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Published April 2024

Editorial Policy

GLP J-REIT publishes ESG websites and ESG reports for our stakeholders in an effort to disclose information regarding ESG that describes our efforts toward realizing a sustainable society. Our sustainability reports, published once every year, contain organized summaries of information pertaining to GLP J-REIT and the rest of the GLP Group, including our ESG policies, highlights of ESG efforts active during the current year, KPI achievements, and ESG-related data.

Reporting System

On our ESG webpage, we leverage the attributes of our websites and make comprehensive postings of policies, detailed numerical data, and other information about the GLP Group's ESG activities. We consider timeliness among other factors and operate our websites such that they reflect and disclose the latest information. We published our first ESG report in 2021, and now disclose information in a more systematic, organized manner based on information posted on the ESG webpage.

Period in the Report

Although this report covers the period from March 2023 to February 2024, it also includes information from outside this period.

About The GLP Group

The GLP Group refers to GLP Japan Inc., GLP Pte. Ltd., the parent company of GLP Japan Inc., and its group companies.



UPDATE OUR SOCIETY

Creating Tomorrow's Prosperity with Tomorrow's Infrastructure

Lifestyles and values are changing faster than ever these days. The very concept of infrastructure, which addresses the needs of society, is also changing significantly.

We are at the forefront of those changes, always analyzing them carefully to find the optimal answers. We are leading the way in making the infrastructure that our future demands a reality.

With a view to tomorrow's security, comfort, and communities, we are striving to resolve social issues with game-changing ideas and collaborating with everyone to pursue a more prosperous, sustainable future.

ABOUT GLP J-REIT

In order to maximize unitholder value, GLP J-REIT not only makes the most of the logistics facility management experience of the GLP Group—which has a rich track record in operating and managing logistics facilities—but also utilizes the know-how of the GLP Group’s fund management business developed around the world.

- GLP J-REIT invests in advanced logistics facilities while being one of the largest logistics J-REITs in terms of assets.
- GLP J-REIT receives continuous support from the GLP Group, which has extensive experience in operating and managing logistics facilities.
- GLP J-REIT has the highest number of properties among all logistics J-REITs, and invests in properties in favorable logistics locations in major regional cities, mainly in the Tokyo metropolitan areas and Kansai areas.

Number of Properties Owned

91

Asset Size (Appraisal Value)

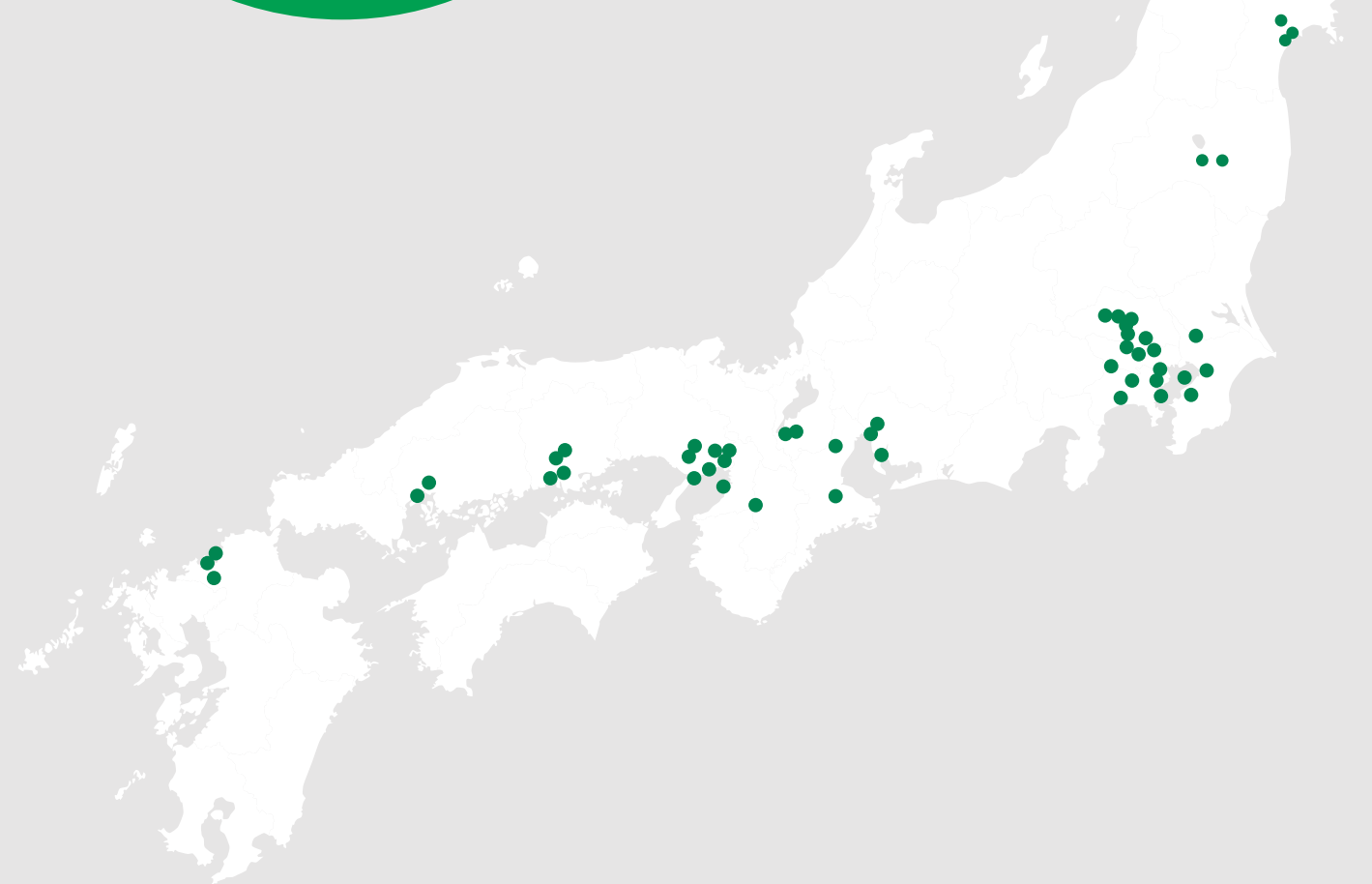
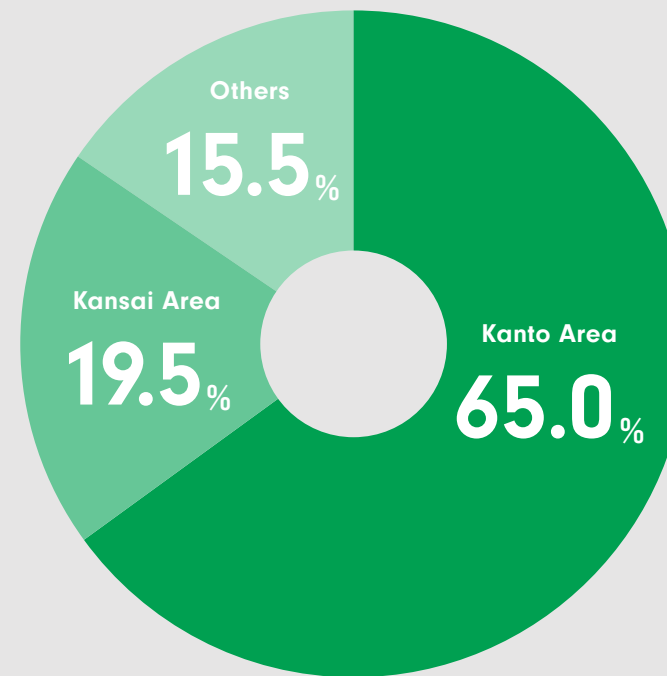
1.13 trillion yen

Number of Tenant Companies

171

Operating Rate

99.8 %



● : A property owned by GLP J-REIT



01



SUSTAINABILITY **VISION**





TOP MANAGERS' COMMITMENT

To begin with, please allow us to express our best wishes for all of our stakeholders.

Following the movement of highlighting environmental protection activities and social contribution activities in recent years, corporations are expected to enhance their business strategies, focusing more on the impact on the people and the environment, rather than simply pursuing profit. It is believed that sustainability in corporate activities will become more critical than ever.

We, GLP J-REIT, as Japan's leading listed real estate investment corporation specializing in logistics facilities, strive to focus on sustainability in our business, together with our asset management company, GLP Japan Advisors Inc., setting our social mission as contributing to the realization of a sustainable society through the operation of logistics facilities—which are social infrastructure.

Throughout the years, our sustainability efforts have been highly evaluated not only among J-REITs but also in the world's listed logistics real estate sector—for example, for GRESB Rating, a major ESG evaluation benchmark, we have received the highest rating of 5 stars for four consecutive years, and have been ranked number one in the world in the listed logistics real estate sector for three consecutive years. Furthermore, in addition to achieving our environmental goal of 100% green lease rate, we have also been making steady progress in our efforts to meet each of the ESG goals we have set, including the target of

increasing the environmental certification rate of our portfolio to 89%.

Additionally, alongside our commitment to achieving carbon neutrality by 2050 in regard to our environmental initiatives, the GLP Group continues to promote social contribution initiatives, such as making efforts to coexist with local communities and reinforcing disaster prevention measures.

We will continue to strive to promote ESG activities and contribute to the realization of a sustainable society with high goals.



Executive Director,
GLP J-REIT

Yoshiyuki Miura



President,
GLP Japan Advisors Inc.

Yuma Kawatsuji

CSO COMMITMENT

In order to tackle societal tasks, such as climate change, community revitalization, and the “2024 Problem” of the logistics industry, GLP J-REIT and its asset management company—GLP Japan Advisors Inc.—as responsible members of society, prioritize ESG initiatives as core challenges in business operations, while also ensuring to disclose information related to such activities more comprehensively and timely to our stakeholders as we operate.

In 2024, to strengthen our environmental initiatives, we are accelerating our efforts to achieve carbon neutrality, including setting new SBTi-certified GHG reduction targets. Specifically, in addition to energy-saving initiatives such as switching to LED lighting, we are also further promoting the utilization of renewable energy, such as by adding solar power generation equipment to our properties, implementing a system for our tenant companies to utilize green electricity, and working with our stakeholders to scale up our efforts to address climate change.

Additionally, through the operation of logistics facilities open to local communities—such as ALFALINK—we are promoting social initiatives, such as revitalizing local communities and strengthening disaster countermeasures. We also ensure to utilize our know-how to provide the most appropriate and practical response in the case of a disaster—for example, in the Noto Peninsula Earthquake that occurred in January of this year, the GLP Group collaborated with Nagareyama City and Sagawa Express to support

the transportation of supplies to the affected areas, as well as sending relief funds to local governments on the Noto Peninsula.

By leveraging these environmental and social initiatives, we are also actively working on ESG finance, and we continue to maintain the number one position among J-REITs in outstanding ESG bonds. We believe that such wide-ranging efforts lead to high external evaluations by GRESB and other institutions.

Through further enhancement of ESG initiatives and appropriate disclosure of our achievements, we aim to continue to strengthen our relationship of trust with our stakeholders. Furthermore, we will also be striving to balance our efforts to promote environmental responses and coexistence with local communities alongside efforts to improve the asset value of properties owned by GLP J-REIT over the medium to long term.



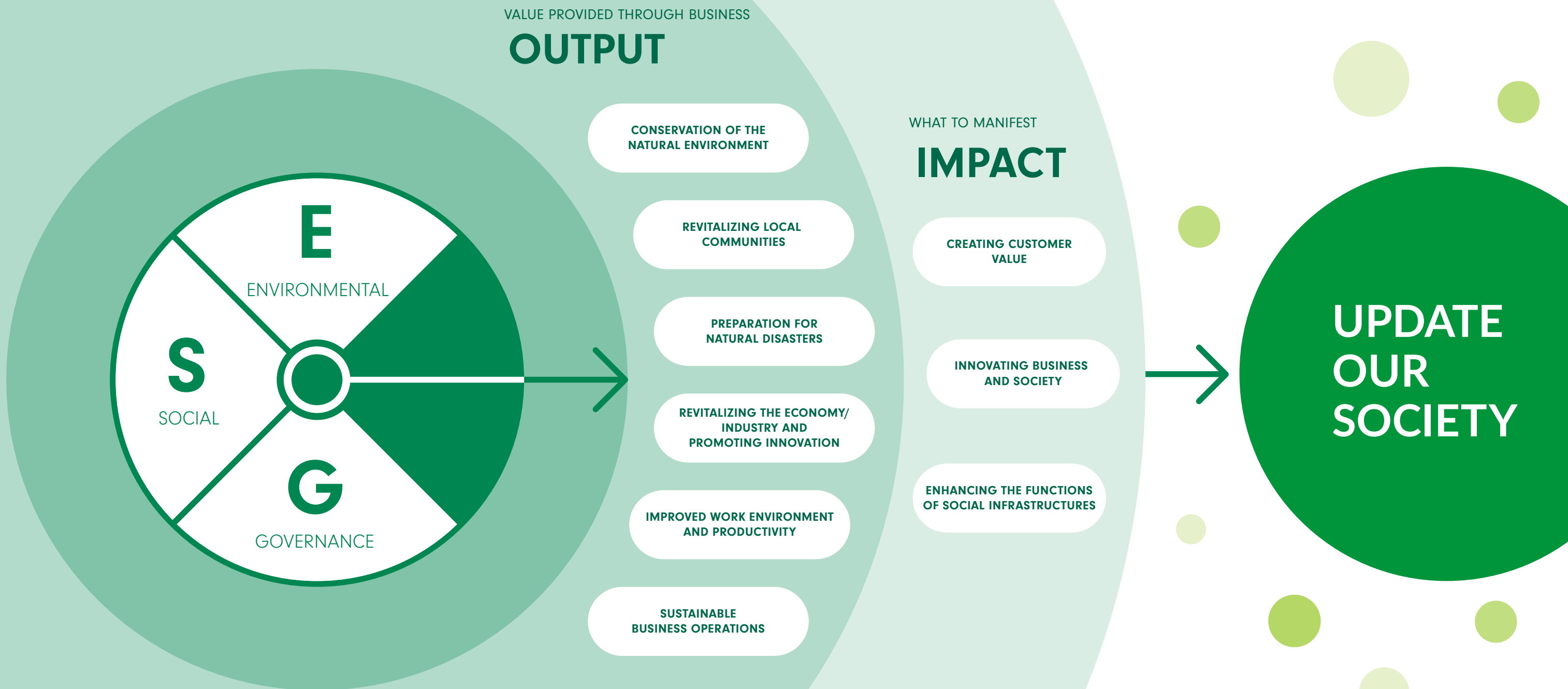
CSO of GLP Japan
Advisors Inc.

Toru Takeuchi



CONSIDERING SUSTAINABILITY AS THE CORE OF OUR BUSINESS

At the GLP Group, our motto "Update Our Society: Creating Tomorrow's Prosperity with Tomorrow's Infrastructure" is also our purpose. Because we are involved in a wide range of infrastructure projects that are essential to people's lives, we strongly believe that we can make a significant contribution through our business to solve various issues we face as a society. By placing ESG at the core of our business and promoting it, we aim to realize a sustainable society.
















SOCIAL ISSUES ADDRESSED BY THE GLP GROUP

The GLP Group tackles six critical social issues as it continues to grow.

We form the infrastructure that the upcoming era demands, and together with our stakeholders we strive to create a more prosperous and sustainable future.

	SOCIAL ISSUES ADDRESSED	SDGs TASKS	DETAILS
E ENVIRONMENTAL	<p>CONSERVATION OF THE NATURAL ENVIRONMENT</p> <p>We aim to minimize the environmental impact of our business activities and achieve carbon neutrality.</p>	  	<p>Efforts toward carbon neutrality / Water conservation and resource circulation / Preserving biodiversity and preventing soil pollution / Reducing environmental impact through collaboration with our tenant companies / Promoting the acquisition of environmental certification</p> <p>▶ P. 14</p>
S SOCIAL	<p>REVITALIZING LOCAL COMMUNITIES</p> <p>We aim to revitalize local communities and create attractive regions.</p>	 	<p>Realizing logistics facilities that coexist with local communities / Revitalizing local communities by holding events / Preserving and promoting local culture / Proactively organizing social contribution activities</p> <p>▶ P. 24</p>
	<p>PREPARATION FOR NATURAL DISASTERS</p> <p>We aim to function as regional disaster prevention bases.</p>	 	<p>Utilizing our facilities as regional disaster prevention bases / Ensuring the safety of our tenant companies</p> <p>▶ P. 29</p>
	<p>REVITALIZING THE ECONOMY/INDUSTRY AND PROMOTING INNOVATION</p> <p>We aim to realize a prosperous society through the revitalization of local economies and industries as well as business co-creation.</p>	 	<p>Contributing to the local economy / Co-creating business with tenant companies</p> <p>▶ P. 32</p>
	<p>IMPROVED WORKING ENVIRONMENT AND PRODUCTIVITY</p> <p>We aim to create an environment where employees of both tenant companies and the GLP Group can perform to the best of their abilities.</p>		<p>Improving the comfort of tenant companies and facility users / Creating a comfortable working environment for employees</p> <p>▶ P. 35</p>
G GOVERNANCE	<p>SUSTAINABLE BUSINESS OPERATIONS</p> <p>We aim to foster an ethical and highly transparent corporate culture.</p>		<p>Governance initiatives / Corporate governance / Risk management</p> <p>▶ P. 41</p>



HOW TO APPROACH SUSTAINABILITY

GLP J-REIT, along with its asset management company GLP Japan Advisors Inc., collaborates with its sponsor, the GLP Group, to promote sustainability initiatives.

ESG COMMITTEE ACTIVITIES

The ESG Committee, established in 2021, formulates both mid and long-term basic ESG policies in addition to promoting sustainability initiatives by setting ESG-related targets, monitoring progress, and deliberating on various initiatives.



MEETINGS HELD IN 2023

Numbers of meetings held:	7
Members attended	Attendees: President, CFO, CSO, Head of Investment Department (acting CIO), Corporate Planning Department Senior Manager Attendees for each topic: Members of the Investment Management Department and Finance Department
Main topics of discussion	Targets for 2024 / Updating the policies related to ESG promotion / Establishing new KPI to accelerate ESG initiatives / Evaluating eligible assets for ESG Finance
Main matters reported/shared	Evaluation results of GRESB / Status update for the KPI progress of ESG initiatives / ESG due diligence results for the properties scheduled for acquisition / Actual energy usage figures for properties / Status of efforts toward obtaining environmental certification / Strategy for third party environment ratings against GLP J-REIT / Revision of the website following the SBT application / Status update for the ESG initiatives carried out by the GLP Group

ENGAGING WITH OUR STAKEHOLDERS

While paying utmost attention to environmental protection, we also engage in appropriate information disclosure and dialogue to ensure the health and safety of our customers, local communities, and employees.





02

SUSTAINABILITY TOPICS





TOPIC

01

ACHIEVING HIGH EXTERNAL EVALUATIONS IN ESG-RELATED AREAS THROUGH PROACTIVE EFFORTS TO ADDRESS SUSTAINABILITY ISSUES

RANKED NUMBER ONE IN THE WORLD FOR THREE CONSECUTIVE YEARS IN GRESB*

We have received the highest “5 Star” rating for the fourth consecutive year, as well as the world’s No. 1 overall score (out of 42 companies) in the listed logistics real estate sector for the third consecutive year.

Additionally, we have been selected as the “Global Sector Leader***” and “Regional Sector Leader” in both the listed and non-listed logistics real estate sectors.

* GRESB (Global Real Estate Sustainability Benchmark) is an annual benchmarking assessment to measure Environmental, Social, and Governance (ESG) integration of real estate companies and funds, used as a tool for selecting investment targets and communicating with investees. It was established in 2009 primarily by a group of major European pension funds, which led the launch of Principles for Responsible Investment.

** Sector Leader is a title given to the participant with the highest overall score (and those with a score difference of less than 1 point), selected within the logistics real estate sector.



RECEIVING THE SPECIAL PRIZE AT THE 24TH LOGISTICS ENVIRONMENT AWARD

The GLP Group (the “Group”) received the Special Prize at the 24th Logistics Environment Award*** hosted by the Japan Association for Logistics and Transport in recognition of the Group’s initiatives to reduce the environmental load in properties managed and operated by the Group including GLP Shinkiba, owned by GLP J-REIT—such initiatives include installing solar power generation equipment and switching to LED lighting equipment., etc.

*** The Logistics Environment Award, granted by the Japan Federation of Logistics Associations, recognizes companies and organizations that have contributed to the development of the logistics industry in terms of environmental load reduction through outstanding environmental conservation and awareness activities or the development and/or utilization of advanced technologies in the logistics sector.



GLP Shinkiba

SBTi CERTIFICATION

Certified by the Science Based Targets initiative (SBTi) for reduction targets, GLP J-REIT aims to reduce greenhouse gas emissions Scope 1 and Scope 2 by 42% by 2030 (compared to fiscal year 2021), as well as reduce emissions over the medium to long term.





TOPIC

02

GLP J-REIT'S ESG TARGETS ARE MAKING STEADY PROGRESS

ESG-RELATED KPI PROGRESS STATUS

The GLP Group is committed to achieving carbon neutrality by 2050, and to achieve this, GLP J-REIT has set the following goals and is monitoring progress.

KPI	FY21	FY22	FY23	COMPARED TO THE PREVIOUS YEAR (FY23 VS FY22)	TARGET YEAR	
ACHIEVE 100% DATA COVERAGE FOR FACILITIES UNDER GLP J-REIT CONTROL	100%	100%	100%	± 0	2022	✓
TRANSITION TO 100% LED LIGHTING IN COMMON AREAS IN ALL FACILITIES	—	100%	100%	± 0	2022	✓
IMPLEMENT A GREEN LEASE CLAUSE IN ALL FIXED-TERM BUILDING LEASE CONTRACTS	44%	71%	100%	+ 29%	2023	✓
OBTAIN ENVIRONMENTAL CERTIFICATIONS FOR AT LEAST 90% OF THE PORTFOLIO	76%	81%	89%	+ 8%	2025	
TRANSITION TO 100% GREEN ENERGY FOR ELECTRICITY IN COMMON AREAS IN ALL FACILITIES	—	35%	59%	+ 24%	2025	

✓ ACHIEVING TARGETS



03

Basic Policy

The GLP Group's fundamental approach to facility design and operational processes is based on conserving as much energy as possible. We strive to improve energy efficiency in both existing facilities and new facilities in development.

In accordance with the above policy, GLP J-REIT proactively owns environmentally friendly facilities, introduces environmentally friendly equipment, and has made the confirmation of factors related to sustainability and environmental protection in its due diligence process mandatory when considering property acquisition—GLP J-REIT pays utmost attention to ensure that its asset management operations are considerate of such factors.

On another note, the facilities operated by GLP J-REIT set target values and monitor the amount of energy and water used, as well as the amount of waste generated within the facility. Furthermore, in addition to proactively taking actions to conserve energy and reduce waste in common areas, we also cooperate with our tenant companies to reduce environmental impact, such as by sharing information on energy usage and waste, issuing energy-saving guides based on usage conditions, encouraging drivers not to idle their vehicles on the premises, and so on.

ENVIRONMENT





> 03 ENVIRONMENT

CONSERVATION OF THE NATURAL ENVIRONMENT

We aim to minimize the environmental impact of our business activities and achieve carbon neutrality.

- 15 EFFORTS TOWARD CARBON NEUTRALITY
- 18 WATER CONSERVATION AND RESOURCE CIRCULATION
- 19 PRESERVING BIODIVERSITY AND PREVENTING SOIL POLLUTION
- 20 REDUCING ENVIRONMENTAL IMPACT THROUGH COLLABORATION WITH OUR TENANT COMPANIES
- 21 PROMOTING THE ACQUISITION OF ENVIRONMENTAL CERTIFICATION
- 22 ENVIRONMENTAL PERFORMANCE





EFFORTS TOWARD CARBON NEUTRALITY

THE USE OF RENEWABLE ENERGY

Here at the GLP Group, we are determined to achieve carbon neutrality by 2050 through various efforts; for example, we use renewable energy, utilize solar power generation equipment, and inter-transfer energy between facilities to reduce as much GHG emissions as possible.

UTILIZING SOLAR ENERGY



The GLP Group launched a project to install solar power generation equipment for its facilities back in 2013, and has been promoting the use of solar energy since then. We currently have solar power generation equipment installed at 28 of our logistics facilities, generating approximately 40,000 MWh of electricity annually.



NUMBER OF FACILITIES WITH SOLAR POWER EQUIPMENT

28



ANNUALLY GENERATED SOLAR ENERGY

38,609 MWh

(2023)

PROVIDING RENEWABLE ENERGY TO OUR TENANT COMPANIES

In addition to making the electricity used in the common areas of the properties green*, we also make it possible to provide the value of renewable energy to our tenant companies in exclusive areas—while we generate our own electricity, we also ensure to procure renewable energy from external sources.

GREEN ENERGY RATE IN COMMON AREAS OF THE PORTFOLIO

58.7%

(2023)

* This refers to making the electricity used essentially renewable energy by, for example, purchasing electricity from non-fossil sources or purchasing non-fossil certificates and so on.

INSTALLING SOLAR PANELS TO EXISTING PROPERTIES

For existing properties, we are currently carrying out a program to install/reinstall solar energy generation equipment in various facilities, as this allows us to both improve NOI through electricity sales revenue and reduce the amount of GHG emissions. As of now, this equipment has been installed at the following three properties:



GLP Shinkiba



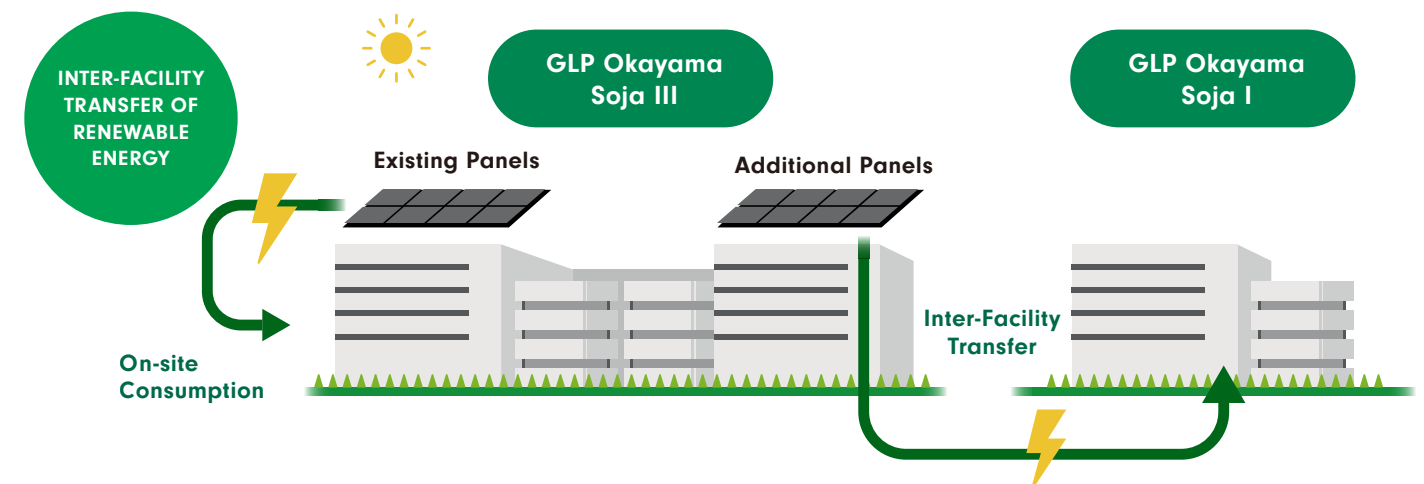
GLP Osaka



GLP Okayama Soja II

INTER-FACILITY TRANSFER OF RENEWABLE ENERGY

In order to maximize its usage, the renewable energy generated is not only used within a single facility, but is also transferred to adjacent facilities and facilities located farther away.





EFFORTS TOWARD CARBON NEUTRALITY

WHAT WE DO TO CONSERVE ENERGY

As well as making capital investments to reduce energy consumption, we also conduct redevelopment to create facilities with high energy-saving performance, contributing to the reduction of environmental impact.

REDUCING ENERGY USAGE



Here at GLP J-REIT, we strive to reduce energy usage within our logistics facilities by utilizing LED lighting and human-presence sensors, as well as segmenting light switching in the warehouse areas. Additionally, we also boost the energy efficiency of our facilities by promoting energy-saving through updating our equipment, such as air conditioners, and installing heat-insulating panels on the exterior walls of the facilities to achieve maximized heat insulation performance.

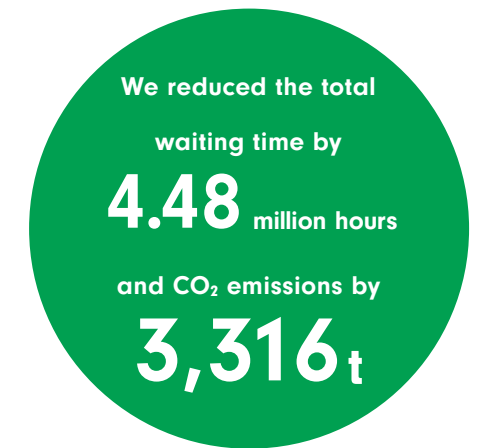
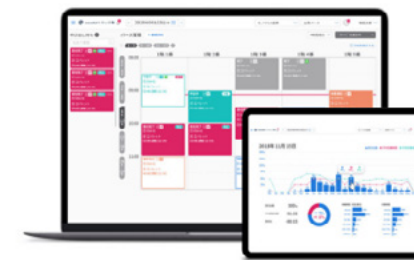
1. LED lighting
2. Human presence sensors
3. Installation of updated air-conditioners
4. Heat-insulating panels

CO₂ REDUCTION THROUGH UTILIZING TECHNOLOGY

The GLP Group provides logistics technology through Monoful Inc. One of the services, Truck Ledger, reduces the waiting time for the trucks.



The Truck Ledger is digitally managed. By increasing the efficiency of truck loading and unloading, we have managed to eliminate the issues of long waiting times and congestion in the loading docks.



(As of the end of February 2024)

REDUCING ENVIRONMENTAL LOAD THROUGH REDEVELOPMENT

We rebuilt and redeveloped an existing facility (B building) at GLP Urayasu II (GLP Group). Here we were able to reduce electricity usage by installing LED lighting throughout the entire newly developed building, as well as installing large ceiling fans in air-conditioned areas. Following this redevelopment, the building acquired Rank A certification from CASBEE for Real Estate.



GLP Urayasu II



EFFORTS TOWARD CARBON NEUTRALITY

OUR FIGHT AGAINST CLIMATE CHANGE

GLP J-REIT recognizes that climate change is an important global issue with both medium- and long-term risks. With the goal of realizing a decarbonized society, GLP J-REIT strives to reduce greenhouse gas emissions and find ways to minimize the impact of climate change while also taking advantage of any opportunities that may arise.

ENDORSEMENT OF TCFD RECOMMENDATIONS

In August 2021, GLP Japan Advisors Inc.—GLP J-REIT’s asset management company—endorsed the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD; established by the Financial Stability Board (FSB)) published in June 2017, and joined the TCFD Consortium. Information disclosure in accordance with the TCFD issued at the group level can be found below.

https://www.glp.com/global/sites/default/files/2023-06/2022-glp-tcf-d-report_rev.pdf

* The TCFD’s published recommendations encourage companies to disclose the financial implications of climate-related risks and opportunities to their stakeholders and investors. The TCFD Consortium was established as a forum to discuss effective disclosure of corporate information as well as efforts to allow financial institutions and other entities to utilize disclosed information in applicable investment decisions through the combined efforts of both companies and financial institutions that support the TCFD.



SBTi CERTIFICATION

Certified by the Science Based Targets initiative (SBTi) for reduction targets, GLP J-REIT aims to reduce greenhouse gas emissions Scope 1 and Scope 2 by 42% by 2030 (compared to fiscal year 2021), as well as reduce emissions over the medium to long term.



GOVERNANCE

To learn about the ESG promotion activities of GLP Japan Advisors Inc.—entrusted by GLP J-REIT to handle its assets—including responses to climate change, please refer to page 10.

RISK MANAGEMENT

The following outlines the risk management system for sustainability established by GLP Japan Advisors Inc., GLP J-REIT’s asset management company.

● For Investment Decisions

When undertaking new investments in currently managed assets, the Investment Committee ensures due diligence in terms of sustainability, verifies any sustainability-related risks (including climate change risks), and discusses their findings with the ESG Committee before reaching any investment decisions.

● For Operations

The ESG Committee is responsible for managing and monitoring all risks related to sustainability (including climate change risks). Specifically, the ESG Committee monitors environmental awareness at all currently owned properties, manages the progress of measures against various targets, and takes into consideration all necessary measures according to their findings.

INDICATORS AND TARGETS

For details on GLP J-REIT’s indicators and targets, please refer to page 12.

STRATEGIES

To better understand the risks and opportunities climate change presents, as well as their impact on operations, GLP J-REIT has taken into consideration the following scenarios:

● Scenario Analysis

- i. 1.5°C/2°C scenario (significant Regulatory Impact)
In this scenario, laws and regulations are tightened to help mitigate climate change.
- ii. 4°C (Significant Climate Change Impact)
In this scenario, climate change measures have little or no impact, and natural disasters become more severe.

Category	Factor	Financial Impact	Type
Transition Risks			
Policy	Strengthening energy-saving standards for buildings and lowering the cost of energy creation and conservation through technological advancements	Incurrence of renovation costs to improve environmental performance Reducing energy costs by improving environmental performance	Risk Opportunity
	Introduction of carbon tax and emissions trading system	Increase in operational costs due to introduction of carbon tax, etc.	Risk
	Expansion and mandatory display system regarding energy efficiency evaluation of buildings	Incurrence of environmental certification acquisition costs, etc.	Risk
Market	Changes in the stance of investors and lenders following the rise of ESG awareness	Increase in investment opportunities for investors who prioritize ESG, and decrease in funding costs through ESG finance	Opportunity
	Increasing number of companies aiming to become carbon neutral	Increase in occupancy rate of buildings with high energy creation and energy saving performance	Opportunity
Reputation	Tenant selection of properties with emphasis on environmental performance		
	Property selection with emphasis on BCP by tenants	Decrease in occupancy rate of buildings with high disaster risk	Risk
Physical Risks			
Acute	Increase in torrential rains, typhoons/floods, landslides, and storm surges	Loss of business opportunities due to damage to buildings, increase in cost for repairs and insurance	Risk
Chronic	Climate change, such as rising temperatures or rising sea levels		



WATER CONSERVATION AND RESOURCE CIRCULATION

In order to efficiently utilize our planet’s limited resources, we actively engage ourselves in resource circulation initiatives to conserve water and reduce waste, contributing to the realization of a sustainable recycling-oriented society.

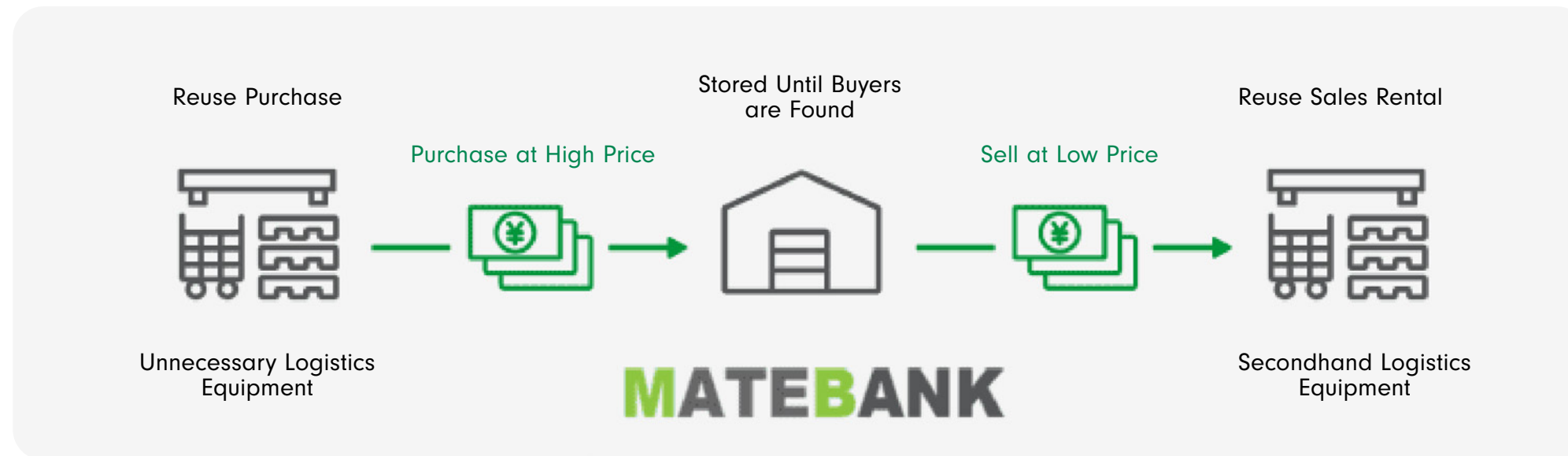
EFFORTS TOWARD WATER CONSERVATION



GLP J-REIT makes efforts to save water by updating toilet equipment when tenant companies move in or out, and by using rainwater and well water.

1. Water-saving by installing updated toilet equipment.
2. Installation of water-saving devices.
- 3/4. In an effort to save water, well water and rainwater are used to drain toilets as well as to water the plants within the facility.

WASTE MANAGEMENT INITIATIVES



We have formed a business alliance with Hyperion, the operator of the second-hand logistics equipment purchase site “Matebank”, and have established a system where equipment are sold cheaply when tenant companies move in, while they are purchased at high prices when these companies move out (selling prices are -5% to -10%, and purchase prices are +5% to +10%). As well as reducing costs associated to the tenant companies moving in and out, the system also greatly contributes to reducing waste as well. Since 2019, we have received a total of approximately 270 consultations, and over 60% of them have concluded contracts (as of the end of February 2024).



PRESERVING BIODIVERSITY AND PREVENTING SOIL POLLUTION

Recognizing the importance of the various benefits provided by our planet’s ecosystems, we promote initiatives that contribute to the conservation of biodiversity.

PARTICIPATION IN INITIATIVES FOR BIODIVERSITY CONSERVATION

In order to engage ourselves in activities to preserve our planet’s biodiversity, GLP Japan Inc. and its group companies are members of the “30 by 30” alliance, a coalition of volunteers that aims to expand areas that contribute to the conservation of our planet’s biodiversity.



The phrase “30 by 30” derives from the idea of effectively protecting and recovering 30% of the world’s terrestrial, inland water, and coastal and marine areas by the year 2030.

PLANTING TREES AROUND OUR PROPERTIES

We continue to develop with consideration toward the surrounding biodiversity by planting trees native to the surrounding areas—when planting trees, we also carefully select trees that require relatively little water to grow as well.



SOIL REMEDIATION IN CONTAMINATED AREAS

Despite the fact that soil contamination is rarely ever found, here at the GLP Group, we always conduct soil contamination surveys prior to the land purchase stage. In the exceptional case where soil contamination is found on a development site, however, we take measures to remediate the soil and prevent the spread of contamination before proceeding with the development. For example, during the development of some logistics facilities on a former factory site in the Tokyo metropolitan area, minor contamination was found in some parts of the soil, and after identifying the extent of the contamination, we took appropriate measures—such as replacing the soil with healthy soil. In taking such measures, we also ensure to prevent the spread of soil contamination by, for example, installing water barriers as necessary to keep the contamination within the site.



Top: Identification of the contaminated area
Bottom: Replacement with healthy soil

TREE PLANTING ACTIVITIES

Through tree planting activities conducted by our employees, we are working to regenerate forests that serve as habitats for living beings.





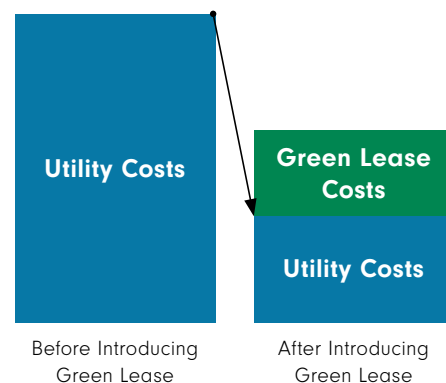
REDUCING ENVIRONMENTAL IMPACT THROUGH COLLABORATION WITH OUR TENANT COMPANIES

The GLP Group collaborates with tenant companies to promote green leases and other efforts in order to achieve carbon neutrality.

PROMOTING GREEN LEASES

- A green lease is a collaborative effort between the owner and the tenant company to voluntarily agree on a contract or a Memorandum of Understanding to reduce the environmental impact of the property—such as through energy conservation—while also creating a better working environment by acting accordingly to these agreements.
- The GLP Group includes green lease clauses in standard rental contracts signed with tenant companies, and these also contain environmentally friendly clauses noting information about reducing energy and water consumption as well as waste, in order to collaborate to obtain green building certification.
- GLP J-REIT has introduced green leases in all of its signed fixed-term building lease contracts.
- We promote the visualization of electricity consumption by sending meter readings to our tenant companies while also actively encouraging everyone to be aware of environmentally friendly actions that they can take, such as not to idle their vehicles or not to use excessive amount of electricity or water, to reduce energy consumption and environmental impact as much as we can.

COST REDUCTION EFFECTS



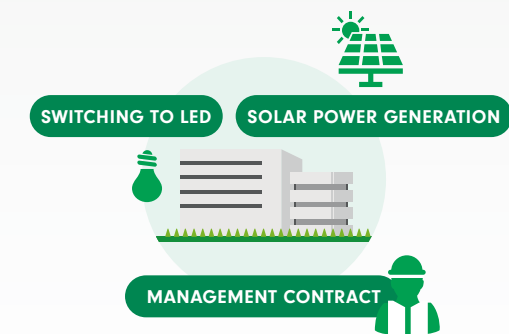
Utility costs can be reduced by introducing equipment with high environmental performance.

BENEFITS FOR TENANT COMPANIES THROUGH GREEN LEASING



ESG PROMOTION IN COLLABORATION WITH A TENANT COMPANY (GLP SHINKIBA)

At GLP Shinkiba, a dedicated facility of DHL Japan, the GLP Group and DHL Japan have been collaborating closely since the re-signing of the contract; this collaboration has made it possible for the two parties to contribute toward an even more sustainable development, both for the environment and the society. More specifically, by installing solar panels and LED lights, not only can GLP J-REIT take a step closer to achieving carbon neutrality—which DHL Japan is also promoting globally—but electricity costs can be reduced for DHL Japan as well. Additionally, by proposing to switch the facility management to GLP Japan, we aim to further utilize our nationwide network and know-how to achieve a more efficient facility management while reducing operation costs for the facilities.



GLP Shinkiba



PROMOTING THE ACQUISITION OF ENVIRONMENTAL CERTIFICATION

The GLP Group strives to actively obtain environmental certification for its properties. By obtaining external certification, we aim to improve the quality of our sustainability initiatives.

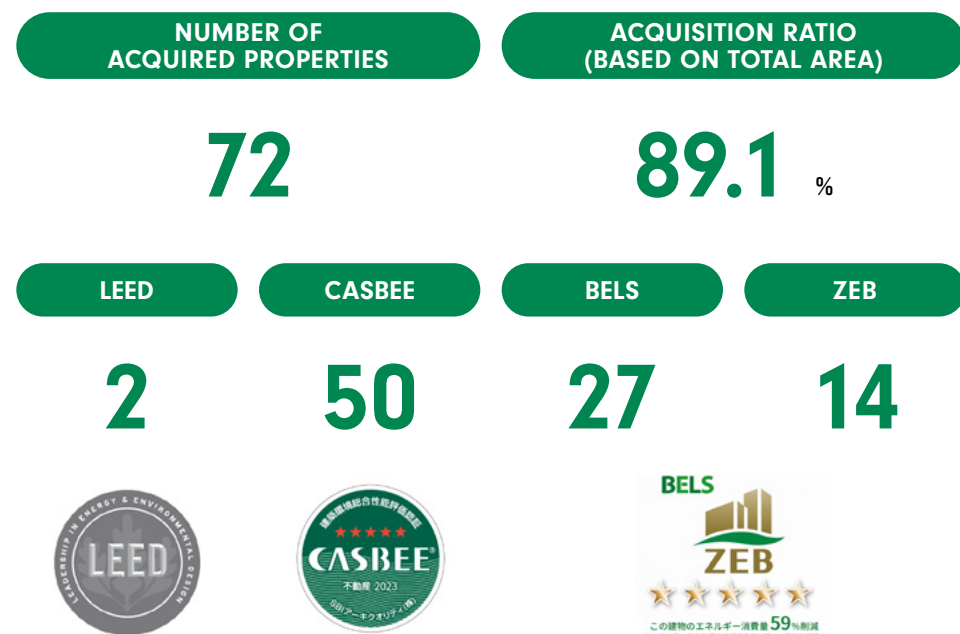


LIST OF ACQUIRED PROPERTIES

APPROXIMATELY 90% OF OUR PORTFOLIO IS ENVIRONMENTALLY CERTIFIED

We work to obtain third-party environmental certification in order to materialize the objectivity and reliability of our efforts to reduce the environmental impact of our properties and to resolve environmental issues through the operation of advanced logistics facilities. In addition to the properties we have developed, we also obtain certification for properties acquired from third parties by improving their environmental performance.

Specifically, we work to obtain LEED and CASBEE certifications, as well as BELS and ZEB certifications, which are mainly indicators of energy-saving performance. The acquisition status as of the end of September 2023 is as follows:



* For a detailed list of certified properties, please scan the QR code at the top right corner of this page, or click on the following link:
<https://www.glpjreit.com/en/esg/certification.html>

NEWLY CERTIFIED PROPERTIES





ENVIRONMENTAL PERFORMANCE

Through various initiatives, the GLP Group works with its tenant companies to recycle waste and reduce electricity usage, water usage, and GHG emissions as much as possible. In order to efficiently collect utility cost data for properties, we utilize a unified ESG data system globally.

ELECTRICITY USAGE



	2021	2022
Electricity usage: MWh	177,506	181,237
Data collection rate: %	100%	100%

WATER USAGE



	2021	2022
Water usage: m ³	361,149	343,198
Data collection rate: %	100%	100%

GREENHOUSE GAS EMISSIONS



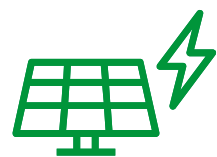
	2021	2022
Greenhouse gas emissions: t-CO ₂	73,846	70,406
Data collection rate: %	100%	100%

WASTE



	2021	2022
Recycling rate: %	60	57
Data collection rate: %	91%	91%

RENEWABLE ENERGY GENERATED



	2021	2022	2023
Renewable energy output: MWh	30,415	36,336	38,609



04

Basic Policy

The GLP Group conducts corporate management that emphasizes the health and safety of its employees, customers, and local communities.

In accordance with the above policy, GLP J-REIT works together with the GLP Group to proactively engage in social contribution activities, while also ensuring the safety of its tenant companies, facility users, and local communities. Additionally, we also contribute to the BCP of our tenant companies by securing the safety of the employees and stored items of our tenant companies.

Aiming to provide facilities and services that our tenant companies and facility users can use comfortably, we conduct a customer satisfaction survey with our tenant companies every year and continually work to improve our facilities and services based on the feedback. Additionally, in order to contribute to the creation of a safe and comfortable community, we take actions to give back to our surroundings, such as planting trees, volunteering, and holding events for various groups of people.

We also carry out various initiatives for the employees of our asset management company, GLP Japan Advisors Inc., every year as well, such as conducting employee satisfaction surveys and taking action in response to the feedback, with the aim of being a company that is rewarding to work for.

SOCIAL





> 04 SOCIAL

REVITALIZING LOCAL COMMUNITIES

We aim to revitalize local communities and create attractive regions.

- 25 REALIZING LOGISTICS FACILITIES THAT COEXIST WITH LOCAL COMMUNITIES
- 26 REVITALIZING LOCAL COMMUNITIES BY HOLDING EVENTS
- 27 PRESERVING AND PROMOTING LOCAL CULTURE
- 28 PROACTIVELY ORGANIZING SOCIAL CONTRIBUTION ACTIVITIES





REALIZING LOGISTICS FACILITIES THAT COEXIST WITH LOCAL COMMUNITY

As a developer of advanced logistics facilities, the GLP Group has always promoted development and operation of facilities at the cutting edge. We partake in the development of each local community based on the concept of “a logistics facility opens to the local community”.

DEVELOPMENT OF NEW LOGISTICS FACILITIES WHERE “WORKING” AND “LIVING” INTERSECT

The GLP Group has been developing ALFALINK as its base for creating unprecedented value and business, and as a brand new style of facility where workers and residents coexist. The first ever ALFALINK project was “GLP ALFALINK Sagamihara”, which has four buildings with a gross floor area of approximately 680,000 m², and the second project was “GLP ALFALINK Nagareyama”, which has eight buildings with a gross floor area of approximately 930,000 m², and both were completed in 2023. Additionally, we are currently developing one facility in the Kanto area—in Akishima, Tokyo—as well as two facilities in the Kansai area—in Ibaraki, Osaka, and Amagasaki, Hyogo—which are all scheduled to be completed in 2024.



Top: GLP ALFALINK Sagamihara
Bottom: GLP ALFALINK Nagareyama



RECEIVING THE “NAGAREYAMA CITY LANDSCAPE AWARD” IN RECOGNITION OF THE CREATION OF A NEW STREETScape THAT COMBINES NATURE AND LOGISTICS FACILITIES

“GLP ALFALINK Nagareyama” became the first logistics facility to win the Nagareyama City Landscape Award* in the cityscape category. The project was praised for creating a new, integrated streetscape in the Shinkawa Kōchi area through the utilization of a green chain concept as well as development of facilities that aimed to create landscapes through co-creation between the government, citizens, and businesses. The locally beloved area became an iconic node where nature and logistics facilities coexist.



A promenade that can be freely used by local residents

* The Nagareyama City Landscape Award is a system which awards architecture and cityscapes that contribute toward the formation of attractive landscapes within Nagareyama. The Nagareyama City Landscape Award was established in 2012 with the aim of raising citizens' awareness of the importance of landscapes.

CONTRIBUTING TO LOCAL COMMUNITIES

In consideration of co-existence with local communities and contributing to the development of communities that offer safety and comfort, here at the GLP Group, we carry out certain initiatives, such as opening up convenience stores and cafeterias to the neighborhood as shared spaces at some of our facilities, planting trees and installing photocatalytic pavement, as well as having our employees conduct beautification activities around the facilities.



REVITALIZING LOCAL COMMUNITIES BY HOLDING EVENTS

When we form local communities, we collaborate with our tenant companies, partner companies, neighborhood associations, and others to take on a variety of initiatives.

HOLDING VARIOUS EVENTS FOR LOCAL COMMUNITIES

While developing facilities that are open to local communities, we also actively hold events that involve local communities at our facilities. In 2022, we held approximately 200 events for local communities, with 18,000 local residents participating, contributing to the revitalization of local communities.

NUMBER OF EVENTS HELD ANNUALLY

Approx. **200** events

NUMBER OF PARTICIPANTS

18,000 people

(2022)

PROVIDING LEARNING OPPORTUNITIES

By providing work experience and facility tours for students at local schools, we foster their interests and understanding of the logistics industry, while also educating the future leaders of the industry. We also hold sports classes within our facilities, creating opportunities for local residents to familiarize themselves with the logistics industry.



SAFETY INITIATIVES

In cooperation with the Sagamihara Police Station and two of our tenant companies, we hold traffic safety classes using actual vehicles for local elementary school students. The program aims to raise awareness of traffic safety by providing participants with the experience of learning about blind spots from the driver's seat of a truck, as well as experiencing the difference between the track followed by the front and back innerwheels of a truck when it turns. In addition to these classes, we also hold workshops regarding fire awareness and crime prevention as well.



OPEN-EVENTS HELD EVERY SEASON

We hold events for employees and local workers, as well as festivals for local residents and facility workers throughout the year. The festivals held at GLP ALFALINK Sagamihara/Nagareyama had over 3,000 participants.





PRESERVING AND PROMOTING LOCAL CULTURE

Here at the GLP Group, we conduct our developments with consideration toward local culture.

In addition to preserving cultural properties unearthed during facility construction, we work to promote and pass on local culture through facility management.

CULTURAL PROPERTY CONSERVATION INITIATIVES



At GLP Fukuoka Kasuya, the ruins of Kamata Hekibaru were discovered during construction, and buried cultural properties including pottery were unearthed. With the cooperation of the Kasuya Town Board of Education, excavated cultural properties are displayed at the facility entrance to support the preservation of historical and cultural properties in the area.

DEVELOPMENT WHILE CONSIDERING LOCAL CULTURE



At GLP Ritto Konan, we use Omi-Shimoda-yaki pottery, a traditional craft designated by Shiga Prefecture, in the hand-washing area of the cafeteria. The interior design features the culture, tradition, and nature of the Shiga area as motifs, and the designs are based around the color blue—reminiscence of Lake Biwa—throughout the facility.



At GLP Hiroshima II, the folded ceiling in the entrance lobby has plaster walls made from recycled oyster shells, which absorb chemical substances and are expected to have the effect of regulating the indoor air environment.

We aim to continue to actively promote the use of locally produced materials for future facilities to come as well.

Top: GLP Ritto Konan
Bottom: GLP Hiroshima II

PROACTIVELY ORGANIZING SOCIAL CONTRIBUTION ACTIVITIES

Since its founding, the GLP Group has carried out many social contribution activities.

We work to realize a sustainable and prosperous society, not only at the locations of our properties, but in various other regions as well.

VOLUNTEER ACTIVITIES IN THE COMMUNITY



RICE PRODUCTION

In Minamiboso City, Chiba Prefecture, employees cultivated rice as part of Satoyama conservation activities. The harvested rice was donated to children's homes across Japan.



TREE PLANTING

We planted and cultivated trees for the purpose of reforestation in Fuefuki City, Yamanashi Prefecture. We will continue to work on environmental issues such as climate change countermeasures and biodiversity over the long term.



SUMMER FESTIVAL

Our employees planned and held a summer festival event in Amagasaki City, Hyogo Prefecture, for the purpose of community exchange. This event featured a concert by a local high school's brass band, food stalls, game stands, and meal provision at a children's cafeteria.



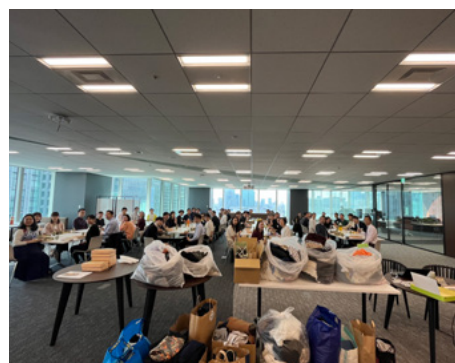
VARIOUS CLEANING ACTIVITIES

We believe in the importance of carrying out beautification activities as a member of the local community, therefore we regularly partake in cleaning activities, such as picking up trash from riverbeds, beaches, and in town, in areas such as Tokyo, Kanagawa, Chiba, and Hyogo.

VOLUNTEER ACTIVITIES AT THE OFFICE

DONATION OF USED CLOTHES

We donated employees' used clothes to Thailand and other Asian countries. Additionally, we also made monetary donations and provided food locally as well.



DONATION OF RAGS

We upcycled old clothing materials brought in by our employees, turning them into hand-sewn rags. These cleaning rags were donated to be used in flood-affected areas.



PICTURE BOOK DONATION

We donated Japanese picture books to other Asian countries that do not have good access to picture books. To help children enjoy these books in their local languages, our employees added stickers with text translated into the recipients' languages.





> 04 SOCIAL

PREPARATION FOR NATURAL DISASTERS

We aim to function as regional disaster prevention bases.

30 UTILIZING OUR FACILITIES AS REGIONAL DISASTER PREVENTION BASES

31 ENSURING THE SAFETY OF OUR TENANT COMPANIES



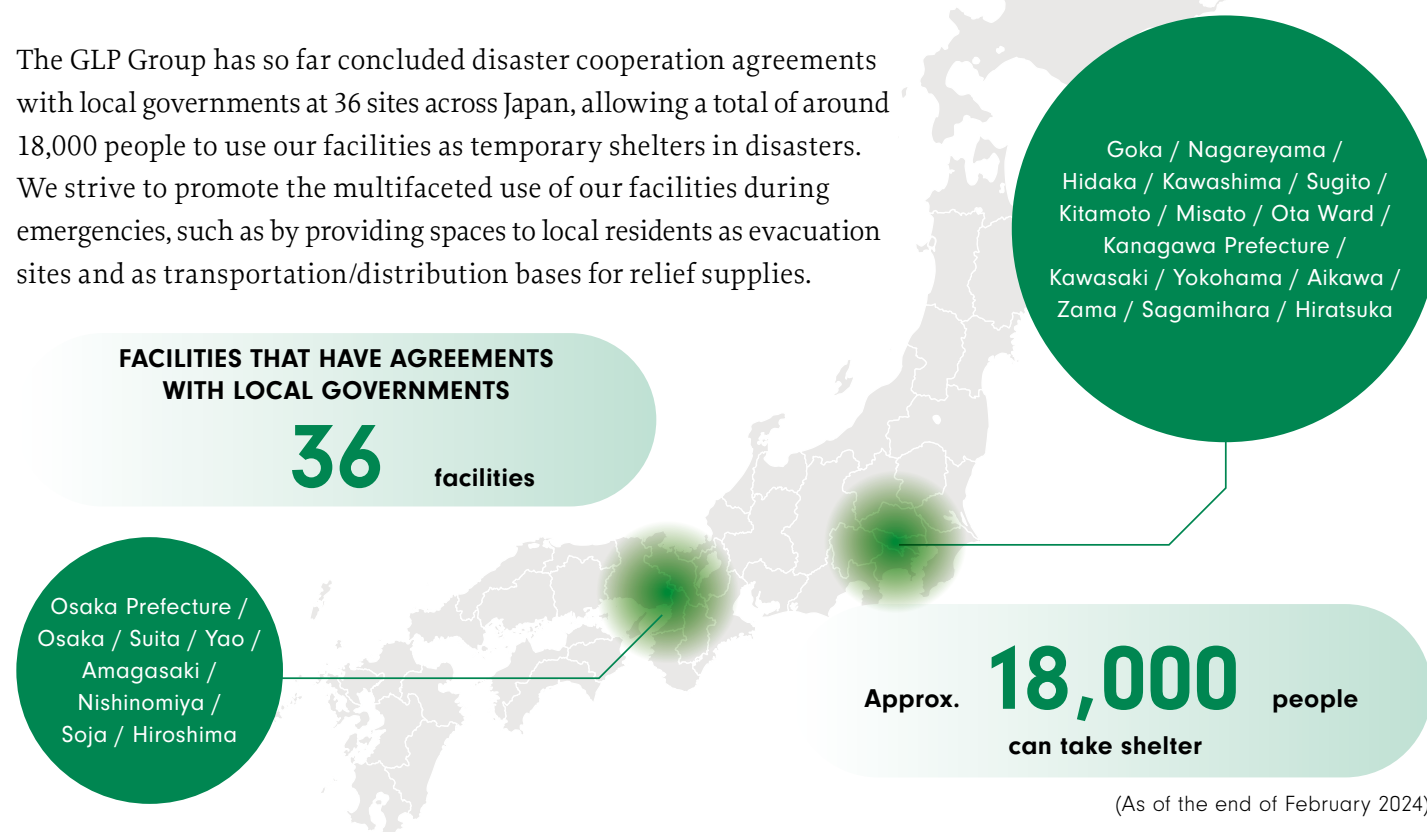


UTILIZING OUR FACILITIES AS REGIONAL DISASTER PREVENTION BASES

The GLP Group promotes fire and disaster prevention initiatives and operates logistics facilities that are safe and secure for not only the employees but also the local residents as well.

ENSURING REGIONAL SAFETY AND SECURITY DURING DISASTERS

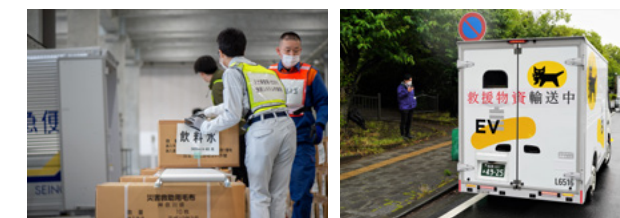
The GLP Group has so far concluded disaster cooperation agreements with local governments at 36 sites across Japan, allowing a total of around 18,000 people to use our facilities as temporary shelters in disasters. We strive to promote the multifaceted use of our facilities during emergencies, such as by providing spaces to local residents as evacuation sites and as transportation/distribution bases for relief supplies.



JOINT TRAINING BETWEEN LOCAL GOVERNMENTS AND TRANSPORT OPERATORS

In May 2023, based on the disaster agreement, we conducted a joint training at GLP Atsugi II with several participants. In this training, we simulated the transportation of relief supplies based on actual disasters.

Participants: Four local governments including Kanagawa Prefecture, Kanagawa Prefecture Trucking Association, Nippon Express Co., Ltd., Sagawa Express Co., Ltd., Yamato Transport Co., Ltd., and Seino Transportation Co., Ltd.



CONDUCTING NATIONWIDE DISASTER DRILLS

In March 2023, we conducted joint disaster drills nationwide with facility management companies at approximately 40 multi-tenant facilities. We conducted these trainings to build a system for smooth information gathering, assuming a large-scale disaster situation where regular phone lines and mobile phones cannot be used.



CONDUCTING EVACUATION DRILLS INVOLVING LOCAL RESIDENTS

Based on disaster agreements with local governments, we also regularly hold disaster prevention drills for local residents as well.



PREPARATION FOR EMERGENCIES

In addition to opening certain areas as evacuation sites, we also ensure to place disaster prevention supplies and installations throughout our facilities.

Left: Anti-disaster cabinet in an elevator
Right: Relief supplies



AGREEMENT DURING DISASTERS WITH NAGAREYAMA POLICE STATION (GLP ALFALINK NAGAREYAMA)

In order to establish a system to provide GLP ALFALINK Nagareyama as a police activity base and temporary evacuation site in the event of a large-scale disaster—such as an earthquake, storm or flood—in Nagareyama City or its surrounding areas in Chiba Prefecture, we have concluded an agreement regarding cooperation in police activities during emergencies with the Nagareyama Police Station. This is the first time in Chiba Prefecture that a police station has independently signed such an agreement with a large logistics facility.



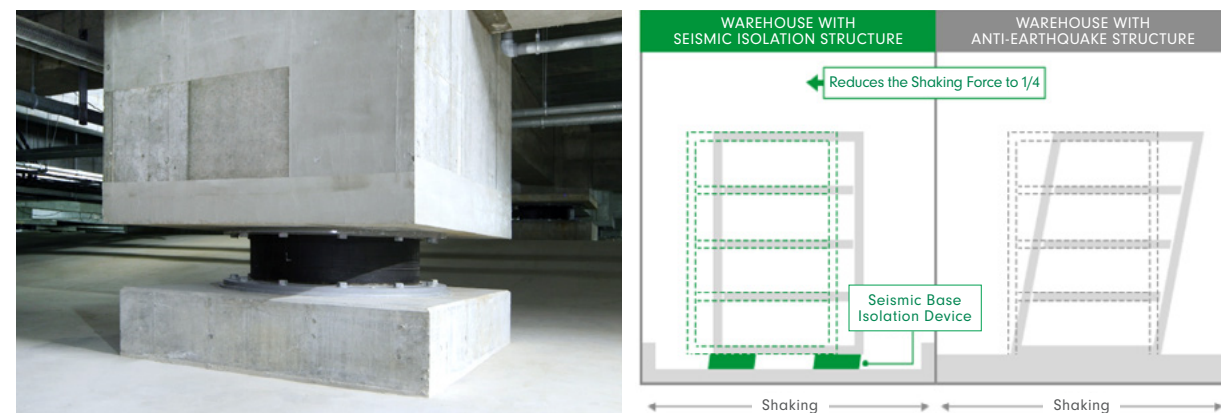
The signing ceremony



ENSURING THE SAFETY OF OUR TENANT COMPANIES

The GLP Group has been evolving its BCP (Business Continuity Plan) since its founding in order to realize the idea of “unstoppable logistics”. We are taking disaster countermeasures that will set a new standard in the industry, including the introduction of seismic isolation structures to our logistics facilities.

HARDWARE MEASURES SUCH AS SEISMIC ISOLATION STRUCTURE



We have developed a unique seismic isolation structure system, the GLP Pile Cap Seismic Isolation Construction Method (Patent No. 4934769), which functions as designed even in major earthquakes. Furthermore, in 2015, we developed a new seismic isolation analysis method known as the GLP Simultaneous Analysis Method (Patent No. 5698402), which still allows us to achieve the most rational design possible for our facilities today.

SNOW COUNTERMEASURES

As a countermeasure against snow-related hazards, we deploy pickup trucks equipped with bladed snow blowers to remove snow after it settles.



FLOOD COUNTERMEASURES

As a countermeasure against flood-related hazards, we install watertight doors that prevent flooding at key facilities to protect important equipment.



24-HOUR SECURITY

We have 24-hour security at multiple facilities to ensure utmost safety.

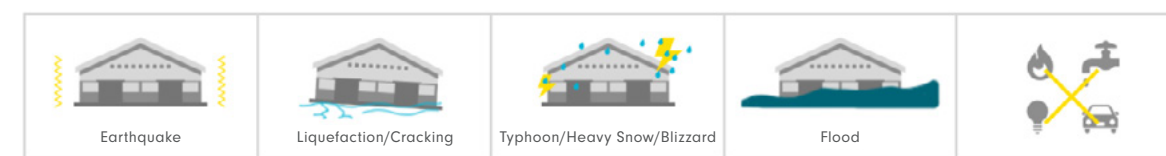


INSTALLATION OF AED

AEDs are installed at multiple properties.



BCP MEASURES



Personal Damage, Property Damage, Damage to Lifelines

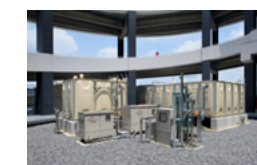
BCP Measures



Securing Office Lighting and Power Supply



Emergency Power Supply



Groundwater Supply Equipment



Toilet Available During Water Outage

The GLP Group has implemented various BCP measures to prevent human and property damage as much as possible while also ensuring business continuity in the event of a disaster.

BCP MEASURES IN USE

- We have back-up power supplies to ensure security functions throughout all facilities in the event of a power outage by making lighting and electrical outlets available at security offices as well as several other offices.
- Groundwater and rainwater supply systems have been implemented at our facilities to allow use of toilets in the event that water supply is cut off.
- Fuel storage bases have been installed at our facilities, and there are plans to provide fuel to tenant companies and neighboring facilities in the event of a disaster.
- Digital signages that automatically display weather warnings and earthquake information are installed at the entrances and cafeterias of our facilities to ensure everyone has access to the latest information in the event of a disaster.
- Flood control measures have been implemented to protect power conversion equipment against water damage caused by heavy rain or floods.
- Seismic isolation structures are used to ensure the safety of all even in the event of a major earthquake.
- A4-sized disaster prevention emergency kits are distributed throughout our facilities.
- Disaster-relief vending machines are installed throughout our facilities.



> 04 SOCIAL

REVITALIZING THE ECONOMY/INDUSTRY AND PROMOTING INNOVATION

We aim to realize a prosperous society through the revitalization of local economies and industries as well as business co-creation.

33 CONTRIBUTING TO THE LOCAL ECONOMY

34 CO-CREATING BUSINESS WITH OUR TENANT COMPANIES





CONTRIBUTING TO THE LOCAL ECONOMY

The GLP Group promotes contributions to the local economy through its facility management. We actively build cooperative systems with local governments and give back to the local economy as much as we can.

CONTRIBUTING TO THE LOCAL ECONOMY THROUGH FACILITY MANAGEMENT

The GLP Group operates in 84 municipalities across Japan and develops and manages 170 facilities. Our facilities are homes to approximately 250 tenant companies, providing employment to a total of approximately 44,000 people. Through these logistics facilities, we pay approximately 7.6 billion yen in property taxes annually, and the development and operation of these facilities have created a major impact on the local economy over the years.

NUMBER OF EMPLOYEES (AS OF THE END OF FEBRUARY 2023)

Approx. **44,000** people

NUMBER OF LOCAL GOVERNMENTS IN WHICH WE OPERATE (AS OF THE END OF AUGUST 2023)

84

CONTRIBUTING TO THE LOCAL ECONOMY THROUGH CORPORATE FURUSATO NOZEI (HOMETOWN TAX)

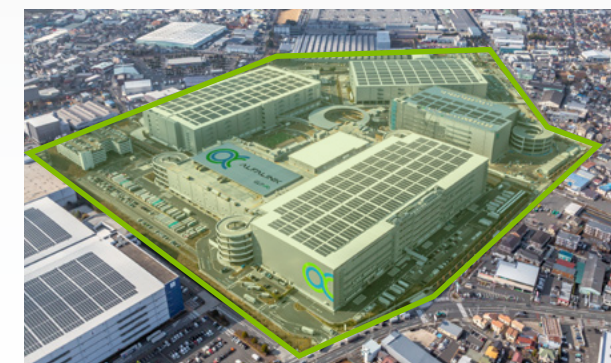
In 2023, GLP Japan made tax-deductible donations to 8 local governments where the properties of GLP J-REIT are located. Since 2021, we have contributed to 23 local governments in total.



Top: Meeting with the Yokohama Citizens Disaster Prevention Center, where the corporate hometown tax is provided
Bottom: Meeting with the Mayor of Funabashi at Funabashi City, where the corporate hometown tax is provided

REVITALIZING LOCAL ECONOMY THROUGH DEVELOPMENT (GLP ALFALINK SAGAMIHARA)

GLP ALFALINK Sagamihara is one of Japan's largest logistics facility development projects, constructing four logistics facilities with one common building on the site of an idle factory. The development has had a variety of impacts on the region, including creating around 5,000 new jobs.



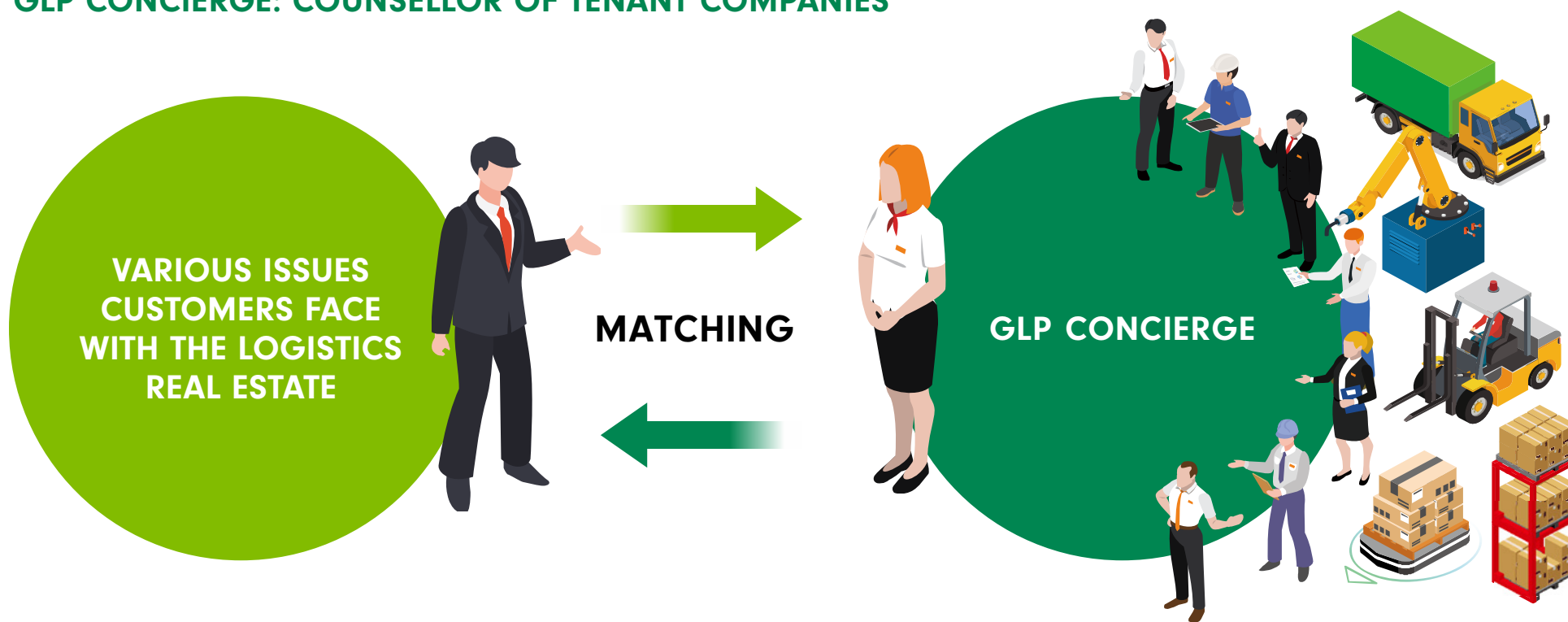
Top: Before development (factory site)
Bottom: After development (4 logistics facilities, 1 common building)



CO-CREATING BUSINESS WITH OUR TENANT COMPANIES

The GLP Group strives to strengthen relationships with its tenant companies while co-creating businesses together. We contribute to solving logistics issues by realizing efficiency and productivity improvements.

GLP CONCIERGE: COUNSELLOR OF TENANT COMPANIES



We have also established GLP Concierge, a onestop consultation desk that cooperates with over 300 tenant companies and business partners to provide a wide range of consultation services to tackle various concerns and requests—for example, we improve the transportation and delivery network that forms the basis of logistics operations, secure human resources, effectively utilize space, as well as arrange supplies/materials, automation, and labor saving. By helping to solve our customers’ issues, we also contribute to solving Japan’s logistics issues, all the while strengthening the relationships with our tenant companies, who are our key stakeholders.

ORGANIZING A MATCHING SALON TO PROMOTE SOLUTIONS TO LOGISTICS ISSUES

As a new initiative of GLP Concierge, we are holding business matching meetings for shippers and logistics companies to help solve logistics issues, while also creating new business opportunities.



BUSINESS CO-CREATION THROUGH CUSTOMER MEETINGS

GLP J-REIT holds regular meetings with its tenant companies and property managers/leasing managers within the GLP Group to improve daily facility operations and business relationships.



EXAMPLES OF CO-CREATION BETWEEN TENANT COMPANIES

At GLP ALFALINK Sagamihara, in response to the “2024 Problem”, logistics companies are co-creating business by sharing delivery duties within their areas of expertise at both large and small scales.





> 04 SOCIAL

IMPROVED WORKING ENVIRONMENT AND PRODUCTIVITY

We aim to create an environment where employees of both tenant companies and the GLP Group can perform to the best of their abilities.

36 IMPROVING THE COMFORT OF TENANT COMPANIES AND FACILITY USERS

38 CREATING A COMFORTABLE WORKING ENVIRONMENT FOR EMPLOYEES





IMPROVING THE COMFORT OF TENANT COMPANIES AND FACILITY USERS

CREATING FACILITIES FROM THE USERS' PERSPECTIVES

The GLP Group aims to provide facilities and services that offer comfort to tenant companies and facility users as much as possible.

CONTINUOUSLY ACHIEVING NEAR-100% SATISFACTION

With the help of external research organizations, we conduct satisfaction surveys with all of our customers every year, and based on the feedback, we continually strive to improve our facilities and services. In 2022, we received a high rating of 97% from customers living in multi-tenant facilities regarding their intention to continue their relationship with GLP Japan.



DRIVER-FRIENDLY FACILITIES AND SERVICES

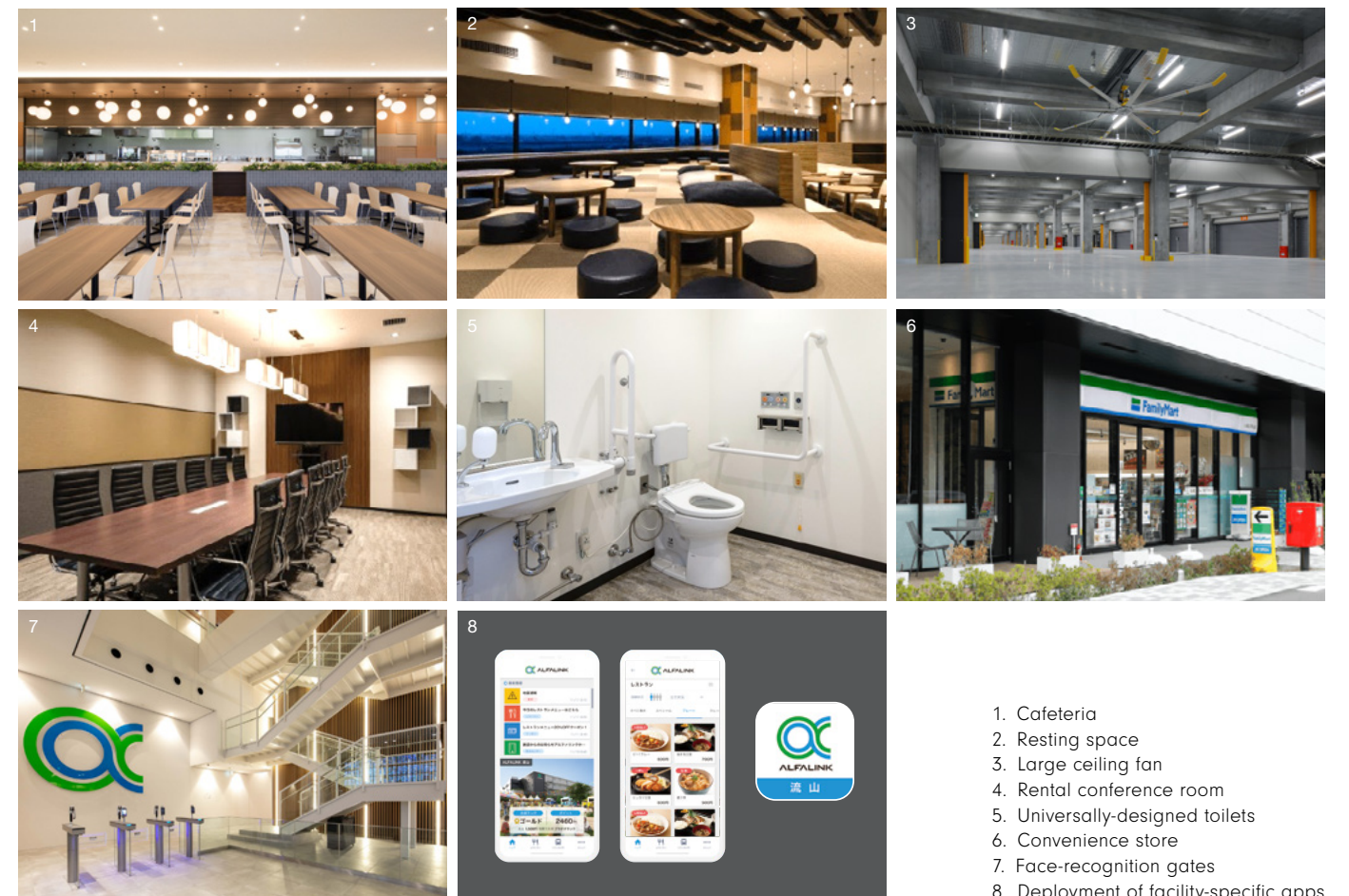


We have highly convenient facilities, such as cafeterias that are open to truck drivers, and toilets and shower rooms that are easily accessible from the truck loading areas.

1. Cafeteria
2. Shower room
3. Driver waiting room
4. Refueling station for trucks

CREATING A COMFORTABLE WORKING ENVIRONMENT

We strive to design facilities that pursue the comfort of the workers. We have created a comfortable working environment with cafeterias with kitchens that serve hot meals, rest areas, convenience stores, and rental conference rooms. Additionally, we have introduced gates that allow customers to pass through using facial recognition, and an app that allows customers to order food at the cafeteria to ensure a smooth flow around our facilities.



1. Cafeteria
2. Resting space
3. Large ceiling fan
4. Rental conference room
5. Universally-designed toilets
6. Convenience store
7. Face-recognition gates
8. Deployment of facility-specific apps



IMPROVING THE COMFORT OF TENANT COMPANIES AND FACILITY USERS

FACILITY DESIGN WITH HEALTH IN MIND

The GLP Group aims to design facilities and services that offer comfort to tenant companies and facility users as much as possible.

SUPPORTS SECURING AND SUSTAINING HUMAN RESOURCES

In addition to having temporary staffing offices within our facilities, we also provide shuttle bus services to and from the nearest stations and daycare centers, in order to provide a convenient working environment for the workers.



1. Staffing office 2. Childcare center 3. Shuttle bus

ACQUISITION OF CERTIFICATIONS REGARDING EASE OF WORKING

GLP ALFALINK Sagamihara became the first logistics-related facility in Japan to receive a Silver WELL* Certification.



* WELL Certification is a spatial evaluation system for buildings, announced in 2014 in the United States. It is an evaluation system that measures, evaluates, and certifies various functions that affect a person's health and well-being (physically, mentally, and socially) based on relevant performance measures.

SOLVING LOGISTICS ISSUES WITH CUTTING-EDGE TECHNOLOGY

The GLP Group aims to utilize advanced technology to solve various logistics issues, and is working to develop and introduce various products as well as invest in relevant technologies. For example, by introducing and providing tenants with a cargo receiving system and a system to manage truck entry and exit times, we are contributing to shortening work hours and truck waiting times.

● SHARED CONSIGNEE SYSTEM

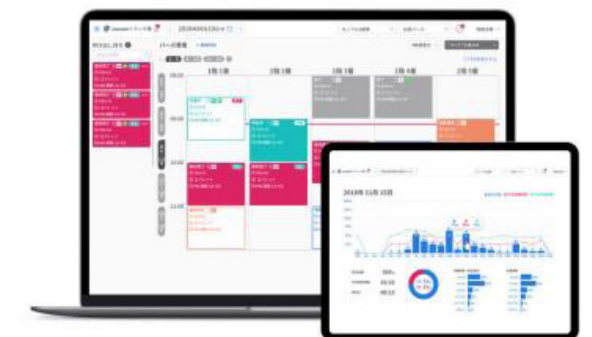
A shared consignee system has been implemented to streamline the overall process of cargo operations. Waiting times for trucks can be clarified by using tablets in the common receiving room to accept trucks from tenant companies.



● TRUCK LEDGER

In order to streamline the process of trucks incoming and outgoing, we have formed a business alliance with PASCO CORPORATION:

- Solving the problem of long waiting times for trucks
- Reducing workload through application management
- Further streamlining by collecting and analyzing data





CREATING A COMFORTABLE WORKING ENVIRONMENT FOR EMPLOYEES

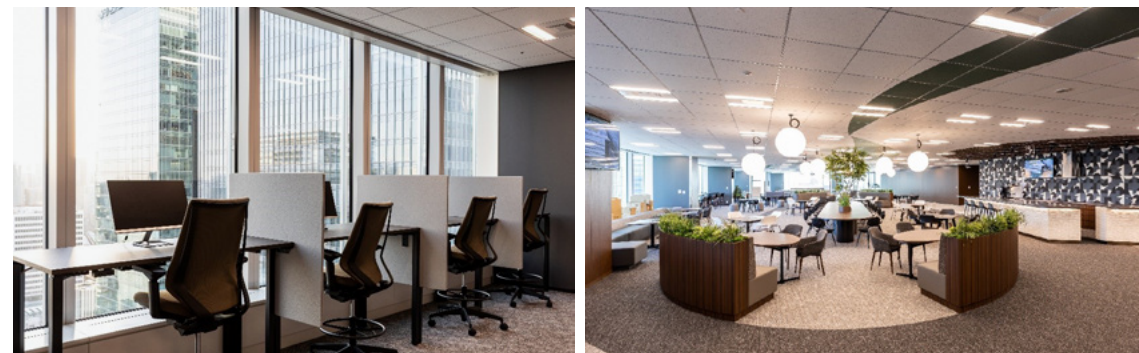
DIVERSE CAREER DEVELOPMENT AND SUPPORT SYSTEMS

The GLP Group strives to develop career support systems as well as human resources systems to provide the utmost comfortable working environment for employees.

PROMOTING FREE AND FLEXIBLE WORKING STYLES

We have implemented several employee support systems with the aim of creating diverse work styles that allow each employee to devise ways to maximize productivity and efficiency, including the institutionalization of remote work.

● PROVIDING A FLEXIBLE WORKING ENVIRONMENT IN THE OFFICE



By introducing completely free addresses and workspaces that can be used for various purposes (concentration, collaboration, learning, socializing, etc.), we create work spaces that meet individual needs, providing a working environment where employees can work freely and autonomously.

● SUPPORTING FREE AND FLEXIBLE WORKING STYLES

SUPER FLEXIBLE SYSTEM

The employees can flexibly set their own working hours within the monthly working hours.

REMOTE WORK

Employees can freely choose their work location, such as from home, a rental office, a cafe, etc.

BABYSITTER DISCOUNT COUPON

A portion of the usage fee are subsidized when the employees use babysitting services.

SUPPORT FOR RETURNING TO WORK AFTER PARENTAL LEAVE

OJT system and post-return interviews are available for employees upon request to ensure a smooth return to work after a parental leave.

CAREER DEVELOPMENT

TRAINING BY CAREER STAGE

We have introduced a support system that contributes to employees' mid-to-long-term career development, where each employee independently formulates a training plan and we cover the cost of seminars, lectures, and course fees based on it (up to 200,000 yen/person per year).

TRAINING BY CAREER STAGE

- Manager training:** Demonstrating leadership within the organization and developing subordinates
- Group leader training:** Roles and attitudes required of managers, effective communication methods, labor management
- Next-generation executive human resources development program:** Management orientation and management skills
- Training new employees:** Business etiquette training using seminars sponsored by human resources training companies
- Market/industry study session:** Understanding the logistics real estate market and logistics trends, and competitor analysis

E-LEARNING PLATFORM

The GLP Group has introduced an e-Learning platform as part of training for all employees; there are over 2,000 learning contents.

INTERNAL RECRUITMENT SYSTEM

We have introduced a system that allows employees to freely apply for internal positions of their own free will; we provide a place where employees can actively demonstrate their abilities and foster a challenging organizational culture.

SUPPORT FOR NEW EMPLOYEES (NEW GRADUATES/MID-CAREER)

NEW GRADUATE EMPLOYEE ONBOARDING SUPPORT

We conduct basic training on business etiquette skills for new graduates upon their enrollment. Through temporary assignment to each department, we create an environment where new graduates can perform various tasks and build relationships with others from day one.

MID-CAREER EMPLOYEE ONBOARDING SUPPORT

For mid-career employees, the first six months after joining the company are designated as a training period, and systematic OJT is implemented based on a training plan.

NEW EMPLOYEE CONNECTION SUPPORT

We hold lunch meetings with new employees and management members, as well as appoint employees from other departments as mentors, providing an environment where people can feel free to consult across departments.



Lunch meeting



CREATING A COMFORTABLE WORKING ENVIRONMENT FOR EMPLOYEES

SYSTEMS AND INITIATIVES TO REALIZE A HEALTHY WORK STYLE

In order to achieve the well-being of our employees, we have various systems in place to support their physical and mental health, as well as a variety of other initiatives.

A FAIR EVALUATION FOR ALL

The GLP Group's personnel evaluation system is a reward-and-evaluate system that strongly encourages each employee to contribute toward achieving the purpose, mission and vision of the company. Each individual evaluation not only looks at the employee's work performance, but also their contributions toward ESG initiatives and volunteer activities.

PROMOTING DIVERSITY, EQUITY, AND INCLUSION (DEI)

In order to promote employee diversity, the GLP Group produces in-house newsletters that spotlight employees who work at the company while raising children or caring for family members. Through exposure to various work styles, ways of thinking, and values, we provide an opportunity for everyone to learn about diverse work styles, as well as tips for resolving concerns about working while raising children or caring for family members.

CONDUCTING EMPLOYEE SATISFACTION SURVEYS

As part of our efforts to build good relationships between employees and the company, we regularly conduct employee satisfaction surveys to assess the level of work fulfillment, work environment satisfaction, and requests for the company etc. (response rate is around 85%). Based on the results of this survey, we aim to improve the working environment as well as the organization itself by realizing the well-being of each employee and visualizing/solving various issues.

WHISTLEBLOWING SYSTEM

The GLP Group has introduced a whistleblowing system, which accepts reports not only from all employees, but also from employees' families and employees of business partners. The content covers a wide range of fields, including various types of harassment, employment/labor relations, and environmental responses. Consultation can be done anonymously and is protected in accordance with the Whistleblower Protection Act.

INITIATIVES THAT CONTRIBUTE TOWARD EMPLOYEES' HEALTH AND SAFETY

HEALTHY FOOD FOR EVERYONE'S WELL-BEING

We subsidize the cost of regular health checkups or comprehensive medical checkups once a year for all employees, and encourage them to retake the checkup based on the results.

HEALTHY FOOD FOR EVERYONE'S WELL-BEING

We provide health-friendly food based on various health themes throughout the month so that employees can work in good condition, both physically and mentally.

INDUSTRIAL PHYSICIAN INTERVIEW SYSTEM

We strive to prevent mental and physical health risks of employees by conducting interviews with them when they work long hours or have mental health issues.

HEALTH SUPPORT (EAP) PROGRAM

Employees can consult with experts anonymously and free of charge on a wide range of topics, including health, childcare, and nursing care, by face-to-face, telephone, or email.

VARIOUS WELFARE SYSTEMS

VACATION/LEAVE SYSTEM

- **Prenatal/postnatal leave**
- **Childcare leave/nursing care leave**
A system that supports the balance between work and childbirth/childcare
- **Nursing leave**
Targeted at employees with children under the age of 1 and/or family members in need of care
- **Volunteer leave**
Leave granted for the period for volunteer activities (twice a year)
- **Special leave for congratulations and condolences**
- **Special leave on the day of receiving a health checkup/comprehension checkup**

INSURANCE SYSTEM

- **Social insurance**
Welfare pension, health insurance, workers' compensation insurance, employment insurance
- **Domestic/overseas business travel insurance**
Compensation program for risks associated with business travel
- **Comprehensive welfare group term insurance**
Life insurance in the event of death or severe disability of an employee
- **Group Long Term Disability Income Compensation Insurance (GLTD)**
Income compensation insurance during leave of absence due to injury or illness

OTHER EMPLOYEE SUPPORT SYSTEMS

- **Investment unit ownership plan and defined contribution pension plan**
Providing asset-building opportunities using public and internal systems
- **Cafeteria plan system**
Employees can use points worth up to 100,000 yen per year for travel expense assistance, book purchase assistance for self-development, etc.
- **Supporting the employees' wellbeing**
Supporting the employees' physical/mental health and diverse work styles, such as through promoting remote work
- **Qualification acquisition support**
Supporting employees in acquiring qualifications on their own initiative



05

GOVERNANCE





> **05 GOVERNANCE**

SUSTAINABLE BUSINESS OPERATIONS

We aim to foster an ethical and highly transparent corporate culture.

- 42 GOVERNANCE INITIATIVES
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- 44 RISK MANAGEMENT





GOVERNANCE INITIATIVES

Since listing, GLP J-REIT and GLP Japan Advisors Inc. have continued to strengthen the governance structure and pursued maximization of unitholder interests in order to build a strong relationship that aligns our unitholders' interests with ours.

MEASURES TO PURSUE MAXIMIZATION OF UNITHOLDER PROFITS

ADOPTION OF PERFORMANCE-LINKED ASSET MANAGEMENT FEES THAT ALIGN WITH UNITHOLDER INTERESTS

Approximately two-thirds of asset management fees are based on a performance-based asset management fee structure linked to NOI and EPU.

HOLDING OF INVESTMENT UNITS BY THE GLP GROUP (SAME BOAT EXPENSES)

By having investment units held by the GLP Group, GLP J-REIT conducts operations that align the interests of the unitholders of GLP J-REIT with the interests of the GLP Group to further improve mutual benefits.

STRENGTHENING GOVERNANCE BY ESTABLISHING AN OFFICER/EMPLOYEE INVESTMENT UNIT

We established an investment unit holdings association in May 2020 that includes all executives and employees of GLP Japan and its sponsors, with the aim of further strengthening alignment with unitholders.

INTRODUCTION OF A STRICT GOVERNANCE SYSTEM FOR RELATED PARTY TRANSACTIONS

- If the GLP J-REIT conducts a related party transaction, it must obtain approval from independent external members of the Investment Committee and Compliance Committee.
- Appointments of such external officers must be approved by GLP J-REIT's Board of Directors.

HIGHLY TRANSPARENT AND APPROPRIATE INFORMATION DISCLOSURE IN PURSUIT OF FAIR DISCLOSURE

- GLP J-REIT is the first organization to disclose information to a wide range of unitholders by holding a management call for overseas investors at the time of public capital increase.
- GLP J-REIT is the first organization to introduce a conference call system for the purpose of disclosing information to a wide range of unitholders at financial results briefings.
- GLP J-REIT holds press releases and discloses various materials on the same day of the disclosure of information in both Japanese and English.

IMPLEMENTATION OF EMPLOYEE TRAINING REGARDING ETHICAL STANDARDS

We conduct annual trainings on ethical standards for all employees (including part-time and contract employees) of the GLP Group companies and GLP Japan, including our sponsor GLP Capital Partners Japan Co., Ltd., to strengthen our governance system.

COMPLIANCE POLICY

GLP J-REIT (hereinafter referred to as the "Investment Corporation") and GLP Japan Advisors Inc. (hereinafter referred to as the "Asset Management Company") understand the importance of asset management operations as managing the funds of the Investment Corporation's unitholders. In order to establish an appropriate management system, the Board of Directors of the Asset Management Company establishes and revises compliance regulations and other policies, while also being responsible for handling cases related to corporate ethics and anti-corruption.

Please check here for more information:
<https://www.glpjreit.com/en/esg/compliance.html>



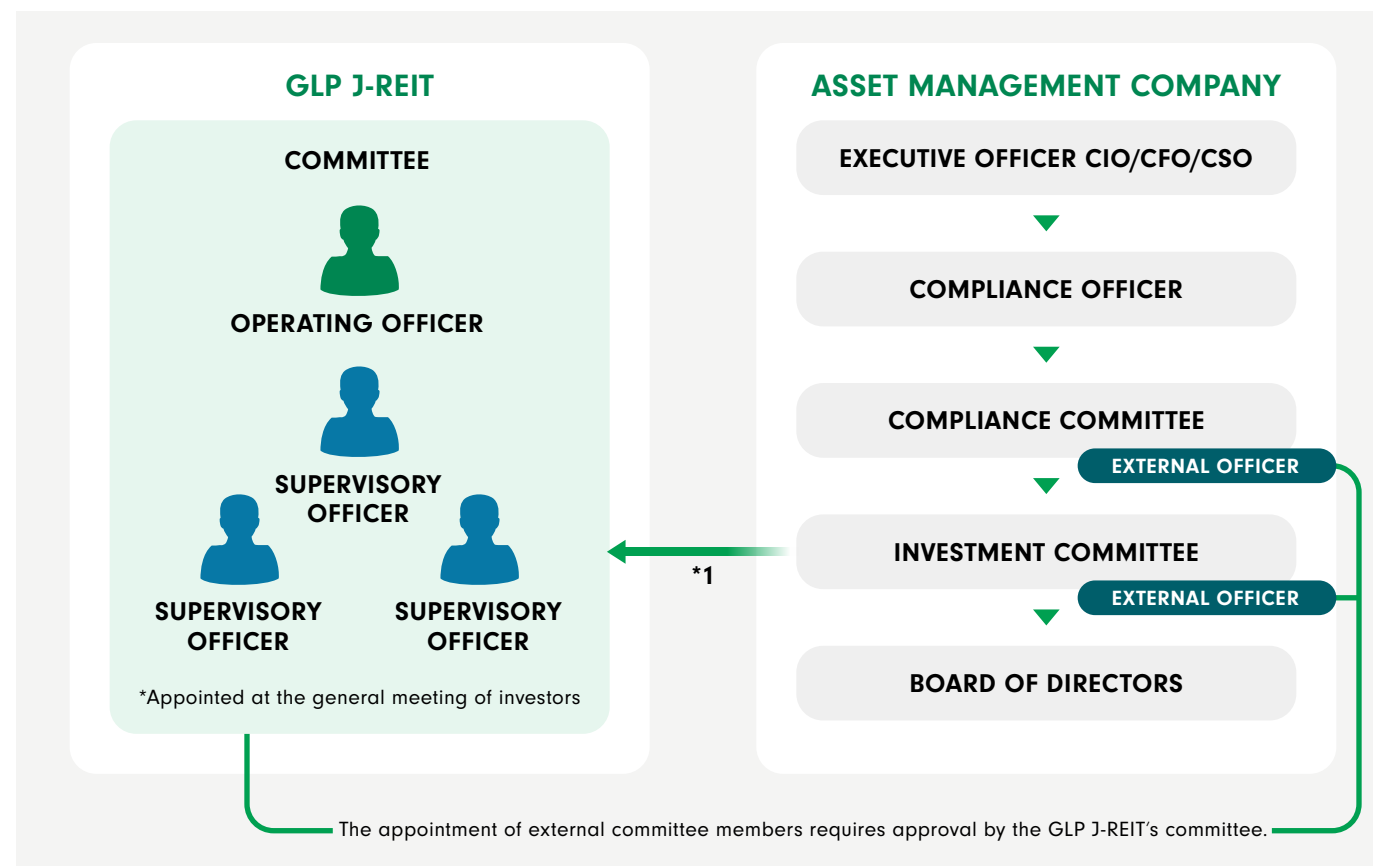


CORPORATE GOVERNANCE

By building an organizational governance system to ensure speedy decision-making and the appropriateness and efficiency of business execution, we strive to establish a more sound and transparent system.

THE ASSET MANAGEMENT COMPANY'S EXECUTIVE DECISION-MAKING MECHANISM

Since the General Meeting of Unitholders held in May 2022, we increased the number of supervisory officers by 3 (previously 2) to further strengthen governance.



*1 Transactions that require the consent of GLP J-REIT based on a resolution of its board require approval by the board, and reporting is required in other cases.

Click here to learn more about our investment management decision-making structure:
 Report on the management structure and system of the issuer of Real Estate Investment Trust Units and related parties
<https://www.glpjreit.com/en/ir/library.html>

OVERVIEW OF EACH COMMITTEE

We have established various internal committees for the purpose of contributing toward decision-making regarding appropriate and flexible business execution.

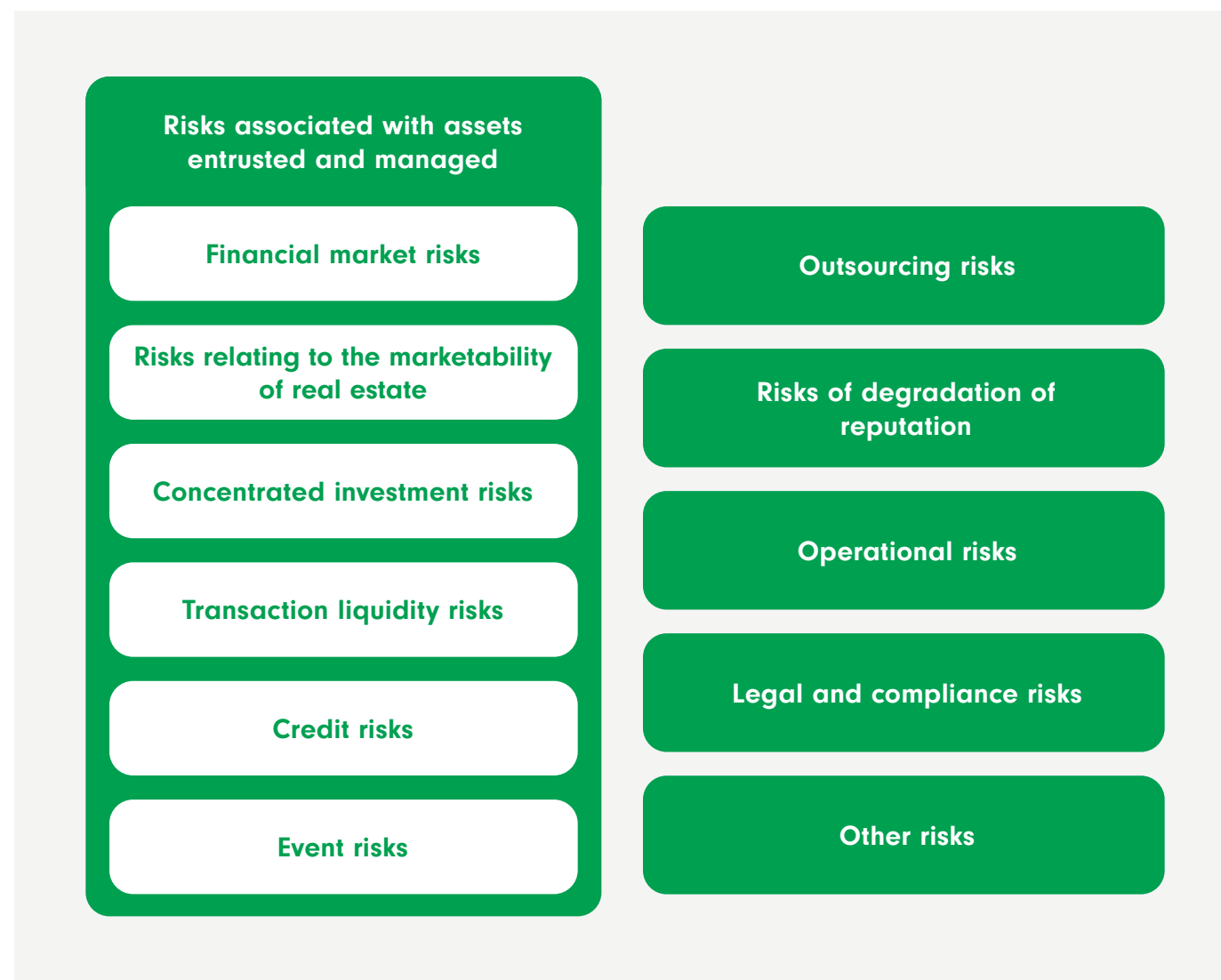
Committee	Subject	Details
Investment Committee	Purpose	To deliberate and decide on matters regarding GLP J-REIT (such as its asset management).
	Constituent Members	Representative Director and President, Directors, CIO, CFO, Compliance Officer, and one external committee member
	Frequency	As a general rule, the meetings are held once every three months, with emergency meetings called as the needs arise.
Compliance Committee	Purpose	To ensure thorough compliance with laws and ordinances, rules and regulations, and other related matters.
	Constituent Members	President, Compliance Officer, and one external committee member
	Frequency	As a general rule, the meetings are held once every three months, with emergency meetings called as the needs arise.
ESG Committee	Purpose	To deliberate and decide on matters related to ESG promotion and such.
	Constituent Members	Representative Director, President, CSO, CIO, CFO
	Frequency	The meetings are held regularly, with emergency meetings called as the needs arise.



RISK MANAGEMENT

RISKS

We have established a list of six individual risks through comprehensively identifying risks that have a major impact on management in light of our management philosophy and business objectives.



BASIC STANCE ON RISK MANAGEMENT

● MANAGEMENT OF COMPANY-SPECIFIC RISKS

With regard to the management of our company’s inherent risks, we take the following basic stance in our work, with the goal of reinforcing our dual duties of loyalty and care as an asset management fiduciary.

- 1 Our company, as an asset management company of an investment corporation, is solely devoted to that business, and the greatest risk we face is the risk of degradation of our reputation due to a decline in the value and confidence placed in us by the investment corporation and its investors (including potential investors in the securities market in general), who trust us with the management of their assets.
- 2 It is essential that we carefully and rigorously manage all risks, including risks regarding the handling and management of assets, operational risks, and legal and compliance risks, as risks such as these are major potential causes of such declines in value and confidence.

● MANAGEMENT OF OPERATIONAL RISKS OF INVESTMENT CORPORATION ASSETS

In order to reinforce our investment management capability while striving to protect the assets under our management, we work under the following basic stance:

- 1 The primary investment target being real estate, it should be noted that owning real estate or similar specific assets, as opposed to traditional financial assets, comes with its own set of risks, on top of the general risks associated with asset management, such as, so-called, “market risks.” It is necessary to execute sufficient analysis and countermeasures when handling these kinds of real estate risks.
- 2 In the management of these risks, we distinguish those risks that can lead to returns from risks that need to be eliminated or mitigated, and we act in a safe and reliable manner with regard to the latter category of risk.
- 3 We will not engage in any action that deviates from the basic stance set forth in the preceding paragraph or that neglects strict risk management and the appropriate acquisition of profits.



06

FINANCE



GLP J-REIT'S ESG FINANCE

ESG FINANCE ISSUANCE HISTORY

GLP J-REIT enhances ESG finance by actively executing ESG loans in addition to ESG bond issuance. Through these efforts, GLP J-REIT is the leader of the issuance of ESG bonds.

SUSTAINABILITY-LINKED BOND (REWARD TYPE)

● PURPOSE OF ISSUE

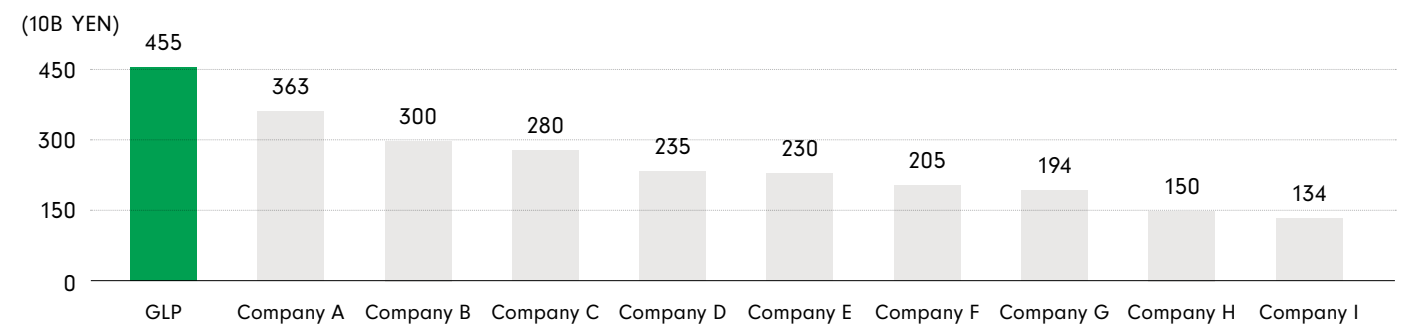
- Through the issuance of the Sustainability Linked Bonds (SLB), GLP J-REIT plans to expand its financing methods and further strengthen its financial base by expanding its investor base willing to invest in ESG.
- The Sustainability Performance Targets (SPTs) of the SLB are linked with ESG targets on the ESG Report issued by GLP J-REIT in April 2021. GLP J-REIT believes that the issuance of the SLB accelerates GLP J-REIT's ESG activities and contributes toward achieving the ESG targets.

● FEATURES

- GLP J-REIT became the world's first issuer of interest rate reward-type SLB in the public bond market.
- We are expanding the investor base through ESG active investor, with Dai-ichi Life Group.
- We receive greenium through an active issuance of ESG bonds along with the expansion of the ESG bond market.

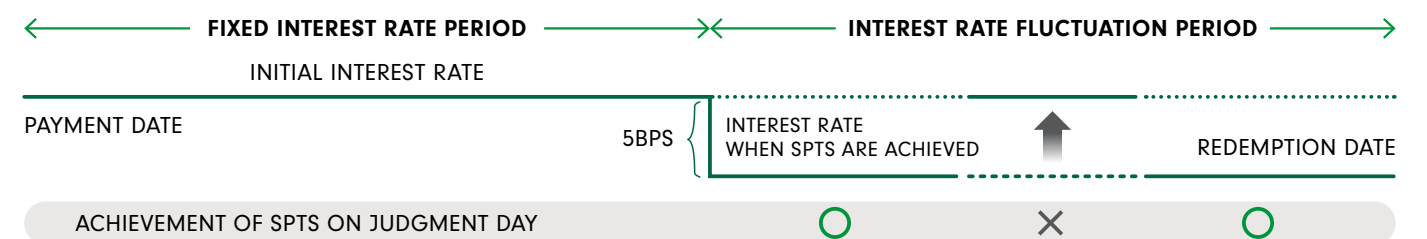
COMPARISON OF OUTSTANDING ESG BOND BALANCE IN GLP J-REIT MARKET

(As of February 29, 2024)



SUSTAINABILITY-LINKED BOND

Name	18th Unsecured Investment Corporation Bond (Sustainability Linked-Bond)
Issue Date	September 28, 2021
Issue Amount/Years	6 billion yen/7 years
SPTs	Sustainability Performance Targets: · ESG-related Issuer Targets · High-ranking environmental certification for at least 80% of the portfolio by the end of December 2024 (based on gross floor area)
Interest Rate	Initial interest rate: 0.284% Interest rate after achievement of SPTs: 0.234% (▲0.05% from initial rate)



The interest rate will be determined at the end of July and applied in September every year after the end of December 2024.



GREEN FINANCE

You can check the issuance status of green bonds and green loans here:

<https://www.glpjreit.com/en/esg/greenfinance.html>



USE OF PROCEEDS FROM GREEN FINANCE

The net proceeds from green finance are used for the acquisition of assets in the Eligible Green Assets as provided for in Eligible Green Assets below, refinancing of loans required for the acquisition of assets in the Eligible Green Assets, and for the redemption of the investment corporation bonds that have already been issued (including green bonds) for the acquisition of assets in the Eligible Green Assets.

ELIGIBLE GREEN ASSETS

Eligible Green Assets refer to assets or projects that meet the following requirements:

● GREEN ELIGIBILITY CRITERIA

Eligible buildings are new, existing or renovated buildings that have obtained at least one of the following certifications:

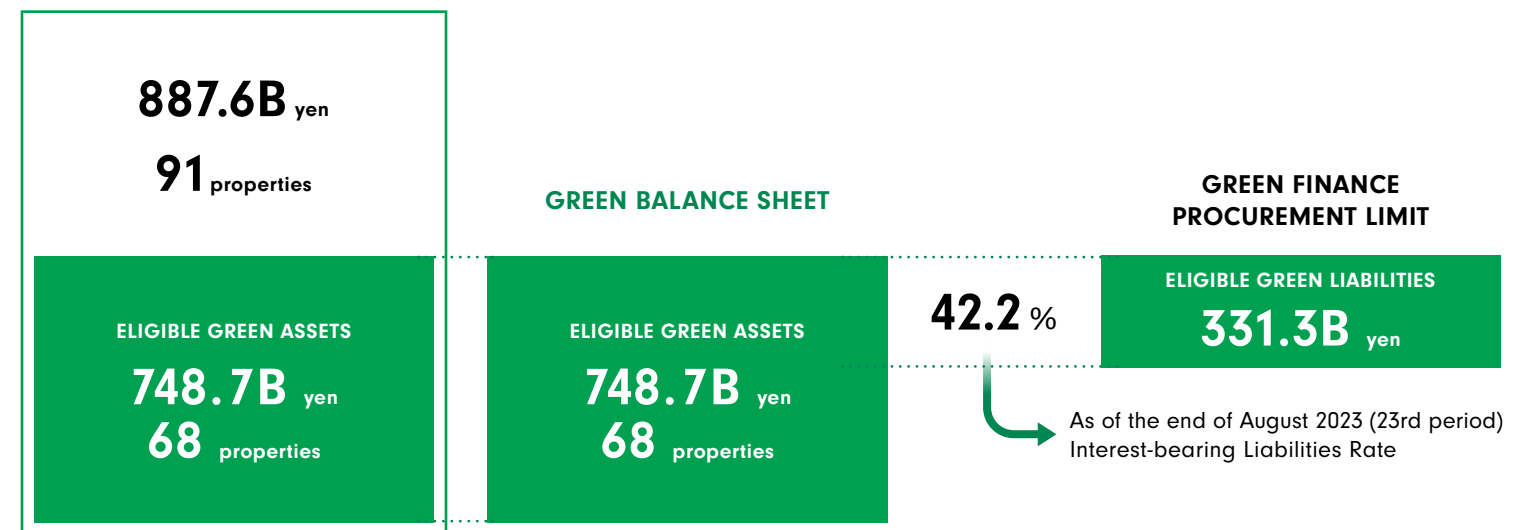
DBJ Green Building Certification: five, four or three stars
CASBEE: S, A or B+
BELS: five, four, or three*
LEED: Platinum, Gold, Silver

* For BELS, the criteria will be "3 or higher" even in the "New BELS" (7-level evaluation) for assessments carried out after April 2024.

MANAGEMENT OF PROCEEDS

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 the latest fiscal period that can be calculated on the payment date or loan date of each investment corporation bond, or as of the end of February each year) (the "Eligible Green Liabilities") will be set as the maximum amount of Green Finance.

AMOUNT ACQUIRED BY GLP J-REIT



(As of February 29, 2024)

Eligible Sustainability Assets that also fall under the definition of Eligible Green Assets within GLP J-REIT's Green Finance Framework are included both in the total value of Eligible Sustainability Assets and in that of Eligible Green Assets. Any amount of funding provided for those projects in the form of sustainability finance or green finance is included both in the outstanding balance of sustainability finance and in that of green finance. The amount included in the total value and the outstanding balance overlaps between the two forms of finance.

SUSTAINABILITY FINANCE

You can check the issuance status of sustainability bonds and sustainability loans here:

<https://www.glpjreit.com/en/esg/sustainabilityfinance.html>



USE OF PROCEEDS RAISED THROUGH SUSTAINABILITY FINANCE

The net proceeds from sustainability finance will be used for the acquisition of assets in the Eligible Sustainability Assets as provided for in Eligible Sustainability Assets below, refinancing of loans required for the acquisition of assets in the Eligible Sustainability Assets, and for the redemption of the investment corporation bonds that have already been issued (including sustainability bonds/green bonds) for the acquisition of assets in the Eligible Sustainability Assets.

ELIGIBLE SUSTAINABILITY ASSETS

Eligible Sustainability Assets are assets or projects that satisfy parts of both the Green Eligibility Criteria and the Social Eligibility Criteria shown below:

GREEN ELIGIBILITY CRITERIA

Green buildings

Eligible buildings are new, existing or renovated buildings that have obtained at least one of the following certifications:

* For BELS, the criteria will be "3 or higher" even in the "New BELS" (7-level evaluation) for assessments carried out after April 2024.

DBJ Green Building Certification: five, four or three stars
CASBEE: S, A or B+
BELS: five, four, or three*
LEED: Platinum, Gold, Silver

SOCIAL ELIGIBILITY CRITERIA

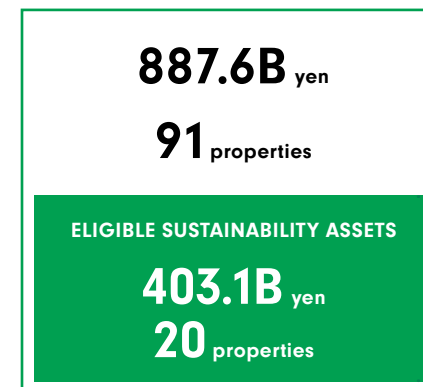
Contributing to the sustainable growth of local communities (social eligibility category: access to essential services).

Eligible buildings are new, existing or renovated buildings that have obtained at least one of the following certifications:

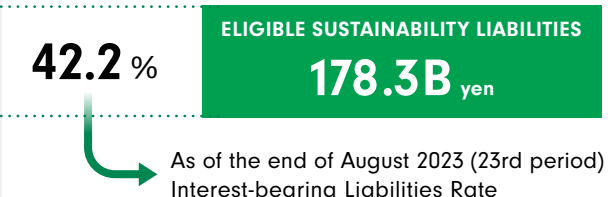
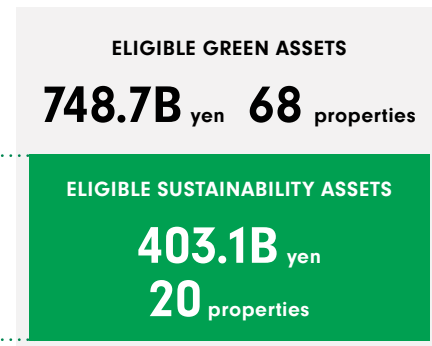
a. Safety of local residents in times of disaster
b. Development of the local living environment
c. Revitalization of the local community
d. Provision of parenting support

MANAGEMENT OF PROCEEDS

AMOUNT ACQUIRED BY GLP J-REIT



SUSTAINABILITY BALANCE SHEET



(As of February 29, 2024)

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 the latest fiscal period that can be calculated on the payment date or loan date of each investment corporation bond, or as of the end of February each year) (the "Eligible Sustainability Liabilities") will be set as the maximum amount of Sustainability Finance.

Eligible Sustainability Assets that also fall under the definition of Eligible Green Assets within GLP J-REIT's Green Finance Framework are included both in the total value of Eligible Sustainability Assets and in that of Eligible Green Assets. Any amount of funding provided for those projects in the form of sustainability finance or green finance is included both in the outstanding balance of sustainability finance and in that of green finance. The amount included in the total value and the outstanding balance overlaps between the two forms of finance.

REPORTING ON SOCIAL BENEFITS

Output Indicators	Value	Outcome Indicators	Value
Number of Eligible Sustainability Assets	20 items	Backup power supply (72 hours)	9 facilities
Evacuation site for victims in the event of a disaster	19 facilities 12,910 people	Reserved fuel capacity	26,978L (19 facilities)
Vehicle waiting area for disaster dispatch and emergency fire support teams	19 facilities	Groundwater supply facilities*	GLP Atsugi II, GLP Okayama Soja I, GLP Zama

* Some properties have groundwater facilities available for use during a water outage.



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