



HEIWA REAL ESTATE REIT, Inc.



ESG REPORT

Issued on June 24, 2025



Sustainability Initiatives

The Investment Corporation will engage in corporate management that takes into account the environment, society and governance, contribute to the development of a sustainable society, and endeavor to promote investment management that realizes the interests of unitholders and other stakeholders.

CONTENTS

Approach to Sustainability

Message from the Executive Director	1
Sustainability Policies and Promotion Structure	3
Materiality	8

International Initiatives / External Evaluations

International Initiatives / External Evaluations	12
--	----

Environmental Initiatives

Environmental Initiatives	14
Climate Change Initiatives	18
Initiatives to Address Environmental Issues	28
Acquisition of External Assessment and External Rating	32
Green Finance	39

Initiatives for Society

Social Policy and Social Initiatives	45
Initiatives for Asset Management Company Employees	53

Governance Initiatives

Governance Policy and Corporate Governance	67
Compliance	78
Risk Management	82

Policy on ESG-Related Disclosures and Reporting Framework

Policy on ESG-Related Disclosures and Reporting Framework ..	84
--	----

ESG Report

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



Message from the Executive Director

Message from the Executive Director

To Our Valued Investors,

Thank you for your continued support.

Since its stock was first listed in 2005, HEIWA REAL ESTATE REIT (“REIT”) has been investing in and operating medium-sized offices and single and compact residential properties primarily in the 23 wards of Tokyo.

Since the change of sponsor in 2009, the Investment Corporation has been working on maximizing the interests of investors and steadily grown its business with Heiwa Real Estate Group as its sponsor. Since 2020, the spread of the COVID-19 pandemic has been adding to the uncertainty in the real estate market. Amid these conditions, the REIT announced in July 2021, the NEXT VISION (asset size of 300 billion yen, distribution of 3,300 yen, AA- rating, and 100% electricity introduction rate derived from renewable energy), its new medium- to long-term targets. It has registered solid growth even in the COVID-19 pandemic and achieved its targets early excluding the asset size. In January 2024, the Investment Corporation announced NEXT VISION II (asset size of 300 billion yen, distribution of 3,800 yen, annual rental income of +1%, 10% ROI, AA rating, 90% GHG reduction by 2030, 100% electricity introduction rate derived from renewable energy) as new medium-term targets and has promoted to build a portfolio that can withstand cost increases attributable to inflation and the impact on interest costs due to policy changes by the Bank of Japan. With the addition of Three Strengthening



Aya Motomura
Executive Director
HEIWA REAL ESTATE REIT, Inc.

Points for the reinforcement of measures to enhance capital efficiency and maximize unitholder value, the Investment Corporation announced NEXT VISION II + in January 2025 and raised its targets for distribution and internal growth. It will aim at distribution of 4,200 yen and annual rental income of +2% for internal growth through the enhancement of unitholder return, internal growth and asset turnover strategy. Responses to issues surrounding the environment, society, and corporate governance are important and significantly affect all of the management and business of the Investment Corporation. It recognizes that efforts to build a sustainable society contribute to the sustainable growth of the Investment Corporation. The Investment Corporation establishes ESG targets and strives to achieve them as one of its growth strategies.

The REIT aims to contribute to the interests of its investors and all other stakeholders while leveraging the sponsorship of the Heiwa Real Estate Group for both external and internal growth.

We earnestly ask for your continued support of our business.



Sustainability Policies and Promotion Structure



ESG Policy

The Heiwa Real Estate Group, as a company pursuing the realization of an affluent urban environment by providing comfortable offices and living spaces, is aware of the weight of its social responsibilities and strictly complies with any and all laws, regulations and rules. Moreover, the Group aims to be a company that perpetually earns the trust of society by observing the highest ethical standards. In accordance with this basic policy established as the Group's Code of Conduct, the Investment Corporation will strive to conduct business operations while taking into consideration the environment, society, and governance (ESG), and contributing to the development of a sustainable society as well as increasing medium- to long-term shareholder value.

1. Realizing sustainable urban development with safety and security

The Investment Corporation will promote disaster preparedness and support for people with disabilities to provide safety and security, and through these actions seek to increase the value of its properties. The Investment Corporation will also consider the risks and opportunities related to climate change and promote the reduction of energy consumption and the introduction of renewable energy to contribute to the realization of a low carbon society, and will advance the adaption of our portfolio to climate change.

2. Contributing to local communities

The Investment Corporation will place importance on coexistence with local communities as a good corporate citizen, and will endeavor to resolve problems faced by local communities by attracting tenants and through other methods, and will build trust by strengthening relations with the local area as well as increase the competitiveness of the Investment Corporation's properties by boosting local-area value through operating properties that contribute to the development of areas to provide a comfortable life.

| 3. Creating a rewarding work environment

In cooperation with the Asset Management Company, the Investment Corporation will promote efforts to create a healthy, rewarding work environment, and will secure mental and physical comfort as well as a sense of affluence. The Investment Corporation will also endeavor to respect each individual employee, eliminate any and all discrimination and harassment, proactively work to enhance the professional expertise of the officers and employees through human resource development including training and support for the acquisition of qualifications, and increase business growth, stability, and operational capacity by securing excellent human resources.

| 4. Strengthening corporate governance

The Investment Corporation will promote the establishment of an effective governance system that ensures the objectivity and diversity of its directors as well as reduce operational risks by strictly complying with laws and regulations pertaining to the Investment Corporation's operations, social norms and corporate ethics.

| 5. Sustainability-related education and awareness building

The Investment Corporation will conduct sustainability-related education and awareness building activities for the officers and employees of the Asset Management Company, the properties managers of the Investment Corporation, other suppliers, tenants, and all others concerned to enhance the level of motivation to achieve sustainability.

| 6. Facilitating communications

The Investment Corporation will endeavor to ensure transparency and communicate extensively with society through the acquisition of external certifications and the timely and accurate disclosure of information, and it will proactively disclose its ESG policies, activities, and other necessary information to unitholders, tenants, local communities, and business partners while seeking to build stakeholder trust and obtain appropriate ratings.

Established: May 14, 2021

Sustainability Promotion Structure

In order to implement the Sustainability Policies of the Investment Corporation, the Asset Management Company has formulated the Sustainability Promotion Rules with the aim of establishing various policies related to sustainability, and setting forth basic policies concerning the Company's internal structure, collaboration with external parties, and information disclosure, etc.

Management Structure



Chief Sustainability Promotion Officer

Representative Director, President and Chief Executive Officer

Members

General Manager, Business Planning Division (Chief Executive); General Manager, Investment Management Division; Manager, Compliance & Risk Management Office; General Manager, Real Estate Investment Department; General Manager, Office Asset Management Department; General Manager, Residence Asset Management Department; General Manager, Planning & Finance Department; General Manager, Business Administration Department

Frequency of Meetings

In principle at least once every three months

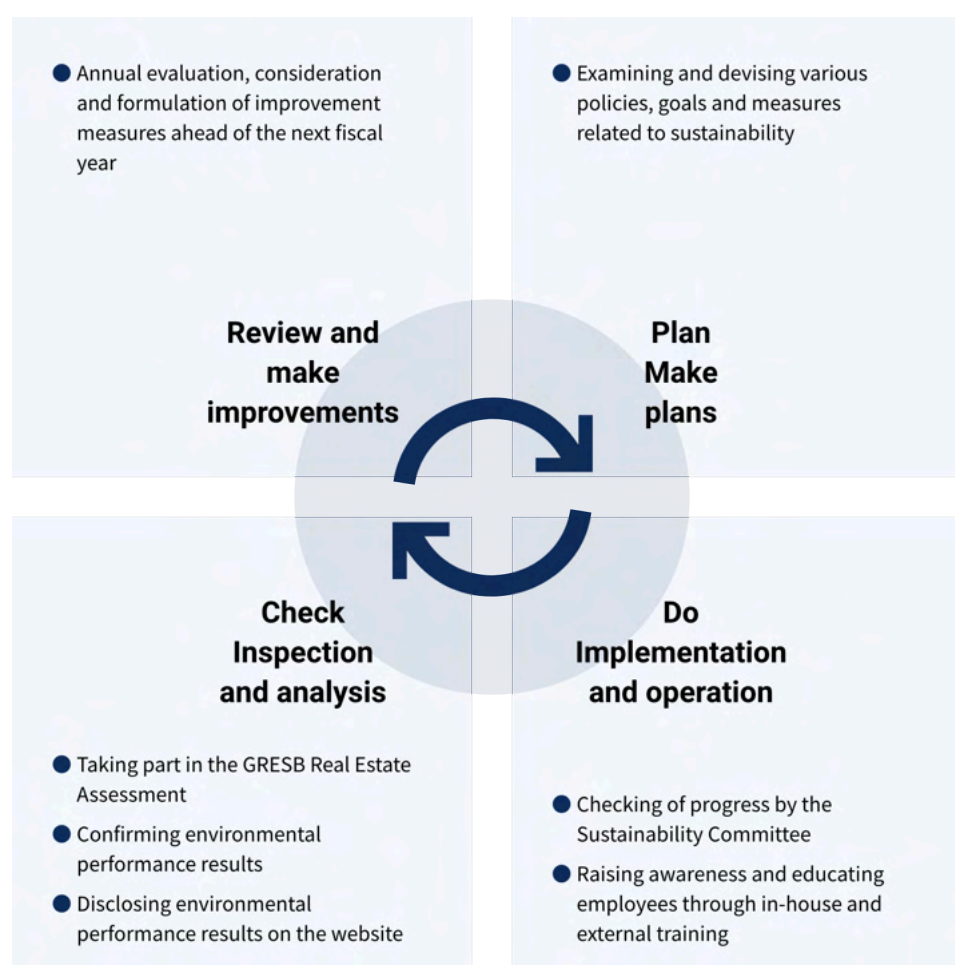
Matters Considered and Reported

- Consideration of and reporting on various initiatives based on the sustainability policies
- Consideration and formulation of measures → reporting on and evaluation of progress and analysis results → consideration and formulation of improvement measures
- Examination and formulation of various policies, goals and measures related to sustainability
- Ongoing follow-ups regarding remaining challenges to achieving goals and other issues that have been pointed out
- Reporting on various policies, goals and measures

Number of Sustainability Promotion Committee Meetings

FY2022	FY2023	FY2024
4 times	4 times	4 times

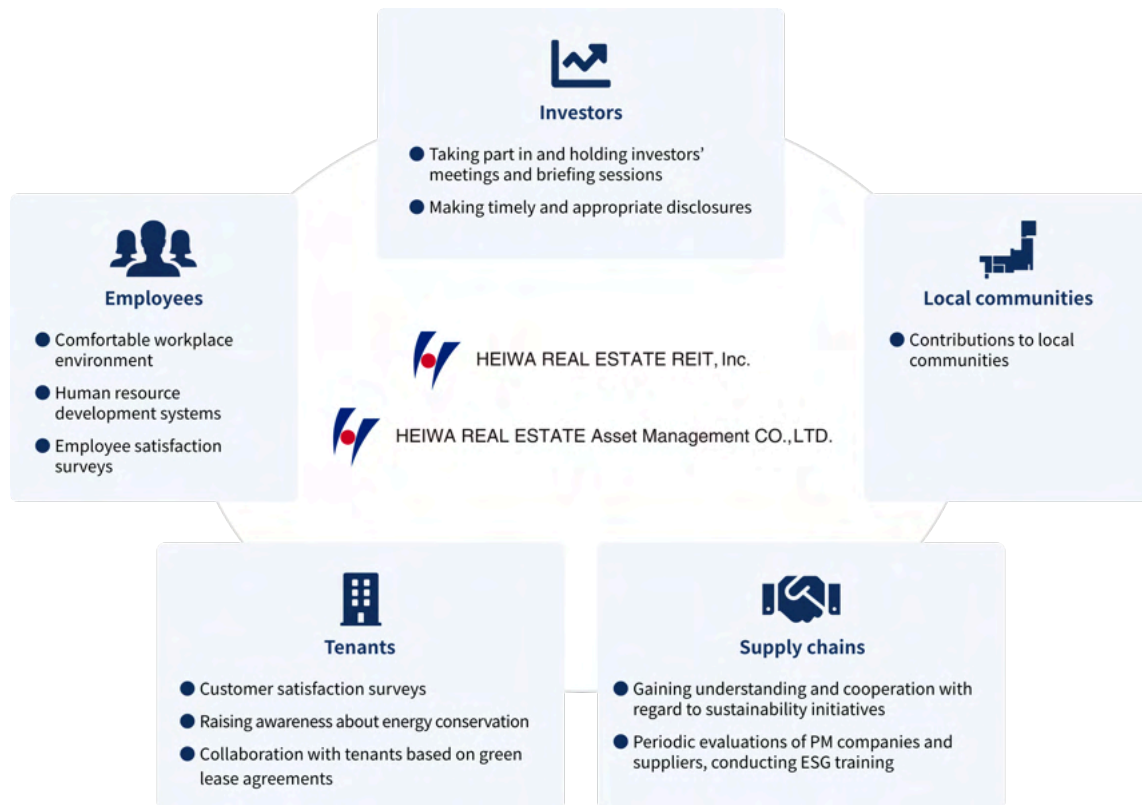
Image of Sustainability Promotion Based on the PDCA Cycle



Stakeholder Engagement

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

The Investment Corporation and the Asset Management Company also strive to gain the trust of their stakeholders.





Materiality

Heiwa Real Estate Asset Management Co., Ltd., which manages the assets of HEIWA REAL ESTATE REIT, Inc., has selected materiality as a priority issue to be addressed through the following process in order to promote initiatives related to sustainability.

Materiality identification process

STEP1: Identify issues

Identify a broad range of issues based on awareness of SDGs and other social issues, various guidelines (GRI, etc.), and ESG evaluation items in the real estate sector (GRESB, etc.)

STEP2: Narrow down the proposed issues and prioritize

Narrow down and prioritize issues by taking into account their importance to HEIWA REAL ESTATE REIT, Inc. and stakeholders, their impact on the economy, society, and the environment, and their economic practicality.

STEP3: Discuss, validate, and approve at the Sustainability Promotion Committee

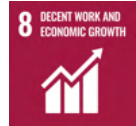
After discussing and verifying the appropriateness of the materiality identified in Step 2, a decision is made by the Sustainability Promotion Committee, chaired by the President and CEO of Heiwa Real Estate Asset Management Co., Ltd., which has the final authority in decision making.

Materiality		Applicable SDGs	
Environment E	■Environmentally friendly business operations		
	Basic Policy	<ul style="list-style-type: none">• Environmentally friendly business operations• Climate change mitigation (improvement of building performance and equipment capacity for energy conservation)• Adapting to climate change (flood control measures)• Confirming the results of sustainability activities by obtaining external certification	<div><div>7 AFFORDABLE AND CLEAN ENERGY</div><div></div></div> <div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div><div></div></div> <div><div>13 CLIMATE ACTION</div><div></div></div>
	Goals	<ul style="list-style-type: none">• Shifting the power used in all properties to renewable energy-derived. Applies to jointly and partially owned properties whose power is managed by a management association as well as all other properties excluding those with special contracts. For residences, it applies all areas except for exclusively-owned spaces. December 2021: Completed• Approve the proposal for Task Force on Climate-Related Financial Disclosures (TCFD). December 2021: Completed• Adopt FSC paper and bring in vegetable oil-based ink. Applies to all documents sent to investors August 2021: Completed.• Compliance with Eco Action 21 guidelines May 2024 : Completed• Achievement of Net-zero emissions targets 2050 : Scheduled to complete• Reduce GHG emissions (Scope 1+2) by 90% on a gross basis *Emissions are based on 2018. 2030 : Scheduled to complete	
	Risk	<ul style="list-style-type: none">• Lowered evaluation by tenants and investors who use sustainability as the basis of assessment• Decreased tenant sales and increased property damage due to physical effects of climate change• Delay in response to tighter environmental regulations and increase in energy-related costs• Decreased tenant satisfaction	
	Opportunities	<ul style="list-style-type: none">• Reduce operating costs by improving the environmental performance of owned properties, improve evaluation by environmentally conscious tenants and investors• Reduce energy-related expenditure• Increase tenant satisfaction and increase demand for rentals	

- Providing tenants with security and peace of mind
- Contributing to local communities
- Creating a rewarding work environment






Social

Basic Policy	<p>Tenants:</p> <p>Improving tenant satisfaction and increasing the value of properties under ownership by providing safety and security through barrier-free and disaster preparedness measures</p> <p>Local community:</p> <p>Managing properties that help solve problems faced by local communities and that create livable urban developments, by attracting childcare, healthcare, and government facilities</p> <p>J-REIT industry:</p> <p>Fostering the future investor base and contributing to the development of the J-REIT industry through J-REIT industry educational activities</p> <p>PM, BM:</p> <p>Promoting sustainability in cooperation with PM companies and operators that manage working assets</p> <p>Executives:</p> <p>Creating strong business results through employees' healthy minds and bodies and enhanced expertise, by managing health, improving the workplace environment, enhancing work-life balance, and providing support to undergo training and obtain qualifications</p>
Goals	<ul style="list-style-type: none"> • Conduct environmental training for PM Companies. Applies to all PM companies dealing in properties. Period: Simultaneously once a year • Practice health management Includes improving working environment, introducing stress checks, conduct employee satisfaction surveys, achieve a paid leave acquisition rate at 70% or higher. March 2022: Completed • Acquisition of "Excellent Health Company Gold Certification" June 2023: Completed
Risk	<ul style="list-style-type: none"> • Move-outs due to decline in tenant satisfaction, decrease in rental revenue • Greater damage and increased recovery cost in the event of a disaster • Decreased creditworthiness due to deteriorating relations with the community • Reduced transparency of HEIWA REAL ESTATE REIT, Inc. from the viewpoint of unitholders and delay in disseminating information fosters distrust • Decline in operational capacity due to outflow of human resource talent and lower quality of employees • Decline in status of J-REITs as an investment product
Opportunities	<ul style="list-style-type: none"> • Increase in rental revenue due to fewer tenant move-outs • Minimize human and material damage and lower recovery cost in the event of a disaster • Strengthen relationships with local community to increase creditworthiness and improve the value of the area to enhance competitiveness of properties • Improve transparency and foster a sense of trust in HEIWA REAL ESTATE REIT, Inc. from the perspective of unitholders and customers • Secure talented human resources to ensure business growth and stability and enhance employees' skills to improve operational capacity • Improve the status of J-REITs as an investment product, increase the presence of HEIWA REAL ESTATE REIT, Inc.



■ Strengthening corporate governance

Governance
G

Basic Policy	<ul style="list-style-type: none"> Promoting initiatives to ensure corporate ethics across the board Establishing a governance system that ensures the impartiality and diversity of investment corporation directors Promoting investment management with an emphasis on unitholder returns Ensuring transparency 	
Goals	<ul style="list-style-type: none"> Conduct corporate ethics training. Applies to all executives and employees at asset management companies. Period: Once every quarter Create BCP system including pandemic response. April 2022: Completed Write and publish ESG report. Write ESG report and publish on the website. May 2022: Completed 	 
Risk	<ul style="list-style-type: none"> Decline in creditworthiness and investors' evaluation Decline in evaluation by sustainability-focused investors Reduced motivation for portfolio management 	
Opportunities	<ul style="list-style-type: none"> Improve investors' evaluation of our sound operational systems and enhance our credibility Improve investors' evaluation through recognition of broad-ranging initiatives and improvement in external assessment Improve motivation for portfolio management 	



International Initiatives / External Evaluations

International Initiatives

Support for the Task Force on Climate-related Financial Disclosures (TCFD) Recommendations

In December 2021, the Asset Management Company expressed its support for the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), which was established by the Financial Stability Board (FSB) to consider how climate-related information should be disclosed and addressed by financial institutions. The Company also joined the TCFD Consortium, an organization made up of Japanese companies that support the TCFD recommendations.



Science Based Targets (SBT) Certification

The Investment Corporation has set the goal of reducing its Scope 1 and Scope 2 GHG emissions by 50% from the levels in 2018 by 2030, while also committing to measuring and reducing its Scope 3 emissions. These initiatives were certified by the SBTi on March 1, 2024.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

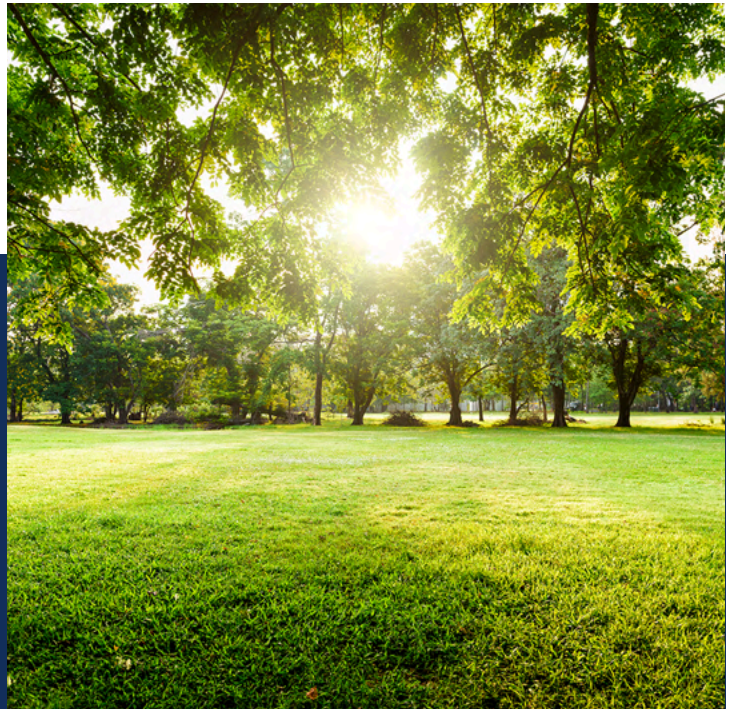
External Evaluations

| GRESB Real Estate Assessment

GRESB is a benchmark system for annually evaluating environmental, social, and governance (ESG) considerations of real estate companies and funds and the organization operating the system, which was established in 2009 primarily by major European pension fund groups that led the Principles for Responsible Investment (PRI). This assessment is not conducted with respect to individual real estate; it is an assessment of the environmental and sustainability initiatives pursued by each real estate company and REIT.

In the 2024 GRESB Real Estate Assessment, the Investment Corporation received “3 Stars” in GRESB Rating, which is based on GRESB overall score and its quintile position relative to global participants. In addition, the Investment Corporation has been given the “Green Star” designation for the 8th consecutive year, which designates a company with excellent performance on both the Management Component and Performance Component of its sustainability assessment. In addition, the Investment Corporation received the highest “A Level” for the GRESB Public Disclosure, which measures the quality of ESG information disclosure.





Environmental Initiatives

Environmental Initiatives

The Investment Corporation and the Asset Management Company In accordance with its environmental policies, Heiwa Real Estate REIT, Inc. has established specific strategies for reducing environmental impact with regard to important environmental issues, including saving energy and water and reducing waste output at properties under its ownership, and is working to tackle these issues.

Environmental Management

1. Resource and energy conservation efforts

We endeavor to promote the efficient use of resources and energy at the real estate we manage by introducing technologies and systems designed to conserve resources and energy.

2. Reducing environmental impact

To reduce environmental impact, we consult with parties related to the real estate investment and management business, promote water conservation, waste reductions, reuse and recycling, and make every effort to create a recycling-oriented society.

3. Compliance with environmental laws, regulations and other requirements

We observe environmental laws, regulations and other rules, and endeavor to preserve the environment.

4. Education and awareness-raising on the environment

We conduct educational and awareness-raising activities concerning the environment and strive to raise awareness of environmental conservation.

5. Promoting environmental communication

We engage in a wide range of communication with society and endeavor to make the necessary disclosures regarding our environmental policies and the status of our environmental initiatives to investors, tenants, local communities, business partners and other stakeholders.

Target Setting

Heiwa Real Estate REIT, Inc. sets annual targets with regard to the following environmental indicators, and works to ascertain and manage progress in achieving them.

Indicator (unit base)	Target
Energy consumption	Improve overall unit energy consumption for portfolio by at least 1% year on year As a medium term target, reduce average unit energy consumption over a 5 year period by at least 1%.
GHG (greenhouse gas) emissions	Achieve net-zero by 2050. Reduce total GHG (Scope 1 and Scope 2) emissions of the portfolio by 90% from 2018 by 2030.
Water consumption	Do not allow overall water consumption to increase for portfolio.
Waste output	Increase overall recycling rates for portfolio year on year.

Performance Data

Energy Consumption

Fiscal Year	2022	2023	2024	Percentage change year on year
Total energy consumption(MWh)	23,792	30,789	43,325	40.72%
Fuel consumption(MWh)	1,652	6,328	6,901	9.06%
DHC consumption(MWh)	38	297	346	16.38%
Power consumption(MWh)	22,102	24,164	36,078	49.30%
Energy consumption Intensity(MWh/m ²)	0.0615	0.0786	0.1058	34.52%
Amount of renewable energy used(MWh)	18,575	19,849	21,731	9.48%

GHG Emissions

Fiscal Year	2022	2023	2024	Percentage change year on year
Total GHG consumption(t-CO ₂)	9,687	12,808	16,802	31.19%
Scope1(t-CO ₂)	188	263	199	-24.32%
Scope2(t-CO ₂) Location basis	3,515	3,593	3,794	5.59%
Scope2(t-CO ₂) Market basis	472	472	288	-38.83%
Scope3(t-CO ₂)	5,984	8,952	12,810	43.09%
GHG consumption Intensity (t-CO ₂ /m ²)	0.0251	0.0327	0.0410	25.41%

Water consumption

Fiscal Year	2022	2023	2024	Percentage change year on year
Total water consumption(m ³)	31,692	33,159	38,353	15.66%
Water consumption Intensity(m ³ /m ²)	0.0820	0.0857	0.0936	9.26%

Waste output

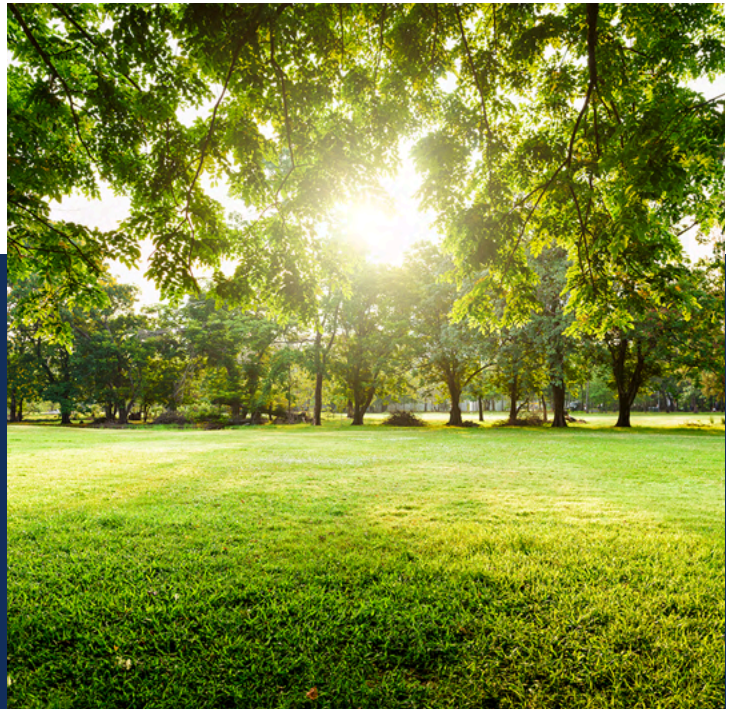
Fiscal Year	2022	2023	2024	Percentage change year on year
Total waste output(t)	1,319	1,137	1,250	9.96%
Recycling rate(%)	54.82	49.72	48.85	-1.75%
Waste consumption Intensity(t/m ²)	0.0079	0.0071	0.0068	-3.77%

Notes regarding the above performance data

- The data include all properties held by the Investment Corporation. However, for condominium-owned and common-use properties, the figures are based on the percentage of ownership, and the volume of waste is not calculated for residential properties with the exception of Of-18 M's Harajuku, Of-21 Adesso Nishiazabu, Of-25 Kayabacho Heiwa Building, Of-58 HF ESAKA EKIMAE BUILDING and Re-43 HF Komazawa-Koen Residence TOWER.
- Scope 3 GHG emissions represents emissions caused by tenants (Category 13 (leased assets (downstream)))
- For water consumption, water consumption in common areas is included in the calculation.
- Data on areas for private and common areas were calculated using the method for proportional division.
- The past results may be revised retroactively due to a review of the scope of coverage, calculation methods, etc.
- The energy consumption, GHG emissions, and water consumption data for the fiscal year 2022 and 2023 and 2024 have received the independent third-party assurance of Sustainability Accounting Co., Ltd.



Climate Change Initiatives



The Investment Corporation and the Asset Management Company understand that climate change is an important (material) issue that brings about drastic changes to natural environmental conditions and social structures, seriously affecting the Investment Corporation and the Company's operations as well as businesses overall

The Company's (Investment Corporation's) position and basic policy on climate change

The following statements show the Asset Management Company's understanding with respect to the Company's resilience against climate change and climate-related issues.

- Progress in climate change is a scientific fact as indicated mainly by the Paris Agreement (2015), IPCC Special Report (2018) and IPCC Sixth Assessment Report (Working Group 1, 2021). Progress in climate change is an (material) issue that brings drastic changes to natural environmental conditions and social structures, seriously affecting the Asset Management Company's operations and businesses overall.
- The Asset Management Company sets out climate change mitigation and adaptation to climate change in its environmental policies on climate change, one of its material issues.
- Weather and climate disasters, such as the intensification of typhoons and heavy rainfalls, frequent heat waves and droughts, and rising global sea levels, are expected to occur more frequently or spread more broadly due to progress in climate change. This may have a serious impact on the Asset Management Company's business.
- A shift to a decarbonized society and economy is expected to take place as a result of global initiatives for the mitigation of climate change, such as the establishment of a scheme aimed at reducing greenhouse gas emissions, tightening of emission control regulations, etc. The change may have a significant impact on the Asset Management Company's businesses.
- Based on the understanding that the climate change issue represents a systemic risk to financial operations, many stakeholders including investors have been requesting the disclosure of information on risks and opportunities related to climate change. In particular, the Asset Management Company needs to address the serious issue of increasing transparency through the promotion of climate-related risk disclosures according to the recommendations made by the Task Force on Climate-related Financial Disclosures (TCFD).

- The Asset Management Company should enhance the resilience of its businesses by identifying, assessing and managing risks and opportunities that may be brought about by climate change. These efforts are essential from a range of perspectives, including the securing of the Investment Corporation's sustainable and stable profitability on a long-term basis.

Based on this understanding, the Asset Management Company has decided to establish its basic policy and represent its commitment with respect to climate change and resilience. Details are as follows.

The Asset Management Company supports the global targets set forth in the Paris Agreement and will work continuously to reduce greenhouse gas emissions to contribute to the mitigation of climate change.

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

HEIWA REAL ESTATE REIT, Inc. (hereinafter referred to as the “Investment Corporation”) announced today that HEIWA REAL ESTATE Asset Management CO., LTD. The Asset Management Company will analyze risks and opportunities related to climate change and climate issues in line with the TCFD recommendations and will disclose its initiatives in a timely manner.



Requests	Governance	Strategies	Risk Management	Metrics and Targets
Item Details	Disclose the organization's governance regarding climate-related risks and opportunities	Disclose the actual and potential impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning when such information is important.	Disclose how the organization will identify, assess and manage climate-related risks.	Disclose indicators and goals used when assessing and managing climate-related risks and opportunities when such information is important.
Recommended Disclosures	a) Explain the system for the organization's board of directors to supervise efforts to address climate-related risks and opportunities.	a) Explain the short-, medium- and long-term climate-related risks and opportunities identified by the organization.	a) Explain the process the organization uses to identify and evaluate climate-related risks.	a) Disclose the indicators used to evaluate climate-related risks and opportunities in line with the organization's strategy and risk management processes.
	b) Explain the roles of management in the evaluation and management of climate-related risks and opportunities.	b) Explain the impact of climate-related risks and opportunities on the business, strategic and financial planning of the organization.	b) Explain the process the organization uses to manage climate-related risks.	b) Disclose greenhouse gas (GHG) emissions and related risks in Scope 1, Scope 2 and, if applicable, Scope 3.
		c) Explain the resilience of the organization's strategy taking into consideration various climate-related scenarios, including a 2°C or lower scenario.	c) Explain how the process the organization uses to identify, evaluate and manage climate-related risks is integrated into the organization's general risk management.	c) Explain the goals the organization uses to manage climate-related risks and opportunities and its track record for the achievement of the goals.

Governance

The Investment Corporation has decided to establish the following governance system to deal with climate-related risks and opportunities pertaining to the Investment Corporation and the Asset Management Company.

- The chief executive officer for climate-related issues shall be a representative director who has the authority to make final decisions in conjunction with the promotion of sustainability.
- The operating officer for climate-related issues shall be the general manager of the Business Planning Division who is responsible for the promotion of sustainability.
- The chief executive officer for climate-related issues shall make decisions on climate change-related initiatives after such initiatives are discussed and reviewed by the sustainability promotion committee.
- The operating officer for climate-related issues shall periodically provide a report about matters related to climate change initiatives, such as the identification and evaluation of the impact of climate change, management of risks and opportunities, progress of initiatives pertaining to adaptation and mitigation, and establishment of metrics and targets, to a chief executive officer for climate-related issues at a sustainability committee meeting.

Under this system, the Representative Director oversees the Investment Corporation's initiatives on climate-related issues.

(Note) For details of the sustainability promotion system, including the position of the Sustainability Promotion Committee, please visit the address below.

<https://www.heiwa-re.co.jp/en/sustainability/concept/policy.html>

Strategy

The Asset Management Company will establish a process to identify, evaluate and manage the impact of climate-related risks and opportunities on the management activities, strategies and financial plans of the Investment Corporation, and put the process into use properly. It aims to identify and evaluate climate-related risks and opportunities systematically and objectively by utilizing scientific and academic findings.

(1) Identification of risks and opportunities

At the Asset Management Company, the Sustainability Promotion Committee has examined and discussed climate-related risks that could have financial effects and has identified the climate-related risks and opportunities shown below.

					4° C scenario						1.5° C scenario						
		Real estate management	Financial impact on the fund	Time span	Risk management, countermeasure, initiative	Possibility of occurrence			Financial impact			Possibility of occurrence			Financial impact		
						Short term	Medium term	Long term	Short term	Medium term	Long term	Short term	Medium term	Long term	Short term	Medium term	Long term
Transition risks	Policy and Law	Toughening taxation on introduction of a carbon tax and GHG emissions regulations	Increasing taxes, including a carbon tax, and credit purchases	Short term	<ul style="list-style-type: none">• Setting CO2 reduction targets• Use of renewable energy• Activities to raise tenants' awareness of ESG initiatives• Promotion of green lease• Renovations of buildings for energy saving, introduction of energy saving equipment when equipment is replaced• Purchasing properties having high energy saving performance (or ZEB)	Low	Low	Low	Small	Small	Small	Low	Medium	High	Small	Medium	Large
		Tightening of laws and regulations, more stringent obligations	Increasing renovation expenses, decreases in the profitability and asset value of low-performance buildings, surcharges due to the tightening of laws and regulations Increasing business expenses, including payments to outside agencies to meet requirements for reporting	Medium term	<ul style="list-style-type: none">• Renovations of buildings for energy saving• Purchase of properties having high energy saving performance (or ZEB), introduction of energy saving equipment when equipment is replaced• Strategy of replacing buildings having low energy efficiency with those having high energy efficiency	Low	Low	Low	Small	Small	Small	Low	Medium	High	Small	Medium	Large
		Mandatory building energy performance labeling	Certification expenses and surcharges incurred	Medium term	<ul style="list-style-type: none">• Acquisition of environmental certification	Low	Low	Low	Small	Small	Small	Low	Medium	Medium	Small	Medium	Medium
	Technology	Evolution and promotion of renewable energy and energy saving technologies	Increasing equipment replacement expenses due to equipment obsolescence at properties owned by the fund Decreases in occupancy rate and profitability due to changes in tenant criteria, including the presence or absence of EV chargers and other equipment	Medium term	<ul style="list-style-type: none">• Renovations of buildings for energy saving• Identifying expenses for introducing new technologies, including EV chargers• Introduction of energy saving equipment when equipment is replaced	Low	Low	Low	Small	Small	Small	Low	Low	Medium	Small	Small	Medium

						4° C scenario						1.5° C scenario					
		Real estate management	Financial impact on the fund	Time span	Risk management, countermeasure, initiative	Possibility of occurrence			Financial impact			Possibility of occurrence			Financial impact		
						Short term	Medium term	Long term	Short term	Medium term	Long term	Short term	Medium term	Long term	Short term	Medium term	Long term
Transition risks	Market	Introduction of environmental performance standards, among other standards, in real estate appraisal	Decrease in the NAV (net asset value) of the fund	Medium term	<ul style="list-style-type: none">• Renovations of buildings for energy saving• Acquisition of environmental certification	Low	Low	Low	Small	Small	Small	Low	Medium	Medium	Small	Medium	Medium
		Worsening funding conditions for market participants that have not responded to climate change	Rising funding costs	Medium term	<ul style="list-style-type: none">• Acquisition of environmental certification• Enhancing and disclosing ESG initiatives and ensuring transparency• Developing a framework for sustainable financing (including green bonds) and implementing sustainable financing	Low	Low	Low	Small	Small	Small	Low	Medium	Medium	Small	Medium	Medium
		Rising utilities expenses (including expenses for renewable energy procured from outside sources)	Increasing business expenses	Medium term	<ul style="list-style-type: none">• Introduction of renewable energy on the premises• Renovations of buildings for energy saving	Low	Low	Low	Small	Small	Small	Low	Medium	Medium	Small	Medium	Medium
		Changes in demand from tenants (choosing properties that have responded to climate change, avoiding properties that have not responded to climate change)	Decrease in rent income due to the difficulty in attracting new tenants and a decline in retention rate	Short term	<ul style="list-style-type: none">• Renovations of buildings for energy saving• Acquisition of various environmental certifications	Low	Low	Low	Small	Small	Small	Low	Medium	Medium	Small	Medium	Medium
		Investors' more stringent ESG investment criteria	Downward pressure on investment unit prices, less liquidity	Medium term	<ul style="list-style-type: none">• Acquisition of various environmental certifications• Enhancing and disclosing ESG initiatives and ensuring transparency	Low	Low	Low	Small	Small	Small	Low	Medium	Medium	Small	Medium	Medium

		Real estate management	Financial impact on the fund	Time span	Risk management, countermeasure, initiative	4° C scenario						1.5° C scenario					
						Possibility of occurrence			Financial impact			Possibility of occurrence			Financial impact		
						Short term	Medium term	Long term	Short term	Medium term	Long term	Short term	Medium term	Long term	Short term	Medium term	Long term
Physical risks	Acute	Damage to properties caused by typhoons, storm surges, torrential rains, river flooding, landslides, etc.	Increasing repair expenses and insurance premiums Declines in occupancy rate due to increases in tenants moving out of properties, decreases in rent, increases in accounts receivable	Short term	<ul style="list-style-type: none"> Regular risk assessment and assumptions of losses based on hazard maps Disaster control for the tangible side (including the installation of flood barriers) and the intangible side (including evacuation drills) Improvement in emergency facilities Quantitative risk assessment based on scenarios 	Low	Low	Medium	Small	Small	Medium	Low	Low	Low	Small	Small	Small
	Chronic	Flood damage to properties located in low-lying places due to sea level rises	Expenses for large-scale renovations (raising flood barriers) incurred	Long term	<ul style="list-style-type: none"> Risk assessment and assumptions of losses based on hazard maps Disaster control, including the installation of flood barriers and evacuation drills Quantitative risk assessment based on scenarios 	Low	Low	Medium	Small	Small	Medium	Low	Low	Low	Small	Small	Small
		Increasing demand for air-conditioning due to increases in extreme climatic conditions, such as extremely hot and cold days	Increases in air-conditioning maintenance and repair expenses	Short term	<ul style="list-style-type: none"> Considering introduction of energy saving equipment and energy management systems 	Low	Low	Medium	Small	Small	Medium	Low	Low	Low	Small	Small	Small
		More frequent and severer natural disasters due to climate change	Increasing repair expenses, and insurance premiums, declines in occupancy rate due to increases in the number of tenants moving out of properties, decreases in rent, increases in accounts receivable	Medium term	<ul style="list-style-type: none"> Regular risk assessment and assumptions of losses based on hazard maps Disaster control, including the installation of flood barriers and evacuation drills Improvement in emergency facilities 	Low	Low	Medium	Small	Small	Medium	Low	Low	Low	Small	Small	Small

					4° C scenario						1.5° C scenario						
		Real estate management	Financial impact on the fund	Time span	Risk management, countermeasure, initiative	Possibility of occurrence			Financial impact			Possibility of occurrence			Financial impact		
						Short	Medium	Long	Short	Medium	Long	Short	Medium	Long	Short	Medium	Long
Opportunities	Resource efficiency	Introduction of renewable energy on the premises	Reduction in expenses for utilities procured from outside sources	Short term	<ul style="list-style-type: none">Examining whether renewable energy can be introduced at properties owned by the fund	Low	Low	Low	Small	Small	Small	Low	Low	Medium	Small	Small	Medium
		Increasing properties owned by the fund that have high energy efficiency and environmental performance	Reduction in utilities expenses	Medium term	<ul style="list-style-type: none">Renovations of buildings for energy savingPurchasing properties having high energy saving performance (or ZEB)	Low	Low	Low	Small	Small	Small	Low	Low	Medium	Small	Small	Medium
	Products and services	Providing low-emission facilities and services and communicating them to tenants and users	Increase in revenue by attracting tenants	Medium term	<ul style="list-style-type: none">Renovations of buildings for energy savingPurchasing properties having high energy saving performance (or ZEB)Acquisition of environmental certification	Low	Low	Low	Small	Small	Small	Low	Low	Medium	Small	Small	Medium
	Market	Preference for properties with a high energy saving performance	Raising rent, increases in revenue due to increases in occupancy rate and utilization rate	Medium term	<ul style="list-style-type: none">Adoption of renewable energyRenovations of buildings for energy savingPurchasing properties with a high energy saving performance (or ZEB)Acquisition of environmental certification	Low	Low	Low	Small	Small	Small	Low	Medium	High	Small	Medium	Large
		Preference for properties with a high preparedness for disasters		Medium term	<ul style="list-style-type: none">Disaster control, including the installation of flood barriers and evacuation drillsImprovement in emergency facilities	Low	Low	Medium	Small	Medium	Medium	Low	Low	Low	Small	Small	Small
		Finding new investors	Developing a framework for sustainable financing (including green bonds) and implementing sustainable financing Increasing funds raised and reducing funding costs by attracting the attention of investors and lenders that emphasize environmental issues	Short term	<ul style="list-style-type: none">Acquisition of environmental certificationEnhancing and disclosing ESG initiatives and ensuring transparency	Low	Low	Low	Small	Small	Small	Low	Medium	Medium	Small	Medium	Medium
		Investors' more stringent ESG investment criteria	Upward pressure on investment unit prices, more liquidity	Medium term		Low	Low	Low	Small	Small	Small	Low	Medium	High	Small	Medium	Large

I (2)Scenario Analysis

The following scenarios are analyzed.

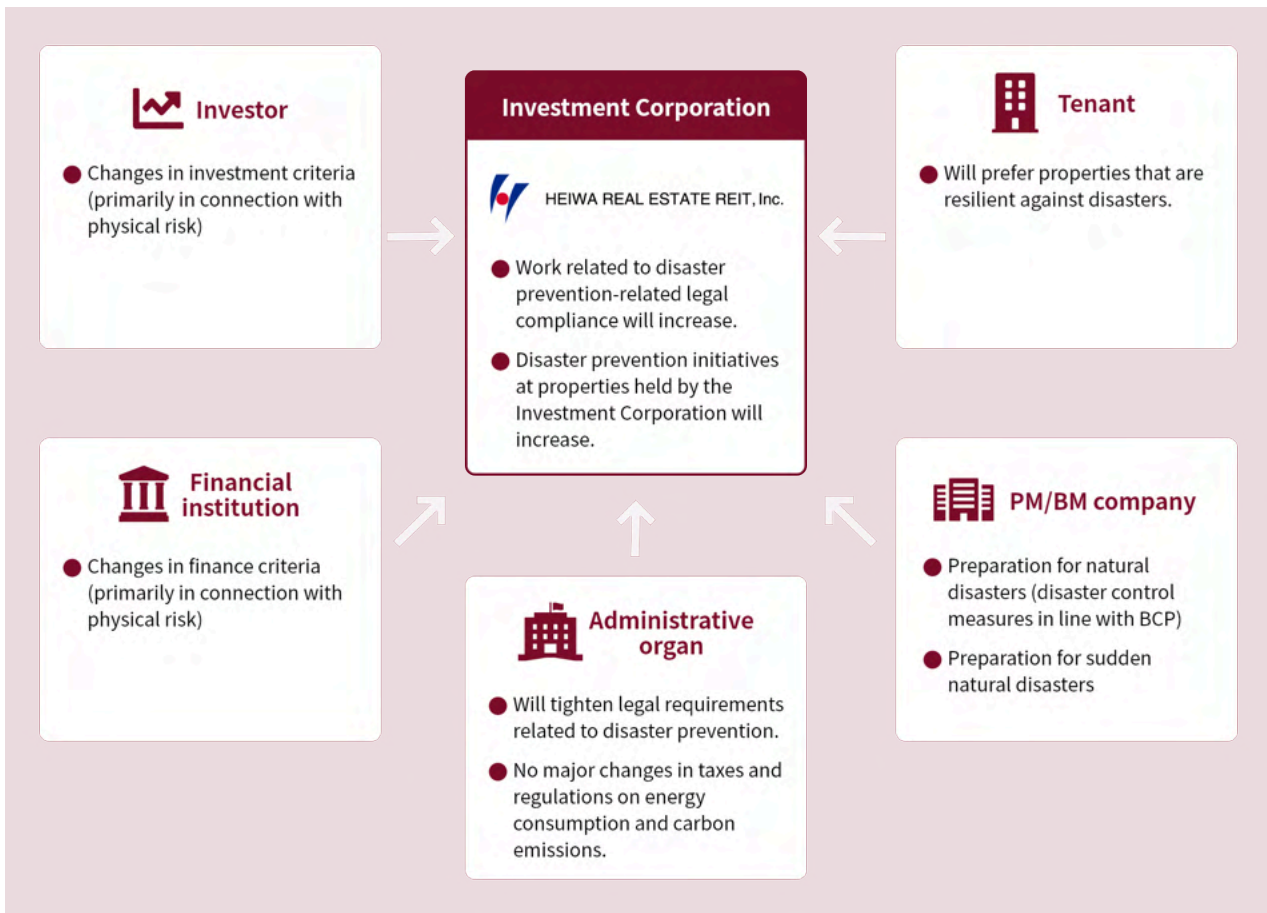
I 1.5°C scenario analysis (reference scenarios: IEA NZE2050 (transition risk), IPCC RCP4.5 (physical risk))

The 1.5°C scenario involves strict legal and tax requirements to mitigate climate change. In this scenario, a reduction in greenhouse gas emissions will curb temperature increases. Physical risk is relatively low. Transition risk is high.



4°C scenario analysis (reference scenarios: IEA STEPS (transition risk), IPCC RCP8.5 (physical risk))

The 4°C scenario is a scenario in which climate change measures will make little difference and no strict legal and tax requirements will be made. In the scenario, natural disasters will increase and severer natural disasters will occur due to increasing greenhouse gas emissions. Physical risk is relatively high. Transition risk is low.



(Note) For specific initiatives on environmental issues, please visit the address below.

<https://www.heiwa-re.co.jp/en/sustainability/environment/issues.html>

Risk management

The Asset Management Company will move forward with initiatives to manage identified climate-related risks and opportunities and raise resilience levels, thereby helping the Investment Corporation reduce business risks and create value creation opportunities. Through such efforts, it aims to secure profitability sustainably and stably on a long-term basis.

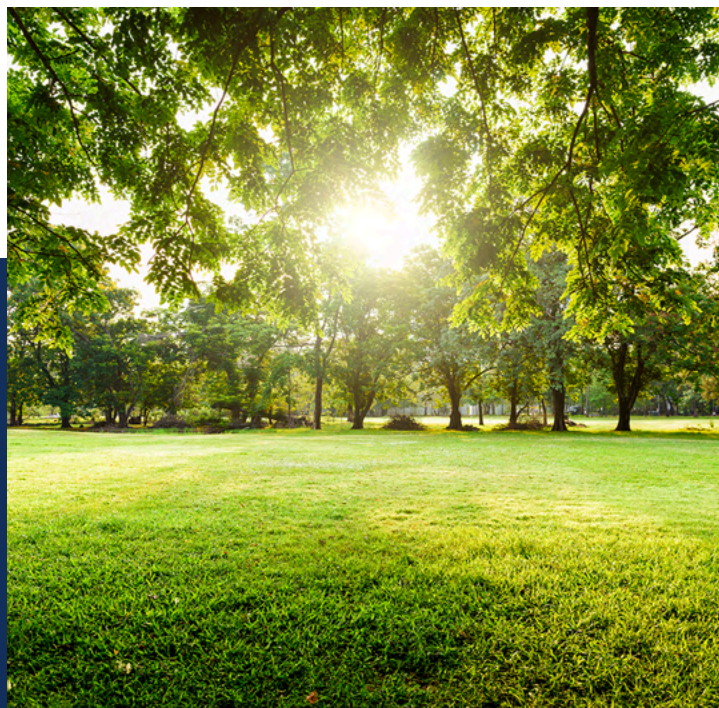
- Climate-related risks are set out as ESG-related risks in the risk management regulations. The Compliance & Risk Management Office routinely monitors the management of climate-related risks and reports the results of monitoring to the Compliance Committee and the Board of Directors every three months (April, July, October, and January).
- The Real Estate Investment Department and the Compliance & Risk Management Office of the Asset Management Company perform due diligence on new investments in assets. The Investment Committee and Compliance Committee discuss and approve the investment in consideration of the due diligence. After that, the Board of Directors of the Asset Management Company or the Board of Directors of the Investment Corporation gives final approval to the investment.
- In asset management, the Sustainability Promotion Committee manages risks related to sustainability overall, including climate change risks. Specifically, the committee monitors and analyses environmental performance, including greenhouse gas (GHG) emissions, and discusses countermeasures.

Measurement criteria and targets

- Targets are set for mitigating risks and realizing opportunities and performance against the targets is monitored.
- GHG emissions from the portfolio and emission intensity are key indicators in the real estate sector. Scope 1, Scope 2, and Scope 3 emissions are monitored and compared with the targets set. In this way, the Company continues to strive to reduce GHG emissions. The operating officer for climate-related issues reports progress in each initiative to the Sustainability Committee at least one time each year.
- Climate-related indicators and targets are added and changed according to social and economic conditions and policy measures in Japan and in the world.

(Note) For details of targets and performance data, please visit the address below.

<https://www.heiwa-re.co.jp/en/sustainability/environment/index.html>



Initiatives to Address Environmental Issues

Toward the Realization of Low-carbon Society

Shift to renewable energy

The Investment Corporation, as a corporate citizen, is in the process of facilitating the shift to renewable energy-based power for all properties (Note) it owns with a view toward realizing a low-carbon society. Procedures for the shift was completed at all subject properties by the end of the 46th fiscal period (November 2024) through the application of power plans, mainly those conforming to the RE (Renewable Energy) 100 standards.

In addition, for properties at which renewable energy cannot be introduced, it has purchased FIT non-fossil certificates with tracking from the Japan Electric Power Exchange's renewable energy value trading market through intermediary operators, thereby effectively introducing renewable energy-based power.

The procedures resulted in a 90.9% reduction of greenhouse gas (GHG) emissions (Scope 1 and 2) in FY2024 from the level of FY2018. The Investment Corporation will continue to apply the shift to properties that will be acquired going forward, thereby aiming to contribute to the realization of a low-carbon society as a member of society.



(Note) Excluding properties where a management association manages power, such as properties whose ownership is shared and properties owned by unit owners, and properties where contracts with tenants are unusual. Furthermore, private areas of residential properties and properties acquired within a year of acquisition are excluded.

| Introduction of an electric power measurement system for sections occupied by tenants

We have introduced an electric power measurement system for sections occupied by tenants in certain residential properties to increase power measurement coverage.

We are working to raise tenants' awareness of power saving.

The system has been introduced at all residential properties (except properties for sectional ownership) owned as of November 30, 2024.



| Eco-friendly initiatives

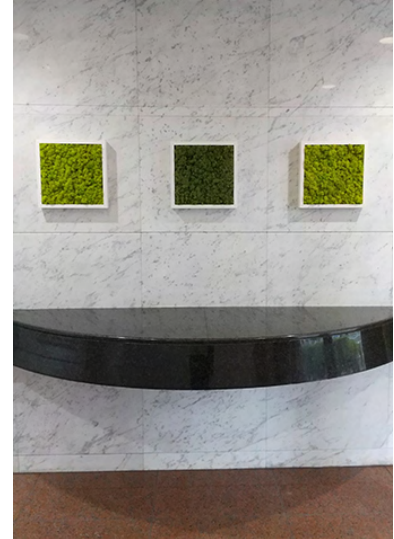
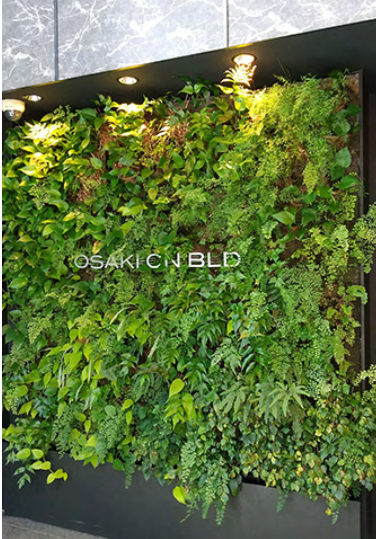
Efforts are being made to reduce the volume of fossil fuel used. A switchover to LED lamps is in progress for curbing the use of electricity in rooms for rent, common space at office properties and common space at residential properties. The switchover was completed at all properties (common spaces) except properties acquired less than one year ago as of November 30, 2024. Equipment that consumes less energy will be introduced during air-conditioner replacement.



Eco-friendly initiatives: FSC paper and Glassine

Promotion of wall greening

The Investment Corporation has promoted wall greening. By arranging plants not only in the tree planting spaces outside the building but also on the walls of the entrance and communal areas, the Investment Corporation has taken steps to reduce carbon dioxide and provide comfortable and healthy office spaces.



Glassine, FSC-certified paper and Vegetable Ink

This Investment Corporation has been sending distribution payment statements and the asset management report to investors after the settlement of accounts for each fiscal period. FSC-certified paper and Vegetable ink are used for those documents, and glassine is used for the window section of an envelope used for mailing them. FSC is an abbreviation of the Forest Stewardship Council, an international organization. FSC has established standards for cutting down trees necessary for economic activity, while curbing deforestation and preserving forest resources for future generations. The Investment Corporation uses FSC-certified products to eliminate the risk of being involved in environmental destruction and contribute to preserving forest resources. Glassine is a translucent paper material. Unlike the window section made of plastic, a glassine window section does not need to be separated from paper for disposal. The whole envelope can be recycled without the need for separation. It is an environmentally friendly product.



Source : FSC Japan



Source : Japan Printing Ink Makers Association



To reduce environmental impact, we implemented a paperless offering by delivering the prospectus electronically.

Intended to reduce the environmental impact by reducing the amount of paper, ink, etc. used.

Reduced approx. 770,000 sheets of A4 paper, the number of sheets that would have been used during the public offering. In terms of trees, this saves 59.2 trees as resources for the future.

Intended to make it easier to read by providing the main body of the electronic prospectus in color.



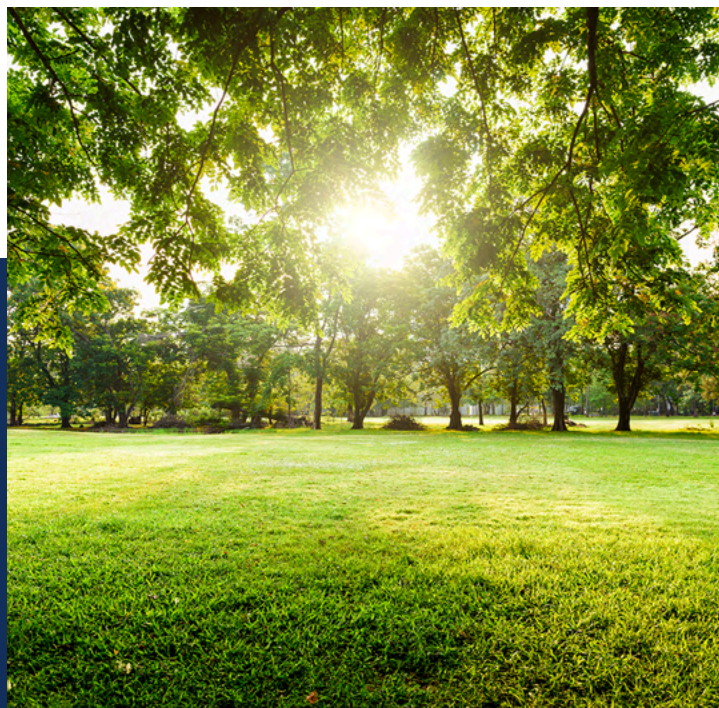
Cooperation with Tenants and Stakeholders on Environmental Issues

Promotion of Green lease contract

The Investment Corporation aims for a win-win relationship that benefits both building owners and tenants through reduced utilities expenses by establishing written agreements and memoranda on the reduction of environmental burdens through efforts such as energy conservation at properties owned and improvement of the working environment in cooperation with tenants. As of now, it has signed a contract with one tenant.

The Investment Corporation will strive to achieve this goal despite difficulties in implementing this in medium-sized offices.

	Number of properties
Conclusion of green lease agreement	1 property



Acquisition of External Assessment and External Rating

External Certification Status

As of November 30, 2024

	Number of Properties		Gross floor area of owned building basis(m)	Portfolio coverage (Gross floor area of owned building basis)
DBJ Green Building Certification	★★★★	1	3,636.49	17.4%
	★★★	6	53,529.64	
	★★	2	14,027.06	
	Subtotal	9	71,193.19	
CASBEE for Real Estate Certification	S	9	56,650.77	29.7%
	A	14	64,879.32	
	Subtotal	23	121,530.09	
BELS	★★	2	10,201.69	2.5%
	Subtotal	2	10,201.69	
SMBC Sustainable Building Assessment Loan System	★★★★	1	13,160.83	3.2%
	Subtotal	1	13,160.83	
Total		35 ^{*1}	173,031.67 ^{*2}	42.3% ^{*2}

*1 Includes “DBJ Green Building” Certification, “CASBEE for Real Estate” Certification, “BELS” Certification and “SMBC Sustainable Building Assessment Loan System” Certification. Total number of certifications obtained.

*2 Excludes duplication of “DBJ Green Building” Certification, “CASBEE for Real Estate” Certification, “BELS” Certification and “SMBC Sustainable Building Assessment Loan System”, for the same property.

DBJ Green Building Certification Program

DBJ Green Building Certification Program was launched by the Development Bank of Japan (“DBJ”) in April, 2011 for the purpose of supporting the properties which give proper care to environment and society (Green Building).

The program evaluates, certifies and supports properties which are required by society and economy. It makes comprehensive assessment of properties, while evaluating various factors which range from properties' environmental features to their communication with stakeholders, such as disaster prevention and proper care for surrounding communities.

For details of the System, please refer to the following URL.

DBJ Green Building (DBJ and Japan Real Estate Institute operate jointly)

<http://igb.jp/en/index.html> 

Properties with satisfactory environmental & social awareness	Properties with high environmental & social awareness	Properties with excellent environmental & social awareness	Properties with exceptionally high environmental & social awareness	Properties with the best class environmental & social awareness
				

The followings are DBJ Green Building Certification acquired by HEIWA REAL ESTATE REIT, Inc.



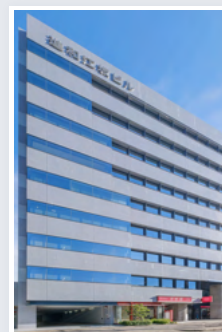
HF KITASENJU RESIDENCE



HF HIRAO RESIDENCE



HF HIGASHI-SAPPORO RESIDENCE



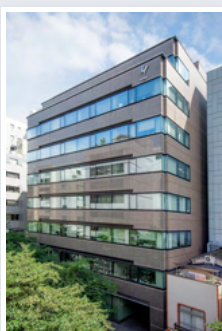
SHINWA ESAKA BUILDING



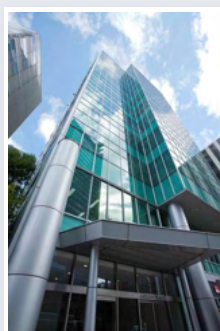
HF KOMAZAWA-KOEN RESIDENCE
TOWER



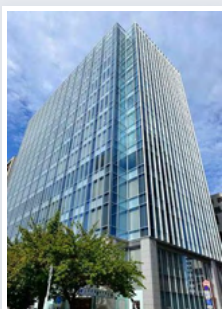
HF SHIROKANETAKANAWA RESIDENCE



KAYABACHO HEIWA BUILDING



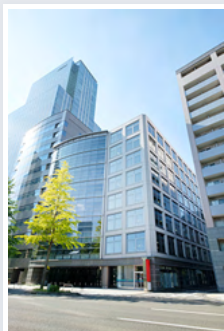
HF SENDAI HONCHO BUILDING



HF SAKURADORI BUILDING

Comprehensive Assessment System for Built Environment Efficiency (CASBEE) is a method for evaluating and rating the environmental performance of buildings and the built environment. It is a comprehensive assessment of the quality of a building, evaluating features such as interior comfort and scenic aesthetics, in consideration of environment practices that include using materials and equipment that save energy or achieve smaller environmental loads. The CASBEE assessment is ranked in five grades: Superior (S), Very Good (A), Good (B+), Slightly Poor (B-) and Poor (C).

S rank★★★★★

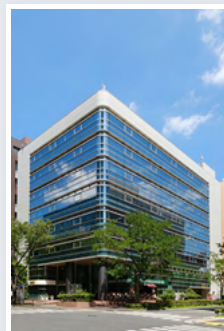


HF SENDAI ICHIBANCHO BUILDING



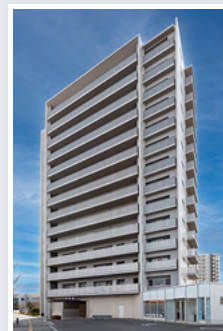
SAKAE CENTER BUILDING
(Office area)

S rank★★★★★



HF YOKOHAMA YAMASHITA BUILDING

S rank★★★★★



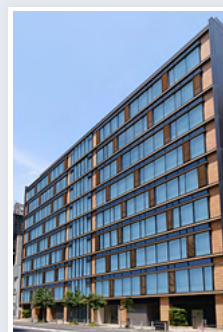
HF TSUJIDO RESIDENCE

S rank★★★★★



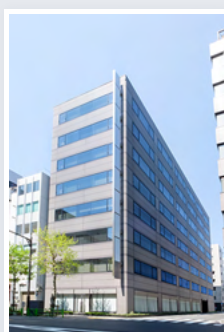
ARK Mori Building

S rank★★★★★



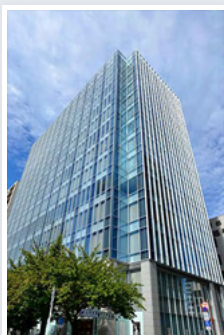
Kitahama 1-Chome Heiwa Building

S rank★★★★★

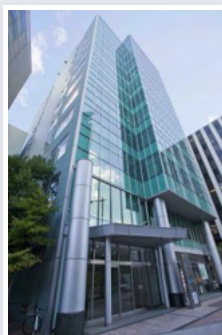


HF NIHONBASHI
KABUTOCHO BUILDING

S rank★★★★★



HF SAKURADORI
BUILDING



HF SENDAI HONCHO
BUILDING



KOBE KYUKYORYUCHI HEIWA BUILDING



HF GINZA RESIDENCE EAST



HF SHIN-YOKOHAMA RESIDENCE

A rank★★★★



HF SHIJO KAWARAMACHI RESIDENCE



HF WASEDA RESIDENCE



HF MEIEKI-KITA RESIDENCE
(East and West bldg.)



HF HAKATA-HIGASHI RESIDENCE II



HF FUKUOKA RESIDENCE EAST

A rank★★★★★

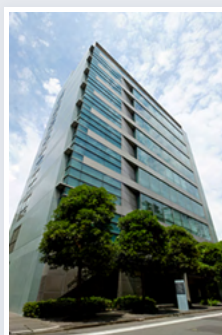


HF SHOKOJI
AKABANE RESIDENCE II



HF YAHIRO RESIDENCE

A rank★★★★★



Nihonbashi Horidomecho First

A rank★★★★★



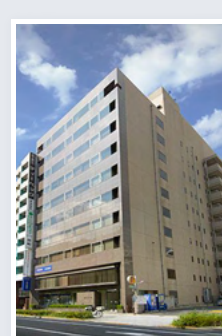
HF ESAKA BUILDING

A rank★★★★★



Shinsaibashi Front
Building

A rank★★★★★



HF UENO BUILDING

BELS(Building Energy-efficiency Labeling System)

BELS is a scheme for assessing and displaying the energy-saving performance of residential and non-residential buildings. It was started in 2013. The energy-saving performance of each building is assessed by a third-party organization (regardless of whether it is a new or existing building), and the evaluation result is represented by a number of stars (one star “★” to five stars “★★★★★”) will be indicated., number of stars on a seven-tier scale (★★★★★★ to no stars) for non-residential properties and residential properties equipped with facilities for renewable energy, and on a five-tier scale (★★★★ to no stars) for residential properties without facilities for renewable energy from April 2024 onward.



KOBE KYUKYORYUCHI
HEIWA BUILDING

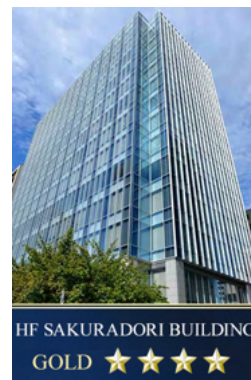


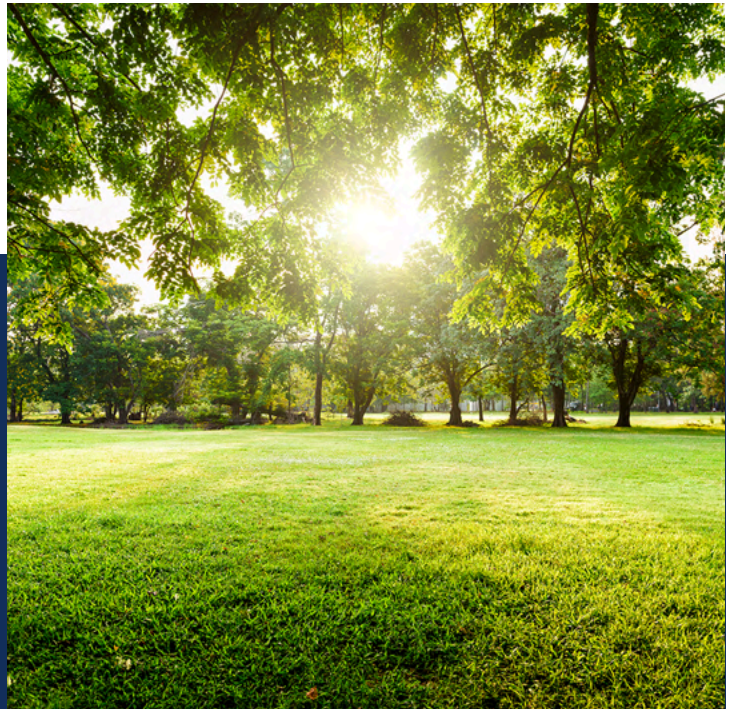
HF TABATA RESIDENCE

SMBC Sustainable Building Assessment Loan System

The SMBC Sustainable Building Assessment Loan System is a system to evaluate buildings owned and constructed by companies for their environmental performance, etc. based on the original evaluation criteria prepared by Sumitomo Mitsui Banking Corporation and Woonerf Inc.

HF SAKURADORI BUILDING which we own, have participated in this system and received high evaluations.





Green Finance

Green Finance Framework

The Heiwa Real Estate Group (the “Group”), to which HEIWA REAL ESTATE Asset Management CO., LTD. (the “Asset Management Company”) belongs, is aware of the weight of its social responsibilities and strictly complies with any and all laws, regulations and rules as a company pursuing the realization of an affluent urban environment by providing comfortable offices and living spaces. Moreover, the Group aims to be a company that perpetually earns the trust of society by observing the highest ethical standards. HEIWA REAL ESTATE REIT, Inc. (the “Investment Corporation”) strives to contribute to the development of a sustainable society and accomplish the medium- to long-term improvement of unitholder value through corporate management that takes into consideration the environment, society, and governance (ESG) in accordance with the basic policy established in the Group’s Code of Conduct.

The Investment Corporation and the Asset Management Company have decided to create a green finance framework in order to further pursue sustainability initiatives such as procuring funds through green finance and aim to strengthen its funding base by expanding the range of investors and lenders who are interested in ESG investment and financing.

For details, please see the [website](#) of Japan Credit Rating Agency, Ltd. (JCR).

| Eligibility criteria for the targets of investment in green finance

Funds raised via green bonds or green loans (“green finance”) will be appropriated to acquire green buildings that meet the following eligibility criteria, conduct repairs, introduce or acquire renewable energy facilities or refinance these funds.

Eligibility criteria

(1) Green buildings

Properties that have acquired or renewed in the past or have plans to acquire or renew in the future certification of any of the third-party certification bodies described in (i) - (iv) below

① DBJ Green Building Certification: Three or more stars

② CASBEE for Real Estate Certification: B+ rank or higher

③ BELS Evaluation (FY2016 standard): Three or more stars

*The following levels in the BELS Evaluation (FY2024 standard) for logistics facilities except those with the BEI that exceeds 0.75.

Non-residential buildings: Level 4 or higher

Residential buildings not equipped with renewable energy facilities: Level 3 or higher

Residential buildings equipped with renewable energy facilities: Level 3 or higher

④ LEED Certification: Silver or higher (If LEED BD+C is applied, it should be ver.4 or newer)

(2) Repairs of facilities, etc. that satisfy any of the following

(i) Repairs of facilities, etc. of real estate managed for the beneficial improvement of the environment (repairs which will likely result in an improvement effect of no less than 30% compared to before the repairs) in terms of energy efficiency, reduction of greenhouse gas (GHG) emissions, water consumption performance, waste reduction, etc.

(ii) Repairs that achieve the improvement of one or more level in any of the certifications described in (1) in Eligibility criteria above and the renewal or acquisition of environmental certification

(3) Renewable energy

Introduction or acquisition of facilities for renewable energy

| Financing method and target of investment

(1) Financing method

Investment corporation bonds, borrowings

(2) Target of investment

Funds for acquisitions or repairs that meet the eligibility criteria, or funds to refinance these funds

| Process for project selection

(1) People involved in project selection

Responsible people in the Planning & Finance Department of the Asset Management Company evaluate and select projects which will use the procured funds, and the responsible people examine whether the projects satisfy the eligibility criteria.

(2) Process for project selection

Responsible people in the Planning & Finance Department create a proposal for raising funds through green finance for a target project. This proposal is submitted for deliberation and approval by the Investment Committee, Compliance Committee and the Board of Directors, followed by final approval by the board of officers of the Investment Corporation. In addition, a report on the project selection process is submitted to the Sustainability Promotion Committee upon final approval.

| The negative impact of green projects on the environment and methods for addressing this impact

(1) Assumed risks

Green buildings

Defects in properties (use of environmental/soil contaminants), trouble with neighborhood residents, etc.

Repairs

Matters that are harmful to neighborhood residents such as noise, vibrations, etc. caused by construction

(2) Risk mitigation measures

Performance of due diligence at the time of acquisition, implementation of on-site examinations of properties, etc.

(The Real Estate Investment Department and the Compliance & Risk Management Office of the Asset Management Company perform due diligence using the compliance check sheet that lists the items to be confirmed and the operational guidelines check sheet. The compliance check sheet and the operational guidelines check sheet are circulated as an attachment to approval documents at the time of the acquisition of properties. After the status of due diligence is confirmed, the matter is submitted for deliberation and approval by the Investment Committee and the Compliance Committee, followed by the final approval of the Board of Directors (the board of officers of the Investment Corporation in the case of an interested party transaction))

If the risk of a negative impact is found during due diligence, it is our policy to avoid or mitigate the risk by implementing corrective measures such as repairs. If the impact of risks to the environment is larger than the improvement effect of the corrective measures such as repairs, we will work to avoid and mitigate risks by suspending the implementation of the green finance project, changing the content of the repairs or implementing other measures. Repairs are performed to appropriately address anticipated risks in accordance with relevant laws and regulations.

| Selection criteria for eligible green projects and method for disclosing the selection process

We plan to disclose our selection criteria for eligible green projects and selection process either on the Investment Corporation's website, via a press release from the Investment Corporation, in supplemental shelf registration documents or in JCR Green Finance Evaluation Reports.

| Plans for use of procured funds

All procured funds are promptly appropriated for the intended uses defined in the purpose of use of the funds.

| Method of the tracking management of the procured funds

Procured funds are deposited in relevant accounts. The Asset management Company issues instructions to the asset custodian when the need to transfer funds arises, such as the acquisition of eligible green assets, the implementation of repairs, the introduction of renewable energy facilities, the refinancing of borrowings used to acquire eligible green assets or investment corporation bonds. The asset custodian settles these transactions by transferring funds based on the instructions. The approval of the General Manager of the Business Planning Division is required to transfer funds. A management ledger is prepared by persons in charge at the Planning & Finance Department to record amounts of procured funds and status of use for each transaction, and is retained upon approval of the General Manager of the Planning & Finance Department.

| Internal and external audits regarding tracking management

The Asset Management Company regularly performs internal audits and undergoes external audits. The Investment Corporation undergoes external audits conducted by the accounting auditor on all aspects of accounting including matters regarding financing.

| Method for managing unappropriated funds

If there are unappropriated funds, the Asset Management Company manages the status of use of the funds procured for green finance per portfolio unit, as described below. The upper limit of green finance will be the amount of debt (hereinafter, "amount of eligible green debt"), which is calculated by multiplying total sum of the total acquisition price of the eligible green assets held by the Investment Corporation and the total amount expended under (2) and (3) in Eligibility criteria above by fiscal-end LTV (Loan-to-Value), calculable at the time of verification, and we manage the outstanding balance of green finance to ensure that it will not exceed the amount of eligible green debt.

| Status of disclosure of appropriation of funds

The Investment Corporation plans to disclose the following content on its website annually.

- Status of the appropriation of the procured funds, for the period until the time when all the procured funds are appropriated to projects that satisfy the eligibility criteria.
- That the outstanding balance of green finance does not exceed the upper limit of eligible green debt as long as the balance exists.

*If the status of the appropriation of procured funds changes significantly from the initial status and there are unappropriated funds ex post facto, the matter will be disclosed on the website of the Investment Corporation after obtaining the approval of the Asset Management Company.

| Method and frequency of disclosing impact reporting

The Investment Corporation plans to disclose impact reporting within the limits of practicability on its website annually.

| KPIs (Key Performance Indicators) in impact reporting

(1) Reporting on green buildings

- (i) Number of properties
- (ii) Total floor area
- (iii) By type of certification
- (iv) Certification rank
- (v) Energy consumption, GHG (CO₂) emission, water consumption, and waste disposal for the properties held as a whole

(2) Reporting on repairs, etc.

Value of one of the following indicators before and after repairs or reduction rate

- (i) Energy consumption
- (ii) GHG emissions
- (iii) Water consumption

(3) Reporting on renewable energy

Any of the following

- (i) Volume of power generated
- (ii) Amount of reduction of GHG emissions

Please click [here](#)  for Acquisition of External Assessment and External Rating.

Please click [here](#)  for impact reporting.

Summary of Investment Green Finance

Summary of Investment Corporation Bonds

As of Nov 30,2024

Bond Name	Amount (million yen)	Funds allocated	Funds to be allocated	Issue Date	Redemption Date	Specific use
Unsecured Investment Corporation Bond No. 7 (Green Bonds)	2,000.0	2,000.0	0.0	Dec 12, 2022	Dec 10, 2032	Of-49 HF ESAKA BUILDING Of-50 Shinsaibashi FRONT Building



Social Policy and Social Initiatives



Social Policy

In accordance with the ESG policy, the Investment Corporate and Asset Management Company will establish concrete measures to provide safety and security to tenants, contribute to local communities and build a fulfilling workplace environment, and continue to address these challenges.

Goals

Conduct environmental training for PM Companies.

- Applies to all PM companies dealing in properties.
- Period: Simultaneously once a year

Practice health management

- Includes improving working environment, introducing stress checks, conduct employee satisfaction surveys, achieve a paid leave acquisition rate at 70% or higher.
- March 2022: Completed

Acquisition of “Excellent Health Company Gold Certification”

- June 2023: Completed

Initiative sfo rLoca lCommunities

Community Involvement

Supplying drinking water at the time of disaster

The Investment Corporation has concluded an agreement on supplying drinking water at the time of disaster with Chuo-ku, Tokyo and a neighborhood disaster mitigation association. If drinking water is in short supply due to a major earthquake, the Investment Corporation will supply drinking water from a water receiving tank installed in HF HATCHOBORI BUILDING, through the Bureau of Waterworks.



*The right image is a photo of a page about the availability of drinking water at the time of disaster on the website of Chuo-ku, Tokyo. (Only available in Japanese)

Sponsoring a jazz event

A jazz event was held at the KABUTO ONE on December 1, 2024. The live event with performances by musicians was held for the seventh time of “a fusion of music and financial services” and “the development of young musicians,” where young and talented musicians, who will carry on the future jazz culture, gathered and played together. It involved the local community and many residents participated. Continuing from last year, the Asset Management Company and Heiwa Real Estate, as the sponsor, also cooperated in the event.



Participation in the Sanno Festival

The Sanno Festival is Hie Shrine's festival and ritual rich in traditional and history. Hie Shrine is located in Nagatacho, Chiyoda-ku, Tokyo, and the guardian deity of EDO, the old name for Tokyo, has been worshipped there from the time of Shogun Tokugawa in the EDO Period. During the Tokugawa era, the Sanno Festival was celebrated on a large scale as "Tenka Matsuri," or supreme festival meaning a festival at which successive Shoguns after the third Shogun Iemitsu Tokugawa watched and worshipped the sacred portable shrine being carried into the grounds of Edo Castle together with the procession. This festival is famous as the top of the three largest Edo festivals, and at the same time as one of the three major festivals of Japan together with the Gion Festival in Kyoto and the Tenjin Festival in Osaka. (Excerpt from the website of Chiyoda City Tourism Association.) In the neighboring grounds of Nihonbashi-Kabutocho district in Chuo City, where both HEIWA REAL ESTATE REIT, Inc. (hereinafter, "HEIWA REIT") and the Asset Management Company are located, Nihonbashi Hie Jinja shrine, an auxiliary shrine of Hie Jinja shrine, stands as a popular shrine called Sanno Deity enshrined in Nihonbashi-Kayabacho, and has been designated as "Otabisho" since the Kan-ei era of the early Edo period which means a place where a sacred portable shrine carrying an object for worship is lodged for a rest and a Shinto ritual is conducted during the procession of the Sanno Festival. In the precinct of Nihonbashi Hie Jinja shrine, one sacred portable shrine and two Emperor's vehicles with a phoenix statue on the top of the house, called Horen are placed in line, creating a solemn atmosphere. In cooperation and coordination with the local neighborhood association, our sponsor company, Heiwa Real Estate Co., Ltd., and other companies located in the neighboring area, the executives and employees of the Asset Management Company endeavor to contribute to, and revitalize the local community by participating in the parade of sacred portable shrines in the Sanno Festival.



Cleaning around Kabuto-cho district

As a member of the local community, the executives and employees of the Asset Management Company engage in cleaning activities in the Kabuto-cho district, home to our sponsor company, Heiwa Real Estate Co., Ltd. We will cooperate with the local neighborhood association and other companies in the area to contribute to the local community. *It was canceled in 2020 due to the effects of the COVID-19.



Initiatives for Tenants

Tenant Satisfaction Surveys

The Investment Corporation regularly conducts tenant satisfaction surveys with the aim of improving tenant convenience and comfort.

We work to actively address requests that arise from the tenant surveys.

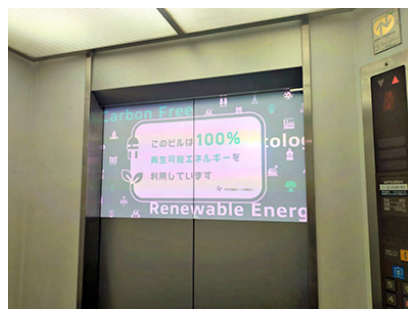
Setting up shared outlets for electric bicycles and electric scooters

Some properties have installed shared outlets for charging electric bicycles and electric scooters. This has improved convenience and the satisfaction of the tenants and area residents and also contributes to the environment because these transportation devices have lower CO2 emissions.



Installation of digital signage

The Investment Corporation has installed digital signage in the common areas of some properties to communicate information about the surrounding facilities and initiatives addressing environmental issues to increase the environmental awareness of the tenants and users of the buildings.



| Installation of vending machines for disaster relief and donation

The Investment Corporation has installed vending machines for disaster relief and vending machines for donation in some properties. The vending machines for disaster relief can provide tenants with free drinks in a disaster by being released by resident managers. The vending machines for donation donate three yen per bottle purchased via the Volunteer Vender Association.



| Initiatives to Improve Tenant Satisfaction

At office properties, we implement improvements including the installation of LED lighting in tenant spaces and upgrades to plumbing during large-scale repairs and renovations. At some properties we have installed AEDs (79% installation rate), placed emergency supply cabinets in elevator compartments (52% installation rate) and installed vending machines that can function during a disaster (7% installation rate). At residential properties, we have installed unattended delivery boxes (100% installation rate), intercom systems with video monitors (100% installation rate) and introduced free internet facilities (100% installation rate).

Note: Excludes whole -building lease properties, current as of November 30th 2024



Unattended delivery boxes



AED



Elevator emergency kit



Vending machines

| Selection and Evaluation of Property Management Companies

To secure stable revenues from properties it holds and facilitate the maintenance and improvement of their asset value, the Investment Corporation has specified standards for the selection of property management companies with which it entrusts management.

In addition, it conducts evaluations once a year in principle with respect to matters such as the implementation of management operations undertaken by such management companies to verify their appropriateness.

| Supply Chain Initiatives

| Cooperation with Partners

Once a year, the Investment Corporation conducts ESG training for PM and BM companies, which are its business partners in the supply chain. Outside experts are brought in as instructors to raise awareness about ESG and share information about the stance adopted by the Investment Corporation, in order to ensure the firm development of environmental and social initiatives while establishing a strong governance base.

| Awareness-Raising of J-REIT and Promotional Activities

The Asset Management Company actively takes part in various seminars with the aim of increasing the recognition of J-REIT as investment products.

| Information Disclosure and Engagement

| Engagement with Institutional Investors

The Investment Corporation holds briefing sessions twice annually on financial results primarily for institutional investors. IR (investor relations) activities for institutional investors also include the proactive implementation of a dialogue with institutional investors in Japan and those overseas through a range of means such as visits, conference calls and online meetings.

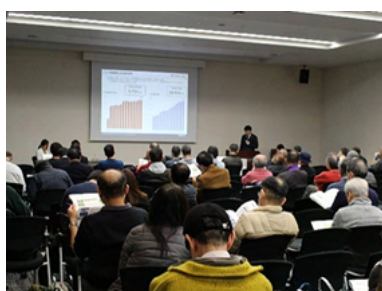
	45 th FP(FP ended May. 2024)、 46 th FP(FP ended Nov. 2024)
Financial results briefing for domestic institutional investors, analysts, etc.	2 times (July/January)
IR meetings for domestic institutional investors, analysts, etc.	106 times
IR meetings for overseas institutional investors, etc.	35 times

Engagement with Individual Investors

The Investment Corporation holds briefing sessions twice annually on financial results for individual investors in Tokyo, Nagoya and Osaka respectively.

IR (investor relations) activities for individual investors also include participation in company briefing events held on site and online seminars.

	45 th FP(FP ended May. 2024)、 46 th FP(FP ended Nov. 2024)
Financial results briefing for domestic Individual Investors	6 times (September/March)
Events for individual investors	9 times



Other Social Initiatives

PET bottle cap collection campaign

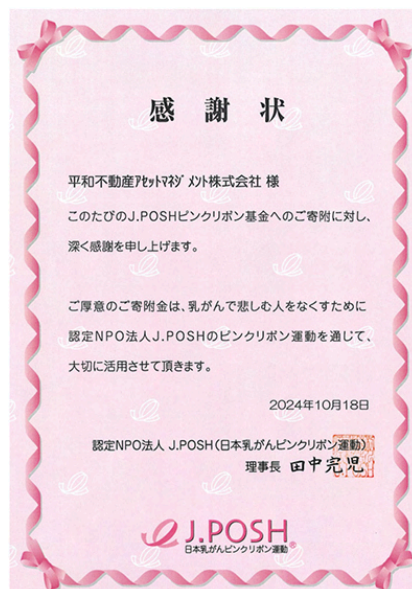
The Asset Management Company has collected PET bottle caps and delivered them to a recycling company to cooperate in the reduction of CO2 emissions and the donation of vaccines. The recycling company changes PET-bottle caps into recycled materials and sells them. The profit on sale is donated to Japan Committee Vaccines for the World's Children, a certified NPO corporation.



| Pink Ribbon Movement

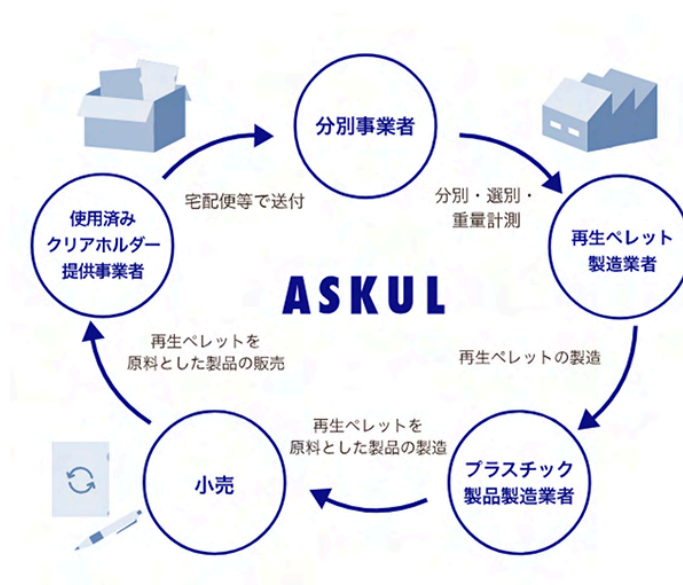
The Asset Management Company aims to be a company in which women can demonstrate their capabilities to the fullest extent and work actively, while also making the most of their individuality.

In doing so, it supports and participates in the Pink Ribbon Movement in which people engage in activities under the concept of reducing the number of people suffering from breast cancer to the minimum level or zero.



| Clear plastic folder collection campaign

The Asset Management Company has been providing ASKUL Corporation with used clear plastic folders as a gesture of support for the company's resource recycling initiative aimed at reusing them as resources and products.





Initiatives for Asset Management Company Employees



Securing Human Resources and Human Resource Development Strategies

Employee Development Policy

We recognize that diversity in perspectives and values is important to achieve new growth. We work to ensure diversity in our workforce, offer fair opportunities for skills development and career promotion to all employees, and aim to develop self-directed employees with growth mindsets and strong motivation.

Initiatives for Employees

The Asset Management Company pays costs for employee training and examinations to acquire or maintain various qualifications and to maintain and improve expert skills by taking various seminars and other courses, in order to give employees opportunities for career advancement, or to acquire and improve their expert knowledge.

Number of Qualification Holders at the Asset Management Company

As of March 31, 2025

Item	Number of Qualification Holders
Real estate notary	30
ARES Certified Master	16
Certified Building Administrator	16
Certified property manager	2
CMA	1
Certified real estate consulting master	1
Class-1 Architect	1
Tax accountant	1
CIA	2
Real estate appraiser (incl. external committee member)	1
Lawyer (incl. external committee member)	1

(includes duplicates)

| Time and costs related to skills training

The Asset Management Company monitors the time and costs associated with employees acquiring specialized knowledge. The results are shown below.

	FY2024
Total hours of training per year · Self improvement time	561hours
Training hours per person Self improvement time	14.8hours
Training expenses per person · Cost of support for self-improvement and acquisition of qualifications	45,257yen

(note 1)The above results include time spent for using external training and skill improvement support programs that the Asset Management Company considers to be relevant to operations, as well as time spent for watching web lectures such as online learning platforms.

(note 2)The results per person have been calculated based on the number of officers and employees at the end of the fiscal period.

| Evaluation System

As an initiative to build healthy relationships between employees and the Company, each year the Asset Management Company conducts interviews between employees and the manager of their assigned department and runs employee satisfaction surveys. Through these activities, the Company monitors the level of satisfaction with the workplace environment and fields requests, such as for the introduction of various systems. At the same time, this system is also used as tool to uncover harassment, and is used in an effort to build a better workplace environment.

* For results of the employee satisfaction survey, please see the section on "Implementation of Employee Satisfaction Surveys" under Initiatives for Health and Comfort below.

Timing	Purpose of interview	Subject to
Start of Fiscal year	Feedback from the previous year's evaluation and this year's personal goal setting	all employees
Middle of Fiscal year	Intermediate review	
Fiscal year end	Evaluation of the year	

| Dispatch of Personnel from Sponsors, etc.

Number of Seconded Personnel (Employees) from Sponsors, etc. (as of March 31, 2025)

- Heiwa Real Estate Co., Ltd.: 1

Heiwa Real Estate Group Human Rights Policy

The Heiwa Real Estate Group Human Rights Policy (the Policy) clarifies the Company's position on human rights as they pertain to our business activities. As a corporate citizen, we respect human rights in our activities in line with the Policy. We expect all stakeholders in our business to understand and put into practice this respect for human rights described in the Policy and aim to work collaboratively with stakeholders to promote respect for human rights.

1. Prohibition of Discrimination

Heiwa Real Estate does not discriminate on the basis of nationality, race, religions, beliefs, ideas, gender, age, sexual orientation, and disability.

2. Prohibition of Harassment

The Group prohibits sexual harassment, power harassment, and any other forms of harassment in the workplace. We will not tolerate any harassing behavior including verbal and physical actions.

3. Prevention of Forced Labor

The Group prohibits all forms of forced labor and works to prevent this.

4. Prevention of Child Labor

We support and are implementing programs to effectively abolish child labor.

5. Prevention of Overwork and Reduced Overtime

We strive to prevent employees from overworking and reduce overtime, in order to promote work-life balance and help employees lead healthy lifestyles. In Japan, we also observe the "36 agreement" (named after Article 36 of the Labor Standards Act, this provision states that any work in excess of 8 hours a day or 40 hours a week, or on holidays, requires an advance written agreement between the employer and the relevant labor union).

6. Employee Health and Safety

We aim to create workplaces where employees can work safely and in good health, following laws on labor standards and other laws and ordinances in all countries and regions.

7. Respect for Freedom of Association and the Right to Collective Bargaining

Heiwa Real Estate respects the rights of employees regarding freedom of association and collective bargaining.

8. Wage Payments above the Minimum Wage

We pay wages that are above the minimum wage, in line with labor laws and ordinances and to ensure employees have stable living conditions.

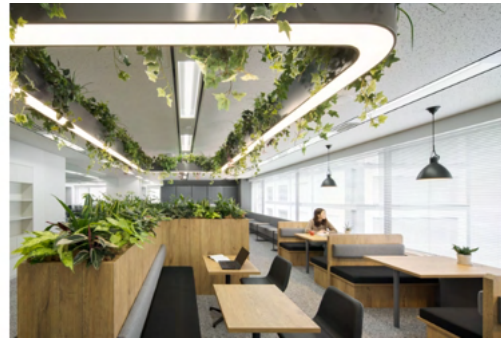
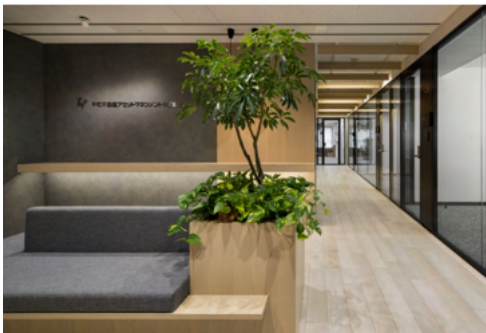
Creating a Comfortable Workplace Environment and Promoting Work-Life Balance

Improvement of work environment

The Asset Management Company relocated its office and introduced telecommuting for the purpose of improving work environment.

It will raise operation efficiency and promote communication by gathering work spaces on a single floor, enable flexible working styles by introducing, hotdesking, telecommuting, and a workflow system, and promote paperless operations.

Placement of a refreshing space allows a switch between work and rest in the office, helping employees reduce stress from their duties.



Cafeteria Plan

The Asset Management Company has introduced a cafeteria plan that enables employees to choose from a range of welfare services to improve employee self-help efforts and satisfaction.

Introduction of a Cumulative Investment Unit Investment System

The Asset Management Company has introduced this system, which includes incentives contingent on certain conditions, in order to facilitate and promote the acquisition and long-term ownership of investment units in the Investment Corporation on the part of officers and employees, thereby enhancing their welfare and boosting their sense of participation in management.

Promoting the Taking of Paid Leave

To Asset Management Company aims for a paid leave utilization rate of at least 70%, to help each officer and employee achieve a healthy balance between work and their private lives.

| Our unique special leave programs

The Asset Management Company have introduced unique special leave programs in addition to congratulatory and condolence leave, maternity leave and childcare and nursing care leave. Building an environment that enables each employee to balance work and their personal life in accordance with their life stage leads to employees being physically and mentally healthy and enables them to demonstrate their capabilities while increasing labor productivity.

Item	Overview
Summer Vacation	Separately from annual paid leave, five days of summer vacation may be taken during the summer every fiscal year.
Plus One Leave	If an employee takes two or more consecutive days of annual paid leave for, it may be extended to three or more days by adding an extra day-off right before or after the consecutive paid leave days. (once/year)
Rollover Leave	Unused annual paid leave that is expiring may be rolled over for up to 90 days for reasons such as the treatment of illness, supporting family members, fertility treatment, social services and hospital visits for life care that is unique to women.

| No-overtime days

The first and third Fridays of every month are no-overtime days.

In FY2024, the yearly average rate of leaving the office at the fixed time was 73.5%. (If an employee left the office within 30 minutes after the regular leaving time, it was regarded as not being overtime.)

List of employee programs

	Employees (no contractual terms)	Employees (with contractual terms)	Contract employees		Employees (no contractual terms)	Employees (with contractual terms)	Contract employees
Gender-equal childcare leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Caregiving leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child nursing care leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Reserved paid leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Short working hour system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Hourly paid leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maternity leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Summer vacation system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Plus one leave system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Flextime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Telecommuting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Financial aid for regular medical checkups and health screening	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial aid for medical checkups and PET scan of dependent spouse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Occupational health physician	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stress checks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Defined contribution pension plan	<input type="radio"/>	<input type="radio"/>	
Cafeteria plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Cumulative investment unit investment program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long service awards	<input type="radio"/>			Qualified personnel supporting system	<input type="radio"/>		

Initiatives for Health and Comfort

Health Support

The Asset Management Company develops working environments that will enable its employees to work with security and peace of mind in the long term.

We have been certified by the Ministry of Economy, Trade and Industry (METI) and the Nippon Kenko Kaigi under their Certified Health and Productivity Introduction of the thank-you card tool for conveying gratitude Management Outstanding Organization program in 2025 in the small- and mid-sized enterprise category (Bright 500). In March 2025 first time we have been Bright 500 certified, although we have been continuously certified in this category since March 2019.

We also renewed our Health Company Declaration (healthy company certification program) Gold Certification in 2024. This program is operated by the Tokyo Council for the Promotion of the Healthy Company Declaration. We have applied for certification for the fiscal year 2025.

In 2025, we were certified as a Sports Yell Company in a program that the Japan Sports Agency certifies companies proactively implementing initiatives to support and promote sports activities to promote the health of employees.

We have received Eruboshi (Grade 2) certification as we developed a general employer action plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace (APWPAW) and submitted an application.



Health management via third-party institutions

Health surveys

We conduct monthly surveys to monitor our organizational conditions from three different perspectives: mental health, physical health, and engagement, with an average response rate of 99% in FY2024. We also conduct annual surveys to evaluate our ESG measures, such as mental and physical health, engagement, work, interpersonal and organizational relationships, and understanding of the organization, with a 100% response rate in FY2024.

Health consultation service established

Our health insurance association's health counseling hotline is available 365 days a year, 24 hours a day, to discuss physical and mental health concerns and worries over the phone.

| Mental healthcare programs

- Stress checks

We conduct stress checks once a year with to prevent mental health issues from occurring.

- Mental healthcare training

In addition to inviting instructors to teach, we use e-learning programs to train people in mental healthcare and line care.

In FY2024, we offered the following rank-specific training programs taught by external speakers:

Mental Healthcare and Line Care Training: 1-on-1 Communication Training for Managers to Reenforce Self-esteem, which had an 88.2% participation rate

Mental Healthcare and Self-Care Training: Familiar Self-care and Relationships with Surrounding People for non-managers, which had a 95.4% participation rate



| Initiatives for the reduction of opportunities to smoke

The Asset Management Company has provide education on the health impact of cigarettes and implement initiatives to reduce smokers' opportunities to smoke.

- Smoking is prohibited during morning work hours
- Smoking is prohibited during work hours on World No Tobacco Day, May 31
- Smoking is prohibited during work hours on the 22nd days of August, November and February
- Subsidizing smoking cessation outpatient treatment
Introduction of subsidies for out-of-pocket payments (upper limit: 30,000 yen, one-time per person)

| HAM Wellness Action Supporters' activities

HAM Wellness Action Supporters 

The Asset Management Company has the goal of encouraging employees' participation in our employee health promotion and communication stimulation programs, our young colleagues who take a health promotion trainer certification course become HAM Wellness Action Supporters(hereinafter "Aster"). Health promotion trainers measure self-sustained movement.

Activities during FY2024

- Self-sustained movement measurement (82.5% participation rate)
- Stairs exercise (November 2024 - February 2025)
- Sports event (Igoball, 73.2% participation rate)

Photos from the measurement of self-sustained movement

Physical fitness is measured to examine employees' daily lives to extend their healthy life expectancy. Officers also participated in these training programs.



Igoball sports event

Our officers and employees participated in Igoball, a sport that uses the brain and the body, with the cooperation of the Japan Igoball Association.



Other initiatives

- (assistance for various cancer screenings, PET-CT scans, brain scans, cardiac examinations, thyroid gland function tests, bone density tests, allergy tests, subsidies for checkups for dependent spouses)
- Installation of a health bulletin board and communicating information (once a month)
- Providing health apps
- Employee cafeteria offering safe and environmentally-friendly frozen meals
- Introduction of the thank-you card tool for conveying gratitude
- Improvement of the workplace environment using aromas and background music (installation of a diffuser, playing background music in rest areas)
- Streamlining work using RPA and a chatbot

Implementation of Employee Satisfaction Surveys

Employee satisfaction surveys are conducted once a year.

	FY2022	FY2023	FY2024
Employee Satisfaction Survey Response Rate	100%	100%	100%
Percentage of employees giving an overall satisfaction rating of at least "quite satisfied" or "satisfied" in the employee satisfaction survey	57%	64%	58%

Introduction of Industrial Physicians and Establishment of a Health Committee

To prevent employee health issues and to maintain and advance employee health, the Asset Management Company has introduced an industrial physician system and set up a Health Committee that convenes once a month. (100% meeting implementation rate since September 2021 launch)

Item		FY2024	FY2025 targets
Physical	Percentage of employees undergoing medical checkups	100.0%	Maintain 100%
	Reduce the number of employees eligible for specific healthcare guidance	14.3%	Kept at 20% or lower
	Reduce the percentage of employees who smoke*1	20.0%	Not more than the previous fiscal year
	Participation rate in self-sustained movement measurement	82.5%	Kept at 80% or higher
Mental	Percentage of employees who receive stress checks	100.0%	Kept at 90% or higher
	Companywide overall deviation in the survey*2	54	Aim to achieve 54 or more
Work engagement	Annual paid leave acquisition rate	95.5%	Kept at 70% or higher
	Percentage of summer vacation taken	100.0%	Maintain 100%
	Percentage of Plus One Leave taken*3	100.0%	Maintain 100%
	Decrease the percentage of employees who work 45 hours or more of overtime monthly	1.5%	Keep it within 5%
	Participation rate in events organized by Aster*4	77.8%	Target: 75% or higher
	Percentage of employees' dependent spouses who are 35 years old or older that receive checkups	50.0%	Percentage of employees who have received a medical check-up 50%

(Note 1) Percentage of all officers and employees who smoke in each fiscal year as identified by a health survey

(Note 2) Comparative deviation from all industries using the survey services of a private-sector provider.

(Note 3) Plus One Leave is special leave that may be taken by adding one day-off before or after two or more consecutive days of annual paid leave.
(May be taken once a fiscal year)

(Note 4) Excluding the self-sustained movement measurement

Diversity, Equity and Inclusion (DEI) Initiatives

The Asset Management Company has a duty to act in the best long-term interests of its beneficiaries. In this fiduciary role, we recognize that our response to environmental, social, and governance (ESG) issues can affect the performance of our investment portfolio. The promotion of diversity, equity and inclusion (DEI) is consistent with global trends, including the Universal Declaration of Human Rights and the Sustainable Development Goals (SDGs), and is also in line with moves in recent years to make human rights and human capital disclosures mandatory. We recognize that improving the diversity of the officers and managers of the Asset Management Company in particular is important also for increasing profitability and that promoting DEI within the business of the Asset Management Company and the Investment Corporation is a key issue. Based on recognition of the foregoing, the Asset Management Company and the Investment Corporation will formulate policies for promoting DEI, gain an understanding of the current status of DEI, and actively implement DEI initiatives, in order to put the Investment Corporation's Sustainability Policies into practice.

Definitions of terms

The Asset Management Company defines DEI as follows.

- **Diversity:**
It is the presence of different characteristics that make up identities in a given environment, including but not limited to gender, race and sexual orientation.
- **Equity:**
It means that people have equal access to the opportunities, resources and strengths needed to grow.
The goal of equity is to overcome historical and structural barriers and to realize a society in which everyone is treated fairly.
- **Inclusion:**
It means understanding and valuing people's uniqueness and strengths and welcoming, appreciating and supporting individuals to enable them to demonstrate their strengths.
Inclusion means allowing individuals to demonstrate their ability and actively participate in a given environment.

Internal systems

At the Asset Management Company [and the Investment Corporation], the Sustainability Promotion Committee (hereinafter, the "Committee") considers and proposes various DEI-related targets and the Representative Director makes decisions on them as the Chief DEI Promotion Officer (hereinafter, the "Chief Officer"). Meanwhile, the Manager of the Business Planning Division oversees the development of systems and the implementation of various measures for DEI as the DEI Promotion Executive Officer (hereinafter, the "Executive Officer").

Scope of Application

The following targets and measures apply to the officers and employees of the Asset Management Company.

| Targets and results

DEI targets and results are as follows.

1. Targets

- To increase the rate of paid leave taken by all employees to over 70%
- To achieve a DEI training participation rate of 100%

2. Results

- Please refer to the "Personnel Data of the Asset Management Company" shown below.

| Specific initiatives

Examples of DEI initiatives are as follows.

Aiming to create an inclusive organizational culture, the Asset Management Company attracts and retains diverse human resources who reflect the diversity of the regions in which its offices are located. The Asset Management Company also believes it recognizes and addresses the structural barriers that hinder diversity, such as systems and corporate culture, enabling its employees to fulfill their potential. We are committed to DEI in our hiring, retention, training and promotion practices not only for officers and managers but for all employees.

- Gaining an understanding of the status of employee diversity
- Implementing DEI in our hiring, retention, training and promotion practices for all employees and disclosing DEI information

Additionally,AS part of its initiatives for senior personnel,this Investment Corporation has developed continued employment opportunities for healthy

(An mandated effort to ensure continued employment opportunities up to age 70)

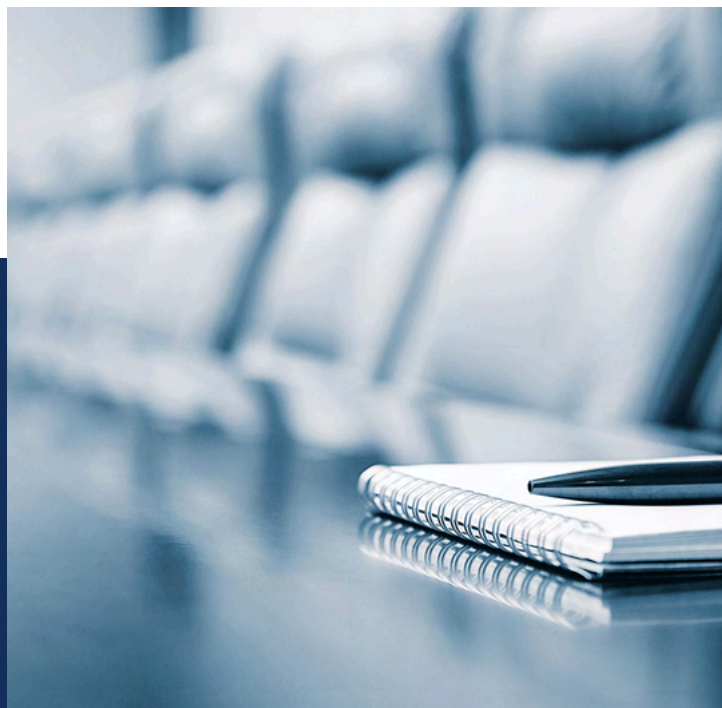
Under certain conditions, these employees can continue to work up to the end of the month during which they reach 70 years of age, in principle. (Number of persons who continued to be employed after retirement at the age of 65: 2)

Personnel Data for the Investment Management Company

Item		FY2022	FY2023	FY2024
Total Employees		35	38	38
	Number of Directly Hired Employees	33	33	34
		Men: 24 Women: 9	Men: 25 Women: 8	Men: 25 Women: 9
	Temporary Employees	0	2	2
		Men: 0 Women: 0	Men: 0 Women: 2	Men: 0 Women: 2
	Number of Employees Seconded from Sponsors	2	3	2
		Men: 2 Women: 0	Men: 3 Women: 0	Men: 2 Women: 0
Percentage of Female Employees		27%	24%	27%
Number of Directors (including part-time directors)		5	5	5
	Number of Female Directors (including part-time directors)	0	0	0
	Percentage of Female Directors in the Board of Directors	0%	0%	0%
Number of Managing Officer		2	1	2
	Number of Female Managing Officer	0	0	0
	Percentage of Female Managing Officer in the Board of Managing Officer	0%	0%	0%
Number of Managers		23	18	19
		Men: 14 Women: 6	Men: 15 Women: 3	Men: 15 Women: 4
Percentage of Women in Managerial Positions		30%	17%	27%
Number of Employees Aged 65 or Older		2	2	2
Number of employees with disabilities		0	0	0
Number of Newly Hired Employees (Including Temporary Employees)		3	8	5
Turnover Rate		3%	19%	3%
Average Years of Continuous Service	Male Employees	7.9 years	8.1 years	7.5 years
	Female Employees	10.0 years	9.5 years	9.3 years
Paid Leave Utilization Rate		87.5%	88.4%	86.9%
Cases of Childcare Leave		1	2	1
Average Monthly Overtime		21.3 hours	21.5 hours	18.4 hours
Percentage of Employees Undergoing Medical Checkups		100%	100%	100%
Number of Fatal Occupational Accidents		0	0	0



Governance Policy and Corporate Governance



Governance Policy

As a means of strengthening corporate governance, the Investment Corporation and the Asset Management Company will set forth concrete measures and tackle these challenges to promote initiatives aimed at thoroughly enforcing corporate ethics, build a governance structure that ensures third party objectivity and diversity among officers of the Investment Corporation, promote asset management that emphasizes the interests of unitholders, and develop assurances of transparency.

Goals

Conduct corporate ethics training.

- Applies to all executives and employees at asset management companies.
- April 2022: Completed

Create BCP system including pandemic response.

- Period: By end of 2021

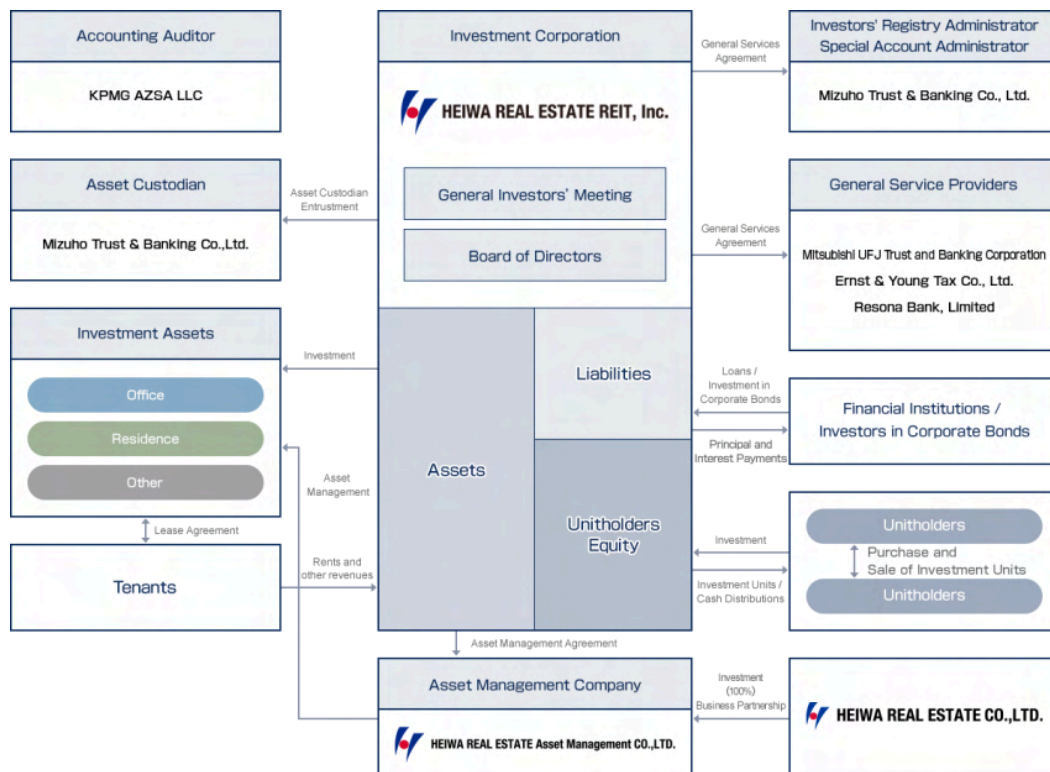
Write and publish ESG report.

- Write ESG report and publish on the website.
- First issued in May 2022, continued annually

Corporate Governance

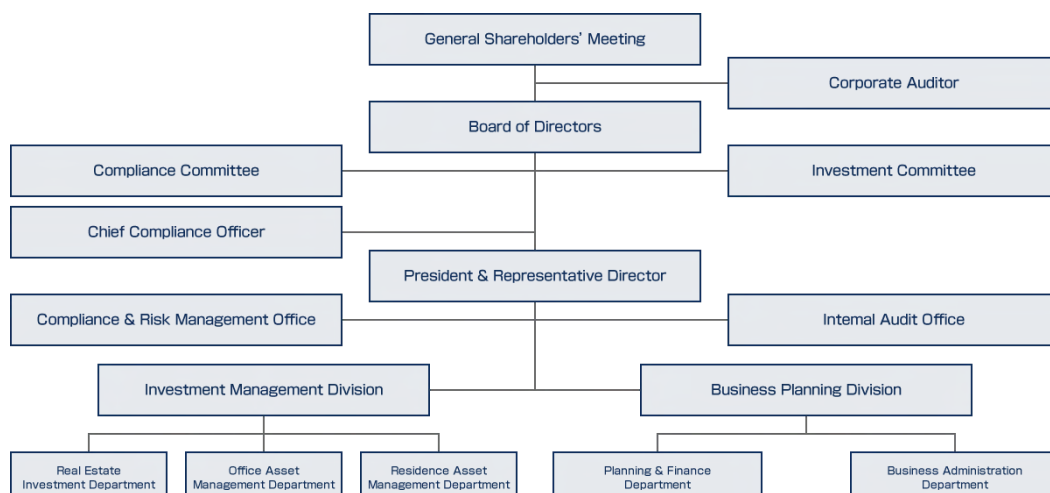
Management of the Investment Corporation's assets is entrusted to HEIWA REAL ESTATE Asset Management CO., LTD. The Asset Management Company, recognizing that the management operations of the Investment Corporation's assets comprise management of the capital of the Investment Corporation's unitholders, determines various regulations and conducts decision-making procedures for the purpose of confirming the status of compliance with laws, regulations and other requirements, and for executing appropriate and fair business management.

Organization Diagram



For more information, please visit the [HEIWA REAL ESTATE REIT, Inc. website](https://www.heiwa-reit.com). 

Management Structure



Name of Committee		Overview
Board of Directors		<ul style="list-style-type: none"> • Important matters related to general shareholders' meetings • Important matters related to general management • Important matters related to shares, share acquisition rights and corporate bonds • Important matters related to the organization, personnel affairs and regulations • Important matters related to directors and auditors • Important matters related to the asset management business • Matters related to internal audits and legal compliance
	Members	Chairperson: President and Representative Director Members: All directors
	Frequency of Meetings	At least once every three months
Investment Committee		<ul style="list-style-type: none"> • Conclusion and modification of asset management entrustment agreements • Formulation and modification of investment guidelines • Conclusion of agreements pertaining to the acquisition and sale of managed assets • Formulation and modification of plans, etc. related to the investment and management of managed assets • Procurement and prepayment of funds related to the Investment Corporation
	Members	Chairperson: General Manager, Investment Management Division Members: President & Representative Director, General Manager of the Business Planning Division, Chief Compliance Officer, General Manager of the Real Estate Investment Department, General Manager of the Office Asset Management Department, General Manager of the Residence Asset Management Department, General Manager of the Planning & Finance Department; in addition to these committee members, when deemed necessary by the chairperson, experts on matters such as real estate investment or appraisal may be appointed as outside committee members.

Name of Committee		Overview
Compliance Committee		<ul style="list-style-type: none"> • Status of legal compliance in the establishment, revision or abolition of the Articles of Incorporation, regulations and other rules • Status of legal compliance in the formulation and modification of policies, plans and other initiatives related to the investment and management of managed assets • Status of legal compliance in the process of executing the acquisition or sale of managed assets • Status of legal compliance in general business affairs • Existence of transactions with interested parties and their validity
	Members	<p>Chairperson: Chief Compliance Officer</p> <p>Members: President & Representative Director, General Manager of the Business Planning Division, General Manager of the Planning & Finance Department, General Manager of the Business Administration Department, and outside members. Note that an outside member refers to a person who has never been the officer or employee of the Asset Management Company or its shareholders, and is an expert with deep knowledge of compliance-related matters (such as attorney and certified public accountant) who has been appointed as a member based on the approval of the Board of Directors.</p>
	Frequency of Meetings	At least once every three months

Criteria for the Appointment of Officers、 Compensation

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

The compensation of executive directors and supervisory directors is an amount not exceeding 800,000 yen a month per executive director and 300,000 yen a month per supervisory director, with the specific amounts determined at Board of Directors meetings.

Title	Name	Gender	Reason for Appointment	Main Skills and Experience			Qualifications Held	Attendance at Board meetings in FP45 - FP46 (Dec.2023 - Nov.2024)	Total remuneration paid in FP45 - FP46 (Dec.2023 - Nov.2024)
				Taxation, Finance and Accounting	Compliance and Risk Management	Real Estate			
Executive Director	Aya Motomura Appointed in August 2019	Female	In addition to the knowledge and work experience she has gained as a legal expert, Ms. Motomura has a wealth of knowledge and experience concerning the real estate securitization service, general financial regulations on banks, trusts and gold commerce, as well as general corporate legal affairs. In addition, she was seconded to the Financial Service Agency, where she was involved in the revision of the Financial Instruments and Exchange Act, the Act on Investment Trusts and Investment Corporation, the Act on the Securitization of Assets, etc.		○	○	Lawyer	100%	5,004 thousand yen
Supervisory Director	Noriyuki Katayama Appointed in August 2017	Male	In addition to knowledge and work experience he has gained as a legal expert, Mr. Katayama has developed his career as a legal counsel on real estate securitization. He also teaches securitization-related laws at a university business school.		○	○	Lawyer	100%	3,600 thousand yen
Supervisory Director	Hiroyuki Owada Appointed in August 2023	Male	In addition to the knowledge and work experience he has gained as an expert in accounting, taxation and financing, Mr. Owada developed knowledge and experience on real estate. He also engages in a range of operations such as stock and business valuation, intangible asset valuation and financial due diligence.	○		○	Certified Public Accountant Certified Public Tax Accountant	100%	3,600 thousand yen

(Note 1) This table's "Main Skills and Experience" column refers to each officer's relatively distinctive experience and expertise. It does not represent all the knowledge and abilities possessed by each officer.

Auditor Remuneration

The Board of Directors determines the remuneration for the accounting auditor for each financial period subject to audit within a range no greater than 15 million yen.

Name	Remuneration details	Total remuneration paid in FP45 - FP46 (Dec.2023 - Nov.2024)
KPMG AZSA LLC	Remuneration based on audit services	26,400 thousand yen

(note 1)The total remuneration paid to the KPMG AZSA LLC includes compensation for services not covered under Article 2,Paragraph 1 of the Certified Public Accountants Act.(20 milion yen) There has been no payment of remuneration to any entities affiliated with the same network as the KPMG AZSA LLC.

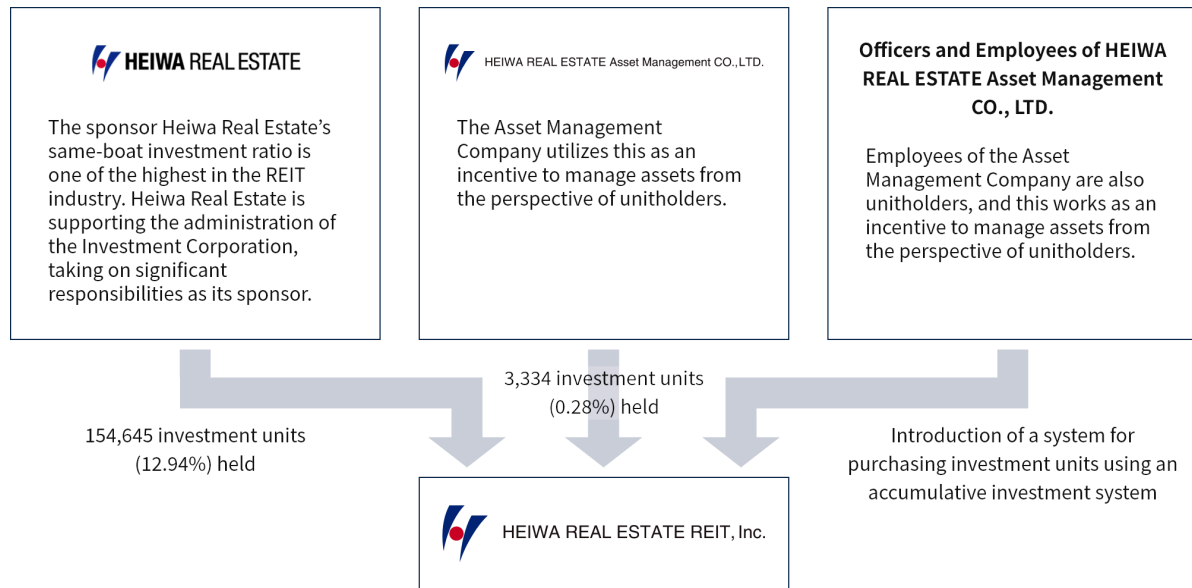
Asset Management Fees for the Asset Management Company

Asset management fees for the Asset Management Company comprise Management Fee 1, Management Fee 2, Management Fee 3, Acquisition Fee, Transfer Fee and Merger Fee. The calculation methods and payment timings for each fee are given below.

Management Fees Structure	Calculation Method / Maximum Amount
Management Fee 1	<p>For each business period, the maximum amount shall be the amount obtained by multiplying the total assets listed on the balance sheet at the end of the previous fiscal period (limited to those approved by the Board of Directors pursuant to Article 131, Paragraph 2 of the Investment Trust Act) by 0.30%, and multiplying that amount by the number of months in the business period divided by 12.</p> <p>The payment timing shall be within one month following approval of financial statements, etc. (meaning financial statements, asset investment reports and statements on the distribution of monies, and their annexed detailed statements as set forth in Article 129 of the Investment Trust Act; hereinafter the same) for the business period in question by the Board of Directors.</p>
Management Fee 2	<p>For each business period, the maximum amount shall be the amount obtained by multiplying FFO (*1) for the business period in question by 4.50%. However, if there is an undisposed deficit for the period on the last day of the business period, there shall be no such compensation.</p> <p>*1: Funds From Operation (FFO) is the amount obtained by adding profit before the deduction of Management Fee 2 and Management Fee 3 (including expenses in the business period in question due to consumption tax and local consumption tax pertaining to these fees) to depreciation and amortization and an amount equivalent to loss on the transfer of managed assets (*2), and subtracting an amount equivalent to the gain on transfer of managed assets and gain on bargain purchase. However, if there is an undisposed deficit at the end of the previous business period, the amount shall be obtained by deducting that undisposed deficit from the above amount.</p> <p>*2: Managed assets refers to specific assets subject to asset management as set forth in Article 26 (however, this excludes securities described in Paragraph 4 of the same article [government securities, etc. only]).</p> <p>The payment timing shall be within one month following approval of financial statements, etc. for the business period in question by the Board of Directors.</p>
Management Fee 3	<p>The maximum amount shall be the amount obtained by multiplying the dividend per investment unit related to the business period in question ("per unit dividend," hereafter) by 50,000. Here the per unit dividend is calculated by adding profit before deduction of Management Fee 3 (including expenses in the business period in question due to consumption tax and local consumption tax pertaining to this fee) to an amount equivalent to the reversal of retained earnings (excluding the amount equivalent to the reversal of retained earnings subject to the payment of Management Fee 2 in the past), and dividing that amount by the total number of investment units issued as of the end of the relevant business period.</p> <p>Also note that when the number of investment units fluctuates due to the splitting or consolidation of investment units, from the business period during when the fluctuation in question occurred, the maximum amount shall be the amount obtained by multiplying the relevant percentage change by 50,000, and multiplying that figure by the per unit dividend.</p> <p>The payment timing shall be within one month following approval of financial statements, etc. for the business period in question by the Board of Directors.</p>

Management Fees Structure	Calculation Method / Maximum Amount
Acquisition Fee	<p>When managed assets have been newly acquired (except for succession based on an absorption type merger where the Investment Corporation is the surviving corporation), the maximum amount shall be the amount obtained by multiplying the acquisition price of the managed assets (*3) by 1.00%.</p> <p>Note that when managed assets have been obtained from an interested party ("interested person or other close affiliate" as defined in Article 201, Paragraph 1 of the Investment Trust Act and each item of Article 123 of the Enforcement Order of the Investment Trust Act, a company or other party holding more than 10% of the voting rights of all shareholders of the Asset Management Company, a company or other party holding more than 50% of the voting rights of all shareholders of such a company, or any company or other party engaged in providing advice, etc. regarding the investment or management of said assets; hereinafter the same), the maximum amount shall be the total amount obtained by multiplying the above percentages by one-half.</p> <p>*3: The acquisition price shall be the amount listed in the purchase agreement, and shall exclude consumption tax, local consumption tax and costs associated with the acquisition.</p> <p>The payment timing shall be the end of the month following the month in which the managed asset acquisition date falls.</p>
Transfer Fee	<p>When managed assets have been transferred (excluding succeeded assets in an absorption-type merger in which the Investment Corporation is extinguished in the merger, or in an incorporation type merger), the maximum amount shall be the amount obtained by multiplying the transfer price of the managed assets (*4) by 1.00%, or by multiplying the capital gains of each transferred asset (*5) by one-half, whichever amount is the smallest.</p> <p>Note that when managed assets have been transferred to an interested party, the maximum amount shall be the amount obtained by multiplying the transfer price of the managed assets by 0.50%, or by multiplying the capital gains of each transferred asset by one-half, whichever amount is the smallest. Additionally, in each of these cases, no transfer fees shall arise for the transfer of managed assets that result in a loss on transfer.</p> <p>*4: The transfer price shall be the amount listed in the purchase agreement, and shall exclude consumption tax, local consumption tax and costs associated with the transfer.</p> <p>*5: Gain on transfer is the difference when the transfer price exceeds the book value of the managed asset at the time of transfer.</p> <p>The payment timing shall be the end of the month following the month in which the managed asset transfer date falls.</p>
Merger Fee	<p>When an absorption-type merger is carried out with another investment corporation in which the Investment Corporation is the surviving corporation, the maximum amount shall be the amount obtained by multiplying the appraised value of the assets to be succeeded by the Investment Corporation due to the merger as of the effective date of the merger by 1.00%.</p> <p>When an absorption-type merger is carried out with another investment corporation in which the Investment Corporation is the corporation extinguished in the merger, or when an incorporation-type merger is carried out, the maximum amount shall be the amount obtained by multiplying 1.00% by the appraised value at the effective time of the merger of those assets held by the counterparty and held as the surviving corporation, or the appraised value at the effective time of the merger of those assets that will be succeeded to the corporation established by the incorporation-type merger.</p> <p>Note that when a merger is carried out with an interested party, the maximum amount shall be the total amount obtained by multiplying each of the above percentages by one-half.</p> <p>The payment timing shall be within three months from the last day of the month in which the effective date of the merger falls.</p>

Three-Layered Same-Boat Investment

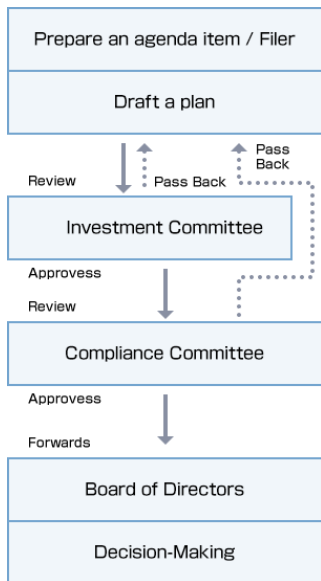


Restraints on Transactions with Stakeholders

- ① The scope of stakeholders, in addition to stakeholders, etc., stipulated in the Act on Investment Trust and Investment Corporations, is determined to include, pursuant to the Regulations to Prevent Acts in Conflict of Interest as internal regulations of the Asset Management Company, companies, etc., holding more than 10% of the voting rights of all shareholders in the Asset Management Company; companies, etc., in which such companies, etc., hold more than 50% of the voting rights of all their shareholders; and companies, etc., to which these parties provide advice and other services with regard to the management and maintenance of their assets.
- ② Regarding transactions with stakeholders, the Asset Management Company shall comply with relevant laws and regulations, etc., and engage only in transactions satisfying the terms stipulated in the Regulations to Prevent Acts in Conflict of Interest. In addition, in certain cases prescribed by the regulations of the Investment Corporation, proposals shall be submitted to the Investment Corporation and the approval of its Board of Directors obtained. When engaging in transactions with stakeholders as transactions satisfying the terms of regulations stipulated by the Investment Corporation, written notification shall be provided to the Investment Corporation without delay, while information pertaining to transactions conducted with stakeholders shall be disclosed pursuant to the Basic Information Disclosure Policy prescribed by the Asset Management Company.

Investment Management Decision-Making Structure

(A) The following provides an overview of the process from preparing and submitting a review document for making decisions regarding assets under management to the decision itself:



- 1 The General Manager of the Planning & Finance Department, the General Manager of the Office Asset Management Department and the General Manager of the Residence Asset Management Department prepare review documents for the said policy or plan for submission to the Investment Committee when establishing or altering the management guidelines, portfolio plans, current business plans, maintenance plans, etc.
- 2 The Investment Committee deliberates the said policy or plan and if there are issues, it is returned to the head of the related division for revision(s). If the said policy or plan has passed through the Investment Committee, it shall be allowed to be submitted to the Compliance Committee.
- 3 With respect to the said policy or plan which has passed through the Investment Committee, the Compliance Committee deliberates whether there are any compliance issues in light of related laws and regulations, the “Management Guidelines” and internal rules. Any measures judged to have issues during deliberations are returned to the General Manager of the related division for revision(s).
- 4 The General Manager of the related division refers to the Board of Directors the policy or plan that has passed through the Compliance Committee and attaches results of deliberations conducted at sessions of the Investment Committee and Compliance Committee alongside it. The Board of Directors then makes a final decision concerning the said policy or plan.

(B) The following provides an overview of the process from preparing and submitting a review document for making decisions regarding acquisition or sale, etc. of assets under management:



- ① The General Manager of the Real Estate Investment Department creates an investment asset acquisition/sale review document for submission to the President and Representative Director, based on management guidelines, portfolio plans and current asset management plans.
- ② The chair of the Compliance Committee (Chief Compliance Officer) convenes a session of the Compliance Committee to verify whether there are any compliance issues (legal/regulatory) or transactions involving interested parties and HEIWA REAL ESTATE REIT, Inc.
- ③ After approval by the President and Representative Director, the Real Estate Investment Department issues a Request for Settlement/Purchase Certificate or Sales Term Sheet, and begins negotiations with the seller or purchaser.
- ④ The General Manager of the Real Estate Investment Department creates a review document for executing the purchase/sales agreement, and submits it together with a copy of the approved review document (2., above) to the Investment Committee.
- ⑤ The Investment Committee deliberates on the results of due diligence and the terms of the transaction based on the internal approval memo referred to in the previous paragraph. Transactions deemed as having issues by the Investment Committee are sent back to the General Manager of the Investment Management Division for revision(s). Transactions that have passed through the Investment Committee are allowed to be submitted to the Compliance Committee.
- ⑥ Based on internal approval memos that have passed through the Investment Committee and based on the results of due diligence and compliance check lists, the Compliance Committee deliberates that the details of the internal approval memo approved by the President and Representative Director and the actual agreement are consistent, and that the terms of the transaction are legal and appropriate. Transactions deemed as having compliance issues by the Compliance Committee are sent back to the General Manager of the Investment Management Division for revision(s). Transactions that have passed through the Compliance Committee are forwarded to the Board of Directors for a final decision.

(C) Processes for deciding the execution of management or leasing of investment assets, or any other processes that are not referred to under 2. of these Guidelines, shall follow investment asset management bylaws and other related bylaws.



Compliance



Basic Approach

In order for the Heiwa Real Estate Group to earn the trust of society and achieve sustainable development, we will consistently maintain an awareness of compliance and conduct business in keeping with our Code of Conduct and the Standards for Behavior for Heiwa Real Estate Group.

To stamp out misconduct and further strengthen compliance, we also enacted the Announcement on Stamping Out Misconduct and Strengthening Compliance in December 2019, and are taking initiatives in keeping with this.

Announcement on Stamping Out Misconduct and Strengthening Compliance

1. No growth that compromises trust

The Company's officers and employees shall constantly be aware that stakeholder trust is the platform for, and driver of, growth. These agents of the Company shall work to improve mindsets in order to regain that trust.

2. Stamping out misconduct

The Company's officers and employees shall carry out their duties in accordance with the highest ethical principles and good sense, and stamp out misconduct by pledging to not engage or become involved in any wrongdoings, with a clear distinction between personal interests and company interests.

3. Strengthening compliance further

The Company's officers and employees shall rigorously adhere to the Code of Conduct and the Standards for Behavior for Heiwa Real Estate Group, and shall place the utmost priority on compliance.

Enacted December 2019

Compliance System

The Group has established a Risk Management Committee, a body for sharing, discussing, and controlling compliance and business risks in the Group. Serious violations of compliance or material emerging risks are reported to the Company's Board of Directors and handled accordingly.

The Corporate Planning and General Affairs Department, which serves as the secretariat for the committee, is responsible for coordinating with Group companies, and promotes improved compliance and risk management function across the entire Group.

Establishment and Implementation of a Compliance Manual

The officers and employees of the Asset Management Company must fully recognize the importance of the publicness of their business activities and their social mission, comply with the Financial Instruments and Exchange Act, the Investment Trust Act, other related laws and regulations, the rules of the Investment Trusts Association, Japan and other groups of which the Company is a member, the rules of the financial instruments exchanges on which the Investment Corporation, which has concluded an asset management agreement with the Asset Management Company, lists investment units, and internal rules and regulations, and perform their duties faithfully. The compliance manual established by the Investment Management Company lays out the basic principles that all officers and employees must observe without exception. The goal of all officers and employees is to achieve fair and appropriate management and to fulfill the social responsibilities imposed upon the Company in the conduct of its business activities.

Corporate compliance is put into practice by having all officers and employees fully understand the significance of compliance, embrace a high sense of corporate ethics, and engage in activities that observe compliance not only in corporate activities but in their daily social lives.

Compliance Hotline

Based on our Internal Reporting Regulations, the Group has established an internal compliance hotline in order for us to rapidly be aware of organizational or individual misconduct or violations of laws and regulations and to take necessary measures in response. This system also promotes ethics and compliance with laws and regulations at Group companies. Reports may be made to internal or external desks. We protect those who provide us with reports, like ensuring that they are not penalized for their use of our compliance hotline.

To promote fair transactions with business partners such as corporations, we have also set up an external reporting desk to receive reports on compliance violations and suspected violations by officers and employees of the Group.

Responding to Compliance Violations

- ① If any of the following matters arise during the performance of their duties, an officer or employee of the Asset Management Company shall promptly report the matter to the Compliance & Risk Management Office and ask for instructions.
 - (1) When conduct that violates laws, regulations, rules or other requirements has occurred for any reason
 - (2) When there are doubts regarding laws, regulations, rules or other requirements and a determination needs to be made on how to respond
- ② Of the reports described in the preceding paragraph, for those matters the Compliance & Risk Management Office deems to constitute a case of serious misconduct, such as a violation of business law or criminal law, the Chief Compliance Officer shall promptly report to the Representative Director and convene a meeting of the Compliance Committee to deliberate over the matter.
- ③ The results of deliberations by the Compliance Committee must be reported to the Board of Directors meeting convened immediately afterward.
- ④ The Compliance & Risk Management Office must report to the Compliance Committee and Board of Directors regarding the status of response measures concerning a matter deliberated over by the Compliance Committee in accordance with Paragraph 2.

Combating Anti-Social Forces

1. Basic concept for excluding anti-social forces

We are strongly resolved to combat anti-social forces that threaten the order and security of civil society.

2. Status of measures to exclude anti-social forces

The Company has clearly established a number of policies showing its strong resolve to combat anti-social forces. These can be found in the Code of Conduct, the Standards for Behavior for Heiwa Real Estate Group, the Basic Policy for Building Internal Control Systems, and the Regulations for Exclusion of Anti-Social Forces. We thoroughly disseminate these policies to directors, executive officers, and employees.

The Corporate Planning and General Affairs Department serves as the controlling department for our internal systems in this area. In the event of unreasonable demands and other instances with anti-social forces, this department takes action in coordination with attorneys and related institutions, such as the police department with jurisdiction.

By joining the Tokubouren, a police-run association for the prevention of organized crime, we participate in activities to exclude anti-social forces and gather information, providing details to various departments as necessary.

Prevention of Corruption

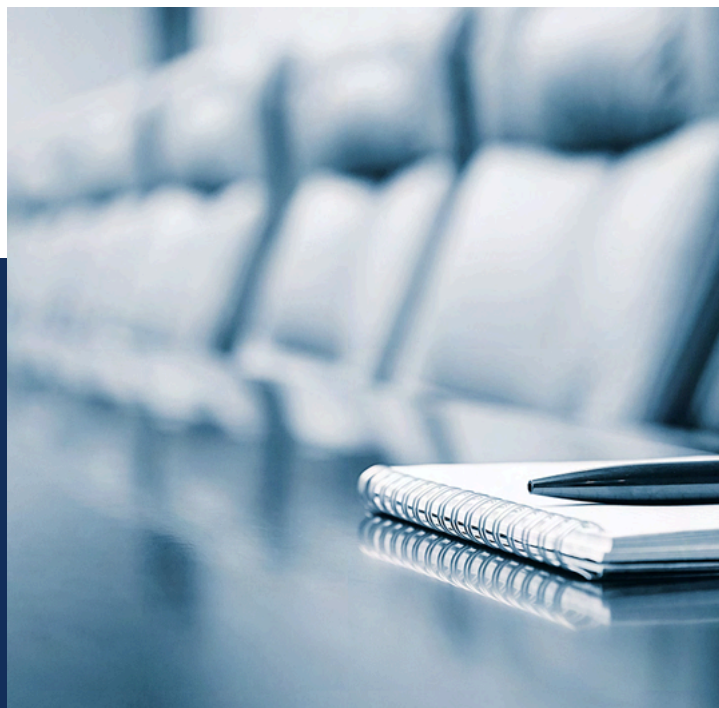
The Group has enacted the Code of Conduct and the Standards for Behavior for Heiwa Real Estate Group, and drafted a summary of matters to be complied with in order to act with fairness and honesty without violation of social norms. In keeping with these we maintain an awareness of the gravity of our social responsibility, strictly comply with all laws, regulations, and rules, and seek to be a company that has a strong sense of ethics and can keep the trust of society. The Standards for Behavior for Heiwa Real Estate Group calls on us to strictly refrain from behavior that may seem like collusion from society's standpoint in our relationships with government and administrative bodies, prohibits entertainment, gifts, and other benefits deviating from social conventions, and concretely defines measures to prevent not only bribery, but corrupt behavior in general. These details are published to our intranet, and are available for employee viewing at any time. We are also taking a number of actions to improve compliance awareness, such as holding at least five compliance training sessions each year for all officers and employees and thoroughly disseminating the contents of various compliance regulations, including those for the prevention of corruption and bribery.

Furthermore, based on our Internal Reporting Regulations, we have established a compliance hotline at the Company in order for us to rapidly be aware of organizational or individual misconduct or violations of laws and regulations and to take necessary measures in response. This system also promotes ethics and compliance with laws and regulations at Group companies.

To promote fair transactions with business partners such as corporations, we have also set up an external reporting desk to receive reports on compliance violations and suspected violations by officers and employees of the Group.

Corporate Ethics Training for Employees

The Asset Management Company conducts corporate ethics training for all officers and employees. In addition to quarterly in-house training, we have introduced lectures delivered by attorneys and e-learning conduct, with the aim of having officers and employees acquire specialized and practical knowledge that is more wide-ranging and applicable to their duties.



Risk Management

Basic Approach

The Company has put a risk management system in place in order to properly manage and control risks, limit or prevent risks from materializing, and minimize any damage in the event such risks materialize, and smooth control work, minimize damages for corporate resource.

Risk Management System

Organizations	Major Roles
Board of Directors	Oversee the establishment of a risk management system
Manager, Compliance & Risk Management Office	Risk management supervisor and person responsible
Audit	Verifying the appropriateness and effectiveness of the risk management system
Compliance Committee Compliance & Risk Management Office	

BCP Response

The Asset Management Company has prepared measures to ensure that it can continue with important business activities even during a crisis such as a major earthquake, wind or flooding damage, emerging infectious disease or system failures due to a cyber attack. Disaster prevention drills and other activities are also conducted to ensure these measures function effectively.

Cybersecurity

The Investment Corporation ensures that the services hosting its website comply with the Security Guidelines on Computer Systems for Banking and Related Financial Institutions (FISC Security Guidelines and Explanatory Papers) promoted by the Financial Services Agency, and satisfies the levels of security that serve as the standards for financial institutions.

Safety Confirmation System

The Asset Management Company has introduced a safety confirmation system that can confirm the safety of employees and quickly and accurately ascertain the state of damage to offices in the event of a disaster. In addition, regular safety confirmation drills ensure that the system will operate properly should an unexpected event occur.



Policy on ESG-Related Disclosures and Reporting Framework



Information Disclosure Policy

The Asset Management Company aims to disclose important information concerning the Investment Corporation and the Asset Management Company in a fair, timely and appropriate manner in order to promote understanding of the Company among shareholders, investors and all stakeholders, and to ensure its proper evaluation.

ESG Report

June 2025 ESG Report [PDF](#) [11,622KB]

May 2024 ESG Report [PDF](#) [13,426KB]

May 2023 ESG Report [PDF](#) [13,873KB]

April 2022 ESG Report [PDF](#) [6,107KB]

GRI Standards Reference Table

June 2025 GRI Standards Content Index [PDF](#) [442KB]

May 2023 GRI Standards Content Index [PDF](#) [280KB]

April 2022 GRI Standards Content Index [PDF](#) [143KB]

Contact for ESG-Related Inquiries

Please use the following contact details for inquiries regarding ESG.

Editorial Policy	HEIWA REAL ESTATE REIT, Inc. & HEIWA REAL ESTATE Asset Management CO., LTD.
Scope of Reporting	HEIWA REAL ESTATE REIT, Inc. : December 1, 2023-November 30, 2024 HEIWA REAL ESTATE Asset Management CO., LTD. : April 1, 2024-March 31, 2025
Reporting Period	Published annually around June
Publishing Cycle Date of Publication	June 24, 2025 *Previous published date: May 31, 2024
Contact us	HEIWA REAL ESTATE Asset Management CO., LTD. Planning & Finance Department TEL. +81-3-3669-8771 9:00 a.m. to 5:00 p.m. (excluding Saturdays, Sundays, national holidays and holidays designated by HEIWA REAL ESTATE Asset Management)