



CLEARER HEIGHTS

INTEGRATING FUTURE-FOCUSED SOLUTIONS

SUSTAINABILITY REPORT 2024







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ABOUT THE REPORT

As an owner, operator, and developer of industrial real estate, Logistics Property Company understands the significance of environmental stewardship, social responsibility, and governance across our business. We are committed to developing and managing modern, efficient facilities that meet the needs of our clients and communities. With a dedicated team of experienced professionals across key U.S. markets, we work together as stewards of our investors' capital.

This publication marks Logistics Property Company's fourth annual Sustainability Report, covering the reporting period from January 1, 2024, to December 31, 2024. This report adheres to the guidelines, terminology, and select disclosures from the 2024 Global Reporting Initiative (GRI) framework.

This report is aligned with the United Nations Sustainable Development Goals (UN SDGs) and United Nations Global Compact Goals where relevant and appropriate.



A MESSAGE FROM OUR CEO



As we look back on the past year, I am excited to share the achievements of Logistics Property Company's sustainable growth and operational excellence. We continue to be a leader in the industrial real estate sector, and our accomplishments in 2024 highlight our success.

We uphold our duties to our investors and our obligations to our stakeholders by ensuring that our actions align with sustainable practices, reflecting our long-term vision and responsibility.

We are committed to sustainability, which is integrated across all business units and functions.

Since our founding in 2018, Logistics Property Company has grown into a fully integrated real estate investment firm. Our strong operating platform and experienced senior management team with local presence in our key markets have been vital to our success. Our portfolio represents approximately \$3 billion in equity commitments across our develop-to-core ventures, comprising nearly 25 million square feet across 57 buildings.

Upholding sustainability as a fundamental aspect of our operations, we are recognized as a leader within our GRESB peer group, we pursue LEED certification for all our investments, and we benchmark our operating portfolio with the U.S. EPA ENERGY STAR program.

Our focus remains on the future—concentrating on markets with demonstrated long-term growth potential, where we can develop and manage properties to meet the evolving needs of modern logistics tenants.

Thank you for your continued support.

A stylized, handwritten signature in black ink. The signature is fluid and cursive, starting with a large 'J' and ending with a long, sweeping horizontal line.

Jim Martell, Chief Executive Officer

ABOUT US

LOGISTICS PROPERTY COMPANY

EXPERTISE IN MODERN LOGISTICS PROPERTIES

Fully integrated owner-operator focused on the acquisition, development, and management of modern logistics properties in key U.S. markets.



NATIONAL PRESENCE, LOCAL TEAMS:

Headquartered in Chicago with employees based across key markets



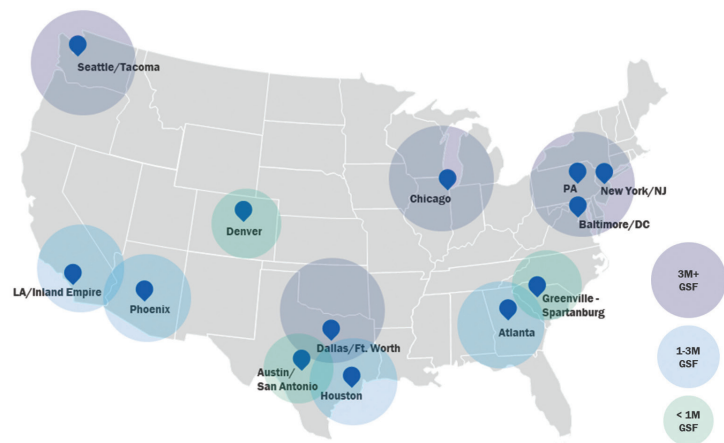
FUTURE-FOCUSED, INNOVATIVE

APPROACH: Properties designed to meet the evolving needs of tenants



INSTITUTIONAL INVESTOR PORTFOLIO:

~\$3B in equity, 27M+ SF across 67 buildings
(existing, in progress, and planned)



1237 W. DIVISION, CHICAGO, IL
1.2M SF – MULTISTORY



PALM GATEWAY, MESA, AZ
600K SF – 4 BUILDINGS



FREDERICKSON ONE, SPANAWAY, WA
3M SF – 6 BUILDINGS



NORTH PENN LOGISTICS, HATFIELD, PA
330K SF – 2 BUILDINGS

HIGHLIGHTING OUR VALUES

AN INTERVIEW WITH AARON MARTELL,
EXECUTIVE VICE PRESIDENT – CENTRAL REGION



What are Logistics Property Company's key values regarding development?

We strategically select desirable locations to meet our clients' needs, construct modern and sustainable facilities that adapt to tenant requirements, and provide support with our experienced asset management team.

How does the company balance sustainability with the demands of reducing costs?

In the early stages of our ownership, we conduct a lifecycle analysis to identify the most cost-effective and sustainable options for the long term. Some outcomes of the analysis that we implement are energy-efficient technologies, such as LED lighting and advanced building insulation. Both of which can ultimately lead to lower utility costs while promoting sustainability.

What strategies do you implement to build relationships with suppliers and partners?

We approach relationships with a long-term perspective. We prioritize integrity, open communication, collaborative problem-solving, and mutual trust and respect to sustain these essential connections.

How does the company ensure compliance with local regulations and standards in its development and management practices?

We ensure compliance with local regulations and standards through the integration of sustainable practices, ongoing safety training and audits, community engagement, and adherence to compliance guidelines. These strategies collectively promote legal adherence and sustainable development, creating a safe and secure work environment.

What are the company's key performance indicators for measuring the success of its development projects?

The company's key performance indicators for measuring the success of its development projects include leasing activity, development spend, total square feet developed, job creation, occupancy rates, cost efficiency, customer satisfaction, and environmental impact. These metrics collectively provide a comprehensive view of the company's performance in developing and managing logistics properties, ensuring alignment with strategic goals and market demands.

A MESSAGE FROM OUR HEAD OF SUSTAINABILITY



I am delighted to present the key highlights of our 2024 Sustainability Report. In 2024, we ranked first in our GRESB peer group (Non-Listed U.S. Industrial Core Fund) for the second consecutive year. We continued our dedication to optimizing energy efficiency by designing and constructing our buildings to LEED standards. As of the end of 2024, we have three projects pursuing LEED Gold Certification. Our environmentally conscious practices also earned us the Platinum Green Lease Leader designation from the U.S. Department of Energy's Better Buildings Alliance and the Institute for Market Transformation.

Logistics Property Company remains steadfast in our goal to achieve net-zero carbon emissions by 2040 for Scope 1 and Scope 2 emissions in operating assets. This goal is guided by our comprehensive sustainability strategy, which focuses on reducing our carbon footprint and improving energy efficiency across our portfolio.

At Logistics Property Company, sustainability is an integral part of our operational philosophy and investment strategy.

We provide transparent reporting, aligning with recognized frameworks such as the Global Reporting Initiative (GRI) and the United Nations Principles for Responsible Investment (UNPRI), to ensure our valued stakeholders are informed of our performance and initiatives.

Looking ahead, we remain committed to achieving environmental, social, and governance excellence with the goal of ensuring a sustainable future for all.

Thank you for your ongoing trust and partnership.

A handwritten signature in black ink that reads "Elena Daniel".

Elena Daniel, Senior Vice President – Head of Sustainability

2024 ACHIEVEMENTS



**#1 RANKING
AMONG 13 PEERS**
U.S. / Industrial: Non-Listed,
Non-Refrigerated / Core
(Venture Two)



RECOGNIZED PLATINUM
36 Green Leases



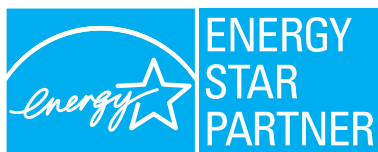
**CERTIFIED GREAT
PLACE TO WORK**
2023 & 2024



14M+ SF
LEED Certified &
Registered Projects



STRATEGY & POLICY MAKING: ★★★★★☆
DIRECT-PRIVATE EQUITY: ★★★★★★
CONFIDENCE BUILDING MEASURES: ★★★★★★



BENCHMARKED PORTFOLIO
100% operational data is benchmarked



\$1.5M RAISED
Since 2018 to grant wishes to children facing critical illnesses

UN SUSTAINABLE DEVELOPMENT GOALS

INTEGRATION & STRATEGY



AFFORDABLE & CLEAN ENERGY

Renewable energy generation and procurement: Actively incorporate solar readiness, with a minimum of 40% of the roof area to have upgraded structural load capacity in new developments, when feasible.

Onsite and offsite renewable energy solutions: Initiated solar assessments for assets in Illinois, New Jersey, and Pennsylvania.

Electrification and infrastructure development: New developments designed to include EV Ready conduit infrastructure.

Olive Logistics Center in Glendale, AZ, features a solar carport system projected to generate 707,000 kWh annually, significantly reducing the carbon footprint by eliminating 11,149 tons of CO₂e over its 25-year lifespan.



SUSTAINABLE CITIES & COMMUNITIES

Design, construction, and operational excellence: Focus on markets with long-term growth potential to ensure sustainable and economically viable developments.

Future-proof building designs: Incorporate features such as higher clear heights and flexible floor plans to allow for adaptability to future tenant needs.

Sustainability initiatives: Design and construct new developments to LEED standards.

Tenant engagement: Actively engaged with tenants to drive engagement with sustainable goals.



CLIMATE ACTION

Environmental investment due diligence: Sustainability opportunities and environmental considerations factor into investment analysis.

CoreLogic Climate Risk Meter Analytics: Use Climate Risk Analytics to assess and address climate risks for new acquisitions.

Embodied carbon materials and reduction strategies: Utilize high-grade steel and optimize concrete mixes to minimize embodied carbon in construction.

Climate risk resilience and mitigation: Commit to LEED standards and renewable energy initiatives to enhance development efforts in mitigating climate risks.

The 1237 W. Division project in Chicago, IL, realized a 16% reduction in embodied carbon, which is equivalent to removing 1,143 cars from the road for one year.



RESPONSIBLE CONSUMPTION & PRODUCTION

Environmental Management System (EMS): Enhance sustainability through broad environmental management strategies.

Recycled construction materials: Implement processes that lead to reduced material usage and lower embodied carbon.

ENERGY STAR benchmarking: Maintain 100% benchmarking with the U.S. EPA ENERGY STAR for operating portfolio.

Business continuity preparedness: Proactive strategies such as risk management assessments and business continuity plans.



GOOD HEALTH & WELL-BEING

Industry leading employee benefits: Provide comprehensive benefits package, including full medical, dental and vision insurance, and 401(k) retirement plan.

Workplace health and safety framework and training: Maintain a Zero Harm, Incident-Free Workplace, and all employees receive WHSE training.

Workplace health and wellness initiatives: Advance initiatives to foster a healthy work environment and support the health and wellness needs of employees.



WORK & ECONOMIC GROWTH

Workplace culture: Recognized as a Great Place to Work, highlighting ongoing efforts to create a positive and engaged workplace culture. Logistics Property Company's Women's Council is focused on networking, learning and outreach initiatives, and providing Allyship programming to promote a supportive work environment.

Employee and vendor codes of conduct: Ensure everyone adheres to the Code of Conduct and high standards of professionalism and ethics.

Ethics and compliance training: Reinforce the company's commitment to legal compliance and ethical business practices.



ENVIRONMENT

2024 GRESB BENCHMARK

VENTURE TWO RESULTS

Logistics Property Company’s second develop-to-core venture has been ranked first in its peer group within the U.S. / Industrial: Non-Listed, Non-Refrigerated / Core category for the second consecutive year. Venture Two earned a Green Star designation with a GRESB four-star rating, placing among the top 40% of all GRESB participants.

ABOUT GRESB

GRESB is a mission-driven and industry-led organization providing standardized and validated data to financial markets. Established in 2009, GRESB has become the leading ESG benchmark for real estate and infrastructure investments across the world.



2024 GRESB Development Benchmark Report

LPC Logistics Venture Two, LP | Logistics Property Company, LLC

GRESB Rating



Status: Non-listed	Strategy: Core	Location: United States of America	Property Type: Industrial: Distribution Warehouse: Non-Refrigerated Warehouse
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Our GRESB ranking reflects our steadfast dedication to sustainable development and operations, transparent stakeholder engagement, and good governance principles. It is a testament to our responsible stewardship of our investors’ capital.

Brent Steele, Chief Investment Officer



OUR COMMITMENT

OPERATIONAL EFFICIENCY & DECARBONIZATION

Logistics Property Company is committed to achieving net-zero carbon emissions by 2040 for Scope 1 and Scope 2 (Venture One and Venture Two), and by 2050 for Scope 3 (Venture Two). To achieve this goal, we focus on three key initiatives to reduce our carbon footprint and enhance energy efficiency.



ENERGY EFFICIENCY

We maximize energy efficiency by implementing elements such as LED lighting, high-efficiency HVAC systems, and thermoplastic polyolefin reflective roof systems. Several projects, including our multistory development at 1237 W. Division, are registered for LEED Gold or Silver certification, highlighting our commitment to exceeding industry standards.



RENEWABLE ENERGY GENERATION & PROCUREMENT

We conduct on-site solar feasibility studies as appropriate for our assets and explore off-site renewable energy credits and green procurement options. When feasible, we incorporate a minimum of 40% of our net roof areas to have additional structural load capacity to accommodate the potential for solar into our new developments, ensuring our properties are equipped for future renewable energy installations.



ELECTRIFICATION & CLIMATE CHANGE RESILIENCE

Our developments are designed to be EV Ready, with assets such as Frederickson ONE (Buildings 4 & 7) equipped with EV charging stations. We further aim to establish climate change resilience by selecting materials with reduced embodied carbon and by conducting climate risk resilience assessments to inform our decisions.



SOUTHPORT LOGISTICS CENTER, BUILDING 3, WILMER, TX

100% carbon-free emissions through a tenant-driven Virtual Purchase Price Agreement.

GREEN LEASE LEADER RECOGNITION

Logistics Property Company has been recognized as a Platinum Green Lease Leader by the Institute for Market Transformation and the U.S. Department of Energy's Better Buildings Alliance.

We are committed to integrating sustainability considerations into our operating assets and currently have thirty-six green leases within our portfolio. These efforts aim to enhance cost savings, improve air quality, and contribute to the overall well-being of communities.

Achieving Platinum Level recognition, the highest level in the Green Lease Leaders program, highlights our dedication to fostering collaborative action with tenants, setting a benchmark for the industry.



To manage energy consumption, Logistics Property Company incorporates the reporting of whole-building utility performance data for electricity, gas, and water, which is tracked directly in a central dashboard within the ENERGY STAR Portfolio Manager. This allows for streamlined environmental footprint reporting across assets.

We implement energy-efficient design and construction standards into our developments, such as high-performance building envelopes and modern HVAC systems, to reduce energy costs while maintaining indoor environmental quality.



SUSTAINABLE DESIGN & CONSTRUCTION STANDARDS

Our commitment to sustainable design and construction enhances the efficiency and performance of our buildings while playing a crucial role in reducing environmental impact and fostering a greener, more sustainable future. We incorporate sustainable features where feasible, including:

ENERGY-EFFICIENT LIGHTING

Energy-efficient LED fixtures with timers, daylight controls, and interior motion sensor lighting minimize energy waste.

WATER CONSERVATION

Low-flow efficiency fixtures and fittings in restrooms and drought-tolerant landscaping reduce water usage.

ROOFING & SOLAR READINESS

60-mil TPO membrane is standard, with additional insulation in cold climates. Buildings are designed to support future solar installations without requiring structural modifications.

ELECTRIC VEHICLE READINESS

Provisions for EV Ready parking through conduit installation.

CARBON REDUCTION INITIATIVES

Strategies include reduced cement and steel usage, waste repurposing, and other green construction practices to lower carbon footprint.

LEED & GREEN CERTIFICATION

Goal of achieving LEED Silver or higher, with energy benchmarking through ENERGY STAR Portfolio Manager.

SUBGRADE DRAINAGE & PAVING

Drain tile systems manage subsurface water, extending the lifespan of building foundations. Reduced concrete pavement mitigates urban heat island effect.

BUILDING COMMISSIONING

Third-party commissioning ensures all systems meet design and operational standards, optimizing performance and reducing energy consumption.

UTILITY SUBMETERING

Energy, gas, and water submetering promote efficiency and cost management, allowing real-time monitoring and predictive maintenance.

LANDSCAPING & IRRIGATION

Properties incorporate planted areas with drought-tolerant landscaping.



Our comprehensive design and construction guidelines reflect our high standards for delivering sustainability, energy efficiency, safety, and occupant health at our buildings.

Wil Freve,
Executive Vice President – National Head of Construction

CASE STUDY

12821 TITANIUM STREET, AUSTIN, TX

In 2024, Logistics Property Company broke ground on its first development in Austin, TX, 12821 Titanium Street. When complete, this project will serve as a testament to our commitment to sustainable development. A key component of our expanding portfolio, 12821 Titanium Street is designed to meet the growing demand for modern logistics spaces in the Austin area.

SUSTAINABILITY FEATURES

LEED Silver Certification: Registered LEED Silver certification, with sustainable design and construction practices incorporated.

Energy Efficiency: Energy-saving technologies, such as high-efficiency HVAC systems and LED lighting, reduce the building's overall energy consumption, contributing to lower operational costs, and a reduced carbon footprint.

Water Conservation: Water-efficient landscaping and plumbing fixtures minimize water usage and lower utility costs for tenants.

Materials & Resources: Sustainable and locally sourced materials were prioritized during construction, along with a robust recycling program to reduce construction waste.

Indoor Environmental Quality: The design incorporates natural light and ventilation, creating a healthier indoor environment for occupants. Low-emitting materials were used to improve indoor air quality, ensuring a comfortable and safe workspace.

12821 Titanium Street offers a prime location with easy access to major transportation routes, making it an ideal hub for businesses looking to optimize their supply chain operations. We are confident that the sustainability features of this project will benefit our tenants and positively impact the local community.

Mark Redlingshafer,
Vice President and Senior Development Manager – South Region





PROJECT HIGHLIGHTS



SOLAR CARPORT

OLIVE LOGISTICS CENTER, GLENDALE, AZ

Estimated On-Site Renewable Production: 707,000 kWh annually (6 solar carports)

Over a 25-year life, the system will produce 16.6 million kWh, eliminating 11,149 tons of carbon dioxide (CO₂) from the environmental footprint.

Energy generated will be used on-site to offset the building's energy consumption and greenhouse gas emissions, reducing the amount of electricity purchased from the grid.



LEED GOLD

1237 W. DIVISION, CHICAGO, IL

Specifications: Multilevel building with LEED Gold Design & Construction

Projected Sustainable Impact:

- EV Ready for 32 stations
- 60% whole-project water use reduction
- 35% whole-project energy savings



LEED OPERATIONS & MAINTENANCE

SOUTHPORT LOGISTICS CENTER, BUILDING 3, WILMER, TX

Target: Tenant pursuing LEED Platinum Operations & Maintenance (O&M) certification.

Tenant Commitment to Sustainability: The tenant sources 100% renewable energy across owned or operated facilities in North America.

CASE STUDY

TRILYTICS TRISLAB FLOORING

At South Penn Logistics Center, located in Morrisville, PA, we installed Trilytics' TriSLAB concrete slab. The 973,320-square-foot building features a 7-inch thick TriSLAB, designed to significantly reduce carbon emissions, while also enhancing structural performance.

A key benefit of the TriSLAB system is the reduction of carbon emissions by an average of 30%. For South Penn, this translated to an estimated reduction of approximately 2,306 tons of CO₂e (approximately 5.2 pounds of CO₂e per square foot). This reduction was achieved by incorporating liquid additives into the ready-mix concrete, which decreased the amount of concrete and cement required while enhancing the slab's structural integrity and loading capacity.

The implementation of the TriSLAB system is an example of how innovative technologies can lead to significant environmental and health benefits in the logistics industry.



Beyond environmental benefits, the TriSLAB system addresses health and safety concerns by reducing saw joints, which are a source of harmful airborne respirable silica particles. The incorporation of TriSLAB at this project successfully eliminated nearly 20 miles of saw joints, resulting in a 75% reduction of these particles. This promotes a healthier work environment and further reduces long-term maintenance needs.



OLIVE LOGISTICS CENTER, GLENDALE, AZ
2 BUILDINGS | 1M SF



CAJON INDUSTRIAL PARK, SAN BERNARDINO, CA
1 BUILDING | 335K SF

14M+ SF

LEED Certified Developments
Achieved & Registered



1237 W. DIVISION, CHICAGO, IL
MULTISTORY | 1.2M SF



12821 TITANIUM STREET, AUSTIN, TX
2 BUILDINGS | 408K SF



SOUTH PENN LOGISTICS CENTER, MORRISVILLE, PA
1 BUILDING | 973K SF

LEED CERTIFIED PROJECTS

ASSET	CITY, STATE	SQUARE FEET	CERTIFICATION DATE	CERTIFICATION LEVEL
Box Park Logistics Center	Cinnaminson, NJ	1,199,802	2023	Certified
First State Logistics Center (Building B, D and F)	Newark, DE	1,087,000	2024	Certified
114 Logistics Park (Bluestone)	Denton County, TX	1,004,400	2024	Certified
Banning ONE	Banning, CA	1,000,000	2023	Silver
Frederickson ONE (Building 4 and 7)	Spanaway, WA	845,618	2024	Silver
Logistics 83	York, PA	677,160	2024	Certified
Oak Forest Logistics Center	Oak Forest, IL	664,467	2024	Certified
Palm Gateway Logistics Center (Building 1, 2, 3, 4)	Mesa, AZ	613,683	2025	Silver
1237 W. Division	Chicago, IL	571,423	2025	Gold
Gainesville 85 (Building 100 and 200)	Gainesville, GA	585,800	2024	Certified
Southern Star Logistics Park	Midlothian, TX	548,240	2022	Certified
Covington Commerce Center (Building 100 and 200)	Covington, GA	469,495	2023	Certified
2800 W Diehl Road	Aurora, IL	392,973	2023	Certified
975 Algonquin Road	Palatine, IL	367,696	2024	Certified
Duncan 85 Business Center (Building 100 and 200)	Duncan, SC	274,696	2023	Certified
4275 Ferry Rd	Aurora, IL	270,934	2023	Certified
CityPark Logistics Center (Building 4)	Missouri City, TX	151,200	2023	Certified

LEED REGISTERED PROJECTS

ASSET	CITY, STATE	SQUARE FEET	ANTICIPATED CERTIFICATION DATE	CERTIFICATION LEVEL
Olive Logistics Center (Building 1 and Building 2)	Glendale, AZ	1,030,880	2025	Gold
2300 South Penn	Morrisville, PA	973,200	2025	Silver
12821 Titanium Street	Austin, TX	408,160	2025	Silver
Cajon Industrial Park	San Bernardino, CA	335,460	2025	Gold

An aerial photograph of the Chicago skyline at sunset. The sun is low on the horizon, casting a warm orange glow over the city. The Chicago River flows through the center, with several bridges crossing it. The Willis Tower is prominent in the background. The word "SOCIAL" is written in large, white, bold, sans-serif capital letters across the middle of the image. A large, white, outlined arrow points from the left towards the right, starting below the word "SOCIAL" and extending across the bottom of the frame.

SOCIAL

OUR PEOPLE

BUILDING STRONG COMMUNITIES

The culture at Logistics Property Company is founded on our commitment to our people, fostering an environment that values a high level of engagement, a breadth of perspectives, and a spirit of collaboration. We aim to create a workplace where employees can grow both personally and professionally, with opportunities to make an impact at every level of our organization.

Our benefits package provides comprehensive health, financial, and personal development support for our employees and their families.

We are proud to have been certified as a Great Place to Work in both 2023 and 2024, based on our employees' responses to the Great Place to Work Trust Index Survey, which measures the level of trust and consistency in the employee experience. This survey had a 86% participation rate.

Our team is composed of a diverse group of professionals. We actively engage our employees through annual surveys or engagement interviews to facilitate open communication regarding what our employees need to succeed. Through these efforts, we work to establish a culture that advances our business objectives and supports our colleagues' well-being.



Our people are our greatest asset. We are immensely proud of our achievements in fostering a collaborative and engaged team and an overall positive experience, as highlighted by our Great Place to Work certification. We strive to foster an environment that supports our employees' goals.

Cecilia Huelva, Senior Vice President – Human Resources



CELEBRATING OUR TEAM

HIGHLIGHT: CLEAR HEIGHT AWARD

Nominees for Logistics Property Company's Clear Height Award represent employees who have demonstrated exceptional initiative, collaboration, and innovation in driving business results. This award is presented by our CEO at quarterly Town Halls to celebrate our employees who have gone above and beyond in their roles.

Recipients in 2024 included Elena Daniel, Nadège Ganga, Sarah McBride, Andrew Spiegel, and Paul Whitford, who represent a diverse range of roles and backgrounds. This award will continue to be a cornerstone of our culture, promoting excellence, and collaboration.



CASE STUDY

SUMMER INTERNSHIP PROGRAM

In the dynamic world of real estate, Logistics Property Company recognizes the importance of supporting the next generation of industry leaders. Since 2021, we have hosted an annual Summer Internship Program, offering college-age students interested in real estate an 8-week educational work experience alongside our team.

The Summer Internship Program immerses students in the industrial real estate sector, offering them a glimpse into the day-to-day operations of acquisitions, development, and asset management. During their program, interns work in various departments, allowing them to explore different career paths in the industry.

Logistics Property Company is committed to investing in the education and development of rising talent. We are grateful to the students who elect to spend their summers with us and the unique perspectives that they bring to our team.



Chicago Summer interns join a NAIOP tour of the 1237 W. Division development.



TRAINING & DEVELOPMENT

INVESTMENT IN PROFESSIONAL GROWTH

Logistics Property Company regularly conducts training to support the development of our employees and meet compliance requirements. In 2024, we continued to prioritize innovative training programs. Our popular ‘Lunch & Learn’ programs offer an opportunity to learn from industry experts and peers in a relaxed, collaborative setting. By offering frequent training opportunities, we empower our team to excel in their roles and contribute to the company’s success while advancing their personal and professional development. Training sessions in 2024 included:

PROFESSIONAL DEVELOPMENT TRAINING

- ‘Lunch & Learns’ covering Investments, Construction, Legal, Leasing and Finance
- ‘Training the Street’ intensive Microsoft Excel
- Workplace Health and Safety
- Emergency Preparedness
- OSHA-30 certification (construction & development)

ETHICS AND COMPLIANCE TRAINING

- Anti-Harassment
- Anti-Corruption
- Anti-Money Laundering
- Code of Conduct
- Conflict of Interest
- Cybersecurity

2024 LOGISTICS PROPERTY COMPANY SUMMIT

In May 2024, Logistics Property Company hosted its employee Summit. All employees traveled to our Chicago headquarters for training sessions, meetings, and team-building events. The events kicked off with a tour of our 1237 W. Division development, the first multistory logistics facility in the Midwest. The tour was followed by a “State of the Business” presentation, where the latest updates on our corporate strategy were shared in an open forum.



Training sessions were a core component of the week, including topics such as sustainability, workplace health and safety, cybersecurity, personal branding, and project case studies. These sessions were designed to enhance employees' skills and knowledge about all aspects of our business, including sustainability and operational goals.

There were plenty of opportunities for team building, including leadership roundtables, where employees could engage directly with company leaders to discuss strategic initiatives. Additionally, events were designed to facilitate interaction and connection among employees from various departments and regional offices. The Summit helps us foster a culture of continuous learning and collaboration.





INDUSTRY INVOLVEMENT

Our team is actively involved in industry events and associations through speaking engagements, conference attendance, and local chapter participation. Employees are actively engaged in industry-leading organizations such as NAIOP, ULI, CREW, and REFF.

We also work to support the next generation of leaders in commercial real estate through partnering with organizations such as the Goldie Initiative and the Harold E. Eisenberg Foundation's Career Day.



The Goldie Initiative Gala



The Harold E. Eisenberg Foundation Career Day



Connect Industrial Midwest



NAIOP I.CON East (Marketing Group)

COMMUNITY ENGAGEMENT

COMMITTED TO GIVING BACK

Logistics Property Company is committed to community engagement and making a positive impact through ongoing initiatives.

A cornerstone of our community efforts is our annual anniversary celebration with a fundraiser to benefit Make-A-Wish. To date, we have raised nearly \$1.5 million to grant wishes to children facing critical illnesses.

In addition to our Make-A-Wish fundraiser, the company holds an annual Community Impact month to further our philanthropic efforts. During this month, each regional team dedicates time to volunteer activities in their community. Our teams have partnered with non-profits such as Ronald McDonald House, Back2School America, and the Boys & Girls Club. Our approach to community engagement is focused on creating lasting relationships in the communities in which we operate.



Logistics Property Company's dedication to community engagement is truly inspiring. Their support has made dreams come true for children facing critical illnesses and their families. We are deeply grateful for their partnership and commitment to making a positive impact.

Stephanie Springs, CEO, Make-A-Wish Illinois





GOVERNANCE

LEADING WITH INTEGRITY

In the 2024 reporting period, we scored highly across multiple indicators, reflecting our commitment to responsible investment put into practice.

	PRI Median	Module Score
Module score Star score	AUM coverage	<div>☆☆☆☆ (0<=25%)</div> <div>☆☆☆☆ (>25<=40%)</div> <div>★★★★☆ (>40<=65%)</div> <div>★★★★★ (>65<=90%)</div> <div>★★★★★ (>90%)</div>
Policy Governance and Strategy ★★★★☆		89
Direct - Private equity ★★★★★	>50%	98
Confidence building measures ★★★★★		100

Mark Skinner, Chief Financial Officer



ASSET MANAGEMENT

COLLABORATIVE CUSTOMER EXPERIENCE

Our tenants are at the heart of everything we do as an organization. We are committed to providing an exceptional customer experience and strive to create spaces that not only meet but exceed the needs of our clients.



CUSTOMIZED SOLUTIONS

Every tenant has unique requirements for their space. We work closely with tenants to design and implement solutions that align with their operational goals. From flexible lease arrangements to personalized facility enhancements, our focus is on supporting tenant growth and success.



DEDICATED TEAM

The asset management team, supported by property managers, is always available to assist tenants with any concerns or requests to ensure a seamless experience. We solicit tenant feedback to continuously enhance our service offering.



SUSTAINABILITY FOCUS

We are committed to reducing our environmental impact and setting our properties up for long-term success through sustainable design and construction practices. From energy-efficient lighting and HVAC systems to sustainable building materials, our properties are designed with operational efficiencies in mind.



Our asset management practices are driven by our commitment to excellence. We prioritize building strong relationships with our tenants, focusing on tailored solutions and responsive service to support their success.

Lindsay Kindlon,
Executive Vice President – Head of Asset Management



CLIMATE CHANGE RESILIENCE

At Logistics Property Company, we recognize the critical importance of embedding climate change resilience in our developments to mitigate climate-related risks and enhance the durability of our assets. Our approach to climate resilience is dynamic and evolving. We monitor climate trends and incorporate the latest findings into our practices to ensure our properties are adaptable to future challenges.

Climate-resilient features are integrated into the design and construction of our properties, including the use of innovative materials and technologies that withstand extreme weather conditions to ensure facilities remain operational and safe for tenants. We further prioritize the safety of our tenants by equipping our property managers with emergency preparedness plans to ensure they are prepared to effectively handle any emergencies that may arise.

IMPORTANCE OF CLIMATE RISK ASSESSMENTS

By conducting these risk assessments, we are better informed when developing risk-management strategies. This knowledge is essential to ensuring the confidence of our investors and lenders in our ability to anticipate and manage climate-related risks.

CLIMATE RISK RESILIENCE STRATEGIES*



Cool roofs



Smart building systems



Water resistant materials



High performance building envelopes



Backup onsite power



Rainwater catchment system



Modern HVAC systems



Flood plain elevation



Impact rated windows, doors and/or skylights

* Incorporated when feasible

TENANT EXPERIENCE

INFORMED & ENGAGED PRACTICES

Logistics Property Company prioritizes tenant engagement as a cornerstone of our asset management practices. As part of our commitment to understanding the needs of our tenants, we conduct an annual Experience Assessment across our portfolio to evaluate tenant satisfaction and gain valuable feedback.

The results of our assessment are benchmarked against the Kingsley Index, a comprehensive performance benchmarking database that has been the industry standard for more than 35 years. This comparison allows us to identify our strengths and opportunities for improvement, ensuring we remain in alignment with the expectations and evolving needs of our tenants.

The Kingsley Tenant Report informs our asset management practices and fosters a collaborative environment where tenant feedback drives continuous improvement. We remain dedicated to enhancing tenant experiences and ensuring our properties meet their evolving needs.

KEY PERFORMANCE INDICATORS*

RATING AREA	LOGISTICS PROPERTY COMPANY LEASING SATISFACTION	KINGSLEY LEASING SATISFACTION	VARIANCE
Property – Security	4.00	3.43	+16.5%
Property – Truck Maneuverability	4.40	3.82	+15.3%
Property – Loading Area / Docks	4.45	3.94	+13.0%
Property – Exterior Appearance	4.33	4.03	+12.8%

* Scoring out of 5

4.33

Logistics Property Company
Leasing Satisfaction

3.91

Kingsley
Leasing Satisfaction



2800 W DIEHL, AURORA IL



FREDERICKSON ONE, SPANAWAY, WA



OAKWOOD 985 BUSINESS PARK, OAKWOOD, GA

STAKEHOLDER ENGAGEMENT

COMMITMENT TO TRANSPARENCY AND ACCOUNTABILITY

Logistics Property Company prioritizes frequent communication and transparent reporting to key stakeholders. We are committed to keeping communication channels open, ensuring stakeholders are well-informed and actively engaged with their investments.

An example of this is our centralized leasing committee, comprised of our Chief Investment Officer, Corporate Leadership, and Regional Market Leaders. This committee reviews and approves proposed tenant lease terms, promoting consistency across markets, and enabling timely, effective responses to prospective tenants.

LEASING

Logistics Property Company's centralized leasing committee is comprised of the CIO, Corporate Leadership, and Regional Market Leaders, which provides:

1
Sharing
of Tenant
Opportunities

2
Coordination
of Broker
Relationships

3
Consistency of
Lease Terms

4
Timely
Responses to
Tenant Requests

5
Optimization
of Portfolio
Construction



BOARD OF MANAGERS

Senior leadership engages in quarterly internal meetings, and annual Lender and Investor Summits

DEDICATED COMMITTEES

Committees focused on Sustainability and WHSE, among others, meet regularly to stay aligned with strategic initiatives

EMPLOYEES

Employees actively participate in strategic initiatives via town halls, surveys, and shareholder meetings

CONTRACTORS & VENDORS

Project kick-offs and regular meetings help ensure that expectations are met and resources are allocated to achieve goals

INVESTORS

Weekly portfolio calls, monthly and quarterly reporting, Investor Summit and frequent ad hoc interactions keep investors actively involved

COMMUNITY

Our teams are active in their communities through philanthropy, volunteering, and engagement on developments

TENANTS

Through one-on-one meetings, site visits, and tenant satisfaction surveys, tenants have direct access to our team

INDUSTRY ASSOCIATIONS

Active engagement in trade organizations and events deepens our relationships and understanding of industry trends and best practices

ISO 14001 ALIGNED

ENVIRONMENTAL MANAGEMENT SYSTEM

Our Environmental Management System (EMS) provides a structured framework to manage and reduce our environmental impact across all operations. The EMS is guided by a comprehensive policy framework aligned with international standards and best practices to ensure our environmental objectives are clear, actionable, and measurable.

Continuous Improvement: The EMS is regularly reviewed and updated to incorporate the latest environmental research and innovations, to adapt to new challenges and opportunities effectively.

Sustainable Practices: A range of sustainable practices has been implemented to minimize waste, conserve resources, and reduce emissions, including energy-efficient building systems and waste recycling programs.

Employee Engagement & Training: Regular training and awareness programs are provided to ensure our team members understand the impact of their role in achieving sustainable goals.

Transparent Reporting: Frequent reporting on our environmental performance and progress toward our goals builds trust with our stakeholders and demonstrates our commitment to accountability.

Our EMS is designed to reduce environmental impacts through a structured, four-step process aligned with the ISO 14001 standard:

STEP ONE: PLAN

To optimize environmental performance company-wide, strategies are founded on stakeholder engagement, regulations, and real estate sustainability trends.

STEP TWO: DO

Environmental policies are implemented across all properties in collaboration with tenants, property managers, suppliers, and vendors.

STEP THREE: CHECK

Progress is measured, with corrective actions taken as needed, working with our teams to ensure that building performance aligns with our long-term goals.

STEP FOUR: ACT

Established communication procedures ensure compliance with the EMS, which is evaluated and adapted to maintain effectiveness and relevance.



UN GLOBAL COMPACT PRINCIPLES

HUMAN RIGHTS

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

LABOR

- We uphold the freedom of association and recognition of collective bargaining. The quality of the relationship and mutual trust between management and employees within our company are cornerstones of our corporate culture.
- We prohibit forced and compulsory labor.
- 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.
- We believe that every person has the right to equal treatment with respect to employment and the right to be free from discrimination.

ENVIRONMENT

- We contribute to protecting the environment through responsible and sustainable operating practices.
- We promote environmental responsibility and measure economic, environmental, and social impact indicators. Additionally, we encourage our suppliers to adopt sustainable business practices.
- 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

- We are committed to conducting our activities free from the illegal and improper influence of bribery and ensure compliance with all anti-bribery and anti-corruption laws and regulations that may apply to our business.



WORKPLACE HEALTH AND SAFETY

WORKPLACE HEALTH & SAFETY

2024 ACHIEVEMENTS

100%

Employee Mandatory WHSE Training

OSHA-30

Certified Development Team

WHSE COMMITTEE

Dedicated Team Reporting to the Board

RECOGNIZED EXCELLENCE

Annual Recognition of PMs & GCs
who Exemplify Safety Culture

124

Health & Safety Risk
Management Audits (CY24)

100%

Developments with
WHSE Preconstruction Meetings

ANNUAL MEETING

WHSE Meeting for all General Contractors

24-HR HIPO REPORTING

HiPos reported to mitigate any future risks
(Near-miss that could cause fatality or life-altering injury)

**COMMITTED TO A ZERO HARM,
INCIDENT FREE WORKPLACE**



OUR DEDICATION

A CULTURE OF SAFETY & SUSTAINABILITY

We are committed to fostering a culture of safety and sustainability that aligns with our core values and operational excellence. Our dedication to a “Zero Harm, Incident Free Workplace” is a fundamental aspect of our business strategy.

Safety is everyone’s responsibility, and we encourage all team members to act as safety leaders. Through pre-job risk assessments and prompt reporting of incidents when they occur, we work to understand the root causes and implement corrective actions to achieve a safer workplace for all. Key safety initiatives include:

- **Compliance and Risk Management:** We ensure that all work conducted by contractor firms adheres to our WHSE framework, which reduces risk and facilitates safe practices.
- **Prequalification Process:** Contractors must undergo a prequalification process, which includes providing OSHA 300 Logs for the past three years and the EMR Rate from their insurance provider for the last 12 months.
- **Site Audits:** Conducted quarterly, our WHSE Site Audits include third-party safety audits, PPE checks, and inspections of all equipment.
- **Training and Certification:** Our OSHA-30 Certified development team leads by example, with all employees participating in mandatory WHSE training. In 2024, our project management team received specialized OSHA Certified Training in fall and ladder protection.
- **Dedicated Committee:** Our WHSE Committee plays a crucial role in assuring to the Board of Managers regarding the effectiveness of our safety management systems.



CELEBRATING SAFETY EXCELLENCE

Each year, we recognize our employees and general contractors who have gone above and beyond to ensure the safety of their jobsites. 2024 recognition went to:

PRECONSTRUCTION / ONBOARDING CHAMPION DAVID KROSS & FCL BUILDERS

Their exceptional onboarding set a standard in safety from the beginning of the Olive Logistics Center project.



HEALTH AND SAFETY RISK ASSESSMENT CHAMPION ERIC MOSER

For his leadership in managing risks and maintaining a culture of safety at the jobsite.



PROJECT SAFETY LEADERSHIP AWARD JOE SANDHU & POE CONSTRUCTION TEAM

Their unwavering commitment to safety at Frederickson ONE, Buildings 4 and 7, resulted in zero lost workdays due to injuries or illnesses.



CASE STUDY

SHARED VALUES: SAFETY AT 1237 W. DIVISION, CHICAGO, IL

At 1237 W. Division, safety is a core value that influences every aspect of the project. This initiative demonstrates a commitment to fostering a strong safety culture, built on continuous education, proactive communication, and strict enforcement of safety protocols.

The project emphasizes regular training sessions to ensure that every team member is updated on the latest safety standards and practices. This includes workshops, refresher courses, and ongoing training for all personnel.

Maintaining open lines of communication fosters a safety-first mindset. Regular safety meetings and updates keep everyone informed about potential hazards and the measures in place to address them. This open approach encourages the team to voice safety concerns without fear of retribution.

Leadership at 1237 W. Division sets the tone for safety by leading by example, as demonstrated by management's active participation in safety meetings and inspections. This exemplifies what it means to prioritize safety in construction, protecting the workforce and enhancing project efficiency.

WORK AT HEIGHT SAFETY: THE NET SYSTEM

A standout feature at the 1237 W. Division project was the innovative approach to work at height safety, through the implementation of a net system. This system served as a critical line of defense against fall-related incidents, which are one of the leading causes of injuries in the construction industry.

The net system was meticulously designed to accommodate the specific structural and operational needs of the project. Strategically installed to cover all areas where work at height was being conducted, it provided a safety net for workers at risk of falls.

In addition to the net system, Walsh Construction implemented a suite of complementary safety measures, including harnesses, guardrails, and personal protective equipment tailored to the needs of the workers and the project's demands.

The net system received regular inspections and maintenance to ensure its effectiveness throughout the project. This proactive approach minimized risks and ensured safety equipment was in top working condition.





LOOKING AHEAD

As we look ahead, Logistics Property Company is committed to continuing our sustainability journey. We aim to enhance our due diligence and employ climate risk assessments to strengthen climate adaptation and resilience.

In alignment with our strategic focus, we will continue to pursue LEED certification for all new developments. Our approach incorporates operational and efficiency standards through sustainable design and construction practices.

We are dedicated to advancing our sustainability efforts in the coming year and will strive to stay at the forefront of the industry.

Reporting to our key stakeholders will continue to be important for transparency. We will seek opportunities to add efficiencies to this process by adopting advanced reporting methods, including automated data collection and adhering to regulatory compliance, all while providing real-time insights.

We will continue to conduct stakeholder engagement efforts, including integrating sustainable solutions to anticipate and address the priorities of our investors, customers, employees, and the industry.

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