



HUMAN RESOURCE DEVELOPMENT PRACTICE AND GUIDELINES

ALLY FREEHOLD AND LEASEHOLD REAL ESTATE INVESTMENT TRUST



Human Resource Development Practices

ALLY REIT MANAGEMENT CO., LTD., as the REIT Manager, is committed to developing human resources to ensure that personnel possess the necessary knowledge, capabilities, and skills to perform their duties effectively. The company undertakes the following actions in this regard.

1. Training and Development

The company will provide continuous training and development programs to ensure that personnel possess up-to-date knowledge and skills that can be effectively applied to their work. Training sessions will cover job-related topics as well as personal skill development, such as management, communication, teamwork, and problem-solving.

2. Performance Evaluation

The company will regularly evaluate employee performance to assess their capabilities and work effectiveness. The results of these evaluations will be used to plan further development and training programs for personnel.

3. Encouragement and Support

The company will encourage and support employees to pursue self-development and career advancement. Financial and other resources will be provided as appropriate to enable employees to participate in various training and development programs.

4. Creating a Supportive Work Environment

The company will foster a work environment that promotes learning and development and will support and encourage teamwork and knowledge sharing among employees.

This guideline shall be announced as the official operational guideline effective from January 1, 2025 onward.

**ALLY REIT MANAGEMENT CO., LTD.
AS THE REIT MANAGER**