

JPR

JPR SUSTAINABILITY REPORT

Japan Prime Realty Investment Corporation

Issued in July 2022

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Third-party assessment



2021 CONSTITUENT MSCI ジャパン
ESGセレクト・リーダーズ指数

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Initiatives

Signing of the Principles for Responsible Investment (PRI)

Signatory of:



Other

Declared support for the TCFD recommendations.



Introduction

Editorial Policy

JPR SUSTAINABILITY REPORT (issued July 2022) sets out the policies and initiatives of Japan Prime Realty Investment Corporation (JPR) and Tokyo Realty Investment Management, Inc. (TRIM) on key Environmental, Social and Governance (ESG) issues, in order to pursue sustainable business and a sustainable society.

This report has been assured by a third party and features a Comparative Table with GRI Standards.

Scope of reporting

Period covered by this report : January 1, 2021 to December 31, 2021 (some workforce-related data describes the situation from April 2021 to March 2022)

Organizations covered by this report : The report focuses on JPR and TRIM and mentions the activities of the Tokyo Tatemono Group in some sections.

Timing of reporting : Issued in July each year as an annual report

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Some environmental and social data contained in this report has been assured by Lloyd's Register Quality Assurance (LRQA) to ensure the reliability of the data. Such data is marked with an asterisk ().The Independent Third Party Assurance Report can be found at the end of this report.

Overview of JPR

Japan Prime Realty Investment Corporation (hereinafter "JPR") is a J-REIT with a combined portfolio focused on office properties in Tokyo. Since its listing (stock code 8955) on the Real Estate Investment Trust Section of Tokyo Stock Exchange, Inc. (hereinafter the "Tokyo Stock Exchange") on June 14, 2002, JPR has been steadily growing its asset size through investment activities for 18 years. Its basic asset management policy is to demonstrate the advantages of the portfolio through focused investments in office properties in Tokyo, while working to realize diversification mainly into urban retail properties and properties in major regional cities by setting management standards that are focused on the portfolio quality.

Corporate Name	Japan Prime Realty Investment Corporation
Address	4-16 Yaesu 1-chome, Chuo-ku, Tokyo
Securities code	8955
Listing	June 14, 2002 (Tokyo Stock Exchange Real Estate Investment Trust Section)
Fiscal period-end	June and December
Contact details	+81-3-3231-1051

Major milestones of JPR

June 2002	Listed on the Real Estate Investment Trust Section of the Tokyo Stock Exchange.
August 2005	Launched Tenant Satisfaction Survey.
January 2006	Developed JPR brand strategy.
October 2006	Started Best Performance Award to commend outstanding property managers.
August 2011	Received DBJ Green Building Certification (Olinas Tower and JPR Sendagaya Building).
January 2013	Established business continuity plan (BCP) regulations to respond to the risk of widespread epidemics. [TRIM]
September 2013	Received the GRESB Real Estate Assessment (Green Star) for the first time.
December 2015	Launched Employee Satisfaction Survey. [TRIM]
May 2017	Established Sustainability Policy. [TRIM]
June 2018	Acquired CASBEE for Real Estate Certification for the first time. (Yakuin Business Garden)
March 2019	Began issuing Sustainability Report.
May 2019	Became a signatory of PRI (Principles of Responsible Investment). [TRIM]
July 2019	Issued first green bonds.
July 2020	Participated in the CDP Climate Change Program.
December 2020	Received BELS first certification. (JPR Kojimachi Bldg.)
January 2021	Determined materiality.
January 2021	Established a business unit dedicated to sustainability (Sustainability Group).
May 2021	Declared support for the TCFD recommendations. [TRIM]
May 2021	Included in MSCI Japan ESG Select Leaders Index.
July 2021	Established Human Rights Policy and Sustainable Procurement Standards.
August 2021	Set target of reducing CO ₂ emissions to net-zero.
December 2021	Completed first issuance of Sustainability Bonds.

Top message

The strong impact of the COVID-19 pandemic remained in 2021, and in 2022, a steep rise in energy prices and an increase in geopolitical risks are among the factors adding to the economic insecurity and uncertainty about the future. Preparing for and being able to respond to such risks are essential aspects of the business activities of JPR, which provides urban infrastructure, and we feel that social demand for such preparedness is growing more than ever before.

JPR has been addressing social issues from an early stage, for instance with the establishment of a JPR brand strategy in January 2006 three years after its initial public offering, which focuses on eco-friendly operation, the delivery of safety and security, and other initiatives. The present time is described as the time of volatility, uncertainty, complexity and ambiguity (VUCA), in which the ability of JPR to respond to issues is tested. Rather than being content with its early achievements in the industry, JPR is striving to further improve its efforts to achieve sustainability.

The Tokyo Tatemono Group, the main sponsor of JPR, is working to develop more sophisticated ESG management as a way to enhance its ability to both address social issues and achieve corporate growth through its operations. Together with Tokyo Realty Investment Management, Inc. ("TRIM"), the asset management company, JPR also strives to earn the trust of its stakeholders and achieve sustainable growth while helping to solve social issues.

We respectfully ask for your continued support.

Yoshihiro Jozaki, Executive Officer, Japan Prime Realty Investment Corporation

Role in Society and Value Creation Process of JPR

Role of JPR in Society

JPR believes that, as a J-REIT, its role in society consists of the following.

- (i). Role of returning real estate rental revenues and other earnings to investors
(Creating an environment in which a wide range of investors can participate in real estate investment and enjoy stable distributions)
- (ii). Role of supplying funds for long-term stable investment to the real estate investment market
(Supporting activation and stabilization of the real estate investment market through the integration of real estate and finance and transparent information disclosure)
- (iii). Role of forming, regenerating and utilizing real estate stock
(Promoting improvements in real estate stock through buildings with improved earthquake resistance and lower environmental impact and the creation of comfortable, convenient spaces)

Value Creation Process of JPR

JPR will aim for sustainable growth while resolving the changing issues faced by society through the creation of five types of value.



Overview of Asset Management Company

JPR entrusts the asset management of its portfolio to Tokyo Realty Investment Management, Inc. (hereinafter "TRIM"), and the assets are managed by receiving support primarily from Tokyo Tatemono Co., Ltd. (hereinafter "Tokyo Tatemono"), the main sponsor, and other sponsor support from Yasuda Real Estate Co., Ltd., Taisei Corporation and Meiji Yasuda Life Insurance Company.

Based on its corporate philosophy of "providing value to its all stakeholders -customers, workforce, society and shareholders -through the provision of 'professional investment management services' with sincerity and a sense of responsibility", TRIM strives to improve its investment and asset management capabilities in order to live up to society's expectations of JPR and TRIM.

Sustainability report

Sustainability Policy

For JPR to grow stably over the medium to long term, it is essential to address such social requirements as considerations for the environment, society and corporate governance. TRIM has established the "Sustainability Policy" as part of its endeavors to enhance sustainability.

Sustainability Policy

Based on its corporate philosophy of working with integrity and commitment to its responsibilities, TRIM has resolved to contribute to the sustainable development of society and the investment management business through discussion and cooperation with its stakeholders (including investors and tenants), while aiming to maximize value for JPR's unitholders.

i. Initiatives on Behalf of Tenants

We will work with integrity and responsibility in responding to tenants, and endeavor to provide them with new and distinct values as well as enhancing their satisfaction.

ii. Initiatives on Behalf of the Environment

Recognizing the importance of addressing environmental issues, we will aim to reduce the environmental load by managing the assets owned by JPR.

We will promote energy saving and the reduction of greenhouse gas emissions.

We will endeavor to make effective use of water resources and work on the "3Rs" (reuse, reduce and recycle).

We will strive to proactively disclose information on environmental issues.

iii. Initiatives on Behalf of Local Communities

We will work to coordinate with local communities by managing the assets owned by JPR, in an effort to contribute to enhancing the brand value of the area in which such assets are located.

iv. Initiatives on Behalf of Employees

We will respect each of our employees to achieve an employee-friendly workplace, helping them enhance their abilities in their specialties.

v. Initiatives on Behalf of Society

We will abide by laws and regulations as well as the rules of society, and conduct business operations with a focus on transparency and objectivity while maintaining our high moral standards.

Sustainability Management

TRIM has established the Sustainability Committee to continuously promote sustainability initiatives systematically.

Chaired by the President and CEO, the overall Sustainability Committee consists of the Sustainability Committee, which comprises managerial personnel of TRIM, and the Secretariat, a subordinate organization of the Committee. The Sustainability Committee meets at least four times a year, in principle. The Sustainability Committee carries out activities such as establishment of sustainability targets, monitoring and assessment of activities, and education of officers and employees and reports to the JPR Board of Directors and the TRIM Board of Directors about major activities.

TRIM established department dedicated to sustainability (Sustainability Group), which focuses on running the Sustainability Committee and tackling each material issue.



International Initiatives

1. Signing of the Principles for Responsible Investment (PRI)

The Principles for Responsible Investment (PRI) refers to the six principles (see below for specific descriptions) as well as the international network of investors established to realize those principles. PRI is promoted by the United Nations Environment Programme ("UNEP") and the United Nations Global Compact ("UNGC").

PRI encourages companies to incorporate environmental, social and corporate governance ("ESG") issues into decisions on investments. By incorporating these perspectives into the investment decision-making processes, PRI aims for companies to enhance the long-term performance of their beneficiaries and further fulfill their fiduciary duties.

TRIM became a signatory to PRI in May 2019, in agreement with its fundamental thinking.

1. We will incorporate ESG issues into investment analysis and decision-making processes.
2. We will be active owners and incorporate ESG issues into our ownership policies and practices.
3. We will seek appropriate disclosure on ESG issues by the entities in which we invest.
4. We will promote acceptance and implementation of the Principles within the investment industry.
5. We will work together to enhance our effectiveness in implementing the Principles.
6. We will each report on our activities and progress towards implementing the Principles.

Signatory of:



2. Acquisition of ranking in GRESB Real Estate Assessment

GRESB is an annual benchmarking assessment to measure ESG (Environmental, Social and Governance) awareness of real estate companies and funds, as well as the name of organization which runs the assessment system. It was founded in 2009 primarily by major European pension fund groups. Of the survey subjects, GRESB Real Estate Assessment covers real estate companies and funds that are mainly engaged in managing existing properties. JPR received a Green Star for the 8th consecutive year in the 2021 GRESB Real Estate Assessment. Also received 5 Stars, the highest rank in the GRESB Rating (5-rank assessment) through a relative evaluation, for the third consecutive year. In addition, JPR received an "A," the highest rating, in GRESB Public Disclosure (Evaluation of ESG Disclosure Level). The following initiatives taken by JPR were acknowledged in the assessment of the survey:

- Enhanced management and strategy for sustainability, including establishment of objectives and reinforcement of the implementation system
- Concrete actions for appropriately understanding ESG risks and improving on ESG issues
- Strengthened efforts in establishing relationships with tenants and other stakeholders



3. Inclusion in MSCI Japan ESG Select Leaders Index

The index is designed to target companies with relatively high Environmental, Social and Governance ("ESG") performance from among the MSCI Japan Investable Market Index (IMI) Top 700 Index. The index has been selected as one of the ESG indices for passive investment by Japan's Government pension Investment Fund (GPIF). The index is reviewed periodically for reconstitution based on MSCI ESG Ratings, market capitalization and other criteria. In a review conducted in May 2021, JPR was newly included in the index in the real estate sector.

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Materialities and SDGs

JPR and TRIM recognize that the realization of a sustainable society is essential for stable growth in the medium and long runs. TRIM approaches sustainability from the two perspectives of stakeholders' societal demands and business domains and determined materiality (material issues) for enhancing the social value provided through business activities as follows.

1. Materiality determination process

TRIM determined five material issues as social issues to be solved through business activities. JPR and TRIM will implement measures to solve these issues and also focus on the enhancement of sustainability management.

2. Steps when considering materiality

(1) Step 1 Consider and identify social issues

TRIM listed up social issues linked to business activities by categories of environment, society and governance, with reference to the SDGs and other international targets, reporting standards such as the GRI Sustainability Reporting Standards and Sustainability Accounting Standards Board (SASB) standards, to broaden its understanding.

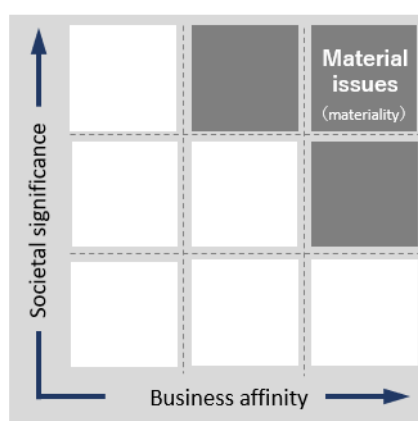
(2) Step 2 Assess and prioritize the identified issues

TRIM assessed 16 social issues and measured their importance. In its assessment, TRIM used the two assessment criteria of societal significance (stakeholders' needs) and business affinity (domains which are relevant to current business or have future business potential), and scored issues based on the following six perspectives.

Societal needs	Business affinity
Comparison with other companies in the same industry	Analysis of existing initiatives
Industry analysis	Interviews with senior management
Expert reports	Workforce interviews

(3) Step 3 Validate

TRIM validated the proposed material issues in light of the material issues of other companies in the same industry, the assessment criteria of ESG rating agencies, and exchanges of views with outside consultants.



(4) Step 4 Determine materiality

Following approval of the proposed and validated material issues by TRIM's Sustainability Committee, TRIM determined the material issues which are important for JPR and TRIM and reported these to TRIM's Board of Directors and JPR's Board of Directors.

SDGs is an abbreviation for Sustainable Development Goals and represents the global goals to be achieved by 2030 adopted at the Millennium Summit of the United Nations. The SDGs

have set 17 goals in a wide range of areas in light of a variety of social issues in developing and developed countries, and investment corporations and companies are expected to contribute to their achievement.

Sharing the philosophy of the SDGs, JPR and TRIM will contribute to the achievement of the goals through their business activities.



3. Materiality and Strategy target of JPR and TRIM (2030)

JPR and TRIM have stipulated risks and opportunities of materiality and contributions to SDGs and work on them as follows.

Materiality	Strategy	2030 Target	SDGs
Portfolio greening	<ul style="list-style-type: none"> • Raising the ratio of properties with green certification • Improving the environmental rating of real estate 	<ul style="list-style-type: none"> • Green certification acquisition rate (4 Stars or A Rank more) of 80% or higher 	
Countering climate change	<ul style="list-style-type: none"> • Reduction of CO₂ • Efficient use of water resources • Strengthening climate change risk management • Working with tenants to address climate change 	<ul style="list-style-type: none"> • Net zero CO₂ emissions by 2050 • Achieve 30% reduction in CO₂ per floor area (compared with the 2017 level) • Achieving 10% reduction in water use per floor area (compared with the 2017 level) • Building industry-leading climate change risk response capabilities • Expansion of green lease agreement 	
Improving tenant satisfaction with safety, security and comfort	<ul style="list-style-type: none"> • Improving satisfaction by providing software and hardware services (safety, security and comfort) 	<ul style="list-style-type: none"> • Improving overall tenant satisfaction (safety, security and comfort) 	
Creating a rewarding workplace environment	<ul style="list-style-type: none"> • Strengthening human resources through training and self-development support • Building an efficient business structure • Maintaining and improving physical and mental health • Creating a rewarding workplace environment 	<ul style="list-style-type: none"> • Fostering professionals who support corporate growth • Improvement of business efficiency and process • Realization of physical, mental health and work-life balance • Providing an environment where each person can play an active role 	

<p>Strengthening corporate governance</p>	<ul style="list-style-type: none"> · Implementation of transparent management through active IR · Improving Sustainability overall strength · Enhancing a strong corporate governance · Strengthening risk management 	<ul style="list-style-type: none"> · Industry-leading information disclosure · Active dialogue with investors · Promoting dialogue with individual investors · Obtaining industry-leading ESG valuation · Maintaining a strong corporate governance · Industry-leading risk management 	
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Stakeholder Engagement

Major stakeholders of JPR and TRIM are tenants, local communities, employees, unitholders, investors and business partners. TRIM emphasizes stakeholder engagement by which TRIM uses dialogues with stakeholders for its asset management and business management through a variety of day-to-day mechanisms.

Stakeholders	Thinking of dialogue	Methods of dialogue
Tenants	<ul style="list-style-type: none"> · Work to improve services and the level of satisfaction by reflecting voices of tenants. 	<ul style="list-style-type: none"> · Tenant satisfaction survey · Collaboration on energy saving and disaster prevention
Local communities	<ul style="list-style-type: none"> · Contribute to local communities by working to enhance their value through community activities. 	<ul style="list-style-type: none"> · Participation of volunteers in cleaning activities · Participation in local events and festivals
Employees	<ul style="list-style-type: none"> · Make efforts to cultivate professional human resources by working to realize a rewarding workplace where employees can sense their growth. 	<ul style="list-style-type: none"> · Variety of education and training · Award programs · Periodic personnel interviews · Customer satisfaction surveys
Unitholders and investors	<ul style="list-style-type: none"> · Aim to build a long-term relationship of trust with unitholders and investors and acquire appropriate recognition through sincere and fair information disclosure and active communication. 	<ul style="list-style-type: none"> · General meeting of unitholders · Results briefings · IR meetings (Japan and overseas) · Seminars for individual investors
Business partners such as property managers (PMs)	<ul style="list-style-type: none"> · Aim to establish a relationship of trust and achieve mutual development through fair and equitable transactions with business partners. 	<ul style="list-style-type: none"> · Sharing of Sustainable Procurement · Periodic information sharing · Implementation of workshops

Sustainability Finance and Green Finance

JPR established a sustainability finance framework (the “Framework”) based on the Sustainability Bond Guidelines 2021, the Green Bond Principles 2021 and the Social Bond Principles 2021, etc. in order to implement sustainability finance and green finance.

1. Use of Procured Proceeds

(1) Use of proceeds

Proceeds from Sustainability Finance, etc. will be used to fund acquisition of specified assets, to fund renovation work of Eligible Green Assets, and to fund refinancing of loans and investment corporation bonds necessary for the acquisition of target specified assets.

(2) Eligible assets

Eligible Green Assets are assets that meet the green eligibility criteria described below. Eligible Sustainability Assets are assets that meet both of “Green buildings” of the green eligibility criteria and social eligibility criteria described below.

(3) Green eligibility criteria

① Green buildings

Assets which have received or will receive certification under either of the following standards.

- i. DBJ Green Building Certification ^(Note 1): 3 Stars, 4 Stars or 5 Stars
- ii. Certification for CASBEE for Real Estate ^(Note 2): B+ Rank, A Rank or S Rank
- iii. BELS Certification ^(Note 3): 3 Stars, 4 Stars or 5 Stars
- iv. LEED Certification ^(Note 4): Silver, Gold or Platinum

(Note 1) “DBJ Green Building Certification” is a five-star scale evaluation system launched by Development Bank of Japan Inc. (“DBJ”), giving certifications to properties with proper care for the environment and society (Green Building), based on the comprehensive scoring model developed by DBJ.

(Note 2) CASBEE (Comprehensive Assessment System for Built Environment Efficiency) is a system for comprehensively assessing and ranking buildings based on their environmental performance with regard to aspects such as the enhancement of environmental quality and performance including indoor comfort and consideration for the landscape, on top of the aspect of environmental consideration such as energy saving and the use of materials and equipment with a lower environmental burden.

(Note 3) BELS (Building-Housing Energy-efficiency Labeling System) is a public evaluation system of which evaluation criteria have been set by the Ministry of Land, Infrastructure, Transport and Tourism. It evaluates and ranks energy-saving performance of buildings based on their primary energy consumption on a five-star scale.

(Note 4) LEED (Leadership in Energy and Environmental Design) is a certification system developed and operated by U.S. Green Building Council (USGBC) to evaluate environmental performance of buildings and cities. Based on the number of points achieved, a project earns one of four LEED rating levels: Certified, Silver, Gold or Platinum.

② Renovation work

Renovation work which meets either of the following standards and was completed within three years prior to the execution date of Sustainability Finance, etc. or to be completed in the future.

- i. Reduction of CO₂ emissions or energy consumption by over 30%
- ii. Reduction of water consumption by over 30%
- iii. New acquisition of either of the certifications specified in “A. Green buildings” above or improvement by one grade or more of acquired such certification

(4) Social eligibility criteria

Among the functions that contribute to solving either of the following social issues, assets with functions that satisfy a certain level or higher in two or more issues.

- ① Community disaster prevention
- ② Medical services
- ③ Childcare support
- ④ Facilities to support startups
- ⑤ Barrier-free facilities

2. Management of Procured Proceeds

(1) Management of balance of Sustainability Finance, etc.

The amount of liabilities calculated by multiplying the total acquisition price of Eligible Sustainability Assets by the ratio of interest-bearing liabilities to total assets (as of the end of December each year) (the “Eligible Sustainability Liabilities”) will be set as the maximum amount of Sustainability Finance.

The amount of liabilities calculated by multiplying the total acquisition price of green buildings among the Eligible Green Assets by the ratio of interest-bearing liabilities to total assets (as of the end of December each year) (the “Eligible Green Liabilities”) will be set as the maximum amount of Green Finance. The acquisition prices of Eligible Green Assets that are

also Eligible Sustainability Assets will be deducted from the total acquisition price of green buildings and be excluded from the calculation of Eligible Green Liabilities.

3. Reporting

(1) Reporting on the status of appropriation of fund

JPR will, as long as the Proceeds are outstanding, disclose on its website the status of appropriation of the Proceeds and that the balance of the Proceeds does not exceed Eligible Sustainability Liabilities and Eligible Green Liabilities, as of the end of December each year.

(2) Reporting on positive environmental impacts

JPR will, as long as the Proceeds are outstanding, disclose on its website the following items as of the end of December each year.

- ① Number of properties classed as Eligible Assets
- ② The levels of third-party certifications acquired by each Eligible Green Asset
- ③ The total amount of floor area of Eligible Assets
- ④ Energy consumption*
- ⑤ CO₂ emissions*
- ⑥ Water consumption*
- ⑦ Positive impact of renovation work

*As to indicators 4 to 6, JPR will announce annual aggregate figures for the Eligible Green Assets. In the case of certain properties, JPR will disclose information to the extent that JPR has energy control authority.

(3) Reporting on social benefits

JPR will, as long as the Proceeds are outstanding, disclose on its website the following items as of the end of December each year.

Output indicators	Overview of subject properties and facilities
Outcome	<ol style="list-style-type: none"> ① Community disaster prevention <ul style="list-style-type: none"> · Acceptable number of people unable to return home · Amount of emergency stockpile ② Medical services <ul style="list-style-type: none"> · Contents of available medical services ③ Childcare support <ul style="list-style-type: none"> · Contents of available services ④ Facilities to support startups <ul style="list-style-type: none"> · Contents of available services ⑤ Barrier-free facilities <ul style="list-style-type: none"> · Contents of available services
Impact	Initiative on collaboration with local communities through assets JPR owns; and contribution to enhancing the brand value of the entire area

(4) Reporting in the event of a change in the status

In the event that unappropriated funds arise due to a material ex-post change in the initial appropriation status of the Proceeds, JPR will disclose such on its website.

4. Status of Finance

(1) Outstanding Balance of Green Bonds Issued

As of December 31, 2021 12,000 million yen

Twenty Forth Series of Unsecured Investment Corporation Bonds

Issue Amount (million yen)	5,000
Issue Date	July 31, 2019
Maturity Date	July 31, 2029
Coupon Rate	0.57 %
Remarks	Unsecured/Unguaranteed
Use of proceeds	<ul style="list-style-type: none"> · The acquisition on May 31, 2010 JPR Sendagaya Bldg. (2 billion yen) · The acquisition on August 8, 2012 Yakuin Business Garden (3 billion yen)

Twenty Fifth Series of Unsecured Investment Corporation Bonds

Issue Amount (million yen)	6,000
Issue Date	November 26, 2020
Maturity Date	November 26, 2030
Coupon Rate	0.51%
Remarks	Unsecured/Unguaranteed
Use of proceeds	<ul style="list-style-type: none"> · The acquisition on May 31, 2010 JPR Sendagaya Bldg. (6 billion yen)

Twenty Eighth Series of Unsecured Investment Corporation Bonds

Issue Amount (million yen)	1,000
Issue Date	December 7, 2021
Maturity Date	December 5, 2036
Coupon Rate	0.67%
Remarks	Unsecured/Unguaranteed
Use of proceeds	<ul style="list-style-type: none"> · The acquisition on October 28, 2021 Rise Arena Bldg. (1 billion yen)

(2) Outstanding Balance of Sustainability Finance Issued

As of December 31, 2021 1,400 million yen

Twenty Seventh Series of Unsecured Investment Corporation Bonds

Issue Amount (million yen)	1,000
Issue Date	December 7, 2021
Maturity Date	December 5, 2031
Coupon Rate	0.42%
Remarks	Unsecured/Unguaranteed
Use of proceeds	<ul style="list-style-type: none"> · The acquisition on December 24, 2020 Otemachi Financial City North Tower (1.4 billion yen)

(3) Eligible Assets (as of the end of December 2021)

Property	Acquisition Price (JPY million)	DBJ Green Building Certification	CASBEE	BELS Certification
Tokyo Square Garden	18,400	★★★★★	—	—
Olinas Tower	31,300	★★★★★	—	—
Oval Court Ohsaki Mark West	3,500	★★★★	—	—
Shinjuku Center Bldg.	21,000	★★★★	—	—
JPR Sendagaya Bldg.	15,050	★★★★	—	—
Otemachi Financial City North Tower	11,400	★★★★	—	—
Kanematsu Bldg.	16,276	★★★	—	—
BYGS Shinjuku Bldg.	15,121	★★★	—	—
Shinagawa Canal Bldg.	2,041	★★★	—	—
Rise Arena Bldg.	5,831	★★★	—	—
Yume-ooka Office Tower	6,510	★★★	—	—
JPR Omiya Bldg.	6,090	★★★	—	—
Kawasaki Dice Bldg.	15,080	★★★	—	—
Gotanda First Bldg.	2,920	—	S	—
JPR Harajuku Bldg.	8,400	—	S	—
JPR Kojimachi Bldg.	5,750	—	S	★★★
Shinyokohama 2nd Center Bldg.	1,490	—	S	—
JPR Musashikosugi Bldg.	7,254	—	S	—
Musashiurawa Shopping Square	4,335	—	S	—
FUNDES Ueno	3,800	—	S	—
Sompo Japan Sendai Bldg.	3,150	—	S	—
Sompo Japan Wakayama Bldg.	1,670	—	S	—
JPR Dojima Bldg.	2,140	—	S	—
JPR Shinsaibashi West	3,750	—	S	—
JPR Umeda Loft Bldg.	7,800	—	S	—
Housing Design Center Kobe	7,220	—	S	—
Kanematsu Bldg. Annex	2,874	—	A	—
JPR Ningyo-cho Bldg.	2,100	—	A	—
JPR Ichigaya Bldg.	5,100	—	A	—
Minami Azabu Bldg.	3,760	—	A	—
JPR Nihonbashi-horidome Building	5,100	—	A	—
JPR Shibuya Tower Records Bldg.	12,000	—	A	—
JPR Chiba Bldg.	2,350	—	A	—
JPR Yokohama Nihon Odori Bldg.	2,927	—	A	—
Kawaguchi Center Bldg.	8,100	—	A	—
JPR Ueno East Bldg.	3,250	—	A	—

Property	Acquisition Price (JPY million)	DBJ Green Building Certification	CASBEE	BELS Certification
JPR Nagoya Fushimi Bldg.	4,137	–	A	–
Yakuin Business Garden	10,996	–	A	–
JPR Shisaibashi Bldg.	5,430	–	A	–
JPR Chayamachi Bldg.	6,000	–	A	–
JPR Yokohama Bldg.	7,000	–	B+	–
Total	315,702	–	–	–

Number of Eligible Green Assets (properties)	41
Total Acquisition Price of Eligible Green Assets (JPY million)	285,902
Total Acquisition Price of Eligible Sustainability Assets (JPY million)	29,800
LTV (%)	41.7
Eligible Green Asset liabilities (JPY million)	119,221
Eligible Sustainability liabilities (JPY million)	12,426
Total amount of floor area of Eligible Assets (㎡)	473,804

*The numbers of above are as of December 31, 2021.

Total Energy Consumption of Eligible Assets (MWh)	85,942
Total CO ₂ Emissions of Eligible Assets (t-CO ₂) (Scope1,2,3)	33,634
Total Water consumption of Eligible Assets (㎡)	303,927

*Total energy consumption of eligible assets and total CO₂ emissions of eligible assets, total water consumption of eligible assets are as of December 31, 2021.

(4) Eligible Sustainability Assets (as of the end of December 2021)

Property	1. Community disaster prevention	2. Medical services	3. Child care support	4. Facilities to support startups	5. Barrier-free facilities
Tokyo Square Garden	○	○	○	○	○
Otemachi Financial City North Tower	○				○

5. Third-party assessment

JPR has obtained SU1(F) rating, the highest in the “JCR Sustainability Finance Framework Evaluation” from Japan Credit Rating Agency, Ltd. (JCR), as a third-party evaluation for the Framework.

Please click on the link below for further details. (<https://www.jcr.co.jp/en>)

Initiatives on Behalf of the Environment

Recognizing the importance of addressing environmental issues in the real estate investment management business, JPR strives to reduce its environmental footprint by upgrading facilities and improving operations at the properties it owns. In pursuing eco-friendly management, JPR also considers issues such as facility user comfort and biodiversity.

Climate change

Environmental problems, such as climate change and issues related to resources, water, and ecosystem, are growing more serious due in part to the globalization of economic activities and the increase of the population. Many companies in Japan are tangibly affected by disasters including floods triggered by torrential rains. There also has been progress in the creation of international frameworks. The 2 °C target set by the Paris Agreement accelerates companies' activities to address climate change. On the other hand, laws, regulations, and other rules are expected to be tougher, reflecting the target.

JPR and TRIM recognize that climate-change-related issues will have a major impact on their business.

1. Policies

JPR and TRIM have identified five material issues in two aspects, social demand from stakeholders and business domains. Addressing climate change is included among the targets. In addition, TRIM includes initiatives related to climate change in its Sustainability Policy.

Recognizing the importance of addressing environmental issues, we will aim to reduce environmental load through managing the assets owned by JPR.

- We will promote energy saving and reduction of greenhouse gas emissions.
- We will endeavor for effective use of water resources and work on the "3Rs" (reuse, reduce and recycle) of waste.
- We will strive to proactively disclose information on environmental issues.

(1) Support for TCFD

In May 2021, TRIM announced its support for the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), which was established by the Financial Stability Board (FSB). Moving forward, TRIM will analyze risks resulting from climate change and opportunities to be created by climate change measures and proactively disclose its initiatives based on the four thematic areas of the TCFD recommendations (governance, strategy, risk management, and metrics and targets).



2. Management system

TRIM has established the Sustainability Committee in accordance with its Sustainability Regulations. Chaired by the President and CEO of the company, the committee meets four times every year, in principle. Activities of the Sustainability Committee include deliberation on basic policies, monitoring activities, and the establishment of system for promoting sustainability.

3. Strategies

(1) Identifying risks and opportunities

TRIM identified the following risks by analyzing the financial impact of the climate change risks faced by JPR.

Type of risk/opportunity	Risk that was identified	Time span	Level of impact (1.5/2 °C)	Level of impact (4 °C)
Transition risk	Increase in operation costs resulting from the introduction of a carbon tax	Medium to long	High	High
	Cost increase resulting from the increase of energy prices	Medium to long	Low	Middle
	Loss of tenants due to a delay in taking green building measures	Short, medium, and long	High	Low
	Withdrawal of investors due to a delay in taking green building measures	Medium to long	High	Low
Physical risks	Increase in energy consumption attributed to chronic temperature increase	Medium to long	Middle	Middle
	Increase in repair costs associated with water damage risk	Short, medium, and long	High	High
Opportunities	Increase in rents for green buildings	Medium to long	High	Low
	Cost reduction effect of energy conservation and use of renewable energy	Medium to long	Low	Low

(2) Implementation of scenario analysis

We have analyzed the following scenarios.

	1.5°C/2°C scenarios (A scenario in which laws and regulations are tightened to control climate change)	4°C scenario (A scenario in which natural disasters grow serious because of delays in addressing climate change)
Natural and meteorological environment	Impact is less than under the 4°C scenario	Increase in rain and cloudbursts Rising sea levels Increase in tropical days (high is 30°C or higher), decrease in ice days (low is 0 °C or lower)
Government	Carbon tax introduced Improvement of regulations for energy conservation	Improvement of regulations for disaster control measures (disaster control and mitigation) Carbon tax not introduced
Tenant	Focus on environmental performance	Focus on disaster response capacity and safety
Investors and lenders	Increase in sustainable investments and loans Increase in importance of environmental certification	Focus on ability to respond to physical risks
Investment corporations	Increase in responses to environment-related laws and regulations Demand for properties with a strong environmental performance	Measures against meteorological disasters, responses for facilities High demand for resilient properties

(3) JPR's strategies and targets

TRIM addresses climate change risks by classifying them into transition risks and physical risks and captures newly created opportunities in managing real estate investment.

I. Transition risks

(i). Increase in operation costs resulting from the introduction of a carbon tax

Financial impact	Carbon tax imposed under tightened environmental laws and regulations leads to an increase in the risks surrounding the operations of owned properties.
Strategies	<ul style="list-style-type: none"> • Promoting replacement with LED lighting • Switching to contracts with electric power companies with low emission coefficients • Considering ZEB
Targets (2030)	<ul style="list-style-type: none"> • Reducing CO₂ emission intensity by 30% (compared to the 2017 level) • Reducing water consumption intensity by 10% (compared to the 2017 level)
Targets (2050)	<ul style="list-style-type: none"> • Net zero CO₂ emissions

(ii). Loss of tenants due to a delay in taking green building measures

Financial impact	A delay in taking green building measures results in a failure to cater to the needs of companies aiming to achieve carbon neutrality. This leads to a loss of tenants and a loss of fixed-amount income, such as rents and CAM charges.
Strategies	<ul style="list-style-type: none"> Increasing the percentage of properties that have acquired environmental certification
Targets (2030)	<ul style="list-style-type: none"> Increasing the percentage of properties in the JPR portfolio that have acquired environmental certification (4 stars or rank A more) to 80% or higher Increasing the percentage of properties rated at specific levels in environmental performance assessments <ul style="list-style-type: none"> Rank S or A in the CASBEE Certification for Real Estate Four or five stars in the DBJ Green Building Certification Four or five stars in the BELS certification

(iii). Withdrawal of investors due to a delay in taking green building measures

Financial impact	A delay in taking green building measures leads to financial institutions' withdrawal from loans and investments, resulting in increased funding costs.
Strategies	<ul style="list-style-type: none"> Promoting financial institutions' understanding by increasing the number of green buildings in the portfolio and disclosing appropriate information Reinforcing the funding base by enhancing relationships with investors who are interested in ESG investment

II. Physical risks

(i). Increase in repair costs associated with water damage risk

Financial impact	If the risk of water damage due to climate change, such as that caused by typhoons or flooding, increases owned properties may incur water damage, resulting in the generation of repair costs.
Strategies	<ul style="list-style-type: none"> Monitoring the latest risks in areas where individual properties are located Regular onsite inspection of each property's equipment conditions Improving and repairing equipment as a measure addressing water damage Increasing resilience by holding disaster drills

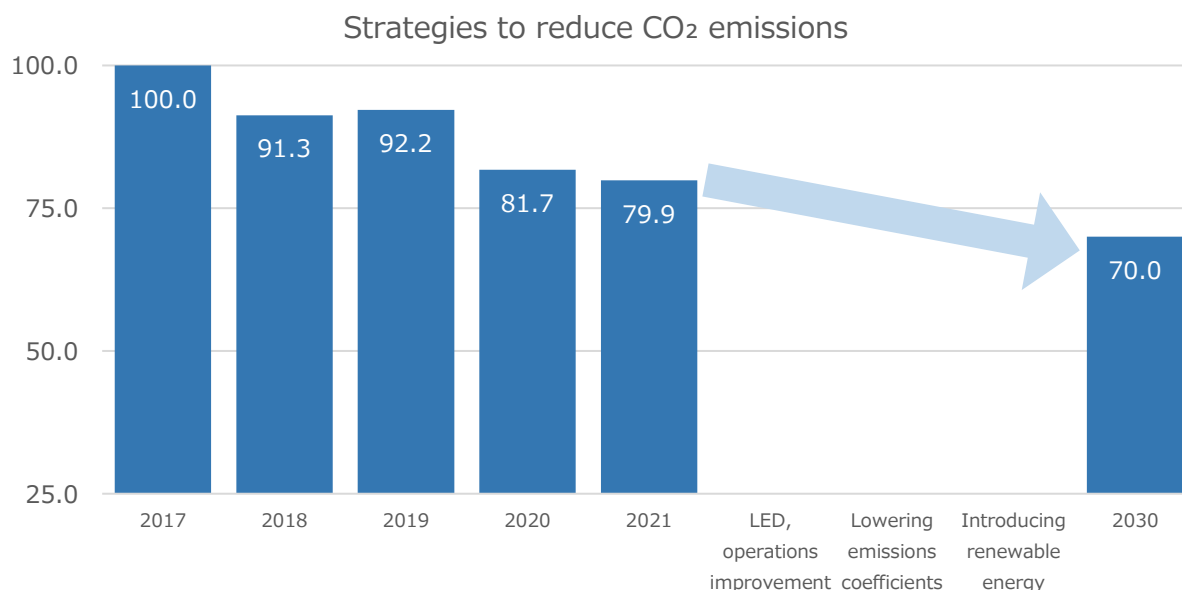
III. Opportunities

(i). Increase in rents for green buildings

Financial impact	Tenants are increasingly demanding properties with high environmental performance due to tougher laws and regulations, resulting in an increase of asset value and real estate rental revenues.
Strategies	<ul style="list-style-type: none"> Increasing the percentage of properties that have acquired environmental certification
Targets (2030)	<ul style="list-style-type: none"> Increasing the percentage of properties in the JPR portfolio that have acquired environmental certification (4 stars or rank A more) to 80% or higher Increasing the percentage of properties rated at specific levels in environmental performance assessments <ul style="list-style-type: none"> Rank S or A in the CASBEE Certification for Real Estate Four or five stars in the DBJ Green Building Certification Four or five stars in the BELS certification

(4) Low carbon transition plan

JPR's CO₂ emission reduction target for 2030 is 30% (compared to the 2017 level) in terms of emissions intensity. The following initiatives are being advanced to achieve this target. Specific strategies for the 2050 net zero target will be established in the coming months.



*The calculation has changed from in terms of the emission total to in terms of the emission intensity.

- i. Renovations for energy conservation, such as switching to LED lights, and improvement of operations
- ii. Lowering emission coefficients by reviewing contracts with electric power companies
- iii. Introducing renewable energy sources

4. Risk management**(1) Risk management**

Climate change risks are integrated with risks related to operations and management. They are monitored and managed through multiple verification systems. TRIM has established the Risk Management Committee to improve the effectiveness of its risk management, in accordance with its Risk Management Regulations. This committee deliberates on topics including risk identification, response to assessment, monitoring, and improvement measures. Contents, progress, and results of the committee's deliberations are reported to the Board of Directors.

(2) Risk management process

TRIM monitors climate change risks and other risks twice a year, and the Risk Management Committee deliberated these risks. In addition, initiatives taken every year and plans for the next year are summarized and formulated at the end of each year and reported to TRIM's Board of Directors.

5. Measures for attainment of goal

JPR and TRIM work on environmental and energy-saving measures such as replacing equipment with items with higher energy efficiency and improving management methods, and they promote the reduction of CO₂ emissions by measuring the value of greenhouse gas emissions.

(1) Switch of energy suppliers

- ✓ Review of power companies
JPR monitors current CO₂ emission factors on a regular basis and is working to reduce CO₂ emissions by reviewing power supply contracts. We not only make judgments based

on CO₂ emission factors but also check the evidence, the mix of energy sources and ways to offset our carbon footprint.

✓ Introducing renewable energy sources

Renewable energy is defined as energy that is produced by natural resources and does not produce greenhouse gases. Examples include solar energy, wind energy, geothermal energy, small and medium hydropower, and biomass. JPR is introducing 100% renewable energy contracts while considering increases in energy costs.

(2) Initiatives for improvement of repairing equipment

✓ Upgrading to highly energy-efficient equipment

Power consumed by air-conditioning equipment represents a significant percentage of the power consumed by all buildings, with power demand increasing sharply during the hot summer months in particular. JPR carries out planned upgrades of air-conditioning equipment in order to improve cost efficiency and comfort while reducing CO₂ emissions.

✓ Upgrading to LED lighting

Lighting of exclusive-use areas and common areas are being replaced with LED to reduce power consumption.

✓ Upgrading to lighting fixtures with motion detectors

Motion detectors respond to the movement of people and changes in brightness to provide illumination only when needed; as a result, lights do not remain on because people forget to turn them off, which reduces power consumption. JPR is working to reduce power consumption by installing motion detectors in bathrooms, staff kitchens, and stairways when carrying out common-area renovations so that lights will be turned off when these areas are not in use.

(3) Initiatives for improvement of operations

At the facilities JPR operates, steps are also being taken to carefully coordinate equipment operation and control operation according to the season in order to reduce power consumption in common areas.

Category	Measure	Key Initiatives
Lighting	Dimming lighting when rooms are vacant	Creating standards for turning lighting on and off and promoting turning lights off when rooms are vacant
	Floor management of common-area lighting	Managing common areas according to use by tenants
Air-conditioning equipment	Changing air-conditioning temperature to recommended values	Recommending that tenants adopt appropriate temperature settings for air-conditioning
	Turning off air-conditioning power in empty rooms	Turning off air-conditioning equipment power in empty areas to stop consumption of standby power
	Prohibiting entry of outside air during pre-warming/ pre-cooling	Restricting the entry of outside air during pre-warming/pre-cooling in order to reduce air-conditioning loads
Other equipment	Changing contract demand	Reviewing method of operating control equipment for the purpose of reducing contract demand and turning off equipment that is always on standby where appropriate
	Improving power factor using condensers	Improving power factor through careful control of condensers and reducing electrical circuit and transformer energy loss
	Seasonal adjustment of heated toilet seat temperatures	Managing toilet seat heating and washing water temperatures by adjusting the settings according to the season
	Seasonal management of times when outdoor lights are turned on	Automatically turning off exterior lights and managing the times when they are lit according to the season

(4) Improving building resilience

TRIM conducts onsite inspections of all portfolio properties (except land with leasehold interest) at least once a year, in principle, to assess whether they are equipped to withstand disaster (including typhoon, heavy rain, flood, and earthquake), checking for any new risks and seeking to mitigate the risk of damage, loss or degradation of the properties.

TRIM also increases resilience through the prediction of disasters, regularly checking hazard map updates and monitoring the areas in which portfolio properties are located.

(5) Managing tenants in a crisis

TRIM regularly conducts disaster drills at every portfolio property to ensure that building tenants are able to take steps to rapidly ensure the safety of their workforce and prevent escalation of the disaster.

Conservation of water resources

JPR switches to apparatuses with greater water-saving effects with the renewal of toilets and kitchenettes. In addition, JPR works to reduce consumption by managing and measuring it appropriately in cooperation with tenants.

In some of the properties it holds, JPR has installed water recycling facilities for rainwater and recycles water to reduce water consumption.

Water Use

Category/Unit		FY 2017	FY 2018	FY2019	FY2020	FY2021
Water Use	Total (m ³)	536,559	521,176	514,929	444,213	422,704
	Intensity (m ³ /m ²)	0.798	0.807	0.790	0.654	0.624

Reduction of waste and management of hazardous substances

1. Reduction of the amount of waste produced

By sorting industrial waste and enhancing recycling efforts, JPR is actively working to reduce the amount of waste produced. With the support of tenants and cleaning companies, the following waste-reducing initiatives have been implemented:

- a) Expanding the scope of recycling
- b) Recycling used fluorescent light tubes and batteries
- c) More thorough sorting rules
- d) Enhancing recycling and educational activities

2. Waste and Recycling Rate

Category	FY 2017	FY 2018	FY 2019	FY2020
Annual waste amount (t)*	5,137	4,950	4,813	3,860
Recycling rate*	55.7%	54.9%	56.4%	56.7%

*This graph aggregates data for properties owned by JPR, excluding properties where tenants dispose of waste themselves.

* The waste amount and recycling rate data is data from FY2017 (from April 1, 2017 to March 31, 2018) to FY2020 (from April 1, 2020 to March 31, 2021).

* Three small buildings are not included in the totals because they do not engage in activities such as gathering waste data.

3. Management of hazardous substances

(1) Treatment of asbestos

- ✓ With the Ordinance on Prevention of Health Impairment due to Asbestos (the Ministry of Health, Labor and Welfare) coming into effect in July 2005, employers have been obliged to take measures such as the removal, containment and enclosure of sprayed asbestos if it could disperse in a building where their employees work.
- ✓ JPR had carried out the removal of sprayed materials such as asbestos at the time of facility renovations, before the Ordinance came into effect, and all the necessary measures such as removal, containment and enclosure have been completed in locations with a high frequency of use, such as offices and corridors.
- ✓ In properties that contain asbestos and other sprayed materials, JPR inspects and verifies that the asbestos is below the standard value by measuring the status of the asbestos on an ongoing basis when JPR measures the air environment based on the Act on Maintenance of Sanitation in Buildings.
- ✓ When acquiring a property, JPR has experts conduct an investigation upon concluding a sales contract to ensure that environmental pollutants such as asbestos are managed appropriately.

(2) Treatment of PCB

If PCB is contained in a property owned by JPR, JPR treats the PCB according to related laws and regulations after removing the electrical equipment that contains PCB. During the period until the treatment, JPR stores and manages the electrical equipment appropriately based on the PCB storage and management standards of the environment bureau of each prefecture.

Promoting renewable energy

Tokyo Square Garden and Olinas Tower, which are owned by JPR, use renewable energy through the introduction of solar power generation equipment. The amount of power generated is as follows.

Portfolio	FY 2017	FY 2018	FY 2019	FY 2020	FY2021
Olinas Tower	5,400	5,412	5,388	4,708	4,019
Tokyo Square Garden	4,551	4,578	3,655	3,304	4,297

*The amount of power generated is a value for interests owned by JPR.



Tokyo Square Garden
(Rooftop)



Olinas Tower
(Solar power generation equipment)

Promotion of wall greening and rooftop greening

As a part of JPR's brand strategy, JPR greens the walls and rooftops of properties using environmentally accepted plants. This helps create a natural environment in cities and promotes the inhabitation of diverse organisms. The wall and rooftop greening also has the effect of reducing the electricity consumption of air-conditioning through thermal insulation and the effect of reducing the thermal load inside buildings.



Sencity Bldg.



Tokyo Square Garden

Cooperation with tenants

1. Promotion of a green lease contract

A green lease contract makes arrangements to reduce environmental loads such as through energy savings and improving the work environment, with the building owner and the tenants working together. In lease contracts of JPR, a green lease clause is standardized to promote the reduction of environmental loads in cooperation with the tenants.

2. Example of conclusion of green lease agreement (Niigata Ekinan Center Bldg.)

JPR's tenants include corporations and organizations with strong environmental awareness and JPR is pushing for the conclusion of green lease agreements which create a win-win situation for both parties. JPR concluded a green lease agreement for Niigata Ekinan Center Bldg.

The main points are as follows:

- Reduction of CO₂ emissions and costs through switch to LED
- Improvement of property quality through mitigation of environmental impact



Improvement in effectiveness in cooperation with property managers

To promote initiatives to reduce environmental loads, cooperation with the property managers (PMs), who manage and operate properties on site, is essential. JPR and TRIM regularly share information with the PMs and discuss initiatives on energy-saving and environmental issues. JPR and TRIM also hold workshops for the PMs and others to raise their awareness of sustainability and enhance their readiness.

Consideration in real estate investment

1. Reduction of environmental risks as part of due diligence in acquisitions

When acquiring a new property, JPR and TRIM always check the environmental and social risks such as soil contamination by using outside experts in addition to site visits and investigations before concluding a sales contract, to avoid the risks. Tokyo Tatemono, the main sponsor, takes a range of environmentally-conscious measures including full compliance with environmental laws and regulations regarding soil contamination based on its Group Environmental Policy.

2. Urban Revitalization and Redevelopment

(1) Urban Revitalization and Redevelopment

JPR does not invest in new development projects.

Tokyo Tatemono, the main sponsor, harnesses natural energy and actively introduces advanced energy-saving technologies in its development projects, while also focusing on redevelopment projects with a view toward the creation of employment opportunities and the improvement of convenience.

(2) Examples of Urban Revitalization and Redevelopment (Hareza Ikebukuro)

Tokyo Tatemono, JPR's main sponsor, engaged in the redevelopment of areas around the East Exit of Ikebukuro Station in central Toshima-ku, Tokyo with The Sankei Building Co., Ltd., a co-business operator, in July 2020. In the development, efforts were made to leverage cultural assets to establish theaters based on the area's history and culture, and to implement other ideas, such as encouraging visitors to use and walk around nearby facilities, with a view toward the revitalization of the area.

The Ikebukuro area is known as a commercial area that draws many people during the day but it has been facing challenges such as a decline in the family demographics. Against this background, Tokyo Tatemono supported the efforts to develop a community friendly to women and children by, for example, eliminating the waiting lists for admitting children to daycare centers and improving parks, and decided to facilitate the development of the area. Going forward, the Hareza Ikebukuro is expected to become a new cultural center transmitting diverse cultures to the world with theaters to enable people to enjoy things they don't experience in their everyday lives, bringing new prosperity to Ikebukuro.



*Source: [Feature: Solving social issues through urban development — Hareza Ikebukuro - Sustainability - Tokyo Tatemono](#)

3. Commitments related to greenfield developments

JPR and TRIM believe that it is important to provide offices in which people can work comfortably through investments in real estate and that it is important to contribute to the creation of highly sustainable cities.

Based on their understanding of the risk that the urban development of undeveloped, former industrial sites and other places can negatively impact environmental conditions and ecosystems, JPR and TRIM will not invest in properties that negatively impact the environment.

Sustainability certification

1. Status of Acquisition of Environmental Certification

JPR is working to improve the percentage of properties with environmental certification, aiming for a sustainable portfolio with a low environmental impact. The status of acquisition is as shown below.

Item	Dec. 2018	Dec. 2019	Dec. 2020	Dec. 2021
Number of properties	17	23	30	43
Percentage of properties with environmental certification (based on total floor area)	34.0%	54.4%	65.5%	74.3%

2. Acquisition of DBJ Green Building Certification

The DBJ Green Building Certification is a certification system to select superior real estate that meets the demand of the times by scoring buildings based on the scoring model originally developed by Development Bank of Japan Inc. Its purpose is to promote properties that are environmentally friendly, equipped to mitigate disaster and prevent crime, as well as meet the social requirements surrounding real estate from various stakeholders ("Green Buildings"). The results are evaluated in five ranks.



Property	Certification Level	Acquisition Date
Olinas Tower	★★★★★	Dec. 2018
Tokyo Square Garden	★★★★★	Jul. 2020
JPR Sendagaya Bldg.	★★★★	Dec. 2018
Oval Court Ohsaki Mark West	★★★★	Dec. 2018
Shinjuku Center Bldg.	★★★★	Mar. 2019
Otemachi Financial City North Tower	★★★★	Oct. 2021
JPR Omiya Bldg.	★★★	Dec. 2018
Rise Arena Bldg.	★★★	Dec. 2018
Yume-ooka Office Tower	★★★	Dec. 2018
Kanematsu Bldg.	★★★	Dec. 2018
BYGS Shinjuku Bldg.	★★★	Dec. 2018
Shinagawa Canal Bldg.	★★★	Dec. 2018
Kawasaki Dice Bldg.	★★★	Jun. 2019
JPR Crest Takebashi Bldg.	★★	Dec. 2018
Shinjuku Square Tower	★★	Mar. 2019

3. Concerning Acquisition of CASBEE for Building Certification

CASBEE, which stands for Comprehensive Assessment System for Built Environment Efficiency, is a system for comprehensively assessing the environmental performance of buildings. Efforts to develop and popularize the system in Japan are being made under the leadership of the Ministry of Land, Infrastructure, Transport and Tourism.

This system comprehensively evaluates a quality of buildings, including indoor comfort and consideration for the landscape, on top of the aspect of environmental consideration, such as energy saving and the use of materials and equipment with a lower environmental burden.

For details of the System, please refer to the website of CASBEE

<http://www.ibec.or.jp/CASBEE/index.html>



Property Name	Certification Level	Acquisition Date
Musashiurawa Shopping Square	S	Jun. 2019
JPR Umeda Loft Bldg.	S	Jun. 2019
Housing Design Center Kobe	S	Jun. 2019
JPR Kojimachi Bldg.	S	Dec. 2019
FUNDES Ueno	S	Dec. 2019
JPR Musashikosugi Bldg.	S	Jun. 2020
Sompo Japan Sendai Bldg.	S	Jun. 2020
Shinyokohama 2nd Center Bldg.	S	Jun. 2021
Sompo Japan Wakayama Bldg.	S	Jun. 2021
JPR Dojima Bldg.	S	Jun. 2021
JPR Shinsaibashi West	S	Jun. 2021
Gotanda First Bldg.	S	Dec. 2021
JPR Harajuku Bldg.	S	Dec. 2021
Yakuin Business Garden	A	Jun. 2018
JPR Shibuya Tower Records Bldg.	A	Jun. 2019
Kawaguchi Center Bldg.	A	Jun. 2020
JPR Nihonbashi-horidome Bldg.	A	Dec. 2020
JPR Chiba Bldg.	A	Dec. 2020
JPR Yokohama Nihon Odori Bldg.	A	Dec. 2020
JPR Ueno East Bldg.	A	Dec. 2020
JPR Nagoya Fushimi Bldg.	A	Dec. 2020
JPR Shinsaibashi Bldg.	A	Jun. 2021
JPR Chayamachi Bldg.	A	Jun. 2021

Property Name	Certification Level	Acquisition Date
Kanematsu Bldg. Annex	A	Dec. 2021
JPR Ningyo-cho Bldg.	A	Dec. 2021
JPR Ichigaya Bldg.	A	Dec. 2021
Minami Azabu Bldg.	A	Dec. 2021
JPR Yokohama Bldg.	B+	Dec. 2020

4. Acquisition of BELS certification

BELS is an abbreviation for Building-Housing Energy-efficiency Labeling System. It is a performance labeling system created for the purpose that a third-party organization accurately conducts the evaluation and indication of energy efficiency performance of non-residential buildings in accordance with the Assessment Guidelines on Energy Efficiency Performance of Non-residential Buildings (2013) established by the Ministry of Land, Infrastructure, Transport and Tourism.

A third-party organization evaluates energy efficiency performance and other elements based on various scales. Evaluation results are represented by the five ranks.



Property Name	Certification Level	Acquisition Date
JPR Kojimachi Bldg.	★★★	Dec. 2020
FUNDES Ueno	★★	Jun. 2021

5. Other awards

Yakuin Business Garden is located in the urban area of Fukuoka City. As the building name indicates, the property has a wide, vacant lot open to the public, where 23 kinds of plants provide a different appearance season by season, including the corridor of zelkova trees that dye the air green. It is a space of greenery full of healing and comfort, where not only the facility users but also many other people feel relaxed. JPR endeavors to promote greenery as an initiative to enhance the asset value as well as to support town creation.

[Won the 10th "Award for Town Creation with Flowers and Greenery" in 2013]



Initiatives for Society

JPR and TRIM have relationships with a broad array of stakeholders including unitholders, tenants, PMs, local communities and TRIM employees. JPR and TRIM will engage in business with sincerity and a sense of responsibility to build good relationships with stakeholders that last for a long time.

Initiatives on Behalf of Tenants

Realizing better customer satisfaction (CS) should create opportunities to invite new tenants as well as to continue contracts with existing tenants.

JPR believes that the quickest way to enhance CS is to directly hear the requests and comments of tenants and users and reflect them in the facilities and services. Based on this belief, JPR takes a variety of measures.

1. Considerations Given to Security and Service

JPR provides high-quality services in consideration of safety and security of all the people who use the properties. By doing so, JPR works to enhance tenant satisfaction.

- **Emergency response system in case of disaster**
 - Use of disaster control manuals
 - Development of emergency contact system
- **Improvement of parking lot safety**
 - Establishment of parking lot safety standards
 - Understanding of current condition and confirmation of conformity to standards
 - Improvement and renewal of facility installation
 - Thorough explanation to managers and users about use
- **Improvement of staff members' manners**
 - Establishment of a manual for manners
 - Regular checking of manners
- **Improvement of cleaning levels**
 - Utilizing cleaning check sheets
 - Regular checking of cleaning crew
- **Entrance Performance**
 - Placement of flowers at entrance (spring)
 - Creation of Tanabata tanzaku (strips of paper for writing wishes) for tenant participation (summer)
 - Christmas decorations (winter)
- **Repairs of air-conditioners**
 - Strategic repairs based on CS survey results
 - Energy-saving effect
 - Increase in comfort for people in the building

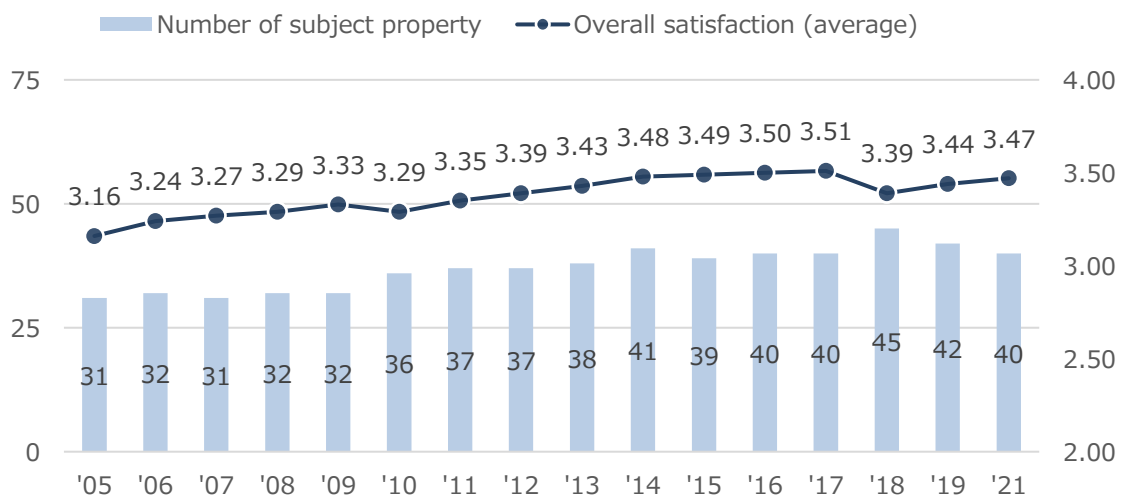
2. Periodic CS Surveys

Building tenants are important stakeholders of JPR and TRIM, whose good relationships with tenants are considered to contribute to the maintenance of high occupancy and stable revenue. For this reason, JPR has been conducting customer satisfaction surveys periodically since 2005 to facilitate the comfortable use of properties for tenants. Each survey asks more than 20 questions about building facilities, services, and other aspects, and the results are shared with PM and BM to improve services while also being used as one of the methods for PM appraisal. The surveys are entrusted to a third-party think tank to ensure the fairness of evaluation.

• Changes in CS Survey Results

Based on the survey results, JPR addresses the requests from tenants as quickly as possible, endeavoring to improve the issues.

Through these continuous responses to tenants, their overall satisfaction (average) has been steadily enhanced.



[Overview of the 2021 CS survey]

Average value with 4 points being the highest

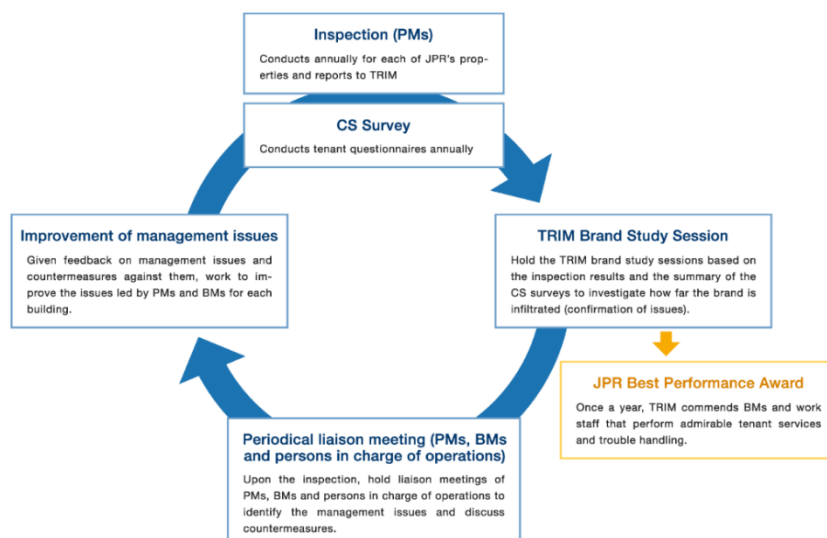
Survey period: May-Jun. 2021

Surveyed building: 40 building with 432 tenants

Questionnaire item: management and administration, responses to tenants, crime prevention and safety, emergency responses and environmental preservation, etc.

3. Inspection Flow Chart for CS

JPR shares information on the results of tenant questionnaires and the results of PMs' inspection of issues with building managers (BMs) to improve the issues.



PM: property manager (leasing management)
BM: building manager (building management)

4. Initiatives to Improve the Management Level (Commendation System of the JPR Best Performance Award)

JPR commends the BMs at an excellent management level as a model for other properties by implementing the JPR Best Performance Award based on the results of a CS (tenant satisfaction) survey and the recommendations of the PMs. Because this award is given based on tenant satisfaction, it serves as a significant incentive for the BMs to increase tenant satisfaction. In the buildings that received the Award, the BMs tend to actively express opinions to improve the management level in many cases, suggesting that their motivation has increased.

In addition, because tenant satisfaction is high in buildings that have received the Award, excellent services and efforts in the buildings will be shared with the BMs of other properties, which leads to an improvement in the management level of the entire portfolio.

• Recipients of JPR Best Performance Award 2021

JPR Sendagaya Building won the Best Performance Award 2021. The management staff is highly trusted by tenants and always rated highly in Tenant Satisfaction Survey. They also demonstrated excellent responsiveness to specific circumstances of individual tenants.

The special award was given to JPR Kojimachi Building, which contributed to improving the value of the building by cooperating with new leasing, in addition to building management operations; Shinagawa Canal Building, which built a good relationship with the co-owner and tenants and is performing high-level building operations; Rokubancho Building, Kawaguchi Center Building, and JPR Ueno East Building, which exercised their coordination skills through challenging negotiations and responses; and JPR Shinsaibashi Building, which responded sincerely to troubles.

**Best
Performance
Award**



JPR Sendagaya
Bldg.

**The special
award**



JPR Kojimachi
Bldg

**The special
award**



Shinagawa Canal
Building

**The special
award**



Rokubancho
Building

**The special
award**



Kawaguchi Center
Bldg.

**The special
award**



JPR Ueno East
Bldg.

**The special
award**



JPR Shinsaibashi
Bldg.

Safety and Security Initiatives

JPR believes that its primary responsibility is to ensure the safety of tenants and users and provide facilities and services that are comfortable and safe to use. Continuous and comprehensive efforts are required in order to provide safe, secure and high-quality services. Drawing on the expertise of its sponsors, JPR views safety the top priority in operating its properties.

1. Improving safety and security

JPR and TRIM manages its facilities appropriately in accordance with its Operation and Maintenance Manual to provide peace of mind to all tenants and customers. For management of parking lots, which have high risk when it comes to safety, JPR has developed its own in-house safety standards that are more stringent than the standards required by law, and pursues continuous risk reduction through regular inspections and reviews at each property. The majority of accidents that occur in parking lots are accounted for by human error, JPR is further promoting risk reduction through careful communication with users.

2. Earthquake- and disaster-prevention initiatives

Since the Great East Japan Earthquake in 2011, there has been increased concern about the earthquake resistance of buildings. JPR is developing measures to minimize damage and ensure a rapid recovery in order to ensure business continuity in the event of contingencies such as a natural disaster.

Moreover, JPR considers earthquake risks and does not acquire properties that fail to meet certain earthquake-proofing standards.

(1) Disaster-prevention and business continuity planning (BCP) measures

TRIM has established crisis management procedures and a business continuity plan and is making ongoing efforts to prepare for unforeseen circumstances such as natural disasters. In developing BCP, the probability of a crisis occurring, its impact, and the difficulty of responding to it are evaluated and measures selected accordingly. As part of BCP, an action plan has been formulated in order to take appropriate steps regarding essential business and critical factors when responding to a disaster. In the event of an emergency situation, crisis response headquarters will be set up, and preparations have been made to preserve assets and ensure the rapid deployment of countermeasures, with the primary goal being to protect the lives of people.

Conducting regular disaster prevention and business continuity planning (BCP) drills

In order for BCP to be used effectively in an emergency situation, regular drills alongside ongoing workforce education are essential.

As part of disaster prevention drills, TRIM regularly conducts BCP drills to encourage collaboration and cooperation between officers and employees and to increase understanding. TRIM also shares any issues identified through the drills and strives to improve emergency preparedness.



FY2019 drill

(2) Conducting disaster-prevention training

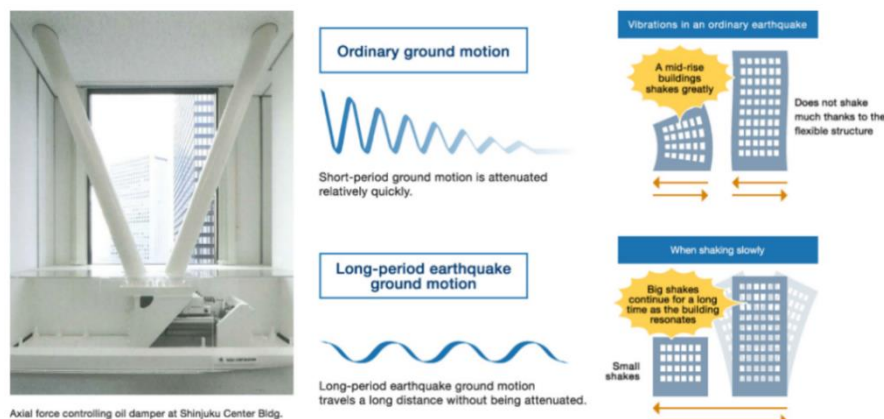
With increasing attention being focused on the importance of earthquake- and disaster-preparedness, regular disaster-prevention training and awareness activities are being conducted at buildings owned by JPR for the purpose of ensuring user safety, reducing damage, maintaining business activities, and helping people in the community in the event of an earthquake. Moreover, in properties with many foreign-affiliated tenants, steps have been taken to provide emergency announcements in English and measures suited to user characteristics have been implemented. TRIM is also striving to improve its response capabilities and conducts regular trainings to increase the speed at which information about property damage will be collected in the event of an earthquake occurring directly below the Tokyo area.

(3) Using PML Values in Preparation for Earthquake Risks

PML means Probable Maximum Loss, or the maximum amount of loss by earthquakes. ML indicates the degree of damage to a building caused by an assumed earthquake of maximum magnitude (possible once every 475 years), presented as the proportion (%) of the expected restoring cost against the price to re-acquire the building (replacement cost). The lower the percentage, the lower the amount of loss. JPR checks the earthquake resistance performance and the PML value when determining whether to acquire a property, and will not acquire it if the property does not meet certain standards. For the earthquake resistance performance and the PML value of individual properties in the portfolio, please check the Property Data Book.

(4) Shakes by the Great East Japan Earthquake Attenuated at Shinjuku Center Bldg.

Supported by Taisei Corporation, the sole general contractor among sponsors of J-REITs, JPR installed 288 axial force controlling oil dampers at Shinjuku Center Building in 2009. The installation represented the first countermeasure against long-period earthquake ground motion for existing ultra-skyscraper buildings in Japan. When the Great East Japan Earthquake occurred, this countermeasure minimized the damage to the building, reducing maximum distortion by 22% and maximum acceleration by 29%.



Countermeasures against Long-Period Earthquake Ground Motion Won the 20th BELCA Award

The BELCA (Building and Equipment Long-Life Cycle Association) Award is a program to select and recognize exemplary buildings and structures among those that are properly repaired and maintained or have undergone excellent renovation work. Shinjuku Center Bldg. received the 20th BELCA Award (in the long life domain).



Local Community Initiatives

At JPR and TRIM, it is believed that developing the communities where properties are located will enhance the value of JPR's assets. As a good real estate owner, JPR strives to engage in dialogue with local residents, offer its land and facilities as venues for people to interact, and establish roots in the community.

1. Example property: Tokyo Square Garden

Tokyo Square Garden has received excellent evaluations from impartial third parties as an eco-friendly building. The Kyobashi-no-oka (a multi-layered greening space extending from first to fourth floors to approximately 3,000 square meters) provides a relaxing environment in the Kyobashi area, which has very little green space. Meanwhile, the Kyobashi Environment Station, which works to reduce CO₂ emissions in the surrounding area, houses multilingual medical facilities and child-rearing support facilities as a well providing the following social features:



- Serving as temporary facilities to shelter stranded people
- Serving as warehouses to store supplies during disasters
- Providing emergency power supply in the event of power failure
- Providing barrier-free access walkways
- Providing support programs for sustainability-driven start-ups

2. Example property: Oval Court Ohsaki Mark West

As part of its interactions with building tenants and local residents, satsuma-imo potatoes have been cultivated on the roof of Oval Court Ohsaki, organized mainly by the building's management association. During the height of summer, the plants sprout and cover the roof. Through transpiration and heat-shielding, the leaves help to alleviate the heat island effect. In addition, "Green Potato" harvesting sessions are held to collect potatoes grown on the roof, with building tenants and children from neighborhood daycares taking part in the activity. Some of the harvested potatoes are cooked in the building's cafeteria and served at a dinner for the participants, who greatly appreciate it.



3. Example property: Yume-ooka Office Tower

Through the management association, Yume-ooka Office Tower, in collaboration with other condominium owners, provides financial support to set up illuminations in winter for the enjoyment of local residents. To celebrate the event's 20th anniversary in 2016, the Yume-ooka Festival was held at the rooftop garden. It was attended by around 6,000 people, including local residents and building tenants. In addition, the building has undertaken various activities to support the community, including providing display areas for fire-prevention awareness posters created by children from the ward, a bloodmobile station, and an event venue for use by community development groups.



4. Morning Clean-up Activities

TRIM, together with Tokyo Tatemono Co., Ltd., its main sponsor, periodically conducts cleanup activities in the Nihonbashi, Yaesu and Kyobashi area, where its head office is located. Recently, more than 200 volunteers primarily from the Tokyo Tatemono Group have participated in volunteer activities in an effort to improve the look of the area.



TRIM will continue to make contributions to regional communities through exchanges with local residents and town beatification activities.

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5. Sanno Matsuri

Sanno Matsuri is a festival at Hie Shrine. In the Edo period, it was one of the few festivals called Tenka-Matsuri that were watched by the shogun. This festival is one of the three great festivals in Japan, together with Osaka Tenjin Matsuri and Kyoto Gion Matsuri.



Partly because it is held every other

year, Sanno Matsuri is a major festival. The mikoshi (portable shrine) of Kyobashi 3-chome, where Tokyo Square Garden owned by JPR is located, also parades through the town during this festival.

Officers and employees of TRIM, which is a member of the Tokyo Tatemono Group as the sponsor, participate in the festival and warm it up with people from the local neighborhood association.

Supply Chain Management

To contribute to the realization of a sustainable society through JPR's business activities, we need to give consideration to the overall supply chain in cooperation with our business partners. To build a sustainable supply chain, TRIM is taking steps to promote understanding of its concept among its business partners so that they will comply with and practice it themselves.

1. Relationship with suppliers

JPR and TRIM conduct fair transactions with suppliers (including outsourcing contractors) as partners on an equal footing with a long-term business relationship in mind. We conduct fair transactions with outsourcing contractors by respecting related laws and regulations and the guidance of administrative agencies in accordance with TRIM's "Regulations for Outsourcing Contractors." When selecting contractors, we select the most suitable partner for the case by checking their track record and ability to perform the work.

2. Sustainable Procurement Standards

Based on the recognition that it is necessary for the entire supply chain to engage in sustainable procurement that takes into consideration environmental conservation, etc., TRIM has established the Sustainable Procurement Standards to gain greater understanding and cooperation from the business partners. These Standards target business partners involved in our business, and we ask them to understand and comply with the nine items listed and to make improvements as necessary.

(1) Items and overview of the Sustainable Procurement Standards

- i. Compliance with laws and regulations
 - Compliance with relevant laws and regulations of the countries and regions where we conduct business activities
- ii. Respect for human rights
 - Respecting basic human rights based on international standards
 - Abolishing discrimination and harassment
- iii. Ensuring sound labor practices and work environment
 - Ensuring freedom of association and the right to collective bargaining
 - Eliminating and preventing forced labor and child labor
 - Abolishing discrimination in working conditions
 - Complying laws and regulations applicable to minimum wages, overtime pay, benefits, etc.
 - Abolishing long working hours and overwork in violation of the law
 - Creating a safe and healthy work environment
- iv. Fair business activities
 - Prohibiting bribery and other corrupt practices
 - Prohibiting unfair and anti-competitive transactions
 - Blocking relationships with antisocial forces
 - Protecting and appropriately managing personal information and confidential matters
 - Protecting the confidentiality of information related to whistleblowing and the anonymity of whistleblowers
- v. Ensuring and improving safety and quality
 - Ensuring and improving the quality of products and services and information disclosure
 - Responding sincerely to requests and complaints
- vi. Consideration for the environment
 - Reducing greenhouse gas emissions
 - Promoting the 3Rs, making effective use of resources, and reducing waste generation
 - Preventing pollution including air, water and soil and appropriately managing and disposing of chemical substances
 - Conservation of biodiversity
 - Eliminating the illegal procurement of raw materials
- vii. Coexisting with local communities
 - Building good relationships with local communities
 - Understanding and respecting the culture and customs of local communities
- viii. Creation and building of a BCP
 - Creating a business continuity plan (BSP) and building a system for executing it
- ix. Collaborating in the supply chain
 - Encouraging your suppliers to understand, comply with, and improve these Standards

Respect for Human Rights

As a member of the Tokyo Tatemono Group, TRIM supports the Universal Declaration of Human Rights in the International Bill of Human Rights, international labor standards such as the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights. Having always sought to show respect for human rights in its corporate activities in accordance with the Tokyo Tatemono Group Compliance Manual, TRIM established a "Human Rights Policy" based on the UN Guiding Principles on Business and Human Rights.

1. Human Rights Policy

Human Rights Policy applies to all those engaged of TRIM and TRIM further expects its customers, business partners and other stakeholders to comply with the Policy. TRIM is acutely aware of the importance of respecting the human rights of all stakeholders involved in its business and performs human rights due diligence and works to assess business-related human rights issues, mitigate their impacts and take appropriate measures for correction and relief in accordance with the Policy.

2. Initiatives for human rights due diligence

As a member of the Tokyo Tatemono Group, TRIM works to build a framework for human rights due diligence. This includes cooperating with outside experts to identify and assess risks which might have a negative impact on human rights (risk mapping), focusing on core business and the associated value chain.

3. Compliance training covering human rights

The Tokyo Tatemono Group raises awareness about "respect for human rights and the restriction of acts of discrimination and harassment" and "ensuring a comfortable working environment" among its workforce through relevant provisions in its Compliance Manual. TRIM also provides compliance training covering human rights to its workforce including managerial level staff as appropriate.

Workforce Initiatives

One of the corporate beliefs of TRIM is that “each officer and employee shall act as a professional with sincerity and a sense of responsibility.” TRIM believes that if the officers and employees exercise their advanced expertise through personal growth, it will lead to the sustainable growth of JPR and TRIM.

Based on this philosophy, TRIM supports the self-fulfillment of its employees by advocating the creation of a work environment where each employee will be respected as an individual and will be able to work in a meaningful and rewarding job and demonstrate their abilities to the fullest. In addition, TRIM makes efforts for the fair and appropriate evaluation of the employees by considering both the process and outcomes to boost their long-term cultivation, in addition to pursuing their short-term results.

1. Human capital development

TRIM fully supports employees' attitudes to take on challenges based on the idea that its workforce is its greatest management resource. TRIM has developed an education and training system that is required for its employees to apply their expertise, expand their sustainability and improve their self-management skills, and engages in human capital development to enable all employees to fully exert their expertise and realize the creation of higher added value and new value as professionals in real estate investment management.

(1) Human resource strategy

One of the concepts that TRIM has established in its corporate philosophy is acting with an enterprising spirit while also working professionally with integrity and a sense of responsibility. Taking the importance of this attitude into account, TRIM focuses its efforts on the development of a strong work ethic and self-control, as well as a high level of expertise.

TRIM strives to strategically acquire human resources factoring in its internal age structure to respond appropriately to risks related to the acquisition of human resources attributable to the decrease of the working population in Japan, while it also works to improve the personnel system and workplace environments to flexibly address the needs for workstyles that are compatible with diverse lifestyles.

As part of efforts to implement this human resources strategy, TRIM has been hiring individuals with a great degree of expertise regarding real estate, financial matters, construction, and other matters from Tokyo Tatemono, the main sponsor, to advance its enhancement of asset management services.

(2) Human capital development system

TRIM has systemized rank-based training in line with the skills necessary for each grade and position from the standpoint of the medium- and long-term development of employees and engages in career development according to the duties, rank and the development of the future management team.

Training system diagram and training completion data

Grade	Vision for personnel	Main skills	Rank-based training	Individual training
A	Lead the pursuit of achievements as a professional representing the company in an area of responsibility.	Management strategic ability Ability to reform business Organizational ability Ability to cultivate successors	Management strategies New businesses Labor management	Business skills IT/PC Culture and career Training to acquire qualifications - Tests Specialized courses Language training
B	Perform a high level of duties both qualitatively and quantitatively as a highly skilled professional and play a central role in pursuing achievements in an area of responsibility.	Management skills Ability to formulate strategies Teaching and cultivation skills	Human capital development Leadership Management skills Personnel evaluation Formulation of management targets Coaching	
C	Contribute to the achievements of a team to which the employee belongs as a core member in the execution of operations within a certain range.	Problem-solving ability Leadership development Basic management skills Communication skills	Informal leadership Logical thinking Critical thinking Conceptual skills Project management	
D	Assume responsibility for executing operations as a person in charge of operations within a certain scope.	Problem finding and solving ability Ability to improve operations Ability to accomplish operations Communication skills	Informal leadership Verbal communication Written communication Information management	
E	Support superiors in the execution of operations as an assistant.	Business processing ability Ability to write sentences well Basic actions and attitude	Career design Business skills Telephone skills	

Related data	Fiscal 2017 (Apr. 2017- Mar. 2018)	Fiscal 2018 (Apr. 2018- Mar. 2019)	Fiscal 2019 (Apr.2019- Mar. 2020)	Fiscal 2020 (Apr.2020- Mar. 2021)	Fiscal 2021 (Apr.2021- Mar. 2022)
Annual total of hours spent on education and training	748 hours	835 hours	683 hours	839 hours	755.5 hours
Hours spent on education and training per employee	19.2 hours	20.4 hours	16.3 hours	17.5 hours	15.7 hours
Training expenses per employee	-	58,567 yen	60,963 yen	63,946 yen	26,967 yen
Ratio of executives and employees receiving education and training	100.0%	100.0%	100.0%	100.0%	100%

(3) Job specific development training program (support for gaining qualifications, etc.)

TRIM proactively supports all employees (including contract workers -note that we do not hire part-time workers) in developing skills in order to demonstrate strong expertise. Support includes covering expenses for attendance at seminars and training at least twice a year to improve workforce skills. Senior managers give interviews to employees on taking seminars and developing their careers and use this for guidance and career development. TRIM provides support such as covering the expenses for the acquisition of ARES Certified Master certification and other qualifications and expenses for personal development. As of the end of March 2022, TRIM employees held the following qualifications.

Real estate transaction specialist	30 employees
ARES Certified Master	15 employees
Real estate appraiser	5 employees
First-class architect	3 employees
Certified public accountant	1 employee
Securities Analysts Association of Japan	4 employees

*Scope of applicability: all employees including supervised contract employees (TRIM has no part-time employees or unsupervised contract employees)

(4) General training

TRIM regularly provides the following training for its entire workforce to help improve individual skills and organizational capabilities.

- Sustainability training
- Compliance training
- Information management and literacy training
- Healthcare training

(5) Professional training

TRIM provides professional training programs to help its workforce improve their practical capabilities and develop businesspeople who have high-level skills as experts. Selected trainees participate in training programs taught by experts in diverse areas including real estate development in Japan, real estate investment, social trends, and architectural technology. Going forward, TRIM will continue to invest to develop many professionals.

(6) Appropriate and fair evaluation system

TRIM places importance on the development and demonstration of skills of all employees, and has established regulations for the personnel system in an aim to treat its workforce fairly and to develop human resources. With enhanced fairness and transparency in personnel evaluation based on achievements, TRIM presses ahead with creating a work environment where employees can exert their capabilities as professionals while setting higher individual goals. To ensure the fairness of evaluations, TRIM conducts multi-step evaluations and carries out the company-wide adjustment of evaluation levels. In addition, every employee is notified of evaluation results and can raise any objections or seek a correction.

(7) Implementation of periodical evaluation interviews

The evaluator conducts interviews with employees every three months to share thoughts on their expected roles that are appropriate to their skill development stages as well as actual achievements. TRIM uses the interview as an important opportunity for promoting skill development while presenting the evaluation more satisfactorily. At the same time, TRIM provides the evaluator with evaluation training to ensure fair evaluation and guidance.

(8) Dispatch for overseas training

Tokyo Tatemono, the main sponsor, intends to develop human resources who are capable of handling the businesses that the company operates globally. In doing so, it provides overseas training programs aiming to develop the global-mindedness among employees. Going forward, it will continue to move forward with initiatives supporting the growth of the human resources who are willing to take on challenges to create new value, whether they are working in Japan or overseas.

2. Creating a rewarding workplace environment

TRIM believes that balancing work and life by reviewing employees' working hours will lead to higher productivity and satisfaction. TRIM promotes creating a pleasant workplace considering the work-life balance so that all employees will be able to fully exert their potential.

(1) Employee satisfaction survey

TRIM believes that employees are among its key stakeholders and improving their satisfaction is essential to its sustainable growth. Accordingly, TRIM conducts annual surveys of all employees on a wide range of matters such as workplace environment, physical and mental health issues, educational support, treatment and personnel policies. The results of the survey are reported to the management team and feedback is provided to employees to improve the workplace environment.

Employee satisfaction survey scores

	2018	2019	2020	2021
Average employee satisfaction (ratio of those who answered "satisfied")	71.4%	67.6%	84.2%	73.2%
Response rate of employee satisfaction survey	92.1%	95.0%	93.0%	97.6%

(2) Employee awards program

TRIM has established an awards program to recognize members of its workforce with notable achievements. By presenting awards, TRIM fosters a corporate culture that raises the motivation of each member of the workforce and encourages them to work with an enterprising spirit.

(3) Human capital retention rate measures (Introduction of a long service award system, etc.)

In recent years, Japan's falling birth rate and aging population and the retirement en masse of the baby boomer generation have led to a decrease in workers, giving rise to the issue of labor shortages. Meanwhile, the drain of talent represents a major risk for an asset management company. TRIM is working to improve its retention of talent through measures designed to prevent people from leaving and increase the retention rate such as the enhancement of welfare programs and the creation of a comfortable office environment. One such initiative is the establishment of a long service award system to award members of the workforce for long service with leave of between 5 and 10 days and financial incentives.

(4) New employees (introduction of adviser system)

TRIM has introduced an adviser system as part of building an environment that encourages new employees to become attached to their workplace and demonstrate their skills at an early stage. To facilitate the acquisition of knowledge and skills new employees need to do their work and to raise their motivation, their predecessors in the same department give advice on how to do the jobs, how to communicate with others, etc. TRIM also covers expenses for periodical lunch meetings and gatherings to develop a comfortable environment for new employees to demonstrate their skills at an early stage.

(5) Individual interviews with employees

All employees have an interview with a personnel officer once a year. The interview provides an opportunity to ask employees about a wide range of topics, including the working environment, workplace relationships, personal health, the family environment, and future career aspirations, which helps the company improve subsequent support for employees and the workplace environment.

(6) Framework for dealing with workforce requests and complaints (Placement of helplines)

The Tokyo Tatemono Group conducts anonymous surveys on legal compliance once a year to promote the early detection, solution, and prevention of compliance violations anywhere in the Group. All workforce members of TRIM can use the internal or external whistleblowing helpline to anonymously request a fair investigation and seek corrective action for compliance violations. A wide range of matters can be reported to the hotline including suspected human rights violations, corruption, bribery and harassment. Reported matters are addressed through the adoption of corrective measures and recurrence prevention measures and the implementation of necessary action under the supervision and guidance of the president and auditors. TRIM has also established measures to stop whistleblowers from experiencing disadvantage at the workplace, including prohibiting discriminatory treatment and actions of revenge against them, whilst giving utmost consideration to protecting the privacy of those who make whistleblowing reports.

Moreover, any major issues such as compliance violations that have been discovered are reported to the Compliance Office and dealt with in accordance with the Compliance Regulations. The Compliance Office acts as a point of contact for inquiries or whistleblowing reports on work-related problems and issues.

Related data	Fiscal 2017 (Apr. 2017- Mar. 2018)	Fiscal 2018 (Apr. 2018- Mar. 2019)	Fiscal 2019 (Apr. 2019- Mar. 2020)	Fiscal 2020 (Apr. 2020- Mar. 2021)	Fiscal 2021 (Apr. 2021- Mar. 2022)
Number of contacts	0	0	1	0	0

(7) Labor-management relations

TRIM believes that the prosperity of JPR and TRIM lies in good relationships between the management and employees. As part of its efforts to create a workplace with good communication, TRIM holds exchange meetings between the management and employees every six months to provide an opportunity for direct dialogue between the management and all employees. Since its founding, TRIM has never taken measures similar to layoffs or restructuring and has never experienced labor issues such as strikes.

(8) Introduction of Employee Stock Purchase Plan (ESPP)

TRIM introduced an employee stock purchase plan (ESPP) to align the interests of TRIM officers and employees with those of JPR unitholders and to raise employee awareness of improvement in JPR's performance and JPR's continued stable growth. TRIM also provides incentives to employees who join the plan to encourage employees to join and uses the plan as part of employees' welfare benefits.

*Scope of applicability: all employees including supervised contract employees (TRIM has no part-time employees or unsupervised contract employees)

(9) Respect for human rights and the prevention of harassment

TRIM believes that the basic attitude we should have in an environment full of opportunities to interact with people who have different ways of thinking and values is to accept each other without denying the opinions of the other person and to interact with respect and dignity. TRIM eliminates harassment such as discrimination and abuse as the footing for an environment where employees can work enthusiastically. The Tokyo Tatemono Group and TRIM promote awareness-raising and the acquisition of knowledge to eliminate discrimination and prevent harassment through compliance training.

(10) Diversity

TRIM respects the diversity of all employees regardless of nationality, gender, age, values and attributes, and is creating an environment where employees can succeed to achieve medium-to long-term growth and enhance corporate value.

① Promoting the empowerment of women

TRIM seeks to encourage women to feel motivated in their jobs based on their values, abilities, and individuality. The company has established a number of programs for employees' career development according to life events to build a comfortable working environment.

② Empowerment of seniors

TRIM works to create an environment in which seniors will continue to have active roles utilizing their work experience, knowledge, skills and such after their retirement, by introducing the reemployment system, which allows employees who wish to work after their retirement at 60, to be continuously employed.

Related data	Fiscal 2017 (Apr. 2017- Mar. 2018)	Fiscal 2018 (Apr. 2018- Mar. 2019)	Fiscal 2019 (Apr. 2019- Mar. 2020)	Fiscal 2020 (Apr. 2020- Mar. 2021)	Fiscal 2021 (Apr. 2021- Mar. 2022)
Number of employees using the reemployment system	0	0	1	2	2

3. Health and Work-life balance

TRIM understands that the mental and physical health of employees is the starting point for the sustainable development of TRIM and JPR. The health of employees is essential for increasing productivity and creativity, and TRIM is committed to the development of internal systems and the improvement of the workplace environment and will actively support the promotion of health among employees and their families.

(1) Prevention of prolonged working hours

As part of efforts to create a healthy working environment, TRIM works to prevent chronic or continuous long hours of work as well as to thoroughly abide by labor-related laws. TRIM implements measures that include the proper management of the working status of all employees and the provision of instructions for improvement as needed while reporting to the management team.

Related data	Fiscal 2017 (Apr. 2017- Mar. 2018)	Fiscal 2018 (Apr. 2018- Mar. 2019)	Fiscal 2019 (Apr. 2019- Mar. 2020)	Fiscal 2020 (Apr. 2020- Mar. 2021)	Fiscal 2021 (Apr. 2021- Mar. 2022)
Overtime hours per employee (monthly)	13.2 hours	10.7 hours	12.5 hours	10.0 hours	13.8 hours

(2) Holiday system

It is important for employees to have sufficient rest and gain vitality for work to exert their full capacity and produce business results. TRIM believes that it is very important that employees take holidays to generate higher added value. TRIM works to increase the ratio of paid leave taken by developing a work environment where employees can easily take paid leave by improving their operational efficiency, and encourages them to take long-term paid leave by providing them with seasonal holidays, in addition to ordinary annual paid leave. TRIM has also developed a system for enabling employees with chronic diseases to play an active role by introducing the sick leave system, so that they can take a leave of absence for hospital visits and medical treatment with peace of mind.

Related data	Fiscal 2017 (Apr. 2017- Mar. 2018)	Fiscal 2018 (Apr. 2018- Mar. 2019)	Fiscal 2019 (Apr. 2019- Mar. 2020)	Fiscal 2020 (Apr. 2020- Mar. 2021)	Fiscal 2021 (Apr. 2021- Mar. 2022)
Ratio of paid leave taken	89.1%	83.2%	70.8%	68.2%	69.5%

* A sick-leave system was introduced in 2018.

(3) Welfare programs and other measures

TRIM has adopted the following measures to create an environment which enables every member of the workforce to continue working with peace of mind.

- Childcare and nursing care leave, short working hour system
- Partnerships with companies providing welfare services
- Congratulation or condolence payment system
- Investment unit accumulative investment system
- Long service award system
- Provision of satellite offices
- Internal social events
- Subsidies for health checkups
- Defined contribution pension plan

(4) Healthcare

Recognizing that management of employees' health is a crucial issue, TRIM fully subsidizes and recommends health checkups and influenza vaccinations. TRIM is also focusing on improving health through prevention and early treatment including measures to avoid lifestyle diseases and increase metabolism, treatment to help employees quit smoking, and dental checkups.

In terms of mental healthcare, TRIM has also established a health helpline giving employees easy access to counseling at any time.

(5) Certified under the 2021 Certified Health & Productivity Management Organizations Recognition Program

In cooperation with Tokyo Tatemono Group, TRIM is expanding the establishment of an environment where its officers and employees can continue to work in healthy ways. Recognized for these activities, the company was certified under the 2021 Certified Health & Productivity Management Organizations Recognition Program conducted by the Ministry of Economy, Trade and Industry.

The Certified Health & Productivity Management Organization Recognition Program honors large-scale and small- and medium-scale companies that are conducting excellent health management based on the initiatives for regional health problems and the health promotion initiatives noted by Nippon Kenko Kaigi.



(6) Development of office environment

TRIM believes that a comfortable office environment is necessary for employees to maximize their performance. TRIM advocates the development of workplaces that are conducive to work by, for instance, placing plants in every office and providing communal areas incorporating a café booth to encourage communication among employees. Through the improvement of ICT in the company, TRIM has enabled the use of computers anywhere in the office, which helps raise work efficiency. It has also reduced the use of paper resources by making meetings paperless and created other effects.

Initiatives Aimed at Unitholders/Investors

Efforts are made to disclose timely, accurate information that is useful to unitholders and investors as well as to enhance communication through briefings and active participation in events.

1. Disclosure policy

(1) Basic Policy

Based on the recognition that information disclosure has a significant impact, TRIM has adopted a policy of implementing appropriate information disclosure, conducting transparent fund operation through active IR activities, and gaining the trust of society and investors. TRIM maintains the fair disclosure of information from the standpoint of its investors.

(2) Compliance with Fair Disclosure

Disclosure of important information only to specific third parties shall be prohibited in principle, and if such disclosure is implemented, the information shall be disclosed via our website or other methods without delay.

(3) Criteria of Disclosure

We strive to conduct proactive and fair disclosure of information as required by the Financial Instruments and Exchange Act and other related laws and regulations and the securities listing regulations of the Tokyo Stock Exchange as well as information deemed useful for investors when making investment decisions.

(4) Method of Disclosure

Items for which disclosure is required by the Laws and Regulations, etc. or the Rules of the Tokyo Stock Exchange shall be disclosed through the electronic disclosure system of the Financial Services Agency (EDINET), timely information disclosure system of the Tokyo Stock Exchange (TDnet) and our website.

In addition, when disclosing information that does not fall under the category of matters that are required to be disclosed in a timely manner by the Rules of the Tokyo Stock Exchange, such information shall also be disclosed via our website or other methods.

(5) Silent Period

A period of one month prior to the announcement of financial results shall be the silent period, and answers to comments and questions related to the financial results forecast shall not be given. However, if significant revisions are expected to be made to the earnings forecast during such period, information shall be disclosed based on the Rules of the Tokyo Stock Exchange in principle.

2. Status of IR-related activities

In addition to timely information disclosure, JPR strives for the provision of a wide range of content on websites, including statutory disclosure documents, press releases, financial information (financial statements, earnings summaries, briefing materials for analysts, and videos of results briefings), characteristics and performance status of managed assets, and information aimed at private investors.

Moreover, each time financial results are announced, a briefing on the operating status or financial outlook of the portfolio is held for institutional investors and lenders based in Tokyo and other interested parties, aimed primarily at securities analysts. In addition, around 100 to 120 individual meetings are held with Japanese and international institutional investors both in Japan and overseas. In addition to the holding of individual meetings with foreign investors, focusing mainly on North America, Europe, and Asia, JPR also actively participates in conferences held by securities companies.

Furthermore, results briefings are held for 200 to 300 private investors in Tokyo and two major cities in other regions of Japan each time financial results are announced and JPR is actively involved in private investor seminars held by the Association for Real Estate Securitization, the Tokyo Stock Exchange, securities companies, and others.

JPR's activities in recent years are presented in the following table.

	Period ended June 2020 to period ended December 2020	Period ended June 2021 to period ended December 2021
Briefing on financial results	2 times	2 times
Meeting of institutional investors in Japan	143 times	145 times
Meeting of overseas institutional investors	51 times	51 times
Event for individual investors	3 times	4 times

Corporate Governance Initiatives

Corporate governance is an important theme for enhancing corporate value as well as meeting the expectations of all stakeholders, including unitholders, and fulfilling responsibility for them. JPR will work to further ensure the soundness of management as an investment corporation and a company trusted by its stakeholders.

JPR's corporate governance

Under the guidance of the Board of Directors, which is comprised of executive officers and supervising officers, JPR seeks to thoroughly implement and reinforce its corporate governance to ensure the successful operation of its business over the medium to long term.

1. JPR's decision-making organs

It is stipulated (Article 18 of the regulations) that JPR shall have up to two executive officers and up to four supervising officers (there must be at least one more supervising officer than executive officers).

At present, JPR's decision-making organs are the General Meeting of Unitholders (comprised of unitholders), the Board of Directors (comprised of all executive officers and supervising officers), and an accounting auditor. There are currently one executive officer and three supervising officers.

a) Breakdown of JPR's structure

- General Meeting of Unitholders
Certain matters concerning the Investment Corporation specified in the Investment Trusts Act or the Articles of Incorporation decided at the General Meeting of Unitholders consisting of unitholders. A resolution of the General Meeting of Unitholders is passed by a majority vote of unitholders present and voting at the meeting unless otherwise provided for by a law, regulation, or the Articles of Incorporation. The General Meeting of Unitholders is held, in principle, at least once every two years.
- Executive officers, supervising officers, and Board of Directors
Executive officers are responsible for the operations of JPR and hold the authority to represent JPR in all activities in or outside litigation related to JPR's business. Supervising officers have the authority to approve the performance of certain duties, the authority specified in the Investment Trusts Act and the Articles of Incorporation, and the authority to supervise the performance of the duties of executive officers.
The Board of Directors has the authority to approve the performance of certain duties, the authority specified in the Investment Trusts Act and the Articles of Incorporation, and the authority to supervise the performance of duties of executive officers. A resolution of the Board of Directors is passed by a majority vote of Directors present and voting at the meeting unless otherwise provided for by a law, regulation, or the Articles of Incorporation.
- Accounting auditor
The accounting auditor audits the financial statements of JPR, reports to supervising officers if misconduct or a material violation of a law, regulation, or the Articles of Incorporation is discovered in the performance of the duties of executive officers, and performs other duties specified in laws and regulations.

Accounting auditor	Tenure
Ernst & Young ShinNihon LLC	From September 2001 to the present

- b) Supervision system based on internal control and supervising officers
 JPR holds a meeting of the Board of Directors once a month, in principle, where the executive officers explain the management status, TRIM provides supplemental explanations, and the supervising officers confirm them, thereby establishing an internal control system to exercise control through the Board of Directors. Each supervising officer supervises the performance of the duties of executive officers from various standpoints based on his/her experience and knowledge gained in past business practice.
- c) Coordination of auditing and supervision based on internal control and supervising officers
- Supervision by supervising officers
 At a meeting of the Board of Directors of JPR, the supervising officers receive reports on the management status from the executive officers and on the management status, compliance and risks from TRIM, and request TRIM to make a report as necessary.
 - Coordination between supervising officers and the accounting auditor
 The accounting auditor audits the financial statements of JPR for each accounting period, holds a debrief meeting for the supervising officers to make a report and submits the audit result explanatory documents to the supervising officers. If the accounting auditor has discovered misconduct or violation of laws, regulations or the Articles of Incorporation in relation to the execution of duties by executive officers, the accounting auditor has a duty to report it to the supervising officers.
- d) System for management of affiliated corporations by JPR
 If TRIM has a transaction with its interested party (a sponsor and its subsidiary), it requires the approval of the Board of Directors of JPR. In addition, if TRIM has revised the management guidelines or the management policy, it will be reported to the Board of Directors of JPR. TRIM also undertakes assistant work of executive officers, and if asked by a supervising officer to report on the management status, TRIM will respond to the request.
 For details of the implementation status of the above, refer to "4. Investment Corporation Structure" in our securities reports.

2. Criteria for the selection of investment corporation officers

- (1) It is a requirement that none of the grounds for disqualification stipulated in the laws concerning investment trusts and investment corporations shall apply to officers appointed by JPR. Officers are appointed by means of a resolution of the General Meeting of Unitholders.

Title	Name	Reason for Appointment	Attendance at meetings of Board of Directors in 2021
Executive Officer	Yoshihiro Jozaki	JPR judged that Mr. Jozaki is qualified for the post of Executive Officer because of his extensive knowledge and experience and broad insight in relation to real estate investment management.	14/14 (100%)
Supervising Officer	Masato Denawa	JPR judged that Mr. Denawa is qualified for the post of Supervising Officer because of his extensive knowledge and experience of law and his ability to perform appropriate supervision from a legal perspective.	13/14 (92.9%)
Supervising Officer	Nobuhisa Kusanagi	JPR judged that Mr. Kusanagi is qualified for the post of Supervising Officer because of his extensive knowledge and experience of accounting and his ability to perform appropriate supervision from an accounting perspective.	14/14 (100%)
Supervising Officer	Konomi Ikebe	JPR judged that Ms. Ikebe is qualified for the post of Supervising Officer because of her familiarity with urban planning, her extensive knowledge of sustainability, and her ability to perform appropriate supervision. (Appointed September 2021)	4/5 (80.0%)

- (2) Independence of supervising officers
None of the supervising officers of JPR are interested parties and are independent of the asset management company and its sponsor.

3. Remuneration of officers

Remuneration for executive officers and supervising officers is stipulated in the investment corporation regulations as the amount decided by the Board of Directors (up to a maximum of 500,000 yen per month for each executive officer and 400,000 yen per month for each supervising officer). With the aim of ensuring transparency, remuneration of officers is disclosed in asset management reports.

Remuneration for supervising officers and the accounting auditor for the fiscal period ended June 30, 2021 and the fiscal period ended December 31, 2021 (January – December 2021) is as follows:

Portion	Name	Other Current Assignments	Remuneration Fiscal period ended June 30, 2021 (thousands of yen)	Remuneration Fiscal period ended December 31, 2021 (thousands of yen)
Executive Officer	Yoshihiro Jozaki	President & CEO, Tokyo Realty Investment Management, Inc.	- (Note 3)	- (Note 3)
Supervising Officers ^(Note 1)	Masato Denawa	Partner Attorney, Spring Partners	2,100	2,100
	Nobuhisa Kusanagi	Group Representative Partner of GYOSEI Certified Public Tax & Accountants' Co. Representative, Nobuhisa Kusanagi Certified Public Accountant Office	2,100	2,100
	Konomi Ikebe	Professor, Graduate School of Horticulture, Chiba University	-	1,400
Independent Auditor ^(Note 2)	EY ShinNihon LLC	-	16,500	16,500

(Note 1) Supervising officers may be directors of corporations other than those indicated above, but have no conflict of interest with JPR at those and the above positions.

(Note 2) The independent auditor fees include fees regarding the audit of JPR's English financial statements and fees regarding the preparation of comfort letters for additional issuance of new investment units.

(Note 3) Executive Officer Yoshihiro Jozaki does not receive remuneration from JPR.

4. Policy for the ownership of investment units

JPR has established its policy regarding the ownership of investment units by officers in its insider trading regulations. The major details are as follows.

- Officers are not allowed to engage in the trading of JPR's securities. However, if it is clear that the purpose of this trading is not the pursuit of short-term profits, they may engage in trading after obtaining the approval of the Board of Directors.
- An officers may continuously trade the investment corporation's investment securities jointly with other officers or according to the cumulative investment contract by entrusting this trading to financial instruments business operators.

5. Transactions with interested parties

In the asset management of JPR, the interests of JPR may conflict with the interests of TRIM's sponsor. Typical examples are cases where JPR acquires a property from TRIM's sponsor and JPR entrusts property management operations to TRIM's sponsor. To prevent JPR from suffering a loss in such cases, JPR and TRIM have organized a more rigorous system to prevent conflicts of interest than those provided for by laws and regulations.

JPR's Board of Directors' Regulations include provisions prohibiting executive officers and supervising officers from taking part in any resolution at a meeting of the Board of Directors in which they have an interest to ensure fairness in passing a resolution.

Meanwhile at TRIM, transactions between JPR and interested parties and transactions that require the approval of JPR are reviewed and examined by TRIM's Compliance Committee at the invitation of an external attorney. In order for a transaction approved by the Compliance Committee to be carried out, the prior consent of JPR's Board of Directors, whose members are independent of TRIM's shareholders, is required. Transactions are thus subject to multiple effective reviews before being carried out.

Transactions with interested parties include the following:

- ✓ Acquisition of property/assets from an interested party
- ✓ Disposal of property/assets to an interested party
- ✓ Outsourcing of real estate management to an interested party
- ✓ An interested party acting as an intermediary or representative for a transaction
- ✓ Hiring an interested party to carry out construction work (if the work costs more than 10 million yen)
- ✓ Leasing of property to an interested party

* Leasing of property to an interested party refers to: 1) Cases where a new rental contract is signed with an interested party, or 2) cases where the rent is frozen or set at a level below the average rent for the property when a lease is renewed.

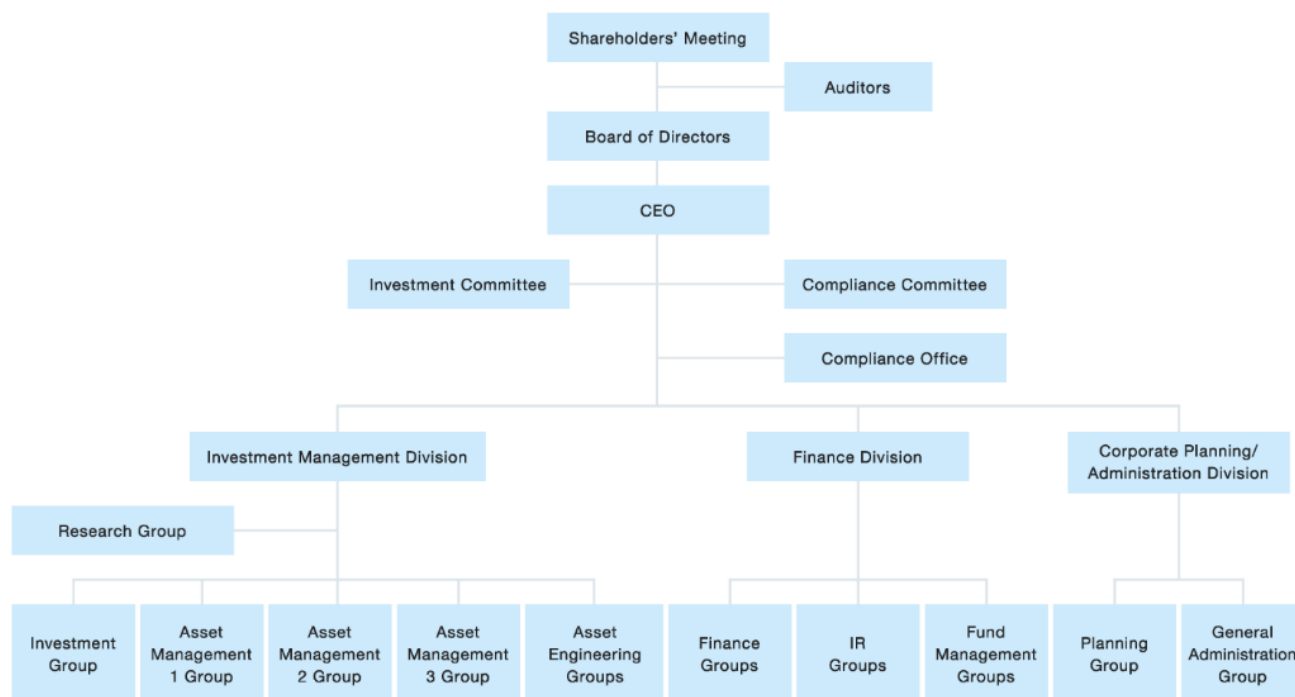
TRIM's corporate governance

TRIM strives to increase management transparency and awareness of corporate ethics while making timely decisions and executing operations efficiently. TRIM aims to increase JPR's unitholder value by thoroughly implementing and reinforcing corporate governance.

1. TRIM's management structure

JPR entrusts management of its assets to TRIM.
TRIM's organizational framework is as shown below.

as of January 1, 2021



Meetings of the Board of Directors of TRIM

Title	Name	Attendance at meetings of Board of Directors in 2021
President & CEO	Yoshihiro Jozaki	14/14 (100%)
Director and Chief Investment Officer	Noboru Kuboniwa	14/14 (100%)
Director, Chief Financial Officer and Chief Administrative Officer	Yoshinaga Nomura	14/14 (100%)
Director	Yutaka Onuma	14/14 (100%)
Directors	Takuya Harada	13/14 (92.9%)
Auditor	Masamitsu Kurebayashi	14/14 (100%)
Auditors	Rikiya Fujikubo	12/14 (85.7%)

2. Investment management decision-making organs

TRIM has established an Investment Policy Committee to make decisions related to investment management, which oversees the Investment Subcommittee and Management Subcommittee. These committees consist of the President and CEO, Director and Chief Investment Officer, Director and Chief Financial Officer, and Director and Chief Administrative Officer, which are joined by Director and Compliance Officer to improve confirmation in view of legal compliance of agenda items.

Matters relating to investment targets and management policy are decided by the Board of Directors, matters relating to management plans and their execution are decided by the Investment Policy Committee. Other matters are decided by the Investment Subcommittee or Management Subcommittee.

The decision-making bodies for property acquisitions are as shown below. Decisions on whether to acquire new investment properties are made via a stringent process.

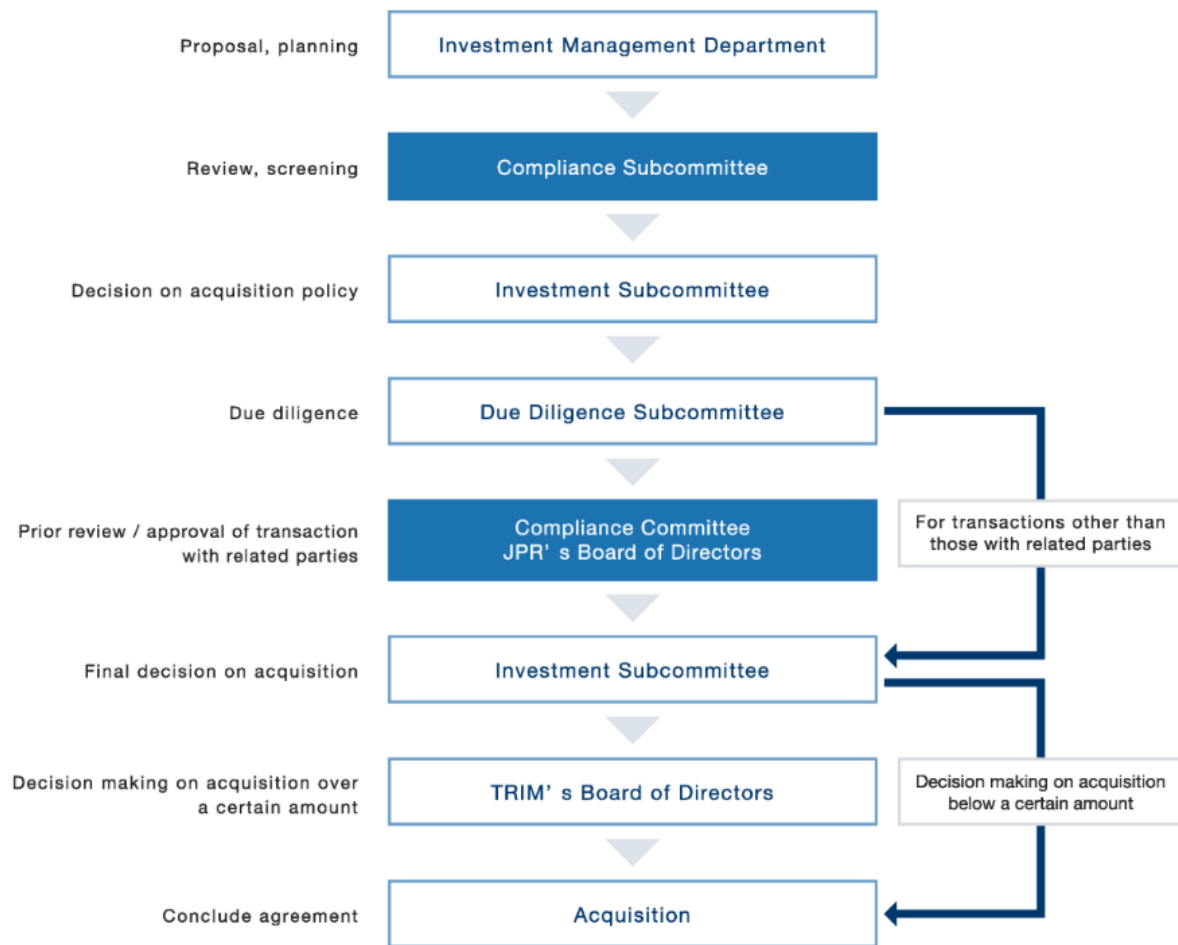
After a decision to purchase or sell an individual property is made, the Due Diligence Subcommittee holds a meeting to enhance the investigation of the details of due diligence. The purchase or sale of an individual asset valued above a certain amount is carefully handled by proposing it to the Board of Directors.

The Compliance Subcommittee meets immediately before the meetings of each committee to examine whether the decisions made by each committee and their decision-making procedures are in violation of applicable laws and regulations, rules, the Articles of Incorporation of JPR, internal rules, etc. The Compliance Officer issues a report on whether a violation of law or infringement of rules has been found before the discussions of each committee. In addition, the Compliance Officer gives instruction on the submission of a proposal or report to the Board of Directors of TRIM and the Board of Directors of JPR, according to the applicable rules.

Decision-making bodies and method of resolution

Organization	Method of Resolution
Board of Directors	A resolution is passed by a majority vote of Directors present
Investment Policy Committee	A resolution is passed by a majority vote of the members (President and CEO, Director and Chief Investment Officer, Director and Chief Financial Officer, and Director and Chief Administrative Officer)
Compliance Committee	In principle, an examination is approved unanimously by the members (President and CEO, Director and Chief Investment Officer, Director and Chief Administrative Officer, Compliance Officer, and special outside member).

a) The decision-making organs for property acquisitions are as shown below. Decisions on whether to acquire new investment properties are made via a stringent process.



In addition to the above, there may be cases where approval by the Board of Directors and consent by JPR are required as designated in the Investment Trusts Act.



b) Asset Management Fee

Fees for asset management with which TRIM is entrusted by JPR consist of asset management fees 1 to 5 and an asset management fee structure which aligns TRM's interests with those of JPR's unitholders is adopted. Moreover, their specific amounts, calculation methods and the time of payment are clearly defined to enhance transparency.

Item	Amount of compensation and time of payment
Asset management fee 1	<p>Calculation method of compensation: $\text{Total acquisition price} \times 0.05\%$</p> <ul style="list-style-type: none"> * Total acquisition price means the total amount of the acquisition prices of portfolio assets at the end of the immediately preceding fiscal period. * If the relevant business period is less than 6 months, the fee is prorated based on the actual number of days in the period.
Asset management fee 2	<p>Calculation method of compensation: 1.2% of total revenue for the relevant business period that is determined in the accounting period</p> <ul style="list-style-type: none"> * Total revenue means the total amount of rent, CAM charges, parking lot income, incidental income, facility charges, facility installation charges, late charges, penalty fees associated with lease agreement termination and similar monies or other income arising from leasing business, interest and dividend income, and similar income arising from the portfolio real estate (includes trust beneficiary interests and other underlying real estate).
Asset management fee 3	<p>Calculation method of compensation: $\text{Basic distributable amount} \times 3.8\% \times \text{Rate of fluctuation of basic distributable amount per unit}$ (Basic distributable amount per unit for the relevant business period \div Average basic distributable amount per unit for the three most recent business periods excluding the relevant business period)</p> <ul style="list-style-type: none"> * Basic distributable amount means income before income taxes, before deduction of asset management fee 3 and nondeductible consumption taxes in the relevant business period that is determined in the accounting period and it includes gain or loss on sale of assets under management. * Basic distributable amount per unit is calculated by dividing the basic distributable amount by the total number of units at the end of each business period (excluding any treasury investment units held by the Investment Corporation if the Investment Corporation acquires its own investment units and holds treasury investment units that have yet to be disposed of or cancelled at the end of each business period) * If either of the circumstances described below took effect in the four most recent business periods including the relevant period and the total number of issued investment units increased or decreased, the total number of issued investment units at the end of each of the four most recent business periods including the relevant business period shall be adjusted to exclude the impact of such increase or decrease on the basic distributable amount per unit. * The lower bound of the rate of variation of the basic distributable amount per unit shall be 80% and the upper bound shall be 120%.
Asset management fee 4	<p>Calculation method of compensation: Amount equivalent to 0.5% of the acquisition price in the case where the Investment Corporation acquired real estate, etc. or asset backed securities with real estate, etc. as the main investment target (hereinafter referred to as "real estate-related assets").</p>
Asset management fee 5	<p>Calculation method of compensation: Amount equivalent to 0.5% of the sale price in the case where the Investment Corporation sold real estate-related assets. Asset management fee 5 shall not arise, however, if the sale of the relevant real estate-related assets would result in a loss on sale after deduction of the amount equivalent to asset management fee 5 calculated in accordance with the foregoing.</p>

A breakdown of the compensation that TRIM received from JPR is as follows.

	Jun. '21 Fiscal Period (Jan. – Jun. 2021)	Dec. '21 Fiscal Period (Jul. – Dec. 2021)
Management fee 1	233 million yen	232 million yen
Management fee 2	199 million yen	196 million yen
Management fee 3	355 million yen	320 million yen
Management fee 4/5	13 million yen	178 million yen

c) Transactions with interested parties

The appropriateness and validity of transactions between JPR and interested parties are reviewed and examined by the Compliance Committee, which meets once a month as a rule. The three full-time directors of TRIM and one outside member who is independent from TRIM and its sponsors attend the meetings of the Compliance Committee, and proposals shall be approved unanimously by all the members, in principle. The Compliance Committee secures its fairness through the participation of the independent outside member.

3. Internal Audit

In line with its corporate philosophy commitments of "sincerity and responsibility to customers," "sincerity and responsibility to the workforce," "sincerity and responsibility to society" and "sincerity and responsibility to shareholders," TRIM sees being worthy of the trust of its stakeholders as fundamental to its activities and develops a framework for ensuring business is conducted appropriately in accordance with laws, regulations and rules and the Basic Policy for Internal Control established by Tokyo Tatemono, the main sponsor.

TRIM has established Internal Audit Regulations, setting out basic matters concerning the internal audit framework and the planning, implementation, reporting and follow-up of internal audits to facilitate and increase the effectiveness of internal audit activities. Internal audits will be conducted all the business operations for corruptions, wrongdoings, or violation of ethical regulations, etc. Under the President & CEO, the Compliance Office general manager is the person in charge of internal audits, and when an issue is discovered, the Compliance Office general manager, issues recommendations for improvement and instructions to the department in question. Audit results are reported to the Board of Directors of the asset management company. A framework for using the services of a specialist outside organization to evaluate certain internal audit operations has also been introduced.

4. Compliance and corporate ethics

Compliance and corporate ethics are indispensable for JPR's sustainable growth. Through sound management and operation of JPR based on laws, regulations and other requirements, Tokyo Realty Investment Management, Inc. (TRIM) will endeavor to merit the trust of JPR, its unitholders, tenants and a variety of other stakeholders.

(1) Basic Policy on Compliance by TRIM

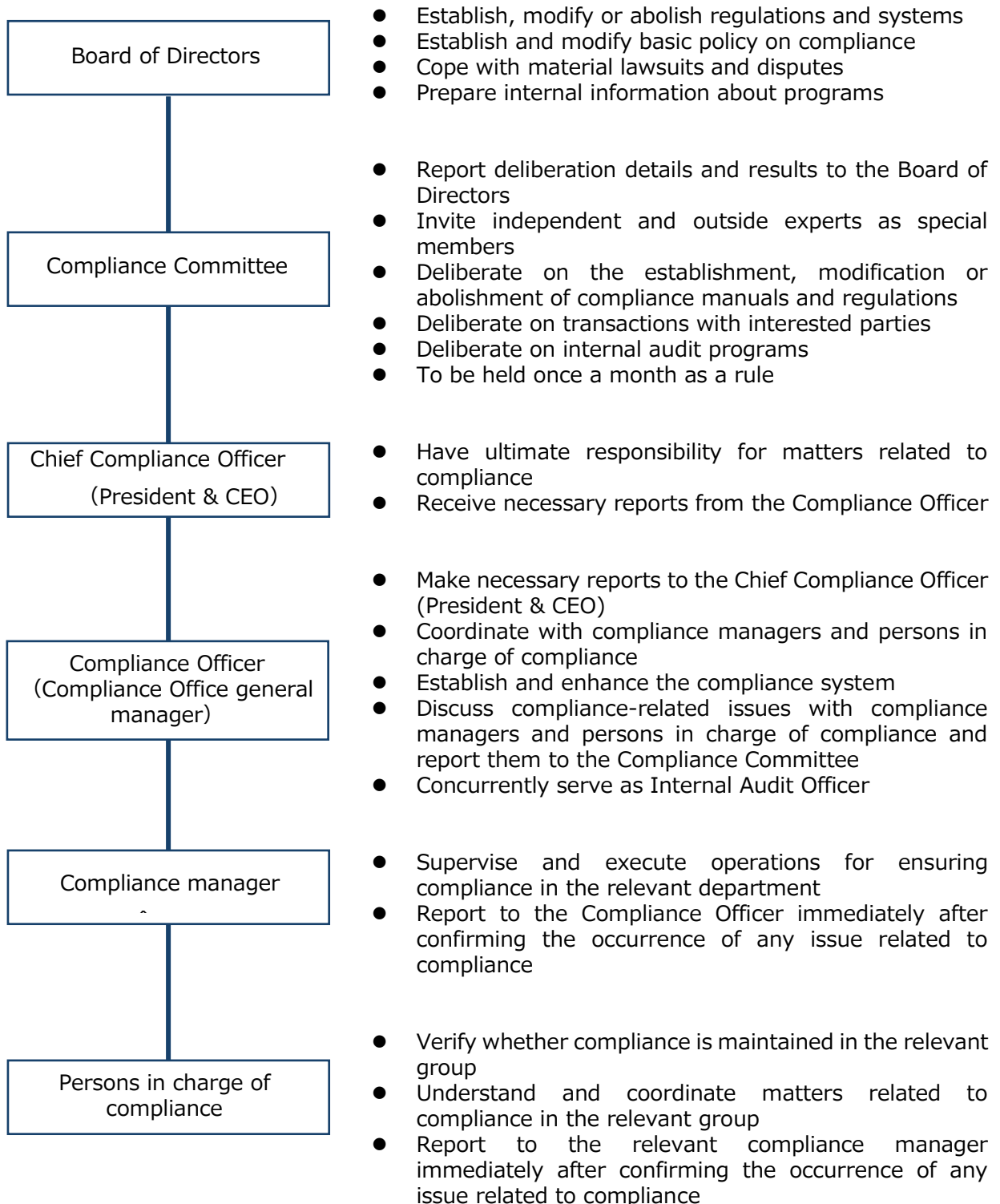
In an effort to correctly recognize social and public duties within asset management for investment corporations, and maintain and enhance the trust of investors and society, Tokyo Realty Investment Management, Inc. (TRIM) shall follow the following basic policy as a code of conduct for its officers and employees in order to ensure that every member of the company adheres to the utmost professional ethics, abides by laws and regulations, and implements sound business operations with integrity.

- i. In conducting operations of asset management for investment corporations, our officers and employees shall abide by public and voluntary regulations set forth in laws and regulations related to the relevant operations, government and ministerial ordinances, voluntary rules of the industry and internal rules on its own (hereinafter, the laws and regulations, etc.).
- ii. Our officers and employees shall fully understand the purposes and substance of the laws and regulations stated in the above item and, when their actions, although seemingly compliant with the provisions of laws and regulations, etc., have deviated from the purposes and substance of the provisions, they shall strictly refrain from taking such actions.
- iii. Our officers and employees shall recognize that progress in financial liberalization and greater relaxation of restrictions on asset management, etc. would increase and diversify risks as well as require business management to more closely observe the principle of self-responsibility. With such recognition, they shall endeavor to thoroughly implement risk management.
- iv. Our officers and employees shall endeavor to enhance their asset management and risk management capabilities for implementing operations of asset management for investment corporations so as to maintain and enhance the trust imparted by investors and society. Each division and group of TRIM shall work to establish a system that helps reinforce the capabilities of its members in order to achieve the purposes of such operations.
- v. Our officers and employees shall recognize that securing fair and free competition is indispensable for the continuity and sound development of TRIM, and shall avoid any behavior that hampers fair competition, such as industry meetings to restrict competition, consent with other companies intended to restrict trade, restraint of business activities of suppliers or client companies by taking advantage of a superior position in business, and unjust discrimination in transaction terms and conditions.
- vi. Our officers and employees shall fully recognize the importance of protecting personal information and, when handling customer data and other internal information possessed by the company, implement appropriate and stringent control of such information in accordance with the internal rules.
- vii. Whether business or personal, we will oppose with firm resolve any demand, including provision of donations and contributions and subscription of information magazines as well as provision of money and other articles, from anti-social forces that threaten the order and safety of civil society.
- viii. We will prevent any laundering of money generated from criminal behavior.
- ix. We will work to utilize the company's assets and expenses fairly and efficiently, and will not make inappropriate, unjust or inefficient use of them, such as confusing business and private use and spending for unnecessary items or matters.
- x. We will not engage in any acts of bribery involving Japanese or foreign public employees or persons equivalent thereto, such as offering or promising to offer them money or any other tangible or intangible benefits, directly or indirectly, to acquire an illicit gain from business perspectives. We will not engage in any other acts of corruption such as an embezzlement, fraud or deceit.
- xi. We will maintain a transparent and healthy relationship with government and administrative bodies and refrain from making political donations in principle.
- xii. We will abide by the employment regulations, labor agreements and other rules to secure a sound, efficient and comfortable workplace environment. Moreover, our officers and employees shall not engage, among themselves, in 1) lending money or similar behavior and 2) sending courteous gifts beyond the extent deemed appropriate under normal social conventions.

- xiii. We understand that it is unacceptable, by the standards of society, to engage in discriminatory behavior based on nationality, sex, gender identity, sexual orientation, birthplace, religion, belief, illness or physical features, or sexual harassment. In addition, we will never permit child or forced labor in any country or region.
- xiv. Fully understanding that we are involved in business of a highly public nature, we will maintain efforts to enhance our ethical view in our social life and act with a good sense of social being.

(2) Organization to Promote Compliance

TRIM promotes compliance through the following organization.



- At present, the Compliance Committee has called on an outside attorney as its special member.
- In an effort to strengthen its compliance system, TRIM receives advice from outside advisers with regard to the enhancement of internal control.
- The Compliance Officer is authorized to suspend the execution of actions that conflict with relevant regulations including laws regulations and internal rules.

(3) Periodic audits by external audit firm

TRIM implements periodic audits every year to maintain and increase stakeholders' evaluations of its reliability and improve its internal control system. These periodic audits are carried out by an external audit firm to maintain objectivity and compliance with laws, regulations, internal regulations and other general rules is checked.

Regarding audit results, internal audit reports are submitted to the Board of Directors and the Compliance Office, the department in charge, provides instructions to the audited business units for improvements. The audited business units who have received guidance report to the Board of Directors after taking improvement measures and receive confirmation of improvements.

(4) Provision of Compliance Training

TRIM periodically provides training for all of its officers and employees so that they can be informed on matters of compliance. TRIM has been taking steps to instill legal compliance, such as making training compulsory for all officers and employees and giving them questionnaires and tests after training sessions to ensure their understanding.

	2017	2018	2019	2020	2021
Number of times	8	12	8	7	8

(5) Protection of whistle-blowers

The Tokyo Tatemono Group has established the Tokyo Tatemono Group Helpline, a common helpline used by the Group's employees. It is an external contact desk handling requests for consultation regarding harassment, as well reports and requests for consultation to prevent compliance violations such as violations of laws and misconduct and providing solutions to these matters as quickly as possible. Any employee of the Group may use the helpline and the privacy of the consulter is protected. All accepted reports and consultation requests are conveyed to Tokyo Tatemono's Internal Audit Office (an organization that reports directly to the President), and the Office, individual group companies' internal report desks or the companies' harassment help desks conduct inspections and check facts depending on the details of the reports and requests. If any act violating compliance is identified as a result of these inspections, measures for correction or to prevent recurrence are taken as necessary. An internal control committee meeting is held for more serious issues to discuss the measures to be taken. Whistleblowers are properly protected according to the spirit of the Whistleblower Protection Act. TRIM has a framework for receiving and appropriate dealing with whistleblowing reports about compliance violations concerning any workforce member as well as complaints and inquiries.

(6) Prevention of Corruption and Bribery

The Tokyo Tatemono Group has established the Tokyo Tatemono Group Bribery Prevention Guidelines for to ensure its practice of fair and sound corporate activities in compliance with laws and regulations as declared in its compliance charter. Based on these guidelines, it has been working to prevent bribery, corruption and other similar acts. Specific example initiatives include the provision of necessary training programs to ensure that the guidelines for action specified in the Compliance Manual and Tokyo Tatemono Group Bribery Prevention Guidelines are fully understood and implemented.

TRIM's policy for the prevention of corruption and bribery (Article x and xi of the Basic Policy on Compliance) is shown below.

- We will not engage in any acts of bribery involving Japanese or foreign public employees or persons equivalent thereto, such as offering or promising to offer them money or any other tangible or intangible benefits, directly or indirectly, to acquire an illicit gain from business perspectives. We will not engage in any other acts of corruption such as an embezzlement, fraud or deceit.
- We will maintain a transparent and healthy relationship with government and administrative bodies and refrain from making political donations in principle.

In addition, TRIM's Compliance Manual and other rules stipulate that workforce members shall not engage in bribery, money laundering or other wrongdoing. Any workforce member engaging in wrongdoing will be severely punished. Accordingly, follow-up checks on entertainment and the receiving of gifts in dealings with business partners must be conducted to make sure that there are no examples of inappropriate conduct. Any inappropriate conduct is dealt with through appropriate measures in accordance with regulations.

To date, TRIM has not incurred any fines or penalties related to corruption.

(7) Prevention of Transactions with Anti-Social Forces

Neither TRIM nor its officers and employees shall have any relations whatsoever with anti-social activities and anti-social forces that threaten the order and safety of civil society and hamper economic activities. Any unjust demand from anti-social forces, including the provision of donations and contributions as well as the provision of money and other articles will be firmly opposed.

Moreover, TRIM has established "rules for facing anti-social forces" with the aim of preventing the company from being damaged by anti-social forces and to help it perform its social responsibilities. Under the rules, TRIM endeavors to eliminate anti-social forces through constant, close coordination with such external specialized institutions as the police and lawyers.

5. Risk Management

JPR and TRIM have developed an effective risk management system for the asset management of JPR through the following verification systems to produce the maximum effect. The policy of JPR and TRIM is to make as many efforts as possible to avoid the occurrence of risks on investment and management and to take measures if a risk has occurred.

(1) JPR's system

It is stipulated that JPR's executive officers shall hold Board of Directors meetings at least once every three months, and in reality, meetings are held roughly once a month as a rule. In addition to the discussion of matters stipulated by law, Board of Directors meetings also involve approving certain transactions with interested parties and detailed reports on the execution status of JPR's and TRIM's operations. These procedures maintain a structure that enables supervising officers to accurately monitor the execution of executive officer operations from a standpoint that is independent of TRIM, parties with an interest in TRIM, and other interested parties as prescribed by law. Moreover, by means of these procedures, JPR strives to verify whether there is any possibility of a conflict of interest in transactions with parties with an interest in TRIM or other interested parties and to manage risks relating to conflicts of interest.

JPR has the right to receive reports from TRIM and to examine TRIM's account books and other documents. By exercising these rights, JPR maintains a structure that enables it to monitor TRIM's execution of operations.

In addition, JPR strives to prevent activities such as insider trading by officers through the establishment of insider trading regulations.

(2) TRIM's system

As a rule, TRIM monitors and manages operation- and management-related risks through multiple verification systems at different levels.

TRIM has established portfolio operation standards and investment standards in its operation guidelines. It strives to manage risks relating to real estate and real estate trust beneficiary rights by adhering to such guidelines.

- a) TRIM has established portfolio operation standards and investment standards in its operation guidelines. It strives to manage risks relating to real estate and real estate trust beneficiary rights by adhering to such guidelines. TRIM has established Investment Policy Committee regulations with the aim of clarifying the decision-making process for key matters related to JPR asset management. It also strives to manage risk by establishing objective operating procedures, such as creating procedure manuals each covering the inspection, acquisition, operation, and management of real estate as well as other tasks.
- b) TRIM has established compliance regulations and a compliance manual, while the compliance officer and Compliance Subcommittee verify legal compliance and the Compliance Committee verifies the presence of conflicts of interest in transactions with interested parties. Through these measures, it strives to prevent the risk of legal violations and conflicts of interest.
- c) TRIM aims to prevent activities such as insider trading by its officers and employees through the establishment of insider trading regulations.
- d) TRIM has established a forward commitment manual, and when making forward commitments, it strives in particular to manage risk through a process involving careful reviews and thorough deliberation.

* Forward commitment refers to agreements for transactions that will be carried out at a later date. In the case of J-REITs, risk disclosure is required for transactions that will be carried out more than one month after the agreement date.

6. Information security

To continuously conduct its business securely, JPR and TRIM strives to make appropriate use of information and prevent unauthorized access and information loss/leakage. In managing information, it implements safety measures to counter various threats (damage, accident, mishandling, unauthorized use, destruction, theft, and leakage). It has also put recovery measures in place in the event that problems occur and has established a contingency plan for dealing with any damage.

TRIM has also made security management preparations and has established a department to oversee information management. This department ensures the validity of information management and protection through regular inspections and has developed safety measures and steps to be taken if problems occur.

Data Collection

Some environmental and social data contained in this report have been assured by LRQA to ensure the reliability of the data reported. The types and values of applicable data are marked with an asterisk (*). The period and range of collection are indicated by each set of data.

1. Environmental data (collection period: January through December)

Category/Unit		FY 2017	FY 2018	FY2019	FY2020	FY2021
Electricity Use*	Total (MWh)	95,686	93,444	92,952	89,317	92,071
	Intensity (MWh/m ²)	0.149	0.145	0.143	0.132	0.136
Gas Use*	Total (MWh)	17,908	17,992	17,170	16,352	15,853
	Intensity (MWh/m ²)	0.028	0.028	0.026	0.024	0.023
Heat Consumption*	Total (MWh)	11,999	12,217	12,681	14,043	14,182
	Intensity (MWh/m ²)	0.019	0.019	0.019	0.021	0.021
Energy consumption*	Total (MWh)	125,593	123,653	122,803	119,712	122,106
	Intensity (MWh/m ²)	0.196	0.191	0.188	0.176	0.180
Water Use*	Total (m ³)	537,691	521,155	524,170	444,263	422,704
	Intensity (m ³ /m ²)	0.838	0.807	0.804	0.654	0.624
Scope1*	Total (t-CO ₂)	1,396	1,369	1,331	1,293	1,212
	Intensity (t-CO ₂ /m ²)	0.0022	0.0021	0.0020	0.0019	0.0018
Scope2* (Market basis)	Total (t-CO ₂)	16,083	14,509	15,283	14,929	14,419
	Intensity (t-CO ₂ /m ²)	0.0251	0.0225	0.0235	0.0220	0.0213
Scope1+2*	Total (t-CO ₂)	17,479	15,878	16,614	16,222	15,631
	Intensity (t-CO ₂ /m ²)	0.0272	0.0246	0.0255	0.0239	0.0231
Scope3*		60,054	61,197	63,559	59,488	–
Category 1*	(t-CO ₂ e)	4,923	5,518	5,906	5,857	5,729
Category 2*	(t-CO ₂ e)	4,062	7,770	9,942	10,383	10,158
Category 3*	(t-CO ₂ e)	8,667	8,561	8,340	8,420	8,595
Category 4*	(t-CO ₂ e)	N/A	N/A	N/A	N/A	N/A
Category 5*	(t-CO ₂ e)	3,192	3,128	2,894	2,001	–
Category 6*	(t-CO ₂ e)	N/A	N/A	N/A	N/A	N/A
Category 7*	(t-CO ₂ e)	N/A	N/A	N/A	N/A	N/A
Category 8*	(t-CO ₂ e)	N/A	N/A	N/A	N/A	N/A
Category 9*	(t-CO ₂ e)	N/A	N/A	N/A	N/A	N/A
Category 10*	(t-CO ₂ e)	N/A	N/A	N/A	N/A	N/A
Category 11*	(t-CO ₂ e)	N/A	N/A	N/A	N/A	N/A
Category 12*	(t-CO ₂ e)	N/A	N/A	N/A	N/A	N/A
Category 13*	(t-CO ₂ e)	39,210	36,220	36,477	32,827	32,220
Category 14*	(t-CO ₂ e)	N/A	N/A	N/A	N/A	N/A
Category 15*	(t-CO ₂ e)	N/A	N/A	N/A	N/A	N/A

* The data shown in the table is based on the data that is available to JPR.

* The energy consumption and scope 1 emissions data does not include relevant data derived from emergency generator fuel.

* Energy consumption, water use and GHG emissions data is also broken down into office property and retail property categories for further verification. The intensity is presented based on the calculation of (Total amount of electric power or CO₂)/(Total floor area of equities (m²) x (Average occupancy rate per year (%))

2. Social (personnel-related) data (collection period: April through March)

Data Related to Employees	Fiscal 2017	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021
Number of full-time directors*	5	5	3	3	3
Male	5	5	3	3	3
Female	0	0	0	0	0
Number of employees (regular/contract)*	39	41	42	45	48
Ratio of regular employees against all employees*	94.9%	90.2%	92.9%	95.6%	90.0%
Number of regular employees*	37	37	39	43	43
Male	31	32	33	34	32
Female	6	5	6	9	11
Number of contract employees*	2	4	3	2	5
Male	0	0	1	1	2
Female	2	4	2	1	3
Number of employees seconded from other companies*	13	11	11	9	8
Male	12	11	10	8	7
Female	1	0	1	1	1
Ratio of female employees*	20.5%	22.0%	21.4%	22.2%	29.2%
Ratio of female executives*	0.0%	0.0%	0.0%	0.0%	0.0%
Ratio of female directors*	0	0	0	0	0
Average length of service*	6 years and 10 months	6 years and 3 months	7 years and 3 months	7 years and 2 months	7 years and 0 month
Male	6 years and 7 months	6 years and 0 month	6 years and 10 months	6 years and 9 months	7 years and 3 months
Female	7 years and 5 months	6 years and 8 months	8 years and 4 months	8 years and 4 months	6 years and 7 months
Number of new hires*	1	5	2	5	10
Male	1	3	2	4	6
Female	0	2	0	1	4
Number of employee turnover*	2	1	1	0	6
Male	2	1	0	0	6
Female	0	0	1	0	0
Employee turnover rate*	7.7%	3.3%	3.6%	0.0%	12.5%
Ratio of paid leave taken*	89.1%	83.2%	70.8%	68.2%	69.5%
Ratio of employees receiving health checkups*	100.0%	100.0%	100.0%	100.0%	100.0%
Annual total of hours spent on education and training*	746 hours	835 hours	683 hours	839 hours	755.5 hours
Hours spent on education and training per employee*	19.1 hours	20.4 hours	16.3 hours	17.5 hours	15.7 hours
Ratio of executives and employees receiving education and training*	100.0%	100.0%	100.0%	100.0%	100.0%
Training expenses per employee	-	58,567 yen	60,963 yen	63,946 yen	26,967 yen
Ratio of receiving sustainability training*	-	-	72.7%	93.0%	52.0%
Overtime hours per employee (monthly)*	13.2 hours	10.7 hours	12.5 hours	10.0 hours	13.8 hours
Male	14.1 hours	12.9 hours	14.5 hours	10.7 hours	15.4 hours
Female	9.1 hours	5.2 hours	7.5 hours	8.0 hours	10.1 hours
Number of employees taking childcare leave*	2	0	0	0	0

Data Related to Employees	Fiscal 2017	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021
Number of employees taking long-term nursing care leave*	0	0	0	0	0
Number of employees working reduced hours*	2	2	2	0	0
Average employee satisfaction (ratio of those who answered "satisfied")	-	71.4%	67.6%	84.2%	73.2%
Response rate of employee satisfaction survey	-	92.1%	95.0%	93.0%	97.6%

*The above data include results of five years from fiscal year 2017 (April 1, 2017, through March 31, 2018) through fiscal year 2021 (April 1, 2021, through March 31, 2022).

*Training-related data includes all employees including supervised contract employees. TRIM has no part-time employees or unsupervised contract employees.



LRQA Independent Assurance Statement

Relating to Japan Prime Realty Investment Corporation and Tokyo Realty Investment Management, Inc.'s Environmental and Social Data within its Sustainability Report or the calendar year 2021

This Assurance Statement has been prepared for Japan Prime Realty Investment Corporation in accordance with our contract.

Terms of Engagement

LRQA Limited ("LRQA") was commissioned by Japan Prime Realty Investment Corporation ("the Company") to provide independent assurance on its environmental data of its investment property and social data of Tokyo Realty Investment Management, Inc. ("TRIM") which is entrusted by the Company the asset management work within its Sustainability Report ("the report") for the calendar year 2021, that is, from 1 January 2021 to 31 December 2021, against the assurance criteria below to a "level of assurance and materiality" using ISAE 3000 (Revised) and ISO 14064-3:2019 for greenhouse gas ("GHG") emissions.

Our assurance engagement covered the Company's environmental data and TRIM's social data and specifically the following requirements:

- Verifying conformance with the reporting methodologies set by the Company or GRESB for the selected dataset:
- Evaluating the accuracy and reliability of data listed below:¹

Environmental data²

- Electricity use (Total [MWh] and Intensity [MWh/m²])
- City gas use (Total [MWh] and Intensity [MWh/m²])
- Heat consumption (Total [MWh] and Intensity [MWh/m²])
- Water use (Total [MWh] and Intensity [m³/m²])
- Total GHG emissions data (Total [tCO₂] and Intensity [tCO₂/m²])^{3,4}
- Scope 1 GHG emissions^{5,6} [tCO₂]
- Scope 2 GHG emissions (Location-based and Market-based) [tCO₂]
- Scope 3 GHG emissions (Categories 1/2/3/5/6/7/8/13) [tCO₂e]
- Annual waste amount [tonnes]^{7,8}
- Recycling rate [%]

Social data⁹

- Number of full-time directors (Total and gender-segregated)
- Number of employees (regular / contract) (Total and gender-segregated)
- Ratio of regular employees against all employees [%]

¹ LRQA undertook a limited assurance engagement of the environmental and social data marked with "*" within the Sustainability Report.

² As for each energy use, water use and GHG emissions, the verification scope covers the breakdown of Office Property and Retail Property. In addition, each basic unit is calculated by multiplying the total floor area equivalent to the company's ownership interest by the average occupancy rate (rental area/leasable area) for each year.

³ GHG quantification is subject to inherent uncertainty.

⁴ Total GHG emissions is calculated as the sum of Scope 1 GHG emissions and Scope 2 GHG emissions.

⁵ Scope 1 GHG emissions cover energy-oriented CO₂ emissions.

⁶ Scope 1 GHG emissions don't cover the fuel usage for emergency generator.

⁷ The data collection period of annual waste amount and recycling rate is the fiscal year 2020 (from 1 April 2020 to 31 March 2021).

⁸ 3 small-scale properties of the total 64 investment properties aren't included in the total because they don't independently manage the waste.

⁹ The data collection period of social data is the fiscal year 2021 (from 1 April 2021 to 31 March 2022).



- Number of regular employees (Total and gender-segregated)
- Number of contract employees (Total and gender-segregated)
- Number of seconded from other companies (Total and gender-segregated)
- Ratio of female employees [%]
- Ratio of female executives [%]
- Number of female directors
- Average length of service (Average and gender-segregated)
- Number of new hires (Total and gender-segregated)
- Number of employee turnover (Total and gender-segregated) ¹⁰
- Employee turnover rate ¹⁰
- Ratio of paid leave taken
- Ratio of employees receiving health checkups
- Annual total of hours spent for education and training
- Hours spent for education and training per employee
- Ratio of executives and employee receiving the education and training
- Ratio of executives and employees receiving sustainability training
- Overtime hours per employee (monthly) (Average and gender-segregated)
- Number of employees taking childcare leave
- Number of employees taking long-term nursing care leave
- Number of employees working reduced hours ¹¹

LRQA's responsibility is only to the Company. LRQA disclaims any liability or responsibility to others as explained in the end footnote. the Company's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the Report and for maintaining effective internal controls over the systems from which the Report is derived. Ultimately, the Report has been approved by, and remains the responsibility of the Company.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that the Company has not, in all material respects:

- Met the requirements of the criteria listed above
- Disclosed accurate and reliable environmental and social data

The opinion expressed is formed on the basis of a limited level of assurance¹² and at the materiality of the professional judgement of the verifier.

LRQA's Approach

LRQA's assurance engagements are carried out in accordance with ISAE 3000 (Revised) and ISO 14064-3:2019. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- Auditing the Company's data management systems to confirm that there were no significant errors, omissions or misstatements in the report. We did this by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal verification.
- Interviewing with those key people responsible for compiling the data and drafting the report.
- Sampling datasets and traced activity data back to aggregated levels;
- Verifying the historical Environmental data / records for the calendar year 2021⁷ and the historical Social data / records for the fiscal year 2021; and

¹⁰ Only voluntary resignation

¹¹ Only personal circumstances

¹² The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.



- Visiting JPR Chiba Building and Shinjuku Center Building to whether the data management systems have been effectively implemented.

Observations

The Company and TRIM should further demonstrate the completeness, accuracy and reliability of its future environmental and social data reporting. Regarding the waste amount, it is hoped that the Company will continue to establish robust internal data control systems at both the headquarter and each of its investment properties.

LRQA's Standards, Competence and Independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021-1 Conformity assessment – Requirements for bodies providing audit and certification of management systems – Part1: Requirements that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This is the only work undertaken by LRQA for the Company and as such does not compromise our independence or impartiality.

Signed

Dated: 20 June 2022

A handwritten signature in black ink, appearing to read 'N. Kinoshita', is written over a light blue horizontal line.

Norihiko Kinoshita

LRQA Lead Verifier

On behalf of LRQA Limited

10th Floor, Queen's Tower A, 2-3-1 Minatomirai, Nishi-ku, Yokohama, JAPAN

LRQA reference: YKA00000819

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