

KJR Management Human Rights Policy

KJR Management (the “Company”) has adopted as its strategy for sustainability “practicing responsible property investment and contributing to solve global issues,” in accordance with its mission to “always create new values, for people, the community and the world.” The Company has established the KJR Management Human Rights policy (the “Policy”) as one aspect of the ESG (environmental, social and governance) initiatives at the core of its sustainability strategy. The Company is aware of the importance of respecting the human rights of all stakeholders involved in our business and will put this Policy into practice as the basis of all of its business activities.

1. Compliance with International Human Rights Standards

The Company supports international human rights standards such as the International Bill of Human Rights including the Universal Declaration of Human Rights, as well as the core labor standards set forth in the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. In addition, as the first J-REIT management company to sign the United Nations Global Compact (UNGC), the Company respects universal values relating to human rights, labor, the environment, and the prevention of corruption under the UNGC. Furthermore, we have established the Policy and are taking action in accordance with the United Nations Guiding Principles on Business and Human Rights.

The Company complies with applicable laws and regulations in all countries and regions where it conducts business, and in cases where there are discrepancies between internationally recognized human rights and the laws and regulations of countries or regions of operation, we operate using methods in compliance with the principles of international human rights.

2. Scope of Application

The Policy applies to the Company’s officers, employees, dispatched employees, and all other persons who engage in work for the Company.

Furthermore, the Company expects its business partners to support the Policy and cooperate with the implementation of measures regarding respect for human rights by complying with the Policy.

3. Human Rights Due Diligence

The Company will consistently implement the Policy by incorporating it into its business strategy and processes. As one part of these efforts, we will continuously implement human rights due diligence to minimize negative impacts on human rights. Human rights due diligence includes impact assessment on human rights, implementation of preventive and corrective measures to address negative impacts, monitoring, and external disclosure of information.

4. Priority Issues Relating to Human Rights

The Company conducts risk mapping and prioritization of human rights risks based on the nature of the business and identifies key human rights issues through continuous discussion with internal and external stakeholders and experts. Prioritized issues will be reviewed as appropriate, as they change depending on

the based on the nature of the business and the social environment.

5. Corrective Measures and Remedies

The Company has established systems that allow all relevant stakeholders to make reports and have consultations concerning conduct that has a negative impact on human rights. In the case where the Company receives a report or inquiry relating to a violation of human rights by the Company's business activities, we will investigate the relevant facts, take appropriate corrective and remedial measures, and take due care to ensure that the reporting party is not subject to any disadvantageous treatment.

6. Dialogue with Stakeholders

In accordance with the Policy, the Company will take measures to respect human rights and make improvements to enhance those measures while engaging in dialogue with a diverse range of stakeholders.

7. Information Disclosure

The Company shall disclose information concerning its human rights initiatives pursuant to the Policy on its website and by other means.

Naoki Suzuki, President & CEO

KJR Management

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