



CLEARER HEIGHTS

LEADING THE WAY FORWARD

ESG REPORT 2023





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ESG Success through Strategy, Technology, and Engagement

A MESSAGE FROM OUR CEO



Logistics Property Company remains committed to integrating environmental stewardship, social responsibility, and strong governance within our operations. I am encouraged by the progress we have made over the past year and inspired by the dedication of our employees, who are making an impact every day on the issues that matter most.

We are taking meaningful steps to reduce our carbon footprint by implementing energy-efficient development practices. From a social responsibility perspective, we are dedicated to promoting diversity, equity, and inclusion, and enhancing employee well-being within our organization. Further, we continue to dedicate time and resources to our communities and charitable organizations. Our governance practices ensure transparency, accountability, and ethical behavior in our business operations. We aim to set the industry standard for ESG, delivering long-term value to our employees, customers, partners, investors, communities, and the planet.

We aspire to uphold ESG principles across all three stages of our portfolio lifecycle: acquisition, development, and asset management. ESG is good for business – delivering sustainable, cost-effective modern logistics facilities, solid returns on invested capital and optimal use of natural resources. It is a strategy built in partnership with our valued contractors and suppliers, with a pledge from our employees and a deep commitment to our investors and customers.

As the global conversation about ESG evolves, we will continue to engage with our stakeholders to understand how we can make meaningful changes. We continue to seek innovative solutions to benefit our stakeholders.

A handwritten signature in black ink, appearing to read "James Martell". The signature is fluid and cursive, written over a white background.

James Martell
Chief Executive Officer

ENVIRONMENTAL

#1 in Peer Group

GRESB Non-Listed U.S.
Industrial Core-Fund

Regional Sector Leader

GRESB Non-Listed Americas
Industrial Development

2050

Net Zero Commitment*

13M SF

LEED Registered
Developments in Progress

100%

New Developments to
Pursue LEED Certification

31

Green Leases Implemented

100%

Employees Receive ESG Training

100%

U.S. EPA ENERGY STAR Operating Portfolio

*Net zero scope 1 and 2 GHG by 2040 (Venture One and Venture Two) and net zero scope 3 GHG by 2050 (Venture Two).

SOCIAL

86%

Employee Participation in
Trust-Index Survey

Great Place to Work

Certified in 2023 and 2024

\$980,000

Make-A-Wish Contributions
over Five Years

Signatory

CEO Action for Diversity & Inclusion

OSHA-30

Certified Development Team

100%

Workplaces & Job Sites have
Health & Safety Requirements

GOVERNANCE

Certified Platinum

Green Lease Leader

Signatory

Principles for Responsible Investment

Signatory

Net Zero Asset Managers Initiative

7

Dedicated Committees

100%

Employees Receive
Governance Training

ISO 14001

Aligned Environmental
Management System

REPORTING METHODOLOGY



GLOBAL REPORTING INITIATIVE (“GRI”)

We prepare our ESG report in alignment with Global Reporting Initiative standards. GRI has developed a comprehensive sustainability reporting standard that is one of the most widely used in the industry.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (“TCFD”)

Our disclosures are aligned with TCFD, including detailed disclosures in our annual CDP submissions. These consistent, climate-focused disclosures address climate-related financial and governance impacts.



G R E S B[®]
REAL ESTATE

GLOBAL REAL ESTATE SUSTAINABILITY BENCHMARK (“GRESB”)

GRESB collects, validates, scores, and independently benchmarks ESG data to provide business intelligence, tools, and reporting solutions for the, providing a consistent framework to measure performance.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (“SDGs”)

We align our goals with the SDGs, which we believe serve as an effective roadmap for organizations to address global challenges, including climate change, inequality, and justice.



A MESSAGE FROM OUR HEAD OF ESG



I am incredibly proud to work alongside my Logistics Property Company colleagues who strive for a best-in-class ESG framework that aligns our environmental, social responsibility, and governance principles with our business strategies. I'm excited to represent a team that values principles for energy conservation while prioritizing positive social impact and fostering a diverse and inclusive work environment.

At our core, we build and manage best-in-class projects and an industry-leading portfolio built on our ESG goals. We believe that aligning our team around these goals creates a work culture and business model that will ensure high performance in our highly competitive market. These include:

- Ensuring all development projects achieve LEED certification.
- Achieving net zero commitment by 2050.
- Implementing “green leases” to ensure that all tenants are aligned with our goals.
- Using life-cycle design and construction principles to maximize energy efficiency, reduce water and waste consumption, reduce embodied carbon materials, and maximize indoor environmental quality for a healthier built environment.
- Seeking grants and/or electrification and renewable energy generation incentives.

We are taking steps to expand our renewable energy solutions and identify sustainable building technologies that generate greater energy efficiency and cost savings. We continue to expand our DEI initiatives and promote employee health, safety, and well-being.

We will continue to develop a robust set of metrics, standards, benchmarking and third-party validation to ensure transparent reporting and continuous improvements to our ESG policies and practices. We are guided by our mission to be the leader in industrial real estate, promoting disciplined investment to ensure optimal outcomes for our people, our community, and our environment.

Elena Daniel

Elena Daniel

Senior Vice President and Head of ESG



BUSINESS OVERVIEW

ABOUT LOGISTICS PROPERTY COMPANY

Logistics Property Company is a logistics real estate operating company and investment manager focused on the acquisition, development, and management of modern logistics properties in key North American markets. Headquartered in Chicago, Logistics Property Company has teams strategically located in Atlanta, Baltimore, Dallas, Denver, Houston, Los Angeles, and Seattle. Our portfolio is comprised of 57 buildings across 23.9 million square feet with an estimated end value of more than \$4.1 billion.

The company was founded on a disciplined investment strategy, ensuring optimal outcomes for our investors, employees, communities, and environment. Leveraging innovations in technology, construction, and design, our developments offer optimal occupancy solutions for our customers.

As an investment manager, the company has shown a remarkable record of growth. Building on the success of two initial develop-to-core funds (Venture One and Venture Two), we plan to expand into core and value-add funds and continues to evaluate future industrial investment strategies to create strong risk-adjusted returns.



VISION

We seek to provide modern logistics facilities and optimal occupancy solutions for our customers.



MISSION

Serve as an industry leader, promoting a disciplined investment strategy and ensuring optimal outcomes for our stakeholders.



VALUES

Logistics Property Company's values, also known as "DNA," are built on three principles: Expertise, Diligence, and Value.



ESG APPROACH

Logistics Property Company is dedicated to engaging with our stakeholders and incorporating environmental stewardship, social responsibility and governance principles and practices across our operations. We are committed to meeting or exceeding legal and regulatory requirements, implementing best practices, and optimizing our environmental, social and community impacts while meeting the needs of the investment community and our customers.

ENVIRONMENTAL STEWARDSHIP

Minimize our environmental footprint for a healthier tomorrow

SOCIAL RESPONSIBILITY

Build a workplace that values people, diversity, and fostering positive stakeholder relationships

GOVERNANCE

Implement sound corporate governance and sustainable business practices

LEADING WITH INTEGRITY

2023 GRESB

REAL ESTATE ASSESSMENT

Logistics Property Company participated in the 2023 Global Real Estate Sustainability Benchmark (GRESB) for LPC Venture Two, the firm’s second develop-to-core fund. We are pleased to share that the fund has been designated as a Regional Sector Leader for Non-Listed Industrial Americas Region and ranked first in the Non-Listed Industrial United States peer group.

By aligning the portfolio with GRESB, we continue to demonstrate commitment to ESG principles, an increasingly important consideration for investors and stakeholders. Integrating GRESB into our sustainable pathway is a positive step toward creating long-term value.



G R E S B
REAL ESTATE
sector leader 2023



LOGISTICS®
PROPERTY
CO

#1 PEER RANKING
US / INDUSTRIAL: NON-LISTED,
NON-REFRIGERATED / CORE

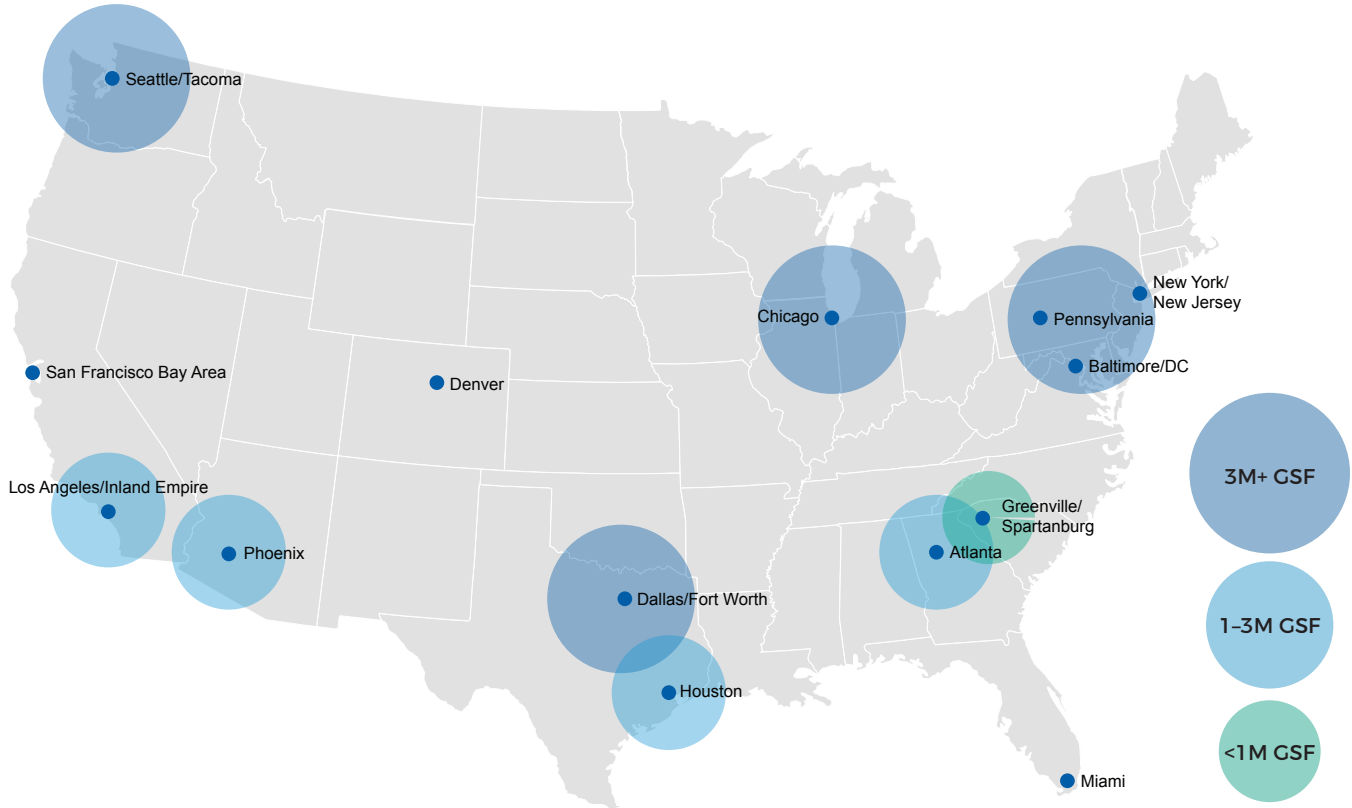
“GRESB Sector Leaders are recognized as industry champions, leading the charge towards a net zero future. We are proud to be a sector leader, recognized for our dedication, leadership and commitment to ESG principles.”

Brent Steele
Chief Investment Officer



PORTFOLIO SNAPSHOT

Logistics Property Company has identified primary target markets with strong demographics and significant infrastructure in place.



Portfolio including planned, under construction and completed assets as of December 31, 2023.

Since inception in 2018, Logistics Property Company has raised two develop-to-core funds with approximately \$2.8bn in equity commitments. The portfolio totals 23.9m square feet across 57 assets.¹

16.7M

Square Feet
Completed to Date

7.2M

Square Feet
Under Construction

441K

Square Feet
Average Building Size

1. Numbers reflect the forecast SF and end-value based upon full deployment of the \$2.8b in equity commitments in Venture One as of March 31, 2023, and in Venture Two based on the 2023 Business Plan.

“Our sustainability efforts aim to provide long term lower cost of occupancy for our tenants.”

Aaron Martell

Executive Vice President, Central Region



ACQUISITION:

- Focus on markets with long-term growth potential and capital market demand, identifying sites that minimize occupancy costs
- Target projects with appropriate risk-adjusted return premiums
- Proactively engage the market to source off-market opportunities
- Signatory to UN-Principles for Responsible Investment
- ESG due-diligence and investor engagement
- Climate risk assessment
- Renewable and electrification feasibility considerations



DEVELOPMENT:

- Future-proof, sustainable designs with innovative features & expansion opportunities
- Designed and constructed to LEED standards
- Renewable and electrification design and construction considerations
- Professional oversight from initial design through project completion
- Material selection providing long-term value, performance, & lower carbon impact
- Contractor & supply chain management, WHSE requirements



ASSET MANAGEMENT:

- Net zero commitment
- Dedicated asset management team with ongoing tenant relationships
- Proactive equity and debt management
- U.S. ENERGY STAR integration
- Green lease implementation
- Submetering Technology & Energy management system (EMS)
- Contractor & supply chain management, WHSE requirements

INDUSTRIAL PROPERTY TYPES

URBAN INFILL



Shallow bay facilities in supply constrained urban centers that serve the last touch of the supply chain. Designed to be easily divisible to accommodate multiple tenants.

Typical Size: 100K – 200K SF

Building Attributes: 24' – 36' Clear Height, Rear/Front Load, Multi-tenanted

BIG-BOX WAREHOUSE



Large, single-story facilities typically located outside of urban centers that cater to 1-2 tenants where goods are picked and packed for the midstream of the supply chain.

Typical Size: 250K – 1M+ SF

Building Attributes: 36' – 42' Clear Height, Cross Dock, Ample Parking, Expansion Capabilities, Excess Power, Flat Floors

MULTI-STORY WAREHOUSE



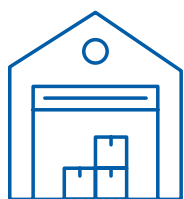
Irreplaceable, urban infill facilities in dense urban centers spanning multiple stories that offer buildings of scale to fulfill last-mile logistics requirements.

Typical Size: 200K – 500K+ SF

Building Attributes: 32' – 36' Clear Height, Super Infill, Dense Catchment Area

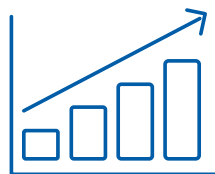
INVESTMENT STRATEGY

Continue to evaluate and pursue opportunities risk spectrum alongside flagship develop-to-core fund series.



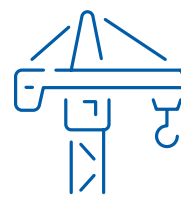
CORE PLUS

- Stabilized, under-rented Class A logistics facilities with strong income growth at lease expiration
- Assets acquired below replacement cost and exhibit above-market rent growth potential



VALUE ADD

- Covered land plays and redevelopments into modern facilities; opportunity for industrial outdoor storage
- Reposition existing assets through capital improvements and accretive leasing
- Distressed assets or assets with refinancing risk
- Dispose of assets following execution to maximize value and investment returns



DEVELOP TO CORE

- Develop in supply-constrained markets with significant barriers to entry
- Focus on developing both bulk and in-fill / last-mile facilities
- Deliver state-of-the-art modern logistics facilities (high ceilings, wider truck courts, ample parking, expansion space)



ENVIRONMENT

PROTECTING THE ENVIRONMENT SUSTAINABLE DEVELOPMENT PRIORITIES

GREEN BUILDING CERTIFICATIONS

Logistics Property Company is committed to environmentally friendly construction practices, such as LEED (Leadership in Energy and Environmental Design) certification. These certifications consider several factors, such as energy efficiency, water conservation and indoor air quality. All projects seek to achieve LEED certification or higher.

NET ZERO CARBON EMISSION GOALS

The goal of becoming net zero carbon emitters involves reducing greenhouse gas emissions during and after development. Strategies used to accomplish this include implementing energy-efficient design, conducting embodied carbon analyses, renewable and electrification readiness and adoption, and carbon offset initiatives.

STAKEHOLDER ENGAGEMENT

Engaging with local communities, employees, suppliers and other stakeholders helps us consider multiple perspectives and address concerns as they arise. This approach promotes transparency and a shared sense of social responsibility.

SUSTAINABLE DEVELOPMENT MATERIALS

The environmental impact of construction is reduced by selecting sustainable materials, including recycled content, responsibly sourced materials, and low-emission products.

METERING TECHNOLOGY

We monitor resource consumption (such as energy, water, and waste) by implementing advanced submetering technology.

AIR QUALITY PROTECTION

Proper ventilation, dust control and pollutant management during construction contribute to better air quality for workers and nearby communities.

GREEN BUILDING CERTIFICATIONS

Our design and construction standards seek to integrate energy efficiency, reduce water consumption and waste, incorporate embodied carbon materials, and achieve indoor environmental quality. We advocate for building commissioning, a systematic approach to analyzing and improving the building's major energy-consuming systems at reduction to calculate the benefits of building efficiency measures.

13M

Square Feet Achieved &
Preregistered
(29 Buildings)

100%

New Developments to pursue
LEED Certification

>25%

Submitted Developments
to pursue LEED Silver
Certification



“Our collective efforts have resulted in achieving LEED certifications through implementing sustainable design and construction solutions, including water conservation, energy efficiency, material selection, waste diversion and indoor environmental quality.”

Wil Freve

Executive Vice President and National Head of Construction

CERTIFIED PROJECTS



BANNING ONE
Banning, CA | 1.0M SF



BOX PARK LOGISTICS CENTER
Cinnaminson, NJ | 1.2M SF



SOUTHERN STAR LOGISTICS PARK
Midlothian, TX | 550k SF



2800 W. DIEHL ROAD
Aurora, IL | 393k SF



DUNCAN 85 BUSINESS CENTER
Duncan, SC | 275k SF



BUTTERFIELD DISTRIBUTION CENTER
Aurora, IL | 271k SF



**COVINGTON COMMERCE CENTER
BLDG. 100**
Covington, GA | 210k SF



CITYPARK LOGISTICS CENTER BLDG. 4
Missouri City, TX | 151k SF



SUSTAINABLE FEATURES

Sustainable features are fundamental to developing modern logistics buildings that are future-proof. For Logistics Property Company, this includes our efforts to:

- Install irrigation systems and landscaping designed to conserve water resources
- Address biodiversity requirements, including the conservation, design and operational adjustments resulting from considering potential impacts on wildlife species
- Select environmentally friendly building materials, including those with low-emitting volatile organic compounds (VOCs), recycled content and low-embodied carbon
- Integrate smart monitoring systems to track energy and water consumption during operation
- Utilize high-reflective roof materials, such as thermoplastic polyolefin, to minimize heat absorption
- Minimize waste generation on construction sites to less than 10 pounds per square foot and recycle materials to reduce landfill disposal
- Reduce pollution from construction activities by controlling soil erosion, waterway sedimentation, and airborne dust
- Conduct energy simulation of projects to assess annual energy consumption and potential energy savings, enabling the implementation of energy-efficient strategies
- Select and install products or materials certified for their environmental and health impacts, and /or with a percentage of recycled content
- Commission buildings at the end of construction, to ensure optimal building performance and efficiency
- Implement a construction plan to ensure the quality and health of the interior environment for future occupants

LEED CERTIFICATIONS PREREGISTERED PROJECTS



PURSUIING LEED SILVER – SOUTH PENN LOGISTICS CENTER

SOUTH PENN LOGISTICS CENTER

Morrisville, PA | 973k SF

1237 W. DIVISION

Chicago, IL | 551k SF

FREDERICKSON ONE BLDG. 4

Spanaway, WA | 534k SF

FREDERICKSON ONE BLDG.7

Spanaway, WA | 312k SF

CAJON INDUSTRIAL PARK

San Bernadino, CA | 341k SF



PURSUIING LEED CERTIFICATION – FIRST STATE LOGISTICS PARK

OLIVE LOGISTICS CENTER

Glendale, AZ | 1M SF

114 LOGISTICS PARK

Denton County, TX | 1M SF

LOGISTICS 83

York, PA | 667k SF

OAK FOREST LOGISTICS CENTER

Oak Forest, IL | 665k SF

PALM GATEWAY LOGISTICS CENTER

Mesa, AZ | 614k SF

GAINESVILLE 85 BUSINESS CENTER

Gainesville, GA | 586k SF

FIRST STATE LOGISTICS PARK BLDG. F

Newark, DE | 408k SF

FIRST STATE LOGISTICS PARK BLDG. B

Newark, DE | 385k SF

FIRST STATE LOGISTICS PARK BLDG. D

Newark, DE | 294k SF

COVINGTON COMMERCE CENTER BLDG. 200

Covington, GA | 259k SF



NET ZERO COMMITMENT

Logistics Property Company is dedicated to achieving net zero carbon emissions across our operational portfolio by 2050 as part of our commitment to reducing the built environment's impact on climate change.

Through this initiative, we can work alongside other industry-leading real estate owners and investors to tackle the climate crisis head-on and accelerate the transition to net zero. In alignment with both the Carbon Risk Real Estate Monitor (CRREM) and the Science Based Targets Initiative (SBTi), we have developed a net zero carbon reduction pathway that involves various approaches and solutions to improve energy efficiencies within our buildings, reduce environmental impact through embodied carbon strategies, and incorporating renewable energy strategies to work towards our carbon reduction targets.



NET ZERO IN PROGRESS

SUSTAINABILITY INITIATIVES



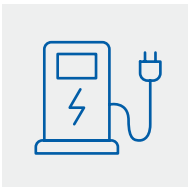
SOLAR READY

- Banning ONE
- Frederickson ONE, Bldg. 4
- Frederickson ONE, Bldg. 7
- Cajon Industrial Park
- Olive Logistics Center
- Any future projects in CA, NJ, DE (15%–40%)



EV READINESS

- Frederickson ONE, Bldg. 4
- Frederickson ONE, Bldg. 7
- Palm Gateway Logistics Center
- 1237 W. Division
- Covington Commerce Center Bldg. 100
- Gainesville 85 Business Center
- Cajon Industrial Park
- Olive Logistics Center



EV INSTALLATIONS

- 94 Logistics Park, Bldg. 1: 54 L3 Fleet Chargers
- Banning ONE: 10 EV L2 Auto Chargers
- Palatine 90 Logistics Center: 5 EV L2 Auto Chargers & 1 EV L3 Semi-Trailer Charger

LED LIGHTING

Optimize indoor and outdoor energy efficiency, optimal use of daylight reduction

OCCUPANCY SENSORS

Install occupancy sensors to reduce energy usage

TPO ROOFS

Reflective roof membrane to reduce heat absorption

ENERGY-EFFICIENT HVAC SYSTEMS

- Upgraded & energy-efficient mechanical systems
- Building automation systems (BAS) net capability added for optimizing the performance

RECYCLE & LOW-VOC MATERIALS

- Responsible material sourcing, low-emitting materials
- Low Volatile Organic Compound (VOC) and non-toxic material
- Preference to renewable/recycled and regional / local materials

CLIMATE CHANGE RESILIENCE

- Reduced environmental footprint with embodied carbon materials
- High performance insulations reduce heat & cold
- Indoor air quality management
- Business continuity and preparedness
- Stormwater management

DECARBONIZING OUR PORTFOLIO CORPORATE & PROPERTY INITIATIVES

Our net zero commitment is aligned with the goals of our partners, investors, and other key stakeholders. We believe that this ambitious goal can only be achieved through the full commitment and dedication of all team members.

CORPORATE

- Responsible investment due diligence (climate, renewables and electrification – screening and readiness)
- Net Zero plan in action with stakeholder alignment
- Net Zero asset manager alliance (NZAM)
- Environmental Management System aligned with policies & metrics (ISO 14001)
- ESG KPI dashboard
- Climate resilience plan aligned with TCFD
- Increased percentage of portfolio with LEED Silver certifications
- Reporting: ESG Report, Global Reporting Initiatives (GRI), Task Force for Climate Financial Disclosures (TCFD), Net Zero Asset Managers Alliance (NZAM)
- Global Benchmarks: GRESB, UN-Principles for Responsible Investment
- Enhanced ESG Training for employees and extended to external supply chain (general contractors, brokers, property management)
- Social initiatives, including employee training / satisfaction, DE&I, stakeholder engagement

PROPERTY-LEVEL

- Science-based target initiatives tracking
- Carbon Risk Real Estate Modeling
- GHG validation & third-party assurance
- Capture whole-building data for energy, gas, water, and waste
- Reduced embodied carbon solutions (steel, concrete, cement)
- Green lease enhanced provisions, featuring utility data, efficient tenant improvement, and potential for future enhanced carbon reduction strategies
- Net zero plan with integrated into design & construction specs
- Partnership opportunities with utility providers for green procurement methods
- ENERGY STAR benchmark and certifications
- Climate resilience strategies and emergency preparedness plans
- Screen developments and acquisitions on climate risk
- Increased tenant engagement and ESG awareness



NET ZERO IN ACTION

High-performing, efficient buildings are integral to our business strategy. We are focused on delivering a portfolio with reduced emissions by implementing sustainability initiatives and efficiency projects tailored to each development's unique needs, while evaluating emerging technologies and solutions including energy and water efficient equipment and renewable energy.



MAXIMIZE ENERGY EFFICIENCIES

- Sustainable design & construction standards
- Utility meter-based performance analysis via ENERGY STAR Portfolio Manager
- Incorporate ENERGY STAR efficiency standards and embodied carbon
- Green leases, standardization, and utility data collection



IMPLEMENT EV READINESS

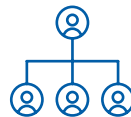
EV Ready: select parking spaces include infrastructure to support future installation of EV chargers.

- Beyond efficiency code / performance
- Electrification – EV ready auto charging
- Proptech / smart building technologies



RENEWABLES GENERATION & PROCUREMENT

- On-site Renewables: solar roof, battery, hot water heaters
- Off-site Renewables: community solar, utility grid purchases
- Solar ready roof design / load capacity



TENANT ENGAGEMENT ON NET ZERO

- Standardize procurement
- Reduced embodied carbon impact
- Focus on / implementation of cutting-edge technology



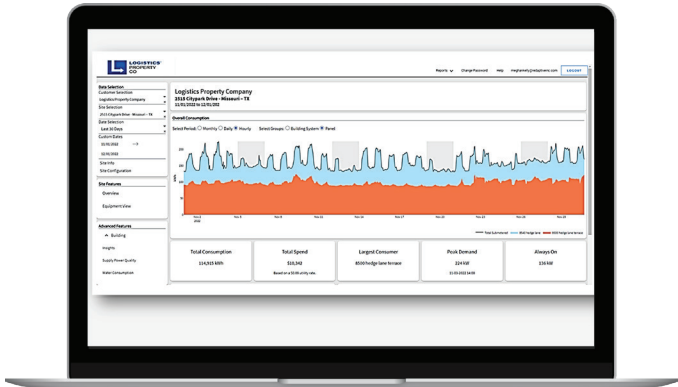
BUILDING PERFORMANCE SOLUTIONS

Logistics Property Company has incorporated smart energy meters, monitored with a central dashboard, to provide detailed insight into a building's energy consumption and empower property managers to achieve valuable energy savings and sustainability goals.

Incorporating submetering into all building plans and specifications are essential for obtaining real-time, whole-building utility performance data for electricity, gas, and water.

This data is used to streamline environmental footprint reporting and is accessed directly from the real-time dashboard within ENERGY STAR Portfolio Manager (ESPM).

Metered technology for assets has included electricity, gas and water incorporation to provide valuable insight into portfolio performance and facilitate comprehensive ESG reporting for GRESB. This allows us to optimize efficiency and enhance sustainability initiatives.



CASE STUDY

1237 W. DIVISION, CHICAGO, IL

Located two miles from downtown Chicago, 1237 W. Division is the first multi-story logistics center in the Midwest. The building will include two warehouse levels accessible by full-size trucks, and two mezzanines, along with rooftop parking and a parking garage accessible via a pedestrian bridge. Upon completion, this development will offer unparalleled access to the region's largest concentration of consumers and companies. 1237 W. Division, developed by Logistics Property Company, has Walsh Construction and Riteway-Huggins Construction as general contractor, Ware Malcomb as architect, and DCI engineers as civil engineer.

Through the combination of efficient design practices and procurement strategies, 1,063 metric tons of CO₂-equivalent savings were identified, comparable to removing 237 gasoline-powered vehicles off the road for an entire year. This development is pursuing LEED Silver certification – we look forward to reporting on our progress in 2024.



NOTABLE SUSTAINABLE PROJECT FEATURES

- Design & constructed to LEED® Silver standards
- Electric vehicle ready for 32 stations
- 60% whole-project water use reduction due to low flow plumbing fixtures and native / adapted vegetation
- 35% whole-project energy savings due to LED lighting and high-efficient heating
- Commissioning of MEP systems
- 30% recycled content of building material, primarily from the structural steel
- Embodied carbon analysis to reduce the environmental footprint
- Greenspaces and public art will offer tenants and visitors a premier experience



SOCIAL

BUILDING BETTER COMMUNITIES

BUILDING BETTER COMMUNITIES

DIGITAL MARKETING

BUILDING BETTER COMMUNITIES

Back 2 School AMERICA

Jewel Osco

Walmart

CVS

OUR JOURNEY TO GREAT

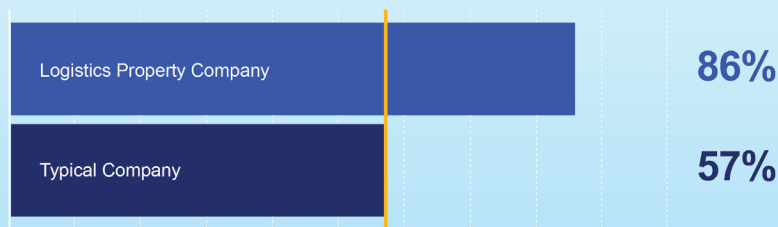
In 2023, Logistics Property Company partnered with Great Place to Work® to obtain a benchmark of the company's efforts to create an engaged, productive and rewarding work environment. Great Place to Work® is the global authority on workplace culture, employee experience and leadership behaviors proven to deliver market-leading revenue, strong employee retention and increased innovation.

We're Great Place to Work-Certified™!



Logistics Property Company

86% of employees at Logistics Property Company say it is a great place to work compared to 57% of employees at a typical U.S.-based company*



Source: Great Place to Work® 2021 U.S. National Employee Engagement Study*

98%

Feel Employees are Treated Fairly, Regardless of their Race

97%

Said this is a Physically Safe Place to Work

95%

Said People are Treated Fairly, Regardless of their Sexual Orientation

92%

Said New Employees are Made to Feel Welcome

"As a mid-level employee, I am given a great deal of responsibility with great guidance. I have not received this type of guidance at any of my previous 3 jobs and it is so refreshing. I feel like I am more set up for success here than I have ever been."



"We are thrilled to become Great Place to Work-Certified™. Logistics Property Company is committed to creating a workplace that cultivates inclusivity and career growth while providing challenging and rewarding experiences. We owe our continued success and growth to our talented employees."

Cecilia Huelva
Senior Vice President, Human Resources



OUR PEOPLE

We believe a talented and engaged workforce is the key to our success, so we are dedicated to creating a positive work environment where our employees can thrive both personally and professionally.

We strive to:

- Maintain a safe and healthy workforce
- Retain and attract motivated employees
- Drive employee engagement
- Provide excellent benefits
- Foster a collaborative team environment

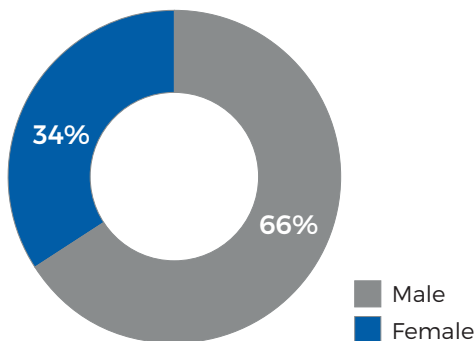
84

Total Employees

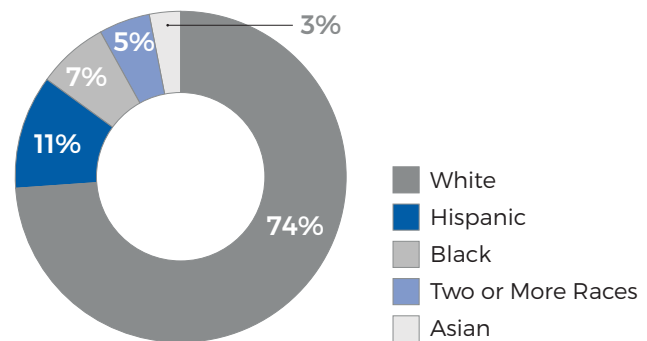
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Market Locations

GENDER



ETHNICITY



TALENT RECRUITMENT

Logistics Property Company's approach to recruiting is centered around providing rewarding career opportunities to candidates. With a commitment to diversity, equity, and inclusion at the core of our talent strategy, we seek candidates of varied backgrounds and experiences. To help achieve this, we participate in multiple industry events throughout the year to connect directly with potential candidates.



Chicago Build Expo



Eisenberg Foundation's Career Day

INTERNSHIP PROGRAM



Celebrating Summer 2023 Interns

Our summer internship program offers a unique 8-week learning and work experience for college-age students interested in careers in the industrial real estate industry.

The program provides valuable work experience, select training and development opportunities. Since its inception in 2021, eight interns have completed the summer program.

TOTAL COMPENSATION

By providing our employees with a competitive package of pay and benefits, we are not only investing in our current workforce but also in the future of our business. We are committed to continuously evaluating and improving our benefits package to ensure we provide a highly competitive compensation package.

We understand that every employee has unique needs and circumstances, and we strive to offer benefits to address those needs. Our benefits package includes comprehensive health insurance, flexible working hours, retirement savings options, paid time off and various wellness programs.



Health & Wellness

- Medical plans
- Dental plans
- Vision plan
- Flexible Spending Accounts (FSA)
- Health Savings Accounts (HSA)
- Employer-paid supplemental life and AD&D
- Short-term & long-term disability
- Mental & behavioral health resources
- Paid vacation
- Paid sick leave

Parental

- Maternity – Paid leave
- Paternity – Paid leave
- Adoption – Paid leave
- Private lactation accommodation

Financial Services

- Employee 401(k)
- Employee co-investment

Other

- Employee assistance program
- Employee discount program
- On-site fitness centers



TRAINING AND DEVELOPMENT

In our fast-changing business environment, maintaining a culture of continuous learning and development is essential to bringing innovation and superior service to our customers. Logistics Property Company conducts a variety of trainings to meet rigorous compliance requirements and support professional development. Helping employees expand their knowledge and update their skills not only empowers them in their daily work but also ensures they stay current with industry trends, regulatory requirements and emerging issues.

Logistics Property Company uses several internal and external resources to develop comprehensive, customized training materials.

Ethics and Compliance Training

- Anti-Harassment
- Anti-Corruption Training
- Anti-Money Laundering
- Code of Conduct
- Conflict of Interest
- Cybersecurity
- Gift & Entertainment Policies

Other Training and Development

- Workplace health and safety
- Emergency preparedness
- OSHA-30 certification
- Diversity, Equity and Inclusion and Women's Leadership
- Technology Solutions
- United Nations supported – Principles for Responsible Investment (UNPRI)
- LEED Certification
- REIT Training



WOMEN IN REAL ESTATE

Logistics Property Company celebrated Women in Construction Week with an exclusive tour of 1237 W. Division in Chicago, hosted by the Women's Leadership Council. The tour included a visit with The Walsh Group's Women of Walsh and highlighted the contributions of three women instrumental to the project's success: Danielle Jacobs, Principal of DCI Engineers, Laura Shafer, Senior Project Manager, V3 Companies, and Iglika Georgieva, Project Manager, Ware Malcomb.

The company connects with organizations to promote professional development of its current and future leaders. We are a proud supporter of Commercial Real Estate Women (CREW), a group dedicated to advancing women in commercial real estate.

In 2023, we sponsored CREW's annual golf tournament. Logistics Property Company was also a proud sponsor of The Goldie Initiative to raise funds for the organization's Goldie Scholars program, which provides scholarships, mentorship, and networking opportunities to the next generation of women leaders in commercial real estate.



DIVERSITY, EQUITY AND INCLUSION

Logistics Property Company is proud to foster a positive workplace culture that values and supports all employees. We recognize and celebrate the diversity of our employees, along with their important life events and career milestones. We seek to create a culture of belonging where employees feel valued and heard.

We place an emphasis on recruiting and developing female leaders, an underrepresented group in our industry. In 2023, total new hires included 25% represented racially diverse groups and 42% were female. The Logistics Property Company Women's Leadership Council is dedicated to promoting professional and personal growth among its members. The council provides a space for women and men to support, inspire and collaborate. By hosting events and programs that blend personal and professional development, the council helps reinforce our values while opening the door to more productive conversations with colleagues and networking opportunities across the company.



In 2023, the Women's Leadership Council launched a guest speaker series with Molly McShane, chief executive officer of McShane Companies, sharing her insights and experiences of working in multi-functional roles.

The council also created the Allyship Program to promote inclusion to foster mutual support and discussion of leadership themes. Entrepreneur Courtney Wright, host of the LadyBoss Podcast, kicked off the program by sharing her experiences and encouraging attendees to elevate their work, their experiences, and themselves.



RECOGNITION

Logistics Property Company aims to continue promoting and strengthening a workplace culture where employees are engaged and feel valued and appreciated.

The “Clear Heights” award was established in 2023 to recognize employees who have gone above and beyond in their role, displaying initiative, collaboration, innovation, and/or driving business results. The award, presented by our CEO at quarterly Town Halls, boosts employee morale and contributes to a more positive and productive work environment.

2023 recipients included: Erin McLeod, Vince Pergande, Michelle Mullins, Andrew Spiegel, and Nadège Ganga, who represent a diverse range of roles, backgrounds, and experiences, highlighting our commitment to excellence in the workplace.

Looking forward, the Clear Heights recognition program will continue to be a cornerstone of our culture, promoting excellence, collaboration, and inclusivity.

ADDITIONAL RECOGNITION PROGRAMS

New Hires

New employees receive a welcome gift of company-branded items for them to proudly display the Logistics Property Company brand and values.

Welcome Baby Gifts

We believe in supporting our employees, including the joyous occasion of welcoming a baby into their family. In 2023, we were thrilled to welcome six babies to our Logistics Property Company family. Whether it is a cozy blanket, a cute onesie or a nursery book, our baby gifts offer a little extra joy to the new parents and their bundle of joy.





WORKPLACE HEALTH & WELLNESS

In addition to our competitive package of traditional health care benefits, Logistics Property Company offers a robust employee health and wellness program to provide our employees with a range of resources and services to promote physical, mental and emotional well-being.

Monthly Wellness Newsletter

Employees receive an internal newsletter covering the latest information on health and wellness opportunities, keeping our team engaged throughout the year.

Wellness Challenges

We implemented quarterly wellness challenges, beginning in 2023 with a step challenge through a corporate wellness challenge platform. Together, our participants walked a combined 7.1 million steps.

J.P. Morgan Chase Challenge

Our Chicago team proudly participated in the J.P. Morgan Chase Corporate Challenge in Chicago's Grant Park.

Employee Wellness Perks

Employees are provided with a variety of benefits through Insperity Perks at Work, where they can access discounts, exclusive offers and member pricing on travel, event tickets, merchandise, and services, including many focusing on health and well-being. Employees also can access free online fitness classes and on-demand videos.

WORKPLACE HEALTH, SAFETY & ENVIRONMENT

We are committed to a zero-harm, incident-free workplace, creating a safety culture that considers environmental, human, behavioral and leadership considerations throughout our operations. Through our workplace health, safety and environment (WHSE) efforts, we aim to protect our employees and on-site contractors, improve productivity, reduce unplanned absences, eliminate on-the-job injuries and minimize costly business disruptions.

WHSE THREE PILLARS

- 1** Embed a safety culture encompassing environmental, human, behavioral, and leadership considerations throughout the operations.
- 2** Ensure workplace health, safety and environment (WHSE) compliance and risk mitigation are fundamental components of every activity.
- 3** Confirm work performed at or for Logistics Property Company by contractor firms must comply with applicable requirements within our WHSE framework.

100%
Employees participate in mandatory WHSE training

OSHA[®] 30
Certified Development Team

167
Audits for health and safety risk management (2023)

PARTNERSHIP IN HEALTH AND SAFETY

We participated in two important national events in 2023. Construction Safety Week brings organizations together to make health and safety the foundation for everything they do. The OSHA National Safety Stand-Down to Prevent Falls in Construction, held the same week, raised awareness about fall hazards across the country. A group of our valued general contractors conducted stand-downs at our locations, while safety and focus materials were distributed at all projects to boost awareness.



EXCELLENCE IN HEALTH AND SAFETY

Recognition continues to be an important part of our health and safety programs. In 2023, the Logistics Property Company's Board of Directors honored employees and general contractors who exemplify the company's three pillars of WHSE.

Congratulations to those recognized for their commitment to health and safety:

PROJECT SAFETY LEADERSHIP AWARD

Honorees: Banning ONE - Mark Burkes and Fullmer Construction

Mark Burkes and Fullmer Construction were recognized for achieving a completed project without an occupational injury or illness resulting in days away from work.



PRE-CONSTRUCTION / ONBOARDING CHAMPION AWARD

Honoree: Walsh Construction

Walsh Construction was recognized for preconstruction / onboarding excellence, including training communication and celebrating health & safety milestones throughout the project.

HEALTH AND SAFETY RISK ASSESSMENT CHAMPION AWARD

Honoree: Joe Sandhu

Joe Sandhu ensures safety requirements are met throughout the project and communicated to contractors who understand health and safety risks and take appropriate measures to minimize them.



SAFETY SERVICE AWARD

Honoree: Vince Pergande

Vince Pergande was recognized for going above and beyond to exemplify the company's commitment to safety.

WINNER

RECOGNITION & ACCOLADES

1237 W. DIVISION, CHICAGO, IL PROCORE GROUNDBREAKER WINNER: PROJECT EXCELLENCE: OWNER

This development, a state-of-the-art logistics facility, is the Midwest's first modern, multi-story warehouse. The project features an upgraded façade and features glazing, precast with inlaid brick and metal accents, enhancing the overall architecture.

PUBLICITY CLUB OF CHICAGO SILVER TRUMPET AWARD WINNER

Logistics Property Company's 2022 ESG Report received the Silver Trumpet Award for its award-winning design with partner Avila Creative, Inc.

2023 CRAIN'S CHICAGO BUSINESS NOTABLE LEADERS IN SUSTAINABILITY

Elena Daniel, Head of ESG for Logistics Property Company, was recognized by *Crain's Chicago Business* for her leadership in advancing sustainability practices at the company.



2023 CRAIN'S CHICAGO BUSINESS
NOTABLE LEADERS
IN SUSTAINABILITY

CELEBRATING FIVE YEARS GRANTING WISHES

Every year since our founding, Logistics Property Company celebrates its anniversary by raising money for Make-A-Wish®, bringing together employees, national lenders, contractors, suppliers, vendors and partners.

In 2023, we raised \$480,000 to grant wishes to children facing critical illnesses. This was made possible through the generosity of 47 sponsors and 81 individual contributors.

Over the last five years, we have raised nearly \$1 million with our partners, granting 100 wishes to Make-A-Wish recipients. Donors could designate their contributions to local Make-A-Wish chapters aligned with any of our eight markets: Atlanta, Baltimore, Chicago, Dallas, Denver, Houston, Los Angeles, or Seattle.



“We are pleased to celebrate five years of partnership with Logistics Property Company and are grateful to their donors for helping us provide life-changing wishes to so many children.”

Stephanie Springs
Chief Executive Officer, Make-A-Wish Illinois

COMMUNITY IMPACT

The Community Impact initiative, held each November, is one way we demonstrate our commitment to social responsibility and sustainability. We believe that the success of our business is closely linked to the success of the communities in which we operate, and we take pride in supporting local organizations and initiatives that make a positive difference. By working together and giving back, we can create a brighter future for everyone.

Our employees work alongside each other, building stronger interpersonal relationships while making a meaningful difference in the lives of others. In the past year, our team members have packed food at a local food bank, cleaned a community park and assembled and donated backpacks for school-age children. We are proud of our employees' impact.





Atlanta: Make-A-Wish

The Atlanta team created count-down calendars to help build excitement for wish children and their families.



Baltimore / DC: Melwood

The Baltimore / DC team built and painted Holiday 'Standees' to complement the Santa's Workshop. The team also assisted in a toy drive for underprivileged children.



Chicago: Back2School America

The Chicago team assembled and donated 150 school packs for children, with handwritten notes of inspiration included in each pack.



Dallas: Ronald McDonald House

The Dallas team served a meal that heals families accompanying their children awaiting medical care locally.



Los Angeles / Seattle: Ronald McDonald House

The Los Angeles / Seattle teams served breakfast to families for the organization, which creates a community where children and their families embrace life and healing with a sense of hope.



GOVERNANCE

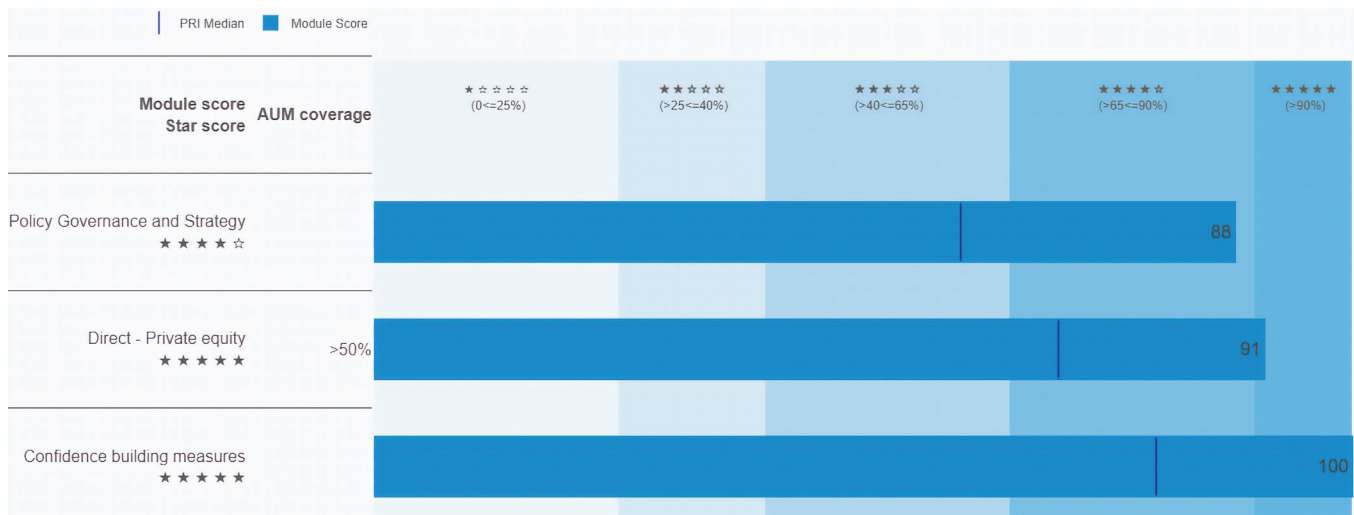
RESPONSIBLE INVESTMENT

Our commitment to responsible investing reflects our governance principles. In 2022, Logistics Property Company became a signatory to the United Nations – Principles for Responsible Investment (UN-PRI), which guides our comprehensive approach to investing. This approach considers environmental, social responsibility and governance (ESG) factors to ensure our investments are ethical and sustainable. We proudly report that in 2023, we received a Transparency and Assessment Scorecard through the UN-PRI.

The company regularly reports to the board’s Investment and Asset Management committees on activities and progress and is committed to continuously improving the approach. By incorporating responsible investment principles, We are committed to mitigating risks, identifying core investment opportunities, and creating long-term value for investors and all stakeholders.



2023 PRI SUMMARY SCORECARD



“Logistics Property Company is dedicated to creating long-term value for our investors and the environment, and we believe this requires a foundation of strong governance, transparency and integrity.”

Mark Skinner
 Chief Financial Officer

STAKEHOLDER ENGAGEMENT

Engaging with our key stakeholder groups is crucial to our organization's success. By building strong relationships, we can ensure that their needs and concerns are addressed, and that we can work collaboratively to achieve our goals.

Board of Directors

- Quarterly reporting
- Investors' Summit
- Lenders' Summit
- Annual presentations
- Investment committee

Executive Committee

- Bi-weekly meetings
- Annual strategy session & business plan review

ESG and WHSE Dedicated Committees

- Quarterly meetings
- Ongoing updates as needed
- Ad-hoc meetings

Employees

- One-on-one or team meetings
- Quarterly town halls
- Employee surveys
- Quarterly meetings for employee co-investors

Associations and Industry Peers

- Trade associations
- Sponsorships
- Advisory participation
- Participation in conferences and events

Investors

- Investors' Summit, quarterly & annual meetings
- Monthly reporting
- Weekly venture fund calls
- Direct engagements

Contractors

- Vendor code of conduct
- Technical resources, including Procore
- Project kick-offs & supplier meetings
- Development QAQC meetings

Customers / Tenants

- Green Leases
- Quarterly / annual utility management reporting
- Site visits & one-on-one meetings
- Kingsley Tenant Satisfaction Survey

Vendors

- Energy management & ESG strategy overviews
- Green building certification
- WHSE audits and project kick-offs

Local Community

- Philanthropy
- Volunteerism

In 2023, we held our third annual Lenders' Summit and our inaugural Investors' Summit. Engaging with key stakeholders is both a good business practice and a fundamental aspect of our values. Working collaboratively with our stakeholders, we can build stronger, more resilient communities and create a brighter future for all.





GREEN LEASE LEADER

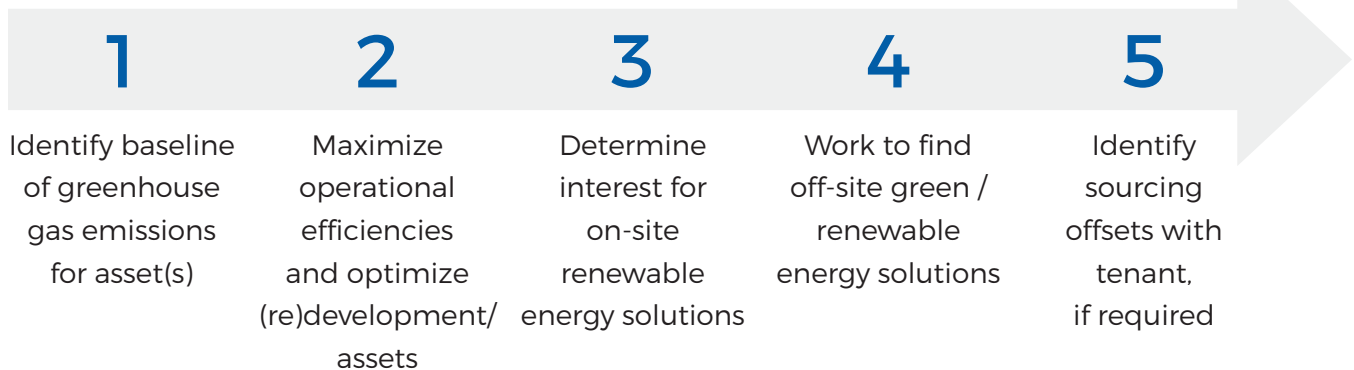
The Institute for Market Transformation (IMT) and the U.S. Department of Energy’s (DOE) Better Buildings Alliance have selected Logistics Property Company as a 2024 Green Lease Leader at the Platinum Level, the highest level offered for green leasing efforts.



Launched in 2014, the Green Lease Leaders program sets standards for landlords and tenants who modernize their leases to spur collaborative action on energy efficiency, cost-savings, air quality improvement and sustainability in commercial and industrial rental properties.

Green leases are designed to align tenants with our environmental impact goals and identify opportunities related to electrification and renewable energy generation. We are proud to be recognized as an industry leader in these efforts. We have included green clauses in our standard lease form since 2022 as part of our practices to promote sustainability and energy efficiency.

ASSET DECARBONIZATION PLAN TO ACHIEVE NET ZERO TARGETS





CUSTOMER EXPERIENCE

The asset management team is committed to providing the best service to all tenants. The team ensures that tenants feel valued and supported. Property managers are available 24/7 to address concerns and issues, ensuring properties are managed to the highest standards.

Our commitment to customer experience goes beyond asset management. We are dedicated to promoting ESG support for tenants to achieve energy reduction targets. The team emphasizes engagement with tenants to cultivate strong, long-lasting relationships. Logistics Property Company's internal asset management team has developed a network of regional property management relationships providing onsite support and direct property service provider coordination. Our ESG team supports the execution of energy reduction targets and drives social engagement with both the community and tenants.

Logistics Property Company has a central leasing committee and national property management structure, utilizing best-in-market onsite providers. The leasing committee is focused on:

- Sharing of Tenant Opportunities
- Coordination of Broker Relationship
- Consistency of Lease Terms
- Timely Responses to Tenant Requests
- Optimized Portfolio Construction

TENANT SOLUTIONS

At Logistics Property Company, we use the KingsleySurveys ACE Program to evaluate our operational performance and tenant satisfaction against multiple key indicators. ACE, which stands for Assessing the Customer Experience, is a nationally recognized measurement tool used to gauge customer satisfaction in a range of property and service categories. We use the survey results to identify our strengths and areas of improvement and to create an action plan to address customer concerns and improve property quality, tenant services and operational efficiency.



KEY PERFORMANCE INDICATORS - GREATEST RATING DIFFERENCES

RATING AREA	LOGISTICS PROPERTY COMPANY RATING	KINGSLEY INDEX RATING	PERCENT
Property - Truck Maneuverability	4.53	3.69	+22.7%
Property - Parking Availability	4.71	3.87	+21.7%
Renewal Intentions	4.57	3.80	+20.3%
Property Features - Quality of Building	4.53	3.88	+16.6%
Property - Exterior Appearance	4.53	3.96	+14.3%
Property - Loading Area / Docks	4.35	3.92	+10.9%
Property - Ratio of Dock Doors to Square Footage	4.53	4.10	+10.5%

Logistics Property Company:

4.57 versus

Kingsley Index: **3.80**

↑ 20.3% above the Kingsley Index

CLIMATE CHANGE RESILIENCE

We are dedicated to bolstering climate change resiliency and adaptation by adopting policies and procedures that can improve environmental outcomes, creating more resilient properties and ensuring long-term performance. For a more resilient portfolio, we have identified the following actions:

- 1** Conduct risk assessments to identify exposure to climate change impacts and implement adaptation strategies.
- 2** Identify improvements to reduce building-level risks and implement resilience measures as needed.
- 3** Develop an action plan that integrates climate change risk mitigation and resilience into Logistics Property Company's overall investment process and strategy.

EXTREME TEMPERATURE MITIGATION STRATEGIES

Cool Roofs / Cool Facades	Light-colored or reflective surface reflectance materials to protect from the sun and reducing indoor temperatures.
High-performance Building Envelope	High-performance envelopes are a key component of net zero buildings, as they create deep reductions in the energy needed to heat and cool a building.
Efficient HVAC Systems	Modern HVAC systems, which provide efficient heating and cooling while reducing energy costs. Install building automation systems (BAS) net capability for optimizing the performance.
Smart Building Systems	Smart building systems are enabled to obtain accurate management of indoor thermal comfort and environmental quality.
Back-up On-site Power	Backup power on-site to ensure that the building remains comfortable in the event of a larger power outage.

FLOOD MITIGATION STRATEGIES

Raise Slab Foundation	Concrete slab floor can be elevated above local grade as a strategy to prevent flood damage.
Back-up On-site Power	Backup power ensures that the building remains comfortable in the event of a larger power outage. On-site renewable energy, like solar panels and battery storage, ensures that this power source is low carbon and protective of local air quality.



CLIMATE RISK IMPACT GOALS

REDUCE GREENHOUSE GAS EMISSIONS: Logistics Property Company has established strategies to reduce greenhouse gas emissions to reach net zero operational emissions by 2050.

RESILIENT INFRASTRUCTURE: Established design and construction specifications mitigate potential impacts of climate change, such as resilient buildings, flood protection systems, and fire and life safety systems.

NATURAL RESOURCE MANAGEMENT: We aim to promote sustainable natural resource management, such as reducing deforestation, and protecting water resources.

DISASTER PREPAREDNESS: Disaster preparedness plans are established for assets, including property management oversight for emergency and disaster resilience.

CLIMATE AWARENESS: We provide tenants with information on climate awareness aimed at educating them about potential impacts and how to take responsible action.

WATER RESOURCE MANAGEMENT: We strive to partner with tenants on setting targets for responsible water resource management.

REDUCED WASTE AND POLLUTION: Logistics Property Company seeks to reduce waste and pollution, by promoting recycling, and reducing industrial emissions.



U.N. GLOBAL COMPACT PRINCIPLES

HUMAN RIGHTS

- 1** We comply with human rights, security and equality and personal, economic, cultural and social freedoms.
- 2** The Employee Code of Conduct and corporate governance practices guide our decision making, embed core values, and provide transparency and accountability in our interactions with our stakeholders.

LABOR

- 3** We uphold the freedom and association and recognition of collective bargaining. The quality of the relationship between management and members within Logistics Property Company is a cornerstone of our corporate culture. This contributes to employment conditions that foster mutual trust between management and employees.
- 4** We prohibit forced and compulsory labor.
- 5** We comply with applicable child labor laws, including but not limited to minimum age limits, working hour limits, prohibitions of certain types of work and regulations on legitimate workplace apprenticeship
- 6** We believe that every person has the right to equal treatment with respect to employment and the right to be free of discrimination.

ENVIRONMENT

- 7** We contribute to the protection of the environment through responsible and eco-friendly operating practices.
- 8** We promote environmental responsibility and measures the impact of economic, environmental, and social indicators. Additionally, we also encourage our suppliers to adopt sustainable business practices, thus extending our influence across the supply chain.
- 9** We are committed to reducing environmental impact and energy costs, ensuring regulatory compliance, and protecting the health, safety, and well-being of all stakeholders.

ANTI-CORRUPTION

- 10** As stated in our Employee Code of Conduct and Vendor Code of Conduct, Logistics Property Company is committed to conducting its activities free from the illegal and improper influence of bribery and to ensuring compliance with all anti-bribery and anti-corruption laws and regulations that may be applicable to our business worldwide.

ENVIRONMENTAL MANAGEMENT SYSTEM



Logistics Property Company's Environmental Management System (EMS) is a tailored approach and set of policies and practices that will enable us to reduce our overall environmental impacts while increasing operating efficiency. This framework guides operational practices to reduce its environmental footprint, conserve resources, improve its overall environmental performance and contribute to a greener future.

Our EMS provides a clear and cohesive guide for all employees and aligns to ISO 14001. Although voluntary, the EMS demonstrates our commitment to continual environmental improvement. It will also be used to:

- Help employees understand their responsibility in relation to the environment.
- Ensure that all operations and actions have minimal environmental impacts.
- Monitor environmental performance against industry and company targets
- Identify opportunities for waste reduction and other measures to reduce operating costs.

STEP ONE: PLAN

We implement environmental policies across all properties so that each building is run efficiently and sustainably. Goals are set based on stakeholder engagement, governmental regulations and sustainability trends in the real estate market. The ESG plan and goals are communicated to employees companywide.

- Environmental policy
- Identification of environmental aspects
- Identification of legal and other requirements
- Objectives and targets
- Environmental management programs

STEP TWO: DO

Teams are responsible for developing and implementing environmental policies and procedures across our properties. We work closely with portfolio managers, property managers, and suppliers to ensure these policies are followed.

- Structure and responsibility
- Training awareness & compliance
- Communication
- EMS documentation
- Document & operational control
- Emergency preparedness response

STEP THREE: CHECK

This includes measuring progress and implementing corrective action plans, as needed. All teams are responsible for ensuring policy compliance, internally and externally.

- Monitoring and measurement
- Non-conformance & corrective / preventive action
- Records & audits

STEP FOUR: ACT

If an aspect of the property construction or management is deemed non-compliant with EMS requirements, teams evaluate the situation, identify improvements, and quickly implement necessary changes. Teams are responsible for evaluating the EMS periodically to ensure it remains effective, relevant, and applicable.

- Management review

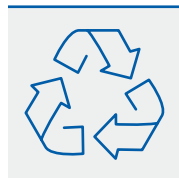
SUSTAINABLE DEVELOPMENT GOALS

As part of our commitment to sustainability and good corporate governance, Logistics Property Company utilizes the Sustainable Development Goals (SDGs) as a guide. We have identified the following SDGs as most relevant to our framework:



KEY PARTNERSHIPS

Industry leading organization memberships including:



AFFORDABLE AND CLEAN ENERGY

- Energy efficiency initiatives
- Electrification infrastructure and readiness
- Rooftop solar feasibility due-diligence and readiness



SUSTAINABLE CITIES AND COMMUNITIES

- Sustainable development
- LEED Certifications
- Green Lease
- Energy, water, waste efficiencies
- Biodiversity
- Greenhouse gas emission reductions
- Climate risk assessments



RESPONSIBLE CONSUMPTION & PRODUCTION

- Environmental Management System (EMS)
- Construction waste reuse and recycling
- ENERGY STAR benchmarking, materials and certifications
- Business continuity preparedness



CLIMATE ACTION

- Environmental investment due diligence
- Aligned Science-Based Targets (SBTi)
- Portfolio analysis with Carbon Risk Real Estate Monitor
- Embodied carbon materials and reduction strategies
- Climate risk resilience and mitigation



GOOD HEALTH AND WELL BEING

- Workplace health and safety framework and training
- Full medical, dental and vision insurance
- Paid holidays, vacation and sick days
- Paid leave for birth and adoptive parents
- Flexible spending accounts
- 401(k) retirement plan
- Short & long-term disability, basic & long-term life insurance
- Workplace health and wellness initiatives



GENDER EQUALITY

- Workplace diversity, equity, and inclusion plan
- Women's Leadership Council and Allyship programming
- Paid leave for birth and non-birth parents



REDUCE INEQUALITIES

- Anti-harassment training
- Company-sponsored philanthropy and charitable giving



WORK AND ECONOMIC GROWTH

- Employee & Vendor Codes of Conduct
- Anti-corruption and anti-money laundering training
- Industry leading employee benefits
- Strong health and safety culture



LOOKING AHEAD

REALIZING ESG SUCCESS THROUGH STRATEGY, TECHNOLOGY & STAKEHOLDER ENGAGEMENT

To achieve success in improving ESG, it is essential to have a clear strategy in place, which should be supported using connected technology. Equally important is the engagement of all key stakeholders in the journey towards ESG success. This includes involving employees, partners, customers, investors, rating agencies, regulators, suppliers, industry associations, non-governmental associations, and other subject matter experts.

Continuous education and a willingness to adapt to changes in environmental, societal, and governance best practices are also vital for progress. To ensure accountability, we are committed to ongoing measurement, analysis, and, most importantly, listening to our key stakeholders.

Looking ahead to 2024, our focus will be on creating a healthy and inclusive workplace for our employees, prioritizing climate resiliency, reducing embodied carbon and emissions through design and construction methods, integrating responsible investment principles, leveraging our supply chain to foster innovation, delivering exceptional customer service, and ensuring that asset-level plans support net zero transition plans.

We are inspired and motivated by the enthusiasm and engagement of our stakeholders, particularly our employees. By working together and adhering to our values, we are confident that we can accomplish our ESG priorities and make a significant impact on our portfolio and the environment.

LEGAL DISCLAIMER

The information contained in this ESG Report is for your informational purposes only. The information has not been independently verified and may not contain all material information concerning the condition (financial or other), earnings, business affairs, business prospects, properties, or results of operations of Logistics Property Company and/ or its subsidiaries. Logistics Property Company does not assume any obligation to update or correct the information, and you may not rely on such a report. This report contains forward-looking statements which involve risks and uncertainties. These statements include descriptions regarding the intent, belief, or current expectations of Logistics Property Company with respect to the consolidated results of operations and financial condition, and future events and plans, of Logistics Property Company. All such forward-looking statements do not guarantee future performance and actual results may differ materially from those in the forward-looking statements because of various factors and assumptions. You are cautioned not to place undue reliance on these forward-looking statements, which are based on the current view of the management of Logistics Property Company on future events, and Logistics Property Company does not undertake to revise forward-looking statements to reflect future events or circumstances. Any hypothetical illustrations, forecasts and estimates contained in this report are forward-looking statements and are based on assumptions. Such hypothetical illustrations are necessarily speculative in nature, and it can be expected that some or all the assumptions underlying the hypothetical illustrations will not materialize or will vary significantly from actual results. The information, including but not limited to any estimates or other forward- looking statements, may be subject to changes without notice. Some statements, pictures and analysis in this report are for demonstration and illustrative purposes only. No representation is made that any returns indicated will be achieved. This report may also contain historical market data; however, historical market trends are not reliable indicators of future market behavior. Some statements and analysis in this report and some examples provided are based upon or derived from the hypothetical performance of models developed by Logistics Property Company. None of Logistics Property Company, its subsidiaries or any of their respective members, directors, officers, employees, or affiliates nor any other person accepts any liability (in negligence, or otherwise) whatsoever for any loss howsoever arising (including, without limitation for any claim, proceedings, action, suits, losses, expenses, damages, or costs) from any use of this report or its contents or otherwise arising in connection therewith. By accepting and/or viewing the information, you agree to be bound by the foregoing limitations.



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