

SUSTAINABILITY MANAGEMENT

ABOUT THIS STATEMENT

In line with CapitaLand Investment’s (CLI) sustainability focus, CapitaLand Malaysia Trust (CLMT) has been incorporating its environmental, social and governance (ESG) performance in its annual report.

INTERNATIONAL STANDARDS AND GUIDELINES

This Sustainability Statement (Statement) is prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021 and the Bursa Malaysia’s Enhanced Sustainability Reporting Framework in the Main Market Listing Requirements. The GRI Standards has been selected as it is an internationally recognised sustainability reporting framework that covers a comprehensive range of sustainability disclosures relevant to CLMT’s business. This Report also references the United Nations Sustainable Development Goals (UN SDGs). CLMT has also aligned its climate-related disclosures with Task Force on Climate-related Financial Disclosures (TCFD) in the four key areas of governance, strategy, risk management, and metrics and targets; and provided a work-in-progress update under the recommendations of the TCFD in this Statement.

REPORTING SCOPE AND PERIOD

As a CLI-sponsored Real Estate Investment Trust (REIT), CLMT is managed externally by a wholly owned subsidiary of CLI which is CapitaLand Malaysia REIT Management Sdn. Bhd. (CMRM). CMRM appoints external Property Managers who oversee the daily property operations. The Manager and Property Managers are responsible for the CLMT, property and portfolio operations of CLMT, and their respective teams are identified as employees of the CLMT.

This Statement covers CLMT’s portfolio for the financial period from 1 January 2023 to 31 December 2023 unless otherwise indicated. As at 31 December 2023, CLMT’s portfolio comprises eight properties – six retail and two logistics assets in Malaysia. CLMT had completed the divestment of 3 Damansara Office Tower, the office component of 3 Damansara Property, on 4 December 2023. Therefore, 3 Damansara Office Tower was not covered in this Statement.

Taking guidance from the operational control as defined by the Greenhouse Gas (GHG) Protocol¹ Corporate Standard, the environmental performance of five retail properties which are under operational control have been covered in this Statement. These properties are Gurney Plaza, Queensbay Mall, East Coast Mall, The Mines and 3 Damansara.

CLMT reports the energy and water consumption, waste generation and carbon emissions of the five properties, where available, while the other environmental metrics are being tracked and monitored internally. The Sponsor, CLI, is obtaining external assurance over its performance data and the Manager’s performance data is included as part of the Sponsor’s external assurance engagement.

INDEPENDENT ASSURANCE

In strengthening the credibility of this Statement, this Statement has been subjected to the following:

- independent assurance by KPMG PLT in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information for selected indicators; and has been approved by the Board of Directors of the Manager.

The scope, subject matters and relevant conclusion(s) are provided below:

Type of Assurance	Subject Matter	Scope	Conclusion
Independent assurance	Total Energy Consumption (kWh)	The boundary covers Gurney Plaza, East Coast Mall, The Mines, 3 Damansara and Queensbay Mall only	Based on the limited assurance procedures performed and evidence obtained, nothing has come to our attention that would cause us to believe that the Subject Matter for the financial year ended 31 December 2023 is not prepared, in all material respects, in accordance with the Applicable Criteria.
	Total Energy Intensity (kWh/m ² /month)	The boundary covers Gurney Plaza, East Coast Mall, The Mines, 3 Damansara and Queensbay Mall only	

1 This is developed by the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD), which sets the global standard on how to measure, manage and report greenhouse gas emissions.

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For the Independent Limited Assurance Report, please refer to page 240 to 242 of CLMT AR 2023.

CLI's Global Sustainability Report 2023, which covers CLMT, is externally assured with reference to the International Standard on Assurance Engagements (ISAE) 300. The CLI Global Sustainability Report 2023 will be published by 31 May 2024 on their website.

FEEDBACK

The Manager welcomes feedback as it continuously improves CLMT's sustainability performance and reporting. Stakeholders with questions or feedback are welcome to write in to ask-us@clmt.com.my.

SUSTAINABILITY APPROACH

Board Statement

At CLMT, sustainability is at the core of everything we do. We are committed to growing in a responsible manner, delivering long-term economic value, and contributing to the environmental and social well-being of our communities. The material environmental, social and governance (ESG) factors have been identified with set targets for 2030, in alignment with the CapitaLand Investment 2030 Sustainability Master Plan (SMP), which was refreshed in 2023 as part of the review by the Board of the Manager of CLMT together with Management.

CLMT's ESG plan steers our efforts on a common course to maximise impact through building portfolio resilience and resource efficiency, enabling thriving and future-adaptive communities, and stewarding responsible business conduct and governance. Ambitious ESG targets have been set by CLI and adopted throughout the organisation, including CLMT. These targets include carbon emissions reduction targets validated by the Science Based Targets initiative (SBTi). In 2023, the SMP targets have been revised to elevate SBTi-approved targets in line with a 1.5°C scenario, incorporate Net Zero commitment, and enhanced focus on social indicators.

The Board of the Manager of CLMT is responsible for overseeing REIT's sustainability efforts, and takes ESG factors into consideration in determining its strategic direction and priorities. The Board also approves the executive compensation framework based on the principle of linking pay to performance. The Manager's business plans are translated to both quantitative and qualitative performance targets, including sustainable corporate practices and are cascaded throughout the organisation.

CapitaLand Investment 2030 Sustainability Master Plan

Being a CLI-sponsored real estate investment trust (REIT), CLMT's sustainability targets and efforts are guided by CapitaLand Investment (CLI). The Manager and the Property Managers who oversee the operations of CLMT abide by CLI's sustainability framework, policies and guidelines, as well as ethics and code of business conduct.

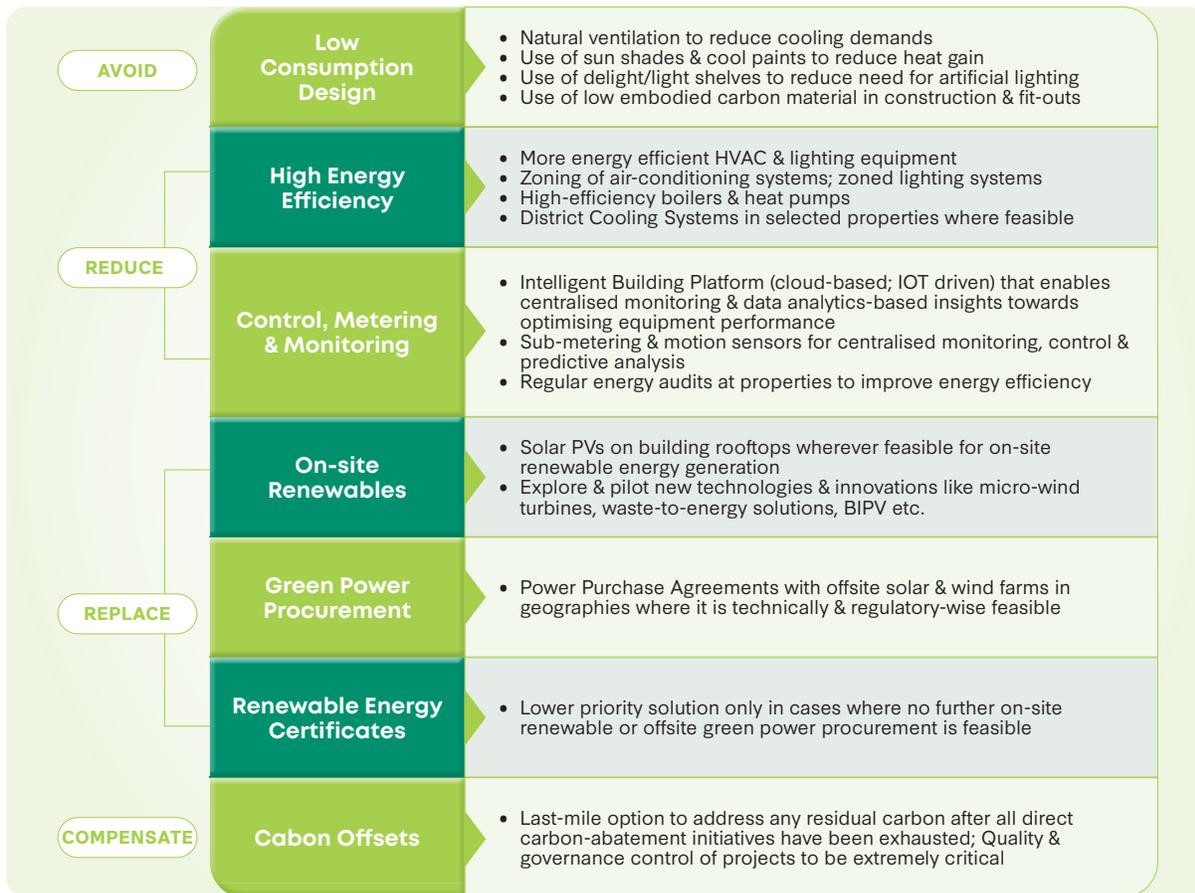
CLMT is aligned with CLI 2030 SMP unveiled in 2020 to elevate the Group's commitment to global sustainability in the built environment. The SMP drives CLI's sustainability efforts in the ESG pillars, enabling CapitaLand Group to create a larger positive impact for the environment and society.

CLI 2030 SMP is regularly reviewed where necessary to complement the Group's business strategy and align with climate science.

Committing to Net Zero by 2050 and Elevating Carbon Emissions Reduction Target to 1.5°C Scenario

In 2022, CapitaLand elevated its Scope 1 and 2 carbon emissions reduction targets which were validated by SBTi to be in line with a 1.5°C trajectory, currently the most ambitious designation available through the SBTi process. This will translate to Net Zero in 2050.

Aligned with the Group's elevated science-based target, CLMT commits to reducing its absolute Scope 1 and 2 emissions by 46% by 2030 from a 2019 base year and aims to achieve Net Zero by 2050, consistent with the effort required to limit global temperature increase to below 1.5°C. To operationalise its SBTi approved carbon emissions reduction target for Scope 1 and 2 emissions, CLMT reviewed its carbon intensity reduction targets and other environment targets, including changing reference to 2019 as the baseline year. CLMT also aims to conduct a comprehensive review of its Scope 3 emissions to better track and disclose its material Scope 3 emissions, and is committed to developing Scope 3 emission goals aligned to science-based targets. Over the next decade, as part of CLI's roadmap to Net Zero, CLI and CLMT will prioritise the decarbonisation levers indicated (on page 116), and in particular, continue to source globally for new ideas and technologies to achieve higher energy efficiency and intensify its renewable energy integration efforts.



BOARD, TOP MANAGEMENT AND STAFF COMMITMENT

The CLI Board recognises the importance of sustainability as a business imperative, and ensures that sustainability considerations are factored into CLI's strategy development. This enables CLI to remain competitive and resilient in an increasingly challenging business environment.

The CLI Board is kept informed on a regular basis through the Strategy and Sustainability Committee (SSC) on the Group's sustainability management performance, key material issues identified by stakeholders, and the planned follow-up measures. Additionally, the CLI Board is typically updated by the Risk Committee and Audit Committee at least once a year and at ad hoc Board meetings. The Board discusses matters relating to sustainability risks and relevant performance metrics, which include carbon emissions and its progress on achieving the reduction targets, green certification, human capital development, stakeholders' expectations on climate change, social impact and/or other matters. The Board is also informed of any incidents relating

to workplace safety, business malpractice and environmental impact, which may include climate-related damage or disruptions.

A Lead Independent Director chairs the SSC which is a Board Committee. The SSC is responsible for overseeing CLI's sustainability strategies and goals, including providing guidance to management and monitoring progress against achieving the goals of sustainability initiatives. The SSC typically meets twice a year, with additional meetings convened as necessary.

The CLI Leadership Council makes strategic resource allocation decisions and meets on a regular basis. The council comprises the Group Chief Executive Officer (CEO), CEOs of the various business units and key management executives of the corporate office.

The sustainability work teams comprise representatives from CLI's business units and corporate functions. Each business unit has its own Environmental, Health and Safety (EHS) Committee to drive initiatives in countries where it operates with support from various departments.

SUSTAINABILITY MANAGEMENT

For CLMT, the Board of the Manager considers sustainability issues as part of its strategic formulation, confirms the material ESG issues listed by the Manager and oversees the management and monitoring of the material ESG factors.

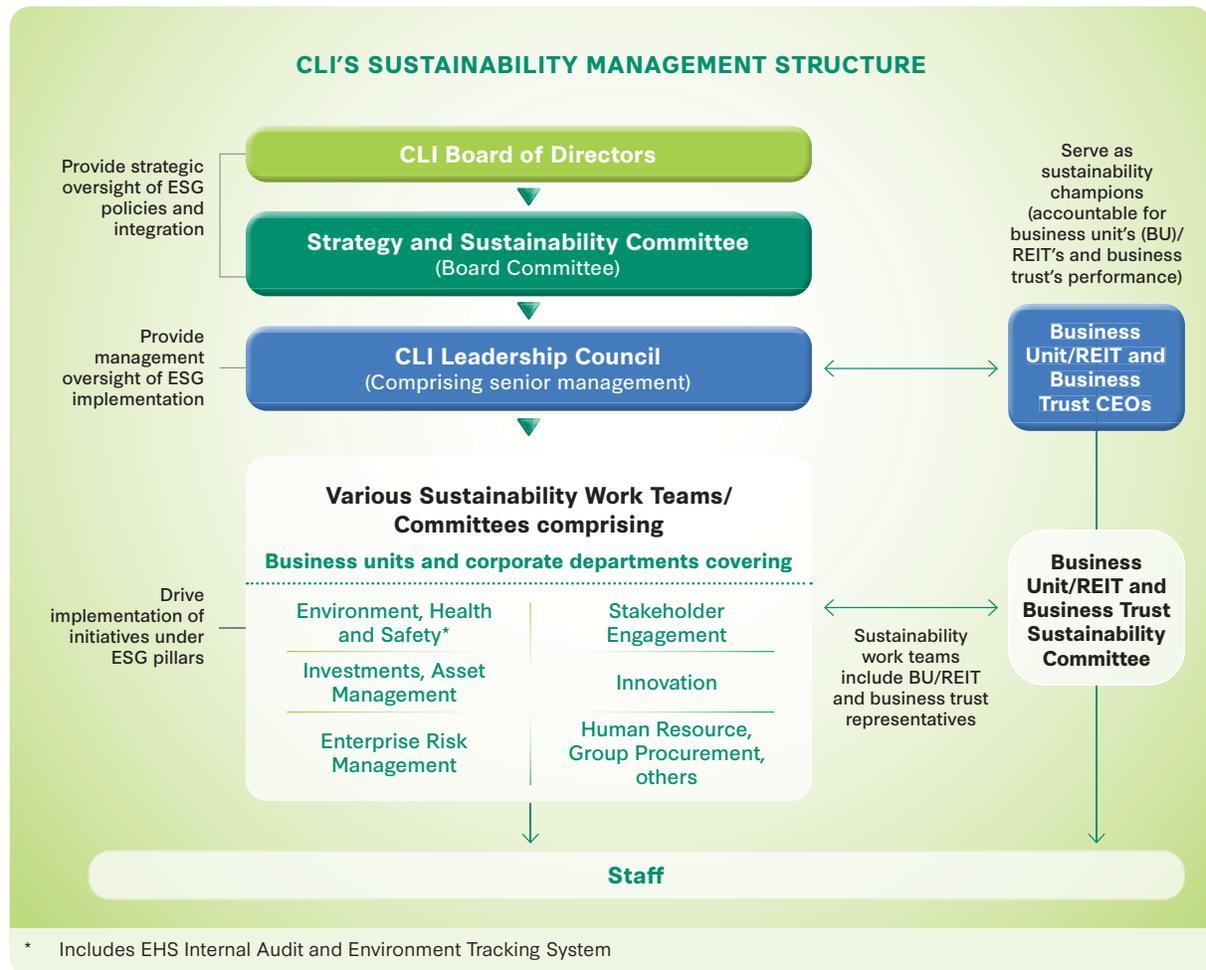
The Board of the Manager sets CLMT’s risk appetite, which determines the nature and extent of material risks that CLMT is willing to take to achieve their strategic and business objective. As part of the material risk issues being highlighted, climate change has been identified as critical. The Board is actively involved in discussions on climate-related initiatives and regularly reviews climate change risks as part of its Enterprise Risk Management (ERM) Framework.

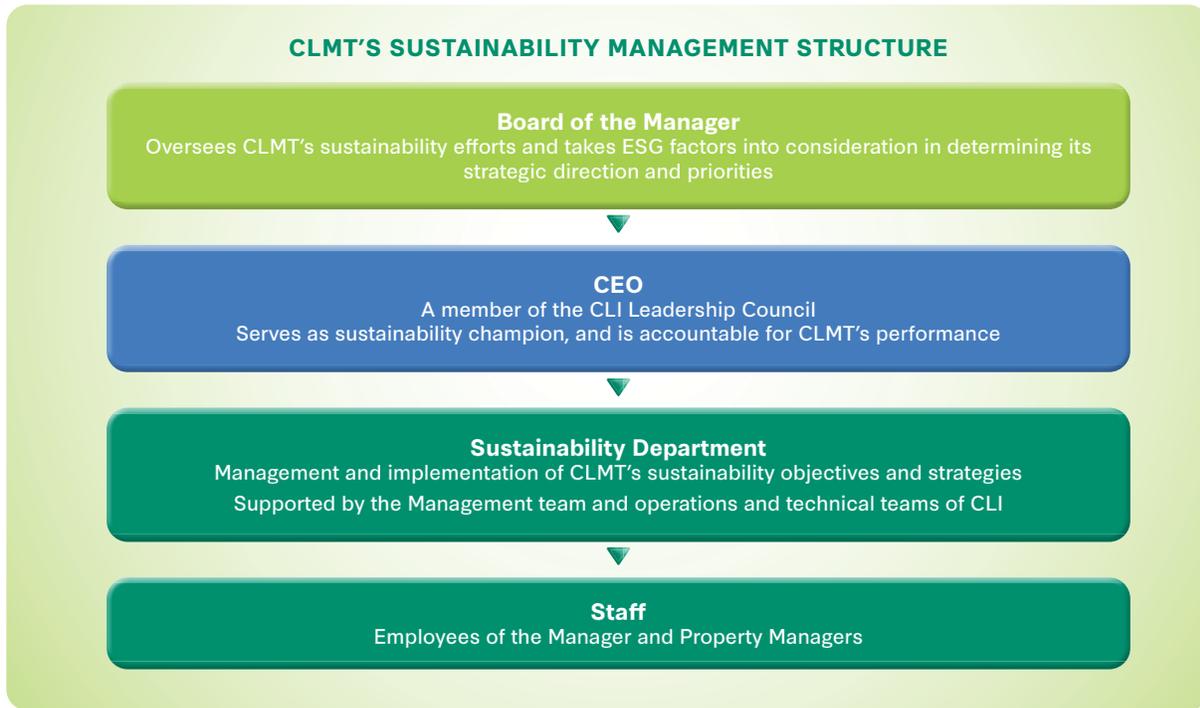
The update to the Board is conducted at the quarterly Board meetings and covers relevant climate-related topics including CLI 2030 SMP, green capital expenditure plan, performance metrics such as carbon emissions performance, progress on the reduction targets, as well as stakeholders’ expectations on climate change. Any environmental incidents, which may include climate-

related damages or disruptions, are also reported to the Board. As EHS factors are considered as part of the asset investment evaluation process and strategy, they are presented to the Board where relevant.

On 6 June 2023, the Securities Commission Malaysia and Bursa Malaysia rolled out of a new mandatory onboarding programme on sustainability for directors of Public Listed Companies on Bursa Malaysia. The Mandatory Accreditation Programme (MAP) Part II: Leading for Impact (LIP) is an extension to the existing MAP, now known as MAP Part I under the Bursa Malaysia Main Market Listing Requirements. As at 31 December 2023, three directors of the Board of the Manager have completed the MAP Part I and II.

A Sustainability Department led by the CEO of the Manager oversees sustainability objectives and strategies directly to ensure greater focus on sustainability and climate-related matters for CLMT. The Sustainability Department is responsible for providing timely and regular updates on CLMT’s sustainability matters to the Board of the Manager.





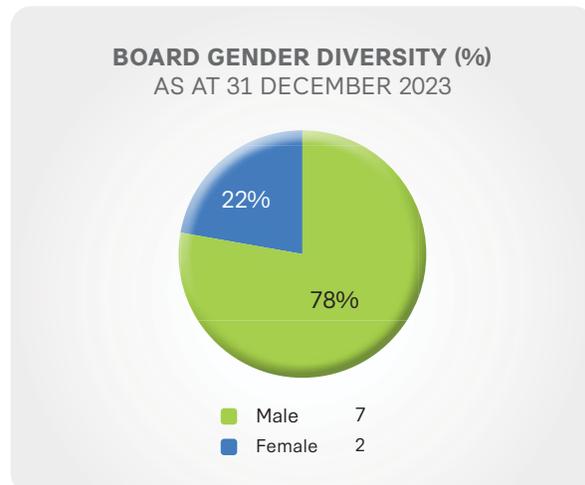
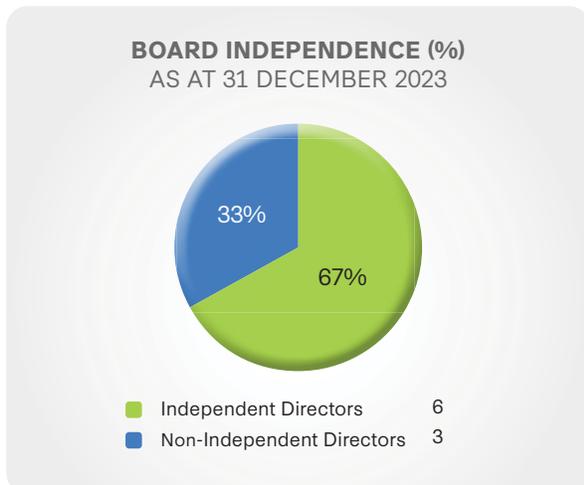
These updates are in relation to sustainability risks, and relevant performance metrics, which include carbon emissions performance, progress on achieving the reduction targets, green certification, human capital development, as well as stakeholders' expectations on climate change and/or other social matters.

The Sustainability Department works closely with key members from various departments including finance, investment and portfolio management, as well as operations department and technical teams of the Sponsor in carrying out strategies and relevant activities, abiding by CapitaLand's sustainability framework and policies.

Maintaining Diversity on the Board

The Board of the Manager embraces diversity and has in place a Board Diversity Policy which ensures that the Board comprises talented and dedicated Directors with a wide mix of expertise (including industry, domain and functional expertise), skills, experience and perspectives. This is with due consideration to diversity in gender, age, tenure, ethnicity and cultural background, as well as any other relevant aspects of diversity.

The Manager's Board Diversity Policy targets, plans and progress are detailed on page 81 to 83 in CLMT AR 2023.



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With respect to female representation, the Nominating and Remuneration Committee (NRC) notes the Malaysian Code on Corporate Governance 2021 target of women making up 30% of the boards of Bursa Malaysia-listed companies by 2030. In its annual review of the Board's composition, the NRC expressly considers and includes a commentary to the Board about diversity in the composition of the Board. The Board aims to achieve at least 30% female representation in the composition of the Board over the next few years when reviewing the nominations for the appointment and re-appointment of Directors for a new term. Currently, the proportion of female representation in the Manager's Board composition has increased to 25% (or 2 female Directors out of a total of 8 Directors) following the resignation of Mr Lui Chong Chee on 1 February 2024.

RECOGNITION BY GLOBAL BENCHMARKS

CapitaLand was one of the first companies in Singapore to voluntarily publish an annual Global Sustainability Report since FY 2009, and has had the entire report externally assured since FY 2010. Benchmarking against an international standard and framework that is externally validated helps CapitaLand to overcome the challenges in sustainability reporting that may arise from its portfolio of diverse asset types and geographical presence globally.

CapitaLand has been a signatory to the United Nations (UN) Global Compact since 2015 and its Communication on Progress for FY 2023 will be published at www.unglobalcompact.org. In February 2023, CapitaLand also became a signatory of the UN-supported Principles for Responsible Investment (UN PRI), as part of its commitment to invest responsibly.

For its efforts, CapitaLand continues to be listed on the Dow Jones Sustainability World Index and Asia-Pacific Index, GRESB (Global Sector Leader - Listed (Diversified) with the highest 5-star rating), FTSE4Good Index Series, MSCI Global Sustainability Indexes and The Sustainability Yearbook.

CLI's global sustainability reporting (GSR) has evolved into a uniquely hybrid model using the Global Reporting Initiative (GRI) Standards and Greenhouse Gas (GHG) Protocol (operational control method) since 2009, GRESB since 2013, Value Reporting Foundation's Integrated Reporting Framework since 2015, UN Sustainable Development Goals (SDG) Reporting since 2016, Task Force on Climate-related Financial Disclosures (TCFD)² framework since 2017, and Sustainability Accounting Standards Board (SASB) Standards since 2020.

CLI will continue to enhance its disclosures in accordance with these standards and work towards preparing for International Sustainability Standards Board's (ISSB) standards relating to climate reporting. CLI's Global Sustainability Report (GSR) 2023 will be published by 31 May 2024 on their website.

CLI's GSR will continue to be externally assured with reference to the International Standard on Assurance Engagements (ISAE) 3000, and will cover CLI's global portfolio and employees, including our listed real estate investment trusts (REITs) and business trusts - CapitaLand Integrated Commercial Trust, CapitaLand Ascendas REIT, CapitaLand Ascott Trust, CapitaLand China Trust, CapitaLand India Trust and CapitaLand Malaysia Trust, unless otherwise indicated.

CLMT voluntarily commenced its sustainability reporting in 2015 in accordance with Bursa Malaysia's reporting guidelines and requirements, ahead of the time set for all public listed companies to disclose sustainability reporting from 2016. As a CLI-sponsored REIT, CLMT strives to emulate CLI's achievements and leadership position in sustainability and will continue to pursue opportunities where it can make a positive and meaningful impact.

MATERIALITY

CLI identifies and prioritises the management of material ESG issues that are most relevant and significant to the company and its stakeholders. It adopts a double materiality approach, considering issues which are material from either the impact perspective or financial perspective or both.

Potentially material ESG issues arising from activities across CLI's value chain (including potential risks and opportunities in the immediate and longer term) are primarily identified via ongoing engagement with CLI's business units and external stakeholders, and reviews of sources including investor questionnaires, as well as ESG surveys, sustainability benchmarks and frameworks such as Dow Jones Sustainability Indices, GRESB and SASB.

As a CLI-sponsored REIT, CLMT is guided by CLI's materiality assessment process, where the Manager conducts regular reviews, assessments and feedback in relation to ESG topics via ongoing engagement with various stakeholders including investor questionnaires and ESG surveys. Identified material issues are reported in CLMT's corporate risk register through the annual Group-wide Risk and Control Self-Assessment (RCSA) exercise, which identifies, assesses and documents

² Financial Stability Board (FSB) set up the TCFD in 2015 to address concerns around insufficient disclosure of climate-related risks and opportunities. Following the publication of IFRS S1 and IFRS S2, and at the FSB's request, the TCFD itself is now being subsumed into the ISSB with the standard-setter taking over the monitoring of the progress on companies' climate-related disclosures from 2024.

material risks and the corresponding internal controls to manage those risks. These material risks include fraud and corruption, environmental (e.g. climate change), health and safety, and human capital risks which are ESG-relevant. Identified material ESG issues are then prioritised based on the likelihood and potential impact of issues affecting the business continuity of CLMT.

For external stakeholders, priority is given to issues important to the community and applicable to CLMT. In FY 2023, the material ESG topics that were identified were approved by the Board of the Manager.

More information can be found under Enterprise Risk Management on page 104 to 108 of CLMT AR 2023.

PRIORITISATION OF MATERIAL ESG ISSUES

Environment	Social	Governance
Critical		
<ul style="list-style-type: none"> • Climate change and carbon emissions reduction • Energy efficiency • Water management 	<ul style="list-style-type: none"> • Occupational health and safety • Human capital • Stakeholder engagementⁱ • Products and servicesⁱⁱ • Supply chain management • Diversity (Board and staff) 	<ul style="list-style-type: none"> • Risk managementⁱⁱⁱ • Business ethics
Moderate and emerging		
<ul style="list-style-type: none"> • Waste management • Biodiversity 	<ul style="list-style-type: none"> • Human rights^{iv} 	
<p>ⁱ This includes green leases and tenant engagement on ESG matters</p> <p>ⁱⁱ This includes products and services promoting customer health and safety, and green certified buildings</p> <p>ⁱⁱⁱ This includes consideration of compliance, economic performance and Cybersecurity</p> <p>^{iv} This relates to CLI's zero tolerance stance towards child/forced labour.</p>		

CREATING VALUE AND ALIGNMENT TO UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDGS)

As a CLI-sponsored REIT, CLMT's material ESG issues and the value created, aligned to CLI 2030 SMP focus areas and commitments, are mapped to

the International Integrated Reporting Commission (IIRC) Framework's six integrated reporting Capitals - Environmental, Manufactured, Human, Social and Relationship, Organisational, and Financial. This is further mapped against eight UN SDGs that are most aligned with CLI 2030 SMP focus areas, and where CLI and CLMT can achieve the greatest positive impact.

SUSTAINABILITY MANAGEMENT

Our Commitments	2023 Value Created	
<p>Environment</p> <ul style="list-style-type: none"> • Transit to low-carbon business and reduce energy consumption through improved energy efficiency, and increased use of renewable energy. • Reduce water consumption, reuse water and prevent water pollution, especially in countries where the availability of clean water and sanitation are of concern. • Green our operational portfolio by 2030. • Strengthen our portfolio's climate resilience by addressing climate related risks and opportunities throughout the real estate lifecycle. • Actively embrace innovation to ensure commercial viability without compromising the environment for future generations. • Influence our supply chain to operate responsibly in the area of environmental management through CLI's Supply Chain Code of Conduct. 	<p>For CLMT:</p> <ul style="list-style-type: none"> • 12.03% reduction in carbon emissions intensity (per m² from 2019 baseline). • 7.42% and 10.63% reduction in energy and water consumption intensity (per m² from 2019 baseline) respectively. • Achieved green building certifications for 39% of portfolio gross floor area. • Retained ISO 14001 certification in Malaysia. 	<p>Environmental Capital</p> <p>Manufactured Capital</p> 
<p>Social</p> <ul style="list-style-type: none"> • We believe staff can make a significant contribution based on their talent, expertise and experience, regardless of ethnicity, age or gender. We adopt consistent, equitable, and fair labour policies and practices in rewarding as well as developing staff under direct hire. • We aim to provide a safe work environment that contributes to the general well-being of our staff, tenants, contractors, suppliers and the communities that use our properties. • CLI's Supply Chain Code of Conduct influences its supply chain to operate responsibly in the areas of human rights, and health and safety. • We are committed to activities that are aligned with our focus on community investment. We engage our stakeholders to raise awareness in the areas of philanthropy, environment, health and safety, as well as promote sustainability within the tenant community. 	<p>For CLMT:</p> <ul style="list-style-type: none"> • Diverse workforce (more than 250 staff). • Males and females at a ratio of about 51:49. • About 69% of workforce was aged between 30 and 50. • About 38.5% of Senior Management were women. • 80% staff engagement score, with 100% survey participation. • Over 39 training hours per staff. • 100% staff attended at least 1 ESG training. • Zero staff work-related fatality and permanent disability incidents. • Zero contractor work-related fatality and/or permanent disability incident. • No reported incidents relating to discrimination, child labour or forced labour. • 100%ⁱ of CLMT's supply chain agreed to abide by CLI's Supply Chain Code of Conduct. • Retained ISO 45001 certification in Malaysia. • Contributed RM200,000 through CapitaLand's philanthropic arm - CapitaLand Hope Foundation, to more than 800 underserved children from 22 homes and schools, as well as over 1,500 beneficiaries from 520 low-income families in Johor, Klang Valley, Penang and Pahang under the #GivingBersama 3.0 initiative. • 139 CapitaLand staff tapped on the volunteer service leave to contribute 1,201 hours to participate in #GivingBersama 3.0 	<p>Human Capital</p> <p>Social and Relationship Capital</p> <p>Manufactured Capital</p> 

Our Commitments

2023 Value Created

Governance

- We have in place a Board Diversity Policy which ensures that the Board comprises talented and dedicated Directors with a wide mix of expertise (including industry, domain and functional expertise), skills, experience (including international experience) and perspectives. This is with due consideration to diversity in gender, age, tenure, ethnicity, culture and geographical background including nationality, as well as any other relevant aspects of diversity.
- We are committed to meeting high standards of risk management in the way it conducts its business. All employees are required to understand and be responsible for ensuring that risks are managed effectively in their day-to-day work.
- We require third-party service providers and vendors to adhere to anti-bribery and anti-corruption provisions.
- CLI's Supply Chain Code of Conduct influences CLMT's supply chain to operate responsibly in the area of anti-corruption.

For CLMT:

- About 22% of the Board were women ⁱⁱ.
- 100% of staff attended Fraud, Bribery & Corruption awareness training.
- 100% of staff attended Whistle-blowing training.
- 100% of staff attended Cybersecurity training.

Organisational Capital**Human Capital****Economic**

- Integrate CLMT's ESG performance with financial metrics.

For CLMT:

- Raised RM753 million in sustainable financing in FY 2023.
- For more details, please refer to the following sections in the CLMT AR 2023:
 - Highlights of FY 2023, page 6
 - Capital Management, page 63-64

Financial Capital

i Property maintenance and project related contracts for CLI owned and CLI operationally managed properties and projects. This includes supply chain complying with their own code of conduct which is equivalent or more stringent than CLI's Supply Chain Code of Conduct.

ii Figure represents board composition as at 31 December 2023. This proportion increased to 25% (or 2 female Directors out of a total of 8 Directors) following the resignation of Mr Lui Chong Chee on 1 February 2024.

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ENVIRONMENTAL & MANUFACTURED CAPITAL

Managing Our Environmental Footprint

CLMT is committed to environmental sustainability and value creation by leveraging technologies and analytics in optimising the usage of energy, water and waste management across our properties.

CapitaLand Investment's Environmental Management System (EMS) is a key tool in managing CLMT's environmental footprint across the portfolio. The EMS is integrated with CapitaLand Investment's Occupational Health and Safety Management System (OHSMS) to form CapitaLand Investment's Environmental, Health and Safety Management System (EHSMS). CLI's EHSMS is audited by a third-party accredited certification body to ISO 14001 and ISO 45001. ISO 14001 and ISO 45001 are internationally recognised standards for the environmental management and occupational health and safety management of businesses, respectively.

All staff are involved in reducing CLMT's environmental footprint and are encouraged to be forthcoming and to report all incidences of environmental-related issues and complaints, as well as incidences of non-compliances and non-conformities.

Internal and External Audits

CapitaLand Investment has in place an internal audit system to ensure the conformance and effective implementation of its EMS to ISO 14001 international standards. External audits are conducted annually by a third-party accredited certification body. Since 2012, CLMT's retail properties are ISO 14001 certified.

CapitaLand Investment's Environmental, Health and Safety Policy

As a CLI-sponsored REIT, CLMT is committed to protecting the environment and upholding the occupational health and safety (OHS) of everyone in the workplace (this includes implementing the EHSMS). We regularly conduct the following:

- Carry out exemplary EHS practices to minimise pollution as well as health and safety risks
- Seek continual improvement on its EHS performance
- Comply with relevant legislations and other requirements
- Implement CapitaLand Sustainable Building Guidelines and OHS programmes

These policies are readily available to all staff, suppliers, service providers and partners.

TENANT ENGAGEMENT

CLMT encourages its mall tenants to adopt a sustainable and environment-friendly mindset as part of a successful collaboration to achieve sustainability goals.

GREEN FIT-OUT GUIDE

A green fit-out guide is given to new tenants to encourage adoption of environment-friendly fit-outs, lighting efficiency requirements and promote sustainable practices and behaviour.



GO GREEN SEMINAR

The Mines conducted a talk for its tenants on 30 October 2023 to raise awareness on the benefits of adopting green initiatives and sustainable practices in their business operations.



Green Building Certification

Green building ratings and certifications help assure and demonstrate the quality of CLMT's properties. They serve as an external validation that key environmental aspects have been considered and incorporated in new acquisitions, refurbishments and operations.

Aligned with CLI, CLMT targets to green all its existing properties by 2030 with each property achieving a minimum certification level by a green rating system. In FY 2023, 39% of CLMT's portfolio based on gross floor area achieved a green rating certification from the Building and Construction Authority of Singapore.

Property	Award Category	Year of Award
Queensbay Mall	BCA Green Mark Platinum	2023
The Mines	BCA Green Mark Gold ^{PLUS} (Provisional)	2023

ENVIRONMENT-FRIENDLY TRANSPORT

At The Mines, several initiatives were conducted to promote sustainable transport. With 10 parking bays being dedicated to priority parking for electric and hybrid vehicles on Level 2, there is also an electric vehicle charging station installed at the Main Entrance on Level 3. There are also more than 50 bicycle parking bays readily available at the mall entrances on Levels 1 and 3.



CapitaLand Sustainable Building Guidelines (SBG)

The SBG is an in-house guide developed by CapitaLand to ensure environmental considerations and targets for low carbon transition, waste management and circular economy, water conservation and resilience, accessibility, health and safety, and supply chain management are embedded and incorporated in all stages of its properties' life cycles. The real estate life cycle covers feasibility, investment, design, procurement, construction, operations, asset enhancements and redevelopments.

The SBG is regularly reviewed to ensure continuous improvement, with a focus on four key objectives of minimising carbon footprint and energy consumption, water management, reducing generation of waste and promoting biodiversity in the life cycles of its properties.

Environment Health and Safety Impact Assessment (EHSIA)

A key component of the SBG is the mandatory EHSIA which is conducted during the feasibility stage of any potential acquisitions or investments in operational assets and development projects as part of due diligence.

This involves establishing the baseline environmental performance such as energy efficiency and comparing it against CLI 2030 SMP targets. The assessment also includes transition and physical risk and opportunity considerations, as well as the application of an internal carbon price. This assessment would guide the businesses to consider EHS risks and opportunities upfront and identify mitigation measures earlier.

The significant findings of the EHSIA and their cost implications are incorporated in the investment paper submitted to Board of Directors for approval.

Our Environmental Commitments

CLMT has been tracking the energy and water usage, waste generation and carbon emissions at our operating properties via CLI's online Environmental Tracking System (ETS) since 2009. The platform has been used to survey the various initiatives implemented at CLMT's properties including efficiency and water efficiency measures, biodiversity and habitat risks, as well as physical risks, including flood risk and water management.

As a cloud-based platform, the ETS facilitates benchmarking on consumption patterns and helps identify opportunities for further operational efficiency improvements. It allows each property to conduct analysis against set targets and past trends to understand consumption patterns and identify areas for improvement. The consolidated data is also analysed at the business units and group levels against reduction targets. This facilitates a better understanding of consumption patterns and identification of areas for eco-efficiency improvements for its portfolio. Regular desktop audits are conducted to ensure data completeness and accuracy.

Environmental Targets

As a CLI-sponsored REIT, CLMT is aligned with CapitaLand's science-based targets set out in CLI 2030 SMP Plan to transit to a low-carbon business, improve resource use and enable a circular economy. CLI's carbon emissions intensity reduction target is computed from the approved science-based target to better track day-to-day operational efficiency. As part of the Group, CLMT is committed to working towards the long-term and annual targets under CLI 2030 SMP¹.

CLI's 2030 SMP, in which CLMT is aligned, outlined 2030 targets and pathways to transit to a low-carbon business, improve resource use and enable a circular economy. To measure its performance, CLMT has incorporated KPIs, most of which are linked to remuneration for its staff, including top management.

1 Targets in the refreshed 2030 SMP were set using 2019 as a base year.

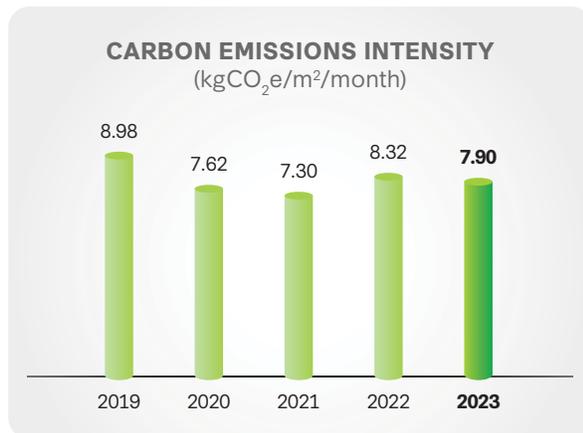
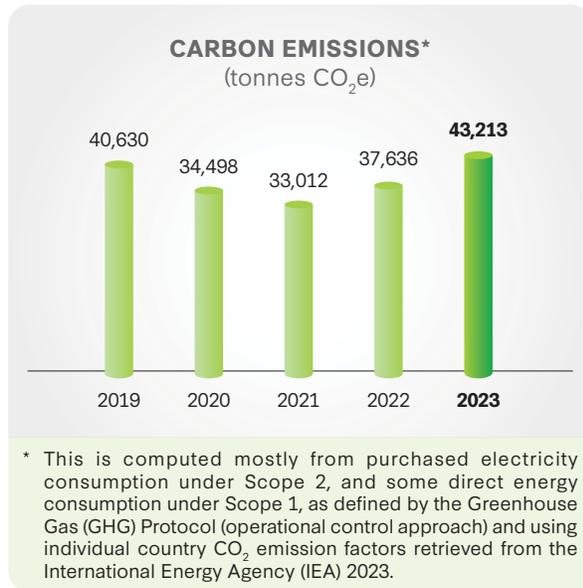
SUSTAINABILITY MANAGEMENT

CLMT: FY 2023 PERFORMANCE

	2030 Target	2023 Performance	
Low-carbon Transition	Achieve science-based target of reducing carbon emissions by 46% from 2019 baseline	6.36% increase from 2019 baseline	
	Reduce carbon emissions intensity by 72% from 2019 baseline	12.03% reduction from 2019 baseline	
	Reduce energy consumption intensity by 15% from 2019 baseline	7.42% reduction from 2019 baseline	
	45% of electricity consumption from renewable sources	0%	
	100% of existing buildings ⁱ to achieve a minimum green rating	39% ⁱⁱ	
Water Conservation and Resilience	Reduce water consumption intensity by 15% from 2019 baseline	10.63% reduction from 2019 baseline	
Waste Management and Circular Economy	Reduce waste intensity by 20% from 2019 baseline	36.84% reduction from 2019 baseline	
	Achieve 25% recycling rate in its day-to-day operations	3.14%	
Annual Target			
Sustainable Operation Excellence	ISO 14001 certification for its EMS	Retained ISO 14001 certification in Malaysia	
	Manage risks of environmental impact	EMS is externally audited annually, providing assurance to top management and external investors on CLMT's compliance and alignment to best practices	
<p>ⁱ Refers to CLI-owned and CLI-managed properties and includes all its real estate classes such as retail, office, lodging, business parks, industrial, and logistics.</p> <p>ⁱⁱ Based on portfolio gross floor area.</p>			

 In progress  Achieved

CARBON EMISSIONS

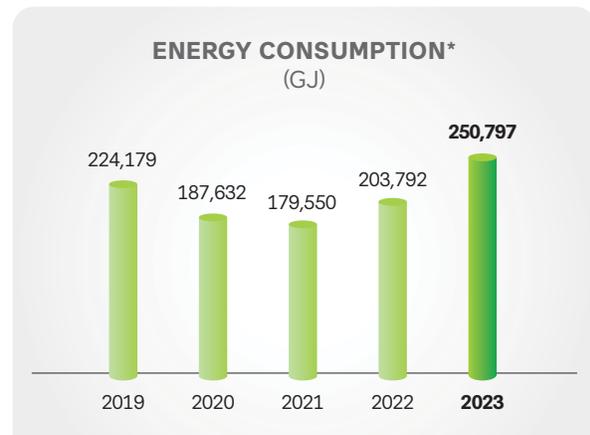
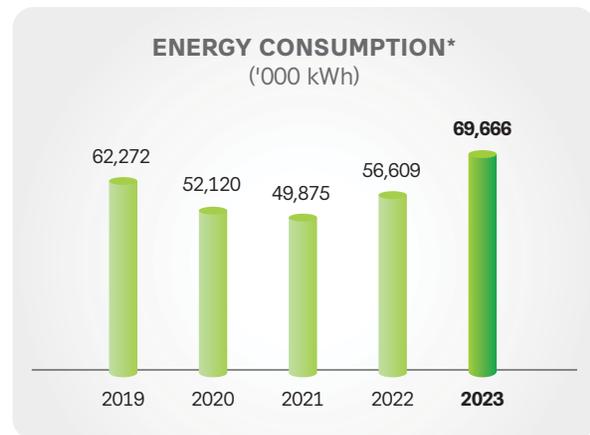


CLMT is committed to reduce carbon emissions which is a key part of its strategy to mitigate transition risks for a low-carbon economy. In alignment with CLI, CLMT is committed to reduce carbon emissions of its operations that aligns with a 1.5°C trajectory, with an aim to be Net Zero by 2050.

In 2023, CLMT’s total Scope 1 and Scope 2 carbon emissions increased by 14.82% year-on-year to 42,213 tonnes CO₂e. CLMT recorded a carbon emissions intensity of 7.9 kgCO₂e/m²/month in 2023, which translates to a 12.0% reduction in carbon emissions intensity compared to the 2019 baseline.

Scope 1 emissions refer to direct emissions from activities controlled by CLMT. CLMT’s Scope 1 data is derived from usage of diesel on an ad hoc basis. Scope 2 emissions are indirect emissions associated with its consumption of purchased energy. CLMT’s Scope 2 data covered the purchased energy consumption relating to the operations for landlord-controlled areas. Scope 3 emissions are indirect emissions from activities not controlled by CLMT. Aligned with CLI, CLMT aims to better track and disclose its other material Scope 3 emissions, such as tenant energy consumption and third-party managed assets² in its portfolio.

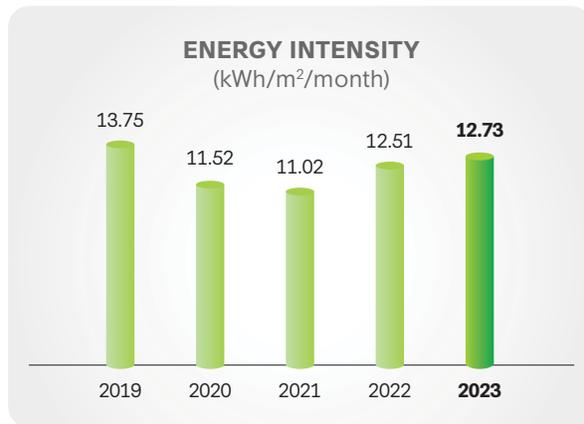
ENERGY



* This is the consumption derived from Gurney Plaza, Queensbay Mall, East Coast Mall, The Mines and 3 Damansara during the reporting period.
 * Sungei Wang Plaza, Valdor Logistics Hub and Glenmarie Distribution Centre are not within the scope boundary as these assets are deemed as third-party managed properties.

2 CLMT’s third-party managed properties are Sungei Wang Plaza, Valdor Logistics Hub and Glenmarie Distribution Centre.

SUSTAINABILITY MANAGEMENT



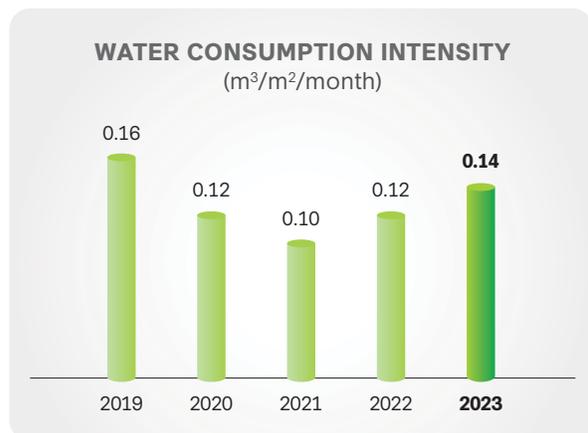
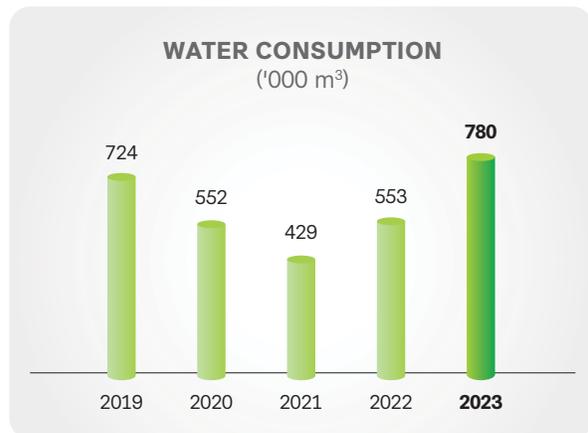
In 2023, total energy consumption increased by 23.1% year-on-year to 69,666 MWh and almost all of it was contributed by indirect energy consumption for the landlord-controlled areas in CLMT properties. The increase in overall energy usage for landlord's consumption was largely attributable to the addition of Queensbay Mall into CLMT portfolio and improving business activities. Compared to base year 2019, CLMT's 2023 energy consumption intensity recorded a reduction of 7.4%.

CLMT's total energy consumption comprises direct energy consumption (fuel consumption for maintenance of diesel generator) and indirect energy consumption (purchase of electricity).

CLMT continues to implement various energy conservation measures, some of which are listed below. It also focuses on innovation to reduce energy consumption.

Focus	Initiatives
Energy Efficiency: Central Air Conditioning System	<ul style="list-style-type: none"> Installed with Measurement & Verification system to monitor system performance daily Perform preventive and periodic servicing and maintenance Chiller ionisation system Chiller management system
Energy Efficiency: Lighting	<ul style="list-style-type: none"> Installation of LED fittings with motion sensors at staircase Lighting power budget of not more than 22 Watts per m² for tenanted areas
Energy Efficiency: Equipment	<ul style="list-style-type: none"> Replace equipment with higher efficiencies
Control, Metering and Monitoring	<ul style="list-style-type: none"> Conduct energy audits at the properties to improve energy efficiency Upgrading of existing Building Management System

WATER



CLMT is committed to reducing total water consumption and preventing water pollution. Water usage and discharge for each property are monitored and checked regularly. Water usage is also monitored closely so that any fluctuations or anomalies can be identified and acted upon promptly.

For CLMT properties, water is withdrawn from local municipal sources, and used in building systems such as irrigation and air-conditioning. Proper water management ensures minimal wastage and promotes responsible use of this precious resource and the following initiatives have been rolled out in CLMT's properties:

- Lowered flush volumes and water-efficient faucets
- Replaced corroded fixtures
- Installed automatic irrigation systems
- Installed video surveillance and remote meters on water supply and air conditioning systems to monitor water consumption in real-time

In 2023, CLMT’s total water consumption was approximately 780,445 m³, an increase of 41% year-on-year, that was largely attributable to the addition of Queensbay Mall into CLMT portfolio and the in business activities compared to 2022. As a result, CLMT’s water intensity increased to 0.14 m³/m²/month, which was a 10.6% reduction in water intensity consumption compared to the base year of 2019.

To reduce water consumption, recycled water such as grey water and rainwater is used for the toilet flushing system and washing the car park.

INNOVATIVE SOLUTIONS TO REDUCE WATER USAGE AND MINIMISE WATER WASTAGE

At East Coast Mall, we completed the upgrading of the toilets to use modulating valve with sensors. The motorised valve system for the bidet is an innovative solution that reacts to a motion sensor to control water supply which combines motion sensing technology with automated valve control. This system is designed to optimise water usage and enhance convenience by activating or deactivating the water supply based on the presence or absence of motion. The advantage of this system is its ability to conserve water by only allowing flow when necessary. When there is no motion detected, the system automatically closes the valve, preventing wastage and reducing water consumption. For the wash hand basins, a flow limiting valve is a device used to control water pressure and is designed to regulate the flow of water, ensuring a consistent and controlled water pressure for efficient use at the basin. The function of a flow limiting valve is to restrict the amount of water that passes through it, thus reducing the overall water flow rate. By limiting the flow rate, the valve helps maintain a stable and optimal pressure, preventing excessive water usage and unnecessary wastage.



WASTE



CLMT is committed to managing and disposing waste generated at its properties responsibly. The collection and disposal of waste at these properties are being carried out by licensed contractors.

In 2023, we collected 6,342 tonnes of non-recyclable waste and 206 tonnes of recyclable waste. Recyclable waste is 3.1% of total waste collected comprising paper, plastic, metals, glass and other materials.

CULTIVATING RECYCLING MINDSET AND AWARENESS

As waste generated at its properties is mostly from tenants, shoppers and the general public, we engage our stakeholders through various means to minimise and recycle waste. Recycling and disposal bins for each type of waste (hazardous and all other waste) are made available at all CLMT properties. We will continue to implement measures to reduce waste generation and increase recycling rate across the portfolio.



SUSTAINABILITY MANAGEMENT

FABRIC RECYCLING WITH KLOTH CARES

In collaboration with Kloth Cares, CLMT malls participated in a fabric recycling initiative organised by CapitaLand, aimed to not only cull away fabric from harming the landfills, but to also inculcate responsible recycling practice among shoppers. Through the installation of the fabric recycling bins, the neighbourhood communities can recycle their old garments, clothing accessories, footwear and shoes, bags, household textiles, children’s toys and other fabric remnants at The Mines and 3 Damansara. All the collected fabric items will be segregated according to different material categories at a designated fabric recycling factory, while suitable ones will be given away to charity homes. Through this recycling effort, CapitaLand collected approximately 3,700 kg of unwanted fabric items.



BIODIVERSITY

Aligned with CLI, CLMT is committed to preserving the biodiversity of its sites as well as the wider area wherever possible. CLMT’s properties are located within urban areas. As CLMT does not have any properties located within protected areas, hence there is no material biodiversity risk identified.

HUMAN CAPITAL

Our Commitments	2023 Value Created
<ul style="list-style-type: none"> • We believe staff can make a significant contribution based on their talent, expertise and experience, regardless of ethnicity, age or gender. We adopt consistent, equitable, and fair labour policies and practices in rewarding as well as developing staff under direct hire. • We aim to provide a safe work environment that contributes to the general well-being of our staff, tenants, contractors, suppliers and the communities that use our properties. • Our Supply Chain Code of Conduct influences its supply chain to operate responsibly in the areas of human rights, and health and safety. • We are committed to activities that are aligned with our focus on community investment. We engage our stakeholders to raise awareness in the areas of philanthropy, environment, health and safety, as well as promote sustainability within the tenant community. 	<ul style="list-style-type: none"> • Workforce of more than 250 staff • Male: Female ratio of 51:49 • About 69% of workforce was aged between 30 and 50 • 38.5% of senior management are female • 80% staff engagement score, with 100% survey participation • Over 39 training hours per staff • 100% of staff attended at least 1 ESG training • Zero work-related fatality and permanent disability • No reported incidents relating to discrimination, child labour or forced labour • Retained ISO 45001 certification in Malaysia • Contributed RM200,000 through CapitaLand’s philanthropic arm, CapitaLand Hope Foundation, to benefit to benefit over 2,300 underprivileged children and low-income families • 1,201 volunteer hours by employees • Annual survey conducted for retail tenants, with a satisfaction rate of 93% • At least one evacuation drill conducted for each retail property • 100% of suppliers with new and renewal contracts signed CLI Supply Chain Code of Conduct

Occupational Health and Safety

Safeguarding the health and safety of our employees and all stakeholders at our properties remain our highest priority. At CLMT, we adopt CapitaLand's Occupational Health and Safety Management System (OHSMS), which has been externally audited by a third-party accredited certification body to International Organization for Standardization (ISO) 45001 standards, a recognised international standard for OHS Management Systems. The framework involves identifying and reviewing OHS hazards, assessing their risks, establishing policies, ensuring accountability, developing action plans and engaging stakeholders.

CLMT champions OHS with commitment from the top management and staff participation through an integrated EHS Management System as well as stakeholder engagement activities. Supplementing this management system is the Board which reviews major OHS incidents and helps to reinforce a strong culture of safety. CLMT strives to reduce occupational injury

rate with the aim to achieve zero work-related injuries resulting in employee permanent disability or fatality by adopting stringent OHS practices.

Risk Management of OHS Hazards

Identifying OHS hazards and assessing their risks are key components the OHSMS. Hazards Identification and Risk Assessments (HIRA) are reviewed annually, or following an incident, or a significant change in processes. OHS hazards are identified from the administration, development and operational functions of the Sponsor's businesses, and their risks are assessed. Examples of hazards include slip, trip and fall, fall from height and falling objects. CLMT has established SOPs to minimise the occurrence of such hazards.

Since October 2020, the EHSIA was made mandatory when evaluating new investments. The results of the EHSIA enable the investment teams to consider OHS risks and opportunities upfront and to identify early mitigating measures.

EHS TRAINING

To facilitate the effective implementation of its EHSMS, training and awareness programmes are organised as part of the integrated EHSMS training for staff. New staff are briefed on CapitaLand's EHS policy and the roles of each staff. Heads of departments in administration, operations, and project development, including heads of operating properties, design managers and project managers, undergo more detailed training programmes. In 2023, about 81% of CLMT staff attended at least one EHS-related training amounting to more than 1,800 hours. These include first-aid, safety, EHS incident and emergency response training.



▲ The First Aider & CPR Certification Training ensures that our employees are equipped with the necessary knowledge and skills to render immediate and effective first aid response during emergencies.

FIRE DRILL

As part of the group's OHS Management System, emergency response procedures are in place to address potential OHS risks. Periodic briefings and biannual evacuation drills are conducted to familiarise tenants with the emergency response actions.



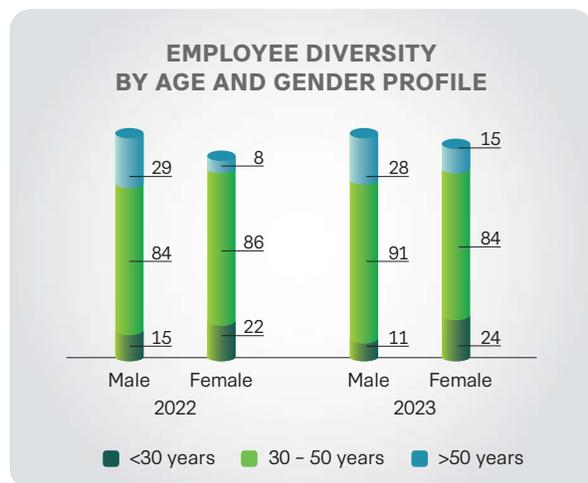
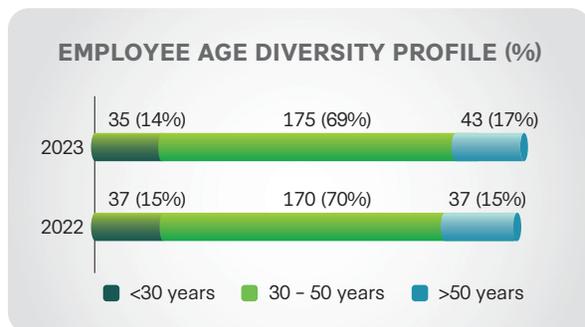
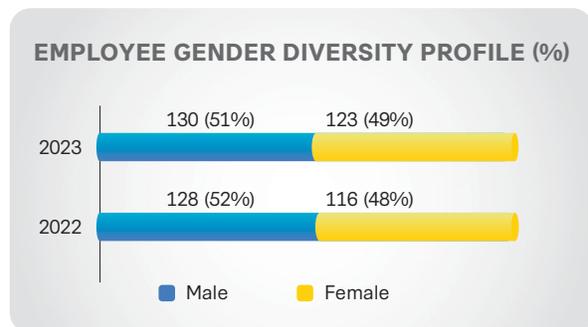
▲ We conducted Fire Safety and Evacuation Trainings and these trainings were facilitated by the authorities, with the aim of enhancing the readiness, confidence, and competence of our employees in dealing with any fire incidents that may occur at the premises.

SUSTAINABILITY MANAGEMENT

Our People

As a CLI-sponsored REIT, CLMT is managed externally by wholly owned subsidiaries of CLI which is the Manager whilst the daily operations of the properties are overseen by the Property Managers. The Manager and Property Managers are responsible for CLMT, property and portfolio operations of CLMT, and their respective teams are identified as employees of Property Managers that manage CLMT properties.

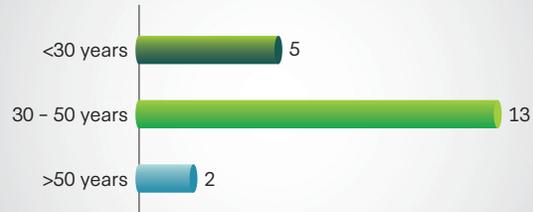
The total headcount for 2023 was 253 (2022: 244) and the following is the breakdown of employee profile.



NEW HIRES BY GENDER FY 2023



NEW HIRES BY AGE FY 2023



Human Rights

The Sponsor has a Social Charter approved by top management which sets out commitments to support the preservation of human dignity and self-respect of every individual, covering topics on human rights, child labour, forced labour, human trafficking, code of conduct, diversity and inclusion, and healthy work-life balance. Other human rights-related policies such as grievance handling and harassment policies are also in place. The Social Charter is applicable to all staff and guides the company towards ensuring a supportive and respectful environment for individuals across all aspects of the Sponsor's business and operations.

Anti-Child Labour and Anti-Forced Labour

CLMT upholds the Sponsor's commitment to be a workplace of choice for employees and adheres to its policies on non-discriminatory employment practices and equal remuneration. As a signatory of the United Nations Global Compact (UNGC), CLM is committed to the 10 principles in the areas of human rights, labour, environment and anti-corruption. These 10 Principles of the UNGC are derived from the Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption. We have adopted the five key principles of fair employment advocated by the Tripartite Alliance for Fair and Progressive Employment Practices. CLMT adopts a zero-tolerance stance regarding child labour, forced labour and unlawful discrimination, and had no reported incidents of such in 2023.

Diversity, Equity and Inclusion

CLMT embraces diversity, equity and inclusivity (DEI) regardless of age, religion, gender and race. We believe that employees can make significant contributions based on their talent, expertise and experience. Having a gender diverse mix of staff is also a target in CLM's revised 2030 Sustainability Master Plan.

We actively seek innovative, dynamic and talented individuals, both internally and externally, with the right level of experience to support our growth. This is managed through the recruitment of talents across different career stages, from entry-level graduates to mid-career professionals and industry veterans. New hires represented 8% of the total headcount in 2023.

CLMT's vibrant, motivated and qualified workforce had over 69% aged 30 to 50 in 2023. HR continued to organise talks relating to DEI throughout 2023. More than 20 staff attended human rights and diversity-related talks, and training on ways to manage unconscious or implicit bias at the workplace, understand and appreciate multiculturalism, and harness the benefits of a diverse and multigenerational workforce. CLMT organised training sessions for change management resilience and mental-wellness related topics. There were more than 35 staff participants clocking in over 468 hours to the sessions.

Gender Diversity and Pay Parity

CLMT rewards employees fairly based on merit, ability, and experience for comparable roles across the organisation's hierarchy. Its incentive system focuses on performance and is gender-agnostic. Employee pay is benchmarked against the market based on job roles using gender-neutral pay surveys provided by independent remuneration consultants. For the 2023 exercise, no major pay gap was found. We also actively review our employee compensation strategies to ensure that they commensurate with market practice.

In 2023, CLMT's workforce comprised an almost equal ratio of male and female employees, at a ratio of 51:49. Of the total of female employees, about 20% and 4% were in the middle and senior management levels respectively. Of the 13 employees at the senior management level, five or 38.5% were female.

SUSTAINABILITY MANAGEMENT

Job Creation and Employment

CLMT is committed to providing meaningful jobs and talent mobility where employees are given opportunities to rotate across different job functions, subject to skills/competency requirements and business needs. Subject to business needs and work performance, employees who are able and willing can continue their employment beyond the statutory retirement age of 60. CLMT continues to employ these individuals with a reasonable increment to their last drawn salary even though their work scope and responsibilities remain unchanged under its re-employment policy. In 2023, six employees aged 60 and above were re-employed.

Talent Management

We actively seek innovative, dynamic and talented individuals, both internally and externally, with the right level of experience to support CLMT's next phase of growth. This is managed through the recruitment of talents across different career stages, from entry-level graduates to mid-career professionals and industry veterans. We constantly build our management bench strength by identifying and developing high-potential talent as part of the regular succession planning process.

The Group Talent Management and the Senior Management Team regularly reviews the succession plans for the key positions in the company including the Chief Executive Officer and other key management personnel in CLMT.

On an annual basis, CLMT identifies and reviews suitably qualified candidates from within and outside of the Group who could be considered for key positions when the immediate, medium, and long-term need arises.

Positive Work Environment

CLMT is committed to providing a positive and vibrant workplace that promotes personal development, good health and well-being, and fulfilling careers. Initiatives such as flexible hours and work arrangements, comprehensive medical benefits, and employee engagement programmes to foster a culture of high performance and work-life harmony are implemented whilst part-time employees are also entitled to the same benefits as their full-time colleagues, on a prorated basis. We leverage CLM's robust performance management system to ensure that all employees receive regular performance and career development reviews.

In 2023, four female employees took maternity leave and three returned to work in the same year and one is due to return in first quarter of 2024. This represented a return to work rate of 100%. Seven male employees took paternity leave in 2023. This translated to an employee retention rate of 100%. CLM also provides Family Event Leave for employees to care for their loved ones, including children, spouses, parents, parents-in-law, or siblings.

About 64% of employees have been with CLMT for five years or longer. The company also interviews resigning employees as part of its continuing efforts to improve its retention policies and initiatives.

Fair Remuneration

Employment contracts with clearly stated terms and conditions are signed for all confirmed employees. This allows them to understand both their rights and obligations, as well as those of the company, thus minimising potential employment disputes in the future. Key employment terms specified in the employment contract include the job title and description, duration of employment, working hours, salary and statutory contributions/deductions, leave entitlements, probation and notice periods, and insurance and medical benefits etc.

We engage external independent remuneration consultants to benchmark the compensation packages against the relevant talent markets. Salaries are reviewed against the benchmarks, and each employee's specific job scope and responsibilities are considered. All regular full-time employees will undergo an annual performance review where there is an open discussion on the employee's performance, areas for improvement, developmental needs and career plans.

To reward and motivate employees, CLMT has a comprehensive and competitive compensation package and benefits programme. We observe a pay-for-performance philosophy that rewards superior performance, which aligns employee and unitholder interest to deliver business results. Sustainability targets were integrated into CLMT's Performance Share Plan and Balance Scorecard framework to determine individual remuneration outcomes (financial and non-financial). CLMT's overall annual variable bonus pool is determined based on its achievement against a holistic set of quantitative and qualitative targets in the Balanced Scorecard dimensions of REIT Performance, Preparing for Future, Manager Financial Health and Sustainability (including Environment, Social and Governance factors).

The amount of bonus awarded to employees are further based on their relative contributions and individual performance. Employees at managerial grades are also eligible to receive performance-based long-term unit-based awards. The awards will vest over three years and are subjected to the achievement of pre-determined profitability and unitholder return targets. The performance and remuneration of key management executives are based on both quantitative and qualitative targets within the Balanced Scorecard framework, including their efforts in building management bench strength and talent.

CLMT adheres to the respective social security contributions and the Employees Provident Fund (EPF) is a compulsory pension scheme for all Malaysians introduced by the Government to enforce savings by salaried workers for a more secure retirement. Under the EPF scheme, CLMT and its employees make monthly contributions to the employee's EPF account in accordance with the prevailing regulations.

Upskilling The Workforce

To build a future ready workforce that is knowledgeable, competent, and adaptable, employees are equipped with the appropriate training to acquire the relevant knowledge and expertise to contribute effectively

to CLMT's performance. Employees' training and development needs are discussed at the annual performance reviews with their immediate superiors and updated throughout the year.

CapitaLand allocates up to 0.5% of its annual wage bill towards learning and development programmes for employees. Employees can participate in certified skills training programmes, personal development courses, and industry seminars and conferences. Eligible employees may apply for a maximum of 10 days of paid leave annually for examinations of study.

In 2023, employees actively participated in various trainings. Almost all employees completed at least one learning session, and the average training hours per employee was 39 hours in 2023 compared to 26 hours in 2022. The average training hours per female and male employees are 44 hours and 35 hours, respectively. 100% of staff attended at least one ESG training in 2023.

CLMT's employees who are also licensed representatives under the Securities Commission Malaysia (SC)'s Capital Markets Services Licence, recorded average of 24 training hours per employee in 2023, which was above the minimum requirement by SC.

LEARNING AND DEVELOPMENT

Various learning and talks were organised to enhance employees' skills and knowledge.

Briefings on legal and compliance topics was organised for staff including:

- Corporate Liability Section 17A MACC Act
- Related party transactions
- Due diligence process
- Anti-Money Laundering and Countering the Financing of Terrorism Policy



▲ A series of Management Leadership trainings was organised to enhance the competencies of staff.



▲ Wellness and healing talks were conducted focused on building resilience, stress management, and promoting a healthy lifestyle.

SUSTAINABILITY MANAGEMENT

Staff Engagement

CLMT actively engages staff through various avenues, including formal staff communication sessions as well as informal sessions, such as luncheons and team bonding sessions. A staff communication session was held in November 2023 where CLMT's CEO updated employees on CLMT's operational and financial performance, growth strategy and addressed any work-related concerns. As a CLI-sponsored REIT, CLMT practises an open-door policy, allowing all staff to obtain a fair review and a prompt response to problems or concerns relating to any aspect of their employment. This includes harassment, grievance handling and Whistle-blowing policies applicable to all staff. Staff can also raise their concerns to a higher level of management or to the Human Resource department. In 2023, 127 staff attended briefing relating to Workplace Sexual Harassment. All new hires must undergo an orientation programme that assimilates them to CapitaLand's business operations, strategy, core values and management philosophy.

Employee Well-being

CLMT aims to provide a safe work environment that contributes to the general well-being of its employees. In Malaysia, this is carried out through a Total Well-being Programme to promote health and well-being of all employees. CLMT supports the programme by engaging its workforce through regular health and recreational

activities, as well as brainstorming workshops. In 2023, some of the activities conducted to encourage a well-balanced and healthy lifestyle among employees include free COVID-19 screening, virtual health-related activities through health talks and campaign. Tips on healthy living and effective exercise were published regularly through CapitaLand's intranet and email blasts.

Employees attend training and awareness programmes to facilitate effective implementation of CapitaLand's Environmental, Health and Safety Management System (EHSMS). New employees are introduced to CapitaLand's EHS policy and EHSMS.

Community Engagement and Volunteerism

To encourage volunteerism as an integral part of building a caring and inclusive community, CapitaLand employees are granted Volunteer Service Leave (VSL) of up to three days. As part of our efforts to recognise and acknowledge employees' social contribution as volunteers, CapitaLand Hope Foundation, the philanthropic arm of CapitaLand Group, donates to support charitable and environmental programmes of the employee's choice if the employee has taken all three days of VSL within the year. In 2023, 139 CapitaLand employees volunteered generously towards community and social causes, putting in more than 1,201 volunteer hours.

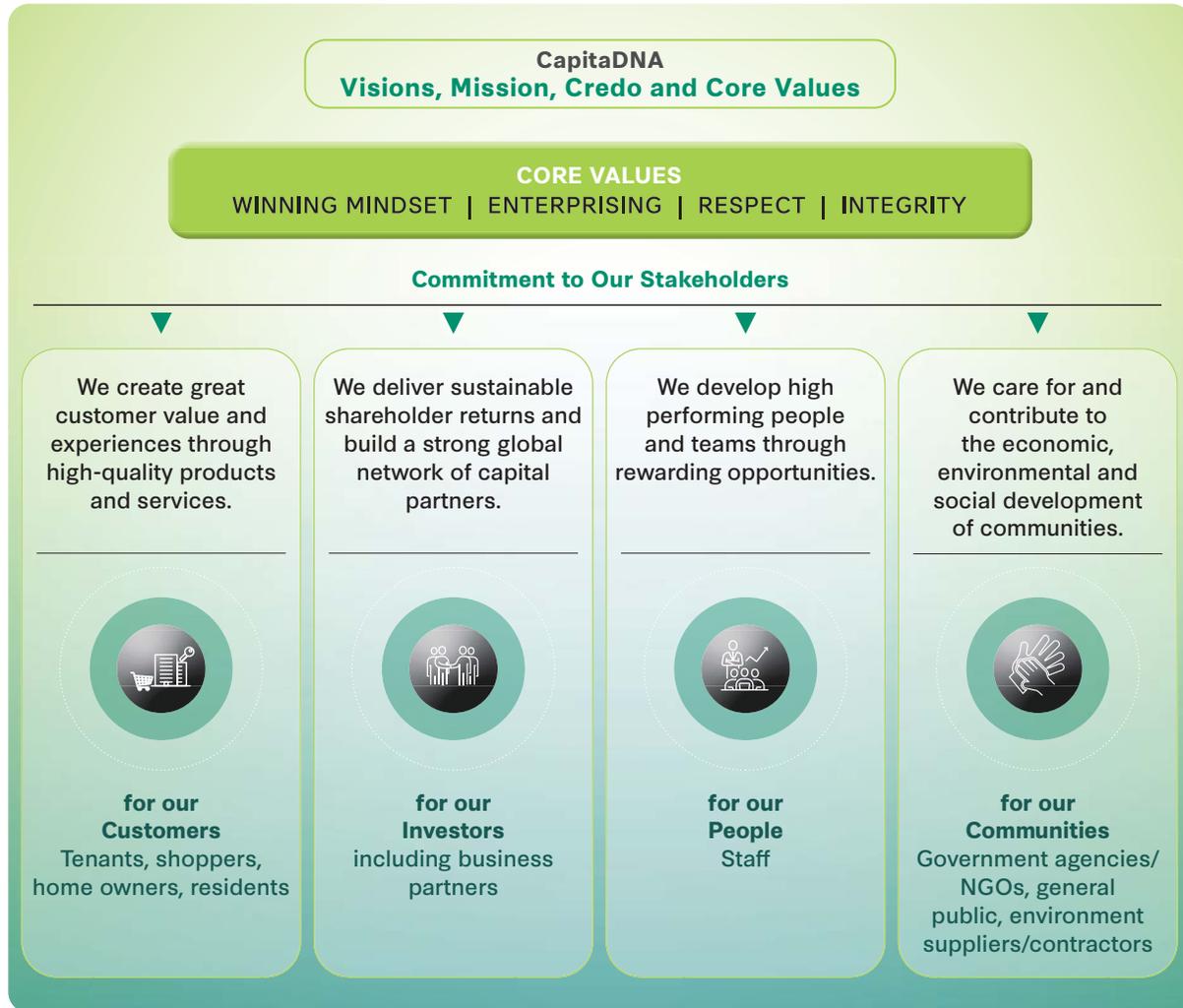
BUILDING AND ENHANCING CAMARADERIE AND TEAM SPIRIT

In a commitment to fostering a vibrant and connected work culture, a series of engaging staff events were organised throughout the year. These initiatives aimed to strengthen team bonding and promote a sense of togetherness among staff. From festive celebrations encompassing various cultural gatherings to teambuilding, wellness challenges, family-friendly activities, parties, etc., these events provided opportunities for staff to unwind, connect, and celebrate the spirit of camaraderie.



SOCIAL AND RELATIONSHIP CAPITAL

Stakeholders are groups that CLMT’s business has a significant impact on, and those with a vested interest in its operations. Key stakeholders include staff, investors/Unitholders, customers, business associates, contractors and suppliers, and the local community. Other stakeholders include regulators and key government agencies, non-governmental organisations (NGOs), representatives of the capital market and the media.



STAFF

CLMT actively engages its staff through various avenues, including regular staff communication sessions held by senior management, to facilitate effective exchange of information and ensure alignment of business goals and objectives across all levels of the workforce.

CLMT advocates staff volunteerism as an integral part of building a caring and inclusive community. It grants staff up to three days of Volunteer Service Leave (VSL) per calendar year and staff are encouraged to contribute their time and talent for approved charitable causes with the CapitaLand Group’s philanthropic arm, CapitaLand Hope Foundation or on their own. Staff who utilise all three days of VSL are eligible to nominate a registered charity to receive a donation from CHF, as part of its recognition and appreciation for staff volunteers. In 2023, 139 CapitaLand staff in Malaysia tapped on the VSL to contribute 1,201 hours for Giving Bersama 3.0.

SUSTAINABILITY MANAGEMENT

CUSTOMERS

CLMT strives to create meaningful relationships with its customers. To maintain the relevance of its malls, CLMT conducted a tenant satisfaction survey for six of its retail properties in 2023, with an overall participation rate of 92%. CLMT garnered feedback on a range of matters from cleanliness, security, mall ambience to the adequacy of car park lots. On an average, 93% of the respondents rated CLMT with Average or Good performance. The survey is useful in providing specific and actionable feedback, which allows us to better address our tenants' needs and concerns. The feedback obtained is reviewed and relevant follow-up actions are taken to improve the experience and service levels to its tenants and shoppers.

Among shoppers, we reinforce the positioning and brand identity of each of CLMT's properties through memorable promotional activities and theme-based events. Such activities also draw shopper traffic which can help to increase tenants' sales. For more information on our investor engagement efforts, please refer to Marketing & Promotions section on page 46 to 52 of CLMT AR 2023.

INVESTORS

CLMT maintains high levels of engagement with its Unitholders and the investor community at large, to provide timely access to accurate information. This helps them to make sound judgements about the REIT, developing trust and confidence in CLMT. CLMT manages this engagement via multiple touchpoints. For more information on our investor engagement efforts, please refer to Investor & Media Relations section on page 65 to 67 of CLMT AR 2023.

CLMT's Investor Relations policy provides more information on its communications framework, and the policy is available on its website at www.clmt.com.my.

GOVERNMENT AGENCIES AND REGULATORS

CLMT participates in stakeholder consultations organised by key government agencies to provide feedback on proposed regulatory changes that may impact the REIT's business. This allows us to plan and prepare ahead for any upcoming updates to regulations. Through our active participation in the Malaysian REIT Managers Association (MRMA), proactive engagements were also held regularly with the government, regulators and industry stakeholders to enhance regulatory framework and tax structures, amongst others, for the Malaysian Real Estate Investment Trust (M-REIT) industry.

Engaging regulators and relevant industry bodies have also allowed CLMT to better manage the latest industry challenges, placing us in a better position to leverage existing and future opportunities for growth. CLMT is committed to regulatory compliance. Procedures are in place to ensure that its activities and operations comply with existing regulatory requirements through regular monitoring, evaluation and audit of the EHS management systems.

SUPPLY CHAIN MANAGEMENT

CLMT adopts the CapitaLand Supply Chain Code of Conduct, which sets out the requirements for responsible behaviours in the areas of business integrity and ethics such as anti-bribery and corruption, labour laws and human rights, health and safety, as well as environmental management. In addition to complying with local regulations and other legal requirements, all CLMT suppliers and service providers must acknowledge and adhere to the Code of Conduct and are subject to penalties in the event of any breaches or failure to remedy any breaches. 100% of our suppliers with new or renewal contracts have signed the CapitaLand Supply Chain Code of Conduct in 2023. The vendors are also briefed on CapitaLand's Environmental, Health and Safety (EHS) policy to ensure that they are trained and qualified on EHS measures.

CLMT continues to screen its supply chain to ensure that relevant business and ESG risks are being managed appropriately. We identify critical suppliers as high-spend suppliers, non-substitutable suppliers or critical business component suppliers such as term contractors providing facility maintenance and property management services. A high proportion of goods and services are sourced locally for CLMT. In 2023, about 97.1% of the appointed supply chain providers were from Malaysia.

COMMUNITY

CLMT actively invests into the local communities in which it operates, by identifying suitable causes with local stakeholders and involving staff.

In 2023, CapitaLand Group, with the support from its philanthropic arm, CapitaLand Hope Foundation (CHF), has contributed RM200,000 worth of daily necessities and educational supplies to more than 800 underserved children from 22 homes and schools, as well as over 1,500 beneficiaries from 520 low-income families in Malaysia under its #GivingBersama 3.0 initiative. The #GivingBersama 3.0 initiative is the third annual edition of the #GivingBersama campaign that was launched in Malaysia in 2021. Since then, the initiative has reached more than 2,600 children from 75 orphanages and schools, as well as 520 low-income families. Since 2011, CapitaLand, with the support of CHF, has helped over 13,500 beneficiaries in need with donations of more than RM2.4 million in Malaysia.



SUSTAINABILITY MANAGEMENT

STAKEHOLDER ENGAGEMENT

CLMT seeks to understand its stakeholder views, communicate effectively with them and respond to their concerns through various engagement channels. Issues that are of interest to its different stakeholders are outlined below.

Stakeholders	Engagement Channel	Issues	Capitals
Employees	<ul style="list-style-type: none"> Regular dialogue sessions with senior management Regular staff engagement surveys Volunteer programmes Training and development 	<ul style="list-style-type: none"> Work-life balance Remuneration and benefits Staff welfare 	<p>Human Capital</p> <p>Social and Relationship Capital</p>
Investors, analysts and media	<ul style="list-style-type: none"> Annual general meetings Quarterly financial results announcements Media releases and interviews Annual reports Company website Regular analyst and investor meetings Site visits 	<ul style="list-style-type: none"> Operational efficiency, monetary savings, cost avoidance Return on equity, earning, business strategy, market outlook ESG risks and opportunities 	<p>Financial Capital</p> <p>Social and Relationship Capital</p>
Customers (Tenants and shoppers)	<p>Tenants: Tenant satisfaction survey, green fit-out guide and joint promotions and strategic partnerships</p> <p>Shoppers: mall campaigns, exhibition, social media campaigns</p> <p>CapitaLand's social media channels</p>	<ul style="list-style-type: none"> Facilities management Customer experience 	<p>Social and Relationship Capital</p> <p>Environmental Capital</p>
Supply Chain (Main contractors, vendors, suppliers)	<ul style="list-style-type: none"> CapitaLand's Supply Chain Code of Conduct Environmental, Health and Safety (EHS) management system Quarterly EHS monitoring Vendor evaluation, events, meetings and training 	<ul style="list-style-type: none"> Design and quality Occupational health and safety practices Workers' welfare and wellbeing Environmental compliance 	<p>Human Capital</p> <p>Social and Relationship Capital</p> <p>Environmental Capital</p>
Government/ national agencies/ community and non-governmental organisations (NGOs)	<ul style="list-style-type: none"> Longstanding partner of various national programmes Participation in external conferences/forums Corporate advertisements Consultation and sharing with academics, NGOs and business associations Sustainability reports 	<ul style="list-style-type: none"> Stakeholder programmes to advocate sustainable tenant/consumer behaviours Advocating best practices 	<p>Social and Relationship Capital</p>

TCFD RECOMMENDATIONS

CapitaLand Malaysia Trust climate-related disclosure in line with the Taskforce for Climate-related Financial Disclosure

TCFD Disclosure

CapitaLand Investment (CLI) started to align its climate-related disclosures with the Taskforce for Climate-related Financial Disclosures (TCFD) recommendations in the four key areas of governance, strategy, risk management and metric and targets since 2017 and further declared its support for TCFD and its recommendations in 2019. CLI and its REITs, including CapitaLand Malaysia Trust (CLMT) are striving to continuously enhance the reporting against the TCFD recommendations.

Governance

The Board of Directors of CapitaLand Malaysia REIT Management Sdn. Bhd. (CMRM), the Manager of CLMT, (the Board) has specific oversight on sustainability matters, including climate-related issues for CLMT. The CLMT Board is updated quarterly during Board meetings on relevant climate-related topics including CLMT's alignment progress with CLI 2030 Sustainability Master Plan (SMP). Discussions on the green capital expenditure plan required to meet the SMP targets (which also includes the decarbonisation targets) are conducted during an ad hoc (Special Board) meeting annually. Performance against SMP targets and Balanced Scorecard targets, including decarbonisation targets, is tracked and reported to CLMT Board at least annually.

The Board sets CLMT's risk appetite, which determines the nature and extent of material risks that CLMT is willing to take to achieve their strategic and business objective. As part of the material risk issues being highlighted, climate change has been identified as critical. The Board regularly reviews climate change risks as part of the Manager's Enterprise Risk Management (ERM) Framework.

Taking the lead from CLI, the Board is updated on relevant performance metrics as well as stakeholders' expectations on climate change. They are also kept aware of any environmental incidents, which may include climate-related damages or disruptions. Furthermore, based on the annual Risk and Control Self-Assessment (RCSA) exercise, as well as the quarterly key risk indicators reports, findings on the areas of risks, including but not limited to environmental and climate risk, are presented to the Board. These are presented together with their likelihood, impact and management action. Based on these, the Board is able to review and confirm the adequacy and effectiveness of CLMT's risk management system, along with the risk portfolio, risk levels and mitigation strategies.

The Manager works closely with CLI's Environmental, Health and Safety (EHS) Committee to manage climate-related risks and opportunities. This EHS Committee drives initiatives related to climate-related risks and opportunities, as well as the broader environmental issues. The Property Manager under CLI also has an engineering and sustainability team, led by the Head of Engineering. The focus of these two teams includes integrating sustainability into operations. In alignment with CLI, the Manager's CEO is responsible for CLMT's climate-related targets. A key objective of the Manager's senior management is to transit to a low-carbon business that is aligned with climate science and build a resilient and resource efficient portfolio. As of 2023, CLMT has set up a sustainability department, that drives the management and implementation of CLMT's sustainability matters, including climate-related issues. This sustainability department, which reports to the CEO, is also supported by various Heads of Department of the Manager, and the Heads of Department of the operations and technical teams of CLI to manage and implement CLMT's sustainability objectives and strategies. The sustainability department regularly updates the Board on matters relating to sustainability management performance of CLMT, key material issues identified by stakeholders and the planned follow-up measures.

CLI group-wide sustainability management comes under the purview of a CLI Board Committee, the Strategy and Sustainability Committee (SSC). The CLI SSC, chaired by Lead Independent Director, has specific oversight on sustainability matters, including climate-related issues. The Group CEO and leadership council hold the responsibility and provide approvals with respect to the CLI 2030 SMP. They are further supported by the Group Sustainability Office and various work teams to drive continued progress and improvement in the areas of ESG. The work teams comprise representatives from CLI business units and corporate functions. This governance is cascaded from the Group level to CLMT level through the operations of CapitaLand's EHS Committee and the newly established sustainability department on CLMT level. Please refer to CLMT's Sustainability Management Structure on page 113 of CLMT AR 2023.

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When it comes to building expertise and capacity on climate-related issues for the Board and senior management, on CLI level, the Board is continuously upskilling with respect to sustainability and climate-related issues. All Board members have undergone SGX recognised sustainability training and are regularly briefed on the CLI Sustainability Management, climate-related matters, including choice of climate scenarios and the decarbonisation journey, as well as the CLI 2030 SMP. In Malaysia, the Securities Commission Malaysia and Bursa Malaysia rolled out of a new mandatory onboarding programme on sustainability for directors of Public Listed Companies on Bursa Malaysia. The Mandatory Accreditation Programme (MAP) Part II: Leading for Impact (LIP) is an extension to the existing MAP, now known as MAP Part I under the Bursa Malaysia Main Market Listing Requirements. As at 31 December 2023, three directors of the CLMT Board have completed the MAP Part I and II.

With respect to the decarbonisation initiatives and targets, at CLMT level, there are various mechanisms applied to gaining feedback on these initiatives from our various stakeholders. These include but are not limited to: annual general meetings, quarterly financial results announcements, media releases and interviews, annual reports, the company website, regular analyst and investor meetings and responses to sustainability surveys. At CLI level, Group Sustainability provides regular updates and ad hoc responses to CLI SSC and Board on the decarbonisation plan and progress. For CLMT, the Sustainability Department updates the Board during the quarterly Board meetings and covers relevant climate-related topics including CLI's 2030 SMP, green capital expenditure plan, performance metrics such as carbon emissions performance, progress on the reduction targets, as well as stakeholders' expectations on climate change. Performance against SMP targets and Balanced Scorecard targets, including decarbonisation targets, is tracked and reported to CLI Management and Board at least annually.

Strategy

As a CLI-sponsored REIT, CLI's identified ESG issues have been deemed to be material and applicable to CLMT's business operations. The selection of these issues is guided by CLI's regular review, assessment and feedback process in relation to ESG topics.

Since 2016, climate change and emissions reduction are one of the key ESG material issues identified as relevant and critical for CLMT and CLI. This has been confirmed with this year's CLI ESG factors materiality review. Climate change risk has also been identified as a key risk as part of the ERM Framework and includes both physical and transition risks. Physical risks are a result of climate change and can be acute or chronic in climate patterns, such as rising sea levels, violent storms, long intense heat waves, flash floods and freshwater depletion. Transition risks result from a transition to a lower-carbon economy, which could entail potentially more stringent regulations and increased expectations from customers and stakeholders.

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

- All new investments into operational assets and development projects undergo the Environmental Health and Safety Impact Assessment (EHSIA) during due diligence to identify any environmental (including climate change) risks and opportunities related to the asset/project site and its surroundings. The assessment covers performance metrics such as energy efficiency, as well as transition and physical risks and opportunity considerations. Significant findings from the assessment would be incorporated in the investment paper submitted to CLMT's Board for approval.
- Through the implementation of CLI's Sustainable Building Guidelines (SBG), the aim is to identify and address the risks and opportunities of climate change right from the design stage. The local context of each project is studied in detail, and appropriate measures are taken into consideration with regards to adaptation of climate change. SBG also sets guidelines for buildings to be more energy efficient, e.g. setting green rating targets, specifying minimum equipment efficiency, and requiring the use of onsite renewable energy whenever possible.
- At the operational asset level, the CLI Environment, Health and Safety Management System (EHSMS), which is audited by a third-party accredited certification body to ISO 14001 standard, serves to monitor transition risks relating to climate regulations via EHS legal registers updates and regular stakeholder engagements. Operational issues pertaining to climate change, energy and water are also identified and managed through the EHSMS to strengthen the climate resilience of the portfolio. Furthermore, there is continued requirement for main contractors to be ISO 14001 certified or implement onsite audit and preference is given to vendors with EHS certifications.

- The CLI 2030 Sustainability Master Plan further outlines the targets and pathways for transition to a low-carbon business that is aligned with climate science. Energy use and carbon reduction targets, as well as green certification targets are set for its operational assets. Initiatives are put in place to improve the environmental performance, resilience and durability of its assets through system upgrades, system optimization, effective maintenance and changes to user behaviour. The continued achievement of high green building ratings as well as energy and water efficiency measures put in place to achieve the reduction targets would help to mitigate the impact of changing weather conditions.
- CLI's decarbonisation planned activities are also integrated throughout all stages of a project via CLI's SBGs, from feasibility, design, procurement, construction, operations to redevelopment. CLMT supports low-carbon investments and factors climate-related costs and opportunities into its evaluation of new investments or capital expenditure (CAPEX) through the incorporation of CLI internal carbon price implemented since 2021. For existing assets, CLMT also reviews the CAPEX required annually and has worked out a plan to achieve the targets set under CLI SMP 2030.
- As part of CLMT's value chain engagement and low carbon initiatives, CLMT provides a green fit-out guide to new tenants to encourage them to adopt green practices and associated behaviour. CLMT also targets to have all green certified properties as part of its existing portfolio by 2030 with each property achieving a minimum certification level by a recognised green rating system administered by a national government ministry/agency.

As part of the 2030 Sustainability Master Plan formulation, CLMT generally considers medium term time frames to be until 2030, and long term beyond 2030 in relation to the identification of climate-related risks and opportunities.

CLI and its REITs, including CLMT, commenced its climate scenario analysis in 2022 for its global portfolio to understand how the identified climate-related risks and opportunities could impact future operations. This analysis considers scenarios based on the latest global and scientific developments (scenarios from 1.5°C to 3°C for current to long-term time frames), to draw conclusions on the financially material physical and transition risks and validate the current strategy. CLI and the REITs will then review their mitigation and adaptation plans, and identify opportunities, in alignment with CLI's 2030 Sustainability Master Plan. The Plan was designed to build resilience throughout CLI's operations and futureproof CLI's real estate portfolio to guard against climate change risks and to avoid premature obsolescence and adopt available opportunities.

Scenario analysis on future climate-related risks and opportunities

The climate scenario analysis for CLI's global portfolio (including CLMT) considered the parameters listed below:



Physical risk scenarios	NGFS ^a 1.5°C Orderly, 2100	NGFS 2°C Orderly, 2100	NGFS 3°C Hot House World (NDC ^b), 2100 Most severe physical risk impacts & costs at 3°C and in the longer term
Transition risk scenarios	CRREM ^c 1.5°C, 2050 Most severe transition risk impacts & costs at 1.5°C and in the shorter term	NGFS 2°C Orderly, 2100**	NGFS 3°C SSP2 ^d Hot House World, 2100
Geographical coverage	All assets* within operating regions.		

* The CRREM^c 2°C, 2050 transition risk scenario was chosen in the beginning of this climate scenario analysis. However, the platform updated its models and this option was removed during CLI's analysis. The NGFS 2°C, 2100 Orderly scenario was then identified to replace the removed CRREM 2°C, 2050 scenario

a The Network of Central Banks and Supervisors for Greening the Financial System (NGFS)
 b Nationally Determined Contributions (NDC)
 c Carbon Risk Real Estate Monitor (CRREM)
 d Shared Socioeconomic Pathways (SSP)

* As of 31 December 2022; Malaysia for CLMT

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The third scenario analysis was performed at the CLI Group level.

The following heatmap on physical risk reflects the quantitative approach based on assessment performed by a third-party platform. The heatmap on transition risks includes the quantitative approach based on assessment performed by a third-party platform, augmented by additional qualitative research undertaken by an external consultant.

The quantitative analysis represents analysis with respect to the asset values of CLI's assets worldwide and their respective exposure to climate related risk change. It is important to note that the risk level is based on the change of the risk in future scenarios - it is assumed that there is currently a certain level of risk exposure for each of the climate-related risks and the risk level reflects the magnitude of change. The colour-coded heatmap was derived based on thresholds of financial exposure, which have been grouped into the five major categories presented in the legend. The risk levels are relative to baseline exposure. These are the specific exposures for CLMT's portfolio.

Risk Type	Primary Risk Driver	Potential Impacts	Risk Level in 3 scenarios ¹			Mitigation Measures
			1.5°C (NGFS, 2100)	2°C (NGFS, 2100)	3°C (NGFS, 2100)	
Physical Risk						
Extreme cold	Cold days and extreme cold could become more common and/or severe	- Increase in heating demand leading to higher electricity costs and potentially higher Scope 1, if fuel oil or natural gas boilers are used				<ul style="list-style-type: none"> Ongoing maintenance to ensure that air heating systems and generators are in good working order and appropriate for both the local and changing climate conditions. Future retrofits and designs to consider welfare of staff, tenants, visitors, and customers in such environments.
Extreme heat	Hot days and extreme heat could become more common and/or severe Increased operational costs with respect	- Increase in cooling demand leading to higher electricity costs				<ul style="list-style-type: none"> Ongoing maintenance to ensure that air cooling systems and generators are in good working order and appropriate for both the local and changing climate conditions. Implement health and safety initiatives to protect people from extreme heat risk, including work restrictions during peak temperature hours, as required.
Fluvial flooding	Damage to assets located in high flood risk zones	<ul style="list-style-type: none"> Increase in assets exposed to growing severity of river floods Increase in operating costs (e.g. repair costs, business interruption) 				<ul style="list-style-type: none"> Develop flood control features / measures including flood gates and drainage infrastructure where appropriate. Platform level to be checked against flood maps for new design or redevelopment. Ensure flood emergency response plans are implemented.

Risk Type	Primary Risk Driver	Potential Impacts	Risk Level in 3 scenarios ¹			Mitigation Measures
			1.5°C (NGFS, 2100)	2°C (NGFS, 2100)	3°C (NGFS, 2100)	
Coastal flooding	Properties in coastal areas may be exposed to steady and continuous sea level rise	<ul style="list-style-type: none"> - Increase in assets exposed to coastal flooding - Increase in capital expenditures to construct flood control infrastructure 	■	■	■	<ul style="list-style-type: none"> • Monitor national-level initiatives to mitigate coastal flooding risk. • Develop flood control features / measures where appropriate. • Ensure flood emergency response plans are implemented.
Tropical Cyclones	Properties may face more frequent and severe tropical cyclone	<ul style="list-style-type: none"> - Higher chance of damage to specific asset locations that are tropical cyclone-prone - Increase in operating costs (e.g. business interruption) 	■	■	■	<ul style="list-style-type: none"> • Check and ensure structures are sufficient to withstand increased windspeed. • Improvements to roofs and site drainage systems including reinforcement / improvement where appropriate. • Increased operational management, including regular inspections of back-up generation facilities. • Ensure business continuity plans and emergency response plans for severe storms are implemented, including plans for power supply cuts or system failures.
Wildfires	Risk of wildfires could increase in extremely dry conditions, such as drought, and during high winds	<ul style="list-style-type: none"> - Increase in assets exposed to wildfires - Increase in operating costs (e.g. business interruption) 	■	■	■	<ul style="list-style-type: none"> • Design and monitor landscaping to prevent vegetation encroachment to structures. • Inclusion of fire breaks (e.g., service roads) between outside vegetation and structures. • Distribution of escape plans to staff/occupants. • Ensure business continuity plans and emergency response plans for wildfires are implemented (distribution of escape plans to staff and occupants).

1 Risk level reflects CLMT's risk level.

Risk level by third party platform ■ None ■ Negligible ■ Moderate ■ Significant ■ Severe

SUSTAINABILITY MANAGEMENT

Risk Type	Primary Risk Driver	Potential Impacts	Risk Level in 3 scenarios ¹			Mitigation Measures
			1.5°C (NGFS, 2100)	2°C (NGFS, 2100)	3°C (NGFS, 2100)	
Transition Risk						
Carbon Price Shifts	Carbon emissions priced through taxation or emissions trading schemes	- Increase in operational costs associated with carbon pricing				<ul style="list-style-type: none"> At Group level, CLI implemented an internal carbon price to inform decision making for long term decisions before policies are implemented. At Group level, CLI has a decarbonisation plan/strategy in place to ensure the adoption of strategies to minimize emissions and reduce CLI’s exposure to carbon price shifts.

1 Risk level reflects CLMT’s risk level.

From the risk assessment performed by a third-party platform, CLI further explored additional transition risks and opportunities in a qualitative manner as a start. Some of these risks are also seen as ‘indirect’ climate-related risks to CLI and its operations so evaluating them and keeping them in view is of importance to CLI’s climate transition journey. The perceived risk level is based on the market trends, current developments and CLI’s experience and expertise in the real estate market. The perceived risk level is seen through three scenarios – a 3°C scenario which is assumed to be a ‘business-as-usual’ scenario where there is not sufficient action taken by economies and businesses to transition to a lower carbon economy and a 1.5 and 2°C scenarios, where there are differing levels of potential action taken to tackle some of the risks of transitioning to a lower carbon economy. On the opportunity side, these were only reviewed as potential actions which CLI and CLMT can reference to inform our strategy and they have not been evaluated using the risk level heatmapping criteria or reviewed by scenario (these opportunities would be relevant in all scenarios). The following risks and opportunities are explored on a global portfolio level. The legend for risk levels for the following risks and opportunities is built upon the same financial exposure thresholds as the risk assessment performed by a third-party platform, but based on both qualitative as well and quantitative criteria that correspond to each risk level. CLI will continue to monitor these short term and medium term risks.

Risk level by third party platform  None  Negligible  Moderate  Significant  Severe

Risk Type	Primary Risk Driver	Potential Impacts	Risk Level in 3 scenarios (2030)			Mitigation Measures
			1.5°C (NGFS, 2100)	2°C (NGFS, 2100)	3°C (NGFS, 2100)	
Transition Risk						
Regulator expectation changes	Regulators with more stringent polices and regulations around climate change for the buildings / real estate sector	- More comprehensive disclosures expected on climate change actions and metrics				<ul style="list-style-type: none"> • CLI's group level carbon emissions targets are validated by the Science Based Targets Initiative (SBTi) • At Group level, CLI's carbon emissions has been externally audited since FY 2010. • CLMT's climate-related disclosures are aligned to international standards, and CLI makes on-going efforts to follow the latest developments around climate and emissions reporting standards. CLMT will encompass such developments into its disclosure, to stay aligned with best practice disclosure standards on climate risk (e.g. exploring ISSB reporting recommendations and incorporating them into its disclosure).
Customer expectation changes	Consumer preferences could shift towards greener buildings	- Increased number of tenants seeking for assets with high-performing green credentials				<ul style="list-style-type: none"> • At Group level, CLI has green building certification and green lease target for its portfolio as part of the CLI 2030 SMP. (Please refer to page vii of CLI GSR 2022.) • CLMT does a continuous assessment of the green building certification for its properties and will implement necessary asset enhancements to align with relevant/latest certification levels. • At Group level, CLI will extend green lease options in more markets to CLI tenants, with green building requirements and expectations.

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Risk Type	Primary Risk Driver	Potential Impacts	Risk Level in 3 scenarios (2030)			Mitigation Measures
			1.5°C (NGFS, 2100)	2°C (NGFS, 2100)	3°C (NGFS, 2100)	
Electricity price shifts	Growing adoption of renewable energy could drive changes in electricity costs	<ul style="list-style-type: none"> - Increase in capital investment in renewable energy - Fluctuations in operating costs from electricity price variability 				<ul style="list-style-type: none"> • At Group level, CLI has a renewable energy target, and a carbon emissions target which is validated by Science Based Targets Initiative (SBTi), for its portfolio. • CLI has embarked on group procurement of green power purchase agreements for key markets. • At Group level, CLI continues to implement energy efficiency improvement initiatives at its properties, where feasible.

Risk level by third party platform  None  Negligible  Moderate  Significant  Severe

Opportunity	Primary Driver	Potential impacts	Approach
Use of new technologies including PropTech (property technology) to manage emissions	Investment in technologies for improving energy and water	<p>Reduced exposure to regulations, carbon price, electricity price and water price increases</p> <p>Reduction in operating costs</p>	At Group level, CLI continues to pilot new technologies in existing buildings and deploy sustainability innovations in its global portfolio via the CapitaLand Innovation Fund.
Increased demand for green products and services	Shift in consumer preferences and development of low emissions goods and services	<p>Increase in revenue by tapping on the green rental premium created by increased demand for sustainable buildings</p> <p>Increase in asset value for low carbon buildings</p>	Ongoing discussions with tenants to identify opportunities to support their carbon reduction commitments. Continuous assessment of the green building certification for CLMT's properties and adopting the necessary asset enhancements to align with the relevant/latest certification levels.

As an ongoing process, CLI and CLMT will review and update, if appropriate, the processes associated with risk management in order to account for the material environmental and climate-related risks identified.

Risk Management

CLMT conducts an annual Trust-wide Risk and Control Self-Assessment (RCSA) exercise that requires business units and corporate functions to identify, assess and document material risk which includes ESG relevant risks, along with their key controls and mitigating measures. Material risks and their associated controls are consolidated and reviewed at the REIT level before they are presented to the Manager's Audit Committee and the Manager's Board. This exercise is based on CLI's annual Group-wide RCSA exercise, review of the Risk Appetite Statement and Key Risk Indicator on Climate Change and Environmental Risk. Such climate-related risks and opportunities are identified and mitigated through CapitaLand's ERM framework, and its externally certified ISO 14001 Environmental Management System (EMS).

CLMT's risk management process to address its key risks and uncertainties, including climate change, is discussed further in the Annual Report, Enterprise Risk Management on pages 104 to 108 of CLMT AR 2023.

Climate-related risks and opportunities are identified and mitigated through CLI's ERM Framework. CLMT prioritises material ESG issues based on the likelihood and potential impact of the issues affecting business continuity and development. Notably, CLMT is cognisant of the risk posed by existing and emerging regulatory requirements with relation to climate change as it is outlined in CapitaLand's ERM Framework as a transition climate change risk. Some of these risks include:

- Regulatory or compliance risk, prompted by certain regulations in the countries of operation. These include but are not limited to the Environmental Risk Management Guidelines introduced by the Monetary Authority of Singapore (MAS) in 2020 which requires financial institutions and asset managers to place greater emphasis on both physical and transition environmental risks; the Singapore Stock Exchange mandate introduced in December 2021 that all issuers must provide climate reporting that is aligned to the recommendations of the TCFD on a 'comply or explain' basis in their sustainability reports from the financial year commencing 2024 for the materials and buildings industry. In 2023, ACRA and SGX also launched public consultation on the recommendations by the Sustainability Reporting Advisory Committee (SRAC). The recommendations aim to further advance climate reporting in Singapore. If these recommendations are adopted, there will be mandatory climate reporting for all listed issues from FY 2023 and for large non-listed from FY 2027. The prescribed reporting standards as per this consultation align with the standards by the International Sustainability Standards Board (ISSB), which aims to form a comprehensive global baseline of sustainability disclosures. Even though these regulations would not cover the activities of CLMT, the REIT is referring to them as best market practice. With this, CLMT will be in a better position to work towards adopting stretch recommendations that are fully aligned with TCFD disclosures by end 2025 that are expected of all public-listed companies regulated by Bursa Malaysia.
- Market risks, including shifts in carbon and electricity prices, or customer expectations. These developments are prompted by various country-specific or global platforms, including COP28 in November and December 2023, where the key takeaway was that progress on climate action was too slow across all areas such as reduction of greenhouse gas emissions and strengthening resilience to changing climate. The main decision was to accelerate action across all areas by 2030, including to speed up the transition away from fossil fuels to renewables such as wind and solar power in their next round of climate commitments it was recognised that urgent action is needed to combat global warming, and this can only be done through global action from governments and businesses. Other commitments, such as Malaysia's aim to achieve carbon neutrality by 2050 at the earliest, are also monitored by CLMT as they affect the day-to-day operations and practices of the REIT.

Physical risks are observed through the regular monitoring of incidents across the portfolio, for example cases of floods. In 2020, CLI had conducted a global portfolio baseline study to better understand its portfolio's physical climate risk in relation to floods. This included insights into whether properties were located in low lying plains, encountered flooding in previous years, had equipment located in the basement, and had exposure to other flood risks. Globally, most of CLI's properties already have flood control features/measures in place, such as flood barriers, sensors, water level pumps and flood emergency response plans.

An EHSIA is carried out during the feasibility study of CLMT's investment in all new operational assets as part of its due diligence. The assessment includes transition and physical risk and opportunity considerations, as well as the application of an internal carbon price. This assessment would guide CLMT to consider EHS risks and opportunities at the pre-investment stage and identify mitigation measures earlier. The significant findings of the EHSIA and their cost implications are incorporated in the investment paper submitted to CMRM Board for approval, to provide a more holistic perspective of the investment and ensure necessary CAPEX has been set aside for the investment to meet CLI 2030 SMP targets. Through CLI's ERM Framework and the EHSIA, certain physical risks are prioritised e.g. floods are highlighted in the due diligence reports and plans to integrate climate change resilience and adaptation considerations into the design, development and management of its properties. To further strengthen climate resilience to flood risk, CLMT, through CLI regularly engages its operation teams to ensure flood emergency response plans are implemented across its portfolio.

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Metrics & Targets

At the Group level, CLI has tracked and reduced the carbon emissions of its managed and owned operational properties, including those of CLMT, via its cloud-based Environmental Tracking System. All related metrics have been regularly disclosed in CLI's annual Global Sustainability Report. Since 2010, CapitaLand has been disclosing Scope 1, 2 and 3 GHG emissions of its global portfolio and the data has been externally assured.

Furthermore, in 2022, the Group had their carbon emissions reduction targets approved by the Science Based Targets initiative (SBTi) for a 1.5°C scenario. This target is in line with the goals of the Paris Agreement to keep global temperature rise to 1.5°C in this century. CLI has also committed to Net Zero by 2050 for its Scope 1 and 2 emissions, which includes the Trust's assets. Please refer to the CapitaLand Investment Global Sustainability Report 2022, p. 16-18 for more information.

The Scope 1 and 2 emissions for FY 2023, including the carbon intensity has been presented in the ESG data table on page 145. To calculate its carbon emissions, CLMT takes guidance from the operational control approach as defined by the GHG Protocol Corporate Standard, in line with the Group. For more information, please refer to page 121. A focus area on CLI Group level is tracking and disclosure of material Scope 3 categories in the next few years, especially supply chain emissions. For now a new Scope 3 category addition for CLMT is tenants' energy consumption. Furthermore, CLI is also reviewing a carbon offsets strategy at Group level. The planned use of offsets would be aligned to the current SBTi requirements, i.e. offsets will only be used in the last-mile for emissions reductions beyond CLI's science-based reduction targets and decarbonisation strategies (i.e. residual emissions) to reach net zero; and will be sourced from high quality reputable carbon credit projects that undergo the necessary verification and certification processes, aligned to international standards. In this regard, CLI is aiming to ensure the credibility and integrity of the offsets that its plans to procure. Aligned with CLI, CLMT has set sustainability and climate-related performance metrics and targets that are linked to the remuneration policies for members of senior management, such as the Balanced Scorecard (BSC) framework for FY 2023 which had included both quantitative and qualitative targets relating to climate change. Since FY 2021, carbon emissions intensity reduction was introduced as a performance measure in CLI's Performance Share Plan Awards, which was granted to members of senior management.

CLI has implemented a shadow internal carbon price since 2021 to account for climate-related risks and opportunities for its new investments.

CLI will continue to explore new metrics to measure climate-related risks and opportunities which CLMT will assess and adopt where relevant for its portfolio.

KEY ESG DATA SUMMARY

The ESG data summary list is aligned with Bursa Malaysia Enhanced Sustainability Enhanced Framework recommendations on a common set of prescribed sustainability matters and indicators that are deemed material for all listed issuers.

ENVIRONMENTAL DATA

Metric	Unit	2019	2020	2021	2022	2023
Greenhouse Gas Emissionsⁱ						
Scope 1	kg CO ₂ e	9,938	0	0	1,337	9,472
Scope 2	kg CO ₂ e	40,620,181	34,498,116	33,012,462	37,635,491	43,204,403
Scope 3ⁱⁱ						
comprising the following:						
- Business travel	kg CO ₂ e	-	-	-	-	-
- Tenants' energy consumption	kg CO ₂ e	29,662,810	23,840,511	20,801,646	23,704,991	36,131,304
- Third party-managed properties' energy consumption	kg CO ₂ e	-	-	-	-	-
Emission intensity, Scope 1 and Scope 2	kgCO ₂ e/m ² /month	8.98	7.62	7.30	8.32	7.90
Energy Consumption (landlord-controlled areas for Malaysia operating properties - Scope 1 & 2)						
Total energy consumption	kWh	62,273,406	52,119,831	49,875,301	56,608,524	69,665,967
	Megajoules	224,184,262	187,631,392	179,551,084	203,790,686	250,797,481
Direct fuel combustion	kWh	39,331	0	0	5,289	37,598
Natural gas	% of Total Energy	0	0	0	0	0
Diesel fuel	% of Total Energy	0.06	0	0	0.01	0.05
Other fuels (petrol, LPG)	% of Total Energy	0	0	0	0	0
Purchased energy	kWh	62,234,075	52,119,831	49,875,301	56,603,234	69,628,369
Electricity	% of Total Energy	100	100	100	100	100
Heat/steam/chilled water	% of Total Energy	0	0	0	0	0
Proportion of electricity from renewables	% of Total Energy	0	0	0	0	0
Energy consumption intensity	kWh/m ² /month	13.75	11.52	11.02	12.51	12.73
Water Consumption (landlord-controlled areas for Malaysia operating properties)						
Total water consumption	m ³	723,611	551,922	428,866	552,667	780,445
Municipal water supply	% of Total Water	97.89	97.97	99.83	99.89	98.18
Harvested rainwater	% of Total Water	0.03	0	0.17	0.11	0.21
Groundwater	% of Total Water	2.08	0	0	0	0
Recycled water	m ³	12,904	11,207	0	0	12,553
Water consumption intensity	m ³ /m ² /month	0.160	0.122	0.095	0.122	0.143
Waste and Recycling (landlord-controlled areas for Malaysia operating properties)						
Total waste generated	kg	8,609,014	3,758,416	3,250,784	5,008,873	6,548,350
Waste directed to disposal	kg	7,802,310	3,668,576	3,175,126	4,901,971	6,342,546
Waste diverted from disposal by recycling	kg	806,704	89,840	75,658	106,902	205,804
Recycling rate	%	9.37	2.39	2.33	2.13	3.14
Waste intensity	kg/m ²	1.90	0.83	0.72	1.11	1.20
<p>i Scope 1 and 2 is computed from direct fuel combustion and purchased energy. Scope 3 is based on currently available data and deemed to be material and/or optical Scope 3 categories. CLI and CLMT aims to conduct a comprehensive review of its Scope 3 emissions to better track and disclose its material Scope 3 emissions.</p> <p>ii This is based on currently available data and deemed to be material and/or optical Scope 3 categories. CLI and CLMT aim to conduct a comprehensive review of its Scope 3 emissions to better track and disclose its material Scope 3 emissions.</p>						

All data reported is as at 31 December of the Financial Year unless stated otherwise.

SUSTAINABILITY MANAGEMENT

SOCIAL DATA

Metric	Unit	2019	2020	2021	2022	2023
Diversity (Gender & Age)						
Total number of staff	Number	273	258	243	244	253
Male	% (number)	53% (144)	53% (137)	53% (129)	52% (128)	51% (130)
Female	% (number)	47% (129)	47% (121)	47% (114)	48% (116)	49% (123)
<30 years old	% (number)	19% (53)	19% (49)	16% (39)	15% (37)	14% (35)
30-50 years old	% (number)	65% (176)	65% (168)	69% (168)	70% (170)	69% (175)
>50 years old	% (number)	16% (44)	16% (41)	15% (36)	15% (37)	17% (43)
Ethnic diversity - Malay	%	47%	45%	46%	47%	43%
Ethnic diversity - Chinese	%	33%	36%	35%	36%	40%
Ethnic diversity - Indian	%	18%	17%	17%	15%	15%
Ethnic diversity - Others	%	2%	2%	2%	2%	2%
Non-executive	Number	158	143	135	128	117
Male	% (number)	66% (105)	66% (95)	69% (93)	70% (89)	71% (83)
Female	% (number)	34% (53)	34% (48)	31% (42)	30% (39)	29% (34)
<30 years old	% (number)	18% (28)	17% (24)	13% (18)	12% (15)	8% (10)
30-50 years old	% (number)	63% (99)	63% (90)	66% (89)	65% (84)	67% (78)
>50 years old	% (number)	19% (31)	20% (29)	21% (28)	23% (29)	25% (29)
Executive	Number	66	68	66	71	83
Male	% (number)	35% (23)	34% (23)	30% (20)	28% (20)	29% (24)
Female	% (number)	65% (43)	66% (45)	70% (46)	72% (51)	71% (59)
<30 years old	% (number)	38% (25)	37% (25)	32% (21)	28% (20)	30% (25)
30-50 years old	% (number)	56% (37)	57% (39)	64% (42)	68% (48)	65% (54)
>50 years old	% (number)	6% (4)	6% (4)	4% (3)	4% (3)	5% (4)
Managerial	Number	49	47	42	45	53
Male	% (number)	33% (16)	40% (19)	38% (16)	42% (19)	43% (23)
Female	% (number)	67% (33)	60% (28)	62% (26)	58% (26)	57% (30)
<30 years old	% (number)	0% (0)	0% (0)	0% (0)	4% (2)	0% (0)
30-50 years old	% (number)	82% (40)	83% (39)	88% (37)	85% (38)	81% (43)
>50 years old	% (number)	18% (9)	17% (8)	12% (5)	11% (5)	19% (10)
New Hires (Gender & Age)						
Male	% (number)	36% (14)	53% (19)	44% (14)	41% (16)	35% (7)
Female	% (number)	64% (25)	47% (17)	56% (18)	59% (23)	65% (13)
<30 years old	% (number)	41% (16)	39% (14)	22% (7)	36% (14)	25% (5)
30-50 years old	% (number)	54% (21)	56% (20)	72% (23)	64% (25)	65% (13)
>50 years old	% (number)	5% (2)	5% (2)	6% (2)	0% (0)	10% (2)
Voluntary Turnover Rate (Gender & Age)						
Male	% (number)	31% (15)	56% (27)	47% (21)	44% (17)	41% (14)
Female	% (number)	69% (33)	44% (21)	53% (24)	56% (22)	59% (20)
<30 years old	% (number)	33% (16)	21% (10)	24% (11)	33% (13)	17% (6)
30-50 years old	% (number)	61% (29)	56% (27)	60% (27)	59% (23)	65% (22)
>50 years old	% (number)	6% (3)	23% (11)	16% (7)	8% (3)	18% (6)
Non-executive	% (number)	38% (18)	50% (24)	35% (16)	36% (14)	44% (15)
Executive	% (number)	42% (20)	25% (12)	36% (16)	49% (19)	41% (14)
Managerial	% (number)	21% (10)	25% (12)	29% (13)	15% (6)	15% (5)
Total turnover	%	17.2	18.3	18.2	16.0	13.4
Employment						
Employees	Number	273	258	243	244	253
Workers						
Term contract	% (number)	2% (6)	2% (6)	2% (4)	3% (7)	4% (9)
Interns/Temporary staff	% (number)	1% (3)	0	0	1% (2)	1% (2)

All data reported is as at 31 December of the Financial Year unless stated otherwise.

SOCIAL DATA (CONT'D)

Metric	Unit	2019	2020	2021	2022	2023
Development & Training						
Total hours of training	Hours	8,841.2	3,210.1	3,785.4	6,311.2	9,926.6
Total hours of training by employee category						
Non-executive	Hours	3,798.7	1,182.4	1,032.6	1,476.5	2,704.1
Executive	Hours	3,028.2	1,145.5	1,802.1	2,442.8	4,280.9
Managerial	Hours	2,014.3	882.2	950.7	2,392	2,941.7
Average training hours per employee	Hours/employee	32.4	12.4	15.6	25.9	39.2
Average training hours per employee by gender						
Male	Hours/employee	28.5	10.5	10.4	24.2	35.2
Female	Hours/employee	36.7	14.7	21.4	27.7	43.5
Average training hours per employee by employee category						
Non-executive	Hours/employee	24	8.3	7	18.7	23.1
Executive	Hours/employee	45.9	16.8	27.3	34.4	51.6
Managerial	Hours/employee	41.1	18.8	24.6	32.8	55.5
Human Rights						
Number of substantiated complaints concerning human rights violations	Number of cases	0	0	0	0	0
Occupational Health & Safety						
Employees						
Fatalities	Number of cases	0	0	0	0	0
High-consequence injuries (Injuries resulting in permanent disability)	Number of cases	0	0	0	0	0
Recordable injuries	Number of cases	1	1	2	1	0
Recordable work-related ill health cases (Occupational disease)	Number of cases	0	0	0	0	0
Injury rate	per million manhours worked	1.5	1.6	2.9	1.6	0
Lost day rate	per million manhours worked	32.2	60.5	89.2	26.2	0
Number of employees trained on health and safety standards	Number	157	153	179	56	205
Contractors						
Fatalities	Number of cases	0	0	0	0	0
High-consequence injuries (Injuries resulting in permanent disability)	Number of cases	0	0	0	0	0
Injury rate	per million manhours worked	0	0	0	0	0
Lost day rate	per million manhours worked	0	0	0	0	0

All data reported is as at 31 December of the Financial Year unless stated otherwise.

SUSTAINABILITY MANAGEMENT

SOCIAL DATA (CONT'D)

Metric	Unit	2019	2020	2021	2022	2023
Supply Chain (Environmental)/ Supplier Environmental Assessment						
Proportion of spending on local suppliers	%	97.2	96.1	96.6	96.4	97.1
Percentage of new suppliers that were screened using environmental criteria	%	-	-	-	-	-
Number of suppliers assessed for environmental impacts	Number	-	-	-	-	-
Percentage of the portfolio certified to a recognised building management standard	%	100	100	100	100	100
Social Community						
Total amount invested in the community	RM	250,000	212,000	200,000	214,000	200,000
Total number of beneficiaries of the investment in communities	Number	350	4,117	658	1,213	2,344
Employees participated in community impact programmes	Number	140	0	73	87	139
Total hours spent on community impact programmes	Hours	560	0	461	587	1,201

GOVERNANCE DATA

Metric	Unit	2019	2020	2021	2022	2023
Diversity (Gender & Age)						
Board of Directors	Number	8	8	8	8	9
Male	% (number)	87.5% (7)	87.5% (7)	87.5% (7)	87.5% (7)	77.8% (7)
Female	% (number)	12.5% (1)	12.5% (1)	12.5% (1)	12.5% (1)	22.2% (2)
<30 years old	% (number)	0	0	0	0	0
30-50 years old	% (number)	25% (2)	12.5% (1)	12.5% (1)	12.5% (1)	22.2% (2)
>50 years old	% (number)	75% (6)	87.5% (7)	87.5% (7)	87.5% (7)	77.8% (7)
Board composition						
Board independence	%	62.5	62.5	62.5	62.5	66.7
Women on the board	%	12.5	12.5	12.5	12.5	22.2
Management Diversity						
Women in the management team	%	67	60	62	58	52

All data reported is as at 31 December of the Financial Year unless stated otherwise.

GOVERNANCE DATA (CONT'D)

Metric	Unit	2019	2020	2021	2022	2023
Ethical Behaviour						
Anti-corruption disclosures	Discussion and number of standards	AR 2019 • Corporate Governance (Pg 34-36) • Enterprise Risk Management (Pg 68-69)	AR 2020 • Corporate Governance (Pg 90-91) • Enterprise Risk Management (Pg 120)	AR 2021 • Corporate Governance (Pg 77-78) • Statement on Risk Management and Internal Control (Pg 104-109)	AR 2022 • Corporate Governance (Pg 72-76) • Statement on Risk Management (Pg 100-102)	AR 2023 • Corporate Governance (Pg 77-78) • Statement on Risk Management (Pg 103)
Anti-corruption training for employees						
Non-executive	% (number)	58% (158)	55% (143)	55% (135)	53% (128)	46% (117)
Executive	% (number)	24% (66)	27% (68)	27% (66)	29% (71)	33% (83)
Managerial	% (number)	18% (49)	18% (47)	18% (42)	18% (45)	21% (53)
Percentage of operations assessed for corruption-related risks	%	100	100	100	100	100
Confirmed incidents of corruption and action taken	Number of cases and action taken	0	0	0	0	0
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number of cases	0	0	0	0	0

All data reported is as at 31 December of the Financial Year unless stated otherwise.

SUSTAINABILITY MANAGEMENT

Indicator	Measurement Unit	2023
Bursa (Anti-corruption)		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Management	Percentage	21.00
Executive	Percentage	33.00
Non-executive/Technical Staff	Percentage	46.00
General Workers	Percentage	0.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
Bursa (Community/Society)		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	200,000.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	2,344
Bursa (Diversity)		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Management Under 30	Percentage	0.00
Management Between 30-50	Percentage	81.00
Management Above 50	Percentage	19.00
Executive Under 30	Percentage	30.00
Executive Between 30-50	Percentage	65.00
Executive Above 50	Percentage	5.00
Non-executive/Technical Staff Under 30	Percentage	8.00
Non-executive/Technical Staff Between 30-50	Percentage	67.00
Non-executive/Technical Staff Above 50	Percentage	25.00
General Workers Under 30	Percentage	0.00
General Workers Between 30-50	Percentage	0.00
General Workers Above 50	Percentage	0.00
Gender Group by Employee Category		
Management Male	Percentage	43.00
Management Female	Percentage	57.00
Executive Male	Percentage	29.00
Executive Female	Percentage	71.00
Non-executive/Technical Staff Male	Percentage	71.00
Non-executive/Technical Staff Female	Percentage	29.00
General Workers Male	Percentage	0.00
General Workers Female	Percentage	0.00

Indicator	Measurement Unit	2023
Bursa (Diversity) CONT'D		
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	77.80
Female	Percentage	22.20
Under 30	Percentage	0.00
Between 30-50	Percentage	22.20
Above 50	Percentage	77.80
Bursa (Energy management)		
Bursa C4(a) Total energy consumption	Megawatt	250,797,481.00
Bursa (Health and safety)		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00
Bursa C5(c) Number of employees trained on health and safety standards	Number	205
Bursa (Labour practices and standards)		
Bursa C6(a) Total hours of training by employee category		
Management	Hours	2,942
Executive	Hours	4,281
Non-executive/Technical Staff	Hours	2,704
General Workers	Hours	0
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	5.00
Bursa C6(c) Total number of employee turnover by employee category		
Management	Number	5
Executive	Number	14
Non-executive/Technical Staff	Number	15
General Workers	Number	0
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
Bursa (Supply chain management)		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	97.10
Bursa (Data privacy and security)		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
Bursa (Water)		
Bursa C9(a) Total volume of water used	Megalitres	780.455000