

Mapletree Supplier Code of Conduct

1 PURPOSE AND OBJECTIVE

Mapletree is committed to integrating sustainability across its value chain and operations. This Supplier Code of Conduct (“**Code**”) sets out Mapletree’s standards and expectations of its vendors, suppliers, contractors and service providers (“**Vendors**”). The Code’s objective is to communicate with Vendors Mapletree’s commitment to operate in compliance of the law and to maintain high ethical standards, guided by environmental, social and governance (“**ESG**”) principles. Mapletree expects Vendors to conduct their business ethically and comply with contractual terms and laws, and endeavour to implement appropriate measures consistent with the principles herein within their operations and supply chains to manage ESG impacts, risks and opportunities.

2 BUSINESS INTEGRITY AND ETHICS

Mapletree is committed to conducting business with integrity, and expects Vendors to observe high ethical standards and comply with local laws and regulations including:

2.1 Anti-Bribery, Anti-Corruption and Anti-Money Laundering

Mapletree aims to establish mutually beneficial business relationships with its Vendors, and awards contracts based on the merits of Vendors’ products and services. Mapletree does not tolerate bribery, corruption, money-laundering and illegal or unethical behaviour from its employees and Vendors and expects Vendors to prohibit bribery, corruption and money laundering in any form.

2.2 Gifts and Entertainment

The provision of exchanges of business favours can be misinterpreted or imply improper exchanges. Vendors shall not offer Mapletree employees or appointed consultants who conduct business with Mapletree any gift, entertainment, favour or anything that can be construed as a bribe or improper inducement to forego their duties and provide unfair business benefits to Vendors or others.

2.3 Fair Competition

Mapletree expects compliance with applicable anti-competition laws and prohibits anti-competition agreements or Vendors participating in price fixing, market or customer allocation, market sharing or bid rigging with competitors or otherwise unreasonably reducing competition. To promote fair competition, Vendors are provided with the same information to deter unfair advantage over others.

2.4 Conflict of Interests

Vendors with family connections or direct financial interests to Mapletree shall not be involved in the business transaction or improperly influence the business decision. Vendors shall promptly declare any actual or potential conflict of interest between the Vendor and Mapletree that may conflict with or be perceived to conflict with Mapletree’s interest. If in doubt as to whether a conflict of interest exists, Vendors are to declare to Mapletree.

2.5 Communication, Grievances Mechanisms and Whistleblowing

Vendors shall allow workers to provide feedback without reprisals and are encouraged to establish formal grievance mechanisms. Mapletree has a Whistleblowing Policy where Vendors are encouraged to report all suspected misconduct or wrongdoing, including possible financial irregularities, via email to reporting@mapletree.com.sg. The whistleblower will be protected from reprisals, with their identity kept confidential and zero tolerance for retaliation.

3 HUMAN RIGHTS AND LABOUR PRACTICES

Mapletree respects the rights inherent to all human beings, including the rights set out in the Universal Declaration of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, and is guided by the United Nations Guiding Principles on Business and Human Rights. In addition to complying with all applicable labour laws and regulations, Mapletree expects its Vendors to respect and uphold the following fundamental human rights principles. If requested by Mapletree, Vendors should provide information on their human rights and labour practices.

3.1 Child Labour

Vendors shall employ only workers who meet the minimum legal age or regulations of applicable labour laws and not engage in or condone any unlawful or unethical employment of children in the workplace.

3.2 Modern Slavery

Vendors shall be committed to safeguard against forced or involuntary labour, or any form of human trafficking in their business and supply chain.

3.3 Freedom Against Prejudice and Discrimination

Vendors shall support equal opportunity and diversity and ensure a workplace free of abuse, bullying, harassment (including sexual harassment) and discrimination, while complying with local laws and regulations.

3.4 Freedom of Association and Collective Bargaining

Vendors shall respect employees' rights to form and join trade unions and associations without fear of reprisal, intimidation or harassment, and to collectively bargain in accordance with all applicable laws.

3.5 Fair Compensation and Equal Opportunity

Vendors shall pay their employees fairly for their contributions and protect the rights of their workers by complying with all applicable laws and regulations relating to wages, benefits, rights and working hours.

3.6 Health and Safety

Mapletree is committed to providing a safe and healthy workplace and expects the same of Vendors. Vendors shall comply with applicable laws and regulations, take appropriate measures to protect workers' health and safety such as occupational health and safety systems, provide safe and decent living conditions and transportation in accordance with relevant standards (as applicable), and permit workers to remove themselves from situations that could cause injury or ill health without fear of reprisal. For work/services conducted at Mapletree's premises, Vendors shall conduct risk assessments, develop safe work procedures and provide necessary training to prevent injuries. Vendors shall ensure that their activities do not negatively affect the health and comfort of workers, building occupants and the surrounding community, including air quality, chemical use and waste disposal. Any injuries or fatalities which occur at Mapletree properties shall be reported to Mapletree, with Vendors investigating such incidents and determining corrective actions.

4 ENVIRONMENTAL REQUIREMENTS AND PRACTICES

Vendors shall comply with all applicable environmental laws, regulations, codes of practices and other relevant laws and requirements. In line with Mapletree's commitment to achieve net zero and to minimise its environmental footprint, Vendors shall take reasonable steps to minimise their impact on the environment and advocate sustainable practices, including:

- Promoting the efficient use of resources, including energy and water, minimising greenhouse gas emissions and seeking clean and low energy solutions;
- Establishing responsible practices to prevent pollution, minimise or eliminate waste through reducing, recycling and reusing, and to protect biodiversity and habitat;
- Striving to adopt the use of environmentally friendly products and technologies; and
- Obtaining and maintaining required environmental permits and registrations, and applicable operational certifications such as ISO standards, green building certifications or equivalent.

Upon request, Vendors shall provide environmental data relating to goods and services procured by Mapletree.

5 LEGAL COMPLIANCE

Vendors shall comply with all applicable laws, regulations, and trade agreements in their respective countries of business operations. In cases where the standards in this Code differ from the applicable laws, regulations, and trade agreements, Vendors shall abide by the stricter requirements.

6 DATA PROTECTION, PRIVACY AND CONFIDENTIALITY

Vendors shall maintain accurate records and not alter or misrepresent the information. Records or data collected by Vendors' employees or agents must comply with all applicable privacy, personal data and cybersecurity laws. Sensitive information shall not be retained or used by Vendors longer than legally required or necessary to fulfill their obligations to Mapletree. Vendors should deploy appropriate cybersecurity measures to manage the risk of information loss, theft, destruction or unauthorised access. Any data breach or incident that may impact Mapletree shall be reported to Mapletree immediately, with timely and corrective actions taken.

7 COMPLIANCE AND VERIFICATION

Mapletree may require vendors to provide information on their compliance to this Code of Conduct about their sustainability practices and impacts, in line with reporting requirements. Vendor shall report any violations and promptly work to remedy the issue. Severe breaches of any law or regulation shall result in termination. Mapletree encourages Vendors to continuously improve their practices and performance in line with evolving standards and expectations, contributing to a more sustainable and responsible global community.