

Library



ESG Data Summary



Environment

Environment Certification Coverage ▼

Energy Consumption & CO₂Emissions ▼

Waste ▼

Green House Gas (GHG) Emission: Office Buildings ▼

Water Usage ▼

Society

Employees at JRA ▼

Engagement Survey ▼

Participation Records of Training Programs ▼

Governance

Board of Directors of United Urban ▼

Directors of the Board Meeting at JRA ▼

Compensation for Accounting Auditor of United Urban ▼

No. of Departments Targeted by Regular Audits ▼

Environment

Environment Certification Coverage

	Period	Unit	2018	2019	2020	2021	2022
Gloss floor area based	as of Dec.	%	52.5	58.5	62.9	68.5	73.3
No. of properties based	as of Dec.	%	39.8	46.2	50.4	55.5	60.6

Green House Gas (GHG) Emission: Office Buildings

Period	Unit	2014	2015	2016	2017	2018	2019	2020	2021
from Apr. to Mar.	t-CO ₂ /m ²	0.08853	0.08650	0.08583	0.08166	0.07799	0.07451	0.06628	0.06251

Note: Intensity (gross floor area) based.

Energy Consumption & CO₂ Emissions

	Period	Unit	2014	2015	2016	2017	2018	2019	2020	2021
No. of properties monitored	from Apr. to Mar.	Property	69	74	71	72	71	74	72	125
Electricity usage	from Apr. to Mar.	GJ	1,133,104	1,168,739	1,239,085	1,254,262	1,336,657	1,331,084	1,120,686	2,139,553
Gas usage	from Apr. to Mar.	GJ	136,440	122,683	154,803	165,330	170,936	165,093	125,882	280,216
Steam usage	from Apr. to Mar.	GJ	-	-	-	-	-	-	-	37,946
CO₂ emission - Scope 1	from Apr. to Mar.	1,000t-CO ₂	7	6	8	8	9	8	6	3
CO₂ emission - Scope 2	from Apr. to Mar.	1,000t-CO ₂	60	62	66	61	64	63	47	35
CO₂ emission - Scope 3	from Apr. to Mar.	1,000t-CO ₂	-	-	-	-	-	-	-	71

Note: Data coverage refers to the [SASB Report](#).

Note: Aggregated data of all properties (excluding land) from FY2021 (April 2021-March 2022).

Note: Obtained [the Independent Assurance Statement \(based on a limited assurance of data\)](#)  by a third party, Sustainability Accounting Co., Ltd.

Water Usage

	Period	Unit	2014	2015	2016	2017	2018	2019	2020	2021
No. of properties monitored	from Apr. to Mar.	Property	60	63	95	105	109	118	116	121
Water usage	from Apr. to Mar.	1,000m ²	613	623	1,394	1,518	1,598	1,699	1,209	1,886

Note: Data coverage refers to the [SASB Report](#).


Note: Aggregated data of all properties (excluding land) from FY2021 (April 2021-March 2022).

Note: Obtained [the Independent Assurance Statement \(based on a limited assurance of data\)](#)  by a third party, Sustainability Accounting Co., Ltd.

Waste

	Period	Unit	2016	2017	2018	2019	2020	2021
No. of properties monitored	from Apr. to Mar.	Property	68	70	70	77	77	82
Non-hazardous waste	from Apr. to Mar.	t	8,177	8,798	9,203	9,473	6,602	7,863
Hazardous waste	from Apr. to Mar.	t	0	0	0	0	0	55
Recycling ratio	from Apr. to Mar.	%	51.3	48.6	48	45.4	51.2	40.9
Incineration ratio	from Apr. to Mar.	%	45	45.2	49.1	49.1	44.3	33
Landfill ratio	from Apr. to Mar.	%	3.7	6.1	2.9	5.4	4.5	2
Others (handling method unaccounted)	from Apr. to Mar.	%	-	-	-	-	-	24

Note: Aggregated data of all properties (excluding land) from FY2021 (April 2021-March 2022).

Note: Obtained [the Independent Assurance Statement \(based on a limited assurance of data\)](#)  by a third party, Sustainability Accounting Co., Ltd.

Society

Employees at JRA

		2017	2018	2019	2020	2021	2022
Full-time Officers & Employees (Note 1)	Male	47	43	43	46	47	48
	Fixed-term employees	1	0	1	3	2	3
	Female	29	30	32	34	38	38
	Fixed-term employees	1	0	1	0	1	0
	Female ratio	38.2%	41.1%	42.7%	42.5%	44.7%	44.2%
	All	76	73	75	80	85	86
	Fixed-term employees	2	0	2	3	3	3
Employees who took maternity/childcare leaves (Note 2)		2	3	1	3	2	2
Employees who opted for shorter work hours (Note 2)		4	3	7	5	3	4
Turnover (Note 3)		2	9	3	3	3	7
Turnover ratio (Note 4)		2.6%	12.3%	4.0%	3.8%	3.5%	8.1%
Managers (Note 5)	Male	38	33	27	26	28	24
	Female	6	8	8	9	10	7
	All	44	41	35	35	38	31
New employees (Note 6)	Male	3	6	9	7	2	2
	Female	3	2	2	4	4	4
	All	6	8	11	11	6	6
Average years of service	Male	5.3	5.2	4.6	5.2	6.1	6.7
	Female	6.2	6.6	7.1	9.0	8.0	8.4
	All	5.6	5.8	5.7	6.8	6.9	7.5
Usage of paid leaves per year per employee	(No. of days)	12.7	12.1	12.7	9.8	12.8	12.9
	(Ratio)	70.7%	65.6%	70.2%	53.7%	69.4%	72.4%

		2017	2018	2019	2020	2021	2022
Employees at age 60 or over (Note 7)	Male	0	0	1	1	2	3
	Female	0	0	0	0	0	0
	All	0	0	1	1	2	3
Foreign employees (Note 7)	Male	0	0	0	0	0	0
	Female	1	1	1	1	1	1
	All	1	1	1	1	1	1
Directors, exclusive of auditors, inclusive of non-executives (Note 7)	Male	5	5	5	5	5	5
	Female	0	0	0	0	0	0
	All	5	5	5	5	5	5

Note 1: Full-time officers and employees. As of the end of March every year. Aggregate method of the fixed-term employees was changed in 2021.

Note 2: Number of employees who are taking as of the end of March every year.

Note 3: Total numbers from April to March every year; exclusive of leaves due to retirement age or end of transfer assignment.

Note 4: Turnover rate = Total # of turnover for a subject fiscal period ÷ # of all full-time officers and employees as of the end of March every year.

Note 5: Chief Manager and above.

Note 6: From April to March every year.

Note 7: As of the end of March every year.

Participation Records of Training Programs

	2016	2017	2018	2019	2020	2021	2022
Average hours participated in training programs per employee	7.8	11.7	13.3	13.1	6.0	12.5	12.8
Ratio of employees participated in professional training programs	88.8%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Ratio of employees participated in training programs focused on sustainability	32.5%	40.8%	100.0%	100.0%	100.0%	100.0%	100.0%

Note: From January to December every year, except average hours participated in training programs per employee (April to March every year).

Engagement Survey

	2018	2019	2020(Note)	2021	2022
Survey period	November 2018	November 2019	January 2020	September 2021	September 2022
Survey group (All employees including contract workers, etc., excluding those who take temporary leaves, etc.)	58	63	79	81	77
Effective response rate	94.8%	96.8%	100.0%	98.7%	100.0%
Job satisfaction/Company satisfaction (marks out of 5)	3.1	3.3/3.2	3.4/3.3	3.4/3.4	3.2/3.3
Employees who had a performance feedback and a career consultation with their superiors	100.0%	100.0%	100.0%	100.0%	100.0%

Note: Survey company was changed.

Governance

Board of Directors of United Urban

Position	Name	Gender	Chairperson	Independent officer (Note 1)	Experience & Expertise (Note 2)					Qualification	Annual compensation (JPN thousand)	Attendance in Board of Directors meeting (37th FP & 38th FP)	No. of investment units owned
					Corporate management/management strategy	Real estate investment/management	Finance & Accounting	Auditing & Risk management	Legal affairs & Compliance				
Executive officer	Toshiaki Emon	Male	○	-	○	○	○	○		-	12,000	100% (19 times / 19 times) (Note 3)	0 units
Supervisory officers	Kenichiro Okamura	Male		○	○		○	○		Certified public accountant Certified tax accountant US certified public accountant	4,200	100% (19 times / 19 times)	0 units
	Kumiko Sekine	Female		○				○	○	Lawyer	4,200	100% (19 times / 19 times)	0 units

Please follow the link below for career summaries of each officer.

[Career summary of officers of United Urban](#) 

Note 1: In the above table, “Independent officer” refers to supervisory officers who are not in conflict with the Investment Trust Act’s standards on independence from the executive officer, the Asset Management Company, etc. Furthermore, since United Urban does not fall under the category of a “Listed domestic company” as stipulated by the Tokyo Stock Exchange’s rules on the listing of securities, it is not required to secure an “Independent Officer” as stipulated in said rules and so an “Independent directors/Auditors notification” as stipulated in the rules has not been submitted. Nonetheless, as indicated in the table, persons who are not in conflict with the Investment Trust Act’s standards on independence from the executive officer, the Asset Management Company, etc. are selected for United Urban's supervisory officers.

Note 2: “Experience & Expertise” in the table indicates the relatively notable experience and expertise of each officer and does not show all of the experiences and abilities of the officers.

Compensation for Accounting Auditor of United Urban

	Unit	37th FP (May 2022)	38th FP (Nov. 2022)
Auditing compensation	JPN thousand	18,000	18,000
Non-auditing compensation	JPN thousand	0	0
Total	JPN thousand	18,000	18,000

Directors of the Board Meeting at JRA

Position	Name	Participation in Board Meetings
President and CEO	Norimasa Gaun	100% (14 times / 14 times)
Executive Director and CFO	Shuichi Kamizono	100% (14 times / 14 times)
Executive Director and CIO	Yoshihiro Itani	100% (14 times / 14 times)
Non-executive Director	Tsuyoshi Takagi	100% (14 times / 14 times)
Non-executive Director	Hiroshi Tanikake	100% (8 times / 8 times)
Non-executive Director	Takehide Sasaki	100% (14 times / 14 times)
Auditor	Hideki Kadota	100% (14 times / 14 times)
Non-executive Auditor	Hirohiko Nishide	100% (7 times / 7 times)
Non-executive Auditor	Hiromu Shiota	100% (7 times / 7 times)

Note 1: [Hirohiko Nishide, a non-executive auditor, resigned on September 14, 2022, and Hiromu Shiota, a non-executive auditor, was appointed on September 15, 2022.](#) 

Note 2: Hiroshi Tanikake, a non-executive director, resigned on October 1, 2022.

Note 3: Norimasa Gaun, President and CEO, and Yoshihiro Itani, Executive Officer and CIO, resigned as of March 31, 2023, and Junichi Batai, President and CEO, and Hiroshi Tanikake, Director and Executive Officer, CIO, assumed office as of April 1, 2023. For details, please see "Notice Concerning the Change of Director and Important Employee at the Asset Management Company" dated February 28, 2023.

No. of Departments Targeted by Regular Audits

	2017	2018	2019	2020	2021	2022
Audited departments	8	8	6	4	5	0
Total departments	13	13	13	13	13	13

Note: From April to March.

Certification / Evaluation



Environment Certification Coverage (Details) ▼

GRESB Survey ▼

DBJ Green Building Certification ▼

CASBEE for Real Estate ▼

BELS Certification ▼

Environment Certification Coverage (Details)

In order to enhance the objectivity and credibility of the status of environmental and social considerations of properties owned by United Urban, the initiatives to acquire external certification and ratings assigned by third parties are underway. The following is the coverage ratio of the properties of United Urban that acquired external certification. We promote to raise the coverage ratio of environment certification.

	DBJ Green Building	CASBEE for Real Estate	BELS	Total
No. of properties (Note)	12	37	34	80
Certification coverage (gross floor area based)	23.9%	30.6%	20.3%	73.3%

Note: As of December 2022. Total of 132 properties, excluding the properties consisting of only land. ARENA TOWER has received recognition under both DBJ Green Building Certification and BELS, but the overlap is deducted in the total. As for LOOP-X · M, which consists of two buildings: Loop-X (office building) and Loop-M (residence), Loop-X has received CASBEE and Loop-M has received BELS, respectively. Therefore, the overlap is deducted in the total. In addition, as for RIHGA Royal Hotel Kokura · ARUARU City, the Retail Building I "ARUARU City" and the Retail Building II "ARUARU City Building No.2" has received CASBEE, respectively. Therefore, the overlap is deducted in the total.

GRESB Survey

Overview of the GRESB

GRESB, the Global Real Estate Sustainability Benchmark, is an annual benchmarking assessment to measure ESG integration of real estate companies and funds. It was founded in 2009 by a group of European institutional investors who played leading roles in launching Principles for Responsible Investment (PRI) advocated by the United Nations as the core group and is utilized in their investment decision-making processes.

GRESB Real Estate Assessment

In the 2022 GRESB Real Estate Assessment, United Urban received a “4 Stars” in GRESB Rating, which is based on GRESB Overall Score and its quintile position relative to global participants.

United Urban also won a “Green Star” designation for the eighth consecutive year by achieving high performance both in “Management Component” that evaluates policies and organizational structure for ESG promotion, and “Performance Component” that assesses environmental performance and tenant engagement of properties owned.



GRESB Public Disclosure Level Assessment

The highest “A” level was granted to United Urban for the fifth consecutive year. Its accomplished disclosure of information regarding ESG initiatives were evaluated.

United Urban continues to implement its initiatives for the environmental, social, governance issues going forward.



➤ [Press Release: Notice Concerning GRESB Assessment Results \(October 18, 2022\)](#) 

DBJ Green Building Certification

DBJ Green Building Certification Program was established by Development Bank of Japan Inc. in April, 2011 for the purpose of supporting the properties which give proper care to environment and society (“Green Building”). The program evaluates, certifies and supports properties which are required by society and economy. It makes comprehensive assessment of properties, while evaluating various factors which range from properties’ environmental features to their communication with stakeholders, such as disaster prevention and proper care for surrounding communities.

Year 2021



[A40 KURURU](#)



[A15 Shinsaibashi OPA Honkan](#)



[A29 Yodobashi Camera Multimedia Kichijoji](#)



[A31 Luz Fukuoka Tenjin](#)



[A38 Luz Shonan Tsujido](#)



[B37 ARENA TOWER](#)



[B44 SS30](#)



[E3 Tsubokawa Square Building](#)



[A12 Daiei Takarazuka Nakayama](#)



[A23 Ito-Yokado Owariasahi](#)



[E5 Logistics Higashi - Ohgishima](#)

Year 2019



[D26 Glenpark Umeda-kita](#)

➤ [For more details, please refer to the website of DBJ Certification.](#) 

CASBEE for Real Estate

“CASBEE (Comprehensive Assessment System for Built Environment Efficiency)” is a system for assessing and rating the environmental performance of buildings and built environment, which is being developed and penetrated in Japan, under the leadership of the Ministry of Land, Infrastructure, Transport and Tourism.

CASBEE for Real Estate was developed with an intention to be widely used among property market participants, and its assessment criteria are designed to use by person engaged in real-estate development and transaction. The assessment items consist of five categories, namely “energy/GHG,” “water,” “materials/safe,” “biodiversity/sustainable site,” and “indoor environment” with 21 assessment items. Taking into account international common items advocated by UNEP SBCI (The United Nations Environment Programme - Sustainable Building and Climate Initiative), the same items as environmental performance items, which have received attention from domestic and foreign companies, are considered. The following properties owned by United Urban have received the certification.

Year 2022

Rank S
★★★★★



[B27 Lila Hijirizaka](#)

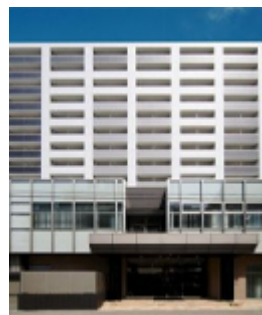
Rank A ★★★★★



[B26 Hamamatsucho 262 Building](#)



[B47 Toranomon PF Building](#)



[D18 MA Sendai Building](#)



[D30 GRAN FONTE](#)

Rank B+ ★★★



[D24 UUR Court Sapporo
Minami-Sanjo Premier
Tower](#)

Year 2021

Rank S
★★★★★



[C15 RIHGA Royal Hotel
Kokura · ARUARU City
\(ARUARU City\)](#)



[C15 RIHGA Royal Hotel
Kokura · ARUARU City
\(ARUARU City Building
No.2\)](#)

Rank A ★★★★★



[B7 Kawasaki Toshiba
Building](#)



[B31 Pacific Marks Nishi-
Umeda](#)



[B38 Yushima First
Building](#)

Year 2020

Rank S
★★★★★



[A11 Tip's Machida Building](#)



[A42 Luz Musashikosugi Building](#)

Rank A ★★★★★



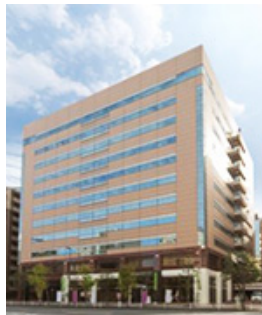
[B45 LOOP-X](#)

Year 2019

Rank S
★★★★★



[B11 Pacific Marks Shinjuku Parkside](#)



[B14 Pacific Marks Yokohama East](#)



[B17 Akasaka Hikawa Building](#)

Rank A ★★★★★



[B20 Pacific Marks Akasaka-mitsuke](#)



[B22 Pacific Marks Shin-Yokohama](#)

Year 2018

Rank S
★★★★★



[A21 Mallage Kashiwa](#)



[B3 Fukuoka Eartheon Building](#)

Rank S
★★★★★



[B46 Toranomon Hills Mori Tower](#)

Rank A ★★★★★



[A2 Joy Park Izumigaoka](#)



[A4 Luz Funabashi](#)



[A8 Miyamae Shopping Center](#)



[A10 ACTIOLE Minami-ikebukuro](#)



[A14 ACTIOLE Kannai](#)



[A20 Albore Sendai](#)



[A26 ACTIOLE Ichikawa](#)



[A36 Granbell Ginza Building](#)



[B6 Shin-Osaka Central Tower](#)



[B8 UUR Toyochō Building](#)



[B13 Pacific Marks Tsukishima](#)



[B32 Pacific Marks Higobashi](#)



[B35 Pacific Marks Sapporo Kita-Ichijo](#)



[B41 GRAND-SQUARE Meieki-minami](#)



[B42 Shiba 520 Building](#)

BELS Certification

“Building-housing Energy-efficiency Labeling System (BELS)” is a third-party certification system for rating residential and non-residential buildings fulfilling the obligation to make efforts for labeling of energy efficiency under the Building Energy Efficiency Act (official name: Act on the Improvement of Energy Consumption Performance of Buildings). The assessment is on the basis of the Building Energy Index (BEI) value derived from primary energy consumption based on the building energy efficiency standards provided by the Japanese government.



The assessment and labeling based on BELS is implemented by assessment association members, which are those “registered housing quality evaluation agencies,” “designated confirmation and inspection bodies” or “registered building investigation bodies” that have submitted notification as an organization implementing BELS operations. The assessment outcome is represented by a number of stars (five-star scale from one star to five stars).

Among United Urbans portfolio, the following properties have received the BELS certification.

Rank
★★★★★



[A41 K's Denki Nagoya-kita](#)



[C7 Yotsuya 213 Building](#)



[C13 Loisir Hotel & Spa Tower Naha \(Annex\)](#)



[C19 Smile Hotel Premium Sapporo Susukino](#)



[E15 Hirakata Nagao Logistics Center](#)

Rank
★★★★



[A24 Yokohama Kariba Shopping Center](#)



[B9 FOUR SEASONS BLDG](#)



[C10 Toyoko Inn Kawasaki Ekimae Shiyakusho-dori](#)



[C17 Henn na Hotel Tokyo Hamamatsucho](#)



[C18 Hotel Hewitt Koshien \(New building\)](#)

Rank
★★★



[A7 Tecc LAND Sakai Honten](#)



[A30 Kaden Sumairu-kan YAMADA Matsudo Honten](#)



[B25 Pacific Marks Kawasaki](#)



[B40 GRAND-SQUARE Shin-Sakae](#)



[B45 LOOP-M](#)



[B48 UUR Kyobashi East Building](#)



[C4 HOTEL ROUTE-INN Yokohama Bashamichi](#)



[C9 Comfort Inn Tokyo Roppongi](#)



[C12 Toyoko Inn Naha Kokusai-dori Miebash-eki](#)



[C16 Comfort Inn Fukuoka Tenjin](#)



[C20 the square hotel KANAZAWA](#)



[E1 Lilycolor Tohoku Branch](#)



[E8 Shin-Narashino Logistics Center](#)



[E17 REDWOOD Narita Distribution Centre](#)

Rank
★★



[B37 ARENA TOWER](#)



[B43 Hirose-dori SE Building](#)



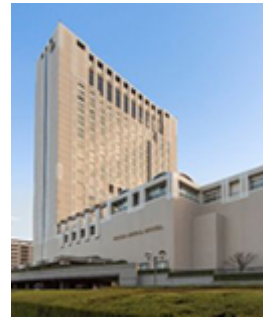
[C2 Toyoko Inn Shinagawa-eki Takanawa-guchi](#)



[C3 MZ BLD.](#)



[C5 Hotel JAL City Naha](#)



[C15 RIHGA Royal Hotel Kokura - ARUARU City \(ARUARU City\)](#)



[D10 UUR Court Sapporo Kita-Sanjo](#)



[D23 UUR Court Kinshicho](#)



[E6 MT Ariake Center Building I](#)



[E9 Kawagoe Logistics Center](#)

SFDR



➤ [Summary of SFDR Pre-Contractual Disclosure 2022](#) 

➤ [SFDR Principal Adverse Impact Statement 2022](#) 

Editorial Policy



Policy	▼	Reporting Structure	▼
Reporting Organization	▼	Reporting Period	▼
Reference for Disclosure	▼	Publication date	▼
Next issue	▼	Inquiries	▼

Policy

United Urban and JRA have dialogue with our stakeholders and publish the Sustainability Website and the Sustainability Report as a means of informing our stakeholders of our efforts to realize a sustainable society.

The website and report cover our sustainability policies and sustainability activities and are compiled based on themes of environment (E), society (S) and governance (G). Historical data regarding these activities is shown in the ESG data section.

Our view on sustainability and the related policies and activities are discussed in the JRA’s Sustainability Committee and are reported to and approved by the Board Meeting of JRA.

Reporting Structure

The Sustainability Website is designed to provide not only our policies but also a full range of data and information regarding our sustainability activities. We aim for a timely disclosure and make efforts to keep the website the most updated

The Sustainability Report is published in PDF format, covering disclosed information in the Sustainability Site.

Reporting Organization

United Urban Investment Corporation
Japan REIT Advisors Co., Ltd.

Reporting Period

The report covers the fiscal year of 2022 (from April 1, 2022 to March 31, 2023), but also includes information of other periods.

Reference for Disclosure

GRI Standards
SASB (Real Estate Industry) Framework

Publication date

May 2023

Next issue

May 2024 (scheduled)

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