



# ESG Report 2022

Date of Issuance: July 29, 2022  
Date of Revision: January 31, 2023



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## Scope of this Report

<b>Reporting Boundary</b>	<p>The status of activities of mainly the following two entities:</p> <ul style="list-style-type: none"> <li>• Hulic Reit, Inc. (hereinafter, "Hulic Reit")</li> <li>• Hulic REIT Management Co., Ltd. (Hulic Reit's asset management company; hereinafter, "Hulic REIT Management")</li> </ul> <p>Also includes Hulic Co., Ltd. (Hulic REIT Management's parent company; hereinafter, "Hulic") and the Hulic Group for some sections.</p>
<b>Reporting Period</b>	<p>Hulic Reit, Inc. In principle, reporting on performance from January 1, 2021 to December 31, 2021, but also shows content other than the concerned period for some sections.</p> <p>Hulic REIT Management Co., Ltd. In principle, reporting on performance from January 1, 2021 to December 31, 2021, but also shows content other than the concerned period for some sections.</p>
<b>Reporting Cycle</b>	Basically, issued once a year
<b>Fiscal Years</b>	<p>Each fiscal year is the period from January to December each year.</p> <p>Fiscal 2015: from January 2015 to December 2015</p> <p>Fiscal 2016: from January 2016 to December 2016</p> <p>Fiscal 2017: from January 2017 to December 2017</p> <p>Fiscal 2018: from January 2018 to December 2018</p> <p>Fiscal 2019: from January 2019 to December 2019</p> <p>Fiscal 2020: from January 2020 to December 2020</p> <p>Fiscal 2021: from January 2021 to December 2021</p> <p>Fiscal 2022: from January 2022 to December 2022</p>

## **Message from the Executive Officer**

In recent years, corporate management aimed at sustainable, long-term enhancement of corporate value has become increasingly important, with various stakeholders calling for sustainable corporate growth that emphasizes environment, society, and governance (ESG) considerations. Today, as we still face the impact of the coronavirus pandemic and the rise in resource prices, etc., we believe that sustainable corporate growth of this kind has become even more important.

In light of these circumstances, Hulic Reit and Hulic REIT Management recognize the importance of addressing ESG from a management perspective, and they are continually implementing ESG-related initiatives, including initiatives aimed at improving environmental considerations and tenant/facility user satisfaction, contributing to local communities, and enhancing the effectiveness of preventing transactions involving conflicts of interest, in order to support the growth of Hulic Reit while achieving a sustainable society.

In addition to issuing the first edition of this ESG Report in 2020, we have established targets (KPI) and disclosed our performance in an aim to become more energy-efficient and reduce the environmental footprint of our portfolio properties. Moreover, in 2021, we announced our support for the Task Force on Climate-Related Financial Disclosures (TCFD) and established an internal system at Hulic REIT Management. Given this, in 2022, we identified climate-related risks and opportunities based on a scenario analysis in accordance with the TCFD recommendations, assessed their economic impact, and disclosed the results. We will also further promote sustainability-related initiatives, including implementing multiple sustainability finance activities (such as positive impact finance) and so forth.

These ongoing initiatives have received highly positive evaluations from external organizations: in the GRESB Real Estate Assessment conducted in 2022, we obtained the highest rating (5-Star) for the third consecutive year. We were also selected as a “Global Sector Leader” among the listed participants with diversified assets (office/retail) and a “Regional Sector Leader” among the listed and non-listed participants with diversified assets (office/retail) in Asia. And we have been continuously included in the MSCI Japan ESG Select Leaders Index since July 2017.

This Report is issued for the purpose of informing unitholders and various other stakeholders about Hulic Reit’s and Hulic REIT Management’s approach to ESG and the details of the initiatives we have undertaken.

We intend to continue to enhance the contents of this Report as a tool for communicating with stakeholders.

(Note) The Task Force on Climate-Related Financial Disclosures (hereinafter referred to as the TCFD) is an organization that recommends a framework for disclosing climate-related information to investors.

**Kazuaki Chokki**

Executive Officer, Hulic Reit, Inc.

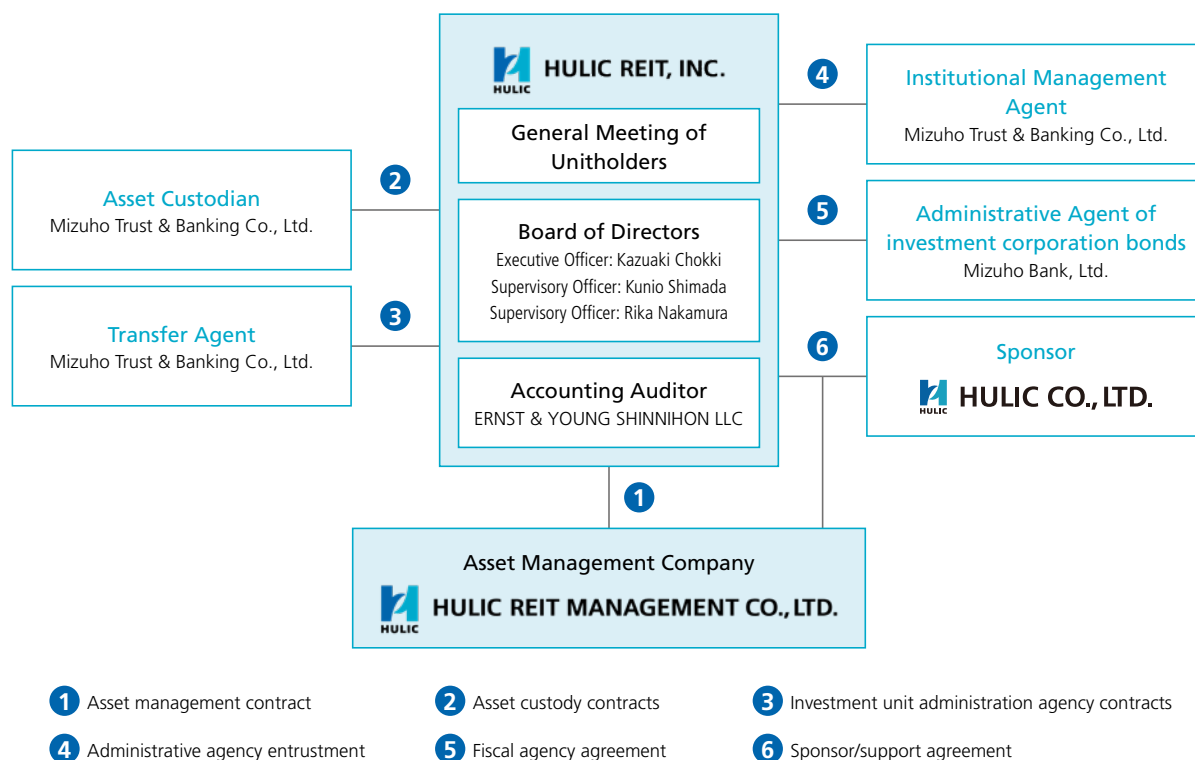
President & CEO, Hulic REIT Management Co., Ltd.



# ESG Basic Policy and Promotion System

## (1) About Hulic Reit and Hulic REIT Management

### 1. Structure of Hulic Reit



### 2. Overview of Hulic Reit

Hulic Reit listed on the real estate investment trust (REIT) market of Tokyo Stock Exchange in February 2014 with Hulic as the sponsor. We focus investment on Tokyo Commercial Properties (office properties and retail properties), in which Hulic has abundant management record and expertise. We also invest in Next-Generation Assets Plus (private nursing homes, network centers, hotels and other properties), investment targets of which are assets that can be expected to become increasingly needed as infrastructure for “creating productive environments, creating amenity, promoting peace of mind” in the future and thus aim to secure stable earnings over the long term, or are assets for which we believe risk can be managed appropriately and earnings can be secured by drawing on the expertise built up by Hulic in tenant management and other areas and thus would contribute to securing stable earnings over the long term and maximization of unitholder value over the medium to long term. Through such investment, we aim to maximize unitholder value.

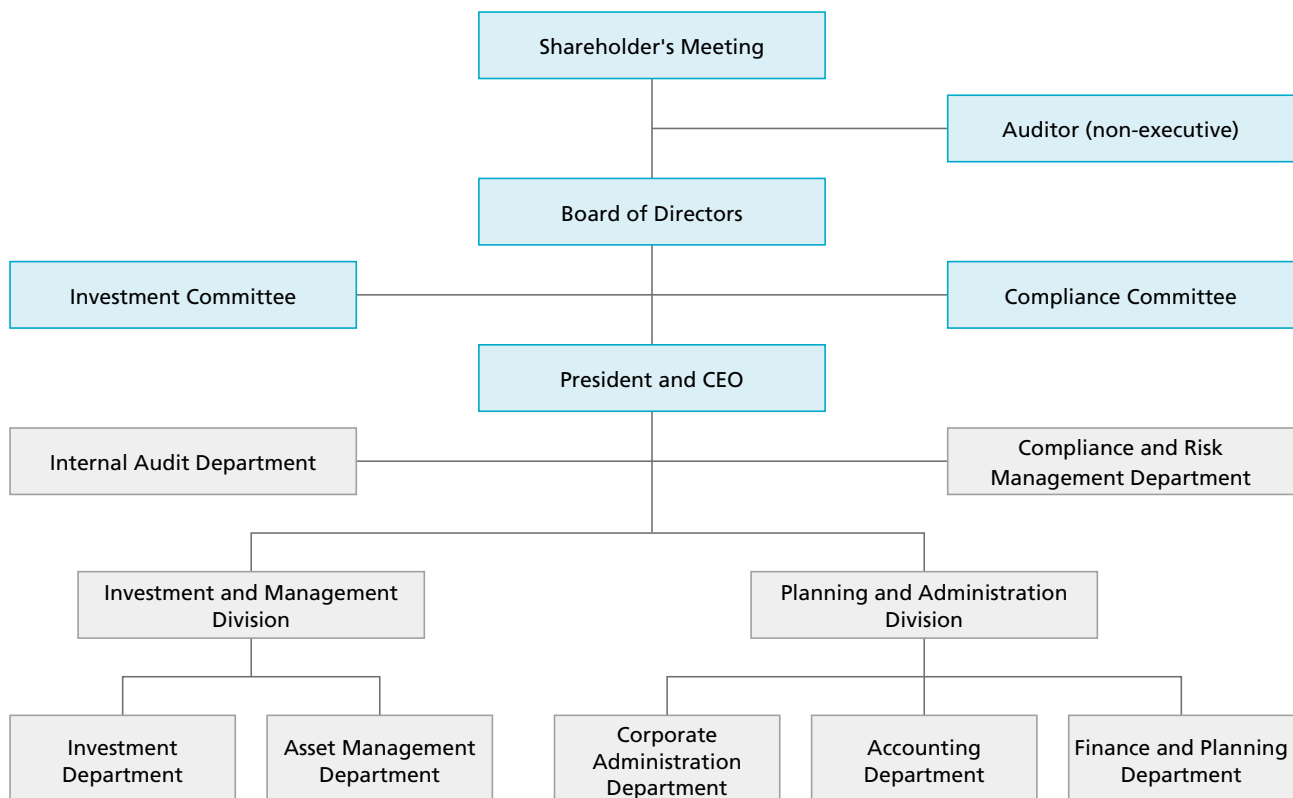
<b>Name</b>	Hulic Reit, Inc.
<b>Representative</b>	Kazuaki Chokki, Executive Officer
<b>Location</b>	2-26-9, Hatchobori, Chuo-ku, Tokyo
<b>TEL</b>	+81-3-6222-7250 (Hulic REIT Management's phone number is shown.)
<b>Listed</b>	February 7, 2014
<b>Listing</b>	Tokyo Stock Exchange REIT market (securities code: 3295)
<b>Fiscal Periods</b>	Ends of February and August of each year

### 3. Overview of Hulic REIT Management

Hulic REIT Management was established in April 2013, as a wholly owned subsidiary of Hulic, to act as the asset management company of Hulic Reit.

<b>Name</b>	Hulic REIT Management Co., Ltd.
<b>Representative</b>	Kazuaki Chokki, President and CEO
<b>Location</b>	2-26-9, Hatchobori, Chuo-ku, Tokyo
<b>Capital</b>	¥200 million
<b>Established</b>	April 1, 2013
<b>Shareholder</b>	Hulic Co., Ltd. (100%)
<b>Fiscal Period</b>	End of December of each year
<b>Business Operations</b>	Investment management
<b>Registrations, Licenses, Etc.</b>	Real Estate Brokerage Business: Governor of Tokyo (2) Registration No. 95294 Trading Agency Etc. License: Minister of Land, Infrastructure, Transport and Tourism License No. 76 Financial Instruments Business Registration: Director of the Kanto Local Finance Bureau, No. 2734

#### Organization Chart



## (2) Sustainability Promotion System

### 1. Chronology of Promotion of Sustainability

Hulic REIT Management has been working substantially as one with Hulic Reit in promoting a range of ESG initiatives.

Date	Outline
Mar. 2016	Hulic REIT Management established Sustainability Policy, and the associated Sustainability Promotion System Regulations (named changed to Sustainability Promotion Regulations in September 2020), Energy Conservation Policy, Policy on Reducing Greenhouse Gas Emissions, and EMS Operating Manual
Sep. 2016	Hulic Reit participated in GRESB Real Estate Assessment for the first time
Jul. 2017	Hulic Reit selected as one of the constituents of MSCI Japan ESG Select Leaders Index (to date)
Sep. 2017	Received “Green Star” rating—the highest—in GRESB Real Estate Assessment, and “4-Star” rating—the second highest—in GRESB Rating
Sep. 2018	Received “Green Star” rating—the highest—in GRESB Real Estate Assessment for the second consecutive year, and “4-Star” rating—the second highest—in GRESB Rating for the second consecutive year
Sep. 2019	Received “Green Star” rating—the highest—in GRESB Real Estate Assessment for the third consecutive year, and “4-Star” rating—the second highest—in GRESB Rating for the third consecutive year; Received “A” rating—the highest—in GRESB Public Disclosure
Oct. 2020	Hulic Reit issued ESG Report for the first time (2020 ESG Report). Hulic Reit issued green bonds for the first time.
Nov. 2020	Received “Green Star” rating—the highest—in GRESB Real Estate Assessment for the fourth consecutive year, and “5-Star” rating—the highest—in GRESB Rating; Received “A” rating—the highest—in GRESB Public Disclosure for the second consecutive year.
Feb. 2021	Hulic Reit prepared GRI Standard Disclosure for the first time.
Jul. 2021	Hulic REIT Management announced its support for the TCFD recommendations. Hulic REIT Management formulated a Climate Change and Resilience Policy. Hulic Reit issued 2021 ESG Report.
Oct. 2021	Received “Green Star” rating—the highest—in GRESB Real Estate Assessment for the fifth consecutive year, and “5-Star” rating—the highest—in GRESB Rating for the second consecutive year; Received “A” rating—the highest—in GRESB Public Disclosure for the third consecutive year.
Apr. 2022	Started qualitative disclosure of scenario analysis results in accordance with TCFD recommendations
Jul. 2022	Hulic Reit issued 2022 ESG Report.
Oct. 2022	Received “Green Star” rating—the highest—in GRESB Real Estate Assessment for the sixth consecutive year, and “5-Star” rating—the highest—in GRESB Rating for the third consecutive year; We were also selected as a “Global Sector Leader” among the listed participants with diversified assets (office/retail) and a “Regional Sector Leader” among the listed and non-listed participants with diversified assets (office/retail) in Asia. Received “A” rating—the highest—in GRESB Public Disclosure for the fourth consecutive year
Dec. 2022	Hulic REIT Management formulated Human Rights Policy and CSR Procurement Policy.

## 2. Sustainability Policy

The Hulic Group has adopted the following corporate philosophy: “Total commitment to our customers and the community. Creating productive environments. Creating amenity. Promoting peace of mind.” Based on this corporate philosophy, the Hulic Group has established the “Sustainability Vision” and gives consideration to sustainability in its real estate development and investment.

Hulic REIT Management shares the Hulic Group's corporate philosophy. Believing that consideration for ESG leads to the maximization of medium- to long-term unitholder value, it has formulated the Sustainability Policy and implements this policy in its operations.

### 1. Compliance and Risk Management

We give consideration to sustainability in our asset management operations. This involves complying with the laws and regulations, and other rules related to ESG, while taking appropriate measures to evaluate risks such as those related to the natural environment and hazardous substances.

### 2. Measures Addressing Climate Change

We are pursuing climate change countermeasures by striving to improve our energy efficiency through energy-saving initiatives involving renovations or building management and promoting the reduction of greenhouse gas (GHG) emissions such as CO<sub>2</sub>.

### 3. Recycling-Oriented Society

We contribute to the formation of a recycling-oriented society by promoting water-saving measures and the 3Rs of “Reduce, Reuse, Recycle.”

### 4. Environmental Management System

We formulate a basic policy relating to energy-saving and reduction of GHG such as CO<sub>2</sub>, and aim for their continuous improvement in accordance with the basic policy.

### 5. Education and Awareness for Employees and Officers, Maintenance and Improvement of Physical and Mental Health and Wellbeing, Provision of an Employee-Friendly Work Environment Respecting DEI (Diversity, Equity and Inclusion)

- We carry out activities to promote ESG-related awareness and education for employees and officers.
- We promote work-life balance to maintain and improve the physical and mental health and wellbeing of employees and officers.
- We respect the diversity (respecting each other's individuality and finding value in individuality), equity (fairly providing opportunities) and inclusion (accepting individuality as an organization and promoting participation) of employees and officers, and aim to realize an employee-friendly work environment.

### 6. Collaboration with Stakeholders

We encourage interactive communication with all our stakeholders. Through such communication, we promote collaboration with business partners, improve customer satisfaction, and contribute to the sustainable development of local communities.

### 7. Disclosure of Information to Stakeholders

We work to broadly disclose information on our initiatives related to ESG to all stakeholders, including our unitholders.



At Hulic REIT Management, the basic policy, targets (KPI), specific initiatives, organizational structure, and other measures have been stipulated in the Sustainability Promotion Regulations, Energy Conservation Policy, Greenhouse Gas Emission Reduction Policy, Climate Change and Resilience Policy, CSR Procurement Policy, and EMS Operating Manual formulated based on the Sustainability Policy above.

### 3. Sustainability Promotion System

Hulic REIT Management has formulated the Sustainability Promotion Regulations with the aim of establishing an internal system to implement the Sustainability Policy, collaboration with relevant parties outside of the Company, information disclosure policy, etc.

Hulic REIT Management inaugurated the Sustainability Committee, members of which include the President and CEO, in 2016 based on the Sustainability Promotion Regulations. At the Committee, consideration and drafting of basic policy, targets (KPI) and measures for energy conservation, low carbon and other sustainability are among the operations conducted, and the progress of targets (KPI) and measures are reported. In addition, problems and issues are shared, with also the President and CEO, and any necessary revisions undergo consideration of improvements and implementation of PDCA. The Compliance Officer takes part in the Committee, making it a system facilitating recommendations, overseeing of execution and such from the perspective of compliance. A system is also in place for ongoing follow-up of remaining issues and matters that have been pointed out.

In addition, the Executive Officer for Sustainability Planning hosts employee and officer training focused on sustainability at a frequency of at least once a year to share information on the progress of sustainability targets (KPI) and measures, etc. with all employees and officers as needed.

ESG-related targets shall be set when setting targets in personnel evaluations for all employees and officers of Hulic REIT Management, and the results of executing business with an awareness of ESG are reflected in evaluations like other targets and the promotion system has been structured to ensure effectiveness by incorporating them into the process for determining the treatment of employees and officers including their grades, positions and wages.

Furthermore, if there are employees or officers who have implemented particularly worthy sustainability-related initiatives, these will be shared internally, and with the aim of further fostering an organizational climate that promotes sustainability, the internal awards program has been introduced.

#### 1. Internal System

■ Sustainability Supervisor:	President and CEO
■ Executive Officer for Sustainability Planning:	General Manager of Finance and Planning Department
■ Executive Officer for Sustainability Investment and Management:	General Manager of Asset Management Department

## 2. Sustainability Committee

- **Members:** Sustainability Supervisor, Executive Officer for Sustainability Planning, Executive Officer for Sustainability Investment and Management, Head of Planning and Administration Division, Head of Investment and Management Division, Compliance Officer, General Manager of Corporate Administration Department, General Manager of Accounting Department, General Manager of Investment Department and the secretariat
- **Secretariat:** Finance and Planning Department
- **Number of meetings:** Once or more every three months  
Participants in the meetings will share information on sustainability, consider targets (KPI) for issues and individual measures, and report on progress in achieving these targets (KPI) and initiatives such as evaluation and analysis.

## 3. Educational and Awareness Activities

- Sustainability training (once or more per year)
- Participation in external training
- Inclusion of sustainability elements in the annual performance assessments of employees and officers
- Internal sustainability-related awards program

## List of Sustainability Training

The following lists past periodic sustainability training held by Hulic REIT Management for all employees and officers (including also contract employees <sup>(Note 1)</sup> and temporary employees <sup>(Note 2)</sup>).

Date	Outline
Mar. 2016	Incorporation of ESG in real estate investment and management
Mar. 2017	Sustainability and corporate social responsibility (CSR)
Mar. 2018	ESG trends
Mar. 2019	Sustainable finance: Trends and relation to the real estate investment industry
Mar. 2020	ESG trends: Upcoming hot topics
Mar. 2021	ESG trends: New tendencies and the status of TCFD initiatives/disclosure examples
Mar. 2022	ESG trends: Construction and real estate trends aimed at decarbonization and the move toward assessment of E and S impacts other than decarbonization

(Note 1) Contract employees refer to employees who are rehired for a fixed term. The same applies hereinafter.

(Note 2) Sustainability training is for all employees and officers, including also contract employees and temporary employees, but no temporary employees are in employment since fiscal 2018.

### (3) Materiality and SDGs

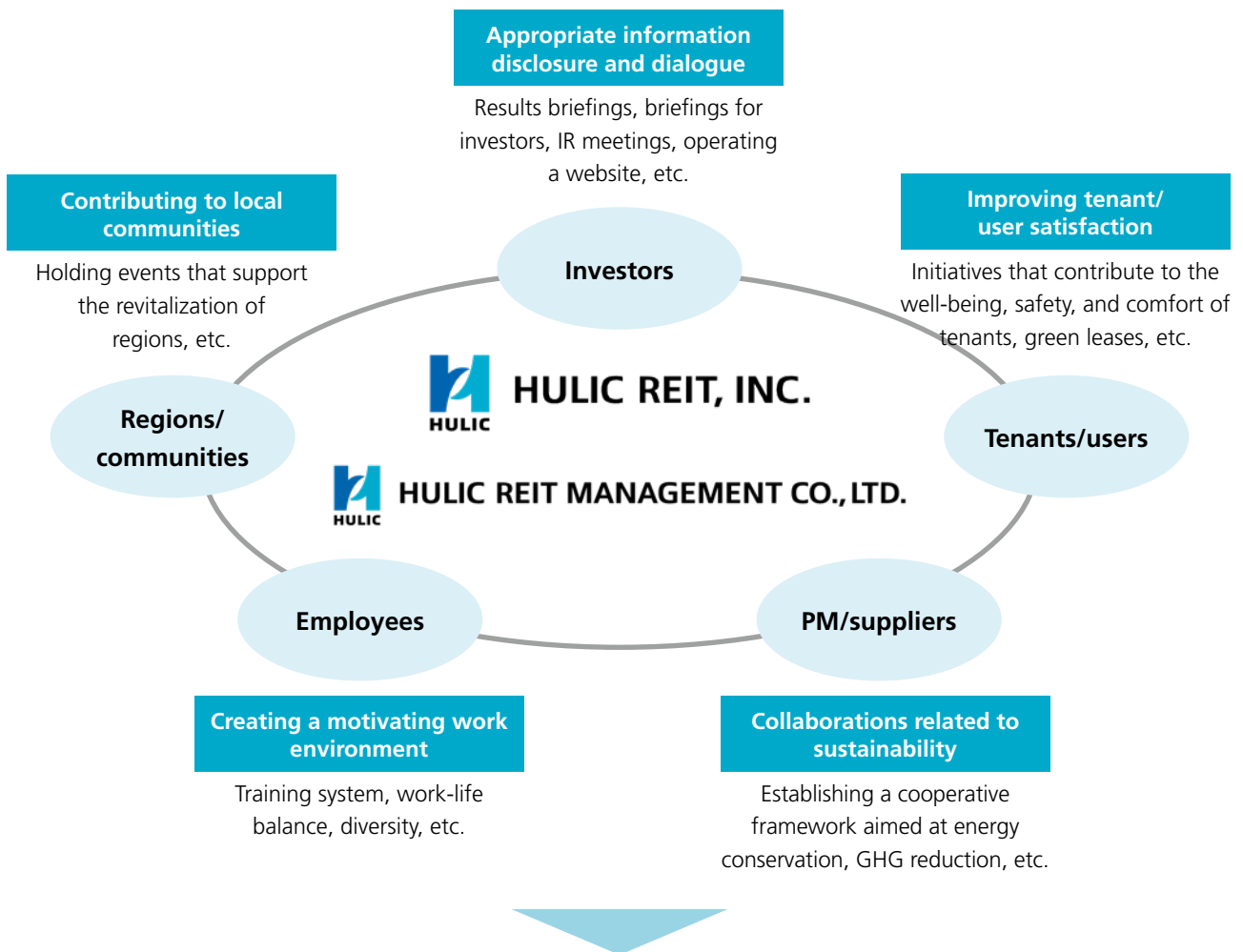
Hulic Reit and Hulic REIT Management extract issues that we, as a real estate investment corporation, should consider based on the concept of the Sustainable Development Goals (SDGs) from among the various ESG issues, and identify those for which initiatives should be strengthened in particular as issues of materiality.

		Materiality for Hulic Reit	Related SDGs	Pages
E	1	<b>Promotion of Energy Conservation and Climate Change Countermeasures</b> <ul style="list-style-type: none"> <li>Promote GHG emission reduction through energy conservation at portfolio properties</li> <li>Promote proactive acquisition of green building certification with the intention of raising the reliability and objectivity of the achievements of initiatives for reducing environmental footprint</li> <li>Set targets (KPI) for energy consumption, GHG emissions and the percentage of properties that will have acquired green building certification</li> </ul>	   	P19~P35
	2	<b>Circular Economy Practices (Effective Utilization of Water Resources, Waste Reduction, Etc.)</b> <ul style="list-style-type: none"> <li>Contribute to the formation of a recycling-oriented society by promoting water-saving measures and the 3Rs of "Reduce, Reuse, Recycle"</li> <li>Reduce water use through water-saving and reuse of grey water and rain water</li> <li>Appropriate waste disposal in compliance with laws, regulations, etc.</li> </ul>	 	P36~P37
S	3	<b>Enhancement of Customer (Tenant/User) Satisfaction</b> <ul style="list-style-type: none"> <li>Enhance customer satisfaction and enhance the value of portfolio properties through promotion of initiatives that serve to enhance the well-being, safety and comfort of customers and asset management that boosts the attractiveness of the tangible and intangible aspects of portfolio properties</li> </ul>	   	P43~P45
	4	<b>Disclosure of Information to and Dialogue with Stakeholders</b> <ul style="list-style-type: none"> <li>Enhance stakeholder satisfaction through interactive communication with various stakeholders, including unitholders, customers and business partners</li> <li>Proactively disclose information on ESG initiatives to unitholders and other stakeholders</li> </ul>	 	P47
	5	<b>Motivating Work Environment (Securing of Human Resources, Human Resources Development and Training, Diversity, Etc.)</b> <ul style="list-style-type: none"> <li>Secure human resources who are appropriate for the business activities and operating conditions, among other factors, and improve their expertise with a training support system, etc.</li> <li>Realize an employee-friendly work environment with attention paid to work-life balance, diversity and equal opportunities</li> </ul>	  	P49~P56
	6	<b>Contribution to Local Communities</b> <ul style="list-style-type: none"> <li>Contribute to local communities through initiatives that contribute to revitalization of the region and community at portfolio properties as a member of the community</li> </ul>	  	P57~P59
G	7	<b>Strengthening of Governance</b> <ul style="list-style-type: none"> <li>Comply with laws, regulations and rules, and enhance compliance awareness through training, etc. to ensure business operations are performed with ethics and self-discipline</li> <li>Establish effective structure for prevention of transactions involving conflict of interest</li> </ul>		P61~P73

## Materiality Assessment

### Step 1: Extraction of issues

- Define key stakeholders of Hulic Reit. Extract elements of potential issues that should be considered when thinking about Hulic Reit's sustainable growth widely from environmental, social and governance aspects, using SDGs, GRI, GRESB, ESG rating agencies' assessment criteria and such as reference



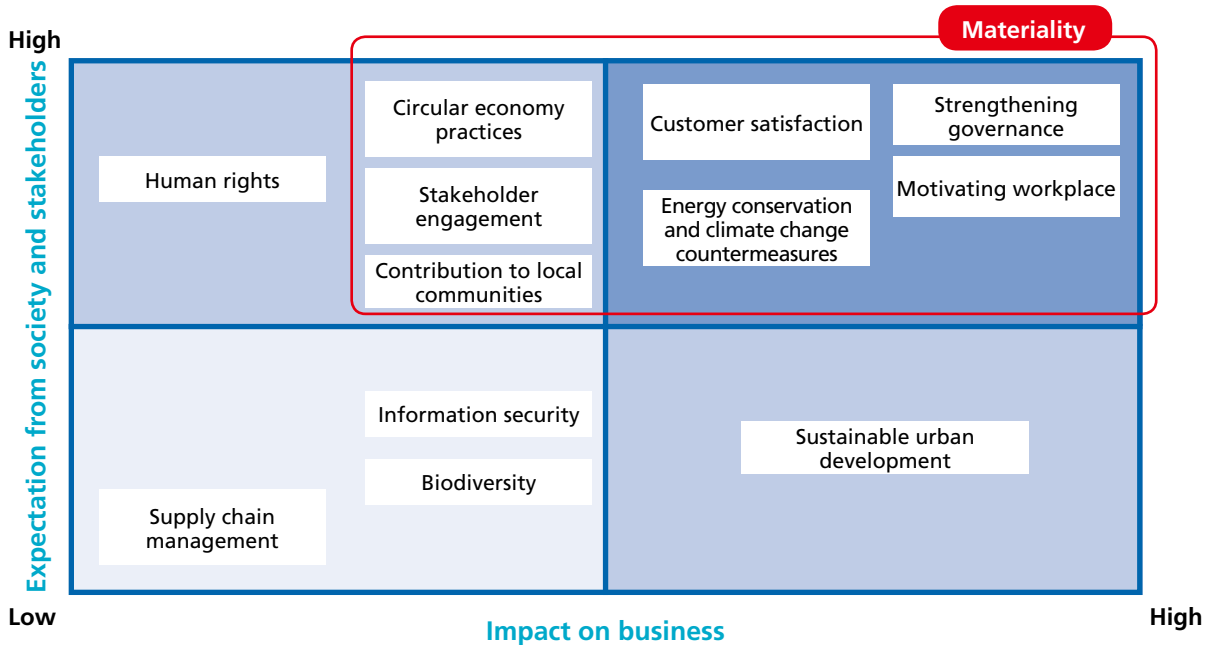
### Step 2: Refinement and prioritization of draft issues, and preparation of draft materiality

- Assess the degree of importance to stakeholders based on opinions and advice of key figures
- Assess degree of impact and importance in terms of Hulic Reit's business risks and opportunities in light of the findings of questionnaires of Hulic REIT Management's key employees and officers and the Sustainability Policy
- Prepare draft materiality as matrix of the outcome of assessment from the two perspectives



### Step 3: Management-level discussion, validation and approval

- Hulic REIT Management's Sustainability Committee discusses draft materiality and identifies materiality in line with Hulic Reit's and Hulic REIT Management's internal regulations, etc.



## (4) Initiatives Supported by Hulic REIT Management

### Support for TCFD Recommendations

Recognizing the importance of disclosing climate-related information, Hulic REIT Management announced its support for the TCFD recommendations in July 2021 and participated in the TCFD Consortium, a group of domestic companies that support the TCFD recommendations. Hulic Reit and Hulic REIT Management started disclosing information on addressing business risks and opportunities caused by climate change since April 2022.



## (5) Third-Party Evaluations of Hulic Reit

### Acquisition of “5-Star” Rating in the GRESB Real Estate Assessment

Hulic Reit received a “Green Star” rating in the GRESB Real Estate Assessment in 2022 for the sixth consecutive year. We earned outstanding evaluations in terms of “Management Component” and “Performance Component”—two aspects of operations assessed in light of efforts aimed at addressing environmental concerns and sustainability issues. We received the highest GRESB rating, “5-Star,” for the third consecutive year. We were also selected as a “Global Sector Leader” among the listed participants with diversified assets (office/retail) and a “Regional Sector Leader” among the listed and non-listed participants with diversified assets (office/retail) in Asia. Hulic Reit’s information disclosure about its environmental considerations and sustainability initiatives was viewed as particularly impressive, receiving an “A” rating, the highest of five possible scores, for the fourth consecutive year in the GRESB Public Disclosure assessment, which was introduced in fiscal 2017.



### Successive Selection in MSCI Japan ESG Select Leaders Index

#### —10 J-REITs selected among 61 J-REITs (as at end of December 2022)—

Hulic Reit was selected for “MSCI Japan ESG Select Leaders Index” provided by MSCI in July 2017, and has been continuously included in the index even after the rebalancing in December 2022.

This index is one of the ESG indices that the Japanese Government Pension Investment Fund (GPIF) selected for their passive investment strategy.

Moreover, in March 2022, our ESG rating from MSCI was upgraded to “A.”

#### 2022 CONSTITUENT MSCI JAPAN ESG SELECT LEADERS INDEX



\* THE INCLUSION OF Hulic Reit IN ANY MSCI INDEX, AND THE USE OF MSCI LOGOS, TRADEMARKS, SERVICE MARKS OR INDEX NAMES HEREIN, DO NOT CONSTITUTE A SPONSORSHIP, ENDORSEMENT OR PROMOTION OF Hulic Reit BY MSCI OR ANY OF ITS AFFILIATES. THE MSCI INDEXES ARE THE EXCLUSIVE PROPERTY OF MSCI. MSCI AND THE MSCI INDEX NAMES AND LOGOS ARE TRADEMARKS OR SERVICE MARKS OF MSCI OR ITS AFFILIATES.

## (6) Hulic’s Environmental Initiatives and Endorsed Initiatives and Third-Party Evaluations—As a member of the Hulic Group—



Hulic, Hulic Reit’s sponsor, is working to solve various ESG issues under the “Sustainability Vision” established in 2020 with the aim to simultaneously pursue both realization of a sustainable society and sustainable corporate growth.

Hulic is also promoting work style reform, initiatives for striking work-life balance and health and productivity management to create a workplace where each employee can perform and will find comfortable to work, and has been recognized for such in several third-party evaluations.

In recognition of such initiatives, Hulic has been included in several ESG indices.

## Environmental Initiatives

### Powering All Company-owned Buildings with 100% Renewable Electricity

As a medium- to long-term climate change target, Hulic aims to achieve powering all company-owned buildings <sup>(Note)</sup> with 100% in-house renewable electricity and has promoted development of solar photovoltaic equipment that does not use the FIT system (feed-in tariffs for renewable energy).

(Note) Excludes single-tenant lease properties, residential properties, unmanaged shared properties for which Hulic does not manage energy, and real estate for sale.

### Achieving the RE100 goal

In November 2019, Hulic joined RE100. Hulic will substantially achieve the RE100 goal in 2023 by sourcing 100% of its power from its own renewable energy equipment (non-FIT solar power generation equipment).



## Participating Initiatives and Third-Party Evaluations

### Formulated GHG Emissions Reduction Targets in conformance with SBTi (Science Based Targets initiative) Criteria

In December 2021, Hulic has formulated GHG emissions reduction targets in conformance with SBTi (Science Based Targets initiative) criteria and has received certification for the initiative.

### Support for TCFD Recommendations

Hulic announced its support for the TCFD Recommendations in 2020 and started disclosing information on addressing business risks and opportunities caused by climate change.



### Hulic Recognized as Climate Change "A List" for Leadership in Corporate Transparency and Performance by CDP

Hulic has been given a score of "A," the highest score, and has been recognized as an "A List" company that takes proactive and effective actions to mitigate climate change risks by CDP in 2022.



### 2022 Certified Health & Productivity Management Outstanding Organization (Small- and Medium-sized Enterprises Category)

Hulic was certified as a Health & Productivity Management Outstanding Organization for the fourth consecutive year in recognition of health and productivity management initiatives. The award has been promoted by the Ministry of Economy, Trade and Industry in conjunction with the Nippon Kenko Kaigi to advance health and productivity.

## Inclusion in Indices

FTSE4Good Index Series

FTSE Blossom Japan Sector Relative Index

MSCI Japan Empowering Women Index (WIN)

FTSE Blossom Japan Index

MSCI Japan ESG Select Leaders Index

S&P/JPX Carbon Efficient Index

## (7) Sustainability Finance Record

### 1. Positive Impact Finance

Hulic Reit has borrowed the following as Positive Impact Finance loans in accordance with the Principles for Positive Impact Finance <sup>(Note 1)</sup> proposed by the United Nations Environment Programme Finance Initiative (UNEP FI) <sup>(Note 2)</sup>.

In connection with the borrowing of funds, Hulic Reit has obtained a third-party opinion <sup>(Note 3)</sup> from Japan Credit Rating Agency, Ltd. regarding compliance of the procedures under the Principles for Positive Impact Finance, etc.

Lender	Amount Borrowed (Millions of Yen)	Interest Rate	Fixed/ Floating	Drawdown Date	Repayment Date	Remarks
Sumitomo Mitsui Trust Bank, Limited	2,000	0.76300% <sup>(Note 4)</sup>	Fixed	February 28, 2022	February 28, 2030	Unsecured Unguaranteed
Mizuho Bank, Ltd.	2,000	0.82900% <sup>(Note 4)</sup>	Fixed	February 28, 2022	August 31, 2030	Unsecured Unguaranteed

(Note 1) The Principles for Positive Impact Finance was developed by UNEP FI in January 2017 as a financial framework for achieving the SDGs. Companies disclose the level of contributions to achieving SDGs through KPIs. Banks then provide funding by evaluating the positive impact observed from these KPIs that is intended to guide the borrowers to increase positive impact and reduce negative impact. The lending banks, as a responsible financial institution, will check if the impact is continuing or not by monitoring the indicators.

(Note 2) The United Nations Environment Programme (UNEP) is an executive body for implementing the “Human Environment Declaration” and the “International Environment Action Programme” established in 1972 as a subsidiary body to the United Nations system. UNEP FI represents a broad as well as close partnership between UNEP and more than 200 global financial institutions. Since its establishment in 1992, UNEP FI has been working in concert with financial institutions and political regulatory/authorities to transform itself into a financial system that integrates economic development and ESG considerations.

(Note 3) Please refer to Japan Credit Rating Agency, Ltd.’s website with the link below for details.

<https://www.jcr.co.jp/en/>

(Note 4) These are borrowings at floating interest rates, but the interest rate swap transactions are undertaken to hedge against the risk of interest rate fluctuations. The interest rates shown are therefore rates reflecting the effect of interest rate swaps (effective fixing of interest rates).

### 2. Sustainability Finance

#### Formulation of the Sustainability Finance Framework

Hulic Reit has revised the scope of the Green Finance Framework, formulated in October 2020, and formulated the Sustainability Finance Framework (hereinafter referred to as the “Framework”) in February 2022. Under the mechanism of the Framework, Hulic Reit can carry out not only sustainability finance, but also green finance, the funds of which are used only for green projects, and social finance, the funds of which are used only for social projects.

Hulic Reit has obtained the rating of SU 1(F), the highest rating, from Japan Credit Rating Agency, Ltd. as a third-party assessment of the Framework. Please refer to Japan Credit Rating Agency, Ltd.’s website with the link below for details.

<https://www.jcr.co.jp/en/>



## Issuing of Green Bonds

Hulic Reit's green bond issuing status is as shown below.

Name	Amount Issued (Millions of Yen)	Annual Coupon	Issue Date	Maturity Date	Use of Proceeds
Sixth Series Unsecured Investment Corporation Bond (Green Bonds)	3,000	0.270%	October 29, 2020	October 29, 2025	Part of refinancing of borrowings to acquire "Hulic Asakusabashi Building," which is an eligible green asset. <sup>(Note)</sup>
Seventh Series Unsecured Investment Corporation Bond (Green Bonds)	2,000	0.330%	May 24, 2022	May 24, 2027	Part of refinancing of borrowings to acquire "Hulic Kojimachi Building," which is an eligible green asset.

(Note) Refers to assets which have already acquired or are scheduled to acquire any of the following certifications from a third-party certification organization:

- DBJ Green Building certification: 3-star, 4-star, or 5-star
- BELS: 3-star, 4-star, or 5-star
- CASBEE for Real Estate Certification: B+, A, or S rank
- LEED certification: Silver, Gold, or Platinum

The same applies below.

## Borrowing of Green Loans

Hulic Reit's green loan borrowing status is as shown below.

Lender	Amount Borrowed (Millions of Yen)	Interest Rate	Fixed/ Floating	Drawdown Date	Repayment Date	Remarks	Use of Proceeds
The Norinchukin Bank Resona Bank, Limited SBI Shinsei Bank, Limited Aozora Bank, Ltd.	1,500	0.76300% <sup>(Note)</sup>	Fixed	February 28, 2022	February 28, 2030	Unsecured Unguaranteed	Part of refinancing of borrowings to acquire "Hulic Kojimachi Building," which is an eligible green asset. <sup>(Note)</sup>

(Note) These are borrowings at floating interest rates, but the interest rate swap transactions are undertaken to hedge against the risk of interest rate fluctuations. The interest rates shown are therefore rates reflecting the effect of interest rate swaps (effective fixing of interest rates).

With regard to the details of Hulic Reit's sustainability finance framework, sustainable finance, funding allocation reporting, and impact reporting, refer to the Hulic Reit website:

<https://www.hulic-reit.co.jp/en/esg/greenfinance.html>

E

Environment

# **(1) Promotion of Energy Conservation and Climate Change Countermeasures**

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## **1. Basic Policy**

Hulic Reit and Hulic REIT Management are working to reduce the carbon footprint for the entire portfolio to promote energy conservation and climate change countermeasures.

Environmental measures are promoted through investment and management operations by implementing a PDCA cycle of regular performance tracking, analysis and execution of measures to achieve reduction targets (KPI) for energy consumption and GHG emissions. Specifically, activities to raise awareness among tenants, utilization of renewable energy, introduction of energy-efficient facilities and equipment, and other efforts are made to reduce GHG emissions.

## **2. Awareness of Climate-Related Issues and Support for TCFD Recommendations**

Hulic REIT Management recognizes that climate change is a critical issue causing dramatic changes in the natural environment and social structure that has a major impact on the company's management and its business as a whole. It believes that increasing the resilience of its business, particularly by identifying, assessing, and managing climate-related risks and opportunities, is indispensable to securing sustainable, stable profits for Hulic Reit in the long term.

Based on this mindset, Hulic REIT Management announced its support for the TCFD recommendations in July 2021, and both Hulic Reit and Hulic REIT Management are engaged in analyzing risks and opportunities resulting from adaptation to climate change and actively disclosing related initiatives based on the four areas proposed in the TCFD recommendations (governance, strategy, risk management, and metrics and targets).



### 3. Governance

Hulic REIT Management has established the governance structure shown below in its Climate Change and Resilience Policy for the purpose of handling climate change-related risks and opportunities involving Hulic Reit and Hulic REIT Management.

Internal Climate-Related Structure	
■ Climate-Related Issue Supervisor	: President & CEO (Sustainability Supervisor)
■ Executive Officer for Climate-Related Issue Planning:	General Manager of Finance and Planning Department (Executive Officer for Sustainability Planning)
■ Executive Officer for Climate-Related Issue Investment and Management	: General Manager of Asset Management Department (Executive Officer for Sustainability Investment and Management)
■ On the Sustainability Committee, the executive officers periodically report to the supervisor about matters concerning the handling of climate change, such as identifying and assessing the impact of climate change, managing risks and opportunities, the progress status of adaptation and mitigation initiatives, and establishing metrics and targets (KPIs). The supervisor makes decisions about various issues after they have been discussed and considered by the attendees of Sustainability Committee meetings.	
■ The Sustainability Committee reports at least once a year to the Board of Directors about matters discussed in relation to handling climate change, and it is supervised by the Board of Directors.	

In addition to the above, Hulic REIT Management has established an effective, reliable promotion structure by incorporating sustainability factors into annual performance assessments in the personnel reviews for all its officers and employees.

### 4. Strategy

#### Purpose of Scenario Analysis

Hulic Reit and Hulic REIT Management aim to reduce Hulic Reit's business-related risks, realize opportunities to create value, and ensure sustainable, stable profits in the long term by recognizing the impact of climate-related risks via scenario analysis and considering countermeasures for them.

#### Adopted Scenarios

To conduct the scenario analysis, we adopted a 1.5°C/2°C scenario, which assumes a transition to a decarbonized society, and a 4°C scenario, in which economic activities are prioritized.

##### ■ 1.5°C/2°C Scenario

The 1.5°C/2°C scenario assumes a future in which social policies, emission restrictions, technological investments, etc. for the purpose of decarbonization will progress beyond the current level, with the aim of achieving the Paris Agreement's targets, and considers the Carbon Risk Real Estate Monitor (CRREM) 2 and 1.5 scenarios and the International Energy Agency (IEA) Sustainable Development Scenario and Beyond 2°C Scenario (B2DS).



### Global Outlook in 1.5°C/2°C Scenario

As society undergoes transformation in the name of decarbonization, it will be necessary to improve the environmental performance of owned properties by converting to ZEB and introducing renewable energy

#### Socioeconomic Development Aimed at Realizing a Decarbonized/Low-Carbon Society

Governments	Investors	Technology	Customers	Nature
Introduction of low-carbon transition-related policies/regulations targeting companies, accompanied by the ability to enforce them	Companies' reduction of GHG emissions becomes a factor in investors' decisions	Renewable energy and decarbonizing technology become widespread	Set ambitious targets for GHG emissions reduction etc., and carbon-reduction needs accelerate	Natural disasters continue to grow more severe

#### Impact on Hulic Reit/Countermeasures

We have signed a sponsor support agreement with the sponsor who is proactively adopting environmentally friendly technologies when developing new properties or rebuilding existing ones, and given the trend toward accepting rent increases for office buildings with excellent environmental performance, we will increase the number of properties with green building certification and enhance our renewable energy and energy-saving initiatives, which may be expected to improve our competitive advantage within the industry

### ■ 4°C Scenario

The 4°C scenario assumes a future in which adequate climate change mitigation measures are not achieved, GHG emissions continue to increase, and physical risks due to climatic disasters increase significantly. It was considered while referring to the Intergovernmental Panel on Climate Change (IPCC)'s RCP 8.5 scenario.

### Global Outlook in 4°C Scenario

As wind and flood damage risks grow, it will be necessary to increase properties' competitive advantage by enhancing disaster prevention and physical risk countermeasures

#### Increased Necessity for Social Adaptation Due to Growing Severity of Natural Disasters

Investors	Technology	Customers	Nature
Want companies to implement BCP measures due to concern about physical risks of disasters	Rapid progress in solutions aimed at adapting to climate change	Increased need for disaster countermeasures, such as BCP implementation	Increased economic damage due to growing severity of natural disasters, such as wind and water damage and temperature rises

#### Impact on Hulic Reit/Countermeasures

As wind and water damage risks grow, we will enhance disaster prevention (BCP implementation, etc.) and countermeasures for physical risks, which may be expected to improve our competitiveness within the industry

## Identification of Risks/Opportunities and Financial Impacts Based on Scenario Analysis

In 2022, Hulic Reit and Hulic REIT Management conducted a scenario analysis of the financial impacts of Hulic Reit's climate-related risks and opportunities in both the 1.5°C /2°C scenario and 4°C scenario. The main climate-related risks and opportunities that were identified are shown below.

Main Risks/Opportunities			Impact on Business			Timeframe	Strategy (Countermeasures)
			Summary	1.5°C/2°C Scenario	4°C Scenario		
Transition risks	Policy and legal	Increased operating costs due to introduction of carbon tax	Taxes will be imposed based on our GHG emissions, increasing operating costs	Large	Large	Medium- to long-term	<ul style="list-style-type: none"><li>Pursuing initiatives aimed at reducing GHG emissions by adopting photovoltaic equipment, natural ventilation systems, and natural lighting systems</li></ul>
		Increased costs to adapt to the introduction of ZEB/environmental construction regulations	Adaptation costs will increase, such as converting to high-efficiency lighting when introducing ZEB	Medium	Small	Medium- to long-term	<ul style="list-style-type: none"><li>Pursuing ZEB adaptation work</li><li>Reducing long-term utility costs</li></ul>
		Increased burden/penalty risks due to disclosure requirements/tighter regulations	Costs of implementing disclosure and certification expenses will increase due to tighter regulations	Small	Small	Medium- to long-term	<ul style="list-style-type: none"><li>Strengthening compliance with climate change-related regulations</li><li>Strengthening initiative-related disclosure to stakeholders such as investors</li></ul>
	Reputation	Decreased competitiveness due to less favorable assessment from customers	Rental income will decrease due to tenants staying away from buildings with poor environmental performance	Large	Small	Short-term Medium- to long-term	<ul style="list-style-type: none"><li>Improving the green building certification acquisition rate</li><li>Pursuing conversion to electricity from renewable energy</li></ul>
		Decreased competitiveness due to less favorable assessment from investors	As ESG investment becomes more mainstream, if our climate change response is slow, it will encourage environmentally conscious investors to avoid investing in us	Large	Small	Short-term Medium- to long-term	<ul style="list-style-type: none"><li>Improving the green building certification acquisition rate</li><li>Pursuing initiatives aimed at reaching GHG emission reduction targets</li></ul>
Physical risks	Acute	Increased damage due to more severe wind and rain	If water damage occurs in buildings in high flood risk areas, asset values will decrease and substantial repair costs will be incurred	Small	Small	Medium- to long-term	<ul style="list-style-type: none"><li>Enhancing BCP implementation</li><li>Considering wind and water damage risks when acquiring properties</li></ul>
	Chronic	Increased operating costs due to higher average temperatures	Due to rising average temperatures, A/C costs will increase, especially in summer	Small	Small	Medium- to long-term	<ul style="list-style-type: none"><li>Reducing utility costs by adopting photovoltaic equipment, natural ventilation systems, and greening systems</li></ul>
		Increased insurance premiums due to environmental changes	If climate change-related disasters in Japan continue to increase, insurance premiums will rise	Small	Small	Short-term Medium- to long-term	<ul style="list-style-type: none"><li>Conducting periodic disaster risk assessments</li><li>Enhancing BCP implementation</li></ul>

Main Risks/Opportunities			Impact on Business			Timeframe	Strategy (Countermeasures)
			Summary	1.5°C/2°C Scenario	4°C Scenario		
Opportunities	Products and services	Increased demand for environmentally certified/low-carbon buildings and real estate	Rental income will increase due to increased demand for environmentally certified buildings and buildings with excellent environmental performance	Large	Small	Short-term Medium- to long-term	<ul style="list-style-type: none"> <li>Improving the green building certification acquisition rate</li> <li>Promoting conversion to electricity from renewable energy sources</li> </ul>
	Markets	Decreased financing costs due to obtaining favorable assessment from investors	It is possible that our own energy-saving activities will increase asset values and have a positive impact on financing costs due to being recognized by investors	Small	Small	Short-term Medium- to long-term	<ul style="list-style-type: none"> <li>Improving the green building certification acquisition rate</li> <li>Promoting green finance</li> </ul>
		Increased opportunities to use public-institution incentives	Subsidies will be issued by public institutions to promote the transition to ZEB. The promotion of green finance will also lead to more new investors.	Large	Large	Medium- to long-term	<ul style="list-style-type: none"> <li>Promoting initiatives to keep us ahead of other companies in the field with regard to ZEB transition and green finance (timing, proportion of properties, total amount)</li> </ul>
	Energy sources	Reduction of running costs due to introduction of energy-recycling/saving technologies	Running costs will decrease in the medium/long-term due to introduction of high-efficiency lighting and A/C	Large	Large	Short-term Medium- to long-term	<ul style="list-style-type: none"> <li>Reducing long-term utility costs by introducing LED lighting, photovoltaic equipment, underground spring water, etc.</li> </ul>

\*Short-term = the next 3 years, medium-term = the next 10 years, long-term = the next 30 years

## 5. Risk Management

Hulic REIT Management has established the following management process for factors relating to main climate-related risks and opportunities that have been identified, and it is working to reduce said risks and realize said opportunities.

- The supervisor indicates main high-priority climate-related risks and opportunities that have been discussed by the Sustainability Committee to the applicable departments or staff and instructs them to formulate appropriate countermeasures.
- The countermeasures formulated by the designated departments or staff are implemented in accordance with the specified details, following discussion by the Sustainability Committee or other appropriate internal bodies such as various committees.
- The supervisor issues instructions so that main high-priority climate-related risks and opportunities discussed by the Sustainability Committee are considered in existing company-wide risk management programs, with the aim of consolidating risk identification, assessment, and management processes.

## 6. Metrics and Targets (KPIs)

We have set targets (KPIs) for and monitor the performance of the following key indicators.

Hulic REIT Management reports the status of progress of KPIs to the Sustainability Committee at least once per year.

### Energy Consumption

#### Target (KPI)

- The target (KPI) is reduction of energy consumption intensity for the entire portfolio by 25% relative to the actual figures for 2018 by the end of 2030.

### GHG Emissions

#### Target (KPI)

- The target (KPI) is reduction of GHG emissions intensity for the entire portfolio by 30% relative to the actual figures for 2018 by the end of 2030.
- Carbon neutrality by 2050 <sup>(Note)</sup>

(Note) Excludes properties for which we do not have energy management authority including master lease properties, residential parts of properties and non-managerial co-ownership properties, etc.

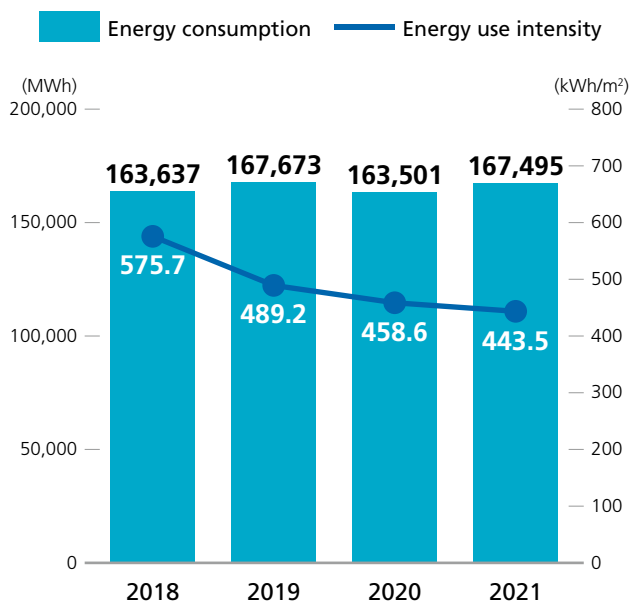


## 7. Performance

Hulic Reit is striving to improve the energy efficiency of portfolio properties and reduce energy consumption and GHG emissions through the promotion of energy-conservation measures. As for GHG emissions, the intensity reduction rate relative to 2018 in 2021 was -30.5%, exceeding the target (KPI) that has been set.

### Actual Figures (Entire Portfolio) (Note 1) (Note 2) (Note 3)

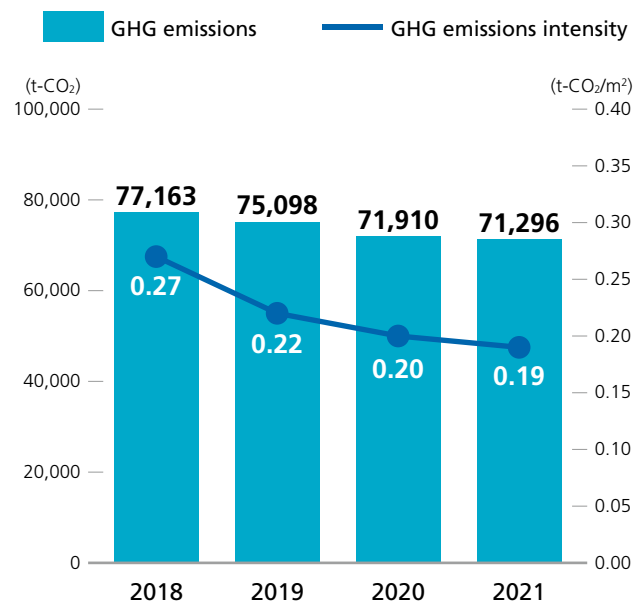
#### ■ Energy Consumption



Intensity reduction rate relative to 2018

**-23.0%**

#### ■ GHG Emissions (Note 4)



Intensity reduction rate relative to 2018

**-30.5%**

#### ■ GHG emission (Note 4)

	2018	2019	2020	2021
Total emission (t-CO <sub>2</sub> )	77,163	75,098	71,910	71,296
Scope 1 (fuel) (t-CO <sub>2</sub> )	141	113	81	65
Scope 2 (electricity/district heating and cooling) (t-CO <sub>2</sub> )	6,819	9,954	9,623	10,273
Scope 3 (indirect emission other than scope 2) (t-CO <sub>2</sub> ) (Note 5)	70,203	65,031	62,206	60,959
GHG emission intensity (t-CO <sub>2</sub> /m²)	0.27	0.22	0.20	0.19
Intensity calculation area (m²)	284,239	342,767	356,500	377,632

(Note 1) The following is the scope of subject properties for each year in the calculation of actual figures (entire portfolio). The same applies hereinafter.

- Subject properties are those held throughout the year (limited to properties for which data is available).
- For the properties that Hulic Reit holds under co-ownership, calculations are based on the figures equivalent to the co-ownership interest held by Hulic Reit at the beginning of each year.

(Note 2) The actual figures have been verified by a third-party organization.

(Note 3) Due to the additional acquisition of the past data, etc., we have revised the energy consumption and GHG emission from 2018. Going forward, the past actual figures may be retroactively revised due to the revision of the scope of aggregation.

(Note 4) GHG emissions are calculated by multiplying energy consumption by the factor, etc. in accordance with the Ministry of the Environment's "GHG Emissions Accounting, Reporting and Disclosure System."

(Note 5) Refers to emissions for the assets managed by tenants.

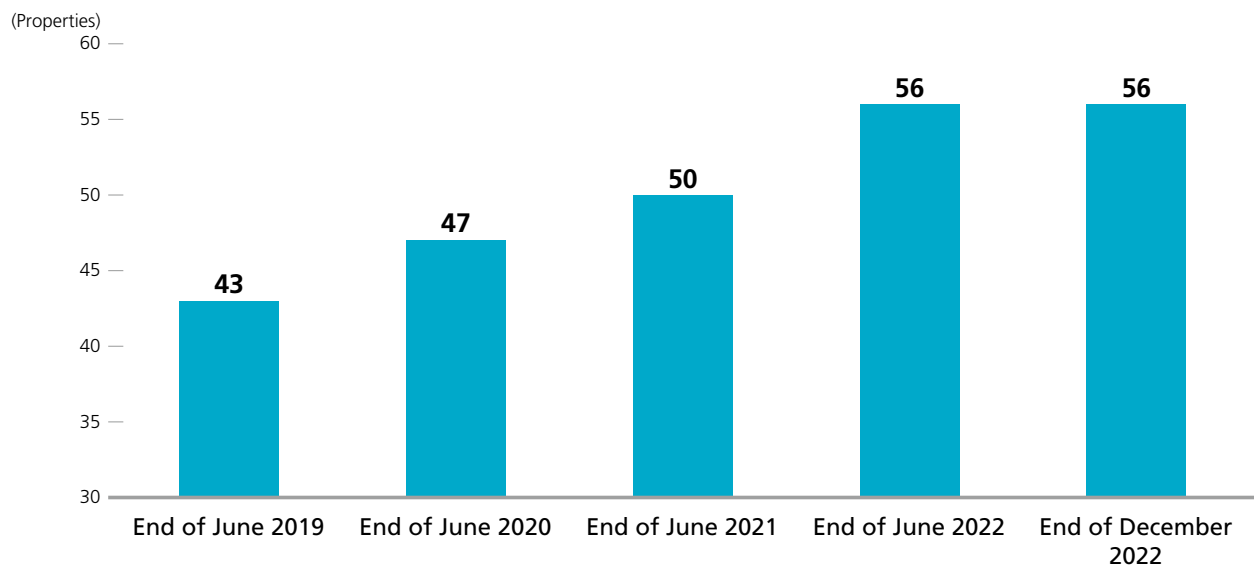
## 8. Key Utilization of Energy-Conservation and Power-Saving Equipment at Portfolio Properties

We are working to improve the energy efficiency of the portfolio through investment in and management of properties equipped with energy-conservation and power-saving equipment and such. The following are key examples.

### Introduction of LED lighting

Hulic Reit and Hulic REIT Management are introducing LED lighting with the goal of reducing GHG emissions and meeting tenant needs. As of the end of December 2022, LED lighting has been introduced at 56 of the properties owned by Hulic Reit (properties where LED lighting has been partially or fully introduced at the exclusive floor area or common use area).

#### ■ Change in Number of Properties That Have Introduced LED Lighting



## Adoption of Photovoltaic Equipment

As of the end of December 2022, photovoltaic equipment has been installed at a total of 13 properties owned by Hulic Reit, and we are reducing buildings' lighting load through the use of renewable energy.



Ochanomizu Sola City



Hulic Asakusabashi Building



Hulic Hachioji Building



Charm Suite Shinjukutoyama



Charm Suite Shakujiikoen



Hulic Chofu

### Actual Figures (Note 1) (Note 2)

	Power generation amount (kwh)
2021	43,939

Equivalent to an approximately 19.6 t (Note 3) annual reduction in the CO<sub>2</sub> emission amount

(Note 1) The following is the scope of subject properties in the calculation of actual figures.

- The period during which the property was owned by Hulic Reit (limited to properties for which data is available).
- For the properties that Hulic Reit holds under co-ownership, calculations are based on the figures equivalent to the co-ownership interest held by Hulic Reit.

(Note 2) The actual figures have been verified by a third-party organization.

(Note 3) This is calculated by multiplying the actual figure by the factor, etc. in accordance with the Ministry of the Environment's "GHG Emissions Accounting, Reporting and Disclosure System."

## Introduction of Electricity from Renewable Energy Sources to Properties Owned

We have switched sequentially to electricity from renewable energy sources at our properties.

### Introduction of energy consumption management system

We have introduced energy management tool "Building Energy Management System (BEMS)" to some properties held by Hulic Reit, and provide energy consumption to customers as well as verify consumption per day through the comparison with the same day of the previous year and comparison of temperature setting.



Energy management tool (Hulic Asakusabashi Building)

## Effective Utilization of Subway Seep Water

### HVAC system utilizing subway seep water

Ochanomizu Sola City utilizes subway seep water, using the water after filtration as a heat source for HVAC and then reusing within the site/building, thereby reducing tap water use.

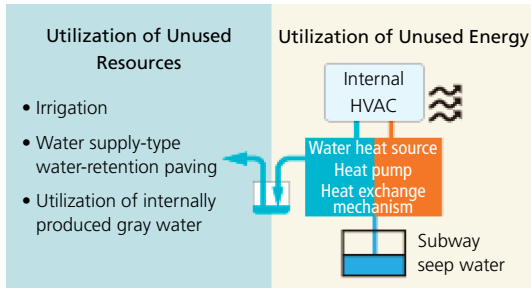


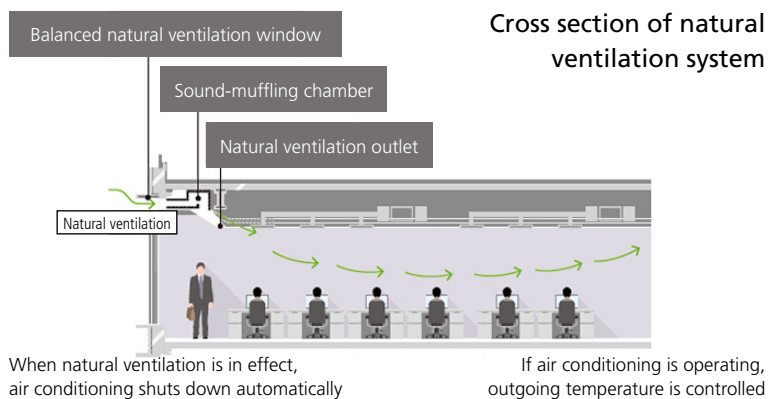
Diagram of System to utilize subway seep water



State of installation of subway seep water filtration system (Ochanomizu Sola City)

## Adoption of Natural Ventilation System

If the load from HVAC can be lessened by making maximum use of natural energy, energy consumption can be curbed and GHG emissions reduced. Hulic Toranomon Building adopts a system that has been commercialized as a result of joint research between Hulic and the Massachusetts Institute of Technology (MIT) that involved meticulous simulation of the flow of air and other factors. Outside air is supplied from the upper part of sashes on each floor, realizing a pleasant indoor environment.



Natural ventilation system (Hulic Toranomon Building)

## Adoption of Natural Lighting System

The natural lighting system is a system that can capture sunlight on the ceiling of rooms according to the changing seasons and times (orientation and elevation of the sun). Hulic Toranomon Building adopts the natural lighting film jointly developed with Sharp Corporation, reducing lighting power.



Natural lighting film (Hulic Toranomon Building)

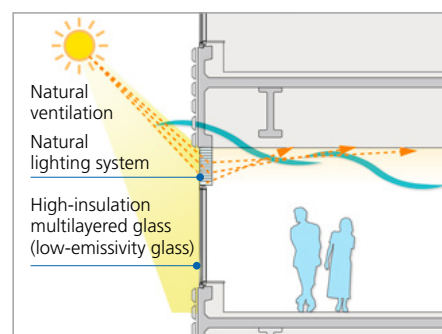


Illustration of natural lighting (Hulic Toranomon Building)



## Adoption of Greening System

- Rooftop greening system to block direct sunlight and thereby reduce HVAC load



Hulic Toranomom Building



Toranomon First Garden

- Wall greening system to contribute to combating the heat island effect through transpiration



HULIC & New SHINBASHI



Hulic Asakusabashi Building



Hulic Shimura-sakaue

- Greening of facilities



Ochanomizu Sola City

Ochanomizu Sola City has achieved a site greening ratio of 45% through active planting of flora in the ground-level open space and on the rooftop.



Hulic Kamiyacho Building

A section of a green path leading to Roppongi-itchome Station from Kamiyacho Station has been developed on the premises to create a verdant pedestrian space.

## 9. Environmentally Friendly Initiatives

### Collaborative Initiatives with Tenants

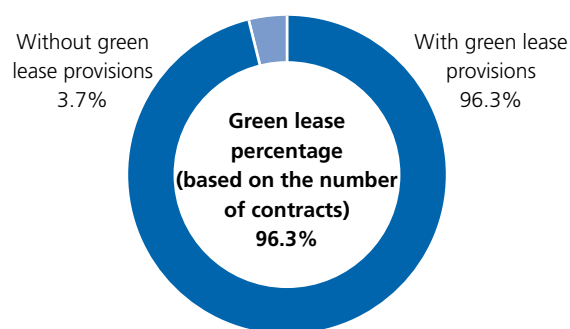
#### Green Lease Agreement

We are promoting the inclusion in lease contracts of green lease provisions agreeing to cooperate with tenants for energy conservation and environmental consideration in their leased space, aimed at ensuring that not only the shared spaces and facilities but the entire building is a green building.

Lease agreements incorporating the above provisions, etc., have been concluded with tenants of multiple properties owned by Hulic Reit, including Hulic Kamiyacho Building and Hulic Shibuya 1 Chome Building.

Of the newly signed leases at offices (office blocks) owned by Hulic Reit in the 16th fiscal period (fiscal period ended February 2022) and 17th fiscal period (fiscal period ended August 2022), the percentage that incorporated green lease provisions was 96.3% (based on the number of contracts).

#### ■ Green Lease Percentage for New Leases Signed in 16th and 17th Fiscal Periods in Offices (Office Blocks) (Based on the Number of Contracts)



### Collaborative Initiatives with Property Management Companies

Hulic REIT Management strives to share information about the operating conditions of portfolio properties and related issues through regular meetings with property management (PM) companies so that they can pursue initiatives aligned with the Sustainability Policy that it has formulated. Moreover, Hulic REIT Management is working together with PM companies and tenants to address environmental concerns through the promotion of green leases by the PM companies.

### Assessment of Risks When Acquiring Properties

As part of due diligence when acquiring properties, we obtain an appraisal and engineering report and conduct an investigation to determine whether there is ground contamination and whether the property may contain harmful substances such as asbestos and PCB.



## (2) Promotion of Proactive Acquisition of Green Building Certification

Hulic Reit and Hulic REIT Management are promoting proactive acquisition of third-party green building certification <sup>(Note)</sup> with the intention of raising the reliability and objectivity of the achievements of initiatives for reducing environmental footprint and, at the same time, enhancing building value over the medium to long term.

(Note) One in which a third party certifies the initiatives, performance, etc. of a building in reducing environmental footprint, enhancing comfort for users, etc.

### 1. Targets (KPI)

We have set targets (KPI) and keep up efforts for acquisition of green building certification for portfolio properties.

#### Green Building Certification Acquisition Rate

##### Target (KPI)

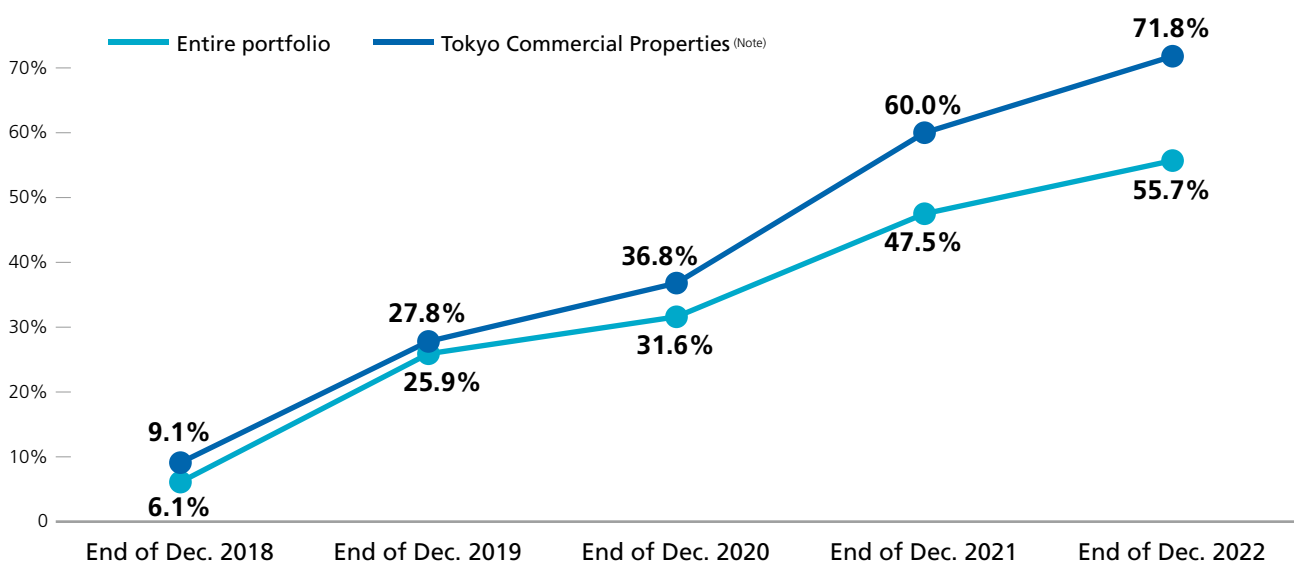
- Of entire portfolio, percentage of properties that will have acquired green building certification <sup>(Note 1)</sup>; 50% or more by end of 2025 (based on number of properties <sup>(Note 2)</sup>)
- Of Tokyo Commercial Properties, percentage of properties that will have acquired green building certification: 60% or more by end of 2025 (based on number of properties)

(Note 1) Refers to certification by a third-party certification body, such as DBJ Green Building Certification, CASBEE, BELS, and JHEP Certification. The same applies hereinafter.

(Note 2) In the calculation of the percentage of properties that will have acquired green building certification, the properties subject to calculation do not include properties for which ownership is of the land interest only. Even if a single property will have acquired several green building certifications, it is counted as 1 property. The same applies hereinafter.

### 2. Performance

Of the properties held by Hulic Reit, the actual percentage of properties that have acquired green building certification (based on number of properties) is as follows. The percentage of properties that have acquired green building certification as of the end of December 2022 exceeded the target (KPI) that has been set for both the entire portfolio and Tokyo Commercial Properties.



(Note) For all the timepoints indicated on this graph, the Tokyo Commercial Properties category is based on Hulic REIT Management's operational guidelines, which were revised on April 14, 2022.

## ■ Green Building Certification Acquisition Rate (based on gross floor area) (as of the end of December 2022) <sup>(Note)</sup>

Entire portfolio	63.0%
Tokyo Commercial Properties	83.9%

(Note) In the case of properties which Hulic Reit holds under compartmentalized ownership or co-ownership, the calculation is based on the floor area corresponding to its compartmentalized ownership or co-ownership interest.

## ■ DBJ Green Building Certification



DBJ Green Building Certification is a certification system created by the Development Bank of Japan to support real estate properties with environmental and social awareness. The certification system evaluates and certifies real estate properties in terms of their desirability for society and the economy based on comprehensive evaluation, which includes not only environmental performance, but also responsiveness to various stakeholder needs such as consideration for emergency preparedness and the community.

Certified year	Rating	Property name
2020	★★★★★	Hulic Asakusabashi Building
2020	★★★★★	Ochanomizu Sola City
2020	★★★★★	Hulic Toranomon Building

Certified year	Rating	Property name
2022	★★★	Toranomon First Garden
2022	★★★	Oimachi Redevelopment Building (#2)
2022	★★★	Oimachi Redevelopment Building (#1)



Hulic Asakusabashi Building



Ochanomizu Sola City



Hulic Toranomon Building



Toranomon First Garden



Oimachi Redevelopment Building (#2)  
Oimachi Redevelopment Building (#1)

## ■ BELS



Building-Housing Energy-efficiency Labeling System (BELS) is a third-party verification system established by the 2016 Ministry of Land, Infrastructure, Transport and Tourism Notification No. 489 “Guidelines concerning the labeling of building energy consumption performance” based on the Act on the Improvement of Energy Consumption Performance of Buildings.

In this system for conducting energy efficiency evaluations and labeling, a star rating corresponding to the energy efficiency indicator for each application is given, along with the labeling content based on the guidelines.

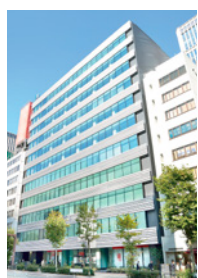
Certified year	Rating	Property name
2018	★★★	Hulic Toranomom Building
2019	★★★★★	HULIC &New SHIBUYA
2019	★★	Trust Garden Tokiwamatsu
2019	★★	Sotetsu Fresa Inn Tokyo-Roppongi
2020	★★★★★	Hulic Mejiro (Note 1)
2020	★★★	Hulic Kanda Building
2020	★★★	Hulic Asakusabashi Building
2020	★★	Hulic Asakusabashi Edo-dori (Note 2)
2020	★★	HULIC &New SHINBASHI (Note 3)

Certified year	Rating	Property name
2020	★★	Charm Suite Shinjikutoyama
2021	★★★★★	Hulic Shimura-sakaue
2021	★★★	Hulic Kandabashi Building
2021	★★★	Hulic Ryogoku Building
2021	★★★	Hulic Hachioji Building
2021	★★	Hulic Ebisu Building
2021	★★	Hulic Nakano Building
2022	★★	Hulic Kojimachi Building

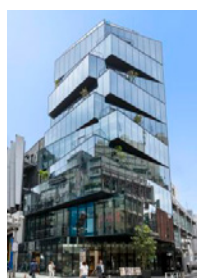
(Note 1) Excluding the rental spaces for tenants (B1~4F)

(Note 2) Excluding the rental spaces for tenants (1F~5F)

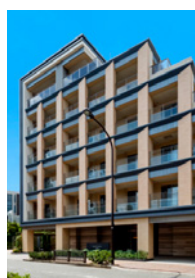
(Note 3) Excluding the rental spaces for tenants (2~3F, B1~1F)



Hulic Toranomom Building



HULIC &New SHIBUYA



Trust Garden Tokiwamatsu



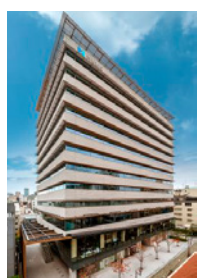
Sotetsu Fresa Inn Tokyo-Roppongi



Hulic Mejiro



Hulic Kanda Building



Hulic Asakusabashi Building



Hulic Asakusabashi Edo-dori



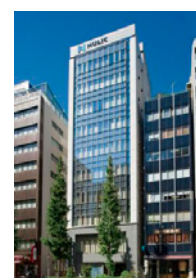
HULIC &New SHINBASHI



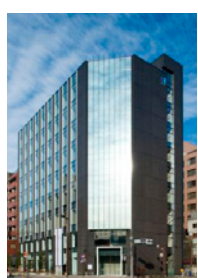
Charm Suite Shinjikutoyama



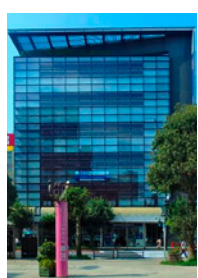
Hulic Shimura-sakaue



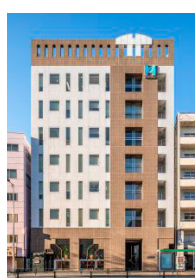
Hulic Kandabashi Building



Hulic Ryogoku Building



Hulic Hachioji Building



Hulic Ebisu Building



Hulic Nakano Building



Hulic Kojimachi Building



## CASBEE for Real Estate Certification



Comprehensive Assessment System for Built Environment Efficiency (CASBEE) is a method for evaluating and rating the environmental performance of buildings. This system provides a comprehensive assessment of the quality of a building, including interior comfort and the exterior, as well as environmental practices such as the use of materials that save energy or

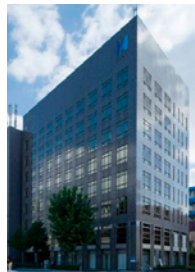
have a lower environmental load. The certification for CASBEE for Real Estate evaluates the environmental performance of existing buildings that are at least one year after completion of construction.

Certified year	Rating	Property name	Certified year	Rating	Property name
2019	★★★★★	Hulic Kamiyacho Building	2021	★★★★★	Hulic Ginza 7 Chome Building
2019	★★★★★	Hulic Takadanobaba Building	2021	★★★★★	Hulic Ryogoku Building
2020	★★★★★	Toranomon First Garden	2021	★★★★★	Hulic Asakusabashi Edo-dori
2020	★★★★★	Hulic Shibuya 1 Chome Building	2021	★★★★★	Hulic Nakano Building
2020	★★★★★	HULIC &New SHIBUYA	2021	★★★★★	Hulic Hachioji Building
2021	★★★★★	Hulic Kandabashi Building	2022	★★★★★	Hulic Higashi Ueno 1 Chome Building
2021	★★★★★	Hulic Kakigaracho Building	2022	★★★★★	Hulic Jimbocho Building
2021	★★★★★	Hulic Higashi-Nihombashi Building	2022	★★★★★	Oimachi Redevelopment Building (#2) & (#1) (Note)
2021	★★★★★	Hulic Kojimachi Building	2022	★★★★★	Hulic Jingumae Building
2021	★★★★★	Hulic Mejiro	2022	★★★★★	Bancho House
2021	★★★★★	Hulic Kanda Building			

(Note) We have received certification for Oimachi Redevelopment Building (#2) and (#1) as a single building.



Hulic Kamiyacho Building



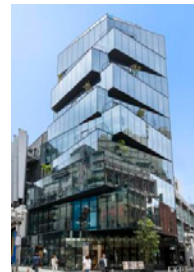
Hulic Takadanobaba Building



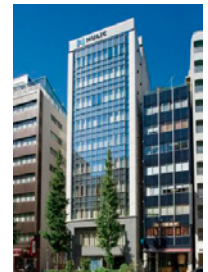
Toranomon First Garden



Hulic Shibuya 1 Chome Building



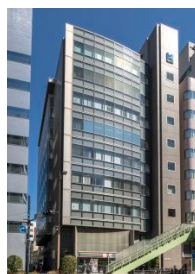
HULIC &New SHIBUYA



Hulic Kandabashi Building



Hulic Kakigaracho Building



Hulic Higashi-Nihombashi Building



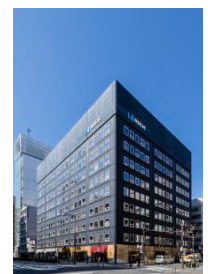
Hulic Kojimachi Building



Hulic Mejiro



Hulic Kanda Building



Hulic Ginza 7 Chome Building



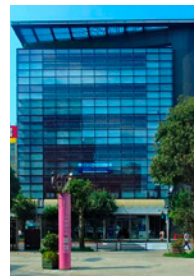
Hulic Ryogoku Building



Hulic Asakusabashi Edo-dori



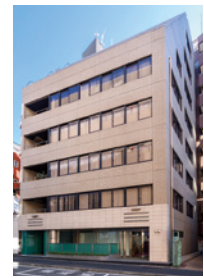
Hulic Nakano Building



Hulic Hachioji Building



Hulic Higashi Ueno 1 Chome Building



Hulic Jimbocho Building

Oimachi Redevelopment Building (#2)  
Oimachi Redevelopment Building (#1)

Hulic Jingumae Building



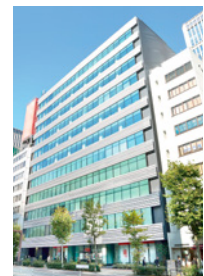
Bancho House

## CASBEE for Wellness Office Certification



The CASBEE for Wellness Office certification is a system that evaluates the building's specifications, performance, and initiatives supporting the maintenance and enhancement of the building users' health and comfort.

Certified year	Rating	Property name
2019	★★★★	Hulic Toranomom Building



Hulic Toranomom Building

## JHEP Certification



Japan Habitat Evaluation and Certification Program (JHEP) is a system to assess and certify initiatives that contribute to conservation and restoration of biodiversity based on HEP, which is a method developed by the U.S. Department of the Interior in the 1970s to 1980s to quantitatively assess the environment by focusing on the natural environment of an organism (habitat). JHEP is developed and operated by the Ecosystem Conservation Society-Japan.

Certified year	Rating	Property name
2018	A	Granda Gakugeidaigaku
2019	A	Charm Suite Shinjukutoyama
2019	A	Charm Suite Shakujiikoen
2022	A	Aristage Kyodo

### (3) Circular Economy Practices (Effective Utilization of Water Resources, Waste Reduction, Etc.)

#### 1. Effective Utilization of Water Resources

Hulic Reit and Hulic REIT Management strive to reduce water use through water-saving and reuse of grey water and rain water, among other measures, in order to promote effective utilization of water resources.

##### Examples of Water-Saving at Portfolio Properties

- Use of urinals equipped with AI to adjust the amount of flushing water depending on use conditions
- Use of super-water-saving flush toilets that flush with 6L of water
- Utilization of rain water for flushing
- Adoption of washbasin automatic faucet



#### Performance

The following are the actual figures of water use at the properties held by Hulic Reit <sup>(Note)</sup>.

	Use (thousand m <sup>3</sup> )	Intensity (m <sup>2</sup> )
2019	404	1.18
2020	312	0.88
2021	337	0.90

(Note) The following is the scope of subject properties for each year in the calculation of actual figures.

- Subject properties are those held throughout the year (limited to properties for which data is available).
- For the properties that Hulic Reit holds under co-ownership, calculations are based on the figures equivalent to the co-ownership interest held by Hulic Reit at the beginning of each year.

#### 2. Waste Reduction

Hulic Reit and Hulic REIT Management strive to reduce waste by implementing activities to raise awareness among tenants and other measures.

##### Examples of Waste Reduction at Portfolio Properties or Hulic REIT Management

- Promotion of going paperless
- Implementation of initiatives to promote recycling, such as installation of collection boxes for paper, cans, plastic bottles, etc.
- Preparation and implementation of plans in accordance with ordinances, guidelines, etc. specified by local governments (recycling plans, etc.) as appropriate (in collaboration with property management (PM) companies, building management (BM) companies, etc.)



## Performance

The following are the actual figures of waste at the properties held by Hulic Reit <sup>(Note 1)</sup> <sup>(Note 2)</sup>.

	Waste disposed (t)
2019	1,498
2020	1,020
2021	900

(Note 1) The following is the scope of subject properties for each year in the calculation of actual figures.

- Subject properties are those held throughout the year (limited to properties for which data is available).
- For the properties that Hulic Reit holds under co-ownership, calculations are based on the figures equivalent to the co-ownership interest held by Hulic Reit at the beginning of each year.

(Note 2) The actual figures are calculated by aggregating the waste whose data have been submitted.

## (4) Investment in Urban Areas (Initiatives on Urban Redevelopment and Urban Revitalization)

### 1. Investment in Urban Areas

Hulic Reit promotes initiatives on environmental consideration as well as contributes to the revitalization of local areas and communities through investments in properties in urban areas as follows.

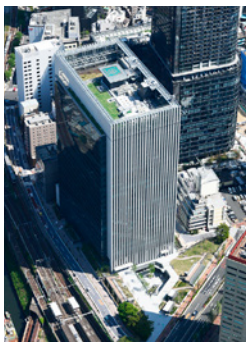
#### Investment in Properties Developed Through Urban Redevelopment

Hulic Reit promotes environmental consideration as well as contributes to regional revitalization and improvement of convenience through the investment in and management of properties developed as a result of urban redevelopment <sup>(Note)</sup>.

In urban redevelopments, development of blocks and advanced use of land are implemented, and safe and comfortable urban space with high disaster prevention performance is generated. In addition, environmental consideration as well as the creation of a bustling atmosphere of people and revitalization of local areas and communities are implemented with the establishment of green open spaces.

(Note) The development activities of J-REITs are limited by laws and regulations.

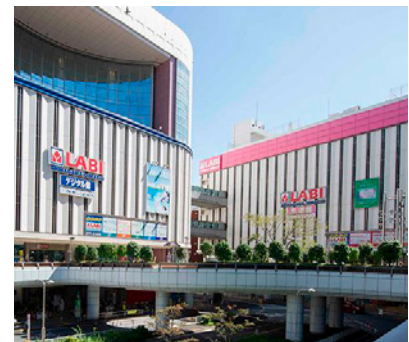
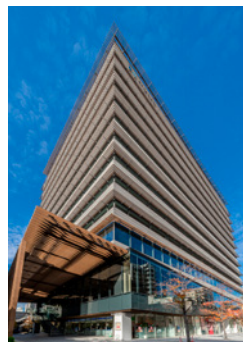
Example of properties owned by Hulic Reit and developed through urban redevelopment



Ochanomizu Sola City



Hulic Asakusabashi Building



Oimachi Redevelopment Building (#2)  
Oimachi Redevelopment Building (#1)

#### Investment in Properties in Central Tokyo and Near Train Stations

The “Tokyo Commercial Properties (office properties and retail properties),” which is the core investment target of Hulic Reit, consists mainly of properties near train stations in the Tokyo metropolitan area and those located in bustling areas, and contributes to the reduction of GHG emission with the promotion of the use of public transport and travel on foot.

Moreover, as for the office properties and retail properties owned by Hulic Reit as of the end of December 2022, 79.0% of them are located in the six central wards of Tokyo (Chiyoda, Chuo, Minato, Shinjuku, Shibuya and Shinagawa wards) where transportation infrastructure including trains are highly developed, and 93.2% of them are located within a five-minute walk from the nearest train station (both figures are based on acquisition price).

## Investment in Existing Development Zones in Urban Areas

Hulic Reit utilizes existing infrastructures including electricity and tap water through investment in and management of properties located in existing urban districts.

In addition, it is possible to prevent urban sprawl (progress in disordered and unplanned urban development) as well as energy consumption caused by traffic and the development of existing green spaces.

## 2. Collaboration with Hulic Group

With the aim of contributing to the formation of a sustainable society, mitigating and avoiding the impacts of climate change, and achieving sustained growth by reducing GHG emissions and improving energy efficiency through its business activities, Hulic Reit's sponsor Hulic has formulated a Long-Term Vision for the Environment with a target year of 2050.

**Hulic promotes environmentally friendly management to realize an ideal society of decarbonized and recycling-oriented society in 2050.**

As part of its initiatives for the purpose of achieving its Long-Term Vision for the Environment, Hulic is promoting the proactive adoption of environmentally friendly technology such as natural lighting systems and natural ventilation systems in new development projects (including rebuilding of portfolio properties), while Hulic Reit is promoting the acquisition of eco-friendly development properties. The properties developed by Hulic and owned by Hulic Reit such as Ochanomizu Sola City, Hulic Toranomon Building, Hulic Asakusabashi Building, and Hulic Hachioji Building have adopted the environmentally friendly technologies promoted by Hulic.



**Ochanomizu Sola City**  
(acquired in November 2014  
and October 2016)



**Hulic Toranomon Building**  
(acquired in December 2015  
and September 2016)



**Hulic Asakusabashi Building**  
(acquired in December 2019)

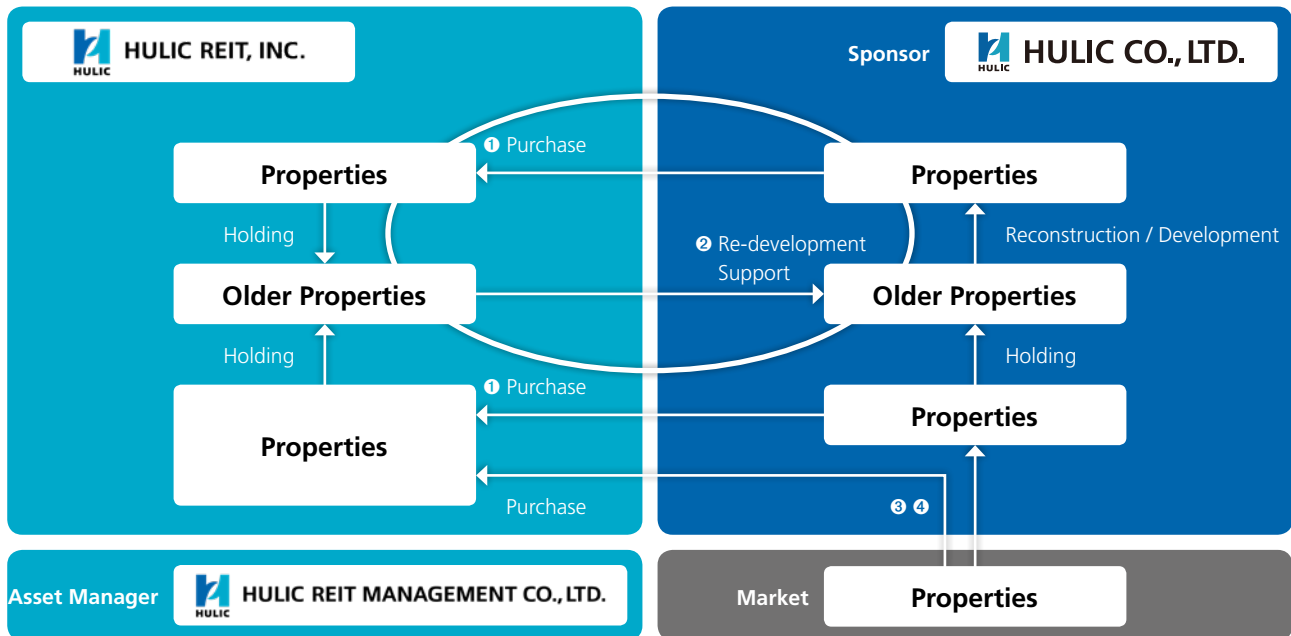


**Hulic Hachioji Building**  
(acquired in October 2020)

To maximize medium- to long-term unitholder value, Hulic Reit aims to maintain and improve medium- to long-term income and achieve growth in the size and value of its assets under management by utilizing the support of the Hulic Group in aspects of both external growth and internal growth and utilizing the “asset circulation model”<sup>(Note)</sup> with Hulic.

(Note) The “asset circulation model” at Hulic Reit refers to a business model that enables portfolio properties to circulate between Hulic Reit and Hulic over the long term through Hulic rebuilding properties owned by Hulic Reit after a certain number of years and Hulic Reit acquiring properties owned by Hulic, including rebuilt properties, based on the right of first refusal.

## Main Support Received From Sponsor - Asset Circulation Model -



### Diagram ①: Preferential Negotiation Rights

The sponsor provides information to Hulic REIT Management whenever properties (excluding some investment properties) are sold by the sponsor's group and Hulic REIT Management has preferential negotiation rights over other third parties.

### Diagram ②: Re-development Support

Hulic REIT Management requests review/proposals for the sponsor's re-development plans before making requests to third parties. If the sponsor accepts the redevelopment project, Hulic REIT Management acquires preferential negotiation rights for the redeveloped property.

### Diagram ③: Provision of Warehousing Function

Hulic REIT Management has the right to ask the sponsor to take on temporary ownership (warehousing) of relevant real estate property or other assets with the understanding that the asset will subsequently be transferred to Hulic Reit.

### Diagram ④: Provision of Sales Information on Properties Owned by Third Parties

The sponsor can provide information regarding the property immediately to Hulic REIT Management as long as prior approval is obtained from the owner and other stakeholders as a general rule.

## 3. Commitment Related to Greenfield Developments

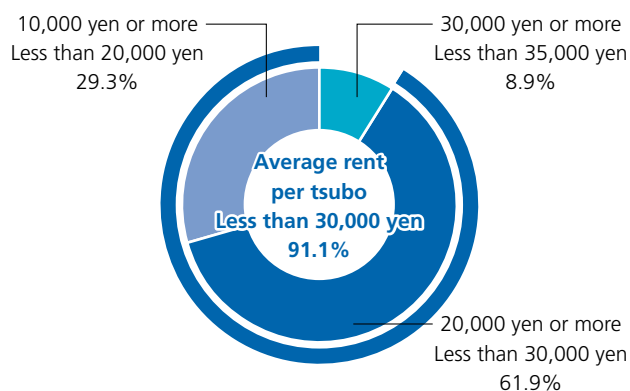
As for developments at greenfield sites, from the perspective of considering the fact that development activities have an impact on the natural environment and ecology at the targeted site and its surrounding areas, Hulic Reit and Hulic REIT Management will invest in the properties such as those acquiring green building certification after the development, and take into consideration the protection of the natural environment.

## 4. Leasing to Small and Mid-Sized Enterprises (Affordable Lease)

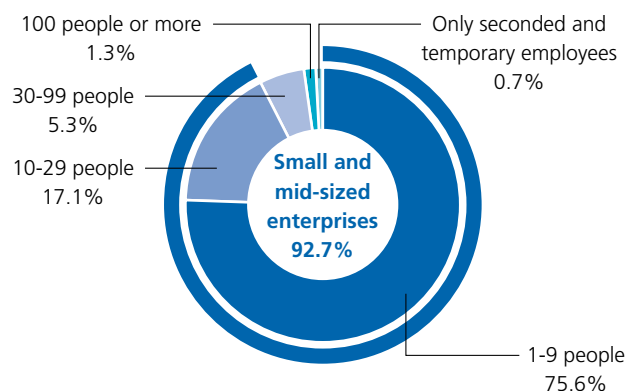
Hulic Reit invests in office buildings located in the Tokyo metropolitan area (Tokyo and government-ordinance-designated cities in the surrounding areas) and areas with economic zones equivalent to the Tokyo metropolitan area, and those at a rent level which are affordable even for small and mid-sized enterprises account for the majority of the entire office building, as the percentage of tenants with an average unit rent per tsubo of less than 30,000 yen has reached approximately 90% (based on leasable area)<sup>(Note)</sup>. In Japan, small and mid-sized enterprises with less than 30 employees account for 92.7% of all companies, and such enterprises also support the Japanese economy. Hulic Reit believes that it is providing a place of business to small and mid-sized enterprises through the leasing of its own properties.

(Note) The ratio of the average rent per tsubo of each office building as of the end of the 17th fiscal period (fiscal period ended August 2022) (including the property acquired during the 18th fiscal period (fiscal period ending February 2023) to the entire office building is calculated based on the leasable area.

■ Ratio of average rent per tsubo  
(based on leasable area)



■ Composition of the number of offices by the  
scale of employees in Japan



Source: Prepared by Hulic REIT Management based on the "2021 Economic Census for Business Activity" of the Ministry of Internal Affairs and Communications and the Ministry of Economy, Trade and Industry

S  
Society



## (1) Enhancement of Customer (Tenant/User) Satisfaction

Hulic Reit and Hulic REIT Management implement various initiatives that serve to enhance the well-being, safety and comfort of customers with a view to realizing enhancement of customer satisfaction.

### 1. Specific Initiatives

#### Acquisition of CASBEE for Wellness Office Certification for Hulic Toranomon Building

The CASBEE for Wellness Office certification is a system that evaluates the building's specifications, performance, and initiatives supporting the maintenance and enhancement of the building users' health and comfort.



Hulic Toranomon Building

#### Implementation of Tenant Satisfaction Surveys

We conduct tenant satisfaction surveys to ensure tenants' comfortable use of buildings, utilizing the results to identify potential needs and improve building management. Survey items include not only the tangible aspects and intangible aspects of buildings, but also things tenants have noticed while using our buildings on a daily basis. Tenant satisfaction surveys of approximately 300 tenant companies occupying properties held by Hulic Reit have been conducted on an ongoing basis since 2017. The majority of tenant companies who responded have indicated that they are satisfied overall.

The survey results are also shared with PM companies, BM companies, etc. to lead to enhancement of services.

#### Implementation of Initiatives in Consideration for the Well-Being of Customers

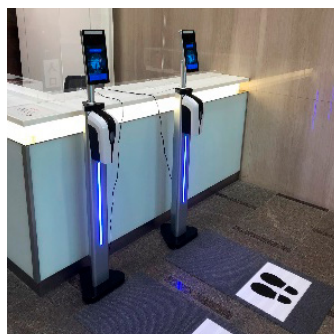
We take various measures at the properties held by Hulic Reit from the perspective of preventing the spread of the coronavirus. Measures include not only routine cleaning (including disinfection, etc. of high-touch surfaces) and disinfecting entrances, temporarily suspending use of smoking rooms and installing alcohol-based hand sanitizers throughout the building, but also actively encouraging hand washing, improving indoor air quality through ventilation, etc. and such by tenants as needed.

##### Initiatives to Prevent the Spread of Coronavirus

Thorough implementation of daily cleaning (including disinfecting high-touch surfaces)



Installation of temperature-measuring devices and alcohol-based disinfectant solution dispensers



Running advertisements promoting infection countermeasures on TV screens in elevator hallways



## Implementation of Initiatives in Consideration for the Safety of Customers

### ■ Implementation of Safety Measures

We hold evacuation drills by working together with PM companies and BM companies in preparation for the event of a disaster with a view to enhancing customer safety.

### ■ Installation of Emergency Supplies in Elevators and AEDs

We install boxes storing emergency supplies in elevators and AEDs for use by also people in the local community at those properties held by Hulic Reit where such installations can be made, contributing to enhancement of the peace of mind and safety of customers and people in the community.



- Installation of boxes storing emergency supplies in elevators in preparation for such events as emergency elevator outages due to extraordinary disasters, power outages or malfunctions

Aiming to strengthen BCP and raise tenant satisfaction

## Implementation of Initiatives in Consideration for the Comfort of Customers

### ■ Implementation of Renovation Work in Consideration for the Comfort of Customers

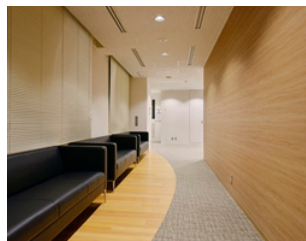
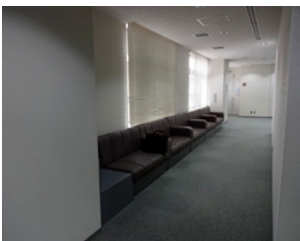
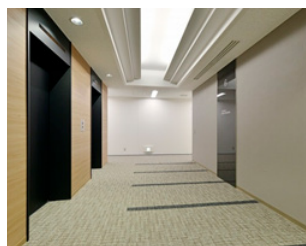
We carry out renovation work for enhancing the comfort of tenants at several properties held by Hulic Reit.

Hulic Takadanobaba Building:  
Renovation work in common areas

Before renovation



After renovation



Hulic Kamiyacho Building:  
Renovation work in common areas

Before renovation

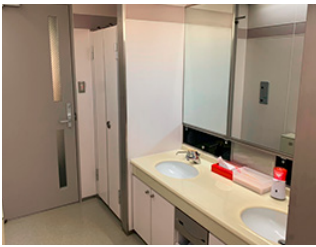


After renovation

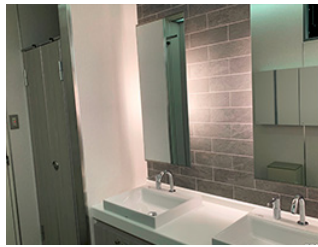


## Hulic Shibuya 1 Chome Building: Toilet renovation work on each floor

Before renovation



After renovation



## ■ Inviting Food Trucks

We invite food trucks to several properties held by Hulic Reit for use by not only customers but also people in the community, contributing to enhancement of convenience for customers and people in the community.



## ■ Introduction of Digital Signage

Digital signage is introduced at several properties held by Hulic Reit to run advertisements on food trucks and nearby restaurants and communicate useful information to customers such as news, weather reports, and directions to evacuation sites in the event of a disaster.

The company installing and operating the digital signage makes donations to the Green Fund <sup>(Note)</sup> of the National Land Afforestation Promotion Organization for each new installation of digital signage from the perspective of environmental preservation, and Hulic Reit contributes to social contribution activities of the company through the provision of space for installing digital signage in properties owned.

(Note) The Green Fund is a fund utilized for reconnecting the richness provided to society by forests to the next generation through the preservation of forests in Japan and overseas, afforestation activities and the provision of activities for becoming familiar with forests.



Put TV screens on the wall at the elevator hall



Projected onto inside the elevator using the projector

本物件は放晩週末への空間提供を  
通して緑の募金への寄付に  
協力しSDGsを推進しています



SDG GOALS

Display of digital signage indicating that donations have been made to the Green Fund

## (2) Supply Chain Management

### 1. Formulation of CSR Procurement Policy

Hulic REIT Management has formulated a CSR Procurement Policy for conducting asset management with consideration for the environment, society and governance set forth in the Sustainability Policy when conducting asset management operations for Hulic Reit, and promotes sustainable procurement in the supply chain.

### 2. Implementation of Monitoring of Counterparties in Procurement and Other Transactions

Based on the CSR Procurement Policy, Hulic REIT Management requires understanding of and cooperation on the following items when selecting and assessing PMs who are the main suppliers providing services related to management of the real estate portfolio held by Hulic Reit and makes an effort to consider the counterparty's intention to cooperate.

#### Requirements and Checkpoints Based on the CSR Procurement Policy

(1) We will comply with laws, regulations and social norms and undertake business activities based on a set of corporate ethics.

(2) We will respect the fundamental human rights of all people.

1. Prohibition of discrimination
2. Prohibition of harassment
3. Prohibition of child labor
4. Prohibition of forced labor
5. Respect for the right of freedom of association and right of collective bargaining
6. Reduction of excessive working hours
7. Securing of health and safety of workers
8. Payment of wages above minimum wage

(3) We will reduce environmental burden and also promote sustainable procurement in consideration of environmental preservation by conducting procurement according to the following details for the realization of a sustainable society.

1. Conduct energy-saving activities and reduce emissions of greenhouse gases such as CO<sub>2</sub>.
2. Reduce water usage as much as possible.
3. Conduct business with consideration for biodiversity.
4. Ensure the prevention of pollution.
5. Endeavor to conserve resources, and reduce waste emissions.

(4) We will build an information management system and manage information appropriately.

(5) We will carry out fair and equitable business transactions and build trusting relationships with business partners.

(6) We will strive to provide safety, peace of mind and high quality.

### (3) Disclosure of Information to and Dialogue with Stakeholders

Hulic REIT Management regularly conducts meetings with institutional investors in Japan and institutional investors overseas, such as in Europe, North America and Asia.

Also holding briefing sessions for individual investors and participating in events held for individual investors hosted by securities companies, etc., Hulic REIT Management carries out IR activities facilitating direct communication with individual investors.

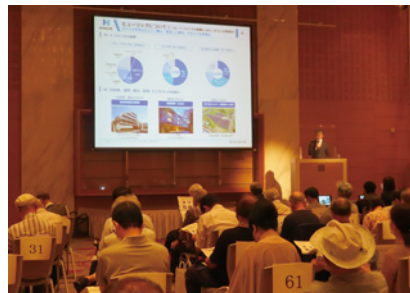
During the coronavirus pandemic, with various restrictions in place, IR activities for domestic and foreign institutional investors following the announcement of financial results have mainly been conducted by means of teleconferencing, and Hulic REIT Management has also participated in IR events for private investors held by securities companies and the like.

#### 1. Specific Initiatives

##### IR Activities in Fiscal 2022

IR activities	Frequency
Briefing sessions (Note)	2
Meetings with institutional investors	124 in total (of which, 38 overseas)
Events for individual investors (Note)	Total: 4

(Note) Includes events held by video streaming.





## (4) Respect for Human Rights

### 1. Formulation of Human Rights Policy

As the asset management company of Hulic Reit, Hulic REIT Management aims to maximize unitholder value by maintaining and improving medium- to long-term revenue and realizing growth of asset size and value, and also shares the corporate philosophy of the Hulic Group that is “Providing products & services that are essential to social activities of our customers for the realization of a society full of safety, peace of mind and trust, and for the continuous improvement of corporate value.” As a member of the Hulic Group, Hulic REIT Management has formulated a Human Rights Policy to fulfill its responsibility to respect the human rights of all employees and officers of Hulic REIT Management and all people involved in the company’s business activities with the aim of realizing this corporate philosophy.

#### Human Rights Policy

##### 1. Prohibition of discrimination

We prohibit any discrimination against any person on the grounds of his or her belief, religion, age, sex, sexual orientation, race, nationality, origin, physical or mental disability, etc.

##### 2. Prohibition of harassment

We prohibit any act, including sexual harassment or abuse of authority, to inflict emotional distress on any person by language or behavior that damages his or her character or dignity.

##### 3. Prohibition of child labor

We prohibit any child labor.

##### 4. Prohibition of forced labor

We prohibit any forced labor carried out through violent acts or intimidation.

##### 5. Respect for the right of freedom of association and right of collective bargaining

In line with international labor standards, we respect the right of freedom of association and right of collective bargaining.

##### 6. Reduction of excessive working hours

In addition to ensuring compliance with labor-management agreements, including the 36 Agreement and laws and regulations of relevant countries and regions, we adopt basic policies to reduce overtime work and limit excessive work.

##### 7. Securing of health and safety of workers

In accordance with laws and regulations of relevant countries and regions, including the Labor Standards Act, we endeavor to offer a workplace where workers can work healthily and safely.

##### 8. Payment of wages above minimum wage

We pay wages above the minimum wages prescribed in various local laws and regulations as well as the Minimum Wage Act.

## (5) Motivating Work Environment (Securing of Human Resources, Human Resources Development and Training, Diversity, Etc.)

### 1. Basic Approach to Recruiting, Developing and Training Personnel

Since Hulic Reit is prohibited from hiring employees based on the provisions of the Act on Investment Trusts and Investment Corporations (“the Investment Trust Act”), it has no employees and mandates its asset management tasks to Hulic REIT Management. With the purpose of providing high-quality asset management services as Hulic Reit’s asset management company under the corporate philosophy of “we can make an ongoing contribution to achieving a society with high levels of amenity and security.” Hulic REIT Management aims to hire suitable personnel based on the business environment, operational status, and other factors, and it views improving employees <sup>(Note)</sup>’ expertise as an essential issue.

Moreover, Hulic REIT Management has established initiatives for employees and officers as a key issue in its Sustainability Policy and materiality.

To gain a high degree of expertise on responsible businesses centering on real estate and financial businesses and develop and train personnel with flexible mindset and high ethical standards, Hulic REIT Management has created a framework for developing specialized personnel, including training programs and a system to support obtaining qualifications, and it promotes diversity and initiatives that enhance the well-being, safety, and comfort of employees in order to realize a rewarding work environment.

In order to forecast hiring needs and actively develop new pools of talent from outside the company, Hulic REIT Management also receives seconded employees with a high level of expertise in areas required to operate Hulic Reit, such as property acquisition, property management, finance, and IR, from its sponsor Hulic.

For more information about Hulic’s employee-related initiatives, consult the following webpage:

<https://www.hulic.co.jp/en/sustainability/social/employee/>

(Note) Unless otherwise specified, employees include those seconded by Hulic Group, etc. The same applies hereinafter.

### 2. Specific Initiatives

#### Human Resources Development

##### ■ Training Programs

Hulic REIT Management supports individual efforts by employees to improve their expertise with the establishment of a training support system, such as full subsidization of the cost of participating in outside training by employees.

- **Theme-specific training:**

Hulic REIT Management conducts sustainability training and compliance training for all employees (including also contract employees and temporary employees <sup>(Note)</sup>) several times throughout the year.

- **Development programs at multiple levels:**

Hulic REIT Management conducts training for current managers (Training course name: Management Position Training (Training based on the theme of personnel and labor management, nurturing of human resources, etc.)) and training for potential manager candidates (Training course name: Assistant Manager Training (Training based on the theme of leadership, management, etc.)) to support them in gaining the management skills required by class of employees in the future.



- **Training by external educational institutions:**

Since Hulic REIT Management is a member of the Association for Real Estate Securitization (ARES), all employees of the company (including also contract employees and temporary employees <sup>(Note)</sup>) may attend training workshops, seminars, lectures, and open seminars combining PR and education for workers offered by ARES.

- **Implementation of trainings by outside lecturers:**

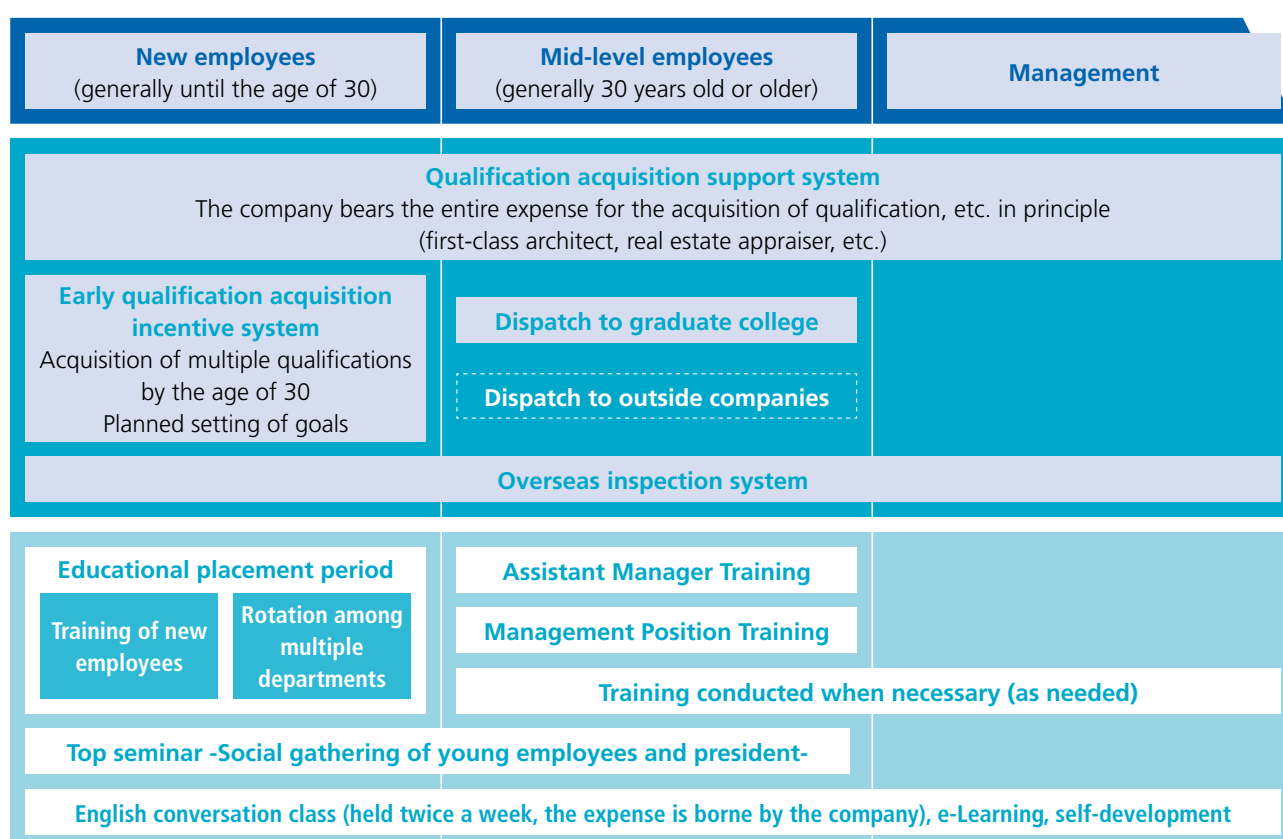
Hulic REIT Management conducts the following trainings by regularly inviting outside lecturers targeting all employees (including also contract employees and temporary employees <sup>(Note)</sup>).

- Trend of ESG
- Real estate market trend (rent and cap rate)

(Note) Trainings are for all employees, including also contract employees and temporary employees, but no temporary employees were in employment in fiscal 2022.

Employees seconded by Hulic can participate in various training programs by class for gaining specialized skills and organizational management skills with Hulic's personnel training system. The overview of Hulic's personnel training system is as follows.

#### Overview of Hulic's personnel training system



Hulic has an internship program for undergraduate and graduate students designed to provide interns with an understanding of the real estate industry. Participants can learn about the real estate business and Hulic's identity while acquiring knowledge of real estate developer's affairs and verifying projects. Approximately 70 students participated in fiscal 2021.

[Training Hours and Costs at Hulic REIT Management <sup>(Note 1)</sup>]

Item	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Proportion of employees who participated in training <sup>(Note 2)</sup>	100%	100%	100%	100%	100%	100%
Annual training hours per employee <sup>(Note 3)</sup>	Approx. 9.6 hours	Approx. 7.0 hours	Approx. 8.5 hours	Approx. 6.8 hours	Approx. 10.6 hours	Approx. 6.4 hours
Annual training costs <sup>(Note 4)</sup>	272,000 yen	441,000 yen	387,000 yen	493,000 yen	372,000 yen	271,000 yen

(Note 1) The values indicated in this table were calculated for all employees, including contract employees and temporary employees. The values for fiscal 2017 include 1 temporary employee on the books at the end of that year. Since fiscal 2018, no temporary employees are employed.

(Note 2) This is calculated as follows: no. of employees among the employees on the books at the end of each fiscal year who participated in training that year ÷ no. of employees on the books at the end of that fiscal year.

(Note 3) This is calculated as follows: total no. of training hours in each fiscal year calculated for all employees on the books at the end of that year (including the time spent taking tests, etc., to verify the results of training) ÷ no. of employees on the books at the end of that fiscal year (the values are rounded off to the first decimal place).

(Note 4) This indicates the total amount of expenses recorded as training expenses, etc., by Hulic REIT Management in each fiscal year (rounded down to the nearest thousand).

### ■ Support for Obtaining Qualifications

Hulic REIT Management supports employees in obtaining professional qualifications, such as the Association for Real Estate Securitization (ARES) Certified Master (an educational program for systematic learning of practical specialized knowledge in the real estate and finance fields). A system in which the company bears the costs associated with taking training and examinations for obtaining various qualifications, retaining the qualifications, taking various seminars and other efforts to maintain and improve skill-sets is made available to all employees <sup>(Note)</sup>. The following is the number of persons who have obtained professional qualifications or have passed the examinations (including those seconded by the sponsor group).

- ARES Certified Master: 15
- Real Estate Notary: 19
- Real Estate Appraiser: 3
- First-class architect: 1
- Certificate-holder Member of SAAJ: 2
- Certified Building Administrator: 8
- Second-class architect: 1

\*As at December 31, 2022

(Note) Including those seconded by the sponsor group.

### ■ Personnel System

Hulic REIT Management has established the personnel rules for the purpose of developing the capabilities of employees and gathering and demonstrating their capabilities as an organization to achieve the management goals. It intends to improve business efficiency and promote communication with managers with the realization of fair and highly convincing treatment and the linkage between organizational goals and personal goals, with an aim to clarify the work and role of each employee as well as certainly achieve the management goals and issues and realize self-growth of employees through a system to properly evaluate the achieved results. As for personnel evaluation, Hulic REIT Management aims to make highly convincing evaluation by adjusting the multi-grade evaluation and evaluation level throughout the entire company and giving feedback on the evaluation level to the employee himself/herself.

Hulic REIT Management incorporates sustainability factors into the annual performance assessment in the personnel evaluation of all employees and officers.

## ■ Periodic Career Interviewing Between Employees and Managers

For all employees (including also contract employees and temporary employees <sup>(Note)</sup>), Hulic REIT Management has a structure in place for well-communicated and transparent goal setting and evaluation feedback by conducting interviews (feedback on evaluation results, setting of goals for the next period) at the end of the period every six months between employees and their managers, and creating other opportunities to talk for employees to receive consultation on their career development, receive feedback on their performance, voice requests to the company and other matters.

Fiscal year	Percentage interviewed	Fiscal year	Percentage interviewed
Fiscal 2018 results	100.0%	Fiscal 2021 results	100.0%
Fiscal 2019 results	100.0%	Fiscal 2022 results	100.0%
Fiscal 2020 results	100.0%		

(Note) "Career interviewing" is for all employees, including contract employees and temporary employees, but no temporary employees are employed since fiscal 2018.

## ■ Individual Interview with the President and CEO

Hulic REIT Management has been conducting an interview between all employees (including also contract employees and temporary employees <sup>(Note)</sup>) and the President and CEO once a year since fiscal 2020. In the interview, a wide range of dialogues on not only the future career vision but also the working environment and human relationship are conducted, and such interview contributes to the improvement of the working environment and the support to employees.

Fiscal year	Percentage interviewed
Fiscal 2020 results	100.0%
Fiscal 2021 results	100.0%
Fiscal 2022 results	100.0%

(Note) The "Individual Interview with the President and CEO" is for all employees including contract employees and temporary employees, but no temporary employees are hired since fiscal 2020.

## Work-Life Balance

### ■ Employee Satisfaction Survey (President Questionnaire)

As part of initiatives to build mutually good relationships between employees and the company, Hulic REIT Management conducts the President Questionnaire as a form of employee satisfaction survey of all employees (including also contract employees and temporary employees <sup>(Note)</sup>) every year (fiscal 2022: response rate of 100%). Along with pursuing realization of an employee-friendly environment, dialogue between each and every employee and top management is pursued on a regular basis. The overall satisfaction (average score for overall satisfaction on 5-point scale) was 4.2 in the "President Questionnaire" in fiscal 2022.

Hulic REIT Management implemented the following countermeasures based on the opinions given by the employees in the "President Questionnaire."

- Introduction of large display at each conference room
- Digitalization of materials (elimination of papers) at decision-making meetings such as the board of directors
- Introduction of in-house wireless LAN, etc.

(Note) The President Questionnaire is for all employees, including also contract employees and temporary employees, but no temporary employees were in employment in fiscal 2022.

## ■ Employee Benefits

Hulic REIT Management and the Hulic Group have set up the following range of employee benefit programs for all employees <sup>(Note 1)</sup> as part of initiatives for creating a work environment in which employees can continue to work healthily and with peace of mind.

### [Examples of employee benefits]

- Leave, absence and flexible work hour arrangements for childcare (All employees including contract employees)
- Leave, absence and flexible work hour arrangements for nursing care (All employees including contract employees)
- Collaboration with welfare service providers (All employees including contract employees)
- Providing medical checkups that exceed legal requirements (All employees including contract employees)
- Investment unit ownership program for officers and employees <sup>(Note 2)</sup> (All employees including contract employees)
- Teleworking program (All employees including contract employees)
- Staggered shifts (All employees including contract employees)
- Holding Hulic Group social gathering (stand-up party) (once a year) (All employees including contract employees and temporary employees) <sup>(Note 3)</sup>

(Note 1) Excluding those seconded by companies other than Hulic Group.

(Note 2) All directors, auditors, and executive officers of Hulic REIT Management and Hulic are eligible for and have the right to apply to join the investment unit ownership program for officers (including outsider directors and outside auditors, except for officers who are not remunerated), while all employees of Hulic REIT Management and Hulic are eligible for and have the right to apply to join the investment unit ownership program for employees. The company provides a certain amount of incentive against the amount of contribution to those who have joined the investment unit ownership program for employees. As of December 31, 2022, all directors of Hulic REIT Management have joined the investment unit ownership program for officers.

(Note 3) All employees including contract employees and temporary employees are targeted, but no temporary employees were hired in fiscal 2022.

The percentage of employees and officers of Hulic REIT Management who took medical checkups is as follows.

Item	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Percentage of those who took medical checkups	100.0%	100.0%	100.0%	100.0%	100.0%

## ■ Office Environment Improvements

Hulic REIT Management have installed coffeemakers (for complimentary use) and set up cafeteria space to create office space that considers for the comfort of employees.

## ■ Leave System

Hulic REIT Management has introduced the half-day leave system, refresh leave system for employees whose duration of service has reached a certain year, cumulative leave system that can be used by accumulating the expired annual paid leave for long-term care due to illness, etc., and special leave system such as volunteer leave, child leave and next-generation support leave (infertility treatment of the employee himself/herself) to enable each employee to maintain the balance between their life and work.

Item	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Percentage of employees taking paid leave <sup>(Note)</sup>	67.2%	70.8%	46.4%	56.9%	66.5%

(Note) Calculated in accordance with the standards specified by the Ministry of Health, Labor and Welfare.

## ■ Prevention of Long Working Hours

Hulic REIT Management promotes reduction of overtime work while increasing awareness on corrective measures to change long working hour culture and aiming to enhance productivity per hour. Hulic REIT Management is also simultaneously pursuing corporate infrastructure contributing to the enhancement of productivity, IT-related developments, office environment improvements, etc.

Item	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Average overtime work hours per person (hour/month, person) <sup>(Note)</sup>	19.4 hours	16.1 hours	19.4 hours	20.5 hours	16.3 hours

(Note) Calculated by targeting employees in non-managerial positions (including employees seconded by the sponsor). Overtime work within statutory working hours is not included.

## ■ Initiatives for Prevention of the Spread of the Coronavirus

Hulic REIT Management implements the following various initiatives for employees as part of measures to prevent the spread of the coronavirus.

[\[Examples of measures to prevent the spread of the coronavirus\]](#)

- Introduction of teleworking program
- Utilization of staggered shifts
- Installation of panels for preventing respiratory droplet transmission inside the office
- Thorough hand hygiene and wearing of face masks inside and outside the office
- Provision of workplace vaccination of COVID-19 vaccine

## ■ Complaint and Consultation Counter for Employees

Hulic REIT Management established the Compliance Hotline open to employees and officers (including those who retired within the past year) <sup>(Note)</sup>, with points of contact for consultation should there be any act suspected to be in violation of laws, regulations or corporate ethics and points of contact for consultation on harassment and human rights, establishing a structure for preventing risks and minimizing impact should such arise.

As for points of contact, the Compliance Officer will oversee the internal point of contact, and an external point of contact using an external attorney will also be established. Hulic REIT Management strives to ensure that the system functions appropriately by making it easier to report when correction is not made despite an anonymous whistleblowing, reporting or consultation and when there is reluctance toward consulting the Compliance Officer, etc. due to the nature of the problem.

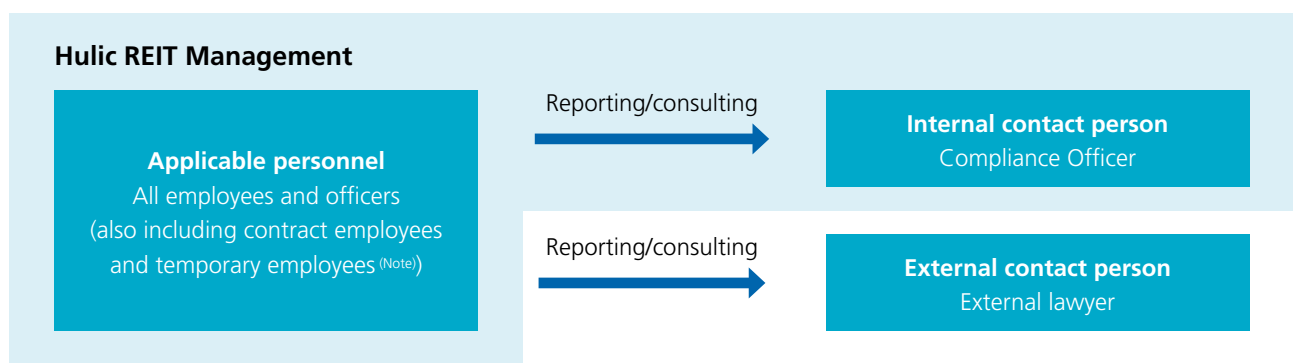
If the investigation of the facts on the content of whistleblowing and consultation is decided to be implemented, the compliance officer (however, the President and CEO when the content of whistleblowing and consultation is about the compliance officer) shall implement the investigation as the responsible staff, and if violations of laws and regulations are revealed a result of the investigation, the responsible staff shall promptly take corrective measures (appropriate measures such as disciplinary action if necessary) and measures to prevent recurrence based on the Rules on Response to Accidents, Etc.



In addition, as a system to protect whistleblowers and consulters, it has been stipulated in the “Whistleblowing Rules” that these individuals shall not be subject to dismissal or disadvantageous treatment (disciplinary punishment, demotion, salary reduction, unpayment of retirement allowance, claim for damage, etc.) and appropriate measures (information management including the prevention of sharing outside the scope) must be taken in compliance with the Whistleblower Protection Act so that their work environment does not deteriorate because of their whistleblowing or consultation.

In addition, Hulic REIT Management can seek cooperation for the investigation of the facts on the content of whistleblowing and consultation to employees and officers, but shall not dismiss or give a disadvantage to the cooperator for cooperating in the investigation.

Employees and officers can use the whistleblowing and consultation counter to receive consultation on the whistleblowing system and disadvantageous treatment.



(Note) The Compliance Hotline may be used by all employees and officers, including also contract employees and temporary employees, but no temporary employees were employed in fiscal 2022.

## Diversity

### ■ Breakdown of Employees of Hulic REIT Management

Hulic REIT Management seeks diversity in the workforce by enriching the lineup of personnel programs to match each and every employee’s life stages and careers. The lineup of personnel programs for employees to work with more peace of mind (childcare leave, etc.) has also been enriched from early on.

[Personnel Data for Hulic REIT Management <sup>(Note 1)</sup>]

	FY2018	FY2019	FY2020	FY2021	FY2022
Average length of service <sup>(Note 2)</sup>	2 years 7 months	2 years 11 months	3 years 7 months	4 years 4 months	4 years 10 months
Female	3 years 1 month	3 years 9 months	4 years 3 months	5 years 2 months	5 years 5 months
Male	2 years 5 months	2 years 8 months	3 years 4 months	4 years 1 month	4 years 8 months
No. of departing employees	1 employee	0 employees	0 employees	1 employee	0 employees
Turnover rate <sup>(Note 3)</sup>	4.2%	0.0%	0.0%	3.8%	0.0%
No. of female employees <sup>(Note 4)</sup>	8 employees	7 employees	7 employees	7 employees	8 employees
Proportion of employees who are female <sup>(Note 5)</sup>	33.3%	26.9%	25.9%	26.9%	27.6%
No. of female employees in management positions <sup>(Note 6)</sup>	0 employees	3 employees	2 employees	2 employees	2 employees
Proportion of management positions occupied by female employees <sup>(Note 7)</sup>	0.0%	17.6%	11.8%	14.3%	11.1%
No. of new hires	5 employees	3 employees	1 employee	4 employees	3 employees
Female hires	1 employee	0 employees	0 employees	1 employee	1 employee
Proportion of employees who are female new hires <sup>(Note 8)</sup>	4.2%	0.0%	0.0%	3.8%	3.5%

(Note 1) The values indicated in this table were calculated for employees on the books at the end of each fiscal year (including contract employees).

(Note 2) This is calculated using the simple average length of service at the end of each fiscal year for the various employees (rounded down to the nearest month).

(Note 3) This is calculated as follows: no. of employees who left the company in each fiscal year ÷ no. of employees on the books at the end of that year (rounded off to one decimal place).

(Note 4) The number of female employees on the books at the end of each fiscal year is indicated.

(Note 5) This is calculated as follows: no. of female employees on the books at the end of a given fiscal year ÷ no. of employees on the books at the end of that year (rounded off to one decimal place).

(Note 6) The number of female employees in management positions at the end of each fiscal year is indicated.

(Note 7) This is calculated as follows: no. of female employees in management positions at the end of each fiscal year ÷ no. of management positions on the books at the end of that year (rounded off to one decimal place).

(Note 8) This is calculated as follows: no. of female new hires in each fiscal year ÷ no. of employees on the books at the end of that year (rounded off to one decimal place).

## Other

### ■ M&A

Item	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Implementation of M&A	0	0	0	0	0	0	0	0	0

### ■ Dismissal of Employees and Officers

Item	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Dismissal of employees and officers	0	0	0	0	0	0	0	0	0

## (6) Contribution to Local Communities

Hulic Reit and Hulic REIT Management implement initiatives that contribute to revitalization of the region and community at the properties held by Hulic Reit as a member of the local community.<sup>(Note)</sup>

(Note) In fiscal 2020, 2021 and 2022, the implementation of some initiatives was suspended with a view to preventing the spread of the coronavirus.

### 1. Specific Initiatives

#### Facilities that Link Community Information and People (Ochanomizu Sola City)

The Ocha Navigate facility inside Ochanomizu Sola City functions as a hub for cultural information on Ochanomizu and the surrounding area, and also holds walking tours and events on cultural and social themes.



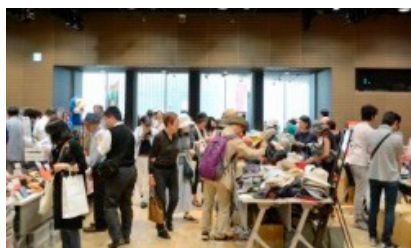
History gallery



Ocha Navi walking tour

#### Contributions to Revitalizing Region and Improving Convenience (Hulic Asakusabashi Building)

We strive to proactively build relationships with the local community by providing large-scale multi-purpose halls to hold regional events and holding the Asakusabashi Red and White Maronie Festival, among others.



Open market



Child open space

#### Participation in Community Cleanup Activities

Hulic REIT Management participates in the “Machikado Clean Day” sponsored by Chuo-ku, Tokyo and conducts clean-up activities. These activities facilitate communication with the local community and other employees while advancing the beautification of the town.



## (7) Hulic Group's Social Contribution Activities

### 1. Social Contribution as a Company

#### Hulic Student Idea Competition

Hulic plans this competition every year with the aim of providing students with opportunities to propose urban development and construction ideas. The 10th Hulic Student Idea Competition held in fiscal 2022 received 106 student entries. At the second open screening, students enthusiastically presented their ideas, which was followed by a question and answer session with judges. After consultations among the judges, one winner of the grand prize, three winners of excellence awards, and six winners of honorable mention awards were selected.

#### Hosting Summer Festivals and Donating of a Portable Shrine

Hulic holds a summer festival at the Hulic head office building with the aim of facilitating interaction with people in the community. On the day, employees of Hulic Group companies run the summer festival as staff.



#### Making the Company's Nursery Facilities Available to Local Community

Hulic has a range of work-life balance support programs in place to promote a more employee-friendly work environment in which employees can work while raising children. Such include establishing an onsite nursery facility inside the head office and making it available to local residents.



#### Support for Single-Parent Households

Hulic started to work with Single Mothers Forum, an approved specified nonprofit corporation, from 2020. In 2022, with the coronavirus infection spreading globally, we decided to support its activities in sending food to families who have been suffering significant income reductions by donating JPY 10 million.

#### Hulic Scholarship Program for Training of Welfare Caretakers

Hulic has established the Hulic Scholarship Program for Training of Welfare Caretakers to support students aiming to be welfare caretakers, develop human resources engaging in nursing care and contribute to the resolution of social issues related to the advancement of an aging society.

## 2. Supporting Employees to Participate in Social Contribution Activities <sup>(Note)</sup>

### Satoyama Conservation Activities

The Hulic Group has established paid leave for employees involved in volunteer activities in order to support and nurture their efforts to give back to the community and help to foster an attitude of wanting to address issues facing society. In addition, the Hulic Group continued satoyama conservation activities, which have been conducted annually since 2009 as a participatory volunteer activity involving employees.

(Note) In fiscal 2020, 2021 and 2022, the implementation of some initiatives was suspended with a view to preventing the spread of the coronavirus or due to weather conditions.





# G

Governance

# (1) Corporate Governance

## 1. Hulic Reit's Corporate Governance

### Hulic Reit's Governance

The bodies involved in the operation of Hulic Reit consist of one executive officer, two supervisory officers, a board of directors with the executive officer and supervisory officers as members, and an accounting auditor, as well as a general meeting of unitholders made up of unitholders. (Note 1) (Note 2)

Hulic Reit's accounting auditor is Ernst & Young ShinNihon LLC.

(Note 1) Investment Trusts Act and Hulic Reit's Articles of Incorporation, the number of supervisory officers must be at least one more than the number of executive officers.

(Note 2) Hulic Reit is legally prohibited from employing employees and legally required to outsource business operations. For details on the bodies above, please refer to "Chapter 1. Fund Information; Part 1. Fund Status; 1. Overview of the Investment Corporation; (4) Structure of the Investment Corporation" of the most recent securities report.

### Executive Officers and Supervisory Officers

#### ■ Executive Officers and Supervisory Officers in Office and Their Terms of Office

Please refer to Hulic Reit's website for the executive officers and supervisory officers in office.

<https://www.hulic-reit.co.jp/en/about/profile.html>

Hulic Reit's Articles of Incorporation provides that the term of office of executive officers and supervisory officers shall be two years.

#### ■ Criteria for Selecting Executive Officers and Supervisory Officers

Officers are appointed by resolution of the General Meeting of Unitholders from candidates selected for the reasons given below on the condition that they do not fall under any grounds for disqualification or prohibition of entrustment provided in the Investment Trusts Act or other laws and regulations (disqualification under Article 98 and Article 100 of the Investment Trusts Act, and Article 164 of the Regulation for Enforcement of the Investment Trusts Act) or (prohibition of entrustment under Article 200 of the Investment Trusts Act and Article 244 of the Regulation for Enforcement of the Investment Trusts Act).

Title	Name	Reason for appointment	Attendance at Board of Directors Meetings in Most Recent Period (17th Fiscal Period)	Number of Hulic Reit units owned
Executive Officer	Kazuaki Chokki (Male)	Mr. Chokki is the President and CEO of Hulic REIT Management, which Hulic Reit has contracted to handle management of its assets. He is thus considered qualified to be the person to carry out the management of Hulic Reit.	100% (8 of 8)	28 units (Note)
Supervisory Officer	Kunio Shimada (Male)	Mr. Shimada has practical experience and insight as an attorney, as well as experience as an officer and in other positions at several corporations. He is thus considered qualified to be the person to supervise the execution of business of the executive officer from a legal expert's perspective. He has ties with the Mizuho Financial Group to a certain degree, such as being in the position of Managing Director at Mizuho Servicing Co., Ltd., but he has no relationship other than duties as a supervisory officer in terms of his relationship with Hulic Reit and Hulic REIT Management and is thus considered independent.	100% (8 of 8)	—
Supervisory Officer	Rika Nakamura (Female)	Ms. Nakamura has practical experience and insight as a certified public accountant and a certified public tax accountant. He is thus considered qualified to be the person to supervise the execution of business of the executive officer from an accounting and tax expert's perspective.	100% (8 of 8)	—

(Note) The number of investment units held under the name of Hulic REIT Management's and Hulic's directors' unitholding society as of the date stated in the securities report for the 17th fiscal period (fiscal period ended August 2022)

## Management Fees, Etc.

The following are the management fees, etc. payable by Hulic Reit.

### ■ Remuneration for Officers and the Accounting Auditor

Provisions have been made in Hulic Reit's Articles of Incorporation that the amount of remuneration shall be an amount determined by the Board of Directors not to exceed a monthly amount of 1 million yen per person in the case of executive officers and not to exceed a monthly amount of 0.7 million yen per person in the case of supervisory officers.

Title	Name	Total Amount of Remuneration for Each Position in 17th Fiscal Period
Executive Officer	Kazuaki Chokki	— (Note)
Supervisory Officer	Kunio Shimada	¥3,000 thousand
	Rika Nakamura	¥3,000 thousand

(Note) He concurrently serves as President and CEO of Hulic REIT Management and is not paid remuneration as Executive Officer of Hulic Reit.

Provisions have been made in Hulic Reit's Articles of Incorporation that the amount of remuneration for the accounting auditor shall be an amount determined by the Board of Directors not to exceed 30 million yen in each fiscal period subject to audit.

Title	Name	Total Amount of Remuneration in 17th Fiscal Period
Accounting Auditor	Ernst & Young ShinNihon LLC	¥20,904 thousand (Note)

(Note) Includes compensation for auditing English financial statements, compensation for work to prepare comfort letters regarding the issuance of new investment units, compensation for third-party assurance services and compensation for advisory work.

For the actual amount of remuneration paid to officers and the accounting auditor for the fiscal period, please refer to "2. Overview of the Investment Corporation; (3) Matters relating to officers, etc." of the most recent asset management report.

## ■ Asset Management Fee

In addition to management fees linked to the total value of assets of Hulic Reit, a system of management fees linked to the value of cash distributions per investment unit has been introduced.

For the actual amount of remuneration for the fiscal period, please refer to “5. Status of Expenses and Liabilities; (1) Details of expenses relating to asset management, etc.” of the most recent asset management report.

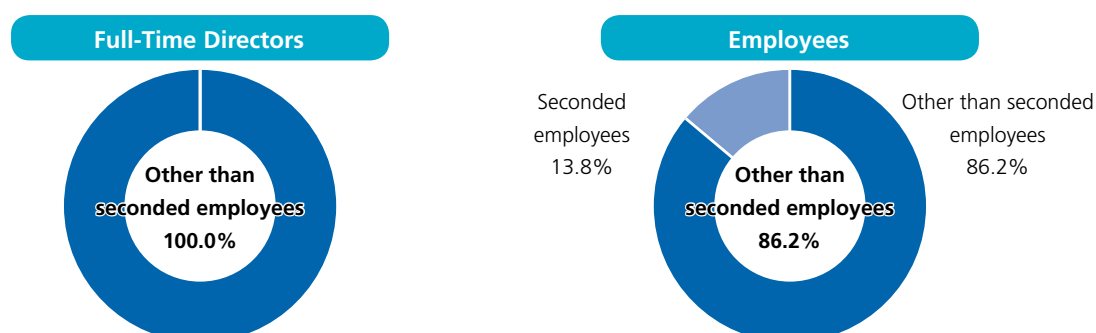
Management fee	Method of calculation
Management fee I	Total value of assets at end of the immediately previous fiscal period × 0.50% (maximum %)
Management fee II	Cash distributions per investment unit (DPU) before deduction of management fee II × Operating income before deduction of management fee II × 0.004% (maximum %)
Acquisition fee	Acquisition price of real estate-related assets × 1.0% (maximum %) *0.5% (maximum %) in the case of acquisition from an interested party
Transfer fee	Transfer price of real estate-related assets × 1.0% (maximum %) *0.5% (maximum %) in the case of transfer to an interested party *No fee is paid in cases where no gain on transfer is generated on the transfer *In the case the transfer fee before adjustment exceeds the gain on transfer, the gain on transfer shall be the transfer fee
Merger fee	Total valuation amount of the real estate-related assets held by the other party to the merger × 1.0% (maximum %) *Only applicable when Hulic REIT Management conducts a survey or assessment on the assets, etc. held by the other party or other work related to the merger for the interests of Hulic Reit and the merger takes effect

For details on the management fees above and other management fees, etc. for the asset custodian, administrative agents, transfer agent, etc., please refer to “Chapter 1. Fund Information; Part 1. Fund Status; 4. Fees, Etc. and Taxes” of the most recent securities report.

## 2. Hulic REIT Management’s Corporate Governance

### Breakdown of Full-Time Directors and Employees at Hulic REIT Management

As of the end of December 2022, the three full-time directors at Hulic REIT Management are not employees of the sponsor who have been seconded to Hulic REIT Management; only four employees (13.8% of the total number of employees (Note)) are employees seconded.



(Note) The total number of employees includes two officers who have concurrent duties as employees.

### Remuneration System for Employees and Officers of Hulic REIT Management

In its remuneration system for employees and officers, Hulic REIT Management has introduced a system of incentive bonuses partially linked to cash distributions per investment unit.

## **Remuneration for Officers of Hulic REIT Management: Introduction of Performance-Linked Compensation**

A compensation system linked with the performance of Hulic Reit's investment unit price relative to the TSE REIT Index has been introduced for the main officers of Hulic REIT Management for the purpose of unifying their interests with unitholders and further strengthening governance, etc. The portion equivalent to approximately 50% of the total amount of remuneration for the main officers is linked with the relative performance of Hulic Reit's investment unit price.

## **Introduction of Investment Unit Ownership Program for Officers and Employees**

For the purposes of raising awareness of earnings improvements and continuous growth, raising unitholder value for the medium and long term, etc. of Hulic Reit, an investment unit ownership program has been adopted for the officers and employees of Hulic REIT Management and Hulic, and a tender offer has been practiced for this program.

All directors, auditors, and executive officers of Hulic REIT Management and Hulic are eligible for and have the right to apply to join the investment unit ownership program for officers (including outsider directors and outside auditors, except for officers who are not remunerated), while all employees of Hulic REIT Management and Hulic are eligible for and have the right to apply to join the investment unit ownership program for employees. The company provides a certain amount of incentive against the amount of contribution to those who have joined the investment unit ownership program for employees.

As of December 31, 2022, all directors of Hulic REIT Management have joined the investment unit ownership program for officers.

## **3. Initiatives for Aligning Unitholder Return with the Interests of the Hulic Group**

### **Investment Support from the Hulic Group ("Same-Boat Investment")**

Under its sponsor support agreement, Hulic makes the undertakings listed below to Hulic REIT Management in respect of investment units issued by Hulic Reit.

- When Hulic Reit issues new investment units, Hulic will give good faith consideration to acquiring a portion of the new investment units.
- When Hulic has a holding of Hulic Reit investment units, it will seek to retain the investment units held except in special circumstances.

As of the end of the 17th fiscal period (end of August 2022), Hulic holds 152,470 units (unitholding: 10.58%) of Hulic Reit investment units.

### **Co-Ownership of Properties with the Sponsor**

It is Hulic Reit's policy to consider co-ownership with Hulic as needed in view of the size and individual characteristics of the property.



## (2) Compliance

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### 1. Fundamental Approach to Compliance

Based on the fundamental recognition that the management of Hulic Reit's assets by Hulic REIT Management is an act involving the management of the funds of Hulic Reit's unitholders, Hulic Reit and Hulic REIT Management strive to protect the interests of unitholders and secure the trust of unitholders through compliance with laws, etc. and exclusion of conflicts of interest, such as in transactions with interested parties, etc. or transactions in which the counterparty has its assets managed by or receives investment or management advisory from interested parties, etc., among other measures.

### 2. Compliance Structure

#### Compliance Committee

Hulic REIT Management established the Compliance Committee as the body to check the status of compliance with laws, regulations and other various rules, and to deliberate on such matters as transactions with interested parties, etc. Outside experts with no vested interest in Hulic REIT Management are appointed as members of the Compliance Committee by the Board of Directors.

A resolution of the Compliance Committee requires the attendance of a majority of the committee members having voting rights to the subject proposal (the attendance of the Compliance Officer and outside committee members is required; if an outside committee member acts as committee chairperson, the attendance of the Compliance Officer is not required, but the attendance of the outside committee member acting as committee chairperson and substitute outside committee member is required), and is effected by the agreement of a majority of the committee members having voting rights to the subject proposal in attendance (the agreement of the Compliance Officer and all outside committee members is required; if an outside committee member acts as committee chairperson, the agreement of the outside committee member acting as committee chairperson and substitute outside committee member is required). In this manner, the Compliance Officer and outside committee members each have authority to individually vote for or against a proposal.

#### Compliance and Risk Management Department and Compliance Officer

Understanding the significance underlying the management of Hulic Reit's assets being an act of managing the funds of Hulic Reit's unitholders, Hulic REIT Management sought to build an appropriate management structure by establishing the Compliance and Risk Management Department as the department to be in charge of the compliance matters of Hulic REIT Management and appointing the Compliance Officer as the person to be responsible for overseeing compliance matters, thereby securing the effectiveness of the internal controls on other departments.

The appointment and dismissal of the Compliance Officer shall be by resolution of the Board of Directors. <sup>(Note)</sup>

As the person responsible for compliance at Hulic REIT Management, the Compliance Officer shall strive to entrench the compliance structure throughout the company and foster a company-wide normative consciousness to comply with laws, regulations and other various rules. To that end, the Compliance Officer consistently monitors that the execution of business in the asset management for Hulic Reit performed by Hulic REIT Management complies with laws and regulations, Hulic Reit's Articles of Incorporation and other various rules, etc., and monitors and supervises the status of compliance in everyday execution of business, too.

Considering the magnitude of the duties and responsibilities of the Compliance Officer as described above, a person deemed to be fully competent to screen and supervise for ensuring compliance with laws, regulations and norms is appointed as the Compliance Officer.

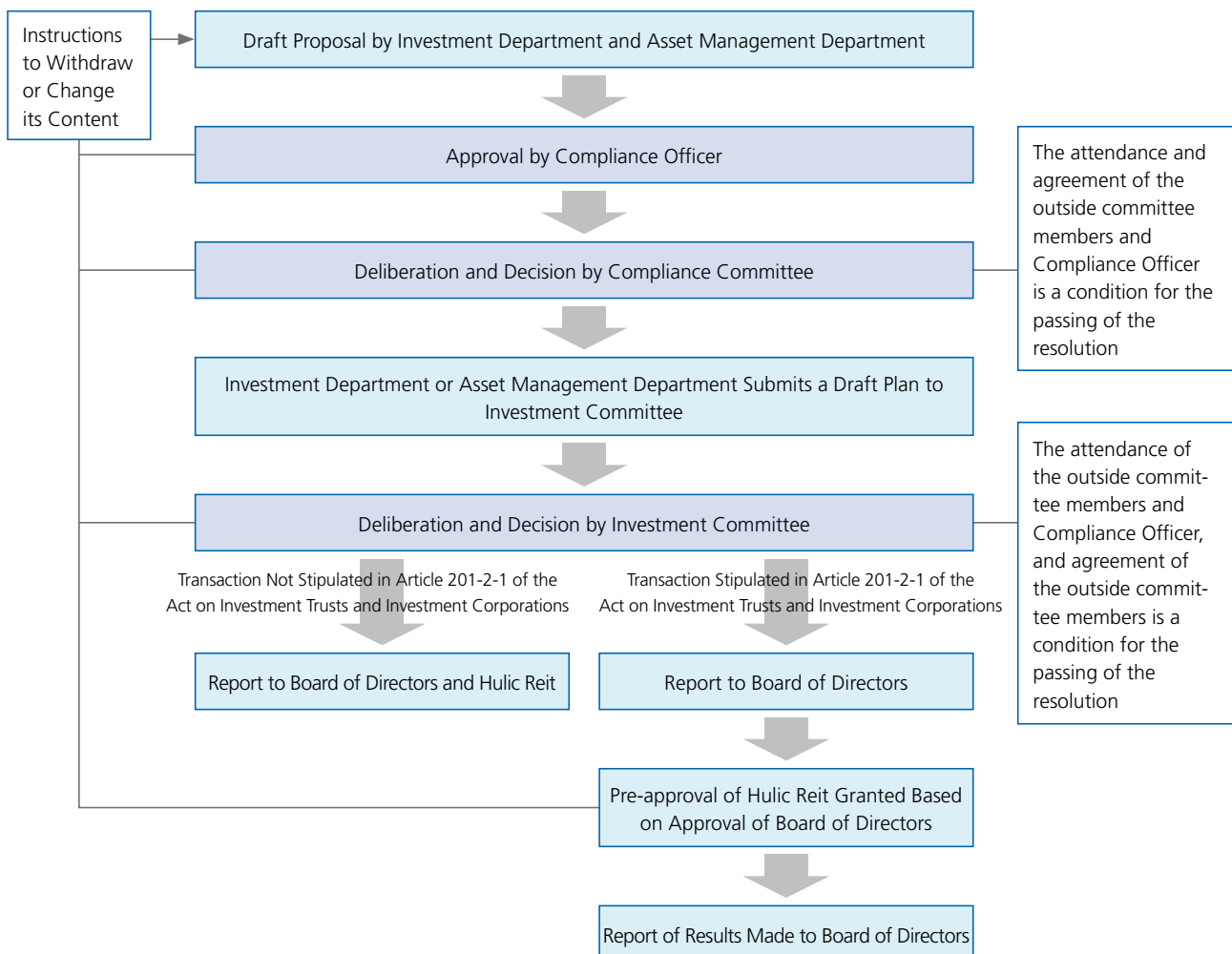
As of the date of issuance of this Report, the Compliance Officer is a full-time director who has not had employment with Hulic.

(Note) Hulic REIT Management may appoint a chief compliance officer to serve as the director who is responsible for the Compliance and Risk Management Department and supervises its work. If a chief compliance officer is appointed, he or she shall serve as the Compliance Officer, and if a chief compliance officer is not appointed, the General Manager of the Compliance and Risk Management Department shall be the Compliance Officer.

## Investment and Management Decision-Making Process and Prevention of Transactions Involving Conflict of Interest

Hulic REIT Management appoints outside experts to both its Investment Committee and Compliance Committee. Upon resolution on asset acquisition, etc. from interested parties, the Investment Committee requires a majority of the committee members including outside committee members to agree, and the Compliance Committee requires a majority of the committee members in attendance, including outside committee members and the Compliance Officer, to agree.

## Overview of Decision-Making Procedure for Acquisition, Sale, Leasing and Management of Managed Assets in Interested Party Transactions



Compliance Committee	Investment Committee	Hulic Reit's Board of Directors
<ul style="list-style-type: none"> <li>■ <b>Members:</b> Compliance Officer, President and CEO, Directors (excluding part-time directors), and outside committee members (attorneys) with no vested interest</li> <li>■ Requires attendance and agreement of the Compliance Officer and outside committee members</li> </ul>	<ul style="list-style-type: none"> <li>■ <b>Members:</b> President and CEO, Directors (all), Head of Planning and Administration Division, Head of Investment and Management Division, General Manager of Investment Department, General Manager of Asset Management Department, General Manager of Corporate Administration Department, General Manager of Accounting Department, General Manager of Finance and Planning Department, Compliance Officer (obliged to attend, but has no voting rights), and outside committee members (real estate appraisers) with no vested interest</li> <li>■ Requires attendance and agreement of the outside committee members</li> </ul>	<ul style="list-style-type: none"> <li>■ <b>Members:</b> 1 Executive Officer, and 2 Supervisory Officers (attorney, and certified public accountant)</li> </ul>

## Adoption of Voluntary Rules to Prevent Transactions Involving Conflict of Interest

Regarding transactions with interested parties, Hulic REIT Management applies the general rules outlined below and works to prevent transactions where a conflict of interest might arise.

<b>Property acquisition</b>	No acquisition is made at above the appraisal value (excluding acquisition costs) <sup>(Note 1)</sup>
<b>Property transfer</b>	No transfer is made at below the appraisal value (excluding transfer costs)
<b>Property leasing</b>	Properties are leased on terms considered appropriate based on an overall decision made after researching the market price, rates in the surrounding area, standard leasing terms for the property type, and other relevant factors
<b>Outsourcing of property management operations</b>	Outsourcing is undertaken on terms considered appropriate in accordance with the conditions stipulated in the operational guidelines, following due consideration of management performance and efficiency, and after taking account of the content of the services provided, the total volume of the operations, and other relevant factors. The outsourcing fees are determined based on market levels, the content of the services provided, the total volume of the operations, and other relevant factors.
<b>Outsourcing of property purchase, sale and leasing to agencies</b>	Outsourcing is undertaken on terms considered appropriate and at fees within the range stipulated in the Real Estate Brokerage Act, after taking account of the content of the services provided and other relevant factors
<b>Commissioning of construction work, etc.</b> <sup>(Note 2)</sup>	Construction work, etc. is commissioned on terms considered appropriate based on an overall consideration of the price, content, and other aspects of third-party estimates.

(Note 1) In cases where the interested party has incurred costs, for instance by temporarily creating a special-purpose company on the understanding that the interested party is to transfer the property to the investment corporation, the costs may be added to the appraisal value at the time of acquisition.

(Note 2) However, this does not apply where the estimate price is 10 million yen or below or in cases where urgent action is required.

## **Establishment of Compliance Rules and Compliance Manual, and Putting Such into Practice**

In order to ensure thorough compliance with laws, regulations, etc., Hulic REIT Management has established the Compliance Rules and the Compliance Manual and has also formulated the Compliance Program, a concrete implementation plan for ensuring that compliance with laws, regulations, etc. are realized, and strives to have compliance with laws, regulations, etc. put into practice in accordance with these.

The Compliance Program is resolved at the Compliance Committee that includes full-time directors among its members, and the Compliance Officer regularly (once every three months in fiscal 2022) reports the status of progress and achievement of the Compliance Program to the Compliance Committee and the Board of Directors.

## **Implementation of Regular Internal Auditing and Monitoring System (Including the Involvement of Board of Directors)**

Hulic REIT Management has established the Internal Audit Department as a department in charge of controlling internal audits as well as formulating policies and plans on internal audits.

Hulic REIT Management has a policy to proactively practice internal audit contributing to management in anticipation of the accomplishment of its social mission and sound development of its businesses by complying with laws and regulations, the articles of incorporation, internal rules, etc. (including business ethics).

Internal audits target the entire organization and all departments within the company as well as their businesses and are conducted no less than once a year, in principle, based on the Internal Audit Plan resolved by the Board of Directors (regular audit) (as a rule, conducted once a year with June 30 as the auditing reference date), but can also be implemented when specially ordered by the President and CEO (extraordinary audit).

In regular audits, Hulic REIT Management receives support from external audit corporations and, in general, confirms the status of compliance with laws and regulations, internal rules, manuals, rules, etc. and the status of instillment of the system that has been established.

In addition, General Manager of the Internal Audit Department and the Internal Audit Department notify the department(s) subject to audit of the audit results as well as prepare an internal audit report and submit it to the President and CEO and the Board of Directors. The President and CEO can give instructions for improvement to the department(s) subject to audit based on the audit results. Furthermore, the department(s) subject to audit shall report the status of improvement to the President and CEO and the Internal Audit Department after preparing an improvement plan and making improvements.

The regular audit for fiscal 2022, with an auditing reference date of June 30, 2022, was conducted in July 2022 (14 key audit items: workflow relating to property purchases and sales, management process for assets under management, financing process, disclosure/IR-related tasks, risk management process, management status of statutory books, implementation status of reporting to the authorities and notifications of various kinds, information management status, management of accidents/administrative errors and implementation status of measures to prevent their recurrence, status of measures to counteract anti-social forces, compliance status, implementation status of voluntary inspections, development and adherence to internal regulations/work manuals, and follow-up of fiscal 2021 internal audit). The audit results were reported to the Board of Directors in October 2022.

## Compliance Training and Raising Awareness of Compliance

In order to ensure compliance and raise awareness of compliance, Hulic REIT Management holds periodic compliance training for all employees and officers (including also contract employees and temporary employees <sup>(Note)</sup>), which mainly covers thoroughly communicating the basic policy on compliance and compliance standards and learning the laws, regulations and other various rules that are to be observed, among other matters (held monthly; 12 sessions held in fiscal 2022).

(Note) "Compliance training" is for all employees and officers, including also contract employees and temporary employees, but no temporary employees were in employment in fiscal 2022.

## Counteracting Anti-Social Forces

Hulic REIT Management has established the Standards for Counteracting Anti-Social Forces and the Manual for Checking for Anti-Social Forces, and takes a resolute stance against anti-social forces for severing any ties with anti-social forces.

Also working together with the Hulic Group, specific initiatives for severing ties with anti-social forces are underway through such measures as establishing a structure for screening for anti-social forces at the time of transaction and putting such into practice, including clauses on the exclusion of organized crime groups in written contracts with business partners and ensuring due diligence is performed at the time of transaction pursuant to the Act on Prevention of Transfer of Criminal Proceeds.

## Measures to Prevent Bribery and Corruption

Hulic REIT Management provides in the Rules of Employment, Compliance Manual, etc. that bribery, embezzlement, money laundering and other misconduct are prohibited and any person who has committed misconduct shall be subject to strict disciplinary action.

It is stipulated in Compliance Manual that it is prohibited to provide, offer or promise illegal benefits to public officials, etc. and provide entertainment or gifts to clients, etc. beyond the appropriate scope under socially accepted conventions as well as provide, offer or promise bribes and illegal benefits. Accordingly, Hulic REIT Management requests an internal report regarding whether entertainment or gifts have been provided to clients, etc., and every six months checks that there have been no inappropriate cases. When there are inappropriate cases, Hulic REIT Management will appropriately respond to them based on the flow described in "Response in the Event of Accidents, Etc." below.

In addition, it has been stipulated in the manual that efforts to secure transparency and rationality of transactions and strive to realize appropriate and fair transactions shall be done so as not to harm the interests of the company and its shareholders and cause such suspicion.

## Response in the Event of Accidents, Etc.

When inappropriate events such as violation of laws and regulations and crucial clerical errors stipulated in the “Rules on Response to Accidents, Etc.” of Hulic REIT Management (hereinafter, “accidents, etc.”) occur, the head(s) of the department(s) in which accidents, etc. occur will promptly report the incident to the Compliance Officer after confirming the facts in compliance with the rules, and the Compliance Officer will report it to the President and CEO and the heads of related departments as well as the Board of Directors, if necessary. Furthermore, if the accidents, etc. fall under the category of accidents, etc. of financial instruments, the Compliance Officer will notify a regulatory agency of the accidents, etc.

In addition, the head(s) of the department(s) in which accidents, etc. occur will promptly report the details of the facts, subsequent measures, prevention of recurrence, etc. to the Compliance Officer after the completion of subsequent measures, and the Compliance Officer will report such to the President and CEO and the heads of related departments as well as the Board of Directors, if necessary, with necessary opinions. Moreover, if a notification on the accidents, etc. is made to a regulatory agency, the Compliance Officer will notify the regulatory agency of the completion of subsequent measures or report such after a resolution is made by the Board of Directors.

## Compliance Hotline (anonymous reporting and consultation are possible; protection in accordance with the Whistleblower Protection Act)

Hulic REIT Management established the Compliance Hotline open to employees and officers (including those who retired within the past year)<sup>(Note)</sup>, with points of contact for consultation should there be any act suspected to be in violation of laws, regulations or corporate ethics and points of contact for consultation on harassment and human rights, establishing a structure for preventing risks and minimizing impact should such arise.

As for points of contact, the Compliance Officer will oversee the internal point of contact, and an external point of contact using an external attorney will also be established. Hulic REIT Management strives to ensure that the system functions appropriately by making it easier to report when correction is not made despite an anonymous whistleblowing, reporting or consultation and when there is reluctance toward consulting the Compliance Officer, etc. due to the nature of the problem.

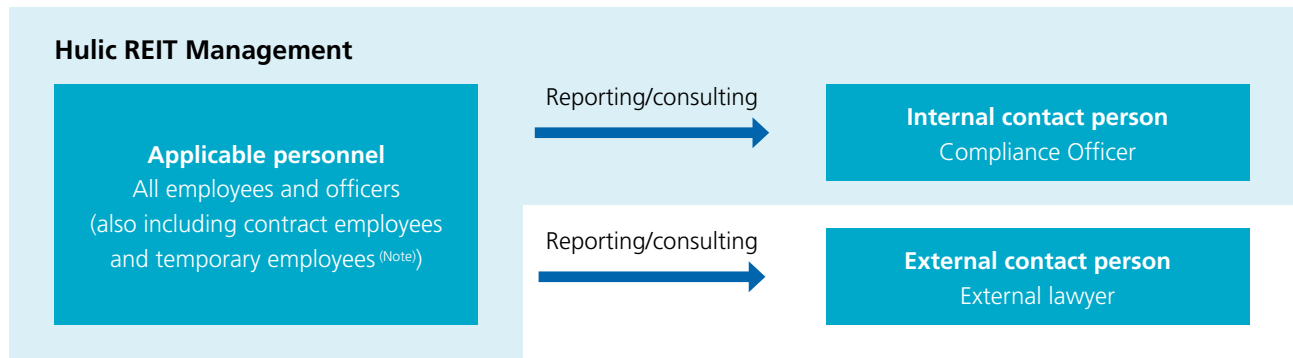
If the investigation of the facts on the content of whistleblowing and consultation is decided to be implemented, the compliance officer (however, the President and CEO when the content of whistleblowing and consultation is about the compliance officer) shall implement the investigation as the responsible staff, and if violations of laws and regulations are revealed a result of the investigation, the responsible staff shall promptly take corrective measures (appropriate measures such as disciplinary action if necessary) and measures to prevent recurrence based on the Rules on Response to Accidents, Etc.

In addition, as a system to protect whistleblowers and consulters, it has been stipulated in the “Whistleblowing Rules” that these individuals shall not be subject to dismissal or disadvantageous treatment (disciplinary punishment, demotion, salary reduction, unpayment of retirement allowance, claim for damage, etc.) and appropriate measures (information management including the prevention of sharing outside the scope) must be taken in compliance with the Whistleblower Protection Act so that their work environment does not deteriorate because of their whistleblowing or consultation.

In addition, Hulic REIT Management can seek cooperation for the investigation of the facts on the content of whistleblowing and consultation to employees and officers, but shall not dismiss or give a disadvantage to the cooperator for cooperating in the investigation.



Employees and officers can use the whistleblowing and consultation counter to receive consultation on the whistleblowing system and disadvantageous treatment.



(Note) The Compliance Hotline may be used by all employees and officers, including also contract employees and temporary employees, but no temporary employees were employed in fiscal 2022.

### 3. Customer-Oriented Business Conduct

Hulic REIT Management Co., Ltd. (hereinafter the "Company"), has worked to maximize unitholder value by maintaining and increasing income in the medium to long term and achieving growth in the size and value of its assets under management, as outlined in its corporate philosophy. Now, in order to instill more customer-oriented business conduct, the Company has adopted the "Basic Policy for Customer-Oriented Business Conduct" published by the Japanese Financial Services Agency on March 30, 2017, and established the following policies to address them.

#### Policy for Customer-Oriented Business Conduct

##### 1. Customer-Oriented Business Conduct

The Company has established a corporate philosophy and basic approach to achieving customer-oriented business conduct, and publishes these on its website.

Furthermore, the Company shall regularly announce the status of addressing such business conduct, and conduct reviews to improve them.

##### 2. Pursuit of the Customer's Best Interest

The Company shall maintain strict compliance with its corporate philosophy and with relevant laws and regulations, and strive toward honest and fair business conduct that give priority to the best interest of Hulic Reit through an operating structure that prevents conflicts of interest and ensures objectivity, as well as highly transparent disclosure of information. The Company shall work to instill such business conduct as part of its corporate culture.

##### 3. Appropriate Management of Conflicts of Interest

The Company shall appropriately assess the scope of stakeholders and, before implementing any transactions between the stakeholders and Hulic Reit, work to ensure that transactions with the stakeholders concerned do not create any disadvantage for Hulic Reit by rigorously screening those transactions through the review procedure prescribed by internal rules, such as advance deliberation and resolution by a Compliance Committee whose objectivity is ensured, based on relevant laws and regulations as well as the internal rules.

#### 4. Clarification of Fees, etc.

The Company shall provide information to unitholders in an easily understandable manner with regard to the fact that business operations, clerical work, etc. at Hulic Reit are outsourced, as well as the remuneration and various fees borne by Hulic Reit due to the outsourcing.

#### 5. Clear Provision of Important Information

In addition to the disclosure of information specified by relevant laws and regulations, the Company shall work to disclose important information such as the financial highlights and future growth strategies of Hulic Reit in a clear manner easily understandable to unitholders, including through the use of graphs, in asset management reports and financial results briefing materials, on the Hulic Reit website, etc. Note that the Company does not sell or recommend multiple financial products or services as a package.

#### 6. Provision of Services Suitable for the Customer

In addition to striving to understand the needs of unitholders, etc., the Company shall maintain strict compliance with the bylaws of Hulic Reit in its asset management services and implement business conduct in line with the various policies defined in its operational guidelines. Furthermore, the Company shall aim to maximize unitholder value by flexibly revising the operational guidelines in response to changes in the needs of unitholders, etc., and the conditions of the real-estate market in cases where doing so is expected to lead to greater unitholder value in the medium to long term. The Company does not sell or recommend complex or high-risk financial products, nor does it sell or recommend financial products to customer groups that are vulnerable to financial transaction damage.

#### 7. Appropriate Incentivization Framework for Employees, etc.

All directors and employees shall work to offer high-quality value as professionals. Furthermore, the Company shall continually conduct compliance-related training, etc. for all directors and employees in order to ensure the thorough implementation of honest and fair business practices as well as appropriate management of conflicts of interest. In addition, the Company has instituted an incentive bonus system partially tied to the per-share dividend of Hulic Reit in the aim of integration with unitholder return.

As part of efforts to strengthen human resources for providing asset management services of high quality, we promote employees in obtaining qualifications. We decided to position the number of persons who have obtained qualifications or have passed the examinations for key qualifications (Real Estate Notary and ARES Certified Master) as the key performance indicator (KPI) for evaluating the degree of achievement of customer-oriented business conduct.

#### [Reference]

- Real Estate Notary: 19
- ARES Certified Master: 15

\*As of December 31, 2022

## **(3) Risk Management**

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### **1. Fundamental Approach to Risk Management**

At Hulic Reit, we ourselves comply with the rules provided in the Investment Trusts Act and related laws and regulations for the various risks in investment and management. Hulic REIT Management, too, takes measures, such as establishing appropriate internal rules along with the necessary organizational structure and educating to raise the spirit of compliance among employees and officers.

### **2. Risk Management Structure**

#### **Establishment of Risk Management Rules and Risk Management Manual, and Putting Such into Practice**

In order to appropriately manage various risks, Hulic REIT Management has established the Risk Management Rules and the Risk Management Manual containing provisions that serious risks shall be reported to the Board of Directors without delay should they arise.

#### **BCP Measures**

Hulic REIT Management established the Crisis Management Manual under the objective of specifically providing a basic policy on measures should there be a natural disaster, human-caused disaster or other state of emergency (hereinafter, "emergency"), code of conduct for employees and officers in the event of an emergency, etc. to minimize damages and maintain organizational functions through early restoration, thereby avoiding disruption, etc. at Hulic REIT Management and related parties as much as possible.

The Manual provides a series of actions from when an emergency arises to deciding on the policy on measures, etc. and completion of measures, and clarifies the decision-making body and the chain of command until the measures are decided according to the type of emergency, size of damage, scope of impact, etc. Crisis management drills are also held once a year or more as a check, such as of the validity of the Manual and for any points that can be improved, in efforts to continually enhance the effectiveness of the Manual.

#### **Confirmation of the Safety of Employees and Officers**

The Hulic Group has introduced a system for confirming safety via the internet, email, etc. to swiftly grasp the extent of damage and safety of employees and officers in the event of an emergency. Safety confirmation drills are also held once a year for all employees and officers of the Hulic Group.

#### **Information Security**

Recognizing that information assets are important corporate assets, Hulic Reit and Hulic REIT Management ensures that information assets are being appropriately managed and stored in accordance with internal rules, etc. We also have internal rules, etc. in place to appropriately act for proper utilization of information systems and prevention of system failure or cybersecurity threats.

## Revision History

Date of revision	Page	Main content of revision
January 31, 2023	3	Revised content of "Scope of this Report"
	4	Revised content of "Message from the Executive Officer"
	7	Revised content of "Chronology of Promotion of Sustainability"
	8~9	Revised content of "Sustainability Policy"
	9	Revised content of "Sustainability Promotion System"
	10	Revised content of "List of Sustainability Training"
	11	Revised content of "Materiality and SDGs"
	14	Revised content of "Third-Party Evaluations of Hulic Reit"
	14~15	Revised content of "Hulic's Environmental Initiatives and Endorsed Initiatives and Third-Party Evaluations—As a member of the Hulic Group—"
	17	Revised content of "Borrowing of Green Loans"
	24	Revised content of "Metrics and Targets (KPIs)"
	26	Revised content of "Introduction of LED lighting"
	27	Revised content of "Adoption of Photovoltaic Equipment"
	30	Revised content of "Collaborative Initiatives with Tenants"
	31~35	Revised content of "Performance"
	38	Revised content of "Investment in Properties in Central Tokyo and Near Train Stations"
	40	Revised content of "Commitment Related to Greenfield Developments"
	41	Revised content of "Leasing to Small and Mid-Sized Enterprises (Affordable Lease)"
	45	Revised content of "Introduction of Digital Signage"
	46	Added new "Supply Chain Management" section
	47	Revised content of "IR Activities in Fiscal 2022"
	48	Added new "Respect for Human Rights" section
	49~56	Revised content of "Motivating Work Environment (Securing of Human Resources, Human Resources Development and Training, Diversity, Etc.)"
	57	Revised content of "Contribution to Local Communities"
	58~59	Revised content of "Hulic Group's Social Contribution Activities"
	61	Revised content of "Executive Officers and Supervisory Officers"
	62	Revised content of "Management Fees, Etc."
	63	Revised content of "Breakdown of Full-Time Directors and Employees at Hulic REIT Management"
	64	Revised content of "Introduction of Investment Unit Ownership Program for Officers and Employees" and "Investment Support from the Hulic Group ("Same-Boat Investment")"
	68	Revised content of "Implementation of Regular Internal Auditing and Monitoring System (Including the Involvement of Board of Directors)"
	69	Revised content of "Compliance Training and Raising Awareness of Compliance"
	70~71	Revised content of "Compliance Hotline (anonymous reporting and consultation are possible; protection in accordance with the Whistleblower Protection Act)"
	72	Revised content of "Reference"
	73	Revised content of "BCP Measures"

(Note) No special revision has been made for the content described in this material, except for the items in "Revision History," even if there are matters that are revisable as of the date of revision.

The information provided in this document does not constitute disclosure documents or investment reports required by or pursuant to the Financial Instruments and Exchange Act or the Act on Investment Trusts and Investment Corporations, or cabinet orders, cabinet office orders or rules incidental to these, or the Securities Listing Regulations of the Tokyo Stock Exchange or other relevant rules.

Careful attention was paid in the preparation of this document, but Hulic Reit and Hulic REIT Management have not performed a detailed verification of the information appearing within this document, including quotes from public disclosures, and as such, Hulic Reit and Hulic REIT Management cannot guarantee the accuracy, completeness, appropriateness or validity of the information in this document, regardless of whether it is information prepared by Hulic Reit or Hulic REIT Management or information from a third party. In addition, the information appearing in this document has not necessarily been updated to the latest available information, and Hulic Reit and Hulic REIT Management carry no obligation to do such. The information in this document is subject to change without notice.

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