Sustainability Report 2026



Mitsubishi Estate Logistics REIT Investment Corporation

Issued on October 19, 2026

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 policy/promotion system

Top Message 1
Sustainability Policy 2
Materiality 4
Sustainability Promotion Structure 9

External Evaluation and Certifications

Supported Initiatives 12
Environmental Assessment and Certifications 17
Environmental Certifications 21

Environmental Initiatives (E)

Environmental Policy and Goals 26
Climate Change Initiatives 32
Contributions to the Environment through Our Portfolio 43
Green Finance 47

Efforts for Society and Employees (S)

Stakeholder Engagement 58
Initiatives to Tenant 61
Contributions to Local Communities 65
Investor Relations Initiatives 70
Human Rights 71
Human Resource Development 74
Diversity Promotion 77
Employee Health and Well-being 79

Governance Initiatives (G)

Corporate Governance 85
Compliance 91
Risk Management 94

Library

Sustainability Disclosure Policy and Reporting Framework 95
GRI Standards 97
SASB Standards 105
SFDR Sustainability-Related Disclosures 108



Sustainability policy/promotion system

Top Message



Takuya Yokota, Executive Director,
Mitsubishi Estate Logistics REIT Investment Corporation

We recognize that it is our social responsibility and essential for maximizing unitholder value to support people's daily lives through community-based initiatives and to advance sustainability through environmental considerations, social contributions and enhance governance by leveraging the comprehensive strengths of the Mitsubishi Estate Group. Guided by this commitment, we are actively promoting a range of initiatives in alignment with the MJIA's 'Sustainability Policy'.

Most recently, we disclosed information in accordance with the TNFD (Taskforce on Nature-related Financial Disclosures) framework in June 2025. Building on its longstanding commitment to environmentally responsible real estate fund management, MEL aims to deepen its understanding of its relationship with nature and biodiversity. These insights will be leveraged to address future uncertainties and to further contribute to the well-being of local communities.

In the CDP Climate Change Program, which we have participated in since 2023, we were recognized as an "A List" company—the highest distinction—for the third consecutive year. Furthermore, we earned the top rating of "A" on the CDP Supplier Engagement Assessment and were recognized as the Supplier Engagement Leaderboard, which evaluates efforts to address climate change across the entire supply chain.
In response to global climate change, we are promoting energy conservation in buildings, introducing renewable energy solutions, and obtaining environmental certifications as part of our climate action initiatives. We will continue to deepen dialogue and collaboration with relevant partners and further strengthen our efforts to build a sustainable value chain.

We will continue to enhance sustainability through real estate investment and management, striving to help realize a society of enduring value as stated in the Mitsubishi Estate Group's basic mission, and we will remain fully committed to building a sustainable future together with our investors and stakeholders.

Sustainability Policy

Sustainability Policy

As part of the Mitsubishi Estate Group, MJIA, Inc. is committed to the Group's basic approach to sustainability, which incorporates care for the global environment, sustainable growth in corporate value, and sustainable social development. These principles are set out in the Group's Mission, Code of Conduct, and Guidelines for Conduct.
MJIA, Inc. also recognizes the importance of sustainability in its primary business of real estate investment. We strongly believe that integrating environmental, social, and governance (ESG) factors in every way possible into our processes for evaluating and executing investments is essential to maximizing investor value over the medium to long term.
Based on this approach, we have adopted the following basic policies regarding sustainability, and we strive to execute them when conducting daily business.

1. Address Climate Change

In order to help achieve a decarbonized society, we do our utmost to promote energy-conserving measures, introduce the use of renewable energy, and reduce greenhouse gas emission in our portfolio. We also endeavor to improve resilience to intensifying natural disasters during the transition to a decarbonized society.

2. Contribute to Biodiversity and Co-existence with Nature

We endeavor to help create a society that coexists with nature by recognizing the value of natural resources, working to reduce the environmental burden produced by our portfolio, increasing greenery within our properties, removing and cleaning up chemicals that are harmful to ecosystem, and attending to proper drainage disposal.

3. Contribute to Water Conservation and the Recycling of Resources

We strive to improve the eciency of our water usage and to implement the 3Rs (reduce, reuse, recycle) in our portfolio so we may make effective use of limited resources.

4. Improve Comfort, Safety, and Customer Satisfaction at Our Managed Properties

We shall strive to improve our operations and introduce new equipment in our facilities to better the health and safety of our tenants, as well as enhance client satisfaction, by implementing disaster prevention measures for a safer and more secure environment.

5. Create Opportunities for Diverse Human Resources in Our Workforce

We aim to create a healthy and fulfilling work environment that recognizes each employee's individuality and enables them to thrive. We also support every employee on their path to realizing their full potential by supporting their continued growth under our training programs.

6. Collaborate with External Stakeholders

We strive to build strong relationships with our external stakeholders—including tenants, property managers, and others within our supply chain—as well as with local communities and governing bodies. Our focus is on collaborating with these parties as we put our sustainability policies into practice.

7. Disclose Sustainability Information and Obtain Environmental Certifications

We endeavor to disclose ESG-related information to our investors and other stakeholders, as well as obtain environmental certifications as needed in order to strengthen our sustainability efforts.

8. Ensure Compliance and Manage Risks

In addition to complying with laws and regulations, we adhere to societal values including equitable transactions, appropriate information management practices, prevention of corruption, prevention of conflicts of interest, and respect for human rights and diversity. Moreover, we take into consideration the environmental and social risks related to our portfolio and incorporate them into our real estate management process to minimize risk over the medium to long term.

Enacted : February 1, 2019
Revised : January 1, 2024

Materiality

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 Exective officer of MIJA, and approved by the Sustainability Committee of MIJA identify materiality.

Identified Materiality

Environment (E)

Responding to Climate Change/Enhancing Portfolio Resilience





KPIs and targets	GHG Emissions (Scope 1 + 2)	Target: 42% reduction by FY 2030 (based on FY 2021)
	Total GHG Emissions For the entire Value Chain	Target: Achieving Net Zero by FY 2050
	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 Environmental Certification





KPIs and targets	Environmental Certification	Target: Increase to 100% by FY 2030
Policy	Obtain various Environmental 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/social/

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/social/communities.html

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)
	Female management ratio	Goal: 30% (By FY 2030)
	Acquisition rate of childcare leave	Goal: 100% (By FY 2030)
Policy	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/social/diversity.html	

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/social/developing.html

Governance (G)

Thorough Compliance and Risk Management



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/governance/compliance.html	



Enhancing Governance	
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/governance/corporate.html





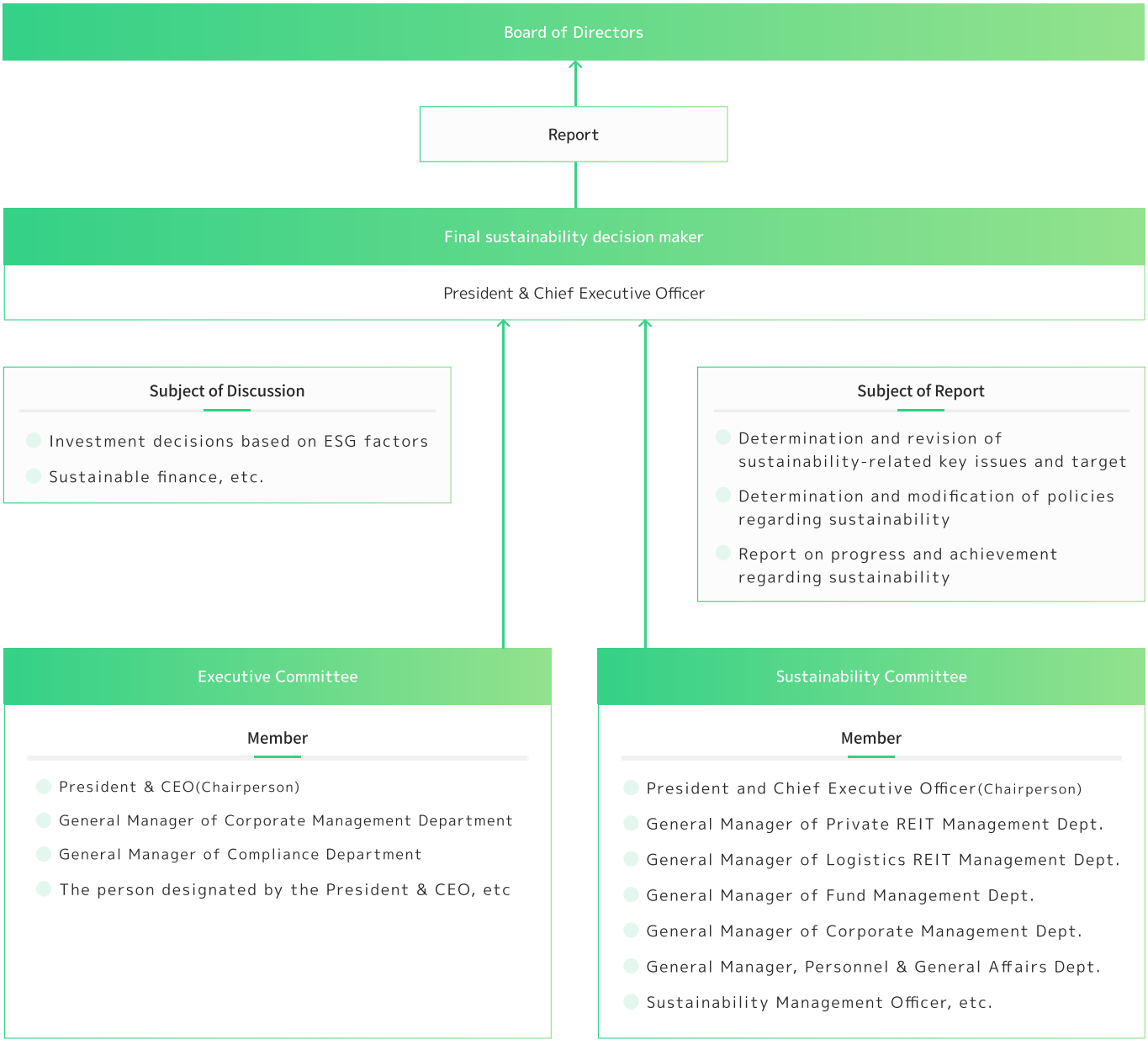
Enhance Clear Information Disclosure and Engagement with Stakeholders (Investors)	
KPIs and targets	GRESB、MSCI、PRI
	Number of IR meeting
Policy	We aim to build an strong relationship of trust by disclosing information in a timely, appropriate, and proactive manner, including sustainability information, and regularly holding engagement with stakeholders (investors) through business activities that utilize IR and other means.
Page	①https://mel-reit.co.jp/en/esg/external/environmental.html ②https://mel-reit.co.jp/en/esg/social/investor.html

Sustainability policy/promotion system

Sustainability Promotion Structure

MEL believes that efforts to improve sustainability are indispensable for maximizing unitholder value. The Sustainability Committee discusses on important issues, targets, and measures related to sustainability of MEL and MJIA, reports on the status of implementation, and conducts evaluations and analyses related to these issues, as well as sharing the latest knowledge on sustainability.

Sustainability Promotion Structure



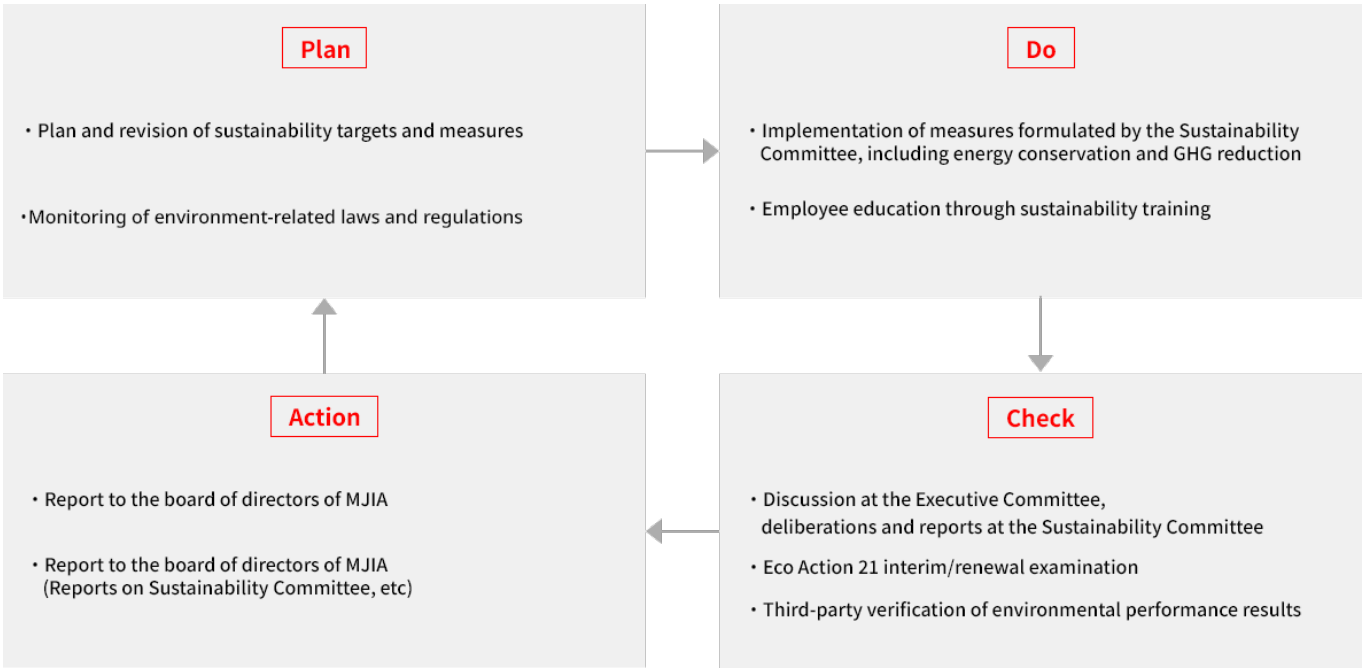
Reporting details, meeting frequency and examination process

The Sustainability Committee generally meets once a quarter to discuss sustainability-related key issues, goals and various measures to achieve these goals. The Committee also evaluates the sustainability performances, share the progress on the goals they have set. The contents of the Sustainability Committee are reported to and supervised by the Board of Directors and MEL's Board of Directors, which are held on a regular basis.

Establishment of Sustainability Management Office

In April 2022, the Sustainability Management Office was newly established within the Corporate Management Department of MJIA to further enhancing its commitment to sustainability. Additionally, MJIA appointed a sustainability officer to strengthen the structure further.

Sustainability Promotion Based on PDCA Cycle



In 2022, MEL received Eco Action 21 certification, the certification and registration system in which third party organizations certify and register businesses that promote environmental management, based on "Eco Action 21 Guidelines" formulated by Japan's Ministry of the Environment as part of its Environmental Management System.
Therefore, MEL's PDCA cycle is implemented in accordance with Eco Action 21.

Establishment of the Sustainability Promotion Manual

MJIA has formulated various "Sustainability Promotion Manuals" that stipulate basic policies and specific procedures for monitoring and reduction of greenhouse gas emissions, energy consumption, water consumption, waste volume, etc., and for collaboration with third parties (sustainable procurement), with the aim of enhancing the feasibility of sustainability promotion.

＜Overview of the Sustainability Promotion Manual＞

Manual	Contents
• Environmental Management System Operation Rules	• Operational Rules for Sustainability Policy and its Detailed Regulations • Establishment, management, and maintenance of EMSs based on PDCA cycle
• Greenhouse Gas Emission Reduction Promotion Implementation Manual • Energy Conservation Promotion Implementation Manual • Water Use Eefficiency Manual • Waste Management Manual	• Basic policy for continuously identifying the amounts used, discharged and recycling rates, reducing the amounts used and discharged and improving recycling rates • Management and analysis of amounts used, discharged and waste recycling
• Sustainable procurement implementation manual	• Provisions for consideration of sustainability in the procurement of goods and services related to the asset management business of MEL and specific measures to promote sustainability in cooperation with suppliers including property manager • Application of sustainable procurement to all suppliers. Requirement to have in place policies and systems related to corporate ethics, including anti-fraud and anti-corruption.

External Evaluation and Certifications

Supported Initiatives

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:

PRI Principles for Responsible Investment

Supporting the TCFD Recommendations

The Task Force on Climate-related Financial Disclosures (TCFD) was established by the Financial Stability Board (FSB) to consider how climate-related information should be disclosed and how financial institutions should respond to climate-related issues.
In its final report published in June 2017, the TCFD issued recommendations encouraging companies and other organizations to identify and disclose the financial impacts of climate change.
In December 2021, MJIA announced its support for the TCFD recommendations and joined the GX Future Consortium, which comprises supporting companies in Japan and was reorganized from the TCFD Consortium on April 1, 2026.
MEL also recognizes that climate-related risks and opportunities may affect its business and will continue to address these risks and opportunities while further enhancing its climate-related disclosures.

Please refer to"Climate Change Initiatives" for details.

Membership in the TNFD Forum

The Taskforce on Nature-related Financial Disclosures (TNFD), established in 2021 following TCFD, is a global initiative aimed at developing a framework for organizations to disclose risks and opportunities related to nature, including natural capital and biodiversity.
TNFD aims to reverse the flow of finance that degrades nature and to contribute to the restoration of biodiversity.
In alignment with TNFD's mission, MJIA joined the TNFD Forum in June 2025 to support its activities.

Joining the 30 by 30 Alliance for Biodiversity

30 by 30 is an initiative to halt the loss of biodiversity and put it on a recovery track (nature positive) by 2030.
The goal is to effectively conserve at least 30% of land and sea as healthy ecosystems by 2030.
In April 2022, an alliance of volunteers formed to promote efforts to achieve this goal, is known as the 30 by 30 Alliance for Biodiversity.
In alignment with the objectives of the alliance, MJIA joined in May 2025.

Obtaining of SBTi Approval

SBT is GHG emission reduction targets based on scientific evidence certified by "Science Based Targets initiative (SBTi)", which is an international initiative jointly run by CDP, United Nations Global Compact (UNGC), World Resources Institute (WRI) and World Wide Fund for Nature (WWF). In SBT, GHG emission levels set by Paris Agreement (which aims to curb global temperature rise to well-below 2°C above pre-industrial levels and pursuing effort to limit warming to 1.5°C) is required.
As a strategy based on the TCFD recommendations, MEL has formulated roadmap for reducing GHG emissions.
While clearly stating its goal of net-zero GHG emissions by FY2050 in this roadmap, MEL established new KPI as set forth below to achieve science-based emission reductions and this KPI has been certified for SBT (Near-Term Targets・Net-Zero Targets) .

Target	Scope of coverage	Base year	Target year	GHG emission reduction targets
Near-Term	Scope1+2	FY 2021	FY 2030	42% reduction
Net-Zero	Scope1+2+3	FY 2021	FY 2050	Net-Zero(90% or more reduction)

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

For more details, please refer to: Environmental Policy and Goals

Signing Principles for Financial Action for the 21st Century

The Principles for Financial Action for the 21st Century were established as a set of action guidelines for financial institutions that wish to fulfill the responsibilities and roles required of them to build a sustainable society. Signatory financial institutions are expected to implement the seven principles to the maximum extent possible as they apply to their specific business activities.
Visit the website below for details.
https://pfa21.jp/
MJIA agrees with the basic approach of these principles and signed on to these principles in November 2023.

Financial Behavior Principles for the Formation of a Sustainable Society (The Seven Principles)

Principle 1 Basic posture	Recognizing the responsibilities and roles that financial institutions themselves play for the formation of a sustainable society, we will take the initiative in implementing best practices through our businesses, aiming to create positive impacts on the environment, society and economy, and mitigate negative impacts.
Principle 2 Contribution to a sustainable global society	We will lead the formation of a sustainable global society by developing and providing financial products and services that contribute to the creation and development of industries and businesses through innovation, toward steady and fair transitions in society.
Principle 3 Contribution to the formation of sustainable communities	We will support the solution of environmental, social and economic issues based on regional characteristics, and lead the formation of sustainable local communities by improving the inclusiveness and resilience of the region.
Principle 4 Human resource development	We will recognize the importance of human capital in financial institutions, and develop human resources who can think for themselves and take action on environmental and social issues.
Principle 5 Collaboration with various stakeholders	Recognizing the importance of cooperation among various stakeholders, including financial institutions, in order to form a sustainable society, we will not only participate in such efforts but also play an active role.
Principle 6 Building a sustainable supply chain	We will actively address environmental issues such as global warming and biodiversity and social issues such as human rights, and build a sustainable supply chain through constructive engagement with business partners including investees and borrowers.
Principle 7 Information disclosure	Recognizing that activities to enhance the sustainability of society are management issues, we will disclose our efforts to a wide range of stakeholders and make constant improvements based on domestic and international trends and disclosure frameworks.

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.



Participation in JCI

The Japan Climate Initiative (JCI) is a network committed to strengthening communication and exchange of strategies and solutions among non-state actors such as Japanese domestic companies, local governments, and NGOs that are actively working to address climate change.
The JCI pledges to voluntarily accelerate energy efficiency and use of renewable energy toward the realization of the decarbonized society envisioned by the Paris Agreement, and to strengthen efforts to contribute to the realization of net-zero carbon emissions by 2050.
MJIA joined the JCI in September 2022 in support of this proactive approach to the realization of a decarbonized society.



External Evaluation and Certifications

Environmental Assessment and Certifications

CDP Climate Change Program Assessment

CDP Score is provided across four levels and eight-tier score bands: Leadership level (A and A-), Management level (B and B-), Awareness level (C and C-), Disclosure level (D and D-). In the 2025 assessment, MEL was awarded the highest score of 'A' for the third consecutive year and recognised with "A List" (Highest Recognition) company for its high international standard of commitment and information disclosure on climate change issues.

In the 2025 assessment, MEL has also received the highest "A" score in the CDP Supplier Engagement Rating, which evaluates supply chain-wide initiatives addressing climate change, and was selected for the "Supplier Engagement Leaderboard."

December 16, 2025 MEL has been recognized with "A List" (Highest Recognition) on CDP Climate Change PDF



GRESB Real Estate Assessment

GRESB is a benchmark established by a group of European pension funds to assess the sustainability performance of real estate companies and assetmanagers, and is used by major institutional investors, among others, in making investment decisions.
In the 2026 GRESB Real Estate Assessment, MEL received the highest “5 Stars” rating for the seventh consecutive year and achieved “Green Star” statusfor the eighth consecutive year.

In addition, MEL was named both the “Global Sector Leader” and the “Asia Sector Leader” in the Listed Industrial sector for the second consecutive year. The Sector Leader designation is awarded to the top-performing participant based on overall score, as well as participants whose scores are within onepoint of the top score.

October 6, 2026 Notice concerning GRESB Real Estate Assessment Results PDF
October 19, 2026 Notice Concerning Selected as Sector Leader from GRESB PDF



GRESB Public Disclosure

In the “GRESB Disclosure Assessment” (5-level evaluation), which measures the level of ESG information disclosure, MEL was also highly evaluated for its efforts in ESG information disclosure, and received an “A level” rating, the highest ranking for the seventh consecutive year.



EcoAction 21

EcoAction 21 is a third-party evaluation system to certify and register organizations which promote environmental management in accordance with the "Eco Action 21 Guideline" formulated by the Ministry of Environment as part of its Environmental Management System.

MEL has renewed its EcoAction 21 certification and registration in March 2025, following the expiration of its previous certification received in March 2023.

私たちは、地域と地球の環境に配慮した事業者です
®環境省
エコアクション21
認証番号 0013826

＜Scope of Certification and Registration＞
Investment and management of real estate, etc. and Real Estate Trust Beneficiary Interest

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)


J-REIT向けESG評価 評定書

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 recieved 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 facities and maintain logistics networks through collaboration with tenants and stakeholders.



External Evaluation and Certifications

Environmental Certifications

《Target（KPI）》

Environmental Certification acquisition rate increasing to 100% by FY2030.

KPI Progress

As of August 31, 2026

	Number of Properties (Note 1)		Total Floor Area (㎡)	Ratio (%) (Total Floor Area)
CASBEE	Real Estate S	18	1,343,425	-
	Real Estate A	2	31,856	
	CASBEE Aichi A	1	9,413	
	Total	21	1,384,694	89.4
BELS	★★★★★★	4 (Note 2)	50,553	-
	(ZEB Ready)	(3)		
	★★★★★	22(Note 2)	1,076,059	
	(ZEB)	(1)		
	(ZEB Ready)	(7)		
	★★★★	2	213,131	
	★★	1	145,809	
	Total	28	1,485,552	95.9
Total		**29**	**1,521,634**	**98.2**

(Note 1) When one property has obtained multiple environmental certifications and evaluations, it is counted as one property.

(Note 2) MJ Logipark Funabashi 1 is counted as one property, even though the first and second building numbers are counted separately.

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

BELS uses the Assessment Guideline which Japan's Ministry of Land, Infrastructure, Transport and Tourism (MLIT) enacted for Indication of Energy Saving Capabilities of Non-residential Buildings in 2013 to improve energy conservation in Japan and to indicate applicable energy-related information in various circumstances, including the real estate market. BELS complies with the Amendment of Energy Conservation Standards (enforced April 1, 2014). BELS is evaluated by third-party evaluators based on a variety of measurements which the evaluation result is represented by a seven-level rating system (no stars to six stars "★★★★★★") since April 1, 2024 (Note).

(Note) BELS certification started on April 1, 2016, with a five-level rating system (from ★ to ★★★★★), and it was transition to a seven-level rating system from April 1, 2024. Note that BELS certification does not have an expiration date.

For more information about BELS
https://www.hyoukakyoukai.or.jp/bels/info.html



ResReal

ResReal, is the first certification program in Japan to evaluate the "Robustness (location and building)", "Redundancy", "Readiness" and "Substitutability" of properties to quantify and visualize the resilience (strength, flexibility, resilience and resistance) of real estate against natural disasters, certified by the Japan Real Estate Institute.
ResReal Flood Damage Edition quantifies the resilience of the subject property to flood damage on a 100-point scale, with five grade ranging from Platinum (extremely resilient) to Standard (generally resilient) depending on the score.
In 2024, MEL received the highest rating of Platinum (Extremely resilient) of ResReal Flood for LOGIPORT Osaka Taisho.

December 25, 2024 MEL Receives ResReal (Flood) Certification (LOGIPORT Osaka Taisho)

For more information about ResReal
https://resreal.jp/overview/

Assessment Results (BELS, CASBEE)

Property Name	CASBEE	BELS
Logicross Fukuoka Hisayama	S Rank for Real Estate	
Logicross Atsugi	S Rank for Real Estate	★★★★★
Logicross Kobe Sanda		★★★★
Logicross Osaka	S Rank for Real Estate	★★★★★
Logicross Nagoya Kasadera	S Rank for Real Estate	★★★★★
Logicross Narashino	S Rank for Real Estate	★★★★★
Logicross Atsugiⅱ	S Rank for Real Estate	★★★★★ (ZEB Ready)
Logicross Yokohama Kohoku	A Rank for Real Estate	★★★★★★ (ZEB Ready)
Logicross Osaka Katano		★★★★★
LOGIPORT Sagamihara	S Rank for Real Estate	★★★★
LOGIPORT Hashimoto	S Rank for Real Estate	★★

Property Name	CASBEE	BELS
LOGIPORT Osaka Taisho	S Rank for Real Estate	★★★★★ (ZEB Ready)
LOGIPORT Kawasaki Bay	S Rank for Real Estate	★★★★★ (ZEB)
LOGiSTA・Logicross Ibaraki Saito (A)	S Rank for Real Estate	★★★★★
LOGiSTA・Logicross Ibaraki Saito (B)	S Rank for Real Estate	★★★★★ (ZEB Ready)
MJ Logipark Funabashi 1 Building No.1		★★★★★
MJ Logipark Funabashi 1 Building No.2		★★★★★★
MJ Logipark Osaka 1	S Rank for Real Estate	★★★★★ (ZEB Ready)
MJ Logipark Fukuoka 1	S Rank for Real Estate	★★★★★ (ZEB Ready)
MJ Logipark Tsuchiura 1	A Rank for Real Estate	★★★★★★ (ZEB Ready)
MJ Logipark Nishinomiya 1		★★★★★ (ZEB Ready)
MJ Logipark Kasugai 1	S Rank for Real Estate	★★★★★
MJ Logipark Inzai 1	S Rank for Real Estate	★★★★★
MJ Logipark Takatsuki 1		★★★★★
MJ Logipark Higashi Osaka 1		★★★★★ (ZEB Ready)
MJ Logipark Funabashi 2	S Rank for Real Estate	★★★★★

Property Name	CASBEE	BELS
MJ Logipark Kakogawa 1		★★★★★
MJ Logipark Ichinomiya 1	S Rank for Real Estate	★★★★★
MJ Logipark Aisai 1	CASBEE Aichi A	★★★★★★ (ZEB Ready)
MJ Logipark Daito 1		★★★★★
< Number of properties >	21	28
< Total Floor Area (㎡) >	1,384,694	1,485,552
< Ratio (%) (Total Floor Area) >	89.4	95.9

Environmental Initiatives (E)

Environmental Policy and Goals

Basic Policy

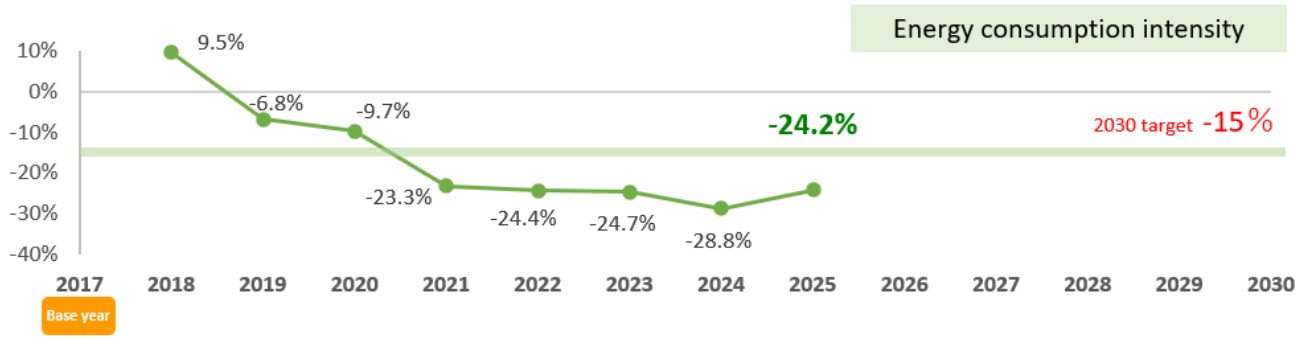
MJIA has established an environmental management framework, complies with environmental laws and regulations, and strives to conserve the environment by promoting environmental consideration and reducing environmental impact. Through these efforts, MJIA actively advances forward-looking efforts aimed at contributing to the realization of a sustainable society through its business activities.

MEL also endeavors to invest in energy-efficient properties with due consideration for environmental impact. In addition, it has established an environmental management system and will continue to implement environmental and energy-saving measures at its portfolio properties, as well as improve the efficiency of energy usage. Furthermore, it will regularly disclose information regarding environmental performance and related issues, and will continue to promote initiatives aimed at environmental consideration and the reduction of environmental impact.

KPI Trends

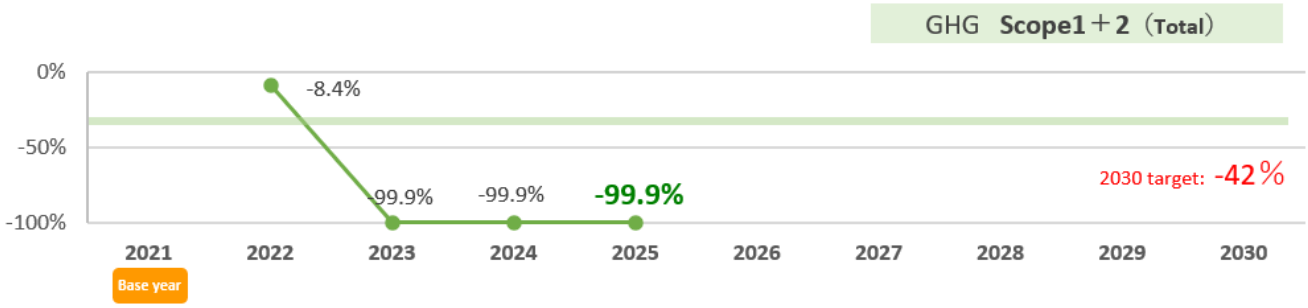
1. Energy

Reduce energy consumption intensity by 15% by FY2030 (FY2017 baseline)



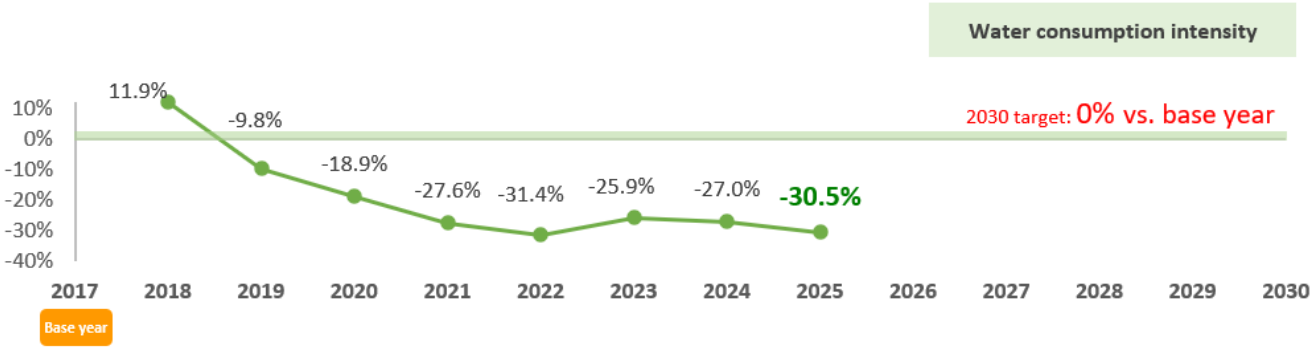
2. GHG

Achieve net zero GHG emissions (including the entire value chain) by FY2050 SBTi
42% reduction in total GHG emissions by FY2030 (Scope 1 + 2) (FY2021 baseline) SBTi



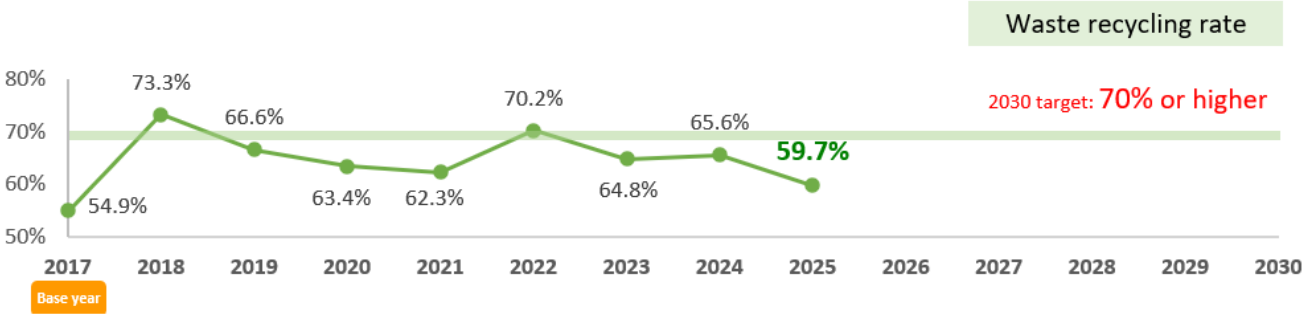
3. Water Consumption

No increase in water consumption until FY2030 (FY2017 baseline)



4. Waste Management

Recycling rate of 70% or more by FY2030.



5. Environmental Certification

Increasing Environmental Certification to 100% by FY 2030

For environmental certifications, please see below.
https://mel-reit.co.jp/ja/esg/external/greenbuilding.html

Environmental Performance Data

Reduce energy consumption intensity by 15% by FY2030 (FY2017 baseline)

Energy Consumption	Total energy consumption (MWh)	Breakdown (MWh)		Data coverage (GFA basis) (Note 1)	Energy consumption intensity (kWh/m2) (Note 2)	Percentage change in intensity
		Gas/fuel consumption	Electricity consumption			
FY2017	27,920	1,625	26,294	100%	50.20	-
FY2018	30,601	1,629	28,972	100%	54.95	9.5%
FY2019	33,314	1,793	31,521	100%	46.78	▲6.8%
FY2020	39,146	2,504	36,642	100%	45.30	▲9.7%
FY2021	42,172	2,613	39,559	100%	38.49	▲23.3%
FY2022	52,716	2,790	49,926	100%	37.95	▲24.4%
FY2023	57,791	3,097	54,694	100%	37.81	▲24.7%
FY2024	55,156	2,947	52,209	100%	35.63	▲28.8%
FY2025	59,717	2,852	56,865	100%	38.06	▲24.2%

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

(Note 2) Intensity = [Each consumption] / [Total gross floor area for each FY], adjusted for occupancy rate.

(Note 3) From FY2025, the data aggregation period is from March 1 to the end of February of the following year. Up to FY2024, it was from April 1 to the end of March of the following year.

Reduce GHG emissions (Scope 1 and 2) by 42% by FY2030 (FY2021 baseline) SBTi
Aim to achieve net zero GHG emissions across the entire value chain by FY2050 SBTi

(unit: t-CO2)

GHG	Scope1	Scope2 (Market-based) (Note 1)	Scope1 +2	Percentage Change	Scope3(Note2)					Scope1 +2+3	Data coverage (Floor area basis)
					Category1	Category2	Category3	Category5	Category13		
FY2021	0	939	939	-	2,541	1,025	734	390	8,558	14,187	100%
FY2022	0	860	860	▲8.4%	3,060	890	229	398	13,340	18,777	100%
FY2023	1	0	1	▲99.9%	3,639	2,301	164	633	13,895	20,633	100%
FY2024	0	0	0	▲99.9%	3,926	1,063	231	544	13,712	19,476	100%
FY2025	1	0	1	▲99.9%	3,389	1,952	229	447	15,616	21,634	100%

(Note 1) Scope 2 (Market-based method) is calculated considering co-ownership. MEL purchased non-fossil fuel certificates equivalent to our entire Scope 2 emissions from FY2023, achieving a 100% offset of our Scope 2 emissions.
(Note 2) 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.
(Note 3) Aggregation by category has been conducted since FY2023. Please refer to the data disclosed under Green Finance for prior fiscal years.
(Note 4) From FY2025, the data aggregation period is from March 1 to the end of February of the following year. Up to FY2024, it was from April 1 to the end of March of the following year.

No increase in water consumption intensity by FY2030 (FY2017 baseline)

Water Consumption	Water consumption (m3)	Data coverage (GFA basis)(Note 1)	Water consumption intensity (m3/m2) (Note 2)	Percentage Change
FY2017	63,255	100%	0.114	-
FY2018	70,833	100%	0.127	11.9%
FY2019	73,839	100%	0.103	▲9.8%
FY2020	80,550	100%	0.092	▲18.9%
FY2021	84,855	100%	0.082	▲27.6%
FY2022	110,410	100%	0.078	▲31.4%
FY2023	128,747	100%	0.084	▲25.9%
FY2024	128,306	100%	0.083	▲27.0%
FY2025	124,903	100%	0.079	▲30.5%

(Note 1) Numerator: Total floor area (m2) of properties for which data for the current year are identified. Denominator: Total portfolio floor area for the current fiscal year
(Note 2) Intensity = [Each consumption] / [Total gross floor area for each FY], adjusted for occupancy rate.
(Note 3) From FY2025, the data aggregation period is from March 1 to the end of February of the following year. Up to FY2024, it was from April 1 to the end of March of the following year.

Achieve a waste recycling rate of 70% or higher by FY2030

Waste Management	Total waste generated (t)	Data coverage (Floor area basis) (Note 1)	Recycling rate
FY2017	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%
FY2021	3,939	90.6%	62.3%
FY2022	4,802	79.1%	70.2%
FY2023	4,849	86.4%	64.8%
FY2024	4,540	90.0%	65.6%
FY2025	4,704	92.0%	59.7%

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

(Note 2) From FY2025, the data aggregation period is from March 1 to the end of February of the following year. Up to FY2024, it was from April 1 to the end of March of the following year.

Solar Power Generation	Annual power generation (Kwh) (Note 1)
FY2018	7,017,147
FY2019	6,710,582
FY2020	11,432,928
FY2021	14,311,834
FY2022	14,709,934
FY2023	18,124,693
FY2024	19,465,251
FY2025	19,769,509

(Note 1) Most renewable energy generated is sold externally. Figures for co-owned properties are reported on a 100% basis. Solar power generation data is limited to properties and periods where data is available.

(Note 2) From FY2025, the data aggregation period is from March 1 to the end of February of the following year. Up to FY2024, it was from April 1 to the end of March of the following year.

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 Emissions Independent Verification Report

※Environmental Performance Data Independent Verification Report

Environmental Initiatives (E)

Climate Change Initiatives

Awareness of Climate Change

The Paris Agreement, adopted in 2015, is an international treaty that aims to pursue efforts to limit temperature rise 1.5℃ and to keep it well below 2℃ above pre-industrial levels. Many countries, regions, and industries are already taking steps to reduce greenhouse gas (hereinafter referred to as"GHG") emissions by 2050, and are continuously discussing the way of strengthening GHG emission regulations to achieve this goal.
According to IPCC Report (Note), there is no doubt that human activities have caused global warming mainly through GHG emissions, which have already led to an increase in natural disasters such as frequent heat waves and extremely heavy rainfall around the world.
MEL recognizes that climate change is an issue that will have a significant impact on maximizing unitholder value over the medium to long term and has positioned it as one of its materialities, aiming to achieve net zero total GHG emissions throughout the value chain by 2050.
(Note)Report published in 2018 by the United Nations Intergovernmental Panel on Climate Change (IPCC)

Supporting the TCFD Recommendations

The Task Force on Climate-related Financial Disclosures (TCFD) was established by the Financial Stability Board (FSB) to consider how climate-related information should be disclosed and how financial institutions should respond to climate-related issues. The TCFD recommends that companies and other organizations disclose information on Governance, Strategy, Risks and Opportunities, and Metrics and Targets related to climate change.
In December 2021, MJIA announced its support for the TCFD recommendations and joined the GX Future Consortium, an organization comprising companies in Japan that support the TCFD recommendations, which was reorganized from the TCFD Consortium in April 2026.
MEL recognizes the impacts of climate-related risks and opportunities on its business and will continue to address such risks and opportunities while enhancing its climate-related disclosures.

(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

MJIA's Sustainability Committee discusses and decides on climate-related strategies, identification of risks and opportunities , setting of indicators and targets, and measures to them, and reports to the Board of Directors.
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

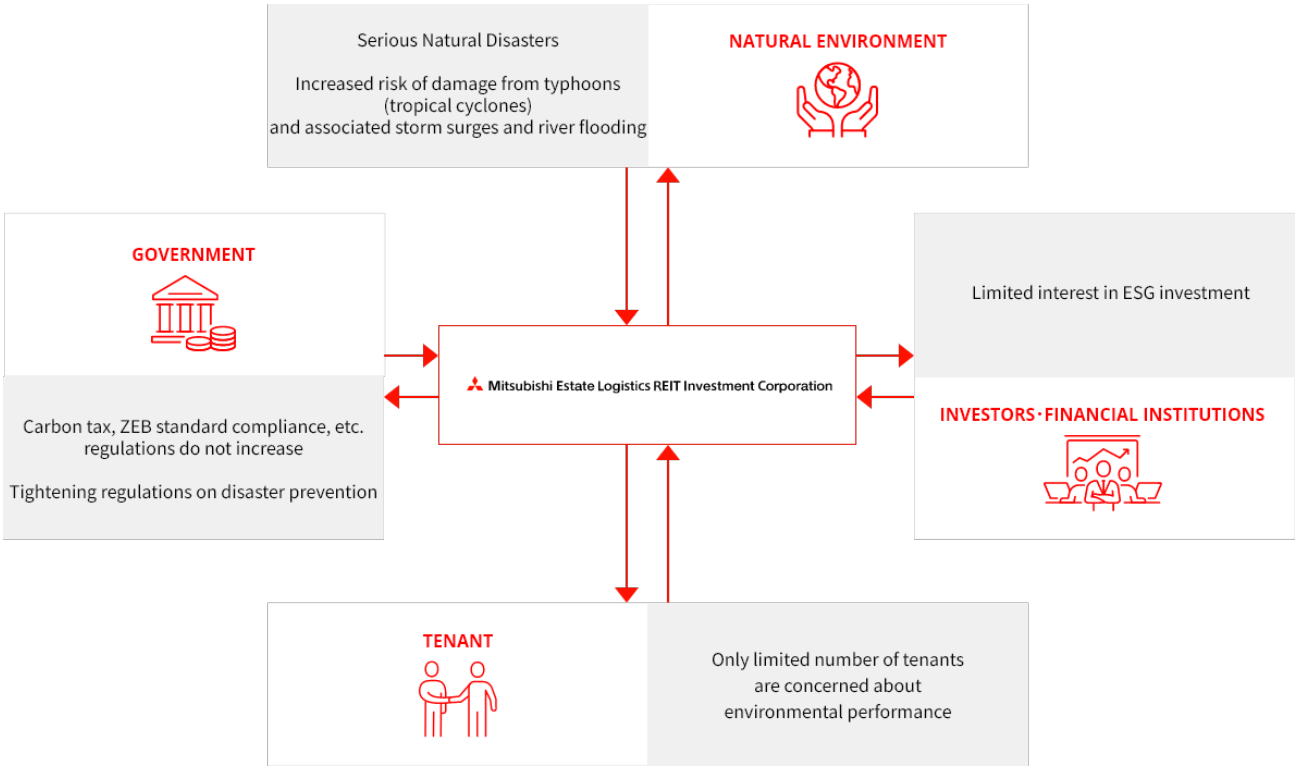
1.Scenario analysis

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 not to be 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 2022 1.5°C scenario　IEA NZE2050 4°C scenario　IEA STEPS
Physical risk	Risks rising by climate change itself, such as changes in weather	IPCC (Intergovernmental Panel on Climate Change) Sixth Assessment Report (AR6) 1.5°C scenario　IPCC RCP 2.6 4°C scenario　IPCC RCP 8.5

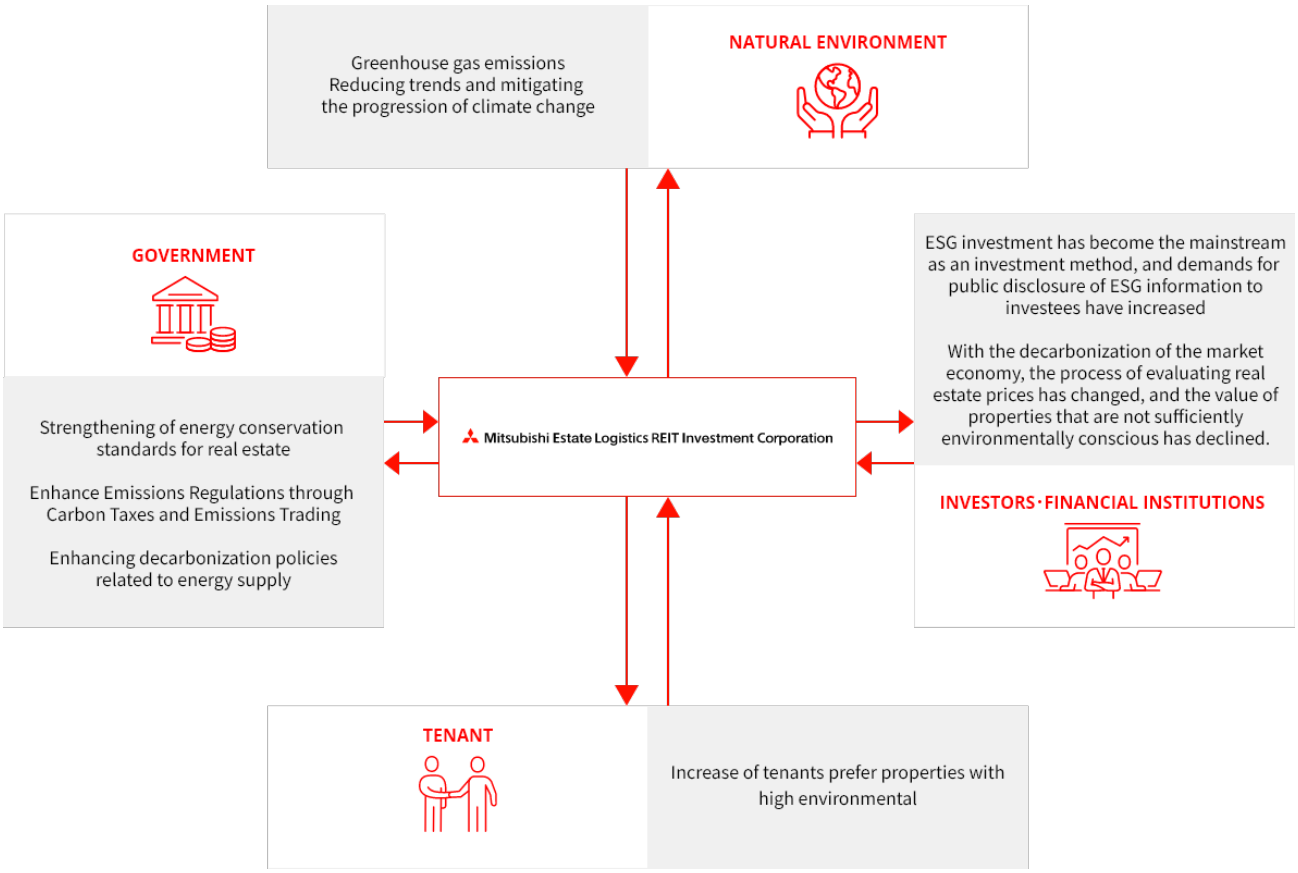
【4°C Scenario】

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

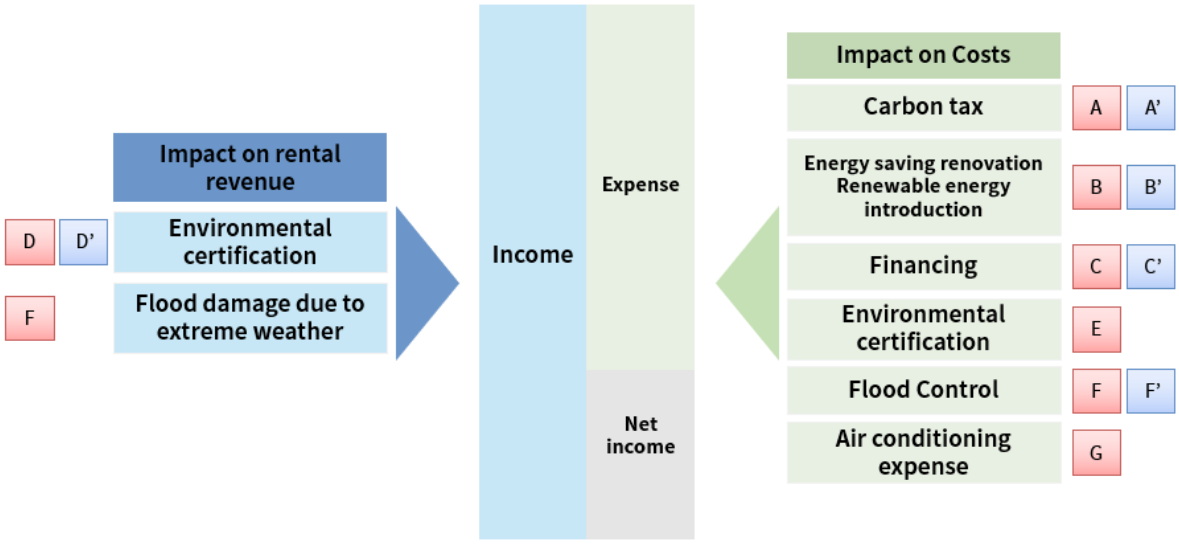
Category		Relations	Type	Financial impacts	Scope of Financial Impact Amount			
					1.5°C		4°C	
					Medium term	Long term	Medium term	Long term
Transition risk	Policies and Laws	Enhance Taxation through the Introduction of a Carbon Taxes	Risk	Increased tax burden on portfolio GHG emissions	Small	Small	Small	Small
		Enhance energy-saving standards in real estate	Risk	Increased burden of portfolio renovation costs	Small	Small	Small	Small
	Technology	Evolution and dissemination of re-energy and energy-saving technologies	Risk	Acquisition of ZEB properties Increase in costs of installing energy-saving equipment and procuring renewable energy	Small	Small	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	Small	Small	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
		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	Small	Small
		Building a portfolio with high resilience performance	Opportunity	Reduction of repair costs and insurance premiums Improve portfolio utilization rate	Small	Small	Small	Small
	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	Small	Small

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

3.Quantitative analysis of financial impact

Organizing business impact on P/L



Financial impact quantitative analysis results of identified climate-related risks and opportunities

Category		Relations	Type	Financial impacts	Scope of Financial Impact Amount (million yen)				
					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	Increase in carbon taxes	▲19	▲48	0	0	A
			Opportunity	Avoidance of carbon tax through energy saving renovations and introduction of renewable energy	9	44	0	0	A′
	Technology	Enhance energy saving standards in real estate and promote energy-saving and renewable energy technologies.	Risk	Increase in energy saving renovation costs	▲4	▲37	0	0	B
			Risk	Increase in renewable energy installation costs	▲14	▲22	0	0	B
			Opportunity	Reduction of utility costs through energy-saving renovation and introduction of renewable energy	13	31	0	0	B′

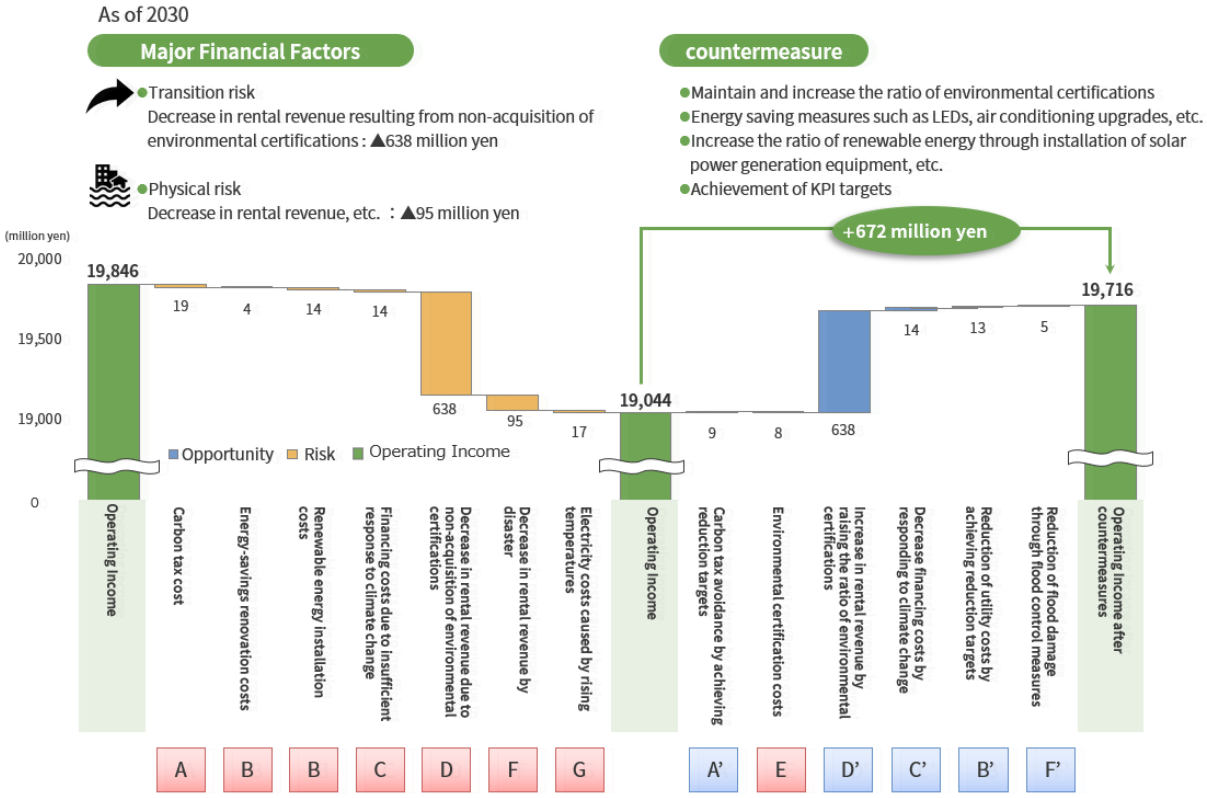
Category		Relations	Type	Financial impacts	Scope of Financial Impact Amount (million yen)				
					1.5°C		4°C		
					Medium term	Long term	Medium term	Long term	
Transition risk	Markets	Deterioration of procurement conditions for market participants not responding to climate change	Risk	Increase in financing costs due to inadequate response to climate change	▲14	▲45	0	0	C
			Opportunity	Decrease in financing costs by addressing climate change	14	45	0	0	C′
		Increasing demand of green buildings from tenants	Risk	Decrease in rental revenue resulting from nonacquisition of environmental certifications	▲638	▲3,460	0	0	D
			Opportunity	Increase in rental revenue by increasing the ratio of environmentally certified properties in our portfolio	638	3,460	0	0	D′
			Risk	Environmental certification costs	▲8	▲14	0	0	E

Category		Relations	Type	Financial impacts	Scope of Financial Impact Amount (million yen)				
					1.5°C		4°C		
					Medium term	Long term	Medium term	Long term	
Physical risk	Acute	Increase in typhoons, torrential rains and floods	Risk	Decrease in rental revenue and increase in repair costs caused by the disaster	▲95	▲99	▲99	▲137	F
			Opportunity	Reduce damage through flood control	5	5	5	7	F′
	Chronic	Increase in demand for air conditioning due to extreme weather conditions	Risk	Increase in electricity costs due to rising temperatures	▲17	▲54	▲22	▲107	G

(Note)①Medium-term: as of 2030, Long-term: as of 2050. ②Based on the starting point of the portfolio as of August 31, 2023.

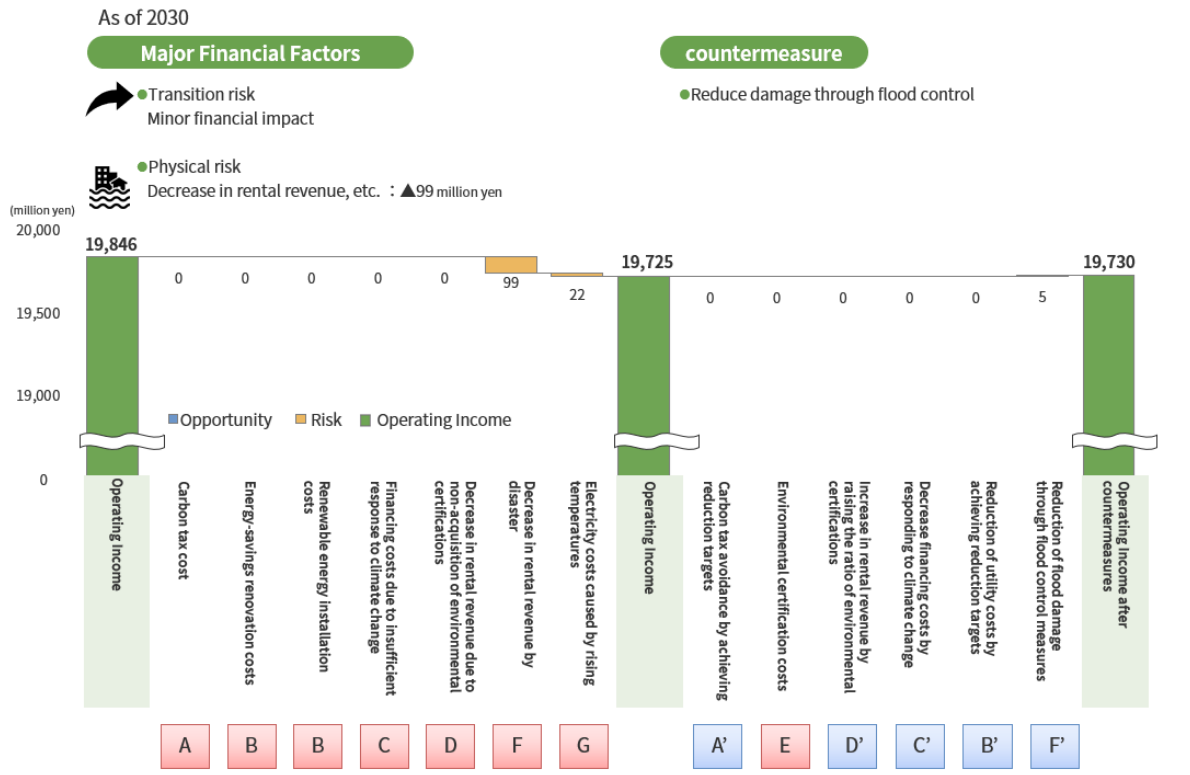
■1.5℃ scenario

Transition risks increase. Environmental certifications in the portfolio have a significant impact on the increase or decrease in rental revenue, but countermeasures are taken to limit the decline in operating income.



■4℃ scenario

Physical risks increase. Operating income is expected to decrease slightly by building a highly resilient portfolio, despite a certain degree of damage to properties due to wind and flood damage and a decrease in rental revenues.



This estimation is based on an analysis of a portion of MEL's business scope and does not evaluate the overall impact. Based on policy trends in Japan and globally, MEL will continue to study the assumptions and expansion of the items covered by the estimation in order to further deepen the analysis.

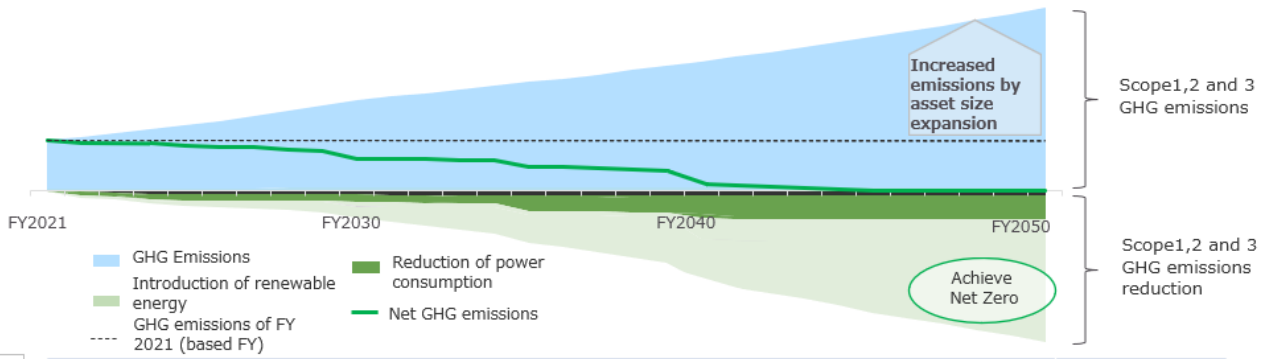
*The accuracy of this estimate is not guaranteed. It is an annual impact estimated based on MEL's operational performance and other factors, and is based on scenarios presented by major institutions and various parameters in the literature. The countermeasures assumed are also assumptions based on trial calculations, and are not planned or determined to be implemented.

CRREM Analysis

CRREM (Carbon Risk Real Estate Monitor) calculates and publishes GHG emissions pathways (decarbonization pathways) to 2050 for each property use, consistent with the 2°C and 1.5°C targets of the Paris Agreement. MEL compares the CRREM 1.5°C decarbonization pathway to the GHG emissions performance of the properties it owns, assesses the transition risk on a property-by-property basis, and uses this as a reference for measures to decarbonize its portfolio.

Roadmap for Reducing GHG Emissions

MEL has formulated Migration Roadmap for reducing GHG emissions and established new KPIs.
Going forward, MEL have set a goal of "achieving net zero GHG emissions for the entire value chain by FY2050," and will steadily implement each measure to achieve this goal.



Measures to reduce emissions and its Reduction rate

Measures to reduce GHG emissions		Emissions reduction rate
Increased emissions by asset size expansion		**+260%**
GHG emissions reduction rate (vs FY ended March 2021)		**▲100%**
Reduction of power consumption	·Switching to LED lighting equipment ·Update to high-efficiency air conditioning equipment ·Refurbishment of freezing and refrigeration equipment	▲8%
Introduction of renewable energy	·Installation of Solar power generation ·Switch to energy derived from renewable energy ·GHG reduction by better energy mix ·Utilization of Environmental Value	▲352%

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 Environmental Certification. Specific initiatives are as follows.

＜Planned purchase of non-fossil certificates＞
MEL has advocated the use of environmental value as part of reduction measures through the promotion of renewable energy, and since FY2021, MEL has been purchasing non-fossil certificates for a part of its portfolio in order to introduce renewable energy. We will systematically purchase non-fossil certificates and reduce GHG emissions.

＜Contribution to the environment in the real estate under management＞
https://mel-reit.co.jp/en/esg/environment/contributions.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 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 owened properties.

Promotion of Green Property in possession
Target (KPI)

- Raise the ratio of property aquired Environmental Certification to **100%** by 2030.

Improvement of environmental performance
Targets (KPIs)

- Reduce our portfolio GHG emissions (Scope 1, 2) by **42%** by FY2030. (based on FY2021) SBTi
- Achieve net zero GHG emissions for the entire value chain by FY2050 SBTi
- Reduce the energy consumption intensity by **15%** by 2030. (based on FY 2017)

Environmental Initiatives (E)

Contributions to the Environment through Our Portfolio

MEL implements environmental considerations and reduction of environmental impact in the real estate under its management under the basic policy listed in the Environmental Management Policy and Goals.

Renewable Energy Use

Mitsubishi Estate Group is committed to develop environmentally 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 considering to install solar panels for the properties that has no yet been installed.



Logicross Fukuoka Hisayama



Logicross Nagoya Kasadera



Logicross Atsugi



MJ Logipark Tsuchiura 1

Energy Saving Initiatives

MEL conducts "sampling energy saving diagnosis" by BM companies and specialized companies as appropriate to understand the current state of energy saving and to use it in formulating future policies.



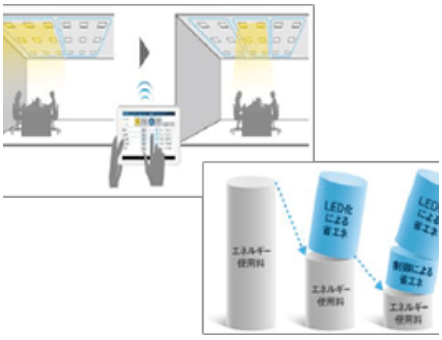
Insulated sandwich panels for exterior wall



Installment of motion detected sensor



Installation of LED lightings



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



Installation of LED lightings with motion detected sensor



Update air-conditioning system

ESG evaluation at the time of property acquisition

Before acquiring a property, MEL evaluates the property by reviewing whether or not Environmental Certification has been obtained in addition to the basic inspections on physical, legal, economic, and other aspects.
Furthermore, we conduct onsite inspections of the subject land, as well as third-party engineering reports, soil contamination risk reports, and other environment-related surveys, and make decisions after considering environmental factors such as soil contamination and toxic substances.

Biodiversity Conservation

MEL recognizes the conservation of biodiversity as a critical issue and is committed to environmental preservation activities at its managed properties. As part of these efforts, we implement initiatives such as creating public green spaces and conducting local clean-up activities.



Public green space
(MJ Logipark Atsugi 1)



Cleanup volunteer activity after
Atsugi Ayu Firework Festival
(MJ Logipark Atsugi 1)



Cleanup and flower bed maintenance
volunteer activity
(Logicross Atsugi)

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

BCP Initiatives


Installment of private power generators


Seismic isolators

Environmental Initiatives (E)

Green Finance

Sustainability-Linked Finance Framework

As an initiative to procure funds utilizing ESG assessments, MEL has been procuring funds through Sustainability Linked Loans ("SLL"). Based on the SLL agreement, MEL will be evaluated in every assessment period based on KPI and SPTs (Sustainability Performance Targets) including the targets below that MEL stipulates toward FY 2030, and also will be granted lower loan spread as an incentive according to the achievement status. For SPTs related to each loan, please refer to the "Remarks" of the Sustainability-Linked Loan.

▌The selection of KPI

KPI 1 : Total GHG Emissions(Scope 1+2)
KPI 2 : Environmental Certification
KPI 3 : GRESB Real Estate Assessment

▌Measurement of SPT

SPT 1 : FY2021 GHG emissions（Scope 1+2）42% reduction from actual 939.2t-CO2 by FY2030 SBTi
SPT 2 : All properties with Environmental Certification by FY2030
SPT 3 : 4 stars or more GRESB Real Estate Rating continuously from the loan execution dat
e For more details, please refer to :Environmental Policy and Goals
Environmental Certifications Environmental
Assessment and Certifications

▌Characteristics of the Loan

If the one or more of SPTs is achieved on the specified Determination Date, the interest rate spread for the Interest Calculation Period falling after the respective Determination Date shall be reduced, and if any SPT is not achieved, the interest rate spread for the same period shall be either deferred or increased.
The specific range of interest rate linkage shall be separately stipulated in the loan agreement, etc. for each individual loan execution.

▌Reporting and Verification

The framework stipulates that the following items are to be disclosed once a year (at the end of July each year) on MEL's website with regard to KPI-related results, etc.

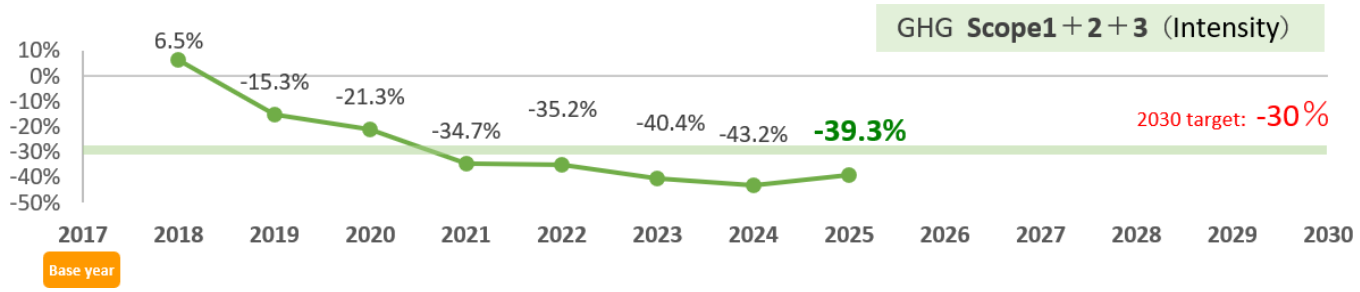
No.	Reporting Content	Reporting Period
①	Actual values for the reporting period of the KPI	Starting with the first year following the execution of the Sustainability-Linked Loan, and continuing annually until the final determination date.
②	Status of achievement of SPTs in the reporting period.	
③	Information on the borrower's latest sustainability strategy as it relates to KPIs/SPTs	

Sustainability-Linked Loan

Lender	Borrowing Amount	Procurement Date	Repayment Date	Remarks
The Norinchukin Bank	2,000 million yen	Mar. 1, 2022	Mar. 1, 2032	Third-Party Opinion from Japan Credit Rating Agency, Ltd. (JCR) (available only in Japanese) Conclusion of Sustainability Linked Loan Agreement Notice Concerning Debt Financing (including "Green Loan" and "Sustainability-Linked Loan")
The Norinchukin Bank	2,000 million yen	Oct. 25, 2022	Oct. 25, 2031	Conclusion of Sustainability Linked Loan Agreement Notice Concerning Debt Financing
SBI Shinsei Bank	2,000 million yen	Dec. 1, 2022	Dec. 1, 2031	Notice Concerning Debt Financing
Sumitomo Mitsui Banking Corporation	3,000 million yen	Sep. 4, 2023	Sep. 4, 2031	Notice Concerning Debt Financing ("Sustainability-Linked Loan") Sumitomo Mitsui Banking Corporation announces "Sustainability Linked Loan" to MEL (available only in Japanese)
The Norinchukin Bank	500 million yen	Sep. 29, 2023	Sep. 29, 2031	Notice Concerning Debt Financing
Nippon Life Insurance Company	1,000 million yen	Sep. 29, 2023	Sep. 29, 2033	Notice Concerning Debt Financing
Sumitomo Mitsui Banking Corporation	1,150 million yen	Sep. 2, 2024	Sep. 2, 2032	Notice Concerning Debt Financing ("Sustainability-Linked Loan")
Sumitomo Mitsui Banking Corporation	1,350 million yen	Mar. 10, 2025	Mar. 10, 2034	Notice Concerning Debt Financing ("Sustainability-Linked Loan")
The Norinchukin Bank	800 million yen	Sep. 1, 2025	Sep. 1, 2032	Notice Concerning Debt Financing (including "Green Loan" and "Sustainability-Linked Loan")

(Reference) Progress against the previous SPT①

Previous SPT①: 30% reduction in GHG emissions by FY2030 (FY2017 baseline)



30% reduction in GHG emissions by FY2030 (FY2017 baseline)

GHG emissions	GHG emissions (t-CO2)	Breakdown (t-CO2)			Data coverage (Floor area basis)	GHG emission intensity (t-CO2/m2)	Percentage Change (intensity)
		Scope1	Scope2 (Location-based method)	Scope3 (Category#13)			
FY2017	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
FY2021	17,598	0.4	7,011.0	10,586.9	100%	0.016	▲34.7
FY2022	22,219	0.3	2,849.0	19,369.5	100%	0.016	▲35.2
FY2023	22,514	0.6	2,811.9	19,701.9	100%	0.015	▲40.4
FY2024	21,871	0.5	2,755.4	19,114.6	100%	0.014	▲43.2
FY2025	23,553	0.7	2,626.1	20,926.5	100%	0.015	▲39.3

(Note) Scope 2 emissions include only those under the operational control of MEL from FY2022 onward.

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.

Properties that have obtained or renewed, or to obtain or renew in the future, any of the following certifications ① through ⑤

①DBJ Green building certification : 5-star, 4-star or 3-star

②CASBEE certification: CASBEE-Building CASBEE-Real estate (B+rank, A rank or S rank) / Municipal version of CASBEE (B+rank, A rank or S rank) (Note 1)

③BELS evaluation in FY2016 standard : 3-star, 4-star or 5-star (Note2)
BELS evaluation in FY2024 standard : level 4, level 5 or level 6 (Note3)

(Note 1) The look-back period shall be 3 years from the date of completion of construction.

(Note 2) In the case of new acquisition for existing buildings built before 2016, existing non-compliant buildings (factories, etc. (including logistics facilities): BEI = 0.75 or more) are not permitted.

(Note 3) New acquisitions of existing buildings built before 2016 must be Level 3 or above and excluding buildings with outdated legality (factories, etc. (including logistics facilities) : BEI=above 0.75).

④Renewable energy generation facilities associated with buildings (limited to solar power generation facilities on the premises)

⑤Equipment 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.

(1)Green Building

- Number and Type of environmental certifications of the assets
- Water supply usage
- Total energy consumption (Electricity consumption and Gas fuel consumption)
- GHG emissions (Scope1、Scope2、Scope3)
- Waste management

（2）Renewable energy generation facilities associated with buildings (limited to solar power generation facilities on the premises)

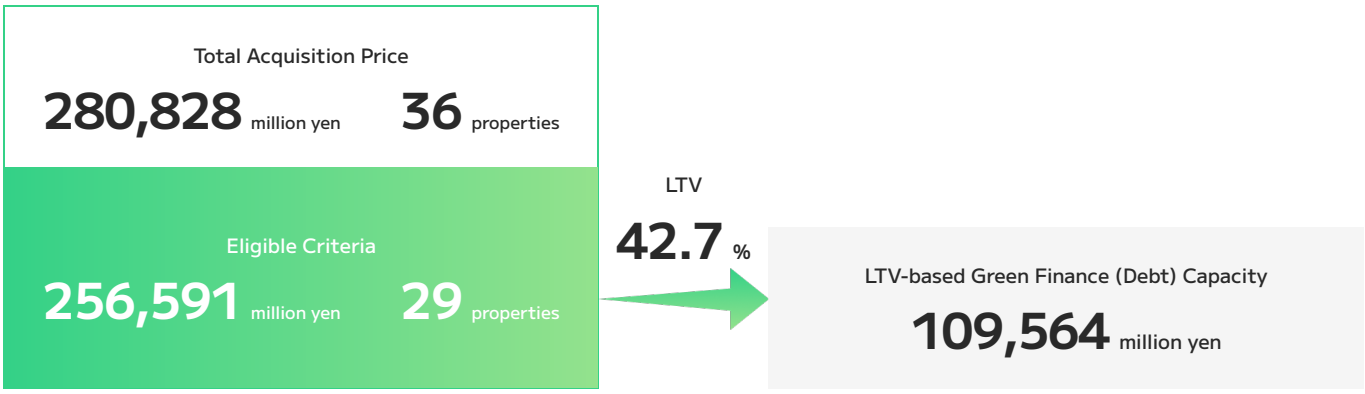
- Annual power generation of solar panels

（3）Equipment designed to reduce environmental impacts (limited to equipment that achieves 30% or higher energy efficiency before introduction)

- Details of equipment introduced as equipment aimed at reducing environmental load and energy saving effect

For more details, please refer to :Environmental Certifications
Environmental Policy and Goals Data

Amount of Procured Funds and Allocation (As of August 31, 2026)



(Note 1) The LTV-based Green Finance (Debt) Capacity =Total Acquisition Price of Green Eligible Assets × The Total Asset LTV

	Number of Properties	Amount
Total Properties	36	280,828 million yen
Eligible Criteria (Note)	29	256,591 million yen
CASBEE	21	219,141 million yen
BELS	28	250,821 million yen

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

	Funds	Procurement Date	Repayment Date/ Redemption Date	Allocation	Use of Initial Funds
Green Loan (Mizuho Bank)	720 million yen	Sep. 14, 2021	Sep. 14, 2028	allocated	Aquisition of Logicross Fukuoka Hisayama, LOGIPORT Sagamihara (49% co-ownership interest), LOGIPORT Hashimoto (45% co-ownership interest), MJ Logipark Kazo 1
Green Bond	2,000 million yen	Apr. 14, 2021	Apr. 14, 2036	allocated	Acquisition of LOGIPORT Osaka Taisho(20% co-ownership interest), Logicross Osaka(additional acquisition of 40%), Logicross Nagoya Kasadera(additional acquisition of 40%)
Green Loan (Mizuho Bank)	1,000 million yen	Mar. 1, 2022	Mar. 1, 2031	allocated	Acquisition of Logicross Atsugi II, LOGIPORT Kawasaki Bay (45% co-ownereship interest)
Green Loan (Shinkin Central Bank)	2,000 million yen	Mar. 1, 2022	Mar. 1, 2032	allocated	
Green Loan (SBI Shinsei Bank)	1,000 million yen	Mar. 1, 2022	Mar. 1, 2032	allocated	
Green Loan (The Yamaguchi Bank)	1,000 million yen	Mar. 1, 2022	Mar. 1, 2032	allocated	
Green Loan (Sumitomo Mitsui Banking Corporation)	1,000 million yen	Oct. 25, 2022	Oct. 31, 2026	allocated	Acquisition of LOGiSTA・Logicross Ibaraki Saito (A) (45% co-ownership interest), LOGiSTA・Logicross Ibaraki Saito (B) (45% co-ownership interest),
Green Loan (Daishi Hokuetsu Bank)	1,000 million yen	Oct. 25, 2022	Oct. 31, 2027	allocated	
Green Loan (The Chiba Bank)	2,000 million yen	Oct. 25, 2022	Oct. 31, 2027	allocated	
Green Loan (Mizuho Bank)	1,000 million yen	Oct. 25, 2022	Oct. 31, 2031	allocated	

	Funds	Procurement Date	Repayment Date/ Redemption Date	Allocation	Use of Initial Funds
Green Loan (Sumitomo Mitsui Banking Corporation)	2,880 million yen	Dec. 14, 2022	Oct. 25, 2026	allocated	Acquisition of Logicross Fukuoka Hisayama, LOGIPORT Sagamihara (49% co-ownership interest), LOGIPORT Hashimoto (45% co-ownership interest), MJ Logipark Fukuoka 1, MJ Logipark Kazo 1, Logicross Atsugi Logicross Kobe Sanda
Green Loan (The Yamaguchi Bank, Ltd.)	1,500 million yen	Mar. 14, 2023	Sep. 1, 2032	allocated	Acquisition of Logicross Yokohama Kohoku, LOGiSTA・Logicross Ibaraki Saito (A) (45% co-ownership interest), LOGiSTA・Logicross Ibaraki Saito (B) (45% co-ownership interest), MJ Logipark Inzai 1, MJ Logipark Takatsuki 1
Green Bond	2,500 million yen	Jul. 25, 2023	Jul. 25, 2033	allocated	Acquisition of Logicross Fukuoka Hisayama, LOGIPORT Sagamihara (49% co-ownership interest), LOGIPORT Hashimoto (45% co-ownership interest), MJ Logipark Kazo 1, MJ Logipark Fukuoka 1, LOGIPORT Kawasaki Bay (45% co-ownereship interest), Logicross Atsugi II
Green Loan (Mizuho Bank)	1,330 million yen	Sep. 14, 2023	Sep. 14, 2030	allocated	Acquisition of Logicross Fukuoka Hisayama, LOGIPORT Sagamihara (49% co-ownership interest), LOGIPORT Hashimoto (45% co-ownership interest), MJ Logipark Kazo 1, MJ Logipark Osaka 1, MJ Logipark Fukuoka 1
Green Loan (The Gunma Bank)	300 million yen	Sep. 29, 2023	Sep. 29, 2028	allocated	Acquisition of MJ Logipark Kakogawa 1

	Funds	Procurement Date	Repayment Date/ Redemption Date	Allocation	Use of Initial Funds
Green Loan (Daishi Hokuetsu Bank)	300 million yen	Sep. 29, 2023	Sep. 29, 2028	allocated	Acquisition of MJ Logipark Kakogawa 1
Green Loan (Shinkin Central Bank)	500 million yen	Sep. 29, 2023	Sep. 29, 2032	allocated	
Green Loan (Daishi Hokuetsu Bank)	1,500 million yen	Mar. 31, 2025	Mar. 31, 2029	allocated	Acquisition of MJ Logipark Kakogawa 1
Green Loan (SBI Shinsei Bank)	300 million yen	Sep. 1, 2025	Sep. 1, 2028	allocated	Acquisition of LOGIPORT Osaka Taisho (Additional acquisition of 17.5%), Logicross Osaka (Initial acquisition of 60%), Logicross Nagoya Kasadera (Initial acquisition of 60%)
Green Loan (Bank of Iwate)	1,500 million yen	Sep. 1, 2025	Sep. 1, 2031	allocated	
Green Loan (Mitsubishi UFJ Trust and Banking Corporation)	1,870 million yen	Sep. 16, 2025	Sep. 16, 2036	allocated	Acquisition of LOGIPORT Osaka Taisho(Initial acquisition of 20%), MJ Logipark Kasugai 1, MJ Logipark Nishinomiya 1, Logicross Fukuoka Hisayama, LOGIPORT Sagamihara, LOGIPORT Hashimoto, MJ Logipark Fukuoka 1, MJ Logipark Osaka 1, MJ Logipark Kazo 1 Logicross Osaka Katano
Green Loan (The Norinchukin Bank)	800 million yen	Sep. 16, 2025	Sep. 16, 2031	allocated	Acquisition of Logicross Kobe Sanda, Logicross Atsugi
Green Loan (SBI Shinsei Bank)	2,700 million yen	Sep. 22, 2025	Sep. 22, 2028	allocated	Acquisition of Logicross Osaka Katano
Green Loan (The Keiyo Bank)	1,000 million yen	Sep. 22, 2025	Sep. 30, 2030	allocated	
Green Loan (Shinkin Central Bank)	375 million yen	Oct. 9, 2025	Oct. 9, 2031	allocated	Acquisition of LOGIPORT Osaka Taisho(Initial acquisition of 20%), MJ Logipark Kasugai 1, MJ Logipark Nishinomiya 1
Green Loan (Shinkin Central Bank)	375 million yen	Oct. 9, 2025	Oct. 9, 2032	allocated	

	Funds	Procurement Date	Repayment Date/ Redemption Date	Allocation	Use of Initial Funds
Green Loan (Resona Bank)	2,000 million yen	Oct. 27, 2025	Oct. 27, 2030	allocated	Acquisition of Logicross Yokohama Kohoku, LOGiSTA・Logicross Ibaraki Saito (A) (45% co-ownership interest), LOGiSTA・Logicross Ibaraki Saito (B) (45% co-ownership interest), MJ Logipark Inzai 1, MJ Logipark Takatsuki 1, MJ Logipark Higashi Osaka 1
Green Loan (SBI Shinsei Bank)	900 million yen	Mar. 23, 2026	Mar. 23, 2028	allocated	Acquisition of Logicross Osaka Katano
Green Loan (The Keiyo Bank)	500 million yen	Mar. 23, 2026	Mar. 23, 2029	allocated	
Green Bond	2,200 million yen	Jul. 16, 2026	Jul. 13, 2029	allocated	Acquisition of Logicross Fukuoka Hisayama, LOGIPORT Sagamihara (49% co-ownership interest), LOGIPORT Hashimoto (45% co-ownership interest), MJ Logipark Osaka 1, MJ Logipark Fukuoka 1, LOGIPORT Osaka Taisho(Initial acquisition of 20%), MJ Logipark Kasugai 1, MJ Logipark Nishinomiya 1 Logicross Osaka Katano
Green Loan (SBI Shinsei Bank)	500 million yen	Sep. 14, 2026	Sep. 14, 2028	allocated	Acquisition of Logicross Kobe Sanda, Logicross Atsugi
Green Loan (Mizuho Bank)	2,400 million yen	Oct. 9, 2026	Oct. 9, 2030	allocated	Acquisition of LOGIPORT Osaka Taisho(Initial acquisition of 20%), MJ Logipark Kasugai 1, MJ Logipark Nishinomiya 1
Total Green Finace (Debt)	40,950 million yen				
LTV-based Green Finance (Debt) Capacity	109,564 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.

Green Equity Framework

Use of Proceeds of Green Equity

Net proceeds from Green Equity Offering 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.

Eligibility Criteria

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

- a.Properties that obtained or renewed, or to be acquired in the future with one of the certifications from a third-party certifier listed in (1) to (3) below.
  - (1) DBJ Green building certification: 5, 4 or 3 stars
  - (2) CASBEE Certification: S, A or B+
  - (3) BELS Evaluation: 5, 4 or 3 stars
- 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

Net proceeds from the Green Equity Offering will be used to the acquisition of new or existing properties or to refinance immediately after the execution of that. The proceeds from the Green Equity Offering are managed in cash or cash equivalents until the fully allocated to the eligible green projects.

Reporting

MEL will disclose the allocation plans with respect to the appropriation of proceeds from the Green Equity Offering, if any, that is not yet allocated at the time of issuance of the investment units. In addition, regarding the status of allocation of proceeds and the following impact reporting, the amount to be appropriated and the detail of subjected property to be appropriated shall be disclosed promptly. Disclosure of the allocation status shall be completed upon the allocation of the proceeds are completed.

＜Status of Green Building＞

- Number, Type, and Rank of environmental certifications of the assets
  For detailed information : Environmental Certifications

＜Environmental Benefit＞

*Disclose on a portfolio basis considering confidential information of MEL.

- Water usage
- Total energy consumption (electricity consumption and gas/fuel consumption)
- GHG emissions
- Waste discharge weight
- Solar power electricity generation
- Details of equipment and facilities installed to reduce environmental impacts and energy efficiency(saving) benefits.
  For detailed information : Environmental Performance Data

Amount of Procured Funds and Allocation

	Funds	Payment Date	Date of Allocation	Allocation	Use of Initial Funds
5th Follow-on Offering	22,042 million yen	Mar. 1, 2022	Mar. 1, 2022	allocated	Acquisition of Logicross Atsugi II and LOGIPORT Kawasaki Bay (45% co-ownereship interest)

Evaluation by Third-Party Entities

MEL formulated “Green Equity Framework” with reference to the four elements indicated by the Green Bond Principles stipulated by the International Capital Market Association (ICMA) and the Green Bond Guidelines by the Ministry of the Environment. MEL has obtained a second-party opinion for the eligibility of the “Green Equity Framework” from DNV GL, a third-party ESG evaluation agency.

＜Disclaimer＞

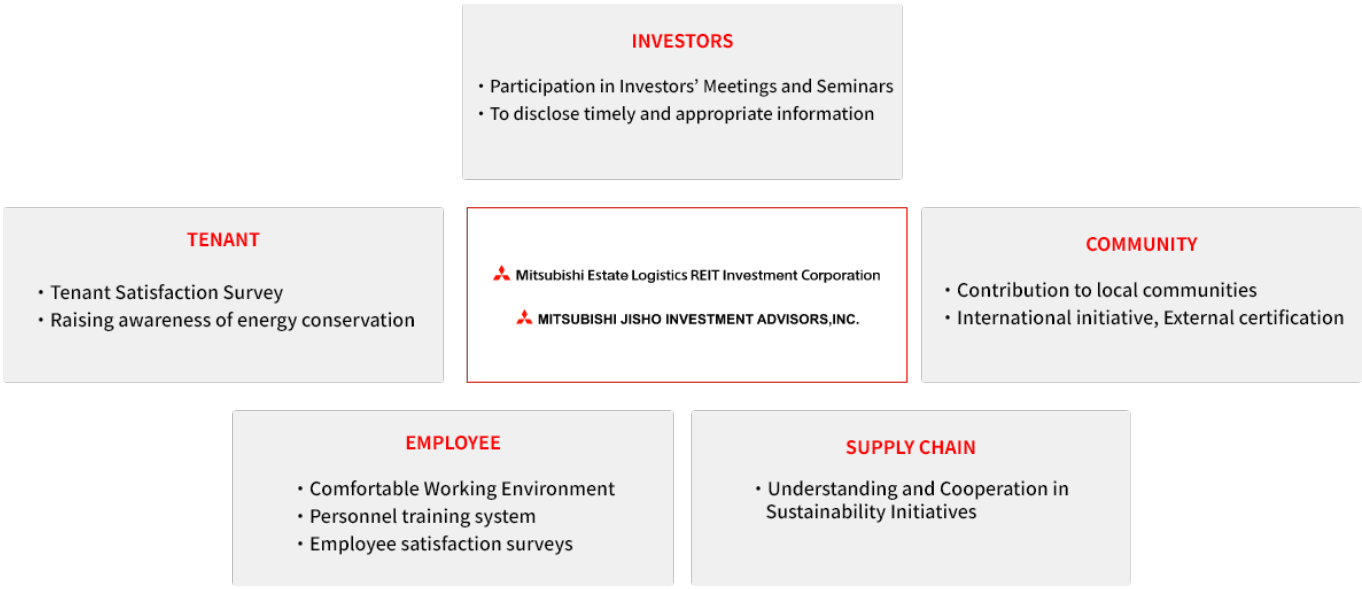
Our Green Equity Framework and DNV’s second opinion related thereto are available here, consistent with our past disclosure practice with respect to our financings. These documents do not constitute an offer or sale of our securities in Japan, the United States or any other jurisdiction. Neither we nor Mitsubishi Jisho Investment Advisors, Inc., our asset manager, are experts in green equity assessment, nor do we have the ability to assess or independently verify the assessment provided to us by DNV. The information contained in the Green Equity Framework or DNV’s second opinion should not be relied upon in making an investment decision with respect to any of our securities.

Efforts for Society and Employees (S)

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.



Environmental Collaboration Efforts with Tenant・Stakeholders

MEL and MJIA, 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 actively promoted sustainability-related initiatives in cooperation with tenants.

Active Implementation of Green Leases

MEL has concluded Green Lease contract between the owner and the tenant and been installing LED lighting in the tenant's exclusive area at the expense of MEL. Under the Green Lease contract, tenants can reduce electricity charges and maintenance costs (tube replacement costs), and MEL receives Green Lease fee as a portion of the cost-savings. Furthermore, to promote energy-saving measures in cooperation with tenants, MEL has introduced Green Lease clauses (environmentally conscious clauses) to the fixed-term building lease contract templates for all properties.

	FY2022	FY2023	FY2024	FY2025
Green Lease clauses (environmentally conscious clauses) ratio (Based on leased area)	100%	100%	100%	100%

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.

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.



For details on the Initiatives for Tenants, follow this link.

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 Sustainability

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

Initiatives to Tenant

In response to the health and comfort of our tenants, we are improving our operations and introducing new facilities, as well as taking various measures to enhance safety and security, such as disaster prevention and disaster countermeasures for the real estate under our management.

Improve Tenant Satisfaction

MEL has identified “improve tenant satisfaction” as a material topic. We strive to create an environment that our tenants can use comfortably and with peace of mind.



Restaurants and Lounge



Convenience store



Shower room



Shuttle bus

Tenant Satisfaction Survey

MEL regularly conducts tenant satisfaction surveys in "face-to-face (interview)" and "questionnaire" formats, and reflects the results in facility operations, services, renovation work, etc., in an effort to improve tenant satisfaction. Most recently, in order to obtain more detailed and objective opinions, we commissioned a third-party research company to conduct a tenant satisfaction survey in the form of a questionnaire in 2024.

(Example)
In 2019, 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

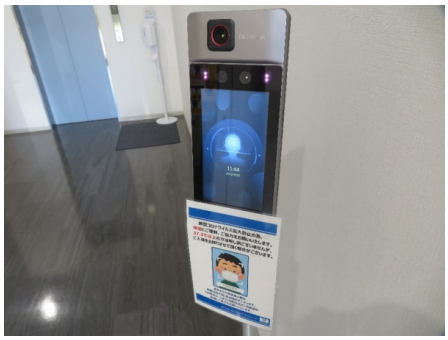

After Renovation

(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.





Furthermore, digital signage (for advertising) and AI cameras (a system to check smoking room usage) were installed in five smoking rooms in 2022.



(Example)
In 2022, based on the results of the survey, MJ Logipark Fukuoka 1 carried out the release of hawks by falconers in response to bird damage.



Initiatives for the Safety of Tenants

MEL has been proactively implementing measures for the safety of tenants. In addition, emergency reporting system has been implemented in all properties owned by MEL.



Conduct fire drills



24-hour security



Installation of a disaster-relief vending machine



Automated external defibrillators (AEDs)



Installation of disaster prevention cabinet



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

Contributions to Local Communities

Basic Policy

Mitsubishi Estate Group is aware of harmony with the local community, support for culture and the arts, environmental conservation, and social welfare — is set out in the Group Guidelines and linked to the Group's business strategy.
MEL will implement initiatives based on these policies and also work to coexist harmoniously with the local communities in the areas surrounding our managed properties.

Urban Revitalization (Flexible and Mixed Use・Expansion of Local Employment)

MEL owns highly versatile facilities, with space that can be converted to meet the needs of diverse tenants. These enable to operate the property stably over the long term, contributing to the promotion of local employment and regional revitalization.
Specifically, these are equipped not only with warehouse section as their main use,but also with office section.
As a result, tenants can use it not only as a warehouse, but also as a office for flexible purposes.



Coexistence 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 (MJ Logipark Atsugi 1)



Cleanup and flower bed maintenance volunteer activity (Logicross Atsugi)



Distribution of food and drinks to tenant employees to reduce food waste (MJ Logipark Fukuoka 1)



Installed charity vending machine (MJ Logipark Fukuoka 1)



Free salt candy service for tenants

Cooperation with Local Disaster Prevention

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





Designation as a Tsunami Evacuation Facility
Conclusion of disaster prevention agreements in case of assumed flood damage, etc.
(Logicross Nagoya Kasadera)





Provided as a designated emergency evacuation site in the case of a tsunami disaster or flood
(LOGIPORT Osaka Taisho)



Community Contribution Activities by MJIA

①Participation in cleanup activities at office locations

MJIA participates in the "Chiyoda Ward Cleanup Activities" organized by Chiyoda Ward.



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

②Programs to Support Employee Volunteer Activities

MJIA is working to create an environment that makes it easy for employees to volunteer activities, such as Volunteer Support Programs available to employees.

Volunteer leave	MJIA allows their employees to use accumulated leave (special paid leave) when they perform volunteer activities related to disasters to which the Disaster Relief Act applies.
Volunteer insurance	MJIA provides insurance that compensates for accidents during volunteering (also for family members)
Activity fee subsidy	MJIA partially subsidizes volunteer participation and travel expenses (also for family members)
Subsidy program for volunteer's travel expenses to disaster-affected areas	MJIA partially subsidizes travel expenses for volunteering related to disasters covered under the Disaster Relief Act (also for family members)

③Relief 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.

④Donate 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.

⑤Participation in local contribution activities at group companies

・Ecosystem conservation project in the moat of the Imperial Palace

MJIA participates in "Hori Project" ("Hori PJ") conducted by Mitsubishi Estate to improve the waterside environment and restore and preserve rare water plants originating from the moat in the outer garden of the Imperial Palace.
"Hori PJ" aims to regenerate the ecosystem by building a network of biodiversity connected around the moat, and also to make the city even more attractive.
Mitsubishi Estate site（Preserving Biodiversity）



Ecosystem conservation project
in the moat of the Imperial Palace

Investor Relations Initiatives

MEL promotes proactive information disclosure through its ESG website and sustainability report.
Furthermore, the opinions and requests obtained through the IR meetings are reported to the Sustainability Committee of MJIA and the Board of Directors of MEL.

Completed IR Activities (including online meetings and telephone/web conferences)
(17th and 18th fiscal period)

Results briefings for domestic institutional investors and analysts	2 times
IR meetings for domestic institutional investors and analysts	135 times
IR meetings for overseas institutional investors (physical)	16 times (Hong Kong, Singapore)
IR meetings for overseas institutional investors (telephone/web conferences)	21 times
Results briefings for individual investors	4 times (including online video streaming)

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.
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 adds to this by mandating respect for the fundamental human rights of all the stakeholders involved in the Group's businesses, throughout its supply chain.

Mitsubishi Estate Group Human Rights Policy (excerpt)

The Mitsubishi Estate Group's basic mission is to build attractive, environmentally sound communities where people can live, work and relax with contentment, thus contributing to the creation of a truly meaningful society. Over its history of more than 100 years in urban development, the Mitsubishi Estate Group has raised its corporate value and prospered by addressing social issues and continuing to create social value.

The Mitsubishi Estate Group Code of Conduct and the Mitsubishi Estate Group Guidelines for Conduct form the base of our approach to ensuring that the Group works to resolve social issues independently and flexibly. One important section in the Guidelines for Conduct, in particular, concerns respect for human rights and diversity. It explains the Group's approach to maximizing value by drawing on diversity and respecting human rights.

This Mitsubishi Estate Group Human Rights Policy (hereafter, "Human Rights Policy") details specific principles concerning human rights in accordance with the Code of Conduct and Guidelines for Conduct, and it applies to all employees and corporate officers of the Mitsubishi Estate Group. The Human Rights Policy is intended to ensure that we, as good corporate citizens, reaffirm the importance of respecting human rights and work to fulfill our responsibility to respect the fundamental human rights of one another and all other stakeholders of the Group.

1. Compliance with laws, regulations, and standards concerning respect for human rights

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, including the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labor, the effective abolition of child labor, the elimination of discrimination in respect of employment and occupation, and occupational safety and health. International standards also include the United Nations Guiding Principles on Business and Human Rights, which serve as a basis for this Human Rights Policy.

We also comply with the laws and regulations of each country or administrative region in which the Group conducts business. If there is a discrepancy between internationally accepted standards for human rights and such laws and regulations, we pursue maximum possible compliance with international human rights standards.

2. Action on human rights issues that are material to the Mitsubishi Estate Group's business

The Mitsubishi Estate Group works with specialist third party human rights organizations to examine human rights issues in the Group's value chain and shall take appropriate measures, including prevention, on the following issues that could arise in the course of business with a significant impact on human rights.

- Working environment
- Labor standards
- Occupational safety and health
- Forced, slave, and bonded labor
- Children's rights (including child labor)
- Land rights
- Privacy and information security
- Human rights and the environment

3. Responsibility to respect human rights in all business activities

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. To this end, we shall encourage all stakeholders, including customers and business partners in the value chain, to uphold and cooperate in respect for human rights.

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.

＜Mitsubishi Estate Group's Mission, Code of Conduct, and Guidelines of Conduct＞
https://www.mec.co.jp/en/company/charter/

＜Mitsubishi Estate Group Human Rights Policy＞
https://mec.disclosure.site/e/sustainability/activities/social/human-rights/pdf/human-rights_policy_20250401.pdf

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）

Whistleblowing

The Asset Management Company has established a consultation service for violations of laws and regulations, violations of internal rules, harassment, and other matters that are contrary to broad ethical and social standards of decency for employees (including directors, full-time employees, contract employees, part-time employees, temporary employees, and retired employees (Hereinafter referred to as "employees, etc." in this section) and all persons engaged in the business of the Asset Management Company and all of employees, etc. can declare or submit anonymously.
The President &CEO has the ultimate responsibility for the operation of the whistle-blowing system, and regularly disseminate the significance and importance of the system to employees, etc., and thoroughly inform them of the purpose.
The privacy of whistleblowers and consultants is strictly protected, and appropriate action is taken after confirming and investigating the facts of the matter. If necessary, the Mitsubishi Estate Group Helpline may also be used.
If the results of the investigation reveal any misconduct, etc., the General Manager of the Compliance Department shall immediately report it to the President & CEO, who, in the name of the President & CEO, shall immediately order the department or employee, etc. that is committing the misconduct to cease the misconduct and promptly take corrective and recurrence-prevention measures.
In addition, whistleblowers are legally protected by the Whistleblower Protection Act, which prohibits any disadvantageous treatment or harassment of whistleblowers on the basis of their reporting, and we take appropriate measures to prevent the deterioration of the working environment for whistleblowers and others, thereby striving to protect whistleblowers and create an environment for the proper functioning of the internal reporting system.

Human Resource Development

Create Opportunities for Diverse Human Resources in Our Workforce

Mitsubishi Estate Group believes that human resources are a very important management asset and recognizes that employee growth is essential to the Group's own continued growth. We believe that securing diverse personnel is an essential element in achieving high-level management of real estate funds, and creating new company values, 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 employees enable them to thrive.

Appropriate evaluation

MJIA has introduced a "Management by Objective (MBO)" for all employees in order to encourage individuals skills/career development. At 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 and at the end of the period.

Developing Human Resources

MJIA believes employee development to be essential for sustainable growth of the company. Therefore, we not only hire human resources with a certain level of experience and skills but also actively recruit relatively inexperienced human resources in their 20s to early-30s and provide training to equip them with a wide range of expertise and skills.

■ **Talent Development Data**

	2022	2023	2024	2025
Training hours per employee	25.1 hours	28.1 hours	18.9 hours	21.2 hours
Training expenses per employee	21,285 yen	47,739 yen	80,103 yen	56,952 yen

■ **Examples of training programs**

＜All employee training program＞
・Internal control system for financial instruments business operator
・Harassment prevention
・Insider trading prevention
・Fraud and misconduct
・Information security management and Cyber Security
・Sustainability
・diversity and inclusion
・Internal Audit Training (including Ethical Standards)

＜Level-specific Training＞
・New employee training
・New manager training / Ongoing manager training
・Generational career design training
・Market risks (real estate investment and rental market)

＜Expertise and Business skills＞
・PC skills
・Business English
・Business skills
・e-leaning (selective Training)

Support career enrichment, qualifications and licenses

In addition to the provision of programs outlined above, we also encourage all employees to boost their professional knowledge and skills via self-help efforts. Based on this policy, we subsidize part of 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. All permanent employees who wish to obtain a qualification are eligible for a subsidy.

For details regarding human resource development and qualification holder status, please refer to the URL below.

For Human Resource Development:
https://www.mecinvest.com/en/sustainability/employee-initiatives.html
For Qualification holder status:
https://www.mecinvest.com/en/sustainability/achievements-data.html

Acceptance of External Human Resources (Utilizing Specialist Skills)

MJIA continually host junior employees (with fewer than ten years' experience) seconded from our sponsor who regularly recruits new graduates. By creating a well-balanced, diverse workforce consisting of both young and experienced professionals, we ensure that our specialized knowledge and skills in real estate asset management are shared and passed on within the company, thereby enhancing the sustainability of the organization as a whole.
The staff members including new graduates seconded from our sponsor are eligible for highly specialized training oppor tunities provided by each person original employer (sponsor) under its position-based, systematic human resources development programs. As some of these programs are also available to our employees; we encourage all of them to take advantage of such educational opportunities.
For more details on our sponsor's training programs, please refer to the following website:

＜Mitsubishi Estate＞
https://mec.disclosure.site/e/sustainability/activities/social/human-resource/

Furthermore, 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.

Diversity Promotion

Promoting Diversity

The Mitsubishi Estate Group recognizes that respect for human rights and accommodation of diverse human resources and workstyles are crucial to management and business activities. Accordingly, the Mitsubishi Estate Group Guidelines for Conduct include provisions related to respect for human rights and diversity and empowerment of individuals, and the Mitsubishi Estate Group Human Rights Policy has been established to direct steadfast efforts based on these guidelines. We have set the following goals to improve our work environment to accommodate various life stages and to create an employment environment where all employees, can thrive.

Targets;
- Paid leave usage rate for all employees（90% or more)
- Female management ratio (30% or more by FY 2030)
- Childcare leave usage rate (100%by FY 2030)

Achievements

	2022	2023	2024	2025
Paid leave usage rate for all employees（90% or more)	73.8%	88.1%	95.1%	83.8%
Female management ratio (30% or more by FY 2030)	16.0%	14.8%	12.9%	11.8%
Childcare leave usage rate (100%by FY 2030)(Note)	66.7%	25.0%	400.0%	80.0%

(Note) Ratio of "the number of employees who took childcare leave during the fiscal year (b)" to "the number of employees whose herself /spouse gave birth to a child/children during the fiscal year (a)" (b/a).（Since (b) includes employees who had a child before the fiscal year but did not take the leave within the fiscal year in which the child/children was/were born, and who newly took the leave in the fiscal year, the rate may exceed 100%.

Initiatives for Diverse Work Styles

We endeavor to provide a 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.

■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.

■ Granting paid leave

All employees are granted two days of leave per year as time off for leisure.

■ Various leave systems

We have implemented maternity leave(paid), childcare leave and short-time work option, Nursing care leave of absence for children until the third grade in elementary school (paid for preschool children)
Caregiver Leave(paid), Spouse's maternity leave (paid)

■ 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.

For information on MJIA's employee initiatives, please refer to the following:
https://www.mecinvest.com/en/sustainability/employee-initiatives.html

For information on MJIA's employee data, please refer to the following:
https://www.mecinvest.com/en/sustainability/achievements-data.html#table02

Employee Health and Well-being

MJIA aims to create a workplace environment where employees can work in a healthy and safe manner, and is promoting efforts to improve the work environment and to promote communication.

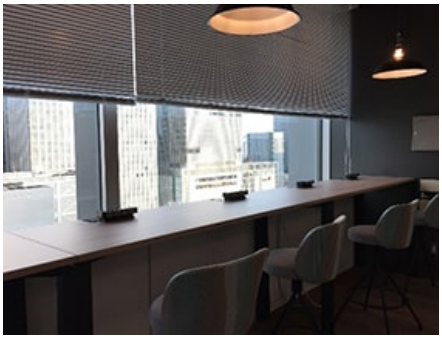
Improve Work Environment for Productivity

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.

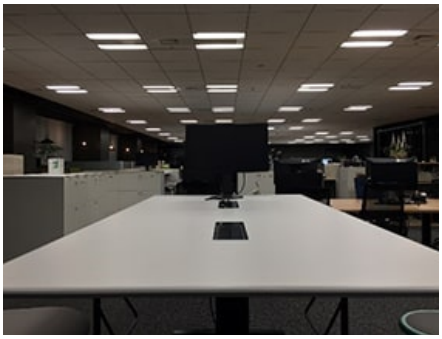


An open space that secures ceiling height

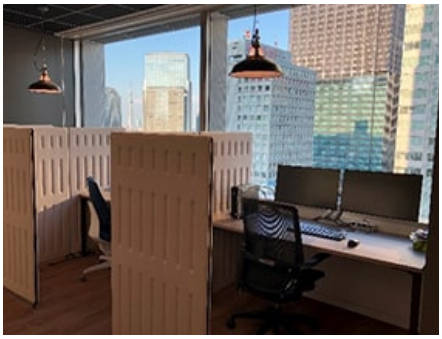

Utilization of natural light (sunlight)


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

The Asset Management Company conducts a compliance survey of all employees regarding its corporate culture, communication status, and employee satisfaction. The results of the survey are fed back to the President & CEO of the Asset Management Company and are reflected in improvement activities.

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.
In addition to the goals established through the interviews, also set out is the goal of "creating a vibrant workplace," which is defined as to "embrace the diverse values of the members around and work to create a vibrant workplace," and efforts are encouraged and evaluated in the personal appraisal.

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.

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 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.

Please refer to 'Our Initiatives' for details.
https://www.mecinvest.com/en/sustainability/employee-initiatives.html

Asset-building supports for all employees

The following systems have been introduced to support the asset building of all employees and to enhance organizational motivation over the medium to long term.

Retirement Plan for full-time employees

Employee Stock Ownership for Mitsubishi Estate

Defined Contribution Pension

Asset Formation Savings

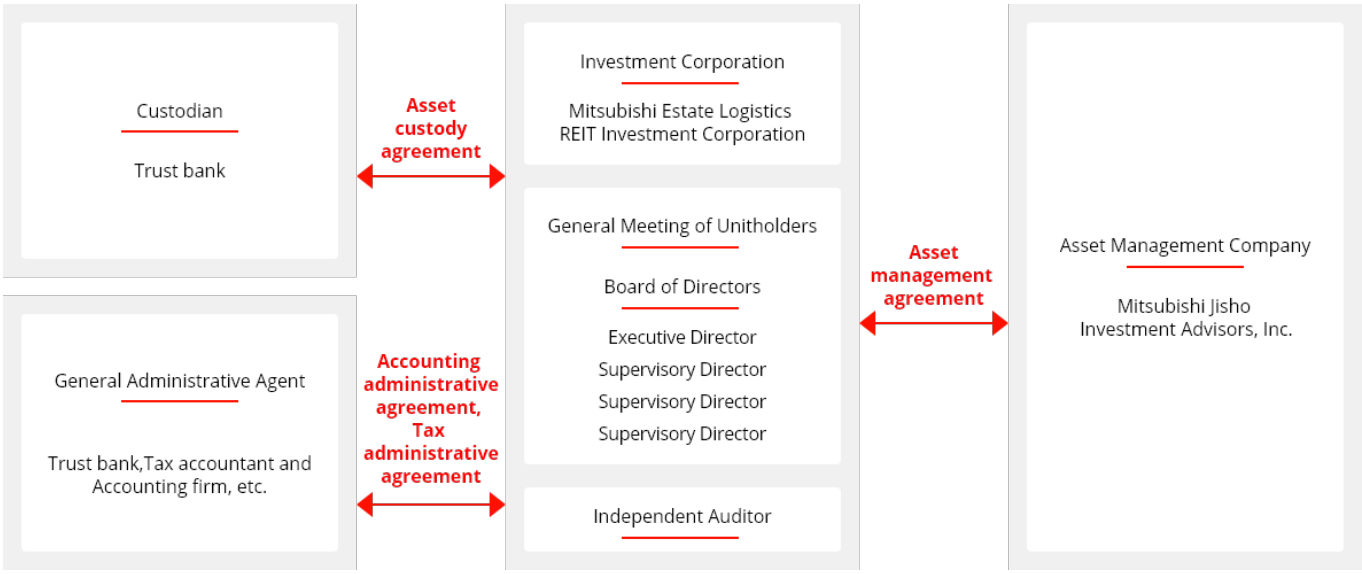
Cumulative investment for Employees

Governance Initiatives (G)

Corporate Governance

Structure

MEL is composed of a board of directors consisting of one executive director and three supervisory directors and an independent auditor, in addition to the general meeting of unitholders composed of its unitholders. MEL is prohibited from employing employees in accordance with 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.



Executive and Supervisory Directors

Composition: 4 (1 executive officer, 3 supervisors)

Female ratio: 25%

Board Meeting Attendance Rate (16 / 16): 100%(Note)

※As of February 28, 2026

(Note) Attendance at Board of Directors meetings held during the 18th fiscal period (ended August 2025) and the 19th fiscal period (ended February 2026), shown by number and percentage.

Status and remuneration of officers of the Investment Corporation

The remuneration for executive officers shall be up to 800,000 yen per month, and the remuneration for supervisory officers shall be up to 300,000 yen per month, the amount determined by the board of directors.
The standards for payment of remuneration for executive officers and supervisory officers are determined by the company's regulations.

Title and Name	Qualifications	Executive remuneration (FY2025) (Note)
Executive Director Takuya Yokota (Male)	–	–
Supervisory Director So Saito (Male)	Lawyer	2.4 million yen
Supervisory Director Akira Fukano (Male)	Certified Public Accountant Tax Accountant	2.4 million yen
Supervisory Director Naoko Yanaka (Female)	Lawyer	2.4 million yen

(Note) Executive Director does not receive any remuneration from MEL. The amount of remuneration paid to supervisory directors is the amount paid for the most recent one-year period.

Accounting Auditor

In addition to auditing the financial statements of MEL, if the Accounting Auditor finds the conduct of business by theexecutive director(s) to be improper or discovers any material violation of law or the Articles, the Auditor shall report to a supervisory directors and take other actions set forth by law.

Accounting auditor

Accounting auditor	Continuing accounting period
Ernst & Young ShinNihon LLC	From July 2016 until present

Accounting Auditor's Remuneration

	FY2025 (thousands of yen)
Compensation based on audit attestation services	28,000

(Note) Remuneration for the accounting auditor includes fees for preparation of the comfort letter for the public offering and fees for the English language audit.

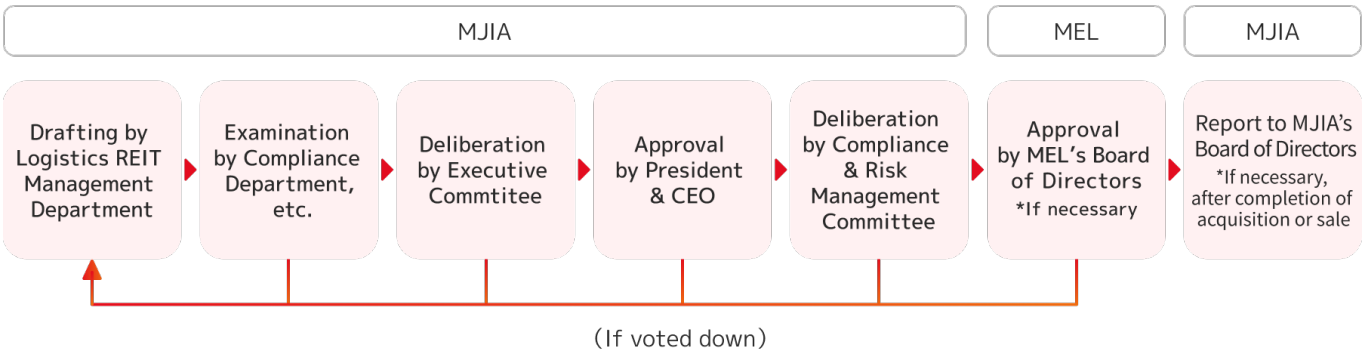
Management Structure

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

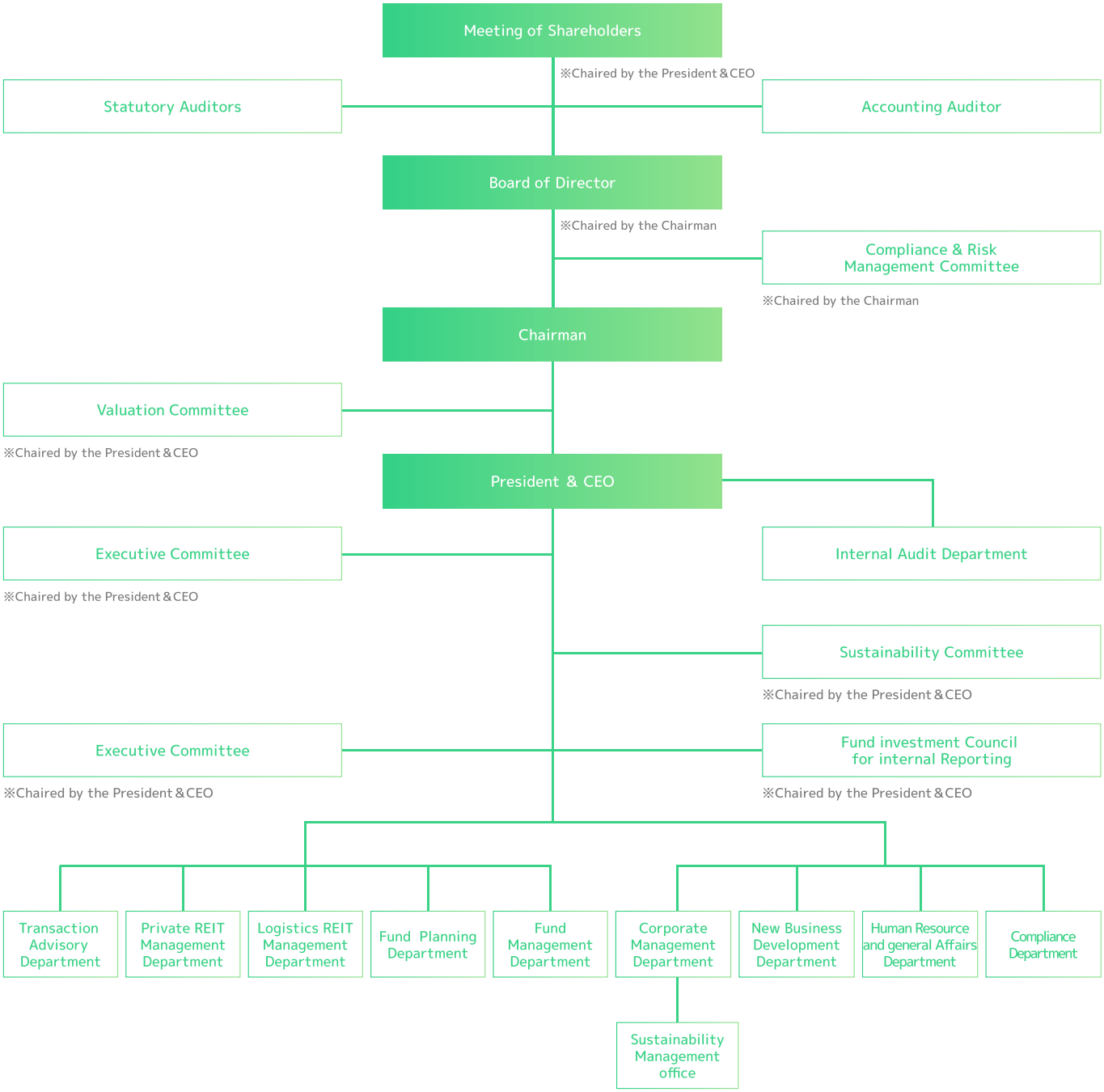
Acquisition or sale of assets at MEL undergoes a transparent decision-making process.



(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.

MJIA Organizational Structure

The organizational structure of MJIA is as follows:



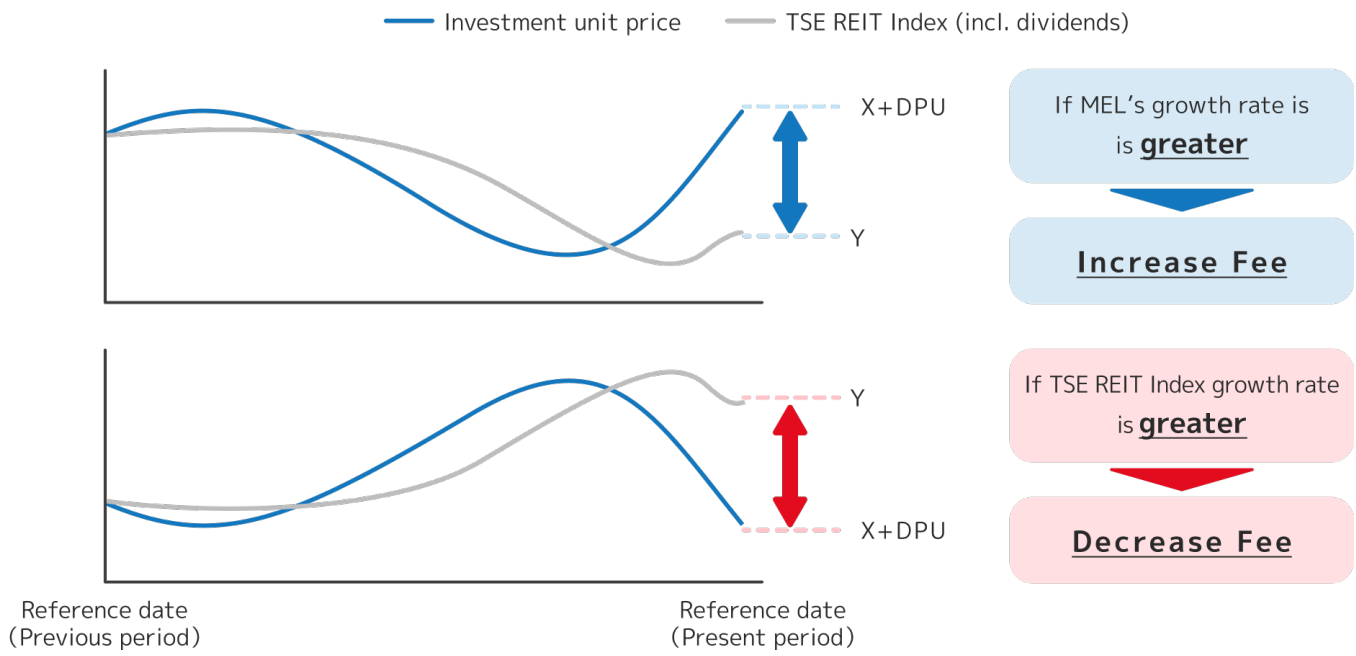
Asset Management Structure

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 profit-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 × 0.5% (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.

Cumulative Investment System

In March 2021, MEC and MJIA introduced an investment unit cumulative investment plan for all full-time employees.

Governance Initiatives (G)

Compliance

Promotion System for Compliance

MJIA have achieved compliance through the following system.

Body	Main Duty
Board of Directors	• Establish and modify the Asset Manager's compliance program and compliance manual.
Compliance and Risk Management Committee	• 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 & Chief Executive Officer	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)	The General Manager of the Compliance Department is responsible for planning, drafting, coordinating and promotion of the Asset Management Company's compliance and risk management initiatives. • If it is determined that problem has occurred or is deemed likely to occur from the viewpoint of compliance, the Company shall promptly report it to the President & CEO, who shall obtain approval for a policy for dealing with compliance violations and measures to prevent recurrence, and report the matter to the Compliance and Risk Management Committee. • 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	• 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, MJIA have introduced Management by Objective System (MBO) for all employees. Compliance is included in the evaluation items in this evaluation.
MJIA regularly conduct compliance and risk management training to raise awareness of compliance among officers and employees.

	2021	2022	2023	2024	2025
Number of compliance and risk management training sessions / Target : at least 4 sessions per year	9	7	8	8	8
Employee attendance at compliance and risk management training / Goal : 100%	100%	100%	100%	100%	100%

In order to improve the specialized skills of officers and employees, MJIA 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. Relevant information and the number of qualified personnel are available on the website.
https://www.mecinvest.com/en/sustainability/achievements-data.html

Employee Hotlines & Grievance Reporting (Confidential)

MJIA has established a consultation service for grievances, violations of laws and regulations, violations of internal rules, harassment, and other matters that are contrary to broad ethical and social standards of decency for employees (including directors, full-time employees, contract employees, part-time employees, temporary employees, and retired employees (Hereinafter referred to as "employees, etc." in this section) and all persons engaged in the business of MJIA and all of employees, etc. can declare or submit anonymously.
The President &CEO has the ultimate responsibility for the operation of the whistle-blowing system, and regularly disseminate the significance and importance of the system to employees, etc., and thoroughly inform them of the purpose.
The privacy of whistleblowers and consultants is strictly protected, and appropriate action is taken after confirming and investigating the facts of the matter. If necessary, the Mitsubishi Estate Group Helpline may also be used.
If the results of the investigation reveal any misconduct, etc., the General Manager of the Compliance Department shall immediately report it to the President & CEO, who, in the name of the President & CEO, shall immediately order the department or employee, etc. that is committing the misconduct to cease the misconduct and promptly take corrective and recurrence-prevention measures.
In addition, whistleblowers are legally protected by the Whistleblower Protection Act, which prohibits any disadvantageous treatment or harassment of whistleblowers on the basis of their reporting, and we take appropriate measures to prevent the deterioration of the working environment for whistleblowers and others, thereby striving to protect whistleblowers and create an environment for the proper functioning of the internal reporting system.

Bribery and Anti-Corruption Policy

The Compliance Department provides consultation to employees on a daily basis, and the Compliance Risk Management Committee monitors the status of the anti-bribery system annually, in addition to preventing misconduct through the establishment and operation of an internal whistle-blowing system. The Compliance and Risk Management Committee also reports the status of monitoring to the Board of Directors.
In addition, the Internal Audit Department confirms during on-site inspections that these monitoring and supervision systems are being properly operated in accordance with company rules and regulations.
In 2017, an assessment of the overall anti-bribery system of the Mitsubishi Estate Group was conducted by an external organization. By addressing the issues identified in this assessment, we are working to further enhance our anti-bribery system.

Regular Audits of Ethical Standards

MJIA has established the Internal Audit Department as independent department based on the "Internal Audit Regulations" with the General Manager as the person in charge.
Once a year, the Internal Audit Department of MJIA conducts an internal audit, including an on-site inspection, with the cooperation of an external audit firm. Based on the internal audit plan approved by the President & CEO and the Board of Directors, internal audits covers all operations on a wide range of items, including the status of compliance and risk management practices and corporate ethics. If any problems are identified, the department in charge gets recommendations and instructions for improvement, and the results are reported to the President & CEO and the Board of Directors.

Risk Management

Risk Management Structure

Based on its Risk Management Rules, MJIA conducts an annual risk analysis targeting various risks associated with its business operations. The purpose of this analysis is to systematically identify risks that could impact business activities and to implement appropriate countermeasures, thereby ensuring operational stability and management soundness. Under our risk management framework, the Board of Directors oversees the entire process, while the Compliance Officer serves as the Chief Risk Management Officer responsible for company-wide management. In addition, the head of each department acts as the risk management officer for their respective unit. The analysis results are submitted to the Compliance and Risk Management Committee and the Board of Directors, where improvement measures are taken as necessary, and the final outcomes are also reported to the Board of Directors of MEL.

Library

Sustainability Disclosure Policy and Reporting Framework

Sustainability Report (including GRI and SASB Standards)

MEL publishes an annual Sustainability Report to introduce its sustainability activities. The latest and back issues of the Sustainability Report can be downloaded from belows.



October 16, 2025	Sustainability Report 2025	PDF	(20.4MB)
October 17, 2024	Sustainability Report 2024	PDF	(35.8MB)
October 3, 2023	Sustainability Report 2023	PDF	(15.0MB)
June 30, 2022	Sustainability Report 2022	PDF	(14.2MB)
January 21, 2022	Sustainability Report 2022	PDF	(14.8MB)

TNFD Report

Based on the TNFD recommendations, MEL disclosed information related to natural capital and biodiversity in the "TNFD Report" for 2025.

TNFD report PDF

TNFD report (Summary) PDF

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.

Scope and Period of Report, and Timing of Updates

Scope of report: The entire portfolio of the Investment Corporation shall be the coverage of the report and shall be reported annually in principle.
Period of report: The reporting period covers fiscal year 2024 (April 1, 2024 to March 31, 2025), with some content pertaining to periods outside the fiscal year.
Timing of updates: Every October in principle

ESG inquiries

For inquiries about ESG, please contact the following:

Mitsubishi Jisho Investment Advisors,Inc. (Asset Management Company)	
Telephone	03-3218-0030
Entry Hours	9:30 a.m. to 6:00 p.m. (excluding Saturdays, Sundays, national holidays, and New Year holidays)

Library

GRI Standards

Statement of use	Mitsubishi Estate Logistics REIT Investment Corporation has reported in accordance with the GRI Standards for the period 1/April/2025 to 31/March/2026
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI STANDARD / OTHER SOURCE	DISCLOSURE		LOCATION	URL REASON OF OMISSION / EXPLANATION
General disclosures				
GRI 2: General Disclosures 2021	2-1	Organizational details	・About Us	Overview/History/Directors
	2-2	Entities included in the organization's Sustainability Disclosure Policy and Reporting Framework	・About Us ・Library	Overview/History/Directors Sustainability Disclosure Policy and Reporting Framework
	2-3	Reporting period, frequency and contact point	・Library	Sustainability Disclosure Policy and Reporting Framework
	2-4	Restatements of information	・Environmental Initiatives(E)	There is no corresponding place.
	2-5	External assurance	・Environmental Initiatives(E)	Environmental Policy and Goals Environmental performance data is given assurance by a third party
	2-6	Activities, value chain and other business relationships	・Portfolio ・IR Library	Portfolio List Semi-Annual Report
	2-7	Employees	・Efforts for Society and Employees(S)	Diversity Promotion 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
	2-8	Workers who are not employees	・Efforts for Society and Employees(S)	Diversity Promotion
	2-9	Governance structure and composition	・Governance Initiatives(G) ・Sustainability policy/promotion system ・About Us	Corporate Governance Sustainability Promotion Structure

GRI STANDARD / OTHER SOURCE	DISCLOSURE		LOCATION	URL REASON OF OMISSION / EXPLANATION
GRI 2: General Disclosures 2021	2-10	Nomination and selection of the highest governance body	· About Us	There is no translation for articles of incorporation of MEL
	2-11	Chair of the highest governance body	· About Us	There is no translation for articles of incorporation of MEL
	2-12	Role of the highest governance body in overseeing the management of impacts	· Sustainability policy/promotion system · Governance Initiatives(G)	Stakeholder Engagement Sustainability Policy Sustainability Promotion Structure Materiality Risk Management
	2-13	Delegation of responsibility for managing impacts	· Sustainability policy/promotion system	Sustainability Promotion Structure
	2-14	Role of the highest governance body in sustainability reporting	· Sustainability policy/promotion system	Sustainability Promotion Structure
	2-15	Conflicts of interest	· Governance Initiatives(G)	Corporate Governance
	2-16	Communication of critical concerns	· Sustainability policy/promotion system · Governance Initiatives(G)	Sustainability Promotion Structure Corporate Governance No critical concerns reported during the reporting period
	2-17	Collective knowledge of the highest governance body	· Sustainability policy/promotion system	Sustainability Promotion Structure
	2-18	Evaluation of the performance of the highest governance body	· Governance Initiatives(G)	Risk Management
	2-19	Remuneration policies	· Governance Initiatives(G) · IR Library	Corporate Governance Semi-Annual Report
	2-20	Process to determine remuneration	· Governance Initiatives(G) · IR Library	Corporate Governance Semi-Annual Report
	2-21	Annual total compensation ratio	-	Information unavailable: As MEL has no employees,it is impossible to calculate the ratio of annual total compensation. It is not available such information of MJIA at this time.
	2-22	Statement on sustainable development strategy	· Sustainability policy/promotion system	Top Message
	2-23	Policy commitments	· Governance Initiatives(G)	Risk Management Compliance Corporate Governance
	2-24	Embedding policy commitments	· Sustainability policy/promotion system	Sustainability Promotion Structure

GRI STANDARD / OTHER SOURCE	DISCLOSURE		LOCATION	URL REASON OF OMISSION / EXPLANATION
GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	・Governance Initiatives(G)	Compliance
	2-26	Mechanisms for seeking advice and raising concerns	・Governance Initiatives(G)	Compliance
	2-27	Compliance with laws and regulations	-	No incidents reported during the reporting period
	2-28	Membership associations	・MJIA HP＞Company Information	Company Overview (MJIA HP)
	2-29	Approach to stakeholder engagement	・Sustainability policy/promotion system ・Efforts for Society and Employees(S)	Stakeholder Engagement Investor Relations Initiatives
	2-30	Collective bargaining agreements	-	It is not applicable because MJIA does not have any employees. All employees except managerial positions of MJIA are covered under a collective bargaining agreement.
Material topics				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	・Sustainability Promotion Structure	Materiality
	3-2	List of material topics	・Sustainability Promotion Structure	Materiality
Energy				
GRI 3: Material Topics 2021	3-3	Management of material topics	・Environmental Initiatives(E)	Materiality Sustainability Promotion Structure Compliance Risk Management Structure
GRI 302: Energy 2016	302-1	Energy consumption within the organization	・Environmental Initiatives(E)	Environmental Policy and Goals
	302-2	Energy consumption outside of the organization	・Environmental Initiatives(E)	Environmental Policy and Goals
	302-3	Energy intensity	・Environmental Initiatives(E)	Environmental Policy and Goals Includes all types of energy (electricity, fuel or district heating and cooling) used in the logistics properties of MEL
	302-4	Reduction of energy consumption	・Environmental Initiatives(E)	Environmental Policy and Goals
	302-5	Reductions in energy requirements of products and services	・Environmental Initiatives(E)	Contributions to the Environment through Our Portfolio

GRI STANDARD / OTHER SOURCE	DISCLOSURE		LOCATION	URL REASON OF OMISSION / EXPLANATION
Water and effluents				
GRI 3: Material Topics 2021	3-3	Management of material topics	・Sustainability policy/promotion system ・Governance Initiatives(G)	Materiality Sustainability Promotion Structure Compliance Risk Management Structure
GRI 303: Water and Effluents 2018	303-2	Management of water discharge-related impacts	-	Not applicable: The wastewater discharged from all of our properties does not exceed the general wastewater standards set by the government and the local government.
	303-3	Water withdrawal	・Environmental Initiatives(E)	Environmental Policy and Goals
	303-5	Water consumption	・Environmental Initiatives(E)	Environmental Policy and Goals
Emissions				
GRI 3: Material Topics 2021	3-3	Management of material topics	・Sustainability policy/promotion system ・Governance Initiatives(G)	Materiality Sustainability Promotion Structure Compliance Risk Management Structure
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	・Environmental Initiatives(E)	Environmental Policy and Goals Climate Change Initiatives The calculations include only CO2
	305-2	Energy indirect (Scope 2) GHG emissions	・Environmental Initiatives(E)	Environmental Policy and Goals Climate Change Initiatives The calculations include only CO2
	305-3	Other indirect (Scope 3) GHG emissions	・Environmental Initiatives(E)	Environmental Policy and Goals Climate Change Initiatives The calculations include only CO2
	305-4	GHG emissions intensity	・Environmental Initiatives(E)	Green Finance The calculations include only CO2
	305-5	Reduction of GHG emissions	・Environmental Initiatives(E)	Environmental Policy and Goals
Waste				
GRI 3: Material Topics 2021	3-3	Management of material topics	・Sustainability policy/promotion system ・Governance Initiatives(G)	Materiality Sustainability Promotion Structure Compliance Risk Management Structure
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	・Environmental Initiatives(E)	Contributions to the Environment through Our Portfolio
	306-3	Waste generated	・Environmental Initiatives(E)	Environmental Policy and Goals
	306-5	Waste directed to disposal	・Environmental Initiatives(E)	Environmental Policy and Goals

GRI STANDARD / OTHER SOURCE	DISCLOSURE		LOCATION	URL REASON OF OMISSION / EXPLANATION
Employment				
GRI 3: Material Topics 2021	3-3	Management of material topics	・Sustainability policy/promotion system ・Governance Initiatives(G)	Materiality Sustainability Promotion Structure Compliance Risk Management Structure
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	・Efforts for Society and Employees(S)	Diversity Promotion
	401-3	Parental leave	・Efforts for Society and Employees(S)	Diversity Promotion
Occupational health and safety				
GRI 3: Material Topics 2021	3-3	Management of material topics	・Sustainability policy/promotion system ・Governance Initiatives(G)	Materiality Sustainability Promotion Structure Compliance Risk Management Structure
GRI 403: Occupational Health and Safety 2018	403-3	Occupational health services	・Efforts for Society and Employees(S)	Employee Health and Well-being
	403-6	Promotion of worker health	・Efforts for Society and Employees(S)	Employee Health and Well-being
	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
Training and education				
GRI 3: Material Topics 2021	3-3	Management of material topics	・Sustainability policy/promotion system ・Governance Initiatives(G)	Materiality Sustainability Promotion Structure Compliance Risk Management Structure
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	・Efforts for Society and Employees(S)	Human Resource Development
	404-2	Programs for upgrading employee skills and transition assistance programs	・Efforts for Society and Employees(S)	Human Resource Development
	404-3	Percentage of employees receiving regular performance and career development reviews	・Efforts for Society and Employees(S)	Human Resource Development Conduct Management by Objectives (MBO) system for all employees

GRI STANDARD / OTHER SOURCE	DISCLOSURE		LOCATION	URL REASON OF OMISSION / EXPLANATION
Diversity and equal opportunity				
GRI 3: Material Topics 2021	3-3	Management of material topics	・Sustainability policy/promotion system ・Governance Initiatives(G)	Materiality Sustainability Promotion Structure Compliance Risk Management Structure
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	・Efforts for Society and Employees(S) ・Governance Initiatives(G)	Diversity Promotion Corporate Governance
	405-2	Ratio of basic salary and remuneration of women to men	・Efforts for Society and Employees(S)	There is no gender-based difference in the remuneration system.
Local communities				
GRI 3: Material Topics 2021	3-3	Management of material topics	・Sustainability policy/promotion system ・Governance Initiatives(G)	Materiality Sustainability Promotion Structure Compliance Risk Management Structure
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	・Efforts for Society and Employees(S)	Contributions to Local Communities
Supplier social assessment				
GRI 3: Material Topics 2021	3-3	Management of material topics	・Sustainability policy/promotion system ・Governance Initiatives(G)	Materiality Sustainability Promotion Structure Compliance Risk Management Structure
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	・Sustainability policy/promotion system	Sustainability Promotion Structure
	414-2	Negative social impacts in the supply chain and actions taken	-	No incidents reported during the reporting period
Customer privacy				
GRI 3: Material Topics 2021	3-3	Management of material topics	・Sustainability policy/promotion system ・Governance Initiatives(G)	Materiality Sustainability Promotion Structure Compliance Risk Management Structure
GRI 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

Library

SASB Standards

SASB Framework

Activity Metrics

SASB Disclosure Code	ACCOUNTING METRIC	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025	Unit
IF-RE-000.A	Number of assets	28	29	31	31	assets
IF-RE-000.B	Leasable floor area*	966,546	998,817	1,034,733	1,016,877	㎡
IF-RE-000.C	Percentage of indirectly managed assets*	38.9	40.6	40.1	41.9	%
IF-RE-000.D	Average occupancy rate	100.0	99.98	99.5	99.8	%

Topic: Energy Management

SASB Disclosure Code	ACCOUNTING METRIC	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025	Unit
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property subsector*	100.0	100.0	100.0	100.0	Percentage (%) of total floor area
(Option)	Portion of total portfolio gross floor area with partial energy consumption data*	100.0	100.0	100.0	100.0	Percentage (%) of total floor area
IF-RE-130a.2	Total energy consumed by portfolio area with data coverage, by property subsector*	36,755	39,910	38,210	43,197	MWh
	Percentage grid electricity*	90.3	88.9	89.0	88.9	%
	percentage renewable*	5.5	11.4	9.3	9.6	%

SASB Disclosure Code	ACCOUNTING METRIC	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025	Unit
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area, by property subsector*	-2.7	-1.0	-3.9	0.5	%
	data coverage*	65.2	82.7	91.8	91.4	Percentage (%) of total floor area
IF-RE-130a.4	Percentage of eligible portfolio that has an energy rating	80.1	85.7	91.3	95.4	Percentage (%) of total floor area
	Percentage of eligible portfolio that is certified to ENERGY STAR, by property subsector	0.0	0.0	0.0	0.0	Percentage (%) of total floor area
	Note: Properties in Japan are not covered by the ENERGY STAR Certification program, hense there are no certified properties.					
(Option)	Percentage of eligible portfolio that has green building certifications	85.5	91.7	91.9	90.5	Percentage (%) of total 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 for more information)					
	Mitsubishi Estate Group has established an environmental management system, complies with environmental laws and regulations, and practices environmental consideration and reduction of environmental impact to conserve the environment and promote advanced initiatives to contribute to the realization of a sustainable society through its business activities. Based on MJIA's Sustainability Policy (revised in January 2024), MEL will also strive to invest in various initiatives and energy-efficient facilities that consider the environmental impact, and will continue to work on environmental and energy-saving measures and efficient energy use for the properties it owns, thereby promoting environmental consideration and reducing the environmental impact.					

Topic: Water Management

SASB Disclosure Code	ACCOUNTING METRIC	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025	Unit
IF-RE-140a.1	Water withdrawal data coverage as a percentage of total floor area*	100.0	100.0	100.0	100.0	Percentage (%) of total floor area
	Water withdrawal data coverage as a percentage of floor area in regions with High or Extremely High Baseline Water Stress, by property subsector*	0.0	0.0	0.0	0.0	Percentage (%) of total floor area
	Note: None of the properties are located in regions with High or Extremely High Baseline Water Stress					
IF-RE-140a.2	Total water withdrawn by portfolio area with data coverage*	82,117	96,128	99,344	97,695	㎥
	Percentage in regions with High or Extremely High Baseline Water Stress, by property subsector*	0.0	0.0	0.0	0.0	%
	Note: None of the properties are located in regions with High or Extremely High Baseline Water Stress					
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area, by property subsector*	-2.4	10.4	3.8	-7.9	%
	data coverage*	44.8	82.7	91.9	91.5	Percentage (%) of total floor area
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks					
	In our Sustainability Policy, we have set the following: "3. Contribution to water resource conservation and resource circulation: MEL will strive to make effective use of limited resources by improving the efficiency of water use in our managed properties and promoting the 3Rs of waste (reduce, reuse, recycle)." In line with the materiality "promotion of resource conservation" identified based on this policy, we have set a goal of "not increasing water usage intensity by fiscal year 2030 (based on fiscal year 2017)" and are promoting the following measures. • Installation of automatic water meters, water-saving toilets, and sound-improving devices • Introduction of smart irrigation equipment • Conducting technical evaluation of the water-saving potential of buildings					

Topic: Management of Tenant Sustainability Impact

SASB Disclosure Code	ACCOUNTING METRIC	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025	Unit
IF-RE-410a.1	Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements, by property subsector	(To be disclosed)	(To be disclosed)	(To be disclosed)	(To be disclosed)	Percentage (%) of total floor area
	Associated leased floor area	(To be disclosed)	(To be disclosed)	(To be disclosed)	(To be disclosed)	㎡
(Option)	Percentage of total leasable floor area for buildings leased under a green lease agreement	100.0	100.0	100.0	100.0	Percentage (%) of total floor area
	Of which, floor area percentage for buildings leased under a green lease agreement that contains a cost recovery clause	100.0	100.0	100.0	100.0	Percentage (%) of total floor area
IF-RE-410a.2	Percentage of tenants that are separately metered or submetered for grid electricity consumption	55.9	100.0	97.8	100.0	Percentage (%) of total floor area
	Percentage of tenants that are separately metered or submetered for water withdrawals, by property subsector	46.7	71.1	70.3	71.5	Percentage (%) of total 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.					
	MEL has concluded a green lease agreement between the owner and the tenant, and is carrying out work to convert the tenant-exclusive interior lighting to LED at the expense of MEL. Under the green lease contract, tenants can reduce electricity usage charges and maintenance costs (tube replacement costs), and the Investment Corporation receives a certain percentage of the reduction as a green lease fee. Furthermore, in order to promote energy-saving measures in cooperation with tenants, the Investment Corporation has newly added green lease clauses (environmentally conscious clauses) to the fixed-term building lease contract templates for all properties.					

Topic: Climate Change Adaptation

SASB Disclosure Code	ACCOUNTING METRIC	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025	Unit
IF-RE-450a.1	Area of properties located in 100-year flood zones, by property subsector	65,329	65,329	101,707	101,707	㎡
	Note: Area of properties located in the 1000-year flood zone (maximum predicted area of flooding) as a general level classification in Japan, by property subsector.					
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 for more information)					

(Note 1) For the accounting metrics, items marked with an asterisk (*) have been calculated based on the co-ownership interest ratios of each property starting from the fiscal year 2022.

(Note 2) Starting in FY2025, the annual reporting period has changed to March 1 – February 28 (or 29). Previously, through FY2024, the reporting period was April 1 – March 31.

SFDR Sustainability-Related Disclosures

SUSTAINABILITY-RELATED DISCLOSURE

Product Name: Mitsubishi Estate Logistics REIT Investment Corporation

Legal Entity Identifier: 353800YYSGZU31ICQK38

Mitsubishi Estate Logistics REIT Investment Corporation ("MEL") promotes environmental or social characteristics, but does not have as its objective a sustainable investment within the meaning of Article 9(1) of Regulation (EU) 2019/2088 ("SFDR"). MEL has no employees in accordance with the prohibition on having employees under the Act on Investment Trusts and Investment Corporations of Japan, and MEL relies on Mitsubishi Jisho Investment Advisors, Inc. (the "Asset Management Company") to manage and operate the properties in its portfolio. MEL and the Asset Management Company are hereinafter referred to collectively as "we," "us" or "our". References to fiscal year ("FY") are to the 12 months began or beginning March 1 of the year, unless noted otherwise.

Summary

No sustainable investment objective	The financial products offered by MEL promote environmental or social characteristics, but do not have as their objective sustainable investment.
Environmental or social characteristics of the financial product	MEL and the Asset Management Company place a strong emphasis on promoting E/S characteristics. We have integrated the sustainability goals and initiatives of our sponsor, Mitsubishi Estate Co., Ltd. ("Mitsubishi Estate" and collectively with its consolidated subsidiaries and affiliates, the "Mitsubishi Estate Group") into our business practices in order to integrate business and sustainability by increasing our affinity with the Mitsubishi Estate Group's core business of urban development. We integrate these E/S objectives and goals into our business practices to provide value to society as "actions for realizing the sustainability of both the Mitsubishi Estate Group and society," with special emphasis on the four areas: (i) Pursue tangible and intangible urban development for the next generation, (ii) Maintain commitment to reducing environmental impact, (iii) Consider people, empathize with people, protect people and (iv) Create and circulate new value. The highlights of MEL's environmental or social characteristics are: (i) environmental initiatives – climate change response, (ii) environmental initiatives – water and waste management, (iii) environmental initiatives – environmental certification of MEL's properties, (iv) social initiatives – tenants, (v) social initiatives – local communities, (vi) social initiatives – diversity and employee welfare and (vii) social initiatives – human resources development.

Investment strategy	MEL invests directly, or indirectly through trust beneficiary interests, in real estate. Therefore, investment strategy in relation to investee companies is not applicable. MEL aims to build a stable and long-lasting portfolio through selective investments in highly competitive logistics facilities that meet tenant needs. It is our policy for logistics facilities to make up at least 80% of MEL's portfolio, and for other types of properties related to or compatible with logistics facilities to make up no more than 20% of MEL's portfolio, in each case based on acquisition price. It is also our policy for properties located in the Tokyo metropolitan area (which consists of Tokyo, Kanagawa, Saitama, Chiba and Ibaraki prefectures) to make up at least 50% of MEL's portfolio, and for properties located elsewhere in Japan to make up no more than 50% of MEL's portfolio based on acquisition price. Sustainability factors are given significant consideration in our investment selection and asset management processes. MEL has established a green finance framework for debt financing (the "Green Finance Framework") and a green equity framework for equity financing (the "Green Equity Framework," together with the Green Finance Framework, the "Frameworks"). Net proceeds from financing under the Frameworks may only be used to fund the acquisition of assets that meet certain green criteria or to refinance borrowings required for acquiring such assets.
Proportion of investments	MEL offers financial products which promote environmental or social characteristics but does not have sustainable investments as its objective. We call MEL's properties that meet certain sustainability criteria as Green Buildings (as defined below). As of February 28, 2026, 97.7% of the properties in MEL's portfolio were Green Buildings, and 2.3% were not, in each case based on gross floor area. We aim to increase the percentage of Green Buildings in MEL's portfolio to 100% (excluding properties where MEL owns only the underlying land) by FY2030.
Monitoring of environmental or social characteristics	In order to monitor and track MEL's properties' performance on E/S characteristics, we rely on the following indicators: (i) environmental certifications of properties issued by third-party organizations, such as the Comprehensive Assessment System for Built Environment Efficiency ("CASBEE") certification, the Building Energy-efficiency Labeling System ("BELS") certification or the Development Bank of Japan's ("DBJ") Green Building certification, and other relevant certifications, (ii) data on the energy consumption, solar power generation, greenhouse gas ("GHG") emission levels, water consumption, waste amount and recycling rates of properties. Data on energy consumption, GHG emissions, water use and waste volume is verified by a third-party organization, Japan Audit and Certification Organization for Environment and Quality ("JACO").
Methodologies	The Asset Management Company's Sustainability Committee generally meets semi-annually to discuss sustainability-related key issues, goals and measures to achieve those goals and to evaluate MEL's sustainability performances. Certain matters discussed by the Sustainability Committee are then reported to and are discussed by the Asset Management Company's Board of Directors.
Data sources and processing	As further described below, the Asset Management Company obtains certain sustainability data provided by the established third-party organizations that issue environmental certifications for the properties in MEL's portfolio. The Asset Management Company also monitors and tracks environment performance data, such as data on energy consumption, solar power generation, GHG emission levels, water consumption, waste amount and recycling rates, of the properties in MEL's portfolio from property managers and third-party service providers, depending on the type of data. In preparing responses to the survey of the Global Real Estate Sustainability Benchmark ("GRESB") assessment, a consulting firm reviews the sustainability-related data and supporting materials used for the responses. The consulting firm also assists the Asset Management Company in evaluating any room for future improvement.

Limitations to methodologies and data	As further described below, the main limitations to methodologies and data stem from the necessity to rely on property managers and other third-party service providers for data at the property level which presents challenges to verify the accuracy of raw data provided by tenants and/or compiled data provided by the property managers. Except for the data on energy consumption, GHG emissions, water consumption and waste amount, there is no quality assurance or verification by third-party organizations for the portfolio-level data. Limitations to the methodologies and data are not expected to affect the attainment of the environmental or social characteristics promoted by MEL in any material way.
Due diligence	As further described below, MEL invests only in properties that have been subjected to the Asset Management Company's comprehensive due diligence review, including an environmental assessment and an evaluation of risks related to building safety, soil contamination, flooding, earthquakes. MEL makes investment decisions on the basis of this due diligence review, and may reject a potential investment based on environmental factors.
Engagement policies	One of the binding elements of MEL's investment strategy is its Green Finance Framework and Green Equity Framework, which limit the use of proceeds from financing/equity issuance under the Frameworks to financing of the acquisitions of Green Eligible Assets. In addition, MEL does not generally consider investing in properties that do not meet the thresholds for soil contamination and other environmental contamination in accordance with the Soil Contamination Act and other environmental laws and ordinances.
Designated reference benchmark	MEL has no benchmark index designated as a reference benchmark to meet the E/S characteristics promoted by MEL.

No sustainable investment objective

The financial products offered by MEL promote environmental or social characteristics, but do not have as their objective sustainable investment.

Environmental or social characteristics of the financial product

MEL and the Asset Management Company place a strong emphasis on promoting E/S characteristics. We have integrated the sustainability goals and initiatives of the Mitsubishi Estate Group into our business practices in order to integrate business and sustainability by increasing our affinity with the Mitsubishi Estate Group's core business of urban development. We integrate these E/S objectives and goals into our business practices to provide value to society as "actions for realizing the sustainability of both the Mitsubishi Estate Group and society," with special emphasis on the four areas: (i) Pursue tangible and intangible urban development for the next generation, (ii) Maintain commitment to reducing environmental impact, (iii) Consider people, empathize with people, protect people and (iv) Create and circulate new value.

In February 2019, the Asset Management Company created and adopted a Sustainability Policy which sets out the sustainability factors for us to take into our account in our investment evaluation and execution process, including enhancement of energy efficiency and reduction of GHG emissions, improvement in water use efficiency and waste management, preparation for disasters and enhancement of tenant safety, creation of great work environment for diverse group of talents, collaboration with external stakeholders, transparency of our sustainability practices and keeping current and complying with the high standards of ethics.

MEL does not have a specific index designated as a reference benchmark to determine whether MEL is aligned with the environmental or social characteristics that it promotes.

The highlights of MEL's environmental or social characteristics are as follows.

- Environmental initiatives – climate change response. We implement energy-saving measures and take steps to reduce GHG emissions in MEL's portfolio. Towards these ends, we have installed LED lighting and rooftop solar panels in MEL's properties along with implementation of renewable energy. Furthermore, we display posters that raise awareness on energy-saving measures in common areas of MEL's properties.
- Environmental initiatives – water and waste management. We seek to reduce water consumption by installing devices and appliances such as water meters, water-efficient toilets and smart irrigation systems. Moreover, we strive to reduce waste in cooperation with tenants by promoting the "3R" (reduce, reuse and recycle) waste programs.
- Environmental initiatives – environmental certification of MEL's properties. To track the environmental performance of MEL's properties, we rely on certifications issued by third-party organizations, such as the Development Bank of Japan's ("DBJ") Green Building certification, the Comprehensive Assessment System for Built Environment Efficiency ("CASBEE") certification, the Building Energy-efficiency Labeling System ("BELS") certification, and other equivalent certifications.
- Social initiatives – tenants. We endeavor to improve tenant health, safety and comfort by undertaking renovation work in response to varying needs, and by expanding tenant support services to help serve such needs. We have built restaurants and convenience stores on MEL's premises and installed amenities such as shower rooms and multipurpose restrooms. MEL's properties are also equipped with disaster-relief vending machines, secure reserves containing food and beverage in case of emergency, and automated external defibrillators.
- Social initiatives – local communities. We build and maintain good relations with local residents, governments and other community members by providing and ensuring a pleasant and safe environment. We support local communities in the event of disasters by providing MEL's properties as municipality-designated disaster evacuation sites. We also participate in community service activities such as community clean-up events with local residents.
- Social initiatives – diversity and employee welfare. The Asset Management Company is committed to respecting the fundamental rights and diversity of its employees, and we endeavor to establish an environment that supports a healthy work-life balance. To help achieve these goals, we have introduced flexible working hours, a defined contribution pension plan and various leave programs that are tailored to varying needs and circumstances.
- Social initiatives – human resources development. The Asset Management Company develops human resources with extensive expertise and know-how by offering various training programs, on topics such as compliance, human rights, risk management and sustainability. The Asset Management Company also encourages its employees to pursue professional qualifications that assist them in honing their skills as real estate asset management professionals, and subsidizes the costs needed to obtain and maintain such qualifications.

Investment strategy

MEL invests directly, or indirectly through trust beneficiary interests, in real estate. Therefore, investment strategy in relation to investee companies is not applicable. The investment policies as described below are in relation to real estate and real estate-related assets.

MEL aims to build a stable and long-lasting portfolio through selective investments in highly competitive logistics facilities that meet tenant needs. It is our policy for logistics facilities to make up at least 80% of MEL's portfolio, and for other types of properties related to or compatible with logistics facilities to make up no more than 20% of MEL's portfolio based on acquisition price. It is also our policy for properties located in the Tokyo metropolitan area (which consists of Tokyo, Kanagawa, Saitama, Chiba and Ibaraki prefectures) to make up at least 50% of MEL's portfolio, and for properties located elsewhere in Japan to make up no more than 50% of MEL's portfolio based on acquisition price. When investing in properties, we focus on location of properties in terms of proximity to major metropolitan areas and ease of access for employees of tenants, building features such as floor space and versatility to meet tenant needs and stability in tenant's ability to contribute MEL's earnings.

In addition, in order to ensure that MEL's investment and the Asset Management Company's asset management are sustainable

In addition, in order to ensure that MEL's investment and the Asset Management Company's asset management are sustainable while maximizing the value of MEL's portfolio assets, sustainability factors are given significant consideration in our investment selection and asset management processes. For example, MEL has established a debt-based green finance framework (the "Green Finance Framework") based on our commitment to use funds financed through green financing to acquire "Green Eligible Assets", which are properties that meet the eligibility criteria described below. Green financing under the Green Finance Framework consists of green loans and green bonds where proceeds are used to acquire Green Eligible Assets or refinance loans or bonds financed for such acquisition. Moreover, MEL has developed a green equity framework (the "Green Equity Framework" and together with the Green Finance Framework, the "Frameworks") based on similar commitment to use proceeds from equity offerings to acquire Green Eligible Assets. For a property or a project to be a Green Eligible Asset, the property shall meet at least one of the following conditions:

- MEL has obtained or plan to obtain one of the following third-party certifications for the asset or project: (i) three stars or higher out of DBJ's five-star ranking system, (ii) B+ Rank or higher out of the CASBEE ranking system or (iii) three stars or higher out of BELS's previous five-star ranking system or level 4 or higher out of the BELS's new seven-level ranking system, subject to certain allowances for properties that use the previous five-star ranking system.
- Solar power generation facilities for installation at MEL's properties.
- The property or project has equipment designed to reduce environmental impacts (i.e., the equipment increases energy efficiency of the property/project by 30% or more in comparison with before the implementation of the equipment).

The Green Finance Framework has been subject to the Green Finance Framework Evaluation by Japan Credit Rating Agency, which has granted us "Green 1(F)", the highest grade. In addition, the Green Equity Framework has been subject to the Green Equity Framework Evaluation by DNV Business Assurance Japan K.K.

As a general rule, we intend to continue using green financing under our Green Finance Framework and/or Green Equity Framework for future acquisitions and projects. We believe that using such green financing for the acquisitions of Green Eligible Assets, which we believe can serve society as infrastructure assets, will contribute to the betterment of society and the environment.

As we holistically consider various factors in making investment decisions, MEL may acquire properties that are not Green Buildings in some cases. When we acquire a logistics property that is not a Green Building, however, we implement appropriate measures to reduce the environmental impact following acquisition.

Proportion of investments

MEL offers financial products which promote environmental or social characteristics but does not have sustainable investments as their objective. As of February 28, 2026, 97.7% of MEL's properties in the portfolio were Green Buildings, and 2.3% were not, in each case based on gross floor area. We aim to increase the percentage of Green Buildings in MEL's portfolio to 100% (excluding properties where MEL owns only the underlying land) by FY2030.

Monitoring of environmental or social characteristics

In order to monitor and track MEL's properties' performance on E/S characteristics, we rely on certifications issued by third-party organizations, such as the DBJ Green Building certification, the CASBEE certification, the BELS certification, and other relevant certification.

We consider a property to be a "Green Building" if it has received any of such environmental certifications.

In addition, we have set in place the following monitoring and disclosure measures for environmental performance data of the properties in MEL's portfolio.

- We track and monitor data on energy consumption, solar power generation, GHG emission levels, water consumption, waste amount and recycling rates of the properties in MEL's portfolio.
- Our data on energy consumption, GHG emissions, water consumption and waste amount is verified by a third-party organization, JACO.
- We disclose environmental performance data of such as energy consumption, solar power generation, GHG emission levels, water consumption and waste amount on MEL's website: https://mel-reit.co.jp/en/esg/environment/.

Methodologies

The Asset Management Company has established a Sustainability Committee, composed of the President and Chief Executive Officer, the General Manager of the Corporate Management Department, the Sustainability Management Officer, and the General Managers of each Department of the Asset Management Company.

The Sustainability Committee generally meets semi-annually to discuss sustainability-related key issues, goals and various measures to achieve those goals and to share the progress towards these goals and implementation status of sustainability measures. The Sustainability Committee also evaluates the sustainability performances of MEL's properties and share the progress towards the goals set.

Certain matters discussed by the Sustainability Committee are then reported to, and if necessary, discussed by the Asset Management Company's Board of Directors. The minutes of the meetings are prepared and kept at the Sustainability Management Office.

Data sources and processing

The Asset Management Company uses the following data sources:

- Environmental certifications. The Asset Management Company obtains the relevant data provided by the established third-party organizations that issue environmental certifications for the properties in MEL's portfolio. Obtaining the environmental certifications issued by the established third-party organizations helps ensure the data quality. The Asset Management Company calculates and tracks the properties which hold environmental certifications.
- Environmental performance data. At the property level, the Asset Management Division of the Logistics REIT Management Department of the Asset Management Company collects the relevant data from the property managers on energy consumption, solar power generation, GHG emission levels, water consumption, waste amount and recycling rates of the properties in MEL's portfolio. To ensure data quality, the Asset Management Company obtains an assurance report regarding energy consumption, GHG emissions, water use and waste amount from an independent third-party organization each year.
- Installation of LED lightings and solar power generation. At the property level, the Asset Management Company obtains relevant data from the property managers and solar panel management companies.
- External sustainability evaluation. Before MEL submits the responses to the survey of the GRESB assessment, a consulting firm reviews the sustainability-related data and supporting materials used for the responses. The consulting firm also assists the Asset Management Company in evaluating any room for future improvement. Engaging an established consulting firm helps to ensure the data quality. Also, the Asset Management Company obtains the assurance report regarding energy consumption, GHG emissions, water consumption and waste amount, which are used for data in GRESB assessment, from an independent third-party organization.

Limitations to methodologies and data

The main limitations to methodologies and data stem from the necessity to rely on property managers and other third-party service providers for data at the property level. Like many other real estate investment corporations and asset management companies, we primarily rely on data provided by the property managers, who collect and compile raw data provided by tenants, and it presents challenges to verify the accuracy of the raw data provided by tenants and/or the compiled data provided by the property managers. In addition, data at the property level provided by the property managers is generally updated on an annual basis. Accordingly, property-specific data will therefore not always be fully up to date.

Data at the portfolio level is compiled internally at the Asset Management Company, and except for the data on energy consumption, GHG emissions, water consumption and waste amount, there is no quality assurance or verification by third-party organizations for such portfolio-level data. In addition, the verification process by third-party organizations for the portfolio-level data does not provide independent verification of accuracy of raw data at the property level and the challenges associated with our reliance on the property managers and, ultimately, tenants for raw data at the property level remain.

Limitations to the methodologies and data are not expected to affect the attainment of the environmental or social characteristics promoted by MEL in any material way.

Due diligence

MEL invests only in properties that have been subjected to the Asset Management Company's comprehensive due diligence review, including an environmental assessment and an evaluation of risks related to building safety, soil contamination, flooding, earthquakes. With each acquisition opportunity, the Asset Management Company reviews E/S related due diligence findings and take into account the property's energy assessment as well as whether the property has been granted environmental certifications or its capability of being granted such certifications. MEL makes investment decisions on the basis of this due diligence review, and may reject a potential investment based on environmental factors.

In addition, MEL has established a debt-based Green Finance Framework and an equity-based Green Equity Framework. When investing in properties using proceeds from green financing conducted under the Green Finance Framework or the Green Equity Framework, properties that do not meet the certain green-buildings certification linked eligibility and sustainability criteria specified in these Frameworks are ruled out.

Engagement policies

One of the binding elements of MEL's investment strategy is its Green Finance Framework and Green Equity Framework, which limit the use of proceeds from financing/equity issuance under the Frameworks to financing of the acquisitions of Green Eligible Assets. In addition, MEL does not generally consider investing in properties that do not meet the thresholds for soil contamination and other environmental contamination in accordance with the Soil Contamination Act and other environmental laws and ordinances.

Designated reference benchmark

MEL has no benchmark index designated as a reference benchmark to meet the environmental or social characteristics promoted by MEL.

REMUNERATION AND SUSTAINABILITY RISKS (SFDR ARTICLE 5 DISCLOSURE)

The Asset Management Company has a remuneration policy in place which aims to support its strategy, values and long-term interest, including its interest in sustainability. The Asset Management Company's remuneration policy is consistent with the integration of sustainability risks as follows.

- Remuneration system based on skill development. The Asset Management Company's salary increase system is based on employees' development of their professional skills. In order to raise employees' motivation to improve their work performance and develop their professional skills, the Asset Management Company also has a performance-based bonus system in place that is based on a management by objectives model, as well as an objective performance evaluation and promotion system.
- Evaluation of employees based on sustainability criteria. All employees are evaluated once a year on their sustainability awareness, including compliance and risk management awareness, and the results of this evaluation are taken into consideration when determining salary increases.
- Retirement Allowance Program. The Asset Management Company offers a defined contribution pension plan as well as a retirement plan, with an aim to create a comfortable workplace where employees will want to work for a long period of time. Bonuses are calculated based on sales and performance, and are determined by the Asset Management Company's internal rules. Bonuses take into account issues including job content, performance, and attendance. Such evaluations take into consideration the employee's contributions and conduct with respect to sustainability efforts and compliance requirements.

INTEGRATION OF SUSTAINABILITY RISKS IN THE INVESTMENT DECISIONS, AND THE IMPACT OF SUCH RISKS ON THE RETURNS OF MEL (SFDR ARTICLE 6 DISCLOSURE)

The Asset Management Company has established a Sustainability Committee to lead MEL's sustainability initiatives. The Sustainability Committee is composed of the President & CEO (Chairman), the General Manager of the Corporate Management Department, the General Managers of each Department of the Asset Management Company, Sustainability Management Officer and other designated persons. The Sustainability Committee deliberates key issues, goals, and measures related to sustainability. Based on the discussion, the Sustainability Committee approves which sustainability initiatives and targets, including, but not limited to, energy-saving and water-saving measures, reduction targets of energy and water consumption and GHG emissions, waste recycling measures and targets, green building certifications, on-site support services and facilities for MEL's tenants, tenant and employee satisfaction surveys, and human resources development, to prioritize for implementation, and the President & CEO has final decision-making authority on which sustainability initiatives and targets to implement.

Additionally, the Sustainability Management Officer periodically convenes a working group that analyzes climate-related risks pertaining to the Asset Management Company and its designated funds. These risks are divided into "transition risks", which are risks arising from new regulations, taxation systems, technologies and other developments that decarbonization efforts may result in, and "physical risks", which are risks arising from climate change, such as long-term changes in climate patterns and severe weather events such as typhoons and floods. The Sustainability Management Officer reports the findings resulting from these analyses to the Sustainability Committee, which help deliberate for environmental initiatives that are then made by the Sustainability Committee.

In order to achieve sustainability in our asset management while maximizing unitholder value, we consider sustainability factors in our investment and asset management processes. As described above, we have instituted a number of initiatives, at both the portfolio level and the property level, to promote E/S characteristics. Such initiatives include initiative to fight climate change, initiatives to improve water and waste management and initiatives to improve employee and tenant satisfaction.

Furthermore, we invest only in properties that have been subjected to the Asset Management Company's comprehensive due diligence review, including an environmental assessment and an evaluation of risks related to building safety, soil contamination and flooding. We make decisions on the basis of this due diligence review, and we may reject a potential investment based on environmental factors. Additionally, the Asset Management Company has established a debt-based Green Finance Framework and an equity-based Green Equity Framework. When investing in properties using proceeds from green financing under the Green Finance Framework or the Green Equity Framework, we do not consider properties that do not meet the criteria under the Green Finance Framework or the Green Equity Framework described above.

Due to the growing interest in sustainability factors among MEL's investors and society at large, we believe that a downgrade in MEL's sustainability ratings or any failure to acquire Green Buildings at a sufficient pace could materially adversely impact our business activities and decrease MEL's unit price. We also recognize the impact on the cash flow of a property if its environmental performance is inadequate, because it becomes less competitive, as a result of which the rent we can charge, and its occupancy rate may decline. We therefore take sustainability factors into serious consideration when investing in new properties and managing MEL's portfolio and believe that our ongoing sustainability initiatives will contribute to MEL's sustainable growth and increased unitholders' value, while mitigating sustainability-related risks.

STATEMENT ON PRINCIPAL ADVERSE IMPACTS OF INVESTMENT DECISIONS ON SUSTAINABILITY FACTORS

Jun. 30, 2026 PAI Statement PDF (396KB)