

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 Statement 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) (Manager). 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 2024 to 31 December 2024 unless otherwise indicated. As at 31 December 2024, CLMT's portfolio comprises eight properties – six retail and two logistics assets in Malaysia.

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 CLMT's operational control² 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.

As part of the efforts to improve Scope 3 GHG emissions, the Manager increased its data coverage to cover available data of two CLMT-owned but third-party operationally managed properties comprising Sungei Wang Plaza and Valdor Logistics Hub under category 13 (downstream leased assets – landlord and tenant emissions of owned properties not accounted for in Scope 1 and 2). This Statement also covers their consumption data for water and waste, as available at the time of reporting.

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 (within the organisation) (kWh) Total Energy Intensity (within the organisation) (kWh/m ² /month)	The boundary covers Gurney Plaza, Queensbay Mall, East Coast Mall, The Mines and 3 Damansara 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 2024 is not prepared, in all material respects, in accordance with the Applicable Criteria.

For the Independent Limited Assurance Report, please refer to page 162 to 164 of CLMT Annual Report 2024.

CLI's Global Sustainability Report 2024, which covers CLMT's properties and staff, is externally assured with reference to the International Standard on Assurance Engagements (ISAE) 3000. The CLI Global Sustainability Report 2024 will be published by end May 2025 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.

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.

2 This refers to CLMT-owned and CLI-operationally managed properties.

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 CapitalLand 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). 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 CLMT'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.

CLMT's sustainability performance has been globally recognised by leading sustainability benchmarks such as GRESB. CLMT will continue to identify and adopt meaningful ESG practices and enhance sustainability in the real estate sector.

CapitalLand Investment 2030 Sustainability Master Plan

Being a CLI-sponsored real estate investment trust (REIT), CLMT's sustainability targets and efforts are guided by 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. The 2030 SMP, which is reviewed every two years, guides CLMT's sustainability efforts across the ESG pillars.

Based on CLI's revised 2030 SMP, the SBTi-approved targets for Scope 1 and 2 emissions are in line with a 1.5°C trajectory. The commitment to achieve Net Zero emissions by 2050 for Scope 1 and 2 is reaffirmed, with an increased emphasis on social indicators. For each of the three ESG pillars and their respective focus areas, CLI has identified specific pathways to achieve the sustainability objectives and will adapt its strategies as technologies evolve and new scientific data becomes available.

Aligned with CLI's refreshed 2030 SMP framework and targets, 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. 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 based on the carbon mitigation hierarchy (refer page 42), and in particular, continue to source globally for new ideas and technologies to achieve higher energy efficiency and intensify its renewable energy integration efforts.

CLI 2030 Sustainability Master Plan Focus Areas

Build

Portfolio Resilience and Resource Efficiency

- Low Carbon Transition
- Water Conservation and Resilience
- Waste Management and Circular Economy

Enable

Thriving and Future-Adaptive Communities

- Social Impact
- Human Capital Development
- Health and Wellness
- Customer and Supplier Partnerships

Steward

Responsible Business Conduct and Governance

- Corporate Governance
- Transparent Reporting
- ESG Risk Management

Carbon Mitigation Hierarchy

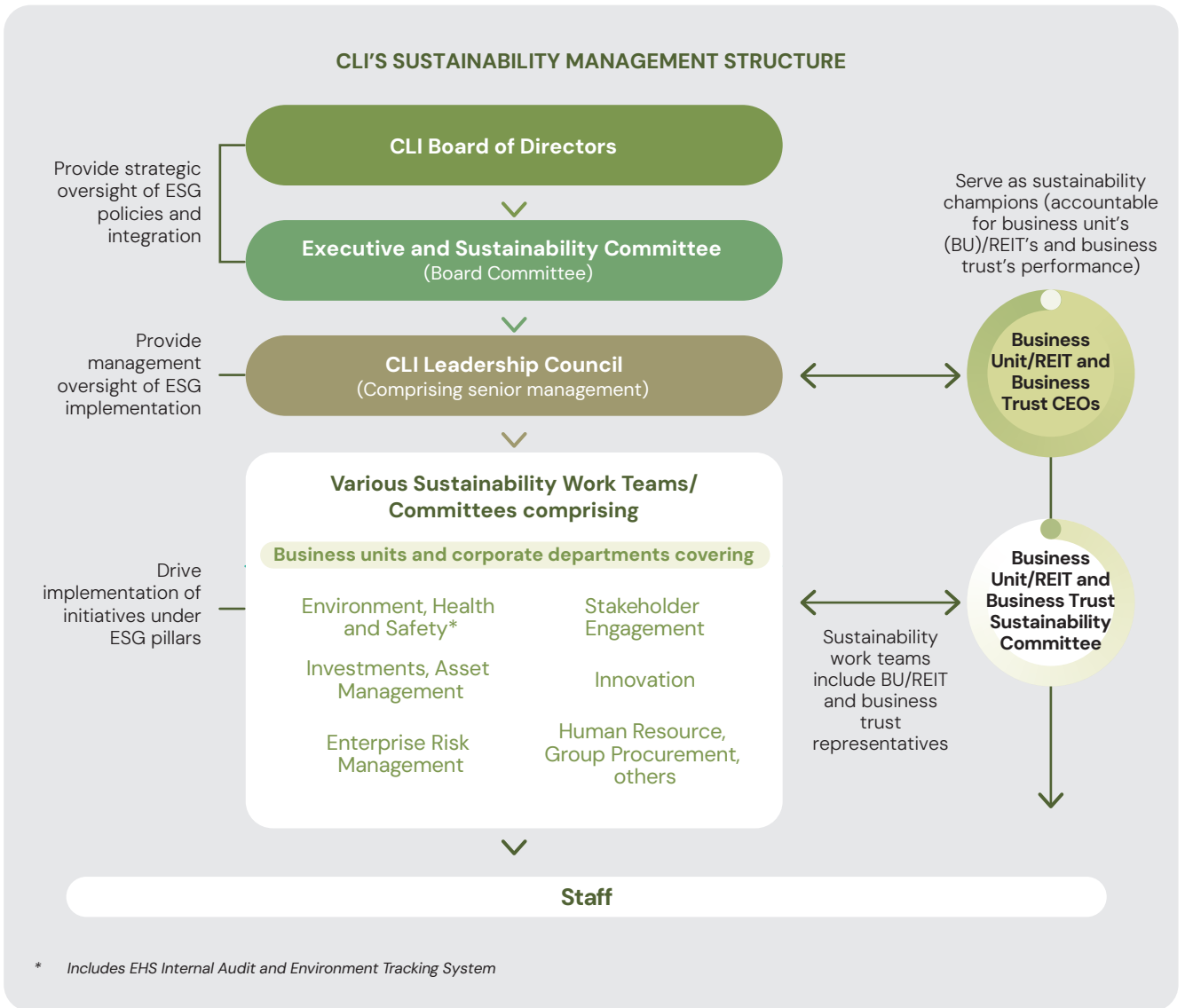


Group-wide Commitment and Involvement

CLI Board, Management and Staff

CLI's group-wide sustainability management is under the purview of a CLI Board Committee – the Executive and Sustainability Committee (ESC), previously known as Strategy and Sustainability Committee, that is chaired by a Lead Independent Director. The CLI ESC 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 CLI ESC is supported by the CLI Group Sustainability department and the various work teams to drive continued progress and improvement in ESG. The work teams comprise representatives from various CLI 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.



CLMT Board, Management and Staff

The Board of the Manager considers sustainability issues as part of CLMT's 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 determines CLMT's risk appetite, which guides the nature and extent of material risks that CLMT is willing to take to achieve its strategic and business objectives. The Manager conducts an annual Risk and Control Self-Assessment (RCSA) to assess and document ESG-relevant material risks. 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, green capital expenditure plan, green ratings of properties, and 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 environmental impact factors are considered as part of the asset investment evaluation process and strategy, these are brought to the Board's attention when 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

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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 2024, all directors of the Board of the Manager, save for the newly appointed Datin Hayati Aman Binti Hashim, have completed MAP Part I and II.

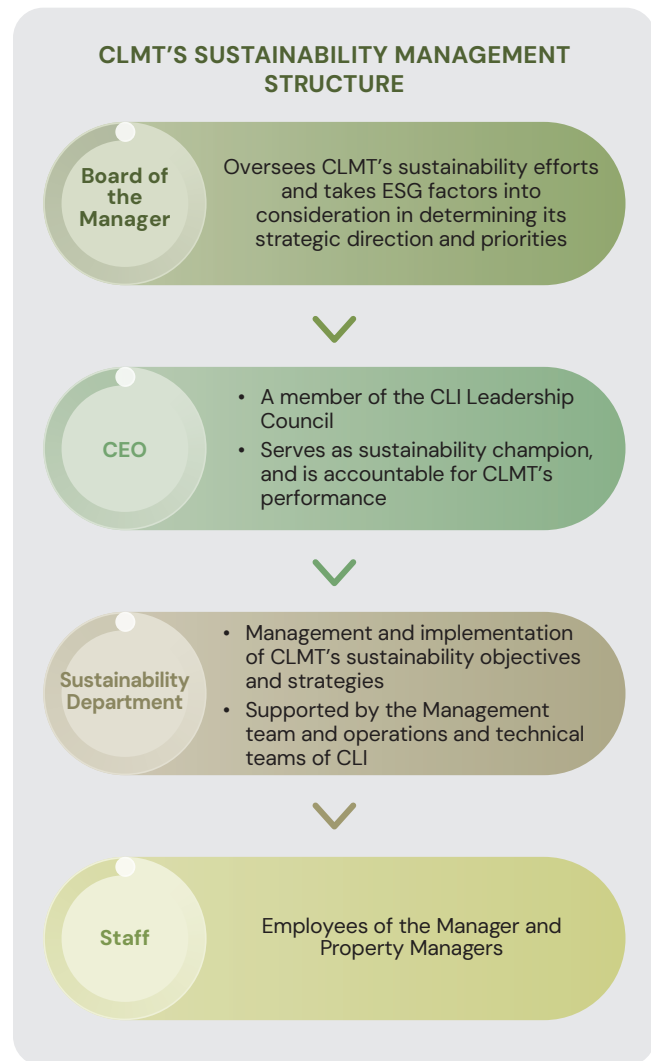
A Sustainability department led by the CEO of the Manager oversees sustainability objectives and strategies directly to ensure greater focus on sustainability and climate-related matters for CLMT. The Sustainability Department is responsible for providing timely and regular updates on CLMT's sustainability matters and progress report on 2030 SMP 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 CLI in carrying out strategies and relevant activities, abiding by CLI's sustainability framework and policies. The Property Managers have an EHS Committee and an Engineering, Systems and Sustainability team whose role includes integrating sustainability into operations.

Maintaining Diversity on the Board

The Board of the Manager embraces diversity and has in place a Board Diversity Policy which provides for the Board to comprise talented and dedicated Directors with a diverse mix of expertise (including industry, domain and functional expertise), skills, experience and perspectives, with due consideration to diversity factors, including but not limited to, gender, age, ethnicity and professional background.

With respect to female representation, the Board's Nominating and Remuneration Committee (NRC) notes the Malaysian Code on Corporate Governance (MCCG) 2021 target of women making up 30% of the boards and Bursa Malaysia's requirement for all public listed companies to appoint at least one women director. 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. As at 31 December 2024, women representation on the Board of CMRM stood at 37%, exceeding the MCCG 2021 target, and this progress underscored the Board's commitment to fostering gender diversity.



Board Composition

Board Independence



5 Independent



3 Non-Independent

Age Profile



- 50 years & below
- 51-60 years old
- 61 years & above

Ethnicity



- Malay
- Chinese

Tenure Mix



- 0-3 years
- >3-6 years
- >6 years

Gender Diversity



5 Males



3 Females

Committee Composition

Audit Committee



3 members

100% Independent

Executive Committee



3 members

100% Non-Independent

Nominating and Remuneration Committee



2 Independent



1 Non-Independent

Number of Meetings

5

Board

4

Audit
Committee

1

Nominating and
Remuneration Committee

4

Executive
Committee

How CLMT Complies With the Corporate Governance Code

The Manager has generally applied the principles and practices of corporate governance laid down by the Malaysian Code on Corporate Governance 2021 (Code) and substantially achieved the intended outcome outlined in the Code. Where there are deviations, appropriate explanations are provided in the Corporate Governance of this Annual Report.

Principle A: Board Leadership and Effectiveness	67
Principle B: Effective Audit and Risk Management	80
Principle C: Integrity in Corporate Reporting and Meaningful Relationship with Stakeholders	83
Policies	
Fraud, Bribery & Corruption Risk Management Policy	71
Whistleblowing Policy	72
Information Technology and Cyber Security Policies	72
Board Diversity Policy	74
Directors' Fit and Proper Policy	74
Remuneration Policy	76
Unitholders' Communication and Investor Relations Policy	83
Conflicts Management Policy (Malaysia)	86
Securities Dealing Policy	86

Measured Against 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 (UNPRI), as part of its commitment to invest responsibly.

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)³ 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) 2024 will be published by end May 2025 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 its 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. In 2024, CLMT embarked on its first GRESB assessment and has received a 3-star rating for standing investments. 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.

Creating Value and Alignment to UN SDGs

As a CLI-sponsored REIT, CLMT's material ESG issues and the value created, aligned to CLI's 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's 2030 SMP focus areas, and where CLI and CLMT can achieve the greatest positive impact.

The UN SDGs call on companies everywhere to advance sustainable development through the investments they make, the solutions they develop, and the business practices they adopt. In doing so, the goals encourage companies to reduce their negative impacts while enhancing their positive contributions to the sustainable development agenda.

³ The 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.

Our Commitments

2024 Value Created

Environment

- 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 operational portfolio by 2030.
- Strengthen 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 supply chain to operate responsibly in the area of environmental management through CLI's Supply Chain Code of Conduct.

For CLMT:

- 11.02% reduction in carbon emissions intensity (per m² from 2019 baseline).
- 7.85% reduction in energy intensity (per m² from 2019 baseline).
- 10.63% reduction in water intensity (per m² from 2019 baseline).
- As at end-2024, green building certifications for ~49% of portfolio gross floor area.
- As at 31 December 2024, sustainability-linked loans of RM801.8 million account for ~37% of total debt.
- Signed green leases with retail tenants for all new and renewed leases in FY 2024. As at 31 December 2024, about 20% of CLMT retail tenants (excluding Sungei Wang Plaza) with green lease coverage.
- The Mines successfully obtained an allocation of 7.2 MW under the Corporate Green Power Programme and has entered into the Corporate Green Power Agreement with a solar power producer.

Environmental Capital

Manufactured Capital



Social

- 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.

For CLMT:

- Diverse workforce (more than 260 staff).
- Males and females at a ratio of about 50:50.
- About 70% of workforce was aged between 30 and 50.
- About 55% of Senior Management were women.
- 82% staff engagement score, with 98% survey participation.
- Over 40 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%⁴ of supply chain agreed to abide by CLI's Supply Chain Code of Conduct.
- Retained International Organization for Standardization (ISO) 45001 certification in Malaysia.
- CLMT and CLI Malaysia contributed RM200,000 through CapitalLand's philanthropic arm – CapitalLand Hope Foundation, worth of essential and educational supplies to support ~2,600 underserved children and low income families in Penang, Klang Valley, Pahang and Johor under the #GivingBersama4.0 initiative.
- 186 staff tapped on the volunteer service leave to contribute 1,403 hours to participate in #GivingBersama 4.0.

Human Capital

Social and Relationship Capital

Manufactured Capital



⁴ Property maintenance and project related contracts for CLMT 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.

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Our Commitments	2024 Value Created	
<p>Governance</p> <ul style="list-style-type: none"> We have in place a Board Diversity Policy which ensures that the Board to 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 Supply Chain Code of Conduct influences CLMT's supply chain to operate responsibly in the area of anti-corruption. 	<p>For CLMT:</p> <ul style="list-style-type: none"> About 37% of the Board were women. 100% of staff attended Fraud, Bribery & Corruption awareness online training. 100% of staff attended Whistle-blowing training. 100% of staff attended Cybersecurity training. 	<p>Organisational Capital</p> <p>Human Capital</p> 
<p>Economic</p> <ul style="list-style-type: none"> Integrate CLMT's ESG performance with financial metrics. 	<p>For CLMT:</p> <ul style="list-style-type: none"> CLMT raised RM801.8 million in sustainable finance in FY 2024 For more details, please refer to the following sections in CLMT AR 2024: <ul style="list-style-type: none"> 2024 Highlights, page 7 Capital Management, page 22 	<p>Financial Capital</p>

Stakeholder Engagement

Stakeholders are groups which CLMT's business has a significant impact on and groups who have a vested interest in its operations. Key stakeholders include staff, investors/unitholders, tenants and shoppers, business associates, contractors and suppliers, and the local community. Other

groups include regulators and key government agencies, non-governmental organisations, representatives of the capital market and the media. Through the various engagement channels, CLMT seeks to understand its stakeholders' views, communicate effectively with them and respond to their concerns.

Stakeholders	Engagement Channels	Issues	Capitals
Employees	<ul style="list-style-type: none"> Regular dialogue sessions with senior management Regular staff engagement surveys Recreation activities Volunteer programmes 	<ul style="list-style-type: none"> Work-life balance Remuneration and benefits Staff welfare 	<ul style="list-style-type: none"> Human Capital Social and Relationship Capital
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 Responses to sustainability surveys 	<ul style="list-style-type: none"> Operational efficiency, monetary savings, cost avoidance Return on equity, earnings, business strategy, market outlook ESG risks and opportunities 	<ul style="list-style-type: none"> Organisational Capital Financial Capital Social and Relationship Capital
Customers (Tenants and shoppers)	<ul style="list-style-type: none"> Active engagement with customers Tenants: tenant satisfaction survey, green lease, green fit-out guide, joint promotions and strategic partnerships Shoppers: mall campaigns, social media campaigns CLI's social media channels 	<ul style="list-style-type: none"> Property management Facilities management Customer experience 	<ul style="list-style-type: none"> Social and Relationship Capital Environmental Capital
Supply Chain (main contractors, vendors and suppliers)	<ul style="list-style-type: none"> CapitalLand's Supply Chain Code of Conduct, Environmental, Health and Safety (EHS) management system Quarterly EHS monitoring Vendor evaluation, events, meetings and trainings Active engagement with supply chain 	<ul style="list-style-type: none"> Design and quality Occupational health and safety practices Workers' welfare and wellbeing Environmental compliance 	<ul style="list-style-type: none"> Environmental Capital Human Capital Social and Relationship Capital
Government/national agencies/community and non-governmental organisations (NGOs)	<ul style="list-style-type: none"> Senior management representation on the boards of industry body (MRMA) Participation in external conferences/forums/workgroups/focus group discussions 	<ul style="list-style-type: none"> Stakeholder programmes to advocate sustainable tenant/consumer behaviours Advocacy of best practices 	<ul style="list-style-type: none"> Social and Relationship Capital

Materiality

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

In 2024, CLI revalidated its ESG factors materiality with two key ESG surveys, namely DJSI and GRESB. It also referenced ESG standards and frameworks including (i) GRI standards and SASB⁵ standards for real estate owners/developers and investment trust, (ii) International Sustainability Standards Board (ISSB) Standards (S1 and S2), (iii) UN Global Compact (10 Principles) & UN Principles for Responsible Investment (CLI is a signatory); and (iv) SGX Core ESG metrics and EU Sustainable Finance Disclosure Regulation (SFDR) questionnaire key topics.

Pursuant to the ESG factor materiality review exercise for CLI, including its listed REITs and business trusts, no changes were recommended to its ESG material issues after mapping against key ESG surveys (GRESB, DJSI), other standards/frameworks and investor surveys.

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

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

⁵ Sustainability Accounting Standards Board (SASB) Standards. ISSB requires companies to consider SASB industry-specific topics in absence of specific ISSB standard.

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and documents 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 2024, the material ESG topics that were identified were approved by the Board of the Manager for their continued relevance. For more information on CLMT's ERM and the Group-wide RCSA exercise, please refer to the Risk Management section on page 96 to 100 of CLMT AR 2024.

Prioritisation of ESG Material Issues

 Environment	 Social	 Governance
Critical		
<ul style="list-style-type: none"> • Climate change and emissions reduction • Energy efficiency • Water management 	<ul style="list-style-type: none"> • Occupational health and safety • Human capital • Stakeholder engagement ¹ • Products and services ² • Supply chain management • Diversity (Board and staff) 	<ul style="list-style-type: none"> • Risk management ⁴ • Business ethics
Moderate and emerging		
<ul style="list-style-type: none"> • Waste management • Biodiversity 	<ul style="list-style-type: none"> • Human rights ³ 	
<p><small>1 This includes green leases and tenant engagement on ESG matters.</small></p> <p><small>2 This includes products and services promoting customer health and safety, and certified green buildings.</small></p> <p><small>3 This relates to the zero tolerance stance towards child/forced labour and covers CLMT staff and supply chain.</small></p> <p><small>4 This includes consideration of compliance, economic performance and cybersecurity.</small></p> <p><small>(Note: indicators like Economic Performance, Market Presence and Governance are not included as they are assumed to be material for all companies. Economic Performance/Market Presence have been challenged by external parties for not being ESG indicators, and thus not included as a factor)</small></p>		

Environmental & Manufactured Capital

Commitment to Minimising Environmental Impact

CLMT incorporates environmental sustainability throughout the life cycle of its real estate investments, from acquisition, design, procurement, construction, operations to asset enhancement/redevelopment stages. It closely monitors and takes actions to mitigate the environmental impact of its business operations. The efficient use of environmental resources, such as energy and water, contributes to the operational efficiency and long-term sustainability of CLMT, as well as enhances resilience to climate change.

CLMT's approach to identify and manage significant potential environmental impacts on its operations are guided by CapitaLand Investment's Environmental Management System (EMS). 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). Operational issues pertaining to climate change, energy and water are also identified and managed through the EHSMS. The 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.

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.

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 risks and opportunities of climate change are identified right from the design stage and all EHS considerations are factored in all stages of the projects. 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.

Environmental and Safety Impact Assessment (ESIA)

A key component of the SBG is the mandatory ESIA which CLMT conducts during the feasibility stage of any potential acquisitions or investments in operational assets and development projects as part of due diligence. Environmental threats or opportunities related to project sites and surroundings are identified. These are highlighted in the due diligence reports and plans and the aim is to integrate climate change resilience considerations into the design, development and management of its properties.

Stepping Up Green Measures

1. Green Financing

As at 31 December 2024, CLMT has RM801.8 million in sustainability-linked facilities and the interest savings generated from these facilities could further support CLMT's sustainability initiatives such as certification of green buildings, continuous improvement in building energy efficiency and sustainable water management.

FY	Amount (RM mil)
2022	60*
2023	693
2024	50

* The facility limit has reduced to RM58.8mil in 2024.

2. Green lease

Beyond operating environmentally sustainable properties, CLMT understands the vital role that end-users of its buildings play. Collaboration with tenants is becoming more important so as to influence and support their sustainability goals. CLMT implemented a green lease programme at its retail properties in Malaysia, where minimum equipment and lighting efficiency requirements are stipulated to tenants. As at 31 December 2024, about 20% of CLMT retail tenants (excluding Sungei Wang Plaza) with green lease coverage.

A green lease is a lease agreement that incorporates clauses whereby the tenant and landlord undertake mutually agreed responsibilities or obligations in relation to sustainable operation or occupation of a premise. It encourages collaborative efforts between the tenant and landlord such as the adoption of environmental-friendly fittings and design in the property space, as well as sharing of environmental data.



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.



1. 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.



2. Green Seminar

3 Damansara conducted Green Seminar to its tenants and staff on 21 November 2024 to raise awareness on the value of environmental stewardship and sustainability in the workplace. Participants were encouraged to embrace sustainable practices in their daily worklife and the benefits of adopting green initiatives and sustainable practices in their business operations.



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.

Sustainability 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.

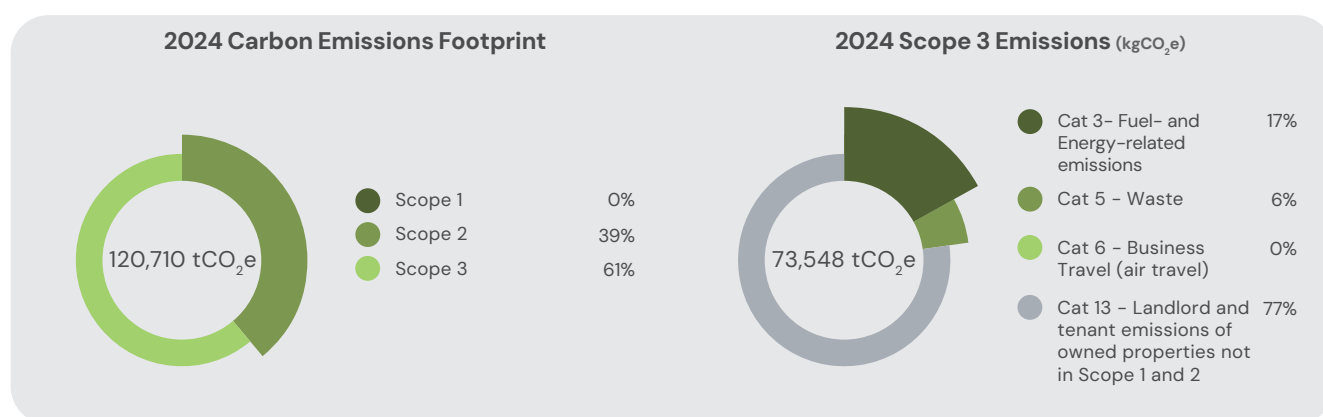
Environmental Targets

As a CLI-sponsored REIT, CLMT is aligned with CapitaLand's science-based targets set out in CLI's 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 the Group, CLMT is committed to working towards the long-term and annual targets under CLI's 2030 SMP.

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.

CLMT has made efforts to better track and disclose its material Scope 3 emissions, and of the Greenhouse Gas Protocol's 15 Scope 3 categories, CLMT has disclosed four categories, up from the previously disclosed one category in AR 2023.

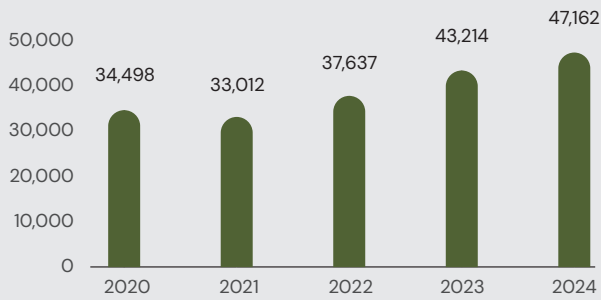


Key Performance Indicators Tied to Remuneration

CLMT has incorporated KPIs, most of which are linked to remuneration for its staff, including senior management to measure and track CLI SMP 2030 targets.

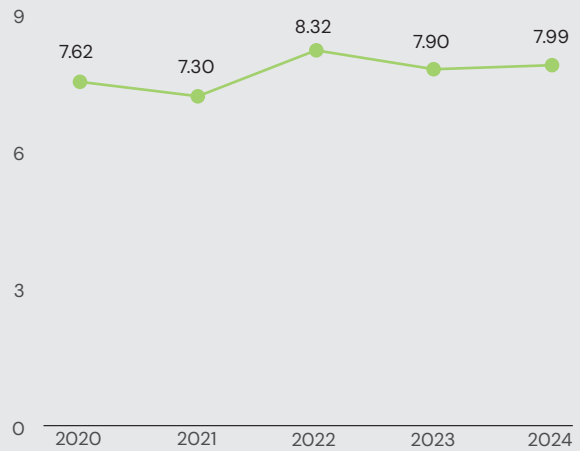
	2030 Target	2024 Key Performance Indicators
Low-carbon Transition	Achieve science-based target of reducing carbon emissions (Scope 1 and 2) by 46% from 2019 baseline	16.08% increase against 2019
	Reduce carbon emissions intensity by 72% from 2019 baseline	11.02% reduction against 2019
	Reduce energy intensity by 15% from 2019 baseline	7.85% reduction against 2019
	45% of electricity consumption from renewable sources	0%
Water Conservation and Resilience	Reduce water consumption intensity by 15% from 2019 baseline	10.63% reduction against 2019
Waste Management and Circular Economy	Reduce waste intensity by 20% from 2019 baseline	38.95% reduction against 2019
	Achieve 25% recycling rate in its day-to-day operations	4.42%
Annual Target		
Sustainable Operation Excellence	ISO 14001 certification for its EMS	Achieved: 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

Carbon Emissions (Scope 1 + 2) (tCO₂e)

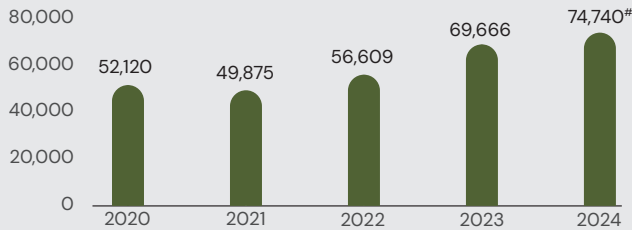


* This is computed mostly from purchased electricity consumption under Scope 2, and some direct energy consumption under Scope 1, as defined by the Greenhouse Gas (GHG) Protocol (operational control approach) and using individual country CO₂ emission factors retrieved from the International Energy Agency (IEA) Statistics – CO₂ emission factors from fuel combustion.

Carbon Intensity (kgCO₂e/m²/month)



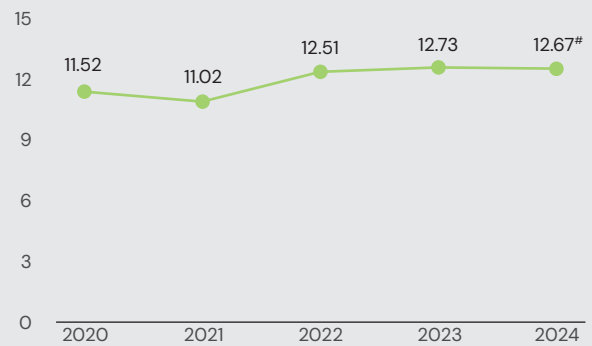
Energy Consumption (within the organisation) ('000 kWh)



* 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 CLMT-owned but third-party managed properties (Scope 3).

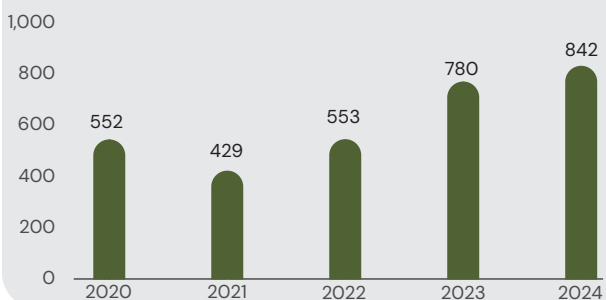
[#] This has been externally assured by KPMG PLT. Please refer to page 162 to 164 for the independent assurance report.

Energy Intensity (within the organisation) (kWh/m²/month)

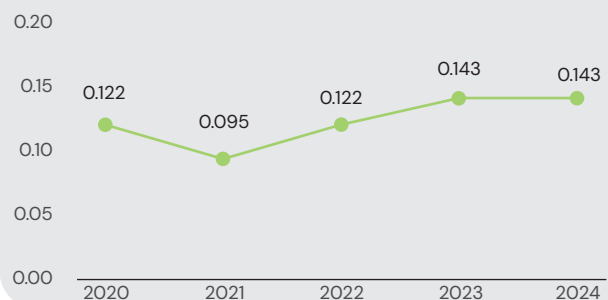


[#] This has been externally assured by KPMG PLT. Please refer to page 162 to 164 for the independent assurance report.

Water Usage ('000 m³)



Water Intensity (m³/m²/month)



Carbon Emissions Reduction

CLMT is committed to reduce carbon emissions which is a key part of its strategy to mitigate transitional 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 2024, CLMT's total Scope 1 and Scope 2 carbon emissions 47,162 tonnes CO₂e. It reduced its carbon emissions intensity to 7.99 kgCO₂e/m²/month, which translates to a 11.02% reduction 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 and we recognise the importance of monitoring and addressing them. Aligned with CLI, CLMT aims to better track and disclose its other material Scope 3 emissions. Material Scope 3 categories are disclosed in this report.



Promoting environment-friendly transport

Understanding the needs of increasing environmentally conscious among our stakeholders, plans are underway to roll out more electric vehicle (EV) charging stations in our portfolio in collaboration with Malaysian Green Technology And Climate Change Corporation and other reputable EV charging solution providers.

Additional EV charging stations have been installed at Gurney Plaza’s B1 carpark with Tesla’s Supercharger station of DC fast chargers.



Energy Efficiency

Emissions from CLMT’s operational portfolio form the majority of its Scope 1 and 2 emissions. Improving energy efficiency is the most impactful and cost-effective way to mitigate those emissions.

In 2024, the total energy consumption of CLMT’s properties was 74,740 MWh and almost all of it was contributed by indirect energy consumption for the landlord-controlled areas in CLMT properties. CLMT reduced its energy intensity by 7.85% from base year 2019.

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

Focus	Initiatives
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

Renewable Energy

Renewable energy is an essential lever in the transition to a low-carbon economy. However, this remains challenging due to limited rooftop spaces at CLMT properties where renewable sources of energy such as solar energy could be optimally generated. In 2024, CLMT participated in the Corporate Green Power Programme (CGPP) and successfully obtained a quota allocation. It will continue to explore renewable energy options for its portfolio, including opportunities to purchase green power and carrying out feasibility studies to install solar panels.



Corporate Green Power Programme

CGPP is a renewable energy initiative spearheaded by the Malaysian government. Designed to drive the adoption of sustainable practices, CGPP offers corporate consumers the unique opportunity to virtually purchase solar energy directly from solar developers. The Mines participated in the CGPP and was successfully a quota allocation of 7.2 megawatts of renewable energy. When the solar plant is operational, the power generated will be utilised to offset the electricity used at The Mines. This will increase The Mines’ green energy usage, thereby reducing its carbon emissions as well as reduce its need to purchase electricity.



Green Buildings

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 CLMT's operations and refurbishments. CLMT targets to green all its existing properties by 2030 with each property achieving a minimum certification level by a green rating system administered by a national government ministry/agency/the World Green Building Council. In 2024, 49% of CLMT's portfolio by gross floor area are certified green.

Property	Award Category	Year of Award
Queensbay Mall	BCA Green Mark Platinum	2023
The Mines	BCA Green Mark Gold ^{PLUS}	2024
3 Damansara	BCA Green Mark Gold ^{PLUS}	2024

Water Conservation and Resilience

CLMT is committed to reducing total water consumption, reusing water 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.

In 2024, CLMT's operational properties' total water usage was about 842,106 m³. The increase in water used compared to the previous year was largely attributable to higher occupancy at the properties. CLMT reduced its water intensity by 7.14% from base year 2019. To reduce water consumption, recycled water such as harvested rainwater is used for the toilet flushing system and washing the car park.

Proper water management ensures minimal wastage and promotes responsible use of this precious resource and the following initiatives have been implemented to ensure efficient operations and minimise water wastage in its properties:

Focus	Initiatives
Consumption Reduction	<ul style="list-style-type: none"> Flow regulators; self-closing delayed action faucets/motion-activated faucets; dual flush/low flush toilets Choice of local plant species and drought resistance plants; irrigate plants in the morning or late afternoon to minimise evaporation loss Source water reduction measures through CSXC to test acoustic leak detection, chemical and non-chemical cooling tower blowdown water treatment, and irrigation demand reduction

Focus	Initiatives
Control, Metering and Monitoring	<ul style="list-style-type: none"> Water audit; sub-metering to track consumption and early leak detection
Recycling and Reducing Reliance on Potable Water	<ul style="list-style-type: none"> Basin water recycling Rainwater harvesting for landscape irrigation

Waste Management and Circular Economy

CLMT is committed to managing and disposing waste generated at its properties responsibly. As waste generated at its operational properties is mostly from its tenants, shoppers and the general public, CLMT engages its stakeholders through various ways to reduce and recycle waste. For instance, recycling bins are available at its properties. The collection and disposal of waste at its properties are being carried out by licensed contractors.

CLMT implements waste management strategies as part of its EMS. However, data was not readily available or could not be easily consolidated due to local supply chain data tracking challenges. CLMT aims to improve tracking of waste data at its properties and will continue implementing measures to reduce waste generation from its day-to-day operations. It targets to reduce waste generation (kg/m²) by 20% from its 2019 baseline and achieve 25% recycling rate by 2030. In 2024, we collected 6,525 tonnes of non-recyclable waste and 302 tonnes of recyclable waste, achieving a recycling rate of 4.42%.



Fabric Recycling

In collaboration with Kloth Cares, 3 Damansara and The Mines continued its fabric recycling initiative. 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. 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. Several fabric tote bag workshops were also held at the malls.



Sustainability Management

Biodiversity

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.

Managing Climate-Related Risks and Opportunities

CLMT recognises the risks that climate change can have on its portfolio and the opportunities arising from it. It aims to better understand and respond to physical risks, such as extreme weather events and rising temperature, as well as transition risks towards a low-carbon economy. Aligned with its Sponsor, CLMT is focused on low-carbon transition to mitigate transition risks, and on climate change adaptation to build portfolio resilience against the physical risks from climate change.

In support of the recommendations by the TCFD, CLMT has published climate-related financial disclosures in four key areas (i. governance, ii. strategy, iii. risk management, and iv. metrics and targets) since 2021 as recommended by the TCFD.

Governance

- The CLMT 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 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.
- CLMT's sustainability management comes under the purview of the Board of the Manager.
- Securities Commission Malaysia and Bursa Malaysia have rolled out prescribed ESG onboarding programme on sustainability for directors of Public Listed Companies on Bursa Malaysia. As at 31 December 2024, all directors of the Board of the Manager, save for the newly appointed Datin Hayati Aman Binti Hashim, have completed the programme.

Strategy

- CLMT's strategy to identify and address climate-related risks and opportunities spans across its entire real estate life cycle.
- CLMT factors climate-related costs and opportunities in its evaluation of new investments or capital expenditure.

- All new investments undergo the ESIA to identify any environmental risks and opportunities. The assessment also covers performance metrics such as energy efficiency, as well as climate transition and physical risk and opportunity considerations.
- 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. The most recent climate scenario analysis that was the widest in coverage and deepest in impact assessment considered scenarios based on the latest global and scientific developments (scenarios from 1.5°C to 3°C for current to long-term time frames). The analysis guides CLI and CLMT in making informed decisions for its business with significant risk exposure, building resilience and reducing vulnerability of identified properties.

Risk Management

- Climate change risks and opportunities are identified and managed through CLI and CLMT's externally certified ISO 14001 EMS and ERM framework. This includes an annual Group-wide Risk and Control Self-Assessment exercise to identify, assess and document material risks including relevant ESG risks, along with their key controls and mitigating measures.

Metrics & Targets

- CLI's 2030 SMP outlines the targets and pathways for transition to a low-carbon business that is aligned with climate science. Targets to reduce energy and water usage and carbon emissions, as well as green certification targets are set for its operational assets.
- CLMT is aligned with its Sponsor's targets found within the 2030 SMP and sustainability and climate-specific performance metrics and targets are linked to the remuneration policies for members of senior management.

As part of the 2030 SMP 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.

In 2023, CLI and its REITs, including CLMT, completed its climate scenario analysis for its global portfolio to understand how the identified climate-related risks and opportunities could impact future operations. The insights on both quantitative and qualitative assessments of the risks identified provide a basis for the next steps in understanding the severity of risk impacts across time horizons. CLI and its REITs, including CLMT, will continue to review their mitigation and adaptation plans and identify opportunities that align with CLI's 2030 SMP.

Human Capital

Commitment to a Healthy and Safe Workplace

Safeguarding the health and safety of our employees and all stakeholders at our properties remain our highest priority. At CLMT, we adopt CapitaLand's OHSMS, which has been externally audited by a third-party accredited certification body to ISO 45001 standards, a recognised international standard for OHS Management Systems. The framework involves identifying and reviewing material issues, developing action plans, establishing policies, ensuring accountability within CLMT 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. The CEO is accountable for the OHS performance of CLMT. 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.

CLI has an internal audit system to assure EHS conformance and effective implementation that is aligned with the ISO 14001 and 45001 standards. Internal audits are scheduled at least once a year across 19 countries, including Malaysia, covering 50% of the sites in each country. In addition, external audits are

scheduled annually with an accredited third-party certification body. The annual EHSMS audits assure top management, including CLMT Board, and external investors of CLI and CLMT's EHS legal compliance and commitment to best practices.

Risk Management of OHS Hazards

Identifying OHS hazards and assessing their risks are key components the OHSMS. Hazards Identification and Risk Assessments 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 CLMT's businesses, and their risks are assessed. Examples of hazards include slip, trip and fall, fall from height and falling objects. CLMT has established standard operating procedures (SOP) to minimise the occurrence of such hazards.

Since October 2020, the ESIA was made mandatory when evaluating new investments. The results of the ESIA enable CLMT's investment team to consider OHS risks and opportunities upfront and to identify early mitigating measures earlier in the investment evaluation process.

To further strengthen safety, CLI introduced the Global Safety Guidelines (GSG), built on its current safety processes. Aligned with CLI, new guidance was introduced as CLMT continually seeks to strengthen its safety processes and practices across all its properties.



Enhancing Workplace Safety Culture

1. 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 and operations, including heads of operating properties, and design managers, undergo more detailed training programmes. In 2024, about 100% of CLMT staff attended at least one EHS-related training amounting to more than 2,600 hours. These include first-aid, chemical handling, safety, EHS incident and emergency response training.

2. 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 at CLMT properties to familiarise tenants with the emergency response actions.



Supply Chain Management

CLMT works closely with its supply chain (vendors/suppliers/contractors) who are committed to high quality EHS standards. To influence supply chain partners to operate responsibly in the areas of anti-corruption, human rights, health and safety, as well as environmental management, the CLI Supply Chain Code of Conduct form the basis of CLMT's engagement with them. Through a structured procurement process, contracts are awarded after rigorous tender selection that includes a balanced evaluation of financial and non-financial criteria, including safety requirements. Supply chain partners were appointed upon meeting these stringent environments, health and safety and other business-related requirements. Our contractor management guidelines require all supply chain partners to comply with local government and other legal requirements. Preference is given to companies certified in ISO 14001 and ISO 45001 or its equivalent. In 2024, 100% of CLMT's supply chain agreed to abide by the CLI Supply Chain Code of Conduct¹.

Staff Wellness

CLMT aims to provide a work environment that is safe and contributes to the well-being of its staff. The Sponsor has in place the CapitaLand Wellbeing Strategy which includes three components focus on Positive Mental Health, a Healthy Workplace, and a Safe and Inclusive Workplace, where each affects and overlaps the others. Through this, CLMT seeks to uplift staff work performance, and strengthen engagement and commitment to the company. In 2024, four staff well-being programmes and initiatives were organised, with the participation of more than 160 staff attendees. These programmes and initiatives were aligned with the six dimensions of wellness (Mental Health, Physical Fitness, Career Wellness, Social Wellness, Financial Wellness) of the CLI Wellbeing Programme. CLMT also organised training sessions for change management resilience and mental wellness-related topics. More than 50 staff participants clocked in over 60 hours for the sessions.

Human Rights

Aligned with CLI, CLMT has an integrated human capital strategy to recruit, develop and motivate staff. Key performance indicators (KPIs) for both the business and people development are in place to align staff's performance goals with business objectives. CLMT provides staff with the appropriate training opportunities to help them perform well in their job.

The Sponsor has a Social Charter² 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, no discrimination, 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 its business and operations. CLMT abides by the Sponsor's Social Charter practices for its business in Malaysia.

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), CLI 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 employment³ advocated by the Tripartite Alliance for Fair and Progressive Employment Practices. We also adopt a zero-tolerance stance regarding child labour, forced labour and unlawful discrimination, and had no reported incidents of such in 2024. There were no CLMT staff below the age of 16.

¹ An extract of the CLI Supply Chain Code of Conduct is available on <https://www.capitaland.com/en/about-capitaland/sustainability.html#tab-0-social>.

² CLI Social Charter is available on [EXTRACT_OF_CAPITALAND_SOCIAL_CHARTER.pdf](#).

³ The five key principles of fair employment are:

- (i) Recruit and select staff based on merit, such as skills, experience and ability, regardless of age, race, gender, religion or family status.
- (ii) Treat staff fairly and with respect and implement progressive human resource management systems.
- (iii) Provide staff with equal opportunities for training and development based on their strengths and needs, to help them achieve their full potential.
- (iv) Reward staff fairly based on their ability, performance, contribution and experience.
- (v) Abide by labour laws and adopt Tripartite Guidelines which promote fair employment practices.

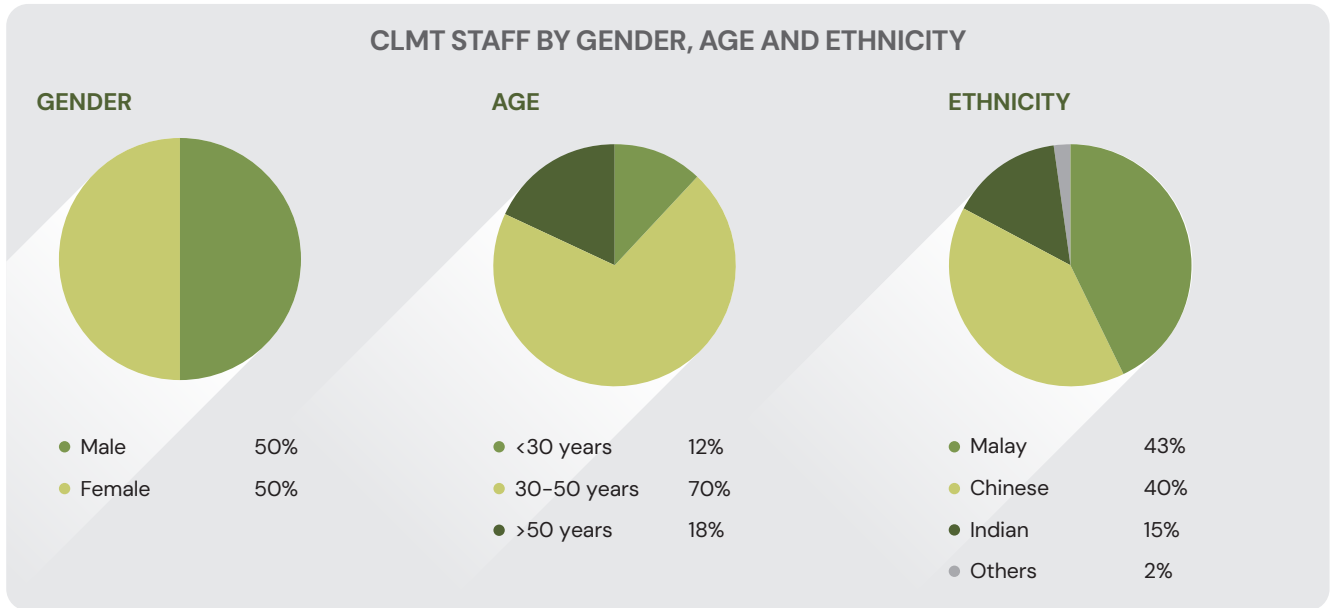
Diversity, Equity and Inclusion

CLMT embraces diversity, equity and inclusivity regardless of age, religion, gender, ethnicity, nationality and family status. We believe that staff can make significant contributions based on their talent, expertise and experience. Having a gender diverse mix of staff is also a target in the 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 11% of the total headcount in 2024.

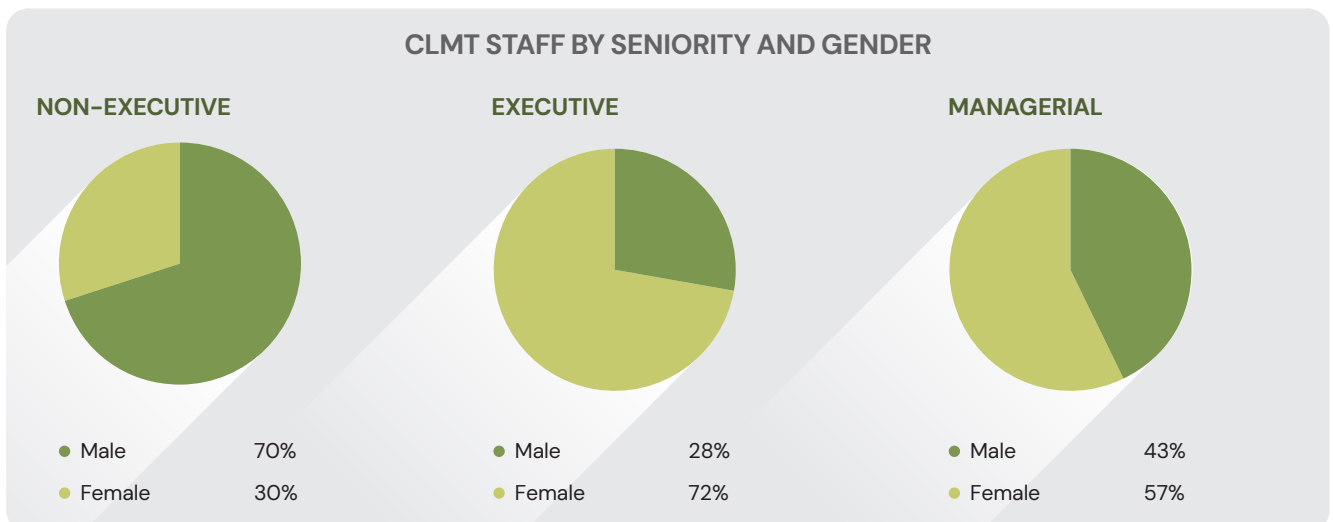
CLMT's vibrant, motivated and qualified workforce had 70% aged 30 to 50 in 2024, consistent with the past three years.



Gender Diversity and Pay Parity

CLMT's workforce comprises almost equal proportion of males and females, at a ratio of 50:50. Over the past three years, female representation in the management has ranged between 57% and 58%. In 2024, about 57% of management were female whilst about 55% were in the top management level.

CLMT hires and rewards men and women fairly based on merit, ability, and experience for comparable roles across the organisation's hierarchy. Its hiring and incentive system focuses on performance and is gender-agnostic. Staff pay is benchmarked against the market based on job roles using gender-neutral pay surveys provided by independent remuneration consultants. For the 2024 exercise, no major pay gap was found⁴.



⁴ The average gender pay gap (comparison is for base salary and other cash incentives) is about 5% in favour of females at non-executive and executive levels, and 1% in favour of males at management and above levels.

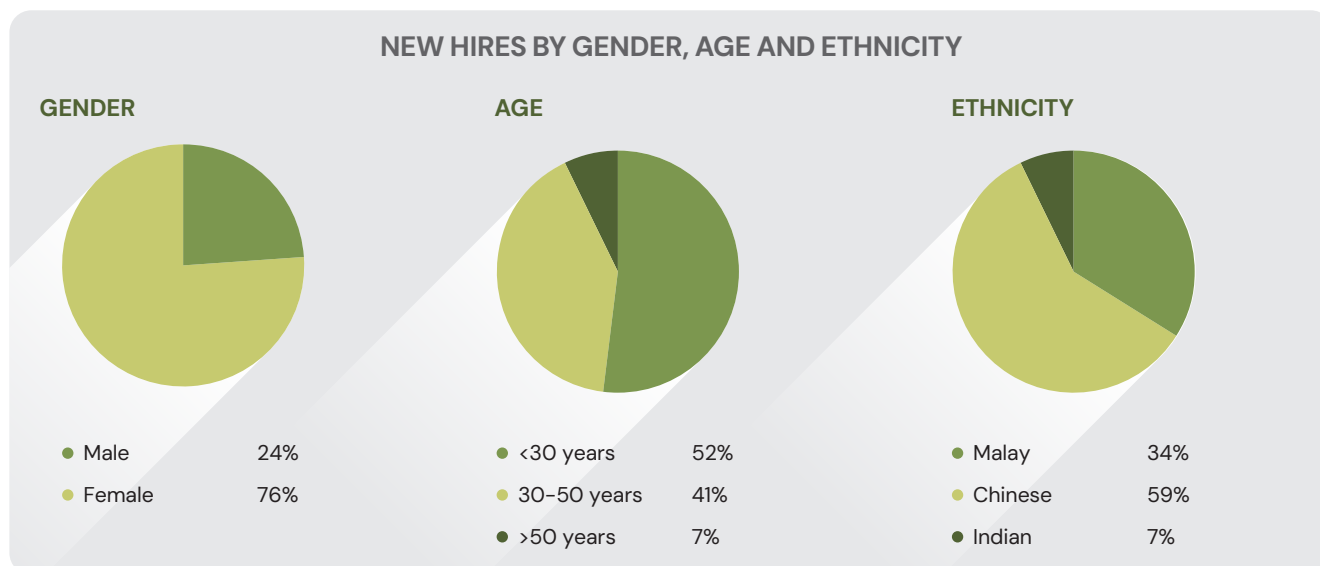
Sustainability Management

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 at their last drawn salary if their work scope and responsibilities remain unchanged under its re-employment policy. In 2024, three employees aged 60 and above were rehired post-retirement.

In 2024, new hires represented 11% of the total headcount and 2% of the positions opened for recruitment were filled by internal candidates.



In 2024, the turnover rate was 13% and there were no major layoffs in CLMT. More than 60% of staff have been with CLMT for more than five years. We also interview resigning staff as part of its continuing efforts to improve its retention policies and initiatives.

Talent Management

We seek innovative, dynamic and talented staff to take CLMT into its next phase of growth and adopt a multi-pronged approach to manpower planning, i.e. developing internal talent and hiring young talent, mid-career professionals and industry veterans. CLMT continuously builds its management bench strength by identifying high potential talent as part of its regular succession planning process.

The CLMT Board's Nominating and Remuneration Committee (NRC) regularly reviews the succession plans for the key positions including Chief Executive Officer and other key management personnel. On an annual basis, CLMT identifies and reviews suitably qualified candidates internally and externally who could be considered for key positions when the need arises in the immediate, medium, and long-term. CLMT also utilises a People Analytics Tool to offer insights into staff demographics, talent identification, promotion and transfer anomalies, staff performance, hiring and predictive attrition for better decision-making.

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.

All staff are entitled to family event leave. CLMT also provides paid leave for employees to care for their loved ones, including children, spouses, parents, parents-in-law, or siblings. These initiatives are over and above the local legal requirement. To encourage staff to give back to the community, CLMT also provides three days of Volunteer Service Leave for staff to participate in volunteering activities.

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 staff make monthly contributions to the staff's EPF account in accordance with the prevailing regulations. These contributions demonstrate CLMT's commitment to responsible business practices and ensuring its staff's financial security.

Aligned with CLI, CLMT continues to provide its staff with proactive measures such as flexible working time and arrangements to empower staff with the autonomy of managing their schedules to achieve work-life harmony. Hybrid staff town hall meetings are also held where staff can hear directly from top management and at the same time have their questions answered. Various mental health awareness programme and initiatives continue to be organised to support staff well-being.

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 Financials, Execution, Future Growth, Talent Management 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.

Upskilling The Workforce

To build a future ready workforce that is knowledgeable, competent, and adaptable, staff 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. CLMT invested close to RM290,000 in 2024 towards learning and development, delivering over 10,000 hours of training and the average training hours completed by each staff for the year was about 41 hours.

In 2024, employees actively participated in various trainings and about 100% of staff attended at least one ESG training. CLMT employees who are also licensed representatives under the Securities Commission Malaysia (SC)'s Capital Markets Services Licence, recorded average of 29 training hours per employee, which was above the minimum requirement by SC.



Learning and Development

In 2024, all employees completed at least one learning session with various talks and briefings organised to enhance employees' knowledge and stay current on latest trends.

1. Enhancing Workplace Safety

To reinforce OHS awareness and enhance workplace safety in Malaysia, safety briefing and awareness training sessions were organised for the staff.



2. Learning CAREnival

With the aim of promoting continuous learning among all staff, a total of 16 bite-sized talks that centre around ESG, innovation, career resilience and digital technology organised to help staff gain valuable insights on the latest trends and developments in the industry.



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 Malaysia staff communication session was held in November 2024 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, providing them with a confidential avenue for feedback on any work-related matters. All new hires must undergo an

orientation programme that assimilates them to Sponsor's business operations, strategy, core values and management philosophy.

Employee Engagement Survey

In 2024, CLI launched its regular company-wide Employee Pulse Survey (EPS) to measure staff well-being, amongst other factors. This survey was conducted through a third-party vendor to ensure confidentiality and to obtain authentic responses from its staff. CLMT staff participated in the EPS and secured a staff participation rate of 98%. This was also an improvement over CLMT's participation rate for the EPS conducted in 2023. CLMT achieved a staff engagement score of 82%, which was also higher than the 2023 survey performance. With the detailed findings from the survey, the HR Business Partner has been working closely with the CEO to address the key issues within CLMT.

Data Privacy



CLMT is dedicated to safeguarding personal data and ensuring compliance with Malaysia's Personal Data Protection Act (PDPA). In line with our commitment to transparency and security, we have in place effective data protection measures to ensure security of the personal information of our stakeholders. Our approach focuses on the following key areas:

Data Security Controls & Measures

1. Cybersecurity Infrastructure and Technologies

We have put in place cybersecurity infrastructure, implementing advanced encryption methods and intrusion detection systems to provide protection against unauthorised access.

2. Comprehensive Vulnerability Assessments

We conduct frequent and thorough evaluations of our IT systems to proactively identify and address potential risks, ensuring the resilience of our data protection mechanisms.

3. Access Controls Policies

We have data access policies, ensuring that sensitive information is handled exclusively by authorised personnel, thereby maintaining data integrity and confidentiality.

Employee CyberSecurity Awareness Education

1. CyberSecurity Training Programs

We have introduced comprehensive training sessions to educate employees on CyberSecurity best practices, fostering a culture of heightened data protection awareness.

2. Ongoing Learning Initiatives

Our continuous educational efforts have been intensified to keep employees informed about the latest IT security trends, evolving phishing tactics, and safe practices for email and Internet use.

Establishing Data Breach Response Protocols

1. Developed Response Plan

We have a comprehensive plan to manage data breaches effectively, including immediate containment, thorough assessment, and mitigation steps to minimise impact.

2. Regulatory Compliance

Our protocols ensure adherence to PDPA requirements, facilitating timely reporting of breaches to regulators and affected individuals, as may be required.

3. Regular Reviews and Updates

We periodically assess and update our response plan to ensure its effectiveness and alignment with current best practices.

Social and Relationship Capital

CLMT's social and relationship capital are built through its community efforts. Over the long-term, this strengthens its social license to operate and ability to deliver sustainable value to its stakeholders.

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.

CLMT seeks to understand its stakeholders' views, communicate effectively with them and respond to their concerns through various engagement channels. The following sections outline areas that are of interest to its different stakeholders.

Stakeholder Engagement

1. 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 2024, 186 CapitaLand staff in Malaysia tapped on the VSL to contribute 1,403 hours for the #GivingBersama 4.0 initiative.



2. 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 2024, with an overall participation rate of 93.1%. CLMT garnered feedback on a range of matters from cleanliness, security, maintenance, mall ambience to the adequacy of car park lots. On an average, 92% 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.

3. 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 28 to 29 of CLMT AR 2024.

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.

4. 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.

5. 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 2024. 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 2024, about 98% of the appointed supply chain providers were from Malaysia.

6. Community

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

In 2024, 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 support ~2,600 underserved children and low-income families in Malaysia under its #GivingBersama 4.0 initiative. The community initiative, which is part of CapitaLand's annual #GivingAsOne global campaign, aims to support beneficiaries from orphanage homes, schools and low-income families in Penang, Klang Valley, Pahang and Johor.

CapitaLand staff volunteers came together to make a meaningful impact, supporting nearly 800 underserved children from 21 homes and over 1,800 beneficiaries from 600 low-income families. These beneficiaries were identified in collaboration with Unit Mutiara Food Bank in Penang and various Jabatan Kebajikan Masyarakat Malaysia offices in Kuala Lumpur, Kuantan and Johor.

