

	Disclosure	Category	Website
<b>General Disclosures</b>			
<b>GRI 102: General Disclosures 2016</b>			
<b>Organizational profile</b>			
102-1	Name of organization	Corporate Profile	<a href="https://www.jpr-reit.co.jp/en/about/profile/">https://www.jpr-reit.co.jp/en/about/profile/</a>
102-2	Activities, brands, products, and services	Corporate Profile, Basic Policies	<a href="https://www.jpr-reit.co.jp/en/about/profile/">https://www.jpr-reit.co.jp/en/about/profile/</a> <a href="https://www.jpr-reit.co.jp/en/about/policy/">https://www.jpr-reit.co.jp/en/about/policy/</a>
102-3	Location of headquarters	Corporate Profile	<a href="https://www.jpr-reit.co.jp/en/about/profile/">https://www.jpr-reit.co.jp/en/about/profile/</a>
102-4	Location of operations	Corporate Profile	<a href="https://www.jpr-reit.co.jp/en/about/profile/">https://www.jpr-reit.co.jp/en/about/profile/</a>
102-5	Ownership and legal form	Basic Structure	<a href="https://www.jpr-reit.co.jp/en/about/summary/">https://www.jpr-reit.co.jp/en/about/summary/</a>
102-6	Markets served	Basic Policies, Corporate Profile, Portfolio Map, Portfolio List	<a href="https://www.jpr-reit.co.jp/en/about/policy/">https://www.jpr-reit.co.jp/en/about/policy/</a> <a href="https://www.jpr-reit.co.jp/en/about/profile/">https://www.jpr-reit.co.jp/en/about/profile/</a> <a href="https://www.jpr-reit.co.jp/en/portfolio/map/">https://www.jpr-reit.co.jp/en/portfolio/map/</a> <a href="https://www.jpr-reit.co.jp/en/portfolio/list/">https://www.jpr-reit.co.jp/en/portfolio/list/</a>
102-7	Scale of the organization	Basic Policies, Portfolio, Portfolio Data	<a href="https://www.jpr-reit.co.jp/en/about/policy/">https://www.jpr-reit.co.jp/en/about/policy/</a> <a href="https://www.jpr-reit.co.jp/en/">https://www.jpr-reit.co.jp/en/</a> <a href="https://www.jpr-reit.co.jp/en/portfolio/data/">https://www.jpr-reit.co.jp/en/portfolio/data/</a>
102-8	Information on employees and other workers	Corporate Profile (Status of Officers)	<a href="https://www.jpr-reit.co.jp/en/about/profile/">https://www.jpr-reit.co.jp/en/about/profile/</a>
102-9	Supply chain	Initiatives on Behalf of the Environment>Improvement in effectiveness in cooperation with property managers Initiatives for Society>Supply Chain Management	<a href="https://www.jpr-reit.co.jp/en/esg/environment/">https://www.jpr-reit.co.jp/en/esg/environment/</a> <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
102-10	Significant changes to the organization and its supply chain	There are no material.	–
102-11	Precautionary Principle or approach	Sustainability Policy, Corporate Governance	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a> <a href="https://www.jpr-reit.co.jp/en/esg/governance/">https://www.jpr-reit.co.jp/en/esg/governance/</a>
102-12	External initiatives	International Initiatives	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
102-13	Membership of associations	International Initiatives	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
<b>Strategy</b>			
102-14	Statement from senior decision-maker	Top message	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
102-15	Key impacts, risk, and opportunities	Sustainability Policy Materialities and SDGs	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a> <a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
<b>Ethics and integrity</b>			
102-16	Values, principles, standards, and norms of behavior	Sustainability Policy	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
102-17	Mechanisms for advice and concerns about ethics	Compliance system (Basic Policy)	<a href="https://www.jpr-reit.co.jp/en/esg/governance/">https://www.jpr-reit.co.jp/en/esg/governance/</a>
<b>Governance</b>			
102-18	Governance structure	Corporate Governance	<a href="https://www.jpr-reit.co.jp/en/esg/governance/">https://www.jpr-reit.co.jp/en/esg/governance/</a>
102-19	Delegating authority	Sustainability Management	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability Management	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
102-21	Consulting stakeholders on economic, environmental, and social topics	Stakeholder Engagement	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
102-22	Composition of the highest governance body and its committees	Corporate Profile (Status of Officers)/JPR's corporate governance	<a href="https://www.jpr-reit.co.jp/en/about/profile/">https://www.jpr-reit.co.jp/en/about/profile/</a> <a href="https://www.jpr-reit.co.jp/en/esg/governance/">https://www.jpr-reit.co.jp/en/esg/governance/</a>
102-23	Chair of the highest governance body	Corporate Profile (Status of Officers)/JPR's corporate governance	<a href="https://www.jpr-reit.co.jp/en/about/profile/">https://www.jpr-reit.co.jp/en/about/profile/</a> <a href="https://www.jpr-reit.co.jp/en/esg/governance/">https://www.jpr-reit.co.jp/en/esg/governance/</a>
102-24	Nominating and selecting the highest governance body		–
102-25	Conflicts of interest	Corporate Governance (Transactions with interested parties)	<a href="https://www.jpr-reit.co.jp/en/esg/governance/">https://www.jpr-reit.co.jp/en/esg/governance/</a>
102-26	Role of highest governance body in setting purpose, values, and strategy	Sustainability Management	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
102-27	Collective knowledge of highest governance body		–
102-28	Evaluating the highest governance body's performance		–
102-29	Identifying and managing economic, environmental, and social impacts	Materialities and SDGs Sustainability Management	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a> <a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
102-30	Effectiveness of risk management processes	Corporate Governance (Risk Management)	<a href="https://www.jpr-reit.co.jp/en/esg/governance/">https://www.jpr-reit.co.jp/en/esg/governance/</a>
102-31	Review of economic, environmental, and social topics	Sustainability Management	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
102-32	Highest governance body's role in sustainability reporting	Sustainability Management	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
102-33	Communicating critical concerns	Corporate Governance (Risk Management)	<a href="https://www.jpr-reit.co.jp/en/esg/governance/">https://www.jpr-reit.co.jp/en/esg/governance/</a>
102-34	Nature and total number of critical concerns	There are no critical concern for this reporting period.	–
102-35	Remuneration policies	Corporate Governance (Remuneration of officers)	<a href="https://www.jpr-reit.co.jp/en/esg/governance/">https://www.jpr-reit.co.jp/en/esg/governance/</a>
102-36	Process for determining remuneration	Corporate Governance (Remuneration of officers)	<a href="https://www.jpr-reit.co.jp/en/esg/governance/">https://www.jpr-reit.co.jp/en/esg/governance/</a>
102-37	Stakeholders involvement in remuneration	Corporate Governance (Remuneration of officers)	<a href="https://www.jpr-reit.co.jp/en/esg/governance/">https://www.jpr-reit.co.jp/en/esg/governance/</a>
102-38	Annual total compensation ratio	Corporate Governance (Remuneration of officers)	<a href="https://www.jpr-reit.co.jp/en/esg/governance/">https://www.jpr-reit.co.jp/en/esg/governance/</a>
102-39	Percentage increase in annual total compensation ratio	Corporate Governance (Remuneration of officers)	<a href="https://www.jpr-reit.co.jp/en/esg/governance/">https://www.jpr-reit.co.jp/en/esg/governance/</a>
<b>Stakeholder engagement</b>			
102-40	List of stakeholder groups	Stakeholder Engagement	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
102-41	Collective bargaining agreements	Workforce Initiatives (Labor-management relations)	<a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
102-43	Approach to stakeholder engagement	Stakeholder Engagement, Initiatives on Behalf of Tenants, Local Community Initiatives, Workforce Initiatives	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a> <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
102-44	Key topics and concerns raised	Not applicable.	–

	Disclosure	Category	Website
<b>Reporting and practice</b>			
102-45	Entities included in the consolidated financial statements	Not applicable.	–
102-46	Defining report content and topic Boundaries	Sustainability Report (Issued in July 2021)	<a href="https://www.jpr-reit.co.jp/en/esg/">https://www.jpr-reit.co.jp/en/esg/</a>
102-47	List of material topics	Materialities and SDGs	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
102-48	Restatements of information		
102-49	Changes in reporting	Not applicable.	–
102-50	Reporting period	Period covered by this report is for FY2020 (from January 1, 2020 to December 31, 2020). Some workforce-related data describes the situation from April 2020 to March 2021.	
102-51	Date of most recent report	The first edition of sustainability report issued in February 2019, the revised edition issued in July 2020.	
102-52	Reporting cycle	Issued in July each year as an annual report.	
102-53	Contact point for questions regarding the report	Contact	<a href="https://reg31.smp.ne.jp/regist/is?SMPFORM=lirb-octjk-4313166d9bce35c60e807af5d42ae6ff">https://reg31.smp.ne.jp/regist/is?SMPFORM=lirb-octjk-4313166d9bce35c60e807af5d42ae6ff</a>
102-54	Claims of reporting in accordance with the GRI Standard		
102-55	GRI content index	GRI Standards Content Index	–
102-56	External assurance	Sustainability Report (Issued in July 2021)	<a href="https://www.jpr-reit.co.jp/en/esg/">https://www.jpr-reit.co.jp/en/esg/</a>
<b>GRI Standards 200 series (Economic topics)</b>			
<b>Economic Performance</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary		
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
<b>GRI 201: Economic Performance 2016</b>			
201-1	Direct economic value generated and distributed		
201-2	Financial implications and other risks and opportunities due to climate change	Climate change	<a href="https://www.jpr-reit.co.jp/en/esg/environment/">https://www.jpr-reit.co.jp/en/esg/environment/</a>
201-3	Defined benefit plan obligations and other retirement plans	Workforce Initiatives	<a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
201-4	Financial assistance received from government		
<b>Market Presence</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary		
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
<b>GRI 202: Market Presence 2016</b>			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage		
202-2	Proportion of senior management hired from the local community		
<b>Indirect Economic Impacts</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Materialities and SDGs	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
103-2	The management approach and its components	Sustainability Management	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
103-3	Evaluation of the management approach	Sustainability Management	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
<b>GRI 203: Indirect Economic Impacts 2016</b>			
203-1	Infrastructure investments and services supported		
203-2	Significant indirect economic impact		
<b>Procurement Practices</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary		
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
<b>GRI 204: Procurement Practices 2016</b>			
204-1	Proportion of spending on local suppliers		
<b>Anti-corruption</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary		
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
<b>GRI 205: Anti-corruption 2016</b>			
205-1	Operations assessed for risks related to corruption		
205-2	Communication and training about anti-corruption policies and procedure	Corporate Governance Initiatives> Prevention of Corruption and Bribery, Prevention of Transactions with Anti-Social Forces	<a href="https://www.jpr-reit.co.jp/en/esg/governance/">https://www.jpr-reit.co.jp/en/esg/governance/</a>
205-3	Confirmed incidents of corruption and actions taken Prevent		
<b>Anti-competitive Behavior</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	–	
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
<b>GRI 206: Anti-competitive Behavior 2016</b>			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		
<b>GRI Standards 300 series (Environmental topics)</b>			
<b>Materials</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary		
103-2	The management approach and its components		
103-3	Evaluation of the management approach		

	Disclosure	Category	Website
<b>GRI 301: Materials 2016</b>			
	301-1	Materials used by weight or value	
	301-2	Recycled input materials used	
	301-3	Reclaimed products and their packaging materials	
<b>Energy</b>			
<b>GRI 103: Management Approach 2016</b>			
	103-1	Explanation of the material topic and its Boundary	Sustainability Policy <a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
	103-2	The management approach and its components	Sustainability Policy, Sustainability Management, Initiatives on Behalf of the Environment>Measures for attainment of goal <a href="https://www.jpr-reit.co.jp/en/esg/environment/">https://www.jpr-reit.co.jp/en/esg/environment/</a>
	103-3	Evaluation of the management approach	Sustainability certification <a href="https://www.jpr-reit.co.jp/en/esg/environment/">https://www.jpr-reit.co.jp/en/esg/environment/</a>
<b>GRI 302: Energy 2016</b>			
	302-1	Energy consumption within the organization	Monitoring of environment-related data <a href="https://www.jpr-reit.co.jp/en/esg/environment/">https://www.jpr-reit.co.jp/en/esg/environment/</a>
	302-2	Energy consumption outside of the organization	
	302-3	Energy intensity	Monitoring of environment-related data <a href="https://www.jpr-reit.co.jp/en/esg/environment/">https://www.jpr-reit.co.jp/en/esg/environment/</a>
	302-4	Reduction of energy consumption	Monitoring of environment-related data, Initiatives on Behalf of the Environment>Measures for attainment of goal <a href="https://www.jpr-reit.co.jp/en/esg/environment/">https://www.jpr-reit.co.jp/en/esg/environment/</a>
	302-5	Reductions in energy requirements of products and services	
<b>Water and Effluents 2018</b>			
<b>GRI 103: Management Approach 2016</b>			
	103-1	Explanation of the material topic and its Boundary	Sustainability Policy <a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
	103-2	The management approach and its components	Conservation of water resources <a href="https://www.jpr-reit.co.jp/en/esg/environment/">https://www.jpr-reit.co.jp/en/esg/environment/</a>
	103-3	Evaluation of the management approach	Conservation of water resources <a href="https://www.jpr-reit.co.jp/en/esg/environment/">https://www.jpr-reit.co.jp/en/esg/environment/</a>
<b>GRI 303: Water and Effluents 2018</b>			
	303-1	Interactions with water as a shared resource	
	303-2	Management of water discharge-related impacts	
	303-3	Water withdrawal	
	303-4	Water discharge	
	303-5	Water consumption	Conservation of water resources <a href="https://www.jpr-reit.co.jp/en/esg/environment/">https://www.jpr-reit.co.jp/en/esg/environment/</a>
<b>Biodiversity</b>			
<b>GRI 103: Management Approach 2016</b>			
	103-1	Explanation of the material topic and its Boundary	
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
<b>GRI 304: Biodiversity 2016</b>			
	304-1	Operational sites owned leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	
	304-2	Significant impacts of activities, products, and services on biodiversity	
	304-3	Habitats protected or restored	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	
<b>Emissions</b>			
<b>GRI 103: Management Approach 2016</b>			
	103-1	Explanation of the material topic and its Boundary	Materialities and SDGs <a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
	103-2	The management approach and its components	Climate change <a href="https://www.jpr-reit.co.jp/en/esg/environment/">https://www.jpr-reit.co.jp/en/esg/environment/</a>
	103-3	Evaluation of the management approach	Monitoring of environment-related data <a href="https://www.jpr-reit.co.jp/en/esg/environment/">https://www.jpr-reit.co.jp/en/esg/environment/</a>
<b>GRI 305: Emissions 2016</b>			
	305-1	Direct (Scope 1) GHG emissions	Monitoring of environment-related data <a href="https://www.jpr-reit.co.jp/en/esg/environment/">https://www.jpr-reit.co.jp/en/esg/environment/</a>
	305-2	Energy indirect (Scope 2) GHG emissions	Monitoring of environment-related data <a href="https://www.jpr-reit.co.jp/en/esg/environment/">https://www.jpr-reit.co.jp/en/esg/environment/</a>
	305-3	Other indirect (Scope 3) GHG emissions	
	305-4	GHG emissions intensity	Monitoring of environment-related data <a href="https://www.jpr-reit.co.jp/en/esg/environment/">https://www.jpr-reit.co.jp/en/esg/environment/</a>
	305-5	Reduction of GHG emissions	Monitoring of environment-related data <a href="https://www.jpr-reit.co.jp/en/esg/environment/">https://www.jpr-reit.co.jp/en/esg/environment/</a>
	305-6	Emissions of ozone-depleting substances (ODS) Pol	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
<b>Effluents and Waste</b>			
<b>GRI 103: Management Approach 2016</b>			
	103-1	Explanation of the material topic and its Boundary	Reduction of waste and management of hazardous substances <a href="https://www.jpr-reit.co.jp/en/esg/environment/">https://www.jpr-reit.co.jp/en/esg/environment/</a>
	103-2	The management approach and its components	Reduction of waste and management of hazardous substances <a href="https://www.jpr-reit.co.jp/en/esg/environment/">https://www.jpr-reit.co.jp/en/esg/environment/</a>
	103-3	Evaluation of the management approach	Climate change, Sustainability Management <a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>

	Disclosure	Category	Website
GRI 306: Effluents and Waste 2016			
	306-1	Water discharge by quality and destination	
	306-2	Waste by type and disposal method	Reduction of waste and management of hazardous substances <a href="https://www.jpr-reit.co.jp/en/esg/environment/">https://www.jpr-reit.co.jp/en/esg/environment/</a>
	306-3	Significant spills	
	306-4	Transport of hazardous waste	
	306-5	Water bodies affected by water discharges and/or runoff	
Environmental Compliance			
GRI 103: Management Approach 2016			
	103-1	Explanation of the material topic and its Boundary	
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 307: Environmental Compliance 2016			
	307-1	Non-compliance with environmental laws and regulations	
Supplier Environmental Assessment			
GRI 103: Management Approach 2016			
	103-1	Explanation of the material topic and its Boundary	Initiatives for Society>Supply Chain Management <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
	103-2	The management approach and its components	Initiatives for Society>Supply Chain Management <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
	103-3	Evaluation of the management approach	
GRI 308: Supplier Environmental Assessment			
	308-1	New suppliers that were screened using environmental criteria	
	308-2	Negative environmental impacts in the supply chain and actions taken	
GRI Standards 400 series (Social topics)			
Employment			
GRI 103: Management Approach 2016			
	103-1	Explanation of the material topic and its Boundary	Stakeholder Engagement <a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
	103-2	The management approach and its components	Workforce Initiatives <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
	103-3	Evaluation of the management approach	
GRI 401: Employment 2016			
	401-1	New employee hires and employee turnover	Data Related to Employees <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	
	401-3	Parental leave	Diversity <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
Labor/Management Relations			
GRI 103: Management Approach 2016			
	103-1	Explanation of the material topic and its Boundary	Labor-management relations <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
	103-2	The management approach and its components	Labor-management relations <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
	103-3	Evaluation of the management approach	Data Related to Employees <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
GRI 402: Labor/Management Relations 2016			
	402-1	Minimum notice periods regarding operational changes	
Occupational Health and Safety			
GRI 103: Management Approach 2016			
	103-1	Explanation of the material topic and its Boundary	Stakeholder Engagement <a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
	103-2	The management approach and its components	Health and Work-life balance <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
	103-3	Evaluation of the management approach	Data Related to Employees <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
GRI 403: Occupational Health and Safety 2018			
	403-1	Occupational health and safety management system	
	403-2	Hazard identification, risk assessment, and incident investigation	
	403-3	Occupational health services	
	403-4	Worker participation, consultation, and communication on occupational health and safety	
	403-5	Worker training on occupational health and safety	
	403-6	Promotion of worker health	Health and Work-life balance <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Work-life balance <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
	403-8	Workers covered by an occupational health and safety management system	
	403-9	Worker-related injuries	
	403-10	Worker-related ill health	
Training and Education			
GRI 103: Management Approach 2016			
	103-1	Explanation of the material topic and its Boundary	Stakeholder Engagement <a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
	103-2	The management approach and its components	Workforce Initiatives <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
	103-3	Evaluation of the management approach	Workforce Initiatives <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
GRI 404: Training and Education 2016			
	404-1	Average hours of training per year per employee	Data Related to Employees <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
	404-2	Programs for upgrading employee skills and transition assistance programs	Workforce Initiatives <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
	404-3	Percentage of employees receiving regular performance and career development reviews	
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016			
	103-1	Explanation of the material topic and its Boundary	
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 405: Diversity and Equal Opportunity 2016			
	405-1	Diversity of governance bodies and employees	Diversity/Data Related to Employees <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
	405-2	Ration of basic salary and remuneration of women to men	

	Disclosure	Category	Website
<b>Non-discrimination</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Materialities and SDGs	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
103-2	The management approach and its components	Workforce Initiatives, Respect for Human Rights	<a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
103-3	Evaluation of the management approach	Sustainability Management	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken		
<b>Freedom of Association and Collective Bargaining</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary		
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
GRI 407: Freedom of Association and Collective Bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		
<b>Child Labor</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary		
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
GRI 408: Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor		
<b>Forced or Compulsory Labor</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary		
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
GRI 409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for forced or compulsory labor		
<b>Security Practices</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary		
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
GRI 410: Security Practices 2016			
410-1	Security personnel trained in human rights policies or procedures		
<b>Rights of Indigenous Peoples</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary		
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
GRI 411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples		
<b>Human Rights Assessment</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Materialities and SDGs	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
GRI 412: Human Rights Assessment 2016			
412-1	Operations that have been subject to human rights reviews or impact assessments		
412-2	Employee training on human rights policies or procedures	Respect for Human Rights	<a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		
<b>Local Communities</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Materialities and SDGs	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
103-2	The management approach and its components	Local Community Initiatives	<a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
103-3	Evaluation of the management approach		
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessment, and development programs	Materialities and SDGs, Local Community Initiatives	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a> <a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
413-2	Operations with significant actual and potential negative impacts on local communities		
<b>Supplier Social Assessment</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Initiatives for Society>Supply Chain Management	<a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
103-2	The management approach and its components	Initiatives for Society>Supply Chain Management	<a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
103-3	Evaluation of the management approach		
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria		
414-2	Negative social impacts in the supply chain and actions taken		

	Disclosure	Category	Website
<b>Public Policy</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary		
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
GRI 415: Public Policy 2016			
415-1	Political contribution	-	
<b>Customer Health and Safety</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Materialities and SDGs	<a href="https://www.jpr-reit.co.jp/en/esg/about/">https://www.jpr-reit.co.jp/en/esg/about/</a>
103-2	The management approach and its components	Initiatives on Behalf of Tenants, Safety and Security Initiatives	<a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
103-3	Evaluation of the management approach	Periodic CS Surveys	<a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
GRI 416: Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	Periodic CS Surveys	<a href="https://www.jpr-reit.co.jp/en/esg/social/">https://www.jpr-reit.co.jp/en/esg/social/</a>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		
<b>Marketing and Labeling</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary		
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
GRI 417: Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling		
417-2	Incidents of non-compliance concerning product and service information and labeling		
417-3	Incidents of non-compliance concerning marketing communications		
<b>Customer Privacy</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary		
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		
<b>Socioeconomic Compliance</b>			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary		
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
GRI 419: Socioeconomic Compliance 2016			
419-1	Non-compliance with laws and regulations in the social and economic area		