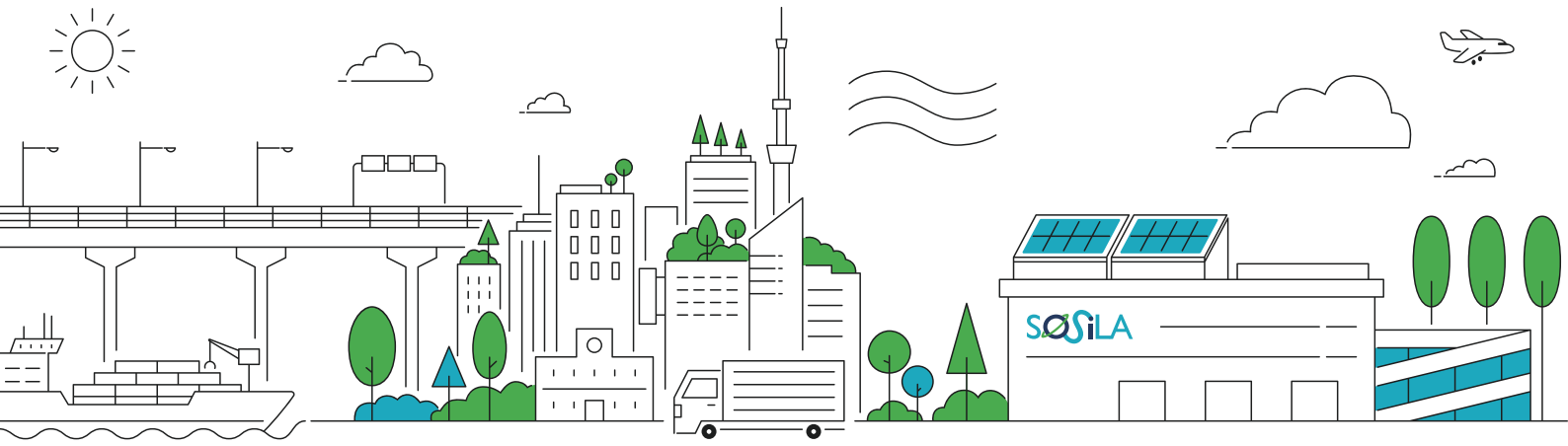
SOSiLA

Sociability, Sustainability, and Individuality
for Logistic Aspect

Sustainability Report 2025





SOSiLA Logistics REIT,Inc.

Aiming to connect people and society through logistics facilities

SOSiLA Logistics REIT, Inc. (“SLR”) and Sumisho Realty Management Co., Ltd. (“SRM”), the asset management company for SLR, believe that incorporating environmental, social and governance factors into its investment decision making and investment management processes is essential for the maximization of unitholder value in the medium to long term.



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This report has been issued to inform stakeholders, including investors, about our initiatives related to sustainability.



Sustainability Report 2025

Issue Date: July 31, 2026

Message from Top Management

Message from Top Management



Left
Sumisho Realty Management Co., Ltd.
Yukinari Shiraishi, President & CEO

Right
SOSiLA Logistics REIT, Inc. (SLR)
Tomoaki Sato, Executive Director

SOSiLA Logistics REIT, Inc. ("SLR") and Sumisho Realty Management Co., Ltd. ("SRM"), the asset management company of SLR, believe that incorporating environmental, social and governance (ESG) factors into the investment decision making and investment management processes is essential for the maximization of unitholder value in the medium to long term.
SLR and SRM established their ESG policy in April 2020 and have been undertaking a series of ESG initiatives, particularly initiatives to reduce environmental impact, in the real estate investment management business.
We believe that appropriately disclosing these initiatives to unitholders and other stakeholders and thereby building a long-term, trust-based relationship with stakeholders will contribute to SLR's medium- to long-term growth.

Materiality



SLR and SRM have identified materiality (material issues) in order to adapt to changing global trends, meet stakeholder expectations, and contribute to achieving a sustainable society.

Identification process of materiality

Step 1: Identify and categorize social issues

SRM identified a wide range of issues covered by the sustainability disclosure frameworks, rating agencies, etc., and identified items of interest to its stakeholders. We checked whether the issues we identified were consistent with the Sumitomo Corporation Group's material issues and key social issues.

Step 2: Gather opinions of officers and employees

Through the ESG task force, SRM gathered the opinions of each department's officers and employees and discussed them at the management level. External specialists also conducted a review.

Step 3: Submit to and gain approval of ESG Promotion Committee

The ESG Promotion Committee, the decision-making body for ESG promotion, deliberated on the issue and made a decision upon approval by the chairperson, the final decision-making authority.

Seven Material Issues & Initiatives

	Material Issues	
E	① Climate change mitigation	
	Initiatives	Consideration for reduction of energy consumption, CO2 emissions, etc.
	KPI target / Results	Energy：SLR aims to achieve an energy consumption intensity reduction of 35% from the level in FY2019 by FY2030. Greenhouse gas (GHG) :(Short-term) SLR aims to reduce the total greenhouse gas emissions of its portfolio (Scope 1 and 2) by 42.0% (with FY2020 as the baseline) by FY2030. (Long-term) SLR aims to reduce its total greenhouse gas emissions throughout its value chain (Scope 1, 2 and 3) to net zero by FY2050. Water consumption: SLR aims to preserve the status quo up until 2030, using FY2019 as a baseline. Waste disposal: SLR aims to preserve the status quo up until 2030, using FY2019 as a baseline. FY2025 Results/Environmental performance
	② Portfolio greening	
	Initiatives	Promote acquisition of green building certifications such as GRESB, CASBEE, DBJ Green Building Certification, BELS, etc.
	KPI target / Results	SLR aims to achieve external environmental certification for 70% of its properties by FY2030. based on total floor space FY2025 Results/Promotion of the transition to green buildings
S	③ Human resource development	
	Initiatives	Provide ample training programs Support acquiring professional accreditations Develop real estate professionals with an emphasis on teamwork
	KPI target / Results	Real estate transaction specialist licensee percentage (Pass rate): 75% / FY2025 results: 67.2% ARES Certified Master percentage: 50% / FY2025 results: 41.8%
	④ Diversity, Equity & Inclusion	
	Initiatives	Create a working environment in which diverse human resources can flourish over the medium to long term Respect human rights Provide ongoing employment support to achieve work-life balance
	KPI target / Results	Average length of service: 5 years / FY2025 results: 4 years and eight months Percentage of employees taking annual paid leave: 90% / FY2025 results: 86.3%
	⑤ Tenant satisfaction improvement & contribution to local communities	
	Initiatives	Provide/operate facilities with high tenant satisfaction Consideration for environment/society by collaborating with tenants, PMs, BMs, etc. Contribute to and consider local community

	Material Issues	
G	⑥ Engagement with investors and trustworthy governance	
	Initiatives	Disclose information to investors and promote constructive dialogue Develop a governance structure trusted by investors
	KPI target / Results	Investment corporation board meeting attendance percentage: 90% / FY2025 results: 100%
	⑦ Thorough compliance & risk management	
	Initiatives	Monitor and respond to risks Appropriately operate an internal control system for compliance with laws and regulations
	KPI target / Results	Number of compliance training sessions held: 12 (per year) / FY2025 results: 12 (in the year) Compliance training session attendance percentage: 100% / FY2025 results: 100%

Stakeholder Engagement



Basic Approach

The Investment Corporation will strengthen relationships through two-way communication with each stakeholder, provide environmental, social and economic value, and contribute to the formation of a sustainable society.



Stakeholders	Relationship with the investment corporation	Means of engagement
Unitholders and investors	Providing good investment opportunities and services for investors	● Holding general meeting of unitholders and briefings ● Appropriate information disclosure
Tenants	Enhancement of the value of real estate through the provision of facilities that are satisfactory to tenants	● Tenant satisfaction surveys ● Raising awareness about energy conservation
Local communities	Conservation of natural ecosystems and the environment and improvement of the health and comfort of local communities	● Contribution to local communities ● International initiatives and external evaluations
Employees	Providing high-quality services as a real estate professional	● Comfortable workplace environment ● Human resource development systems ● Employee awareness surveys
Supply chain	Important business partner to practice stable businesses based on relationships of trust	● Gaining understanding and cooperation with regard to sustainability initiatives

Sustainability policy and system



ESG Policy

1.Climate Change Measures

SRM shall aim for realization of carbon neutrality through efforts on efficient use and reduction of energy and minimization of greenhouse gas emissions to as close to zero as possible at real estate under management. Furthermore, recognizing the importance of renewable energies, SRM shall consider possible utilization of such.

2.Efforts on Reducing Environmental Burden

Recognizing environmental burden at real estate under management, including water consumption and waste discharge, SRM shall continuously make efforts to reduce such.

3.Consideration for Natural Environment

With sufficient consideration for protection of natural ecosystem and other natural environment as well as for maintenance/conservation of biodiversity, SRM shall promote greener buildings and communities.

4.Efforts on Improving Health and Comfort

SRM shall strive to improve real estate value by raising tenant satisfaction through assessment of needs and appropriate implementation of measures for enhancing health/comfort of tenants and local communities.

5.Efforts on Enhancing Resilience

SRM shall strive to improve real estate value by retaining and gaining good tenants through enhancement of resilience of real estate under management against climate change and disasters. In addition, SRM aims for real estate management that can respond flexibly to changes in social structure such as urbanization and work sharing.

6.Collaboration with Stakehold

SRM shall establish a good relationship with tenants, property management companies, local communities and other stakeholders involved in real estate under management and collaborate to promote ESG.

7.Efforts for SRM's Employees

SRM shall strive to develop employees' skills by providing specialized training, support for acquisition of qualifications and such based on its human resources strategy. In addition, SRM shall work to create a favorable working environment to allow diverse employees to work comfortably in good health.

8.Compliance and Strengthening of Governance

In order to protect investors and ensure SRM's proper operations, SRM shall not only abide by laws and regulations, but also strive to prevent corruption, prevent conflicts of interest, manage information properly, and value human rights and diversity.

9.Disclosure of ESG Information and Utilization of Outside Evaluation

SRM shall make efforts to implement appropriate and transparent disclosure of ESG-related information for its stakeholders, and consider utilization of outside evaluation and third-party certification.

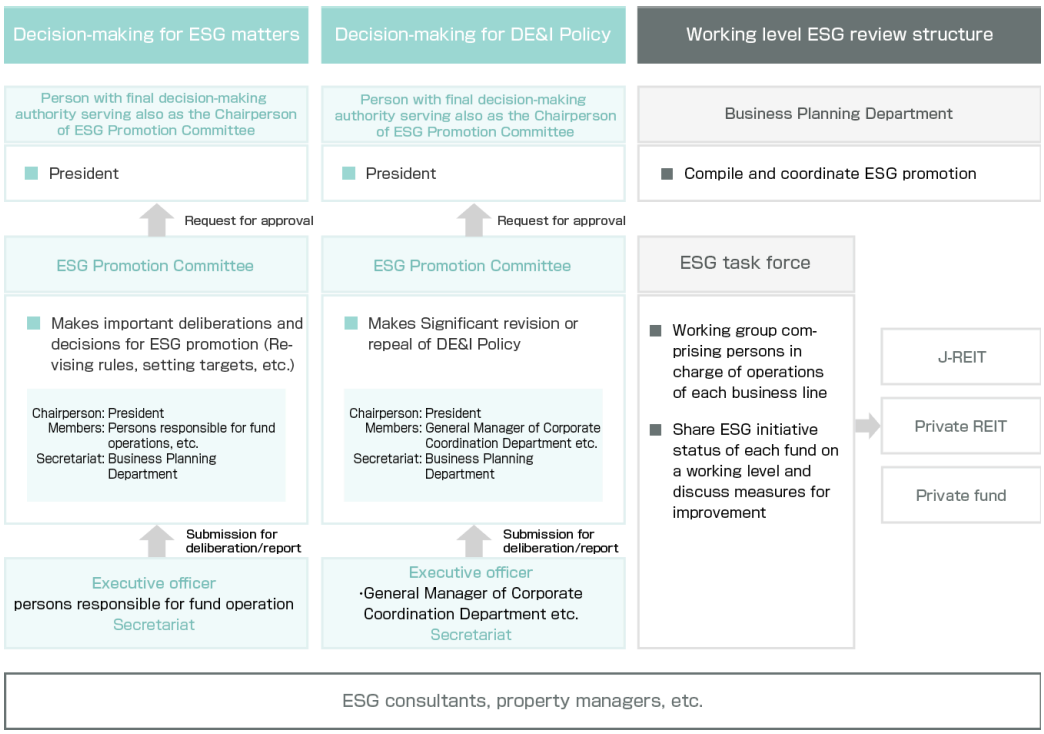
ESG Promotion Structure

SRM has established the following structure to continuously and methodically promote initiatives based on the ESG Policy (including initiatives to address climate change).

ESG Promotion Committee

The ESG Promotion Committee shall consider and report on various initiatives based on the ESG Policy. The committee shall meet once every quarter, in principle, to propose targets and measures related to ESG, report on the implementation status of measures, and evaluate them.
Under the framework, specific ESG targets and measures determined by the ESG Promotion Committee, the progress made towards them, and other relevant information will be reported to the Board of Directors of SRM and the Board of Directors of SLR.

Structure



Number of ESG Promotion Committee meetings

Fiscal year	Number of meetings
2020	4
2021	4
2022	4
2023	4
2024	4
2025	4

Major reports and resolutions

ESG Promotion Committee (FY2025)

Reporting

Installation of solar power generators/renewable energy initiatives/rate of transition to LEDs/green lease contracts/Act on Rationalization of Energy Use and Shift to Non-fossil Energy/environmental certifications/ formulation of the net zero emissions KPI target/introduction of PPAs/GHG reduction outlook /Assessment of water conservation system

Resolution

Setting of DE & I targets

InternationalIn itiatives / Ex ternal Evaluations



International Initiatives

Signing on to Principles for Responsible Investment (PRI)

Signatory of:

PRI Principles for Responsible Investment

The “Principles for Responsible Investment (PRI)” is recognized as the international investors and the financial industry working together for the realization of the following six principles. The PRI is promoted by the United Nations Environment Program Finance Initiative (UNEP FI) and the United Nations Global Compact (UNGC). The PRI encourages the incorporation of environmental, social, and governance (ESG) issues into investment decision-making, aiming to help the beneficiaries enhance long-term investment performance and better fulfill their fiduciary duty.
SRM agrees with the basic approach of PRI and became a signatory in January 2022.

＜The six Principles for Responsible Investment＞

1.We will incorporate ESG issues into investment analysis and dicision-making processes.

2.We will be active owners and incorporate ESG issues into our ownership policies and practices.

3.We will seek appropriate disclosure on ESG issues by the entities in which we invest.

4.We will promote acceptance and implementation of the Principles within the investment industry.

5.We will work together to enhance our effectiveness in implementing the Principles.

6.We will each report on our activities and progress towards implementing the Principles.

Support for the TCFD recommendations

The TCFD was established by the Financial Stability Board for the purpose of reviewing financial institutions' climate-related information disclosure and response.
The TCFD announced recommendations to the effect that financial institutions, companies, etc. understand the risks and opportunities presented by climate change and disclose the effects of climate change on business to their stakeholders including investors.
SRM supported the recommendations of the TCFD in November 2021.

The TCFD Consortium was established as a forum for the companies and financial institutions, who support the TCFD's recommendations, to jointly promote their efforts and discuss companies' effective information disclosure and financial institutions' use of such information for making appropriate investment decisions.
SRM joined the TCFD Consortium in April 2022.

Signing the Principles for Financial Action for the 21st Century

The Principles for Financial Action for the 21st Century (PFA21) were formulated in October 2011 as an action guideline for financial institutions wishing to fulfill the responsibilities and roles necessary for the formation of a sustainable society, with the Ministry of the Environment working as the secretariat. Based on its business content, each signatory financial institution will base their efforts as far as possible on seven principles. One of the features is that it is positioned as a starting point for collaboration without being restricted by business type, scale, region, etc. SRM agrees with the basic approach of PFA21 and became a signatory in December 2021.

＜Seven Principles＞

[Principle 1] Basic posture
Recognizing the responsibilities and roles that financial institutions themselves play for the formation of a sustainable society, we aim to create positive impacts on the environment, society and economy, and mitigate negative impacts. Take the initiative in practicing these efforts.

[Principle 2] Contribution to a sustainable global society
We will lead the formation of a sustainable global society by developing and providing financial products and services that contribute to the creation and development of industries and businesses through innovation, toward steady and fair transitions in society.

[Principle 3] Contribution to the formation of sustainable communities
We will support the solution of environmental, social and economic issues based on regional characteristics, and lead the formation of sustainable local communities by improving the inclusiveness and resilience of the region.

[Principle 4] Human resource development
Recognize the importance of human capital in financial institutions, and develop human resources who can think for themselves and take action on environmental and social issues.

[Principle 5] Collaboration with various stakeholders
Recognizing the importance of cooperation among various stakeholders, including financial institutions, in order to form a sustainable society, we not only participate in such efforts but also play an active role.

[Principle 6] Building a sustainable supply chain
Actively tackle environmental issues such as global warming and biodiversity and social issues such as human rights, and build a sustainable supply chain through constructive engagement with business partners including investment and loan partners.

[Principle 7] Information disclosure
Recognizing that activities to enhance the sustainability of society are management issues, we will disclose our efforts to a wide range of stakeholders and make constant improvements based on domestic and international trends and disclosure frameworks.

External Evaluations

GRESB Real Estate Assessment

GRESB REAL ESTATE ★★★★★ 2025

GRESB is a benchmark assessment for annually evaluating environmental, social, and governance (ESG) considerations of real estate companies and funds, as well as the name of organization. It was established in 2009 primarily by major European pension fund groups that led the Principles for Responsible Investment (PRI). This assessment is not conducted with respect to individual real estate; it is an assessment of the environmental and sustainability initiatives pursued by each real estate company and REIT.
SLR began participating in the GRESB Real Estate Assessment in 2021, and this year it is taking part for the fifth time. In the 2025 GRESB Real Estate Assessment, SLR received five stars for the fourth consecutive year, the highest rating, which is based on the GRESB overall score and its quintile position relative to global participants.

Initiatives for climate change



Awareness of climate change

SLR and SRM understand that climate change is an important (material) issue that brings about drastic changes to natural environmental conditions and social structures, seriously affecting our operations as well as businesses overall.
Further, we are aware that progress in climate change is a scientific fact as indicated mainly by the Paris Agreement (2015), IPCC Special Report on Global Warming of 1.5°C (2018) and IPCC Sixth Assessment Report (Working Group Ⅰ, 2021).

Announcement of support for the TCFD recommendations (and participation in the TCFD Consortium)

SRM declared its support for the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”) in November 2021.
The TCFD was established by the Financial Stability Board (“FSB”) for the purpose of reviewing financial institutions’ climate related information disclosure and response. The TCFD announced recommendations to the effect that climate change should be seen as a significant risk to the global economy and companies, etc. should understand and disclose climate related information under the four pillars Governance, Strategy, Risk Management and Metrics and Targets. SLR is committed to increasing communication with stakeholders including investors by disclosing the financial impacts of climate change in accordance with the TCFD Recommendations.

Governance

To ensure the effectiveness of sustainability initiatives, SRM has established the ESG Promotion Committee, which is chaired by the president and composed of the persons responsible for fund operations, etc. and Business Planning Department members; the Business Planning Department as the working level ESG review structure; and the ESG Taskforce, which is in charge of the ESG operations of each business line and fund.
In terms of the governance structure for responding to climate-related risks and opportunities related to SRM and SLR, the person with the most responsibility for climate-related issues is the president. The president is the person with final decision-making authority for ESG activities. The person responsible for promoting ESG initiatives is the General Manager of the Business Planning Department. The ESG Promotion Committee is responsible for identifying and evaluating the impacts of climate change, managing risks and opportunities, and regularly reporting action on climate change including the status of initiatives to adapt to and mitigate the impacts, and the setting of metrics and targets.

See the Sustainability policy and system page for information about the asset management company's system for promoting sustainability (including actions to address climate change).

Strategy

SRM will establish a process to identify, evaluate and manage the impact of climate-related risks and opportunities on the management activities, strategies and financial plans of SLR, and put the process into use properly. It aims to identify and evaluate climate-related risks and opportunities systematically and objectively by utilizing scientific and academic findings.
The identified risks and opportunities and the results of evaluation of their impacts based on scenario analysis are as follows.

SLR's worldview based on the scenarios

1.5-2°C scenario

The 1.5-2°C scenario is the pathway for reduction in greenhouse gas emissions through the enactment of strict regulations and tax policies aimed at decarbonizing society. Under this scenario, the global temperature increase is limited to 1.5-2°C above pre-industrial levels.

Investors
- Expansion of climate risk related disclosure requirements
- Withdrawal of investment in assets that are vulnerable to transition risks

Financial institutions
- Withdrawal from finance in assets that are vulnerable to transition risks

Government
- Enactment of carbon taxes and energy regulation

SOSiLA
- Increase in cost of GHG emissions such as carbon taxes
- Enhancement of response to risk of lawsuits brought by investors on the grounds of improper disclosure of climate risks
- Rising funding costs of assets that are vulnerable to transition risks
- No increase in cost of GHG emissions such as carbon taxes
- Increase of property acquisitions in areas with low disaster risk

Tenants
- Preference for properties with high environmental performance

Properties
- Higher risk of being affected by river flooding
- Decrease in asset value and stranded assets due to high cost of carbon and tighter legislation

■Reference scenario
IEA (International Energy Agency) : IEA NZE2050 scenario
IPCC (Intergovernmental Panel on Climate Change) : IPCC RCP4.5 scenario(Fifth Assessment Report)

4°C scenario

The 4°C scenario is the pathway where greenhouse gas emissions continue to grow unmitigated, with no enactment of strict regulations and tax policies aimed at combatting climate change. Under this scenario, the global temperature reaches 4°C above pre-industrial levels.

Investors
- Withdrawal of investment in assets that are vulnerable to physical risks

Financial institutions
- Withdrawal of finance for assets that are vulnerable to physical risks

Government
- No major changes in energy consumption, taxation of carbon emissions or regulation
- Tightening of legislation concerning disaster prevention and mitigation

Properties
- Higher risk of being affected by disaster due to river flooding and storm surges from sea levels
- Increase in damage to buildings and operations caused by typhoons, high tides and other disasters

Tenants
- Consideration for disaster risk and risk of sea level rise on the selection of properties
- Preference for properties that have implemented measures to reduce downtime

■Reference scenario
IEA (International Energy Agency) : IEA SPS scenario(World Energy Outlook 2020)
IPCC (Intergovernmental Panel on Climate Change) : IPCC RCP8.5 scenario(Fifth Assessment Report)

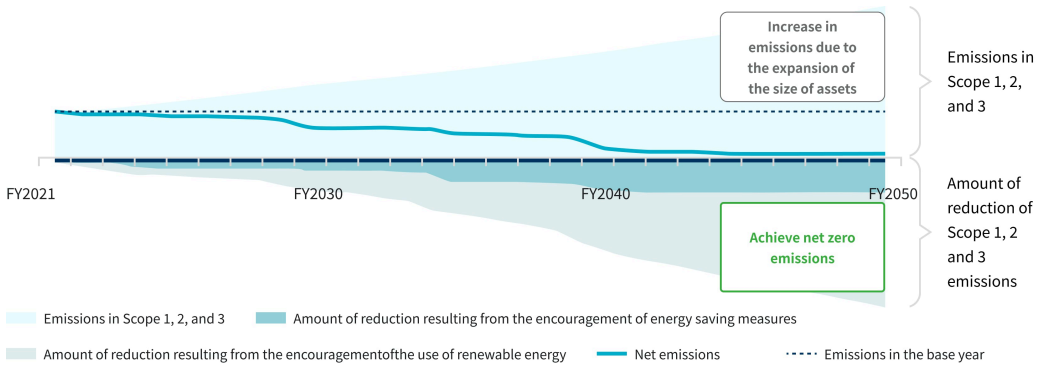
Climate-related risks and opportunities and response

		Risks and opportunities for real estate management	Financial impact on our business and fund	Time span	Risk management, countermeasure, initiative	4°C scenario Financial impact	1.5-2°C scenario Financial impact
Transition risks	Policy and Legal	Tightening of environmental regulations including carbon taxes	Increase in tax burden on properties with respect to GHG emissions	Short-term	● Setting of GHG emission reduction targets	Small	Large
		Enhancement of energy-saving measures at managed properties	pp o to Sustainability Increased burden of renovation expenses for energy saving measures and imposition of fines in some cases	Mid-term	● Acquisition of green building certification and energy rating (for individual properties) ● Switch to LEDs ● Installation of solar power generators ● Upgrading of air-conditioning systems	Small	Large
		Stricter emission reporting requirements under the Act on the Rational Use of Energy	Rising costs to comply with reporting requirements	Mid-term	● Compliance with reporting requirements	Small	Small
	Technology	Evolution and widespread adoption of renewable energy and energy-saving technologies	Increase in costs for introducing new technologies	Mid-term	● Acquisition of green building certification and energy rating (for individual properties) ● Switch to LEDs ● Installation of solar power generators ● Upgrading of air-conditioning systems	Small	Large
	Market	Introduction of environmental performance standards, among other standards, in real estate appraisal	Decrease in value of REIT and fund assets	Mid-term	● Acquisition of green building certification and energy rating (for individual properties)	Small	Large
		Worsening funding conditions for market participants that have not responded to climate change	Rising funding costs	Mid-term	● Acquisition of green building certification and energy rating and energy efficiency rating based on medium-to-long-term GHG reduction plan assumptions	Small	Large
		Rising utilities expenses (including expenses for renewable energy procured from outside sources)	Increasing business expenses	Mid-term	● Switch to LEDs ● Installation of solar power generators ● Upgrading of air-conditioning systems	Large	Small
		Changes in demand from tenants (choosing properties that have responded to climate change, avoiding properties that have not responded to climate change)	● Decrease in rent income due to the difficulty in attracting new tenants and a decline in retention rate ● Rising cost for acquisition of green building certification and energy rating	Short-term	● Acquisition of green building certification and energy rating (for individual properties) ● PR in the display of green building certification and energy rating in properties (entrance hall, etc.) ● Promotion of green leases	Small	Large

		Risks and opportunities for real estate management	Financial impact on our business and fund	Time span	Risk management, countermeasure, initiative	4°C scenario Financial impact	1.5-2°C scenario Financial impact
Transition risks	Reputation	Decline in brand value	Damage to reputation caused by tardy response to climate change	Short-term	● Communication of ESG initiatives (utilizing website and disclosures) ● Monitoring of attainment of targets	Small	Large
Physical risks	Acute	Damage to properties caused by typhoon	Increasing repair expenses and insurance premiums	Short-term	● BCP at an individual property level (establishment of emergency contact network)	Large	Small
		Inundation due to intensive heavy rainfall and flooding of nearby rivers	Other additional impacts such as fall in occupancy	Short-term	● Due Diligence at the investment stage based on a hazard map, etc. ● Installation of flood barriers	Large	Small
	Chronic	Flooding of properties located in low-lying places due to sea level rises	Expenses for large-scale renovations (raising flood barriers) incurred	Short-term	● Due Diligence at the investment stage ● Installation of tide barriers	Large	Small
		Increasing demand for air-conditioning due to increases in extreme climatic conditions, such as extremely hot and cold days	Increases in air-conditioning operation, maintenance, and repair expenses	Short-term	● Installation of solar power generators ● Upgrading of air-conditioning systems	Large	Small
Opportunities	Resource efficiency	Introduction of onsite renewable energy generation	Reduction in expenses for utilities procured from outside sources	Short-term	● Installation of solar power generators	Small	Small
	Products and services	Providing low-emission facilities and services and communicating them to tenants and users	Increase in revenue by attracting tenants	Mid-term	● Acquisition, management and leasing of high-quality properties	Small	Large
	Market	Finding new investors	● Utilization of green bonds ● Increasing funds raised and reducing funding costs by attracting the attention of investors that emphasize environmental issues	Short-term	● Adoption of green finance framework	Small	Large

Roadmap

The investment corporation formulated a transition roadmap for reducing GHG emissions and set new KPI targets regarding the reduction of emissions. Going forward, we have set the goal of achieving net zero GHG emissions throughout our value chain by FY2050, and we will unfailingly carry out initiatives to achieve this goal.



Risk management

SRM has established a management process such as the following with respect to material climate-related risks and opportunities that it has decided to prioritize and will focus on mitigating the risks and realizing the opportunities.

[Risk management process and integration into enterprise risk management program]

1. The person with the most responsibility for climate-related issues instructs the Business Planning Department to formulate proposed measures with respect to high priority climate-related risks and opportunities that are important for business and financial plans.
2. Depending on their content, the proposed measures formulated by the Business Planning Department are implemented after deliberation at a meeting of the ESG Promotion Committee and/or other appropriate internal committees.
3. The above process uses procedures such as the review of climate-related risks that are important for business and financial plans by the person with the most responsibility for climate-related issues and the reporting of content reviewed by the Business Planning Department to the ESG Promotion Committee for deliberation in order to achieve integration of the climate-related risk identification, evaluation and management process into enterprise risk management.

Metrics and Targets

SRM and SLR set key metrics (KPIs) and targets in order to manage and monitor risks and opportunities. The metrics and targets we have set are as follows.

See Environmental performance for details.

Environmental performance



We have set targets for greenhouse gas (GHG) emissions, energy consumption, water consumption, and other environmental matters. To achieve these targets, we are implementing initiatives including improvements and investments in facilities for building operations and increasing tenants, property managers and other stakeholders' awareness of energy-saving activities.

Environmental Policy

SLR and SRM established their ESG policy in April 2020 and have been undertaking a series of ESG initiatives, particularly initiatives to reduce environmental burden, in the real estate investment management business.

Sustainability policy(Excerpt)

1.Climate Change Measures

SRM shall aim for realization of carbon neutrality through efforts on efficient use and reduction of energy and minimization of greenhouse gas emissions to as close to zero as possible at real estate under management. Furthermore, recognizing the importance of renewable energies, SRM shall consider possible utilization of such.

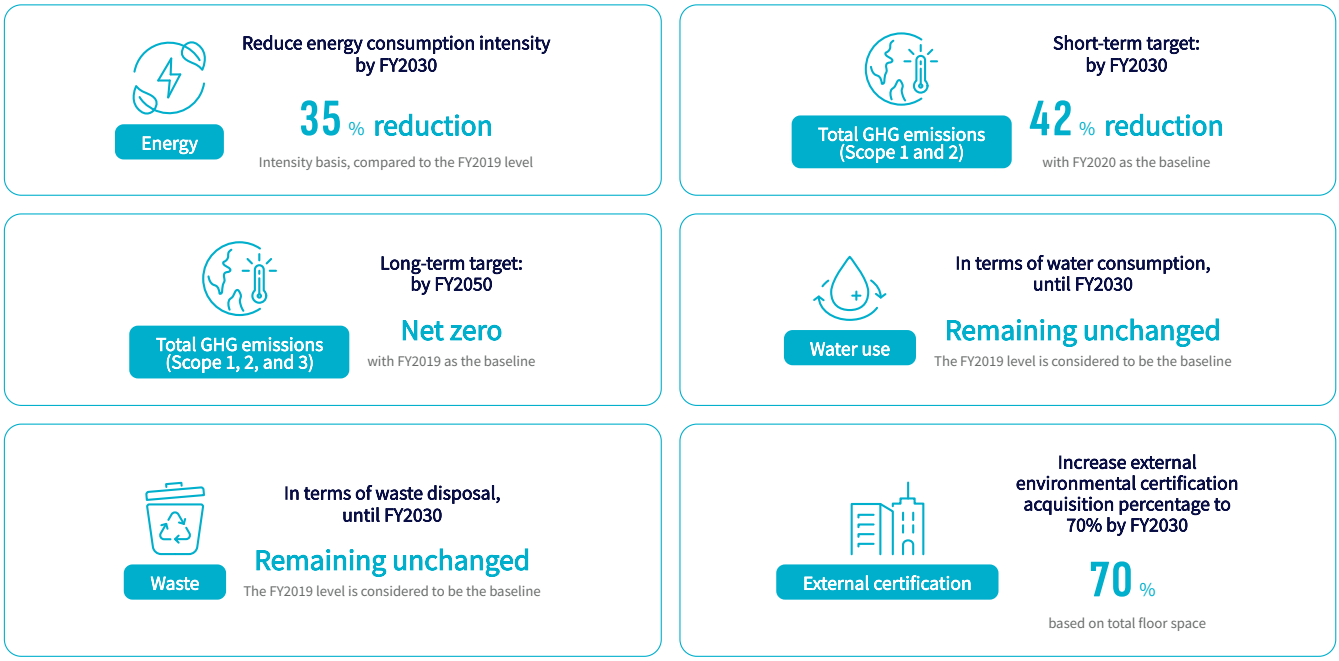
2.Efforts on Reducing Environmental Burden

Recognizing environmental burden at real estate under management, including water consumption and waste discharge, SRM shall continuously make efforts to reduce such.

3.Consideration for Natural Environment

With sufficient consideration for protection of natural ecosystem and other natural environment as well as for maintenance/conservation of biodiversity, SRM shall promote greener buildings and communities.

Environmental Targets



Setting New Environmental Targets

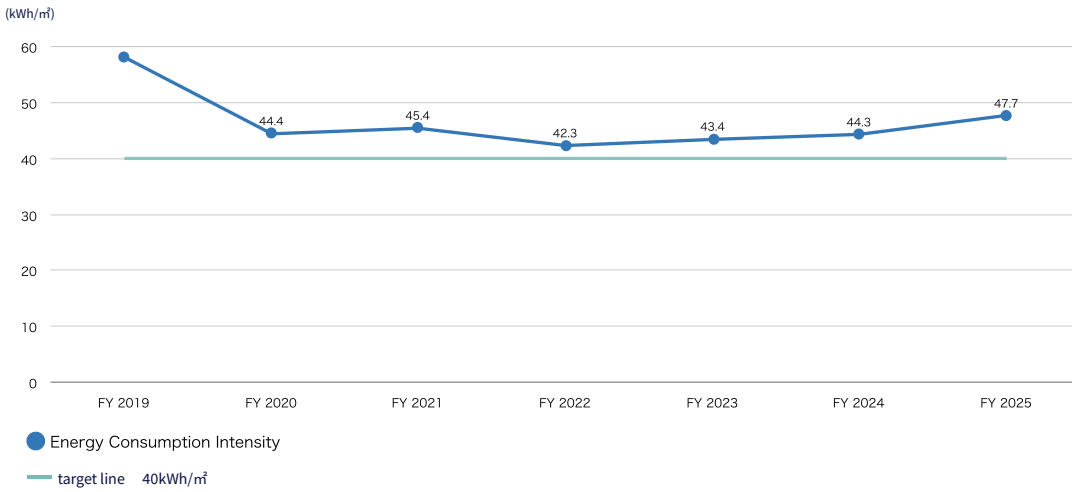
As described in the Notice Concerning Identification of Materiality, Partial Revision of ESG Policy, and Establishment of DE&I Policy dated April 28, 2023, SLR and SRM reviewed the Climate Change Measures section of their ESG Policies and have established a net zero policy to get their greenhouse gas emissions to as close to zero as possible.
In line with this policy and as announced in the Notice Concerning Establishment of New Environmental Targets (Energy consumption and GHG emissions) released on May 23, 2023, SLR and SRM revised the energy and GHG emissions reduction part of their environmental targets. Recently, SLR and SRM have decided to aim to achieve net zero emissions by FY2050 and set new environmental targets regarding greenhouse gases as follows.

Indicators	Target	
Greenhouse gas (GHG)	Current	In conjunction with the energy consumption reduction target, SLR aims to achieve a CO2 emissions unit reduction of 35% from the level in FY2019 by FY2030.
	New	● The investment corporation aims to reduce the total greenhouse gas emissions of its portfolio (Scope 1 and 2) by 42.0% (with the 2020 level as the baseline) by FY2030.
		● The investment corporation aims to reduce its greenhouse gas emissions throughout its value chain (Scope 1, 2 and 3) to net zero by FY2050.

Performance Data

Energy

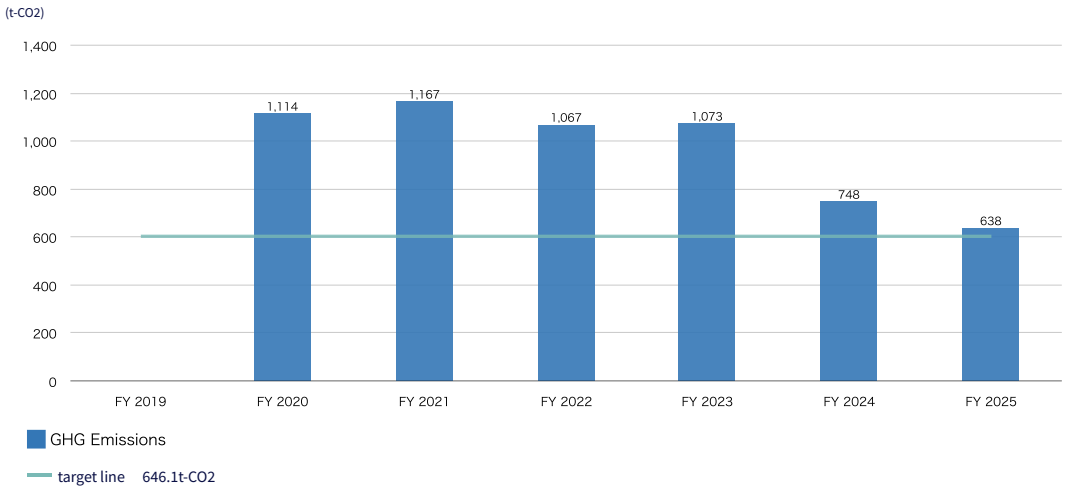
Energy：SLR aims to achieve an energy consumption intensity reduction of 35% from the level in FY2019 by FY2030.



Energy Consumption	Total Energy Consumption (kWh)	Breakdown		Data Coverage (GFA basis) (Note 1)	Energy Consumption Intensity (kWh/㎡) (Note 2)	Percentage Change (vs previous year)
		Gas/fuel Consumption (kWh)	Electricity Consumption (kWh)			
FY 2019	17,067,975	225	17,067,750	100%	58.1	—
FY 2020	18,867,677	1,199	18,866,478	100%	44.4	-23.7%
FY 2021	20,594,448	384	20,594,064	100%	45.4	2.4%
FY 2022	23,880,134	1,507	23,878,627	100%	42.3	-6.9%
FY 2023	24,844,848	1,773	24,843,075	100%	43.4	2.6%
FY 2024	26,495,628	79,472	26,416,075	100%	44.3	2.1%
FY 2025	28,545,661	79,294	28,466,367	100%	47.7	7.7%

Greenhouse gas (GHG)

Greenhouse gas (GHG) :(Short-term)SLR aims to reduce the total greenhouse gas emissions of its portfolio (Scope 1 and 2) by 42.0% (with FY2020 as the baseline) by FY2030.
(Long-term)SLR aims to reduce its total greenhouse gas emissions throughout its value chain (Scope 1, 2 and 3) to net zero by FY2050.

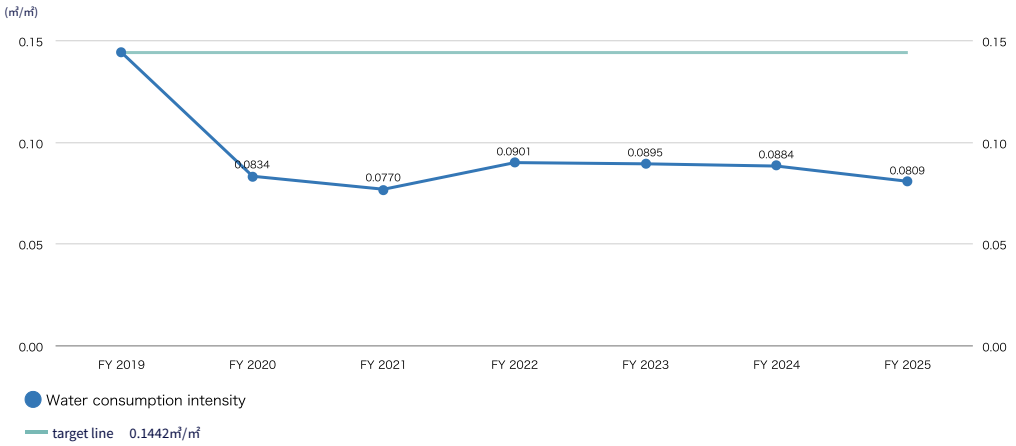


GHG Emissions	GHG Emissions (t-CO2) (Note 3)	Breakdown				Renewable energy measures	Breakdown		Renewable energy measures
		Scope1 (t-CO2)	Scope2 (t-CO2)	Scope3 (t-CO2)	Scope1+Scope2 (t-CO2)		Scope1+Scope2 (t-CO2)	Scope3 (t-CO2)	
FY 2019	7,885	979	0.048	979	6,906	-	-	-	-
FY 2020	8,396	1,114	0.006	1,114	7,282	0	-	-	8,396
FY 2021	8,917	1,167	0	1,167	7,750	0	-	-	8,917
FY 2022	10,388	1,308	0	1,308	9,079	241	-241	0	10,147
FY 2023	10,882	1,361	0	1,361	9,521	288	-288	0	10,594
FY 2024	11,194	1,429	0	1,429	9,765	681	-681	0	10,513
FY 2025	12,061	1,316	0	1,316	10,745	1,093	-678	-415	10,968

GHG Emissions	Breakdown		Scope1+Scope2 rate of change (vs. base year)	Data Coverage (GFA basis) (Note 1)	CO2 Emissions Intensity (t-CO2/㎡) (Note 2)	Percentage Change (vs previous year)
	Scope1+Scope2 (t-CO2)	Scope3 (t-CO2)				
FY 2019	-	-	-	100%	0.0269	-
FY 2020	1,114	7,282	-	100%	0.0197	-26.5%
FY 2021	1,167	7,750	5%	100%	0.0197	-0.4%
FY 2022	1,067	9,079	-4%	100%	0.0184	-6.5%
FY 2023	1,073	9,521	-4%	100%	0.0190	3.3%
FY 2024	748	9,765	-33%	100%	0.0187	-1.6%
FY 2025	638	10,330	-43%	100%	0.0202	8.0%

Water use

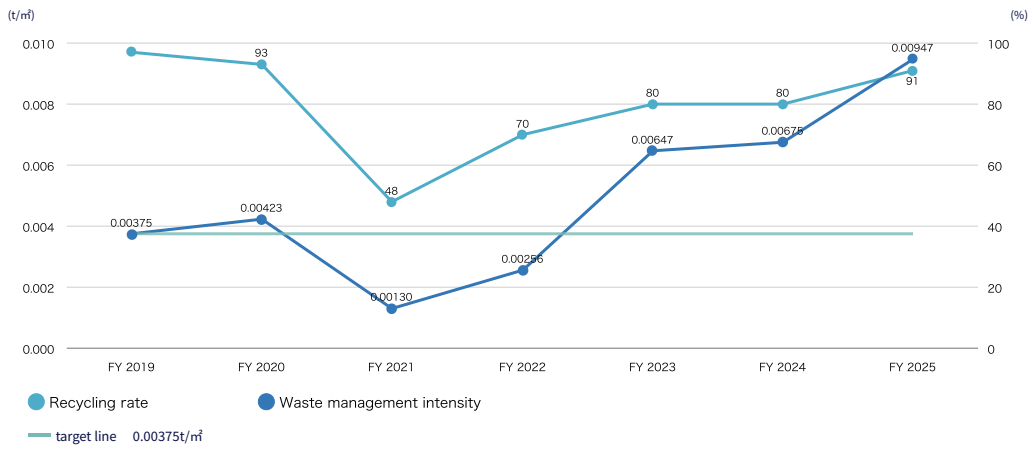
Water consumption: SLR aims to preserve the status quo up until 2030, using FY2019 as a baseline.



Water consumption	Water consumption (thou. m3)	Data coverage (based on total space) (Note 1)	Water consumption intensity (m3/㎡) (Note 2)	Reduction of intensity
FY 2019	31,203	74%	0.1442	—
FY 2020	35,453	100%	0.0834	-42.2%
FY 2021	34,893	100%	0.0770	-7.7%
FY 2022	50,842	100%	0.0901	17.0%
FY 2023	51,236	100%	0.0895	-0.6%
FY 2024	52,863	100%	0.0884	-1.2%
FY 2025	48,375	100%	0.0809	-8.5%

Waste

Waste disposal: SLR aims to preserve the status quo up until 2030, using FY2019 as a baseline.



Waste management	Waste output (t)	Data coverage (based on total space) (Note 1)	Recycling rate	Waste management intensity (m3/㎡) (Note 2)	Reduction of intensity
FY 2019	1,100	81%	97%	0.00375	-
FY 2020	1,797	100%	93%	0.00423	13%
FY 2021	588	100%	48%	0.00130	-69%
FY 2022	1,448	83%	70%	0.00256	98%
FY 2023	3,701	72%	80%	0.00647	152%
FY 2024	4,039	69%	80%	0.00675	4%
FY 2025	5,679	74%	86%	0.00950	41%

(Note 1) Numerator = GFA of the property for which data is known(㎡) , Denominator = Total GFA of Portfolio properties excluding land with leasehold interest and land Gross floor area is calculated based on the area listed on the inspection certificate of each property.

(Note 2) Numerator = Each consumption amount, Denominator = Total GFA of the Portfolio properties every fiscal year, and take consideration of occupancy rate

(Note 3) Scope 1:Direct emissions derived from areas managed by owner. Scope 2:Indirect emissions derived from areas managed by owner (location-based). Scope 3:Emissions derived from areas managed by tenants.

(Note 4) Environmental performance above is calculated for which the requisite data is available.

Efforts to Address Environmental Issues



Energy and greenhouse gases

Energy awareness and basic policy

Earth contains many different energy resources, such as fossil fuels, renewable energy and nuclear power. The sustainable use of the resources is believed to be important in light of the depletion of fossil fuels and environmental issues. The investment corporation understands that using energy resources is a clearly a foundational part of its business activities and it seeks to introduce renewable energy and increase energy efficiency. Additionally, we continue to pursue the reduction of energy consumption and the transition to a low-carbon society.

Awareness of GHGs and basic policy

Greenhouse gases such as carbon dioxide, methane and CFCs are the main cause of global warming. The increase of GHGs is seriously impacting climate change and ecosystems. It is necessary to reduce GHG emissions to realize a sustainable society. The investment corporation is aware that reducing greenhouse gas emissions in its business activities is an important responsibility, and it is committed to reducing GHG emissions through efforts such as the review of its property acquisition processes and the improvement of energy efficiency. Furthermore, we encourage the use of renewable energy and are pushing forward with eco-friendly initiatives in our continued efforts to contribute to the realization of a sustainable society.

Target (KPI)

Energy

Reduce energy consumption intensity by FY2030

35 % reduction

Intensity basis, compared to the FY2019 level

Total GHG emissions (Scope 1 and 2)

Short-term target: by FY2030

42 % reduction

with FY2020 as the baseline

Total GHG emissions (Scope 1, 2, and 3)

Long-term target: by FY2050

Net zero

with FY2019 as the baseline

See the environmental performance section for information about energy and greenhouse gasses.

Introduction of power derived from renewable energy

Every year, 100% of the electricity the investment corporation uses is derived from renewable sources of energy, in principle, as the investment corporation purchases non-fossil certificates for all properties.

Status of introduction (area coverage)

100%

FY2025 Results 2,583,381kWh

(Note) The total amount of renewable energy used for the whole property is listed.

Non-fossil fuel certificate purchase

The investment corporation has virtually introduced renewable energy-derived electricity by purchasing FIT non-fossil certificates from the JEPX renewable energy value transaction market. These certificates make it possible to track the attributes of the power generation facilities.

Introduction of self-consumption solar power generation equipment (introduction of on-site PPA systems)

In September 2024, SOSiLA Kasukabe introduced self-consumption solar power generation equipment based on the PPA model.
It will contribute to improvement of the properties' profitability by reducing electricity bills and curtailing greenhouse gas emissions.

Installation of solar panels

We lease rooftop space to enable the lessee to install solar panels. In this way, we contribute to the creation of renewable energy.



Use of LEDs

Buildings in the SOSiLA series use LED lighting starting from when they are built.

Status of introduction (area coverage)

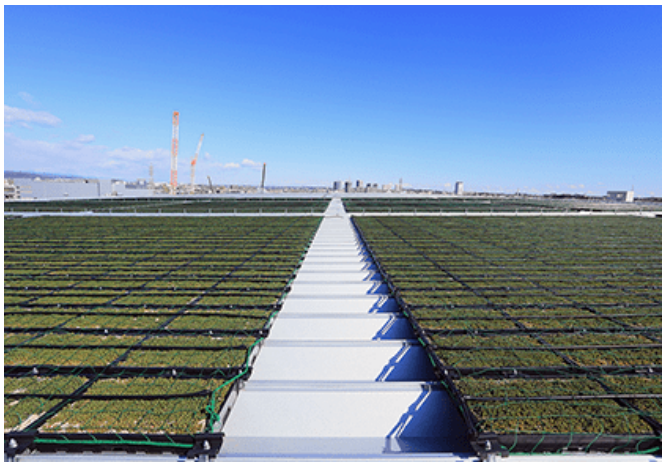
97.9%

As of March 31, 2026



Roof greening

A rooftop garden reduces the rise in the surface temperature of a building and contributes to the reduction of CO2.



Use of sandwich panels

We use sandwich panels with high thermal insulation for outer walls to increase the efficiency of air conditioning.



Other examples of its introduction



Installation of human detecting sensors



Smart glass

Water resources

Awareness of water resources and basic policy

Water resources are the foundation of life on the Earth and indispensable to the lives of humans and their industrial activities. However, freshwater is only 2.5% of the water on the planet, and the water that is available to humans is even more limited. The investment corporation is deeply aware that the sustainable management of water resources is foundational to its business activities, and it encourages the efficient use of water. Specifically, it innovates technologically and improves processes to minimize water consumption and contribute to the conservation of water resources. Further, it strengthens its cooperation with local communities and has clearly established a policy for continuing initiatives to realize the sustainable use of water resources.

Target (KPI)

Water use

In terms of water consumption, until FY2030

Remaining unchanged

The FY2019 level is considered to be the baseline

See the environmental performance section for information about the amount of water consumed.

Water saving sanitary fixtures

When they are built, SOSiLA series properties have water saving sanitary fixtures.



Effective use of recycled wastewater

At SOSiLA Yokohama Kohoku, we use recycled wastewater in restrooms in common use areas and for planted trees.



Waste

Target (KPI)

Target (KPI)

Waste

In terms of waste disposal, until FY2030

Remaining unchanged

The FY2019 level is considered to be the baseline

SLR is working to reduce waste in cooperation with tenants by continuously monitoring the volume of waste generated and seeking to improve the recycling rate.

See the environmental performance section for information about the amount of waste disposed.

Cooperation with tenants and stakeholders on environmental issues

Green lease initiatives

SLR aims for a win-win relationship that benefits both building owners and tenants through reduced utilities expenses by establishing written agreements and memorandum on the reduction of environmental burdens through efforts such as energy conservation at properties owned and improvement of the working environment in cooperation with tenants.

Green lease agreements

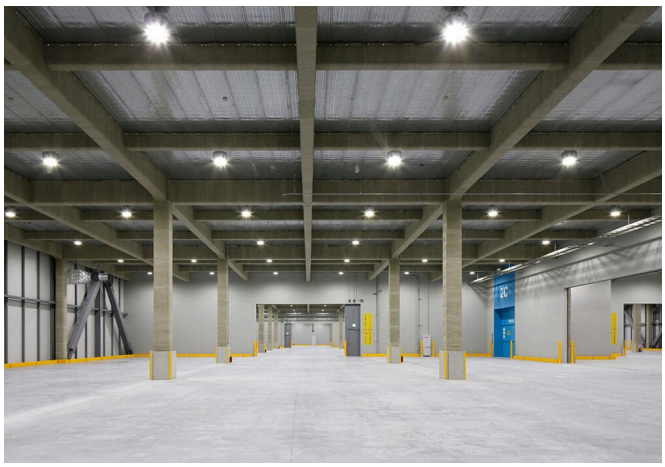
70.4%

23 tenants

As of March 31, 2026

Construction for the transition to LEDs using the green lease system

We perform construction to transition to LEDs to meet the needs of tenants. The reduction of environmental burden and the increase in rents have contributed to the internal growth of the investment corporation.



Biodiversity

Placed bird feeder boxes to preserve wildlife

In consideration of the wildlife habitat in local communities, we've placed bird feeder boxes at our rooftop gardens of our assets under management.

Promotion of the transition to green buildings



Thinking on the promotion of the transition to green buildings

Green buildings are builds that incorporate features increasing their environmental consideration, and they are an important factor in the pursuit of sustainable growth. This idea encompasses improvements from many different perspectives, such as greater energy efficiency, resource recycling and the qualitative improvement of the indoor environment. The investment corporation believes that working to reduce environmental burden and fulfill its social responsibilities through the promotion of green buildings should increase the sustainability and competitiveness of its businesses. To this end, the investment corporation strives to acquire environmental certifications and, from the design stage, consider the use of sustainable materials and the introduction of energy-efficient systems. We will increase our cooperation with local communities and our efforts to build green buildings to contribute to the improvement of the local environment. Through these efforts, we strive to aid the establishment of a sustainable future.

Target (KPI)

External certification

Increase external environmental certification acquisition percentage to 70% by FY2030

70 %

based on total floor space

Status of environmental certifications

External Environment Certifications Achieved in Total

	Number of certified properties	Gross floor area (㎡)	Percentage (%)
Total of environmental certifications	11	545,490	91%
CASBEE	11	545,490	91%
BELS Certification	11	545,490	91%
of which ZEB Ready	2		
DBJ Green Building	1	87,450	15%

(Note) As of March 31, 2026

CASBEE

The Comprehensive Assessment System for Built Environment Efficiency (CASBEE) is a system assessing and rating buildings based on their environmental performance. A comprehensive environmental performance assessment of buildings should cover energy consumption performance, resource conservation, recycling performance and other aspects of environmental impact reduction as well as consideration for the landscape. There are four assessment ranks (from Real Estate S rank to B rank). CASBEE for Buildings assessment uses a five-tier ranking system (from S rank to C rank).

For more information about CASBEE, visit the website below.
https://www.ibec.or.jp/CASBEE/english/

BELS Certification

The Ministry of Land, Infrastructure, Transport and Tourism has created guidelines for the indication of the energy saving performance of non-residential buildings in 2013 that are intended to contribute to improving the energy saving performance of non-residential buildings and providing appropriate information to the real estate market, etc. Under the guidelines, BELS evaluates and indicates the energy saving performance, etc. of non-residential buildings. BELS uses an evaluation method that is in line with the revised energy-saving standards (which came fully into force on April 1, 2014).

The certification rating for energy saving performance, at both new buildings and existing buildings, is conducted by third-party institutions, using a variety of measurements. The rating is represented using a five-star (★-★★★★★) evaluation scale.

For more information about BELS, visit the website below.
https://www.hyoukakyoukai.or.jp/bels/info.html (Japanese only)

ZEB Certification

ZEB (Net Zero Energy Building) buildings are designed and built to save energy, through highly effective thermal insulation and facilities with high thermal efficiency, aiming to achieve net zero annual primary energy consumption of the buildings by generating energy through solar power generation facilities and other means, while maintaining a comfortable indoor environment. In the BELS certification system, there are four ZEB levels: ZEB, Nearly ZEB, ZEB Ready, and ZEB Oriented.

DBJ Green Building

DBJ Green Building Certification was established by Development Bank of Japan Inc. (DBJ) in April 2011 to recognize properties with environmental and social considerations (Green Building). Based on comprehensive evaluation of target real estate properties, including evaluation of consideration to disaster prevention measures and various stakeholders' social requirements including local communities as well as environmental features, this program evaluates and certifies real estate properties required by society and economy and supports initiatives for them. The results of the evaluation are indicated by the number of stars (★-★★★★★).

For more information about the DBJ Green Building Certification, visit the website below.
http://igb.jp/en/index.html

Initiatives for local communities and tenants

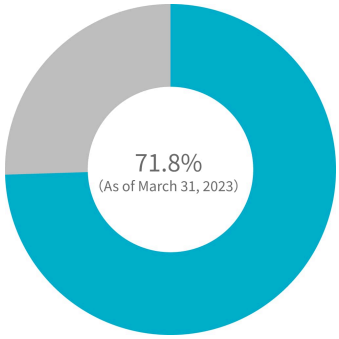


Initiatives for tenants

Implementation of a tenant satisfaction survey

We conduct regular satisfaction surveys of all tenants using an external research agency, and work continuously to improve our buildings and services based on the feedback we receive. In FY2023, 71.8% of tenants rated their overall level of satisfaction as "satisfied" (excluding those who responded "dissatisfied" or "somewhat dissatisfied").

Year	FY2023
Respondents	32 tenants
Form and subject of the survey	Questionnaire about satisfaction with their logistics facilities
Response rate	100%



Providing pleasant workplaces

Increase in comfort

・Increasing comfort by creating a "crew lounge," and installing vending machines.





・Creating an entrance hall featuring an open design to create efficient and appealing facilities and improve the working environment.





Other initiatives

- A property management company creating a portal site that simplifies tenants' paperwork.
- Providing warehouse sharing service to use vacant space effectively and a truck booking system.
- Refer local nursery schools to tenants with children.

Initiatives to strengthen resilience after disaster

We regularly exchange information about disasters and hold disaster drills to prevent greater damage following a disaster, ensure business continuity in the event of a disaster, and return to normal operations as quickly as possible.
At certain properties, we install emergency toilets and in-house power generation facilities to be used in the event of a power outage.

Installation of an emergency generator

SOSiLA Itabashi has a power generator positioned above the project height of any floods.



Other initiatives

Provision of temporary evacuation sites for use in disasters



Elevator projectors



Portable batteries



Portable emergency outhouses



Initiatives for local communities

With cooperation with property managers, building management companies, and tenants, we are working on activating communications with tenants and local communities through cleaning activities.

Participating in cleaning activities through neighborhood associations





Uchimizu event (a Japanese summer tradition)



Participation in Earth Day



Proactive cooperation in local disaster preparedness





Maintaining central driveway, etc., with consideration for noise impacting nearby residents.





Providing a place for recreation (pocket park at SOSiLA Ebina)



Initiatives involving the properties developed for Sumitomo Corporation

In view of the global environment, human rights and many other issues, SOSiLA implements many different initiatives to focus on contributing to society through the operation of logistics facilities. Products made by recycling coffee grounds and waste dumped into the sea and those made by manufacturers in the areas stricken by the Great East Japan Earthquake, which helps support the reconstruction of these areas, are used to make logistics facilities.

Chair made from recycled ocean waste ©mater



Support for disaster reconstruction



Furniture made from coffee grounds



Personnel development



Personnel Development Policy

In FY2023, we identified seven material issues so that we can adapt to the changes in global trends, live up to the expectations of stakeholders and contribute to the realization of a sustainable society. To do this, we have been focusing on the teamwork-oriented development of real estate professionals.
We are increasing people's opportunities to acquire the capabilities, skills and expertise that a real estate professional needs. We also provide opportunities for people to build careers as real estate professionals over the medium and long term.

Human resource and career development

To facilitate staff members' development of skills, we enrich opportunities for employees to learn in self-directed ways, such as the Sumitomo Corporation Group’s hierarchical training programs, on-the-job training provided by supervisors and colleagues, the sending of employees to the GLOBIS Corporation’s training schools, e-learning programs in a broad range of fields using Udemy and the system that has been established to supporting the acquisition of qualifications.
We also have a career development system with a view toward employees activities within the company over the medium and long term, such as career assessments (annual opportunities to envision what you want to be in the future and who you aspire to be like through dialogue with supervisors, and to think about specific action plans to realize them) and in-house rotational staff training (enabling employees to, based on their career aspirations, be transferred across three business lines and corporations to broaden their experience).

Hierarchical and theme-based training

When they are promoted, employees in our company are sent to the Sumitomo Corporation Group’s hierarchical training program to develop their awareness of their role at their new grade and acquire systematic skills. While our employees come from many different backgrounds, including the financial, real estate and many other industries, the DE&I training program is designed to enable every employee to respect other employees and fully demonstrate the skills they have developed.

Mechanism for supporting the growth of SRM employees

Grade	Manager I	Manager II	Manager III	Manager IV	Grade A	Grade B	Grade C
Job class-specific training	Senior manager seminar		Intermediate manager seminar	Elementary manager seminar	Career-track staff seminar		Clerical staff seminar
Selective training		Strategic professional school					
Specialist training				GLOBIS Management School			
Theme-specific training	Compliance training						
	DE&I training						
	Training for appraisers						
	Training for recruitment interviewers						
Mid-career recruitment orientation training	Company overview, explanation of the three business lines, and explanation of personnel systems						
Career development	Career assessment						
Self-development	Udemy (e-learning)						
	Qualification acquisition support system (mainly for Manager IV level and below)						

Specialist training

Sending employees to GLOBIS training schools

Upon request, employees may attend GLOBIS Corporation’s training schools which have a great reputation for high quality of lectures and textbooks. Inspired by their interactions with people from other companies, these colleagues acquire practical knowledge and skills useful in presentations and in finance, marketing and other jobs.

Self-development

Providing e-learning programs in a broad range of fields using Udemy

At any time and at their own pace, employees are able to watch and learn from more than 12,000 educational courses that are directly connected to business, such as accounting, tax affairs, legal affairs, risk management, finance, investment, internal control and business English courses.

Qualification acquisition support system

The company shoulders the entire cost of its employees' taking examinations to receive and update their recommended qualifications as real estate transaction specialists and ARES Certified Masters and the cost of correspondence courses and textbooks. The company also provides subsidies to cover the cost of examinations, correspondence courses and textbooks for the acquisition of major qualifications related to real estate and finance (up to 100,000 yen per year).

Number of qualified employees

Qualification	Number
Real estate transaction specialist(successful examinees)	45
Real estate transaction specialist(registrants)	31
ARES (Association for Real Estate Securitization) Certified Master	28
Real estate appraiser	2
First-class architect	1
Certified building administrator	2
Real estate consulting master	2
Securities analysts	3
MBA	1
Judicial scrivener	1
AFP/FP Grade 2	4

*As of April 1, 2026

Career development

Career assessment

By engaging in dialogue with their supervisors, employees are provided with annual opportunities to envision what they want to be and who they aspire to be like and think about specific action plans to realize them.

In-house rotational staff training

The company enables employees to, based on their career aspirations, be transferred across three business lines and corporations to broaden their experience.

Personnel systems

Personnel evaluation system

We believe that our personnel evaluation system provides us with opportunities to ensure that employees' performance is reflected in their treatment and it motivates employees to grow and do better.
In the beginning of the fiscal year, supervisors and subordinates set goals that are as challenging as possible. To achieve the set goals, the supervisors and subordinates think about the issues and share goals to pursue outstanding results and the growth of employees.
Intermediate follow-up interviews are held in the middle of the fiscal year. Supervisors and subordinates engage in dialogue to examine their progress toward the achievement of goals and motivate employees to achieve the goals.
Year-end review interviews are held at the end of the fiscal year. Supervisors and subordinates review the last year in terms of the degree of achievement of goals. After evaluations are finalized, feedback meetings are held to set subordinates' goals for the following year and to increase their motivation.
We also provide training to personnel evaluators. This training program focuses on how to set appropriate goals and give feedback to subordinates. The goal of this training program is the standardization of views regarding evaluation and evaluation skills and to increase evaluators' skills regarding their engaging in dialogue with their subordinates.

◆Personnel evaluation schedule

Timing	March to April	October	March-April in the following year	June in the following year
Purpose	Interview for goal setting	Intermediate follow-up interview	Year-end review interview	Feedback meeting
Details	A supervisor and a subordinate have a meeting to set individual goals in accordance with the expected roles specified by the head of the department.	The supervisor interviews the subordinate to review their progress toward their goals and any changes in the situation, possibly revising the goals if necessary.	The supervisor interviews the subordinate to review the degree of achievement of the goals at the end of the fiscal year.	The head of the department gives the subordinate feedback on the results of the evaluation.

◆Mechanism for evaluating personnel

The final evaluation consists of the individual evaluation (of goal achievement and capability to carry out tasks) and the comprehensive evaluation by the company.

	Evaluation of goal achievement (performance evaluation)	Evaluation of capability to carry out tasks (behavioral evaluation)
Subject to evaluation	Full-year goals (four items in principle)	(1) Compliance, (2) emphasis on investors, (3) specialization, (4) teamwork and DE&I, (5) commitment, (6) leadership and (7) accuracy and speed (seven items)
Criteria for evaluation	Whether or not the employee has reached the predetermined degree of goal achievement (nine-grade evaluation)	Whether or not the employee carries out their current tasks at the level expected (nine-grade evaluation)
Where the results of the evaluation are reflected	Bonus	Pay raise, promotion

Diversity, Equity and Inclusion (DE&I)



DE&I Policy

As a real estate investment management company, SRM regards the promotion of diversity, equity and inclusion (DE&I) as a management priority and aims to create a good working environment where each of its diverse employees can fully demonstrate their abilities, respecting differences in gender, nationality, age, disability, career, personality, values, etc., and thus establishes the following basic policies on DE&I and puts them into practice.

Creation of a working environment in which diverse human resources can flourish over the medium to long term

SRM shall create a working environment in which all employees can demonstrate their abilities as professionals and flourish over the medium to long term by securing excellent human resources regardless of gender, nationality, age, etc., assigning and training them appropriately and providing career and skills development support tailored to each employee.

Respect for human rights

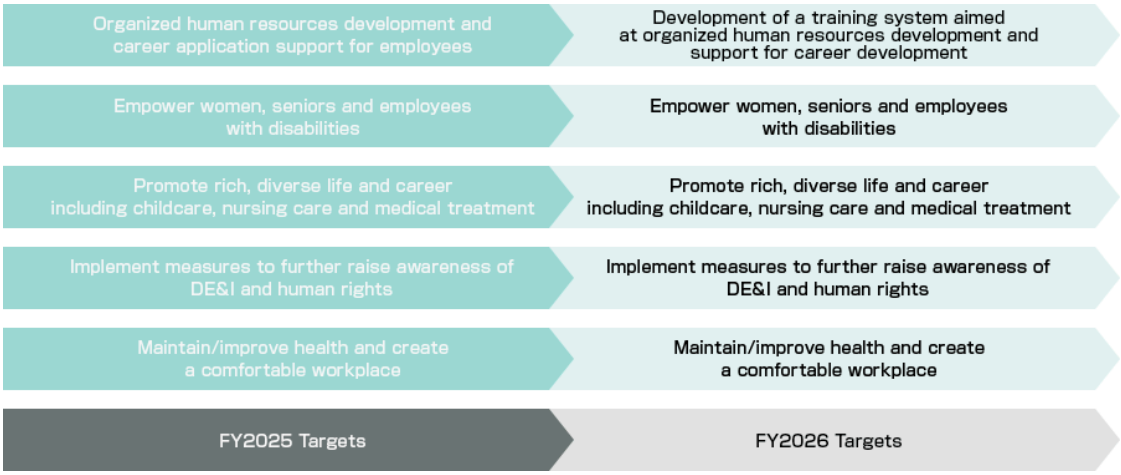
SRM shall create a workplace culture that eliminates discrimination of any kind, respects individuality, mutually enhances skills and maximizes the strength of the team.

Employment support to achieve work-life balance

SRM shall provide ongoing employment support to enable employees to demonstrate their abilities to the maximum extent in any situation, taking into consideration individual circumstances and characteristics such as childcare, nursing care and disabilities.

DE&I Targets and Initiatives

In line with our DE&I policy, we have set the following targets.



Active participation of diverse human resources

We ensure the growth and energization of the organization by enabling diverse individuals to maximally display their diverse capabilities regardless of gender, age or other attributes or conventional values and to continue to innovate and create new value.

Helping women to play more active roles

We are working to increase the percentage full-time employees that are women and promoting more women to managerial positions. We have developed a workplace culture where women can develop successful careers while raising children because they can work in flexible work styles and we address the issue of long working hours and support the balancing of work and childcare.

Percentage of full-time employees that are men or women

	FY2022	FY2023	FY2024	FY2025
Women	35.6%	37.5%	38.5%	43.1%
Men	64.4%	62.5%	61.5%	56.9%

Career support after fixed-age retirement

We have a re-employment system to employ veteran employees with broad experience and rich knowledge, regardless of age, that provides remuneration in line with their expected roles and the content of their work. If employees are responsible for business that is equivalent to their duties before their mandatory retirement at the age of 60, they will receive the same level of remuneration. If their business has changed partially, the company will set their remuneration in line with the content of the business they are engaged in.

Healthy workplace and work-life balance

We are creating a healthy workplace so that diverse human resources can work effectively. By addressing the issue of long working hours and permitting flexible and self-directed work styles, we will proactively create time to enhance employees mental and physical health and improve their self-worth.

Flexible working styles

Flextime system

We enable employees to achieve a healthy work-life balance by allowing them to flexibly decide when to start and finish work in line with their lifestyles. Our employees work to improve their performance by striking the right balance between work and rest. They work intensively during busy times or leave the office earlier when they are not very busy.

Construction of a system for working from home and using satellite offices

We have a system for working from home and using satellite offices so that employees can work despite their own circumstances, such as a need to care for children or other family members. The system contributes to the reduction of physical and psychological burdens due to commuting and moving and it distributes risk so we are better able to handle a disaster.

Elimination of long working hours

Flexible work styles allow our employees to manage their working hours themselves.
If the amount of overtime work hours will exceed the statutory limit of 45 hours, employees must submit a report to the general manager of the Corporate Division through their manager before this limit is exceeded. In addition, directors, and manager of offices or departments share information about the overtime work hours that exceed the statutory limit worked by individual employees. This helps them address the issue of long working hours by knowing employees' working hours and reviewing employees' duties and roles throughout the company as needed.

Average overtime work hours exceeding the statutory limit

FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
7 hours and 24 minutes	7 hours and 4 minutes	4 hours and 38 minutes	2 hours and 32 minutes	1 hour and 51 minutes	1 hour and 59 minutes

Support for achieving a balance between work and childcare

We encourage employees to take childcare leave, work flextime and shorten their working hours to care for children, and work from home or flexibly use other work styles so that we can support employees in their balancing of work and childcare. Our employees can take up to five days of paid sick/injured childcare leave per year if they have a child who is in the third year of elementary school or younger, or up to ten days if they have two or more children. We also subsidize the cost of baby-sitting services.

Percentage of employees taking childcare leave

	FY2022	FY2023	FY2024	FY2025
Women	100%	100%	100%	100%
Men	0%	0%	50%	67%

Health enhancement initiatives

By enhancing the mental and physical health of employees, we will maximize all of their performance.

Percentage of employees who receive regular health checkups

	End of FY2020	End of FY2021	End of FY2022	End of FY2023	End of FY2024	End of FY2025
Percentage of employees who receive health checkups	100%	100%	100%	100%	100%	100%

Encouraging employees to undergo complete physical examinations and subsidizing them

We recommend that employees 35 years of age or older undergo complete physical examinations. Jointly with Sumisho Rengo Health Insurance Association, SRM bears the cost of female-specific cancer screening and gastroendoscopies in addition to basic fees.

Mental healthcare measures

Our employees undergo stress checks once a year. We provide opportunities to see industrial physicians to people who have been determined to have high stress levels. Stress checks conducted in FY2025 found that 12.2% of employees had high stress levels. We provide more than one employee liaison service that includes services provided by specialized counselors.

Welfare benefits

Description of the systems	Offerings
Refreshment room	There is a refreshment room within the office where beverages are provided free of charge. If employees can achieve quality rest in a relaxing space, it reduces stress and energizes internal communication.
Volunteer activity leave	We provide up to five days of volunteer leave per year to proactively support employees' contributions to society as a business entity and provide opportunities to build internal and external networks and grow personally. Volunteer leave can be taken by the half-day.
Investment unit ownership program	We have introduced an investment unit ownership program to encourage employees to own investment units of SOSiLA Logistics REIT, Inc., which is operated by SRM. To incentivize this, we pay an amount equal to 10% of the employee's contributions to the employee through the program.
Corporate-type defined contribution pension plan	We have introduced a corporate-type defined contribution pension plan, and we contribute 20,000 yen per employee to this system so that employees can build assets for retirement.
Congratulatory/condolence payment system	We pay congratulatory money to employees when they get married. When an employee or one of their family members pass away or is injured, we will pay condolence money, sympathy money or the like.
System for subsidizing recreational activities	We subsidize employees recreational activities to promote active recreational activities and increase communication between officers and employees.
Welcome lunch program	To foster internal communication and help new employees build connections within the organization, the company provides a subsidy for Welcome Lunches.

Refreshment room

Refreshment room





Respecting human rights

SRM will not permit any type of discrimination or harassment. It respects human rights in accordance with the Sumitomo Corporation Group Compliance Policy.
The Sumitomo Corporation Group's Management Principles include the statement that they are committed to placing prime importance on integrity and sound management with utmost respect for the individual. This means that the Sumitomo Corporation Group respects the human rights of every individual that interacts with the Sumitomo Corporation Group.
SRM will never discriminate against anyone on the basis of their race, ethnic group, nationality, birthplace, skin color, age, gender, sexual orientation, gender identity, disabilities, religion, political opinion, union affiliation, marital status, or any other reason unrelated to the execution of business. Furthermore, we will never cause others to experience fear or distress by making discriminatory remarks or gestures or engaging in harassment, defamation, threats, violent behavior or any other conduct unbecoming of an officer or employee of SRM.

Establishment of employee points of contact for consultation

We provide multiple employee liaison services and are prepared to handle a variety of issues, such as compliance issues including harassment or the violation of laws or regulations, issues regarding interpersonal relationships in the workplace and mental health.

External consultation desk

We have introduced Cuore C3 Co., Ltd.'s Shokuba no Hotto Telephone. Cuore C3 Co., Ltd. has many years of experience providing comprehensive support services related to measures to prevent and deal with harassment. If employees learn of a compliance issue or suspect that there is one, such as harassment or the violation of laws or regulations, they should report the situation to their manager or the Compliance Department through the reporting line as a rule. If it is difficult to report the matter through the reporting line for some reason, it is recommended that they report the situation using the Sumitomo Corporation Group's whistle-blowing system.

Internal consultation desk

The employee liaison services are provided by multiple officers and employees who are diverse in terms of their gender, position and department as more accessible consultation services.

Actions for preventing harassment

We invite an outside lecturer to provide all officers and employees with training about harassment once a year. Our employee satisfaction survey includes items concerning harassment so that we can create a workplace where no engages in harassment or allows it to occur.

Employee awareness surveys



Implementation of an employee awareness survey

We have conducted employee opinion surveys since FY2020 (from December to January of the following year). All workers respond to the surveys, including seconded employees and temporary staff, using a website and ensuring anonymity. In addition, the President & CEO has 30 minute one-on-one meetings with all of the employees twice a year to listen to them face to face. Through these initiatives, SRM incorporates the opinions and proposals of employees into its management to realize a workplace where employees can work with job satisfaction.

Top three items by category (FY2025)

- The survey consists of two parts: 50 multiple-choice questions broken down into five sections and nine categories and then three open-ended questions. In the FY2025 survey, we received valid responses from all 63 survey subjects.
- Survey results are shared at regular executive-level meetings. Specifically, participants exchange opinions about themes related to the growth and job satisfaction of employees to get a deeper understanding of them. As the fruitful results of open-ended question surveys, some employee opinions and proposals have been implemented as a part of personnel systems (e.g., Welcome lunch program).

1st by category
2nd by category
3rd by category

Category	Questions
Work	Are you required to report more often than necessary when working?
	Are you able to develop your skills and professional expertise through your current work?
	Are you trying new themes or content when working?
Workload and work-life balance	Is your workload within your capacity to manage it?
	Is the mental fatigue you experience due to work within a tolerable range for you?
	Are you working healthily, free from mental and physical issues?
Workplace	If someone has a problem with business, will others notice this and support that person or say something?
	Does your workplace have an atmosphere that encourages the acceptance of diverse values and ways of thinking?
	Can you say anything that you want to say in connection to business at your workplace, regardless of your position, age or gender?
Supervisor	Do you find it easy to seek advice from or report to your manager?
	Does your manager always listen carefully to subordinates' opinions about work?
	Do you trust your manager?
Personnel systems	Do you understand the criteria, process and proceedings of personnel evaluation?
	Are you satisfied with your evaluation results?
	Does training given by SRM help improve your skills?
Top management	Does senior management exercise leadership to make SRM a better company?
	Do you feel that our company genuinely cares about its employees?
	Are you acting in alignment with our corporate philosophy and vision?
Customer orientation	Do efforts to improve business in the workplace reflect customers' testimonials (including internal customers)?
	Do you think SRM aims to improve customer satisfaction (CS) at a high level?
Compliance	Was there any offensive conduct caused by sexual harassment in the workplace in the last year?
	Have you been free from any incidents of power harassment in your workplace during the past 12 months?
	Do you have a full understanding of the laws, regulations and internal rules related to your business?
	Do the members of your workplace adhere to the related laws, regulations and internal rules when working?
Company-wide mindset	Are you satisfied with working for SRM?
	Do you have an attachment to our services?

Employee satisfaction

In FY2025, the score on the question "are you satisfied with working for SRM" was 3.59 out of 5 points.

Fiscal year	2020	2021	2022	2023	2024	2025
Number of points	3.05	3.56	3.60	3.68	3.80	3.59
Number of respondents	60	70	68	71	69	63

HR Data



HR Data

Item	FY2022	FY2023	FY2024	FY2025
Number of officers and employees	82	82	78	75
Male	51	51	49	45
Female	31	31	29	30
Number of directly hired employees	59	65	65	58
Male	38	40	40	33
Female	21	25	25	25
Number of seconded employees	12	11	9	7
Male	12	11	9	7
Female	0	0	0	0
Number of temporary employees	11	6	4	5
Male	0	0	0	0
Female	11	6	4	5
Percentage of permanent employees that are women	35.6%	38.5%	38.5%	43.1%
Number of new hires	12	14	12	4
Male	5	8	10	2
Female	7	6	2	2
Percentage of new hires that are women	58.3%	42.9%	16.7%	50.0%
Number of officers and employees 60 years old or older	3	2	1	2
Number of foreign national officers and employees	0	0	0	0
Percentage of employment of persons with disabilities	1.6%	0.0%	3.3%	3.1%
Number of employees taking childcare leave	1	3	3	6

Item	FY2022	FY2023	FY2024	FY2025
Male	0	0	1	2
Female	1	3	2	4
Number of employees taking nursing care leave	0	0	0	0
Number of employees using shorter working hours	1	1	1	2
Average monthly employees' overtime work hours that exceed the statutory limit	4 hours and 38 minutes	2 hours and 32 minutes	1 hour and 51 minutes	1 hour and 59 minutes
Percentage of employees taking annual paid leave	78.5%	83.1%	78.1%	86.3%
Percent of employees who have received a medical checkup	100.0%	100.0%	100.0%	100.0%
Total number of times volunteer leave was taken	6	7	12	11
Average years of service	3 years and 6 months	3 years and 7 months	4 years and 1 month	4 years and 8 month

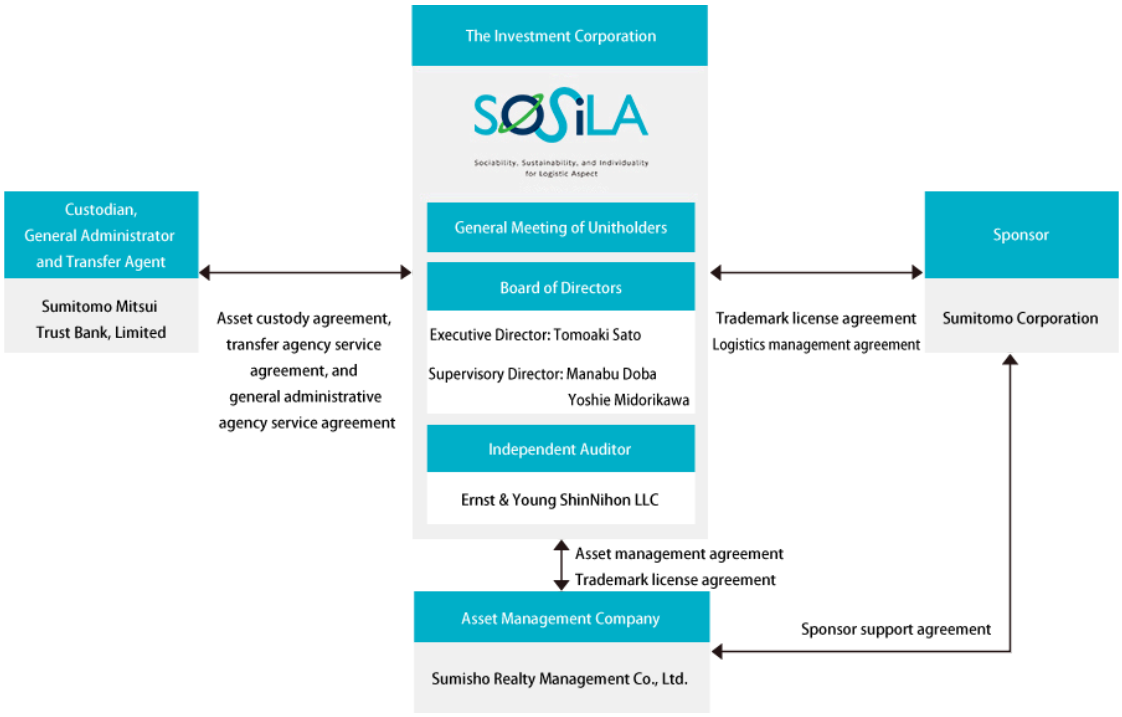
Corporate Governance



Structure

In addition to the general meeting of unitholders (which is composed of unitholders), SLR is also composed of a board of directors consisting of one executive officer and two supervisory officers, and an accounting auditor.

Furthermore, since SLR is prohibited from employing staff under the provisions of the Act on Investment Trusts and Investment Corporations, it therefore has no employees, and delegates asset management to Sumisho Realty Management Co., Ltd. ("SRM"); an asset management company. SRM conducts asset management operations, such as the acquisition, transfer, and leasing of real estate, under the following management structure.



Executive Officer and Supervisory Officers

Criteria / Reasons for election

In selecting candidates for director, appointments are made based on the following election ground, through a resolution of the General Meeting of Unitholders, on the assumption that they do not fall under any of the grounds for disqualification set forth in various laws and regulations including the Investment Trust Act (Articles 98 and 100 of the Investment Trust Act, Article 244 of the Ordinance for Enforcement of the Investment Trust Act).

As of March 31, 2026

Position	Name	Reason for appointment	Attendance at meetings of Board of Directors
Executive Director	Tomoaki Sato	Tomoaki Sato has extensive knowledge of real estate management and the management of listed REITs and extensive experience in those business areas and working closely with SRM. We determined that he has sufficient knowledge and experience to fulfill the responsibilities of the Executive Director and appointed him as Executive Director.	100% (10/10)
Supervisory Director	Manabu Doba	Manabu Doba has expertise in accounting and tax and has great insight and extensive experience as a certified public accountant. We decided that he has sufficient knowledge and experience to fulfill the responsibilities of a Supervisory Director and appointed him as Supervisory Director.	100% (50/50)
Supervisory Director	Yoshie Midorikawa	Yoshie Midorikawa has expertise in the many applicable laws and regulations as a lawyer and has great insight and extensive experience. We determined that she has sufficient knowledge and experience to fulfill the responsibilities of a Supervisory Officer and appointed her as Supervisory Officer.	100% (50/50)

See here for career profiles of current officers

Compensation, etc. of an Executive Director and Supervisory Directors

The compensation of an executive director and supervisory directors is an amount not exceeding 500,000 yen a month per executive director and 500,000 yen a month per supervisory director, with the specific amounts determined at Board of Directors meetings.

Position	Names of directors	Main concurrent posts	Total compensation per position	
			FY 2025 May	FY 2025 November
Executive Director	Tomoaki Sato	Senior Operating Officer, Deputy General Manager of the Corporate Division and Assistant to the President, Sumisho Realty Management Co., Ltd.	—	—
Supervisory Director	Manabu Doba	Representative of Doba certified public accounting firm	1,500 thousand yen	1,500 thousand yen
Supervisory Director	Yoshie Midorikawa	Partner at Miura & Partners	1,500 thousand yen	1,500 thousand yen

Accounting auditor

Accounting auditor

Name	Audit Period
Ernst & Young ShinNihon LLC	June 26, 2019 until present *Audit agreements are concluded for each business period.

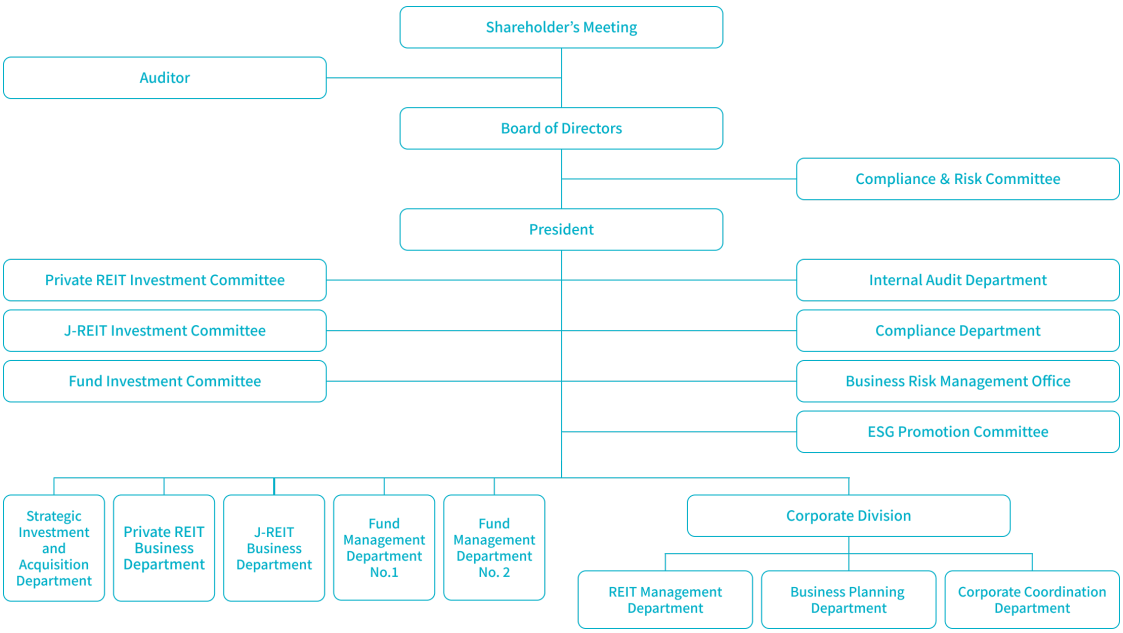
Remuneration for the accounting auditor

Remuneration for the accounting auditor is determined by the Board of Directors, up to a maximum of 20 million yen per business year subject to audit.

Name	Amount of remuneration (million yen)	
	May 2025	November 2025
Ernst & Young ShinNihon LLC	11,250 thousand yen	11,250 thousand yen

Organization of SRM

SLR delegates asset management to Sumisho Realty Management Co., Ltd. ("SRM"). SRM's various operations are divided among the following departments: the J-REIT Business Department, which is responsible for SLR; the Strategic Investment and Acquisition Department, which handles property acquisition and sale support and property information management; the Private REIT Business Department, which is responsible for SC Realty Private Investment Corporation; Fund Management Department No. 1 and Fund Management Department No.2, which handle private funds and other investments; the Operational Management Department and the Business Planning Department, which are common departments across all departments; the REIT Management Department, which is a common department for the J-REIT Business Department and Private REIT Business Department; and the Corporate Division, which coordinates and supervises all departments.
In addition, SRM has established the following committees: the J-REIT Investment Committee, which deliberates on matters relating to the management of J-REIT assets; the Private REIT Investment Committee, which deliberates on matters relating to the management of private REIT assets; the Fund Investment Committee, which deliberates on matters relating to the management of private fund assets and other investment assets; and the Compliance and Risk Management Committee, which deliberates on compliance-related matters.
Recognizing that the business of managing the assets of SLR is tantamount to managing the assets of SLR unitholders, SRM verifies compliance with laws and regulations and establishes rules for carrying out asset management decision-making procedures, to execute business operations properly and fairly.



Roles of Each Organizational Unit

Name of committee		Overview
Board of Directors		● Matters concerning shares and the General Meeting of Shareholders ● Matters concerning organization and personnel ● Matters concerning finance and accounting ● Disposal and receipt by transfer of important properties, and loan of large amounts ● Matters concerning the Directors, Board of Directors and Executive officers ● Other execution of important business ● Matters delegated to the Board of Directors based on resolutions adopted by shareholders' meetings ● Other matters stipulated in laws and regulations or the Articles of Incorporation, or matters deemed necessary by the Board of Directors or President & CEO
	Members	Chairperson：President & CEO Members：All directors and auditors
	Frequency of meetings	At least once every three months
J-REIT Investment Committee		● Enactment, revision or repeal of the J-REIT Investment Committee Rules ● Enactment or revision of the Asset Management Guidelines, which are the basic policy for management of the assets of the Investment Corporation ● Enactment or revision (excluding minor changes) of the Asset Administration Plan for the Investment Corporation stipulated in the rules of the Investment Management Association of Japan ● Enactment or revision of the annual management and administration plan of the Investment Corporation ● Decisions on the acquisition or sale of managed assets by the Investment Corporation and changes to such decisions ● Decisions on the lease (excludes lease with annual rent payments of 100 million yen or less; also excludes the extension or renewal of such lease agreements (where the rent before and after extension or before and after renewal is the aforementioned amount or less) and administration (excludes administration relating to urgent repair work and transactions with an order amount of 30 million yen or less) of the managed assets of the Investment Corporation not stipulated in the annual management and administration plan and changes to such decisions ● Matters concerning the fund procurement of the Investment Corporation ● Matters concerning enactment of the basic distributions policy of the Investment Corporation and changes thereto ● Deliberations and resolutions on transactions between the Investment Corporation and interested parties stipulated in the Related Party Transaction Rules of the Asset Management Company ● Other important matters for making investment decisions on behalf of the Investment Corporation ● Other matters deemed necessary by the Committee Chairperson in relation to investment corporation asset management business

Name of committee		Overview
J-REIT Investment Committee	Members	Chairperson: Chief Risk Management Officer Members: President & CEO, J-REIT Business Dept. GM, REIT Management Dept. GM, Corporate Division GM, Chief Risk Compliance Officer, and outside member (the outside member shall be a real estate appraiser with no interest in the Asset Management Company. An alternate outside member may be elected where necessary and, if an accident or some other unavoidable reason prevents the outside member from attending a Committee meeting, the alternate outside member shall serve on the Committee in their place.)
Compliance & Risk Management Committee		● Enactment and revision of Compliance Manual ● Enactment and revision of Compliance Program ● Enactment, revision or repeal of Compliance Regulations, Risk Management Regulations and other internal rules adopted by resolution of the Compliance & Risk Management Committee ● Approval for transactions with interested parties for which approval of the Compliance & Risk Management Committee is considered necessary in accordance with the Related Party Transaction Rules of the Asset Management Company ● Matters resolved by the J-REIT Investment Committee which the Chief Compliance Officer has judged to pose a problem in relation to compliance and which might pose a problem in relation to compliance or risk management ● Decisions on improvement measures and preventative measures to be taken in response to acts which are or might be inappropriate in relation to compliance or risk management, and revisions thereto ● Approval of measures to deal with serious complaints or accidents ● Other matters about which the Chief Compliance Officer has raised doubts in relation to compliance or risk management and which may pose a problem in relation to compliance or risk management ● Other matters considered to require approval of the Compliance & Risk Management Committee in accordance with internal rules ● Important compliance-related matters equivalent to the foregoing
	Members	Chairperson：Chief Compliance Officer Members：President & CEO, Corporate Division GM, outside member, Chief Risk Management Officer, Chief Compliance Officer, outside member (The outside member shall be an attorney-at-law with no interest in the Asset Management Company.) An alternate outside member may be elected where necessary and, if an accident or some other unavoidable reason prevents the outside member from attending the committee meeting, the alternate outside member shall serve on the Committee in place of the outside member.
	Frequency of meetings	At least once every three months

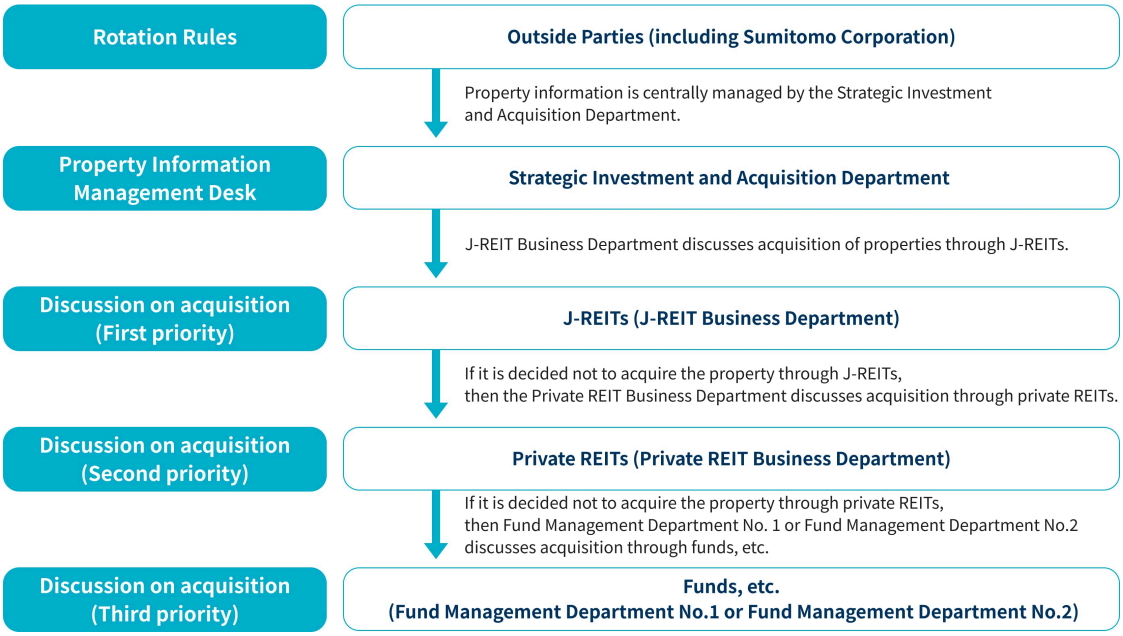
Asset Management Fees for the Asset Management Company

Management fees for the asset management Company comprise asset management fee 1, asset management fee 2, asset management fee 3, acquisition fee, disposition fee and merger fee. How to calculate asset management fees are following.

Structure of asset management fees	Calculation methods
Asset management fee 1	AUM ×0.2% (maximum)
Asset management fee 2	NOI ×5.0% (maximum)
Asset management fee 3	Profit before tax (before asset management fee) × EPU (Profit before tax (before asset management fee)) per unit ×0.002% (maximum)
Acquisition fee	Acquisition price ×1.0% (maximum)
Disposition fee	Disposition price × 1.0% (maximum)
Merger fee	Appraisal value of assets to be succeeded × 1.0% (maximum)

Rotation Rule

To avoid conflicts of interest with the private REITs and private funds that it is entrusted with operating, SRM has adopted "rotation rules" whereby SLR is given first priority to view information and discuss acquisition of logistics properties and industrial properties.



Employee investment unit ownership program

SRM introduced an investment unit ownership program for its employees for SLR's investment units. This program further the interests of SLR's unitholders with the employees of SRM.

Same-boat investment in the Investment Corporation by Sumitomo Corporation

Through same-boat investment by Sumitomo Corporation, SLR seeks to further align the interests of the Sumitomo Corporation with those of unitholders and aims to improve unitholder value based on a relationship of trust with Sumitomo Corporation. As of May 31, 2026, Sumitomo Corporation holds 24,500 units (approximately 3.36%) of the Investment Corporation's investment units.

Compliance



Compliance Declaration

SRM has set forth and published a Compliance Declaration to clarify its management policy of prioritizing compliance with laws and regulations.

Compliance Declaration

Sumisho Realty Management Co., Ltd. ("SRM") keenly recognizes its serious responsibility for safeguarding fairness and transparency in financial markets as a financial instruments business operator, and to live up to the trust placed in SRM by investors and all other stakeholders, has positioned thorough compliance as a priority management issue. Accordingly, SRM has formulated this Compliance Declaration to be observed by all officers and employees.

1. We will comply with various laws, regulations, rules and other requirements, including the Financial Instruments and Exchange Act.
2. We will always faithfully execute our duties on behalf of investors and prioritize their interests.
3. We will engage in fair and transparent decision making, and practice sound business management.
4. We will hone our capabilities as experts in the financial instruments business, and maintain high ethical standards to fulfill our social responsibilities.
5. We will strive to enhance sustainable and long-term business value and drive ongoing improvements to our compliance structure.

Basic Policy for Compliance

SLR and SRM are committed to ensuring compliance with relevant laws and regulations, preventing corruption and conflicts of interest, and ensuring appropriate information management, while taking into consideration human rights and diversity, through the establishment of the following policies and management structure.
Specifically, SRM understands the importance of SLR's asset management business, in which SRM manages the assets of SLR, as a business managing the funds of SLR's unitholders. To build an appropriate management structure, SRM's Compliance Department is the department in charge of compliance matters and SRM has appointed a Chief Compliance Officer to be the person responsible for supervising compliance matters, ensuring the effectiveness of the internal supervision of compliance in the other departments. In addition, SRM has established the Compliance & Risk Management Committee as a part of its establishment of a multilayered compliance system.

Compliance structure

Organizations	Major roles
Board of Directors	The Board of Directors will seek full compliance as the administrative body ultimately responsible for the execution of business, receive reports on matters approved by the Compliance & Risk Management Committee, etc., and adopt resolutions regarding important compliance matters.
Compliance & Risk Management Committee	The Compliance & Risk Management Committee carries out the tasks set out in the Compliance & Risk Management Committee Regulations in cooperation with the Board of Directors, Chief Risk Management Officer, Chief Compliance Officer and the Compliance Department.
Chief Compliance Officer and Head of Compliance	As the person responsible for supervising the compliance matters of SRM, the Chief Compliance Officer will seek to establish a compliance system and foster an awareness of legal compliance at SRM. The Head of Compliance will always monitor compliance with laws and regulations in the execution of business in SRM's management of assets for SLR and will monitor and oversee compliance with laws and regulations in the day-to-day execution of business.
Compliance Office	The Compliance Department is in charge of compliance matters at SRM.
Chief Risk Management Officer(CRO)	CRO will be responsible for establishing risk management and monitoring frameworks for each business line and overseeing and supervising the due process for decision-making activities.
Business Risk Management Office	Business Risk Management Office will conduct daily monitoring and risk management of specific front-office work processes from commencement, by each business line and Strategic Investment and Acquisition Department, of discussions on acquisitions to the process of requests of real estate appraisers prior to putting forward proposals to each Committee.

Establishment and Implementation of a Compliance Manual

SRM has created a Compliance Manual to ensure compliance.
The Compliance Manual will be reviewed as necessary.

Compliance training

SRM implements thorough compliance through the appropriate operation of internal management systems designed to maintain the high ethical standards of its officers and employees, and ensure compliance with laws and regulations. To build a foundation for implementing these measures, SRM conducts training for its officers and employees to ensure that they have sufficient knowledge of compliance.

	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Training sessions	12	12	12	12	11	12

Internal Reporting System

When compliance issues arise, they are reported and handled through the established channels. In addition to the normal established channels, SRM has established a system that enables employees who notice issues to report them directly to a contact point when the established channels are difficult for some reason.

Responding to Compliance Violations

Article 12 of SMR's Compliance Regulations stipulates that if officers and employees, etc. become aware of any violation of laws or regulations or an action that is likely to violate laws or regulations at SMR, they shall report the violation or action immediately to the Compliance Department.

Response to Anti-Social Forces

SRM has established regulations banning all relationships with anti-social forces. The regulations stipulate that the Compliance Department shall supervise the establishment of a system that prohibits all relationships with anti-social forces and deals with anti-social forces at SRM and that the Chief Compliance Officer has supervisory responsibility over this. The regulations also stipulate that SRM shall provide internal training to officers and employees on guidelines for handling anti-social forces and the management of information about anti-social forces to increase their awareness.

In addition, SRM has declared a basic policy on anti-social forces to prohibit all relationships with anti-social forces, based on which it strives to develop a system that prohibits all such relationships. It has established regulations and standards for the verification of the customer's identity at the time of transactions and the reporting of suspicious transactions, to set standards for the Anti-Money Laundering and Combating the Financing of Terrorism, the preservation of transaction records, and the reporting of suspicious transactions under the Guidelines for Anti-Money Laundering and Combating the Financing of Terrorism, the Act on Prevention of Transfer of Criminal Proceeds (the "Act"), the Order for Enforcement of the Act, and the Ordinance for Enforcement of the Act.

Prevention of corruption and bribery

Anti-corruption

As a member of the Sumitomo Corporation Group, SRM is engaged in initiatives to prevent bribery when entertaining business partners or giving gifts.
Specifically, in the Compliance Manual, we have established rules for preventing bribery. We have also established detailed rules regarding expenses for entertainment and decision-making authority, and detailed rules for handling of receiving gifts and invitations, which specify specific details.

Prohibition of political contributions

As a member of the Sumitomo Corporation Group, we are engaged in initiatives to prevent illegal political contributions.
Specifically, in the Compliance Manual, we have established rules prohibiting illegal political contributions.

Risk Management



Basic stance on risk management

One of SRM's management priorities is being fully aware of its responsibility to accurately identify and manage an array of risks, particularly those related to asset management, and to execute its businesses in the most effective way possible as an entity specializing in asset management and investment advisory. Another priority is to be fully aware of its responsibility to appropriately manage and control risks related to the possible impairment of assets under management and the potential harm to the interests of customers resulting from inadequate risk management according to the characteristics of the operations and risks. Considering these priorities, SRM takes steps to develop its risk management system.

Risk management system

SRM has established Risk Management Regulations and Risk Management Guidelines to appropriately manage various risks, and has stipulated that, upon identifying the occurrence of a significant risk, employees shall promptly report it to the Chief Risk Management Officer, and to the President and Representative Director.

The Compliance Department is responsible for the overall risk management of SRM's operations, and the Chief Compliance Officer (as the Chief Risk Management Officer), has overall responsibility and authority for risk management across SRM. In addition, department heads are responsible for risk management in their respective departments, as risk management officers.

BCP Response

SRM's business continuity plan (BCP) sets out the roles of the emergency task force to support the fast recovery of priority operations and procedures for the activities of the task force to prevent confusion caused by disasters, including sudden crises (earthquakes, fires, etc.) and progressive crises (flooding, typhoons) and to mitigate damage after a disaster. The BCP also sets procedures for the verification of damage to the properties managed by SRM, the sharing of information with parties involved, and the consideration of disclosure to customers.

Cyber Security

SRM is aware of the importance of cyber security and has developed the arrangements necessary for the BCP (development of an organization, formulation of internal rules, a system to monitor cyber attacks, and the reporting of cyber attacks). SRM regularly provides training for all officers and employees.

Safety Confirmation System

SRM has introduced a dedicated system for early safety confirmation. In the event of a large earthquake, information will be distributed to all officers and employees. The same system is used for disasters other than earthquakes.

Initiatives with respect to unitholders



Initiatives with respect to unitholders

SLR places great importance on dialogue with its stakeholders, through proactive information disclosures and IR activities. We take stakeholder feedback seriously, and engage in the following initiatives to help stakeholders deepen their understanding of SLR.

- Briefings on financial results for analysts and institutional investors (two briefings per year)
- IR information for institutional investors
- IR information for lenders (FY2025 81 in Japan, 28 overseas)
- Seminars for retail investors organized by the Tokyo Stock Exchange, etc. (one seminar in FY2025)



Responding to Participants at a Seminar

Green Finance



The Investment Corporation is the first J-REIT that has formulated a green finance framework since IPO. It aims to promote ESG-oriented asset management through green finance and to strengthen its financing base through the expansion of investors with an interest in ESG investment.

Green Finance Framework

External review

The Investment Corporation has obtained Green 1 (F), the highest rank in the JCR Green Finance Framework Evaluation, from Japan Credit Rating Agency, Ltd. (JCR), which evaluates green finance, in relation to the adequacy of the Investment Corporation's green finance framework. Please visit the website of JCR for further information.

https://www.jcr.co.jp/en/greenfinance/

Use of funds

The funds procured through green financing will be used for the acquisition of assets that meet certain criteria (qualified green assets) or renovations that meet certain criteria, or for the repayment of borrowings (including green loans) or the redemption of investment corporation bonds (including green bonds) for the abovementioned purposes.

Qualification criteria

Qualified green assets	Properties that have obtained or are expected to obtain any of the following certifications: CASBEE for Buildings (New Construction),CASBEE for Real Estate:S rating to B+ rating municipal version of CASBEE (applicable only within three years from the date of completion):S rating to B+ rating DBJ Green Building Certification: 5 stars, 4 stars or 3 stars BELS Certification (FY2016 standard):5 stars, 4 stars or 3 stars excluding logistics properties with BEI over 0.75 BELS Certification (FY2024 standard, Non-residential):Level 6 to Level 4 LEED Certification:Platinum Gold or Silver (for LEED BD+C, version 4.0 or later)
Renovations	Renovations that meet either of the following criteria: i.Renovations whose purpose is improving the environmental impact, including reducing the consumption or emissions of CO2, energy, water, etc. (renovations that are expected to reduce consumption or emissions by 30% or more) ii.Renovations leading to meeting the criteria for qualified green assets and the acquisition or re-acquisition of an environmental certification, or going up a notch
Energy-saving equipment	Replacement of air-conditioning equipment, LED lighting, introduction of power storage systems (which are expected to reduce energy consumption by 30% or more)
Renewable energy	Acquisition or installation of renewable energy power generation facilities (the facilities need to be installed on the site of a property or on the roof of a building owned by the Investment Corporation)

Funds management

The Investment Corporation sets the upper limit of green financing (qualified green liabilities) at the sum of the acquisition prices of assets owned by the Investment Corporation that meet the qualification criteria and expenses for renovations, etc. that meet the qualification criteria, and controls green financing so that the total funds procured through green financing will not exceed the qualified green liabilities. If there are any funds procured through green financing that are not appropriated, the funds will be accounted for as cash or cash equivalents until they are appropriated for other projects that meet the qualification criteria.

Reporting

As of May 31, 2026

Assets owned by the Investment Corporation (Million yen)	Qualified green assets (Million yen)	Qualified green liabilities (Million yen)
142,059 (17 properties)	127,044 (10 properties)	56,250

Status of use of proceeds from green loans

As of May 31, 2026

Lender	Borrowing date	Repayment date	Balance (million yen)	Amount of funds used (million yen)	Amount of funds unused (million yen)
Sumitomo Mitsui Banking Corporation Sumitomo Mitsui Trust Bank, Limited Mizuho Bank, Ltd. MUFG Bank, Ltd. Development Bank of Japan Inc. Mizuho Trust & Banking Co., Ltd.	2019/12/10	2027/12/10	6,800	6,800	0
Sumitomo Mitsui Banking Corporation Sumitomo Mitsui Trust Bank, Limited Mizuho Bank, Ltd. Mizuho Trust & Banking Co., Ltd.	2019/12/10	2029/12/10	3,500	3,500	0
Sumitomo Mitsui Banking Corporation Sumitomo Mitsui Trust Bank, Limited Mizuho Bank, Ltd. MUFG Bank, Ltd. The Bank of Fukuoka, Ltd. Mizuho Trust & Banking Co., Ltd. Development Bank of Japan Inc.	2020/12/4	2026/11/30	4,850	4,850	0
Sumitomo Mitsui Banking Corporation Sumitomo Mitsui Trust Bank, Limited Mizuho Bank, Ltd. MUFG Bank, Ltd. Mizuho Trust & Banking Co., Ltd. Development Bank of Japan Inc.	2020/12/4	2028/11/30	4,850	4,850	0
Sumitomo Mitsui Banking Corporation Sumitomo Mitsui Trust Bank, Limited Mizuho Bank, Ltd. MUFG Bank, Ltd. The Bank of Fukuoka, Ltd.	2022/3/31	2030/11/29	3,850	3,850	0
Nippon Life Insurance Company	2022/12/2	2028/11/30	1,000	1,000	0
Mitsui Sumitomo Insurance Company, Limited	2022/12/2	2028/11/30	1,000	1,000	0
Sumitomo Mitsui Banking Corporation Sumitomo Mitsui Trust Bank, Limited Mizuho Bank, Ltd. MUFG Bank, Ltd. Development Bank of Japan Inc. Shinkin Central Bank The Bank of Kyoto, Ltd. The Chiba Bank, Ltd.	2023/4/3	2028/11/30	4,000	4,000	0

Lender	Borrowing date	Repayment date	Balance (million yen)	Amount of funds used (million yen)	Amount of funds unused (million yen)
Sumitomo Mitsui Banking Corporation Sumitomo Mitsui Trust Bank, Limited Mizuho Bank, Ltd. MUFG Bank, Ltd. Development Bank of Japan Inc. Shinkin Central Bank The Bank of Kyoto, Ltd. The Chiba Bank, Ltd.	2023/4/3	2029/5/31	3,900	3,900	0
Sumitomo Mitsui Banking Corporation	2023/12/11	2027/5/31	2,000	2,000	0
Sumitomo Mitsui Banking Corporation Sumitomo Mitsui Trust Bank, Limited Mizuho Bank, Ltd. The Bank of Fukuoka, Ltd.	2023/12/11	2027/11/30	6,000	6,000	0
Mitsubishi UFJ Trust and Banking Corporation	2025/02/28	2033/05/31	800	800	0
Sumitomo Mitsui Banking Corporation Sumitomo Mitsui Trust Bank, Limited Mizuho Bank, Ltd.	2025/12/10	2029/12/10	5,600	5,600	0
Sumitomo Mitsui Banking Corporation MUFG Bank, Ltd. The Bank of Fukuoka, Ltd.	2025/12/10	2028/12/11	3,000	3,000	0

Status of use of proceeds from green bonds

As of May 31, 2026

Name	Issuance date	Redemption date	Issuance amount (million yen)	Amount of funds used (million yen)	Amount of funds unused (million yen)
1st Series Unsecured Investment Corporation Bond (Green Bond)	2022/7/7	2027/7/7	1,600	1,600	0
2nd Series Unsecured Investment Corporation Bond (Green Bond)	2023/6/15	2028/5/31	3,000	3,000	0

Impact reporting

SLR will disclose the following indicators on its website for as long as there is an outstanding balance of green finance.

- Acquisition of environmental certification (type of environmental certification, level of certification) Check here to learn more.
- Energy consumption, GHG emissions, water consumption Check here to learn more.

ESG report



Information disclosure policy

This website aims to promote understanding of SLR and SRM initiatives for the realization of a sustainable society, and to seek engagement with stakeholders. We strive to disclose information that is expected based on international ESG frameworks and requests from investors and rating agencies.

Scope and period of reporting, timing of updates

Scope of reporting	SOSiLA Logistics REIT, Inc. (SLR) and Sumisho Realty Management Co., Ltd. (SRM)
Reporting period	SOSiLA Logistics REIT, Inc. June, 2025 to May, 2026 Sumisho Realty Management Co., Ltd. April, 2025 to March, 2026

Reference guidelines

SLR refers to the Global Reporting Initiative Standards (GRI Standards) issued by the Global Reporting Initiative when reporting on their ESG-related policies and initiatives.
Please see here for a GRI Standards Comparison Table.

Contact for ESG-related inquiries

For ESG-related inquiries, please contact us at the following address.

SRM	Sumisho Realty Management Co., Ltd. (SRM is the asset management company for SLR.)
TEL	03-4346-0589
Reception hours	09:30 to 18:00 (Excluding Saturdays, Sundays, public holidays, and company holidays.)

GRI Content Index



GRI Standards Comparison Table

Statement of use	SOSiLA Logistics REIT, Inc. has reported the information cited in this GRI content index for the period from April 1, 2025 to March 31, 2026 with reference to the GRI Standards (including historical data, initiatives, and other information outside the reporting period as necessary).
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Overview
		Asset Management Company
	2-2 Entities included in the organization's sustainability reporting	ESG report＞Scope and period of reporting, timing of updates
	2-3 Reporting period, frequency and contact point	ESG report＞Scope and period of reporting, timing of updates, Contact for ESG-related inquiries
	2-4 Restatements of information	N/A
	2-5 External assurance	—
	2-6 Activities, value chain and other business relationships	Structure
		Basic Strategy
	2-7 Employees	HR Data＞HR Data
	2-8 Workers who are not employees	HR Data＞HR Data
	2-9 Governance structure and composition	Sustainability policy and system＞ESG Promotion Structure
		Corporate Governance＞Structure, Executive Officer and Supervisory Officers, Organization of SRM
	2-10 Nomination and selection of the highest governance body	Corporate Governance＞Executive Officer and Supervisory Officers
	2-11 Chair of the highest governance body	investment corporation code

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability policy and system＞ESG Promotion Structure
	2-13 Delegation of responsibility for managing impacts	Sustainability policy and system＞ESG Promotion Structure
	2-14 Role of the highest governance body in sustainability reporting	Sustainability policy and system＞ESG Promotion Structure
	2-15 Conflicts of interest	Corporate Governance＞Organization of SRM＞ Rotation Rule
	2-16 Communication of critical concerns	Risk Management＞Risk management system
	2-17 Collective knowledge of the highest governance body	—
	2-18 Evaluation of the performance of the highest governance body	—
	2-19 Remuneration policies	Corporate Governance > Executive Officer and Supervisory Officers
	2-20 Process to determine remuneration	Corporate Governance > Executive Officer and Supervisory Officers
	2-21 Annual total compensation ratio	—
	2-22 Statement on sustainable development strategy	Message from Top Management
	2-23 Policy commitments	Sustainability policy and system ＞ ESG Policy
		Diversity, Equity and Inclusion (DE&I) ＞ DE&I Policy, Respect for human rights
	2-24 Embedding policy commitments	Sustainability policy and system > ESG Promotion Structure
	2-25 Processes to remediate negative impacts	Diversity, Equity and Inclusion (DE&I) ＞ Respect for human rights
	2-26 Mechanisms for seeking advice and raising concerns	Diversity, Equity and Inclusion (DE&I) ＞ Respect for human rights
	2-27 Compliance with laws and regulations	N/A
	2-28 Membership associations	International Initiatives / External Evaluations ＞ International Initiatives
	2-29 Approach to stakeholder engagement	Stakeholder Engagement
	2-30 Collective bargaining agreements	—

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality > Identification process of materiality
	3-2 List of material topics	Materiality > Seven Material Issues & Initiatives
	3-3 Management of material topics	Sustainability policy and system > ESG Promotion Structure
		Materiality > Seven Material Issues & Initiatives
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse	—
	101-2 Management of biodiversity impacts	—
	101-3 Access and benefit-sharing	—
	101-4 Identification of biodiversity impacts	—
	101-5 Locations with biodiversity impacts	—
	101-6 Direct drivers of biodiversity loss	—
	101-7 Changes to the state of biodiversity	—
	101-8 Ecosystem services	—
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Distributions
	201-2 Financial implications and other risks and opportunities due to climate change	Initiatives for climate change > Strategy
	201-3 Defined benefit plan obligations and other retirement plans	Diversity, Equity and Inclusion (DE&I) > Welfare benefits
	201-4 Financial assistance received from government	N/A
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	—
	202-2 Proportion of senior management hired from the local community	—
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Initiatives for local communities and tenants > Initiatives for local communities
	203-2 Significant indirect economic impacts	—
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	—
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	—
	205-2 Communication and training about anti-corruption policies and procedures	—
	205-3 Confirmed incidents of corruption and actions taken	N/A

GRI STANDARD	DISCLOSURE	LOCATION
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N/A
GRI 207: Tax 2019	207-1 Approach to tax	—
	207-2 Tax governance, control, and risk management	—
	207-3 Stakeholder engagement and management of concerns related to tax	—
	207-4 Country-by-country reporting	—
GRI 301: Materials 2016	301-1 Materials used by weight or volume	—
	301-2 Recycled input materials used	—
	301-3 Reclaimed products and their packaging materials	—
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental performance > Performance Data
	302-2 Energy consumption outside of the organization	—
	302-3 Energy intensity	Environmental performance > Performance Data
	302-4 Reduction of energy consumption	Environmental performance > Performance Data
	302-5 Reductions in energy requirements of products and services	Environmental performance > Performance Data
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	
	303-2 Management of water discharge-related impacts	—
	303-3 Water withdrawal	—
	303-4 Water discharge	—
	303-5 Water consumption	Environmental performance > Performance Data
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental performance > Performance Data
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental performance > Performance Data
	305-3 Other indirect (Scope 3) GHG emissions	Environmental performance > Performance Data
	305-4 GHG emissions intensity	Environmental performance > Performance Data
	305-5 Reduction of GHG emissions	Environmental performance > Performance Data
	305-6 Emissions of ozone-depleting substances (ODS)	—
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	—

GRI STANDARD	DISCLOSURE	LOCATION
GRI 306: Effluents and Waste 2016	306-1 Waste generation and significant waste-related impacts	—
	306-2 Management of significant waste-related impacts	—
	306-3 Waste generated	Environmental performance > Performance Data
	306-4 Waste diverted from disposal	Environmental performance > Performance Data
	306-5 Waste directed to disposal	Environmental performance > Performance Data
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	—
	308-2 Negative environmental impacts in the supply chain and actions taken	—
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	HR Data>HR Data
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	—
	401-3 Parental leave	HR Data>HR Data
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	—
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	—
	403-2 Hazard identification, risk assessment, and incident investigation	—
	403-3 Occupational health services	—
	403-4 Worker participation, consultation, and communication on occupational health and safety	—
	403-5 Worker training on occupational health and safety	—
	403-6 Promotion of worker health	Diversity, Equity and Inclusion (DE&I) > Health enhancement initiatives
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	—
	403-8 Workers covered by an occupational health and safety management system	—
	403-9 Work-related injuries	—
	403-10 Work-related ill health	—

GRI STANDARD	DISCLOSURE	LOCATION
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	—
	404-2 Programs for upgrading employee skills and transition assistance programs	Personnel development ＞Human resource and career development
	404-3 Percentage of employees receiving regular performance and career development reviews	Personnel development ＞Human resource and career development
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Overview
		HR Data＞HR Data
	405-2 Ratio of basic salary and remuneration of women to men	—
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	N/A
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	N/A
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	N/A
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	N/A
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	—
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	N/A
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Initiatives for local communities and tenants ＞ Initiatives for local communities
	413-2 Operations with significant actual and potential negative impacts on local communities	N/A
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	—
	414-2 Negative social impacts in the supply chain and actions taken	—
GRI 415: Public Policy 2016	415-1 Political contributions	N/A
GRI 416: Customer Health and Safety 2016	4416-1 Assessment of the health and safety impacts of product and service categories	—
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	—

GRI STANDARD	DISCLOSURE	LOCATION
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	—
	417-2 Incidents of non-compliance concerning product and service information and labeling	—
	417-3 Incidents of non-compliance concerning marketing communications	—
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A