

# SUSTAINABILITY

## FY24/25 SUSTAINABILITY HIGHLIGHTS



### Safeguarding Against Impacts of Climate Change



**28.9%** and **37.8%** reduction in average landlord building electricity intensity and Scope 2 greenhouse gases ("GHG") emissions intensity for Singapore properties from FY19/20



Attained **ISO 14001:2015** certification for the Environmental Management System



Attained WELL Health-Safety Rating for **2** properties in North America



**4,106 kWp** total solar generating capacity installed across six property clusters



**4** electric vehicle charging points at Woodlands Central Cluster



**3** recertifications of BCA Green Mark Gold<sup>Plus</sup> and Gold Awards



### Enhancing Social Value in the Workplace and Community



**100%** employees received professional training relating to ESG topics



Average training hours per employee **52.5 hours**



**Top 10 Companies** in Singapore for **Gender Equality** in 2024 by Equileap



**S\$10,935** raised from MIT CSR initiative



Women held **68.8%** of management positions



**42%** Women representation on the Board



### Upholding High Ethical Standards



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



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



Morningstar Sustainalytics ESG Risk Ratings **12.4 Low Risk**



**67%** Independent Directors on Board



MSCI ESG Ratings **BBB**



GRESB Public Disclosure Level **'A'**

## SUSTAINABILITY GOVERNANCE

### Board of Directors of Mapletree Industrial Trust Management Ltd.

- Holds overall responsibility for MIT's sustainability and reporting
- Oversees sustainability strategy, including where it pertains to climate-related risks and opportunities
- Reviews sustainability risks, risk appetite, and risk management systems, including those related to climate-related risks and opportunities
- Approves and monitors progress of sustainability targets, initiatives and performance
- Receives updates on critical ESG issues

#### Audit and Risk Committee

- Reviews the adequacy and effectiveness of internal control and risk management systems, including climate-related risks

#### CEO of Mapletree Industrial Trust Management Ltd.

Represented at

#### Mapletree Group's Sustainability Steering Committee ("SSC")

- Co-chaired by Deputy Group CEO and Group Chief Corporate Officer of Mapletree Group
- Drives sustainability strategy and integrates it with business objectives
- Leads the development of policies and initiatives aligned with Mapletree Group's sustainability strategy and monitors their implementation
- Oversees the monitoring of climate-related risks and opportunities
- Sets targets and evaluates performance to assess the effectiveness and relevance of existing policies and measures

#### Sustainability Representatives

Represented at

#### Mapletree Group's Sustainability Working Committee

- Comprises representatives from various business and corporate functions within the Mapletree Group
- Supports the SSC and Mapletree Group Sustainability Department in implementing, executing, and monitoring sustainability plans, policies, and practices
- Acts as "Sustainability Champions" to help embed sustainability culture within different business units and functional groups



Read more about  
MIT's Sustainability  
Report 2024/2025

#### Country ESG Committees

- Champion and support sustainability initiatives in each country where MIT operates

## MAPLETREE ESG FRAMEWORK

### Building a Resilient Business

### Creating Value and Delivering Sustainable Returns to Stakeholders while Contributing to Sustainable Development

#### Safeguarding against impacts of climate change

By supporting the transition to a low-carbon economy through sustainable investment, development, and operations

#### Enhancing social value in the workplace and community

By ensuring the health and safety of employees and stakeholders, focusing on diversity and inclusion of its workforce and supporting the communities in which it operates

#### Upholding high ethical standards

By conducting its business in an ethical manner and in compliance with all applicable laws and regulations