officers and employees (including temporary employees) for the purpose of providing an opportunity to think further about diversity promotion in the workplace.



Diversity training (2023)

■ Sponsor Initiatives

The sponsor, Tokyu Corporation, has issued the "Tokyu Corporation (Consolidated) Declaration of Diversity Management," and by pursuing organizational development that leverages diversity, it is working to develop an environment where employees are free to make use of their abilities and will feel passionate about their work.

Tokyu Corporation (Consolidated) Declaration of Diversity Management

1. We will respect the individuality of all employees and promote their active involvement from perspectives of systems, culture, and mindset.
2. We will realize the creation of new value (innovation) to meet the expectations of various customers.
3. Positioning diversity as a management strategy, we will aim for sustained improvements of corporate value.

Please refer to [this page](#), about diversity and inclusion (D&I) at Tokyu Corporation.

Respect for Human Rights

◆Human Rights Policy

As part of its commitment to meeting its obligation to respect human rights, the sponsor Tokyu Corporation created a “Human Rights Policy” to fulfill the corporate social responsibility stated in the group’s philosophy, which is based on the Guiding Principles on Business and Human Rights adopted by the United Nations Human Rights Council. This policy was discussed and approved by Tokyu Corporations’ Management Meeting, approved by its Board of Directors, and signed by its President & Representative Director. As a consolidated subsidiary, Tokyu REIM shares the policy and aims to realize a sustainable society and enhance its corporate value through efforts to respect human rights based on the Human Rights Policy.

Please refer to [this page](#), about the Human Rights Policy.

◆Tokyu Group’s Contact Points for Dialogue with Stakeholders

As contact points for its customers, Tokyu Group handles inquiries by phone and mail or via its website and has established the Tokyu Customer Center, which accepts feedback and requests.

Please refer to [this page](#), about the Tokyu Customer Center.

Labor Standards

◆Labor-Management Relations

A labor union has not currently been organized at Tokyu REIM, but employees elect a representative and various labor-management agreements have been signed. The sponsor Tokyu Corporation has also signed and committed to the United Nations Global Compact (UNGC), of which one of the principles is “freedom of association and effective recognition of the right to collective bargaining.” As a member of the group, Tokyu REIM supports the 10 principles of the UNGC as well.

At Tokyu REIM, labor-management relations are proceeding smoothly, and in the past three years, there have been no large mergers, acquisitions, layoffs, etc.

	FY2020	FY2021	FY2022	FY2023
M&A	0	0	0	0
Layoffs	0	0	0	0

◆Overwork

Tokyu REIM recommends that employees who work more than 60 hours of overtime a month consult an occupational physician. In addition, HR personnel report overtime hours each month to division managers, and through appropriate labor management, the company aims to comply with the 36 Agreement and maintain the mental and physical health of employees.

<Example Initiatives>

- Implementing no-overtime days (Wednesday each week)
- Conducting stress checks

◆Paying Wages Exceeding the Minimum Wage and Respecting Equal Pay for Equal Work

Tokyu REIM pays wages that exceed the legally mandated minimum wage, as well as pays wages that take the cost of living into account, which will lead to improved living standards. It also applies a compensation structure that complies with equal pay for equal work and does not pay different wages based on gender.

Tokyu REIM has established an evaluation-based pay system for each employment grade, and appropriate assessment is carried out based on employee performance. Bonuses are given twice a year, in summer and winter, and the amounts paid are determined according to work results.

◆Labor-Related Violations and Incidents

At Tokyu REIM, no labor-related violations or incidents impacting stakeholders have occurred (FY2023).

Data of officers and employees

as of June 2024

		End of Jan. 2019	End of Jan. 2020	End of Jan. 2021	End of Jan. 2022	End of Jan. 2023	End of Jan. 2024
Number of officers and employees	Male	24	23	20	23	26	26
	Female	24	25	25	23	23	24
	Total	48	48	45	46	49	50
	Female percentage	50.0%	52.1%	55.6%	50.0%	46.9%	48.0%
Number of officers (full-time)	Male	4	4	4	4	4	4
	Female	0	0	0	0	1	1
	Total	4	4	4	4	5	5
Number of managers (Note 1)	Male	21	20	17	18	19	19
	Female	4	4	5	7	9	12
	Total	25	24	22	25	28	31
	Female percentage	16.0%	16.7%	22.7%	28.0%	32.1%	38.7%
Number of seconded personnel	Male	23	22	18	18	20	18
	Female	3	3	3	2	2	2
	Total	26	25	21	20	22	20
Number of employees aged 60 and over	Male	0	0	1	2	2	2
	Female	0	0	0	0	0	0
	Total	0	0	1	2	2	2
Temporary employees	Male	0	0	0	0	0	0
	Female	4	6	5	2	3	3
	Total	4	6	5	2	3	3
Number of officers (part-time)	Male	5	5	6	6	4	4
	Female	0	0	0	0	0	0
	Total	5	5	6	6	4	4

		End of Mar. 2019	End of Mar. 2020	End of Mar. 2021	End of Mar. 2022	End of Mar. 2023	End of Mar. 2024
Average years employed by the company	Male	4 years 11 months	5 years 7 months	5 years 6 months	4 years 11 months	4 years 11 months	5 years 3 months
	Female	5 years	5 years 5 months	6 years 3 months	6 years 7 months	7 years 5 months	8 years 1 month
Number of employee turnover	Male	0	1	1	0	0	1
	Female	1	0	1	3	1	0
	Total	1	1	2	3	1	1
Employee turnover		2.3%	2.4%	4.9%	6.8%	2.2%	2.1%
Number of newly hired employees (Note 2)	Male	0	0	2	3	1	2
	Female	0	1	2	3	1	1
Number of layoffs (Note 2)	Male	0	0	0	0	0	0
	Female	0	0	0	0	0	0
Number of employees on leave (Note 3)	Male	0	0	0	0	0	0
	Female	0	0	0	0	0	0
Number of employees using familycare leave system	Male	0	0	0	0	0	0
	Female	0	0	0	0	0	0
Number of employees using maternity and childcare leave system	Male	0	0	2	1	2	1
	Female	3	3	3	3	2	3
Number of employees using shortened work hours for childcare	Male	0	0	0	0	0	0
	Female	1	3	3	3	2	3

	End of Mar. 2019	End of Mar. 2020	End of Mar. 2021	End of Mar. 2022	End of Mar. 2023	End of Mar. 2024
Percentage of annual paid leave taken	78.9%	84.5%	62.4%	72.6%	75.8%	83.5%
Monthly average overtime	18 hours	16 hours	14 hours	19 hours	20 hours	19 hours
Health check participation	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Stress check participation	100.0%	97.6%	94.9%	93.0%	93.3%	95.6%
Number of workers' death incident	0	0	0	0	0	0

* Excludes temporary employees unless otherwise specified.

(Note 1) The number of officers and employees in positions of Assistant Manager and above.

(Note 2) The number of those excluding seconded personnel is indicated.

(Note 3) Excluding familycare leave, maternity leave and childcare leave.

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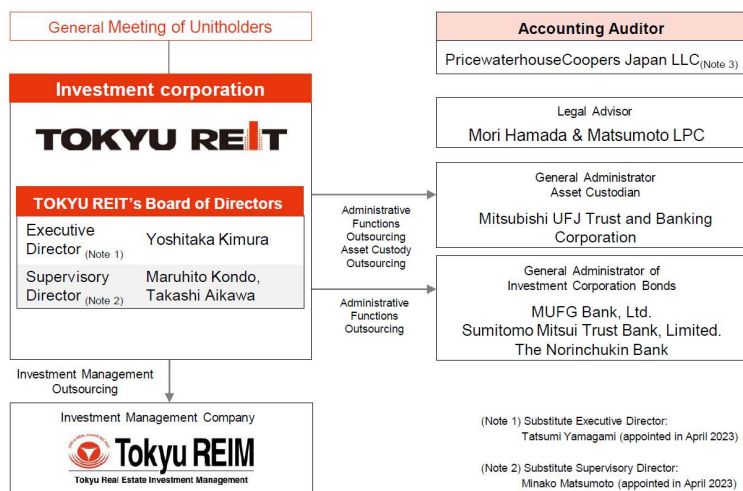
Governance

Development and Operation of a Process that Ensures Highly Workable Governance

TOKYU REIT and Tokyu REIM regard excellent governance as a source of competitiveness and a factor that contributes to the enhancement of unitholder value. TOKYU REIT implements steady operations pressing ahead with designing and developing governance that is fully satisfactory in terms of global standards as well so that investment securities issued by TOKYU REIT will be sought after by all types of investors both in Japan and abroad as global products.

◆ Governance Structure (TOKYU REIT)

- TOKYU REIT's Governance Structure



Status of Board of Directors' Meetings Held (Ended Jan. 2024 (FP 41))

- 10 meetings held (1.6 meetings per month)
- 19 resolutions and 62 reports in total (1.9 resolutions and 6.2 reports per meeting in average)
- Attendance
Yoshitaka Kimura (Executive Director) 100%
Maruhito Kondo (Supervisory Director) 100%
Takashi Aikawa (Supervisory Director) 100%
General Administrator 100%

Cooperation between Supervisory Directors and Accounting Auditor

- Accounting Auditor and directors of TOKYU REIT meet each period to exchange information
 - Financials (Ended Jan. 2024 (FP 41)) audited by:
Company: PricewaterhouseCoopers Japan LLC (Note 3)
Name: Takeshi Yamaguchi (1 period), Takashi Yabutani (2 periods)
- *() indicates number of continuous audit periods to date

(Note 3) PricewaterhouseCoopers Arata LLC changed its name to PricewaterhouseCoopers Japan LLC on December 1, 2023

Appointment of Directors

Candidate directors were appointed via a resolution of the General Meeting of Unitholders for the reasons indicated below, with the requirement that they do not meet any of the reasons for disqualification stipulated in various laws such as the Act on Investment Trusts and Investment Corporations.

<Reasons for Appointment and Attendance at Board of Directors Meetings>

Title	Name	Reason for Appointment	Attendance at Board of Directors Meetings	
			FP ended Jul. 2023 (FP 40)	FP ended Jan. 2024 (FP 41)
Executive Director	Yoshitaka Kimura	He may be expected to possess excellent executive skills as the executive director of TOKYU REIT due to extensive practical experience and knowledge relating to corporate management and business strategy, as well as extensive knowledge gained as a manager involved in managing a subsidiary of Tokyu Corporation, etc. As President and CEO of Tokyu REIM, he is also well-qualified in light of his objective, which is to ensure close collaboration between TOKYU REIT and Tokyu REIM.	100% (Note)	100%
Supervisory Director	Maruhito Kondo	Possessing knowledge and experience as a legal professional as well as extensive knowledge as a manager involved in managing a law firm, along with ample experience as an outside director, he may be expected to supervise execution of the executive director's duties from a broad perspective.	100%	100%
Supervisory Director	Takashi Aikawa	Possessing knowledge and experience as an accounting professional as well as extensive knowledge as a manager involved in managing an auditing firm, along with ample experience as an outside director, he may be expected to supervise execution of the executive director's duties from a broad perspective.	100%	100%

(Note) Indicates attendance record since appointment in May 2023.

Please refer to [this page](#), about the Career Summary of currently appointed Directors.

<Skills Matrix of Directors>

Title	Name	Corporate Management	Real Estate Investment & Management	Finance & Accounting	Auditing & Risk Management	Legal & Compliance
Executive Director	Yoshitaka Kimura	○	○		○	
Supervisory Director	Maruhito Kondo	○			○	○
Supervisory Director	Takashi Aikawa	○		○	○	

* The table does not show all officers' expertise and experience but rather the areas among the representative skills in which they possess comparatively exceptional abilities.

◆ Remuneration for Directors

Remuneration is determined by the Board of Directors, with the upper limits for Directors remuneration (executive director: 1 million yen per month per person, supervisory directors: 800,000 yen per month per person) stipulated in TOKYU REIT's Articles of Incorporation.

<Status of Remuneration for Directors>

Title	Name	Main Other Positions	Total Remuneration	
			FP ended Jul. 2023 (FP 40)	FP ended Jan. 2024 (FP 41)
Executive Director	Yoshitaka Kimura	Also holds the position of representative director and president, CEO of Tokyu Real Estate Investment Management Inc.	— (Note)	— (Note)
Supervisory Director	Maruhito Kondo	Also holds the positions of representative partner at Maruhito Kondo Law Office, etc.	3 million yen	3 million yen
Supervisory Director	Takashi Aikawa	Also holds the positions of chief representative at Shinsoh Audit Corporation and outside auditor at SHOEI FOODS CORPORATION.	3 million yen	3 million yen

* The executive director and supervisory directors do not own any TOKYU REIT investment units, either in their own name or another party's name. Moreover, the supervisory directors may serve as directors for corporations other than those indicated above, but they have no interest in TOKYU REIT, including the above.
(Note) The executive director is not paid remuneration for serving as TOKYU REIT's executive director.

◆Remuneration for Accounting Auditor

Remuneration for the accounting auditor is determined by the Board of Directors, with an upper limit of 15 million yen per fiscal period stipulated in TOKYU REIT’s Articles of Incorporation.

Name	Total Remuneration	
	FP ended Jul. 2023 (FP 40)	FP ended Jan. 2024 (FP 41)
PricewaterhouseCoopers Japan LLC (Note 1)	10 million yen	10 million yen

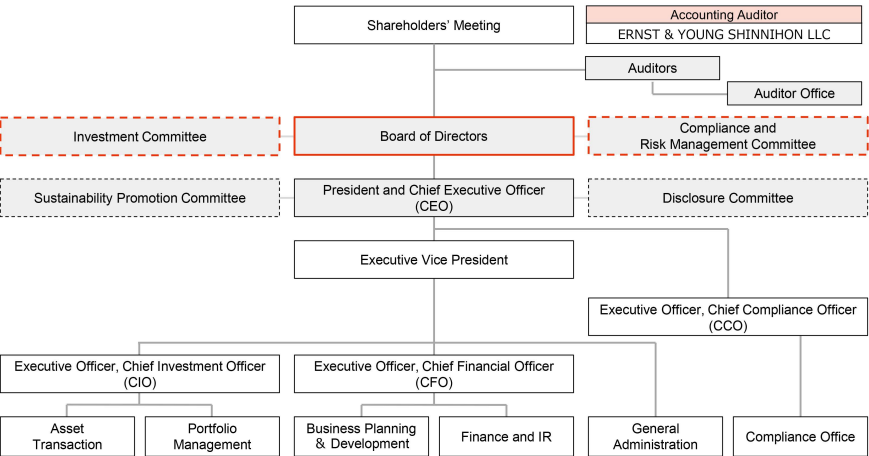
(Note 1) PricewaterhouseCoopers Aarata LLC changed its name to PricewaterhouseCoopers Japan LLC on December 1, 2023.
(Note 2) Indicates the amount including remuneration for the work of preparing a comfort letter relating to the issuance of investment corporation bonds.

◆Remuneration for Tokyu REIM

Remuneration for Tokyu REIM comprises base 1 remuneration, base 2 remuneration, and incentive fees, based on TOKYU REIT’s Articles of Incorporation.

Please refer to [this page](#), about details of Tokyu REIM’s remuneration.

◆Governance Structure (Tokyu REIM)



Board of Directors	The Board of Directors consists of 2 representative directors (the President and Chief Executive Officer (CEO) and Executive Vice President), 2 full-time directors and 3 part-time directors to ensure oversight of business execution.
Compliance and Risk Management Committee	The Compliance and Risk Management Committee is an advisory body to the Board of Directors that consists of 2 part-time directors of Tokyu REIM and 2 external committee members. It meets at the request of the Board of Directors to discuss important compliance and risk management matters (including matters related to individual transactions with interested parties and matters deemed necessary by the Executive Officer in charge of compliance or the Executive Director of the committee). It also deliberates on the appropriateness of interested-party transaction regulations and reports to the Board of Directors.
Investment Committee	The Investment Committee is an advisory body to the Board of Directors that consists of Representative Director and President (committee chairman) of Tokyu REIM, Representative Director and Executive Vice President, 3 directors and a professional member qualified as a real estate appraiser. It meets at the request of the Board of Directors to deliberate on and resolve the formulation and revision of the Management Guidelines and Asset Management Plan, the asset allocation for the entire portfolio and investment decisions for individual properties, and reports to the Board of Directors.
Disclosure Committee	The Disclosure Committee consists of General Manager, Finance and IR (committee chairman), General Administration, Compliance Office and Business Planning & Development. Of the information subject to timely disclosure, the committee deliberates on disclosure of facts concerning TOKYU REIT, Tokyu REIM and TOKYU REIT's portfolio, and submits the results to the President and CEO. In principle, such disclosures are made with the approval of the President and CEO.
Sustainability Promotion Committee	The Sustainability Promotion Committee consists of Chief Sustainability Manager (Chief Financial Officer) (committee chairman), full-time directors, executive officers and the heads of each division. Progress and achievement related to matters discussed and reviewed by the committee are regularly reported to the Board of Directors and TOKYU REIT's Board of Directors.
President and CEO	The President and CEO is the chief executive officer of Tokyu REIM as well as the chief compliance and risk management officer.
Auditors	Tokyu REIM has appointed 2 auditors (part-time). It has also established a statutory auditors' secretariat to ensure that their audits are conducted effectively. In principle, the Auditors attend meetings of the Board of Directors, the Compliance and Risk Management Committee and Investment Committee, and conduct audits focusing on the legality of business execution. They also try to enhance the effectiveness of accounting and business audits by working with the Accounting Auditor and Compliance Office, which conducts internal audits, through the statutory auditors' secretariat.
Accounting Auditor	Tokyu REIM has voluntarily chosen to be a company with an Accounting Auditor in accordance with the Companies Act (Act No. 86 of 2005, as amended) and works to ensure the reliability of its financial statements by having its accounts audited by a different auditing firm than TOKYU REIT's Accounting Auditor. In addition, it actively provides information necessary for audits through regular meetings between the Accounting Auditor and representative directors and such.

※**Advantages and Disadvantages of Concurrent Positions**
The President of Tokyu REIM concurrently holds the position of Executive Director of TOKYU REIT after notifying the Commissioner of the Financial Services Agency on May 11, 2023, in accordance with Article 31-4, Paragraph 1 of the Financial Instruments and Exchange Act. This concurrent position allows for faster and more specific reporting to TOKYU REIT's Board of Directors, a benefit TOKYU REIT takes full advantage of to eliminate the information gap between the Executive Director and contracted parties such as general administrators, asset custodians, lead managing underwriters, property management companies, etc. We are focused on maximizing TOKYU REIT's Board of Directors' monitoring of compliance and achieving a high level of quality in this area.
In addition, TOKYU REIT and Tokyu REIM have established an office space, filing system, email address, etc. exclusive for TOKYU REIT's Executive Director separate from the position of President of Tokyu REIM and implemented an approval process as TOKYU REIT's Executive Director, ensuring a system that monitors Tokyu REIM's business processes in order to avoid confusion of responsibilities for executing business.
Although there are possible disadvantages to having the President of Tokyu REIM concurrently serve as TOKYU REIT's Executive Director, such as risks arising from a conflict of interest between the two companies or a decline in monitoring due to an increased workload, TOKYU REIT works to mitigate risks and reduce the burden on those holding concurrent positions by strengthening supervision of executive directors and Tokyu REIM by supervisory directors, while Tokyu REIM conducts fair business operations in accordance with its self-imposed rules on related-party transactions and enhances and delegates authority to officers and employees supporting Tokyu REIM President.

※**Management System for TOKYU REIT's Contracted Parties**
TOKYU REIT's Board of Directors receives regular business reports and explanations from general administrators and asset custodians regarding the status of general administration and investigates as necessary. It also maintains broad supervision of asset management by requesting detailed explanations and reports from Tokyu REIM.

◆Internal Control

■ Resolution on “Basic Policy on Development and Operation of Internal Control System”

Given that Tokyu REIM is a company entrusted with asset management for a publicly listed real estate investment trust, the Board of Directors voluntarily resolved that matters stipulated in Article 362-4-6 of the Companies Act shall be its “Basic Policy on Development and Operation of an Internal Control System.”

■ Establishment of “Internal Control Policy”

Tokyu REIM has created an “Internal Control Policy” for business operations, and by clarifying basic policies for actual practices, it seeks to enhance the efficiency and efficacy of tasks, the credibility of financial reporting, and compliance with laws and regulations associated with business activities, as well as establish and strengthen an internal control system relating to asset protection.

■ Internal Control Evaluation by the Sponsor

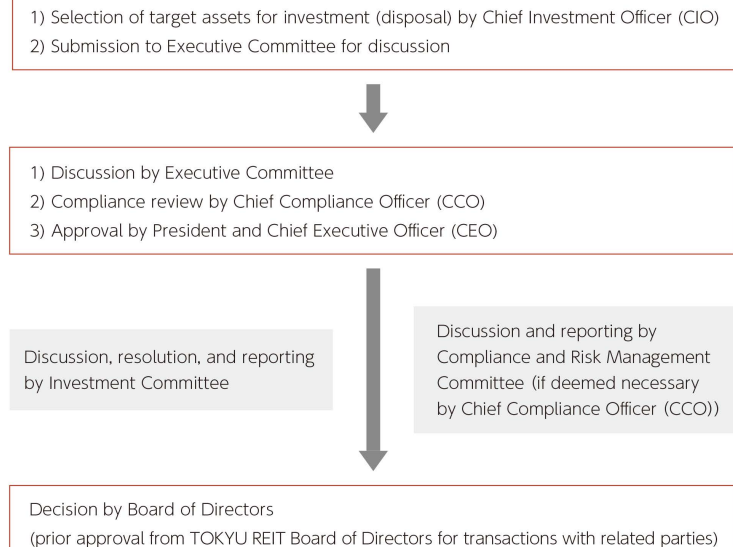
As part of internal control relating to Tokyu Corporation’s financial reporting, each year, Tokyu REIM is evaluated by Tokyu Corporation with respect to the development and operation of internal control.

◆Decision-Making Process

For the purpose of achieving a highly efficient and transparent management structure, Tokyu REIM has developed “Management Guidelines” that stipulate necessary matters relating to asset management and capital management and various regulations such as the “Rules on Related-Party Transactions,” which comprise basic rules and specific rules, as voluntary asset management company rules, and it has established an appropriate decision-making process based on these.

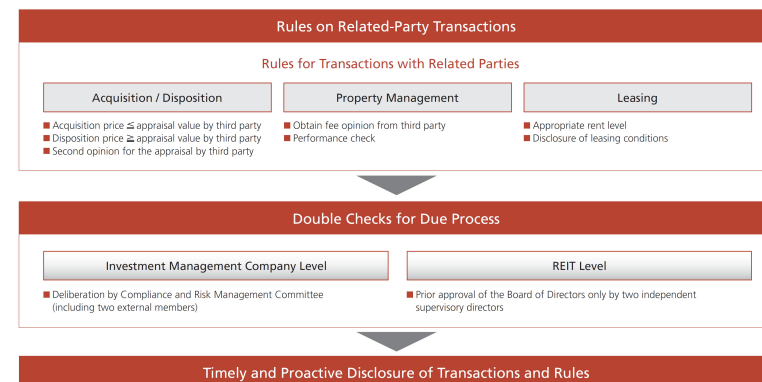
When acquiring or disposing of properties, the executive officer responsible for asset development and asset management, who is the Chief Investment Officer (CIO), selects the target asset and submits it to the executive committee for discussion. Then, following review by the executive officer responsible for compliance, who is the Chief Compliance Officer (CCO), and approval by the President and CEO, it is discussed by the Board of Directors. The Board of Directors may discuss the matter in advance with the Investment Committee (decision-making body) and Compliance and Risk Management Committee (discussion body), which serve as advisory bodies. The decision to acquire (dispose of) the property is then made by resolving to approve the proposal while respecting the endorsement, discussion, and findings of each advisory body, as well as any minority opinion report or written opinion submitted by a member of either committee. The details are reported to the TOKYU REIT Board of Directors. For transactions with related parties, discussion by the Compliance and Risk Management Committee and advance approval by TOKYU REIT’s Board of Directors is required.

<Decision-Making Process When Acquiring or Disposing of Properties>



◆Measures Against Conflict of Interest

Tokyu REIM has stipulated “Rules on Related-Party Transactions,” which comprise basic rules and specific rules, as voluntary rules, and takes measures to prevent conflicts of interest in transactions with related parties.



*Please refer to [this page](#), about Related Parties

◆Investment Management Fee

Investment management fee structure linked to three performance indices aimed to balance conflicts of interest by “being in the same boat as unitholders.”

Remuneration	Criteria for calculation	Remuneration Ended Jan. 2024 (FP 41)
	Reason for adoption	
Base 1 (Linked to asset valuation)	Asset value at the end of previous period $\times$ 0.125% (0.120% for the portion exceeding 200 billion yen and 300 billion yen or less) (0.115% for the portion exceeding 300 billion yen)	¥392 mn
	It will be linked not to the total investment amount but to the total asset valuation and motivates the enhancement of asset value even after the acquisition of properties	
Base 2 (Linked to cash flow)	Standard cash flow in current period ^(Note) $\times$ 6.0% (5.7% for the portion exceeding 5.0 billion yen and 7.5 billion yen or less) (5.4% for the portion exceeding 7.5 billion yen)	¥324 mn
	Motivating the increase of distributions through the increase in rent revenue and reduction of expenses	
Incentive Fee (Linked to investment unit price)	(Average investment unit price in current period - Highest average investment unit price over all previous periods) $\times$ number of units $\times$ 0.4%	Not occurred
	It will motivate the increase in investment unit price and efforts on the overall asset management business such as finance, IR, governance and compliance in addition to the normal asset management business will be enriched	

(Note) Standard cash flow here shall be the amount derived by subtracting an amount equivalent to 50% each of profit or loss from the sale of specified assets and profit or loss from the valuation of specified assets from the net income before income taxes, plus depreciation and amortization of deferred assets.

*The above fees are all booked as expenses. TOKYU REIT does not adopt an acquisition incentive fee, which is capitalized on the balance sheet.

*Apart from the above, TOKYU REIT pays predetermined fees, etc. to an asset custodian, general administrators, PM companies and an independent auditor, among others.

◆Internal Audits

Tokyu REIM examines whether the company's operations are being conducted appropriately and efficiently in accordance with laws, regulations and internal rules, reports the results to the Board of Directors and the President and CEO and makes recommendations for improvement to the divisions subject to internal audits. In addition, for matters that have been pointed out to each division in internal audits, Tokyu REIM conducts a follow-up audit to understand the progress in such responses as well as reflect them on the internal audit plan for the next fiscal year. Internal audits cover all organizations, divisions and operations, and in cases where some operations are outsourced to outside parties, the status of management by the outsourcing divisions is also included.

<Major internal audit items>

- (1) Status of internal control systems
- (2) Status of compliance systems, including prevention of complaints, accidents, fraud and violations of laws, regulations and Tokyu REIM's internal rules (Tokyu REIM Code of Conduct, etc.), as well as detection and handling after detection
- (3) Status of risk management systems, including prevention of risks in business and operations and measures to deal with risks when they materialize
- (4) Status of information security systems, including assurance of effectiveness, efficiency, reliability, compliance and safety in information management, such as personal information management and system management, as well as handling of incidents and failures, including loss, leakage, falsification, destruction and unauthorized access
- (5) Other necessary matters

| Promotion of Compliance and Risk Management

◆Compliance

- Approach to Compliance

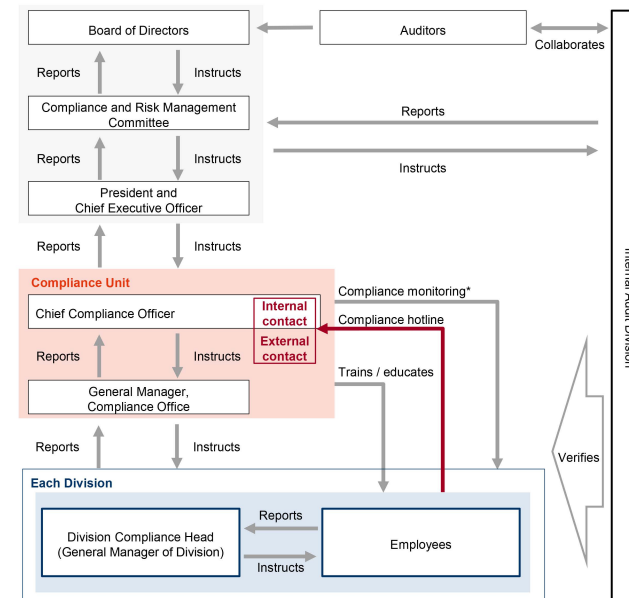
<TOKYU REIT>

Recognizing its social responsibility and public mission as a listed real estate investment trust corporation, TOKYU REIT has established its own “[Compliance Policy](#)” and designs and develops governance with the aim of securing the confidence of investors and other stakeholders through compliance with ethics, laws and regulations, market rules (including global regulations applicable to TOKYU REIT), guidelines of the competent authorities, internal rules of TOKYU REIT, etc., in other words, thorough implementation of compliance.

<Tokyu REIM>

Tokyu REIM has established “Tokyu REIM Code of Conduct,” “Basic Policy for Compliance,” “Compliance Rules,” “Tokyu REIM Compliance Manual,” “Compliance Program” and other internal rules, and implements thorough compliance of ethics, laws and regulations, market rules (including global regulations applicable to Tokyu REIM), etc., particularly focusing on proper management of information on corporations and personal information, securement of credibility on disclosure of financial reports and such.

- Compliance Standards



*Compliance checks, compliance program formulation, progress management, etc.

- Chief Compliance Officer (CCO)

The Chief Compliance Officer (CCO) oversees compliance operations, as well as managing the compliance consultation desk, etc. Furthermore, based on the “Compliance and Risk Management Committee Regulations,” the CCO ensures that important matters related to compliance and risk management (including matters related to individual transactions with related parties and matters deemed necessary by the executive officer in charge of compliance or the executive director of the committee) and matters related to the validity of the details stipulated by the Rules on Related-Party Transactions are brought before the Compliance and Risk Management Committee in an appropriate manner.

・ Compliance Program

Each fiscal year, a compliance program is created as a practical plan relating to compliance, and based on this program, various compliance-related measures are implemented. Furthermore, the status of the program's execution and achievement is checked on a regular basis, and if revising the details is necessary, they will be revised as appropriate.

・ Tokyu REIM Compliance Manual

To enhance officer and employee understanding of the basic approach to executing duties and of the relevant laws, regulations, internal rules, etc. that should be followed, the company has created the "Tokyu REIM Compliance Manual" as a handbook for fostering awareness among all officers and employees. The aim is for the knowledge and awareness acquired through this manual to help prevent compliance violations by officers and employees and further enhance the approach to compliance.



・ Internal Compliance Training

To ensure the effectiveness of ethics and laws, market rules (including global regulations that apply to Tokyu REIM), internal rules, etc., internal training is conducted as appropriate, through which the company strives to enhance and strengthen its approach to compliance, foster compliance awareness among officers and employees, etc.

Please refer to [this page](#), about other matters related to compliance training.

Major Training Themes (FY2023)
Overview of compliance
Information management (including personal information management)
Conflict of interest management
Insider trading regulations/fair disclosure rules
Handling complaints and clerical errors when they occur
Severing relationships with anti-social forces
Legal system surrounding real estate investment management companies
Overview/process/response to securities inspections, internal audits
Approach to internal control, etc. in capital increase and disclosure/IR processes
Outline of business model diversification and important points in risk management



Compliance training (2023)

・ Compliance Consultation Desk

With the aim of supplementing its compliance approach, Tokyu REIM strives to proactively prevent behavior that violates compliance, take measures to rapidly address violations, and prevent their recurrence, including the establishment of a compliance consultation desk and harassment consultation desk in accordance with the Whistleblower Protection Act (Act No. 122 of 2004, as well as subsequent amendments). All officers and employees (including temporary employees) and retirees may consult an internal or external (sponsor, external lawyer) compliance consultation desk or harassment desk about matters such as conduct that violates compliance. To protect consulting parties, the "Compliance Rules" stipulate that anonymous reporting is allowed, that they shall not be subject to dismissal or other unfavorable treatment, and that appropriate measures shall be taken to ensure that the consulting party's work environment does not become worse due to consulting the consultation desk.

<Number of Reports/Consultations Received by Compliance Consultation Desk>

	FY2020	FY2021	FY2022	FY2023
Tokyu REIM	0	0	0	0
Tokyu Corporation Helpline※	294	260	341	—

※Tokyu Corporation Helpline

With the aim of rapidly detecting and correcting compliance issues, including fraud and scandals, the sponsor Tokyu Corporation has established an internal whistleblowing contact point, the "Tokyu Corporation Helpline," and promotes awareness of it. Along with an internal contact point, the "Tokyu Corporation Helpline" offers contact points such as a law firm, which handle reports and consultations from Tokyu Group employees (including suppliers), etc.

<Number of Cases Received by Harassment Consultation Desk (Including External Contact Points)>

	FY2020	FY2021	FY2022	FY2023
Tokyu REIM	0	0	0	0

Compliance Checks

The Chief Compliance Officer (CCO) and Compliance Office verify the status of compliance with the law, internal rules, etc. in the execution of business and, in the execution of daily business, also perform compliance checks when transactions of various kinds are conducted, including when TOKYU REIT conducts a transaction with a party related to Tokyu REIM, when formulating and revising internal rules, etc.



Masayuki Asaba
Chief Compliance Officer (CCO)
Tokyu Real Estate Investment Management Inc.

Tokyu REIM views compliance as a key management issue and strives to prevent compliance violations through various initiatives. In promoting compliance, it is important to not only create systems and rules but also establish a structure under which those can function appropriately. For this purpose, Tokyu REIM manages its business with the awareness that it must have systems and rules based on reality, raise awareness of these, constantly verify their implementation status, and revise them as appropriate. Furthermore, as a foundation for compliance, it is vital to have an environment where employees can consult each other about anything. Through close collaboration between divisions in daily business, holding discussion-style compliance training, etc., Tokyu REIM aims to foster an open, positive organizational culture that enable employees to feel comfortable consulting about compliance matters.

Compliance interviews

With the aim of sharing attitudes and perceptions related to compliance between the Chief Compliance Officer (CCO) and officers and employees, compliance interviews are conducted with all officers and employees (including temporary staff) once a year, which are intended to lead to enhanced compliance awareness and business improvements. The opinions solicited in these interviews are used for revising internal rules and business processes and considering various compliance-related measures, such as determining topics for compliance training.

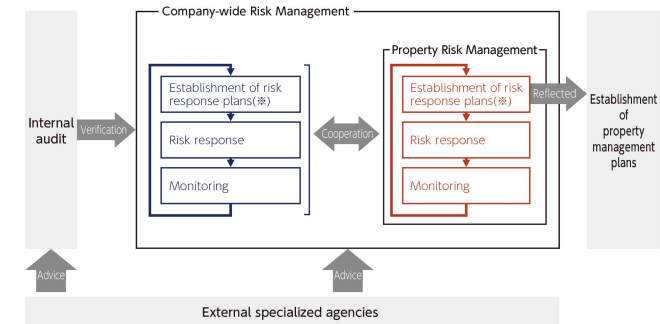
Risk Management

In order to maintain and maximize TOKYU REIT's unitholder value, Tokyu REIM recognizes that it is essential to accurately identify various internal and external risks related to management of TOKYU REIT's assets and manage those risks using methods that are reasonable and optimal from a company-wide perspective. It has therefore established a "Basic Policy for Risk Management" and "Risk Management Rules" that it implements.

- "Three Lines of Defense" in Risk Management
We appropriately manage risk through an operational structure based on the concept of "Three Lines of Defense."

1st line	2nd line	3rd line
Self-assessment of control	Monitoring of risk management	Internal auditing
- This line has primary responsibility for the risks inherent in the operations under its jurisdiction. - It implements autonomous risk management (risk identification, evaluation and response). - In order to properly implement autonomous risk management, it designs, applies, documents, properly implements and adequately records key controls (controls that most effectively reduce risk) for critical risks.	- This line establishes and improves a risk management framework. - It supports the effectiveness of the 1st line's risk management. - It monitors the 1st line's self-assessment function of control.	- This line maintains independence and objectivity from the 1st and 2nd lines, and verifies and evaluates their activities. - If the claims made by the 1st and 2nd lines are valid, it provides persuasion, assurance, advice and reinforcement. - If these claims are not valid, it provides the results of verification and evaluation as feedback to encourage improvement.

Annual Risk Management Cycle



(※) Procedure for establishing risk response plans

Company-wide risk management	Property risk management
①Clarify risks based on environmental change analysis and risk definitions	①Set up of 36 risk items based on economic factors, physical factors, legal factors and other factors
②Assess specific risks from a viewpoint of the degree of impact and probability	②Assess specific risks from a viewpoint of the degree of impact and probability for each property
③Assess risk management status	③Measure the degree of risk containment as of the base date and assess the residual risks on a three-point scale for the above specific risks
④Assess residual risks	
⑤Determine risks to address and their priority	④Establish risk response plans based on the actual responses made in the previous fiscal year and newly identified risks
⑥Finalize response policies for the above risks	

Crisis Management

Recognizing that occurrence of natural disasters, accidents, and other risks has a material impact on its business operation and execution of management of TOKYU REIT's assets due to economic loss, loss of credibility, significant obstacles in business operation, etc. caused by such risks, Tokyu REIM has established and operates its own "Basic Policy for Crisis Management" and "Crisis Management Rules" to minimize damage upon occurrence of risks and continuously fulfill its social responsibility and public mission as a company.

<Examples of Initiatives>

- Establishment of Crisis Management Committee
- Establishment of BCP and preparation of crisis management manual
- Preparation of stockpile, medicine, etc.
- Execution of large-scale earthquake drills, safety confirmation drills, crisis management headquarters drills and basic first aid drills



Crisis management headquarters drill (2023)



Basic first aid drill (2023)

Tokyu REIM's Various Compliance and Risk Management-Related Initiatives

◆Major initiatives

■ Response to Insider Trading Regulations

Tokyu REIM has established "Rules for Prevention of Insider Trading, Etc." and builds and operates systems to prevent insider trading through proper management of information on corporations and such.

■ Prevention of Money Laundering and Terrorist Financing

Recognizing that countermeasures against money laundering and terrorist financing are one of the most important management issues, we have established a "Basic Policy on Countermeasures against Money Laundering and Terrorist Financing" and are building an internal organizational structure and management structure for our contractors and business partners.

■ Information Security

Tokyu REIM has established and operates its own "Basic Policy on Information Security" to ensure protection of information assets and their proper use.

<Examples of Initiatives>

- Establishment of an appropriate structure for system risk management
- Development of safety measures to deter/prevent unauthorized access, unauthorized acquisition of information, information leakage, etc.
- Conducting training on initial response when the system stops and business continuity



Conducting initial response and business continuity training in the event of a system outage (2023)

■ Complaint System

Based on the financial sector's alternative dispute resolution system, we have a system in place for the resolution of complaints and disputes.

■ Coping with Seismic Disasters

With the aim of developing a portfolio that is resilient to earthquakes, as a criterion for investing in individual properties, TOKYU REIT requires as a rule that they comply with new earthquake resistance standards (Note) and that the buildings have either completed anti-seismic reinforcement work or have a PML of less than 15%. Furthermore, it manages the portfolio so that the PML is 10% or less, and if this figure is exceeded, it will consider obtaining earthquake insurance.

Structural status (earthquake resistance) (as of the end of Jan. 2024)

Investment Criteria	Properties that are compliant with the new earthquake resistance standards ^(Note) , that completed anti-seismic reinforcement work, or that has PML of less than 15%	Manage properties with a portfolio PML of 10% or less; examine purchasing earthquake insurance if a portfolio PML surpasses this figure.
Portfolio	● 29 out of 31 properties comply with the new earthquake resistance standards (One property is land with leasehold interest only)	● Portfolio PML: 3.4% ● Although the merit of geographical diversification in terms of earthquake risks is small, the value of the portfolio PML is kept at a fairly low level as individual properties have high earthquake resistant ratings.

(Note) The new earthquake resistance standards are the earthquake resistant design standards based on the Building Standards Act, which was revised in 1981 with the aim to prevent buildings from collapsing even from earthquakes with seismic intensity of six and secure safety for human lives. Buildings that obtained building confirmation in June 1981 and after are understood to satisfy the new earthquake resistance standards. In fact, there were almost no reports of collapsing of buildings that were designed in accordance with the new earthquake resistance standards from the Great Hanshin Earthquake in 1995 and the Great East Japan Earthquake in 2011, in which a seismic intensity of seven was actually observed.

■ Measures to Prevent Bribery and Corruption

The "Work Regulations" and "Tokyu REIM Compliance Manual" stipulate that the company shall not engage in actions such as providing gifts and entertainment, gambling, etc. and that in the event of illicit or improper money or goods being given or received in relation to its business, the perpetrator shall be subject to strict disciplinary measures.

Furthermore, the Tokyu Group takes steps to prevent corruption based on the Tokyu Group Compliance Guidelines and individual companies' codes of conduct. In May 2022, the sponsor Tokyu Corporation also established an "Anti-Corruption Policy" that applies to the company and its consolidated subsidiaries. This stipulates that "corruption" which abuses the professional authority or position of oneself or a third party, including bribery (Note 1), conflicts of interest (Note 2), embezzlement, extortion of favors, and bid-rigging, is strictly prohibited and that corruption related to suppliers, etc. of Tokyu Corporation and its consolidated subsidiaries will not be tolerated.

(Note 1) Refers to the provision or receipt of gifts, loans, rewards, remuneration, or other benefits from any person whomsoever that goes beyond the scope of laws, regulations, or social norms for the purpose of inducing actions that are unauthorized, illegal, or a breach of trust while carrying out business. So-called "facilitation payments" are also not allowed, regardless of the amount, if they are in violation of laws, regulations, etc.

(Note 2) Refers to a person affiliated with the relevant company (officer, employee, etc.) acting privately and inappropriately to advance their personal interests in a manner that conflicts with the company's interests.

Please refer to [this page](#), about Tokyu Corporation's Anti-Corruption Policy.

▪ Prohibiting Transactions with Antisocial Forces

Tokyu REIM recognizes that blocking and eliminating all relations with antisocial forces is essential to fulfilling its social responsibility and public mission as a financial instruments business operator and real estate broker. It has therefore formulated a Basic Policies against Antisocial Forces. As part of its efforts, it screens potential transaction partners beforehand for relations with antisocial forces. In addition to this, once a year, it conducts an antisocial forces monitoring survey of suppliers.

Furthermore, it aims to promote thorough awareness among all officers and employees by covering methods of dealing with antisocial forces in compliance training targeting them, etc.

Basic Policies against Antisocial Forces

Issue Date : August 29, 2013

Tokyu REIM recognizes that blocking and eliminating all relations with antisocial forces is essential to fulfill our social responsibilities and public mission as a financial instruments business operator and real estate broker, and has established the following basic policy on antisocial forces.

1. Response during Normal Circumstances

(1) Block and eliminate all relationships with antisocial forces, including business transactions

We do not have any relationships whatsoever with antisocial forces, including business transactions.

In addition, we establish internal systems to block antisocial forces.

(2) Cooperation with external specialized institutions

In anticipation of unreasonable demands by antisocial forces, we continually engage in close cooperation with police, the National Center for Removal of Criminal Organizations, lawyers, and other external specialized institutions.

2. Response in Emergencies

(1) Reject unreasonable demands by antisocial forces

We firmly reject all unreasonable demands from antisocial forces.

(2) Prohibition of backroom deals and provision of funds

We never engage in backroom deals to hide facts even when unreasonable demands from antisocial forces are the cause of a scandal. In addition, we never provide benefits such as funds to antisocial forces.

(3) Organizational response

We respond as an organization rather than leaving matters to the person or department in charge when unreasonable demands are made by antisocial forces. We also ensure the safety of officers and employees who respond to antisocial forces.

(4) Legal countermeasures

We respond decisively and take the necessary legal countermeasures when unreasonable demands are made by antisocial forces.

◆Surveying Status of Compliance Initiatives at Outsourcing Contractors

To survey the state of compliance initiatives at outsourcing contractors of TOKYU REIT, surveys about the following items are conducted with major outsourcing contractors on a regular basis, with the aim of supervising their activities.

<Major Survey Details>

- Approach to compliance with laws, regulations, etc.
- Conflict of interest management
- Protection of personal information
- Active prevention of inappropriate trading of shares, investment units, etc., including insider trading
- Overall information management
- Handling of grievances
- Handling of antisocial forces
- Handling of money laundering and terrorism financing (AML/CFT)

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International Initiatives and External Certifications / Assessments

International Initiatives

◆Signing of United Nations Global Compact (UNGC)

The United Nations Global Compact is a leading global sustainability initiative that aims to build a robust global society through partnership between the UN and the private sector (companies/organizations). It is a voluntary undertaking for the purpose of achieving sustainable growth through various companies and organizations exercising responsible, creative leadership and taking action as good members of society. Companies and organizations that have signed the UNGC continue striving to achieve this goal, based on the commitment of their corporate leadership, who endorse ten principles relating to protecting human rights, eliminating inappropriate labor practices, implementing environmental measures, and preventing corruption.

Our sponsor, Tokyu Corporation, first signed the UNGC in April 2019 as a corporate group, including the railway business, and joined the Global Compact Network Japan, which is comprised of Japanese companies that have signed the UNGC. It supports the ten principles covering four areas (human rights, labor, the environment, anti-corruption) and pursues further sustainability initiatives. Tokyu REIM also supports the UNGC's ten principles as a member of the Group.

WE SUPPORT



Please refer to [this page](#), about Tokyu Corporation's participation in the United Nations Global Compact.
Please refer to [this page](#), about details of the United Nations Global Compact.

◆Task Force on Climate-related Financial Disclosures (TCFD)

Tokyu REIM expressed its support for the Task Force on Climate-related Financial Disclosures (TCFD) recommendations in August 2022 and joined the TCFD Consortium, an organization formed by domestic companies supporting the TCFD recommendations.

The Task Force on Climate-related Financial Disclosures (TCFD) is an organization established by the Financial Stability Board (FSB) for the purpose of discussing climate-related information disclosure and the response by financial institutions at the request of the G20. The TCFD releases recommendations to understand and disclose "governance," "strategies," "risk management" and "indicators and targets" regarding the risks and opportunities related to climate change.

Please refer to [this page](#), about information disclosure based on the TCFD recommendations.



TASK FORCE ON
CLIMATE-RELATED
FINANCIAL
DISCLOSURES



TCFD
Consortium

External Certifications / Assessments

◆GRESB

In the 2023 GRESB Real Estate Assessment, TOKYU REIT received a "4 Stars" in GRESB Rating, which is based on GRESB Overall Score and its quintile position relative to global participants. It also won a "Green Star" designation for the 9th consecutive year by achieving high performance both in "Management Component" that evaluates policies and organizational structure for ESG promotion, and "Performance Component" that assesses environmental performance and tenant engagement of properties owned.

TOKYU REIT also received the highest "A Level" for the GRESB Public Disclosure, which assess the width of ESG disclosure.

GRESB is an annual benchmarking assessment to measure ESG (Environmental, Social and Governance) integration of real estate companies and funds, as well as the name of organization which runs the assessment. It was founded in 2009 by a group of major European pension funds who played leading roles in launching Principles for Responsible Investment (PRI).



◆MSCI

The MSCI ESG rating is a rating established to play a role in the identification of companies' ESG-related risks and opportunities by institutional investors. Assessment is conducted using seven grades, from "AAA" to "CCC," based on a company's exposure to industry-specific ESG risks and capacity to manage those risks compared with other companies in the same field.

As of June 2023, TOKYU REIT received an MSCI ESG Rating of "BBB".



※The use by TOKYU REIT of any MSCI ESG RESEARCH LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of TOKYU REIT by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided "as-is" and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

Green Building Certification

◆Target Environmental Certification Acquisition Rate

When managing TOKYU REIT's assets, Tokyu REIM recognizes that increasing the objectivity and reliability of initiatives aimed at reducing its environmental burden and using them to improve its activities will contribute to improved medium- and long-term asset value. It is therefore pursuing the acquisition of environmental certifications based on the targets indicated below.

■ Set target

Set target Increase the acquisition ratio of environmental certification of the owned properties to 70% or more by fiscal 2025 (Based on total floor space)

<Current Status of Environment Certification Acquisition>

(as of Apr. 24, 2024)

	CASBEE Certification	BELS Certification	LEED Certification	Total
Number of properties that acquired certifications	17	3	1	19
Total floor space	115,558.80㎡	21,426.91㎡	23,462.79㎡	146,641.15㎡
Environmental certification acquisition rate (based on total floor space)	59.8%	11.1%	12.1%	75.9%

* Environmental certifications refer to any of the following: CASBEE Certification, BELS Certification, LEED Certification, and DBJ Green Building Certification.

* The figures are based on the total floor space of portfolio properties, excluding land with leasehold interest.

* Even when a certification is acquired only for a certain use at properties including multiple uses, the area for which environmental certification is acquired is calculated based on the total floor area of the said property.

* The figures are calculated by using the exclusive area based on ownership ratio when part of the ownership interest is held at buildings under compartmentalized ownership and the total floor area or exclusive area based on ownership ratio when part of the ownership interest is held at co-owned properties

◆CASBEE Real Estate Assessment Certification

Comprehensive Assessment System for Built Environment Efficiency (CASBEE) is an assessment and rating method of the comprehensive environmental performance of buildings developed by the Institute for Built Environment and Carbon Neutral for SDGs (IBECs) under the leadership of the Ministry of Land, Infrastructure, Transport and Tourism.

It is a system for comprehensively assessing the quality of buildings not only from the aspect of environmental consideration such as energy saving and the use of materials with little environmental burden but also of consideration to the interior comfort and scenic aesthetics.

CASBEE Real Estate Assessment Certifications acquired by properties managed by TOKYU REIT are as shown below.

2024



Rank S
(★★★★★)



Tokyu Sakuragaoka-cho Building



TOKYU REIT Toranomon Building



Aoyama Oval Building



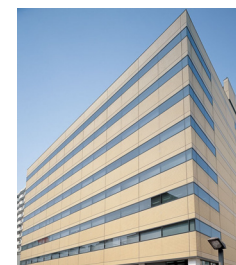
Meguro Higashiyama Building



Rank A
(★★★★)



TOKYU REIT Jiyugaoka Square



TOKYU REIT Kamata Building

2022



Rank S
(★★★★★)



Lexington Aoyama



CONZE Ebisu



Tokyu Nampoedai-cho Building



Rank A
(★★★★)



QFRONT



cocoti



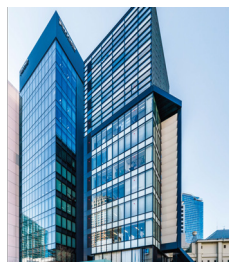
TOKYU REIT
Shimokitazawa Square



Tokyu Toranomon Building



Tokyu Bancho Building



TOKYU REIT
Shibuya Miyashita Koen Building

2021



Rank A
(★★★★)



Kojimachi Square



TOKYU REIT
Shinjuku Building

◆BELS Certification

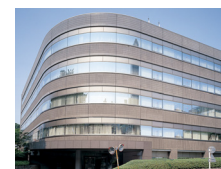
BELS (Building-Housing Energy-efficiency Labeling System) is the third-party certification system to rate houses and buildings in accordance with duty to make effort to label energy saving performance in the Act on Improving Energy Consumption Performance for Architectural Structures. Houses and buildings are evaluated based on the value of BEI (Building Energy Index) derived from the primary energy consumption based on the government-designated energy consumption performance standard of architectural structures.

The evaluation and indication based on the system shall be implemented by the registered organizations as operators of BELS operations, which fall under registered housing performance evaluation organizations that are members of the evaluation association, designated construction confirmation authorities or registered building research agencies.

The result of evaluation is shown based on the number of stars (1 Star-5 Stars).

BELS Certifications acquired by properties managed by TOKYU REIT are as shown below.

Tokyu Nampoedai-cho Building



Evaluation : ★★★★★
Acquisition Date of Certification :
April 24, 2024

Kojimachi Square



Evaluation : ★★★
Acquisition Date of Certification :
March 29, 2024

Tokyu Ikejiri-ohashi Building



Evaluation : ★★
Acquisition Date of Certification :
January 23, 2017

◆LEED Certification

LEED (Leadership in Energy and Environmental Design) (Note) is an environmental performance assessment system for built environments (buildings and urban environments) developed and implemented by the non-profit organization United States Green Building Council (USGBC), with assessment for certification conducted by Green Business Certification Inc. (GBCI). This system certifies buildings that have a positive impact on people's health and promote renewable clean energy while reducing costs and resource consumption.

There are various rating systems in LEED, including "BD+C" (building design and construction), "ID+C" (interior design and construction), "O+M" (operation and maintenance of existing buildings), and "ND" (neighborhood development). The assessment result is indicated using four levels (Platinum, Gold, Silver, Certified), which are based on the total score obtained for the indicators established for each rating system.

LEED Certifications acquired by properties managed by TOKYU REIT are as shown below.

Futako Tamagawa Rise



Futako Tamagawa Rise
LEED ND (neighborhood development category) Gold certification (first ever globally)
Acquisition Date of Certification : November 16, 2015



Futako Tamagawa Rise Tower Office
LEED NC (new construction category) Gold certification
Acquisition Date of Certification : August 5, 2015



(Note) Provided by United States Green Building Council (USGBC), LEED® is an assessment and certification program that contributes to the design, construction, maintenance, and management of high-performance green buildings. LEED® and its logo are registered trademarks of USGBC and may only be used with permission.

◆JHEP Certification

JHEP (Japan Habitat Evaluation and Certification Program) is a version of HEP (Habitat Evaluation Procedures – a technique for quantitatively assessing environments as living environments for creatures). This environmental assessment method developed by the United States federal government was revamped by the Ecosystem Conservation Society – Japan to make it suitable for Japan and established in 2008. It is a unique certification system in Japan that objectively and quantitatively assesses and certifies the extent to which a project contributes to preserving biodiversity and enables it to be visualized..

It compares biodiversity values before and after the project, and if the value after the project is equal to or greater than the value before the project, it will be certified as a project contributing to biodiversity. The assessment results are based on six grades, from "AAA" to "B+".

JHEP Certifications acquired by properties managed by TOKYU REIT are as shown below.

Futako Tamagawa Rise



Futako Tamagawa Rise Block II-a : AAA rating
Certification renewal date : April 24, 2019



*TOKYU REIT belongs to the Futako Tamagawa Rise Block II-a Management Association, which applied for assessment.

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Green Finance

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Green Finance

TOKYU REIT has formulated the Framework in order to contribute to the realization of a sustainable environment and society through financing in investments contributing to the resolution of environmental issues (green financing) and to strengthen the financing base through the expansion of the investor base interested in ESG investments.

Overview of Green Finance Framework

◆Use of Funds

Funds procured through green finance (the “Procured Funds”) shall be allocated to funds for new acquisition of assets fulfilling the green eligibility criteria (1) described below (the “Green Buildings”), funds for renovation work, etc. fulfilling the green eligibility criteria (2) described below (the “Renovation Work, etc.”), or refinancing of borrowings or investment corporation bonds required for them (the “Refinancing of Borrowings, etc.”).

◆Green Eligibility Criteria

(1) Green Buildings

Structures that have acquired or are scheduled to acquire one of the environmental certifications from third-party certification bodies in (i) to (iv) below that are effective as of the payment date of green bonds or the drawdown date of green loans.

- (i) DBJ Green Building Certification: 3, 4 or 5 Stars
- (ii) CASBEE Certification: Rank S, A or B+
- (iii) BELS Certification: 3, 4 or 5 Stars
- (iv) LEED Certification: Platinum, Gold or Silver (top three)

(2) Renovation Work, etc.

Renovation Work, etc. fulfilling one of the criteria in (i) to (iii) below

(i) Renovation work intending to improve the number of stars or rank by one or more for one of the certifications in green eligibility criteria (1)

(ii) Renovation work capable of reducing energy consumption, greenhouse gas emission or water consumption by 30% or more

(iii) Introduction or acquisition of facilities related to renewable energy

◆Evaluation and Selection Process of Projects

Upon the evaluation and selection of Green Buildings and Renovation Work, etc., the Finance and IR Division considers the adequacy based on the sustainability policy and green eligibility criteria at Tokyu REIM, and the President and Chief Executive Officer conducts evaluation and selection after confirmation by the Sustainability Promotion Committee. The details will be reported at Tokyu REIM’s Board of Directors and TOKYU REIT’s Board of Directors’ meeting.

◆Management of Procured Funds

If there are unallocated funds, the Procured Funds shall be managed as cash or cash equivalents. If the assets subject to the use of funds are excluded from the target due to sale or damage, etc. by the date of redemption or repayment of the targeted investment corporation bonds or borrowings even after the allocation of the entire amount, the unallocated funds which occur temporarily shall be managed through Portfolio Management (Note).

(Note) “Portfolio Management” refers to the management method of confirming that the total balance of green finance does not exceed the amount of green eligible debt in each fiscal period. Moreover, green eligible debt is calculated with the formula of total acquisition price of Green Buildings × total assets LTV ratio (as of the end of fiscal period) + amount invested in Renovation Work, etc., and is the maximum amount of the balance of green finance.

(as of Jan. 31, 2024)

Total Acquisition Price of Green Buildings (as of the end of Jan. 2024)	Total Assets LTV Ratio (as of the end of Jan.2024)	Amount Invested in Renovation Work, etc. (as of the end of Jan.2024)	Green Eligible Debt (as of the end of Jan.2024)	Balance of Green Finance
137,934 million yen (14 Properties)	43.3%	—	59,725 million yen	19,000 million yen

◆Reporting

■ Reporting of the status of allocation of funds

<Green Bonds>

(as of Jan. 31, 2024)

Name of Green Bonds	Total Issue Amount (Million yen)	Issue Date	Maturity Date	Green Finance Allocated Amount (Million yen)	Green Finance Unallocated Amount (Million yen)
9th Series Unsecured Investment Corporation Bonds (Ranks pari passu in right of payment with certain investment corporation bonds)	3,000	2022/10/14	2027/10/14	3,000	—
10th Series Unsecured Investment Corporation Bonds (Ranks pari passu in right of payment with certain investment corporation bonds)	3,000	2023/1/23	2033/1/21	3,000	—
Total	6,000			6,000	—

<Green Loans>

(as of Jan. 31, 2024)

Name of Green Loan	Total Amount (Million yen)	Origination Date	Maturity Date	Green Finance Allocated Amount (Million yen)	Green Finance Unallocated Amount (Million yen)
Daido Life Insurance Company	500	2022/12/26	2028/12/26	500	—
Syndicate of lenders arranged by MUFG Bank, Ltd. (※)	5,000	2023/1/30	2030/1/30	5,000	—
Shinkin Central Bank	1,000	2023/1/30	2027/1/30	1,000	—
Mitsui Sumitomo Insurance Company, Limited	1,000	2023/1/30	2027/1/30	1,000	—
Daido Life Insurance Company	1,500	2023/3/10	2028/3/10	1,500	—
Nippon Life Insurance Company	500	2023/7/31	2029/1/31	500	—
Nippon Life Insurance Company	1,500	2023/10/10	2031/10/10	1,500	—
Mizuho Bank, Ltd.	2,000	2023/12/27	2026/12/27	2,000	—
Total	13,000			13,000	—

※The syndicate of lenders consists of The Bank of Fukuoka, Ltd., The Yamagata Bank, Ltd., THE HACHIJUNI BANK, LTD., Kansai Mirai Bank, Limited, The Bank of Kyoto, Ltd., The 77 Bank, Ltd., The Chiba Bank, Ltd., JOYO BANK, Ltd., and THE NISHI-NIPPON CITY BANK, LTD.

▪ **Reporting of the effect on environmental improvement, etc.**
 <Green Buildings>

(as of Jul. 19, 2024)

Name of Property	Acquisition Price (Million yen)	CASBEE Certification	BELS Certification	LEED Certification
QFRONT	15,100	A	—	—
Lexington Aoyama	4,800	S	—	—
cocoti	24,500	A	—	—
CONZE Ebisu	5,116	S	—	—
TOKYU REIT Shimokitazawa Square	2,257	A	—	—
TOKYU REIT Jiyugaoka Square	3,160	A	—	—
Tokyu Nampeidai-cho Building	4,660	S	★★★★	—
Tokyu Sakuragaoka-cho Building	6,620	S	—	—
TOKYU REIT Kamata Building	4,720	A	—	—
TOKYU REIT Toranomon Building	10,177	S	—	—
Kojimachi Square	9,030	A	★★★	—
TOKYU REIT Shinjuku Building	9,000	A	—	—
Tokyu Toranomon Building	18,550	A	—	—
Tokyu Bancho Building	28,480	A	—	—
TOKYU REIT Shibuya Miyashita Koen Building	6,000	A	—	—
Aoyama Oval Building	18,600	S	—	—
Meguro Higashiyama Building	8,100	S	—	—
Futako Tamagawa Rise	20,200	—	—	Gold (ND, NC)

<Environmental Performance Data>

	Energy Consumption (GJ)	GHG Emissions (t-CO ₂)				Water Consumption (m ³)
			Scope 1	Scope 2	Scope 3	
FY2023 Feb. 2023 – Jan. 2024	40,270 (179,973)	2,569	168	760	1,641	40,524 (121,735)

*The total amount of use in FY 2023 (from February 2023 to January 2024) targeting the green buildings as of the end of the fiscal period ended January 2024 (FP 41) is indicated. The figures are calculated in accordance with the percentage owned for properties under co-ownership or compartmentalized ownership.

*Energy consumption and water consumption are calculated for the portion of the portfolio over which TOKYU REIT has management rights, while the figures in parentheses are actual figures including tenant emissions.

*Scope 1 is city gas used in common areas, Scope 2 is electricity, water and steam used in common areas and Scope 3 is electricity, water and city gas used in exclusive areas and those contracted directly to tenants.

◆ **Evaluation by External Organization**

TOKYU REIT acquired Green1 (F), the highest rating in “Green Finance Framework Evaluation,” from Japan Credit Rating Agency, Ltd. (JCR) as a third-party evaluation of the eligibility of the framework.

Please refer to the JCR website for details. <https://www.jcr.co.jp/en/greenfinance/>

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GRI Content Index

GRI Content Index

GRI Content Index

Statement of use	TOKYU REIT, Inc. has reported the information cited in this GRI content index for the period from April 1st, 2023 to March 31st, 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
GRI 2 General Disclosures 2021	2-1 Organizational details	Profile / History / Profile Structure and External Service Providers Semiannual Report / Structure and External Service Providers
	2-2 Entities included in the organization's sustainability reporting	Sustainability Report / GRI Content Index
	2-3 Reporting period, frequency and contact point	Sustainability Report / GRI Content Index
	2-4 Restatements of information	No restatements were made during the reporting period.
	2-5 External assurance	Environment / Independent third-party verification
	2-6 Activities, value chain and other business relationships	Securities Report (only in Japanese) Properties
	2-7 Employees	*According to laws and regulations, the Investment Corporation has no employees and all asset management operations are outsourced to the investment management company. Therefore, the information regarding the employees of the investment management company is disclosed here. Social / Initiatives for Officers and Employees of the Investment Management Company / Data of officers and employees
	2-8 Workers who are not employees	*According to laws and regulations, the Investment Corporation does not have any workers who are not employees, and all asset management operations are outsourced to the investment management company. Therefore, the information regarding workers who are not the employees of the investment management company is disclosed here. Social / Initiatives for Officers and Employees of the Investment Management Company / Data of officers and employees
	2-9 Governance structure and composition	Policy & System for Promoting Sustainability Governance / Development and Operation of a Process that Ensures Highly Workable Governance
	2-10 Nomination and selection of the highest governance body	Securities Report (only in Japanese)
	2-11 Chair of the highest governance body	Articles of Incorporation (only in Japanese) Securities Report (only in Japanese) Rules on Related-Party Transactions
	2-12 Role of the highest governance body in overseeing the management of impacts	Stakeholder Engagement Policy & System for Promoting Sustainability / Sustainability Promotion Structure Social / Initiatives for Social Consideration / Information Disclosure to and Dialogue with Stakeholders
	2-13 Delegation of responsibility for managing impacts	Policy & System for Promoting Sustainability / Sustainability Promotion Structure
	2-14 Role of the highest governance body in sustainability reporting	Policy & System for Promoting Sustainability / Sustainability Promotion Structure
	2-15 Conflicts of interest	Rules on Related-Party Transactions
	2-16 Communication of critical concerns	Governance / Promotion of Compliance and Risk Management Policy & System for Promoting Sustainability / Sustainability Promotion Structure
	2-17 Collective knowledge of the highest governance body	Governance / Development and Operation of a Process that Ensures Highly Workable Governance
	2-18 Evaluation of the performance of the highest governance body	Governance / Development and Operation of a Process that Ensures Highly Workable Governance
	2-19 Remuneration policies	Governance / Development and Operation of a Process that Ensures Highly Workable Governance
	2-20 Process to determine remuneration	Governance / Development and Operation of a Process that Ensures Highly Workable Governance
	2-21 Annual total compensation ratio	According to laws and regulations, the Investment Corporation has no employees and all investment management operations are outsourced to an investment management company, so it is not possible to calculate the ratio of total annual compensation of the Investment Corporation. The information from the investment management company is not available at this moment.
	2-22 Statement on sustainable development strategy	Our Approach to Sustainability

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
	2-23 Policy commitments	Policy & System for Promoting Sustainability / Sustainability Policy Adapting to Climate Change / Support for the Task Force on Climate-related Financial Disclosures (TCFD) Recommendations Environment / Environmental Policy Social / Initiatives for Social Consideration / Supply Chain Management Social / Initiatives for Officers and Employees of the Investment Management Company / Respect for Human Rights
	2-24 Embedding policy commitments	Policy & System for Promoting Sustainability / Sustainability Promotion Structure
	2-25 Processes to remediate negative impacts	Governance / Promotion of Compliance and Risk Management
	2-26 Mechanisms for seeking advice and raising concerns	Governance / Promotion of Compliance and Risk Management
	2-27 Compliance with laws and regulations	There were no significant instances of non-compliance with laws and regulations during the reporting period. *This information describes the status of the asset management company. Asset management company website
	2-28 Membership associations	International Initiatives and External Certifications / External Certifications / Assessments Regular member of the Association for Real Estate Securitization Regular member of the Investment Trusts Association, Japan
	2-29 Approach to stakeholder engagement	Stakeholder Engagement Basic Operational Policies within the Investment Corporation Asset Management Business Social / Initiatives for Social Consideration Social / Initiatives for Officers and Employees of the Investment Management Company
	2-30 Collective bargaining agreements	*Not applicable as the investment corporation has no employees and all investment management operations are outsourced to an investment management company according to laws and regulations. The investment management company does not currently have a labor union, but has elected worker representatives and concluded various labour-management agreements.
	GRI 3 Material Topics 2021	3-1 Process to determine material topics Identification of Material Issues (Materiality) / Identification Process
	3-2 List of material topics	Identification of Material Issues (Materiality) / SDGs Linked to Material Issues (Materiality)
GRI 201 Economic Performance 2016	3-3 Management of material topics	Adapting to Climate Change Environment Social / Initiatives for Social Consideration Social / Initiatives for Officers and Employees of the Investment Management Company Governance
	201-1 Direct economic value generated and distributed	Securities Report (only in Japanese)
	201-2 Financial implications and other risks and opportunities due to climate change	Adapting to Climate Change / Strategy
	201-3 Defined benefit plan obligations and other retirement plans	*Not applicable as the Investment Corporation has no employees and all asset management operations are outsourced to an investment management company according to laws and regulations. The investment management company has established a retirement allowance system and makes contributions to the SME Retirement Allowance Mutual Aid System at the company's full expense.
GRI 202 Market Presence 2016	201-4 Financial assistance received from government	—
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	—
	202-2 Proportion of senior management hired from the local community	—
GRI 203 Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Social / Initiatives for Social Consideration / Enhancing Tenants' Safety and Comfort, Initiatives for Local Communities
	203-2 Significant indirect economic impacts	Social / Initiatives for Social Consideration / Enhancing Tenants' Safety and Comfort, Initiatives for Local Communities
GRI 204 Procurement Practices 2016	204-1 Proportion of spending on local suppliers	—
GRI 205 Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Governance / Tokyu REIM's Various Compliance and Risk Management-Related Initiatives
	205-2 Communication and training about anti-corruption policies and procedures	Governance / Promotion of Compliance and Risk Management

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
	205-3 Confirmed incidents of corruption and actions taken	Governance / Promotion of Compliance and Risk Management
GRI 206 Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not applicable
GRI 207 Tax 2019	207-1 Approach to tax	—
	207-2 Tax governance, control, and risk management	Securities Report (only in Japanese)
	207-3 Stakeholder engagement and management of concerns related to tax	—
	207-4 Country-by-country reporting	—
GRI 301 Materials 2016	301-1 Materials used by weight or volume	—
	301-2 Recycled input materials used	—
	301-3 Reclaimed products and their packaging materials	—
GRI 302 Energy 2016	302-1 Energy consumption within the organization	Environment / Reduction of Energy Consumption and Greenhouse Gas ("GHG") Emissions
	302-2 Energy consumption outside of the organization	Environment / Reduction of Energy Consumption and Greenhouse Gas ("GHG") Emissions
	302-3 Energy intensity	Environment / Reduction of Energy Consumption and Greenhouse Gas ("GHG") Emissions
	302-4 Reduction of energy consumption	Environment / Reduction of Energy Consumption and Greenhouse Gas ("GHG") Emissions
	302-5 Reductions in energy requirements of products and services	Environment / Reduction of Energy Consumption and Greenhouse Gas ("GHG") Emissions
GRI 303 Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environment / Promotion of Water Conservation and Waste Reduction
	303-2 Management of water discharge-related impacts	—
	303-3 Water withdrawal	—
	303-4 Water discharge	Environment / Promotion of Water Conservation and Waste Reduction
	303-5 Water consumption	Environment / Promotion of Water Conservation and Waste Reduction
GRI 304 Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment / Preserving Biodiversity Social / Initiatives for Social Consideration / Initiatives for Local Communities
	304-2 Significant impacts of activities, products and services on biodiversity	—
	304-3 Habitats protected or restored	—
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	—
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environment / Reduction of Energy Consumption and Greenhouse Gas ("GHG") Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Environment / Reduction of Energy Consumption and Greenhouse Gas ("GHG") Emissions
	305-3 Other indirect (Scope 3) GHG emissions	Environment / Reduction of Energy Consumption and Greenhouse Gas ("GHG") Emissions
	305-4 GHG emissions intensity	Environment / Reduction of Energy Consumption and Greenhouse Gas ("GHG") Emissions
	305-5 Reduction of GHG emissions	Environment / Reduction of Energy Consumption and Greenhouse Gas ("GHG") Emissions
	305-6 Emissions of ozone-depleting substances (ODS)	—
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	—
GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts	Environment / Promotion of Water Conservation and Waste Reduction
	306-2 Management of significant waste-related impacts	—
	306-3 Waste generated	Environment / Promotion of Water Conservation and Waste Reduction
	306-4 Waste diverted from disposal	—
	306-5 Waste directed to disposal	Environment / Promotion of Water Conservation and Waste Reduction
GRI 308 Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	—
	308-2 Negative environmental impacts in the supply chain and actions taken	Social / Initiatives for Social Consideration / Supply Chain Management

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	Social / Initiatives for Officers and Employees of the Investment Management Company / Data of officers and employees
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social / Initiatives for Officers and Employees of the Investment Management Company / Developing an Employee-Friendly Work Environment
	401-3 Parental leave	Social / Initiatives for Officers and Employees of the Investment Management Company / Developing an Employee-Friendly Work Environment, DEI (Diversity, Equity, and Inclusion)-Related Initiatives
GRI 402 Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	—
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Social / Initiatives for Officers and Employees of the Investment Management Company / Labor Standards
	403-2 Hazard identification, risk assessment, and incident investigation	—
	403-3 Occupational health services	Social / Initiatives for Officers and Employees of the Investment Management Company / Developing an Employee-Friendly Work Environment, Respect for Human Rights, Labor Standards
	403-4 Worker participation, consultation, and communication on occupational health and safety	Social / Initiatives for Officers and Employees of the Investment Management Company / Strategy for Recruiting and Retaining Talent
	403-5 Worker training on occupational health and safety	Governance / Promotion of Compliance and Risk Management
	403-6 Promotion of worker health	Social / Initiatives for Officers and Employees of the Investment Management Company / Developing an Employee-Friendly Work Environment
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social / Initiatives for Social Consideration / Enhancing Tenants' Safety and Comfort
	403-8 Workers covered by an occupational health and safety management system	Social / Initiatives for Officers and Employees of the Investment Management Company / Developing an Employee-Friendly Work Environment
	403-9 Work-related injuries	Social / Initiatives for Officers and Employees of the Investment Management Company / Data of officers and employees
	403-10 Work-related ill health	Social / Initiatives for Officers and Employees of the Investment Management Company / Data of officers and employees
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	Social / Initiatives for Officers and Employees of the Investment Management Company / Strategy for Recruiting and Retaining Talent
	404-2 Programs for upgrading employee skills and transition assistance programs	Social / Initiatives for Officers and Employees of the Investment Management Company / Strategy for Recruiting and Retaining Talent
	404-3 Percentage of employees receiving regular performance and career development reviews	Social / Initiatives for Officers and Employees of the Investment Management Company / Strategy for Recruiting and Retaining Talent
GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Social / Initiatives for Officers and Employees of the Investment Management Company / Data of officers and employees
	405-2 Ratio of basic salary and remuneration of women to men	—
GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There were no incidents of discrimination during the reporting period. Governance / Promotion of Compliance and Risk Management
GRI 407 Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not applicable
GRI 408 Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Not applicable
GRI 409 Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not applicable
GRI 410 Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	—
GRI 411 Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Not applicable
GRI 413 Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social / Initiatives for Social Consideration / Initiatives for Local Communities
	413-2 Operations with significant actual and potential negative impacts on local communities	Not applicable

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
GRI 414 Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	—
	414-2 Negative social impacts in the supply chain and actions taken	Not applicable
GRI 415 Public Policy 2016	415-1 Political contributions	There were no donations.
GRI 416 Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Social / Initiatives for Social Consideration / Enhancing Tenants' Safety and Comfort
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Social / Initiatives for Social Consideration / Enhancing Tenants' Safety and Comfort
GRI 417 Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	—
	417-2 Incidents of non-compliance concerning product and service information and labeling	No violations occurred during the reporting period.
	417-3 Incidents of non-compliance concerning marketing communications	No violations occurred during the reporting period.
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	—