

## Policy on Environment, Society and Governance (ESG)

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Mitsui Fudosan Logistics REIT Management Co., Ltd.

### [Preamble]

The Mitsui Fudosan Group, to which Mitsui Fudosan Logistics REIT Management Co., Ltd. (“the Company”) belongs, is working toward the "creation of social value" and the "creation of economic value" as two wheels of a cart as its approach to sustainability and ESG guided by the meaning of "&", "to generate new value through cooperation, coexistence and co-creation, we forge ahead, innovating." Creating social value leads to the creation of economic value, which in turn leads to the creation of even greater social value.

As the asset management company of Mitsui Fudosan Logistics Park Inc. (“the Investment Corporation”), the Company is striving to achieve stable medium- to long-term profitability for unitholders and to maximize unitholder value through the sustainable growth of the Investment Corporation. Believing that working on ESG issues in its asset management business is important to attaining its mission, the Company will make this work part of its daily operations under its Policy on ESG.

### [Policy on ESG]

#### 1. Consideration and response to the environment

The Company will work on measures to improve eco-efficiency and reduce the environmental load, always taking into account the direct and indirect impact its asset management business will have on the environment.

##### (1) Energy saving and the reduction of CO2 emissions

Regarding the use of energy and the emission of greenhouse gases derived from the management of real estate as an important issue for the environment, the Company will seek to reduce energy-derived CO2 emissions from its portfolio by introducing equipment that will contribute to energy saving in properties in which the Investment Corporation invests and promoting the use of efficient energy in its management of buildings.

(2) Conservation of the water resources and promotion of resource saving and waste reduction  
To make effective use of limited water resources, the Company will promote water saving and will work to introduce water-saving equipment in the real estate it manages. We will also strive to contribute to the establishment of a recycling-oriented society by advancing efforts for 3R (reduce, reuse and recycle) to curb the volume of wastewater and waste materials discharged from buildings.

(3) Utilization of green building certification systems, etc.  
To facilitate efforts for the environment and social consideration in the managed real estate and increase their asset value by enhancing the credibility and objectivity of these efforts at the same time, the Company will work to utilize the certification systems, commendation systems and environmental performance evaluation systems of third parties, including green building certification, in its asset management business.

2. Consideration and response to society

The Company will fulfill its social responsibility in its business activities by giving consideration to the various stakeholders surrounding the Company, the Investment Corporation and investments. To practice this Policy, we will strive to build a good relationship with each stakeholder, actively working together and cooperating with them.

(1) Respect for human rights

As a member of society, the Company will thoroughly respect basic human rights in all of its business activities. We will establish a corporate culture that does not tolerate discrimination based on age, sex, origin and race, etc. and acts that will impair the dignity of individuals, such as forced labor and harassment.

(2) Efforts for better amenity and safety and security

The Company will strive to increase customer satisfaction (CS) in cooperation with the Mitsui Fudosan Group, the ITOCHU Group, and tenant companies to provide tenants and other facility users with a comfortable, safe and secure space as a place for their everyday life.

We will also take steps for disaster prevention and a business continuity plan (BCP) by strengthening emergency response as well as preparations in normal times in our managed assets.

(3) Consideration to local communities

The Company will work to build good relations with local residents and local governments, etc. by actively communicating with them in light of the impacts on local communities created by the features of logistics properties, which have a close connection with urban areas.

(4) Approach to officers and employees

The Company will provide its officers and employees, who are the key elements of its business activities, with opportunities for ongoing education and training to improve their capabilities, knowledge and awareness of sustainability.

(5) Sustainable procurement

In the procurement of goods and services in association with our business activities, we will base procurement on sustainability by asking our supply chains to pay attention to the environment and society, in addition to economic efficiency.

(6) DEI (Diversity, Equity and Inclusion)

The Company will strive to build an organization that recognizes diversity, equity and inclusion. Specifically, with the management ranks overseeing the diversity of employees, working to build an organization in which human resources of diverse values, talents, and lifestyles can realize their full individual potential and comfortable workplace.

Meanwhile, for the assets under management, we will formulate and disseminate a procurement policy that takes DEI into consideration, and work with various stakeholders to raise awareness of DEI.

(7) Health and comfort of officers and employees

Human resources are recognized as the most important asset of the Management Company. We will not only comply with the legal standards for health and safety, such as work-life balance, health of employees, labor management, and risk management, but also work to create working environments where all employees can continue to work with confidence through the various initiatives described later.

We also view the health and safety of our employees as an important management issue, and will actively promote health management with the goal of obtaining certification as a Health & Productivity Management Outstanding Organizations each year.

3. Consideration and response to governance

As the asset management company of the Investment Corporation, the Company will ensure equitability and transparency in the decision-making process of asset management, with sufficient attention given to the rights of the unitholders of the Investment Corporation, and will fulfill its fiduciary responsibility and accountability to unitholders.

- (1) **Compliance with laws and regulations**  
The Company will emphasize ethical business activities in compliance with related laws, regulations and rules in all of its operations.
- (2) **Information disclosure to unitholders, etc.**  
Placing an emphasis on relationships (trust relationship) with unitholders, etc., the Company will strive to disclose the information necessary for their investment decision in an appropriate and timely manner. In the disclosure, we will promote prompt and transparent information disclosure to ensure equitability and equality and will work to actively disclose non-financial information on ESG, as well as financial information.
- (3) **Building of appropriate relations with interested parties, including the sponsor**  
Regarding the building of appropriate relations with interested parties, including our sponsor Mitsui Fudosan Co., Ltd., as an important governance issue, we will seek to increase mutual interest of the Investment Corporation and the sponsor and fulfill our fiduciary responsibility to the unitholders by setting the flow of decision-making procedures for transactions with interested parties and developing a governance structure for same-boat investment, etc.