

April 28, 2023

FOR IMMEDIATE RELEASE

Issuer of REIT securities:

1-17-10, Kyobashi, Chuo-ku, Tokyo

SOSiLA Logistics REIT, Inc. (SLR)

Representative: Nobuhiko Matsumoto, Executive Director  
(Securities Code: 2979)

Asset management company:

Sumisho Realty Management Co., Ltd.

Representative: Hideki Yano, President & CEO

Inquiries: Tomoaki Sato,

General Manager, REIT Management Department

TEL: +81-3-4346-0579

## Notice Concerning Identification of ESG Material Issues (Materiality) and Formulation of Net Zero Policy and DE&I Policies

SOSiLA Logistics REIT, Inc. (“SLR”) and Sumisho Realty Management Co., Ltd. (hereinafter referred to as “SRM”) to which SLR entrusts the management of its assets today announced that they have identified ESG material issues (materiality) and formulated a net zero policy. At the same time, SRM announced that it has also formulated DE&I Policies.

### 1. Identification of ESG Material Issues (Materiality)

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

The identification process of materiality is as shown below.

#### Step 1: Identify and categorize social issues

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

#### Step 2: Gather opinions of officers and employees

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

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

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

The seven material issues that were identified and details of initiatives to address them are as described below.

	Material Issues	Initiatives
E	1) Climate change mitigation	<ul style="list-style-type: none"> <li>Consideration for reduction of energy consumption, CO2 emissions, etc.</li> </ul>
	2) Portfolio greening	<ul style="list-style-type: none"> <li>Promote acquisition of green building certifications such as GRESB, CASBEE, DBJ Green Building Certification, BELS, etc.</li> </ul>

S	3) Human resource development	<ul style="list-style-type: none"> <li>• Provide ample training programs</li> <li>• Support acquiring professional accreditations</li> <li>• Develop real estate professionals with an emphasis on teamwork</li> </ul>
	4) Diversity, Equity & Inclusion	<ul style="list-style-type: none"> <li>• Create a working environment in which diverse human resources can flourish over the medium to long term</li> <li>• Respect human rights</li> <li>• Provide ongoing employment support to achieve work-life balance</li> </ul>
	5) Tenant satisfaction improvement & contribution to local communities	<ul style="list-style-type: none"> <li>• Provide/operate facilities with high tenant satisfaction</li> <li>• Consideration for environment/society by collaborating with tenants, PMs, BMs, etc.</li> <li>• Contribute to and consider local community</li> </ul>
G	6) Engagement with investors and trustworthy governance	<ul style="list-style-type: none"> <li>• Disclose information to investors and promote constructive dialogue</li> <li>• Develop a governance structure trusted by investors</li> </ul>
	7) Thorough compliance & risk management	<ul style="list-style-type: none"> <li>• Monitor and respond to risks</li> <li>• Appropriately operate an internal control system for compliance with laws and regulations</li> </ul>

For more information, please visit the following websites.

<https://sosila-reit.co.jp/en/esg/index.html>

## 2. Formulation of Net Zero Policy

SLR and SRM established their ESG policy in April 2020 and have been undertaking a series of ESG initiatives, particularly initiatives to reduce environmental impact, in the real estate investment management business; however, recently, to step up initiatives further, SLR and SRM reviewed the "Climate Change Measures" section of their ESG Policy and established a net zero policy to get greenhouse gas emissions as close to zero as possible. In accordance with this policy, SLR and SRM reviewed environmental targets for energy and greenhouse gas reductions.

The net zero policy is as shown below.

### 1. Climate Change Measures

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

For more information, please visit the following websites.

<https://sosila-reit.co.jp/en/esg/index.html>

## 3. Formulation of DE&I Policies

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

SRM's DE&I Policies are as shown below.

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

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

## 2. Respect for human rights

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

## 3. Employment support to achieve work-life balance

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

For more information, please visit the following websites.

<https://www.sumisho-rm.co.jp/en/esg/dei-policy.html>

## 4. Future measures

As a real estate management company, SRM has established ESG policies to ensure that it places importance on ESG issues in its investment decisions and investment management. It is making concerted efforts to take environmental measures for the properties managed by SRM and implement considerations for society. Based on our ESG policies, SRM will take action on energy-saving and other environmental initiatives and will implement considerations to society.

SLR will continue to promote ESG initiatives to help realize an affluent society based on the three concepts of connection with society (Sociability), environmental awareness and sustained growth (Sustainability) and awareness of people and the working environment (Individuality). Please see the following websites for the ESG initiatives of SLR and SRM.

SLR's ESG initiatives website: <https://sosila-reit.co.jp/en/esg/index.html>

SRM's ESG initiatives website: <https://www.sumisho-rm.co.jp/en/esg/>

\* SOSiLA website: <https://sosila-reit.co.jp/en/>