

**CapitaLand India Trust**  
Sustainability Report 2025

# About CapitaLand India Trust

CapitaLand India Trust (CLINT or the Trust) is Singapore's first listed property trust, which owns eight world-class IT business parks, three industrial facilities, one logistics park and three data centre developments in India, valued at S\$3.8 billion as at 31 December 2025. With a total completed floor area of 21.7 million square feet spread across Bangalore, Chennai, Hyderabad, Pune and Mumbai, CLINT is focused on capitalising on the growing IT industry, industrial and logistics asset class, and new economy asset classes, such as data centres. CLINT is structured as a business trust, offering stable income distributions similar to a real estate investment trust. CLINT focuses on enhancing shareholder value by actively managing existing properties, developing vacant land in its portfolio and acquiring new properties.

CLINT's properties provide modern and high-quality business spaces to its tenants. This helps CLINT attract and retain prominent tenants that commit to long leases, thereby fostering a stable income profile for the Trust.

The Trust's growth is founded on a prudent approach to capital management. CLINT is geared towards maintaining a strong balance sheet that meets the liquidity needs of the business.

## Vision

To be a leading property Trust with a professionally managed portfolio of quality business space across India.

## Mission

Deliver sustainable returns to Unitholders through portfolio expansion and prudent capital management.

## Contents

### Overview

About This Report	01
Board Statement	02
ESG Performance Highlights in FY 2025	03
Stakeholder Engagement	04
Materiality	06

### ESG Priorities & Performance

#### UN SDGs Supported



### Appendix

GRI Content Index	30
-------------------	----

### Information on CLINT's Website

- [Climate Scenario Analysis 2022](#)  
[SR 2025 Data Pack](#)
- Green Building Certifications
  - Key ESG Data Summary
  - GHG Emissions Data Methodology
  - IFRS S2 Content Index
  - IFRS S2 Vol 36 – Real Estate

# About This Report

CapitaLand India Trust (CLINT or the Trust) is pleased to present our 10<sup>th</sup> annual Sustainability Report 2025 (SR or Report). This Report showcases CLINT's commitment to delivering long-term value for its stakeholders through responsible and sustainable practices in the real estate industry. CLINT is managed by CapitaLand India Trust Management Pte. Ltd. (the Trustee-Manager), which safeguards Unitholders' interests while overseeing CLINT's business operations. In addition, CLINT appoints CapitaLand Services (India) Private Limited (the Property Manager) to manage the daily operations and maintenance of its IT business parks.

## International Standards and Guidelines

This Report has been prepared in accordance with the Singapore Exchange Securities Trading Limited (SGX-ST) Listing Manual Rule 711A and 711B, and the Global Reporting Initiative (GRI) Standards 2021. The GRI Standards have been selected for its international recognition and comprehensive coverage of sustainability disclosures relevant to CLINT.

In light of the SGX-ST's upcoming climate reporting requirements, which incorporate the International Financial Reporting Standards Sustainability Disclosure Standards (IFRS SDS) issued by the International Sustainability Standards Board (ISSB) from Financial Year (FY) 2028, CLINT is progressively enhancing its climate-related disclosures to align with these standards ahead of the mandated timeline. Accordingly, this Report has been prepared with reference to the IFRS SDS.

With the Integrated Reporting Framework now consolidated under the IFRS Foundation, this Report adopts a more streamlined approach to sustainability reporting which is reflective of CLINT's fundamental value creation model. The Report reflects best practices by (i) mapping CLINT's Environmental, Social and Governance (ESG) performance to the United Nations Sustainable Development Goals (UN SDGs), (ii) considering the Sustainability Accounting Standards Board (SASB) Real Estate standards which has been subsumed under IFRS S2 Industry-Based Guidance for Real Estate, and (iii) integrating climate-related disclosures from ISSB Standards as part of CapitaLand Investment's (CLI) broader climate strategy.

To ensure compliance with SGX-ST Listing Manual Rules 711A and 711B, CLINT appointed an independent external reviewer for this Report, complemented by a rigorous internal review process. CLI's Global Sustainability Report (GSR) is externally assured in accordance with the International Standard on Assurance Engagements (ISAE) 3000, covering CLI's global portfolio, employees, and the Trustee-Manager. The CLI GSR 2025 will be published on the CLI website by 31 May 2026, with the assurance scope including CLINT's Portfolio.

## Reporting Scope and Period

This SR covers CLINT's sustainability performance for the financial year ended 31 December 2025 (FY 2025). The scope of reporting includes the Trust's IT Business Park Portfolio<sup>1</sup> as at 31 December 2025, comprising eight assets located across five cities in India. These assets are International Tech Park Bangalore (ITPB), International Tech Park Chennai (ITPC), International Tech Park Hyderabad (ITPH), aVance Hyderabad, Building Q1 & Building Q2 Aurum Q Parc, International Tech Park Pune – Hinjawadi (ITPP-H), aVance I Pune, and aVance II Pune.

Data for CyberVale and CyberPearl is reported up to the completion of their divestment on 29 September 2025, ensuring transparency and continuity in reporting for the period during which these assets remained part of CLINT's portfolio.

## Feedback

CLINT's leadership strives for improvement to its policies and mechanisms to establish high market standards. Towards that end, CLINT continually seeks the valuable feedback of its stakeholders.

Please share your suggestions to [enquiries@clint.com.sg](mailto:enquiries@clint.com.sg).

<sup>1</sup> The following properties are excluded from this SR: (i) Industrial Facility 1, 2 & 3 in Mahindra World City which are held under master leases, (ii) Data centres in Bangalore, Chennai, Hyderabad and Mumbai which are yet to be operational and (iii) Logistics Park in Panvel which is currently undergoing an operational transition, and no data is available at this stage.

# Board Statement

CLINT is committed to growing in a responsible manner, delivering long-term economic value, and contributing to the environmental and social well-being of our communities. The material ESG factors have been identified and are in line with the CLI 2030 Sustainability Master Plan (SMP).

We have aligned ourselves to the CLI 2030 SMP and steered our efforts on a common course to maximise impact through building portfolio resilience and resource efficiency, enabling thriving and future-adaptive communities, and stewarding responsible business conduct and governance.

## Governance and Oversight

The Trustee-Manager's Board of Directors (the Board) is responsible for overseeing CLINT's sustainability efforts and takes ESG factors into consideration in determining its strategic direction and priorities, and it has considered sustainability issues in CLINT's business and strategy, determined the material ESG factors and overseen the management and monitoring of the material ESG factors. The Board also approves the executive compensation framework based on the principle of linking pay to performance. The Trustee-Manager's business plans are translated to both quantitative and qualitative performance targets, including sustainable corporate practices and are cascaded throughout the Company.

## Industry Recognition

CLINT's sustainability leadership continues to earn recognition from global indices. We attained the highest 5-star rating for standing investments in the 2025 GRESB Real Estate Assessment, improving our score by two points to 92 points, positioning us within the top 20% globally and ranked 19<sup>th</sup> among Asia's listed companies. We maintained our scoring of 'A' in the 2025 GRESB Public Disclosure and our 'A' rating for MSCI ESG Rating.

Beyond these benchmarks, we were ranked 14<sup>th</sup> position in the REIT and Business Trust Category for Singapore Governance Transparency Index (SGTI) 2025. We are particularly proud of our inclusion in the 2025 Singapore Board Diversity Index, an achievement that recognises our commitment to diversity among 553 listed companies on the Singapore Exchange (SGX) and Catalist. CLINT is one of the 43 listed companies that exhibits exemplary diversity standards across four or more categories.

## Environmental Performance and Sustainable Financing

We remain committed to minimising our carbon footprint and embedding sustainability practices across all facets of our operations. Sustainability-linked loans (SLLs) now constitute 56%<sup>2</sup> of our total debt portfolio as at 31 December 2025. This year, we secured an onshore sustainability-linked construction loan for our data centre under development in Chennai, and also signed a SLL in successfully re-financing the construction loan for MTB 6 in ITPB. By aligning our financing structure with environmental performance

targets, we demonstrate our conviction that responsible growth and commercial success are intrinsically linked.

Energy management remains central to our environmental agenda and a key driver of portfolio resilience. In FY 2025, our portfolio continued to make steady progress in improving energy efficiency and increasing the share of renewable energy in our operations. In March 2025, we commissioned a 401-kilowatt-peak rooftop solar installation at our ITPH Block A facility, expanding our distributed renewable energy infrastructure. This installation is projected to generate approximately 490,000 kWh and reduce carbon emissions by 354 tCO<sub>2</sub>e annually. Complementing our efforts in renewable energy deployment, we are in an advanced stage of implementing an Energy Monitoring System at ITPH in Hyderabad. This system tracks, records and analyses real-time energy consumption across the facility, providing granular visibility into energy usage patterns. This enables us to make data-driven decisions for energy optimisation while facilitating early detection of equipment inefficiencies and consumption anomalies. Our efforts across CLINT's portfolio continue to yield tangible results. In FY 2025, we have reduced our energy consumption intensity by 32% against our 2019 baseline, surpassing our 15% reduction target. We also achieved 57% of electricity consumption from renewable energy across the portfolio, which exceeded our goal of 45%.

## Community Impact and Social Responsibility

Beyond our environmental performance, CLINT maintains an unwavering commitment to supporting the communities in which we operate. Since its establishment in 2019, CapitaLand Hope Foundation (CHF) (India) has maintained a strong commitment to building resilience in communities, benefitting more than 4,870 children across five cities in India. In 2025, we continued to expand our impact through school construction and refurbishment and long-term engagement with project partners to improve educational outcomes for children. During the year, we completed the transformation of two schools in Chennai, creating child-friendly and contemporary learning environments that will enhance educational experience for students. Three additional Hope schools are currently under construction in Bangalore, Chennai and Pune, reflecting our sustained commitment to expanding quality educational infrastructure. Our partnership programmes deliver equally meaningful impact through long-term engagement. The Pratham-Hamara Gaon Project strengthens foundational literacy and numeracy skills for children in rural Bangalore, while the Unext-Youth Skilling Project provides soft skills training to youth from underprivileged backgrounds, to improve their employability and career readiness.

The progress we have made this year strengthens our resolve to build upon these foundations. We remain committed to advancing our sustainability agenda with the same rigour and dedication that has defined our approach thus far, ensuring that CLINT continues to set meaningful benchmarks for responsible business.

<sup>2</sup> Assuming the loans are fully drawn.

# ESG Performance Highlights in FY 2025



**43%**  
Reduction in absolute Scope 1 and Scope 2 GHG emissions<sup>3</sup>



**32%**  
Reduction in energy consumption intensity<sup>3</sup>



**56%<sup>4</sup>**  
Of total borrowings/ debt are SLLs



**57%**  
Consumption of renewable energy



**100%**  
Of CLINTMPL employees attended ESG training



**99%**  
Of IT Park portfolio is green rated

## Awards and Accolades



**5-Star Rating, 92 points**  
GRESB Real Estate Assessment 2025



**15.2 Low Risk**  
Sustainalytics ESG Risk Rating (as at 13 June 2025)



**Maintained 'A' score**  
GRESB Public Disclosure 2025

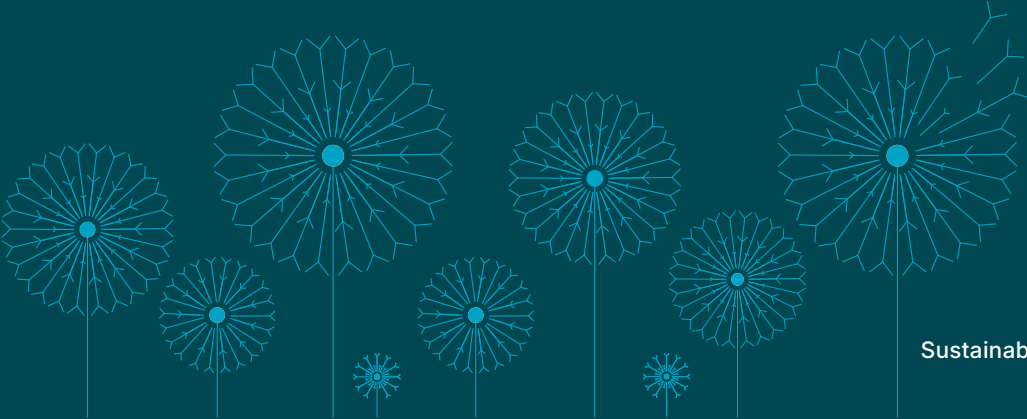


**2025 Singapore Board Diversity Index**  
One of the 43 listed companies that exhibits exemplary diversity standards across 4 or more categories



**A**  
MSCI ESG Rating

<sup>3</sup> Against 2019 as the baseline year.  
<sup>4</sup> Assuming the loans are fully drawn.



# Stakeholder Engagement

## Stakeholder Engagement

The Trustee-Manager actively seeks to build positive and long-lasting relationships with all stakeholders. These include the investment community, employees, tenants, suppliers, contractors, and the local community. When identifying our key stakeholder groups, CLINT considers their level of influence and interest. To maintain strong engagement, CLINT leverages multiple communication channels to ensure active dialogue and prompt resolution of stakeholder concerns.

### Investment Community

#### Needs and Expectations of Stakeholder Groups

- Strategic and sustainable growth, total returns
- Accurate, timely and comprehensive information to make sound judgements
- Regular and clear communications and updates

#### Key Engagement Channels

- CLINT's website, SGXNet, email alerts, physical meetings and virtual calls are conducted throughout the year
- Annual General Meeting

- Annual Report and Sustainability Report
- Regular non-deal roadshows and conferences
- REITs Symposium

#### Actions and Goals

We aim to provide timely and transparent communications to keep the investment community informed of significant topics relating to corporate developments, portfolio performance, asset and capital management, sustainability matters, as well as acquisitions and divestments.



### Employees

#### Needs and Expectations of Stakeholder Groups

- Active engagement
- Career progression, job security and stability
- Competitive remuneration and employee benefits
- Learning and development opportunities
- Workplace safety, health and wellness

#### Key Engagement Channels

- Quarterly communication sessions with senior management team
- Annual employee engagement surveys
- Induction programmes
- Internal communication through intranet portal

- Performance appraisals
- Training and workshops
- Wellness, sports and social activities

#### Actions and Goals

We strive to create a cohesive and healthy workplace based on trust, mutual respect and active communication. With that, great emphasis is placed on employee empowerment and equal opportunity for all. Feedback is regularly gathered on the Trust's engagement methods and employment practices to strengthen the cohesion of its workforce.



## Tenants

### Needs and Expectations of Stakeholder Groups

- Quality of facilities
- Safety and security practices
- Workplace engagement and environment

### Key Engagement Channels

- Regular tenant engagement surveys are conducted
- The following are conducted throughout the year:
  - Active communication
  - Networking events
  - Tenant engagement activities

### Actions and Goals

We are committed to providing premium quality solutions for business infrastructure services and enhancing workplace experience to meet the needs of tenants. In addition, securing properties from threats and ensuring the health and wellness of tenants and visitors is of paramount importance.

## Suppliers and Contractors

### Needs and Expectations of Stakeholder Groups

- Fair and reasonable treatment
- Share industry best practices

### Key Engagement Channels

The following are conducted throughout the year:

- Standard operating procedures, guidelines, and house rules for compliance

- Share CLI's Environmental, Health and Safety (EHS) policy with suppliers
- Share CLI's Supply Chain Code of Conduct with suppliers
- Collaborate with suppliers to manage EHS challenges

### Actions and Goals

We work closely with contractors and suppliers to have a shared commitment to high quality EHS standards.

## Local Communities

### Needs and Expectations of Stakeholder Groups

- Creation of employment opportunities
- Operate in a responsible manner
- Support social development and community activities

### Key Engagement Channels

- Participate in Corporate Social Responsibility (CSR) activities in projects supported by the CapitaLand Hope Foundation (CHF)
- Formalise three days of Volunteer Service Leave (VSL) for its staff to participate in activities related to

the needy and underprivileged in Singapore and overseas, and green volunteerism related to energy reduction, water conservation, waste management, pollution control and biodiversity preservation

### Actions and Goals

We advocate the spirit of caring and sharing for the communities we operate in. Carefully managing and minimising the societal and environmental impacts of our operations is critical in fulfilling our duties as a responsible corporate citizen.



# Materiality

CLINT's materiality assessment serves as the foundation for identification and prioritisation of material ESG issues based on relevance and significance to the Trust and its stakeholders. Guided by a double materiality approach, we evaluate topics from both impact and financial perspectives. Potentially material ESG issues arising from activities across CLINT and CLI's value chain (including potential risks and opportunities in the immediate and longer term) are primarily identified via ongoing engagement with CLINT's management, CLI's business units and external stakeholders. Additionally, there is a review of resources including investor questionnaires, ESG surveys, sustainability benchmarks and frameworks such as GRESB and IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures (Volume 36 - Real Estate).

CLINT conducts regular review, assessment, and feedback in relation to ESG topics. The key component is an annual Group-wide Risk and Control Self-Assessment exercise which entails the identification, assessment and documentation of material risks and corresponding internal controls. These material risks include fraud and corruption, environmental (e.g., climate change), health and safety, and human capital risks which are critical pillars of our sustainability agenda.

Material issues are assessed and prioritised based on their likelihood and potential impact on business continuity.

These topics are then organised into Build (Environmental), Enable (Social) and Steward (Governance) pillars in alignment with the CLI 2030 SMP, reflecting CLINT's sustainability agenda and forming the structure of this report.

In FY 2025, CLI and its listed funds undertook a comprehensive review of ESG material factors, benchmarking against global standards and emerging frameworks. While the core material topics remain robust, refinements were introduced to reflect evolving priorities. This included an emphasis on climate resilience (adaptation and mitigation) in response to heightened investor focus on climate-related risks and expansion of waste management to encompass circularity and upstream activities such as the use of recycled materials. In addition, natural capital has been integrated alongside biodiversity to natural capital in acknowledgement of the growing relevance of the Taskforce on Nature-related Financial Disclosures (TNFD) and anticipated ISSB S3 Disclosure Standards on Biodiversity, Ecosystems and Ecosystem Services.

Although Artificial Intelligence (AI) and Sustainable Financing were not identified as standalone material topics in this year's assessment, CLINT recognises their strategic importance. These emerging areas remain under close monitoring, with our approach to Sustainable Financing detailed under the Sustainable Finance section.

## Prioritisation of Material ESG Issues

<b>Environment</b> 	<b>Social</b> 	<b>Governance</b> 
<b>Build</b>	<b>Enable</b>	<b>Steward</b>
<p><b>Critical</b></p> <ul style="list-style-type: none"> <li>Climate resilience (adaptation and mitigation)</li> <li>Energy efficiency</li> <li>Water management</li> </ul> <hr/> <p><b>Moderate and Emerging</b></p> <ul style="list-style-type: none"> <li>Waste management / Circularity</li> <li>Biodiversity / Natural capital</li> </ul>	<p><b>Critical</b></p> <ul style="list-style-type: none"> <li>Occupational health and safety</li> <li>Human capital</li> <li>Stakeholder engagement<sup>i</sup></li> <li>Product and services<sup>ii</sup></li> <li>Supply chain management</li> <li>Diversity (Board and staff)</li> </ul> <hr/> <p><b>Moderate and Emerging</b></p> <ul style="list-style-type: none"> <li>Human rights<sup>iv</sup></li> </ul>	<p><b>Critical</b></p> <ul style="list-style-type: none"> <li>Risk management<sup>iii</sup></li> <li>Business ethics</li> </ul>

<sup>i</sup> This includes green leases and tenant engagements on ESG matters.

<sup>ii</sup> This includes products and services promoting customer health and safety, and green certified buildings.

<sup>iii</sup> This includes consideration of compliance, economic performance, and cyber-security.

<sup>iv</sup> This refers to CLI's zero tolerance stance towards child/forced labour.

## Commitment towards CLI 2030 SMP

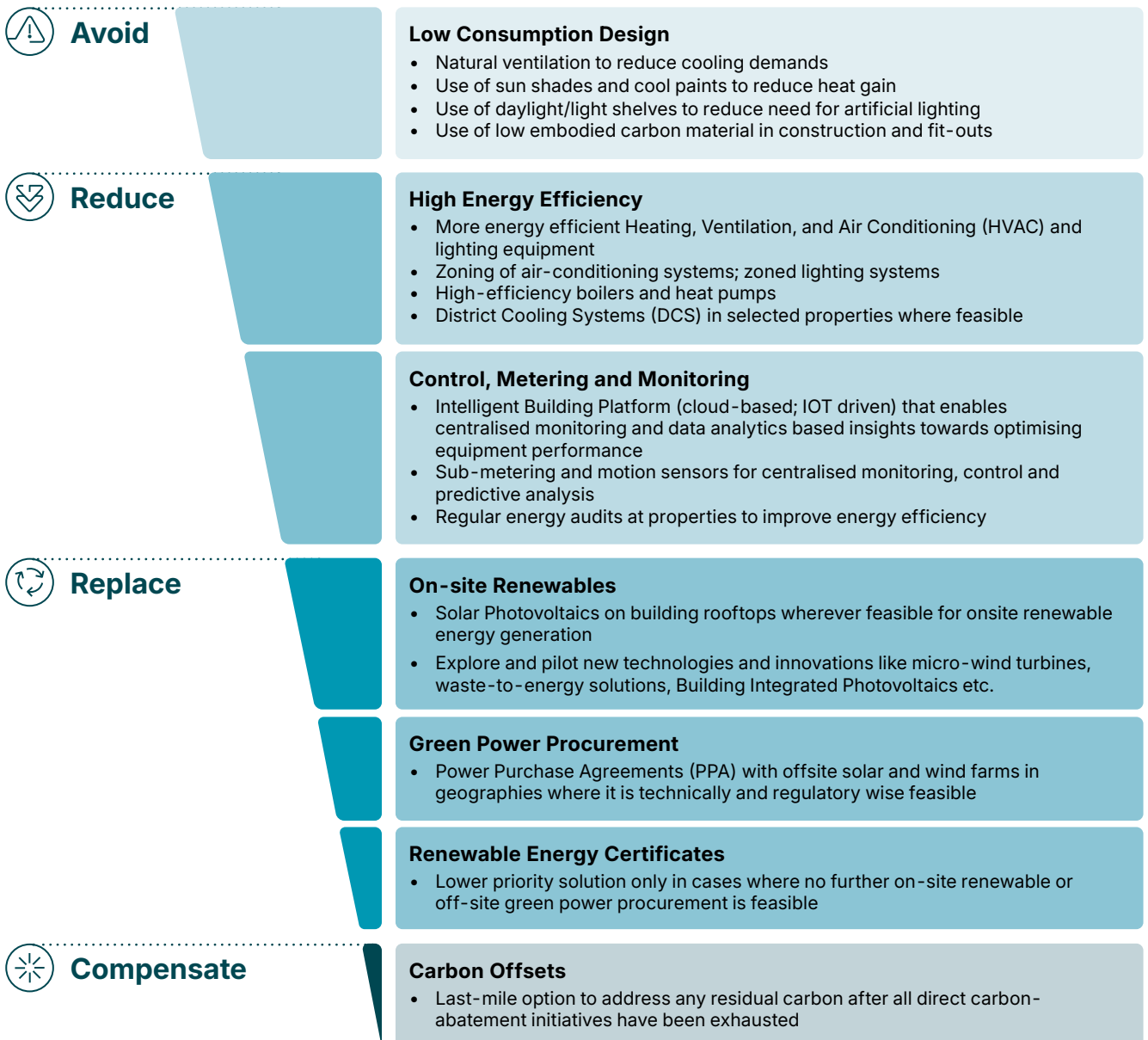
CLI 2030 SMP was reviewed and endorsed by CLI's Board of Directors to ensure that its business strategy remains firmly aligned with climate science. As the cornerstone of CLI's sustainability agenda, the SMP drives progress across the ESG pillars, enabling CLI to create meaningful and lasting positive impact on both the environment and society.

As a CLI-sponsored Business Trust, CLINT is fully aligned with the SMP, reinforcing our shared commitment to advance global sustainability within the built environment. The SMP is anchored on three pillars: Build, Enable, and Steward. 'Build' refers to environmental measures taken to improve portfolio resilience and resource efficiency. 'Enable' refers to social commitments that CLI has taken for a thriving, future-adaptive

community. 'Steward' refers to governance commitments that will ensure responsible business conduct and governance within the organisation.





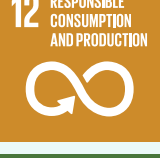




The SMP was designed to embed resilience throughout its operations and futureproof CLI's real estate portfolio, mitigate climate change risks, reduce the likelihood of premature obsolescence and position the business to seize adopt emerging opportunities. For more information, please refer to the SMP on the [CLI website](#).

CLINT is committed to achieving the long-term 2050 Target of Net Zero emissions for Scope 1 and Scope 2 GHG emissions. CLINT will prioritise the decarbonisation levers below and source globally for new ideas and technologies to achieve higher energy efficiency and intensify its renewable energy integration efforts.



# Build (Environmental)

## Targets and Performance

Areas of Focus (Short to Medium Term)	2030 Targets	FY 2025 Performance	UN SDGs
 <p><b>Low-carbon Transition</b></p>	Reduce absolute Scope 1 and Scope 2 GHG emissions by 46% <sup>i</sup>	Absolute Scope 1 and Scope 2 GHG emissions reduced by 43%	 <p><b>7 AFFORDABLE AND CLEAN ENERGY</b></p>
	Reduce carbon emissions intensity by 72% <sup>i</sup>	Carbon emission intensity (Scope 1 and Scope 2) reduced by 63%	
	Reduce energy consumption intensity by 15% <sup>i</sup>	Landlord energy consumption intensity reduced by 32%	 <p><b>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</b></p>
	Achieve 45% of electricity consumption from renewable sources	57% of Landlord electricity consumption from renewable sources (Total: 56,013 MWh)	
	Obtain 100% certification by a green rating system administered by a national government ministry/ agency or World Green Building Council (WGBC) by 2030	99% of the buildings across the portfolio covered in the reporting scope are certified with IGBC or U.S. Green Building Council Leadership in Energy and Environmental Design (USGBC LEED) Green Rating	 <p><b>11 SUSTAINABLE CITIES AND COMMUNITIES</b></p>
Work towards setting new Scope 3 carbon emissions reduction target	Prioritising Scope 3 emissions categories 3, 5, 6, and 13 that are pertinent to the Trust's business and therefore targeted for reduction	 <p><b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b></p>	
 <p><b>Water Conservation &amp; Resilience</b></p>	Reduce water consumption intensity in our day-to-day operations by 15% <sup>i</sup>	Water consumption intensity reduced by 42%	 <p><b>13 CLIMATE ACTION</b></p>
 <p><b>Waste Management &amp; Circular Economy</b></p>	Achieve 25% recycling rate in our day-to-day operations <sup>ii</sup>	97% of total waste diverted to recycling	
<b>Annual Target</b>			
 <p><b>Sustainable Operation Excellence</b></p>	ISO 14001 certification for its Environmental Management System (EMS)	Retained ISO 14001 certification	

<sup>i</sup> Using 2019 as the baseline year.

<sup>ii</sup> As 2019 baseline data for waste intensity was unavailable, a baseline of 10 kg/m<sup>2</sup> was considered, based on the average from Singapore's Environmental Tracking System (ETS) for residential and business parks.

The 2023 United Nations Climate Change Conference (COP28) culminated in a global agreement to transition away from fossil fuels and a commitment to triple renewable energy capacity by 2030. These goals underscore the urgency of accelerated climate action and stronger financial mobilisation to keep the world on track for the 1.5°C pathway. Against this backdrop, CLINT is embedding climate resilience into our operations and business model. We actively adopt innovative technologies and strategies to enhance our buildings' performance, ensuring that they remain future-ready and aligned with global sustainability imperatives. As part of this effort, we continue to scale our renewable energy adoption through rooftop solar installations and off-site solar farms, including a 21 MWp captive solar plant commissioned in Tamil Nadu and new rooftop systems across our IT parks. These initiatives generate substantial clean energy annually and directly contribute to reducing our Scope 2 emissions.

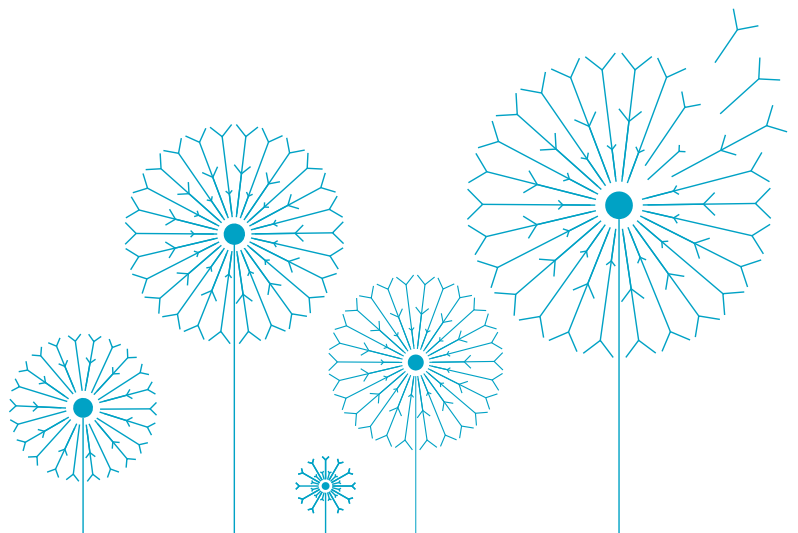
CLINT has deepened its sustainable financing profile, with 56%<sup>5</sup> of our total borrowings composed of SLLs as at 31 December 2025. In 2025, we signed two onshore SLLs, a INR 15 billion construction loan for the data centre under development in Chennai and a INR 6 billion term loan for the re-financing of construction loan for MTB 6 in ITPB. In line with the SLLs' requirements, we prepare an annual certificate to verify each predefined Sustainability Performance Target (SPT) performance, ensuring transparency and accountability. Since 2021, we have engaged an external consultant to perform Agreed Upon Procedures in accordance with the Singapore Standard on Related Services (SSRS) 4400 (Revised) Agreed-Upon Procedures Engagements with respect to the SPTs which are green certifications and percentage of total landlord renewable energy. From FY 2024, we added another

SPT on Scope 1 and Scope 2 GHG emissions as per the International Finance Corporation (IFC) SLL's requirement.

*IFRS S2 14(a)(i)*

We continuously monitor environmental performance and implement initiatives aligned with our targets. Leveraging CLI's cloud-based ETS, we monitor real-time data on energy and water consumption, carbon emissions and waste generation, enabling prompt action to mitigate potential negative impacts. This data-driven approach drives our design and operational decisions, ensuring that environmentally-friendly features are integrated across all stages of development, redevelopment and asset enhancement initiative (AEI). We also actively engage stakeholders, including tenants, by incorporating their feedback into our environmental strategy and emission reduction initiatives.

Our commitment is reinforced through the adoption of CLI's EHS Policy and the implementation of the EHS Management System (EHSMS) that supports our commitment to protect the environment and uphold the occupational health and safety of everyone in the workplace. In 2025, this commitment was further strengthened with the attainment of the ISO 9000:2015 certification. We remain committed to carrying out exemplary EHS practices to minimise adverse effects on the environment and health and safety risks, seeking continual improvement and development on our EHS performance, complying with pertinent government legislations and local statutory requirements as well as implementing CLI's Sustainable Building Guidelines (SBG) and Occupational Health and Safety (OHS) programmes.



<sup>5</sup> Assuming the loans are fully drawn.

## Build (Environmental)



### Climate Resilience (Adaptation and Mitigation)

Since 2021, CLI has progressively enhanced its climate-related disclosures across the four key areas of Governance, Strategy, Risk Management and Metric and Targets. With the introduction of the IFRS S2 Climate-related Disclosures Standards by ISSB, CLI and its listed funds, including CLINT, continue to strengthen disclosures in line with international best practices, ensuring consistency and comparability. For more details, please refer to the [SR 2025 Data Pack](#) where we provide the IFRS S2 index and signpost the corresponding disclosures across the SR and online sources.

## CLINT's Approach



### Climate Transition Plan – Governance

The Board of the Trustee-Manager of CLINT (the Board) holds ultimate responsibility for the oversight of CLINT's climate-related risks and opportunities and considers these issues as part of its strategic formulation. The Board is also responsible for determining CLINT's material ESG factors and overseeing the management and monitoring of these material ESG factors.

The Board is supported by Sustainability Management Committee (SMC), which meets biannually to oversee climate objectives and provides semi-annual updates to the Board on progress and resilience strategies. Operational implementation is managed by the Sustainability Working Committee (SWC) to drive initiatives in alignment with CLI's sustainability framework. All Board members have completed mandated sustainability training to ensure informed oversight of climate-related issues.

*For more information, please refer to Sustainability Governance on pages 27 to 28 of this Report.*



### Climate Transition Plan – Strategy

As a CLI-sponsored Business Trust, CLINT's identified ESG issues are aligned and adapted from CLI's ESG topics. The selection of these issues is guided by CLI's regular review, assessment and feedback process in relation to its ESG topics.

CLI and its listed funds, including CLINT, commenced its climate scenario analysis in 2022 for its global portfolio to understand how identified climate-related risks and opportunities could impact future operations. This analysis considers scenarios based on the latest global and scientific developments, and consideration of 1.5°C to 3°C scenarios for current to long-term time frames. This enables the organisation to draw conclusions on financially material physical and transition risks to validate current strategy. [IFRS S2 22\(b\)](#)

As part of the CLI 2030 SMP implementation, the Trust generally considers short to medium term time frames to be until 2030, and long term beyond 2030 in relation to the identification of climate-related risks and opportunities. These timeframes align with our business planning cycles. More detailed quantitative information relating to these risks is not currently disclosed as the financial effects of each identified risk and opportunity are not separately identifiable at present and contain an inherent level of measurement uncertainty. [IFRS S2 15\(a\), 15\(b\), 16\(a\), 16\(b\), 16\(c\), 16\(d\), 22\(b\)](#)

For FY 2025, CLINT has reaffirmed that the outcomes of its 2022 climate scenario analysis remain relevant to its current portfolio. Based on the most recent climate scenario analysis performed, it was determined that no changes to CLINT's underlying business model are required in response to identified climate-related risks and opportunities. [IFRS 14\(a\)\(i\), 22\(a\)\(i\)](#)

While scenario analysis serves as a helpful tool to facilitate informed decision-making and test business resilience against plausible futures, it is not a precise predictor of future performance and outcomes. We acknowledge the inherent limitations and uncertainties associated with this modelling, particularly in relation to potential future changes in policy, market conditions, and technology. Accordingly, these strategic insights should be interpreted in the context of evolving global climate trajectories and may require periodic review and update. [IFRS S2 10\(a\), 10\(b\), 10\(c\), 10\(d\), 13\(a\), 13\(b\), 22\(a\)](#)

Mitigation and adaptation plans are reviewed by CLI and its REITs regularly to identify further opportunities and strengthen alignment with the CLI 2030 SMP. In 2023, a global CLI portfolio review was conducted to assess the capital expenditure

(CapEx) required to meet the 2030 SMP environmental targets. This review aimed to ensure that sufficient CapEx to enhance assets' environmental performance was incorporated into the annual budgets of the respective business units. To support the achievement of the 2030 SMP targets, CLINT actively reviews and rejuvenates portfolio assets to sustain market relevance and long-term value creation, while closely monitoring, tracking, and governing CapEx deployed for these initiatives. [IFRS S2 14\(a\)\(i\), 14\(a\)\(iv\), 14\(a\)\(v\), 14\(b\), 22\(a\)\(iii\), 29\(e\)](#)

In line with CLI's Sustainable Building Guidelines (SBG), CLINT's strategy to identify and address climate-related risks and opportunities spans all areas of its real estate life cycle, from the earliest stage of the investment process to design procurement, construction, operations and redevelopment or divestment.

Based on risks and opportunities identified, the Board and management actively consider the trade-offs between short-term capital outlays and long-term climate resilience. Investment & Portfolio Management and Property Management teams make strategic decisions that prioritise upfront investments in energy-efficient equipment and green building certifications. While these initiatives may increase short-term operational costs, they are assessed and approved based on their ability to enhance the asset's long-term climate resilience, reduce future transition risks, and preserve asset value over time. [IFRS S2 6\(a\)\(iv\)](#)

Inclusion of climate and decarbonisation considerations are discussed during annual budgeting planning at the CLI level. During due diligence, all new investments into operational assets and development projects undergo an Environmental and Social Impact Assessment (ESIA) to identify any environmental (including climate change) risks and opportunities related to the asset or project site and its surroundings. This assessment covers performance metrics such as energy efficiency, as well as physical and transition risks and opportunity considerations. Consequently, EHS and climate-related factors are formally embedded into the asset investment evaluation process and strategy, as detailed in the investment papers submitted to CLI's Group Investment Management Committee (GIMC) and the Board where relevant. [IFRS S2 14\(a\)\(ii\), 14\(a\)\(iii\), 14\(b\)](#)

**i** For more information, please refer to [Climate Risk Assessment on pages 97 to 101 of CLINT's SR 2023](#) and [Build \(Environmental\) section on pages 8 to 15 of this Report](#). [IFRS S2 10\(a\), 10\(b\), 10\(c\), 13\(a\), 13\(b\), 22\(a\), 22\(b\)](#)



## Climate Transition Plan – Risk Management

CLINT conducts an annual Risk and Control Self Assessment (RCSA) exercise, requiring all units to identify and assess material risks, mitigation measures, and opportunities. Climate-related risks emerged as a key focus, encompassing physical risks such as rising sea levels, severe storms, heatwaves, floods, and water scarcity, as well as transition risks from stricter regulations and growing stakeholder expectations. There have been no changes to CLINT's risk management processes since the previous reporting period. The existing framework and procedures remain in place and continue to be applied consistently. [IFRS S2 25\(a\)\(vi\), \(c\)](#) The RCSA adopts a structured risk matrix, whereby physical risk levels (high, medium, low) are determined using the ESIA Risk Assessment Guideline, which prescribes criteria for how each identified risk can be categorised based on the potential impact (extent of any asset damage, recovery time and mitigation) and likelihood. [IFRS S2 25\(a\)\(i\), 25\(a\)\(iii\), 25\(a\)\(iii\), 25\(a\)\(iv\)](#)

Beyond the identification of risks through the RCSA exercise, CLINT actively manages and mitigates these risks through targeted operational strategies and financial planning. To operationalise our risk management, we utilise the ESIA during due diligence for new investments to screen for climate-related and EHS risks and opportunities at an early stage. We further account for transition risks by applying a shadow internal carbon price to quantify climate-related risks and opportunities for new investments. These risk management strategies directly influence our financial decision-making, guiding our capital expenditure and direct financial investments into asset enhancement initiatives and low-carbon solutions to ensure the long-term resilience of our assets. [IFRS S2 25\(a\)\(v\)](#)

**i** For more information, please refer to the [Risk Management Section on pages 49 to 53 of CLINT's Annual Report \(AR\) 2025](#) and [Climate Risk Management on pages 102 to 103 of CLINT's SR 2023](#). [IFRS S2 25\(b\), 25\(c\)](#)



### Climate Transition Plan – Metrics and Targets

CLI tracks and reduces the carbon emissions of its managed and owned operational properties, including those of CLINT, via its cloud-based ETS. All related metrics have been regularly disclosed in CLI's annual GSR. Since 2010, CapitaLand has been disclosing Scope 1, Scope 2 and Scope 3 GHG emissions of its global portfolio with the data, including that relating to CLINT, being externally assured.

In 2022, CLI's Scope 1 and Scope 2 GHG emissions reduction targets were validated by the SBTi for alignment with a 1.5°C scenario under the Paris Agreement. CLI has committed to achieving an absolute reduction of 46% in Scope 1 and 2 emissions by 2030 against a 2019 baseline and to reach Net Zero by 2050. As a CLI-sponsored Business Trust, CLINT has adopted these targets, ensuring that our decarbonisation efforts are fully aligned with CLI's climate strategy. To calculate its carbon emissions, CLINT takes guidance from the operational control approach as defined by the GHG Protocol Corporate Standard, in line with CLI. For more information, please refer to the [SR 2025 Data Pack](#). IFRS S2 33 (a), (b), (c), (d), (e), (g), (h), 29(a), 34(a)

Aligned with CLI, CLINT has set sustainability and climate-related performance metrics and targets that are linked to the remuneration policies for members of senior management, such as the Balanced Scorecard framework for FY 2025 which included both quantitative and qualitative targets relating to climate change. Within the 35% combined weightage assigned to Sustainability, People, and Digitalisation & Innovation, the Sustainability dimension includes the target on 'carbon emissions intensity reduction'. IFRS S2 29(g)(i), (ii)

CLI has implemented a shadow internal carbon price<sup>6</sup> since FY 2021 to account for climate-related risks and opportunities for its new investments. This internal carbon price feeds into the proprietary Return on Sustainability metric, enabling the integration of ESG considerations alongside financial returns when making investment decisions. The approach supports the allocation of capital toward lower-carbon solutions and renewable energy projects that advance our sustainability goals. CLI will continue to explore new metrics to measure climate-related risks and opportunities which CLINT will assess and adopt where relevant for its portfolio. IFRS S2 29(f)(i), (ii)

**i** For more information, please refer to page 103 of [CLINT's SR 2023](#) and the [Energy Consumption and GHG emissions](#) on pages 12 to 13 of this Report. The Trust's carbon emissions performance can be found in the [SR 2025 Data Pack](#).

IFRS S2 36(e)

For more information on CLINT's climate strategy and scenario analysis, please refer to pages 93 to 103 of CLINT's SR 2023: [https://investor.clint.com.sg/misc/CapitaLand-India-Trust-AR2023\\_SR.pdf](https://investor.clint.com.sg/misc/CapitaLand-India-Trust-AR2023_SR.pdf), which is equally applicable to CLINT in FY 2025.

IFRS S2 10 (a), 10(b), 10(c), 10(d)



### Energy Consumption and GHG Emissions

CLINT's overall energy consumption in FY 2025 decreased compared to the previous year, reflecting the effectiveness of our ongoing efficiency initiatives and decarbonisation measures. This improvement was achieved despite higher physical occupancy levels, and our Scope 1 and Scope 2 emissions intensity continues to remain below the 2019 baseline<sup>7</sup>.

Our direct energy consumption primarily stems from non-renewable fuel usage for emergency genset testing and diesel generators. In 2025, the Trust consumed 640 MWh (2,304 GJ) of energy from diesel consumption, resulting in 161 tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) for Scope 1 stationary combustion emissions. Starting in 2025, we expanded our Scope 1 emissions to include fugitive emissions from refrigerant use.

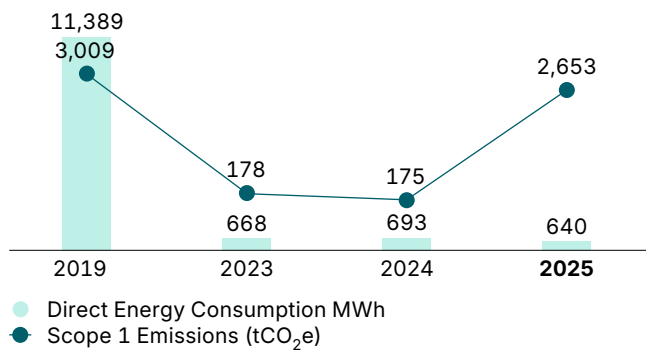
We generated 2,492 tCO<sub>2</sub>e of fugitive emissions, bringing total Scope 1 emissions to 2,653 tCO<sub>2</sub>e. For indirect energy consumption, we rely on traditional grid energy and off-site solar farms, as well as the energy generated from solar rooftop installations. In FY 2025, we utilised 92,999 MWh (334,796 GJ) of electricity<sup>8</sup>, with an indirect energy use intensity of 0.20 GJ/m<sup>2</sup>. Our indirect energy usage led to 69,842 tCO<sub>2</sub>e of Scope 2 location-based emissions. Our Scope 2 market-based emission were 31,062 tCO<sub>2</sub>e, reflecting the impact of renewable electricity purchased through Power Purchase Agreements (PPAs) and utility green tariffs. Under these agreements, CLINT contracted 51,638 MWh of renewable electricity which constituted 53% of total energy consumed, excluding self-generated renewable energy. IFRS S2 29(a)(v)

6 This is based on the anticipated Singapore carbon tax (S\$50 to S\$80 per tonne) to be implemented in 2030. For potential investments in markets where there are country level carbon taxes which are higher, then the higher carbon tax will apply in the ESIA process.

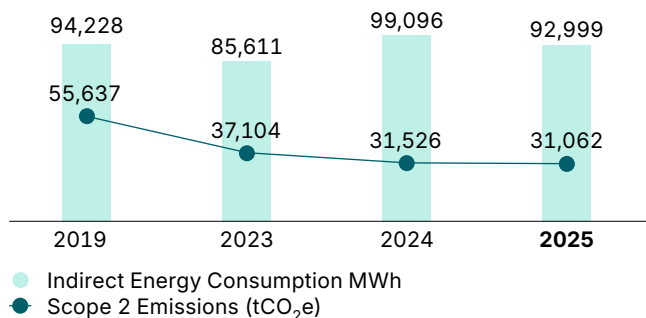
7 We selected 2019 as our baseline year because it predates the COVID-19 pandemic, representing a period when CLINT operated under normal conditions.

8 This refers to energy consumption for common areas and air-conditioning.

**Figure 1: Direct Energy Consumption and Scope 1 Emissions<sup>9</sup>**



**Figure 2: Indirect Energy Consumption and Scope 2 Emissions<sup>10</sup>**



We recognise that our environmental footprint extends past our own operations into our value chain. Following the comprehensive review of our Scope 3 emissions in FY 2024, we continue to report on material Scope 3 categories. These include categories 3, 5, 6, and 13, which are 10,630 tCO<sub>2</sub>e, 202 tCO<sub>2</sub>e, 199 tCO<sub>2</sub>e and 53,975 tCO<sub>2</sub>e respectively. IFRS S2 29(a)(vi)

## Renewable Energy

At CLINT, our decarbonisation strategy includes an increased adoption of renewable energy, from both off-site solar farms and solar panels strategically installed on the rooftops of our properties. Since 2017, we have been actively implementing solar installations on our buildings, achieving widespread coverage across the majority of our IT business parks' rooftops. In 2024, we commissioned a 21-megawatt peak (MWp) captive solar power plant in Tamil Nadu, which generates up to 31 million kilowatt-hours (kWh) of electricity annually – meeting the power supply needs of approximately 2 million square feet of office space. We have also incorporated Electric Vehicle (EV) chargers across our properties to support sustainable transportation.

In FY 2025, renewable energy accounted for a total of 56,013 MWh, compared to FY 2024 (56,210 MWh). The continued

adoption of renewable energy contributed to lowering CLINT's indirect carbon footprint by 464 tCO<sub>2</sub>e in FY 2025 compared to FY 2024. IFRS S2 14(a)(ii)

## Energy Efficiency and Renewable Energy Highlights in FY 2025

### Rooftop Solar Installation at ITPH Block A

In 2025, CLINT commissioned a 401 kWp rooftop solar installation at Block A ITPH, optimising all available terrace space. The system is expected to generate approximately 490,000 kWh annually and contribute to a reduction of 354 tCO<sub>2</sub>e.

### Upgrading to More Energy Efficient Chillers at ITPC

To improve energy efficiency, CLINT undertook a major upgrade by converting its air-cooled chillers to water-cooled screw chillers at ITPC using R1234ze (HFO) refrigerant. This transformation from traditional hydrofluorocarbon (HFC) chillers addresses operational challenges such as high power consumption and frequent coil failure caused by coastal conditions, while supporting India's Cooling Action Plan which promotes the use of low global warming potential (GWP) refrigerants. The new chillers deliver measurable benefits, achieving 15% to 18% energy savings, which is equivalent to 3,200 kWh. The transition from R134a to R1234ze will significantly reduce fugitive refrigerant emissions, decreasing the global warming potential (GWP) from 1,430 to just 7.



<sup>9</sup> Energy and emissions data for 2019 is overstated due to the lack of separability of landlord and tenant consumption for diesel. Please note that fugitive emissions were reported for 2025. Excluding fugitive emissions, the 2025 Scope 1 emissions would be 161 tCO<sub>2</sub>e.

<sup>10</sup> Self-generated renewable energy was previously aggregated with landlord purchased renewable energy and hence included in 2023 and 2024 indirect energy consumption. For 2025, it has been excluded for consistency with the GHG Protocol.

## Build (Environmental)

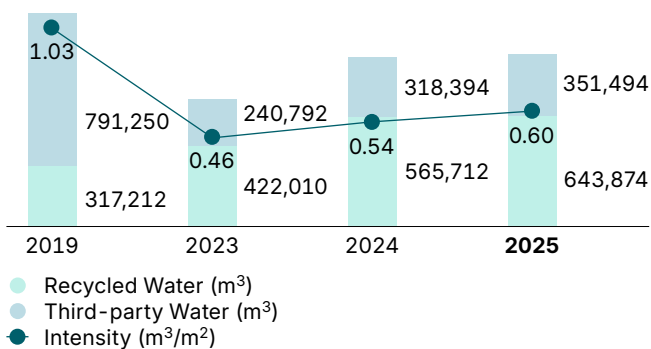
### Water Management

Water is a crucial factor for survival, is increasingly scarce in many parts of India. Climate change worsens this by disrupting rainfall and intensifying weather events, making water availability more unpredictable. Our operations depend on a stable water supply, and we acknowledge the shared responsibility towards neighbouring communities relying on this vital resource.

As a real estate player, we interact with water resources primarily through the operation and management of our properties. To identify water-related impacts, we closely track and monitor our water consumption. Furthermore, we use the World Resources Institute (WRI) Aqueduct Water Risk Atlas to identify high-risk regions and understand potential impacts. For the purposes of this report, "water consumption" refers to water used in CLINT's business operations, all of which is assumed to be consumed, recycled or discharged. Water for all CLINT properties is sourced from third-party freshwater sources for use in building and tenant consumption. We aim to recycle all water use on-site and ensure that wastewater is responsibly discharged into the public sewerage system or sewage treatment plant.

Our properties follow the local regulatory standards for quality of water discharge strictly. For example, ITPB and ITPC employ a water management system which recycles and reuses water such that no water is discharged but instead channelled into other means of usage. This water management system has resulted in 100% water recycling and reuse.

**Figure 3: Water Consumption and Water Intensity**



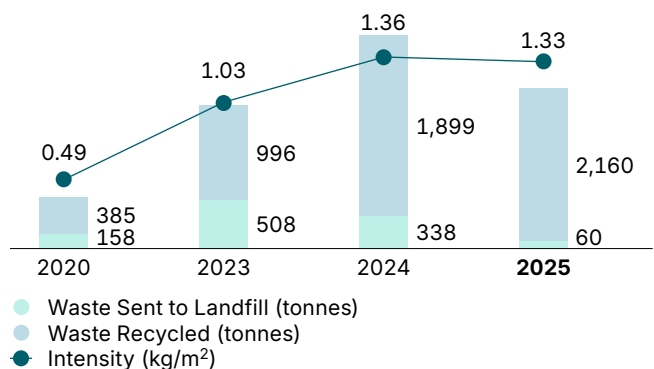
In FY 2025, we utilised 995,368 m<sup>3</sup> (995 megalitres) of water, marking a 12.6% increase compared to FY 2024 with water intensity measuring at 0.60 m<sup>3</sup>/m<sup>2</sup>. This increase corresponds with an increase in operational activity during the year. We continued to advance our water management strategy by increasing the use of recycled water and reducing our reliance on purchased third-party sources.

We aim to optimise water consumption through the deployment of cutting-edge technologies such as smart water meters and various water efficiency initiatives. We proactively introduce facilities to conserve freshwater, through the installation of rainwater collection pipes and filters at ITPC, where the collected rainwater is mainly used for landscaping activities. Additionally, we actively engage with our stakeholders such as collaborating with tenants to promote water conservation practices.

As part of these efforts, we introduced an Atmospheric Water Generator at ITPC and aVance Hyderabad to reduce reliance on the Reverse Osmosis (RO) system and minimise overall water consumption. This system produces water directly from air, providing a sustainable alternative for drinking water. With a capacity of 1,000 litres per day, the generator now supplies water for all staff, reducing the operational load on the RO system and supporting our broader goal of responsible resource management.

### Waste Management / Circularity

**Figure 4: Waste Generation and Intensity<sup>11</sup>**



Effective waste management and circular economy practices are vital for minimising environmental impact, conserving resources, and reducing landfill waste. Embracing these practices promotes sustainability by ensuring that materials are reused, recycled, or repurposed, contributing to a more resilient and resource-efficient global ecosystem.

We recognise the waste-related impacts that can occur across our operations and the value chain. Key contributors include construction materials, operational supplies, tenant activities, and building maintenance, leading to outputs such as landfill waste, hazardous materials, and construction debris. Upstream impacts arise from supplier packaging and vendor consumption, while downstream impacts include tenant-generated waste.

<sup>11</sup> Waste data was not published in FY 2019.

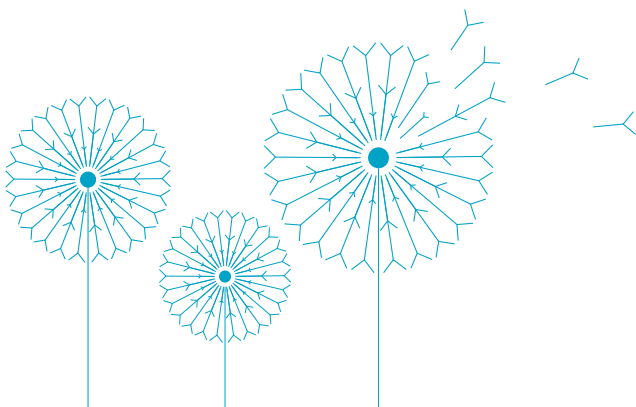
Our sustainability approach emphasises the responsible ownership of waste originating from our property portfolio, while working closely with tenants to minimise and recycle waste generated from building operations. At ITPB and ITPC, we adopt circularity measures to minimise waste generated and to reuse the waste for other purposes, thus resulting in both assets attaining 100% in waste reuse and recycling.

Across our operations, a total of 2,220 tonnes of waste was generated in FY 2025. Of the waste generated, 2,198 tonnes of waste was classified as non-hazardous, and 22 tonnes of waste are hazardous. 97.3% of waste was diverted to recycling, with the remaining non-recyclable waste generated in the portfolio sent to landfills for disposal. There was an overall decrease in waste generation from FY 2025 due to our continued collaboration with tenants to improve operational practices and reduce waste at the source. The corresponding waste intensity amounted to 1.33 kg/m<sup>2</sup>.



## Biodiversity / Natural Capital

Integrating biodiversity considerations in the property lifecycle and ensuring no risks to the surrounding environment during operations are crucial for preserving ecosystems and mitigating potential negative impacts on our surroundings. At CLINT, we align with CLI's SBG which includes a focus on promoting biodiversity. The SBG mandates an ESIA before investment or development, ensuring all potential environmental (including health and safety) impacts are analysed and documented. The SBG encourages the use of certified wood (e.g., wood products with Forest Stewardship Council, certifications from the Program for the Endorsement of Forest Certification) and other more sustainable wood materials and products, such as composite wood, engineered wood and bamboo. As part of the EMS, CLINT ensures wastewater is responsibly disposed of via municipal facilities to prevent water pollution and impact on biodiversity. Additionally, we do not have properties in our portfolio located within protected areas and no material biodiversity risk has been identified in FY 2025.



## Effective Building Management Systems

CLINT utilises CLI's EMS as a critical instrument for overseeing its environmental impact across the entire portfolio. This system seamlessly integrates with the Occupational Health and Safety Management System (OHSMS), collectively forming CLI's comprehensive EHSMS. CLINT leverages CLI's internal and external EHS audit system to assure EHS conformance and effective implementation that is aligned to the ISO 14001 and ISO 45001 standards.

The EMS provides a structured approach to managing CLINT's environmental impact and performance. A crucial aspect of the EMS involves identifying and addressing issues within business operations that may potentially harm the environment. The assessment of each environmental aspect and impact considers factors such as the likelihood of occurrence, severity, and the effectiveness of control measures. We are committed to minimising adverse impacts, including resource depletion, carbon emissions, and waste generation. We proactively establish and revise timebound environmental targets, encompassing green building ratings, reductions in GHG emissions, energy usage, and water consumption, realigning activities to achieve these objectives. Other highlights of our EMS are as follows:

### EMS Training and Awareness







- Interactive training and awareness programmes on EMS for the entire workforce
- Specialised induction sessions held for new employees
- Comprehensive training for Heads of Departments in administration, operations, and project development
- The Trustee-Manager organises various awareness programmes to foster sustainability-focused discussions with stakeholders

### Audit System

- Ensures the conformance and effective implementation of EMS to ISO 14001 international standards
- Conducted at least once a year
- Alternative audit modes such as virtual and/or hybrid of virtual and physical site audits were introduced since the COVID-19 pandemic and continued to ensure the safety of staff and external auditors

# Enable (Social)

## Targets and Performance

Areas of Focus (Short to Medium Term)	2030 Targets	FY 2025 Performance	UN SDGs
 <b>Human Capital Development</b>	More than 40% female representation in senior management	38.5% of female employees are in management positions <sup>i</sup>	 
	More than 80% employee engagement score with at least 85% participation	CLI global employee engagement score of 83% (eNPS <sup>ii</sup> 17) with a participation rate of 85%	
	More than 85% of employees to attend at least one ESG training	100% of employees attended at least one ESG training	
 <b>Customer &amp; Supply Chain Partnerships</b>	Achieve high level of customer satisfaction	High level of customer satisfaction was achieved based on 2024 tenant engagement survey	
	Contractors and vendors to abide by CLI's Supply Chain Code of Conduct	100% of our suppliers have abided by CLI's Supply Chain Code of Conduct	
<b>Perpetual Targets</b>			
	Zero tolerance to child labour/ forced labour	Zero child or forced labour	
 <b>Community</b>	Contribute to communities' social well-being through outreach initiatives by staff and CapitaLand Group's philanthropic arm, CHF	The Trustee-Manager's employees contributed 36 volunteering hours	
 <b>Health &amp; Well-being</b>	Maintain ISO 45001 certification for its OHSMS	Achieved	
	Foster a safety culture with Zero incidents resulting in employee fatality, permanent disability and major injury	Zero workplace fatality, permanent disability or major injury recorded	
	Incorporate social integration design features in properties	There are amenities such as gardens, gymnasiums, food courts, outdoor sport facilities and childcare facilities in CLINT's IT business parks	
	Implement wellness-related initiatives and certifications for physical assets	Implemented wellness-related initiatives and green building certifications	

<sup>i</sup> 36% of female employees in CLI are in senior management positions.

<sup>ii</sup> eNPS refers to Employee Net Promoter Score.

CLINT recognises that the well-being and success of our employees are fundamental to the Trust's long-term performance. We are dedicated to maintaining a safe, healthy and inclusive workplace that fosters collaboration among individuals from diverse backgrounds and cultures. In line with this commitment, we prioritise continuous learning and professional development, ensuring that our people have the skills and opportunities to grow in tandem with the organisation's objectives.

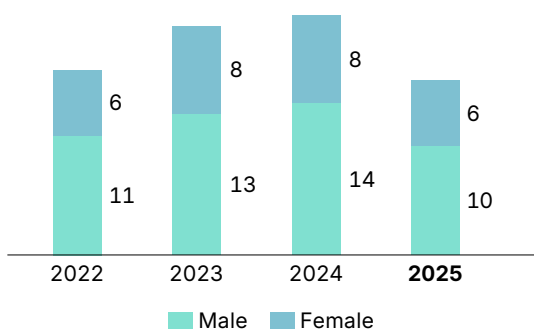
## Diversity (Board and Staff)

As at 31 December 2025, the Trustee-Manager's workforce consists of 16 employees, all of whom are based in Singapore. All employees are employed on a full-time basis. There were no temporary and non-guaranteed hours employees. We employed two workers who are not considered employees and are primarily interns, temporary staff employed under temporary agencies or investment analyst hired under the Listed Funds Investment Analyst Programme.

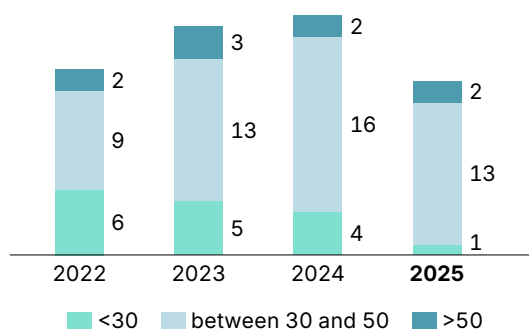
In FY 2025, the Trustee-Manager had no new hires and 4 turnovers, leading to a new hire rate of 0.0% and turnover rate of 25.0%. Where feasible and practical, CLINT implements local hiring, with 76.9% of management hired from the local community. Of this group, 38.5% are female employees.

The figures below illustrate the breakdown and movements of our employees in Singapore across the reporting period.

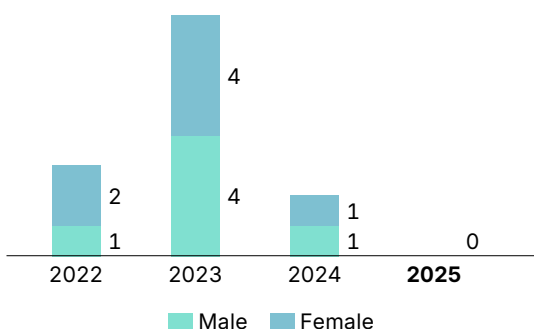
### Employee Profile by Gender



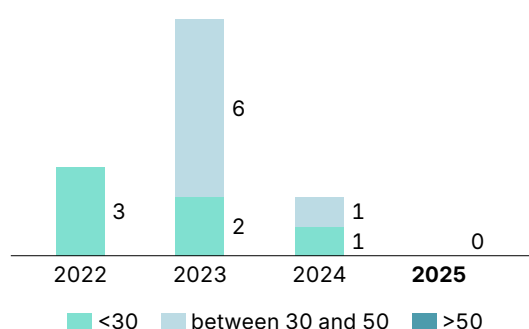
### Employee Profile by Age Group



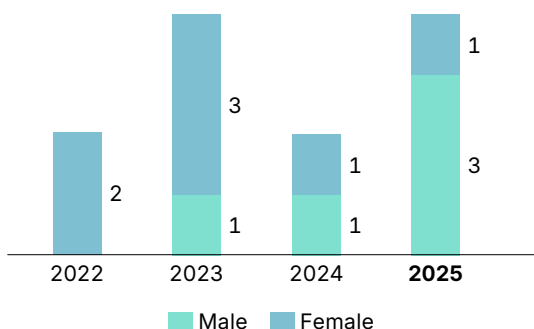
### New Employee Breakdown by Gender



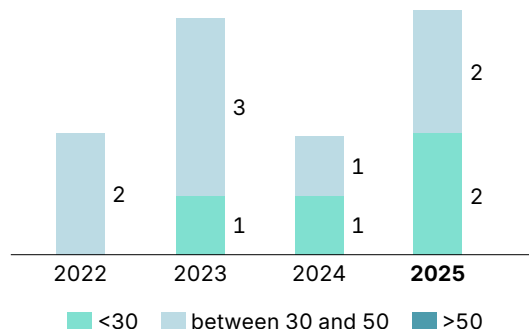
### New Employee Breakdown by Age Group



### Turnover Breakdown by Gender



### Turnover Breakdown by Age Group



## Enable (Social)

We believe that a diverse workforce fosters greater innovation and creativity at the workplace, and an inclusive workplace cultivates a sense of belonging that drives collective success and positive impact in the communities we serve. We are committed to foster a culture of diversity, equity and inclusion, providing equal opportunity for all qualified persons, regardless of race, gender, age, religion, nationality or disabilities. In 2025, no reports were received on workplace discrimination.

Talent recruitment is conducted both locally and internationally to build a robust human resource pipeline. We offer diverse career opportunities to support employee fulfilment, including job rotations across business functions based on organisational needs and individual competencies. Employees who reach the minimum retirement age may choose to continue working under our re-employment policy.



### Stakeholder Engagement

#### Employee Engagement and Well-being

The Trustee-Manager actively engages its employees to build positive and long-lasting relationships through engagement events, dedicated sessions and surveys. To ensure transparency and open communication, employees have access to whistleblowing channel, workplace harassment, and grievance handling policies, which outline clear communication channels to the Human Resource (HR) Department or relevant management authorities.

CLINT aligns with CLI Group's responsibility to ensure the holistic well-being of its people. CLI's Well-being Programme covers six dimensions of wellness: physical, social, career, emotional (mental), financial, and purposeful (community involvement) - each contributing to employees' wellness and quality of life. In promoting greater mental well-being, employees are encouraged to participate in monthly group wellness activities, health talks and CSR events. Please refer to the CSR events outlined in the Community Engagement section below for further details.

#### Employee Engagement and Well-being Events Held in FY 2025

##### CLI Global Staff Communication Sessions

The CLI Group conducts regular communication sessions to ensure employees are informed of key updates. These sessions provide CLINT employees with the opportunity to be updated on the Group's financial performance and strategic priorities and interact directly with senior management. These sessions were webcasted live to global offices, enabling real-time participation and fostering open dialogue across the Group.

##### CLI Global Employee Engagement Survey

CLI conducted an annual employee engagement survey through a third-party provider to gather feedback on organisational culture as well as areas for improvement and suggestions. In 2025, the employee engagement score was 83% with a participation rate of 85%.

##### CLI Certified Great Place To Work® in 2025

In August 2025, CLI was certified as a Great Place To Work®, which highlights organisations with a positive and engaging workplace culture. We achieved an average score of 76% in the 2025 Great Place To Work® Trust Index® Survey.

##### Monthly Well-being Programmes

In 2025, CLI delivered more than 25 well-being programmes covering a wide range of topics. These included fitness activities such as Pilates and yoga, mental wellness sessions including workshops on managing burnout. Family-focused programmes such as resilience talks for parents and fostering positive communication at home are also provided.

## CapitaLand Group Staff Appreciation 2025

CapitaLand Group hosted its annual dinner and dance to recognise employee contributions and celebrate achievements. The event brought together over 1,600 colleagues, including CLINT employees, and featured performances and activities that encouraged team bonding and networking across the Group. 2025 holds special significance as it marked 25 years of CapitaLand, which is a milestone made possible by the dedication and contributions by our employees.



## Batam Team Bonding Trip

The CapitaLand India team came together for an exciting two-day trip to Batam, Indonesia, for a series of team bonding activities. This included an afternoon of laser tag and birthday celebrations for the team, which helped build camaraderie amongst the team and boost team spirit.



CLINT has an open-door grievance handling policy that allows all employees to obtain a fair review and prompt response to concerns relating to any aspect of their employment. This policy covers harassment, discrimination, human rights, and other workplace or employment disputes and concerns. Employees may raise their problems or concerns to their immediate supervisor, HR Department or through the whistleblowing channel for resolution. Unionised employees can request the presence of a Union representative during the discussions. All grievances will be handled with confidentiality, impartiality, and timelines, ensuring privacy, fairness, and prompt resolution, while protecting employees from retaliation. The Grievance Resolution Process is structured as follows: (1) Employees can first resolve their grievances with their immediate supervisor or manager through an informal discussion. (2) If the grievance is unresolved, it can be escalated to the Department Head or HR Department. Depending on the nature and severity of the grievance, an independent investigation team may be involved to ensure fair and thorough review. (3) If the complainant is dissatisfied with the result, they can appeal to senior management (i.e. Department Head, Business Unit Head, or Country CEO) for a review and final decision.

The Trustee-Manager offers fair and competitive remuneration packages to attract, retain and motivate its workforce to drive operational excellence. All employees regardless of gender, are rewarded fairly based on merit, ability, and experience for comparable roles across the organisation. Staff pay was compared against market benchmarks for various job roles using gender-neutral pay surveys provided by independent remuneration consultants. From the 2025 benchmarking exercise, no major pay gap<sup>12</sup> was shown for CLI.

Beyond base salaries, we also provide other components that include short-term cash bonuses and long-term equity-based incentives. Adhering to the pay-for-performance principle that is adopted across CLI, these components are differentiated based on employees' relative contributions and individual performance. The bonus awarded to eligible managerial grade employees will be delivered in a combination of cash and deferred shares units, which will be vested over three equal tranches. Senior management are granted additional share units, subject to a 3-year performance period and will be vested if the pre-determined performance conditions are achieved. The performance conditions include measures and targets on total unitholder return and ESG.

<sup>12</sup> The average gender pay gap for CLI workforce in Singapore (comparison is for basic salary and remuneration) is about 1.9% in favour of females at executive levels and 9.2% in favour of males at management (managerial) levels.

## Enable (Social)

Aside from competitive remuneration and financial rewards, the Trustee-Manager provides a wide range of benefits that include flexible medical and insurance plans, as well as flexible work arrangements such as flexible working hours, work-from-home, or part-time work arrangements depending on the needs of each employee. In addition to providing eligible employees with parental leave such as maternity and paternity leave, the Trustee-Manager provides Family Event Leave and Childcare Leave for employees to care for their families. Employees are also provided with subsidised rates for stays at Ascott's serviced residences and hotels. As part of the Trustee-Manager's retention efforts, exit interviews are conducted with exiting employees to gather feedback on the company's strengths and areas of improvement, which helps us make enhancements to create a more positive and supportive work environment. In 2025, more than 56.3% of the Trustee-Manager's employees have been with the company for five years or longer.



### Human Capital

Human capital is critical in the real estate industry, where technical expertise must be complemented by strong interpersonal skills and adaptability to changing market conditions. As such, the Trustee-Manager strives to ensure that our employees are supported holistically.

To uphold workplace standards, we have adopted CLI's Social Charter, Diversity & Inclusion Policy, Harassment Policy which uphold fundamental principles of human and workplace rights. These policies outline principles to protect individual rights with a zero-tolerance stance towards child/forced labour, unlawful discrimination and harassment, and encourage diversity and inclusion across the organisation.

Building on this foundation, we invest in training and development programmes designed to equip employees with the skills and knowledge needed for long-term success.

### Training and Development

The Trustee-Manager recognises the rapid changes within the real estate industry and is committed to continuously enhancing employee capabilities. Through CLI's Building Capabilities Framework introduced in 2019, employees have access to programmes that strengthen competencies, improve adaptability, and prepare them for future challenges. These programmes are reviewed annually to ensure alignment with emerging technologies, evolving skill requirements, and business needs.

In line with our commitment to sustainability, we have expanded our training programmes on ESG-related topics, equipping employees with the knowledge and skills needed to support the transition to a low-carbon economy and meet global sustainability standards.

In 2025, 100% of the Trustee-Manager's employees participated in at least one learning event for the year. The Trustee-Manager's

employees received an average of 20.26 learning hours, with each male employee averaging 23.4 learning hours and each female employee averaging 15.0 learning hours. Employees in the executive and managerial grades completed an average of 17.7 and 20.9 learning hours respectively.

Regular performance reviews are conducted for all employees, involving an open discussion on their performance, areas for improvement, developmental needs, and career plans.

### Training Sessions Conducted in FY 2025

#### Expanding Programmes on ESG Training

In 2025, CLI expanded its ESG training initiatives to further strengthen organisational capabilities in sustainability and governance. Group-level initiatives included e-learning modules on Sustainability at CapitaLand, a Risk Resilience & Sustainability stream as part of the 2025 Learning CAREnival, and governance-focused courses such as Fraud, Bribery & Corruption, Anti-Money Laundering (AML) Learning, and AML Compliance for Singapore Fund Managers. Other programmes included training on safety and governance topics specific to the respective business units.

#### 2025 Learning CAREnival

Aligned to the theme of 'Shaping The Future', the 2025 Learning CAREnival focused on developing future-ready skills across five areas: Leadership & CapitaLand Business, Artificial Intelligence, Risk Resilience & Sustainability, Business Transformation & Process Efficiency, and Self & Team Development.

More than 20 masterclasses were conducted by internal functional experts and external knowledge partners, including CBRE, Economist Intelligence Unit, FranklinCovey, ILL, and the Swiss Business School (IMD).

#### Culture Alignment

At CLI, we foster a high performing and collaborative culture that nurtures leaders, prioritises well-being and drives innovations through our cultural beliefs: Champion Growth, Take Ownership, Build Bridges and Seek Expertise. About 1,500 employees across CLI globally participated in these Culture Workshops since 2024, including employees from CLINT.

## 2025 Listed Funds Symposium

The 2025 Listed Funds Symposium focused on three key themes in the symposium which are aligned to our learning priorities. Internal and external professionals were invited to share about insights on AI in real estate and how CLI is applying these tools across our platforms, CLI's sustainability journey, as well as the developments in equity markets and REITs.



## Occupational Health and Safety

CLINT prioritises workplace health and safety for employees and stakeholders. We aim to maintain an accident-free environment to protect contractors, tenants, suppliers, and the communities we serve. This is supported by our robust OHSMS which is governed by CLI's EHS Policy that sets out clear requirements for managing health and safety risks.

Our approach is to closely monitor business processes and identify OHS hazards, gauge their risk level, and introduce adequate interventions to eliminate or minimise OHS hazards. Hazards Identification and Risk Assessments (HIRA) are reviewed annually or when appropriate. Commonly identified workplace hazards include poor ergonomics, falling from height, falling objects, and working in an enclosed space. To mitigate this, several Standard Operating Procedures (SOP) were established to ensure employees are aware of potential hazards and follow measures designed to minimise risks. For example, an SOP for timely management of serious diseases has been established to minimise business disruptions. Regular reviews on these policies are conducted and revised according to the latest local governmental guidelines and group-wide procedures. Further, medical and travel advisories are disseminated to our employees by our HR department.

Aside from the physical well-being of the Trustee-Manager's workforce, our contractors operating within our business parks are required to operate in strict compliance with occupational health and safety and environmental regulations. During the quotation and tender submission process, Risk Assessment Forms are incorporated into all term contracts. The potential suppliers are required to submit a copy of their risk assessment where their activities pose significant health and safety risks to the staff or visitors. All contractors are required to enforce safety requirements such as deploying personal protective equipment, reporting accidents and proper debris and toxic waste disposal.

To minimise workplace injuries, we conduct regular training and awareness sessions to educate employees on safety practices and response procedures. These include safety induction training, critical activity training, and daily toolbox talks, as well as guidance on handling different types of occupational incidents. OHS training modules also cover topics such as fire safety, security management, and safety systems.

## National Safety Week 2025

The 54<sup>th</sup> National Safety Week was observed from 4 March 2025 across CLINT properties and development sites, bringing together more than 15,000 service providers, contractors, clients, and community members to strengthen a unified culture of safety. Through safety marches, fire-safety training, interactive activities, and awareness programmes, participants gained practical knowledge and reinforced the importance of collective responsibility in maintaining safe workplaces.

A key focus this year was extending safety awareness to the community. The CLI Pune team engaged about 450 school children through fire-safety demonstrations, road-safety sessions, and public-safety awareness activities, helping instill early safety habits. Guided by the theme "Safety & Well-being: Crucial for Viksit Bharat," the initiative highlighted the broader role of safety in building a resilient and progressive society.

To ensure that our OHSMS complies with the ISO 45001 standards, both internal and external audits were conducted by accredited certification bodies across all business parks. These audits provide our leaders and external investors' confidence in our OHSMS, legal compliance requirements and commitment to best practices. The Trustee-Manager ensures that legal requirements of the OHSMS are reviewed on a quarterly basis, and compliance with these requirements are evaluated annually. In 2025, there were no instances of non-compliance of OHSMS in CLINT's properties.

In 2025, there were zero incidents of work-related fatalities, high consequence injuries, and occupational diseases recorded among employees. In upholding our commitment towards workplace health and safety, the Trustee-Manager will continue to monitor our OHS performance, reinforce safety standards and review our procedures for improvement.

## Enable (Social)

### Human Rights

The Trustee-Manager and Property Manager are against any form of coerced labour and discrimination. As a CLI-sponsored Business Trust, we adhere strictly to the local labour laws and regulations in the respective jurisdiction where we operate in. We firmly believe that all employees are entitled to their own rights and freedom regardless of their age, nationality, and status. In demonstrating our commitment towards human rights, we adhere to international human rights principles, including the Universal Declaration of Human Rights and the International Labour Organisation (ILO) Conventions, during our business operations. In 2025, there were zero reported incidents relating to discrimination, child labour or forced labour, and there were no employees below the age of 16. The Trustee-Manager's employees are allowed to join trade unions, with 6.3% of employees covered by collective bargaining agreements.

### Products and Services

Our products and services are key to meeting customer expectations and delivering sustainable value. We approach this by pursuing green building certifications (see Climate Resilience section on page 11 of this Report and [SR 2025 Data Pack](#)), promoting wellness initiatives, and upholding strict codes of conduct.

In effort to manage this, we ensure that our business partners adhere to our code of conduct before entering any engagements with us. Additionally, we remain committed to uplifting the communities in our operational areas as we recognise the importance of our relationship with these stakeholders in pursuit of our continued success.

### Tenant Experience

CLINT strives to provide a healthy and safe environment for our tenants, allowing them to create value in their workplace. To uphold this commitment, we maintain open communication by actively engaging our tenants and listening to their feedback and concerns. Where feasible, we address their feedback and concerns to support and propel their business ambitions. We firmly believe our tenant satisfaction is fundamental to the Trust's market proposition, and we leverage industry-leading technology and solutions to consistently improve the operating environment for our tenants.

## Engaging our Tenants in FY 2025

### Summer Carnival

The Summer Carnival was hosted across our business parks, including aVance II, to strengthen community ties and enhance tenant well-being. The event featured a flea market and interactive activities such as pottery making, live sketching, music performances, games, and a variety of food and beverage options. The event focused on enhancing tenant experience and promoting social interaction within our business parks.



### Livewire 2025

A three-day talent fiesta, Livewire 2025, was organised at ITPB and ITPH, designed to bring them together and foster a sense of community. The event featured diverse performances, including live band music, dance, singing, and a fashion show, creating an engaging and vibrant atmosphere.



## Women's Day Celebrations

ITPH celebrated Women's Day through a series of thoughtfully curated engagements that recognised and celebrated the achievements of women within the workplace community. The celebrations featured panel discussions with inspiring speakers, interactive workshops, engaging activities, pop-up experiences, fashion showcases, and sports events, creating a vibrant and inclusive atmosphere.



## Mental Health Week

The Mental Health Week held at ITPH featured art therapy sessions and mental health awareness programmes for park users. These activities aim to promote emotional wellness, reduce stress, and create a supportive environment within our business parks, reinforcing our focus on health and well-being as integral aspects of our operations.



## Extending Earth Hour to Year-Round Environmental Impact

The Earth Hour, Earth Day and World Environment Day was organised in FY 2025 at ITPB to deepen stakeholder engagement and reinforce progress toward our net zero objectives. During Earth Hour, we implemented portfolio-wide energy optimisation measures, going beyond the routine switching off non-essential lighting, which delivered a measurable reduction of 3 MWh across our commercial assets. For Earth Day, we supported ecological restoration and employee participation through a tree planting initiative and the distribution of organic manure to encourage sustainable gardening practices in our own homes. To mark World Environment Day, we organised a "Beat Plastic Pollution" short film competition and a green expo that enabled tenants to explore practical waste reduction solutions and adopt more sustainable consumption behaviours.



### Dandiya

A two-day Dandiya celebration, Mirchi Rock & Dhol Shubharambh Bangalore 2025, was hosted at ITPB in collaboration with Radio Mirchi, one of India's leading FM radio networks. The event celebrated the vibrant cultural tradition of dance and music, bringing together employees, tenants, and visitors for an evening filled with colour, music, and festive energy, with lively dandiya performances and engaging activities. The celebration reflected CapitaLand's commitment to fostering vibrant workplace communities by curating experiences that go beyond the professional environment. It also encouraged social interaction and strengthened community bonds.



### Community Engagement

Fostering community development holds a pivotal role in CLINT's sustainability strategy. We actively participate in community engagement in areas where we operate in, supporting various community engagement activities to address a wide range of issues, including environmental sustainability, health and safety, social integration, empowerment of underprivileged children and old age care for senior citizens of the community. Our active participation and contribution through CapitaLand Group's annual global community initiative #GivingAsOne and CHF has created a strong presence in the community, building substantial social capital and goodwill for the Trust. In FY 2025, 75.0% of the Trustee-Manager's workforce participated in volunteering activities which equated to a total of 36 volunteering hours.

The selection of CSR projects is governed by the Group-level mandate that prioritises building resilience in communities through education, health and well-being initiatives targeting

children, youth and seniors. Decisions are made at the Group CSR level, with the CHF Board accountable for approvals. In India, education is the primary focus reflecting demographic needs. The process involves reviewing proposals from government-endorsed NGOs, assessing alignment with the mandate, conducting due diligence and field visits, and evaluating impact potential. Each year, 4-5 proposals are considered. A recent initiative prompted a shift from infrastructure provision towards skills development and improving learning environments, emphasising quality and the softer aspects of health and educational practices. Impact is measured through baseline and endline studies conducted by a partner organisation, with comparative analysis of highlighting improvements in children's learning – insights which inform our key impact themes. In 2026, our CSR efforts will remain focused on education, with initiatives aimed at improving learning outcomes, enhancing accessibility, supporting higher education, and building skills for employability among vulnerable children and youth.

### Uplifting our Local Communities in FY 2025

#### Refurbishment and Construction of CapitaLand Hope School

As part of CHF's CapitaLand Hope School programme which aims to improve education attainment and support the social mobility of vulnerable children, two schools in Chennai were refurbished to create child-friendly, modern learning environments that enhance the overall educational experience for students. The construction of a new school block in Hyderabad has also been completed, benefitting approximately 800 students and enabling the school to enroll more children from nearby communities. Beyond these completed initiatives, three additional CapitaLand Hope Schools are currently under construction in Bangalore, Chennai, and Pune, further expanding our support for inclusive and quality education in underserved areas.



## #LoveOurSeniors Carnival 2025

CLINT continued to support CHF's commitment to building resilience in communities. In 2025, our key contribution was through the #LoveOurSeniors initiative, which aims to improve seniors' quality of life through better nutrition, enhanced well-being and improved living conditions.

As part of this initiative, the second #LoveOurSeniors Carnival brought together nearly 1,000 seniors from four charity partners for a day of meaningful engagement. Co-designed with senior volunteers and Ngee Ann Polytechnic (NP) students, the carnival featured activities to boost seniors' physical and mental health, promote inclusion and encourage social interaction. Seniors enjoyed nostalgic games, exercise sessions and cyber awareness activities.

The initiative mobilised CapitaLand's ecosystem, engaging more than 600 CapitaLand staff volunteers (including 12 CLINT employees) alongside 40 NP student volunteers, 10 tenants, four charity partners and four community partners. This collective effort helped address social isolation and loneliness among seniors, fostering intergenerational interaction and reinforcing community support networks.

Overall, these efforts also contributed to CapitaLand's #GivingAsOne campaign and demonstrated CLINT's support to building resilient, inclusive communities by uplifting vulnerable groups and strengthening social connectedness.



## Supply Chain Management

CLI is committed to uphold high-quality environmental, health and safety standards which extends to its suppliers and contractors. In doing so, CLI has a Supply Chain Code of Conduct for contracted suppliers to uphold. This requires its main contractors of its development sites to be ISO 14001 and ISO 45001 certified (or equivalent), or to be audited by an independent accredited assessor for EHS legal compliance. Third-party certifications are used to ensure that the EHS conditions on site follow industry best practices. The management system also requires risks and opportunities to be evaluated to prevent work-related injury and ill health. Additionally, CLI encourages its main contractors to implement innovative solutions to further enhance onsite safety.





This policy extends to CLINT's supply chain to operate responsibly in the areas of anti-corruption, human rights, health and safety, as well as environmental management. Thus, contractors are only appointed for our projects upon

meeting the stringent selection criteria. We have employed an online Procure-to-Pay platform to conduct vendor screening based on environmental and social criteria. This platform provides regular updates of the suppliers' performance and evaluation rating which ensures that our suppliers operate responsibly. In FY 2025, 100% of CLINT's new suppliers were screened following the CLI Supply Chain Code of Conduct. For more information on CLI's Supply Chain Management, please refer to CLI GSR 2025.

CLINT utilises CLI's contractor management guidelines which requires contractors to sufficiently train and brief their staff on EHS measures and to ensure that their staff are sufficiently trained or are briefed on EHS measures.

# Steward (Governance)

## Targets and Performance

Areas of Focus (Short to Medium Term)	2030 Targets	FY 2025 Performance	UN SDGs
 <p><b>Sustainability Governance</b></p>	<p>Ensure sustainability targets are integrated into CLI's Performance Share Plan and Balanced Scorecard framework to determine executive remuneration and business units' Key Performance Indicators (KPIs)</p> <hr/> <p>At least 85% CLI staff to attend one compliance related training</p> <hr/> <p>No substantiated incidents of non-compliance with regulations</p>	<p>Under the Balanced Scorecard framework, CLINT's strategy and goals are translated to performance outcomes comprising both quantitative and qualitative targets including sustainability. For more information regarding remuneration, please refer to CLINT's AR 2025, Corporate Governance Report on pages 54 to 77.</p> <hr/> <p>100% of employees attended one compliance related (ESG) training.</p> <hr/> <p>Zero cases of material non-compliance with laws and regulations in 2025.</p>	
 <p><b>ESG Risk Management</b></p>	<p>Ensure processes to identify, assess, and manage sustainability risks and opportunities in short-, medium-, and long-term are integrated into overall enterprise risk management framework</p> <p>Ensure sustainability risks and opportunities are managed in line with overall risk appetite and strategy</p>	<p>The identification, assessment, and management of sustainability-related risks and opportunities are embedded within our annual groupwide Risk and Control Self Assessment (RCSA) exercise. In addition, these risks and opportunities are managed and aligned with our overall strategy through our climate-related reporting process.</p>	
 <p><b>Transparent Reporting</b></p>	<p>ESG reporting aligned and externally assured to international standards</p>	<p>This sustainability report has been aligned to GRI and SASB Standards. CLI will be getting an external assurance for its FY 2025 GSR and the assurance scope includes CLINT's properties and operations.</p>	

In adhering to a commitment to transparency and ethical practices, CLINT promotes sound corporate governance practices that ensure robust oversight of sustainability issues. By focusing on accountability and responsible stewardship, our governance framework is designed to navigate the evolving landscape of sustainability and integrate principles that align with our core values and contribute to long-term resilience and success.

The Board considers sustainability issues as part of its strategic formulation, determines the material ESG factors and oversees the management and monitoring of the material ESG factors. The Board sets the Trust's risk appetite, which determines the nature and extent of material risks that CLINT is willing to undertake to achieve its strategic and business objectives. As part of the material risk issues being highlighted, climate change has been identified as critical. The Board regularly reviews climate change risks as part of its ERM framework and is actively involved in discussions on climate-related initiatives. We prioritise effective governance structures at every level. We have delegated responsibilities to oversee sustainability and have in place various policies such as our ERM framework and our ethics and code of business conduct policy to facilitate accountability and responsibility across CLINT. IFRS S2 6(a)(iii), 6(a)(iv), 6(b)

For more details on CLINT's Sustainability Management Structure, including the governing body's climate risk governance responsibilities and capabilities, please refer to page 10 of this SR and pages 94 to 95 of the [CLINT SR 2023](#).

## Board Diversity

Embracing board diversity enhances the Board's decision-making capacity by providing the Trustee-Manager with the opportunity to benefit from all available talent and perspectives. Aligned with CLI's commitment, the Trustee-Manager is committed to fostering diversity within its Board and has in place a Board Diversity Policy. This policy provides for the Board to comprise talented and dedicated Directors with a diverse mix of expertise, experience, perspectives, skills and backgrounds, with due consideration to diversity factors, including diversity in business or professional experience, age and gender. The Board acknowledges the Council for Board Diversity's target of women making up 30% of the boards of SGX-ST listed companies by 2030, which the Board has achieved in FY 2025. We are proud to be recognised in the 2025 Singapore Board Diversity Index for our exemplary diversity standards. CLINT is included as one of 43 listed companies (and one of only 6 REITs) which exhibit exemplary diversity standards across 4 or more categories in the Index.

The Nominating and Remuneration Committee (NRC) incorporates diversity considerations when reviewing and making recommendations to the Board, on Board size,

composition and renewal. In identifying possible candidates and making recommendations on board appointments to the Board, the NRC considers, among others, the Board's composition requirements, the candidates' independence, age, gender, track record, experience and capabilities, to provide an appropriate balance and contribute to the collective skills of the Board.

The Board is of the opinion that the current Board composition and size of eight members, strikes an appropriate balance and diversity of skills, knowledge, experience and backgrounds. It fulfils the objectives of the Board Diversity Policy and meets the business needs and plans of the CLINT Group for effective decision-making and constructive debate. As per the Board Diversity Policy, the current Board comprises corporate and business leaders with varied backgrounds and expertise, including Directors with prior work experience in the industry that CLINT operates in. The current Board includes three female members, representing 37.5% of the Board. For more details on the Board Diversity Policy, please refer to pages 59 to 60 of CLINT's AR 2025.

## Sustainability Governance

The CLI Board recognises sustainability as a vital business imperative and actively incorporates it into CLI's strategic development, a practice that is extended to CLINT. Regular updates to the CLI Board, facilitated through CLI's Executive and Sustainability Committee (ESC), cover CLI's sustainability management performance, key material concerns from stakeholders, and planned follow-up measures. Additionally, at least once a year, the CLI Board is informed through CLI's Risk Committee and Audit Committee on updates on sustainability risks, performance metrics, such as carbon emissions and green certification, human capital development, and stakeholders' expectations on social and environmental matters. The CLI Board is also informed of any work-related safety incidents, business malpractice incidents and environmental incidents, which may include climate-related damages or disruptions.

IFRS S2 6(a)(iii)

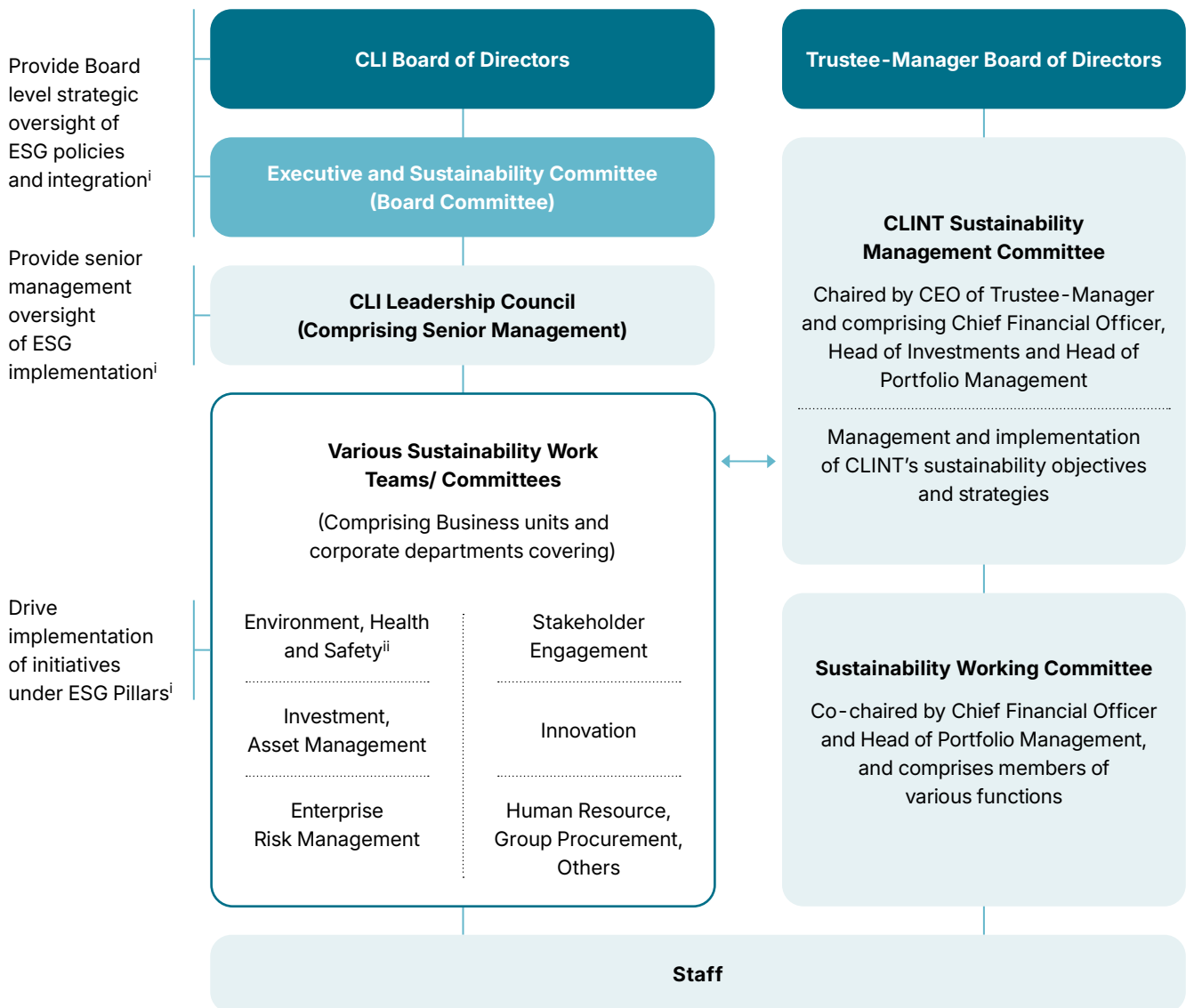
The Board of the Trustee-Manager of CLINT, is updated on the relevant ESG topics, key environmental performance metrics such as carbon emissions and energy consumption, and evolving regulatory updates and trends at the quarterly Board meetings, as and when it is necessary. The Board is also kept informed of any environmental incidents, which may include climate-related damages or disruptions.

The Board is also actively engaged on CLINT's sustainability efforts, and the SR is reviewed by the Board before publishing. In FY 2025, the training and professional development programmes for the Directors included seminars, training and sharing sessions conducted by experts and senior business leaders on sustainability, leadership perspectives, Singapore's equity market developments, India's macroeconomic outlook

## Steward (Governance)

and external headwinds, and the impact of artificial intelligence. New Directors who are appointed to the Board from time to time will either have expertise in sustainability matters or undergo further training required under Rule 720(7) of the Listing Manual. The Trustee-Manager has a dedicated Sustainability Committee (SC), comprising of the SMC and SWC, to further enhance CLINT’s responses and processes related to ESG matters. The CEO chairs the SMC, and its members include the CFO, Head of Investments, and Head of Portfolio Management. The SC’s duties and responsibilities include developing, overseeing and ensuring the effective implementation of CLINT’s sustainability objectives and strategies. The SC is also responsible for reviewing and approving sustainability targets for CLINT and the annual sustainability report. The SC typically meets twice a year. IFRS S2 6(a)(i), (ii), (v)

### CLI and CLINT Sustainability Management Structure



<sup>i</sup> Including climate-related risks and opportunities

<sup>ii</sup> Includes EHS Internal Audit and ETS



## Risk Management

Risk management is integral to CLINT's business. The Trust embeds risk considerations into decision-making processes to ensure a proactive and rigorous approach to managing current and emerging risks. This approach is supported by a robust enterprise risk framework, a strong risk-aware culture and prudent risk-taking aligned with investors' mandate, long-term return objectives and the Trust's approved risk appetite. Through clear policies, controls and governance processes, CLINT manages risk systematically, safeguards the Trust's reputation and enhances its resilience in a dynamic operating environment.

CLINT's Enterprise Risk Management (ERM) Framework sets out the governance requirements for the achievement of strategic objectives through managing risks in an integrated and consistent manner. It supports a proactive approach to identify, assess and manage material risks. It integrates risk insights across all businesses and geographies. The framework is adapted from the International Organisation for Standardisation 31000 International Risk Management Standards and benchmarked against other recognised best practices and guidelines.

CLINT's risk governance is anchored in independent oversight by the Board, supported by clear accountability and transparency in risk-taking by Management. The Board and Audit & Risk Committees:

- Oversee risk governance and ensure that Management maintains adequate and effective risk management and internal control systems to safeguard the interests of the Trust and its stakeholders
- Approve the Trust's risk appetite which determines the nature and extent of material risks the Trust is willing to take to achieve strategic objectives
- Oversee implementation of risk frameworks and policies
- Regularly review the Trust's risk profile, including financial and non-financial risks and mitigation strategies that arise from business activities

*For more details on CLINT's Risk Management Framework, please refer to pages 49 to 53 of CLINT's AR 2025.*



## Business Ethics

Business ethics guide an organisation's conduct, emphasising principles of integrity, transparency, and responsible practices. Upholding ethical standards is not just a regulatory requirement but a fundamental commitment that shapes trust, fosters stakeholder confidence, and contributes to the sustainable success of the business. CLINT is committed to conducting business with integrity and upholding the highest ethical standards. CLINT's Ethics and Code of Business Conduct covers business ethics, confidentiality, conflict of interest, conduct and work discipline. Employees receive mandatory training on relevant policies, and such policies are

accessible via the intranet. For more information on CLINT's Business Ethics and Code of Business Conduct, please refer to page 76 of CLINT's AR 2025.

## Whistleblowing Procedure

We have a whistle-blowing policy<sup>13</sup> which provides employees and parties who have dealings with the Trustee-Manager with well-defined, accessible and trusted procedures to report any suspected fraud, corruption, dishonest practices, misconduct, wrongdoing and/or other improprieties and provides for independent investigation of any reported incidents made in good faith and appropriate follow up actions. This policy ensures that employees or external parties making any reports in good faith will be treated fairly and the whistleblower's identity will be kept confidential.

## Zero-Tolerance against Fraud, Bribery and Corruption

The Trustee-Manager maintains a zero-tolerance stance against fraud, bribery and corruption, which applies to all employees and extends to its business dealings with third parties. The Trustee-Manager adopts CLI Group's Global Anti-Bribery and Corruption Policy and Global Fraud Policy, supported by related internal policies and guidelines. These policies provide clear expectations for all employees to maintain the highest legal and ethical standards in their work and business dealings. To detect and prevent fraud and misconduct, the Trustee-Manager adopts fair and transparent practices, maintains documented policies and internal controls, and fosters a culture of integrity grounded in its core values. These expectations are regularly reinforced by Management during staff engagements. Employees receive mandatory training on relevant policies, and must provide an annual declaration to uphold the CLI Group's values and refrain from any unethical or corrupt practices.

## Sustainable Finance

Sustainable economic performance is essential to the responsible and efficient use of financial resources, contributing to long-term business viability. CLINT is committed to sustainable economic practices and strive to foster investor confidence, support ethical financial practices, and contribute to the overall well-being of the business and the broader economy.

We recognise that sustainable finance plays a crucial role in steering investments towards environmentally and socially responsible initiatives. In FY 2025, sustainable financing accounted for 56%<sup>14</sup> of our loans, reflecting our strong commitment to sustainability and our continued progress in advancing sustainability objectives.

*For more details on CLINT's financial performance, please refer to pages 22 to 27 of CLINT's AR 2025.*

<sup>13</sup> An extract of the Whistleblowing Policy is available on <https://www.clint.com.sg/en/contact-us/whistleblowing-policy.html>.

<sup>14</sup> Assuming a fully drawn basis.

# Appendix: GRI Content Index

<b>Statement of use</b>	CapitaLand India Trust has reported in accordance with the GRI Standards for the period of 1 January 2025 to 31 December 2025
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	Not Applicable

GRI Standard	Disclosure	Section in the Report	Page Number	Omission Requirement(s)		
				Omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-1	Organisational details				Organisational details can be found on Pages 8-9 of CLINT's AR 2025 – Trust and Organisation Structure.
	2-2	Entities included in the organisation's sustainability reporting	About this report	1		The reporting scope of our financial reporting can be found on Pages 6 and 7 of CLINT's AR 2025.
	2-3	Reporting period, frequency and contact point	About this report	1		
	2-4	Restatements of information	There are no restatements			
	2-5	External assurance	About this report	1		
	2-6	Activities, value chain and other business relationships	This can be found in sections At a glance, Strategy, Property Portfolio on pages 6, 7 and 14 of CLINT's AR 2025.			
	2-7	Employees	Diversity (Board and Staff), SR 2025 Data Pack	17		
	2-8	Workers who are not employees	Diversity (Board and Staff), SR 2025 Data Pack	17		
	2-9	Governance structure and composition	Sustainability Governance	27-28		
	2-10	Nomination and selection of the highest governance body	Information can be found on Pages 54-77 of CLINT's AR 2025 – Corporate Governance Report.			
	2-11	Chair of the highest governance body	Information can be found on Pages 54-77 of CLINT's AR 2025 – Corporate Governance Report.			
	2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance	27-28		
	2-13	Delegation of responsibility for managing impacts	Sustainability Governance	27-28		
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance	27-28		
	2-15	Conflicts of interest	Information can be found on Pages 54-77 of CLINT's AR 2025 – Corporate Governance Report.			
	2-16	Communication of critical concerns	Business Ethics	29		More details can be found on Pages 54-77 of CLINT's AR 2025 – Corporate Governance Report.
	2-17	Collective knowledge of the highest governance body	Sustainability Governance	27-28		

GRI Standard	Disclosure	Section in the Report	Page Number	Omission Requirement(s)	
				Omitted Reason	Explanation
	2-18	Evaluation of the performance of the highest governance body			Information can be found on Pages 54-77 of CLINT's AR 2025 – Corporate Governance Report.
	2-19	Remuneration policies			Information can be found on Pages 54-77 of CLINT's AR 2025 – Corporate Governance Report.
	2-20	Process to determine remuneration			Information can be found on Pages 54-77 of CLINT's AR 2025 – Corporate Governance Report.
	2-21	Annual total compensation ratio			Not disclosing due to confidentiality issues.
	2-22	Statement on sustainable development strategy	Board Statement	2	
	2-23	Policy commitments	Build (Environmental), Enable (Social), Steward (Governance)	9, 17, 27	
	2-24	Embedding policy commitments	Build (Environmental), Enable (Social), Steward (Governance)	9, 17, 27	
	2-25	Processes to remediate negative impacts	Stakeholder Engagement, Business Ethics	18, 29	More information can be found on Pages 54-77 of CLINT's AR 2025 – Corporate Governance Report.
	2-26	Mechanisms for seeking advice and raising concerns	Stakeholder Engagement	18	
	2-27	Compliance with laws and regulations	Business Ethics	29	
	2-28	Membership associations	REIT Association of Singapore (REITAS), Tripartite Alliance for Fair and Progressive Employment Practices (Aligned with CLI)		
	2-29	Approach to stakeholder engagement	Stakeholder Engagement and Materiality	4-6	
	2-30	Collective bargaining agreements	Human Rights	22	
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Stakeholder Engagement and Materiality	4-6	
	3-2	List of material topics	Stakeholder Engagement and Materiality	6	There is no change to our material ESG issues from the last reporting period.
GRI 201: Economic Performance 2016	3-3	Management of material topics			Information can be found on Pages 22-30 of CLINT's AR 2025 – Financial Review and Capital Management.
	201-1	Direct economic value generated and distributed			Information can be found on Pages 22-27 of CLINT's AR 2025 – Financial Review.

## Appendix: GRI Content Index

GRI Standard	Disclosure	Section in the Report	Page Number	Omission Requirement(s)		
				Omitted	Reason	Explanation
GRI 202: Market Presence 2016	202-2	Proportion of senior management hired from the local community	Diversity (Board and Staff)	17		
<b>Business Ethics</b>						
GRI 205: Anti-corruption 2016	3-3	Management of material topics	Steward (Governance)	27, 29		
	205-2	Communication and training about anti-corruption policies and procedures	Business Ethics	29	18 (100%) of Trustee-Manager's employees have been communicated to and have received anti-corruption training.	
	205-3	Confirmed incidents of corruption and actions taken	Business Ethics	29	There were zero confirmed incidents of corruption in FY 2025.	
<b>Energy Efficiency</b>						
GRI 302: Energy 2016	3-3	Management of material topics	Build (Environmental)	9		
	302-1	Energy consumption within the organisation	Energy Consumption and GHG emissions, SR 2025 Data Pack	12		
	302-3	Energy intensity	Energy Consumption and GHG emissions, SR 2025 Data Pack	12		
	302-4	Reduction of energy consumption	Energy Consumption and GHG emissions	12-13		
	302-5	Reduction in energy requirements of products and services	Energy Consumption and GHG emissions	13		
<b>Water Management</b>						
GRI 303: Water and Effluents 2018	3-3	Management of material topics	Build (Environmental)	9		
	303-1	Interactions with water as a shared resource	Water Management, SR 2025 Data Pack	14		
	303-2	Management of water-discharge related impacts	Water Management	14		
	303-3	Water withdrawal	Water Management, SR 2025 Data Pack	14	All water withdrawn are from third-party freshwater sources.	
	303-4	Water discharge	Water Management, SR 2025 Data Pack	14	Wastewater is discharged into the public sewerage system or sewage treatment plant.	
	303-5	Water consumption	Water management, SR 2025 Data Pack	14		
<b>Biodiversity</b>						
GRI 101: Biodiversity 2024	101-1	Policies to halt and reverse biodiversity loss	Biodiversity	15	No material biodiversity risk was identified during the reporting period.	
	101-2	Management of biodiversity impacts	Biodiversity	15		
	101-4	Identification of biodiversity impacts	Biodiversity	15		

GRI Standard	Disclosure	Section in the Report	Page Number	Omission Requirement(s)		
				Omitted	Reason	Explanation
	101-5	Locations with biodiversity impacts	Biodiversity	15		
GRI 305: Emissions 2016	3-3	Management of material topics	Build (Environmental)	9		
	305-1	Direct (Scope 1) GHG emissions	Energy Consumption and GHG emissions, SR 2025 Data Pack	12-13		
	305-2	Energy indirect (Scope 2) GHG emissions	Energy Consumption and GHG emissions, SR 2025 Data Pack	12-13		
	305-3	Other indirect (Scope 3) GHG emissions	Energy Consumption and GHG emissions, SR 2025 Data Pack	13		
	305-4	GHG emissions intensity	SR 2025 Data Pack			
	305-5	Reduction of GHG emissions	Energy Consumption and GHG emissions, SR 2025 Data Pack	13		
<b>Waste Management</b>						
GRI 306: Waste 2020	3-3	Management of material topics	Build (Environmental)	9		
	306-1	Waste generation and significant waste related impact	Waste Management/ circularity	14		
	306-2	Management of significant waste related impacts	Waste Management/ circularity	14		
	306-3	Waste generated	Waste Management/ circularity, SR 2025 Data Pack	14		
	306-4	Waste diverted from disposal	Waste Management/ circularity, SR 2025 Data Pack	14	b, c, d	Information unavailable
	306-5	Waste directed to disposal	Waste Management/ circularity, SR 2025 Data Pack	14	b, c, d	Information unavailable
<b>Supply Chain Management</b>						
GRI 308: Supplier Environmental Assessment	3-3	Management of material topics	Supply Chain Management	25		
	308-1	New suppliers that were screened using environmental criteria	Supply Chain Management	25		
GRI 414: Supplier Social Assessment	3-3	Management of material topics	Supply Chain Management	25		
	414-1	Suppliers screened using social criteria	Supply Chain Management	25		

## Appendix: GRI Content Index

GRI Standard	Disclosure	Section in the Report	Page Number	Omission Requirement(s)			
				Omitted	Reason	Explanation	
	414-2	Negative social impacts in the supply chain and actions taken	Supply Chain Management	25			
<b>Human Capital</b>							
GRI 401: Employment 2016	3-3	Management of material topics	Enable (Social), Human Capital	17, 20			
	401-1	New employee hires and employee turnover	Diversity (Board and Staff), SR 2025 Data Pack	17			
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Stakeholder Engagement	20		These benefits are for the Trustee-manager's employees located in Singapore.	
	401-3	Parental leave	Stakeholder Engagement, SR 2025 Data Pack	20	a, b, c, d	Information unavailable	
GRI 404: Training and Education 2016	3-3	Management of material topics	Enable (Social), Human Capital	17, 20, 21			
	404-1	Average hours of training per year per employee	Human Capital, Training and Development, SR 2025 Data Pack	20-21			
	404-2	Programmes for upgrading employee skills and transition assistance programs	Human Capital, Training and Development	20-21	b	Not Applicable	CLINT does not have such programmes
	404-3	Percentage of employees receiving regular performance and career development reviews	Human Capital, Training and Development	20-21		100% of our Trustee-Manager's employees received annual performance and career development reviews.	
<b>Occupational Health and Safety</b>							
GRI 403: Occupational Health and Safety 2018	3-3	Management of material topics	Occupational Health and Safety	21			
	403-1	Occupational health and safety management system	Occupational Health and Safety	21			
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	21			
	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	21			
	403-5	Worker training on occupational health and safety	Occupational Health and Safety	21			

GRI Standard	Disclosure	Section in the Report	Page Number	Omission Requirement(s)		
				Omitted	Reason	Explanation
	403-6	Promotion of worker health	Stakeholder Engagement	18-19		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, Supply Chain Management	21, 25		
	403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety	21	100% of the Trustee-Manager's employees, workers and contractors are covered by our occupational health and safety system, aligned with ISO 14001 and ISO 45001.	
	403-9	Work-related injuries	Occupational Health and Safety, SR 2025 Data Pack	21		
	403-10	Work-related ill health	Occupational Health and Safety, SR 2025 Data Pack	21		
<b>Diversity (Board and Staff)</b>						
GRI 405: Diversity and Equal Opportunity 2016	3-3	Management of material topics	Enable (Social), Diversity (Board and Staff)	17-18		
	405-1	Diversity of governance bodies and employees	Diversity (Board and Staff)	17-18		
	405-2	Ratio of basic salary and remuneration of woman to men	Stakeholder Engagement	19		
GRI 406: Non-discrimination 2016	3-3	Management of material topics	Human Rights	22		
	406-1	Incidents of discrimination and corrective actions taken	Human Rights	22		
<b>Human Rights</b>						
GRI 408: Child Labour 2016	3-3	Management of material topics	Enable (Social), Human Rights	17, 22		
	408-1	Operations and suppliers at significant risk for incidents of child labour	Human Rights	22		
GRI 409: Forced or Compulsory Labour 2016	3-3	Management of material topics	Human Rights	22		
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Human Rights	22		

## Appendix: GRI Content Index

GRI Standard	Disclosure	Section in the Report	Page Number	Omission Requirement(s)		
				Omitted	Reason	Explanation
GRI 413: Local Communities	3-3	Management of material topics	Enable (Social), Community Engagement	17, 24, 25		
	413-1	Operations with local community engagement, impact assessments and development programs	Community Engagement	24-25		
<b>Products and Services</b>						
GRI 416: Customer Health and Safety	3-3	Management of material topics	Enable (Social)	17, 22		
	416-1	Assessment of health and safety impacts of products and service categories	Product and Services, Tenant Experience	22		
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product and Services, Tenant Experience	22		
GRI 418: Customer Privacy 2018	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were zero substantiated complaints received concerning breaches of customer privacy in FY 2025.			



**CapitaLand India Trust Management Pte. Ltd.**

As Trustee-Manager of CapitaLand India Trust  
Company Registration Number: 200412730D

168 Robinson Road  
#30-01 Capital Tower  
Singapore 068912  
Tel: +65 6713 2888  
Fax: +65 6713 2999  
Email: [enquiries@clint.com.sg](mailto:enquiries@clint.com.sg)

[www.clint.com.sg](http://www.clint.com.sg)