

# SHAPING BALANCE BUILDING STRENGTH

MAPLETREE INDUSTRIAL TRUST  
SUSTAINABILITY REPORT  
**2025/2026**



## CORPORATE PROFILE

Mapletree Industrial Trust (“MIT”) is a real estate investment trust (“REIT”) listed on the Main Board of Singapore Exchange. Its principal investment strategy is to invest in a diversified portfolio of income-producing real estate used primarily for industrial purposes in Singapore and income-producing real estate used primarily as data centres worldwide beyond Singapore, as well as real estate-related assets.

As at 31 March 2026, MIT’s total assets under management was S\$8.3 billion, which comprised 55 properties in North America (including 13 data centres held through the joint venture with Mapletree Investments Pte Ltd), 79 properties in Singapore and two properties in Japan. MIT’s property portfolio includes Data Centres, Hi-Tech Buildings and Business Space, and General Industrial Buildings.

MIT is managed by Mapletree Industrial Trust Management Ltd. (the “Manager”), a wholly-owned subsidiary of Mapletree Investments Pte Ltd (the “Sponsor”). Headquartered in Singapore, the Sponsor is a global real estate development, investment, capital and property management company committed to sustainability.

## VISION

To be the preferred industrial real estate solutions provider

## MISSION

To deliver sustainable and growing returns to Unitholders by providing quality industrial real estate solutions to clients

### ‘Shaping Balance • Building Strength’

reflects our ongoing progress in reshaping MIT’s portfolio while maintaining financial and operational resilience. The structured cuboid form symbolises how we build on solid foundations to achieve long-term growth. Through strategic investments and divestments, supported by effective capital and asset management, we are shaping a balanced portfolio poised to deliver sustainable returns to all Unitholders.

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## BOARD STATEMENT

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### Dear Stakeholders,

At MIT, sustainability remains a core element of our long-term strategy and operational approach. As a responsible asset manager, we recognise the built environment's impact on climate outcomes and remain committed to reducing our environmental footprint while contributing to resilient and sustainable communities.

The Board provides oversight of sustainability related risks and opportunities and integrates these considerations into MIT's strategic planning and decision-making. Our governance framework, supported by committees and cross-functional teams, enables effective execution of our sustainability agenda and ensures alignment with the broader principles and practices of our Sponsor, Mapletree Investments Pte Ltd (the "Mapletree Group").

### PROGRESS TOWARDS NET ZERO

Financial Year 2025/2026 ("FY25/26") marked the completion of the Mapletree Group's Net Zero study, a significant milestone that established interim emissions reduction targets in support of our net zero by 2050 goal. The Mapletree Group has set an interim target to reduce its Scope 1 and 2 operational carbon intensity by 80% by 2035 and aspires to achieve the same level of reduction for Scope 3 greenhouse gas ("GHG") emission intensity. These targets have been cascaded to various business units, and we are concurrently reviewing interim targets for MIT and assessing initiatives focused on energy efficiency and renewable energy procurement. To ensure accountability, the Mapletree Group has updated the policies to provide clear direction and alignment across all business units. Collectively, these measures reinforce our governance framework and strengthen our ability to deliver on our long-term climate commitments.

### SUSTAINABLE AND LOW-CARBON ASSET DEVELOPMENT

We continued to enhance the sustainability performance of MIT's portfolio through recognised industry benchmarks and targeted low-carbon initiatives. MIT's US data centre portfolio received the Green Lease Leaders Award (Silver Recognition) for incorporating green leasing principles such as provisions for energy-efficient technologies and collaborative sustainability practices into lease agreements. In Japan, the Osaka Data Centre achieved an A rating under the CASBEE New Construction certification, which reflected its advanced seismic protection, energy-efficient systems and use of environmentally responsible materials.

During the financial year, MIT also expanded low-carbon mobility infrastructure by installing electric vehicle charging points across five property clusters in Singapore, which accounted for 16% of MIT's Singapore properties with operational control (by gross floor

area ("GFA")). This positions MIT to deliver on its long-term target of equipping 30% of MIT's Singapore properties with electric vehicle charging infrastructure by FY29/30. These initiatives support MIT's broader carbon reduction efforts and promote sustainable transportation choices across its portfolio.

### PROACTIVE ENGAGEMENT WITH TENANTS AND EMPLOYEES

Our people and tenants play a central role in advancing MIT's sustainability ambitions. We remain committed to creating a workplace where employees feel supported and engaged, and to fostering an environment in which tenants and communities can thrive.

In FY25/26, the Mapletree Group supplemented the triennial Employee Engagement Survey with an interim Employee Engagement Pulse Survey to obtain timely insights on engagement and to measure the effectiveness of action plans implemented following the Employee Engagement Survey. The Employee Engagement Pulse Survey achieved a 100% response rate, with improvement in the "Engagement" pillar. While "Operating Efficiency" pillar remained stable, new actions plans will be developed to enhance operational processes in the United States. In parallel, the Mapletree Group reinforced its policy framework through the adoption of sustainability-focused policies, including environmental management.

MIT also deepened tenant engagement through capability-building events on business resilience, carbon reporting, AI-enabled brand growth, and future workforce readiness. These initiatives supported tenants in navigating evolving market conditions while encouraging more sustainable and future-ready business practices. At the same time, MIT supported local communities through employee-led volunteering, environmental stewardship, and health and wellness programmes delivered jointly with community partners and tenants.

Looking ahead, the Board remains focused on strengthening MIT's resilience, advancing its net zero ambitions, and embedding sustainability considerations into decision-making across the business. As expectations, standards and operating environments evolve, we will continue to enhance capabilities, refine our approach, and work closely with our stakeholders to deliver sustainable, long-term value.

**Board of Mapletree Industrial Trust Management Ltd.**

## ABOUT THE REPORT

### REPORTING SCOPE 2-2 2-3

This report covers the sustainability performance of MIT and 70 properties in Singapore and five properties in North America, for which the Manager has operational control for FY25/26 from 1 April 2025 to 31 March 2026 unless stated otherwise. This report includes data from prior financial years for comparison, where available.

The performance data of employment and health and safety-related material topics pertains to employees of the Manager and employees of Mapletree Facilities Services Pte. Ltd., Mapletree US Management LLC and Mapletree Management Services Japan Kabushiki Kaisha, who are responsible for the management and operations of MIT's properties (collectively referred to as the "Property Manager"). They are dedicated personnel responsible for the ongoing management and operations of MIT. The Sponsor continues to support the Manager in functions, such as Human Resources, Information Systems & Technology, Internal Audit, Legal and Risk Management.

The Sustainability Report should be read in conjunction with the Annual Report 2025/2026 for a more comprehensive overview of MIT's business and performance.

### REPORTING STANDARDS

This report has been prepared in accordance with the Global Reporting Initiative ("GRI") Standards 2021, with additional guidance from GRI-G4 Construction and Real Estate Sector Disclosures and GRI Reporting Principles for defining report content and quality. The GRI Standards has been selected as it remains one of the most widely recognised global frameworks for sustainability reporting. References to specific GRI disclosures are indicated in the corresponding sections of the report and in the GRI Content Index on pages 38 to 42.

This report also complies with the Guidelines on Environmental Risk Management for Asset Managers issued by the Monetary Authority of Singapore ("MAS"). In addition, it meets the requirements of the Singapore Exchange Securities Trading Limited ("SGX-ST") Listing Rules (711A and 711B) and the Sustainability Reporting Guide set out in Practice Note 7.6.

MIT recognises that climate change is one of the most significant environmental challenges affecting society, businesses, and the economy. It is therefore committed to transparently communicating its efforts to mitigate and adapt to climate change. Accordingly, MIT has aligned its strategies, processes, and disclosures with leading international standards. In addition, the climate-related disclosures have been prepared in alignment with the IFRS Sustainability Disclosure Standards - IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures. The IFRS S2 Real Estate guidance has been applied to ensure sector-specific considerations.

### INTERNAL REVIEW AND EXTERNAL ASSURANCE 2-5

In compliance with SGX-ST Listing Rule 711B, the review of sustainability reporting processes by Mapletree Group's Internal Audit Department is conducted in accordance with the three-year workplan approved by the Audit and Risk Committee of the Manager.

To further strengthen the accuracy and reliability of data, the Mapletree Group engaged an independent assurance provider to assure selected Group-level sustainability data in FY25/26. Data, controls, and data collection processes pertaining to MIT's sustainability reporting were included in the scope of this engagement. In addition, the Manager is seeking limited assurance over selected environmental data in preparation for its respective GRESB submissions for 2026. While no standalone external assurance was undertaken for MIT's Sustainability Report 2025/2026, the Manager will continue to assess the need for dedicated external assurance in subsequent years.

### FEEDBACK 2-3

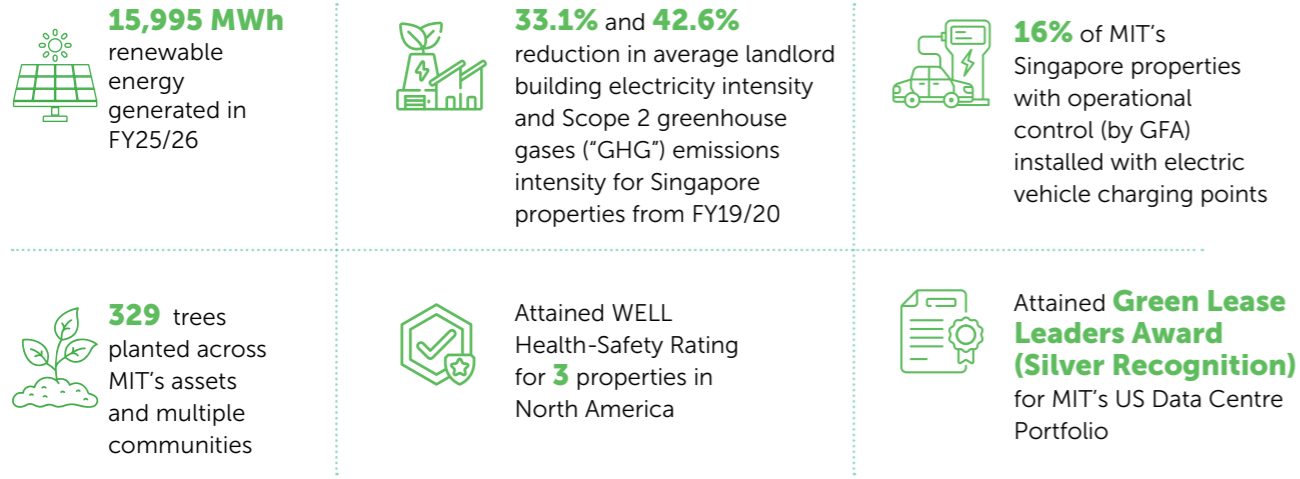
The Manager welcomes feedback on MIT's Sustainability Report and performance. Please send your comments or questions to [ir\\_industrial@mapletree.com.sg](mailto:ir_industrial@mapletree.com.sg). This report was published on 22 June 2026 and is available on MIT's website. No physical copies were printed in line with MIT's commitment to sustainability.



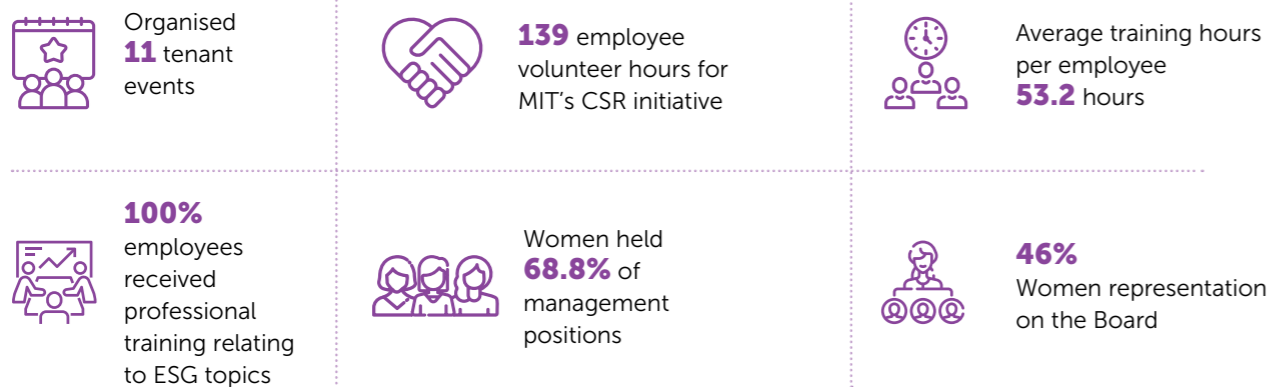
## FY25/26 SUSTAINABILITY HIGHLIGHTS



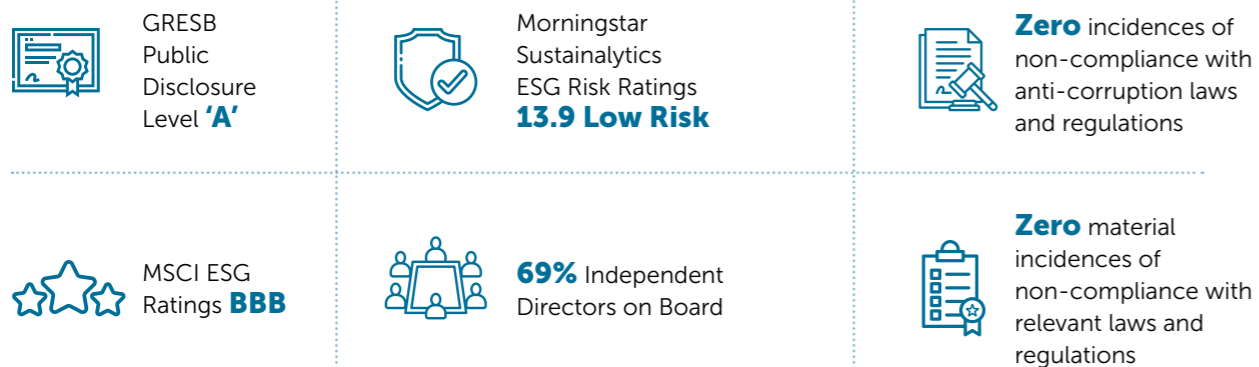
### Safeguarding Against Impacts of Climate Change



### Enhancing Social Value in the Workplace and Community



### Upholding High Ethical Standards

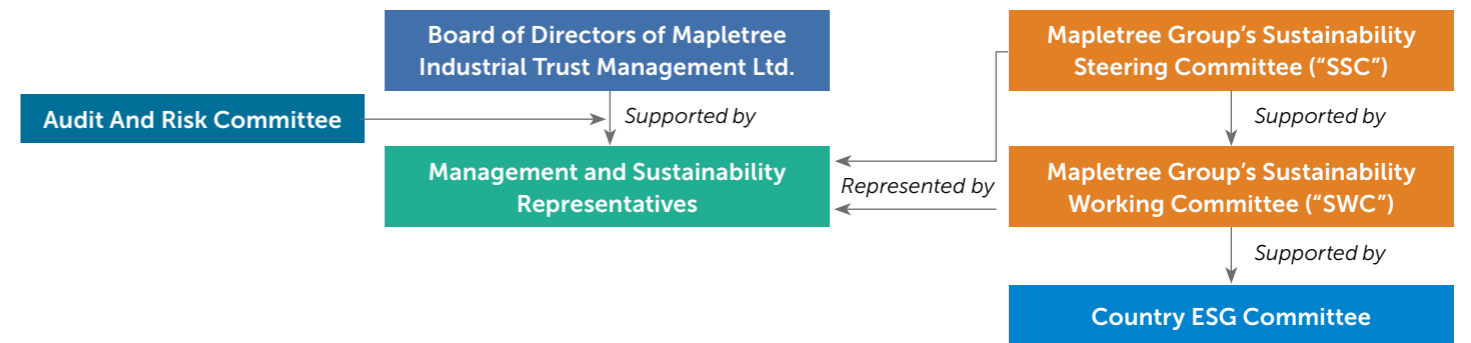


## SUSTAINABILITY APPROACH

Effective governance underpins MIT's sustainability strategy. Oversight is led by the Board and supported by committees that implement and monitor sustainability initiatives, targets, and performance. Their diverse roles and functions enable robust oversight across the organisation.

MIT's sustainability governance structure includes representatives from both the Manager and the Sponsor, which ensures alignment with the Mapletree Group's sustainability ambitions.

### SUSTAINABILITY GOVERNANCE 2-9 2-12 2-13 2-14 2-17



#### Board of Directors

The Board exercises oversight of sustainability-related risks as part of MIT's overall risk governance framework. It determines MIT's risk strategy, including the assessment and management of climate-related risks, opportunities, impacts and trade-offs. The Board is supported by the Audit and Risk Committee ("AC") and is responsible for reviewing the adequacy and effectiveness of MIT's internal controls and risk management systems, including those relating to climate risks.

Whenever necessary, the Board receives updates on material environmental, social and governance ("ESG") matters from the SSC, including MIT's climate-related risks and opportunities. It is also apprised of MIT's sustainability and climate-related performance, trade-offs, progress against targets, sustainability benchmarks and key sectoral developments through quarterly Board reporting and meetings. Some of these topics included:

- MIT ESG Roadmap: achievements in FY25/26 and plans for FY26/27 and beyond;
- Progress against FY25/26 sustainability targets and setting of FY26/27 and beyond sustainability targets; and
- Decarbonisation strategy and pathway for MIT.

The Executive Director and Chief Executive Officer ("CEO") of the Manager is also a member of the SSC and is kept informed of sustainability- and climate-related matters on an ongoing basis. In the regular course of business, the Mapletree Group-level co-chairmen of the SSC engage with the CEO of the Manager to provide guidance on sustainability-related issues.

Details on the composition of the Board and its committees, as well as the Directors' skills and experience, are set out in the Board of

Directors and Corporate Governance sections of the Annual Report. To strengthen oversight of MIT's sustainability strategy, the Board participates in sustainability and climate-related training, including director sustainability training courses prescribed by the SGX-ST.

#### Sustainability Steering Committee

The SSC comprises representatives from the senior management teams of the Sponsor and the Manager. Guided by the Mapletree Group's long-term business objectives, the SSC leads the development and implementation of the Mapletree Group's sustainability strategy. In accordance with its terms of reference, it also oversees the monitoring of climate-related risks and opportunities. This oversight is supported by committees such as the SWC, a structured system of controls, and the Sponsor's internal audit function. Key mechanisms include the group-wide environmental data management system, which supports the accurate and verifiable collection of ESG data. Climate-related risks and corresponding business opportunities are also assessed through an annual group wide scenario analysis exercise. Details can be found on page 17.

The SSC is routinely consulted on proposed ESG initiatives and policies and updated on progress and plans during periodic meetings.

#### Sustainability-related Capacity-building

Under the oversight of the Board and the SSC, the Mapletree Group's Sustainability Department builds group-wide sustainability capabilities and expertise to support the execution of its sustainability and climate-related strategies. MIT has a sustainability team responsible for managing sustainability progress and sustainability reporting.

To support the integration of sustainability performance into remuneration, employees of the Manager and Property Manager are required to complete at least two hours of ESG training annually, including climate-related topics.

## SUSTAINABILITY APPROACH

MIT's sustainability performance is benchmarked against the Sponsor's and other industry peers. The Manager adopts a holistic approach that integrates ESG considerations into its business strategy beyond financial performance, with a focus on creating long-term value for stakeholders through the following approach:

### MAPLETREE ESG FRAMEWORK 2-23 2-24



MIT adopts the precautionary principle<sup>1</sup> by proactively identifying and managing potential adverse impacts on the economy, the environment and the community. MIT's sustainability objectives are embedded within the ESG-related policies, which guide day-to-day operations and decision-making processes.

ESG-related policies are governed at the Mapletree Group level and complemented by specific guidelines tailored to meet the distinct nature of MIT's business operations. Regular reviews of these policies ensure that they remain relevant to the evolving business landscape. Policies are communicated to all employees via e-mail, and they are also accessible on the Mapletree Group's intranet and [website](#).

The Mapletree Group aligns its material ESG topics with the United Nations' Sustainable Development Goals ("UN SDGs") and supports the Paris Agreement and Singapore's goals for achieving net zero emissions. The Mapletree Group's "Net Zero by 2050" roadmap guides MIT's integration of sustainability considerations across its investment decisions, operational activities, and development projects. MIT's progress on this roadmap can be found in the 'Towards Net Zero' section on page 20.

### INTEGRATING SUSTAINABILITY INTO REMUNERATION

The commitment to sustainability is reinforced through the linkage of performance-based bonuses for management and employees to key performance indicators ("KPIs") aligned with MIT's sustainability strategy. These KPIs cover areas such as employee participation in learning and wellness programmes, learning hours for ESG training as well as climate-related targets such as installation of electric vehicle charging stations and tree-planting initiatives.

For further information on remuneration matters, refer to pages 92 to 97 of the Annual Report.

### POLICIES 2-23

The Mapletree Group has a suite of policies in place to operationalise its sustainability objectives.

For more information about these policies, refer to the Mapletree Group's [website](#).

Acceptable Use Policy	Group Sustainable Development Policy
Accounting Policy	Group Sustainable Investment Policy
Annual Employee Declaration*	Group Sustainable Operations Policy
Anti-money Laundering Policy	Human Rights Policy
Board Diversity Policy	Incident Management Policy
Business Continuity Plan	Investor Relations Policy
Code of Conduct and Discipline*	IT System Disaster Recovery Policy
Compensation, Benefits and Leave Policy*	Learning and Development Policy*
Confidentiality of Information*	Mapletree CSR Framework
Contract Review Policy	Overseas Business Travel and International Assignment Policy
Distribution Policy	Pandemic Disease Plan
Employee Handbook (General Terms and Conditions)	Performance Management Policy
Enterprise Risk Management Framework	Personal Data Policy*
Environment, Health and Safety Policy	Resourcing and Employment Policy
Environmental Data Basis of Preparation	Security Monitoring Policy
Group Employee Engagement Policy	Talent Management Policy
Group Gifts and Entertainment Policy and Procedures	Trading Ban and Pre-trading Notification Policy
Group Procurement Policy	Vendor Management Policy
Group Renewable Energy Policy	Whistle-blowing Policy

\* Policy contained within the Mapletree Employee Handbook.



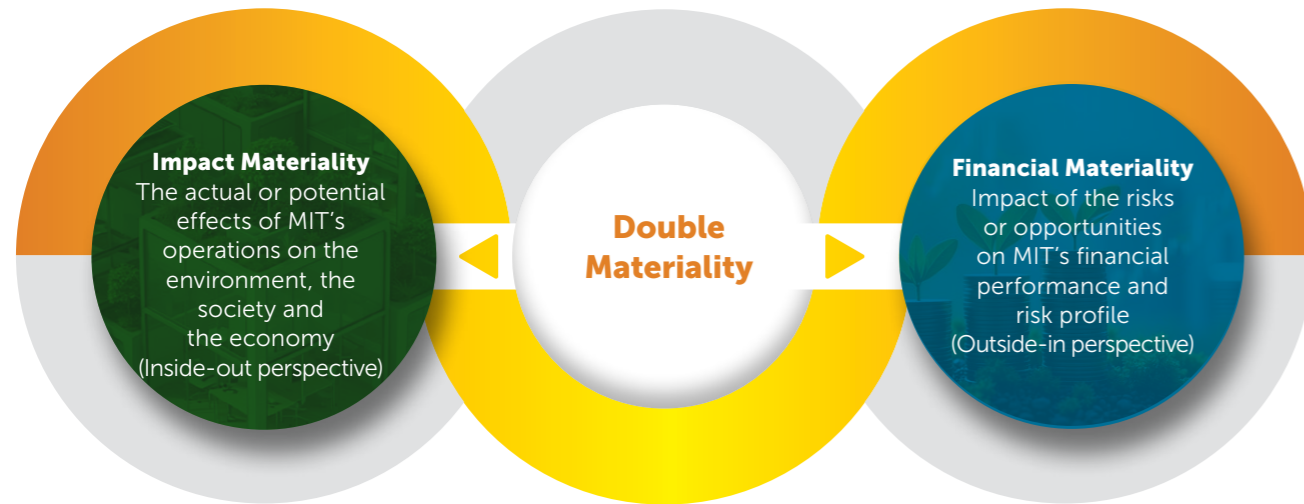
<sup>1</sup> The precautionary principle is set out in the Principle 15 of the UN Rio Declaration on Environment and Development. It states: 'Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation'.

## SUSTAINABILITY APPROACH

### MATERIALITY 3-1

The Manager recognises that an effective sustainability approach depends on understanding stakeholders' key concerns and prioritising matters that are most relevant to both its business and stakeholders.

The Manager conducts an annual review of MIT's material topics to ensure selected topics are aligned with evolving stakeholder expectations. In FY24/25, the Mapletree Group and the REIT refreshed their material topics through a double materiality assessment and engagement with key stakeholder groups, including employees, suppliers, tenants, contractors and investors. The assessment covered both impact and financial materiality, in line with global best practices.



In FY25/26, the Board reaffirmed the continued relevance of MIT's existing material topics, which are grouped under four pillars: Economic, Environmental, Social, and Governance.

The Manager will continue to engage stakeholders to periodically assess the relevance of MIT's material topics amid the evolving ESG landscape.














### MAPPING THE IMPACTS, RISKS AND OPPORTUNITIES OF MATERIAL MATTERS









IMPACT MATERIALITY Areas where MIT can impact the environment, the society and the economy	MATERIAL MATTER	FINANCIAL MATERIALITY Risks or opportunities which can affect MIT's financial performance and risk profile
Enable stable employment and distribution of economic value that benefit the wider society	<b>ECONOMIC PERFORMANCE</b>	Gain access to capital through sustainable financing and generate sustainable income and attractive returns for investors
Engage business partners to mitigate environmental impacts, including reduction in Scope 3 GHG emissions and human rights violations in the value chain	<b>STRONG PARTNERSHIPS</b>	Mitigate reputational risk and regulatory risk in the event of negative impacts in the value chain
Create sustainable, vibrant, and climate-resilient urban spaces for tenants and communities	<b>QUALITY, SUSTAINABLE PRODUCTS AND SERVICES</b>	Develop green buildings to attract and retain tenants, improve market share, and reduce operational costs in the long term
Enhance energy efficiency and renewable energy adoption to mitigate climate change	<b>ENERGY AND CLIMATE CHANGE</b>	Manage the financial implications - both directly and across the value chain - on revenues and asset valuation
Mitigate water stress and safeguard tenants' and visitors' access to reliable and high-quality water resources	<b>WATER MANAGEMENT</b>	Achieve cost savings and enhance resilience through efficient water management
Reduce methane emissions, conserve natural resources and protect public health	<b>WASTE MANAGEMENT</b>	Achieve cost savings through effective waste reduction and recycling efforts
Offer favourable, just conditions of work with benefits such as parental leave and professional development opportunities	<b>EMPLOYEE ENGAGEMENT AND TALENT MANAGEMENT</b>	Attract, retain and develop talent to build a stable and capable workforce
Eliminate workplace discrimination and provide equal access to resources and employment opportunities	<b>DIVERSITY AND EQUAL OPPORTUNITY</b>	Harness the benefits of diversity and equal opportunity to enhance innovation, productivity, performance, and employee well-being
Ensure safe and healthy work environments for employees, workers, tenants and visitors	<b>HEALTH AND SAFETY</b>	Reduce exposure to reputational and regulatory risks and enhance workforce productivity
Empower individuals and enrich communities through impactful initiatives	<b>COMMUNITY IMPACT</b>	Build community trust and enhance reputation
Protect tenant and employee well-being and investor interests through ethical conduct and regulatory compliance	<b>ETHICAL BUSINESS CONDUCT AND REGULATORY COMPLIANCE</b>	Uphold operational integrity and safeguard the company's reputation and license to operate
Safeguard sensitive personal information and prevent negative impacts on the value chain arising from business disruption due to cyber attacks	<b>CYBERSECURITY AND DATA PRIVACY</b>	Mitigate business disruption, regulatory risk and reputational risk arising from the failure to protect sensitive data

# SUSTAINABILITY APPROACH



















## MATERIAL TOPICS, TARGETS AND PERFORMANCE 3-2 3-3

The Manager has mapped its material topics against the UN SDGs and identified where MIT could make the most significant contributions. The following table summarises MIT's material topics, targets, performance as well as how the goals contribute to the relevant UN SDGs. The Manager has met all the set targets for FY25/26.

Material Topics	FY25/26 Targets and Performance		FY26/27 Targets and Beyond	Contribution to the UN SDGs
	Targets	Performance		
<b>ECONOMIC PILLAR: CREATING VALUE AND DELIVERING SUSTAINABLE RETURNS TO STAKEHOLDERS</b>				
 <b>Economic performance</b> Achieving sustainable economic growth and providing stakeholders with consistently attractive returns	Deliver sustainable and growing returns to Unitholders in the long term	●	<b>Long-term target</b> Deliver sustainable and growing returns to Unitholders in the long term	
 <b>Strong partnerships</b> Working with stakeholders to understand their needs and achieve sustainability goals	Plan at least two events to strengthen relationships with key stakeholders	●	<b>Long-term target</b> Plan at least two events to strengthen relationships with key stakeholders	  
 <b>Quality, sustainable products and services</b> Incorporating innovation and eco-technologies to ensure climate resilience and occupants' comfort	Achieve 60% of leases with sustainability clauses in the Singapore Portfolio	●	Achieve 75% of leases with sustainability clauses in the Singapore Portfolio <i>Revised</i>  <b>Long-term targets</b> Install electric vehicle charging points for 30% of MIT's Singapore properties with operational control (by GFA) by FY29/30  Engage with tenants to adopt sustainability clauses for all new and renewal leases across MIT's portfolio	 
<b>ENVIRONMENTAL PILLAR: SAFEGUARDING AGAINST IMPACTS OF CLIMATE CHANGE</b>				
 <b>Energy and climate change</b> Enhancing energy efficiency and performance while increasing adoption of renewable energy to mitigate the impacts of climate change	Reduce FY25/26 average landlord building electricity intensity by 28% for MIT's properties in Singapore from the base year FY19/20  Increase total solar energy generating capacity across MIT's portfolio to 10,000 kWp	●	Install electricity and water smart meters in all MIT's Singapore properties with operational control <i>New</i>  <b>Long-term targets: By FY29/30</b>  Reduce average landlord building electricity intensity by 15% for MIT's properties in Singapore from the base year of FY19/20  Reduce average building Scope 2 GHG emissions intensity by 17% for MIT's properties in Singapore from the base year of FY19/20  <i>Align with MIPL's commitment to achieve net zero emissions by 2050</i>	  

Material Topics	FY25/26 Targets and Performance		FY26/27 Targets and Beyond	Contribution to the UN SDGs
	Targets	Performance		
 <b>Water management</b> Managing water resources in a sustainable manner	Implement water conservation campaigns through four initiatives for MIT tenants in Singapore	●	Implement water conservation campaigns through four initiatives for MIT tenants in Singapore  Implement NEWater infrastructure connection for the Serangoon North Cluster to enable the adoption of high-grade reclaimed water <i>New</i>  <b>Long-term target</b> Engage with tenants on the importance of water conservation	
<b>Additional non-material topic</b>  <b>Waste management</b> Practising effective waste management to reduce environmental degradation	Expand the recycling programme for wooden pallets to Kolam Ayer 5 Cluster	●	Expand the recycling programme for wooden pallets to the Kampong Ubi Cluster <i>New</i>	 
<b>SOCIAL PILLAR: ENHANCING SOCIAL VALUE IN THE WORKPLACE AND COMMUNITY</b>				
 <b>Employee engagement and talent management</b> Providing employees with a positive work environment through fair employment practices	80% of employees to participate in wellness-related activities in a financial year	●	80% of employees to participate in wellness-related activities in a financial year	 
	80% of employees to complete at least two hours of ESG and two hours of digital-related training in a financial year	●	100% of employees to complete two courses each in Risk Awareness and Compliance <i>Revised</i>  90% of employees to complete two courses each in Artificial Intelligence ("AI") and Cybersecurity Awareness <i>Revised</i>  Complete average training hours per employee of 40 hours	
	Maintain a diverse and relevant learning and professional development programme	●	<b>Long-term target</b> Maintain a diverse and relevant learning and professional development programme	

## SUSTAINABILITY APPROACH

Material Topics	FY25/26 Targets and Performance		FY26/27 Targets and Beyond	Contribution to the UN SDGs
	Targets	Performance		
 <b>Diversity and equal opportunity</b> Ensuring equal opportunity and resources, embracing diversity and fostering an inclusive work environment	Continue to commit to fair employment practices by ensuring that all individuals receive the same opportunities for hiring, advancement and benefits	●	<b>Long-term targets</b> Continue to commit to fair employment practices by ensuring that all individuals receive the same opportunities for hiring, advancement and benefits  Aspire to achieve at least 30% of female representation on the Board by 2030	  
 <b>Health and safety</b> Maintaining a safe and healthy environment for all stakeholders	Achieve zero incidents resulting in employee permanent disability or workplace fatality	●	<b>Long-term target</b> Achieve zero fatality and low work-related (high-consequence) injuries <sup>2</sup> at assets that MIT owns and manages <small>Revised</small>	 
 <b>Community impact</b> Supporting initiatives and projects that have a positive impact on communities	Organise one MIT's Corporate Social Responsibility ("CSR") initiative	●	<b>Long-term target</b> Organise one MIT's CSR initiative  Align with MIPL's commitment to plant 100,000 trees by 2030 across its assets and in the communities it operates in	    
<b>GOVERNANCE PILLAR: UPHOLDING HIGH ETHICAL STANDARDS</b>				
 <b>Ethical business conduct and regulatory compliance</b> Conducting work with utmost integrity and accountability and achieving full regulatory compliance	Maintain zero incidents of non-compliance with anti-corruption laws and regulations	●	<b>Long-term target</b> Maintain zero incidents of non-compliance with anti-corruption laws and regulations	
	Achieve no material incidents of non-compliance with relevant laws and regulations	●	<b>Long-term target</b> Achieve no material incidents of non-compliance with relevant laws and regulations	
 <b>Cybersecurity and data privacy</b> Protecting sensitive data and preventing cyber attacks	Maintain zero cybersecurity incidents resulting in material business interruption or data leaks	●	<b>Long-term target</b> Maintain zero cybersecurity incidents resulting in material business interruption or data leaks	 

**Performance Indicator**  
 ● Achieved ● On track ● Not on track

### SHORT-TERM SUSTAINABILITY CHALLENGES

The Manager is committed to maintaining high standards of ESG practices across MIT's operations. However, environmental sustainability challenges remain, arising from the nature of MIT's portfolio and the varying regulatory and operating environments across the geographies in which it operates. The Manager remains mindful of these challenges and continues to engage stakeholders and explore opportunities to enhance the environmental performance of MIT's properties.

#### Data Centres

Rapid advances in computing capabilities are expected to drive strong growth in global demand for data centres in the coming years<sup>3</sup>. While data centres play a critical role in supporting the digital economy, they are inherently energy-intensive and require significant electricity to operate and cool server infrastructure. As a result, data centres tend to generate higher GHG emissions compared to other asset classes, which present a distinct sustainability challenge for MIT, whose portfolio predominantly comprises data centres.

Across the five data centres under the Manager's operational control, initiatives have been implemented, where feasible, to mitigate environmental impacts. These efforts include the installation of more energy-efficient cooling systems and the increased use of renewable energy. However, at properties where the Manager has limited or no operational control, the ability to influence and improve environmental performance remains constrained.

Data availability and transparency present an additional challenge. Most of MIT's data centres are leased on a triple-net basis, under which tenants bear responsibility for utilities and property maintenance costs. This limits the Manager's visibility over tenants' energy consumption. These challenges are further compounded by data privacy and confidentiality requirements, as well as differences in ESG-related regulatory regimes across the United States, where most MIT's data centres are located.

#### Multi-user Factory Space

As at 31 March 2026, General Industrial Buildings accounted for approximately 24.3% of MIT's portfolio by assets under management. These properties are primarily tenanted by small and medium-sized enterprises ("SMEs"). Compared to larger corporates, SMEs may be at an earlier stage of their sustainability journey and may have limited resources to invest in ESG initiatives. As a result, some tenants may face challenges in scaling up sustainability practices, which could impact the overall environmental performance of these properties. Tenants focused on business growth with constrained resources may also place lower priority on sustainability investments in the near term.

Notwithstanding these challenges, the Manager continues to encourage sustainable behaviours through tenant engagement, education, monitoring and performance measurement, with the aim of improving the environmental performance of MIT's properties over time. To strengthen tenants' understanding of carbon accounting and support their decarbonisation journey, the Manager organised a hands-on Carbon Emissions Reporting Workshop on 31 July 2025 in collaboration with the Singapore Manufacturing Federation ("SMF"). The workshop provided tenants with direct access to SMF facilitators and introduced dedicated emissions reporting software.



Carbon Emissions Reporting Workshop

Tenant representatives were guided through the fundamentals of carbon accounting, including how to identify and track emissions sources within their operations. Participants were then taught to generate carbon emissions reports to assess their companies' carbon footprint and plan future reduction efforts. The workshop offered tenants practical tools, expert guidance and a clearer pathway towards more transparent and effective sustainability practices.

Further details on MIT's long-term decarbonisation approach are set out in the 'Towards Net Zero' section on page 20.







<sup>2</sup> Refers to fatalities or injuries resulting from safety hazards within the asset, excluding those caused by suicide, self-inflicted harm, carelessness, or recklessness.





<sup>3</sup> Source: 2026 Global Data Center Outlook, JLL, 5 January 2026.

# STAKEHOLDER ENGAGEMENT

2-29

The Manager regularly engages with the key stakeholder groups that are considerably impacted by MIT or have significant influence on its business. The following table includes the key topics of interest for each stakeholder group, along with the Manager’s responses during the reporting year.

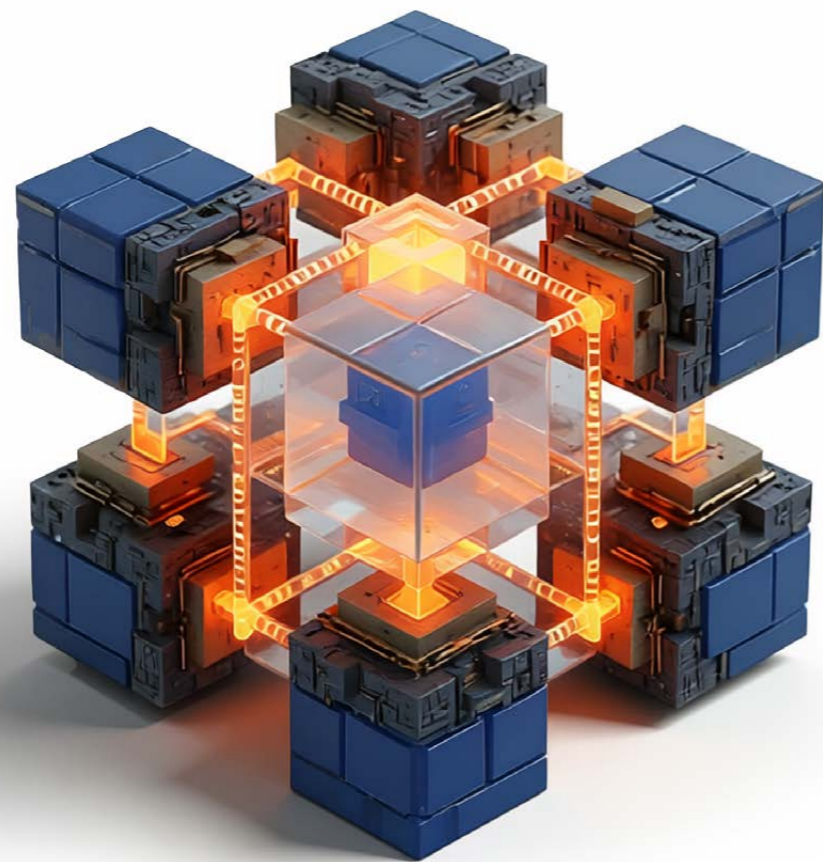
Key Stakeholders	Engagement Methods	Key Topics of Interest	The Manager’s Response and Key Outcomes
<b>Tenants</b> 	<ul style="list-style-type: none"> <li>Marketing and Property Management hotlines</li> <li>Tenant Handbook and circulars</li> <li>On-site property management employees for multi-tenanted buildings</li> <li>Meetings with new tenants and key existing ones</li> <li>Tenant engagement initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Well-managed industrial facilities</li> <li>Safe working environment</li> <li>Responsiveness to tenant feedback</li> <li>Environmentally sustainable buildings</li> <li>Responsible marketing communications</li> <li>Stronger landlord-tenant relationships</li> <li>Engagement on ESG initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Managing tenant feedback effectively and maintaining professionalism in all interactions</li> <li>Providing feedback channels for all tenancy matters and projects</li> <li>Planning tenant engagement and knowledge sharing events, including sustainability-related initiatives</li> <li>Incorporating sustainability into tenant satisfaction survey</li> </ul> <div style="background-color: #f4a460; padding: 5px; display: flex; align-items: center;">  <span style="margin-left: 5px;"><b>Organised 11 tenant events</b></span> </div>
<b>Investors (including analysts and media)</b> 	<ul style="list-style-type: none"> <li>Announcements on SGXNET</li> <li>Regular meetings, events, and teleconferences with investors and analysts</li> <li>Results briefings with “live” audio webcasts for half-year and full-year results</li> <li>Financial reporting</li> <li>Annual general meetings</li> <li>Annual reports</li> </ul>	<ul style="list-style-type: none"> <li>Stable and sustainable distributions</li> <li>Feasible long-term business strategy and outlook</li> <li>Timely and transparent reporting</li> <li>Good corporate governance</li> <li>ESG strategy, opportunities, and performance</li> </ul>	<ul style="list-style-type: none"> <li>Sending email alerts to subscribers on announcements and updates</li> <li>Maintaining proactive and transparent disclosures</li> <li>Ensuring strong and active Board oversight</li> <li>Implementing robust risk management and internal control protocols</li> </ul> <div style="background-color: #f4a460; padding: 5px; display: flex; align-items: center;">  <span style="margin-left: 5px;"><b>Participated in 14 Investor relations conferences and events</b></span> </div>
<b>Employees</b> 	<ul style="list-style-type: none"> <li>Mapletree Immersion Programme for new employees</li> <li>Annual Industrial Communications Forum by senior management</li> <li>Annual Staff Communication Session (organised by the Sponsor)</li> <li>Career development and performance appraisals</li> <li>Mapletree Group Employee Engagement Survey (“EES”)</li> <li>Employee grievance handling procedures</li> <li>Recreation Club activities and staff volunteering activities</li> </ul>	<ul style="list-style-type: none"> <li>Equitable reward and recognition</li> <li>Good communication of business strategies and corporate objectives</li> <li>Training and development opportunities</li> <li>Safe and healthy working environment</li> <li>Incorporation of ESG targets in employee remuneration</li> </ul>	<ul style="list-style-type: none"> <li>Employee Handbook, Company Intranet and email updates</li> <li>Ensuring fair and objective criteria for recruitment process</li> <li>Maintaining transparent and objective performance appraisals and a merit-based remuneration system</li> <li>Organising regular training programmes, education sponsorships, and career progression opportunities</li> <li>Offering health and wellness benefits</li> <li>Maintaining workplace health and safety</li> </ul> <div style="background-color: #f4a460; padding: 5px; display: flex; align-items: center;">  <span style="margin-left: 5px;"><b>Held 129 wellness events in Singapore, United States and Japan</b></span> </div>

Key Stakeholders	Engagement Methods	Key Topics of Interest	The Manager’s Response and Key Outcomes
<b>Regulators and trustee</b> 	<ul style="list-style-type: none"> <li>Meetings, briefings, and reporting</li> <li>Participation in industry associations</li> <li>Responses to public consultations</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with rules and regulations</li> <li>Good corporate governance</li> <li>Advocacy of best practices</li> </ul>	<ul style="list-style-type: none"> <li>Implementing policies and procedures to ensure compliance with relevant laws and regulations</li> <li>Implementing sound risk management and internal control practices</li> </ul>
<b>Third-party service providers</b> 	<ul style="list-style-type: none"> <li>Meetings, inspections, and networking events</li> <li>Regular operations meeting with service providers and Property Manager</li> </ul>	<ul style="list-style-type: none"> <li>Safe working environment</li> <li>Fair and reasonable business practices</li> <li>Stronger relationships</li> </ul>	<ul style="list-style-type: none"> <li>Communicating policies and procedures, including health and safety requirements within the procurement process and execution</li> <li>Ensuring integrity in procurement decision-making process</li> <li>Adhering to terms of agreements</li> </ul>
<b>Community</b> 	<ul style="list-style-type: none"> <li>Collaborations with non-profit organisations</li> <li>Feedback channels for ongoing development projects</li> <li>Knowledge sharing events for tenants</li> </ul>	<ul style="list-style-type: none"> <li>Corporate philanthropy and engagement</li> <li>Impact of development projects on surrounding communities</li> </ul>	<ul style="list-style-type: none"> <li>Giving back to society through CSR programmes, which are in line with the Mapletree CSR Framework</li> <li>Encouraging employee volunteerism</li> <li>Providing feedback channels for ongoing development projects</li> <li>Supporting tenants’ CSR initiatives</li> <li>Integrating ESG considerations into the risk assessment and investment processes</li> </ul> <div style="background-color: #f4a460; padding: 5px; display: flex; align-items: center;">  <span style="margin-left: 5px;"><b>Contributed 139 volunteer hours</b></span> </div>

# ECONOMIC

The Manager prioritises long-term economic sustainability as a foundation for success amid an environment marked by constant change. This commitment is supported by transparent communication and active engagement with stakeholders, which enable the Manager to gather insights, understand evolving expectations, and incorporate stakeholder perspectives into strategic planning. These efforts strengthen trust and enhance operational effectiveness.

This section focuses on three material topics: **Economic Performance, Strong Partnerships,** and **Quality, Sustainable Products and Services.**



## ECONOMIC PERFORMANCE

3-3 201-1




### WHY IS THIS IMPORTANT?

A strong and sustainable economic position allows the Manager to advance MIT's long-term sustainability goals and deliver positive outcomes for the environment, the economy, and the communities it serves. MIT's financial performance supports the economic interests of its Unitholders and employees as well as affects tenants and third-party service providers.



### MANAGEMENT APPROACH 3-3 201-1

The mission to deliver sustainable and growing returns to Unitholders is underpinned by three key aspects:

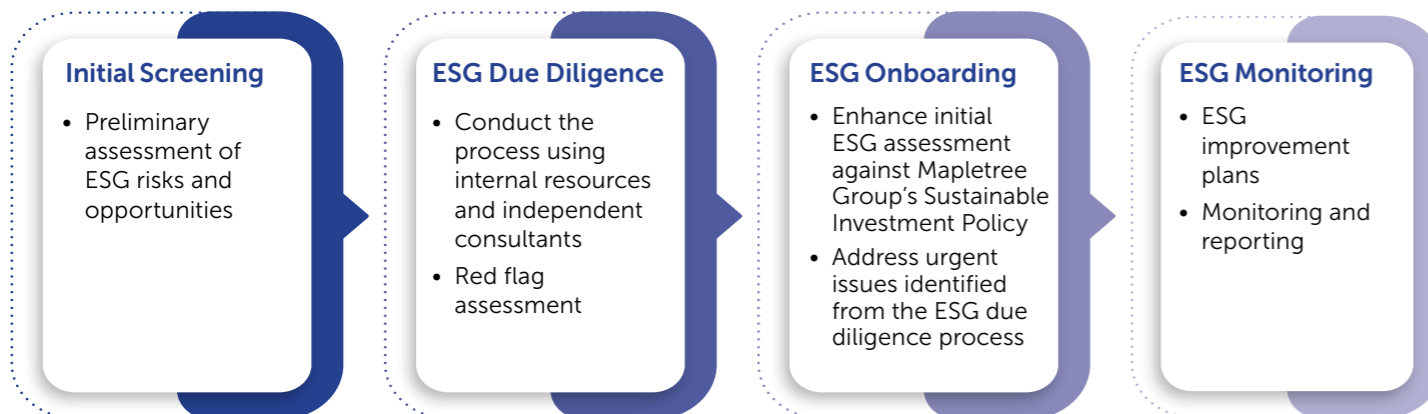
 <b>Proactive Asset Management</b>	 <b>Value-creating Investment Management</b>	 <b>Prudent Capital Management</b>
<ul style="list-style-type: none"> <li>Supported by a large and well diversified tenant base, with low dependence on any single tenant or trade sector</li> <li>Focused on tenant retention to maintain a stable portfolio occupancy</li> <li>Rebalance data centre portfolio towards cloud / hyperscale and colocation providers</li> </ul>	<ul style="list-style-type: none"> <li>Divested approximately S\$550.6 million in assets across Singapore and the United States at a premium to their market valuations</li> <li>Completed final phase of fitting-out works at the Osaka Data Centre</li> </ul>	<ul style="list-style-type: none"> <li>Available committed facilities of over S\$800 million</li> <li>Use of divestment proceeds for interim debt repayment and create headroom for investment opportunities</li> </ul>

### ESG DUE DILIGENCE FOR INVESTMENTS

Environmental risk assessments are a required part of the due diligence process under the Mapletree Group's Sustainable Investment Policy. These assessments are carried out by both internal teams and independent specialists. This helps the Manager to identify potential environmental issues and meet relevant regulatory and environmental requirements.

The assessments consider a range of factors, including natural hazard exposure, land contamination, energy efficiency, energy supply, and broader climate-related risks. By applying these checks early, the Manager integrates ESG and climate considerations across the property lifecycle, builds a portfolio of high-quality assets in strategically selected locations, and manages risks that could affect long-term returns.

#### ESG Due Diligence Process



### GREEN AND SUSTAINABLE FINANCING

Where possible, the Manager explores green and sustainable financing opportunities in its efforts to diversify its funding sources and build financial resilience. As at 31 March 2026, the Manager has secured about S\$471.4 million of sustainable financing in the form of sustainability-linked facilities. These facilities are linked to selected sustainability performance targets. The integration of MIT's sustainability performance with its cost of financing underscored the Manager's commitment to sustainable and responsible growth.

Going forward, the Sponsor aims to introduce a group-wide green and sustainability-linked financing framework and target. This initiative supports the Mapletree Group's strategy to expand green financing for projects that advance its sustainability goals. Such financing will channel resources toward initiatives that deliver environmental and social value, including climate-focused asset enhancements and investments.

### FINANCIAL PERFORMANCE OF MIT

Please refer to the following sections in the Annual Report for details of MIT's financial and operational performance:

- Key Highlights, pages 8 to 9
- Significant Events, page 13
- Strategic Direction, pages 14 to 15
- Financial Review, pages 30 to 32
- Operations Review, pages 36 to 43
- Financial Statements, pages 113 to 193



## STRONG PARTNERSHIPS

3-3

### WHY IS THIS IMPORTANT?

The Manager’s day-to-day operations rely on a large and diverse group of stakeholders to run efficiently. Continuous engagement and dialogue with its stakeholders are key to building trust and facilitating smooth operations. The Manager values stakeholder insights and incorporates them into its business strategy.



### MANAGEMENT APPROACH 2-6 2-29 3-3

To promote fair and mutually beneficial business partnerships, the Manager aims to regularly engage its key stakeholder groups on various matters, including sustainability-related issues. The Manager’s engagement methods can be found in the ‘Stakeholder Engagement’ section on page 8.

### SUPPLIER ENGAGEMENT 205-2 308-1 414-1

Given the diverse geographical scope of MIT’s operations, the Manager recognises that a substantial portion of its overall impact

arises from its supply chain. Through its Group Procurement Policy, the Mapletree Group has put in place stringent measures to debar parties engaged in unacceptable practices, including activities which compromise environmental standards, health and safety, human rights, public security, or involve corrupt behaviour. Suppliers are screened against defined environmental and social criteria before being appointed to major projects. Furthermore, all major contracts include anti-corruption clauses to reinforce ethical standards and ensure responsible practices across the supply chain.

In FY25/26, the Manager engaged six new suppliers for procurement pertaining to Singapore operational properties, of which two suppliers had environmental certifications and five suppliers had social certifications. Among its existing suppliers, 34% were accredited with environmental certifications and 66% were accredited with social certifications. The Mapletree Group is rolling out a group-wide Supplier Code of Conduct for all new procurement activities. The code sets clear expectations for all

suppliers, which cover areas such as ethical business practices, human rights and fair labour, environmental management, and compliance with applicable laws and regulations. It also outlines requirements on data protection, privacy and confidentiality. Both the Mapletree Group and the Manager remain committed to ensuring ethical conduct across their supplier networks and working with suppliers who embed sustainability considerations throughout the supply chain.

### TENANT ENGAGEMENT

To foster a constructive relationship, the Manager and the Property Manager engage regularly with tenants through building communications, digital platforms, and tenant guides. The Manager and the Property Manager also organise initiatives and events to strengthen community ties and encourage interaction within tenant workplace environments.

### Strategies to Thrive in an Evolving Business Landscape

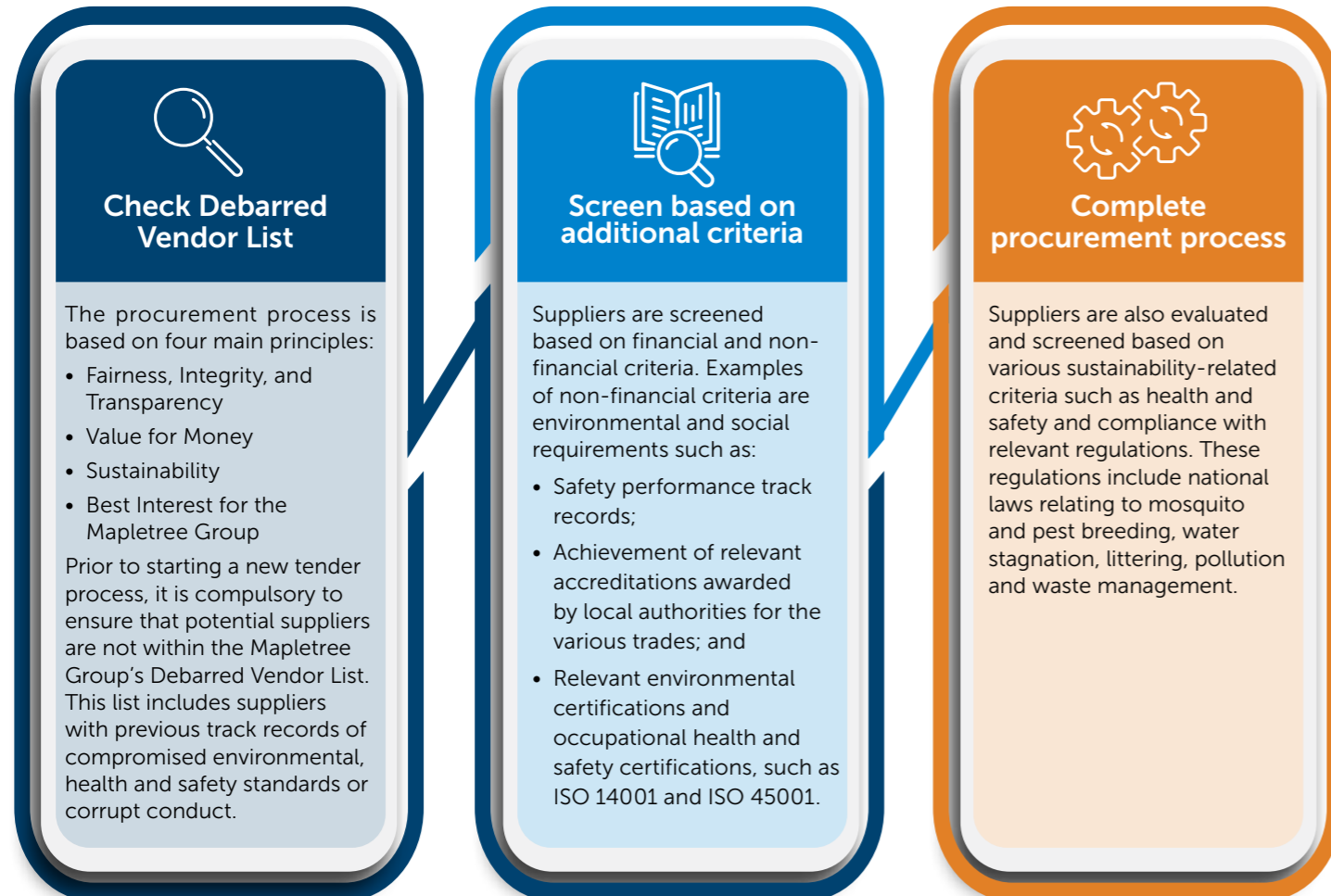
The Manager partnered with United Overseas Bank (“UOB”) and SME Centre @ Singapore Manufacturing Federation (“SME Centre @ SMF”) to host a business outlook event on 26 June 2025. The session brought together MIT tenants, SME Centre @ SMF members and UOB customers for a discussion on the outlook for SMEs in Singapore.

The event opened with UOB economists who shared timely insights on Singapore’s SME landscape, including shifting trade dynamics and the implications of global tariff movements on business resilience. Participants were given a practical demonstration of SME Centre @ SMF’s Tariff Finder tool, which helps companies navigate current trade measures and identify available government support schemes.

The session created a space for MIT’s tenants to exchange perspectives, access expert guidance and identify resources to strengthen their operational preparedness. The event drew 83 participants, which reflected the peer support within MIT’s tenant community.



Tenant engagement event with SME Centre @ SMF



## STRONG PARTNERSHIPS

### Empowering SMEs with Digital Marketing and AI-Driven Brand Strategies

To help SMEs strengthen their digital presence and navigate evolving consumer trends, the Manager collaborated with SME Centre @ SMF to organise the event “Maximise Visibility & Conversions with AI Driven Brand Growth” on 27 August 2025. The session attracted 158 MIT tenant representatives and SME Centre members.

Participants gained insights from Xiaohongshu, a leading Chinese social networking and e-commerce platform, on how brands can effectively engage consumers across Southeast Asia. Other speakers shared strategies for integrating AI into brand development to improve customer engagement and conversion rates. In addition, participants learned about government support schemes to help SMEs scale their digital marketing efforts.

The event offered tenants knowledge, tools and inspiration to unlock new opportunities in the digital marketplace.



Tenant engagement event with SME Centre @ SMF

### Strengthening HR Capabilities for a Changing Workforce Landscape

In anticipation of the implementation of the Workplace Fairness Act (the “Act”), the Manager partnered with the Tripartite Alliance for Fair and Progressive Employment Practices (“TAFEP”) to organise the event “The Future of HR in 2026: Are Your People, Processes and Policies Ready?” on 26 September 2025. The capability workshop aimed to equip tenants with insights to future-proof their people strategies.

A speaker from TAFEP shared insights on preparing for the Act with inclusive hiring and fair grievance-handling practices. Participants were also guided on strategies to engage and manage Gen-Z employees, as well as opportunities to digitalise HR functions to reduce costs and drive productivity.



Tenant engagement event with TAFEP

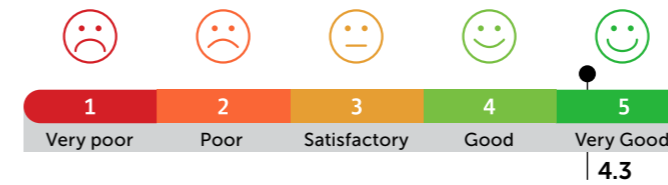
Refer to page 30 under Health and Safety for more information on MIT’s tenant wellness initiatives.

### TENANT SATISFACTION SURVEY

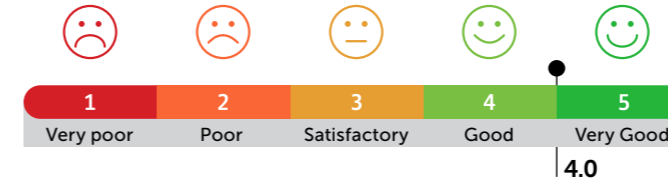
MIT carried out its annual tenant satisfaction survey across two clusters, Loyang 2 and Redhill 2. The assessment covered six service areas—management staff service, security, cleanliness of common areas, lift operations, car park, and common facilities—all rated on a 1 to 5 scale. The results reflected strong tenant feedback, with Loyang 2 and Redhill 2 Clusters scoring an average score of 4.3 and 4.0 respectively.

#### Annual Tenant Satisfaction Survey

Average rating from Loyang 2 Cluster



Average rating from Redhill 2 Cluster



### INVESTOR ENGAGEMENT

Investors remain integral to MIT’s ecosystem. In FY25/26, the Manager engaged 99 institutional investors through meetings, conferences, and property tours.

For more information, please refer to the Investor Relations section in the Annual Report on pages 110 to 112.



MIT’s 15<sup>th</sup> Annual General Meeting

### MEMBERSHIPS 2-28

The Manager and Property Manager are affiliated with several key industry bodies, such as the Singapore Chinese Chamber of Commerce & Industry, the Singapore International Chamber of Commerce, and the Singapore Precision Engineering & Technology Association. Their active involvement in these organisations enhance tenant engagement and strengthen connections with potential clients.

As a member of the REIT Association of Singapore (“REITAS”), the Manager supports broader efforts to advance the Singapore REIT sector, including participation in investor outreach events and conferences. Employees from both the Manager and Property Manager also routinely attend REITAS-organised training sessions, courses, and webinars. In addition, the Manager endorses the REITAS Sustainability Principles, which reflect its commitment to managing environmental and social considerations within the REIT industry.

Through the Mapletree Group, the Manager is also a signatory to the UN-supported Principles for Responsible Investment (“PRI”) and remains dedicated to upholding all six of its guiding principles.

Furthermore, the Manager regularly participates in consultation exercises led by key government agencies to provide input on proposed regulatory changes that may affect MIT’s business operations.

## QUALITY, SUSTAINABLE PRODUCTS AND SERVICES

3-3

### WHY IS THIS IMPORTANT?

High-quality buildings are important for supporting the health and well-being of tenants, visitors, and other users. Furthermore, buildings that meet recognised sustainability standards demonstrate stronger environmental performance, which help to reduce the impact of the built environment and deliver long-term benefits for the society.

Sustainability building certifications are also a useful indicator of asset quality, which reflect the Manager's commitment to sustainable practices and improve the competitiveness of MIT's properties. This is increasingly valuable as more tenants seek green-certified spaces that align with their own sustainability goals.



### MANAGEMENT APPROACH 3-3 416-1 CRE8

Sustainable building certifications enable the Manager and Property Manager to demonstrate social and environmental stewardship. The Manager and Property Manager also integrate sustainability considerations into the development, design and operations of MIT's properties. These actions support the Singapore Green Plan 2030 and align with the Sponsor's commitment to achieve Net Zero by 2050.

The Property Manager conducts monthly reviews of ongoing applications and renewals of green building certifications for MIT's Singapore portfolio. Properties with centralised air-conditioning systems are prioritised for BCA Green Mark certifications, as air-conditioning represents a major component of overall building

energy use. For new MIT developments, the Manager targets BCA Green Mark ratings or higher. This aligns with the national target for 80% of buildings in Singapore to meet Green Mark standards by 2030. For the North American data centre portfolio, the Manager recognises the high energy requirements and seeks ENERGY STAR certifications for properties under operational control, where feasible.

During the financial year, MIT earned the silver-level recognition under the Green Lease Leaders Award for integrating strong sustainability measures into its US data centre leases. In addition, the Osaka Data Centre achieved a CASBEE A rating for its environmentally advanced design, which includes seismic base isolation that enhances building resilience.

### Recognising Leadership in Green Leasing

In April 2025, MIT's US portfolio of data centre assets was awarded the Green Lease Leaders Award (Silver Recognition). This programme, developed by the Institute for Market Transformation and the US Department of Energy's Better Buildings Alliance, recognises organisations that have modernised their leases to foster collaboration on sustainability goals – specifically energy efficiency, decarbonisation, cost savings and healthier building practices. To earn the silver-level recognition, MIT has incorporated green leasing principles into its standard lease agreements. These include provisions for energy-efficient technologies, best practices such as utility data tracking and sharing, and cost recovery for capital improvements.

### CASBEE New Construction Certification for the Osaka Data Centre

In July 2025, the Osaka Data Centre achieved an A ranking under the CASBEE New Construction certification, a leading Japanese framework that evaluates the environmental performance of newly constructed buildings. The certification considers a wide range of criteria, including indoor environment, quality of service, outdoor environment and environmental load reduction.



Osaka Data Centre ranked A under the CASBEE New Construction certification in July 2025

Key sustainability and resilience features of the Osaka Data Centre include:

- Seismic base isolation (menshin), the highest form of earthquake protection for buildings in Japan. Its superstructure is isolated from the ground and its foundation through a decoupling mechanism, which allows the superstructure to move independently of ground movements during seismic events such as earthquakes.
- Uninterruptible power supply systems for immediate backup power, supported by emergency generators during prolonged power outages.
- Energy-efficient light fittings such as LED lighting and water-saving equipment to reduce consumption and improve efficiency.
- Roof heat exhaust equipment to enhance thermal performance.
- Use of high-durability and recycled materials in its building design to minimise environmental impact.
- Avoidance of contaminant-containing materials in firefighting foams to protect both the environment and human health.

Together, these features contributed to the Osaka Data Centre's strong CASBEE performance and exemplify MIT's commitment to building a climate-resilient portfolio.

**28%** of portfolio by net lettable area with sustainable building certifications as at 31 March 2026

**11%** of data centre portfolio by net lettable area with ENERGY STAR Rating as at 31 March 2026

Green Building Certifications		Energy Ratings	
<b>21 properties</b>		<b>5 properties</b>	
BCA Green Mark	11 properties (Grouped into 8 property clusters)	ENERGY STAR	5 properties
LEED	5 properties		
WELL Health & Safety	3 properties		
Green Globes	1 property		
CASBEE	1 property		

Please refer to the table on page 36 for the list of sustainable building certifications.

### TENANT OUTREACH FOR GREEN BUILDINGS

MIT provides all tenants in its BCA Green Mark-certified properties with a comprehensive Green Building Guide, which outlines action plans for energy and water management as well as waste recycling.

To further embed sustainable practices across MIT's portfolio, the Manager aims to incorporate sustainability clauses into new and renewal leases in both the Singapore and North American

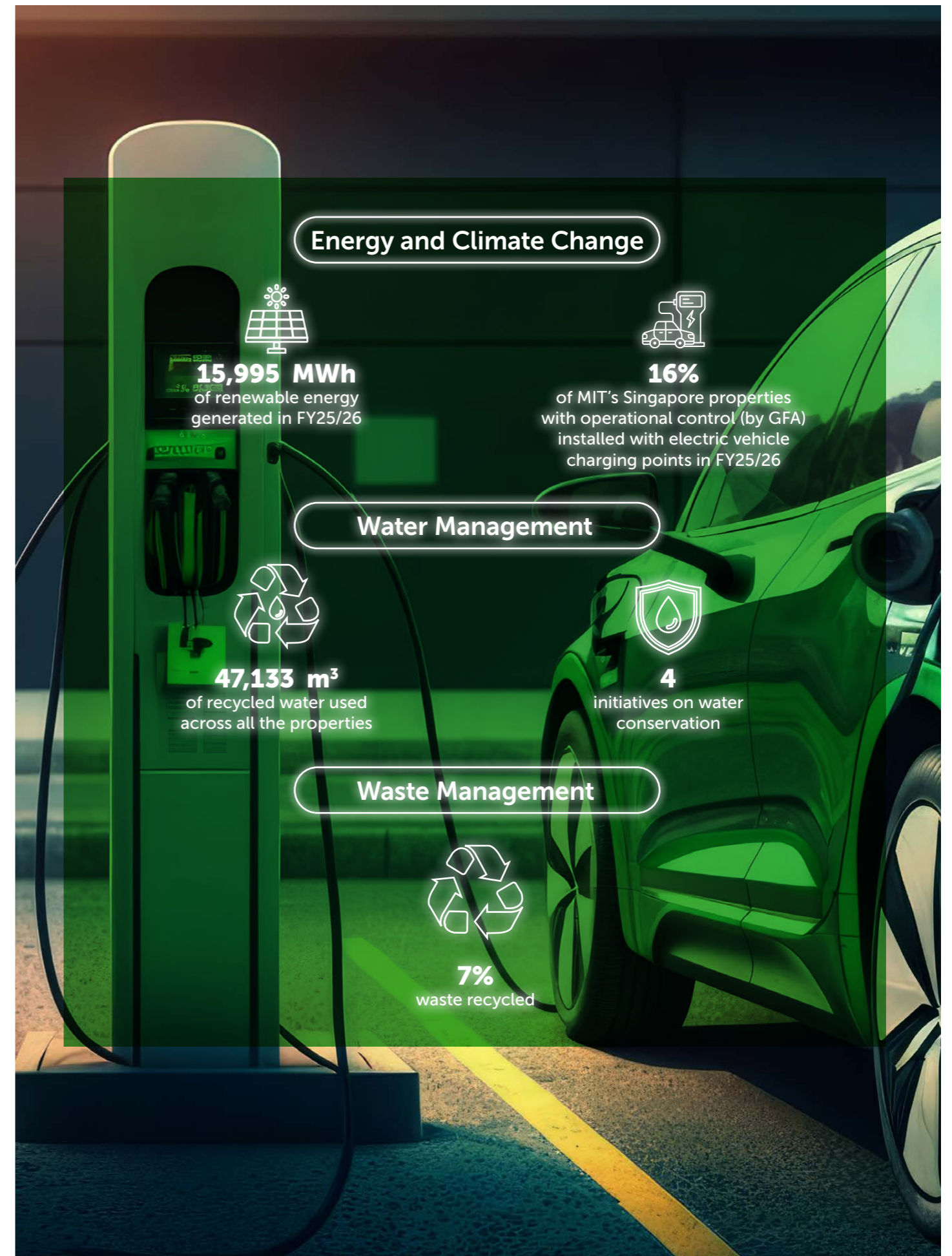
Portfolios. These clauses include requirements for sharing environmental performance data, seeking cooperation in the attainment of building-level sustainability ratings and encouraging tenants to participate in broader environmental initiatives.

In FY25/26, the Manager incorporated sustainability clauses into 76% of leases in the Singapore Portfolio, which exceeded its goal of 60%. Looking ahead, it has set a new target to maintain this proportion at 75% in FY26/27 and will continue seeking opportunities to align tenant behaviours with MIT's overarching sustainability objectives.

# ENVIRONMENTAL

The Manager remains committed to advancing sustainability in line with the Singapore Green Plan 2030 and the Mapletree Group's goal of achieving Net Zero by 2050.

This section addresses two material topics, **Energy and Climate Change**, and **Water Management**, as well as the non-material topic, **Waste Management**.



# ENERGY AND CLIMATE CHANGE

3-3

## WHY IS THIS IMPORTANT?

The Manager and Property Manager remain focused on reducing MIT's carbon footprint in support of the Singapore Green Plan 2030 and Singapore's net zero emissions ambition by 2050. The built environment has a material impact on global emissions, representing about 32% of annual energy consumption and 34% of global CO<sub>2</sub> emissions<sup>4</sup>. These figures underscore the importance of sustained and measurable decarbonisation actions.

Climate change has also led to tighter regulation across many markets. In Singapore, new climate-related disclosure requirements now apply to listed companies and large non-listed companies. In response, the Manager and Property Manager will continue to identify, assess, and manage climate-related risks. This strengthens business resilience and ensures MIT remains competitive and sustainable over the long term.



## MANAGEMENT APPROACH 3-3

The Manager adopts a three-pronged approach to energy management.

**Optimising Energy Consumption**

- Designing and constructing high-performance building envelopes for new developments
- Monitoring and recalibrating temperature setpoints
- Leveraging automation to optimise operations based on occupancy patterns and external conditions
- Engaging tenants in energy conservation practices

**Improving Energy Efficiency**

- Replacing conventional lighting with LEDs
- Installing motion sensors, alternate light circuits, and timers
- Replacing heating, ventilation, and air-conditioning ("HVAC") units with more energy-efficient models
- Upgrading chiller systems and lifts

**Increasing Renewable Energy Adoption**

- Installing solar panels in properties in Singapore
- Installing hybrid solar LED lights

Reducing energy use and improving energy efficiency remain among the most effective ways to manage the energy performance of MIT's properties. The Property Manager tracks and reviews utility consumption to identify opportunities for energy savings. The phased implementation of the group-wide Utility Management System, which supports the streamlined collection of utility data, will further help optimise the energy performance of MIT's portfolio. Refer to the 'Towards Net Zero' section on page 20 for further details.

## ENVIRONMENTAL MANAGEMENT SYSTEM

The Environmental Management System ("EMS") offers a systematic framework that guides MIT in tracking, evaluating, and improving the environmental performance of its properties. As part of this framework, environmental risk assessments are carried out to understand potential impact areas. Based on these assessments, the Manager establishes appropriate controls and develops mitigation strategies to manage the identified risks.

MIT's EMS is externally certified to ISO 14001:2015, which demonstrated its commitment to align with globally recognised standards and best practices. In addition, MIT's operations in Singapore achieved the ISO 9001:2015 Quality Management System certification.

<sup>4</sup> Source: United Nations Environmental Programme, Global Status Report for Buildings and Construction 2024/2025.

## TENANT ENGAGEMENT AND CAPACITY BUILDING

Tenants are encouraged to participate in MIT's environmental initiatives, including global campaigns such as Earth Hour and Earth Day, which promote environmental awareness and inspire collective climate action. During Earth Hour, selected MIT properties and corporate offices switch off lights for one hour to signal support for sustainability efforts. On Earth Day, façade and non-essential lighting, as well as water features at selected Singapore properties and corporate offices, are switched off, and air conditioning in common areas is raised by one degree Celsius to conserve energy. Beyond these activities, tenants are also invited to join other sustainability focused programmes – such as educational seminars and the Mapletree Group's tree planting initiatives – fostering a shared commitment to environmental stewardship.

## COMMITMENT TO RENEWABLE ENERGY 302-1 305-5

The Mapletree Group's transition toward greater renewable energy use is a central component of its decarbonisation strategy and supports national and global efforts to adopt renewable energy sources. A key initiative has been the progressive installation of solar photovoltaic systems across MIT's properties. MIT completed Phase 3 of its solar panel installation programme in FY24/25, which increased its total solar generating capacity to 12,453 kWp. While earlier efforts focused on expanding on site renewable energy, this financial year's priority shifted to increasing the availability of electric vehicle charging points across its properties to further support sustainable mobility.

During the reporting year, MIT's solar installations generated a total of 15,995 MWh of renewable electricity. Of which, 12,189 MWh was sold to the grid.

## Expanding Electric Vehicle Charging Infrastructure Across MIT's Properties

In FY25/26, the Manager and the Property Manager expanded MIT's support for green mobility by installing 22 electric vehicle charging points across five property clusters: 18 Tai Seng, 30A Kallang Place, Kolam Ayer 1, Kolam Ayer 5, and Mapletree Hi-Tech Park @ Kallang Way. These installations represented approximately 16% of MIT's Singapore properties with operational control (by GFA) and marked an important step towards broader adoption of low-carbon transportation among tenants and visitors.

The rollout aligns with MIT's long-term target to equip 30% of its Singapore properties with operational control (by GFA) with electric vehicle charging points by FY29/30. Through this phased approach, the Manager is laying the groundwork for a cleaner transport ecosystem within its industrial clusters, while contributing to national efforts to encourage EV usage.



Electric vehicle charging infrastructure at 30A Kallang Place

## BIODIVERSITY

Biodiversity emerged as a topic of growing importance in the group-wide materiality re-assessment, which reflected the significant influence of the built environment on natural ecosystems and the growing interconnections between nature-related and climate-related issues globally. While the Manager's direct impact on biodiversity is more limited compared with other real estate players, such as developers, it still recognises its role in supporting nature-positive outcomes. Where feasible, the Manager incorporates features that enhance biodiversity within MIT's properties, which contribute to responsible stewardship of the natural environment.

## Case Study

In FY25/26, the Manager and Property Manager planted 329 trees across MIT's properties, which reinforced their commitment to reducing GHG emissions and strengthening environmental stewardship. This represented the third consecutive year since the initiative began in FY23/24 in which 1,167 trees were added to the portfolio. Beyond MIT's properties, an additional 5,362 trees were planted in schools, parks and public spaces across MIT's three markets, deepening community engagement efforts.

## ENERGY AND CLIMATE CHANGE

3-3

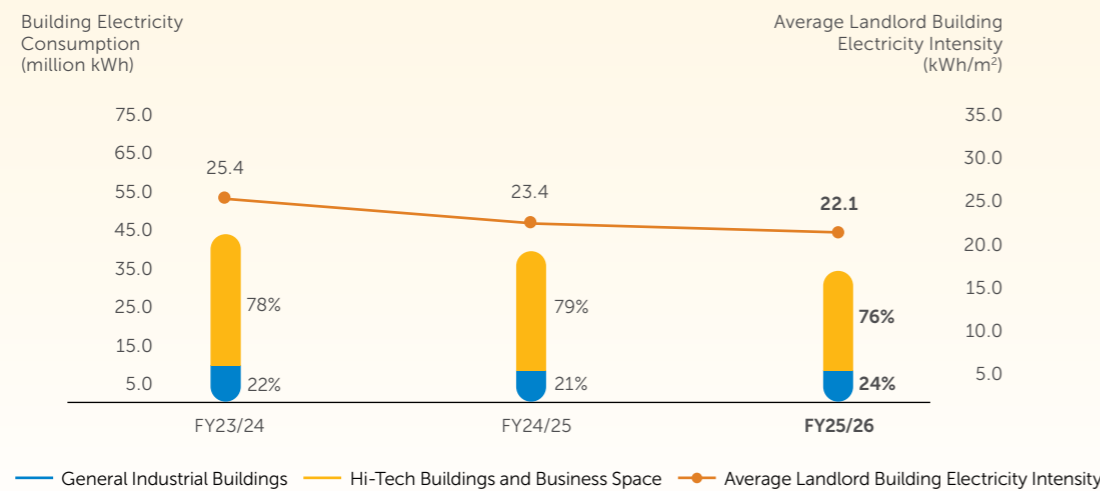
### ENERGY AND EMISSIONS PERFORMANCE 2-4 302-1 302-2 302-3 305-1 305-2 305-4 305-3 CRE1 CRE3

#### Total Energy Usage and Intensity of MIT's Properties in Singapore

MIT's greenhouse gas emissions are largely attributed to indirect (Scope 2) emissions from purchased electricity supplied by Tuas Power Supply Pte. Ltd. and SP Group. This electricity powers common areas and shared services across MIT's properties, including lighting, air-conditioning systems, and lift operations.

In contrast, direct (Scope 1) emissions are minimal and stem mainly from the use of diesel generators, which serve primarily as backup power sources for the properties.

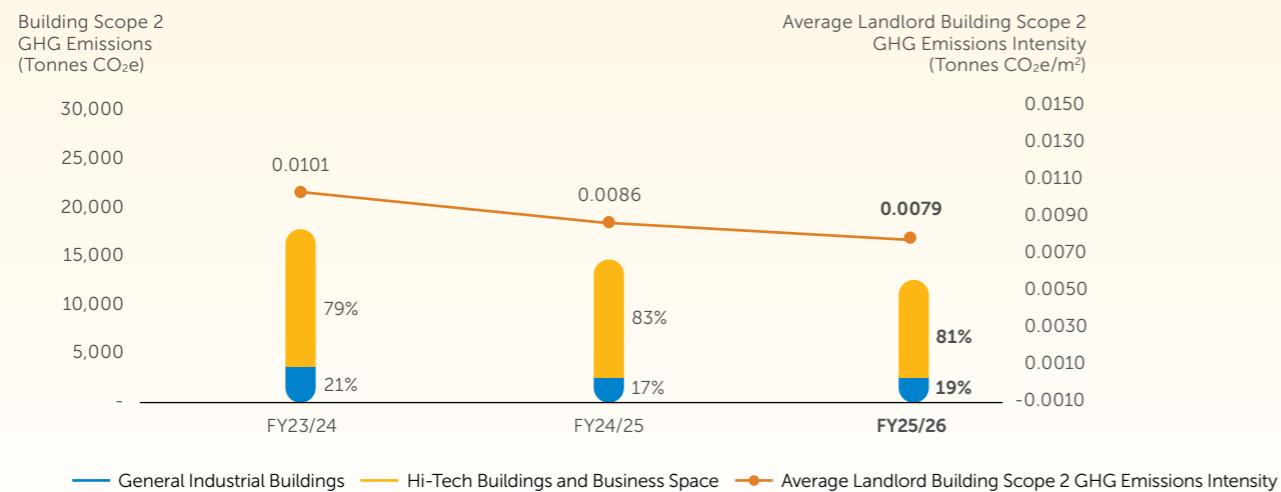
#### Total Building Electricity Consumption and Average Landlord Building Electricity Intensity of MIT's Properties in Singapore



MIT's total building electricity consumption in FY25/26 was 34.3 million kWh, a 12.8% decrease from the previous year. The average landlord building electricity intensity fell similarly by 5.9%.

10.7% of MIT's total building electricity consumption was solar power from its onsite installations.

#### Total Building Scope 2 GHG Emissions and Average Landlord Building Scope 2 GHG Emissions Intensity of MIT's Properties in Singapore



The total building Scope 2 GHG emissions of MIT's properties in FY25/26 were 12,317 tonnes CO<sub>2</sub>e, a 14.3% year-on-year decrease. As a result, the average landlord building Scope 2 GHG emissions intensity also saw a drop of 7.7% from the year before.

	Units of Measure	FY23/24	FY24/25	FY25/26
Reported MIT Properties	Number of properties	5	5	5
NLA	Square metre (m <sup>2</sup> )	173,685	173,685	173,685
Total building electricity consumption	Million kilowatt hours (kWh)	24.5	24.0	26.9
Average landlord building electricity intensity	kWh/m <sup>2</sup>	206.2	202.3	239.6
Total building Scope 2 GHG emissions	Tonnes of carbon dioxide equivalent (tCO <sub>2</sub> e)	10,051	9,268	10,341
Average landlord building Scope 2 GHG emission intensity	tCO <sub>2</sub> e/m <sup>2</sup>	0.084	0.078	0.091

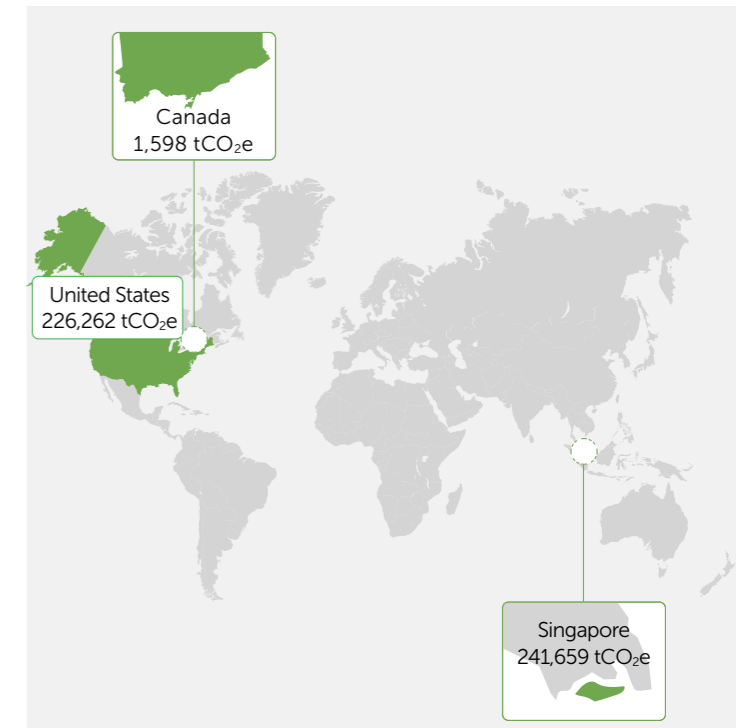
The Manager has operational control over five properties (data centres) in North America. Data centres generally require large amounts of electricity to power and cool the servers housed within them, making these assets more energy intensive than other property segments.

#### SCOPE 3 EMISSIONS

In FY25/26, the Manager broadened its reporting scope by incorporating tenant energy consumption data where possible. Ongoing communication is maintained with tenants to gain better insight into their energy-use patterns and to encourage more responsible consumption. Such engagement is important because the Manager and Property Manager have limited visibility into, and no direct control over, the majority of tenants' individual energy usage. During the reporting year, MIT's total tenant energy consumption amounted to 1,505 million kWh, resulting in 469,519 tCO<sub>2</sub>e of GHG emissions.

The Manager acknowledges that the pace of sustainability advancement differs across the various property segments and geographic markets in which MIT operates. This may create challenges in implementing environmental initiatives. To address this, the Manager will continue engaging tenants and encouraging greater data sharing, with the aim of improving portfolio-wide coverage of tenant emissions in future sustainability reports. As at 31 March 2026, the Manager had visibility of 65% of its total portfolio and 55% of its tenanted areas<sup>5</sup>.

<sup>5</sup> Percentage of coverage is determined based on GFA.



MIT's total Scope 3 emissions, including those from other categories – can be found on page 36 in the Key ESG Data Summary.

# CLIMATE RISKS AND OPPORTUNITIES

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## CLIMATE-RELATED DISCLOSURES OVERVIEW

The physical impacts of climate change are intensifying globally, with increasing frequency and severity of extreme weather events such as floods, cyclones, and heatwaves. In this evolving landscape, real estate players must enhance the resilience of their assets while proactively identifying opportunities arising from the low-carbon transition.

Climate-related risks and opportunities have the potential to materially influence MIT's financial position, operating performance and cash flows across the short-, medium- and long-term. The Manager, supported by the Sponsor, has begun monitoring the current effects of climate change on MIT's portfolio, assessing potential future implications through scenario analysis, and implementing targeted mitigation and adaptation strategies.

The following disclosures are primarily qualitative, complemented by selected quantitative estimates based on forward-looking assessments. These reflect model limitations, data availability constraints and inherent uncertainties, with ongoing efforts to enhance the analysis.

## CURRENT EFFECTS OF CLIMATE CHANGE

Four properties in North America were exposed to extreme cold but there was no financial impact. In its efforts to mitigate the effects of climate transition risks, MIT incurred about \$85,794 in renewable energy capital in FY25/26. The above financials are consistent with the financial information underlying the consolidated financial statements in the MIT 2025/2026 Annual Report. Costs associated with other climate-related activities, including energy efficiency initiatives and the development of low-carbon buildings, are not separately identifiable and involve a higher level of measurement uncertainty. Therefore, they are described qualitatively in the "Energy and Climate Change" chapter.

The Manager obtains independent valuations of MIT's properties at the end of each financial year. It is not aware of any climate-related risks that would result in material adjustments to the carrying amounts of MIT's assets and liabilities in the related financial statements for the next financial year.

## CLIMATE RISK ASSESSMENT

The Manager undertakes an annual climate risk assessment using a third-party tool. This assessment reflects emerging industry practices and is subject to uncertainties, assumptions and evolving

methodologies. The analysis applies forward-looking climate scenarios to estimate potential financial impacts using a Climate Value-at-Risk ("CVaR") framework.

For acute physical risks, CVaR is determined based on the following:

- **Potential asset damage cost:** Acute physical risks arising from extreme weather events can lead to building damage, resulting in increased capital expenditure ("capex") due to heightened asset repair costs. To assess the impact on MIT, asset valuation would be a financial indicator for risk assessment and comparison.
- **Potential increase in operating expenditure ("opex"):** Chronic physical risks, such as sustained periods of additional hot and cold days, lead to increased opex due to additional cooling and heating costs. To assess the impact on MIT, Net Property Income ("NPI") is a relevant financial indicator for comparison.

The assessment incorporates asset-specific geospatial data and elevation, alongside projections of local climate hazards. It does not account for asset-level adaptation measures (e.g., flood barriers), which may mitigate actual risk exposure. In addition, the model does not fully capture broader financial implications such as changes in asset valuations (other than potential damage costs and rental income losses), insurance premium increases, or energy price volatility. The assessment for FY25/26 reflect some delays to coastal flooding risks, as sea level rise tend to manifest long after temperature rises.

For transition risks, Transition CVaR is based on the projected carbon prices for specific regions or countries (where available), as carbon pricing is the policy tool used to limit GHG emissions. To assess the impact on MIT, NPI is used as a relevant financial indicator, given that carbon taxes may increase opex due to anticipated higher electricity prices from utility companies passing a portion of costs to consumers.

The tool incorporates climate scenarios from REMIND MAgPIE<sup>6</sup>, an integrated assessment model that analyses future interactions among variables such as projected gross domestic product growth, energy usage and mix in regions/countries, technology developments, and climate-related policies. The following table outlines the scenarios selected by the Manager, along with their respective time horizons and the rationale behind these selections.

	Physical Risks	Transition Risk
Scenario	Risks arising from the physical impacts of climate change, encompassing both acute (event driven such as floods and cyclones) and chronic (long-term shifts such as rising sea levels and increased mean temperature) risks.	Business-related risks stemming from shift towards a low-carbon economy, encompassing policy, technological market, and reputational changes.
	<b>3°C above pre-industrial levels</b>	<b>1.5°C above pre-industrial levels</b>
	Assumes that if no further climate policies are implemented, both average and extreme temperature changes are expected throughout the 21 <sup>st</sup> century.	Assumes that ambitious climate policies are introduced immediately to limit global warming to 1.5°C by 2100
	Under the NGFS Current Policies Scenario, global warming of 1.5°C could be reached in the 2030s, 2°C around 2050 and 3°C around 2100.	To cap the temperature increase to 1.5°C, regulators are expected to actively impose carbon taxes, regarded as the likely worst-case scenario in terms of costs associated with transition risks.

	<p><b>Rationale for Scenario Selection:</b></p> <p>To adopt a conservative approach regarding financial impacts, the analysis for physical risk is based on a 3°C scenario, while the transition risk analysis is based on a 1.5°C scenario.</p> <p>Other scenarios considered were deemed immaterial due to their minimal financial impacts.</p> <p>According to UN Environment Programme's Emissions Gap Report 2024, global warming is projected to reach 2.6°C to 3.1°C over the course of this century; and hence, a 3°C scenario is deemed as the likely worst-case scenario regarding costs associated with physical risks.</p> <p>Similarly, the 1.5°C scenario is viewed as a worst-case scenario for transition risks as it anticipates the immediate implementation of climate policies and highlights significant transition risks due to the rapid and extensive changes required across various sectors.</p>
	<p><b>Short-term (2030), Mid-term (2040), Long-term (2050)</b></p> <p>These time horizons align with MIT's strategic planning horizon, the average lifetime of its assets and capital allocation plans.</p> <p><b>Rationale for selecting the following time horizon:</b></p> <ul style="list-style-type: none"> <li>• 2030 was deemed as the short-term horizon as it aligns with MIT's business planning cycle.</li> <li>• 2040 was deemed as the medium-term horizon as it provides a mid-way point between the short- and long-term time horizons.</li> <li>• 2050 was deemed as the long-term horizon, as scientific evidence indicates that the most severe physical risks are expected to materialise by this period, which is also the target year for organisations to achieve net zero emissions.</li> </ul>
Time Horizon	
Geographical Coverage	All properties owned by MIT.

The outcome of the climate risk assessment for MIT is summarised below, with risk levels categorised as low, moderate, major or severe. Transition risk (specifically regulatory risk) manifests in the form of increased carbon price, which translates to higher utility costs. Considering the areas where MIT has direct responsibility for utility costs, the risk levels are moderate in short-term and long-term, and major in medium-term. Meanwhile, taken as a whole, including tenant-controlled areas, the risk levels are elevated. A more detailed analysis will be conducted for assets highlighted as severe risk in the model.

Physical Risk		Risk Level at 3°C Scenario		
Type	Description	Short-term 2030	Medium-term 2040	Long-term 2050
Coastal Flooding	Associated with an increasing or decreasing intensity and frequency of sea water flooding in coastal areas.	●	●	●
Fluvial Flooding	Associated with an increasing or decreasing intensity and frequency of river flooding.	●	●	●
Pluvial Flooding	Associated with an increasing or decreasing intensity and frequency of local surface flooding.	●	●	●
Cyclone	Associated with an increasing or decreasing intensity and frequency of tropical cyclones due to high wind speeds.	●	●	●
Wildfire	Associated with an increasing intensity and frequency of wildfires.	●	●	●
Extreme Cold	Associated with an increasing or decreasing number of days with extreme cold (< 0°C to -10°C)	●	●	●
Extreme Heat	Associated with an increasing or decreasing number of days with extreme heat (> 30°C to 35°C)	●	●	●

Risk Level: ● Low ● Moderate ● Major ● Severe

<sup>6</sup> The Regional Model of Investments and Development - Model of Agricultural Production and its Impact on the Environment ("REMIND-MAgPIE model") is a framework used by the Network for Greening the Financial System ("NGFS") to develop and analyse climate scenarios, exploring plausible future pathways for transition and physical risks.

# CLIMATE RISKS AND OPPORTUNITIES

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Transition Risk				
Type	Description	Risk Level at 1.5°C Scenario		
		Short-term 2030	Medium-term 2040	Long-term 2050
<b>Increase in Carbon Price (Whole Building)</b>	Associated with carbon taxes translating to higher utility costs for entire building including tenant-controlled areas	●	●	●
<b>Increase in Carbon Price (Landlord-controlled Area)</b>	Associated with carbon taxes translating to higher utility costs for landlord-controlled areas only	●	●	●

Risk Level: ● Low ● Moderate ● Major ● Severe

Carbon pricing remains MIT's most significant transition risk, given its reliance on grid electricity to power its properties.

None of MIT's properties are projected to be exposed to severe physical risk in 2050, resulting in no estimated value-at-risk (S\$0 million). Meanwhile, 4% of MIT's landlord-controlled areas are exposed to transition risk in 2050, with an estimated value-at-risk of S\$40 million.

The total leasable floor area located in 100-year flood zones is 436,490 square metres, of which industrial properties account for 84%. The remaining 16% comprises the data centre assets.

Physical and transition risks may have financial implications for MIT, both directly and through its value chain, as illustrated below.

CLIMATE RISK ASSESSMENT – POTENTIAL FINANCIAL IMPLICATIONS		
Metric	Physical Risks	Transition Risks
<b>Revenue</b>	<ul style="list-style-type: none"> <li>Business interruptions (e.g. severe flooding that renders buildings inaccessible, disruption to energy/water supply)</li> </ul>	<ul style="list-style-type: none"> <li>Shifting corporate consumer preferences to less carbon-intensive assets</li> <li>Regulatory requirements for building operations impacting license to operate (e.g. Singapore's Building and Construction Authority Legislation on Environmental Sustainability for Buildings)</li> </ul>
<b>Opex</b>	<ul style="list-style-type: none"> <li>Increased maintenance costs</li> <li>Increased heating and/or cooling costs</li> <li>Higher insurance premiums</li> <li>Productivity loss due to heat stress and emergencies</li> <li>Upstream supply chain disruptions due to climate change causing downstream impacts such as delayed delivery time of materials and equipment</li> </ul>	<ul style="list-style-type: none"> <li>Increased utility costs through increased carbon taxes and procurement of renewable energy certificates</li> </ul>
<b>Capex</b>	<ul style="list-style-type: none"> <li>Building damage repair cost</li> <li>Increased costs to raise assets' resilience (e.g. elevating ground level for development projects, installing flood barriers for existing assets)</li> </ul>	<ul style="list-style-type: none"> <li>Increased costs to decarbonise buildings (e.g. upgrade of HVAC systems, renewable energy installations)</li> </ul>
<b>Asset Valuation</b>	<ul style="list-style-type: none"> <li>Decreased asset value due to loss of revenue, higher opex and capex, shorter useful lifetime or stranded assets</li> <li>Investors avoiding assets exposed to climate risks</li> <li>Inability to obtain bank financing due to climate risks</li> </ul>	

To manage climate risks, MIT has developed both mitigation and adaptation plans, as summarised below.

<p><b>MITIGATION PLAN</b></p> <p>To reduce the impact of climate change</p>	<ul style="list-style-type: none"> <li><b>Net zero plan and target</b> including establishing the energy and carbon baseline, and asset-level decarbonisation pathways</li> <li><b>Green building plan</b> to lower carbon footprint through energy optimisation efforts and obtain green building certifications / energy ratings for benchmarking</li> <li><b>Transition to renewable energy sources</b></li> <li><b>Tenant engagement</b> through green leases and education to increase energy efficiency, and adopt renewable energy to reduce Scope 3 Category 13 GHG emissions</li> <li><b>Supplier engagement</b> and consideration of environmental credentials to reduced embodied carbon</li> </ul> <p>Refer to 'Towards Net Zero' section on page 20 for more details.</p>
<p><b>ADAPTATION PLAN</b></p> <p>To prepare for severe climate change</p>	<ul style="list-style-type: none"> <li><b>Climate risk due diligence</b> for new investments and existing assets</li> <li><b>Conduct technical building assessment</b> to investigate higher-risk assets and explore engineering solutions to protect assets, if necessary</li> <li><b>Maintain insurance coverage</b> for climate-related property damage and business interruption</li> <li><b>Emergency plans</b> for buildings and workplaces</li> <li><b>Reduce strain on power grid and water supply</b> through energy and water efficiency measures and onsite renewable energy generation</li> <li><b>Diversify</b> supplier base to minimise impact of supply chain disruptions due to concentration risk</li> <li><b>Active monitoring</b> of climate conditions by Property Management teams and implementation of flood control measures where appropriate</li> <li><b>Establish health and safety protocols</b> to adjust working arrangements</li> </ul>

## CLIMATE-RELATED OPPORTUNITIES ASSESSMENT

By anticipating climate-related risks and embedding risk mitigation measures in its processes, MIT strives to build a climate-resilient asset portfolio that is more sustainable and resource-efficient. The table below specifies the climate-related opportunities available to MIT in its sustainability journey, which are expected to become more pronounced over time depending on the climate scenario.

Sustainability Measures	Potential Opportunities
Increase the proportion of buildings with sustainable building certifications	<ul style="list-style-type: none"> <li>License to operate as tenants are increasingly seeking greener buildings</li> <li>Appeal to a pool of ESG-savvy tenants who are willing to pay a slight premium for green buildings</li> </ul>
Optimise energy efficiency in operating assets	<ul style="list-style-type: none"> <li>Lower electricity costs and lower carbon tax pass-through costs due to decreased carbon emissions</li> </ul>
Adopt renewable energy through solarisation of rooftops and power purchase agreements	<ul style="list-style-type: none"> <li>Additional revenue streams from selling surplus solar energy to the grid and selling surplus renewable energy certificates to ESG-conscious tenants</li> </ul>
Increase the percentage of carpark lots that have electric vehicle charging facilities	<ul style="list-style-type: none"> <li>Attract a broadening category of tenants using electric vehicles for their businesses and commute</li> <li>Additional revenue stream through offering charging services to tenants and visitors</li> </ul>
Expand access to green and sustainable capital	<ul style="list-style-type: none"> <li>Attract forward-looking investors seeking sustainable investments</li> <li>Enhance access to ESG-driven lenders who may offer more favourable interest rates based on ESG performance through green and sustainable financing</li> </ul>

## CLIMATE RISKS AND OPPORTUNITIES

201-2

### MANAGING CLIMATE-RELATED RISKS AND OPPORTUNITIES

Environmental risk, including both physical and transition climate risks, is a key component of MIT's Enterprise Risk Management ("ERM") Framework. It is prioritised alongside other principal risks, with risk tolerance approved by the Board. Supporting policies are regularly reviewed and updated to ensure systematic consideration of climate-related risks and opportunities across the business. In addition, climate-related training is conducted for the Board, senior management and employees to strengthen awareness and capabilities.

To mitigate physical risks and capture resilience-related opportunities, the Group Sustainable Investment Policy requires physical risk assessments to be undertaken prior to new acquisitions. For existing assets, climate risk assessments are conducted annually and embedded within the ERM Framework. Where assets are identified as exposed to physical risks, relevant national adaptation measures are closely monitored.

To manage transition risks and maintain portfolio attractiveness, the Manager has implemented several measures. An environmental data management system has been established to track energy consumption and carbon emissions, forming the basis for performance management. While internal carbon pricing is not currently applied, the Group Sustainable Development Policy and Group Sustainable Investment Policy guide asset design and enhancement to reduce emissions and support regulatory compliance. MIT's transition plan is supported by its Group Renewable Energy Policy, which sets out a clear hierarchy and approach to renewable energy deployment. The Manager also monitors evolving climate regulations and market trends, and engages tenants to respond to shifting expectations and demand.

### BUSINESS MODEL RESILIENCY AND RESOURCE ALLOCATION

MIT's core business model is not expected to fundamentally change due to climate-related risks and opportunities. However, strengthening long-term resilience requires the continued implementation and refinement of its climate mitigation, adaptation and opportunity strategies.

Responsibility for funding and executing asset-level climate initiatives rests with individual business units. Planned capital investments are focused on expanding renewable energy capacity, including rooftop solar installations and renewable energy procurement. At the Mapletree Group level, financial and human resources are allocated to support portfolio-wide initiatives, with resource allocation reviewed regularly as the Mapletree Group advances its net zero ambitions. MIT also leverages green financing to support climate-related investments and asset enhancements (refer to 'Economic Performance' on page 10).

Given the evolving nature of climate scenario analysis, the Manager will continue to refine its methodologies and assumptions. Ongoing monitoring and reporting enable MIT to strengthen risk management practices, enhance resilience, and capture emerging climate-related opportunities.



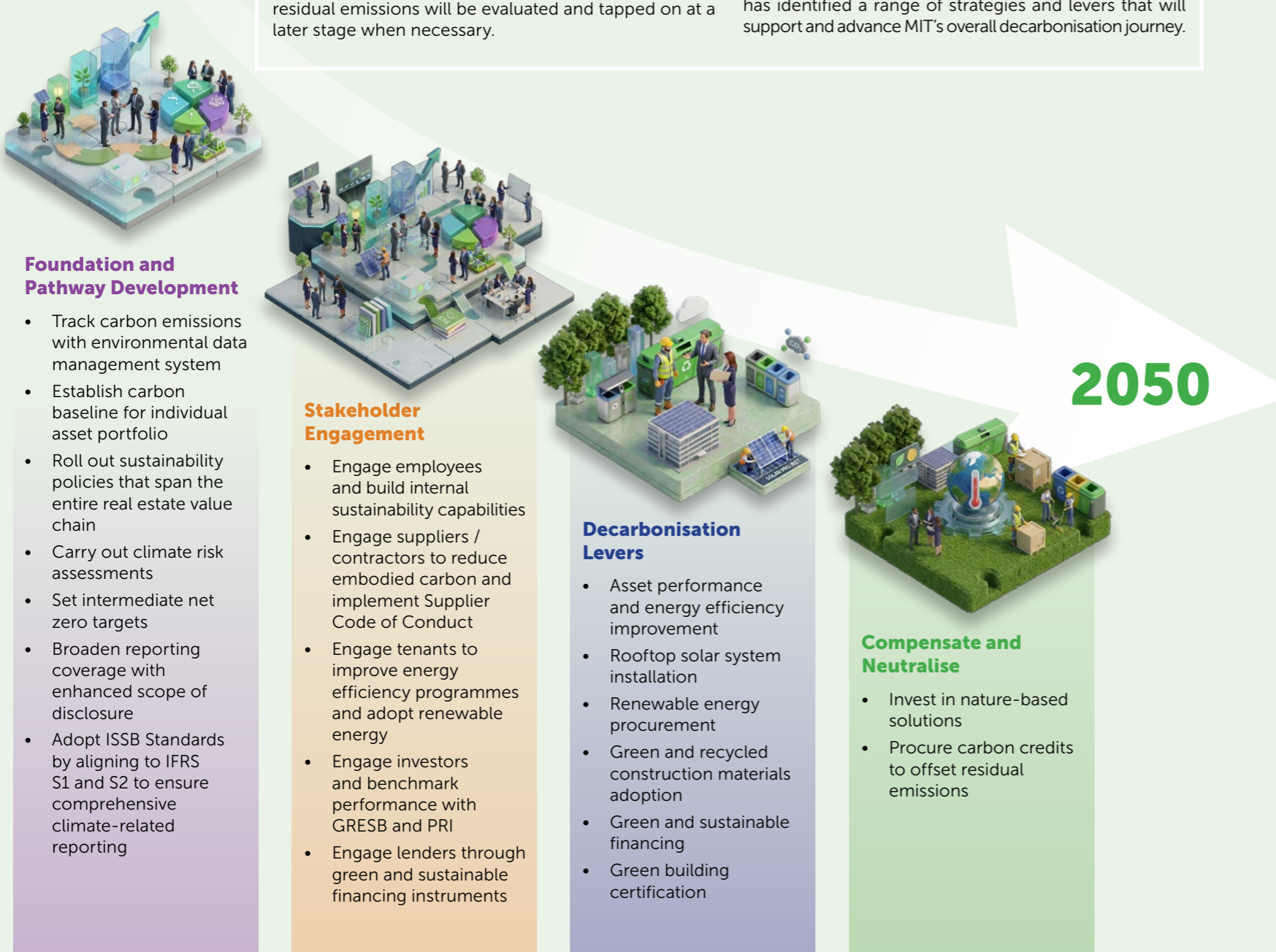
# TOWARDS NET ZERO

## Building a Climate-resilient Asset Portfolio with Net Zero Roadmap 2050

### AN UPDATE ON PROGRESS

Aligned with the Mapletree Group's sustainability direction, MIT continues to uphold the principles of the Paris Agreement and supports Singapore's ambition to achieve net zero emissions. Guided by the Mapletree Group's Net Zero 2050 Roadmap, the organisation is working toward absolute net zero emissions by 2050. Carbon credits for residual emissions will be evaluated and tapped on at a later stage when necessary.

As MIT progresses along its net zero pathway, it encounters similar challenges faced by many organisations, particularly the limited influence it has over value chain emissions generated by tenants, suppliers and contractors. These external dependencies make some targets difficult to achieve. Despite these constraints, the Mapletree Group has identified a range of strategies and levers that will support and advance MIT's overall decarbonisation journey.



### Foundation and Pathway Development

- Track carbon emissions with environmental data management system
- Establish carbon baseline for individual asset portfolio
- Roll out sustainability policies that span the entire real estate value chain
- Carry out climate risk assessments
- Set intermediate net zero targets
- Broaden reporting coverage with enhanced scope of disclosure
- Adopt ISSB Standards by aligning to IFRS S1 and S2 to ensure comprehensive climate-related reporting

### Stakeholder Engagement

- Engage employees and build internal sustainability capabilities
- Engage suppliers / contractors to reduce embodied carbon and implement Supplier Code of Conduct
- Engage tenants to improve energy efficiency programmes and adopt renewable energy
- Engage investors and benchmark performance with GRESB and PRI
- Engage lenders through green and sustainable financing instruments

### Decarbonisation Levers

- Asset performance and energy efficiency improvement
- Rooftop solar system installation
- Renewable energy procurement
- Green and recycled construction materials adoption
- Green and sustainable financing
- Green building certification

### Compensate and Neutralise

- Invest in nature-based solutions
- Procure carbon credits to offset residual emissions

2050

### FY25/26 PROGRESS

#### Data-Driven Climate Strategy

Effective sustainability data management underpins the accurate tracking of carbon emissions and performance metrics. With over 200 data points captured across all properties, MIT is able to generate actionable insights to enhance efficiency, measure progress, and strengthen accountability.

The Mapletree Group is integrating the environmental data management platform with operational data sources and building systems to reduce manual processes, improve consistency, and enable real-time monitoring where possible.

It has also established an Environmental Data Basis of Preparation to standardise inputs and ensure consistent interpretation of outputs, which will strengthen the reliability of sustainability reporting and support credible decarbonisation targets and strategies.

#### Reduction in Operational Carbon Through Energy Efficiency Optimisation

The Manager and Property Manager strive to integrate sustainability into the development, design, and operations of MIT's properties. A mix of passive and active strategies ensures

efficient resource use in MIT's buildings. This begins at the design stage. For instance, the building orientation and facade design may be optimised to capitalise on daylighting and natural ventilation. The green focus carries through to energy-efficient building systems, including HVAC, water-efficient fittings and solar photovoltaic panels for renewable energy. Technology plays a major role, spanning from smart building automation systems to district cooling systems that adjust building systems based on operational demand and different cooling requirements.

The Manager aims to secure BCA Green Mark ratings and higher for all MIT's new developments. Such certifications are important because they demonstrate MIT's commitment to environmental stewardship and the development of sustainable buildings, which promote occupant well-being.

#### Green Energy

The transition to net zero for the built environment will heavily depend on the integration of renewable energy into the infrastructure of MIT's properties. The full completion of Phase 3 of solar panel installations in FY24/25 brought MIT's total solar generating capacity to 12,453 kWp, resulting in the earlier-than-expected attainment of the FY29/30 target to install 10,000 kWp of renewable energy capacity in its portfolio. MIT produced 15,995 MWh of renewable energy in FY25/26.

### Installation of Solar Panels Across MIT's Portfolio

37 solar panel installations across 23 property clusters

Generating capacity of about 12,453 kWp

Generated about 15,995 MWh of renewable energy in FY25/26, of which roughly 76% was exported to the grid

#### Green and Sustainable Financing

MIT began adopting green and sustainable financing in 2020 and continues to use it as a key enabler of its sustainability efforts. As at 31 March 2026, it has secured approximately S\$471.4 million in sustainability-linked facilities.

## WATER MANAGEMENT

3-3

### WHY IS THIS IMPORTANT?

Climate change is intensifying pressure on water resources, and water scarcity is becoming a growing concern worldwide. Water management is therefore an important focus for the Manager and Property Manager, given both the geographic spread of MIT's portfolio and the needs of certain property types. Data centres form a significant part of MIT's portfolio and typically consume more water than other property types, mainly due to the cooling requirements of data servers. Some of these data centres are also located in water-stressed areas, including Singapore and parts of the United States.

To address these challenges, the Manager and Property Manager are strengthening water management practices across MIT's properties. Key actions include monitoring water withdrawal, reducing overall water consumption, and exploring alternative water sources where feasible. These efforts aim to ease pressure on local water supplies and mitigate reputational risks associated with irresponsible water use.



### MANAGEMENT APPROACH 3-3 303-1

Water consumption at MIT's properties is driven mainly by tenants. In data centres, significant volumes of water are required for cooling equipment such as chillers, cooling towers, and air-conditioning systems that regulate server temperatures. Water use under the Manager's direct operational control is largely limited to common areas and shared services, including restrooms, pantries, and chiller plant systems. Given MIT's business model of leasing and managing industrial properties, landlord-controlled usage is generally minimal.

Water management initiatives are concentrated on the Singapore Portfolio, where the common areas of most MIT's properties fall under landlord's operational control. Key focus areas include improving chiller efficiency and upgrading restrooms across MIT's properties.

To date, 56 properties across 34 property clusters in Singapore attained the PUB Water Efficient Building (Basic) certification in recognition of MIT's efforts to install water-efficient fixtures within the properties. Water-saving features have been installed across the portfolio, which include water-efficient taps, automatic sensor faucets, and low-flush water systems. To optimise water use efficiency, the Property Manager has also adopted suggested water flow rates that is in accordance with Singapore's Water Efficiency Labelling Scheme.

In addition, the Property Manager regularly conducts inspections of water supply facilities for water leakages and performs repairs and maintenance in a timely manner.

## WATER CONSERVATION CAMPAIGNS AND ACTIVITIES

The Manager and Property Manager understand that water management is a collective effort and actively engage tenants through knowledge building and sharing best practices for reducing water use in their day-to-day operations.

### Tenant Engagement on Water Conservation

The Manager and the Property Manager engaged MIT tenants in a series of four water management initiatives designed to promote responsible consumption. Anchored on the acronym "WATER", the campaign highlighted practical measures tenants could adopt to reduce usage and strengthen water stewardship within their operations.

To further raise awareness, roadshows were held at Mapletree Hi-Tech Park @ Kallang Way and Kallang Basin 4 Cluster on 17 September 2025 and 20 November 2025 respectively. The events featured interactive activities, including a conservation-themed game and quiz, which encouraged tenants to consider everyday water-saving habits.



Tenant engagement roadshow on water conservation at Mapletree Hi-Tech Park @ Kallang Way



A Water Conservation Poster Design Contest, themed 'What Water Conservation Means to Me', was launched to engage tenants in expressing their ideas on sustainable water use. Selected winning posters are displayed in common areas to further inspire awareness and collective responsibility.

Through these initiatives, the Manager reinforced the importance of responsible water use and fostered a culture of environmental consciousness across MIT's tenant community.

### MANAGEMENT OF WATER DISCHARGE-RELATED IMPACT 303-2

Requirements for trade effluent and wastewater discharge are governed by local regulations in each market. In Singapore, trade effluent discharge into watercourses is regulated under the National Environment Agency's ("NEA") Environmental Protection and Management (Trade Effluent) Regulations, as well as PUB's Sewerage and Drainage (Trade Effluent) Regulations. In the United States, wastewater discharge management and effluent guidelines are administered by the United States Environmental Protection Agency on an industry-by-industry basis, in line with the Clean Water Act and the National Pollutant Discharge Elimination System permit programme.

To comply with all relevant regulations, the Manager and the Property Manager ensure that discharge from MIT's properties remains within the permissible limits for trade effluent discharge into a watercourse or controlled watercourse.

### TRANSLATING EFFORTS INTO REDUCTIONS IN WATER WITHDRAWAL 2-4 303-3 CRE2

In Singapore, the PUB supplies the water withdrawn in MIT's properties. The cooling towers at the Hi-Tech Buildings and Business Space – K&S Corporate Headquarters and 1 & 1A Depot Close utilise high-grade reclaimed water, also known as NEWater. This accounted for 19.9% of the water used in the Hi-Tech Buildings and Business Space in FY25/26.

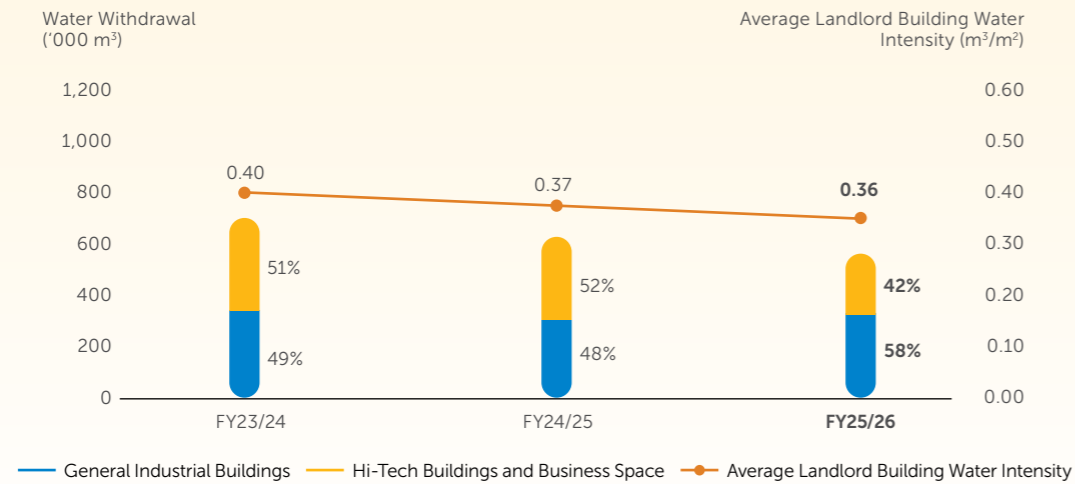
## WATER MANAGEMENT

3-3

### Total Water Withdrawal and Intensity of MIT's Properties in Singapore

The total volume of water withdrawn from MIT's properties in Singapore in FY25/26 was 565,172 m<sup>3</sup>, a decrease of 9.8% from the previous year. Similarly, the average landlord building water intensity decreased by 3.4%. The decrease in total water withdrawal was attributed to the properties divested during the financial year.

Total Building Water Withdrawal and Average Landlord Building Water Intensity of MIT's Properties in Singapore



## NORTH AMERICA

Within the North American Portfolio, the Manager has operational control of only five properties, all of which are data centres. Water withdrawal is generally higher for data centres because of operational cooling needs. As a result, the North American Portfolio has a higher average landlord building water intensity than the Singapore Portfolio, which comprises a mix of property segments.

Among the buildings that the Manager has operational control, only 11900 East Cornell Avenue, Aurora, United States is located in an area that is marked as "high water stress". The total water withdrawn in this asset was 3,330 m<sup>3</sup>.

	Units of Measure	FY23/24	FY24/25	FY25/26
<b>Reported MIT Properties</b>	Number of properties	5	5	5
<b>NLA</b>	Square metre (m <sup>2</sup> )	173,685	173,685	173,685
<b>Total volume of water withdrawal</b>	Cubic metre (m <sup>3</sup> )	70,104	61,482	61,829
<b>Average landlord building water intensity</b>	m <sup>3</sup> /m <sup>2</sup>	0.50	0.45	0.48

## WASTE MANAGEMENT

3-3

### WHY IS THIS IMPORTANT?

Safe disposal and recycling of waste are becoming increasingly important as waste management gains greater attention. Responsible handling of waste helps reduce environmental impact and supports progress towards a circular and low-carbon economy. Materials and waste from business operations can also present underused opportunities, including electronic waste (e-waste) generated within MIT's industrial properties and data centres.

The Manager seeks to minimise waste generation and manage waste disposal responsibly. This includes putting in place infrastructure and practices that enable tenants to participate in the circular economy. Such efforts can enhance tenant satisfaction and improve the overall quality of MIT's properties.



### MANAGEMENT APPROACH 3-3 306-1 306-2

Waste generated at MIT's properties primarily arises from tenant activities. As a result, the Manager and Property Manager place strong emphasis on tenant engagement to help reduce overall waste volumes. Tenants in BCA Green Mark buildings receive a Green Building Guide, which outlines action plans for waste recycling and provides guidance on energy and water conservation.

To facilitate waste segregation at source, recycling bins are positioned at properties in Singapore under MIT's operational control. Food-waste digesters have been installed at MIT's food factory, Kampong Ampat Cluster to encourage sustainable disposal of food waste.

A Waste Management Plan is in place to encourage waste reduction practices among employees of the Manager. These practices include:

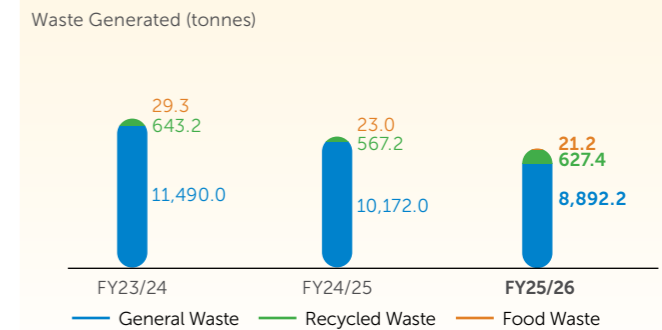
- Digitising and streamlining workflows to reduce document printing;
- Stopping the provision of single-use water bottles in meeting rooms and encouraging employees to bring reusable bottles;
- Providing non-disposable glassware and crockery in pantries and meeting rooms; and
- Placing electronic waste recycling bins at accessible locations.

In addition, the Property Manager tracks waste generated across MIT's properties in Singapore and submits the information to the NEA annually. This enables the Property Manager to monitor waste-reduction performance and implement improvements where appropriate.

### TRANSLATING EFFORTS INTO A REDUCTION IN WASTE GENERATION 306-3 306-4 306-5

In FY25/26, MIT's properties in Singapore<sup>7</sup> generated a total of 9,540.8 tonnes of waste, all of which are non-hazardous. Out of the total waste produced, 7% has been recycled while the remaining majority 93% was incinerated at waste-to-energy incineration facilities.

Total Building Waste Generation



### Recycling Programme for Wooden Pallets at Kolam Ayer 5 Cluster

Wooden pallets are widely used across industries for the storage and movement of goods. Recycling these pallets reduces timber consumption, lowers landfill waste, and conserves natural resources. The Manager and Property Manager introduced a recycling programme at the Kolam Ayer 5 Cluster in FY25/26, building on the successful rollout at the Serangoon North Cluster in FY24/25.

A review of waste management practices identified Kolam Ayer 5 Cluster as well-suited for the programme due to the

frequent use and disposal of wooden pallets by tenants. The programme received strong tenant participation, which resulted in the collection of 2,660 kilogrammes of wooden pallets for recycling in FY25/26.

MIT has now set a new goal of extending the wooden pallet recycling programme to the Kampong Ubi Cluster. This reinforces ongoing efforts to integrate environmental sustainability into tenants' daily operations.

<sup>7</sup> The waste generation performance data presented excluded data from 2A Changi North Street 2, 7 Tai Seng Drive and Mapletree Sunview 1 as they were under the tenants' management.

# SOCIAL

Employees and the broader community are recognised by the Manager and Property Manager as key contributors to MIT’s long-term success. Accordingly, efforts are focused on developing sustainable human capital through skills development initiatives and by fostering a diverse, inclusive and innovative workplace environment that supports organisational effectiveness. Their commitment to societal well-being is further reflected in a strong focus on health and safety, and corporate social responsibility (“CSR”), which helps strengthen community relationships and enhance organisational reputation.

This section addresses four material topics: **Employee Engagement and Talent Management, Diversity and Equal Opportunity, Health and Safety, and Community Impact.**



# EMPLOYEE ENGAGEMENT AND TALENT MANAGEMENT

3-3

## WHY IS THIS IMPORTANT?

Long-term business performance and sustainability at MIT are underpinned by the quality and capability of its people. As such, the Manager and the Property Manager prioritise investments in human capital development to support continuous learning, career advancement, and employee well-being, which are essential for both personal and professional growth.

By fostering a positive employee experience and high levels of engagement, the Manager and the Property Manager are better positioned to attract, motivate, and retain skilled talent. This enables employees to contribute more effectively to MIT's operations, strengthens its competitive positioning, and supports business continuity through lower turnover and higher workforce stability.



## MANAGEMENT APPROACH 3-3 402-1

The Mapletree Group's Employment and Talent Development Strategy employ a comprehensive, multi-faceted approach across the entire employee lifecycle. This holistic approach encompasses all stages of the employee journey, from recruitment and onboarding to development, retention and eventual offboarding, which ensures consistent and effective people management throughout the organisation.

In the event of significant operational changes, the Mapletree Group endeavours to inform affected employees (and unions, where applicable) in advance to minimise potential disruptions and to maintain an engaged workforce.



## TALENT ATTRACTION AND RETENTION 401-1

### Recruitment and selection

As wholly owned subsidiaries of the Sponsor, the Manager and the Property Manager align their employment and talent retention practices with the Sponsor's overarching people strategies and policies. These are underpinned by principles of fairness, merit-based employment, and equal opportunity, and are implemented in line with the Tripartite Guidelines on Fair Employment Practices ("TGFE"). Issued by Singapore's tripartite partners - the Ministry of Manpower ("MOM"), the National Trades Union Congress, and the Singapore National Employers Federation - the TGFE promotes fair and merit-based employment practices. Recruitment and selection are conducted objectively against a set of established criteria such as skills, experience, and qualifications, and regardless of age, race, gender, religion, marital status and family responsibilities, or disability. Employees are also provided training and development opportunities tailored to their strengths and developmental needs.

Employment opportunities are also promoted through multiple external channels, such as career fairs, online job portals and executive search firms. Job advertisements are reviewed to ensure that the selection criteria focus on the relevant qualifications, competencies and experience, in accordance with the Mapletree Group's guidance on fair and non-discriminatory employment practices.

To attract a diverse talent pipeline, the Manager and the Property Manager leverage various talent programmes offered by the Sponsor, including the Mapletree Internship Programme and Mapletree Technical Programme. These programmes are designed to engage individuals across different career stages, ranging from students and fresh graduates to mid-career professionals seeking to enter the real estate sector.

## Succession planning

The Manager regularly reviews its recruitment and development strategies to ensure alignment with business objectives and long-term organisational sustainability. The Nominating and Remuneration Committee regularly reviews the talent pipeline and succession planning for the CEO and key management personnel of the Manager. Targeted development plans are curated for candidates who are identified to be part of the talent pipeline so as to prepare them for key leadership roles in the future.

20% annual turnover rate

10% annual new hire rate

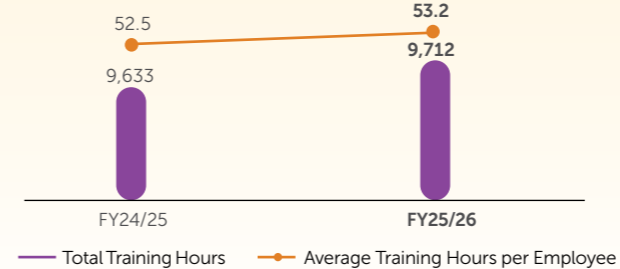
## TRAINING AND DEVELOPMENT 404-1 404-2

The Sponsor fosters a culture of continuous learning through training initiatives that equip employees with the skills and knowledge required to perform effectively in their roles. The Manager and the Property Manager proactively identify and develop talent within the organisation and offer targeted training opportunities that support career progression and leadership-readiness.

Employees are encouraged to participate in a broad range of functional and technical training programmes offered throughout the year, complemented by access to digital learning platforms such as LinkedIn Learning, which provides over 25,000 courses to support ongoing professional development.

Training programmes cover focus areas including business continuity, sustainability, building safety, digital transformation, finance, diversity and inclusion, information technology, personal effectiveness and real estate. In FY25/26, employees of the Manager and the Property Manager completed a total of 9,712 training hours, averaging 53.2 hours per employee. In addition, 100% of employees received professional training on ESG-related topics such as ethics, environmental sustainability and cybersecurity.

### Employee Training Hours



1,704 training programmes attended

## Career management

The Manager and the Property Manager encourage employees to take ownership of their learning and career development. Under the Self-Development Scheme, employees are supported in enhancing core competencies or obtaining professional qualifications via co-payment of course fees, learning materials, and professional membership costs. In addition, qualified<sup>8</sup> employees may further their education through the Mapletree Training Award, which provides co-payment reimbursement for studies at accredited universities, tertiary institutions or professional bodies. Employees may also apply for up to seven days of paid study and examination leave per calendar year.

Employees have access to a broad range of training and development opportunities, including industry-related courses, seminars and conferences. These include real estate seminars and conferences organised by the Singapore Management University ("SMU") under the Mapletree Group-supported real estate programme, as well as the Mapletree Annual Sustainability Lecture at Nanyang Technological University ("NTU") as part of the Mapletree Sustainability Programme.



Mapletree Annual Sustainability Lecture at NTU



5th Mapletree Real Estate Forum at SMU

Newly hired employees are offered the opportunity to participate in the Mapletree Immersion Programme, which supports their integration into the Mapletree Group's culture and values.

<sup>8</sup> Qualified employees are defined as full-time, contract (with a contract duration exceeding one year), and part-time employees who have completed at least two years of service.

# EMPLOYEE ENGAGEMENT AND TALENT MANAGEMENT

## Spotlight

### Mapletree Learning Fiesta

The Mapletree Group successfully hosted its eighth Learning Fiesta from 17 to 19 September 2025, marking the second year of a hybrid programme that brought together employees from its global offices to learn, connect, and grow. Since its inception in 2012, the event has aimed to cultivate excitement around learning and to encourage a self-directed, lifelong learning mindset across the organisation. This year's theme "Strong Foundation, Unlocking Potential" focused on building adaptability and enhancing operational efficiency to navigate an evolving business landscape. It also underscored the importance of strengthening core capabilities while embracing change, innovation, and growth to enhance operational excellence and readiness for the future.

Designed to be inclusive and comprehensive, the three-day programme was conducted onsite at the Mapletree Singapore office and through online sessions, which enabled colleagues from overseas markets to participate alongside Singapore-based teams. Across 11 curated sessions, more than 1,000 employees achieved 5,475 learning hours across four focus areas: Business and Strategy; Personal Development; Digital Transformation; and

Sustainability. The programme featured a diverse line-up of internal speakers and external experts who shared practical insights and best practices relevant to the Mapletree Group's operating context.

Beyond content-rich sessions, employees also took part in interactive activities that fostered camaraderie and creativity, including a Magazine Booth, Photo Booth and Game Stations. The Game Stations incorporated two sustainability-themed activities. "Catching Green Waves" helped participants distinguish between sustainable and non-sustainable materials, while "Sort Your Trash Right" guided participants to categorise recyclables such as metal, plastic, glass and paper. These were complemented by team and individual games designed to build engagement and reinforce key learning points. The September Learning Challenge encouraged employees to continue their development beyond the event.

Employees can continue to access the learning materials and session recordings on their Learning Management System to reinforce learning.



Employees playing a team game - "Health Challenge"



Mr Ng Chee Wee, Vice President, Group Property Management Singapore, shares how technology and innovation are transforming property management in the Mapletree Group, enhancing efficiency, sustainability and tenant experiences.

### Mapletree Learning Roadmap

	Leadership and People Management Excellence	Personal Excellence	Functional Excellence	New Hire Excellence
<b>Non-Executives</b>	Supervisory Leadership Programme	Courses, seminars, and workshops on different competencies and skill sets	On-the-job trainings, coaching, and role-specific learning sessions	First Day Orientation  Onboarding Buddy Programme  Immersion Programme  In-Conversation with Senior Management
<b>Executives</b>				
<b>Assistant Managers</b>				
<b>Managers and Senior Managers</b>	Leadership Foundation Programme  Human Capital Leadership Institute ("HCLI") Young Leaders' Programme			
<b>Vice Presidents and Directors</b>	Leadership Excellence Programme  HCLI Leaders' Programme			
<b>Above Director Level</b>	Strategic Leadership Programme  HCLI Global Leaders' Programme			

The Manager and the Property Manager adopt the Mapletree Group's Learning Roadmap to provide a structured framework for career development and skills enhancement. The roadmap comprises programmes and modules across four key verticals that support professional excellence and functional capability building.

Training programmes are made available to employees across all regions, with offerings tailored according to department, role and seniority. These programmes are designed to strengthen functional competencies, build soft skills and deepen leadership capabilities, enabling employees to perform effectively in their current roles and transition smoothly into future responsibilities, while supporting the continuity of MIT's operations.

Leadership development is supported through targeted programmes. The Leadership Foundation Programme focuses on core people-management capabilities for managers while the Leadership Excellence Programme is designed for middle-to senior-level leaders to enhance leadership effectiveness and team dynamics. These programmes are delivered through a combination of lectures, facilitated discussions, case studies and role-playing exercises.



Leadership Foundation Programme



Leadership Excellence Programme

# EMPLOYEE ENGAGEMENT AND TALENT MANAGEMENT

## FAIR REMUNERATION AND EMPLOYEE BENEFITS

201-3 401-2 401-3 404-3

### Compensation and benefits

The Manager and the Property Manager recognise that a fair and competitive compensation framework is essential for attracting, motivating, and retaining employees. Employees receive a competitive remuneration and benefits package that is reviewed annually and benchmarked against market standards by an independent consultant. Pay structures are gender-neutral and determined based on job responsibilities, skills and qualifications. All employees are remunerated in accordance with, or above, applicable local minimum wage requirements.

The compensation framework comprises fixed pay, statutory provident fund or social security contributions, performance-based incentives, allowances and benefits, including non-monetary benefits that support employee well-being and long-term performance. Variable remuneration is linked to individual performance and overall value contribution. This is assessed holistically and determined based on MIT's financial performance as well as the achievement of sustainability-related targets, including participation in training and wellness programmes, installation of electric vehicle charging stations and tree-planting initiatives.

As part of the Mapletree Group, full-time and contract or part-time employees receive comparable benefits. Employees have access to a comprehensive welfare and benefits scheme that includes insurance coverage, medical and dental benefits, employee assistance programmes, various leave entitlements, work from home arrangements, staff engagement initiatives and wellness activities. Temporary employees on contracts exceeding 12 months are also eligible for similar benefits. Long-service awards are given to recognise employee commitment, and employment-related benefits are reviewed regularly at the Group level.

Employees in Singapore are enrolled in the nation pension scheme, Central Provident Fund ("CPF"), while employees in other jurisdictions receive employer contributions to statutory social security schemes in compliance with local regulations. In Singapore, employees participate in the CPF, with contribution rates ranging from 5% to 20% for employees and 7.5% to 17% for employers, depending on the employee's age in accordance with prevailing regulations.

### Performance management

The Manager and the Property Manager adopt the Mapletree Group's performance-based remuneration model, supported by a group-wide e-Performance Appraisal system. The system tracks key performance indicators to ensure achievement-based compensation, while providing employees with regular feedback and opportunities to set and discuss their development and career goals.

Employees are evaluated across three standardised key performance areas: proficiency and quality of work; collaboration and leadership; and business growth. In FY25/26, 100% of employees of the Manager and the Property Manager received at least one performance review.

### Parental leave

The Manager offers parental leave to both men and women in its employ. The effectiveness of these talent-retention practices is reflected in the high proportion of employees who returned to work following parental leave, as well as those who continued their employment with the Manager for at least 12 months after returning to work.



## EMPLOYEE ENGAGEMENT AND TRANSPARENT COMMUNICATION 2-25 2-26

Providing employees with meaningful channels to express their views is essential to fostering an inclusive and supportive workplace culture. The Manager and the Property Manager offer multiple platforms for employees to share feedback, opinions, and concerns, including an open-door policy that encourages staff to raise issues related to any aspect of their employment.

Employees also engage through surveys, town halls, and regular communication sessions. Further details on the Manager's stakeholder engagement approaches are presented in the table on page 8.

The Mapletree Group has established a structured grievance-handling process for employees to raise work-related grievances, such as harassment, bullying, discrimination, unsafe work conditions and uneven/excessive workloads, which are addressed, investigated, and remediated through defined escalation pathways involving higher management and the Human Resources Department. This process ensures that concerns are investigated promptly, and appropriate follow-up actions are taken.

## Employee Engagement Pulse Survey

The Manager participates in a comprehensive Employee Engagement Survey conducted by the Mapletree Group once every three years. The survey provides employees with a confidential and anonymous platform, administered by an independent third party, to share their perspectives on their work experience and overall engagement.

To supplement insights from the 2023 Employee Engagement Survey, an interim Employee Engagement Pulse Survey was conducted in September 2025 to assess changes in engagement levels and employee sentiment. The Manager achieved a 100% participation rate in the pulse survey. The results indicated scores of 79% for Strategic Alignment, 71% for Operational Efficiency, and 64% for Engagement. Feedback from the survey continued to highlight focus areas relating to leadership, collaboration, wellness and career development.

The findings were cascaded to the relevant business units to support the ongoing implementation and refinement of action plans arising from the 2023 Employee Engagement Survey, with progress driven by designated engagement champions.

## Collective bargaining 2-30

The Mapletree Group respects employees' right to freedom of association and union membership. In Singapore, the Mapletree Group is guided by the Industrial Relations Act, which allows trade unions to represent employees in collective bargaining and provides a channel for preventing and resolving workplace disputes.

In Singapore, MIT has collective bargaining agreements in place for employees from the Manager and the Property Manager. Although the union does not disclose actual membership, 67% of employees are covered by these collective bargaining agreements. The employment terms and working conditions of employees who are not covered are not restricted by the provisions of the collective bargaining agreements.

## EMPLOYEE WELLNESS 403-6

The Manager and the Property Manager recognise that employee well-being extends beyond workplace health and safety to include nutrition, physical activity and mental wellness. To support these broader aspects, the Sponsor has introduced a range of wellness programmes that enhance employees' overall health and quality of life. Strong employee participation was observed, with 91% of employees participating in at least four wellness activities.

## Health and wellness programmes

### Recreation Club

To promote a positive and engaging work environment for employees

The Recreation Club regularly organises activities that promote employee engagement and strengthen connections among colleagues and their families.



Mapletree Group's Family Day



Employees showcasing their bakes after attending a baking event organised by the Recreation Club



The bouldering event is one of the several activities organised by the Recreation Club to promote a dynamite and engaging work environment for employees

<sup>9</sup> Percentage of employees who returned to work after parental leave and remained employed by the Manager and Property Manager for at least a year after they returned to work.

## EMPLOYEE ENGAGEMENT AND TALENT MANAGEMENT

### Health and wellness programmes

#### Wellness@Mapletree

To improve the physical and emotional well-being of employees

Employees are encouraged to participate in at least four wellness activities each financial year, which is a key performance indicator across the Mapletree Group. The Wellness@Mapletree programme offers a mix of in-person and virtual activities, including futsal, mass walks, health screenings, and talks on nutrition and healthy living. Regular communications are also shared to raise awareness of mental well-being. In addition, employees and their household members have access to confidential, professional counselling and support services through the Employee Assistance Programme.



Durian Fest



Employees enjoying a fun Zumba workout class

### Wellness Day 2025

Mapletree offices globally organised wellness activities to support employees' physical, mental, social, and financial well-being. In Singapore, Wellness Day featured social-enterprise gift booths and an Appreciation e-Wall to encourage gratitude and strengthen connections among colleagues.

Regional offices also held locally relevant activities, such as a padel session in the Netherlands to promote active living, and a macramé workshop in Vietnam for Women's Day that fostered creativity and team bonding.

These initiatives demonstrate the Mapletree Group's commitment to nurturing a healthy, engaged, and connected workforce.



Activities for Wellness Day 2025

## DIVERSITY AND EQUAL OPPORTUNITY

3-3

### WHY IS THIS IMPORTANT?

According to the International Labour Organisation, workplaces that prioritise equality, diversity, and inclusion tend to achieve higher levels of innovation, productivity, performance, and employee well-being<sup>10</sup>. The Manager and the Property Manager promote diversity by ensuring that individuals from minority groups are treated equitably throughout the employment lifecycle, including recruitment, development, and career progression.

Cultivating an inclusive and open culture brings a wider range of perspectives and experiences into the organisation, strengthens decision-making and contributes to stronger business performance. This diversity of thought also enhances MIT's ability to adapt quickly and effectively to evolving business needs.



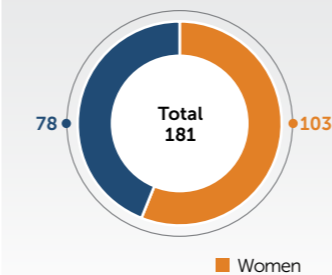
### MANAGEMENT APPROACH 2-7 3-3 405-1

The Manager and the Property Manager aim to build and sustain a diverse workforce by promoting fair representation across gender and age groups. Their recruitment and employment practices are guided by the Sponsor's Resourcing and Employment, as well as Compensation, Benefits and Leave policies, which ensure that all hiring and workforce decisions are merit-based, non-discriminatory, and aligned with principles of fairness. To further strengthen diversity and inclusion, employees are offered development opportunities such as e-learning courses on cultural awareness and global communication, along with activities

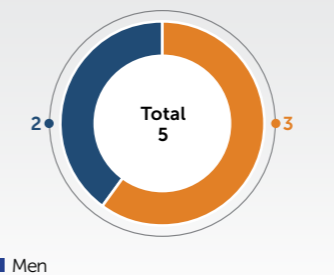
and communications that celebrate cultural diversity across the organisation. In addition, the Sponsor extends its commitment to diversity to the built environment by applying its sustainability-related policies to guide the consideration of universal and inclusive design principles.

As at 31 March 2026, the Manager and Property Manager employed 186 full-time staff across Singapore, North America, and Japan. The workforce comprised 181 permanent employees and five contract employees, with no non-guaranteed hours employees hired during FY25/26. Women made up 57% of the total workforce, and notably, 68.8% of management positions were held by women.

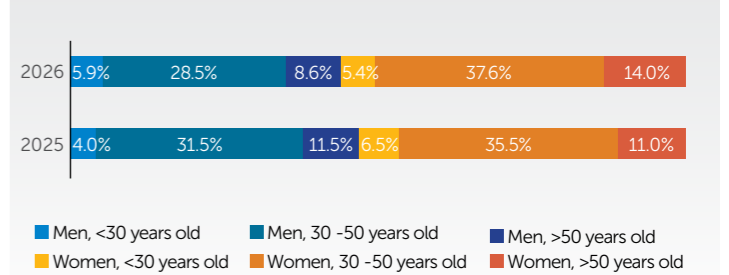
#### Permanent Employee Profile by Gender



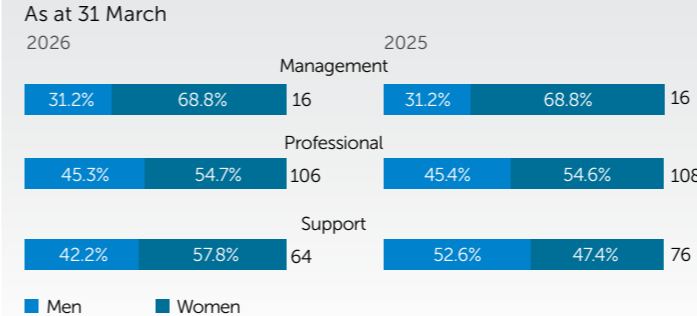
#### Temporary Employee Profile by Gender



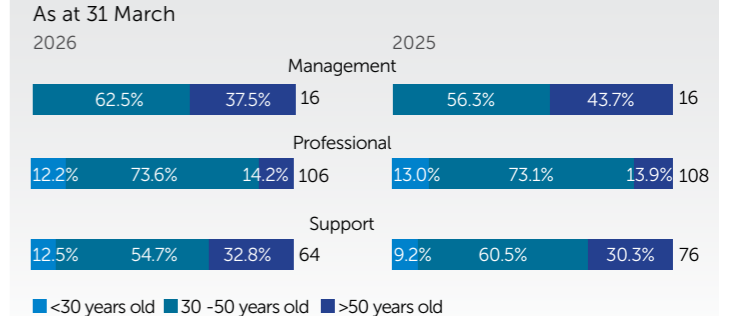
#### Employee Profile by Gender and Age Group As of 31 March



#### Employee Profile by Category and Gender As at 31 March



#### Employee Profile by Category and Age Group As at 31 March



<sup>10</sup> Source: International Labour Organisation, Transforming Enterprises through Diversity and Inclusion, 2022.

# DIVERSITY AND EQUAL OPPORTUNITY

## Spotlight

### Celebrating International Women's Day

To mark International Women's Day ("IWD") 2026, the Mapletree Group organised a week-long series of initiatives aimed at promoting awareness of gender equality and reinforcing the Group's commitment to diversity, equal opportunity and employee well-being. The celebration kicked off with a special sharing session titled *Inspiring the Next Generation*, which featured Ms Tan Su Shan, Chief Executive Officer of DBS Group, alongside Ms Wendy Koh, Group Chief Financial Officer of the Mapletree Group. 200 Mapletree tenants, staff and tertiary students attended the session. Both leaders shared candid lessons from their career journeys, reflecting on pivotal decisions, inflection points and the development of purposeful leadership. They discussed how clarity of values, disciplined execution and continuous learning informed their choices at key moments, and how they built resilient teams through accountability and trust.

Participants gained practical insights on leading through change, cultivating confidence, and challenging perceived limits. The discussion encouraged attendees to think boldly and lead with intention, with actionable takeaways on sponsorship, allyship and creating space for diverse voices to contribute. The session underscored the Mapletree Group's ongoing focus on empowering its people and fostering an inclusive, growth-oriented culture, while keeping the spotlight on the leaders' insights and the direct impact on employees' development.

Complementing this flagship session were a series of wellness-focused initiatives. Employees participated in talks covering topics such as hormone balance, digestive health and stress management from a Traditional Chinese Medicine perspective, as well as an osteoporosis prevention session that provided guidance on bone health, early risk awareness and lifestyle practices to support long-term well-being.

In support of women-led businesses, a two-day IWD Bazaar was organised at Mapletree Business City, featuring a range of food, crafts and home products. The week concluded with a purple-themed mass walk along the Southern waterfront, which brought employees together in a shared activity that emphasised unity and community. Mapletree also encouraged low-waste participation by inviting employees to reuse or repurpose items in the IWD colour.

To reinforce learning beyond the event week, LinkedIn Learning courses focused on diversity, equity and inclusion were curated for employees, alongside internal communications that highlighted the significance of IWD and reaffirmed Mapletree's ongoing commitment to fostering a fair, inclusive and supportive workplace environment.



Ms Tan Su Shan, CEO of DBS Bank Group, and Ms Wendy Koh, Group CFO of the Mapletree Group, sharing their experiences in balancing leadership responsibilities and family roles during the IWD's sharing session



Employees at the 'Inspiring the Next Generation' sharing session for IWD

### PAY EQUALITY 405-2

Equitable treatment in remuneration is fundamental to supporting employee satisfaction and organisational stability. The Manager and the Property Manager remain committed to providing fair and gender-neutral compensation across all roles. Basic salary ratios between women and men are consistently maintained at near-parity across all employee categories.

To minimise gender pay disparities, the Manager and the Property Manager adopt merit-based employment practices, apply a performance-driven remuneration framework and provide work from home arrangements. These efforts reinforce equity and equal opportunity within the organisation.

Further details on the Manager's Employment and Talent Development Strategy can be found on pages 24 to 27.

#### Ratio of basic salary of women to men by category and gender in FY25/26

Support		Professional		Management	
Men	Women	Men	Women	Men	Women
0.99	1	1	0.98	0.94	1

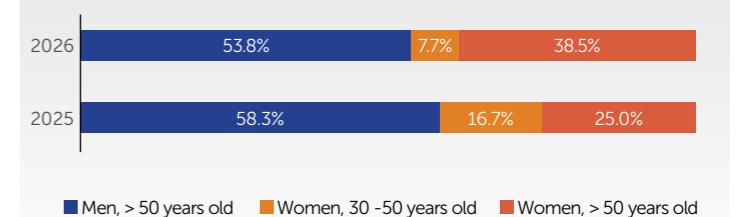
### BOARD DIVERSITY 405-1

The Manager places strong emphasis on leadership diversity. Factors such as business and industry experience and other diversity attributes such as age, gender and cultural background of nominees are taken into consideration during the Board selection process.

Following Ms Soo Yar Ping's appointment as a Non-Executive Director of the Manager on 9 February 2026, women comprise 46% of the Board. This reaffirmed MIT's commitment to achieving a minimum of 30% women representation by 2030.

#### Board Profile by Gender and Age Group

As at 31 March



## HEALTH AND SAFETY

3-3

### WHY IS THIS IMPORTANT?

Robust health and safety management is essential to safeguarding the well-being of employees, tenants, service providers and visitors across MIT's properties. Any lapses can endanger stakeholders and expose the Manager and Property Manager to regulatory and reputational consequences, which may erode stakeholder confidence in MIT.

To prevent such risks, the Manager and the Property Manager comply with all applicable safety laws and regulations and proactively identify and address potential hazards through stringent safety controls. Beyond workplace safety, they take a holistic view of employee well-being by promoting both physical and mental health to support a healthier and more productive workforce.



### MANAGEMENT APPROACH [3-3](#) [403-1](#) [403-4](#) [403-8](#)

The Manager and the Property Manager prioritise the safety and well-being of all stakeholders by establishing comprehensive protocols and guidelines to identify, manage and mitigate health and safety risks. All employees and third-party service providers are required to adhere to these policies.

In Singapore, MIT maintained its ISO 45001:2018 certification during the reporting year, which reinforced its commitment to workplace health and safety. The certified management system enhances employee involvement in workplace health and safety matters by formalising consultation channels and embedding structured engagement practices. Regular meetings between workers and the Property Manager facilitate the sharing of on-ground observations, the escalation of safety concerns, and the monitoring of corrective

actions. These measures help ensure that workers receive timely updates on safety matters. The system also provides a structured approach to hazard identification, risk assessment and the prompt implementation of mitigation measures, which are aligned with industry best practices and regulatory requirements.

### PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACT [403-4](#) [403-7](#)

To manage occupational health and safety risks associated with MIT's operations, the Manager and the Property Manager have established procedures and guidelines that address these hazards and ensure key stakeholders receive timely safety information. The primary risks, such as accidental falls, fire hazards and falling objects, are aligned with the MOM's classification of Dangerous Occurrences.

Stakeholders	Processes to Prevent and Mitigate Occupational Health and Safety Impact
<p><b>Employees</b></p>	<ul style="list-style-type: none"> <li>Health and safety guidelines for employees are outlined in the Employee Handbook. The Employee Handbook is accessible via the Sponsor's intranet.</li> </ul>
<p><b>Tenants</b></p>	<ul style="list-style-type: none"> <li>Tenants are expected to adhere to all relevant health and safety requirements outlined in the applicable tenant instruction manuals. These documents include the Fit-out Manual, which sets out minimum fit-out standards along with safety requirements for any additions or alterations, as well as the Fire Safety Manual, Evacuation Plan, and Tenant Handbook. In addition, standard operating procedures for hot works are established to manage cutting and welding operations.</li> <li>Circulars are distributed to tenants whenever heightened security or health risks arise. For example, fire safety advisories are issued during the Hungry Ghost Festival to help tenants mitigate potential fire hazards.</li> </ul>

Stakeholders	Processes to Prevent and Mitigate Occupational Health and Safety Impact
<p><b>Third-party service providers</b></p>	<ul style="list-style-type: none"> <li>Requirements on health and safety standards are considered in the appointment of third-party service providers. The assessment criteria include the provider's safety performance history, attainment of the NEA Enhanced Clean Mark Accreditation Scheme, as well as relevant certifications issued by the International Organisation for Standardisation.</li> <li>Appointed third-party service providers are required to comply with the health and safety provisions stipulated in their service contracts. These include adherence to national regulations administered by the Ministry of Sustainability and the Environment, which cover areas such as mosquito and pest control, prevention of water stagnation, littering, pollution, and the management of waste.</li> <li>Routine spot checks are undertaken to assess the health and safety performance of service providers and to verify compliance with applicable occupational health and safety laws and regulatory requirements.</li> </ul>
<p><b>Visitors</b></p>	<ul style="list-style-type: none"> <li>All properties are equipped with directional signage, emergency lighting, and clearly marked exit routes.</li> <li>Annual inspections of lifts and fire alarm systems are conducted to ensure compliance with building codes and standards.</li> <li>Employees of the Property Manager conduct site walkabouts at MIT's properties in Singapore every working day to proactively identify and mitigate any potential health and safety risks for tenants and visitors.</li> </ul>

### INTERNAL AND EXTERNAL AUDITS [403-8](#)

To strengthen governance and reinforce compliance with health and safety requirements, the Manager undertakes Operational Health and Safety ("OHS") audits annually in accordance with ISO 45001:2018. Auditors are deployed to various sites to evaluate whether operating procedures, work processes, and safe work practices are being implemented in practice. The OHS audits involve documentation review, scrutiny of safety risk assessments, evaluation of processes for the identification and management of potential hazards, and on-site observational assessments.

Through this multi-layered audit process, property-level teams are better positioned to address safety risks proactively and reduce the likelihood of injury. In parallel, the Sponsor's Internal Audit Department includes health and safety compliance reviews in its audit scope, where relevant, as part of its overall audit plan.

### TRAINING ON HEALTH AND SAFETY [403-5](#)

Courses on occupational first aid, fire safety management, and working-at-height safety are offered to employees of the Property Manager. These courses keep employees updated on latest safety protocols and equip them with the necessary skills to carry out risk assessments and ensure that appropriate control measures are in place before third-party service providers commence work.

Bi-annual fire and evacuation drills are conducted across all MIT properties in Singapore. These drills serve to familiarise both tenants and employees with evacuation procedures in the event of an emergency.

### HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION [403-2](#) [403-3](#) [403-4](#) [403-8](#) [403-9](#)

In line with ISO 45001:2018 requirements, the Manager adopts a risk-based approach to address health and safety matters affecting tenants, employees, and members of the public. This approach prioritises the early identification of work-related hazards and the implementation of measures to reduce associated risks.

A range of processes has been established to maintain a safe environment across MIT's properties, including:

- Annual risk assessments and regular inspection and maintenance of all safety equipment and tools, lifts, escalators and stairways at all MIT's properties;
- Annual tenant engagement surveys for feedback relating to health and safety issues;
- Requirement for third-party service providers to submit risk assessments before works commence at MIT's properties;
- Site walkabouts at MIT's properties in Singapore by employees of the Property Manager;
- Annual inspections of lifts and fire alarm systems to ensure compliance with building regulations; and
- Spot checks to monitor the health and safety performance of third-party service providers.

Employees receive guidance on the standard operating procedures for incident escalation and reporting, which apply to all properties managed by the Mapletree Group. These procedures set out a structured approach for handling incidents based on their severity and provide clear response protocols for emergencies. They also outline steps for workers to safely disengage from hazardous situations, followed by monitoring, investigation, and the implementation of corrective and preventive actions.

Collectively, these measures ensure compliance with the MOM's reporting requirements for workplace incidents.

**100%** of employees of the Property Manager attended health and safety courses in FY25/26

## HEALTH AND SAFETY

### SAFETY PERFORMANCE 403-9

In FY25/26, MIT had no reported cases of employee fatalities or high-consequence work-related injuries. Further details are available in the "Key ESG Data Summary" section on pages 36 to 38.

#### Spotlight: Healthy Workplace Ecosystem

##### Beyond the Scales

As part of ongoing efforts to promote tenant wellness, the Manager partnered with Singapore's Health Promotion Board ("HPB") to introduce the 'Beyond the Scales' programme at selected clusters in April 2025. The participating clusters included 18 Tai Seng, Serangoon North, 30A Kallang Place, and The Signature.

Returning for its second year, 'Beyond the Scales' enables participants to gain insights into their body composition, body mass index ("BMI"), fitness levels, and overall health status. Certified health coaches were also on-site to share personalised guidance on improving BMI results, setting achievable health goals, and adopting simple habits to support a more active and healthier lifestyle.



Tenant engagement event with HPB at 30A Kallang Place

##### Game Changers

The Manager collaborated with Singapore's HPB to roll out the 'Game Changers' programme across selected clusters, including 18 Tai Seng, Serangoon North, 30A Kallang Place, Mapletree Hi-Tech Park @ Kallang Way, and The Signature.

'Game Changers' is a gamified health initiative designed to encourage healthier living through interactive quizzes and fun challenges. Participants earn points and stand a chance to win vouchers while learning about health and wellness in an engaging and accessible way.



Tenant engagement event with HPB at Mapletree Hi-Tech Park @ Kallang Way

##### Wellness Programme

As part of the continuous efforts to support its tenants in their wellness, the Manager continued its partnership with Team Axis to deliver weekly and bi-weekly wellness sessions across four properties, 18 Tai Seng, 30A Kallang Place, Serangoon North and Mapletree Hi-Tech Park @ Kallang Way.



Wellness event at 30A Kallang Place

Please refer to pages 26 to 27 in the Employee Engagement and Talent Management section for more information on MIT's employee wellness initiatives.

## COMMUNITY IMPACT

3-3

### WHY IS THIS IMPORTANT?

CSR plays a vital role in enabling the Manager to support broader societal needs, especially those of underserved and vulnerable groups. By implementing meaningful and strategic programmes, the organisation not only contributes positively to the community but also strengthens goodwill, enhances MIT's brand equity, and elevates awareness of key social and environmental issues.

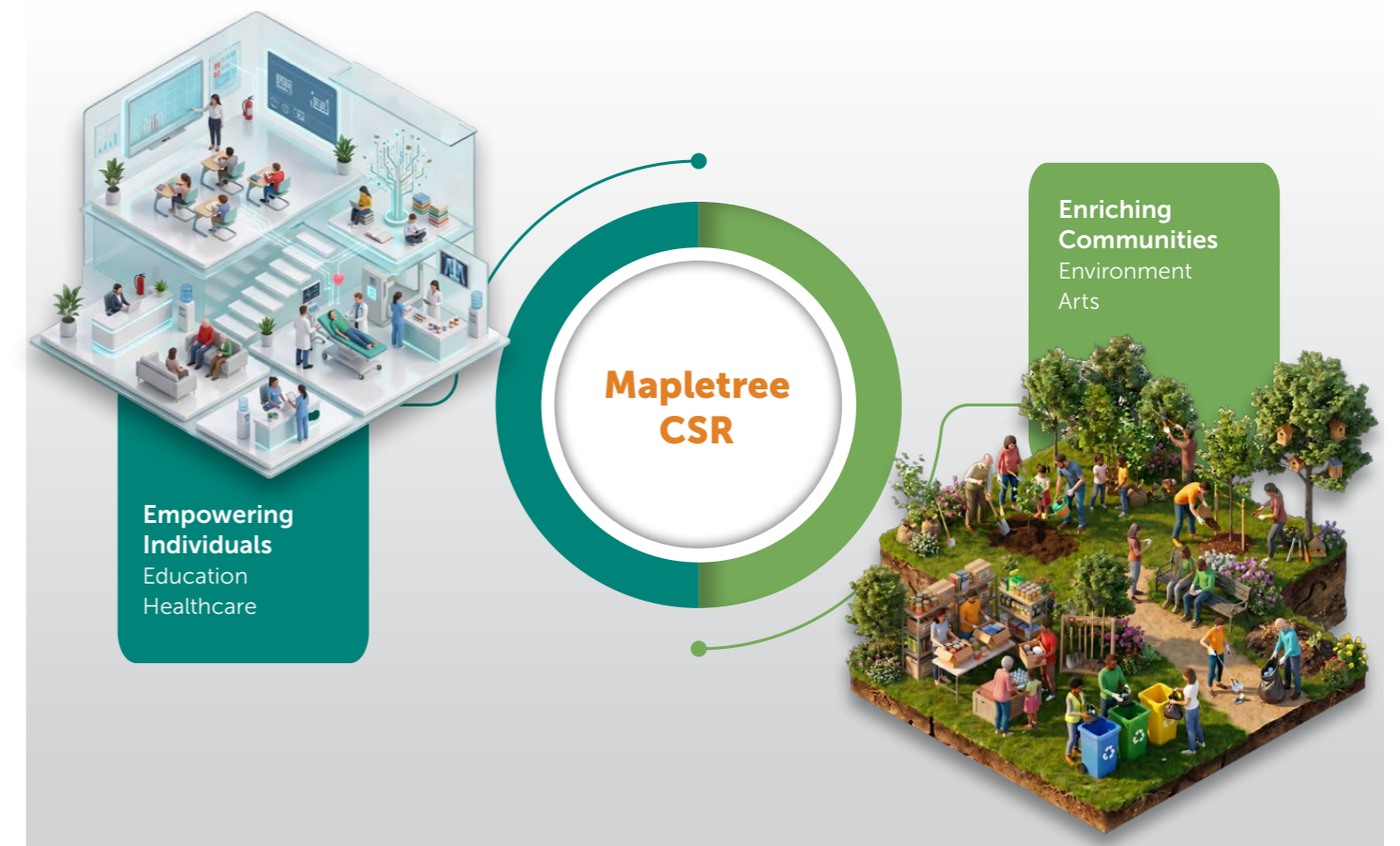


### MANAGEMENT APPROACH 3-3 413-1

The Manager actively supports community development programmes that deliver meaningful socio-economic benefits. These initiatives are guided by the Mapletree CSR Framework, which emphasises activities with measurable social impact, long-term engagement, and opportunities for employee volunteerism. In MIT's FY25/26 CSR initiative, Project Blue Horizon, 76 employee volunteers from the Manager and the Property Manager collectively contributed approximately 139 volunteer hours.

The CSR Board Committee provides strategic oversight of the Mapletree CSR Framework. The committee comprises the Sponsor's chairman, senior management, and two Board representatives from Mapletree REITs or private funds. To ensure diverse perspectives and uphold strong governance practices, the representatives from the Mapletree REITs or private funds are rotated every three years.

The Sponsor aligns its business performance with its CSR efforts. For every S\$500 million of profit after tax and minority interests, or part thereof, S\$1 million is set aside annually to support its CSR commitments and initiatives.



## COMMUNITY IMPACT

### Empowering individuals

#### Project Blue Horizon

As part of its commitment to environmental stewardship and community engagement, the Manager and the Property Manager jointly participated in a park clean-up at the West Coast Park together with children from the Children's Wishing Well. The programme also featured interactive games and educational quizzes on environmental responsibility, led by youth leaders from Sailor Sweeps.

The Manager and the Property Manager also donated 100 care packs containing essential stationery and groceries for the beneficiaries from Children's Wishing Well.

The initiative received strong support from employees, with 76 volunteers from both the Manager and the Property Manager contributing approximately 139 volunteer hours.



Participants collected rubbish from park clean-up at the West Coast Park



Participants packed 100 care packs for the beneficiaries from Children's Wishing Well

### Enriching communities

#### Tree Planting Initiatives

On 23 May 2025, employees from the Manager and the Property Manager planted 133 trees at The Strategy, Business Park Building. This initiative contributed to the enhancement of green spaces within the business park.

Employees based in Singapore also joined colleagues from across the Mapletree Group in a series of community tree-planting activities held at Nanyang Technological University, Ngee Ann Polytechnic, and National University Hospital. These efforts were complemented by contributions from Mapletree's US colleagues, who participated in tree-planting initiatives at Turtle Creek Park in Dallas, as well as Freedom Park and Proctor Creek in Atlanta.

Collectively, these activities resulted in the planting of a total of 329 trees across MIT's assets and multiple communities.

These initiatives support the Mapletree Group's long-term target of planting at least 100,000 trees by 2030 across its assets and the communities in which it operates.



Tree planting initiative at The Strategy, Singapore

### SERVING THE WIDER COMMUNITY AND MANAGING BUSINESS IMPACT ON STAKEHOLDERS 2-25 413-1

The Manager maintains active engagement with local communities by providing multiple avenues for stakeholders to share their views on MIT's properties and operations. Tenants may communicate directly with on-site representatives from the Property Manager, while members of the public can submit feedback through the corporate email address available on MIT's website. For properties undergoing development or enhancement works, tenants receive timely updates through circulars, and construction timelines are prominently displayed in common areas.

The Manager also proactively gathers feedback on environmental and social concerns from communities near MIT's properties. It aims to minimise any potential adverse impacts from its business activities.

Prior to granting approval for fit-out works, the Property Manager reminds contractors to exercise a higher degree of sensitivity towards community well-being. Where applicable, contractors are expected to plan work schedules carefully to minimise disruptions to nearby residents. Furthermore, noise meters are installed at selected properties and development sites to ensure adherence to NEA's boundary noise limits for industrial activities.

### Spotlight: Supporting Tenants in their Wellness Initiatives

#### Blood Donation Drive at Serangoon North Cluster

On 24 April 2025, the Manager supported its tenant, Qualcomm Global Trading Pte. Ltd., in organising a blood donation drive at the Serangoon North Cluster. Support was provided through the sponsorship of the foyer space, the placement of event banners, and email outreach to other tenants within the cluster to encourage participation.



Blood Donation Drive at Serangoon North Cluster, Singapore

#### Mammogram Screening at The Strategy

On 7 August 2025, MIT tenant, Becton Dickinson Holdings Pte. Ltd. organised a wellness event for its employees at The Strategy, Business Park Building, which included on-site mammogram screenings through a mobile mammogram bus. The Manager supported the initiative by sponsoring eight carpark lots to accommodate the bus, which provided convenient access for employees to undergo early breast cancer detection.

This initiative underscores the Manager's commitment to promoting tenant well-being and supporting preventive healthcare efforts within MIT's properties.



Mammogram screening at The Strategy, Singapore

# GOVERNANCE

The Manager emphasises ethical conduct and compliance with applicable laws and regulations as fundamental elements supporting MIT’s sustainability goals. A zero tolerance stance towards corruption and unethical practices underpins this approach, supporting transparency, fairness and stakeholder confidence. By upholding high standards of governance, the Manager seeks to safeguard MIT’s long-term interests while contributing positively to society and the wider economy.

This pillar focuses on two key areas:

**Ethical Business Conduct and Regulatory Compliance** and **Cybersecurity and Data Privacy.**



### Ethical Business Conduct and Regulatory Compliance

**Zero**  
incidents of non-compliance  
with anti-corruption  
laws and regulations

**Zero**  
material incidents of  
non-compliance with relevant  
laws and regulations

### Cybersecurity and Data Privacy

**Zero**  
substantiated complaints  
on breaches of  
customer privacy

**Zero**  
cybersecurity incidents resulting  
in material business interruption  
or data leaks



## CYBERSECURITY AND DATA PRIVACY

3-3

### WHY IS THIS IMPORTANT?

The Manager recognises the importance of digital systems in supporting MIT's day-to-day operations, particularly in managing sensitive information relating to employees, tenants, and financial activities. Such data represents a prime target for cyber threats, and any security breach may result in severe financial losses, reputational damage, legal liabilities, and disruptions to business operations. To prevent these risks, strong cybersecurity and data protection measures are essential. They safeguard confidential information, uphold individual privacy, and maintain the confidence of stakeholders who entrust the organisation with their data.



### MANAGEMENT APPROACH 3-3 418-1

The Mapletree Group has established a comprehensive suite of Information Technology ("IT") policies and processes to reinforce data protection across the organisation. Key measures include annual testing of the IT disaster recovery plan, regular vulnerability assessments and penetration testing conducted by external specialists, and internal audits of IT controls. All software and systems are regularly updated with the latest security patches to protect against known vulnerabilities, and strict access controls are enforced to prevent unauthorised use. The Mapletree Group regularly reviews its cybersecurity policies and data protection measures as well as invests in advanced technologies to strengthen its defences against emerging threats.

To raise employee awareness of phishing and malware threats, the Mapletree Group rolled out a series of communications throughout the financial year. All employees were also required to complete training on AI and cybersecurity. Organisation-wide phishing simulations were conducted four times in FY25/26 to strengthen response capabilities and enhance email-security readiness.

The Mapletree Group also upholds a robust Privacy Statement that governs how personal data is collected, used, disclosed, and protected across all touchpoints. Personal information is obtained only when voluntarily provided and is used strictly for defined purposes such as customer engagement and marketing

communications. The Mapletree Group does not share personal data with unrelated third parties unless legally mandated or explicitly authorised by the individual. Individuals have the right to access or amend their personal data and may withdraw their consent at any time. These requests are managed by a dedicated Data Protection Officer. Access to personal data is restricted to authorised personnel who are bound by strict confidentiality obligations, and a range of technical and organisational safeguards is deployed to prevent loss, misuse, alteration, or unauthorised access.

The Manager maintains full compliance with the Personal Data Protection Act and regularly reviews its policies to align with evolving regulatory requirements. MIT's corporate website provides access to the full Privacy Statement, along with the contact details of the Data Protection Officer for stakeholder inquiries.

In FY25/26, there were no reported cybersecurity incidents that resulted in material business disruption or data leaks.

### VENDOR MANAGEMENT

The Mapletree Group adopts a structured and systematic approach to managing vendor-related risks. This ensures that external partners comply with the Mapletree Group's security and governance standards, while potential vulnerabilities are identified and addressed proactively.

#### Onboarding

- Undertake rigorous assessment on potential risks associated with vendors before granting them access to systems and data
- Include evaluation of vendor qualifications, criticality of service and contractual agreements as well as setting of security and compliance requirements

#### Oversight

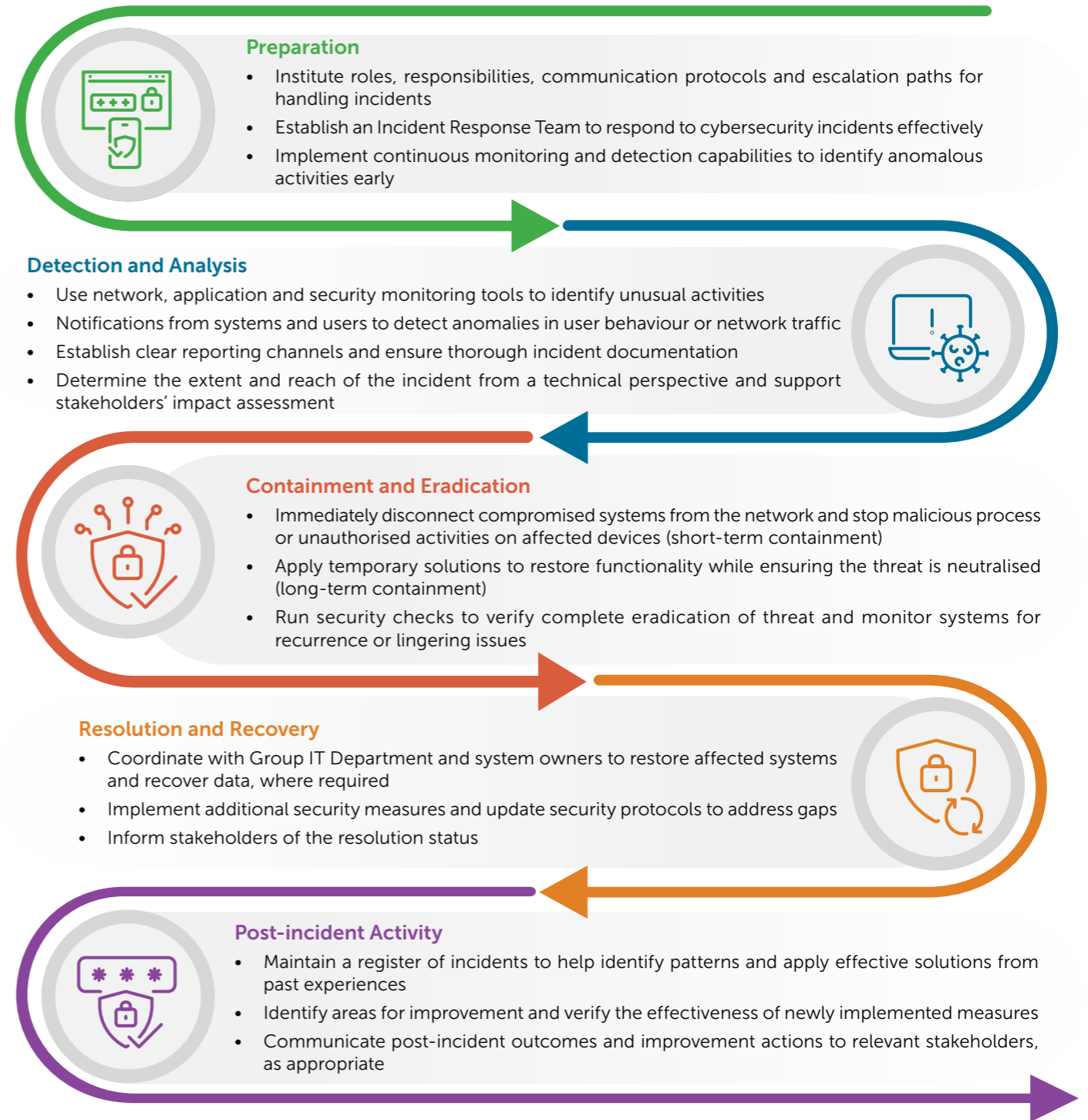
- Continuous monitoring and regular review of vendor services
- Include performance evaluations and periodic audits to ensure compliance with industry regulations and organisational policies

#### Offboarding

- Ensure a secure and smooth termination while minimising risks
- Include revoking all vendor access to systems, data and resources, ensuring proper data handling

## CYBERSECURITY INCIDENT MANAGEMENT

The Mapletree Group has a systematic approach to effectively detect, respond to, and recover from cyber threats.



## BUSINESS CONTINUITY PLAN

To ensure resilience against unforeseen events, the Manager has put in place a comprehensive business continuity plan, complemented by a crisis communication plan. Together, these establish clear response protocols for scenarios such as crisis

management, property-related incidents, and IT system failures. Given the rising prevalence of cyber threats, the Mapletree Group conducts regular reviews and testing of the business continuity and IT disaster recovery arrangements and requires all employees to complete mandatory online IT security training to strengthen organisational preparedness.

## SUPPLEMENTARY INFORMATION

### METHODOLOGY

This section explains the boundaries, methodologies and assumptions used in the computation of MIT's sustainability data and information.

#### Employees

- Employees are defined as individuals who are employed by the Mapletree Group, according to national law. The Manager and Property Manager are wholly-owned subsidiaries of the Mapletree Group. Employees include the management teams and employees of the Manager and Property Manager who are based in Singapore, the United States and Japan and do not include workers who are non-employees (e.g., third-party service providers).
- Permanent employee: An employee who begins employment under a probationary period or fixed-term contract, and whose contract is subsequently converted to permanent status.
- Temporary employee: An employee who is employed on a contract basis for a fixed-term project or in a temporary position to cover staff on maternity or long leave of absence.
- Full-time employee: An employee whose working hours are defined in accordance with national law or prevailing practice on standard working time.
- Part-time employee: An employee whose weekly, monthly or annual working hours are fewer than those of a full-time employee, and as defined according to national law or practice regarding part-time employee.
- Non-guaranteed hours employee: An employee who is not guaranteed a minimum or fixed number of working hours per month but may be required to make themselves available for work as needed.
- New hires are defined as employees who joined the organisation during the financial year. The annual new hire rate is represented as the number of new hires over the average number of employees in the financial year and expressed as a percentage.
- Turnovers are defined as employees who left the organisation during the financial year. The annual turnover rate is represented as the number of turnovers over the average number of employees in the financial year and expressed as a percentage.
- Return-to-work rate is defined as the proportion of employees who returned to work during FY25/26 after parental leave, expressed as the number of employees who returned divided by the total number of employees scheduled to return in FY25/26.
- Return-to-work retention rate is defined as the proportion of employees who remain employed 12 months after returning to work following parental leave, calculated as the number of employees retained divided by the total number of employees who returned to work.
- Due to data availability, parental leave data reported pertains to employees based in Singapore.
- The average training hours per employee is represented by the total number of training hours undertaken by employees divided by the average headcount at three points in time – the beginning, the middle and the end of the financial year.
- Mapletree Group sets a threshold of 10% of total employees across the Manager's to determine significant fluctuations in employee headcount.

#### Occupational health and safety

- Work-related injuries are defined as a negative impact on an employee's health arising from exposure to hazards at work. Injuries as a result of commuting incidents are only included if the transport was organised by the Manager and the Property Manager.
- High-consequence work-related injuries are defined as fatal or major work-related injuries that result in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.
- Recordable work-related injuries are defined as work-related injuries resulting in at least four days of medical leave.
- Hazards are defined as per the guidelines on MOM on types of Dangerous Occurrences.
- Health and safety data reported include employees of the Manager and Property Manager who are based in Singapore, the United States and Japan and do not include workers who are non-employees (e.g., third-party service providers).
- Rate of work-related injuries and rate of high-consequence work-related injuries are computed based on 1,000,000 man-hours worked.
- Absentee rate is defined as absentee days (medical leave) divided by scheduled work days.
- Lost day rate is defined as days lost to occupational injury divided by scheduled work days.

#### Overview of environmental data

- Unless stated otherwise, environmental data reported only includes landlord and tenant operational data for assets in operation for which consumption data are available.

- For assets reporting less than 12 months of data, estimations are made to annualise the data to 12 months. This is also applied for reporting of IFRS S2 Volume 36 – Real Estate Metrics.
- Where listed energy rating certified floor area differs from the GFA of the asset, the latter is adopted for IFRS S2 Volume 36 Real Estate energy rating metrics calculations.
- Data on energy and water in this report pertains only to the landlord's consumption and withdrawals in MIT's properties under the Manager's operational control.

#### Energy

- The most significant form of energy consumed relates to purchased electricity from the grid and includes the electricity consumption (the numerator) in common areas and shared services.
- Fuel heating values are primarily derived from higher heating values reported by US EPA Mandatory Greenhouse Gas Reporting Rule.
- Building electricity intensity is derived by taking into consideration GFA/NLA and occupancy rates for the denominator.
- Estimates for energy reduction are carried out based on the specifications of the equipment installed or replaced.

#### Connectedness of climate-related disclosures with financial statements

- MIT's climate-related financial disclosures pertain to MIT, the same reporting entity as the related consolidated financial statements on page 116 of the Annual Report 2025/2026. Unless stated otherwise, the underlying properties are consistent across both reports.
- In line with the operational control approach of the GHG Protocol, Scope 1, Scope 2, and Scope 3 Categories 1, 2, 5 and 13 GHG emissions, as well as the assets in the climate risk assessment (and to be consistent, other environmental data) relate to properties owned by entities that it consolidates in the financial statements as well as its associated companies and joint ventures that it manages, and are expressed on a 100% basis. The underlying expenditure data from the consolidated financial statements for FY25/26 has been utilised to calculate the Scope 3 Category 1 and 2 GHG emissions using the spend method, except for development projects (see GHG emissions).
- Current financial effects presented in the Climate Risks and Opportunities section of the Sustainability Report are consistent with the financial information underlying the consolidated financial statements.

#### GHG emissions

- Direct (Scope 1) emissions are calculated using emission factors and global warming potential rates from the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, The Department for Environment, Food and Rural Affairs (DEFRA) 2024 data, and the IPCC Sixth Assessment Report. Gases included in fuel emissions calculation are carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O). Scope 1 Industrial Process and Product Use ("IPPU") emissions include HFC/HCFC refrigerants and lubricant oil use. Most of the properties' emissions come from the use of electricity for lighting, air-conditioning systems and lifts which are classified energy indirect (Scope 2) GHG emissions.
- A location-based method is adopted to reflect the average emissions intensity of Singapore's grid. The emission factors used are obtained from the Singapore Energy Statistics published by the Energy Market Authority. The Manager adopted grid emission factor calculated using the Average Operating Margin method.

Year	Average Operating Margin (kg CO <sub>2</sub> / kWh)	Source
FY23/24	0.4168	Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority (EMA), 2005 – 2022, October 2023
FY24/25	0.4120	Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority (EMA), 2005 – 2022, October 2024
FY25/26	0.4020	Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority (EMA), 2005 – 2022, October 2025

- The emissions factors for the United States are obtained from the United States Environmental Protection Agency's ("EPA") 2023 eGRID data. The specific eGRID subregion for each asset is obtained using the EPA's online power profiler resource.

- GHG emissions intensity is derived where the numerator is the total energy indirect (Scope 2) GHG emissions, and the denominator is calculated considering GFA/NLA and occupancy rates.
- Scope 3 is derived from other indirect emissions of MIT's key operational activities. The emission factors used include US EPA Supply Chain GHG Emission Factors v1.2 (Categories 1, 2) and DEFRA 2024 (Category 5). Meanwhile, the emission factors used in Scope 1 and 2 are also applied to Category 13.
- Category 1 and Category 2 include (a) embodied carbon data for projects under development ("PUD") - based on emissions pertaining to key construction materials and computed when the PUD is completed ; and (b) spend-based method for purchased goods and services and capital goods, excluding PUDs, based on FY25/26 financial data, as primary data is not available.
- Category 5 includes GHG emissions from waste generation from operational assets.
- Category 13 includes GHG emissions from the consumption of fuel, IPPU and electricity by tenants, based on data availability

#### Climate risk model: assumptions and limitations

- For physical risks, the analysis considers asset coordinates, elevation data, and forecasted changes in local weather patterns but does not take into account asset-specific protection measures. The model is unable to calculate detailed financial impacts such as decrease in asset valuation (other than potential asset damage cost), increases in insurance premiums, or rises in energy prices. The assessment for FY25/26 is more nuanced due to the availability of improved elevation information.
- For transition risks, the model utilises an asset's current energy use intensity values and assumes constant emissions intensities when calculating transition CVaR for future time frames. Carbon prices in the model were revised from the previous year's assessment, which led to an increase in transition CVaR.

#### Water

- Water withdrawal (the numerator) is defined as the total sum of water drawn for use. This includes third-party water. Municipal water sourced from Singapore's PUB comprises tap water and NEWater. Public water systems in the United States are often supplied by surface water or ground water.

Source of Water	Description	Boundary
Potable Water	Singapore's tap water supply comprises a mix of four sources – (i) water from local catchment; (ii) imported water; (iii) desalinated water; and (iv) NEWater.	All of MIT's properties in Singapore
NEWater	United States' tap water supply comprises either surface water or ground water. NEWater is high-grade reclaimed water produced from treated used water that is further purified using advanced membrane technologies and ultra-violet disinfection.	All of MIT's properties in the United States K&S Corporate Headquarters and 1 & 1A Depot Close

- Singapore's quality of drinking water is regulated by the Environmental Public Health ("EPH") (Water Suitable for Drinking) (No.2) Regulations 2019. The drinking water standards set out under the EPH Regulations and GRI's definition of freshwater were based on the World Health Organisation Guidelines for Drinking-water Quality (≤1,000 mg/L Total Dissolved Solids).
- The Safe Drinking Water Act ("SDWA") is the main federal law that ensures the United States' quality of drinking water. Under SDWA, the Environmental Protection Agency sets standards for drinking water quality and oversees the states, localities, and water suppliers who implement those standards.
- Building water intensity is derived by taking into consideration GFA/NLA and occupancy rates for the denominator.
- Water stress is determined using the WRI Aqueduct Water Risk Atlas, which measures baseline water stress as the ratio of total water demand to available renewable surface and groundwater supplies. Areas where this ratio is categorised as "High" or "Extremely High" are considered to be water-stressed areas.

#### Waste

- Waste is defined as anything that the holder discards, intends to discard, or is required to discard.

## SUSTAINABLE BUILDING CERTIFICATIONS

416-1 CRE8

Property / Cluster	Award
<b>Data Centres</b>	
1221 Coit Road, Plano	LEED Building Design and Construction Gold Two Green Globes Certified
11900 East Cornell Avenue, Aurora	ENERGY STAR Certified WELL Health-Safety Rating
21744 Sir Timothy Drive, Ashburn	ENERGY STAR Certified LEED Building Design and Construction Gold
21745 Sir Timothy Drive, Ashburn	ENERGY STAR Certified LEED Building Design and Construction Gold
3065 Gold Camp Drive, Rancho Cordova	ENERGY STAR Certified LEED Commercial Interiors Gold
44490 Chilum Place, Ashburn	ENERGY STAR Certified
180 Peachtree Street NW, Atlanta	WELL Health-Safety Rating
250 Williams Street NW, Atlanta	WELL Health-Safety Rating
Osaka Data Centre	CASBEE New Construction Rank A
STT Tai Seng 1	LEED Commercial Interiors Gold
<b>Hi-Tech Buildings and Business Space</b>	
1 & 1A Depot Close	BCA Green Mark Platinum
18 Tai Seng	BCA Green Mark Gold
30A Kallang Place	BCA Green Mark Gold
161 and 163 Kallang Way	BCA Green Mark Platinum
978 & 988 Toa Payoh North	BCA Green Mark Gold
K&S Corporate Headquarters	BCA Green Mark Gold
Serangoon North	BCA Green Mark Gold <sup>Plus</sup>
The Signature	BCA Green Mark Gold

## KEY ESG DATA SUMMARY

The report's ESG data summary list is aligned with SGX recommendations on a common and standardised set of ESG metrics.

### Activity Data

Metric	Unit	FY23/24	FY24/25	FY25/26
<b>Number of Assets and Leasable Floor Area</b> <a href="#">IF-RE-000.A</a> <a href="#">IF-RE-000.B</a>				
Singapore	Number, (m <sup>2</sup> )		83, (1,520,368 m <sup>2</sup> )	79 (1,401,938 m <sup>2</sup> )
North America	Number, (m <sup>2</sup> )		56, (770,378 m <sup>2</sup> )	55 (767,337 m <sup>2</sup> )
Japan	Number, (m <sup>2</sup> )		2, (42,242 m <sup>2</sup> )	2 (42,386 m <sup>2</sup> )
<b>Percentage of Indirectly Managed Assets</b> <a href="#">IF-RE-000.C</a>				
Singapore	%		2.6	2.6
North America	%		73.6	72.1
Japan	%		100.0	100.0
<b>Average Occupancy Rate</b> <a href="#">IF-RE-000.D</a>				
Singapore	%		93.2	92.9
North America	%		89.3	87.4
Japan	%		100.0	100.0

### Environmental Data

Metric	Unit	FY23/24	FY24/25	FY25/26
<b>Energy Ratings</b> <a href="#">IF-RE-130a.4</a>				
Singapore	% NLA		0	0
North America (ENERGY STAR Ratings)	% NLA		11	11
<b>Scope 1 GHG Emissions</b> <a href="#">305-1</a>				
Singapore	tCO <sub>2</sub> e	12.2	16.2	12.2
North America	tCO <sub>2</sub> e	491	414	613
<b>Scope 2 GHG Emissions</b> <a href="#">305-2</a> <a href="#">305-4</a> <a href="#">CRE3</a>				
Singapore				
Scope 2	tCO <sub>2</sub> e	17,519	14,373	12,317
Average building Scope 2 GHG emissions intensity	tCO <sub>2</sub> e/m <sup>2</sup>	0.0101	0.0086	0.0079
North America				
Scope 2	tCO <sub>2</sub> e	10,051	9,268	10,341
Average building Scope 2 GHG emissions intensity	tCO <sub>2</sub> e/m <sup>2</sup>	0.084	0.078	0.091
<b>Scope 3 GHG Emissions</b> <a href="#">305-3</a>				
Singapore				
Scope 3	tCO <sub>2</sub> e		575,840 <sup>11</sup>	498,025
Category 1 – Purchased goods and services	tCO <sub>2</sub> e		22,970	22,797
Category 2 – Capital goods	tCO <sub>2</sub> e		10,137	5,205
Category 5 – Waste generated in operations	tCO <sub>2</sub> e		210	504
Category 13 – Downstream leased assets	tCO <sub>2</sub> e		542,523	469,519
Singapore	tCO <sub>2</sub> e		240,450	241,659
North America	tCO <sub>2</sub> e		302,073	227,860
<b>Energy Data Coverage</b> <a href="#">IF-RE-130a.1<sup>12</sup></a>				
Singapore				
	% GFA		63	64
North America				
	% GFA		64	70

<sup>11</sup> The data has been restated to reflect improvements in data accuracy.

<sup>12</sup> Energy consumption data coverage refers only to coverage of electricity and district cooling.

## KEY ESG DATA SUMMARY

Metric	Unit	FY23/24	FY24/25	FY25/26
<b>Energy Consumption</b> <a href="#">302-1</a> <a href="#">302-2</a> <a href="#">302-3</a> <a href="#">CRE1</a> <a href="#">IF-RE-130a.2</a>				
Singapore				
Landlord-controlled areas	Million kWh	43.9	39.4	34.3
Proportion of total building electricity generated by solar power	%	4	9	11
Average building electricity intensity	kWh/m <sup>2</sup>	25.4	23.4	22.1
Tenant-controlled areas				
Energy sold	Million kWh		10,981	12,189
North America				
Landlord-controlled areas	Million kWh	24.5	24.0	26.9
Proportion of total building electricity generated by solar power	%	0	0	0
Average building electricity intensity	kWh/m <sup>2</sup>	206.2	202.3	239.6
Tenant-controlled areas	Million kWh		1,125.2	933.9
<b>Like-for-like Percentage Change in Energy Consumption</b> <a href="#">IF-RE-130a.3</a>				
Singapore	%			8
North America	%			-2
<b>Water Withdrawal Data Coverage</b> <a href="#">IF-RE-140a.1</a>				
Singapore	% GFA		98	100
North America	% GFA		60	70
<b>Water Withdrawal</b> <a href="#">302-3</a> <a href="#">CRE2</a> <a href="#">IF-RE-140a.2</a>				
Singapore				
Landlord-controlled areas	m <sup>3</sup>	703,763	626,712	565,172
Municipal water supply	%	92	91	92
Treated water/ Recycled water	%	8	9	8
Average building water intensity	m <sup>3</sup> /m <sup>2</sup>	0.40	0.37	0.36
Tenant-controlled areas				
	m <sup>3</sup>		1,043,551	981,687
North America				
Landlord-controlled areas	m <sup>3</sup>	70,104	61,482	61,829
Average building water intensity	m <sup>3</sup> /m <sup>2</sup>	0.50	0.45	0.48
Withdrawal in regions with high baseline water stress	m <sup>3</sup>		3,352	3,300
Tenant-controlled areas				
	m <sup>3</sup>		719,662	938,061
<b>Like-for-like Percentage Change in Water Withdrawal</b> <a href="#">IF-RE-140a.3</a>				
Singapore	%			-3
North America	%			31
<b>Waste and Recycling</b> <a href="#">306-3</a> <a href="#">306-4</a> <a href="#">306-5</a>				
Singapore				
Total waste generated	Tonnes	12,162.5	10,762.2	9,540.8
Total hazardous waste	Tonnes	0.0	0.0	0.0
Total non-hazardous waste	Tonnes	12,162.5	10,762.2	9,540.8
Non-hazardous waste sent to incineration (with energy recovery)	Tonnes	11,490.0	10,172.0	8,892.2
Non-hazardous waste sent for recycling				
	Tonnes	672.5	590.2	648.6
Waste diversion from disposal	%	6	5	7

## Social Data

Metric (As at 31 March)	Unit	2024	2025	2026
<b>Employee Profile</b>				
<b>Breakdown of employees by gender and employment type</b> <a href="#">2-7</a>				
<b>Number of employees</b>				
Men	Number	91	94	80
Women	Number	100	106	106
Total	Number	191	200	186
<b>Permanent employees</b>				
Men	Number	90	93	78
Women	Number	94	104	103
<b>Temporary employees</b>				
Men	Number	1	1	2
Women	Number	6	2	3
<b>Full-time employees</b>				
Men	Number	91	94	80
Women	Number	100	106	106
<b>Part-time employees</b>				
Men	Number	0	0	0
Women	Number	0	0	0

Metric (As at 31 March)	Unit	2024	2025	2026
<b>Development and Benefits</b>				
<b>New Hires and Turnover</b> <a href="#">401-1</a>				
New Hires	Number (rate)	37 (19%)	30 (15%)	19 (10%)
Turnover	Number (rate)	32 (17%)	25 (13%)	38 (20%)
<b>Parental Leave for Employees</b> <a href="#">401-3</a>				
Number of employees who were entitled to parental leave				
Men	Number	89	92	77
Women	Number	94	98	99
Number of employees who took parental leave				
Men	Number	0	3	5
Women	Number	7	6	1
Number and rate <sup>13</sup> of employees who returned to work in the reporting period after parental leave ended				
Men	Number (rate)	0 (0%)	3 (100%)	5 (100%)
Women	Number (rate)	6 (86%)	6 (100%)	1 (100%)
Number and rate <sup>14</sup> of employees who remained employed 12 months after returning to work				
Men	Number (rate)	2 (100%)	0 (0%)	2 (67%)
Women	Number (rate)	1 (50%)	3 (75%)	6 (100%)
<b>Development and Training</b> <a href="#">404-1</a>				
Average training hours per employee	Hours	50.8	52.5	53.2
Percentage of employees who received training related to ESG topics	%	100% <sup>15</sup>	100%	100%

<sup>13</sup> Refers to the number of employees who returned to work as a percentage of those who took parental leave.  
<sup>14</sup> Refers to the number of employees who remained employed 12 months after returning to work as a percentage of the total number of employees who returned to work following the end of the parental leave.  
<sup>15</sup> The data has been restated to reflect improvements in data accuracy.

## KEY ESG DATA SUMMARY

Metric (As at 31 March)	Unit	2024	2025	2026
<b>Average Training Hours by Category and Gender</b>				
Support				
Men	Hours	46.6	47.4	57.3
Women	Hours	50.6	52.1	50.8
Professional				
Men	Hours	52.3	57.2	52.3
Women	Hours	52.2	49.8	52.6
Management				
Men	Hours	50.6	56.7	68.4
Women	Hours	51.0	63.1	48.7

Metric (As at 31 March)	Unit	2024	2025	2026
<b>Health and Safety <a href="#">403-9</a></b>				
<b>Employees</b>				
Fatalities	Number (rate per million manhours worked)	0	0	0
High-consequence work-related injuries (resulting in permanent disability)	Number (rate per million manhours worked)	0	0	0
Recordable work-related injuries	Number (rate per million manhours worked)	0	0	0
Number of hours worked	Number	416,910	440,180	409,370
Absentee rate	Rate		3.1%	3.4%
Lost day rate	Rate		0.1%	0.0%

### Governance Data

Metric (As at 31 March)	Unit	FY23/24	FY24/25	FY25/26
<b>Ethical Business Conduct and Regulatory Compliance</b>				
<b>Employees who received communication about anti-corruption policies and procedures <a href="#">205-2</a></b>				
Support	Number (%)	75 (100%)	78 (100%) <sup>16</sup>	70 (100%)
Professional	Number (%)	100 (100%)	105 (100%) <sup>16</sup>	107 (100%)
Management	Number (%)	16 (100%)	16 (100%)	16 (100%)
<b>Employees who received training on anti-corruption <a href="#">205-2</a></b>				
Support	Number (%)	42 (56%)	76 (100%)	60 (100%)
Professional	Number (%)	47 (47%)	106 (99%) <sup>16</sup>	105 (100%)
Management	Number (%)	9 (56%)	15 (100%) <sup>16</sup>	15 (100%)

### Economic Data

Metric (As at 31 March)	Unit	FY23/24	FY24/25	FY25/26
<b>Strong Partnerships <a href="#">308-1</a> <a href="#">414-1</a></b>				
New suppliers accredited with environmental criteria (Singapore)	Number (%)	12 (55%)	2 (22%)	2 (33%)
New suppliers accredited with social criteria (Singapore)	Number (%)	14 (64%)	6 (67%)	5 (83%)

<sup>16</sup> The data has been restated to reflect improvements in data accuracy.

## GRI CONTENT INDEX

GRI 2021 Standards Disclosure Reference	Description	Section of Report / Reasons for Omission	Page Reference
<b>General Disclosures</b>			
<b>Organisational Profile</b>			
2-1	Organisational details	Annual Report - Corporate Profile	IFC
2-2	Entities included in the organisation's sustainability reporting	Reporting Scope	2
2-3	Reporting period, frequency and contact point	Reporting Scope	2
		Reporting Period is 1 April 2025 to 31 March 2026.	2
		Feedback	2
2-4	Restatements of information	ESG training completion rates and anti-corruption communication and training metrics have been restated to reflect improvements in data accuracy. In addition, total Scope 3 emissions have been restated following the exclusion of Category 8 (Upstream leased assets) to avoid double counting.	36-38
		External assurance	About the Report - Internal Review and External Assurance The Manager is undergoing limited assurance on selected environmental data.
2-6	Activities, value chain and other business relationships	Strong Partnerships - Management Approach	11
		Annual Report – Organisation and Trust Structures	16
		Annual Report - Strategic Locations	44-45
		Annual Report – Operations Review	36-43
2-7	Employees	Diversity and Equal Opportunity – Management Approach	27
		Key ESG Data Summary	37
<i>There were no significant fluctuations in the number of employees during the reporting period.</i>			
2-8	Workers who are not employees	<i>Information unavailable/incomplete: The Manager is looking to progressively report the disclosure when such capabilities are available.</i>	
2-9	Governance structure and composition	Sustainability Approach - Sustainability Governance	3
		Annual Report - Board of Directors	17-23
		Annual Report - Corporate Governance	83-104
2-10	Nomination and selection of the highest governance body	Annual Report - Corporate Governance	83-104
2-11	Chair of the highest governance body	Annual Report - Board of Directors	17-23
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Approach – Sustainability Governance	3
		Annual Report - Corporate Governance	83-104
2-13	Delegation of responsibility for managing impacts	Sustainability Approach – Sustainability Governance	3
		Annual Report - Corporate Governance	83-104
2-14	Role of the highest governance body in sustainability reporting	Board Statement	2
		Sustainability Approach – Sustainability Governance	3
2-15	Conflicts of interest	Annual Report - Corporate Governance	83-104

## GRI CONTENT INDEX

GRI 2021 Standards Disclosure Reference	Description	Section of Report / Reasons for Omission	Page Reference
2-16	Communication of critical concerns	Ethical Business Conduct and Regulatory Compliance - Whistle-blowing  <i>Confidentiality constraints: The total number and nature of critical concerns are not disclosed due to confidentiality reasons.</i>	33
2-17	Collective knowledge of the highest governance body	Sustainability Approach – Sustainability Governance	3
2-18	Evaluation of the performance of the highest governance body	Annual Report - Corporate Governance	83-104
2-19	Remuneration policies	Annual Report - Corporate Governance	83-104
2-20	Process to determine remuneration	Annual Report – Corporate Governance	83-104
2-21	Annual total compensation ratio	<i>Confidentiality Constraints: The Manager regards compensation information of employees to be of a confidential and sensitive nature; and hence, the annual total compensation ratio is not disclosed in this report.</i>	
2-22	Statement on sustainable development strategy	Board Statement	2
2-23	Policy commitments	Sustainability Approach – Mapletree ESG Framework  Sustainability Approach – Policies	4  4
2-24	Embedding policy commitments	Sustainability Approach – Mapletree ESG Framework	4
2-25	Processes to remediate negative impacts	Employee Engagement and Talent Management – Employee Engagement and Transparent Communication  Community Impact - Serving the Wider Community and Managing Business Impact on Stakeholders  Ethical Business Conduct and Regulatory Compliance - Whistle-blowing	26  31  33
2-26	Mechanisms for seeking advice and raising concerns	Employee Engagement and Talent Management – Employee Engagement and Transparent Communication  Ethical Business Conduct and Regulatory Compliance - Whistle-blowing	26  33
2-27	Compliance with laws and regulations	Ethical Business Conduct and Regulatory Compliance - Compliance with Laws and Regulations	33
2-28	Membership associations	Strong Partnerships - Memberships	12
2-29	Approach to stakeholder engagement	Sustainability Approach - Stakeholder Engagement Strong Partnerships - Management Approach	8 11
2-30	Collective bargaining agreements	Employee Engagement and Talent Management – Collective Bargaining	26
<b>GRI 3: Material Topics 2021</b>			
3-1	Process to determine material topics	Sustainability Approach - Materiality	5
3-2	List of material topics	Sustainability Approach - Material Topics, Targets and Performance	6-7
3-3	Management of material topics	Sustainability Approach - Material Topics, Targets and Performance	6-7

GRI 2021 Standards Disclosure Reference	Description	Section of Report / Reasons for Omission	Page Reference
<b>Material Topic: Economic Performance</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	Economic Performance	10
<b>GRI 201 (2016): Economic Performance</b>			
201-1	Direct economic value generated and distributed	Economic Performance – Management Approach Annual Report - Financial Statements	10 113-193
201-2	Financial implications and other risks and opportunities due to climate change	Climate Risks and Opportunities	17-19
201-3	Defined benefit plan obligations and other retirement plans	Employee Engagement and Talent Management - Fair Remuneration and Employee Benefits	26
<b>Material Topic: Strong Partnerships</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	Strong Partnerships	11
<b>GRI 308 (2016) Supplier Environmental Assessment</b>			
308-1	New suppliers that were screened using environmental criteria	Strong Partnerships – Supplier Engagement  Key ESG Data Summary	11  38
308-2	Negative environmental impacts in the supply chain and actions taken	<i>Information unavailable/incomplete: The Manager does not currently have full visibility of the environmental impact in the supply chain. MIT is looking to progressively report the disclosure when such capabilities are available.</i>	
<b>GRI 414 (2016) Supplier Social Assessments</b>			
414-1	New suppliers that were screened using social criteria	Strong Partnerships – Supplier Engagement  Key ESG Data Summary	11  38
414-2	Negative social impacts in the supply chain and actions taken	<i>Information unavailable/incomplete: The Manager does not currently have full visibility of the social impact in the supply chain. MIT is looking to progressively report the disclosure when such capabilities are available.</i>	
<b>Material Topic: Quality, Sustainable Products and Services</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	Quality, Sustainable Products and Services	13
<b>GRI-G4 Sector Disclosures: Construction and Real Estate</b>			
CRE8	Type and number of sustainability certification, rating and labelling schemes	Quality, Sustainable Products and Services – Management Approach  Sustainable Building Certifications	13  36

## GRI CONTENT INDEX

GRI 2021 Standards Disclosure Reference	Description	Section of Report / Reasons for Omission	Page Reference
<b>Material Topic: Energy and Climate Change</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	Energy and Climate Change	15
<b>GRI 302 (2016): Energy</b>			
302-1	Energy consumption within the organisation	Energy and Climate Change - Energy and Emissions Performance Energy and Climate Change - Commitment to Renewable Energy Key ESG Data Summary	16 15 37
302-2	Energy consumption outside of the organisation	Energy and Climate Change - Energy and Emissions Performance Key ESG Data Summary	16 37
302-3	Energy intensity	Energy and Climate Change - Energy and Emissions Performance Key ESG Data Summary	16 37
<b>GRI 305 (2016): Emissions</b>			
305-1	Direct (Scope 1) GHG emissions	Energy and Climate Change - Energy and Emissions Performance Key ESG Data Summary	16 36
305-2	Energy indirect (Scope 2) GHG emissions	Energy and Climate Change - Energy and Emissions Performance Key ESG Data Summary	16 36
305-3	Other indirect (Scope 3) GHG emissions	Energy and Climate Change - Energy and Emissions Performance Key ESG Data Summary	16 36
305-4	GHG emissions intensity	Energy and Climate Change - Energy and Emissions Performance Key ESG Data Summary	16 36
305-5	Reduction of GHG emissions	Energy and Climate Change - Commitment to Renewable Energy	15
<b>GRI-G4 Sector Disclosures: Construction and Real Estate</b>			
CRE1	Building energy intensity	Energy and Climate Change - Energy and Emissions Performance Key ESG Data Summary	16 37
CRE3	GHG emissions intensity from buildings	Energy and Climate Change - Energy and Emissions Performance Key ESG Data Summary	16 36

GRI 2021 Standards Disclosure Reference	Description	Section of Report / Reasons for Omission	Page Reference
<b>Material Topic: Water Management</b>			
3-3	Management of material topics	Water Management	21
<b>GRI 303 (2018): Water and Effluents</b>			
303-1	Interactions with water as a shared resource	Water Management - Management Approach	21
303-2	Management of water discharge-related impacts	Water Management - Management of Water Discharge-related Impact	21
303-3	Water withdrawal	Water Management - Translating Efforts into Reductions in Water Withdrawal Key ESG Data Summary	21-22 37
303-4	Water discharge	<i>Information unavailable/incomplete: The Manager does not currently track its water discharge for all countries of operation. It is working to disclose in the future when such information is available.</i>	
303-5	Water consumption	<i>Information unavailable/incomplete: The Manager does not currently track its water consumption for all countries of operation. It is working to disclose in the future when such information is available.</i>	
<b>GRI-G4 Sector Disclosures: Construction and Real Estate</b>			
CRE2	Building water intensity	Water Management -Translating Efforts into Reductions in Water Withdrawal Key ESG Data Summary	21-22 37
<b>Additional Topic: Waste Management</b>			
3-3	Management of material topics	Waste Management	22
<b>GRI 306 (2020): Waste</b>			
306-1	Waste generation and significant waste-related impacts	Waste Management - Management Approach	22
306-2	Management of significant waste-related impacts	Waste Management - Management Approach	22
306-3	Waste generated	Waste Management - Translating Efforts into a Reduction in Waste Generation Key ESG Data Summary	22 37
306-4	Waste directed from disposal	Waste Management - Translating Efforts into a Reduction in Waste Generation Key ESG Data Summary	22 37
306-5	Waste diverted to disposal	Waste Management - Translating Efforts into a Reduction in Waste Generation Key ESG Data Summary	22 37

## GRI CONTENT INDEX

GRI 2021 Standards Disclosure Reference	Description	Section of Report / Reasons for Omission	Page Reference
<b>Material Topic: Employee Engagement and Talent Management</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	Employee Engagement and Talent Management	24
<b>GRI 401 (2016): Employment</b>			
401-1	New employee hires and employee turnover	Employee Engagement and Talent Management - Talent Attraction and Retention	24
		Key ESG Data Summary	37
<i>Not applicable: The Manager does not consider breakdowns by age group, gender, and region as material, as rates do not vary significantly across these categories.</i>			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Engagement and Talent Management- Fair Remuneration and Employee Benefits	26
<i>Similar benefits are provided to full-time and part-time employees.</i>			
401-3	Parental leave	Employee Engagement and Talent Management - Fair Remuneration and Employee Benefits	26
		Key ESG Data Summary	37
<b>GRI 402 (2016): Labor / Management Relations</b>			
402-1	Minimum notice periods regarding operational changes	Employee Engagement and Talent Management – Management Approach	24
<b>GRI 404 (2016): Training and Education</b>			
404-1	Average hours of training per year per employee	Employee Engagement and Talent Management - Training and Development	24-25
		Key ESG Data Summary	37
404-2	Programmes for upgrading employee skills and transition assistance programmes	Employee Engagement and Talent Management - Training and Development	24-25
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Engagement and Talent Management - Fair Remuneration and Employee Benefits	26
<b>Material Topic: Diversity and Equal Opportunity</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	Diversity and Equal Opportunity	27
<b>GRI 405 (2016): Diversity and Equal Opportunity</b>			
405-1	Diversity of governance bodies and employees	Diversity and Equal Opportunity - Management Approach	27
		Diversity and Equal Opportunity – Board Diversity	28
405-2	Ratio of basic salary and remuneration of women to men	Diversity and Equal Opportunity – Pay Equality	28
<i>Confidentiality constraints: The Manager regards compensation and remuneration information of employees to be of a confidential and sensitive nature. Thus, MIT did not provide the breakdown by region or provide remuneration details.</i>			

GRI 2021 Standards Disclosure Reference	Description	Section of Report / Reasons for Omission	Page Reference
<b>Material Topic: Health and Safety</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	Health and Safety	29
<b>GRI 403 (2018): Occupational Health and Safety</b>			
403-1	Occupational health and safety management system	Health and Safety - Management Approach	29
403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety - Hazard Identification, Risk Assessment, and Incident Investigation	29
403-3	Occupational health services	Health and Safety - Hazard Identification, Risk Assessment, and Incident Investigation	29
403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety - Management Approach	29
		Health and Safety - Prevention and Mitigation of Occupational Health and Safety Impact	29
<i>Health and Safety - Hazard Identification, Risk Assessment, and Incident Investigation</i>			
403-5	Worker training on occupational health and safety	Health and Safety - Training on Health and Safety	29
403-6	Promotion of worker health	Employee Engagement and Talent Management - Employee Wellness	26-27
403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Health and Safety - Prevention and Mitigation of Occupational Health and Safety Impact	29
403-8	Workers covered by an occupational health and safety management system	Health and Safety - Management Approach	29
		Health and Safety - Internal and External Audits	29
<i>Health and Safety - Hazard Identification, Risk Assessment, and Incident Investigation</i>			
403-9	Work-related injuries	Health and Safety - Safety Performance	30
		Health and Safety - Hazard Identification, Risk Assessment, and Incident Investigation	29
<i>Key ESG Data Summary</i>			
<i>Information unavailable/incomplete: Disclosure relating to workers who are not employees was not included as information was unavailable.</i>			
<b>Material Topic: Community Impact</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	Community Impact	30
<b>GRI 413 (2016): Community Impact</b>			
413-1	Operations with local community engagement, impact assessments, and development programmes	Community Impact – Management Approach	30-31
<i>Community Impact - Serving the Wider Community and Managing Business Impact on Stakeholders</i>			

## GRI CONTENT INDEX

GRI 2021 Standards Disclosure Reference	Description	Section of Report / Reasons for Omission	Page Reference
<b>Material Topic: Ethical Conduct and Regulatory Compliance</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	Ethical Business Conduct and Regulatory Compliance	33
<b>GRI 205 (2016): Anti-corruption</b>			
205-1	Operations assessed for risks related to corruption	Ethical Business Conduct and Regulatory Compliance – Management Approach	33
		Ethical Business Conduct and Regulatory Compliance - Anti-corruption	33
205-2	Communication and training about anti-corruption policies and procedures	Strong Partnerships – Supplier Engagement	11
		Ethical Business Conduct and Regulatory Compliance - Anti-corruption	33
		Key ESG Data Summary	38
205-3	Confirmed incidents of corruption and actions taken	Ethical Business Conduct and Regulatory Compliance - Anti-corruption	33
<b>GRI 206 (2016): Anti-Competitive Behaviour</b>			
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	There are no instances of anti-competitive behaviour, anti-trust, and monopoly practices in FY25/26.	
<b>GRI 416 (2016): Customer Health and Safety</b>			
416-1	Assessment of the health and safety impacts of product and service categories	Quality, Sustainable Products and Services – Management Approach	13
		Sustainable Building Certifications	36
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Ethical Business Conduct and Regulatory Compliance - Compliance with Laws and Regulations	33
<b>GRI 417 (2016): Marketing and Labelling</b>			
417-3	Incidents of non-compliance concerning marketing communications	Ethical Business Conduct and Regulatory Compliance - Compliance with Laws and Regulations	33
		Ethical Business Conduct and Regulatory Compliance - Responsible Marketing and Communication	33
<b>Material Topic: Cybersecurity and Data Privacy</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	Cybersecurity and Data Privacy – Management Approach	34
<b>GRI 418 (2016): Customer Privacy</b>			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ethical Business Conduct and Regulatory Compliance - Compliance with Laws and Regulations	33
		Cybersecurity and Data Privacy – Management Approach	34

## ISSB IFRS S1 AND S2 CLIMATE-RELATED DISCLOSURES CONTENT INDEX<sup>17</sup>

In the contents index below, applicable requirements per the ISSB “IFRS S2 Climate-related Disclosures” standard are specified. Additionally, the “IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information” standard has been adopted to the extent that it applies to climate-related disclosures in line with the requirements set by the Singapore Exchange. Consistent with the provisions of IFRS S2, in identifying the climate-related risks and opportunities that could reasonably be expected to affect its prospects, MIT has also considered the applicability of the IFRS S2 Real Estate standard.

Code	Disclosure Description	Location
<b>IFRS S1 General Requirements and S2 Climate-related Disclosures</b>		
<b>Conceptual Foundations</b>		
S1.17; S1.B32	<b>Materiality</b> - An entity shall disclose material information about the climate-related risks and opportunities that could reasonably be expected to affect the entity’s prospects.	Climate Risks and Opportunities (Pages 17-19)
S1.20	<b>Reporting entity</b> - An entity’s climate-related financial disclosures shall be for the same reporting entity as the related financial statements.	Connectedness of Climate-Related Disclosures with Financial Statements (Page 35)
		Economic Performance (Page 10)
		Climate Risks and Opportunities (Pages 17-19)
		Connectedness of Climate-Related Disclosures with Financial Statements (Page 35)
S1.21-24; S1.B42(a),(c)	<b>Connected information</b> - An entity shall provide information in a manner that enables users of general-purpose financial reports to understand the connections between the items to which the information relates and the connections between disclosures provided by the entity.	Annual Report - Corporate Governance (Pages 83-104)
		Annual Report - Risk Management (Pages 105-108)
		Annual Report - Financial Statements (Pages 113-193)
<b>Governance</b>		
S2.05-07	<b>Governance</b> - The objective of climate-related financial disclosures on governance is to enable users of general-purpose financial reports to understand the governance processes, controls and procedures an entity uses to monitor, manage and oversee climate-related risks and opportunities.	Sustainability Governance (Pages 3-4)
		Climate Risks and Opportunities (Pages 17-19)
		Annual Report - Corporate Governance (Pages 83-104)
<b>Strategy</b>		
S2.08; S2.10; S2.12	<b>Climate-related risks and opportunities</b> - The objective of climate-related financial disclosures on strategy is to enable users of general-purpose financial reports to understand an entity’s strategy for managing climate-related risks and opportunities.	About the Report (Page 2)
		Climate Risks and Opportunities (Pages 17-19)
S2.13	<b>Business model and value chain</b> - An entity shall disclose information that enables users of general-purpose financial reports to understand the current and anticipated effects of climate-related risks and opportunities on its business model and value chain.	Climate Risks and Opportunities (Pages 17-19)
S2.14	<b>Strategy and decision-making</b> - An entity shall disclose information that enables users of general-purpose financial reports to understand the effects of climate-related risks and opportunities on its strategy and decision-making.	Material Topics, Targets and Performance (Pages 6-7)
		Strong Partnerships (Pages 11-12)
		Climate Risks and Opportunities (Pages 17-19)
		Towards Net Zero (Page 20)

<sup>17</sup> The ISSB IFRS requirements have been adopted to the extent that it applies to (i) climate-related disclosures in line with the requirements set by SGX; and (ii) its applicability to MIT.

## ISSB IFRS S1 AND S2 CLIMATE-RELATED DISCLOSURES CONTENT INDEX

Code	Disclosure Description	Location
S2.15; S2.16; S2.21	<b>Financial position, financial performance and cash flows</b> - An entity shall disclose information that enables users of general-purpose financial reports to understand the current and anticipated effects of climate-related risks and opportunities on its financial position, financial performance and cash flows for the reporting period.	Climate Risks and Opportunities (Pages 17-19)
S1.22; S2.22; S2.23	<b>Climate resilience</b> - An entity shall disclose information that enables users of general-purpose financial reports to understand the resilience of the entity's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration its identified climate-related risks and opportunities. The entity shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with its circumstances. In providing quantitative information, the entity may disclose a single amount or a range.	About the Report (Page 2) Climate Risks and Opportunities (Pages 17-19) Climate Risk Model: Assumptions and Limitations (Page 35) Connectedness of Climate-Related Disclosures with Financial Statements (Page 35)
<b>Risk Management</b>		
S2.24-26	<b>Risk management</b> - The objective of climate-related financial disclosures on metrics and targets is to enable users of general-purpose financial reports to understand an entity's performance in relation to its climate-related risks and opportunities, including progress towards any climate-related targets it has set, and any targets it is required to meet by law or regulation.	Climate Risks and Opportunities (Pages 17-19) Annual Report - Risk Management (Pages 105 to 108)
<b>Metrics and Targets</b>		
S1.53; S2.27	<b>General requirements</b> - The objective of climate-related financial disclosures on metrics and targets is to enable users of general-purpose financial reports to understand an entity's performance in relation to its climate-related risks and opportunities, including progress towards any climate-related targets it has set, and any targets it is required to meet by law or regulation.	Material Topics, Targets and Performance (Pages 6-7)
S2.29a(i); S2.29a(iii-vi); S2.B56	<b>Greenhouse gases</b> - An entity shall disclose information relevant to the cross-industry metric category of greenhouse gas emissions generated during the reporting period.	Energy and Climate Change (Pages 15-16) Connectedness of Climate-Related Disclosures with Financial Statements (Page 35) Key ESG Data Summary (Page 36)
S2.29(b)-(g); S2.30; S2.B64	<b>Other cross-industry metrics</b> - An entity shall disclose the cross-industry metric categories of climate-related physical risks, transition risks, opportunities, capital deployment, internal carbon prices and remuneration, considering the aspects included in S2.B65. In preparing disclosures to meet the requirements in paragraph 29(b)-(d), an entity shall use all reasonable and supportable information that is available to it at the reporting date without undue cost or effort.	Climate Risks and Opportunities (Pages 17-19) Sustainability Approach (Page 3-4)
S2.32	<b>Industry-based metrics</b> - An entity shall disclose industry-based metrics that are associated with particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the entity discloses, the entity shall refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the Industry-based Guidance on Implementing IFRS S2.	About the Report (Page 2) Integrating Sustainability into Remuneration (Page 4)
S1.49	<b>Entity-specific metrics</b> - An entity shall provide disclosures about metrics taken from a source other than IFRS Sustainability Disclosure Standards.	About the Report (Page 2)

Code	Disclosure Description	Location
S2.33-37	<b>Climate-related targets</b> - An entity shall disclose the quantitative and qualitative climate-related targets it has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation, including any greenhouse gas emissions targets. In identifying and disclosing the metrics used to set and monitor progress towards reaching a target described in S2.33-34, an entity shall refer to and consider the applicability of cross-industry metrics and industry-based metrics, including those described in an applicable IFRS Sustainability Disclosure Standard, or metrics that otherwise satisfy the requirements in IFRS S1.	Sustainability Governance (Pages 3-4) Material Topics, Targets and Performance (Pages 6-7) Energy and Climate Change (Pages 15-16) Towards Net Zero (Page 20)
<b>General Requirements</b>		
S1.54; S1.55a; S1.56; S1.58a; S1.59	<b>Sources of guidance</b> - In identifying climate-related risks and opportunities that could reasonably be expected to affect an entity's prospects, an entity shall apply IFRS Sustainability Disclosure Standards. In identifying applicable disclosure requirements about a sustainability-related risk or opportunity that could reasonably be expected to affect an entity's prospects, an entity shall apply the IFRS Sustainability Disclosure Standard that specifically applies to that sustainability-related risk or opportunity. In addition to the IFRS Sustainability Disclosure Standards, an entity shall refer to and consider the applicability of the disclosure topics in the SASB standards for the identification of climate-related risks and opportunities. In the absence of an IFRS Sustainability Disclosure Standard that specifically applies to a sustainability-related risk or opportunity, the entity shall refer to and consider the applicability of the metrics associated with the disclosure topics included in the SASB standards.	About the Report (Page 2)
S1.60; S1.62; S1.B47	<b>Location of disclosures</b> - An entity is required to provide disclosures required by IFRS Sustainability Disclosure Standards as part of its general-purpose financial reports.	Connectedness of Climate-Related Disclosures with Financial Statements (Page 35)
S1.64	<b>Timing of reporting</b> - An entity shall report its climate-related financial disclosures at the same time as its related financial statements and cover the same reporting period as the related financial statements.	About the Report (Page 2) GRI Content Index (Page 38)
S1.70; S1.B53	<b>Comparative information</b> - An entity shall disclose comparative information in respect of the preceding period for all amounts and other relevant information disclosed in the reporting period.	Energy and Climate Change (Pages 15-16) Key ESG Data Summary (Pages 36-38)
S1.72	<b>Statement of compliance</b> - An entity whose climate-related financial disclosures comply with all the requirements of IFRS Sustainability Disclosure Standards shall make an explicit and unreserved statement of compliance.	About the Report (Page 2)
<b>Judgements, Uncertainties and Errors</b>		
S1.74	<b>Judgements</b> - An entity shall disclose information about the judgements that it has made in the process of preparing its climate-related financial disclosures.	Climate Risks and Opportunities (Pages 17-19)

## ISSB IFRS S1 AND S2 CLIMATE-RELATED DISCLOSURES CONTENT INDEX

Code	Disclosure Description	Location
S1.77; S1.78	<b>Measurement uncertainty</b> - An entity shall disclose information about the most significant uncertainties affecting the amounts reported in its climate-related financial disclosures.	Climate Risks and Opportunities (Pages 17-19) Climate Risk Model: Assumptions and Limitations (Page 35) Connectedness of Climate-Related Disclosures with Financial Statements (Page 35)
S1.83; S1.B58(a)-(b)	<b>Errors</b> - An entity shall correct material prior period errors by restating the comparative amounts for the prior period(s) disclosed unless it is impracticable to do so.	GRI Content Index (Page 38)
<b>IFRS Industry-based Guidance on Climate-related Disclosures (Vol. 36 Real Estate)</b>		
<b>Energy Management</b>		
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property sector.	Key ESG Data Summary (Page 36)
IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity and (3) percentage renewable, by property sector.	Key ESG Data Summary (Page 37)
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property sector	Key ESG Data Summary (Page 37)
IF-RE-130a.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property sector.	11% of data centres certified to ENERGY STAR
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy.	Economic Performance (Page 10)
<b>Water Management</b>		
IF-RE-140a.1	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property sector.	Key ESG Data Summary (Page 37)
IF-RE-140a.2	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property sector.	Key ESG Data Summary (Page 37)
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property sector	Key ESG Data Summary (Page 37)
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks.	Water Management (Pages 21-22)
<b>Management of Tenant Sustainability Impacts</b>		
IF-RE-410a.3	Discussion of approach to measuring, incentivising and improving sustainability impacts of tenants.	Strong Partnerships (Pages 11-12)
<b>Climate Change Adaptation</b>		
IF-RE-450a.1	Area of properties located in 100-year flood zones, by property sector.	Climate Risks and Opportunities (Pages 17-19)
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks.	Climate Risks and Opportunities (Pages 17-19)
<b>Activity Metrics</b>		
IF-RE-000.A	Number of assets, by property sector.	Key ESG Data Summary (Page 36)
IF-RE-000.B	Leasable floor area, by property sector.	Key ESG Data Summary (Page 36)
IF-RE-000.C	Percentage of indirectly managed assets, by property sector.	Key ESG Data Summary (Page 36)
IF-RE-000.D	Average occupancy rate, by property sector.	Key ESG Data Summary (Page 36)

