

Sustainability Report



Maximize unitholder value by improving sustainability

MEL is committed to endeavoring to enhance consideration towards the environment, social contributions and corporate governance to improve the sustainability of society. We recognize that this is an important social responsibility for a listed enterprise to assume, and also believe that it is essential for maximizing our unitholder value.

To put our commitment into practice, MEL together with its asset management company, MJIA, shares the sustainability objectives, and continues to embed sustainability into our business.

CONTENTS

Sustainability

Top Message.....	1
Initiatives for Sustainability.....	2
Sustainability Policy	3
Sustainability Committee.....	4
Stakeholder Engagement	7

Materiality

Materiality	8
-------------------	---

External Evaluation and Certifications

International Initiatives and Participation.....	13
Environmental Assessment and Certifications.....	15
Green Building Certifications.....	18

Environmental initiatives (E)

Environmental Performance.....	20
Climate Change Initiatives	23
Water Resources and Waste Reduction, etc	32
Contributions to the Environment through Our Portfolio	33
Environmental Collaboration Efforts with Tenant-Stakeholders.....	35
Green Finance.....	36

Efforts for Society and Employees (S)

Initiatives to Tenant.....	39
Contributions to Local Communities.....	42
Human Resource Development	45
Promotion of Diversity & Inclusion	48
Employee Health and Well-being ~Creating Productive and Employee-friendly Workplace~	50
Work-life Balance ~Create a comfortable workplace where employee will want to work for a long period of time~	54
Human Rights.....	56

Governance Initiatives (G)

Governance Initiatives	58
Corporate Governance	59
Compliance	61
Risk Management.....	63

ESG Disclosure Policy and Reporting Framework

ESG Disclosure Policy and Reporting Framework.....	64
--	----



Sustainability Report

We have published this report for the purpose of publicizing our approach to ESG and our initiatives to a wide range of stakeholders, including investors.

Top Message

Sustainability has attracted public attention in recent years and has been widely covered in the Japanese media. The corporate stance of responding to climate change and other environmental issues, contributing to local communities, and enhancing internal controls is now caught by investors as a benchmark for evaluating medium-to long-term risk management and opportunities to generate new revenues.

In line with these developments in the world, the Investment Corporation issued our first Sustainability Report in January 2022 in order to make the efforts to date related to ESG known in an easy-to-understand manner to investors and other stakeholders.

The Investment Corporation believes that working to improve social sustainability, including consideration for the environment, social contribution, and strengthening governance, is a social responsibility expected of a publicly traded investment corporation, and is also indispensable for maximizing unitholder value. In order to put these ideas into practice, we share our approach to sustainability with the Asset Management Company and promote our efforts together.

In April 2019, the Asset Management Company established the Sustainability Policy, as a basic policy. Based on this policy, we are implementing ESG initiatives in our day-to-day operations.

In December 2021, by the support for the recommendations of the Climate-Related Financial Information Task Force (TCFD), the Investent Corporation has identified materiality, risks, and opportunities and analyzed and evaluated them, and set KPIs for the Corporation. We will continue to expand information disclosure and respond to climate change based on scenario analysis.

In addition, the Mitsubishi Estate Group, to which the Asset Management Company belongs, established the Mitsubishi Estate Group's Sustainability Vision 2050 with an eye to sustainability management in 2050 in order to promote business aimed at realizing a sustainable society. To realize this vision, the Mitsubishi Estate Group's Sustainable Development Goals 2030 set forth in the Long-Term Management Plan 2030 is positioned as a milestone to establish specific themes and actions to achieve this vision. The Asset Management Company also shares this.

The Investment Corporation will continue to strive to fulfill its mission of maximizing unitholder value over the medium to long term by building relationships of trust with its unitholders and other stakeholders by further enhancing ESG in real estate investment management and appropriately disclosing its achievement.



Mitsubishi Estate Logistics REIT
Investent Corporation
Executive Director Ken Takanashi

Initiatives for Sustainability

Basic stance

MEL is committed to endeavoring to enhance consideration towards the environment, social contributions and corporate governance to improve the sustainability of society. We recognize that this is an important social responsibility for a listed enterprise to assume, and also believe that it is essential for maximizing our unitholder value.

To put our commitment into practice, MEL together with its asset management company, Mitsubishi Jisho Investment Advisors, Inc. ("MJIA"), shares the sustainability objectives, and continues to embed sustainability into our business.

Mitsubishi Estate Group's efforts and policies on ESG issues

Mitsubishi Estate Group 2030 Goals for SDGs

In order to help realize a sustainable world and provide even more profound value to a wider range of stakeholders, the Mitsubishi Estate Group is implementing world-class initiatives on the four key themes of **Environment, Diversity & Inclusion, Innovation, and Resilience**.

1.Environment

Sustainable urban development that proactively addresses climate change and environmental issues



2.Diversity & Inclusion

Urban development that responds to lifestyle and human resources trends and facilitates active participation for all



3.Innovation

Innovative urban development that continuously renews society



4.Resilience

Dynamic, flexible urban development that builds disaster-resilient communities and prioritizes safety and security



Sustainability Policy

1.Pursue Energy Efficiency and Low Carbon

We proactively pursue energy efficiency and takes steps to reduce greenhouse gas emissions in our portfolio by installing and switching to energy-saving products and utilizing renewable energy.

2.Improve Water Resource Management and Waste Management

We strive to improve the efficiency of water use and to implement 3R waste programs (reduce, reuse, recycle) in order to make effective use of limited resources in our portfolio.

3.Enhance of Tenant Safety, Security and Satisfaction

We implement disaster preparedness and damage prevention measures in our portfolio and strive to increase tenant safety and security. We promote improvement of operation methods based on our tenants' needs, installment of equipment, and improve tenant satisfaction.

4.Empower Our People

We provide various training and skills/career development programs into our development of employees' capabilities to raise environmental awareness. We are also committed to creating a work environment that is comfortable for all members of our diverse pool of talent, thereby making it possible for everyone to reach their full potential.

5.Collaborate with External Stakeholders

We strive to build relationships of goodwill with external stakeholders including tenants, property managers and all others along the supply chain, as well as with local communities and local governing bodies. We focus on collaborating with these parties as we put this policy into practice.

6.Disclose ESG Information and Obtain Environmental Certifications

We endeavor to disclose ESG related information to our investors and various other stakeholders. In addition, we work to obtain environmental certifications as needed in order to strengthen our sustainability efforts.

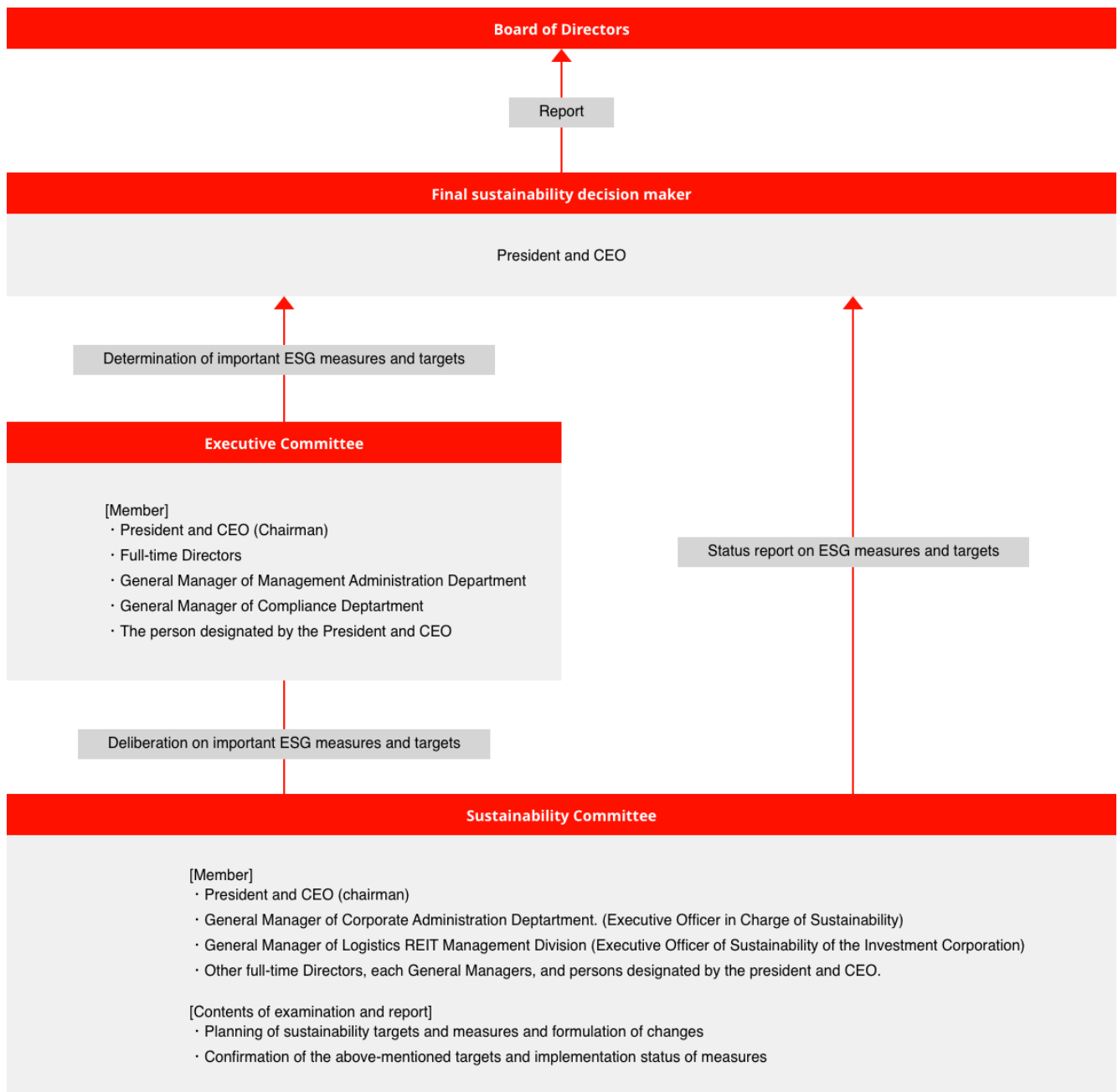
7.Ensure Compliance and Risk Management

In addition to complying laws and regulations, we adhere to social norms including fair transactions, appropriate information management practices, prevention of corruption, prevention of conflicts of interest and respect for human rights and diversity. Over the medium- to long-term, we consider the environmental and social risks related to our portfolio, incorporate these considerations into the real estate management process to minimize risk.

Sustainability Committee

MJIA convenes its Sustainability Committee with a view to implementing the Sustainability Policy in order to improve sustainability and maximize its unitholder value.

Sustainability Promotion Structure

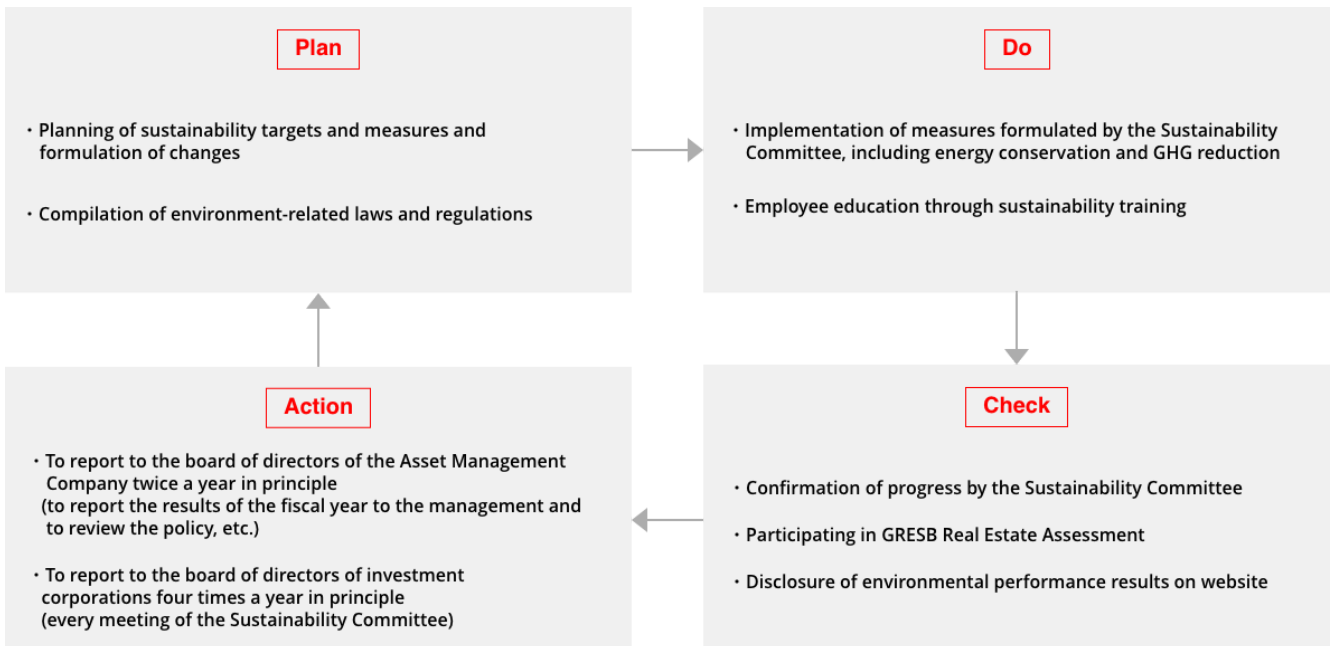


Reporting details, meeting frequency and examination process

As a general rule, the Committee meets once a quarter to deliberate the establishment of sustainability-related goals and measures and to share the progress on these goals and measures. The Committee also evaluates and analyzes these matters while also exchanging the latest knowledge pertaining to sustainability.

The deliberations of the Committee are submitted for discussion to the Executive Committee whenever necessary in light of their importance. The content of the Committee meetings is also reported to and supervised by the MJIA Board of Directors, while also being reported at the Board of Directors meetings that are held periodically at the investment corporations.

Sustainability Promotion Based on PDCA Cycle



Establishment of the Sustainability Promotion Manual

MJIA formulated sustainability promotion manuals to provide basic policies with regard to and clarify procedures for its sustainability promotion initiatives, including those aimed at constantly monitoring and reducing the volume of energy and water consumption and greenhouse gas and waste emissions as well as those aimed at promoting green procurement through external collaboration. Through the distribution of these manuals, MJIA is striving to enhance the effectiveness of its sustainability initiatives.

<Overview of the Sustainability Promotion Manual>

Manual	Contents
<ul style="list-style-type: none"> Environmental management system operation manual 	<ul style="list-style-type: none"> Operational Rules for Sustainability Policies and Handling Detailed Regulations for Sustainability Policies Establishment, management, and maintenance of EMSs based on PDCA cycle
<ul style="list-style-type: none"> Greenhouse gas emission reduction promotion implementation manual Energy Conservation Promotion Implementation Manual Water use efficiency manual Waste management manual 	<ul style="list-style-type: none"> Basic policy for continuously identifying and reducing the amounts used and discharged Management and analysis of amounts used or discharged
<ul style="list-style-type: none"> Sustainable procurement implementation manual 	<ul style="list-style-type: none"> Provisions for consideration of sustainability in the procurement of goods and services related to the asset management business of the Investment Company and specific measures to promote sustainability in cooperation with suppliers including PM Corporation

Implementation of Sustainability Training

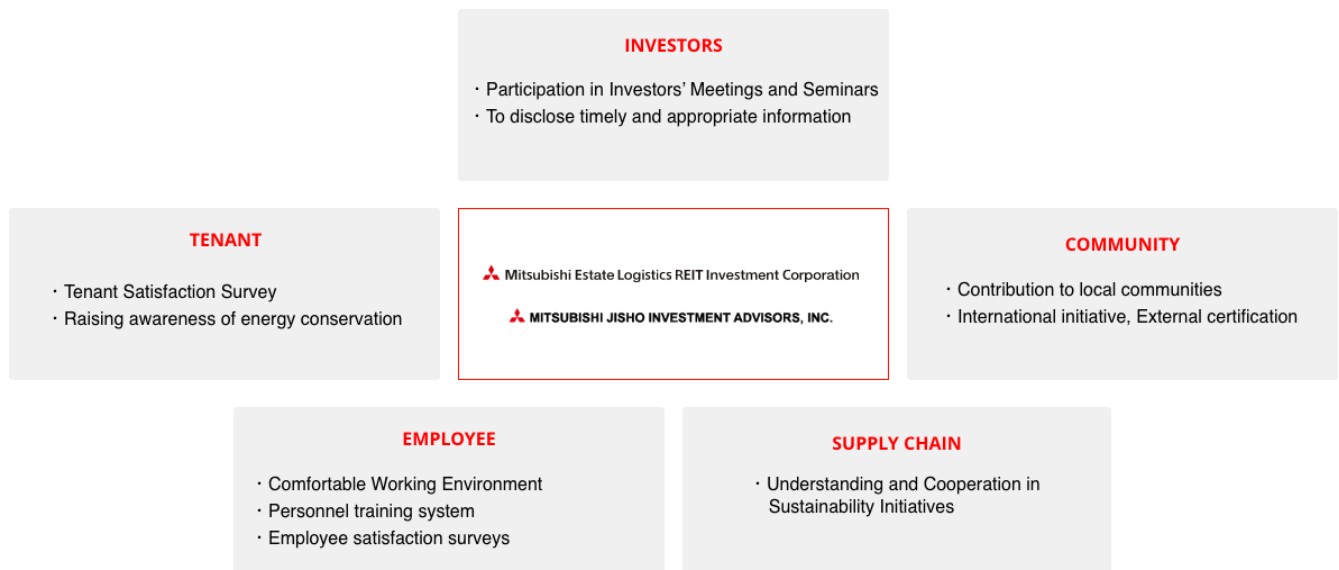
MJIA regularly holds training sessions for all executives focused on sustainability in order to acquire knowledge and raise awareness of sustainability considerations that are more practical, such as market and regulatory trends related to ESG investment and environmental real estate, and information related to green building certification.

Stakeholder Engagement

Basic Policy

The Investment Corporation's business activities are conducted with the support of its many stakeholders. For this reason, we recognize that fulfilling the social responsibilities required of the Investment Corporation is also important in our own sustainable business activities.

The Investment Corporation's main stakeholders are investors, tenants, business partners, communities, and employees. The Investment Corporation will deepen its relationships of trust through constructive dialogue with these stakeholders, and take their expectations and requests seriously and apply them in the business activities of the Investment Corporation and ESG initiatives.



Materiality

Identified Materiality

Environment (E)

Responding to Climate Change/Enhancing Portfolio Resilience



KPIs and targets

CO2 emissions intensity

Target: 30% reduction by FY 2030 (based on FY 2017)

Energy consumption intensity

Target: 15% reduction by FY 2030 (based on FY 2017)

Policy

We aim to reduce greenhouse gas emissions by introducing equipment that contributes to energy efficiency and energy conservation in our portfolio.

Page

<https://mel-reit.co.jp/en/esg/environment/>

Resource savings



KPIs and targets

Water consumption intensity

Target: Not increased by FY 2030 (based on FY 2017)

Waste recycling

Target rate: 70% or more by FY 2030

Policy

We will promote the efficient use of resources (including water) and promote the reduction and recycling of waste.
When disposing of waste, we comply with laws and regulations and properly dispose of such waste (including hazardous substances).

Page

<https://mel-reit.co.jp/en/esg/environment/>

Promotion of Green Portfolio/Active Receipt of Green Building Certification



KPIs and targets

Green building certification

Target: Increase to 100% by FY 2030

Policy

Obtain various green building certifications and visualize the objectivity and performance of GHG emissions reductions.

Page

<https://mel-reit.co.jp/en/esg/external/greenbuilding.html>

Society (S)



Improvement of Health, Safety and Comfort/Improvement of Tenant Satisfaction

KPIs and targets

Regular implementation of Tenant Satisfaction Surveys



Policy

We aim to improve tenant satisfaction by conducting regular tenant satisfaction surveys, conducting renovation work in response to diversifying social needs, and expanding tenant support services. (environmental and energy-saving measures, health, safety, comfort improvement, etc.)



Page

<https://mel-reit.co.jp/en/esg/environment/>

Contribution to local communities and implementation of community contribution programs



KPIs and targets

Regular implementation of community contribution programs

Policy

We will strive to contribute to society by regularly implementing community contribution programs (including participation in local cleaning activities) and contributing as a disaster prevention center for our portfolio.

Page

<https://mel-reit.co.jp/en/esg/environment/>

Creating a safe and comfortable work environment for everyone and improving employee satisfaction

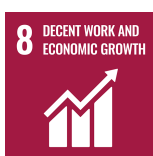


KPIs and targets

Implementation of an employee satisfaction survey

Acquisition rate of paid holidays

Target: 90% or more (calculated by employees on April 1 of each fiscal year)



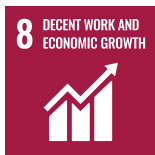
Policy

Female management ratio

We will respect the basic rights and diversity of our employees and create an environment and system that maintains a good work-life balance.

Page

<https://mel-reit.co.jp/en/esg/environment/>



Human Resource Development by Enhancing Continuous Training

KPIs and targets	Training hours per employee
	Number of qualified employees
Policy	We regard employees as important management resources "human assets" for a company, and conduct various types of training to improve a wide range of expertise and skills, as the growth of employees is essential to our growth as a company.
Page	https://mel-reit.co.jp/en/esg/environment/

Thorough Compliance and Risk Management

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS

KPIs and targets

Meetings of the Compliance Risk
Management Committee

Target: Held as needed

Frequency of compliance and risk
management training sessions

Target: 4 times par year

Compliance and Risk Management
Training Participation Rate

Target: 100%

Safety confirmation training

Target: twice a year

Internal audit

Policy

We aim to thoroughly comply with laws and regulations by fostering each employee's awareness of compliance and risk management and enhancing his/her knowledge.

We will conduct appropriate internal audits to ensure effective internal controls.

We will prevent unfair and impartial transactions with stakeholders based on internal regulations and deliberations by the Compliance and Risk Management Committee.

Page

<https://mel-reit.co.jp/en/esg/environment/>

Enhancing Governance

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS

KPIs and targets

Frequency of the Board of Directors of MEL

Attendance rate for the Board of Directors of MEL

Policy

We aim to build a governance system by ensuring the third-party nature and diversity of the Directors of MEL.

Page

<https://mel-reit.co.jp/en/esg/environment/>

Enhance Clear Information Disclosure and Engagement with Stakeholders (Investors)

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION

KPIs and targets

GRESB、MSCI、PRI

Number of IR meeting

Policy

We aim to build an strong relationship of trust by disclosing information in a timely, appropriate, and proactive manner, including sustainability information, and regularly holding engagement with stakeholders (investors) through business activities that utilize IR and other means.

Page

<https://mel-reit.co.jp/en/esg/external/greenbuilding.html>
17 PARTNERSHIPS
FOR THE GOALS

Materiality Identification Process

Step 1 Identification of Issue Items

With reference to the evaluation items of the main evaluation organizations (GRESB, etc.) and disclosure frameworks (GRIs, etc.) related to sustainability of the Investment Corporation, issues were identified over a wide area based on the expectations of stakeholders and the status of other companies in the same industry.



Step 2 Focusing and Prioritizing

Formulate materiality (draft) by organizing and integrating issues as appropriate and prioritizing them in light of social trends and expectations demanded by internal and external stakeholders and the impact on the business and performance of the Investment Corporation.



STEP 3 Meetings, Validation and Approval by Management

The materiality (draft) is discussed external specialized institution and management, including President & Chief Executive officer of MIJA, and approved by Management Committee of MIJA identify materiality.

International Initiatives and Participation

Signing of PRI

The Principles for Responsible Investment ("PRI") comprises an international network of investor signatories that works to realize the Six Principles established for the finance industry in 2006 under the leadership of the then United Nations Secretary-General, Kofi Annan. This network is promoted through the United Nations Environment Programme ("UNEP") and the United Nations Global Compact ("UNGC").

PRI encourages the incorporation of Environment, Social and Governance issues into investment decision-making processes, with the aim to help companies enhance long-term investment performance and better fulfill their fiduciary duty. As of March 2019, approximately 2,300 institutions, representing more than US\$86 trillion in assets under management, have signed on to PRI.

MJIA agreed with the basic approach of PRI and became a signatory in March 2020.

<The Six Principles>

Principle 1: We will incorporate ESG issues into investment analysis and decision-making processes.

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

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

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

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

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

Signatory of:



Supporting the TCFD Recommendations

TCFD (Task Force on Climate-Related Financial Disclosures) was established by the Financial Stability Board (FSB) to consider how to disclose climate-related information and respond to financial institutions.

In its final report in June 2017, TCFD published recommendations to identify and recommend public disclosures about the financial consequences of climate change for companies and other entities.

In December 2021, MJIA announced its support for the recommendation of the TCFD and joined TCFD Consortium, a group of domestic companies that support TCFD recommendation.

The Investment Corporation also recognizes that the risks and opportunities related to climate change have an impact on its business, and will respond to these risks and further promote the disclosure of information.



Please refer to "Climate Change Initiatives  for details.

Participation in UNGC

UNGC is a voluntary, global initiative supporting a global framework for sustainable growth through the demonstration of creative, responsible leadership by the respective corporations and organizations as principled members of society.

First proposed in 1999 by the then United Nations Secretary-General Kofi Annan, participants currently number more than 13,000 organizations and companies based in 160 countries (as of July 2018). It engages in activities based on ten universally-accepted principles in the four areas of human rights, labor, environment, and anti-corruption.

Mitsubishi Estate Co., Ltd. became a signatory of the UNGC and Mitsubishi Estate Group was registered as participants in April 2018. Along with this, Asset Management Company has participated in this initiative as a member of Mitsubishi Estate Group.

WE SUPPORT



Environmental Assessment and Certifications

GRESB Real Estate Assessment

GRESB assesses the sustainability performance of real assets across the globe. The assessment was established in 2009 primarily by major European pension funds which took the lead in Principles for Responsible Investment (PRI). The GRESB Real Estate Assessment is distinguished by its comprehensive evaluation of initiatives for sustainability of property companies, REITs and real estate funds. MEL has been awarded the prestigious “5 Stars” for the second consecutive year and “Green Star” for the third consecutive year by the 2021 GRESB.

October 15, 2021 [Notice concerning GRESB Real Estate Assessment Results](#) 



GRESB Public Disclosure

MEL also received the highest “A Level” for the GRESB Public Disclosure for the second consecutive year, which assess the width of our ESG disclosure.



MSCI ESG Ratings (BBB)

MEL has received BBB in its MSCI ESG rating.



Disclaimer

The use by MEL of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of MEL by MSCI. MSCI services and data are the property of MSCI or its information providers and are provided "as-is" and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

MUFG ESG Rating Certificate for J-REIT supported by JCR

Mitsubishi UFJ Research and Consulting Co., Ltd. promotes strategic efforts on ESG (Environment, Society, Governance) to improve corporate value in response to the growing demand from external stakeholders regarding active disclosure of ESG related information. Under the support of Japan Credit Rating Agency, one of Japan's leading rating companies and expert in credit risk analysis, the certificate was produced and is dedicated to J-REIT that evaluates efforts against ESG. MEL undertook the "ESG Loan for J-REIT" from MUFG Bank, Ltd.

MEL received the ESG rating as the first J-REIT company in November 2018, and the highest rank of "S" from reacquisition following the renewal of the rating in September 2021.

For detailed information, please refer to Mitsubishi UFJ Research and Consulting Co., Ltd.:

(Japanese only)

<https://www.murc.jp/sp/1810/j-reit/index.html> 



Funding to Promote SDGs from Sumitomo Mitsui Banking Corporation

The Funding to Promote SDGs to be procured from Sumitomo Mitsui Banking Corporation, which is the first J-REIT deal, will be executed on the basis of an evaluation of a company's current efforts in relation to the SDGs based on the proprietary evaluation criteria developed by Sumitomo Mitsui Banking Corporation and The Japan Research Institute, Limited.

We have received a report containing analytical advice from The Japan Research Institute, Limited., and will utilize for future SDGs initiatives. MEL was highly evaluated (as of September 2020) regarding contributions to local communities through promoting energy conservation and the use of renewable energy at owned properties, and improve quality in logistic facilities and maintain logistics networks through collaboration with tenants and stakeholders.



Green Building Certifications

Total of green building certification

Buildings with green building certification (Note)	Number of properties	Total Floor Area (㎡)	Ratio (%)
FY2021	11	753,236	79.1

(NOTE) When one property has obtained multiple environmental certifications and evaluations, it is counted as one property.

CASBEE

CASBEE(Comprehensive Assessment System for Built Environmental Efficiency) is a method for evaluating and rating the environmental performance of buildings and the built environment. This system comprehensively assesses the environmental performance of buildings, including consideration for landscapes, in addition to the environmental impact reduction aspects of energy and resource conservation and recyclability. Evaluation results are displayed in five levels (rank S to rank C).

For more information about CASBEE

<http://www.ibec.or.jp/CASBEE/certification/certification.html>



BELS

The Ministry of Land, Infrastructure, Transport and Tourism has established the Evaluation Guidelines for Indicating Energy Conservation Performance of Non-Housing Buildings (2013) in order to further improve the energy conservation performance of non-residential buildings and to contribute to the provision of appropriate information in the real estate market, etc. Based on these guidelines, BELS evaluates and labels the energy conservation performance of non-residential buildings and uses an evaluation method that conforms to the revised Energy Conservation Standards (fully enforced on April 1, 2014).

Independent of new and existing buildings, third-party organizations evaluate energy conservation performance on the basis of various measures, and the assessment is displayed in five stars (★★★★★ to ★).

For more information about BELS

<https://www.hyoukakyokai.or.jp/bels/info.html>



DBJ Green Building certification

DBJ Green Building certification is a certification system established by the Development Bank of Japan, Ltd. (DBJ) in April 2011 to support building with environmental and social awareness. In addition to the environmental performance of the subject building, this system evaluates and certifies the building required for society and the economy based on comprehensive evaluation including disaster prevention and consideration for the community. It is displayed by the number of stars (★★★★★ to ★).

For more information about DBJ Green Building certification

<http://igb.jp/> 



DBJ Green Building

Assessment Results

Property Name	CASBEE	DBJ Green Building	BELS
Logicross Narashino	S Rank for Real Estate		★★★★★
Logicross Osaka	S Rank for Real Estate		★★★★★
Logicross Nagoya Kasadera	S Rank for Real Estate		★★★★★
LOGIPORT Osaka Taisho	S Rank for Real Estate		★★★★★ (ZEB Ready)
LOGIPORT Sagamihara	S Rank for Real Estate		★★★★★
LOGIPORT Hashimoto	S Rank for Real Estate		★★
Logicross Atsugi	S Rank for Real Estate		★★★★★
Logicross Kobe Sanda	A Rank for Real Estate		★★★★★
MJ Logipark Kasugai 1	A Rank for New Construction Aichi		
MJ Logipark Kazo 1			★★★★★
Logicross Fukuoka Hisayama		★★★★★	
<Number of properties>	9	1	9
<Total Floor Area (m ²)>	709,552	38,082	658,917
<Ratio (%)>	74.5	3.8	69.2

Environmental Performance

Basic Policy

The Mitsubishi Estate Group has established an environmental management system and strives to protect the environment by promoting environmental initiatives and reducing environmental impact, while also complying with environmental laws and regulations. The Mitsubishi Estate Group also proposes cutting-edge environmental initiatives to ensure that its business activities play a leading role in the development of sustainable communities. MEL strives to invest in environmentally friendly logistics facilities, and will continue to focus on maximizing the energy efficiency of our properties and is committed to minimizing environmental impact through various sustainable features and initiatives.

In addition, our sponsor, Mitsubishi Estate Inc., announced “Sustainable Development Goals 2030” in January 2020. We will continue to take on initiatives to realize a sustainable society as a Mitsubishi Estate group.

Environmental Performance Data

15% reduction by 2030 (2017 standard)

Energy Consumption	Total energy consumption (kWh)	Breakdown		Data coverage (GFA basis) (Note 1)	Energy consumption intensity (kWh/m2) (Note 2)	Percentage Change (intensity)
		Gas/fuel consumption (kWh)	Electricity consumption (kWh)			
FY2017 (Base Year)	27,919,537	1,625,269	26,294,267	100%	50.20	-
FY2018	30,600,702	1,629,100	28,971,600	100%	54.95	9.5%
FY2019	33,314,341	1,793,013	31,521,327	100%	46.78	-6.8%
FY2020	39,146,016	2,504,096	36,641,919	100%	45.30	-9.7%
FY2030 (Target Year)	-	-	-	-	-	-15.0%

30% reduction by 2030 (2017 standard)

CO2 emissions	CO2 emissions (t-CO2) (Note 3)	Breakdown			Data coverage (GFA basis) (Note 1)	CO2 emission intensity (t-CO2/m2) (Note 2)	Percentage Change (intensity)
		Scope1 emissions (t-CO2)	Scope2 emissions (t-CO2)	Scope2 emissions (t-CO2)			
FY2017 (Base Year)	13,754	0.0	9,319.7	4,434.3	100%	0.025	-
FY2018	14,662	0.0	9,608.0	5,053.8	100%	0.026	6.5%
FY2019	14,885	0.1	5,763.3	9,121.3	100%	0.021	-15.3%
FY2020	16,755	0.3	6,811.4	9,943.6	100%	0.019	-21.3%
FY2030 (Target Year)	-	-	-	-	-	-	-30.0%

Do not increase by 2030 (2017 standard)

Water Consumption	Water supply usage(m3)	Data coverage (GFA basis)(Note 1)	Water consumption intensity (m3/m2)(Note 2)	Percentage Change
FY2017 (Base Year)	63,255	100%	0.114	-
FY2018	70,833	100%	0.127	11.9%
FY2019	73,839	100%	0.103	-0.8%
FY2020	80,550	100%	0.092	-18.9%
FY2030 (Target Year)	-	-	-	0.0%

70% or more by 2030

Waste Management	Waste discharge weight(t)	Data coverage (Floor area basis) (Note 1)	Data coverage (GFA basis)(Note 1)
FY2017 (Base Year)	1,202	82.5%	54.9%
FY2018	1,624	87.9%	73.3%
FY2019	1,700	93.6%	66.6%
FY2020	1,867	86.7%	63.4%
FY2030 (Target Year)	-	-	70.0%

(Note 1) Numerator: Floor area (m2) of properties for which data for the current fiscal year is available. Denominator: Total portfolio floor area for the current fiscal year

(Note 2) The basic unit is a value calculated by considering the utilization rate, with the numerator for each consumption, etc., and the total portfolio floor area for each fiscal year as the denominator.

(Note 3) Emissions from the tenant-management portion are accounted for in Scope3 based on the owners/tenants' control authority.

In addition, Scope of the same property may differ from year to year depending on the status of acquiring the data.

Solar Power Generation	Annual power generation (Kwh) (Note 1)
FY2018	7,017,147
FY2019	6,710,582 (Note 2)
FY2020	11,432,928 (Note 3)

(Note 1) All of the renewable energy generated by the portfolio properties is sold externally. The figures for quasi-joint projects are based on 100%.

(Note 2) Logiport Osaka Taisho's power generation is not recorded, and Logiport Sagamihara and Logiport Hashimoto are recorded only for the period from April 2019 to December 2019, so annual power generation compared to 2018 is decreasing.

(Note 3) The amount of power generated by Logicross Narashino, Logicross Nagoya Kasadera, and Logicross Osaka is not included. Logiport Osaka Taisho, only the period from January 2020 to December 2020 is included.

Some data that is the basis of the above table "Environment-related data" is subject to limited guarantee by a third-party organization (Japan Environmental Certification Organization). Please refer to the following third party warranty report for details.

※Greenhouse gas emission third-party verification report 

※Environmental data third-party verification report 

Climate Change Initiatives

Policy on Climate Change

MJIA recognizes that climate change is an important (material) issue that brings about drastic changes to natural environment and social structure and has a significant impact on our operations as well as business overall. In order to respond to this issues, in October 2021, MJIA established “the Policy on Climate Change Initiatives” as a policy for addressing risks and opportunities related to climate change and initiatives related to business and strategy resilience (resilience and resilience) to climate-related issues.

Awareness of Climate Change

The Paris Agreement, adopted in 2015, is an international treaty aimed at keeping global average temperatures below 2°C (or 1.5°C) before the Industrial Revolution and reducing greenhouse gas emissions (hereinafter referred to as "GHG emissions") to zero by the latter half of the 21st century. There are 197 member countries worldwide. Efforts and regulations to reduce GHG emissions are already being strengthened in many countries, regions and industries to achieve this target, and the possibility of further tightening GHG emission regulations is being discussed.

Also, according to IPCC Report (Note), climate change (global warming) has actually progressed since the latter half of the 20th century, and this has already begun to lead to frequent heat waves and increased natural disasters such as extreme heavy rains. MEL recognizes that addressing climate change is the most important issue in materiality, and regards it as a material issue that closely affects its business.

(Note) IPCC 1.5 Special Report...Report published in 2018 by the United Nations Intergovernmental Panel on Climate Change (IPCC)

Support for TCFD Recommendations

TCFD (Task Force on Climate-Related Financial Disclosures) was established by the Financial Stability Board (FSB) to consider how to disclose climate-related information and respond to financial institutions.

In its final report in June 2017, TCFD published recommendations to identify and recommend public disclosures about the financial consequences of climate change for companies and other entities.

In December 2021, MJIA announced its support for the recommendation of the TCFD and joined TCFD Consortium, a group of domestic companies that support TCFD recommendation.

MEL also recognizes that the risks and opportunities related to climate change have an impact on its business, and will respond to these risks and further promote the disclosure of information.

The TCFD published its final report in June 2017, and recommend that companies and others disclose the following items related to climate change-related risks and opportunities.

(Disclosure Items Recommended by TCFD)

Disclosure Item	Disclosure Details
Governance	Organizational governance relating to climate-related risks and opportunities
Strategy	Actual and potential impacts from climate-related risks and opportunities on the organization's businesses, strategies, and financial planning
Risk management	The organization's climate-related risk identification, assessment, and management processes
Metrics and Targets	Metrics and targets used to assess and manage climate-related risks and opportunities



Governance

Please refer to the "[Organization Chart for Promoting Sustainability](#)" page for the system for promoting sustainability (including responses to climate change; the same hereafter) at MJIA.

Strategy

1.Scenario analysis

MEL conducted multiple scenario analyses to identify the risks and opportunities posed by climate change risks to MEL and to examine their impact on its business.

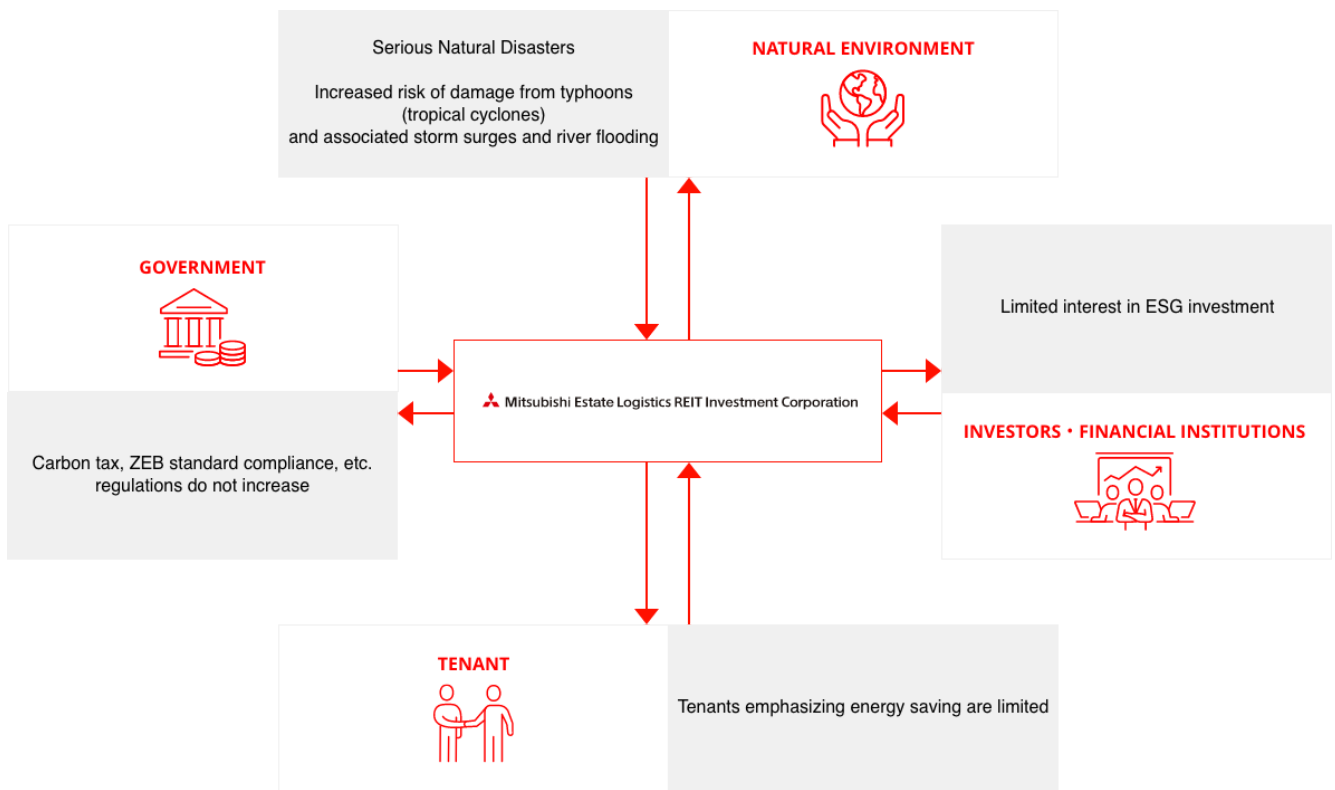
<Assumptions for Scenario Analysis>

MEL conducted scenario analysis using future climate projections published by international organizations as the main source of information. The table below shows the main sources of information referred to by MEL. Climate change risks can also be broadly categorized into "transition risk" and "physical risk," and the relationship between them is considered to be not completely independent but interdependent or trade-off.

Climate Change Risks		Main Information Sources Referenced
Transition risk	Risks arising from new regulations, tax systems, technologies, etc. to realize a decarbonized society	IEA (International Energy Agency) World Energy Outlook 2020
Physical risk	Risks rising by climate change itself, such as changes in weather	IPCC (Intergovernmental Panel on Climate Change) Fifth Assessment Report (AR5)

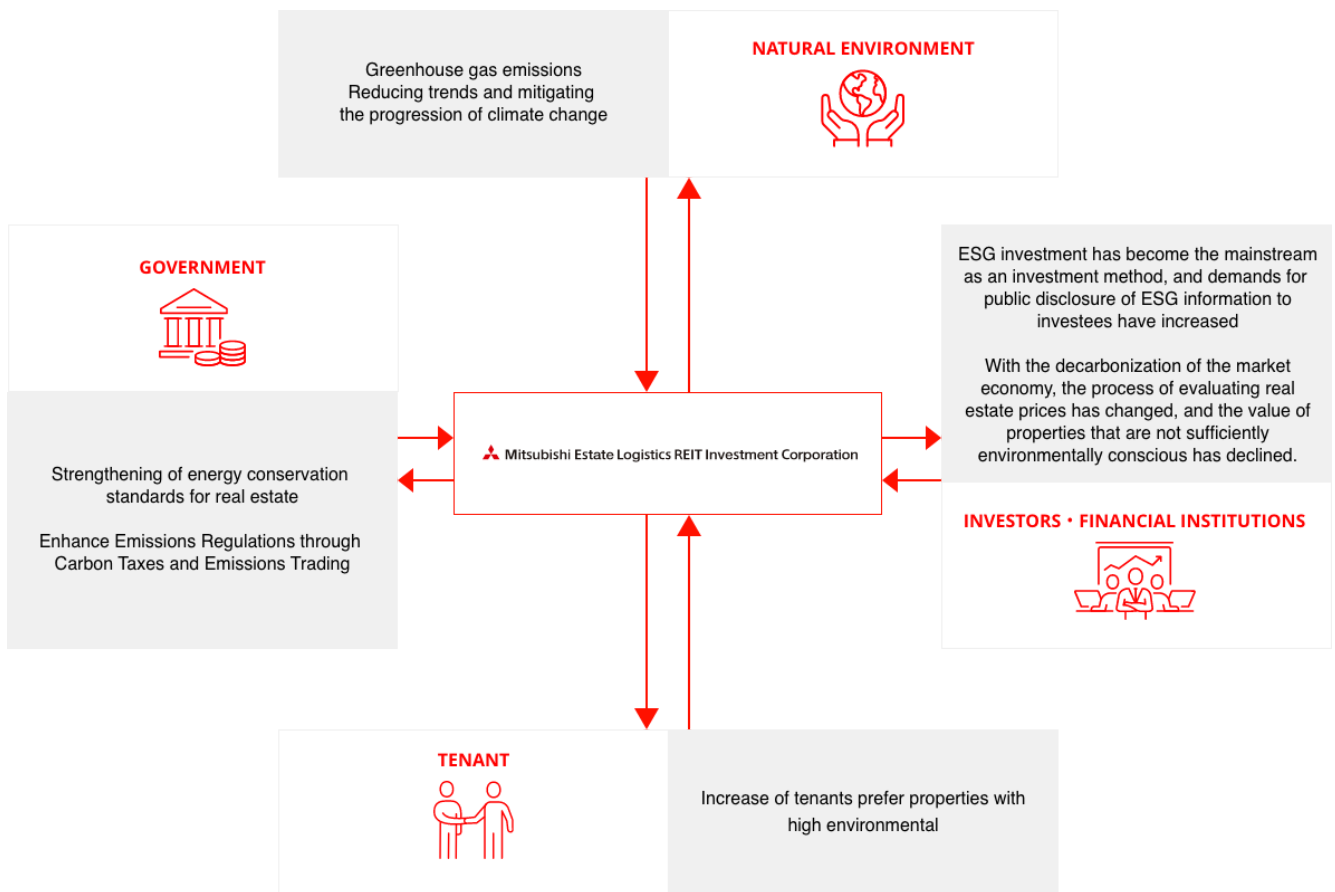
【4°C Scenario】

The 4°C Scenario assumes that natural disasters will become severe and physical risks will be extremely high due to the lack of progress in global decarbonization efforts, although the risk of transition will be relatively small due to the lack of progress in strengthening legal regulations.



【1.5°C Scenario】

1.5°C Scenario is based on the assumption that emissions of greenhouse gases will tend to be reduced by implementing strict regulations and taxation systems to realize a decarbonizing society. Physical risks are low, and transition risks are high.



2. Identification of Climate Change Risks and Opportunities and Verification of Financial Impacts

Category		Relations	Type	Financial impacts	Scope of Financial Impact Amount			
					1.5°C		4°C	
					Medium term	Long term	Medium term	Long term
Transition risk	Policies and Laws	Enhance Taxation through the Introduction of a Carbon Taxes	Risk	Increased tax burden on portfolio GHG emissions	Large	Large	Small	Small
		Enhance energy-saving standards in real estate	Risk	Increased burden of portfolio renovation costs	Large	Large	Small	Small
		Strict obligation to report emissions	Risk	Increased business expenses to reporting	Small	Small	Small	Small
	Technology	Evolution and dissemination of re-energy and energy-saving technologies	Risk	Increased cost of introducing new technology	Large	Large	Small	Small
		Cost reduction through energy conservation and renewable energy	Opportunity	Reduction of utility costs sourced externally	Small	Small	Small	Small
	Markets	Deterioration of procurement conditions for market participants not responding to climate change	Risk	Increase in funding costs, difficulty in financing and decrease in investment unit price	Large	Large	Small	Small
		Increasing demand of green buildings from tenants	Risk	Decrease in rent income due to difficulty in developing new tenants and reduced retention	Large	Large	Small	Small

Category		Relations	Type	Financial impacts	Scope of Financial Impact Amount			
					1.5°C		4°C	
					Medium term	Long term	Medium term	Long term
Transition risk		Develop new tenants by expanding the provision of green building	Opportunity	Income increase and occupancy rate improvement by developing tenants	Large	Large	Small	Small
		Develop and enlightenment of new investors	Opportunity	Utilization of green bonds. Increasing volume and lowering funding costs by responding to ESG-focused investors	Large	Large	Small	Small
	Reputation	Devaluing a brand due to underdeveloped green building	Risk	Decrease in rent premiums due to brand strength Rising cost of funds	Large	Large	Small	Small

Category		Relations	Type	Financial impacts	Scope of Financial Impact Amount			
					1.5°C		4°C	
					Medium term	Long term	Medium term	Long term
Physical risk	Acute	Increased typhoons, torrential rains and floods	Risk	Increase in repair costs and insurance premiums Decline in portfolio occupancy	Small	Small	Large	Large
		Building a portfolio with high resilience performance	Opportunity	Reduction of repair costs and insurance premiums Improve portfolio utilization rate	Small	Large	Large	Large
	Chronic	Inundation of properties with low altitude due to sea level rise	Risk	Decreased utilization of portfolios that requiring major renovations	Small	Small	Small	Large
		Increased demand for air conditioning due to extreme weather conditions	Risk	New installation of air conditioning equipment and increase in operating time and repair costs	Small	Small	Large	Large

(Note) Medium term: As of 2030, Long term: As of 2050.

Investment Corporation's Measures to Climate Change Risks

MEL is promoting a variety of measures and specific actions to address the "transition risks" and "physical risks" of climate change, including green projects to reduce GHG emissions and improve energy efficiency, and the acquisition of green building certification.

Specific initiatives are as follows.

<Contribution to the environment in the real estate under management>

<https://mel-reit.co.jp/en/esg/environment/contributions.html>

<Collaboration with tenants and stakeholders on the environmental front>

<https://mel-reit.co.jp/en/esg/environment/collaboration.html>

Risk Management

The risk management system for sustainability at MJIA is as follows.

At the time of investment decision: When making a new investment in assets under management, the management meeting makes an investment decision based on various surveys on climate change risk in the due diligence process. Specifically, regarding the possibility of flooding and flooding of the target property, we are investigating and confirming the inundation level, inundation history, and implementation history of hydraulic engineering work, etc. using various hazard maps. We also check the existence of environmental and energy-saving equipment, including the acquisition of environmental certification, and the status of BCP compliance.

During operation: The Sustainability Committee manages and monitors overall sustainability-related risks, including climate change risks. Specifically, we monitor the environmental performance of our properties and manage the progress of various targets (see "Indicators and Targets" below for details), and consider necessary measures based on these.

Metrics and Targets

MEL recognizes that resolving environmental issues such as climate change is an important management issue in MEL's sustainable business and its business strategy for realizing it. Based on this understanding, MEL is building a low-environmental impact portfolio by investing in low-environmental impact properties and making energy use more efficient and reducing GHG emissions through the implementation of environmental and energy-saving measures in owned properties.

Promotion of Green Property in possession

Target (KPI)

- Raise the ratio of property acquired Green Building Certification to **100%** by 2030.

Improvement of environmental performance

Target (KPI)

- Reduce CO2 emissions intensity by **30%** by FY 2030. (based on FY 2017)
- Reduce the energy consumption intensity by **15%** by 2030. (based on FY 2017)

Environmentally Performance Data

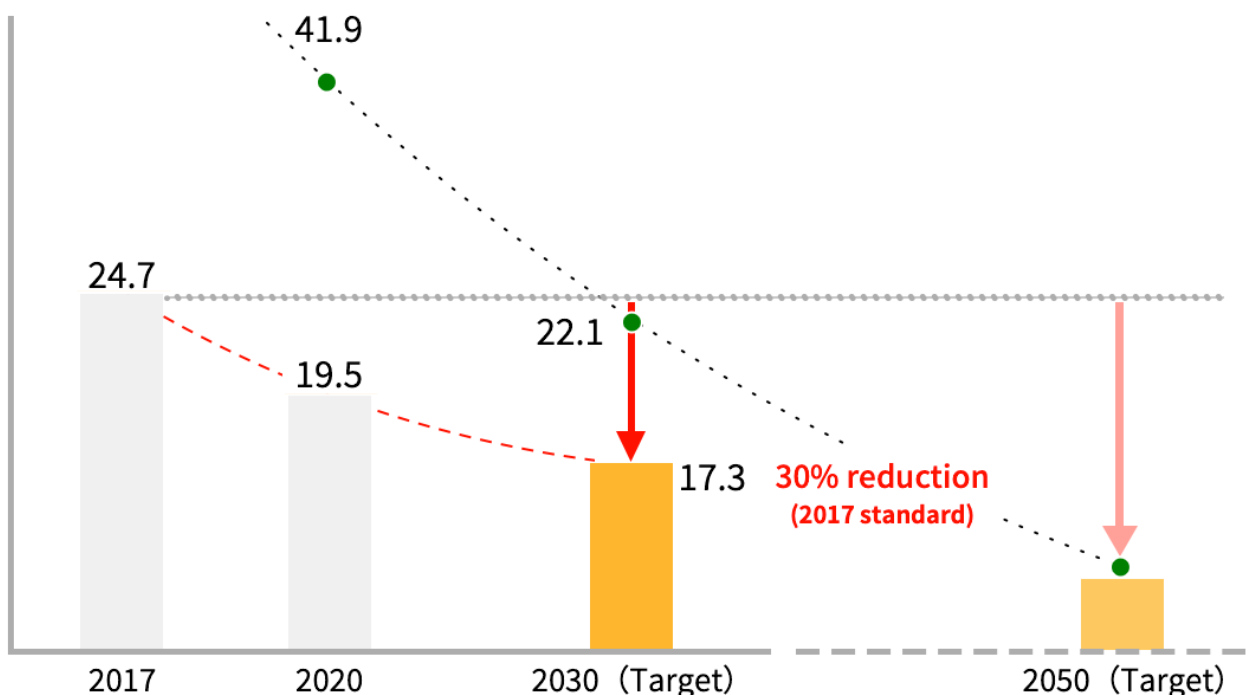
<https://mel-reit.co.jp/en/esg/environment/>

In setting targets for CO2 emissions intensity, CRREM(Carbon Risk Real Estate Monitor, a tool for analyzing transitional risks, was used.

The Carbon Risk Real Estate Monitor (CRREM), with the support of the European Union (EU), targets commercial real estate and is a pathway for GHG emissions up to 2050 that meets the 2 ° C and 1.5 ° C targets of the Paris Agreement. Decarbonization route) is calculated and published. MEL sets CO2 reduction targets by measuring the CO2 emission intensity of the portfolio using the CRREM 1.5 ° C decarbonization route as a benchmark.

CO2 intensity
(kg-CO2/m2)

CRREM1.5°C Pathway (Japan-Logistics)



Water Resources and Waste Reduction, etc

Preserving Water Resources

We are working on reducing water consumption by installing water meters that support automatic meter readings, water-saving toilets and Flushing sound simulators, and by installing smart irrigation facilities.



Rain sensor irrigation device



Water-saving toilet

Promoting Waste Reduction

We are continuously monitoring the amount of waste discharged and working with our tenants to reduce waste with the aim of ensuring proper separation of waste and improvement of the recycling rate. Reuse of OA floor panels used in office buildings in the Marunouchi area was also implemented.



Recycling enlightenment poster



Reuse the OA floor panels of the Marunouchi office buildings

Prevention of Pollution

At the time of property acquisition, we conduct on-site inspections of the subject land and surveys on the environment, including engineering reports by third parties, and make decisions based on consideration of environmental factors such as soil contamination and hazardous substances.

Contributions to the Environment through Our Portfolio

Renewable Energy Use

Mitsubishi Estate Group is committed to develop environmental friendly facilities which are key components of its ESG initiatives. As part of its renewable energy program, Mitsubishi Estate plans to install solar panels systems on the rooftops of facilities. In addition, MEL is currently considering to install solar panels for the properties that has not yet been installed.



Logicross Fukuoka Hisayama



LOGIPORT Sagamiara



Logicross Atsugi



MJ Logipark Tsuchiura 1

Energy Saving Initiatives



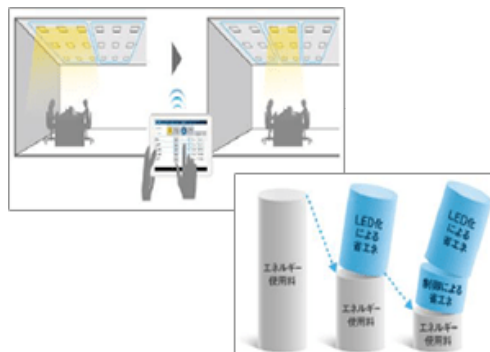
Insulated sandwich panels for exterior wall



Installment of motion detected sensor



Installment of LED lightings



Installation of advanced LED with tablet-controlled and time-controlled dimming systems



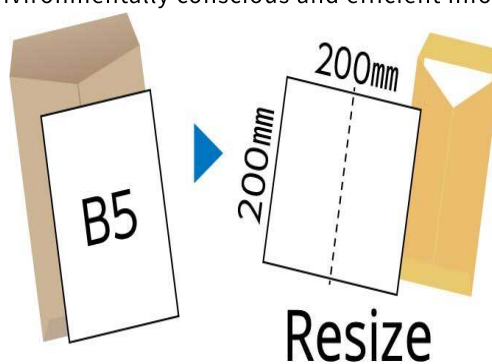
Update air-conditioning system

Reducing the Use of Paper Resources in Packaging

In order to eliminate the double packaging of asset management reports, which has been requested in the questionnaire for some time, we have discussed with related parties and simplified packaging by changing the size of asset management reports.

At the same time, we changed the envelope film to recycled material.

We will continue to disclose more environmentally conscious and efficient information in the future.



Environmental Collaboration Efforts with Tenant • Stakeholders

MEL and MJIA, the asset management company, endeavors to contribute to a sustainable environment by improving the environmental performance of the properties under management. However, we believe that the understanding and cooperation of tenants are also important. We aim to collaborate for a sustainable environmental society in order to promote awareness-raising activities for tenants. MEL has introduced green lease contract that allows both building owners and tenants to share merits, and promote sustainability-related initiatives in cooperation with tenants.

Awareness-Raising Activities for Tenants

In order to take the lead in energy-saving activities, we have prepared building regulation manuals describing the environmental cooperation clause such as waste sorting, recycling recommendations, air conditioning operation standards, idling stopping. In addition, we are implementing awareness-raising activities by distributing posters to common areas on each floor.

Green Lease

MEL conducted LED lighting installation works for a part of a tenant office space at the expense of MEL based on the green lease contract. A certain ratio of the highly reduced amount of electricity bills and maintenance costs (costs for exchanging fluorescent bulbs) has been paid from the tenants in return as Green Lease fee.

Cooperation with Property Management Company and Selection Criteria • Evaluation Measures

MEL has established a criteria for the selection of property management companies to which property management is entrusted, and in principle, evaluates all property management companies once a year. MEL and MJIA are engaging with property management companies to share our vision, policies of sustainability and when making contract with a new tenant, property managers explain these ideas to tenants to achieve their cooperation.

Education to Employees on Green Building

MJIA provides sustainability training annually by external specialist to improve awareness and knowledge on green building for its employees.

Sustainability guides for our Tenants

MJIA prepared and distributed the Tenant Sustainability Guide in 2021 with the aim of promoting sustainability-related initiatives together with tenants.

Addition of Environmentally Conscious Clause to Lease Contract

From the viewpoint of energy conservation and environmental and social considerations, the MEL has introduced environmental provisions for lease agreements with tenants.

The introduction of environmentally conscious provisions is an initiative for MEL to work together with tenants to operate environmentally conscious properties, with the aim of promoting further ESG.

Green Finance

| Green Finance Framework

Use of Proceeds of Green Finance

Net proceeds from the green bonds or green loans will be used to fund the acquisition of specified assets that will meet the eligibility criteria in below (Green Eligible Assets) or refinance borrowings required for acquiring the Green Eligible Assets.

Eligible Criteria

Eligible Criteria are assets or projects that satisfy either of the following requirements.

- **a.The assets for which MEL has obtained or plans to obtain the following third-party certification**
 - ① 5-star, 4-star or 3-star DBJ Green Building Certification
 - ② S rank, A rank or B+ rank in Certification for CASBEE for Real Estate
 - ③ 5-star, 4-star or 3-star BELS Evaluation
- **b.Renewable energy generation facilities associated with buildings (limited to solar power generation facilities on the premises)**
- **c.Equipment designed to reduce environmental impacts (limited to equipment that achieves 30% or higher energy efficiency before introduction)**

Management of Proceeds

If there are unappropriated funds at the time of issuing green bonds or green loans, MEL will disclose an appropriation plan on its website. In addition, if the property for which the proceeds will be used will no longer be a subject of the use of proceeds due to its sale, MEL will disclose this in its press release and its website.

Upper limit of green finance procurement is calculated by total acquisition price of Eligible Green Projects multiple by total asset LTV.

Reporting

MEL will publish the allocation status of the proceeds from green financing on its website once every year. If there are unappropriated funds at the time of issuing green bonds or green loans, MEL will disclose an appropriation plan on its website. In addition, if the property for which the proceeds will be used will no longer be a subject of the use of proceeds due to its sale, MEL will disclose that the unused funds that arise temporarily will be managed by the portfolio management, the balance in its green financing and the maximum amount of green eligible liabilities in its press release.

Further, as long as there remains any outstanding balance in its green financing, MEL will disclose the following benchmarks on its website once every year.

- **Status of Green Building**

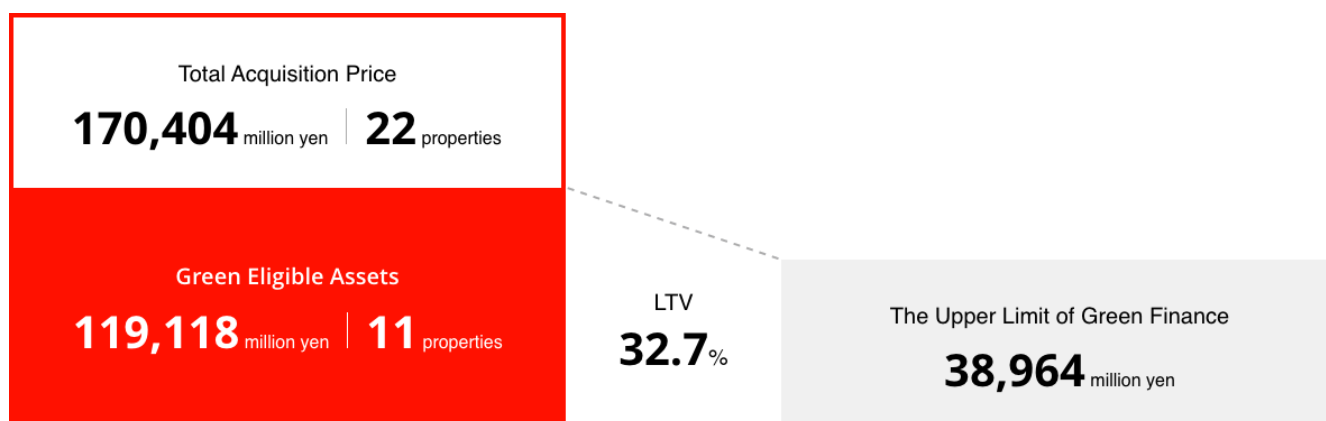
For detailed information : [Green Building Certifications](#)

- **Impact Reporting**

- Water supply usage
- Total energy consumption (Electricity consumption and Gas fuel consumption)
- CO2 emissions
- Waste management
- Annual power generation of solar panels
- Details of equipment introduced as equipment aimed at reducing environmental load and energy saving effect

For detailed information : [Environmental Performance Data](#)

Amount of Procured Funds and Allocation



(Note) The Upper Limit of Green Finance = Total Acquisition Price of Green Eligible Assets × The Total Asset LTV.

The Total Asset LTV is calculated as of Aug. 31, 2021.

	No. of Properties	Amount
Total Properties	22	170,404 million yen
Total Green Eligible Assets	11	119,118 million yen
DBJ Green Building	1	5,770 million yen
CASBEE	9	112,076 million yen
BELS	9	99,678 million yen

	Funds	Procurement Date	Repayment Date/ Redemption Date	Allocation	Use of Initial Funds
Green Loan (Sumitomo Mitsui Banking Corporation)	1,350 million yen	Mar. 9, 2021	Mar. 9, 2025	allocated	Acquisition of Logicross Osaka(additional acquisition of 40%) and Logicross Naogya Kasadera(additional acquisition of 40%)
Green Loan (Mizuho Bank)	720 million yen	Sept. 14, 2021	Sept. 14, 2028	allocated	Aquisition of Logicross Fukuoka Hisayama, LOGIPORT Sagamihara, LOGIPORT Hashimoto and MJ Logipark Kazo 1
Green Bond	2,000 million yen	Apr. 14, 2021	Apr. 14, 2036	allocated	Acquisition of Logicross Osaka(additional acquisition of 40%) and Logicross Naogya Kasadera(additional acquisition of 40%)
Total Green Finance	4,070 million yen				
The Upper Limit of Green Finance	38,964 million yen				

Evaluation by Third-Party Entities

MEL has obtained a Green 1(F) (highest for JCR Green Bond Evaluation) rating in preliminary evaluation for the competence of its Green Finance Framework from Japan Credit Rating Agency, Ltd. (JCR). Please refer to JCR's website.

For detailed information : [JCR Green Finance Framework Assessment](#) 

Initiatives to Tenant

Improve Tenant Satisfaction

MEL and MJIA have identified “improve tenant satisfaction” as a material topic. We have implemented various measures to improve tenant satisfaction.



Restaurants and Lounge



Convenience store



Shower room



Shuttle bus



Multipurpose restroom

Tenant Satisfaction Survey

To improve tenant satisfaction, we conduct satisfaction survey regularly towards the tenants by either "face-to-face communication" or "questionnaire format". The consecutive survey enable us to capture the tenant needs and quickly respond by renewal of facilities or implement refurbishment to further improve tenant satisfaction.

(Example)

Prior to the renovation of the lounge at MJ Logipark Fukuoka 1, hearings were held with tenant employees. Based on the results, we installed free Wi-Fi, rechargeable outlets, large TVs, microwave ovens, and adopted layouts that facilitate individual use. In addition, we held competition for the wall design in cooperation with local universities and technical colleges, and decided on a design proposal.



Before Renovation



After Renovation

(Example)

In 2019, MJ Logipark Kasugai 1 conducted a satisfaction survey (face-to-face interview) targeting tenant companies. Based on the results, we implemented the installation of handdriers in toilets.

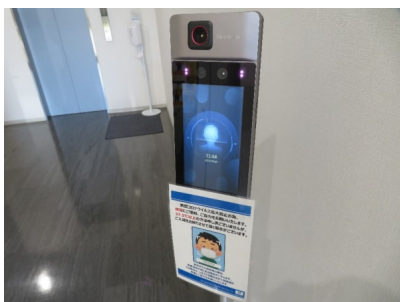


(Example)

We reviewed our electricity suppliers for multiple properties, reduced electricity cost for tenants, and improved tenant satisfaction.

(Example)

In 2021, based on the results of the survey, Logicross Nagoya Kasadera installed a thermo-camera and AED.



(Example)

MJ Logipark Sendai 1 conducted bird damage countermeasures in 2021 based on the results of the survey.



Initiatives for the Safety of Tenants

MEL has been proactively implementing measures for the safety of tenants.



Conduct fire drills



24-hour security



Installation of a disaster-relief vending machine



Automated external defibrillators (AEDs)



防災キャビネットの設置



Secure reserves in case of emergency (Food & portable toilet)

BCP Initiatives



Installment of private power generators



Seismic isolators

Contributions to Local Communities

Social Responsibility

The Mitsubishi Estate Group has adopted as its fundamental mission the goal of creating a truly meaningful society by building attractive, environmentally sound communities where people can live, work and relax with contentment. By putting this mission into practice, MEL will actively play a role in the CSR initiatives conducted by MJIA.

Relationships with Local Communities

MEL has been participating in a range of activities to contribute to local communities and local society. We also foster mutual communication with various stakeholders, including local authorities, local residents, and visitors of our facilities, through such activities.



Cleanup volunteer activity after
Atsugi Ayu Firework Festival
near MJ Logipark Atsugi 1



Lawn-mowing at greenery
areas in MJ Logipark Atsugi 1



Public green space (MJ Logipark Atsugi 1)



Free beverage service for tenants at LOGIPORT
Sagamihara



Installed charity vending machine
(Logipark Fukuoka 1)



Free salt candy service for tenants
(for all properties held as of 2021)



Cleaning activities on the Chiyoda Ward General
Cleanup Day
(Marunouchi, Chiyoda-ku)

Cooperation with Local Disaster Prevention

Register for Disaster Cooperation Building
(LOGIPORT Sagamihara, LOGIPORT Hashimoto)



Designation as a Tsunami Evacuation Facility
(Logicross Nagoya Kasadera)



| Participated in the Eco-friendly Cap Recycling Program

We participated in the activity to collect PET bottle caps in the office and sorted collection. Through recycling PET bottle caps it protects the global environment, and also, deliver immunity to children around the world through the profit from recycling.

| Relief Supplies to the Developing Countries

As a substitute for notebooks, we donated unused calendars to elementary schools in developing countries through support organizations to support children in the future.

Furthermore, we donated disaster prevention supplies that are no longer needed to volunteer firefighters and rescue teams in developing countries through support organizations to provide disaster relief.

| Donate Masks to Chiyoda Ward Health Center

Under the current circumstances of the shortage of masks at medical institutions, we donated the 1,900 unused surge masks we have stored to the Chiyoda Ward Health Center.

Human Resource Development

Human Resource Development

Securing outstanding human resources and offering them ongoing opportunities for development are essential elements in achieving superior real estate fund management. At MJIA, we develop human resources with extensive expertise and know-how by incorporating various training and skills • career development programs into our development of employees' (including full-time employees, contract employees, temporary employees and part-time employees) capabilities.

Training Programs by Theme

We conduct multiple compliance and risk management training sessions throughout the year for all executives (excluding part-time executives) and employees (note).

Manager Training

Mitsubishi Estate Group implements management training for not only managers but also future managerial candidates to help them acquire the management skills they need in the future.

(Note) There are some training that are not applicable to temporary employees. For details, please refer to the below chart.

Classification	Training Name	Implementation Methods	Applicable Employee	Remarks
Level-specific Training	New recruit training	In-house	All executives and employees	
	New manager training	Mitsubishi Estate Group	Managers	
Compliance Training	Mitsubishi Group action guideline training	In-house	All executives, full-time employees, contract employees	
	Mitsubishi Group anti-bribery and corruption training	In-house	All executives, full-time employees, contract employees	
	Insider trading regulation training	In-house	All executives and employees	
	Information management training	In-house	All executives and employees	
	Anti social forces training	In-house	All executives and employees	

Classification	Training Name	Implementation Methods	Applicable Employee	Remarks
Human Rights Training	Harassment training	In-house	All executives and employees	
Business Law Training	Civil Code revision	Invite external teacher	All executives, full-time employees	
Risk Management Training	Information security awareness training	In-house	All executives and employees	
	Internal management training	Invite external teacher	All executives and employees	
	Market risk training	Invite external teacher	All executives and employees	
	Cyber security training	In-house	All full-time executives and employees	
	Complaints • accidents training	In-house	All full-time executives and employees	
Business English Training	Business English training	Online/Held externally	All executives, full-time employees, contract employees (applicant those who are interested)	Bizmates/Berliz
	Global human resource development training	Held externally	All executives, full-time employees, contract employees (applicant those who are interested)	BizmatesX
Others	Sustainability training	Invite external teacher	All executives, full-time employees, contract employees	CSR Design Green Investment Advisory, Co., Ltd.
	Business skill training	Held externally (including online)	All full-time employees	Learning Agency
	Business school	Held externally	Full-time employees (applicant those who are interested)	GLOBIS CORPORATION
	DAIWA REAL ESTATE ACADEMY	Held externally	Full-time employees (applicant those who are interested)	Daiwa real estate appraisal

Acceptance of External Human Resources (Utilizing Specialist Skills)

MJIA accepts outstanding human resources with experience and expertise in real estate investment and real estate management from the Group companies. We also accept attorneys and real estate appraisers with high expertise in

various legal systems and real estate valuation. We aim to maximize our operational performance by fully utilizing such external human resources.

Acceptance of External Human Resources for FY 2020

- Attorney (1 person)
- Real estate appraisers (1 person)
- MEC Human Resources, Inc. (1 person)
- Tokyo Ryutsu Center Inc. (1 person)
- MEC Business System Solutions Co., Ltd. (1 person)
- Mitsubishi Estate Co., Ltd. (12 person)

Employee Development & Training

Support Career Enrichment, Qualifications and Licenses

We encourage all employees to boost their professional knowledge and skills. Based on this policy, we subsidize the costs required to obtain and maintain professional qualifications that assist employees in improving their real estate asset management practices. Examples of such qualifications include the Association for Real Estate Securitization (ARES) Certified Master, Certified Building Administrator, Real Estate Transaction Specialist, Certified Real Estate Consultant and Real Estate Appraiser.

Number of Employees with Qualifications

Certificate Name	Number of Employee	Certificate Name	Number of Employee
Real Estate Appraiser	9	Real Estate Transaction Specialist	44
First-Class Qualified Architect	3	Certified Building Administrator	17
Lawyer	1	Licensed Tax Accountant	2
Securities Analyst	5	Master of Business Administration	1
Association for Real Estate Securitization (ARES) Certified Master	63	Certified Real Estate Consultant	3

※As of April 1, 2021

※Including seconded employees

Promotion of Diversity & Inclusion

Secure Diverse Human Resources

Mitsubishi Estate Group believes that human resources are a very important management asset and recognizes that employee growth is essential to the Group's continued growth. We believe that securing talented personnel is an essential element in achieving high-level management of real estate funds, and we are recruiting a wide range of talented personnel by employing skills as well as potential. In addition, in order to maximize the capabilities of each employee, we have created opportunities to communicate with each employee regarding job satisfaction and confirm career plans so that they can be appropriately assigned.

Female management ratio : 14.3%

※As of April 1, 2021

Employee turnover ratio : 6.0%

※Fiscal 2020

Personnel data

Employee Data

	Full-time employee				Part-time employee	Seconded		Temporary employee
		Generalist		Staff			Management	
			Management					
Male	53	53	9	0	1	14	9	0
Female	28	16	2	12	2	4	1	13
Total	81	69	11	12	3	18	10	13

※As of April 1, 2021

Employee Who Newly Joined and Left the Company • Employee Turnover Ratio

	Employee who newly joined the company	Employee who left the company	Employee turnover ratio
FY2020	12	5	6.0%
FY2019	9	5	6.8%
FY2018	7	4	5.8%
FY2017	6	8	11.2%

※Exclude transfers of seconded employees

| Appropriate Evaluation

MJIA has introduced a "Management by Objective (MBO)" for all employees in order to encourage individuals skills • career development. In the beginning of the year, employees set a specific goal through interviews with the personnel evaluator. Interviews are then conducted to provide employees' their feedbacks on progress and evaluation during the period, and at the end of the period.

Employee Health and Well-being ~Creating Productive and Employee-friendly Workplace~

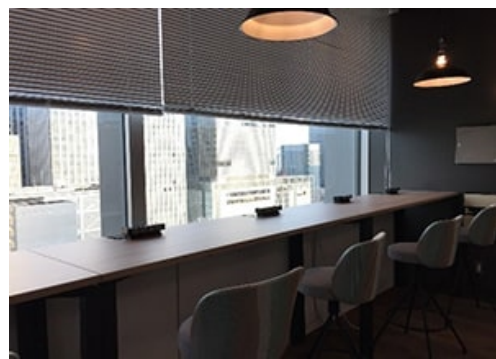
Improve Work Environment for Productivity

Introduction of Activity-based Working

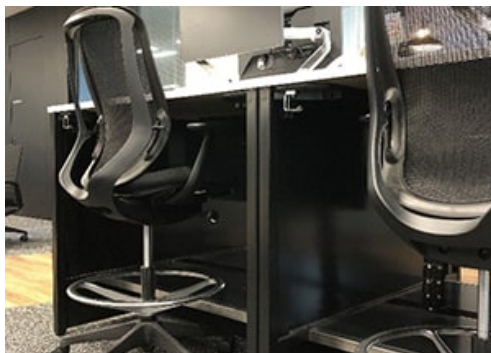
We have established diverse offices in places where we work, such as group addresses, co-workspace, centralized booths and high desks. We are working to improve productivity by freely choosing the environment based on the work of each time.



An open space that secures ceiling height



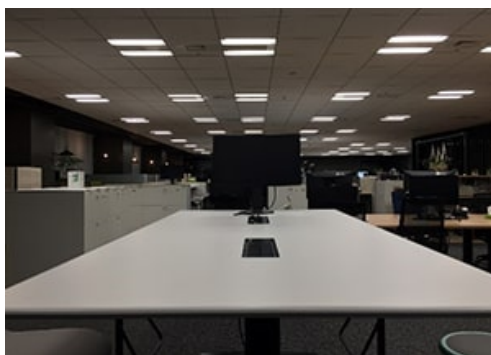
Utilization of natural light (sunlight)



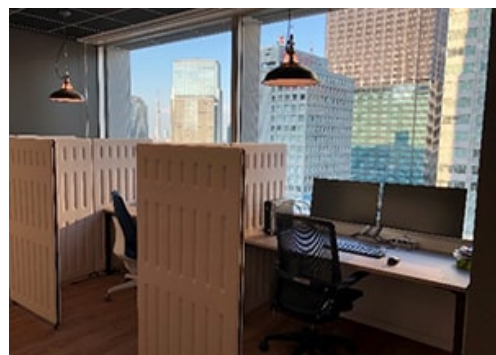
High chairs and desks for employees' health-being



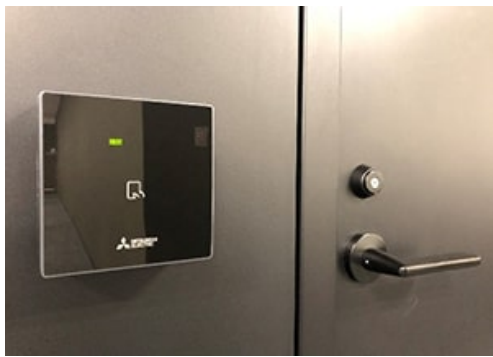
Co-workspace



Co-workspace



Centralized booths



Ensure security with entrance management system



Provide information to employees through electronic bulletin board

Utilization of ICT

We are working to make paperless and operational efficiency by actively using ICTs, such as mobile PCs, rental of iPhone, and enhancement of WiFi environment.



Initiatives to Promote Internal Communication

Improvement of Community Space in the Office

A coffee shop where barista offers specialized coffee, is set up to induce informal communication with other employees in the same office.



Hold Social Gatherings to Promote Internal Exchanges and Subsidize costs

We subsidize part of the cost of holding social gatherings and other events at the department level to support the development within the team. In addition, in order to promote inter-departmental exchanges, we are implementing a variety of initiatives, including social gathering (an in-house community space holding a social gathering where people can comfortably come by after work) and an internal event support system.

Initiatives to Promote Communication between Employee and the Company

With the aim of understanding employees' thoughts on their career plans and their level of satisfaction with the company, MJIA works hard to encourage active communication between employees and their managers or the

Personnel Department, through various forms, on both a regular and ad hoc basis.

Employee Condition Pulse Survey

Once a month, all employees ascertained of the conditions related to work, human relationships, health and conduct timely interviews and reflect them in personnel measures.

Employee Satisfaction Survey

Once a year, a compliance questionnaire is conducted for all employees, covering the MJIA's corporate culture, the state of communication, and the degree of employee satisfaction.

Human Resources Department Interviews with Employees

Once a year, the Human Resources Department holds an interview with all employees regarding their career plans and motivation towards work.

| Initiatives for Employee Health-being

To enable employees to work physically and mentally, we are taking the following measures, in addition to health examinations, stress checks, and appointment of industrial physicians based on laws and regulations, based on the idea that by giving consideration to the health of employees, we can expect greater results in management.

Absentee rate : 0.09%

Injury rate : 0.00%

Lost days rate : 0.00%

※Fiscal 2020

Initiatives for Employees

We strive to prevent infection by encouraging staggered working hours using telecommuting and flextime schedules, and by implementing operations that are conscious of a work-life balance. In addition, we are promoting the use of IT through the introduction of web conferences and electronic approval systems to create a system for smooth operation in telecommuting.

In the office, we have installed acrylic panels, disinfectants, and masks to prevent infection.

Annual Health Checkup

All employees are to receive annual physical health checkup by doctor on company cost.

Conduct Stress Check

Once a year, we conduct stress checks to encourage awareness of individual stress and prevent the occurrence of mental problems.

Appointment of Industrial Physicians

MJIA have appointed an industrial physician to receive guidance and advice on employee health-being.

Consultation Desk

As a necessary measure for mental health, we have set up a desk outside the company, and employees can consult widely about various concerns, and not only their business concerns.

Installation of Massage Chairs

We have installed 3 massage chairs in the company and employees can use them for refreshment at any time.

Join the Mitsubishi Estate Health Insurance Association

MJIA has joined the Mitsubishi Estate Health Insurance Association which will cover the subsidy for comprehensive medical examination fee and vaccination costs such as Influenza.

| Infection prevention control for COVID-19

MJIA is engaged in a variety of activities aimed at protecting the health of employees and providing a safe working environment. We will continue to monitor social trends and respond flexibly to requests from the government.

Work-life Balance

~Create a comfortable workplace where employee will want to work for a long period of time~

Initiatives for Diverse Work Styles

We endeavor to provide comfortable work environment by offering various systems to respond to changes in each employees' lifestyles and life stages and create an employee-friendly environment and maximize their productivity

Employees taking paid leave rate : 54%

※Fiscal 2020

Employees return to work rate after taking childcare leave : 100%

※total up to April 1, 2021

Flextime Working System

MJIA has adopted flexible attendance hours. Employees are allowed to choose the time they start working from 6:00 to 11:00 and end by 15:00 to 20:00 to work according to their convenience. As a general rule, various internal meetings are held at core time from 11:00 to 15:00.

Annual Paid Leave

We grant 10 to 20 days of annual paid leave according to the number of years of service. In addition, we have established a half-day paid holiday system and an hourly paid holiday system to enable employees to take paid holidays as necessary, and we are working to increase the ratio of employees taking these holidays.

	Number of paid days off	Number of days	Paid leave rate
FY2020	16.1	8.8	54%
FY2019	16.9	11.7	69%
FY2018	17.1	12.2	71%
FY2017	17.1	13.8	81%

※The average number is shown for full-time employees

Various Leave Systems

We have implemented maturity leave, childcare leave and short-time work, nursing care leave of absence for children and nursing care leave of absence of family and short-time work to support the balance between life and work for employees.

		Child/Family care leave usage employee	Short time work usage employee
FY2020	Male	2	0
	Female	4	7
FY2019	Male	1	0
	Female	3	7
FY2019	Male	0	0
	Female	3	8
FY2019	Male	0	0
	Female	4	6

Enhancement of Leisure

MJIA has introduced various range of programs designed to foster an environment where employees can work with more security and fulfillment as their lifestyles and life stages evolve.

Granting Paid Leave

All employees are given two days of free vacation as a summer vacation.

Introduced Special Incentive Leave

We provide long paid leave according to the years of service for opportunity for refreshment and self-development.

Benefit Programs

MJIA have introduced a cafeteria plan where employees can choose from a variety of benefit programs.

Support Employees' Asset Formation

We have introduced the following system to support employees' asset formation and to improve its motivation in the medium-to-long-term.

Retirement Plan

Employee Stock Ownership for Mitsubishi Estate

Defined Contribution Pension

Asset Formation Savings

Cumulative investment for Employees

Human Rights

Human Rights Initiatives

As a member of society, the Mitsubishi Estate Group is keenly aware of the importance of respect for human rights. To fulfill our responsibility to respect the basic human rights of all stakeholders, not only those involved in Group businesses, we set up the Mitsubishi Estate Group Human Rights Policy on April 1, 2018. Respect for human rights is part of the Mitsubishi Estate Group Guidelines for Conduct, which all employees are expected to follow on a daily basis. These Guidelines stress the importance of respect for human rights and diversity, which means that employees show concern for human rights and the environment in the course of their business activities. The Human Rights Policy is intended to ensure that we, as a good corporation, understand that internationally mandated human rights are a bare minimum that we must go beyond, that we reaffirm the importance of supporting, protecting and respecting human rights and that we work to respect the fundamental human rights of every single person involved in the Group's businesses.

Mitsubishi Estate Group Code of Corporate Conduct (excerpt)

Respecting Human Rights and Employee Diversity

We respect human rights and believe that diversity maximizes value.

1. We respect human rights at all times.
2. We reject discrimination and harassment in any form.
3. We strive to establish a creative and competitive organization that safeguards and respects the beliefs of the individual as reflected in the diverse communities in which we work and live.
4. We foster an open corporate culture in which all employees are encouraged to speak freely.

Mitsubishi Estate Group Human Rights Policy (excerpt)

We uphold and respect international standards related to human rights. These include the International Bill of Human Rights, which sets out the fundamental human rights possessed by all the people of the world, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, which contains requirements concerning fundamental rights in the workplace.

We help ensure that respect for human rights is actively practiced in all business activities, and that such activities do not infringe on the human rights of other people. If such activities nevertheless result in a violation of the human rights of others, efforts shall be made to minimize the negative impact.

We carry out human rights due diligence in order to minimize any negative impact caused by human rights violations occurring as a result of the Group's business activities. We maintain a framework for human rights due diligence and make improvements to the framework on an ongoing basis or if problems arise in order to improve its efficacy.

Furthermore, in the event that the activities of a business partner or any other individual or organization affiliated with the Mitsubishi Estate Group directly have a negative impact on the human rights of others, even if we were not directly involved in fostering such a negative impact, we shall endeavor to make improvements together with stakeholders to ensure respect for human rights and eliminate all violations.

Based on our human rights policy, MJIA understands and respects human rights that are internationally proclaimed based on our human rights policies as a minimum, and supports and respects their protection, are committed to respecting the human rights of all parties involved, including those derived from our businesses. In order to become aware of discrimination and to foster awareness of human rights, we conduct training on human rights, focusing on the prevention of harassment, which is also a human rights issue in the workplace.

Human Rights Training

MJIA carries out harassment training program once a year.

Send employees to Human rights enlightenment training courses (External training program : Tokyo Human Right Awareness Liaison Group)

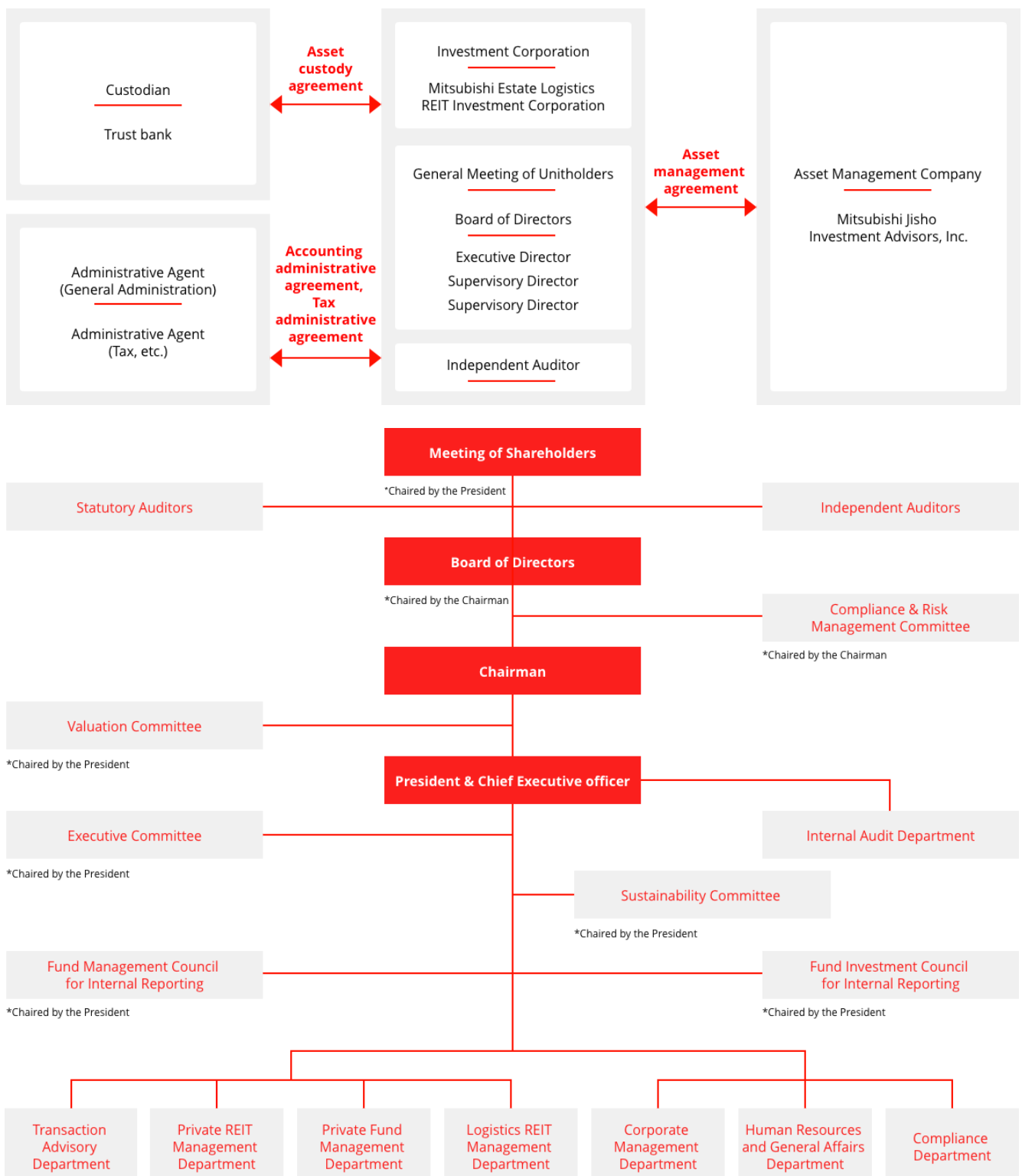
| Employee Hotlines (Whistleblower Protection)

We have established a consultation desk for legal violations, violations of internal rules, harassment, and other matters that are widely contrary to ethical and social standards, and all persons engaged in our business, including retirees and temporary employees, can report and consult with us. We strictly observe privacy in whistleblowing and consulting, confirm and investigate the facts, and take appropriate action. The Mitsubishi Estate Group Help Line and the Mitsubishi Estate Group Whistleblower System may also be used as necessary. This system complies with the Whistleblower Protection Act.

Governance Initiatives

Governance Initiatives

MEL is composed of a board of directors consisting of one corporate officer and two supervisory directors and an accounting auditor, in addition to the general meeting of investors composed of investors. MEL is prohibited from employing employees in accordance with the provisions of the Investment Trust Law. Therefore, there are no employees, and asset management is entrusted to MJIA. Under the following management structure, MJIA engages in asset management operations, such as the acquisition or transfer of real estate and the leasing of real estate.



Corporate Governance

Management Structure

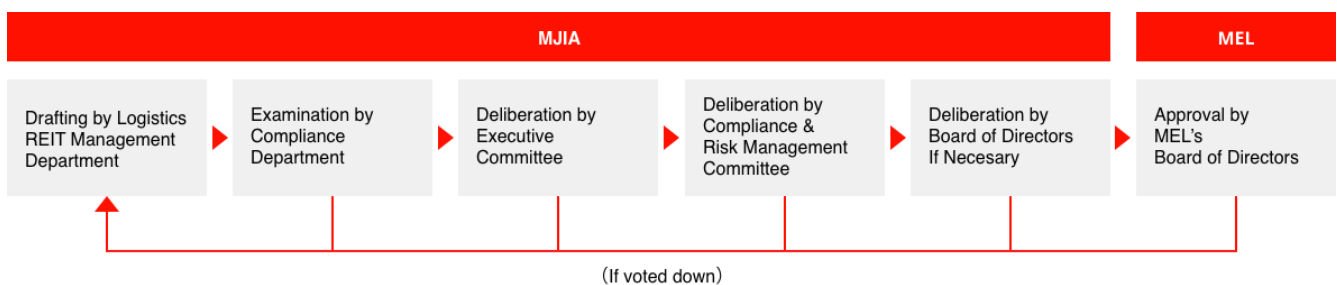
Management Structure with Emphasis on Maximizing Unitholder Value

MEL will seek to ensure to align interest between MEL's unitholders and Mitsubishi Estate Group, and maximize unitholder value as well as to establish and enhance a highly transparent management system.

In the event of transaction which falls under the category of transactions with interested parties, MJIA executes such transactions through a transparent decision-making process. In addition, transactions which exceeds a certain standard with interested parties must be deliberated and approved by the Compliance and Risk Management Committee. However, for transaction below a certain level, the approval of the General Manager of the Compliance Department is required. Through such deliberations, we will be able to carefully examine from many points of view and comprehensively judge whether or not to make a transaction. The Compliance and Risk Management Committee, which is composed of outside attorney, enhances the checks and balances against conflicts of interest transactions from the standpoint of experts. In deliberations on the acquisition and sale of properties by MEL, the Management Committee is composed of real estate appraisers who do not have a special interest in the Mitsubishi Estate Group, and is expected to participate in the deliberations and resolutions of MJIA from a wide range of perspectives based on expertise and experience as experts in real estate appraisal, and to exert a check-and-balance function against the decisions of MJIA.

Decision-Making Flow in the Case of Asset Acquisition or Sale Falling Under Related-Party Transactions

Acquisition or sale of assets at MEL undergoes a transparent decision-making process.



(Note) An example of the decision-making flow in cases that fall under the category of transactions with interested persons, etc. requiring approval of the board of directors of the investment corporation pursuant to Article 201-2 of the Act on Investment Trusts and Investment Corporations.

Asset Management Structure

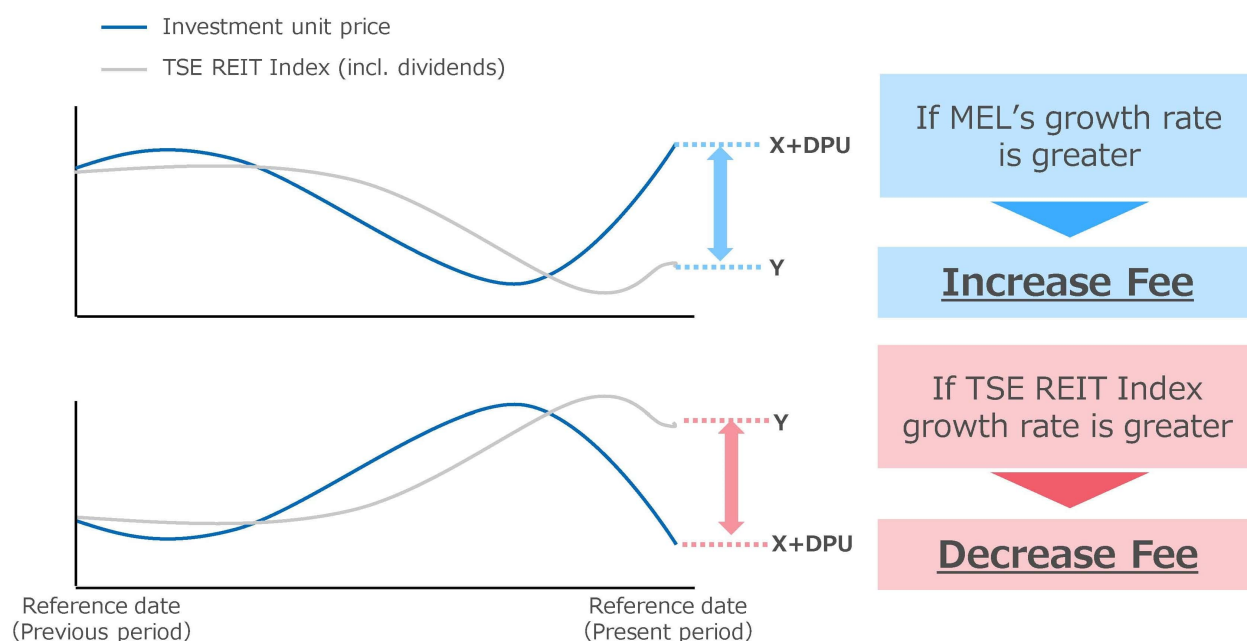
Asset management fee structure aligned with the unitholders' interests

To strengthen the alignment between Asset Management Company and unitholder interest, MEL introduced an asset management fee reflecting the relative performance between MEL's investment unit price and the TSE REIT Index.

Asset management fee I (AUM-linked)	Total assets as of the end of previous period x 0.2% (upper limit)
Asset management fee II (Real estate pro t-linked)	Adjusted NOI × 5.0% (upper limit)
Asset management fee III (Unitholder interest-linked)	Adjusted net income before tax × net income before tax per unit × 0.001% (upper limit)
Asset management fee III (Unitholder interest-linked)	Performance against TSE REIT Index ((a) – (b)) × market capitalization (for fiscal period of each term) × 0.1% (upper limit) (a) : Fluctuations in MEL's investment unit price (incl. dividends) (b) : Fluctuations in the TSE REIT Index (incl. dividends)
Acquisition fee	Acquisition price × 1.0% (upper limit)
Disposition fee	Disposition price × 1.0% (upper limit)
Merger fee	Appraisal value of assets to be succeeded × 1.0% (upper limit)

First J-REIT to Introduce Asset Management Fee Fully Linked to Investment Unit

Performance



Same-boat Investment by Mitsubishi Estate

Mitsubishi Estate, our sponsor holds our investment units with the aim of aligning the interests between unitholders and the sponsor. Numbers of units (ratio) held by the sponsor as of Apr. 6, 2021 : 15,950 units (4.1%)

Cumulative Investment System

In March 2021, MEC and MJIA introduced an investment unit cumulative investment plan for officers and employees.

Compliance

Promotion System for Compliance

MJIA have achieved compliance through the following system.

Body	Main Duty
Board of Directors	<ul style="list-style-type: none"> As an organ that determines our basic policy regarding business execution and important business execution, we formulate and modify compliance programs and compliance manuals.
Compliance and Risk Management Committee	<ul style="list-style-type: none"> Promote Compliance and Risk Management, and discuss and approve these monitoring issues. As a general rule, this committee should be held once a month, but It should be held as necessary.
President & CEO	President & CEO is responsible for establishing and implementing a compliance system as the ultimate responsibility for compliance. President & CEO is responsible for working sincerely and taking the lead in promoting compliance awareness among officers and employees.
General Manager of Compliance Department(Compliance Officer)	<p>General Manager of Compliance Department is responsible for planning, drafting, coordinating and promoting our compliance efforts.</p> <ul style="list-style-type: none"> If it is determined that a problem has occurred or may occur from the viewpoint of compliance, the President & CEO or the Compliance and Risk Management Committee shall promptly obtain approval of the policy for responding to the compliance violation and the preventive measures. As an independent organ of separate from other internal organs of MJIA, General Manager of Compliance Department independently verifies the details of transactions or decisions related to the Asset Management Business of Investment Corporation.
Compliance Department	<ul style="list-style-type: none"> Under the supervision of the General Manager of Compliance Department, the Compliance Department coordinates the planning, planning, coordination, and promotion of compliance activities, and verifies the compliance status of each department. The Compliance Department checks the progress of the compliance program to the Compliance Manager of each department on a quarterly basis, and reports the results to the Board of Managers after deliberation through the approval by the Compliance and Risk Management Committee.

Initiatives for Compliance

Appropriate motivational framework for employees

To promote individual abilities and career development, we have introduced Management by Objective System (MBO) for all employees. Compliance is included in the evaluation items in this evaluation.

We regularly conduct compliance and risk management training to raise awareness of compliance among officers and employees.

	FY2018	FY2019	FY2020
Total no. of compliance and risk management training sessions	9	11	7
Of which, no. of compliance training sessions	5	6	4
Of which, no. of risk management training sessions	4	5	3

In order to improve the specialized skills of officers and employees, we support officers and employees in obtaining and maintaining various qualifications (real estate securitization association certified masters, real estate dealers, etc.), as well as in providing outside training to acquire a wide range of knowledge. Our relevant information and the number of qualified personnel are available on our website.

<http://www.mecinest.com/sustainability/employee.html> 

Employee Hotlines (Whistleblower Protection)

We have established a consultation desk for legal violations, violations of internal rules, harassment, and other matters that are widely contrary to ethical and social standards, and all persons engaged in our business, including retirees and temporary employees, can report and consult with us. We strictly observe privacy in whistleblowing and consulting, confirm and investigate the facts, and take appropriate action. The Mitsubishi Estate Group Help Line and the Mitsubishi Estate Group Whistleblower System may also be used as necessary. This system complies with the Whistleblower Protection Act.

Bribery and Anti-Corruption Policy

The Mitsubishi Estate Group has declared its corporate activities to be fair, transparent and trustworthy. The Group's Action Guidelines prohibit not only suspected political and administrative cohesion and illegal activities but also entertainment and gifts that deviate from social norms.

When support is provided for the activities of political organizations, appropriate measures are taken in light of the Political Funds Regulation Law, the Public Offices Election Law, and other relevant laws and regulations, as well as internal rules such as the Mitsubishi Estate Group Action Guidelines.

We have also established a system to systematically prevent bribery. In 2013, we established the Mitsubishi Estate Group Basic Rules on Anti-Bribery, and in 2018, we established and announced the Mitsubishi Estate Group Anti-Bribery Guidelines. The Anti-Bribery Guidelines clearly state the requests we make to our business partners, and with the cooperation of our business partners, we will strive to ensure thorough compliance throughout the supply chain.

To prevent bribery, we provide training for group managers and employees, and acquire pledges from group managers and employees to the Anti-Bribery Guidelines. In addition, bribery prevention lectures are held annually, particularly for departments and Group companies related to overseas operations. The Risk Compliance Committee monitors the operation of the anti-bribery system annually, and the status of monitoring by the Risk Compliance Committee is also reported to the Board of Directors.

In 2017, external organizations conducted an assessment of the Mitsubishi Estate Group's overall anti-bribery system. By responding to the issues identified by this, we are working to further strengthen our anti-bribery system.

Risk Management

| Risk Management Structure

MJIA has established "Risk Management Regulations" in order to ensure the soundness of management by establishing basic matters concerning risk management and appropriately managing and operating risks. The Board of Directors oversees the development of risk management systems. The general manager of the Compliance Department supervises the risk management of the entire asset management company, and the general manager of each department takes charge of risk management in each department. MEL conducts an internal audit of MJIA once a year to verify and evaluate the appropriateness and effectiveness of the risk management system, and reports the results to MEL's Board of Directors.

ESG Disclosure Policy and Reporting Framework

Sustainability Report

MEL publishes a Sustainability Report once a year to introduce its ESG activities.

[Sustainability Report](#) 

GRI Standards

For information on sustainability at this site, see GRI102 General Disclosures Item 2016.

[GRI Comparison Table](#) 

SASB Standards

MEL has organized the Sustainability Disclosure Topics and Accounting Indicators as follows.

[SASB Reference Tables](#) 

Information Disclosure Policy

This web site has been created to help stakeholders understand the status of initiatives of MEL and MJIA of the Investment Corporation, regarding sustainability. We strive to fulfill stakeholder expectations with information disclosure based on international ESG frameworks as well as requests from investors and external rating agencies organizations.

Reporting Coverage, Period and Updating Timing

Reporting Coverage : The entire portfolio of the Investment Corporation shall be the coverage of the report and shall be reported annually in principle.

Reporting period : Updated: Fiscal 2020 (April 1, 2020 to March 31, 2021) is the reporting period, but some details other than those for the relevant fiscal year are also included.

Update timing : Every June in principle

ESG inquiries

For inquiries about ESG, please contact the following:

Mitsubishi Estate Investment Advisers Co., Ltd. (Asset Management Company)

Telephone 03-3218-0030

Entry Hours 9:00 a.m. to 5:30 p.m. (excluding Saturdays, Sundays, national holidays, and New Year holidays)

<GRI STANDARDS Content Index>

Major items	Small items		Location or reason for omission	URL
GRI 100: Universal Standards				
GRI 102: General Disclosures 2016				
1. Organizational Profile				
102-1	Name of the organization a Name of the organization		Overview	https://mel-reit.co.jp/en/about/profile.html
102-2	Activities, brands, products, and services a A description of the organization's activities. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets. b		Message Strengths of MEL Portfolio List	https://mel-reit.co.jp/en/about/index.html https://mel-reit.co.jp/en/features/index.html https://mel-reit.co.jp/en/portfolio/index.html
102-3	Location of headquarters a Location of the organization's headquarters.		Overview	https://mel-reit.co.jp/en/about/profile.html
102-4	Location of operations Number of countries where the organization operates, and the names of a countries where it has significant operations and/or that are relevant to the topics covered in the report.		Overview	https://mel-reit.co.jp/en/about/profile.html
102-5	Ownership and legal form a Nature of ownership and legal form.		Overview	https://mel-reit.co.jp/en/about/profile.html
102-6	Markets served a Markets served, including: i. geographic locations where products and services are offered; ii. sectors served; iii. types of customers and beneficiaries.		Overview Portfolio Map Strengths of MEL Capitalization Major Unitholders	https://mel-reit.co.jp/en/about/profile.html https://mel-reit.co.jp/en/portfolio/map.html https://mel-reit.co.jp/en/features/index.html https://mel-reit.co.jp/en/finance/investment.html
102-7	Scale of the organization a Scale of the organization, including: i. total number of employees; ii. total number of operations; iii. net sales (for private sector organizations) or net revenues (for public sector organizations); iv. total capitalization (for private sector organizations) broken down in terms of debt and equity; v. quantity of products or services provided.		Secure Diverse Human Resources — Financial Highlights — Portfolio Data	https://mel-reit.co.jp/en/esg/employee.html https://mel-reit.co.jp/en/ir/highlight.html https://mel-reit.co.jp/en/portfolio/data.html
102-8	Information on employees and other workers Total number of employees by employment a contract (permanent and temporary), by gender.		Personnel data MEL has no employees and outsources all asset management operations to the asset management company(MJIA), so we disclose theemployees of the asset management company here	https://mel-reit.co.jp/en/esg/social/diversity.html

Major items	Small items		Location or reason for omission	URL
	<p>Total number of employees by employment contract (permanent and temporary), by region.</p> <p>Total number of employees by employment type (full-time and part-time), by gender.</p> <p>Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.</p> <p>Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries).</p>	<p>Total number of employees by employment contract (permanent and temporary), by region.</p> <p>Total number of employees by employment type (full-time and part-time), by gender.</p> <p>Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.</p> <p>Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries).</p>	<p>There is no regional difference as the asset management company(MJIA) of MELhas only one office</p> <p>Secure Diverse Human Resources</p> <p>MEL does not have any employees in accordance with the prohibition on having employees under the Act on Investment Trusts and Investment Corporations. The major part of organization's activities of MJIA is performed by employees</p> <p>No significant variations in the numbers reported</p>	<p>—</p> <p>https://mel-reit.co.jp/en/esg/employee.html</p> <p>—</p> <p>—</p>
102-9	<p>Supply chain</p> <p>A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.</p>		Strengths of MEL	https://mel-reit.co.jp/en/features/index.html
102-10	<p>Significant changes to the organization and its supply chain</p> <p>i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions;</p> <p>iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.</p>		<p>No significant changes</p> <p>No significant changes</p>	<p>—</p> <p>—</p>
102-11	<p>Precautionary Principle or approach</p> <p>Whether and how the organization applies the Precautionary Principle or approach.</p>		<p>Risk Management Structure</p> <p>Promotion System for Compliance</p>	<p>https://mel-reit.co.jp/en/esg/governance/risk.html</p> <p>https://mel-reit.co.jp/en/esg/governance/compliance.html</p>
102-12	<p>External initiatives</p> <p>A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.</p>		<p>International Initiatives and Participation</p> <p>Environmental Assessment and Certifications</p> <p>Green Building Certifications</p>	<p>https://mel-reit.co.jp/en/esg/external/initiatives.html</p> <p>https://mel-reit.co.jp/en/esg/external/environmental.html</p> <p>https://mel-reit.co.jp/en/esg/external/greenbuilding.html</p>
102-13	<p>Membership of associations</p> <p>A list of the main memberships of industry or other associations, and national or international advocacy organizations.</p>		Company Overview (MJIA HP)	http://www.mecinvest.com/en/company/outline.html
2. Strategy				
102-14	<p>Statement from senior decision-maker</p> <p>A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.</p>		Top Message	https://mel-reit.co.jp/en/esg/sustainability/index.html
102-15	<p>Key impacts, risks, and opportunities</p> <p>A description of key impacts, risks, and opportunities.</p>		<p>Materiality</p> <p>Climate Change Initiatives</p>	<p>https://mel-reit.co.jp/en/esg/material/index.html</p> <p>https://mel-reit.co.jp/en/esg/environment/climate.html</p>
3. Ethics and Integrity				

Major items	Small items		Location or reason for omission	URL
	102-16	Values, principles, standards, and norms of behavior A description of the organization's values, principles, standards, and norms of behavior.	Corporate Governance	https://mel-reit.co.jp/en/esg/governance/corporate.html
	102-17	Mechanisms for advice and concerns about ethics a A description of internal and external mechanisms for: i. seeking advice about ethical and lawful behavior, and organizational integrity; ii. reporting concerns about unethical or unlawful behavior, and organizational integrity.	Compliance Employee Hotlines (Whistleblower Protection)	https://mel-reit.co.jp/en/esg/governance/compliance.html https://mel-reit.co.jp/en/esg/governance/compliance.html
4. Governance				
		Governance structure of the organization, including committees of the highest governance body. b Committees responsible for decision-making on economic, environmental, and social topics.	Governance Initiatives Corporate Governance Sustainability Committee	https://mel-reit.co.jp/en/esg/governance/index.html https://mel-reit.co.jp/en/esg/governance/corporate.html https://mel-reit.co.jp/en/esg/sustainability/committee.html
	102-19	Delegating authority a Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.	Initiatives for Sustainability Sustainability Committee	https://mel-reit.co.jp/en/esg/sustainability/basic.html https://mel-reit.co.jp/en/esg/sustainability/committee.html
	102-20	Executive-level responsibility for economic, environmental, and social topics a Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics. b Whether post holders report directly to the highest governance body.	Initiatives for Sustainability Sustainability Committee Initiatives for Sustainability Sustainability Committee	https://mel-reit.co.jp/en/esg/sustainability/basic.html https://mel-reit.co.jp/en/esg/sustainability/committee.html https://mel-reit.co.jp/en/esg/sustainability/basic.html https://mel-reit.co.jp/en/esg/sustainability/committee.html
	102-21	Consulting stakeholders on economic, environmental, and social topics a Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics. b If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.	Stakeholder Engagement Stakeholder Engagement	https://mel-reit.co.jp/en/esg/sustainability/stakeholder.html https://mel-reit.co.jp/en/esg/sustainability/stakeholder.html
	102-22	Composition of the highest governance body and its committees a Composition of the highest governance body and its committees by:	—	
	102-23	Chair of the highest governance body		

Major items	Small items		Location or reason for omission	URL
		Whether the chair of the highest a governance body is also an executive officer in the organization.	—	
102-24	Nominating and selecting the highest governance body Nomination and selection processes for the a highest governance body and its committees. Criteria used for nominating and selecting b highest governance body members, including whether and how:		— —	
102-25	Conflicts of interest Processes for the highest governance body a to ensure conflicts of interest are avoided and managed. b Whether conflicts of interest are disclosed to stakeholders, including, as a minimum:		Management Structure Corporate Governance	https://mel-reit.co.jp/en/esg/governance/corporate.html https://mel-reit.co.jp/en/esg/governance/corporate.html
102-26	Role of highest governance body in setting purpose, values, and strategy Highest governance body’s and senior executives’ roles in the development, approval, and updating of the organization’s a s purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.		Initiatives for Sustainability Sustainability Policy Sustainability Committee	https://mel-reit.co.jp/en/esg/sustainability/basic.html https://mel-reit.co.jp/en/esg/sustainability/policy.html https://mel-reit.co.jp/en/esg/sustainability/committee.html
102-27	Collective knowledge of highest governance body Measures taken to develop and enhance the highest governance body’s collective a knowledge of economic, environmental, and social topics.		Sustainability Committee	https://mel-reit.co.jp/en/esg/sustainability/committee.html
102-28	Evaluating the highest governance body’s performance Processes for evaluating the highest a governance body’s performance with respect to governance of economic, environmental, and social topics. c Whether such evaluation is a self-assessment.		Risk Management Risk Management	https://mel-reit.co.jp/en/esg/governance/risk.html https://mel-reit.co.jp/en/esg/governance/risk.html
102-29	Identifying and managing economic, environmental, and social impacts Highest governance body’s role in identifying and managing economic, environmental, and social topics and their a impacts, risks, and opportunities – including its role in the implementation of due diligence processes. Whether stakeholder consultation is used to support the highest governance body’s b identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities.		Materiality Materiality	https://mel-reit.co.jp/en/esg/material/index.html https://mel-reit.co.jp/en/esg/material/index.html
102-30	Effectiveness of risk management processes			

Major items	Small items		Location or reason for omission	URL
		Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics.	Risk Management	https://mel-reit.co.jp/en/esg/governance/risk.html
102-31	Review of economic, environmental, and social topics Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities.		Sustainability Committee	https://mel-reit.co.jp/en/esg/sustainability/committee.html
102-32	Highest governance body's role in sustainability reporting The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.		Sustainability Committee	https://mel-reit.co.jp/en/esg/sustainability/committee.html
102-33	Communicating critical concerns Process for communicating critical concerns to the highest governance body.		Sustainability Committee Corporate Governance	https://mel-reit.co.jp/en/esg/sustainability/committee.html https://mel-reit.co.jp/en/esg/governance/compliance.html
102-34	Nature and total number of critical concerns		No critical concerns reported during the reporting period	—
102-35	Remuneration policies Remuneration policies for the highest governance body and senior executives for the following types of remuneration:		Corporate Governance	https://mel-reit.co.jp/en/esg/governance/compliance.html
102-36	Process for determining remuneration Process for determining remuneration.		Corporate Governance	https://mel-reit.co.jp/en/esg/governance/compliance.html
5. Stakeholder Engagement				
102-40	List of stakeholder groups A list of stakeholder groups engaged by the organization.		Stakeholder Engagement	https://mel-reit.co.jp/en/esg/sustainability/stakeholder.html
102-43	Approach to stakeholder engagement The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.		Stakeholder Engagement	https://mel-reit.co.jp/en/esg/sustainability/stakeholder.html

Major items	Small items		Location or reason for omission	URL
	102-44	Key topics and concerns raised	No critical concerns reported during the reporting period	—
6. Reporting Practice				
	102-46	Defining report content and topic Boundaries		
	102-47	List of material topics a A list of the material topics identified in the process for defining report content.	Materiality	https://mel-reit.co.jp/en/esg/material/index.html
	102-50	Reporting period a Reporting period for the information provided.	ESG Disclosure Policy and Reporting Framework	https://mel-reit.co.jp/en/esg/disclosure/index.html
	102-51	Date of most recent report	This reporting period is the first year of GRI report	—
	102-52	Reporting cycle a Reporting cycle	ESG Disclosure Policy and Reporting Framework	https://mel-reit.co.jp/en/esg/disclosure/index.html
	102-53	Contact point for questions regarding the report a The contact point for questions regarding the report or its contents.	ESG Disclosure Policy and Reporting Framework	https://mel-reit.co.jp/en/esg/disclosure/index.html
	102-55	GRI content index	Refer this table	—
	102-56	External assurance	Environmental Performance Environmental performance data is given assurance by a third party	https://mel-reit.co.jp/en/esg/environment/index.html —
Management Approach				
	103-1	Explanation of the material topic and its Boundary a An explanation of why the topic is material. b The Boundary for the material topic, which includes a description of:	Materiality Materiality	https://mel-reit.co.jp/en/esg/material/index.html https://mel-reit.co.jp/en/esg/material/index.html
	103-2	The management approach and its components a An explanation of how the organization manages the topic. b A statement of the purpose of the management approach. c A description of the following, if the management approach includes that component:	Sustainability Committee Sustainability Committee Sustainability Committee Compliance	https://mel-reit.co.jp/en/esg/sustainability/committee.html https://mel-reit.co.jp/en/esg/sustainability/basic.html https://mel-reit.co.jp/en/esg/sustainability/committee.html https://mel-reit.co.jp/en/esg/governance/compliance.html
	103-3	Evaluation of the management approach An explanation of how the organization evaluates the management approach, including:	Sustainability Committee	https://mel-reit.co.jp/en/esg/sustainability/committee.html
Topic-specific Standards				
GRI 200: Economic				
201: Economic Performance 2016				

Major items	Small items		Location or reason for omission	URL
	201-1	Direct economic value generated and distributed	Financial Summary	https://mel-reit.co.jp/en/finance/index.html
	201-2	Financial implications and other risks and opportunities due to climate change Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including: a	Climate Change Initiatives	https://mel-reit.co.jp/en/esg/environment/climate.html
203: Indirect Economic Impacts 2016				
	203-2	Significant indirect economic impacts	The logistics properties of MEL creates local employment	—
205: Anti-corruption 2016				
	205-2	Communication and training about anti-corruption policies and procedures	Compliance	https://mel-reit.co.jp/en/esg/governance/compliance.html
	205-3	Confirmed incidents of corruption and actions taken	No critical incidents of corruption during the reporting period	—
206: Anti-competitive Behavior 2016				
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. a b Main outcomes of completed legal actions, including any decisions or judgments.		
GRI 300: Environmental				
302: Energy 2016				
	302-1	Energy consumption within the organization	Environment Performance	https://mel-reit.co.jp/en/esg/environment/index.html
	302-2	Energy consumption outside of the organization	Environment Performance	https://mel-reit.co.jp/en/esg/environment/index.html
	302-3	Energy intensity a Energy intensity ratio for the organization. b Organization-specific metric (the denominator) chosen to calculate the ratio. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all. c Whether the ratio uses energy consumption within the organization, outside of it, or both. d	Environment Performance Environment Performance Includes all types of energy (electricity, fuel or district heating and cooling) used in the logistics properties of MEL Environment Performance	https://mel-reit.co.jp/en/esg/environment/index.html https://mel-reit.co.jp/en/esg/environment/index.html — https://mel-reit.co.jp/en/esg/environment/index.html
	302-4	Reduction of energy consumption	Environment Performance	https://mel-reit.co.jp/en/esg/environment/index.html
	302-5	Reductions in energy requirements of products and services	Contributions to the Environment through Our Portfolio	https://mel-reit.co.jp/en/esg/environment/contributions.html
303: Water and Effluents 2018				
	303-5	Water consumption		

Major items	Small items		Location or reason for omission	URL
		a Total water consumption from all areas in megaliters.	Environment Performance (in cubic meter)	https://mel-reit.co.jp/en/esg/environment/index.html
305: Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	<p>a Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.</p> <p>Gases included in the calculation; whether</p> <p>b CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>d Base year for the calculation, if applicable, including:</p>	<p>Environment Performance</p> <p>The calculations include CO2 only</p> <p>Climate Change Initiatives</p>	<p>https://mel-reit.co.jp/en/esg/environment/index.html</p> <p>—</p> <p>https://mel-reit.co.jp/en/esg/environment/climate.html</p>
305-2	Energy indirect (Scope 2) GHG emissions	<p>Gross location-based energy indirect</p> <p>a (Scope 2) GHG emissions in metric tons of CO2 equivalent.</p>	Environment Performance	https://mel-reit.co.jp/en/esg/environment/index.html
		<p>If available, the gases included in the</p> <p>c calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>d Base year for the calculation, if applicable, including:</p>	<p>The calculations include CO2 only</p> <p>Climate Change Initiatives</p>	<p>—</p> <p>https://mel-reit.co.jp/en/esg/environment/climate.html</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>Gross other indirect (Scope 3) GHG</p> <p>a emissions in metric tons of CO2 equivalent.</p> <p>If available, the gases included in the</p> <p>b calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>e Base year for the calculation, if applicable, including:</p>	<p>Environment Performance</p> <p>The calculations include only CO2</p> <p>Climate Change Initiatives</p>	<p>https://mel-reit.co.jp/en/esg/environment/index.html</p> <p>—</p> <p>https://mel-reit.co.jp/en/esg/environment/climate.html</p>
305-4	GHG emissions intensity	<p>a GHG emissions intensity ratio for the organization.</p> <p>b Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>Types of GHG emissions included in the</p> <p>c intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)</p> <p>Gases included in the calculation; whether</p> <p>d CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p>	<p>Environment Initiatives</p> <p>Environment Initiatives</p> <p>Environment Initiatives</p> <p>The calculations include only CO2</p>	<p>https://mel-reit.co.jp/en/esg/environment/index.html</p> <p>https://mel-reit.co.jp/en/esg/environment/index.html</p> <p>https://mel-reit.co.jp/en/esg/environment/index.html</p> <p>—</p>
305-5	Reduction of GHG emissions		Environment Performance	https://mel-reit.co.jp/en/esg/environment/index.html
306 : Waste 2020				
306-2	Management of significant waste-related impacts	<p>a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.</p>	<p>Water Resources and Waste Reduction, etc</p> <p>Contributions to the Environment through Our Portfolio</p>	<p>https://mel-reit.co.jp/en/esg/environment/water.html</p> <p>https://mel-reit.co.jp/en/esg/environment/contributions.html</p>
306-3	Waste generated			

Major items	Small items		Location or reason for omission	URL
		Total weight of waste generated in metric a. tons, and a breakdown of this total by composition of the waste.	Environmental Performance	https://mel-reit.co.jp/en/esg/environment/index.html
		Contextual information necessary to b. understand the data and how the data has been compiled.	Environmental Performance	https://mel-reit.co.jp/en/esg/environment/index.html
	306-5	Waste directed to disposal	Environment Performance	https://mel-reit.co.jp/en/esg/environment/index.html
307: Environmental Compliance 2016				
	307-1	Non-compliance with environmental laws and regulations	No incidents reported during the reporting period	—

Major items	Small items		Location or reason for omission	URL
GRI 400: Social				
401: Employment 2016				
401-1	New employee hires and employee turnover Total number and rate of new employee a hires during the reporting period, by age group, gender and region. Total number and rate of employee b turnover during the reporting period, by age group, gender and region.		Promotion of Diversity & Inclusion Promotion of Diversity & Inclusion	https://mel-reit.co.jp/en/esg/social/diversity.html https://mel-reit.co.jp/en/esg/social/diversity.html
401-3	Parental leave b Total number of employees that took parental leave, by gender.		Work-life Balance - Create a comfortable workplace where employee will want to work for a long period of time -	https://mel-reit.co.jp/en/esg/social/balance.html
403: Occupational Health and Safety 2018				
403-6	Promotion of worker health			

Major items	Small items		Location or reason for omission	URL
		<p>An explanation of how the organization facilitates workers' access to non-a occupational medical and healthcare services, and the scope of access provided.</p> <p>A description of any voluntary health promotion services and programs offered to workers to address major non-work-b related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.</p>	<p>Employee Health and Well-being - Creating Productive and Employee-friendly Workplace -</p> <p>Employee Health and Well-being - Creating Productive and Employee-friendly Workplace -</p>	<p>https://mel-reit.co.jp/en/esg/social/employee.html</p> <p>https://mel-reit.co.jp/en/esg/social/employee.html</p>
	403-9	Work-related injuries	No incidents reported during the reporting period	—
	403-10	Work-related ill health	No incidents reported during the reporting period	—
404: Training and Education 2016				
	404-2	<p>Programs for upgrading employee skills and transition assistance programs</p> <p>Type and scope of programs implemented a and assistance provided to upgrade employee skills.</p>	Human resource development	https://mel-reit.co.jp/en/esg/social/developing.html
	404-3	<p>Percentage of employees receiving regular performance and career development reviews</p> <p>Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</p>	<p>Promotion of Diversity & Inclusion</p> <p>Conduct Management by Objectives (MBO) system for all employees</p>	<p>https://mel-reit.co.jp/en/esg/social/diversity.html</p> <p>-</p>
405: Diversity and Equal Opportunity 2016				
	405-1	<p>Diversity of governance bodies and employees</p> <p>Percentage of individuals within the a organization's governance bodies in each of the following diversity categories:</p> <p>i. Gender;</p> <p>Percentage of employees per employee b category in each of the following diversity categories:</p> <p>i. Gender;</p>	<p>Promotion of Diversity & Inclusion</p> <p>Promotion of Diversity & Inclusion</p>	<p>https://mel-reit.co.jp/en/esg/social/diversity.html</p> <p>https://mel-reit.co.jp/en/esg/social/diversity.html</p>
	405-2	Ratio of basic salary and remuneration of women to men	There is no gender difference	—
406: Non-Discrimination 2016				
	406-1	Incidents of discrimination and corrective actions taken	No incidents reported during the reporting period	—
411: Rights of Indigenous Peoples 2016				
	411-1	Incidents of violations involving rights of indigenous peoples	No incidents reported during the reporting period	—
412: Human Rights Assessment 2016				
	412-2	Employee training on human rights policies or procedures	Human rights	https://mel-reit.co.jp/en/esg/social/humanrights.html

Major items	Small items		Location or reason for omission	URL
413: Local Community 2016				
	413-1	Operations with local community engagement, impact assessments, and development programs	Contributions to Local Communities	https://mel-reit.co.jp/en/esg/social/communities.html
414: Supplier Social Assessment 2016				
	414-1	New suppliers that were screened using social criteria	Establishment of the Sustainability Promotion Manual	https://mel-reit.co.jp/en/esg/sustainability/committee.html
	414-2	Negative social impacts in the supply chain and actions taken	No incidents reported during the reporting period	—
415: Public Policy 2016				
	415-1	Political contributions	No incidents reported during the reporting period	—
417: Marketing and Labeling 2016				
	417-1	Requirements for product and service information and labeling	Environmental Assessment and Certifications Green Building Certifications	https://mel-reit.co.jp/en/esg/external/environmental.html https://mel-reit.co.jp/en/esg/external/greenbuilding.html
418: Customer Privacy 2016				
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No incidents reported during the reporting period	—
419: Socioeconomic Compliance 2016				
	419-1	Non-compliance with laws and regulations in the social and economic area	No incidents reported during the reporting period	—
GRI G4: Construction and Real Estate Sector Disclosures				
	CRE8	Type and number of sustainability certification, rating and labeling schemes for new construction, management, occupation and redevelopment	Environmental Assessment and Certifications Green Building Certifications	https://mel-reit.co.jp/en/esg/external/environmental.html https://mel-reit.co.jp/en/esg/external/greenbuilding.html

SASB Framework

Activity Metrics

SASB Disclosure Code	Disclosure Metric	Fiscal 2020	Unit
IF-RE-000.A	Number of assets	19	assets
IF-RE-000.B	Leasable floor area	666,551.45	m ²
IF-RE-000.C	Percentage of indirectly managed assets	21.9	%
IF-RE-000.D	Average occupancy rate	99.8	%

Disclosure Topic: Energy Management

SASB Disclosure Code	Disclosure Metric	Fiscal 2020	Unit
IF-RE-130a.1	Energy consumption data coverage	100.0	Percentage (%) by floor area
IF-RE-130a.2	Total energy consumed by portfolio area with data coverage	39,146.02	MWh
	Percentage grid electricity	93.6	%
	Percentage renewable electricity	0.0	%
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage	-0.3	%
	Percentage of area with data coverage	66.3	Percentage (%) by floor area
IF-RE-130a.4	Percentage of eligible portfolio that is certified to ENERGY STAR	0.0	Percentage (%) by floor area
	Note : Not applicable as the ENERGY STAR Program does not cover real estate in Japan		
	(Option) Percentage of eligible portfolio that has an energy rating	69.2	Percentage (%) by floor area
	(Option) Percentage of eligible portfolio that has a green building certification	72.2	Percentage (%) by floor area
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy (Please refer to the “Environmental Initiatives(E)” section of this report for more information)		
	<p>The Mitsubishi Estate Group aim to construct the management system for environment as well as promote the advanced initiatives to contribute to achieving a sustainable society through the protection of environment by complying with environmental laws and regulations, giving consideration to the environment and reducing the burden on the environment.</p> <p>Mitsubishi Estate Logistics REIT Investment Corporation (MEL) will aim to invest in energy-efficient facilities, and will continue to work on environmental and energy-saving measures for our properties and improve the efficiency of energy use.</p> <p>Moreover, Mitsubishi Estate Co., Ltd. , the sponsor of MEL, has been working to contribute to achieving a sustainable society through the formation of the Mitsubishi Estate Group's Sustainable Development Goals 2030 with regarding ESG as a significant management issue.</p>		

Disclosure Topic: Water Management

SASB Disclosure Code	Disclosure Metric	Fiscal 2020	Unit
IF-RE-140a.1	Water withdrawal data coverage as a percentage of total floor area	100.0	Percentage (%) by floor area
	Water withdrawal data coverage as a percentage of floor area in regions with high or extremely high baseline water stress	0.0	Percentage (%) by floor area
	Note : At this time, there are no properties located in regions with high or extremely high baseline water stress.		
IF-RE-140a.2	Total water withdrawn by portfolio area with data coverage	80,550.00	m ³
	Of which, water withdrawn percentage by portfolio area with high or extremely high baseline water stress	0.0	%
	Note : At this time, there are no properties located in regions with high or extremely high baseline water stress.		
IF-RE-140a.3	Like-for-life percentage change in water withdrawn for portfolio area with data coverage	-4.5	%
	Percentage of area with data coverage	66.3	Percentage (%) by floor area
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks		

Disclosure Topic: Management of Tenant Sustainability Impact

SASB Disclosure Code	Disclosure Metric	Fiscal 2020	Unit
IF-RE-410a.1 (Option)	Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements	(To be disclosed)	Percentage (%) by floor area
	Associated leased floor area	(To be disclosed)	m ²
	Percentage of total leasable floor area for buildings leased under a green lease agreement	100.0	Percentage (%) by floor area
	Of which, floor area percentage for buildings leased under a green lease agreement that contains a cost recovery clause	100.0	Percentage (%) by floor area
IF-RE-410a.2	Percentage of tenants that are separately metered	74.8	Percentage (%) by floor area
	Percentage of tenants that are separately metered or submetered for water withdrawals	66.1	Percentage (%) by floor area
IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants		
	MEL and MJIA, the asset management company of MEL, are working to contribute to achieving a sustainable environment by improving the environmental performance of our portfolio. Additionally, we recognize that it is also important to have the understanding and cooperation of tenants who use our properties on a daily basis. MEL and MJIA aim to collaborate for a sustainable environmental society in order to promote awareness-raising activities for tenants, the introduction of green lease contract which enables both building owners and tenants to share the benefits and sustainability-related initiatives with our tenants.		
	In order to have tenants' cooperation in energy-saving activities smoothly, the environmental consideration clauses such as waste separation, recycling recommendations, air-conditioning operation standards and idling stop are set in the property usage rules. We also have educational activities on tenants such as putting posters on the common areas of each floor.		
	The green lease agreement was concluded with a part of our tenants. Pursant to the agreement, MEL received a certain percentage of the reduced amount of electricity usage fees and maintenance costs as green lease fees insted of the installation of LED lighting for the leased area of the tenant at the expense of MEL.		

Disclosure Topic: Climate Change Adaptation

SASB Disclosure Code	Disclosure Metric	Fiscal 2020	Unit
IF-RE-450a.1	Area of properties located in 100-year flood zones	15,027.28	m ²
	Note: Amount recorded refers to the total leasable area of properties located in areas where inundation of more than 0 m in depth is expected based on hazard maps (primarily the maximum expected scale) issued by local governments. Japanese hazard maps (maximum estimated scale) are developed for areas with an annual exceedance probability of 1 in 1,000 for flood damage.		
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks		
	(Please refer to the "Climate Change Initiatives" section of this report for more information)		