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GRI Standard Content Index

This report uses GRI Standards as reference.

Materials used to create this content index.

1. CSR REPORT 2019

URL https://www.tatemono.com/csr/english/reports/

2. ESG DATA BOOK 2019

URL https://www.tatemono.com/csr/uploads/esgdata_2019_01.pdf

3. Annual Review 2018

URL https://www.tatemono.com/english/ir/library/ar.html

4. Corporate Governance Report

URL https://www.tatemono.com/english/ir/library/governance.html

5. 201st Term Internal Control Report (Japanese only)

URL https://www.tatemono.com/ir/library/control.html

6. Notice of the 201st Ordinary General Meeting of Shareholders

URL https://www.tatemono.com/english/ir/stock/meeting.html

7. Tokyo Tatemono Tokyo Tatemono Group Medium-term Business Plan (FY2015-FY2019)

URL https://www.tatemono.com/english/ir/management/management.html

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GRI 101:	Foundation 2016	
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GRI 102:	General Disclosures 2016	
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102-3	Location of headquarters	Group Profile (9)
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102-5	Ownership and legal form	Group Profile (9)
102-6	Markets served	Group Profile (9)
102-7	Scale of the organization	Group Profile (9)
102-8	Information on employees and other workers	Group Profile (9), Diversity & Inclusion > Indicators and Results (50), Work-Life Balance > Indicators and Results (54), ESG Data Book 2019
102-9	Supply chain	Environmental Initiatives > Supply Chain Initiatives (16), Improving Management System > Supply Chain Initiatives (68)
102-10	Significant changes to the organization and its supply chain	Annual Review 2018 (2), Notice of the 201st Ordinary General Meeting of Shareholders (44), Tokyo Tatemono Group Medium-term Business Plan (9)
102-11	Precautionary Principle or approach	-
102-12	External initiatives	Contribution to SDGs (12)
102-13	Membership of associations	-
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102-14	Statement from senior decision-maker	Message from the President (3)
102-15	Key impacts, risks, and opportunities	Risk Management (63), Annual Review 2018 (31)
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102-54 Claims of reporting in accordance with the GRI Standards	
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102-56 External assurance ESG Data Book 2019, Third-Party Assurance (P81)	

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103-3	Evaluation of the management approach	-
GRI 201: E	Economic Performance 2016	
201-1	Direct economic value generated and distributed	Annual Review 2018 (5, 29), Notice of the 201st Ordinary General Meeting of Shareholders (5)
201-2	Financial implications and other risks and opportunities due to climate change	-
201-3	Defined benefit plan obligations and other retirement plans	Annual Review 2018 (43)
201-4	Financial assistance received from government	Annual Review 2018 (7, 19)
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GRI 103: N	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	-
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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	-
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	ndirect Economic Impacts 2016	
203-1	Infrastructure investments and services supported	Medium-term Business Plan (11-20)
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103-2	The management approach and its components	Supply Chain Initiatives (68)
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	Procurement Practices 2016	Compliance > System (65), implementation of Compliance Surveys (67)
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	Anti-corruption 2016 Operations assessed for ricks related to corruption	Proventing Corruption and Bribany (GC)
205-1	Operations assessed for risks related to corruption	Preventing Corruption and Bribery (66) Compliance Manual (66), Preventing Corruption and Bribery (66), Compliance
205-2	Communication and training about anti-corruption policies and procedures	Training (67)
205-3	Confirmed incidents of corruption and actions taken	Preventing Corruption and Bribery (66)
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103-1	Explanation of the material topic and its Boundary	•
103-2	The management approach and its components	Preventing Anti-competitive Practices (67)
103-3	Evaluation of the management approach	Compliance > System (65), Implementation of Compliance Surveys (67)

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206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Preventing Anti-competitive Practices (67)
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	nvironmental Standards Series	
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	Management Approach 2016	
103-1	Explanation of the material topic and its Boundary	Policy and System for Environmental Initiatives (13)
103-2	The management approach and its components	Policy and System for Environmental Initiatives (13), Environmental Management of Office Buildings (14), Environmental Management in the Residence Business (15), Supply Chain Initiatives (16)
103-3	Evaluation of the management approach	Policy and System for Environmental Initiatives (13), Environmental Management of Office Buildings (14), Environmental Management in the Residence Business (15)
GRI 301: N	Materials 2016	
301-1	Materials used by weight or volume	-
301-2	Recycled input materials used	-
301-3	Reclaimed products and their packaging materials	-
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	Management Approach 2016	
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103-2	The management approach and its components	Policy and System for Environmental Initiatives (13), Environmental Management of Office Buildings (14), Environmental Management in the Residence Business (15), Climate Change > Policy, Concept, and System (19)
103-3	Evaluation of the management approach	Policy and System for Environmental Initiatives (13), Environmental Management of Office Buildings (14), Environmental Management in the Residence Business (15), Climate Change > Policy, Concept, and System (19)
GRI 302: E	nergy 2016	
302-1	Energy consumption within the organization	Climate Change > Indicators and Results (19)
302-2	Energy consumption outside of the organization	-
302-3	Energy intensity	Climate Change > Indicators and Results (19)
302-4	Reduction of energy consumption	Climate Change (19-22)
302-5	Reductions in energy requirements of products and services	Climate Change (19-22)
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GRI 103: N	Management Approach 2016	
103-1	Explanation of the material topic and its Boundary	Water Resources (24)
103-2	The management approach and its components	Water Resources (24)
103-3	Evaluation of the management approach	Water Resources (24)
GRI 303: V	Vater 2016	
303-1	Water withdrawal by source	Water Resources (24)
303-2	Water sources significantly affected by withdrawal of water	-
303-3	Water recycled and reused	-
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GRI 103: N	Management Approach 2016	
103-1	Explanation of the material topic and its Boundary	Biodiversity (23)
103-2	The management approach and its components	Biodiversity (23)
103-3	Evaluation of the management approach	Biodiversity (23)
GRI 304: E	biodiversity 2016	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity (23)

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304-2	Significant impacts of activities, products, and services on biodiversity	Biodiversity (23)
304-3	Habitats protected or restored	Biodiversity (23)
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-
Emission	s	
GRI 103:	Management Approach 2016	
103-1	Explanation of the material topic and its Boundary	Climate Change (19)
103-2	The management approach and its components	Climate Change (19)
103-3	Evaluation of the management approach	Climate Change (19)
GRI 305:	Emissions 2016	
305-1	Direct (Scope 1) GHG emissions	Climate Change > Indicators and Results (19)
305-2	Energy indirect (Scope 2) GHG emissions	Climate Change > Indicators and Results (19)
305-3	Other indirect (Scope 3) GHG emissions	-
305-4	GHG emissions intensity	Climate Change > Indicators and Results (19)
305-5	Reduction of GHG emissions	Climate Change (19-22)
305-6	Emissions of ozone-depleting substances (ODS)	Pollution Control and Effective Use of Resources (26)
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Pollution Control and Effective Use of Resources (26)
Effluents	and Waste	
GRI 103:	Management Approach 2016	
103-1	Explanation of the material topic and its Boundary	Pollution Control and Effective Use of Resources (25)
103-2	The management approach and its components	Pollution Control and Effective Use of Resources (25)
103-3	Evaluation of the management approach	Pollution Control and Effective Use of Resources (25)
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306-1	Water discharge by quality and destination	
306-2	Waste by type and disposal method	Pollution Control and Effective Use of Resources (26)
306-3	Significant spills	Pollution Control and Effective Use of Resources (26)
306-4	Transport of hazardous waste	Pollution Control and Effective Use of Resources (26)
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306-5	runoff	-
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GRI 103:	Management Approach 2016	
103-1	Explanation of the material topic and its Boundary	Environmental Management of Office Buildings (14), Environmental Management in the Residence Business (15), Compliance with Environmental Laws and Regulations (16)
103-2	The management approach and its components	Environmental Management of Office Buildings (14), Environmental Management in the Residence Business (15), Compliance with Environmental Laws and Regulations (16)
103-3	Evaluation of the management approach	Environmental Management of Office Buildings (14), Environmental Management in the Residence Business (15), Compliance with Environmental Laws and Regulations (16)
GRI 307:	Environmental Compliance 2016	
307-1	Non-compliance with environmental laws and regulations	Compliance with Environmental Laws and Regulations (16)
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GRI 103:	Management Approach 2016	
103-1	Explanation of the material topic and its Boundary	Supply Chain Initiatives (16)
103-2	The management approach and its components	Supply Chain Initiatives (16)
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GRI 308:	Supplier Environmental Assessment	
	New suppliers that were screened using environmental	
308-1	criteria	-
308-2	Negative environmental impacts in the supply chain and actions taken	-
	and desirent anom	<u> </u>
	Disclosure	Tools and pages referred
GRI 400 S	Social Standards Series	
Employm	nent	
GRI 103:	Management Approach 2016	
103-1	Explanation of the material topic and its Boundary	Diversity & Inclusion (50), Work-Life Balance (54), Human Resource Development (58)
103-2	The management approach and its components	Diversity & Inclusion (50), Work-Life Balance (54), Human Resource Development (58)
103-3	Evaluation of the management approach	Diversity & Inclusion (50), Work-Life Balance (54), Human Resource Development (58)
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401-1	New employee hires and employee turnover	Diversity & Inclusion > Indicators and Results (50), Work-Life Balance (54)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-
401-3	Parental leave	Expanding the Child Rearing Support Policy (51)
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GRI 103:	Management Approach 2016	
103-1	Explanation of the material topic and its Boundary	Labor and Management Dialogue (56)
103-2	The management approach and its components	Labor and Management Dialogue (56)
103-3	Evaluation of the management approach	Labor and Management Dialogue (56)
GRI 402:	Labor/Management Relations 2016	
402-1	Minimum notice periods regarding operational changes	-
-	onal Health and Safety	
	Management Approach 2016	
103-1	Explanation of the material topic and its Boundary	Health Management Initiatives (55)
103-2	The management approach and its components	Health Management Initiatives (55)
103-3	Evaluation of the management approach	Health Management Initiatives (55)
GRI 403:	Occupational Health and Safety 2016	
403-1	Workers representation in formal joint management- worker health and safety committees	Endeavoring for Work-style Innovation Together as Labor and Management (56)
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Work-Life Balance > Indicators and Results (54)
403-3	Workers with high incidence or high risk of diseases related to their occupation	-
403-4	Health and safety topics covered in formal agreements with trade unions	-
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GRI 103:	Management Approach 2016	
103-1	Explanation of the material topic and its Boundary	Human Resource Development (58)
103-2	The management approach and its components	Human Resource Development (58)
103-3	Evaluation of the management approach	Human Resource Development (58)
GRI 404:	Training and Education 2016	
404-1	Average hours of training per year per employee	-
404-2	Programs for upgrading employee skills and transition assistance programs	Human Resource Development (58-59)
404-3	Percentage of employees receiving regular performance and career development reviews	Human Resource Development (58)

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103-2	The management approach and its components	Diversity & Inclusion (50)	
103-3	Evaluation of the management approach	Diversity & Inclusion (50)	
GRI 405: E	Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Diversity & Inclusion > Indicators and Results (50)	
405-2	Ratio of basic salary and remuneration of women to men	-	
Non-discr	imination		
GRI 103: N	Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	Respect of Human Rights (69)	
103-2	The management approach and its components	Respect of Human Rights (69)	
103-3	Evaluation of the management approach	Respect of Human Rights (69)	
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406-1	Incidents of discrimination and corrective actions taken	-	
Freedom	of Association and Collective Bargaining		
	Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	Labor and Management Dialogue (56)	
103-2	The management approach and its components	Labor and Management Dialogue (56)	
103-3	Evaluation of the management approach	Labor and Management Dialogue (56)	
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407-1	Operations and suppliers in which the right to freedom	-	
Child Lab	of association and collective bargaining may be at risk		
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103-1	Explanation of the material topic and its Boundary	Respect of Human Rights (69)	
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408-1	Operations and suppliers at significant risk for incidents of child labor	-	
Forced or	Compulsory Labor		
GRI 103: N	Management Approach 2016		
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103-2	The management approach and its components	Respect of Human Rights (69)	
103-3	Evaluation of the management approach	Respect of Human Rights (69)	
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409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	
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103-3	Evaluation of the management approach	-	
GRI 410: Security Practices 2016			
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