



April 3, 2019

For immediate release

Real Estate Investment Trust Securities Issuer:
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IAL's Asset Manager Certified as
"TOKYO Workstyle Reform Declaration Company"

ITOCHU Advance Logistics Investment Corporation ("IAL") hereby announces that its asset manager, ITOCHU REIT Management Co., Ltd. ("IRM"), has submitted a declaration on its work-life balance initiatives under the Tokyo Metropolitan Government's enterprise certification program entitled "TOKYO Workstyle Reform Declaration Company," and has been granted such certification.

1. Outline of "TOKYO Workstyle Reform Declaration Company" certification and reason for application

The "TOKYO Workstyle Reform Declaration Company" certification is granted to qualified companies which have declared their work-life balance initiatives and objectives (for two to three years in the future), such as reducing overtime and encouraging employees to take paid leave, and make a corporatewide effort to achieve such goals. The declarations submitted by the companies are published on the official website of the Tokyo Metropolitan Government.

IRM established and announced the "Sustainability Policy" on January 24, 2019, and has been promoting its Environmental, Social, and Governance (ESG) initiatives, following the philosophy of "*Sampo Yoshi*" (meaning "Good for the seller, Good for the buyer, and Good for society") which has been at the core of ITOCHU Corporation, IAL's sponsor, since its incorporation.

As a part of such initiatives, IRM has introduced "Employee Investment Unit Ownership Program," "No Overtime Day," as well as "Wear Denim Day" that takes the idea of Casual Friday one step further. The declaration submitted this time by IRM reflects commitment of IRM to further ensure work environment where its employees can exploit their maximum abilities, thereby becoming an efficient and productive company with broad acceptance within the society, realizing another "*Sampo Yoshi*" philosophy of "Good for the employees, Good for the company, and Good for society."

For details of IRM's declaration, please refer to the following webpage of the Tokyo Metropolitan Government (Japanese only): <https://hataarakikata.metro.tokyo.jp/s3011/>

2. IAL's initiatives on ESG

Together with IRM, IAL is committed to managing its assets in an ESG-conscious manner, and further implementing sustainability measures with an aim to enhance unitholder value over medium- to long-term.

For IAL's initiatives on ESG, please refer to the following link: <https://www.ial-reit.com/en/>

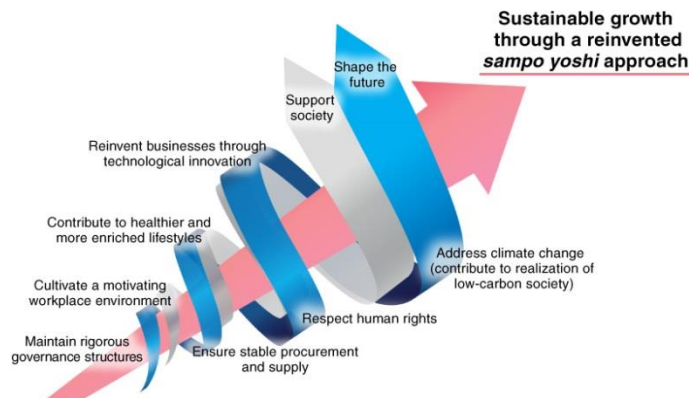
End

Basic Sustainability Policy of IRM

- Established the sustainability policy in January 2019 to promote the sustainability-related initiatives in full swing
- Set up a promotion committee to further move ahead with the sustainability-related initiatives



Sampo yoshi approach of ITOCHU Corporation “Good for the seller, Good for the buyer, and Good for society”



Proactive promotion of the ESG initiatives in cooperation with the ITOCHU Group

ITOCHU Corporation will proceed with material sustainability issues shown on the left through its core business. Sustainability initiatives of ITOCHU, which fulfills its responsibilities for the present and future society, also contribute to the achievement of the Sustainable Development Goals (SDGs).

Tokyo 働き方改革宣言

東京都知事 小池百合子 書

社員よし／会社よし／社会よしの「三方よし」を実現し、社会に支持される企業を目指すべく、社員が能力を最大限に発揮できる労働環境を整え、効率的かつ生産性の高い組織となるよう、働き方改革に取り組みます。

平成31年3月18日

伊藤忠リート・マネジメント株式会社

目 標

働き方の改善

- ・業務の効率化を図り生産性の高い働き方を推進します。

休み方の改善

- ・社員がそれぞれの「ライフワーク・バランス」を実現出来るよう、多様な休暇取得制度を構築します。

取 組 内 容

働き方の改善

- ・社員各自が常に自身の業務を見直すことにより、全社的な業務の効率化に取り組みます。
- ・会議の目的を明確にし、設定時間内に終了するよう意識付けを行います。

休み方の改善

- ・有給休暇の時間単位取得制度の導入を目指します。
- ・有給休暇の取得状況に常に注意を払い、取得率の低い社員に対しては休暇取得を奨励します。