

< GRI Content Index >

Disclosure	REIT		Asset Manager		
	Location or reason for omission		Location or reason for omission		
GRI 100: Universal Standards					
102: General Disclosures 2016					
1. Organizational Profile					
102-1	Name of the organization				
a	Name of the organization	https://www.comforia-reit.co.jp/en/about/profile.html	Profile	https://www.tokyu-trm.co.jp/en/profile/	Profile
102-2	Activities, brands, products, and services				
a	A description of the organization's activities.	https://www.comforia-reit.co.jp/en/features/index.html	Basic Policies	https://www.tokyu-trm.co.jp/en/profile/	Profile
b	Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	https://www.comforia-reit.co.jp/en/features/index.html	Basic Policies	https://www.tokyu-trm.co.jp/en/index.html	Home
		https://www.comforia-reit.co.jp/en/portfolio/index.html	Portfolio List	https://www.tokyu-trm.co.jp/en/profile/	Profile
		https://www.comforia-reit.co.jp/en/ir/library.html	Semi-Annual Report		
102-3	Location of headquarters				
a	Location of the organization's headquarters.	https://www.comforia-reit.co.jp/en/about/profile.html	Profile	https://www.tokyu-trm.co.jp/en/profile/	Profile
102-4	Location of operations				
a	Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	https://www.comforia-reit.co.jp/en/about/profile.html	Profile	https://www.tokyu-trm.co.jp/en/profile/	Profile
102-5	Ownership and legal form				
a	Nature of ownership and legal form.	https://www.comforia-reit.co.jp/en/about/structure.html	Structure	https://www.tokyu-trm.co.jp/en/profile/	Profile
102-6	Markets served				
a	Markets served, including:	https://www.comforia-reit.co.jp/en/about/profile.html	Profile	https://www.tokyu-trm.co.jp/en/profile/	Profile
i.	geographic locations where products and services are offered;	https://www.comforia-reit.co.jp/en/about/profile.html	Profile	https://www.tokyu-trm.co.jp/en/profile/	Profile
ii.	sectors served;	https://www.comforia-reit.co.jp/en/about/structure.html	Structure	https://www.tokyu-trm.co.jp/en/profile/	Profile
iii.	types of customers and beneficiaries.	https://www.comforia-reit.co.jp/en/finance/investment.html	Capital & Unitholders	https://www.tokyu-trm.co.jp/client/	Customer-first Business Operation Policy (in Japanese)
102-7	Scale of the organization				
a	Scale of the organization, including:	https://www.comforia-reit.co.jp/en/about/structure.html	Structure	https://www.tokyu-trm.co.jp/en/profile/	Profile
i.	total number of employees;	Due to legal restrictions, there are no employees in the investment corporation, and management is entrusted to the asset management company, TLC REIT Management Inc.		https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Key Employee Data
ii.	total number of operations;	1(Head Office only)		1(Head Office only)	
iii.	net sales (for private sector organizations) or net revenues (for public sector organizations);	https://www.comforia-reit.co.jp/en/ir/highlight.html	Financial Highlights		
iv.	total capitalization (for private sector organizations) broken down in terms of debt and equity;	https://www.comforia-reit.co.jp/en/finance/index.html	Interest-Bearing Debt	https://www.tokyu-trm.co.jp/en/profile/	Profile
v.	quantity of products or services provided.	https://www.comforia-reit.co.jp/en/portfolio/index.html	Portfolio List	https://www.tokyu-trm.co.jp/en/attention/	About Financial Transactions
102-8	Information on employees and other workers	Since the investment corporation does not have employees due to legal restrictions, implementations by the asset management company's employees are applicable to this topic.			
a	Total number of employees by employment contract (permanent and temporary), by gender.			https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Key Employee Data
b	Total number of employees by employment contract (permanent and temporary), by region.			The asset management company solely operates at the Head Office, there is no regional difference by region.	
c	Total number of employees by employment type (full-time and part-time), by gender.			https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Key Employee Data
d	Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.			Not applicable (major part of activities are performed by employees)	
e	Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries).			No significant variations in the numbers reported.	
102-10	Significant changes to the organization and its supply chain				
a	Significant changes to the organization's size, structure, ownership, or supply chain, including:				
i.	Changes in the location of, or changes in, operations, including facility openings, closings, and expansions;	No significant changes		https://www.tokyu-trm.co.jp/common/pdf/info_1906.pdf	Notice of Relocation of Head Office (in Japanese)
ii.	Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations);	No significant changes		No significant changes	
iii.	Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.	No significant changes		No significant changes	
102-11	Precautionary Principle or approach				
a	Whether and how the organization applies the Precautionary Principle or approach.	https://www.comforia-reit.co.jp/en/sustainability/index.html	Sustainability Policy	https://www.tokyu-trm.co.jp/en/sustainability/index.html	Sustainability Policies
				https://www.tokyu-trm.co.jp/en/sustainability/esg.html	Risk Management

Disclosure	Location or reason for omission		Location or reason for omission	
102-12 External initiatives A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	TLC REIT Management Inc., the asset management company of the Investment corporation, is a GRESB Member, and Tokyu Fudosan Holdings Corporation is a signatory of the United Nations Global Compact. The investment corporation is operated along with the support for these initiatives.		https://www.tokyu-trm.co.jp/en/sustainability/esg.html#5	International Initiatives
102-13 Membership of associations A list of the main memberships of industry or other associations, and national or international advocacy organizations.			The Investment Trusts Association, Japan The Association for Real Estate Securitization GRESB Real Estate	
2. Strategy				
102-14 Statement from senior decision-maker A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	https://www.comforia-reit.co.jp/en/about/index.html	Greetings	https://www.tokyu-trm.co.jp/en/message/	Message
102-15 Key impacts, risks, and opportunities A description of key impacts, risks, and opportunities.	https://www.comforia-reit.co.jp/en/sustainability/materiality.html	Materiality	https://www.tokyu-trm.co.jp/en/sustainability/materiality.html	Materiality
3. Ethics and Integrity				
102-16 Values, principles, standards, and norms of behavior A description of the organization's values, principles, standards, and norms of behavior.	https://www.comforia-reit.co.jp/en/features/index.html	Feature & Strategy	https://www.tokyu-trm.co.jp/en/philosophy/	Philosophy
102-17 Mechanisms for advice and concerns about ethics Since the investment corporation does not have employees due to legal restrictions, implementations by the asset management company's employees are applicable to this topic.			https://www.tokyu-trm.co.jp/en/sustainability/esg.html#4 https://www.tokyu-fudosan-hd.co.jp/english/about/compliance/	Establishment of whistle-blowing system Establishment of Compliance Helpline
4. Governance				
102-18 Governance structure Governance structure of the organization, including committees of the highest governance body.	https://www.comforia-reit.co.jp/en/about/profile.html https://www.comforia-reit.co.jp/en/about/structure.html	Officers Structure	https://www.tokyu-trm.co.jp/en/profile/ https://www.tokyu-trm.co.jp/en/organization/	Profile Organization
 Committees responsible for decision-making on economic, environmental, and social topics.	https://www.comforia-reit.co.jp/en/sustainability/index.html	Promotion System	https://www.tokyu-trm.co.jp/en/sustainability/	Promotion System
102-20 Executive-level responsibility for economic, environmental, and social topics Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics.	Due to the organizational characteristics, the responsible officer is appointed in the asset management company. https://www.comforia-reit.co.jp/en/sustainability/index.html	Promotion System	https://www.tokyu-trm.co.jp/en/sustainability/	Promotion System
 Whether post holders report directly to the highest governance body.	https://www.comforia-reit.co.jp/en/sustainability/index.html	Promotion System	https://www.tokyu-trm.co.jp/en/sustainability/	Promotion System
102-22 Composition of the highest governance body and its committees	https://www.comforia-reit.co.jp/en/about/structure.html	Structure	https://www.tokyu-trm.co.jp/en/organization/ https://www.tokyu-trm.co.jp/en/profile/	Organization Executive Board
102-23 Chair of the highest governance body	https://www.comforia-reit.co.jp/file/ir_library_other_file-tmp-WKMYF.pdf	Articles of Incorporation (in Japanese)	https://www.tokyu-trm.co.jp/en/profile/	Executive Board
102-25 Conflicts of interest Processes for the highest governance body to ensure conflicts of interest are avoided and managed.	https://www.comforia-reit.co.jp/en/about/governance.html	Governance System	https://www.tokyu-trm.co.jp/en/sustainability/esg.html#4	Compliance
 Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: i. Cross-board membership; ii. Cross-shareholding with suppliers and other stakeholders; iii. Existence of controlling shareholder; iv. Related party disclosures.	https://www.comforia-reit.co.jp/file/ir_library_other_file-574d4f92ef807c8426ef1d86d3dda570dac56b.pdf	Report on Management Structure of the REIT Issuer (in Japanese)	https://www.tokyu-trm.co.jp/en/profile/	Profile
102-26 Role of highest governance body in setting purpose, values, and strategy Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.	https://www.comforia-reit.co.jp/en/sustainability/index.html	Promotion System	https://www.tokyu-trm.co.jp/en/sustainability/	Promotion System
102-27 Collective knowledge of highest governance body Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.			https://www.tokyu-trm.co.jp/en/sustainability/esg.html	Performance Evaluation Process
102-28 Evaluating the highest governance body's performance Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics.			https://www.tokyu-trm.co.jp/en/sustainability/esg.html	Performance Evaluation Process
102-29 Identifying and managing economic, environmental, and social impacts Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes.	https://www.comforia-reit.co.jp/en/sustainability/materiality.html	Materiality	https://www.tokyu-trm.co.jp/en/sustainability/materiality.html	Materiality

Disclosure	Location or reason for omission		Location or reason for omission	
Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities.	https://www.comforia-reit.co.jp/en/sustainability/materiality.html	Materiality	https://www.tokyu-trm.co.jp/en/sustainability/materiality.html	Materiality
102-30 Effectiveness of risk management processes	https://www.comforia-reit.co.jp/en/sustainability/index.html	Promotion System	https://www.tokyu-trm.co.jp/en/sustainability/index.html	Promotion System
102-32 Highest governance body's role in sustainability reporting	https://www.comforia-reit.co.jp/en/sustainability/index.html	Promotion System	https://www.tokyu-trm.co.jp/en/sustainability/index.html	Promotion System
102-34 Nature and total number of critical concerns	No critical concerns reported during the reporting period.		No critical concerns reported during the reporting period.	
5. Stakeholder Engagement				
102-40 List of stakeholder groups				
a A list of stakeholder groups engaged by the organization.	https://www.comforia-reit.co.jp/en/sustainability/examples.html	Examples of initiatives	https://www.tokyu-trm.co.jp/en/sustainability/esg.html	Our commitment
102-41 Collective bargaining agreements				
a Percentage of total employees covered by collective bargaining agreements.	Since the investment corporation does not have employees due to legal restrictions, implementations by the asset management company's employees are applicable to this topic.		100%	
102-43 Approach to stakeholder engagement				
a The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	https://www.comforia-reit.co.jp/en/sustainability/examples.html	Examples of initiatives	https://www.tokyu-trm.co.jp/en/sustainability/esg.html	Our commitment Materiality (S)
102-44 Key topics and concerns raised	No key topics or concerns raised		No key topics or concerns raised	
6. Reporting Practice				
102-45 Entities included in the consolidated financial statements	None		TLC REIT Management Inc.is 100% subsidiary of Tokyu Fudosan Holdings Corporation and subjected to consolidated financial statements.	
102-46 Defining report content and topic Boundaries				
a An explanation of the process for defining the report content and the topic Boundaries.	https://www.comforia-reit.co.jp/en/sustainability/materiality.html	Materiality	https://www.tokyu-trm.co.jp/en/sustainability/materiality.html	Materiality
102-47 List of material topics				
a A list of the material topics identified in the process for defining report content.	https://www.comforia-reit.co.jp/en/sustainability/materiality.html	Materiality	https://www.tokyu-trm.co.jp/en/sustainability/materiality.html	Materiality
102-48 Restatements of information	Nothing in particular		Nothing in particular	
102-49 Changes in reporting	Nothing in particular		Nothing in particular	
102-50 Reporting period	https://www.comforia-reit.co.jp/en/sustainability/disclosure.html	Sustainability information disclosure and GRI Index	https://www.tokyu-trm.co.jp/en/sustainability/gri.html	Sustainability information disclosure and GRI Index
102-51 Date of most recent report	Not applicable		Not applicable	
102-52 Reporting cycle	https://www.comforia-reit.co.jp/en/sustainability/disclosure.html	Sustainability information disclosure and GRI Index	https://www.tokyu-trm.co.jp/en/sustainability/gri.html	Sustainability information disclosure and GRI Index
102-53 Contact point for questions regarding the report	https://www.comforia-reit.co.jp/en/contact/index.html	Contact us	https://www.tokyu-trm.co.jp/en/contact/	Contact Us
102-54 Claims of reporting in accordance with the GRI Standards	Sustainability reporting is prepared with reference to GRI standards		Sustainability reporting is prepared with reference to GRI standards	
102-55 GRI content index	GRI Content Index (this table)		GRI Content Index (this table)	
102-56 External assurance	None		None	
GRI 200: Economic Management Approach				
103-1 Explanation of the material topic and its Boundary	https://www.comforia-reit.co.jp/en/sustainability/materiality.html	Materiality	https://www.tokyu-trm.co.jp/en/sustainability/materiality.html	Materiality
103-2 The management approach and its components	https://www.comforia-reit.co.jp/en/sustainability/examples.html	Examples of initiatives	https://www.tokyu-trm.co.jp/en/sustainability/esg.html	Our Commitment
103-3 Evaluation of the management approach	https://www.comforia-reit.co.jp/en/sustainability/index.htm	Promotion System	https://www.tokyu-trm.co.jp/en/sustainability/	Promotion System
201: Economic Performance 2016				
201-2 Financial implications and other risks and opportunities due to climate change				
a Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:	https://www.comforia-reit.co.jp/en/sustainability/materiality.html	Materiality	https://www.tokyu-trm.co.jp/en/sustainability/materiality.html	Materiality
205: Anti-corruption 2016				
205-1 Operations assessed for risks related to corruption				
a Total number and percentage of operations assessed for risks related to corruption.	Since the investment corporation does not have employees due to legal restrictions, implementations by the asset management company's employees are applicable to this topic.		1 (The asset management company solely operates at the Head Office), 100%	
b Significant risks related to corruption identified through the risk assessment.			None	
205-2 Communication and training about anti-corruption policies and procedures				
d Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.	Since the investment corporation does not have employees due to legal restrictions, implementations by the asset management company's employees are applicable to this topic.		https://www.tokyu-trm.co.jp/en/sustainability/esg.html#4	Compliance Training
e Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.			https://www.tokyu-trm.co.jp/en/sustainability/esg.html#4	Compliance Training

Disclosure		Location or reason for omission		Location or reason for omission	
205-3	Confirmed incidents of corruption and actions taken	No incidents		No incidents	
206: Anti-competitive Behavior 2016					
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No incidents		No incidents	
GRI 300: Environmental Management Approach					
103-1	Explanation of the material topic and its Boundary	https://www.comforia-reit.co.jp/en/sustainability/materiality.html	Materiality	https://www.tokyu-trm.co.jp/en/sustainability/materiality.html	Materiality
103-2	The management approach and its components	https://www.comforia-reit.co.jp/en/sustainability/examples.html	Examples of initiatives	https://www.tokyu-trm.co.jp/en/sustainability/esg.html	Our Commitment
103-3	Evaluation of the management approach	https://www.comforia-reit.co.jp/en/sustainability/index.html	Promotion System	https://www.tokyu-trm.co.jp/en/sustainability/index.html	Promotion System
307: Environmental Compliance 2016					
307-1	Non-compliance with environmental laws and regulations	No violations during the reporting period		No violations during the reporting period	
GRI 400: Social Management Approach					
103-1	Explanation of the material topic and its Boundary	https://www.comforia-reit.co.jp/en/sustainability/materiality.html	Materiality	https://www.tokyu-trm.co.jp/en/sustainability/materiality.html	Materiality
103-2	The management approach and its components	https://www.comforia-reit.co.jp/en/sustainability/examples.html	Examples of initiatives	https://www.tokyu-trm.co.jp/en/sustainability/esg.html	Our Commitment
103-3	Evaluation of the management approach	https://www.comforia-reit.co.jp/en/sustainability/index.html	Promotion System	https://www.tokyu-trm.co.jp/en/sustainability/index.html	Promotion System
401: Employment 2016					
401-1	New employee hires and employee turnover	Since the investment corporation does not have employees due to legal restrictions, implementations by the asset management company's employees are applicable to this topic.			
	Total number and rate of new employee hires a during the reporting period, by age group, gender and region.			https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	New Hire
	Total number and rate of employee turnover b during the reporting period, by age group, gender and region.			https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Turnover ratio
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Since the investment corporation does not have employees due to legal restrictions, implementations by the asset management company's employees are applicable to this topic.		https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Employee welfare programs (representative examples)
401-3	Parental leave	Since the investment corporation does not have employees due to legal restrictions, implementations by the asset management company's employees are applicable to this topic.		https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Status of Work-Style Reform and Diversity Promotion
403: Occupational Health and Safety 2018					
403-2	Hazard identification, risk assessment, and incident investigation	Since the investment corporation does not have employees due to legal restrictions, implementations by the asset management company's employees are applicable to this topic.		https://www.tokyu-trm.co.jp/en/sustainability/esg.html	Health Committee
	A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:			Implementation of health committee, feedback through workplace inspections by industrial doctors, confirmation of working hours of all officers and employees, implementation of feedback and lectures based on periodic stress checks, etc.	
	A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.			Lectures by industrial doctors, individual interviews with industrial doctors, and feedback to superiors	
403-4	Worker participation, consultation, and communication on occupational health and safety	Since the investment corporation does not have employees due to legal restrictions, implementations by the asset management company's employees are applicable to this topic.		Employees also take part in the health committee disclosed below. https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Health Committee
403-5	Worker training on occupational health and safety	Since the investment corporation does not have employees due to legal restrictions, implementations by the asset management company's employees are applicable to this topic.		Carrying out lectures by industrial doctors and planned classes related to harassment. https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Various employee training programs Health Committee
403-6	Promotion of worker health	Since the investment corporation does not have employees due to legal restrictions, implementations by the asset management company's employees are applicable to this topic.		Carrying out stress checks and regular health checks. https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Our Commitment Status of Work-Style Reform and Diversity Promotion
403-9	Work-related injuries	Since the investment corporation does not have employees due to legal restrictions, implementations by the asset management company's employees are applicable to this topic.		https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Status of Work-Style Reform and Diversity Promotion
403-10	Work-related ill health	Since the investment corporation does not have employees due to legal restrictions, implementations by the asset management company's employees are applicable to this topic.		https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Status of Work-Style Reform and Diversity Promotion
404: Training and Education 2016					
404-2	Programs for upgrading employee skills and transition assistance programs	Since the investment corporation does not have employees due to legal restrictions, implementations by the asset management company's employees are applicable to this topic.		https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Employee Development
404-3	Percentage of employees receiving regular performance and career development reviews	Since the investment corporation does not have employees due to legal restrictions, implementations by the asset management company's employees are applicable to this topic.		Both contracted employees and regular employees receive performance and career development reviews in the same structure, and aim to set the goals and communicate with superiors. https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3	Performance Evaluation Process

Disclosure	Location or reason for omission		Location or reason for omission	
<p>Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</p> <p>405: Diversity and Equal Opportunity 2016</p> <p>405-1 Diversity of governance bodies and employees</p> <p>a Percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <p>i. Gender;</p> <p>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</p> <p>b Percentage of employees per employee category in each of the following diversity categories:</p> <p>i. Gender;</p> <p>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</p> <p>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</p> <p>405-2 Ratio of basic salary and remuneration of women to men</p>	<p>https://www.comforia-reit.co.jp/en/about/profile.html</p> <p>https://www.comforia-reit.co.jp/en/about/profile.html</p> <p>Since the investment corporation does not have employees due to legal restrictions, implementations by the asset management company's employees are applicable to this topic.</p> <p>There is no gender difference for each employee category.</p>	<p>Officers</p> <p>Officers</p>	<p>100%</p> <p>https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3</p> <p>https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3</p> <p>https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3</p> <p>https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3</p> <p>https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3</p> <p>https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3</p> <p>https://www.tokyu-trm.co.jp/en/sustainability/esg.html#c3</p> <p>There is no gender difference for each employee category.</p>	<p>Key Employee Data Status of Work-Style Reform and Diversity Promotion</p> <p>Key Employee Data Status of Work-Style Reform and Diversity Promotion</p> <p>Key Employee Data Status of Work-Style Reform and Diversity Promotion</p> <p>Key Employee Data Status of Work-Style Reform and Diversity Promotion</p> <p>Key Employee Data Status of Work-Style Reform and Diversity Promotion</p> <p>Key Employee Data Status of Work-Style Reform and Diversity Promotion</p>
<p>406: Non-Discrimination 2016</p> <p>406-1 Incidents of discrimination and corrective actions taken</p>	No incidents during the reporting period		No incidents during the reporting period	
<p>411: Rights of Indigenous Peoples 2016</p> <p>411-1 Incidents of violations involving rights of indigenous peoples</p>	No incidents during the reporting period		No incidents during the reporting period	
<p>415: Public Policy 2016</p> <p>415-1 Political contributions</p>	No political contributions provided		No political contributions provided	
<p>419: Socioeconomic Compliance 2016</p> <p>419-1 Non-compliance with laws and regulations in the social and economic area</p>	No violations during the reporting period		No violations during the reporting period	
<p>GRI G4: Construction and Real Estate Sector Disclosures</p> <p>Management Approach</p> <p>103-1 Explanation of the material topic and its Boundary</p> <p>103-2 The management approach and its components</p> <p>103-3 Evaluation of the management approach</p>	<p>https://www.comforia-reit.co.jp/en/sustainability/materiality.html</p> <p>https://www.comforia-reit.co.jp/en/sustainability/examples.html</p> <p>https://www.comforia-reit.co.jp/en/sustainability/index.html</p>	<p>Materiality</p> <p>Examples of initiatives</p> <p>Promotion System</p>	<p>https://www.tokyu-trm.co.jp/en/sustainability/materiality.html</p> <p>https://www.tokyu-trm.co.jp/en/sustainability/esg.html</p> <p>https://www.tokyu-trm.co.jp/en/sustainability/index.html</p>	<p>Materiality</p> <p>Our Commitment</p> <p>Promotion System</p>
<p>CRE</p> <p>CRE8 Type and number of sustainability certification, rating and labeling schemes for new construction, management, occupation and redevelopment</p>	https://www.comforia-reit.co.jp/en/sustainability/evaluation.html	Environmental Certification		