

GLP 

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GLOBAL
ESG
REPORT

2021 GLOBAL ESG REPORT

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Introduction



Introduction

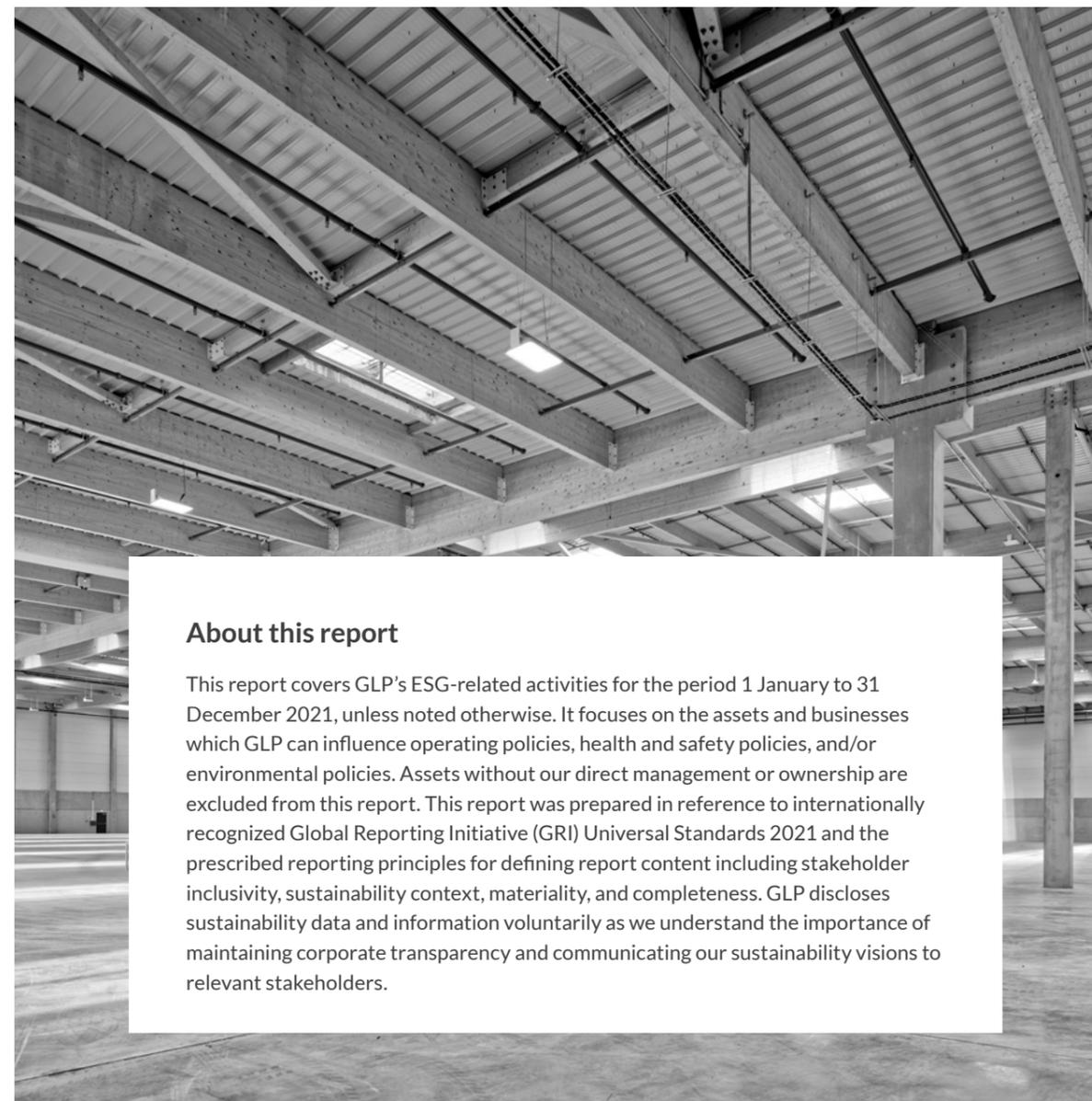
GLP Pte. Ltd. (GLP) is deeply invested in fueling the businesses that make the modern world run more efficiently.

From expertly investing capital to efficiently operating our business, we take a thoughtful, innovative, and sustainable approach to growth and value creation for our customers and investors. We are a **leading global investment manager and business builder in logistics real estate, data centers, renewable energy and related technologies across Asia Pacific, Europe and the Americas** and have approximately **\$120 billion in assets under management¹** in real estate and private equity.

We have a global presence in **17 countries** in diverse markets representing dozens of cultural backgrounds that share the same values and vision. Our ability to think globally and act locally differentiates us and provides us the ability to transfer knowledge and share insights from our markets to build a stronger and more diverse global business.

“ We have a global presence in 17 countries in diverse markets representing dozens of cultural backgrounds ”

¹ As of 30 June 2022



About this report

This report covers GLP's ESG-related activities for the period 1 January to 31 December 2021, unless noted otherwise. It focuses on the assets and businesses which GLP can influence operating policies, health and safety policies, and/or environmental policies. Assets without our direct management or ownership are excluded from this report. This report was prepared in reference to internationally recognized Global Reporting Initiative (GRI) Universal Standards 2021 and the prescribed reporting principles for defining report content including stakeholder inclusivity, sustainability context, materiality, and completeness. GLP discloses sustainability data and information voluntarily as we understand the importance of maintaining corporate transparency and communicating our sustainability visions to relevant stakeholders.

Overview of GLP

Reported as of 30 June 2022

Logistics Real Estate

\$100B

AUM

2,900

COMPLETED PROPERTIES

2,000

GLOBAL CUSTOMERS

75M

SQM

35

FUNDS

Global Footprint

\$120B

TOTAL AUM

66

OFFICES IN 17 COUNTRIES

OUR BUSINESS COVERS

55%

OF THE GLOBAL POPULATION

77%

OF GLOBAL GDP

Renewable Energy

10B

KWH PLANNED ELECTRIC
VEHICLE CHARGING
NETWORK

547 MW

INSTALLED CAPACITY²

+10

BATTERY SWAP
STATIONS³

Data Centers

LAUNCHED IN
2018

2.3 GW

OF IT LOAD CAPACITY⁴

PRESENCE IN
66%
OF THE TOP 50 GLOBAL DATA
CENTER MARKETS

20+
SITES IN OPERATION OR
UNDER DEVELOPMENT

Private Equity

\$3B

INVESTED

9

FUNDS

100+

INVESTMENTS

² Includes installed solar and wind capacity directly or indirectly controlled, managed or owned by GLP and does not include purchased renewable energy.

³ Includes under construction.

⁴ Includes existing and pipeline capacity.

Our 2021 ESG Achievements

Percentages are based on an increase
or decrease from 2020 to 2021

Achievements during 2021

191 MW renewable energy capacity
added in 2021 - a **85%** increase⁵

1,109 engagements in our local communities

343 total green building certifications - a **94%** increase

\$3.3 billion in sustainable financing raised

Employees completed over **1,400** hours of
learning and development courses

Communicated anti-corruption policies to **100%**
of GLP employees

22,000 rural children in **52 schools**
participated in music and English classes as part of
our Spring Charity program

⁵ Includes installed solar and wind capacity directly or indirectly controlled, managed or owned by GLP and does not include purchased renewable energy.

Letter from our CEO



Ming Z. Mei
Cofounder and Chief Executive Officer

“ We are working toward carbon neutrality by 2050 and reducing carbon emissions is our most significant area of focus.

We have experienced a shift over the last few years. Collectively experiencing a global pandemic shifted how and where we do our jobs, our daily routines and habits, and how we engage with people. It also greatly impacted our perception of what is expected and reinforced the definition and importance of building a sustainable business.

As a global business, GLP is focused on areas where we see **sustainable growth potential driven by global economic and demographic trends** and can leverage our combined investing and operating expertise to build high-quality businesses and achieve scale over the long term. We have a responsibility to our shareholders, investors, customers, partners, communities, and ourselves to build and grow a sustainable business and to be a leader in these efforts and help set the standard.

We continue to make great strides to **reduce our impact** on the environment, address climate change, support local communities, promote diversity and inclusion, uphold our commitment to corporate governance and more. In this report, you will have an opportunity to review our progress and our key areas of focus during 2021.

We are working to be carbon neutral by 2050 and **reducing carbon emissions is our most significant area of focus**. In 2021 we made formal commitments in China, Japan, Europe, Brazil, and India to build 100% of our logistics real estate developments to globally recognized green building certifications, took steps to reduce our embodied carbon impact by refining our construction process, integrated energy-efficient measures, made capital improvements and invested in technologies to improve energy performance, health and safety, and efficiency.

We also continued our investment in the global transition to renewable energy by investing heavily in solar, wind, electric vehicles, and battery charging technology. This investment focus has helped us to achieve operational carbon neutrality in many of our logistics real estate parks, reducing strain on local grids and neighboring communities.

In 2021 we also joined the **United Nations-supported Principles for Responsible Investment (PRI)** to affirm and pledge our dedication to responsible investment practices and align ourselves to our investment partners' interests.

Looking ahead we will continue to be at the forefront in driving change and making sustainability a foundation of our global business.



Letter from our Global Head of Sustainability



Meredith Balenske
Global Head of Sustainability

“ This review reinforced some of the most critical topics impacting the real estate industry globally including greenhouse gas emissions, clean energy, diversity and inclusion, community engagement, biodiversity and more.

As we continue to implement the sustainability vision we launched in 2020 and expand our way of thinking, **sustainability is becoming more deeply ingrained in GLP's culture** and our way of doing business.

Last year we focused on better and more seamless integration of our ESG strategy into our business and investment decisions to ensure it was being considered as a risk mitigator as well as an opportunity to improve the value of our assets and support our competitive growth. We also continue to focus on educating and upskilling our business functions to help them understand their responsibilities as it relates to the rapidly changing ESG landscape.

Prior to issuing this report we refreshed our materiality assessment **to guide us toward the most critical sustainability topics** and affirm our understanding of those most important to our stakeholders. These engagements are a vital exercise that helps us evaluate the market environment and understand the perspectives of our stakeholders. It is a genuine opportunity to actively engage and collaborate with a diverse set of internal and external partners to get a sense of their priorities, what they are experiencing in the market and of course it is helpful to us to prioritize topics and guide our ESG strategy.

This materiality review reinforced some of the most critical topics impacting the real estate industry globally including **greenhouse gas emissions, clean energy, diversity and inclusion, community engagement, biodiversity** and more which we guide you through in this report.

Our local ESG leaders and their teams provided examples from each market to bring these topics to life and give a more complete picture of the tremendous and exciting work happening within each region. Our focus on these issues gives GLP and our team a greater sense of purpose and understanding of how we can be agents of change.

Please enjoy the report. We look forward to working with you on our sustainability journey.

A handwritten signature in black ink that reads "Meredith Balenske".





02 |

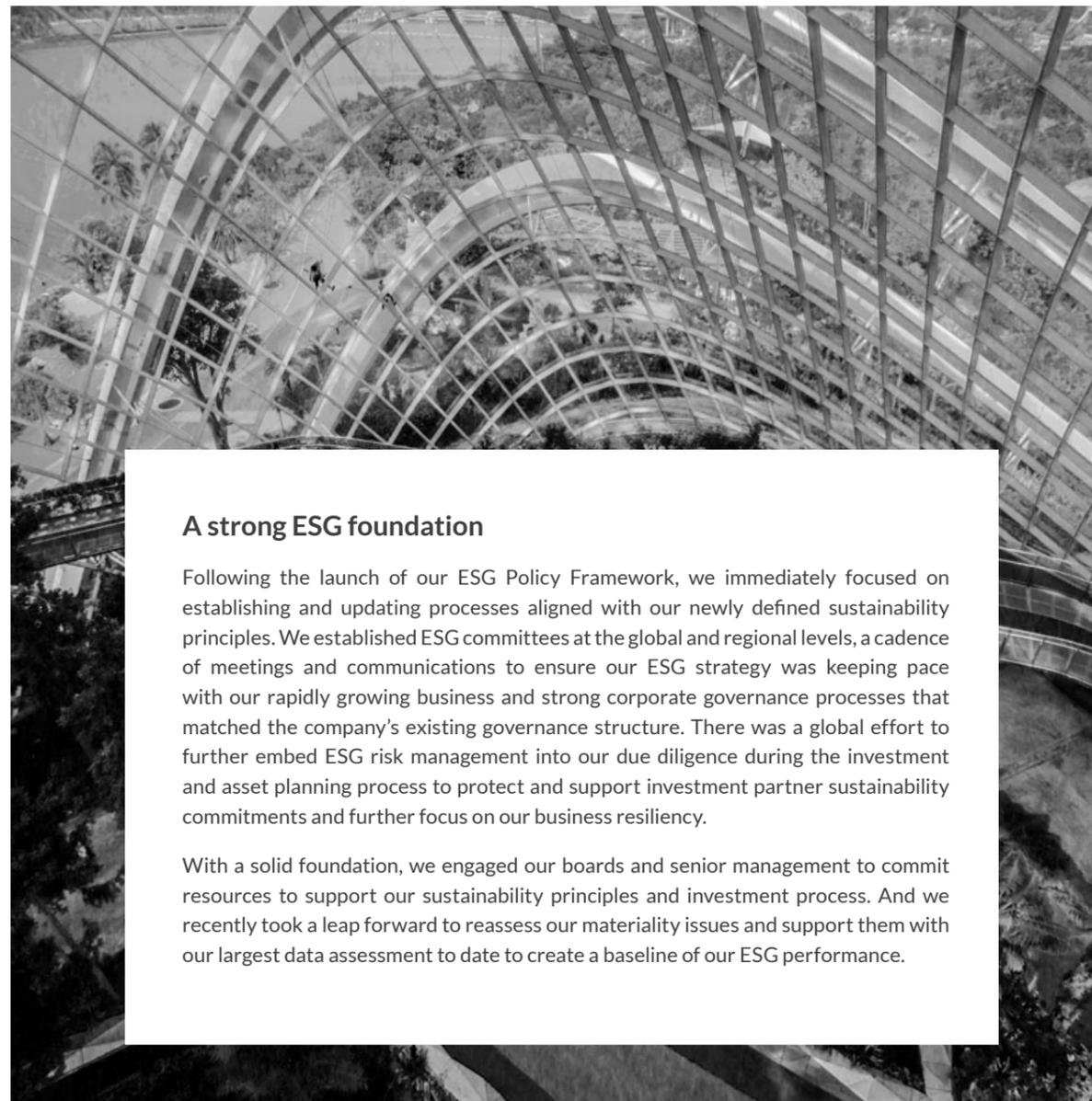
ESG at GLP

ESG at GLP

Our ESG journey started when we reviewed and consolidated our global efforts to form a cohesive approach to ESG that could lead us into the future.

Based on a third-party led process which included a gap analysis and peer benchmarking we launched a new Global ESG Policy Framework and refreshed our sustainability principles.

Our sustainability principles were developed to **support and guide our progress in developing ESG commitments, better integrating ESG into our overall business and investment decisions and help us stay true and transparent.** We are committed to making sustainability a core component of our business in order to build a more sustainable and resilient future and continue to implement our unique ESG sustainability principles that support our policy.



A strong ESG foundation

Following the launch of our ESG Policy Framework, we immediately focused on establishing and updating processes aligned with our newly defined sustainability principles. We established ESG committees at the global and regional levels, a cadence of meetings and communications to ensure our ESG strategy was keeping pace with our rapidly growing business and strong corporate governance processes that matched the company's existing governance structure. There was a global effort to further embed ESG risk management into our due diligence during the investment and asset planning process to protect and support investment partner sustainability commitments and further focus on our business resiliency.

With a solid foundation, we engaged our boards and senior management to commit resources to support our sustainability principles and investment process. And we recently took a leap forward to reassess our materiality issues and support them with our largest data assessment to date to create a baseline of our ESG performance.

Our ESG Principles	Material Topics	UN SDGs
<p>Build Businesses and Invest Responsibly</p> <p>At GLP, building businesses and investing responsibly means embedding ESG into our investment and decision-making processes to help us minimize and avoid ESG risks and identify opportunities to improve and enhance value.</p> <hr/> <p>Develop and Manage Sustainable Assets</p> <p>ESG is also considered after the development, acquisition or investment decision. Our teams collaborate and are empowered to prioritize, act, track and monitor the sustainability performance of our assets and collaborate with our workforce, partners and communities.</p>	<p>GHG emissions</p> <p>Energy management</p> <p>Biodiversity & land-use</p> <p>Green building & energy certifications</p> <p>Climate change</p> <p>Water & wastewater management</p>	<p> SDG 6 Ensure availability and sustainable management of water and sanitation for all because GLP's operations can be located in areas of water stress which may impact GLP's operations and because GLP recognizes that some of its operations, in particular during the construction stage, may add further burden on water usage in certain regions.</p> <p> SDG 7 Ensure access to affordable, reliable, sustainable and modern energy for all because GLP recognizes that its modern logistics, infrastructure and other real estate facilities can bring about co-benefits for instance in providing space for renewable energy such as photovoltaic solar rooftop installations that can be connected to the local grid to reduce greenhouse gas (GHG) emissions and serve as typhoon shelters in impacted area.</p> <p> SDG 12 Ensure sustainable consumption and production patterns because GLP recognizes that it relies on natural resources and uses materials so is committed to preventing and reducing its general use of materials, generation of waste and adverse impacts on biodiversity and natural habitat in its development, promoting the use of sustainably-sourced materials throughout its supply chain, and preventing environmental pollution.</p>
<p>Improve Efficiency and Enhance Value</p> <p>Our mission is to build sustainable businesses and generate attractive risk-adjusted returns to shareholders and investors while providing exceptional investment and operational services that enhance value. We also develop and invest in logistics and supply chain technologies that enhance the efficiency of our assets, support resource conservation and support the transition to renewable energy.</p>	<p>Supply chain management</p>	<p> SDG 9 Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation because GLP recognizes that the success of its operations relies on their connections to urban infrastructure that remains resilient and efficient.</p>

Our ESG Principles	Material Topics	UN SDGs
<p>Govern with High Ethics and Transparency</p> <p>GLP is committed to maintaining the highest standards of corporate governance as a means of enhancing corporate performance and accountability. To demonstrate its commitment towards excellence in corporate governance, GLP has established a series of well-defined policies and processes to protect its stakeholders' interests that are woven into the fabric of our business. We maintain a zero-tolerance approach to bribery and corruption and require all management and employees to always comply with our Code of Business Conduct and provide annual certification.</p>	<p>Business ethics</p>	<p> SDG 17 Strengthen the means of implementation and global partnerships for sustainable development because GLP recognizes the support it gets from the wider ecosystem around its operations and values the importance of collaboration and of leading by example.</p>
<p>Promote Well-Being</p> <p>GLP aims to incorporate health and well-being throughout its organization in support of its employees, customers and the communities in which we work. By focusing on promoting well-being, we can enhance an individual's livelihood, improve well-being as well as bring communities together and promote economic development.</p>	<p>Local communities</p> <p>Labor practices (including health & safety)</p> <p>Diversity & inclusion</p>	<p> SDG 3 Ensure healthy lives and promote well-being for all at all ages because GLP directly and indirectly employs a number of employees and workers who may be doing hazardous jobs that enable GLP's operations.</p> <p> SDG 4 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all because GLP recognizes the importance of providing students and teachers the opportunity to build confidence and develop skills to help them in their future studies and careers.</p> <p> SDG 5 Achieve gender equality and empower all women and girls because GLP strives for diversity and inclusion across the different levels of the organisation.</p> <p> SDG 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all because GLP's operations support employment throughout their development and investment lifecycles and can contribute positively to economic growth of their regions.</p>

Goals, Targets & Commitments

We identified 2021 as our ESG performance data baseline and adopted a carbon neutral commitment. Over the next year, we will focus on further strengthening and refining our goals and targets and the data supporting them. In addition to global targets, our regional teams have identified initial performance targets that are unique to their markets and will help drive regional ESG programs.

Global

Commitment to be carbon neutral before **2050**

Build **100%** of our new logistics real estate developments in China, Japan, Europe, Brazil, and India to globally recognized green building certifications

Reach **1 GW** of installed solar energy capacity by year-end **2023** and encourage transition to green energy sources⁶

Achieve Green Star status for all GRESB submitted funds⁷

Install LED lighting in **100%** of new logistics real estate developments

Provide **100%** of employees globally with access to continuing education, upskilling, and reskilling opportunities including ESG and decarbonization topics

Perform climate risk assessment for every new investment starting in **2023**

Commitment to develop methods to reduce embodied carbon during construction in all new developments

Brazil

Brazil aims to increase the number of parks running on renewable energy from the free energy market, reducing energy costs by **15-20%** compared to traditional sources of energy

Brazil has committed to build new warehouses to support a load of solar panels equivalent to **25%** of the roof area

By **2022**, Brazil has a target of securing LEED certifications for at least **83%** of our existing logistics real estate warehouses

India

Indospace is India's largest investor, developer, and manager of industrial and logistics real estate and a GLP joint venture. Indospace issues an annual [sustainability report](#) which details their sustainability performance across their business operations.

China

Design **100%** of logistics rooftops solar panel ready in China and review all existing buildings rooftop for solar panel installation to expand our renewable energy capabilities

China has committed to **Life Cycle Analysis (LCA)** for all new developments starting in **2023** to better quantify and reduce our embodied carbon emissions

China has committed to support at least **85** schools in our Spring Charity program by **2025** and targets to benefit more than **65,000** students⁸

Europe

Europe pledged mandatory Life Cycle Analysis (LCA) for all new developments aimed at reducing the impact of embodied carbon in new construction

Europe participates in the annual Planet Mark certification scheme and is committed to achieving a **5%** cut in absolute emissions per year, through reductions in GLP corporate energy, waste, water, and travel

Europe committed to build **100%** of new logistics real estate developments to BREEAM Very Good or Excellent in the UK

In the UK all new developments will deliver at least a **10%** net biodiversity gain

Japan

GLP J-REIT set a new target to complete the transition of common areas in multi-tenant properties to **100%** green energy by the end of **2025**

Japan set a target of **100%** green lease agreements by **2023** in all fixed-term building lease contracts⁹

Japan pledged all future logistics real estate projects to be LEED or CASBEE certified and has targeted to secure a green building certification for at least **80%** of our total existing portfolio. In addition, all new construction of multi-tenant logistics facilities at GLP Japan will have ZEB certification, with a minimum ZEB-ready rating achieved

⁶ Includes installed solar and wind capacity directly or indirectly controlled, managed or owned by GLP and does not include purchased renewable energy

⁷ GRESB Green Star designation is given to entities with a score higher than 50% of the points allocated. It is only applicable to Real Estate Assessment participants.

⁸ Number of students supported is cumulative

⁹ Except tenants that decline to include green lease clauses due to certain circumstances.

Our ESG Governance and Oversight



GLP operates its business in accordance with the highest ethical standards and according to all applicable laws and is guided by the four key principles of risk management, transparency, alignment of interests, and its one-portfolio approach.

Our risk management hinges on **strong internal controls throughout the organization**, making risk-informed decisions based on stringent due diligence and risk assessment processes, and stress testing.

We continue to ensure transparency and maintain appropriate reporting and disclosure procedures. As a strongly aligned investment partner **we take co-investment stakes in the funds we manage for our investment partners and opt for performance-based incentive compensation.**

Since our inception we have employed a one-portfolio approach for all transactions, acquisitions and dispositions across our global platform. All assets are operated and managed irrespective of ownership and operational and strategic decisions are made independently from the fund or vehicle in which an asset is located.

We integrate ESG into our governance structure and require board of directors and senior management commitment and oversight on ESG commitments. As an organization **we seek to continuously improve and refine by adapting standards and practices** that are material to our business and industry.

GLP has an established Audit Committee (independent), Compensation Committee, Conflicts Committee, Risk Committee, and Global ESG Committee to oversee and implement proper governance in various aspects.

We strive to maintain our strong corporate governance framework to prevent:

- Bribery
- Corruption
- Political contributions
- Fraud
- Ensure cybersecurity, data protection and privacy

As an organization we seek to continuously improve and refine by adapting standards and practices that are material to our business and industry.

ESG Governance

Global ESG Committee

The global ESG committee is led by the global head of sustainability and consists of senior members from every region and multiple functional disciplines. It is responsible for managing matters relating to ESG, driving ESG initiatives and integration across the firm and developing innovative new ways to address our long term ESG goals. The committee meets at least quarterly.

Board and Management Oversight

GLP's management team has overall responsibility and accountability for ESG strategic direction and development of ESG commitments and receives quarterly updates from the global ESG council and the board of directors receives information bi-annually.

Regional ESG Committees

Regional ESG committees are established in each of our geographic regions and are comprised of senior members in a broad variety of functional areas. They are responsible for driving local ESG initiatives and implementation, collecting ESG data and collaborating with the global ESG committee in managing matters related to ESG on a local level. Each regional ESG committee meets at least quarterly.

Global and Regional Investment Committees

Investment committees are responsible for overseeing investments and to provide strategic oversight and investment review. Regional investment committees will oversee the initial review of investments in the specific region, while the global investment committee will approve proposed investments based on the results derived from ESG due diligence.

Investment Teams

Investment teams are responsible for incorporating relevant ESG factors into the investment process, including conducting pre-acquisition ESG due diligence on proposed investments, capturing costs and relevant mitigants for ESG factors, as well as coordinating with external portfolio operations teams to monitor and report on the ESG performance of assets within the portfolio.





03 |

Defining ESG at GLP



Defining ESG at GLP

Understanding key ESG trends material to GLP is critical in shaping our corporate strategy to create a positive impact and bring value to our stakeholders.

This year, we conducted a robust materiality assessment to evaluate key ESG topics relevant to our business and operations. This assessment helps us identify and manage our company's risks and opportunities, driving positive change both within and outside the company. We conducted this assessment at a global corporate-level to refresh our understanding of the most important sustainability topics to our stakeholders, and account for the rapidly changing sustainability landscape.

The process of determining the material topics is informed by GLP's ongoing identification and assessment of impacts, which involves engaging with relevant stakeholders and experts. This was conducted independently from the sustainability reporting process. In finalizing the topics, we also conducted a peer analysis and a benchmarking assessment against internationally established standards and frameworks in sustainability. This process ensures that we have included emerging global and sectoral trends to reflect the interest and expectations of GLP's stakeholders.

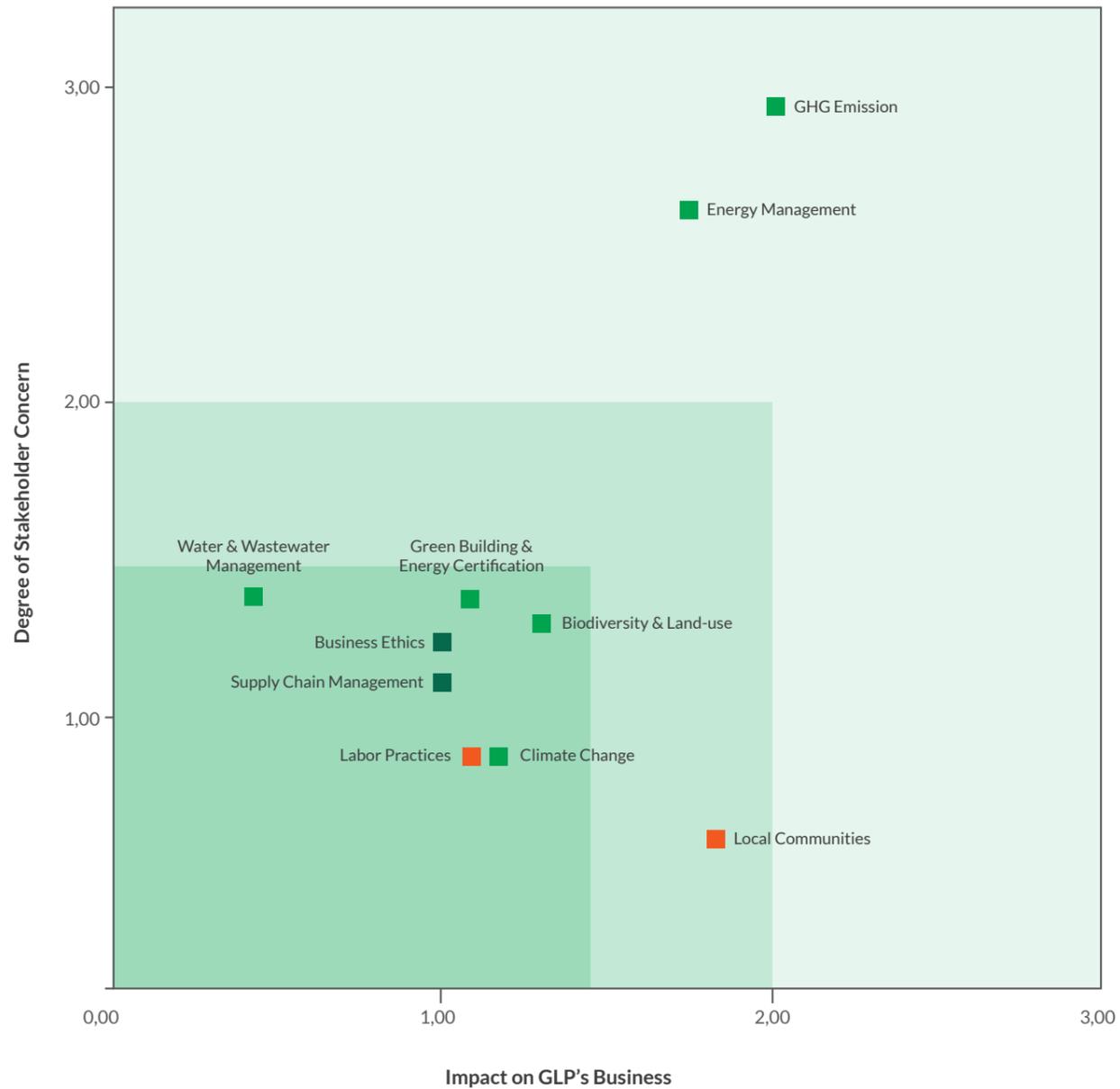
GLP prioritizes reporting on those topics that represent its most significant impacts on the economy, environment, and people, including impacts on their human rights. In the GRI standards, these are the organization's material topics.

We undertake this assessment every two years and use it as an opportunity to engage and collaborate with a diverse set of internal and external stakeholders on ESG topics and identity and prioritize topics to guide and set our ESG strategies.



Our Material Topics

The ESG topics presented below are the top topics based on the scorings from internal and external stakeholder interviews. The figure below displays the materiality matrix prepared in accordance with the GRI Universal Standards 2021 and was developed based on the findings of this exercise.



ESG Topic	Topic Definition	ESG Classification
GHG Emissions	Awareness and management of any air pollution, particularly greenhouse gases (GHGs), as a result of GLP's business and operations.	ENVIRONMENT
Energy Management	Consumption awareness and management of energy within GLP's business and operations from renewable and non-renewable sources.	ENVIRONMENT
Biodiversity and Land-use	Management and operational approach to maintain and improve land-use and biodiversity in GLP's areas of operations.	ENVIRONMENT
Green Building and Energy Certifications	GLP's operational and management approach to ensure that its portfolio upholds the relevant green building and energy standards as per international best practices and recognized standards and frameworks.	ENVIRONMENT
Climate Change	Identification, management and integration of climate-related risks and opportunities into GLP's business strategy.	ENVIRONMENT
Water and Wastewater Management	Consumption awareness and management of water usage and wastewater quality within GLP's business and operations.	ENVIRONMENT
Local Communities	Developing and maintaining strong relationships and continuous engagement with the local communities and stakeholders through various CSR projects and support.	SOCIAL
Diversity and Inclusion	Ensuring an inclusive and supportive work environment in GLP's operations and supply chain.	SOCIAL
Labor Practices	Implementing fair and ethical labor practices to protect our employees and contractors, as well as to manage our human resource career and skills development to help GLP's workforce to grow and achieve their career path.	SOCIAL
Supply Chain Management	Engagement across GLP's business and operations along the value chain.	GOVERNANCE
Business Ethics	Establishing, implementing and upholding strong ethical and moral principles throughout GLP's business, operations and value chain.	GOVERNANCE



04 |

Managing our Environmental Impacts

Managing our Environmental Impacts

At GLP, a significant part of our business covers the investment, development, and asset management of logistics real estate assets. Because of the nature of our business and our company's scale, we engage with many different contractors and business partners across the countries and regions in which we operate. Therefore, we must ensure that our value chain uphold the ESG standards that we deem important. This is inextricably linked to GLP's businesses, operations, and services within the logistics real estate sector.

Greenhouse Gas (GHG) Emissions



Real estate drives approximately **39% of total global emissions**¹⁰, and according to the latest report published by the Intergovernmental Panel on Climate Change (IPCC)¹¹ there exists a **direct correlation between GHG emissions and the increasing frequency and severity of climate change impacts**, compromising the safety and well-being of the people and planet. Human rights issues are greatly impacted by the effects of climate change and if we do not collectively take action and adopt climate adaptation and mitigation measures the most vulnerable communities¹² will be at even greater risk.



Embodied carbon emissions are emissions associated with the transporting, manufacturing and construction of buildings onsite, and they account for **11% of total global emissions**¹³. We focus on developing green buildings to minimize our carbon footprint from the design to the construction phase. As a developer, it is one of the best opportunities to respond to the climate emergency by reducing carbon as much as possible during the construction process.



GLP will be carbon neutral before 2050

Minimizing our environmental impact

GLP recognizes the need to manage our GHG emissions throughout our business, operations, and across our assets. In doing so, we aim to safeguard our natural environment and the surroundings of our local communities. Our initiatives aimed at **minimizing our environmental impact** fall under our corporate climate action.

We completed a company-wide exercise to determine our reporting boundary **in line with the GHG Protocol and GRESB guidelines**. The operational control approach was identified to be most suitable for our business. Under the operational control concept, GLP is responsible for emissions from assets and operations where it can influence operating policies and/or environmental policies. This means that GLP **should have control to influence (i.e. reduce) emissions for the assets it has operational control over**. Assets that GLP has ownership of, but no control over have been excluded from Scope 1 and 2. However they have been included under Scope 3 (value chain) emissions according to GRI, GRESB and GHG Protocol requirements. This exercise will further inform GLP's detailed efforts on emissions accounting, especially for our downstream leased assets and financed emissions.

In strengthening our climate journey ahead, GLP will establish a GHG emissions target for our Scope 1, 2 and 3 emissions by 2025 as per the guidance laid out by the Science-Based Targets Initiative (SBTi). Once this target has been established at the group level, GLP aims to ensure that our businesses in our countries of operations adhere to the targets, and that we will transparently report our progress against our goals.

39%
OF TOTAL GLOBAL EMISSIONS¹⁰ ARE FROM REAL ESTATE

11%
OF TOTAL GLOBAL EMISSIONS ARE FROM TRANSPORTING, MANUFACTURING AND CONSTRUCTION OF BUILDINGS ON SITE¹³

¹⁰ Source: *Climate risk and the opportunity for real estate* - McKinsey & Company

¹¹ The IPCC is a scientific group assembled by the United Nations to monitor and assess all global science related to climate change.

¹² This vulnerable status may stem from an individual's or group's race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status.

¹³ Source: *Embodied carbon in building materials for real estate* - Urban Land Institute Greenprint for Building Performance

Actions & Initiatives

CHINA

Developing our Sustainability Guidebook

Ensuring that there is internal support and infrastructure is key in managing our environmental performance. At GLP China, as part of our commitment to drive operational efficiency and minimize our carbon impact, we are developing a Sustainable Asset Manual which consists of several guidelines including energy and carbon management. This will help our construction and operating teams to better manage and improve overall ESG performance.

EUROPE

Tracking our Carbon Impact

We have been tracking our European offices' carbon impact via the Planet Mark certification scheme since 2019. To achieve the Planet Mark Certified status, GLP had to achieve a 5% cut in absolute carbon emissions per year, through reductions in energy, waste, water, travel, and procurement. For the third consecutive year, GLP has met these targets and we are committed to continuing to do so in the coming year.

Understanding Embodied Carbon via Mandatory Life Cycle Assessments (LCAs)

A LCA report calculates the total GHG emissions of an asset (measured in tCO₂/sqm). We follow the international UNE BS EN 15978:2012 standard that pre-determines a set of building life cycle stages that will define the GHG we are calculating (either embodied carbon, operational carbon or whole life cycle carbon). The LCAs are issued by external independent LCA consultants. In the UK the LCAs are verified by the Planet Mark team.

Understanding our GHG emissions in the building process will help GLP to set realistic carbon emission reduction targets in the coming years.

BRAZIL

Enhancing Renewable Energy Production to Reduce Emissions

To reduce our GHG emissions, we have a commitment to build our warehouses to support a load of solar panels equivalent to 25% of the roof area. Currently, some of our GLP warehouses already use photovoltaic poles for outdoor lighting, which captures and stores solar energy during the day to be used for lighting at night.

JAPAN

Implementing Various Initiatives to Reduce our Emissions

To reduce our emissions, we have focused on deploying the following initiatives across our assets in Japan such as installing LED lighting, human detection sensors, heat insulation panels, upgrading our air conditioner, and installing solar panels. In addition, we started a new initiative to directly reduce GHG emission by purchasing non-fossil fuel certificates.

¹⁴ Per GHG Protocol 'Category 13: Downstream Leased Assets' is emissions from the operation of assets that are owned by the reporting company (acting as lessor) and leased to other entities in the reporting year that are not already included in Scope 1 or Scope 2

¹⁵ Per GHG Protocol embodied emissions are 'Category 1: Purchased goods and services' and 'Category 2: Capital goods', where our major emissions for 'Category 1' comes from construction materials and outsourced construction services.

¹⁶ Total GHG emissions includes Scopes 1, 2 and 3. Reported Scope 3 emissions includes available tenant emissions and some embodied emissions from development assets in GLP Europe.

Our Path to Reducing Carbon Emissions

Reducing carbon emissions is our most important initiative. GLP is working towards becoming a **carbon neutral business** by refining our construction process to reduce embodied carbon, investing in energy-efficient measures, and making capital improvements. **We are using new technologies to improve the energy performance** of our assets and adding renewable energy capabilities across our properties and have achieved operational carbon neutrality in many of our logistics real estate parks. In managing our carbon impact, we look to use the following types of carbon reduction methods - depending on the market - during the construction process across our organization:

- Ground Granulated Blast-furnace Slag (GGBS) in the concrete
- Recycled steel
- PC (Precast Pre-stressed Concrete with Mild-Press-Joint)
- Optimization of concrete floors
- Steel roof and wall cladding replacing aluminum
- Pad foundations
- Cut and fill
- Ground stabilization
- Responsibly sourcing natural, untreated timber, etc.

We are also undertaking LCAs in our markets to better understand the carbon impact of our developments to help us develop programs aimed at reducing the amount of GHG emissions during the development stage.

In 2021, we calculated total GHG emissions to be 783,898 tons of carbon dioxide equivalent (tCO₂e) which includes Scopes 1, 2 and 3 emissions and established our baseline.

We focused our efforts on data collection for Scopes 1 and 2 and aligning key categories of Scope 3 per GHG Protocol.

GLP owns and operates assets with tenants and has a significant development business so we consider downstream leased assets¹⁴ and embodied carbon emissions¹⁵ to be a significant portion of our value chain emissions. Our 2021 GHG emissions total includes available tenant emissions and embodied emissions from development assets in Europe.

For future reporting we are working towards a more detailed assessment of our Scope 3 emissions, including expanding the coverage as well as increasing the accuracy of how we quantify emissions. We plan to substantiate this further through efforts to validate our emissions in 2023. As we work to expand the coverage of Scope 3 emissions and improve our accuracy, we are making progress to account for embodied carbon emissions for some of our new construction by measuring embodied carbon through LCAs. We are developing, investing, and purchasing renewable energy and integrating energy efficiency measures in our assets to reduce Scope 3 emissions, as they directly impact the operating efficiency of buildings, thereby indirectly reducing the net consumption by tenants.

GHG emissions intensity is used to check consistency when making comparisons, especially for our diverse portfolio. GHG emissions intensity is calculated based on the emissions per unit of floor area covered and emissions per unit of an asset's value. In 2021, the GHG emissions intensity by gross floor area (GFA) is 0.02 tCO₂ e/m² and by gross asset value (GAV) is 18.5 tCO₂ e/million USD.

In 2021:

783,898 tCO₂e¹⁶
TOTAL GHG EMISSIONS

0.02 tCO₂e
GHG EMISSIONS PER GROSS FLOOR
AREA (IN SQM)

18.5 tCO₂e
GHG EMISSIONS PER GROSS ASSET
VALUE (IN MILLION USD)

Actions & Initiatives

CHINA

Expanding our Renewable Portfolio

GLP China is quickly expanding its renewable energy portfolio through investment and development which will support our commitment to be carbon neutral.

Our renewable energy portfolio includes rooftop and ground solar, wind power, battery solutions, equity investments in renewable energy, and strategic partnerships to introduce more electric vehicle (EV) charging facilities and battery swapping stations across our parks and beyond. And, where possible, utilizing the renewable power generated from installed solar panels on rooftops.

EUROPE

Kick-starting our Journey to Net Zero Buildings

Magnitude 314 UK was the first Net Zero scheme delivered in line with UK Green Building Council (UKGBC) Net Zero Carbon Construction framework and independently verified. It is GLP's most significant project to date to understand the process of delivering a net zero construction building.

We calculated an embodied carbon saving of 4,265 tCO₂e, which equals to a 25.8% reduction compared to a standard building. Once the embodied carbon of the building was reduced as much as possible the remaining embodied CO₂ was mitigated using Gold Standard® carbon offsets.

We also calculated theoretical operational carbon, which was estimated to be 26.9% lower than a standard building. During 2021 we saw Magnitude fully operating and understood how the implemented initiatives became effective, such as the rainwater harvesting, excellent air tightness leading to reduced energy demand, BEA - an ultra-high efficient lighting system and energy monitoring, and EV chargers among many others.

JAPAN

Zero Energy Building Certifications

Japan introduced an initiative that involves all development projects of multi-tenant logistics facilities completed after July 2021, where the company will aim to use a third-party certification system to obtain Zero Energy Building (ZEB)-ready certification. This will ensure the carbon impact of our infrastructure is minimized during operation.

New Initiatives to Reduce Carbon Emissions

GLP J-REIT set a new target to complete the transition of common areas in our properties to 100% green energy by the end of 2025. This will be done through the installation of solar panels and the use of non-fossil energy certificates and will be the main source of electricity used in common areas of our properties by 2025. As part of this project we are working with tenants to promote efforts to transition to green energy in tenant-controlled areas as well.

BRAZIL

Understanding our Emissions and Developing Reduction Strategies

GLP Brazil has completed a LCA of GLP Cajamar II and it was concluded that it will have 54,808.60 tCO₂e of embodied carbon during its 60-year lifecycle. From the assessment, GLP Brazil has developed a series of carbon-reducing strategies which includes, but is not limited to, initiatives involving concrete floor optimization, utilization of steel with a high-recycled content, and/or usage of concrete with cement that contains blast-furnace slag (BFS).

GLP Brazil's Solar Power Plants

In 2021, Brazil implemented its second on-site solar power generation plant of a logistics park in partnership with Comfrio, the largest logistics and intelligence solution company in Latin America for food distribution. The plant is located at GLP Guarulhos I, where our partner operates a 6,000 sqm distribution center. The plant has power of 205 kilowatts peak (kWp) and a generation capacity of 236.8 MWh per year, equivalent to the average consumption of 1,560 homes, reducing CO₂ emissions by 75 tons over the next 25 years.

The first plant was installed at GLP Louveira VII and is operated by DHL Supply Chain for Nike. The distribution center, which has LEED Gold E&B certification, with 26,700 sqm of built area, features a solar plant with 785 kWp of power, capable of generating about 1,215.4 MWh per year. It will reduce CO₂ emissions by 316 tons over the next 25 years. The plant's energy potential is one of the largest in a logistics enterprise in the country, making the operation 100% energy sufficient.

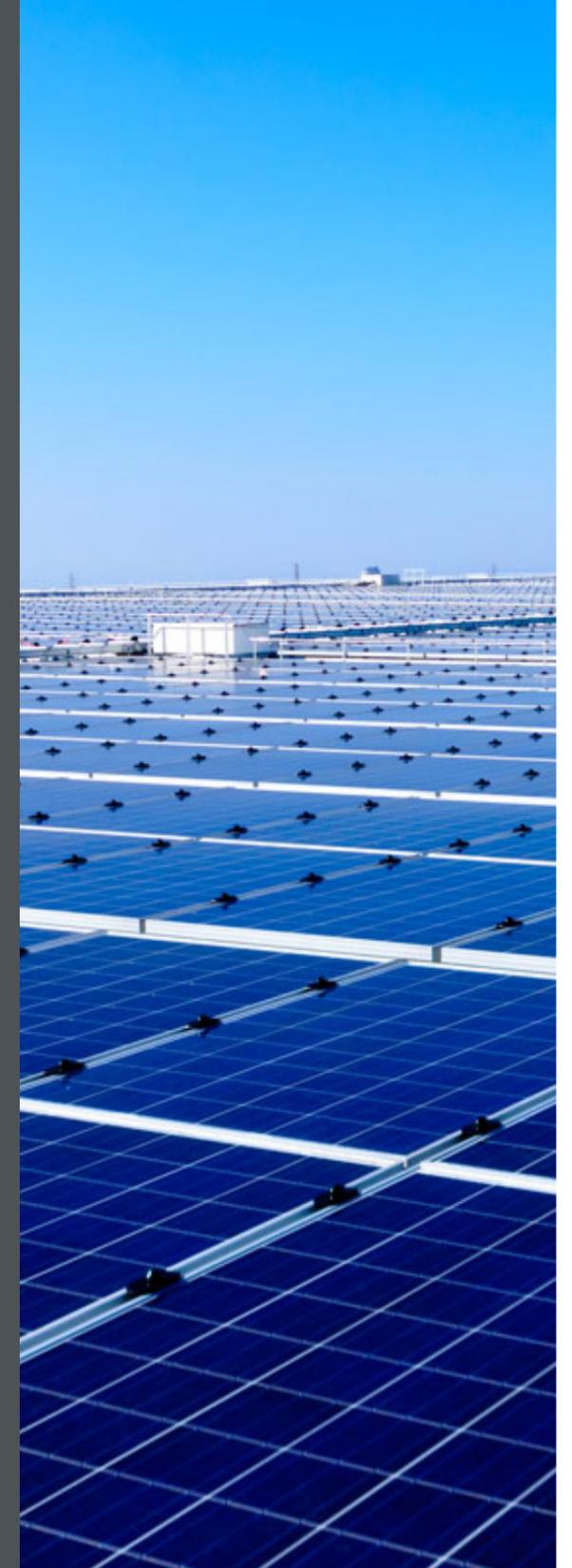
Mapping our Carbon Inventory

Ensuring that we track our carbon impact is a key first step in our corporate climate action and we initiated our carbon inventory reporting. The aim of this report is to map, quantify and report our GHG emissions across all our operations on an asset level. The assessment encompasses our Scope 1 and Scope 2 emissions as outlined by the GHG Protocol standards.

Recycling in Support of Emissions Reduction

GLP Cajamar III and GLP Campinas: recycled around 10,000 cigarette butts, equivalent to approximately 5,000 liters of unproduced sewage and 12.3 cubic meters of methane not emitted.

GLP Cajamar III: recycled 160 liters of cooking oil, decontaminating 4 million liters of water. It is equivalent to 1,957.6 cubic meters of methane not emitted.



Energy Management

Around the world, buildings are responsible for **over 30% of global energy consumption**¹⁷. At GLP, we recognize that access to energy is integral in providing the resources we need to drive development and economic growth. However, we also acknowledge that energy production and consumption are linked to various environmental events such as air pollution, climate change and water pollution, among others. As a result, achieving energy efficiency through the adoption of effective energy management practices **remains a top priority** across all sectors and supports our path to carbon neutral.

GLP recognizes that its modern logistics, infrastructure and other real estate facilities **can bring about co-benefits** for instance, providing space for renewable energy such as photovoltaic (PV) solar installations that can be connected to the local grid to reduce GHG emissions.

In working towards our long-term climate target, we are focused on two areas that we believe will have a significant impact on our carbon emissions:

	Reducing carbon output in our real estate development and operations
	Reducing non-renewable or fossil fuel dependency through increased energy efficiency and renewable energy sources

Improving Efficiency with Technology

Ensuring energy efficiency is an integral pillar to our energy management system. GLP develops and invests in technologies and innovations that enhance the efficiency of our assets including data analytics, robotics, automated clearance systems, digital loading docks, smart sorting, telematics, energy-efficient fleet management systems, Internet of Things (IoT), resource conservation and our transition to renewable energy. We are also piloting smart warehouses to improve how energy is distributed and managed in our buildings to increase overall efficiency.

¹⁷ Source: Buildings, a source of enormous untapped efficiency potential (International Energy Agency).

Actions & Initiatives

CHINA

Accelerating Growth in Renewable Energy

GLP's new energy development model is based on strategic investment, asset construction and operation management across the entire lifecycle including sourcing, network, load and storage. Ultimately, it serves to support the development of smart green cities and to create a new energy asset management and service ecosystem network. Examples of initiatives in China include:

- Pufeng New Energy focuses on rooftop solar panels and the initiative has invested in and developed distributed solar panel projects in more than 100 logistics parks to help these parks achieve operational carbon neutrality for landlord-controlled areas;
- Exploring utility-scale solar power farms to expand new energy investment; and
- Formed a strategic partnership with Jiase New Energy, a wind-focused renewables developer with projects across northwestern Ningxia, northern Beijing, east Shanghai, northwest Xinjiang, central Henan, northern Hebei, and northwest Shaanxi provinces with a combined 2 GW installed capacity. The company is also building large-scale solar power projects in China.

BRAZIL

Improving Energy Efficiency

All our warehouses follow international energy efficiency standards that include minimum levels for equipment, lighting controls, and sensors for activating lights, etc. To reduce consumption, high-efficiency lightning systems are and will be used, which allow an overall reduction in annual energy consumption of approximately 45%.

As part of our Green Park initiative in Brazil we have a commitment to increase the number of parks running on renewable energy from the free energy market and foresee that this will reduce our energy costs by 15-20% compared to traditional sources of energy and decrease our carbon impact.

EUROPE

Transitioning to Renewable Energy

In 2021, Europe committed to develop 100% solar-ready buildings to support the transition to cleaner sources of energy. In Europe, the use of LED lighting reduces energy consumption by 50%. Europe's asset management team is actively rolling out the installation of LED lighting in our existing buildings and we have completed six projects including two in Germany and four in France. There are at least an additional seven assets to be upgraded with LED during 2022 and we plan to install LED across the entire French portfolio within the next four years.

Improving Energy Efficiency

GLP J-REIT set a new target to complete the transition to 100% LED lighting in common areas in multi-tenant properties by 2022 to strengthen our efforts to reduce energy consumption.

Managing our Environmental Impact with Green Lease Agreements

Japan set a target of 100% green lease agreements by 2023 in all fixed-term building lease contracts¹⁸ to save energy and water, reduce waste, and encourage cooperation in acquiring green building certifications. In addition to the green lease contract, we actively implement educational campaigns for tenants to support environmental impact minimization efforts specific to conserve water and electricity. This is done by promoting the visualization of electricity usage and sending data from meter readings to tenants and urging them to save water, conserve electricity, and switch off their car engines when they are not moving.

Our Transition to Renewable Energy

GLP will continue to increase its renewable energy capacity to create a competitive edge and enhance value to customers. While GLP continues to replace fossil fuel energy with solar power in key markets, we have also established new partnerships to expand our renewables portfolio to wind energy in the future, contributing significant positive environmental impact to support our own and our customers' GHG emissions reductions efforts.

Expanding our Renewable Energy Capacity

As of 31 December 2021, globally GLP operates 415 MW¹⁹ of renewable energy and generated a total of 430,996 MWh. Last year our global solar capacity increased 85% year over year driven by China and Europe.

The total energy consumption¹⁹ in 2021 was approximately 1.68 million MWh, which is inclusive of consumption from both conventional and renewable sources. We recorded an estimated 176,617 MWh of renewable energy generated from on-site solar panels.

176,617
MWh

OF RENEWABLE ENERGY
GENERATED FROM ON-SITE
SOLAR PANELS

1.68million
MWh

OF TOTAL ENERGY CONSUMPTION FROM
BOTH CONVENTIONAL AND RENEWABLE
SOURCES IN 2021

Energy intensity is used to ensure consistencies when making comparisons, especially for our multi-market real-estate business. The energy intensity is calculated based on the energy consumption per unit of floor area covered and energy consumption per unit of an asset's value. In 2021, the energy intensity by gross floor area (GFA) is recorded to be 0.040 MWh/m² and by gross asset value (GAV) is 39.50 MWh/million USD.

0.04 MWh
PER SQM

39.6 MWh
PER MILLION USD

¹⁸ Except tenants that decline to include green lease clauses due to certain circumstances

¹⁹ For this reporting year, our energy consumption data covers both consumption within and outside of the organization. Energy consumption includes energy consumption from conventional and renewable sources.

²⁰ Total as of 31 December 2021 and includes installed solar and wind capacity directly or indirectly controlled, managed or owned by GLP and does not include purchased renewable energy

Actions & Initiatives

CHINA

Utilizing Green New Energy in our Operations

In China, GLP has installed EV-charging infrastructure across approximately 30% of our portfolio. We also have a joint venture, GCTL, with the world's largest EV battery maker CATL to provide battery swap solutions across China for EV trucks.

In addition to expanding the application of green energy, GLP China is also promoting the smart upgrade of its supply chain infrastructure to help reduce costs, increase efficiency and achieve greater environmental benefits for itself and its corporate customers through technology-enabled operations.

Other examples of energy-saving initiatives in our assets include:

- GLP's Global Freezer Services (GFS), which focuses on cold chain logistics services and is committed to providing safe, transparent and reliable logistics for food distribution. GLP uses clean energy, adopts energy-efficient refrigeration system design, and implements paperless storage and transportation operations to reduce carbon emissions.
- At GLP Park Guangzhou Zengcheng, GFS used 850,000 kWh of clean green electricity from rooftop PVs in 2021, which is equivalent to saving over 800 tons of CO2 emissions.

Smart Warehouses

GLP's smart warehouse provides a full range of services including warehouse space overlay automation, data technology, and supply chain finance, and relies on an open, innovative, and win-win logistics ecosystem to help customers achieve one-stop turnkey move-in. Through smart warehouses and agile deployment of automation we maximize the benefits of warehouse operations and management.

AI and IoT tools are based on an open-source platform that helps customers manage their warehouse systems and operations, increasing space utilization by 400%, reducing labor costs by 50%, and achieving an approximately 100% picking accuracy rate.

By using a proprietary open-source platform, Haina Smart Warehouse can help customers manage diverse warehouse systems and operations. The use of intelligent warehouse tools has helped increase warehouse efficiency by 7% and personnel efficiency by more than 50%.

BRAZIL

Free Energy Market

In 2021, GLP Brazil transitioned the supply of electricity for GLP Guarulhos, GLP Gravataí, GLP Cajamar II, and GLP São Bernardo do Campo II logistics parks to renewable electricity sources. We forecast that over the next two years we will transition 11 more logistics parks, reducing our demand for fossil fuels. Adherence to the free energy market resulted in the following emission reduction indices:

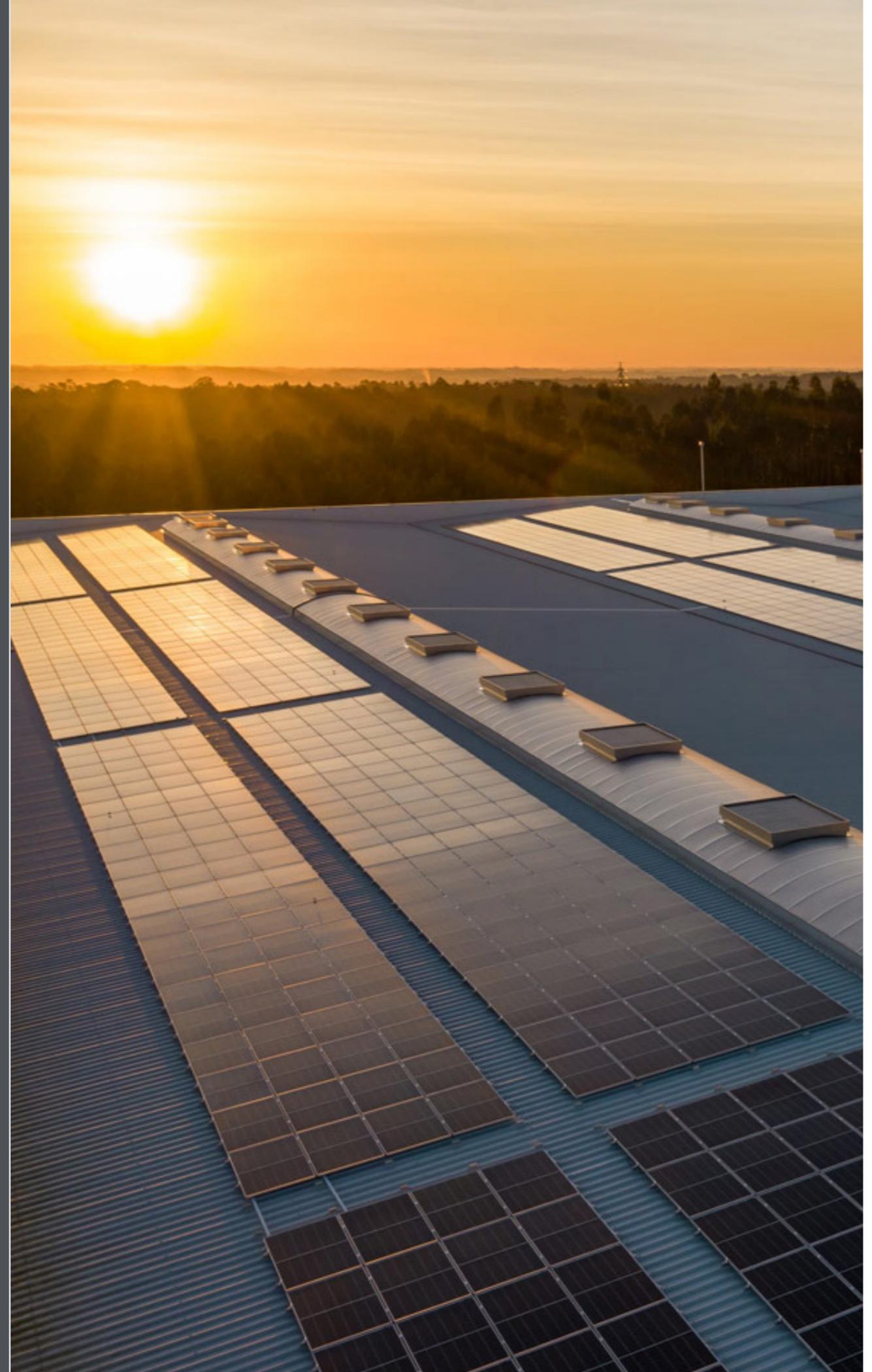
- Reduced emissions of methane equivalent by 26,038 cubic meters of methane
- Wind energy reduced 72 tons of CO2 emissions
- Solar energy reduced 52.6 tons of CO2 emissions
- 4,512 to 6,168 trees would need to be planted to absorb the volume of GHG emissions that were no longer emitted in a year.

JAPAN

Utilizing Renewable Energy to Reduce GHG Emission

GLP is one of the largest rooftop solar power providers in Japan and was an early mover in securing opportunities to participate in the national feed-in tariff program in 2012 and 2013. One of GLP's newest developments GLP ALFALINK Sagamihara developed a system that utilizes solar energy by installing generators and solar panels to other facilities in the same site.

GLP has started to construct logistics facilities such as GLP Nagoya Moriyama, GLP Hiroshima II and GLP Ritto Konan with 100% renewable energy resources by installing solar panels and purchasing renewable energy. And in 2021, Japan entered into an agreement to acquire an electricity retail / wholesale platform to expand our capability in renewable energy business.



Our Green Data Centers

Energy (environmental) management is a fundamental component for data centers as their power consumption has been estimated to be 3% of the world's total electricity generated²¹.

Since entering the data center market in 2018, GLP has adhered to building the most efficient and sustainable data centers, we are committed to providing safe, efficient, green, and smart data center integrated solutions to continuously improve energy efficiency, and procuring cleaner sources of energy and minimize water consumption.

We are committed to the development of green data centers and collaborate with our partners to integrate sustainable development concepts into all stages of data center business development and operations, and fully apply renewable energy to unlock the path to carbon neutrality. We invest directly in emerging technologies and companies to deliver an industry leading solution in sustainability.

In our markets where we develop and operate data centers we focus on:

Access to clean and renewable energy during site selection, including the development of these energy sources;

Minimizing embodied carbon during building construction, for example using prefabricated modular data center solutions;

Improving PUE (power usage effectiveness) to meet or exceed local government requirements;

Reduction of water consumption (WUE) and maximizing gray water and alternative fluids strategy through innovative design which can decrease travel distance by 20%;

Create circular energy and economic systems;

Integrating renewable energy on-site;

Developing technology-driven operations and systems that drive efficiency and optimize resource utilization, while decreasing risk to personnel, service, and equipment.



GLP Changshu Southeast Data Center Adopts Data Center Multi-System Prefabrication Technology

GLP's Changshu Southeast Data Center was awarded the first prize in the "2021 Data Center Technology Achievement Award" for its data center multi-system prefabrication technology which reduced the development time by five months as compared to industry standard. The multi-system prefabrication technology is designed for the large-scale and rapid delivery of data centers, i.e. the modular disassembly, factory prefabrication and on-site assembling of substations, freezing stations, steel structures/hot aisles, etc. It is highly customizable, and plug-and-play, which is important for innovative development, modular iteration, and the operation of data centers.

100% of GLP's future data centers in China will be ODCC Certified and built to GB-A/T3+

²¹ Source: *The importance of green data centres* (Engie Impact)

Biodiversity and Land-use

Maintaining biodiversity forms the pillar of a healthy ecosystem, and our efforts in safeguarding this natural capital underpins all environmental, economic and social development and well-being. The fulfilment of a number of human rights depends on these thriving and healthy natural ecosystems. **These include the rights to food, clean air and water, health, and culture.**

Within our business and operations, it is imperative that we find a balance in conducting our human activities and safeguarding the natural environment that they depend on. Our ecosystems are **at risk of overexploitation and degradation** to the point of **irreversibility** if we do not proactively prioritize safeguarding our rich biodiversity.

As part of its process when considering development projects, GLP completes an environmental risk assessment equal to the nature and scale of the investment to identify, minimize or manage adverse risks and impacts linked to legacy land use, land procurement, land contamination, and biodiversity resources.

Preserving and Enhancing Native Biodiversity

GLP implements a number of initiatives to enhance and preserve biodiversity including:

- Promoting diversity of the fauna and flora habitat on site with dedicated projects including aromatic gardens, beehives, mini forests, and more;
- Actively engaging with local communities and respecting their voice during both development and operational phases.



GLP has a restricted or exclusion list to **avoid controversial projects** and will not build or invest in any businesses or projects that involve the activities **prohibited by biodiversity conservation legislation** of the country in which the project is located or by international conventions **relating to the protection of biodiversity resources or cultural resources**, such as, the Bonn Convention, Ramsar Convention, and the World Heritage Convention and Convention on Biological Diversity.



Actions & Initiatives

CHINA

Preserving Indigenous Trees in our Parks

In the third phase of GLP Park Shenzhen Yantian Port, which was completed at the end of 2021, the team proactively revised the design, construction and operation plan to protect the park's indigenous species and three 170-year-old camphor trees.

The design plans left enough space for the growth of the old trees and local native species and vegetation was selected to be placed around the old trees to achieve a sustainable cycle of ecological landscape plant communities. During the construction phase, the team consulted with the forestry department and suppliers qualified in ancient tree protection to take restoration measures for the three ancient trees.

BRAZIL

Compliance with National and Local Regulations on Biodiversity and Land-use

In Brazil we are committed to complying with the national and local municipal governments during the land acquisition process. This includes carrying out initiatives such as native trees planting and habitat restoration. In the city of Embu, GLP Brazil has ~600,000 sqm of land and worked with the local municipality to reforest the area equal to the same area of the development.

JAPAN

Protecting our Native Trees and Local Species

Japan has tree planting initiatives focused on conventional and indigenous species of trees. In selecting species, GLP chooses species that do not require large amounts of water to reduce our consumption and reliance on community resources.

In GLP ALFALINK Nagareyama, we utilized ponds created to control stormwater runoff in the development process as biotopes for the protection of local species. The team continues to engage with local communities to maintain and safeguard the surrounding biodiversity.

EUROPE

G-Hive Bee Hotels

G-Hive bee hotels are added to all relevant projects within Europe and managed by partner professional beekeepers. You can enjoy our Bee Cam and learn more about our bee hotels on our [website](#).

Regionally Sourced Landscaping and Tree Planting

In 2021 as part of our sustainable operations program in Europe, we planted 1,665 trees across 17 completed projects and planted regionally sourced landscaping to support local biodiversity initiatives.

At another site in the UK, Lutterworth North, we participated in The Big Climate Fight Back, an event organized by the Woodland Trust at Doncaster which focuses on dementia. GLP in collaboration with their team, the elderly and school children planted 100 trees.

Green Building and Energy Certifications

Green building and energy certifications ensure that an asset has adopted initiatives that increase the efficiency of their energy, water and materials usage, reducing the negative impacts on **human health** and the **environment** for the entire lifecycle. The manufacturing, design, construction and operation of the buildings in which we live and work are responsible for the consumption of our natural resources. If not effectively managed, the development and operation of our buildings can present a negative impact to the people and planet.

GLP recognizes the importance of building to green building certification standards, for reputational purposes as well as economic and to help sustain the growth and value of the business.

As part of the company's ESG considerations, **GLP will minimize its resource use and environmental impact** and incorporate green building standard requirements in our assets under planning and construction to be in a position to seek green building certifications and analyzes possible improvements in existing buildings when seeking certifications for buildings already in operation.

GLP recognizes the following green building standards across our markets at the time of design and construction as well as for operational buildings:

LEED - Leadership in Energy and Environmental Design

BREEAM - Building Research Establishment Environmental Assessment Method

HQE - Haute Qualité Environnementale

DGNB - Deutsche Gesellschaft für Nachhaltiges Bauen

CASBEE - Comprehensive Assessment System for Built Environment Efficiency

BELS - Board of Editors in the Life Sciences

China 3-Star - Chinese Green Building Evaluation Label

ZEB - Zero Emissions Building

EDGE - IFC Excellence in Design for Great Efficiency



Actions & Initiatives

CHINA

Working Towards the Highest Level of Green Certification

GLP Park Baoshan was awarded LEED Operations and Maintenance (O&M) Platinum level certification by the U.S. Green Building Evaluation Standard System, which is in line with the latest LEED V4.1 green standard system. It is one of the very few logistics infrastructure projects in China to have achieved the highest level of green certification.

This benchmark park taps on the operational excellence and advanced technologies of the GLP Asset Service Platform (ASP) team, including access control, smart security, smart fire protection, smart energy consumption, asset management, AI innovation services and other one-stop services. Using advanced technology ensures more efficient operations and improves the safety and reliability of the park.

The park is the first to apply the carbon management platform CarbonXpert developed by GLP to achieve digital visualization and control of carbon emissions and carbon reduction throughout the park.



In 2021, Baoshan Logistics Park reduced over 2,500 tons of carbon emissions, and achieved carbon neutrality in its operations.

EUROPE

Engaging our Value Chain

As an ongoing commitment to improve data collection, GLP's lease agreement templates have an extensive ESG clause that allows for data collection of energy, water and waste consumption and cover topics such as tenant obligations and co-operation, energy performance, environmental certificates (e.g. BREEAM), prohibited activities and contamination and hazardous materials. These green lease agreements aim to ensure collaboration between GLP and our tenants in minimizing our environmental impact.

Developing and Investing in Resilient Buildings

Our short to medium term targets in Europe include:

- Mandatory LCA for all new developments aimed at reducing impact of embodied carbon in new construction;
- Pilot projects on gasless buildings;
- Updated European guidance for sustainable materials and sustainable procurement plan.

Our Green Building Certification Commitments

Globally GLP is committed to building 100% of our new logistics real estate developments in China, Japan, Europe, Brazil, and India to globally recognized green building certifications. In addition, we have made local commitments in our markets:



Brazil is committed to ensuring that **all our development projects have at least a LEED certification** and for every project we evaluate the feasibility of obtaining a greater certification for our new developments



Japan pledged **all future projects to be LEED or CASBEE certified** and has targeted to secure a green building certification for **at least 80% of our total existing portfolio**. In addition, all new construction of multi-tenant logistics facilities will have ZEB certification, with a minimum ZEB ready rating achieved.



China is establishing a roadmap to secure green building certifications for existing buildings, this includes **evaluating gaps in our current approach** as well as developing ways to tackle it.



Our Europe team has committed to **100% of new developments to be certified** at minimum to achieve BREEAM Very Good and BREEAM Excellent in the UK.



By 2022, GLP Brazil has a target of securing LEED certifications for at least 83% of our fully developed warehouses.

At the end of 2021:

343

PROPERTIES WITH SUSTAINABLE BUILDING CERTIFICATIONS OWNED BY GLP

94%

INCREASE OF NUMBER OF GREEN BUILDING CERTIFICATIONS FROM 2020 TO 2021

This number will continue to increase as a result of our **commitment to build 100% of new developments** under green building certifications

Minimize Resource Use

GLP aims to minimize our resource use and environmental impact by **managing and reducing water consumption, emissions, and waste generation**. We invest in energy-efficient measures, capital improvements and new technologies that will improve the performance of our assets, as well as **review ESG criteria** when selecting building materials to favor materials that are resource-efficient, recycled, upcycled, and preferably, sourced locally. These considerations enable GLP to **incorporate green building standard requirements into most of our assets** under planning and construction and seek green building certifications.



Actions & Initiatives

BRAZIL

Creating Sustainable Lounges

In GLP Gravataí and GLP Imigrantes we created sustainable lounges for workers to improve well-being which were built with recycled or reused materials, providing a place of rest and leisure for our customers' employees without generating excess waste.

JAPAN

Sustainable Construction

We are actively adopting PC (Precast Pre-stressed Concrete with Mild-Press-Joint) construction for the structures of our facilities. This PC construction offers high earthquake resistance, high-quality, high-durability, and a shortened construction period, as well as a significant reduction in GHG emissions by drastically reducing the use of timber framework and reinforcing bars. In addition, the use of no-maintenance materials for the roofing and exterior materials also eliminates the need for re-painting of exterior walls and roofs in the future. We aim for sustainable construction not only for exterior materials but also for interior materials by using recycled materials for the interior.

Planet Mark Initiative

In our Europe, Hong Kong, and Singapore offices, we participate in the Planet Mark certification scheme to track our carbon impact. **Planet Mark is a third-party certification business providing guidance and support to GLP in meeting our ESG and climate targets.** They measure and verify GLPs' developments whole life carbon and propose and promote social engagement

initiatives between our developments and neighbors.

To achieve the Planet Mark Certified status, GLP had to achieve a **5% cut in absolute carbon emissions per year**, through reductions in energy, waste, water, travel, and procurement.

Planet Mark calculated our European offices environmental impact for 2021:



Planet Mark also calculated our UK office's social value contribution and concluded the following:



Climate Change

Climate change is considered one of the most pressing challenges across geographies and sectors. Based on the latest report published by the Intergovernmental Panel on Climate Change (IPCC), the frequency and severity of extreme weather events have increased in the last few decades.

Climate change presents a series of risks and opportunities for all businesses and operations, categorized by the Task Force on Climate-related Disclosures (TCFD)²² into climate-related physical and transition risks. Physical risks such as rising sea levels and extreme floods could potentially compromise the viability of our operations in the medium and long-term.

Similarly, transitions risks such as carbon pricing and disruptions by technologies are recognized to have an impact on our economic performance and overall business longevity.

For instance, significant climate change may increase costs through the additional costs of adaptation. Extreme climate changes can result in increased costs needed to implement further research, vulnerability assessments, and implementation of disaster risk reduction and adaptation measures. Moreover, it may place strain on energy generation systems. Therefore, integrating climate science into our business strategy and identifying opportunities are key in maintaining business resilience.

Furthermore, human rights issues will be impacted by the effects of climate change if we do not collectively ensure appropriate and effective climate adaptation and mitigation measures amongst vulnerable communities.

²² Created by the Financial Stability Board, TCFD presents a framework for companies to disclose their climate-related financial risk pertaining to their business and operations to stakeholders, investors and lenders.



GLP recognizes that climate change is increasingly testing the conventional for-profit business model, threatening supply chains and infrastructure and rendering communities vulnerable.

GLP will proactively incorporate climate change risk assessments into our business over time, based on TCFD that covers physical and transition risks, and GRESB which extends that cover to include social risks.

GLP has updated its investment ESG due diligence to review climate change matters in the pre-investment phase where the acquisition team will review potential investment opportunities with an ESG lens, which will also be screened by both regional and global investment committees. For the post-investment phase, GLP will regularly monitor the potential impact from our portfolio to the environment both qualitatively and quantitatively by utilizing benchmarks such as GRESB and local green building certifications.

We also began a climate risk assessment and scenario analysis in alignment with TCFD recommendations across countries GLP operates in, to understand how climate risks and opportunities may impact our assets and operations. In line with the TCFD recommendations in understanding how GLP may be impacted under different scenarios, we have selected “Net Zero 2050” and “Current Policies” scenarios developed by the Network of Central Banks and Supervisors for Greening the Financial Systems (NGFS) in our initial analysis.

Actions & Initiatives

CHINA

Cloud Technology for Weather Warnings

A cloud-based weather change warning system developed by GLP has been in use in GLP China's logistics parks to reduce the risks caused by extreme weather conditions such as snowstorms, typhoons and floods that threaten personnel and property. Due to timely warnings and excellent emergency preparedness, the impact on operations at GLP parks by weather conditions is minimized and safety improved.

JAPAN

Integrating TCFD Recommendations

GLP Japan Advisors became a supporter of TCFD in 2021 and [GLP J-REIT disclosed](#) our climate governance, strategy, risk management, and metrics and targets as per TCFD recommendations.

We recognize the growing trend of TCFD disclosures within the region, as well as its value in providing stakeholder confidence in a company's business amidst the growing concern of the impacts of climate change. Therefore, we foresee the continued utilization of TCFD's framework in disclosing our climate performance in the future.



Tackling Climate Change Risk

GLP has made significant commitments to the transition to renewable energy and is dedicated to investing and developing innovative new technologies and services that enhance the businesses and assets and tackle risks arising from multiple factors.

GLP launched specific programs utilizing updated technologies, big-data, analytics, and more, to meet rising climate challenges:

- Launched **OneESG**, a proprietary global ESG data management platform to collect material ESG KPIs at asset, fund and corporate levels.
- Launched **CarbonXpert**, a carbon management solution that uses real-time data and analysis to measure energy consumption and carbon emissions for our customers parks in China.
- GLP is a pioneer in logistics and supply chain technological innovations and is able to create and implement technology-driven customizations and solutions to operate more efficiently and competitively in a rapidly changing logistics ecosystem, limiting risks in this regard.

In managing emerging climate-related physical risk, **GLP's disaster recovery plan and business continuity plan are regularly reviewed**, especially during earthquake and typhoon seasons. On-site building managers and back-office support members are also required to complete stringent training related to emergency response procedures to deal with fire and blackout incidents in addition to natural disaster protocols.

Actions & Initiatives

CHINA

Initiating our Carbon Neutrality Journey

In November 2021, the Shanghai Energy Conservation and Emission Reduction Center and GLP jointly established the "3060 Dual Carbon Target Joint Innovation Center" to carry out pilot demonstrations of carbon peaking and carbon neutrality in logistics parks and accelerate the green and low-carbon transformation of logistics parks. The two parties will cooperate in the research of carbon emission standards in logistics parks, environmental stewardship in parks and closed-loop recycling of waste in parks and continue to explore more innovative carbon neutral technologies and solutions.

GLP developed the carbon management platform, CarbonXpert with its digital technology strength and industry insight. The platform consists of three parts:

1. Carbon accounting;
2. SBTi and carbon asset management, which can account for corporate carbon emissions in real time, help companies plan scientific carbon targets and optimize carbon neutral paths, provide energy saving and carbon reduction solutions;
3. Certification consulting services and support to operate and manage carbon assets throughout their lifecycle.

EUROPE

Tackling Climate Risks in Asset Management

During the asset management cycle, our focus is on measuring and monitoring the operational carbon impact in order to formulate a tangible plan to address climate risk challenges and avoid stranded assets.

To do so, we apply the following priority targets:

- Reducing energy consumption and transitioning to renewable energy;
- Improving data gathering and quality of data to help set tangible targets;
- Customer engagement.

Identifying and managing any natural and extreme hazards that could potentially be exacerbated by climate change are included in our risk assessment prior to entering a development project.

JAPAN

Improving our Natural Disaster Response

Considering that climate change can cause an increase of natural disaster frequency, Japan has a stringent business continuity plan in place to enable a quick response when natural disasters occur. Some measures in place in the event of a disaster are:

- Back-up power facilities to ensure that electricity is still available in some offices;
- Groundwater and rainwater supply systems to allow use of toilets;
- Fuel storage bases installed at facilities to provide fuel to tenants and neighboring facilities.

Digital signage that automatically displays weather warnings and earthquake information is installed at entrances and cafeterias to ensure access to the latest information.

Water and Wastewater Management

Sustainable water and wastewater management is an important and necessary practice to protect our water resources.

Wastewater contains elements that are harmful to humans as well as the environment and ensuring its effective management is crucial to safeguard the health and well-being of the natural and social ecosystems. As a business with water-intensive operations, GLP recognizes the importance of implementing comprehensive and effective water and wastewater management systems to ensure our operations do not compromise the health of the surrounding environment.

With the impact of climate change increasing in severity and frequency, water scarcity is recognized as a pressing issue, especially in areas with high water stress.

Commitment to Safeguarding our Water Resources

When considering development projects, GLP's environmental and social risk assessment identifies, minimizes or manages adverse risks and impacts linked to water stress and other natural hazards that can be exacerbated by climate change, as well as risks to the nearby community and their livelihoods.



Across our business we prioritize native species or species well adapted to the local climate, which do not require permanent irrigation.



Actions & Initiatives

BRAZIL

Reducing Water Consumption for Internal Use

We opted for the installation of more economical sanitary appliances and metals, such as double-activation basins, faucets with aerators, and urinals with automatic closing, which result in a saving of at least 20% of water consumption compared to standard materials.

We implemented a rainwater harvesting system for reuse, and supplying the toilets and changing rooms, which resulted in a 60% reduction in the consumption of potable water.

To control the tenant's water consumption, each module in each warehouse has potable and non-potable water meters.

Water and Wastewater Management in our Green Parks

GLP Louveira I introduced a composting facility with capacity for 50 kg organic waste per day. In 2021, 2.61 tons of waste was treated, equivalent to 48.3 kg of methane gas and the installation of a 2 sqm vegetable garden which used fertilizer from the composter and produces about 1.3 kg of food per planting cycle.

EUROPE

Water Conservation Strategy in New Developments

Low flush WC

4/2.6 liter low flush WCs are provided to reduce the water consumption used for flushing toilets aligned with BREEAM Wat 01 credits.

PIR sensor/spray taps

Sensor taps with restricted flow rates (3.7 l/min) are provided to ensure the taps automatically shut off when no activity is detected.

Low flow rate showers

These are installed if applicable as part of tenant fit out. The flow rates are generally 9l/min saving approximately 25% water consumption over a standard shower.

Rainwater harvesting

It is integrated where possible and harvested from the main building roof via a connection to the siphonic drainage system. This supplies underground tanks which pump water to a smaller break tank. Water savings are calculated between 30-40% of annual water usage.

CHINA

GLP China's Water Saving Technologies

GLP Park Baoshan adopted high-efficiency water-saving technologies and has built a rainwater recycling system to achieve re-irrigation, reducing municipal water consumption by approximately 3,500 tons per year.

JAPAN

Less Water Usage and More Recycling

GLP Japan has initiatives pertaining to water usage reduction and water recycling, including utilizing rainwater harvesting to reduce overall water consumption. We have introduced devices and equipment to purify our well and rainwater storage. One example in GLP Zama is that 60% of our water usage in the facility is covered by recycled water.

We have 100% data collection from our facilities and have an arrangement to reduce the water usage with tenants using green lease contracts. We have monitored the utility usage by using local systems and reported on an annual basis to GLP Japan's ESG Committee and any increase from the previous year will be highlighted for action.

In 2021, we calculated water consumption²³ of 21,640 mega liters (ML) across our business. Our water resources are predominantly managed via municipality sources, thereby reducing the stress on groundwater extraction.

In 2021 our water consumption was 21,640 ML

0.00051 ML water intensity per Gross Floor Area (GFA)

0.51 ML water intensity per Gross Asset Value (in million USD)

²³ Total water consumption is calculated based on total water withdrawal less total water discharge. Total water discharge is not available in this reporting cycle.



05 |

Managing our Social Impact and Responsibility



Managing our Social Impact and Responsibility

Our global impact and the nature of our business enables us to engage and build deep relationships with multiple stakeholders. Enhancing our social performance through social risk management, social investment, meaningful stakeholder engagement, and a robust grievance mechanism is fundamental to our business. We attempt to **assess social risks and opportunities at early stages** of our asset development and endeavor to operationalize our social performance tailored to the contexts we operate in.

Local Communities

At GLP, we are committed to a broad range of ESG commitments that elevate our business, and we aim to continuously show respect to the local communities in which we work.

As a global company based across multiple geographies, it is critical that GLP takes into account adverse impacts and the health and well-being of our local communities. Ensuring their safety builds mutual trust between our workforce and the diverse social environments with which we interact. We acknowledge that establishing this trust is critical in upholding our business and operational excellence.



Within our projects, we recognize that maintaining a harmonious and inclusive environment with our local communities improves their economy, physical health and the surrounding ecosystem. Particularly in areas where we operate in proximity with disadvantaged, marginalized or vulnerable communities²⁴, it is vital that we continue to assess ways to ensure that our business and operations do not infringe their right to a good quality of life.

GLP wants to contribute to the health and well-being of the communities in which we are established. We will procure land and access to natural resources that is based on willing-buyer-willing-seller considerations. We will provide local job opportunities and encourage social initiatives that make sense to our business and through the design and impact of our assets or through participating in community engagement activities that protect natural resources, local infrastructure and surrounding habitats.

The social aspect of ESG is essential for us. GLP is constantly looking at ways to evaluate its social impact on local communities as well as promoting its social responsibility to its business partners.



²⁴ This disadvantaged or vulnerable status may stem from an individual's or group's race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status.

Actions & Initiatives

EUROPE

Social Performance Strategy

In Europe we have commenced drafting our Social Performance Strategy and have conducted a gap assessment to determine where we currently stand against GLP's global social commitments and ambitions. We are in the process of identifying an overall social performance approach wherein we can go beyond our risk management or do no harm approach to 'doing good'.

JAPAN

Providing Various Opportunities for Local Communities

As a developer in Japan we believe that supporting local communities is an important role and we provide various opportunities for local communities especially in our ALFALINK facilities. These opportunities include cultural events involving municipal governments as well as our tenants and local communities, internship programs for local students, sport lessons and emergency trainings for local communities at facilities.

Annually we hold more than 50 events and activities at ALFALINK Nagareyama and Sagamihara with some events drawing more than 3,000 people from the local communities.

Supporting Local Governments and Communities' Readiness against Natural Disasters

GLP Japan and Sagawa Express formed a life-saving partnership that aims to help local communities and reduce the burden on local governments in the event of a disaster. The partnership will carry out disaster prevention drills, safety classes, and other educational activities for children to contribute to disaster prevention in the local community.

GLP Japan entered into agreements with 22 local governments to use its modern logistics facilities as a support base or evacuation point during a natural disaster or emergency, building on its highly rated business continuity measures such as seismic isolation structures, backup power supply, and groundwater supply equipment.



Contributing to the Development of our Communities

In consideration of co-existence with local communities and contributing to the development of communities that offer safety and comfort, GLP carries out initiatives such as opening convenience stores, gyms, daycare centers, outdoor recreation areas, and cafeterias in shared spaces and conducting environmental beautification activities around facilities such as planting trees.

GLP engages in corporate charitable giving and matching programs and encourages its employees to contribute towards meaningful causes in local communities.



Actions & Initiatives

CHINA

Contributing to the Resilience of our Communities

To support epidemic prevention and control efforts, GLP works with local governments and communities by providing space for vaccination, PCR (polymerase chain reaction) testing, and storage of epidemic prevention materials.

In April 2021, GLP Park Kunshan Qiandeng successfully supported the local government and hospitals to carry out vaccination work. The site was used as a vaccination site for COVID-19 vaccines in Qiandeng Township, Kunshan, which had a daily vaccination capacity of over 3,500 people.

Spring Music and English Programs

The Spring Charity program (sponsored by GLP China) has provided Spring Music and English Programs to over 39,000 rural kids since 2014. In the fall semester of 2021, more than 22,000 students from 52 project schools attended music and English classes. The programs have also been providing after-school tutoring for music and English for over 3,700 students every semester.

BRAZIL

Donations and Sponsorships

In 2021, GLP Brazil made donations to communities affected by natural disasters and sponsored cultural, sports, and health projects. Among the contributions made through tax waiver programs are:

Pequeno Príncipe Hospital

Project:
Pelo Direito à Vida III "For the Right to a Life III"

Value:
R\$139.347,18

The project supported an institution in pediatrics care services located in Curitiba (PR), Pequeno Príncipe, which has more than 100 years of experience dedicated to the health care of children and adolescents.

JAPAN

GLP Japan Foundation

GLP Japan established its foundation to support local communities and promote environmental preservation activities. One of the examples of the activities is tree planting, trash picking in riverbanks, and educational events.

Charity Lunches

Japan holds monthly charity lunches and supports communities by collecting contributions in partnership with Hands on Tokyo etc. One event in 2021 was aimed at providing opportunities for children with disabilities to watch a classical music concert.

Donations to Local Communities

GLP Japan Advisors, the asset management company of GLP J-REIT, has made donations to municipalities where GLP J-REIT properties are located. The donations support local municipalities and various public policies to enhance businesses that promote employment and implement disaster control measures, etc.

EUROPE

Measuring our Social Value and Impact

GLP commissioned Savills to measure the social and economic value impact for each new project undertaken in the UK by using the Real Estate Social Value Measurement Methodology, called the RE TOMs 2.0 (Real Estate Themes, Outcomes and Measures). The achievements are validated via the Social Value Portal and the outcomes mapped against the UN SDGs.

In the UK, across all our new development schemes, GLP has generated over £8.4 million of social value.

Hospital de Amor

Project:
Amparo ao Idoso ("Elderly Support")

Value:
R\$63.756,40

The project aims to fund the activities developed by Hospital São Judas Tadeu, a palliative care unit at Hospital de Amor, which mainly serves elderly patients.

Instituto Vita

Project:
Rugby para todos ("Rugby for All")

Value:
R\$63,756.40

Instituto Vita, a nonprofit organization founded in 2004 by doctors, physiotherapists, and physical trainers, which promotes excellence in athlete health care through orthopedic care, teaching, and research. We believe in the role of sports in the social inclusion of vulnerable children and youth.

Baluarto Cultura

Project:
Brasil de Tuhu ("Tuhu's Brazil")

Value:
R\$49.152,74

Tuhu's Brazil project is inspired by the work of conductor and composer Heitor Villa-Lobos, considered the most significant name in Brazilian classical music. Villa-Lobos dreamed of seeing Brazil put to music and led several projects to share music with children and young people in the 1930s and 1940s, using the repertoire of popular songs.

Lutterworth Area Community Fund

The Lutterworth Area Community Fund was established to support community and voluntary organizations surrounding Magna Park, near Lutterworth in the UK. Twenty-five different organizations and charities have received community funds amounting to £425,418 and will be used to support initiatives ranging from defibrillators, bus shelters, school play equipment, a community EV and new community sports facilities.

Supporting Charities and Local Communities

In 2021, colleagues participated in over 31 charity days raising an amazing total of €84,763 helping charities and good causes. We donated to 34 charities across Europe and are corporate partners to The Prince's Trust and LandAid.

In Italy, the team helped a class of children in a Senegal school for an entire school year, providing them with teaching materials and daily food. This innovative educational project has existed since 2009 in Dakar, Senegal: École Unautremonde, a school created to allow children from different backgrounds to integrate and grow together.

Our Charity Policy

We put in place a Charity Policy covering our European business. The policy aims to encourage our directors, officers and colleagues to contribute personal time and resources to charities and non-profit organizations with a budget set by the senior team at the beginning of the financial year. Some of the opportunities that this policy covers include:

- A request for a £5k donation to a charity of choice from six of our colleagues during each financial year;
- Five extra personal days per year to volunteer at community charitable organizations.



In 2021, we conducted 1,109 local community engagements globally ranging from cultural events, and natural disaster support to COVID-19 relief.

We conducted various local community assessments during the reporting year to gain a comprehensive understanding of the impacts of our buildings, and in developing ways to improve our performance. These assessments also help us get an insight on anything sustainability and well-being related pertaining to our business and our assets. Topics covered in these assessments include housing affordability, local residents' well-being and cultural heritage, amongst others. Local assessments completed in GLP communities were done in the following areas:

Housing affordability

Local income generation

Local residents' well-being

Degree of physical or economic isolation of the local community

Industrial accidents and hazards

Liveability

State of socio-economic infrastructure

Local job creation

Walkability

Livelihoods

Common property resource

Cultural heritage

Labor Practices

GLP is committed to implementing fair and ethical labor practices to protect employees and contractual workers within the workplace. We ensure that **human rights, health, safety and development** are appropriately managed and protected across our value chain. We recognize that if not managed effectively, unfair labor practices can impact employee morale, our reputation and potentially have detrimental financial consequences. Complying with relevant labor laws and regulations drives our ethical integrity and helps us build trust amongst our stakeholders.

In upholding our commitment to respect human rights, GLP has **human resource management policies** for staff and contract workers that meet the requirements of internationally recognized workers' rights as per the conventions of the International Labour Organization (ILO), notably:

- 1 Not to employ or make use of forced labor;
- 2 Not to employ or make use of child labor;
- 3 Pay wages which meet or exceed legal minimum wage requirements;
- 4 Not to discriminate in terms of recruitment, progression, terms and conditions of work and representation, on the basis of personal characteristics unrelated to inherent job requirements, including gender, race, color, caste, disability, political opinion, sexual orientation, age, religion, social or ethnic origin, marital status, membership of workers' organizations, legal migrants, or HIV status;
- 5 Respect the right of all workers to join or form workers' associations to raise reasonable workplace concerns;
- 6 Provide reasonable working conditions including a safe and healthy work environment, working hours that are not excessive and clearly documented terms.



Contractor Management

We integrate ESG policies into our contractor management and procurement processes through our compliance system. These include adding GLP's ESG requirements to our bidding documents and contracts with contractors and suppliers, to ensure that they adhere to the same principles in their own supply chains as well as adopt product and process standards that protect the environment, and the health and well-being of their employees and workers.

Construction Health and Safety

For specific health and safety policies and procedures during construction, GLP has standard procedures in its construction contracts. For example, once construction starts, an **on-site safety oversight group** will be formed by **GLP's project manager, main contractor project management team, full time safety officers and project supervisors**. GLP's project manager is responsible for overseeing the construction and ensuring every construction process fulfills safety requirements. GLP also has its HQ Quality Assurance & Quality Control (QAQC) team which offers technical support through inspections of vendor's work progress. If any safety hazard is found during inspections, the QAQC team will engage the main contractor to rectify it.



There were 21 trainings conducted on occupational health and safety across GLP in 2021.

Actions & Initiatives

CHINA

Ensuring Occupational Health and Safety for our People

Within GLP China's Employee Handbook, we have set out a number of Environmental, Health and Safety (EHS) requirements for our employees' reference. This section aims to ensure our transparency in providing a safe working environment for our people as well as listing our expectations from our employees in maintaining an accident-free working space. All our new employees will be briefed about EHS during orientation and we provide extra awareness to our front-line employees in the operations team, particularly to the safety requirements within property management.

JAPAN

Whistleblowing System and Conducting Employee Satisfaction Surveys

GLP Japan has introduced a whistleblowing system that accepts whistleblowing not only from all employees but also from employees' families and business partners etc. The content covers all fields such as various harassment, labor-related issues and environmental issues. Consultations can be made anonymously and are protected in accordance with the Whistleblower Protection Act. We regularly conduct employee satisfaction surveys through a system to evaluate job satisfaction levels, work environment satisfaction levels, and other requests to the company. By visualizing organizational issues based on these survey results, we can realize the well-being of each of our employees and improve the working environment and the organization.



In 2021, we had 0 incidence of child and forced labor identified across our business and will continue to uphold our commitment to prevent and eliminate child and forced labor by implementing GLP's Code of Ethics and engaging our value chain. Our regional teams conducted 35 workplace health and safety checks and audits across our operations which are key in monitoring and tracking our performance.

During the reporting year, we recorded six work-related injuries. Moving forward, we will continue to ensure and strengthen the monitoring and implementation of our health and safety management system to minimize this number across our operations and provide a safe working environment for our people.

0

INCIDENCE OF CHILD AND FORCED LABOR IN 2021

35

WORKPLACE HEALTH AND SAFETY CHECKS AND AUDITS CONDUCTED BY OUR REGIONAL TEAMS



Health, Well-being, and Employee Development

GLP aims to incorporate health and well-being throughout its organization and assets in support of its employees, customers, and the communities in which we work.

By focusing on promoting well-being, GLP can enhance an individual's livelihood, increase motivation as well as bring communities together.

GLP focuses on introducing well-being concepts such as creating spaces that encourage physical activity, integrating natural lighting, improving access to nature and providing areas for healthy eating and socializing. We also provide initiatives and opportunities aimed at supporting the growth and development of our employees and are committed to creating a working environment that supports our people in unlocking their personal and professional potential.



GLP employees completed over 1,400 hours of courses on our Cornerstone learning platform

Actions & Initiatives

CHINA

Encouraging Employee Development

GLP China launched a learning platform to support employees' persistent learning through online development courses, regularly inviting internal and external experts to deliver keynote speeches to broaden employees' industry horizons, and at the same time, enhance employees' skills and unlock their talent potential through leadership programs, general business competencies and professional skills training. These include:

- 1,500+ participants in professional skills enhancement sessions;
- Monthly cross-business sharing activities with 6,500+ attendances;
- 60+ in-house and external trainers.

EUROPE

Supporting the Health and Well-being of our People

During 2021, we ran a series of 60-minute webinars with the aim to provide our colleagues with the tools to manage their health and well-being more effectively, covering topics such as:

- Well-being for working parents;
- Eating for mood and resilience;
- Mental health for men;
- Supporting female mental health;
- Managing energy, among others.

JAPAN

Introducing Well-being Concepts Within Facilities

Our ALFALINK series was developed as a cutting-edge logistics park and introduced well-being concepts for employees working in the facilities such as creating spaces that encourage physical activity and providing areas for healthy eating, and socializing. As a result, the common area of ALFALINK Sagami-hara is certificated WELL Building Standard for the first time as a logistics-related facility in Japan.

BRAZIL

Encouraging Employee Development

Globally GLP partnered with Cornerstone, an international online learning platform with content for professional training, including courses, programs, videos, and more. In addition to Cornerstone courses, original GLP training content was added to the platform and this year, 106 training courses across a range of topics were completed by Brazil employees in the platform.



Diversity and Inclusion

Workplace diversity nurtures an inclusive working culture where employees feel supported and celebrated regardless of their gender, age, religion, ethnicity, cultural and economic background or sexual orientation.

Consequently, this has shown to improve their workplace productivity and overall company performance. Maintaining workplace diversity also **provides equal opportunity to employees**, which is the foundation to creating a working culture free from discrimination and harassment.



GLP is a global company with offices around the world that share the same values and strives to create an inclusive environment which embraces diversity and fosters inclusion.



We are strongly committed to having a well-rounded, inclusive workplace starting from recruitment all the way to leadership training. We strive to attract, develop, retain, and promote the best talent - **people from diverse backgrounds with unique knowledge bases, interests, cultural identities, and skill sets.**

We believe that valuing diversity and inclusiveness enables us to achieve our vision to create unmatched value for our investors, customers, employees, shareholders, and the communities in which we work.

We consider motivated and skillful colleagues as a key success factor for our organization. For this reason, **we promote a positive work environment and invest in our development and well-being.** We recruit along a predefined set of criteria based on required education and experience for the vacant position. We provide each employee with equal opportunities and **do not discriminate against gender, age, religion, ethnicity, disability or sexual orientation.**

As part of our alignment to achieve the UN SDGs, GLP strives for diversity and inclusion across the different levels of the organization.

Our unique recruitment, training programs and talent development platform give our employees opportunities to expand their roles and responsibilities and prepare them for leadership roles.

With the support of GLP senior management, our diversity practices and policies mean:

- We reward and recognize employees for their skills, commitment and performance;
- Respectful communication between all employees regardless of title or level is mandatory, we promote debate and constructive challenge, and make it safe to propose new ideas and questions;
- We create an environment where employees feel that their background and lifestyle do not affect perceptions of them as professionals, or affect their opportunities for development and promotion;
- We have implemented recruitment and selection practices that provide for a diverse range of candidates and recruit, appoint and promote on the basis of merit, internally and externally;
- The diversity of our workforce is visible at every level of the organization and in every business area.

39%
OF OUR TOTAL
WORKFORCE IS FEMALE

29%
OF OUR SENIOR
MANAGEMENT IS
FEMALE

Actions & Initiatives

EUROPE

Kick Starting our DEI Journey

In 2021, we launched an employee survey to gauge where we are as a business and what we see as important. Through an informal focus group with representatives from across Europe, we collected suggestions from a survey and the focus group.

As a result, we engaged an external advisor from Brook Graham who specializes in developing diversity and inclusion strategies for clients across the globe. They are supporting our business with diversity and inclusion matters and helping to shape our thinking and policies.

Strengthening our Internal Policies, Programs and Initiatives

This year, we introduced new policies, programs, and initiatives aimed at creating an inclusive work environment for our people. These include:

- Parental coaching for colleagues with parenting and/or other caring responsibilities across Europe;
- Updated and enhanced UK Maternity and Paternity policy;
- Expansion of social initiatives to be more inclusive for more colleagues including virtual cooking classes, outdoor activities, charity days, and social breakfasts;
- Black History Month which consisted of a series of celebrations throughout the month of October.
- Black interns' program to introduce black students to a career in investment management;
- HR, along with other colleagues, are working with recruiters to understand how we can increase the number of women in real estate; and
- Annually we draft and review a career development plan with each of our employees to guide and support every talent development path. As part of this program, we provide targeted training on skill and knowledge development, including on ESG topics, to all our employees.

BRAZIL

Providing Equal Opportunities for our People

At GLP Brazil, we recognize the need to provide equal opportunities to our colleagues regardless of their background. We acknowledge that not everyone has the same access to education and development opportunities to support their career ambitions. With this in mind, GLP Brazil has introduced an initiative to support our colleagues with English classes to help them excel in their work environments, supporting them to communicate their ideas with our international business partners.

We also recognize the need for gender representation across our business in some roles we require the hiring process to include 50% of the candidates to be female. This initiative aims to ensure that we create a diverse and inclusive working space for our people.

JAPAN

Providing Various Systems to Support Employees in Each Life Stage

GLP Japan has many systems to support employees to work sustainably such as employing people in retirement age and extending retirement age for employees and developing maternity/paternity, childcare and nursing leave. We believe DEI is key to secure top talent and enable business growth.

Providing Equal Working Opportunities by Encouraging Diverse Work Styles

GLP Japan has encouraged employees to work flexibly in both working hours and places. We encourage our employees to work from anywhere by providing well-being support and remote work support. Being able to work from anywhere opens the door to individuals who find it difficult to commute and inclusive work preferences, including different work styles and flexible work schedules.





06 |

Maintaining Strong Corporate Governance



Maintaining Strong Corporate Governance

To strike a balance between business continuity, sustainability, and the interest of stakeholders as well as to meet the market expectations, GLP maintains a rigorous framework of corporate governance.

Business Ethics

Upholding strong governance and business ethics nurtures an ethical, inclusive and supportive work environment across a company's business and operations.

Maintaining compliance with all applicable laws, regulations and best practices regarding business governance, occupational health and safety as well as human rights builds investor and stakeholder confidence on the integrity of the business. Where systems are not in place to ensure this, **there is potential for mismanagement of the company's material issues along its value chain, resulting in a negative effect on the business.**

At GLP, ESG is our corporate responsibility as business builders, investors, developers and operators as well as an opportunity **to promote good business ethics and focus on creating a more sustainable and resilient future.** We are committed to the highest standards of corporate governance, and it underpins everything we do.

- The GLP Code of Ethics and Standards of Business Conduct applies to all colleagues and provides guidelines on how we make good decisions by applying values and principles to specific issues that arise in the workplace.
- We are committed to improving corporate performance through the implementation of the highest standards of corporate governance with clear lines of accountability.
- To clarify our corporate governance processes and protect the interests of key stakeholders, we have a range of policies and processes, including an internal code of ethics.

As a further reflection of our commitment to ESG and corporate governance, we have integrated ESG into our corporate governance structure and maintain a Global ESG Committee at the group level and ESG committees at the regional level. These groups include c-suite and other senior leadership from diverse disciplines, functions, and geographies.

Actions & Initiatives

BRAZIL

Fighting Corruption and Bribery Related to Public Officials

The principles and guidelines set forth in the Brazilian compliance program are designed to assist GLP with satisfying applicable fiduciary obligations as well as certain applicable laws, regulations and other requirements. The current program is focused on our anti-corruption policy that imposes strict criteria for officers, employees, and service providers conducting their duties. Dos and Don'ts are established in internal policies and procedures, especially for departments that maintain contact with public officials and agencies and those who may be subject to greater exposure to conflict situations. There are internal controls for meetings and with public officials, and certain meetings can only be held with the presence of one member of the legal and compliance department.

The current policy also establishes which suppliers and service providers must be submitted to GLP Brazil's supplier registration procedures and must comply with, as well as observing the anti-corruption policy. In addition, suppliers that provide services to GLP Brazil are trained annually.

EUROPE

Maintaining our Ethics Across our Supply Chain

In mitigating the risks of modern slavery in our supply chain, we are committed to implementing procedures as set in our construction procurement policy, third-party due diligence policy, anti-money laundering/ anti-bribery and corruption policy, and our code of business conduct and ethics.

The policies are part of our efforts to conduct our business in a manner that is free from slavery and human trafficking.

JAPAN

Aligning with National Laws and Regulations and Code of Ethics

At GLP Japan, we are committed to comply with the national laws and regulations to uphold our business integrity. We have implemented systems to send potential alerts if there is a risk of non-compliance internally. Furthermore, when engaging third-parties, all our contracts are scrutinized by our legal departments, ensuring their regulatory compliance to Japan's laws as well as GLP's Code of Ethics. We also have a whistleblowing and grievance mechanism in place.



Zero Tolerance to Bribery & Corruption

GLP continually reviews and refines its processes considering best practice, consistent with the needs and circumstances of the group.

We maintain a zero-tolerance approach to bribery and corruption and require all management and employees to comply with our Code of Business Conduct at all times and provide annual certification.

100% of GLP employees received anti-corruption policies in 2021



During this reporting year, we communicated GLP's anti-corruption policies to 100% of employees and conducted trainings including management-level employees and senior executives. We also conducted an assessment for risks related to corruption to our operations.

Actions & Initiatives

CHINA

Improving Awareness and Eradicating Corruption

GLP China conducts annual compliance and anti-corruption training for all employees, including members of our board of directors, and make the global operating procedures manual a mandatory course for new employees to regulate the conduct of all employees.

We have also established multiple reporting channels from online to offline for different stakeholders within and outside the company and strive to provide timely feedback on different claims and deal with related misconduct in a timely manner.

Ensuring Regulatory Compliance

At GLP China we aim to ensure compliance with the relevant regulations during the construction phase, making sure that our main contractors are carrying out their operations as per GLP China's Code of Business. During the asset management phase, GLP China oversees compliance during day-to-day operations, in managing labor and safe working conditions – ensuring compliance with the relevant standards and regulations.

JAPAN

Hosting Local Governance Training Session

In addition to annually held code of business conduct training which requires all management and employees to comply with, GLP Japan sets a local governance training session such as transactions with potential conflicts of interest and training on prevention of insider trading etc.

EUROPE

Setting the Highest Standards Through our Internal Policies

In 2021, we reviewed our policies to ensure our continued commitment to:

- Implementing and enforcing effective systems and controls designed to eradicate modern slavery in our business and supply chains and being transparent in doing so through our disclosure obligations under the act;
- Operating a due diligence protocol that includes anti-slavery considerations embedded within our third-party due diligence policy, which applies when engaging or renewing third-party suppliers;
- Encouraging colleagues, our suppliers, business partners and anyone else to whom our policies apply to report any concerns about modern slavery related to its businesses and direct supply chains in accordance with our policies.

BRAZIL

Know Your Service Provider Procedures

Know your service provider procedures were implemented to ascertain if service providers, partners, or counterparties are involved in illegal activities, negative media or accused/convicted in administrative investigations and law suits. The background check process is also focused on identifying any politically exposed persons involved in the negotiation as they may be perceived to be higher-risk due to the possibility of abuse of their public powers and the increased risk of conflicts of interest in their personal and professional capacities.

The information obtained during this due diligence review and screening procedure serves as the basis for making a determination as to whether hiring of a third-party represents risks from money laundering and corruption perspectives, which in turn is a factor that GLP will consider in deciding whether to maintain business with certain third-parties.

Supply Chain Management

Effective supply chain management, and overall stakeholder and tenant engagement ensures environmental and social well-being along the value chain.

This presents a valuable way of securing competitive advantage as well as improves the company's organizational and economic performance. Importantly, maintaining engagement to uphold good governance and strengthen workforce management along the value chain ensures harmony across the company's business.

With regards to our business, supply main management encompasses our engagements with GLP's suppliers, contractors and our property managers.

GLP recognizes that it relies on natural resources and is committed to preventing and reducing its material usage and waste generation by using sustainably sourced materials where possible and avoiding adverse impacts on biodiversity and natural habitats in our development and redevelopment activities. At GLP, the baseline for all new developments is regularly updated and revisited to ensure that our expectations are clearly communicated throughout the supply chain.

To ensure that our standards are being implemented across our supply chain, we integrate GLP's ESG policy commitments into our contractor management and procurement processes. We expect our suppliers and contractors to uphold our principles and to conduct their business in an ethical and transparent manner. This requirement includes respecting relevant laws and regulations pertaining to human rights, labor and working conditions as well as environmental protection.

We also provide internal guidelines and policies for our staff to adhere to relating to supply chain management, procurement and tendering.



Our ESG policy commitments are integrated into our contractor management and procurement processes.

Third-Party Vendor Selection

GLP's Operations Procedure Manual sets forth specific rules when dealing with third-parties, suppliers and service providers in order to ensure proper care is taken to avoid any conflicts of interest or appearance of partiality regarding all business transactions. For example, procurement decisions must be made based on quality, service, price, delivery, best value, and other similar factors.

Engaging New Suppliers

In maintaining our business integrity across our value chain, we conduct a background check for all our new suppliers. Furthermore, our suppliers are assessed against the same elements in the background check to ensure that our database captures the most updated information regarding their business and operations.

Actions & Initiatives

BRAZIL

Conducting Checkpoint Assessments with our Property Managers

Monitoring our value chain to ensure it adheres to the standards we set for ourselves is critical in our business. We conduct bimonthly engagement checkpoints with our third-party property management teams on the status of our parks, their ongoing initiatives and our progress in implementing the ISO 9001 standards and confirm they are following our best practice manual ("Manual do gestor do parque logístico GLP") as property managers acting on behalf of GLP.

JAPAN

Tracking our Supply Chain Performance

At GLP Japan, we conduct biweekly meetings with general contractors to check the progress of the construction, status of workforce security, and issues relating to the projects. During the meetings, we conduct monitoring of the incidents, work efficiency efforts and energy saving measures at construction sites to find out the general status of the contractors and best practices. As for security and health management, contractors are supposed to inform us immediately if there are any incidents/ COVID-19 cases etc. in a construction site. Suppliers are to report construction hours and incidents monthly to GLP Japan so that we can manage their working environment and better manage risk.

CHINA

Transparent and Fair Purchase System

GLP China adopts an open, fair, and transparent procurement process, based on a scientific and rational procurement and supervision system. Through reasonable bidding and negotiation, it can effectively reduce procurement costs, improve procurement efficiency, and avoid corruption in the procurement process.

In addition, GLP China integrates ESG policies into contractor and vendor management and procurement processes through a compliance program to require its supply chain to protect the environment, and care for the health and well-being of their employees and workers, etc

We always aim to support local suppliers where possible. In 2021 our business and operations in China and Japan spent 100% of our procurement budget on local suppliers which contributes to local talent and development.

Sustainable Financing: Our Green Finance Framework

GLP intends to align our funding strategy with our mission, sustainability strategy, and objectives through the issuance of sustainable finance instruments.

GLP believes that Green Finance Instruments (GFI) are effective tools to channel investments to projects that have demonstrated environmental benefits and thereby contribute to the achievement of the UN Sustainable Development Goals (SDGs).

In 2020, GLP established its Green Finance Framework (GFF) and issued two green bonds in 2021 to refinance existing green assets. **Green bonds have helped GLP to broaden its investor base** and direct capital to projects that have demonstrated environmental benefits and thereby contribute to the achievement of the SDGs such as green buildings, renewable energy, and clean transportation.

We have raised more than \$5.8 billion of sustainability financing²⁵, including green bonds, green loans, and sustainability-linked loans.

The GFF aligns with the five key pillars according to the International Capital Markets Association (ICMA) Green Bond Principles 2018 edition, the Loan Market Association (LMA) Green Loan Principles 2020 edition, and the ASEAN Capital Markets Forum (ACMF) ASEAN Green Bond Standards 2018 edition:

- Use of Proceeds
- Process for Project Evaluation and Selection
- Management of Proceeds
- Reporting
- External Review

A portfolio of eligible green assets (together forming the eligible green portfolio) qualifies the use of proceeds under the three broad categories (green buildings, renewable energy, clean transportation) and its respective eligibility requirements. The selection of the projects is carried out by GLP's Global ESG Committee.

In 2021, GLP issued an **aggregate of \$1.15 billion green perpetual securities under the GFF**. This includes its landmark \$850 million green subordinated perpetual issued in May 2021 (non-call 5), which was the largest globally and first-ever offering by an APAC corporate issuer. Subsequently in June 2021, **GLP issued a follow-on \$300 million green subordinated perpetual** (non-call 6).

For more information about our GFF and our annual green bond report, please visit <https://www.glp.com/global/impact>.

²⁵ As of 30 June 2022



Working with the United Nations' Sustainable Development Goals in Mind

We are committed to contributing to several of the United Nation's Sustainability Development Goals (UN SDG) across our business.



SDG 3

Ensure healthy lives and promote well-being for all at all ages because GLP employs directly and indirectly a number of employees and workers who may be doing hazardous jobs that enable GLP's operations.



SDG 4

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all because GLP recognizes the importance of providing students and teachers the opportunity to build confidence and develop skills to help them in their future studies and careers.



SDG 5

Achieve gender equality and empower all women and girls because GLP strives for diversity and inclusion across the different levels of the organization.



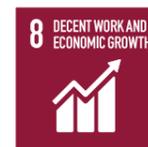
SDG 6

Ensure availability and sustainable management of water and sanitation for all because GLP's operations can be located in areas of water stress which may impact GLP's operations and because GLP recognizes that some of its operations, in particular during the construction stage, may add further burden on water usage in certain regions.



SDG 7

Ensure access to affordable, reliable, sustainable and modern energy for all because GLP recognizes that its modern logistics, infrastructure and other real estate facilities can bring about co-benefits for instance in providing space for renewable energy such as photo-voltaic solar rooftop installations that can be connected to the local grid to reduce greenhouse gas (GHG) emissions and serving as typhoon shelters in impacted areas.



SDG 8

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all because GLP's operations support employment throughout their development and investment lifecycles and can contribute positively to economic growth of their regions.



SDG 9

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation because GLP recognizes that the success of its operations relies on their connections to urban infrastructure that remains resilient and efficient.



SDG 12

Ensure sustainable consumption and production patterns because GLP recognizes that it relies on natural resources and uses materials so is committed to preventing and reducing its general use of materials, generation of waste and adverse impacts on biodiversity and natural habitat in its development, promoting the use of sustainably-sourced materials throughout its supply chain, and preventing environmental pollution.



SDG 17

Strengthen the means of implementation and global partnerships for sustainable development because GLP recognizes the support it gets from the wider ecosystem around its operations and values the importance of collaboration and of leading by example.

Ratings, Certifications & Awards



Since 2013, GLP has reported to GRESB, the global ESG benchmark for real assets, on all our ESG duties in relation to our investment funds. Our funds routinely achieve GRESB's Green Star rating which recognizes entities achieving at least 50% of the points allocated to each relevant GRESB component.



GLP is a signatory of the United Nations-supported Principles for Responsible Investment (PRI), an international global network of investors, asset managers, owners, and service providers who work together to put responsible investing into practice.



GLP is an official member of the U.S. Green Building Council (USGBC), the leading organization representing the green building industry focused on building a sustainable, prosperous future through LEED.



GLP participates in Planet Mark Accreditation in Europe, Hong Kong and Singapore to measure and evaluate our business impact on carbon reduction and social values.



GLP is recognized as a top-rated ESG performer by Sustainalytics, a leading independent provider of ESG and corporate governance ratings, research and analysis. Sustainalytics' ESG Risk Ratings measure a company's exposure to industry specific material ESG risks and how well a company is managing those risks.

As of September 2021, GLP achieved an ESG Risk Rating of 10.3 (the lower the better) and was assessed by Sustainalytics as 'Low Risk' category. In addition, GLP's Green Finance Framework is supported by a Second Party Opinion by Sustainalytics.



GLP has been recognized by Private Equity Real Estate ("PERE") as the winner of four awards at PERE Global Awards 2021.

- ESG Firm of the Year: Asia
- Logistics Investor of the Year: Global
- Logistics Investor of the Year: Europe
- Logistics Investor of the Year: Asia

PERE is the leading publication for the world's private real estate markets. Its annual awards follow a rigorous nomination and global voting process that involves investors, peers, and subscribers from the private equity real estate industry. The winner of each award is determined by industry participants through a highly controlled voting system and GLP has been recognized by PERE in these awards every year since 2012.



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More information

Please visit
<https://www.glp.com/global/impact>
for more information about our global ESG policy, reports and initiatives.

GRI Index Table

Managing our Environmental Impact

ESG Topics	GRI Indicator	GRI Sub-indicator	Disclosure	Page in this report
Energy Management	GRI 302: Energy	302-1	Total energy consumption within the organization	43
		302-2	Energy consumption outside of the organization	43
		302-3	Energy intensity ratio for the organization	43
		302-4	Reduction of energy consumption	not included
Water & Wastewater Management	GRI 303: Water and Effluents	303-3	Water withdrawal	65
		303-5	Water consumption	65
Biodiversity & Land-use	GRI 304: Biodiversity & Land-use	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	not included
GHG Emissions	GRI 305: Emissions	305-1	Gross direct (Scope 1) GHG emissions	37
		305-2	Gross location and market-based Scope 2 emissions	37
		305-3	Gross other Indirect Scope 3 emissions	37
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		305-5	GHG emissions reduced as a direct result of reduction initiatives	not included

Some indicators are not included in the 2021 report due to the indicator not being available in all GLP assets.

Managing our Social Performance

ESG Topics	GRI Indicator	GRI Sub-indicator	Disclosure	Page in this report
	GRI 413: Procurement Practices	413-1	Operations with local community engagement, impact assessments, and development programs	75
		403-5	Worker training on occupational health and safety	76-77
		403-8	Workers covered by an occupational health and safety management system	79
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Maintaining Good Corporate Governance

ESG Topics	GRI Indicator	GRI Sub-indicator	Disclosure	Page in this report
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Business Ethics	GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	92-95
		205-2	Communication and training about anti-corruption policies and procedures	92
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Forward Looking Legal Statement

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