

2021

ESG REPORT GLP BRAZIL



01 INTRODUCTION

This is the first ESG GLP Brazil annual report (Environmental, Social, and Governance) regarding our activities that reflects socioenvironmental responsibility and governance issues in 2021. The concern with sustainability and neutralization of the socio-environmental impacts of our business, operations and adherence to the highest ethical and governance standards have been fundamental to our values since we started our operations in Brazil in 2012. This commitment is essential for elaborating the company's business strategies, aiming for a positive socio-environmental impacts and greater returns for our investors. This was one of our priorities in 2021, following the company's global direction to strengthen the application and measurement of ESG indicators.

This report is one of the results of this effort. The content brings a summary of GLP's performance in Brazil and global and our operating principles in connection with the ESG matter; the process of establishing the GLP Brazil's ESG Committee; the actions carried out in the environmental, social, and governance pillars throughout 2021; and the company's decision to use ESG indicators in line with the metrics proposed by the GRESB Real Estate Assessments, a global ESG benchmarking platform for real estate investments. These indicators assess 30 components, such as carbon emissions resulting from project's development and operations, consumption of electricity, water and other resources, waste disposal, and use of renewable energy sources, among others.

Based on the results achieved in 2021 by the GRESB methodology, our objective is to evaluate the impact of current practices and develop new actions to, each year, improve our performance and, thus, clearly communicate to investors and other stakeholders our commitment to improve the ESG agenda. A sample of our commitment is that, in 2022, employees will have a portion of the variable compensation associated with the ESG goal.

We have several actions in progress during 2022, which will be evaluated and disclosed in the next report, in which we can have an accurate dimension of our progress. We intend to continue this work in the following years, complying with our purpose as leaders in the segment in which we operate, and being drivers of change in the logistics ecosystem. We want to inspire other industry players and our customers – that includes large local and global companies – towards to a better future.



“ **The enormous interest and intention of bringing ESG-oriented initiatives to our projects, in addition to the impact that we can have by being present in the logistics ecosystem of several companies, from engineering and facilities service providers to customers from the most diverse areas of activity in the market, are GLP’s main differentials for the construction of a more sustainable future.”**

HENRIQUE SARGENTINI – PROPERTY MANAGEMENT

02 GLOBAL OVERVIEW OF GLP AND IN THE LOGISTICS SECTOR

GLP is a leading global investment manager and business development in logistics, data infrastructure, renewable energy and related technologies. We operate across Brazil, China, Europe, India, Japan, the US, and Vietnam and have more than US\$120 billion in assets under management in real estate and private equity.

Our global business

\$ 120 billion

AUM (ASSETS UNDER MANAGEMENT)

OPERATION IN

17 countries

Our global numbers in logistics real estate

2.044

CUSTOMERS

~3.500

TEAM MEMBERS

2.844

PROPERTIES

75 million sqm

TOTAL AREA

US\$ 100 billion

AUM



03 LETTER FROM THE PRESIDENT OF GLP BRAZIL

What drives GLP is to accelerate businesses that make the world run more efficiently. We are guided by excellence, whether in raising and investing capital or in the daily operation of our logistics parks. This excellence results from our meticulous, innovative, and sustainable approach to growth and generating value to our customers and investors. With employees worldwide, we welcome dozens of cultural universes, but this shared vision holds us together in a cohesive group of complementary efforts and skills. Thinking globally and acting locally, we can transfer knowledge and adapt successful experiences across all the markets in which we operate to build an increasingly strong and more diverse global business.

Always guided by ethics and aware of our responsibility as market leaders, our concern with the socio-environmental impact of our operations and observing the highest standards of governance and compliance are part of every decision GLP takes. We also understand the potential for transformation that we can inspire as managers and developers of logistics solutions. Bearing in mind these values that are part of the pillars of GLP, we decided to take this commitment to a new level. With that, it is necessary to evaluate the work carried out and draw up plans for an increasingly sustainable business model.

Here in Brazil, where GLP has been present since 2012, we have always remained dedicated to applying the best practices concerning the environment, social responsibility, and corporate governance. We continue to mobilize around the theme and improve our processes yearly. In 2021, we adopted GRESB, one of the leading tools in the world for benchmarking and evaluating ESG practices in the real estate assets investment funds. Thus, we will have a strategic vision focused on our ESG objectives.

Amid the transformations that the world has faced over the last two years, with the Covid-19 pandemic, the need for all sectors - whether governmental, private, or civil society - to act together to overcome the significant challenges of the present and the future. We are dedicated to increasingly fulfilling our role in the global effort to combat climate change and environmental degradation, building a more sustainable, prosperous and socially fair planet. We are confident that together we can inspire our sector towards a more sustainable future, creating conditions for a better reality for all.

Mauro Dias

04 ABOUT GLP BRAZIL

GLP started its operations in Brazil in 2012.
Since then, we have achieved:

More than R\$ 10 billion
INVESTED

More than 2,8 million sqm
LEASED

More than 1,7 million sqm
DEVELOPED

More than 23 thousand
JOBS CREATED

**Our
operation in
the country**

80
properties

**Portfolio in 9
states**

92% in the Rio-SP axis,
4% in RS, and 4% in other
states

R\$ 13 billion
in AUM
(Assets Under
Management)

4,6 million
sqm

05 GLP ESG PRINCIPLES

GLP's corporate commitment to sustainability is at the heart of our business objectives. In addition to being a responsibility we assume as developers and investors, ESG is, for GLP, an opportunity to promote good business ethics and seek a more sustainable and resilient future.

GLP's ESG policy was designed to support our progress in developing the company's sustainability commitments, to better integrate environmental, social, and governance issues into our business and investment decisions, as well as to monitor and report on the progress of these commitments. This integration takes place at all stages of our activity and investment process, through fundraising, screening, and due diligence for the acquisition of new assets or hiring relevant suppliers, operational management of the projects, and for the divestments of projects or sectors that bring a larger ESG footprint.

We believe that the best way to demonstrate our concern for sustainability is to act where there is the most significant impact. Therefore, our main focus is the reduction of carbon emissions related to GLP logistics parks, from the development of new projects to the daily operations, through the particular attention to reduce the consumption of energy, water, and other natural resources, in addition to waste management process. We also seek to assess and make the social impact of our activities as positive as possible, with initiatives aimed at the communities where we are inserted. We believe that concern for the collective must come from the inside out, so we are dedicated to actions aimed at our employees. This is guided by a high ethical standard and a sense of responsibility.





In summary, in the three pillars of ESG, our main focus is:



Environmental

implement actions to reduce carbon emissions and consumption of natural resources in all our activities and advise our clients in these areas to be a Carbon Neutral company in upcoming years.



Social

generate a positive impact on the communities where we are inserted and on the lives of our employees, promoting a collective well-being.



Governance

maintain a solid corporate governance structure to prevent bribery, corruption, political contributions, or fraud, and to ensure data protection and privacy.

“GLP has a sustainable vision and always strives to implement these ideas. For me, the biggest difference is the company’s vision and willingness to be sustainable and the employees who support this vision and work with this purpose daily.”

FRANCISCO ARNAUS - LEGAL DEPARTMENT



ESG INDICATORS

We decided to adopt the methodology for measuring and evaluating ESG indicators from GRESB Real Estate Assessments, a global benchmark for the real estate investment sector.

It's an annual assessment that validates, scores, and ranks the information provided by companies. The process is structured into three main components:

01

Management

measures the company's strategy related to leadership, internal policies, risk management, and stakeholder engagement;



02

Performance

analyzes the performance of the portfolio of assets under management of the company, comprising the information collected at the asset level. This component includes indicators such as water and energy consumption, greenhouse gas emissions, waste generation, and green certifications;



03

Development

measures the efforts made by the company related to ESG in the design and construction of projects.



We consider this benchmark to be the ideal as it is specialized in our area of activity and is based on objective indexes, providing a score that allows us to visualize where we are and to obtain subsidies for the implementation of best practices to obtain constant evolution. The expectation in 2022 is to receive GRESB's result referring to the actions carried out in 2021 that were submitted to GRESB.

06 LOCAL ESG COMMITTEE

In December 2021, GLP Brazil formalized the creation of its Local ESG Committee. This multidisciplinary group is made up of eight members and one president. The committee role is to lead and coordinate the strategies for implementation of ESG practices locally, in addition to collaborating with the GLP Global ESG Committee in the management of the topic.

Its assignments ranges from the discussion of initiatives, the execution of the action plan to improve performance in ESG indicators, and the preparation of communication plans on related matter. The committee is also responsible for monitoring and reporting relevant ESG data, such as our environmental, safety, and occupational health performance, ESG KPIs, and assessment of climate change.

The creation of the Local ESG Committee allows and ensures a continuous flow of information, discussing lessons learned and solutions, in addition to cooperation between areas for better results. The pipeline of ESG actions, recommended by the specialized advisor is being coordinated by the committee and will be implemented during the year 2022.

Composition of the Committee

President

Rafael Bruce, SVP and Head of Asset & Fund Management

Members

Bárbara Neves, Compliance Manager

Bruno Montanini, Asset & Fund Management Senior Associate

Caroline Carvalho, Development Manager

Cleber Saccoman, SVP and Head of Engineering

Laura Ambrosio, HR Manager

Mariana Veiga, Treasury Coordinator

Natalia Sampaio, Marketing Manager

Rômulo Otoni, SVP and Head of Operations

07 SUSTAINABILITY DIFFERENTIALS OF GLP PROJECTS

Developing each new GLP logistics park, we are concerned with following sustainability assumptions that guarantee adherence to the best environmental, social, and governance practices. We are committed to various ESG initiatives at every stage of our business, from land acquisition, project design, and construction to daily customer operations. Thinking of ways to reduce water and energy consumption, save materials and other natural resources is part of the daily lives of GLP employees. We have constantly worked to inspire the entire logistics ecosystem to raise awareness of the theme. Below, we present a summary of the main sustainability initiatives related to the development and operation of our parks.



DEVELOPMENT AND CONSTRUCTION

- **Pollution control**

During the development, soil erosion and sediment from water courses are controlled, and actions are taken to reduce the spread of dust and noise in the surroundings of the property.

- **Fewer cars**

Whenever possible, GLP projects reduce the number of parking spots to the minimum required by local legislation and provide spots for chartered buses, carpool spots, and preferred parking spaces for low-emissions and low-consumption vehicles.

- **Heat Island Reduction**

We use light-colored materials in the paving, roof, and facade of the building, which reflect sunlight, improving thermal comfort for those who are working and avoiding artificial ventilation and air conditioning.

- **Tenant Awareness**

Nothing better than information for knowledge. We provide documents with sustainable strategies, recommendations, products, services, and examples to help tenants occupy their space following these assumptions.



RATIONAL USE OF WATER

- **Reduction of water consumption for external use**

For the landscaping of the areas, we prioritize the choice of native species or species well adapted to the local climate, which do not require permanent irrigation.

- **Internal use water consumption reduction**

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

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

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



ENERGY AND ATMOSPHERE

- **Energy Efficiency**

The warehouses follow international energy efficiency standards that include minimum levels for equipment, lighting controls, and sensors for activating lights, among others. To reduce consumption, high-efficiency lighting system are used, which allow an **overall reduction in annual energy consumption of around 45%.**

- **Building energy metering**

In each module of the warehouses, multimeters are installed to obtain an exact measurement of the total energy consumption of the building. The data can be analyzed to support new consumption reduction actions.



- **Renewable energy production**

To reduce greenhouse gas emissions, some GLP warehouses use photovoltaic poles for outdoor lighting, which capture and store solar energy during the day and light up at night. In addition, the warehouses are built to support a load of solar panels equivalent to 25% of their roof area.

- **Natural light**

The roof of the GLP warehouses is composed of translucent materials that allow the entry and distribution of sunlight inside the buildings, reducing the need for artificial lighting during the day.



MATERIALS AND RESOURCES

- **Construction and demolition waste management plan**

All GLP works follow a plan for the disposal of materials from civil construction with goals established to reduce the waste disposal to landfills, with specifications on sorting, transport, and final disposal throughout the process. Thus, **we no longer send at least 75% of the waste generated during construction to landfills.**



INDOOR AIR QUALITY

- **Minimum indoor air quality performance**

Our projects prioritize natural ventilation. Its facades and roofs are designed to guarantee air exchange and improve thermal comfort.

- **Environmental tobacco smoke control**

To prevent or minimize the exposure of building occupants to tobacco smoke, smoking is prohibited inside warehouses and support buildings. All GLP parks have Visual Communication indicating the ban on smoking, in compliance with the National Anti-Smoking Law 12.546/2011.





FAUNA

- **Minimization of Bird Collision**

Bird strikes with buildings are responsible for the deaths of billions of animals annually worldwide. The opaque facades of the warehouses prevent birds from colliding, as with buildings with large glass facades.

A large circular image showing four hands in business attire (two in light grey, two in dark blue) cupping a small green seedling with soil. The background is a blurred outdoor scene. In the bottom left corner, there are two overlapping green circles of different shades.

“ I believe that GLP is a proactive company. I always see significant initiatives from a committed team. In my view, the big difference is people, they make the gears turn, and GLP, in this sense, is equipped with great professionals who will make all the difference for a sustainable future.”

RAYELE MARIA DE SOUZA -
PROJECT AND PROCESSES

08 ESG BRAZIL 2021 ACTIONS

8.1. Environment

8.1.1. Green Park

The main environmental sustainability initiative linked to GLP's core business, currently being implemented, is the Green Park project. This action aims to progressively make all our logistics parks "green", involving customers in following the best environmental practices. The purpose is to implement and maintain sustainable initiatives with innovation and operational efficiency, thus generating greater awareness of environmental protection among our employees, customers, and partners.

The first step of the Green Park was creating a book with a set of industries best practices that can be implemented in our logistics parks. The decision to apply the initiatives is based on the regional characteristics and operational viability of each enterprise. The menu lists 36 initiatives based on the pillars, values, and agents defined in the project, which will be illustrated below.

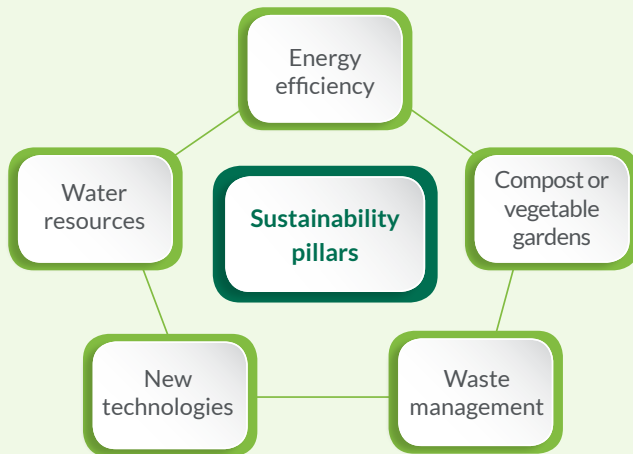


Mandala, matrix, and evaluation metric

The conceptual guardian of the project is Mandala Green Park, which encompasses all initiatives, divided into three groups:

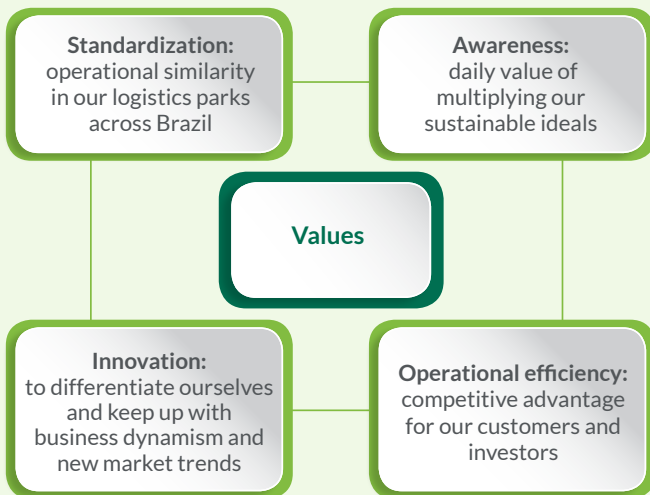
. Sustainability pillars

In this matter, we address the 5 foundations on which our initiatives will be classified.



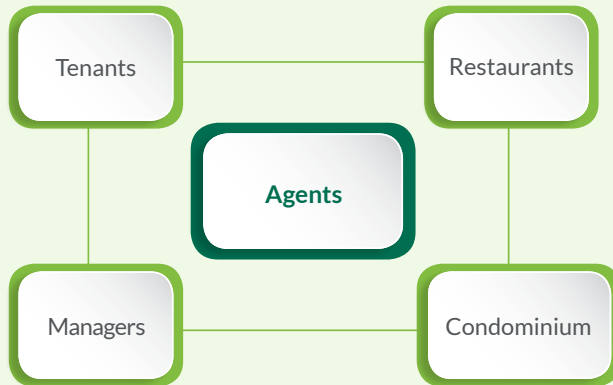
. Adopted values

All our initiatives were designed and developed through 4 main values, namely:



.Agents

The project will indirectly and directly cover the participation of 4 main agents.



PILLARS OF SUSTAINABILITY

It addresses the five foundations on which initiatives are classified:

- Energy Efficiency
- Water resources
- New technologies
- Waste Management
- Compost or vegetable gardens

VALUES ADOPTED

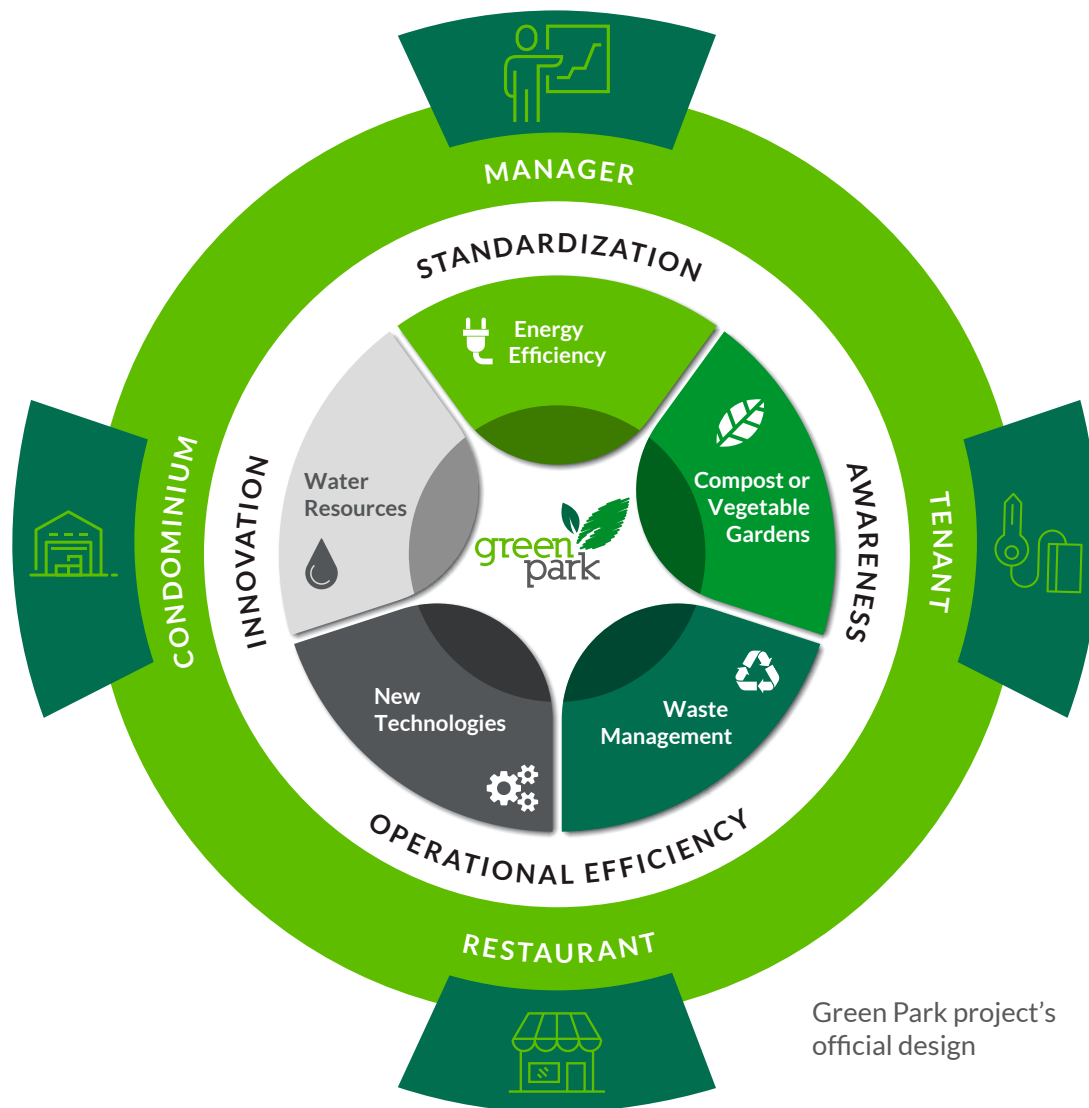
The initiatives were designed and developed within four values:

- **Standardization:** operational similarity in our logistics parks across Brazil
- **Awareness:** the daily matter of multiplying our sustainable ideals
- **Operational efficiency:** competitive edge for our customers and investors
- **Innovation:** to differentiate ourselves and keep up with the business dynamics and new trends in the market

AGENTS

The project encompasses the direct or indirect participation of four main agents:

- Tenants
- Restaurants
- Condominium
- Managers



Green Park project's official design

In 2021, several actions of the Green Park project were implemented in the GLP logistics parks. Among the steps; the following highlights:

GLP Gravataí and GLP Imigrantes: creating sustainable lounge for users. These living areas are built with recycled or reused materials, providing a place of rest and leisure for our customers' employees while contributing to the preservation of the environment.

GLP Louveira I: composting facility with a capacity for **50 kg organic waste per day**. In 2021, **2.61 tons of waste** were treated, equivalent to **48.3 kg of methane gas**. Installation of a two sqm **vegetable garden** using fertilizer from the composter, which produces about **1.3 kg of food per planting cycle**.

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

GLP Cajamar III: recycling **160 liters of cooking oil**, making **4 million liters of water** no longer contaminated. It is equivalent to **1,957.6 cubic meters of methane not emitted**.

FREE ENERGY MARKET

In 2021, we migrated the supply of electricity for GLP Guarulhos, GLP Gravataí, GLP Cajamar II, and GLP São Bernardo do Campo II logistics parks to the free energy market. As a result, we started using electricity from renewable sources. We forecast that, over the next two years, we will migrate 11 more logistics parks.

This change reinforces our commitment to saving natural resources and reducing our customers' operating costs.

Adherence to the free energy market provided the following emission reduction indices:

- Actions to save electricity generated 26,038 cubic meters of methane equivalent not emitted in GLP Guarulhos, GLP Gravataí, GLP Cajamar II, and GLP São Bernardo do Campo II units.
- The use of wind energy generated 72 tons of CO2 equivalent not emitted.
- The use of solar energy generated 52.6 tons of CO2 equivalent not emitted.

The total represents 4,512 to 6,168 trees that would need to be planted to absorb the volume of greenhouse gases that were no longer emitted in a year.

“ In terms of the environment, I consider the design of our installations to be one of the significant differentials of GLP, which have roof tiles that allow the use of daylight, electrical power produced by the photovoltaic modal, in addition to a rigorous process of adaptation to environmental legislation. On the social axis, the institutions supported by GLP, and on the Governance axis, I believe that the Compliance and Projects sectors have a great performance.”

LUCAS PAULINO FERREIRA - LEGAL TEAM



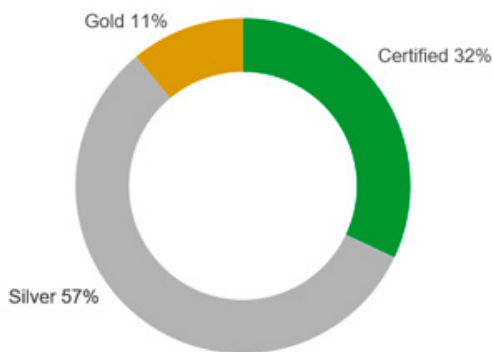
8.1.2. LEED Certification

The LEED (Leadership in Energy and Environmental Design) certification, carried out by the Green Building Council (GBC), is a green building certification program adopted worldwide. The LEED rating system addresses the design, construction, operation, and maintenance of buildings regarding their environmental impact.

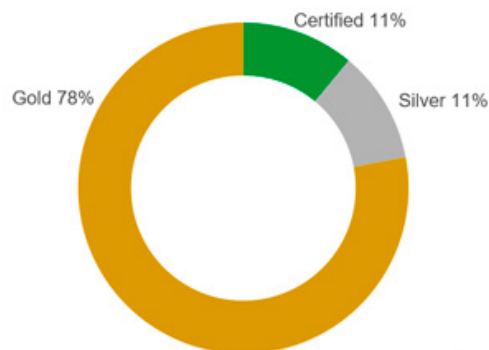
According to the score, based on items such as reducing greenhouse gas emissions, protecting water sources and ecosystems, and increasing individual health and quality of life in communities, buildings can receive LEED Platinum, Gold, Silver, and Certified.

By 2021, 28 warehouses were certified, totaling 1 million sqm of gross leasable area, and nine warehouses, in the certification process, totaling about 500 thousand sqm of gross leasable area:

CERTIFICATES



IN THE PROCESS OF CERTIFICATION



By 2022, the expectation is to have 83% of the warehouses fully developed by GLP recognized by LEED.

8.1.3. Solar plant

In 2021, GLP implemented its second solar power generation plant in one of the logistics park that are part of its portfolio. This was the second GLP project with a photovoltaic plant installed.

In partnership with Comfrio, the biggest company in logistics and intelligence solutions in Latin America for the food chain, the plant is located at GLP Guarulhos I, where our partner operates a 6,000 sqm distribution center. The plant has a power of 205 kWp and a generation capacity of 236.8 MWh per year, equivalent to being average consumption of 1,560 homes, and will avoid 75 tons of CO₂ being emitted over the next 25 years.

The first plant is installed on the GLP Louveira VII, operated by DHL Supply Chain for Nike. The distribution center, which has LEED Gold E&B certification, with 26,700 sqm of built area, received a solar plant with 785 kWp of power, capable of generating about 1,215.4 MWh per year, allowing them to stop being emitted 316 tons of CO₂ over the next 25 years. This potential is one of the largest in a logistics enterprise in the country, making the operation 100% energy self-sufficient.

GLP has plans to expand the solar plants to other projects according to the demands of our customers.



8.1.4. Environmental Data

One of the main initiatives underway at GLP about ESG is the collection, systematization, and analysis of environmental data in all our projects in Brazil. These data include, among others, the consumption of electricity, water, and other resources, the collection and disposal of organic and recyclable waste, and the proportion of energy generated by renewable and clean sources.

For that, we are installing automatic measurement systems for water and energy consumption in our logistics parks, which send data via telemetry. This initiative will facilitate measuring consumption adopting measures to save energy and water from 2022.



8.1.5. Issuance of Green Debentures

In 2021, GLP Brazil carried out its first issuance of Green Debentures through REC Duque de Caxias – a company under our management. The value of the operation was R\$150 million, and the funds were invested in the company's portfolio of high-end logistics facilities in the city of Duque de Caxias in Rio de Janeiro. During the daily operations, the warehouses were developed and built following strict sustainability standards and saving resources, such as water and energy.

8.2. Social

8.2.1. Donations and sponsorship

Understanding the importance of social responsibility and the influence to improve the lives of people in the communities where we are present, in 2021, GLP made donations to communities affected by natural disasters and sponsored cultural, sports, and health projects. Among the contributions made through tax waiver programs are:

Pequeno Príncipe Hospital

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

Financing Method: FIA - Fundo da Infância e Adolescente (“Children and Adolescents Fund”)

Value: R\$ 139.347,18

A reference institution in pediatrics care services located in Curitiba (PR), Pequeno Príncipe, has more than 100 years of experience dedicated to the health care of children and adolescents. It is the largest exclusively pediatric hospital in the country and annually provides more than 300,000 visits to children and adolescents from all over Brazil. The institution makes 70% of its capacity available to the Public Unified Health System (SUS), caring for and accompanying children free of charge from maternity to 18 years old.

The For the Right to Life project, supported by the GLP since 2019, is in line with the UN Sustainable Development Goals and aims to guarantee the right to life and health of children and adolescents aged 0 to 18 through the improvement of hospital and outpatient care, training and continuing education of health professionals and fostering innovation and scientific research.

In 2021, the project accomplished:

- Remuneration of 23 health professionals to support the project;
- Acquisition of medical and hospital materials, equipment, and permanent material;
- Purchase of pharmacological, hospital, disposable material, and reagents;
- Offer of 26 medical residency grants;
- Offer 23 scholarships and remuneration of 28 professionals in the research area for three months.

Hospital de Amor

Project: Amparo ao Idoso (“Elderly Support”)

Financing Method: Lei do Idoso (“Elderly Statute Law”)

Value: R\$ 63.756,40

The project Support for the Elderly aims to fund the activities developed by Hospital São Judas Tadeu, a palliative care unit at Hospital de Amor, which mainly serves elderly patients. The donation made by GLP aims to support the purchase of medicines and the cost of procedures not covered or covered in part by SUS, the medical staff and various health professionals (pharmacists, psychologists, physiotherapists, nutritionists, speech therapists) accommodation and meals for patients and their family, social assistance, carrying out integration and humanization activities and events, team training and research, contributing to the quality of life of these patients.

Instituto Vita

Project: Rugby para Todos (“Rugby for All”)

Financing Method: Lei Federal de Incentivo ao Esporte (“Federal Sports Incentive Law”)

Value: R\$ 63.756,40

GLP believes in the role of sport in the social inclusion of vulnerable children and youth. That’s why we sponsor Instituto Vita, a non-profit organization founded in 2004 by doctors, physiotherapists, and physical trainers, which promotes excellence in athlete health care through orthopedic care, teaching, and research. Our support helps Instituto Vita’s action in partnership with Instituto Rugby para Todos, an initiative of two friends who are passionate about rugby, Mauricio Draghi and Fabricio Kobashi, who teach the sport to vulnerable young people and adolescents in the community of Paraisópolis, in São Paulo. Rugby is a sport with a high risk of orthopedic injuries, and Instituto Vita carried out biomechanical risk assessments on the 20 athletes that are supported by the project and developed a specific physical preparation program to prevent injuries to them.



Baluarto Cultura

Project: Brasil de Tuhu (“Tuhu’s Brazil”)

Financing Method: Lei Federal de Incentivo à Cultura (“Federal Law of Incentive to Culture”)

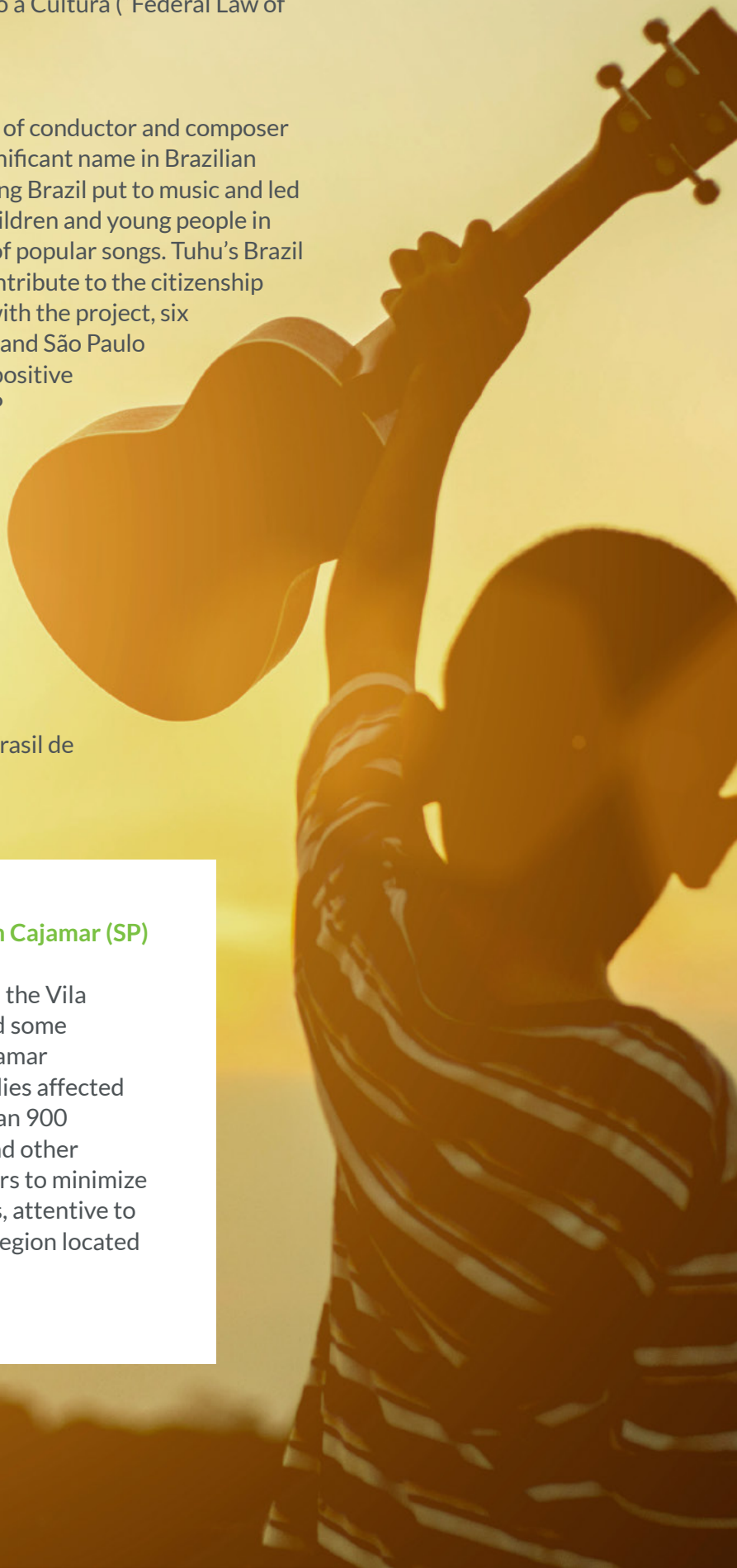
Value: R\$ 49.152,74

Tuhu’s Brazil project is inspired by the work of conductor and composer Heitor Villa-Lobos, considered the most significant name in Brazilian classical music. Villa-Lobos dreamed of seeing Brazil put to music and led several projects for the musicalization of children and young people in the 1930s and 1940s, using the repertoire of popular songs. Tuhu’s Brazil brings this inspiration to, through music, contribute to the citizenship education of students. We selected, along with the project, six public elementary schools in Rio de Janeiro and São Paulo for support. In this way, we could generate positive impacts in neighboring regions to some GLP projects, such as Cajamar, Guarulhos, and Duque de Caxias.

Its 12th edition included didactic concerts, production of a comic book, production and recording of musical storytelling, production of educational audiovisual content, conducting in-person and online musical experiences, elaboration of a musical guide, and presentation of an animated video clip of songs from the CD ‘Brasil de Tuhu – Volume I’.

Donation to those affected by the floods in Cajamar (SP)

Sensitized by the flooding in March 2021 in the Vila União neighborhood in Cajamar, GLP joined some partners who, together, donated to the Cajamar Solidarity Fund to help more than 160 families affected by the flooding. The grants totaled more than 900 products, including refrigerators, stoves, and other appliances. GLP moved tenants and suppliers to minimize the impact suffered by the affected families, attentive to the economic and social development of a region located around four of the company’s projects.



8.2.2. Actions for the internal public

GLP Brazil is concerned with the well-being of its employees, and we are in a continuous process of improving our human resources policies. We conduct biannual engagement surveys, converting employee feedback into concrete actions. These include focus groups and town halls to hear directly from employees and put everyone on the same page regarding our efforts, including the ESG agenda.

Covid-19 prevention plan

Since the beginning of the Covid-19 pandemic, we have supported our employees with various actions, such as opening psychological support channels. We held three strategic alignment meetings during 2021, the last being in person, following the strictest health safety protocols, with testing, individualized feeding, social distancing, and distribution of masks.

Also in 2021, we carried out the following Covid-19 containment actions:

- We published, for employees, the plan to prevent the advance of the pandemic, with action/reaction guidelines for each type of situation - to guarantee a policy to mitigate an event of massive contamination in the company.
- We provided disposable masks for all employees upon request, checked the temperature at the entrance, maintained a social distance from workstations, and provided alcohol in gel and alcohol (70 and isopropyl alcohol) in sprayers for cleaning stalls and equipment, following Covid's policy established in 2020.
- We offered the option of a full-time home office to all employees, leaving face-to-face work as an option. The decision on the best way of working was solely at the employee's discretion, and we discouraged people who depended on public transport - individual or collective (e.g., Uber or Metro) - from coming to work in person. The guideline, started in 2020, was maintained in 2021.
- We carried out annual flu vaccination action in a drive-thru scheme to guarantee the safety of employees. A tent was set up on the ground floor, and employees were attended to according to prior appointments without having to leave their vehicles. The vaccination campaign was extended to employees' family members, with a payroll discount on the vaccine's cost. Around 80% of employees were vaccinated, and 44 doses were given to dependents.

Training

Among the actions, we develop for our employees training sessions focused on the most diverse topics related to our business, leadership, and career development, among others. In 2021, we partnered with Cornerstone, an international online learning platform with more than a thousand content titles for professional training, including courses, programs, videos, and other formats. The courses include improving managerial skills, creating value through diversity, or creating your career plan and are developed by experts from providers such as Grovo and TED Talks.


In addition to Cornerstone courses, we also create original GLP training content for the platform. Employees are encouraged to personalize their page by creating playlists with the most exciting content and interacting on various topics on the “Communities” page.

In 2021, 106 training courses and courses were completed by employees.

Also, in 2021 specific and mandatory training on Compliance matters and GDPR was carried out for employees. These training addressed practical cases in which the participants responded about what would be the correct action to be taken, following the norms and conduct provided by the GLP Code of Conduct and Anti-Corruption Policy.

ESG Training

As part of aligning with our global direction, in 2021, the GLP Brazil team responsible for the ESG plan participated in worldwide training on how the topic should be addressed, from investment decisions to operations. The training consisted of hands-on activities where participants had to assess ESG-related issues in real-life situations and how to apply the tools to resolve the problems. In 2022, ESG training should be expanded to all company employees in Brazil.



8.3. Governance

GLP maintains a solid corporate governance structure in all its business units to ensure its commitment to the highest standards of ethics, honesty, loyalty, transparency, and responsibility and to prevent its activities from being impacted by practices of bribery, corruption, improper conducts, fraud or any legal or regulatory breaches. GLP intends to guarantee the protection of data and privacy; thus, we remain faithful to the fiduciary duty towards our clients and investors.

The company's management recognizes the importance of strong corporate governance and maintaining high accountability standards for our investors. We seek to ensure that these standards are met on a daily basis by the company and by all employees, suppliers, and representatives acting on behalf of GLP. In this sense, we have a set of governance practices. The company continually reviews and refines its policies, procedures, and processes in line with the best market practices.

GLP's corporate governance structure is formed by the company's Compliance and Integrity Program, which includes the duty to implement and maintain policies, procedures, and internal controls to promote and ensure compliance with laws, rules, and regulations of all jurisdictions in which GLP Brazil operates.

Whistleblower Policy

GLP conducts its business following the highest ethical standards and all applicable laws and regulations. The Whistleblower Policy is one of the elements that constitute corporate governance, aiming at:

- Provide a reliable path for employees, suppliers, customers, and other third parties to report suspected misconduct;

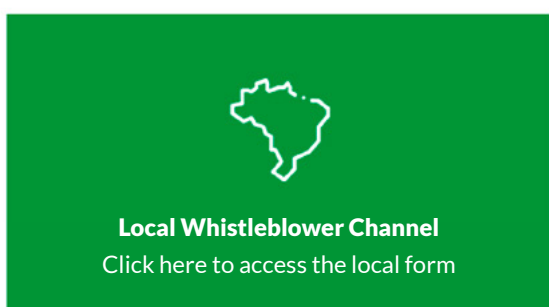


- Ensure that robust measures are in place to facilitate an independent investigation of the complaint and that appropriate follow-up actions are taken.

We provide the following Global and Local Whistleblower Channels, any interested party may, anonymously or identified, at its sole discretion, submit information or reports of violations and irregularities:

LOCAL CHANNELS

✉ compliance-br@glp.com



Use this channel if the violation is related to non-compliance with current Brazilian legislation or local policies of GLP Brazil. Your report will be verified by the Compliance and Risks Committee of Brazil.

GLOBAL CHANNELS

☎ 0800-892-0783

✉ ethics@glp.com



Please use this channel if the reported conduct violates foreign laws and regulations and GLP's global policies. Your report will be verified by the Global Audit team.

Periodically, we reinforce the guidelines established in the Whistleblower Policy and encourage the use of channels made available by the company.

Anti-Corruption Policy and Hiring of Service Providers

The Anti-Corruption Policy imposes strict criteria of conduct for our employees. "Do's and Don'ts" are established in internal policies and procedures, especially for departments that maintain contact with public officials and those who may be subject to greater exposure to conflict situations.

Internal policies also determine which suppliers must be submitted to GLP Brazil's supplier registration procedures, as well as observing the Anti-Corruption Policy Applicable to Third Parties. In addition, suppliers that provide services to GLP Brazil are trained annually in accordance with the rules established in the GLP Brazil Integrity Program that apply to them.

Data Protection and Privacy

The Data Protection and Privacy Policy is guided by the highest ethical standards and the principles of transparency to protect the privacy and ensure the security of the personal data of users who access the company's website and other services and digital channels of GLP Brazil. The policy is based on the Brazilian General Data Protection Law, and details are available on the website: <https://br.glp.com/politica-de-privacidade>.

The company's internal digital data is also protected by the highest cybersecurity standards, managed by our Information Technology team.



9. Conclusion

The year 2021 marked the beginning of a new moment at GLP Brazil concerning the systematization of indicators linked to ESG policies and practices. Since we arrived in Brazil ten years ago, we are proud to say we have been leaders in developing efficient logistics properties that generate operational cost reductions and use of natural resources. We are a reference for the Brazilian market in implementing the best environmental, social, and governance practices in the sector.

We continue to constantly evolve in actions and processes that contribute to protecting the environment and the communities where we operate. Therefore, we seek the best tools and metrics to assess our performance and apply continuous improvements focused on our progressive advancement within the ESG agenda. We are sure that, for the following report, referring to the actions developed in 2022, we will present a considerable evolution in all the indicators, advancing even more in the following years.

Thus, we will continue to inspire this movement to make the sector more sustainable, ethical, and socially responsible, fulfilling our mission as investors and business developers in logistics.



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