
















Material matters, targets and performance 3-1 3-2 3-3

The Manager has mapped its material matters against the United Nations' SDGs, where MIT could make the most significant contributions. The following table summarises MIT's material matters, targets, performance as well as how its goals contribute to the SDGs.

Material matters	FY22/23 targets and performance		FY23/24 targets and beyond	Contribution to the SDGs
	Targets	Performance		
DELIVERING SUSTAINABLE ECONOMIC GROWTH FOR STAKEHOLDERS				
 Economic performance Achieve sustainable economic growth to provide returns to our Unitholders	Deliver sustainable and growing returns to Unitholders in the long term	Met	Deliver sustainable and growing returns to Unitholders in the long term ^{Perpetual}	
 Quality, sustainable products and services Improve the quality and sustainability of our real estate assets	Introduce sustainability clauses for new leases in Hi-Tech Buildings and Business Park Buildings	Met	Introduce sustainability clauses for all new and renewal leases for the Singapore and North American Portfolios ^{New}	
 Strong partnerships Strengthen our relationships with key stakeholders	Plan at least two events to strengthen relationships with key stakeholders	Met	Plan at least two events to strengthen relationships with key stakeholders	
SUPPORTING THE TRANSITION TO A LOW CARBON ECONOMY THROUGH SUSTAINABLE DEVELOPMENT, OPERATIONS, AND INVESTMENT				
 Energy and climate change Improve our energy performance and efficiency as well as manage the risks and opportunities arising from climate change	Reduce FY22/23 average building electricity intensity by 3.0% for MIT's properties in Singapore from the base year of FY21/22 Long-term targets: By FY29/30 Reduce average building electricity intensity by 15% for MIT's properties in Singapore from the base year of FY19/20 Reduce average building Scope 2 GHG emissions intensity by 17% for MIT's properties in Singapore from the base year of FY19/20 Increase total solar energy generating capacity across MIT's portfolio to 10,000 kWp	Met In progress	Reduce FY23/24 average building electricity intensity by 0.75% for MIT's properties in Singapore from the base year of FY22/23 ^{Revised} Long-term targets: By FY29/30 Reduce average building electricity intensity by 15% for MIT's properties in Singapore from the base year of FY19/20 Reduce average building Scope 2 GHG emissions intensity by 17% for MIT's properties in Singapore from the base year of FY19/20 Increase total solar energy generating capacity across MIT's portfolio to 10,000 kWp <i>Align with MIPL's commitment to achieve net zero emissions by 2050</i>	  
 Water management Sustainably manage our water resources	Reduce FY22/23 average building water intensity by 1.3% for MIT's properties in Singapore from the base year of FY21/22	Not met	Implement water conservation campaign through four initiatives for MIT tenants in Singapore ^{New}	 
 Additional non-material matter Waste management Reduce waste generation and promote recycling	-		Promote the utilisation of food digesters in the Kampong Ampat Cluster ^{New}	

➤ SUSTAINABILITY REPORT

Material matters	FY22/23 targets and performance		FY23/24 targets and beyond	Contribution to the SDGs
	Targets	Performance		
FOCUSING ON DIVERSITY AND INCLUSION OF THE COMMUNITY				
 Employee engagement and talent management Provide a positive and engaging work environment for our employees	Maintain a diverse and relevant learning and professional development programme	Met	Maintain a diverse and relevant learning and professional development programme ^{Perpetual}	 
	Hold employee town hall meetings at least once in a financial year	Met	Hold employee town hall meetings at least once in a financial year	
			70% of employees ² to complete at least 1 hour of ESG and 1 hour of digital-related training in a financial year ^{New}	
 Diversity and equal opportunity Maintain equity through fair and equal opportunities for all	Continue to commit to fair employment practices by ensuring that all individuals receive the same opportunities for hiring, advancement and benefits	Met	Continue to commit to fair employment practices by ensuring that all individuals receive the same opportunities for hiring, advancement and benefits ^{Perpetual}	  
	Long-term targets Aspire to achieve at least 25% of female representation on the Board by 2025 and 30% by 2030	In progress	Long-term targets Aspire to achieve at least 25% of female representation on the Board by 2025 and 30% by 2030	
 Health and safety Maintain a safe environment for all stakeholders and care for the well-being of our employees	Achieve zero incidents resulting in employee ² permanent disability or workplace fatality	Met	Achieve zero incidents resulting in employee ² permanent disability or workplace fatality ^{Perpetual}	
 Community impact Support initiatives and projects that have a positive impact on communities	Organise 1 MIT CSR initiative	Met	Organise 1 MIT CSR initiative	
MAINTAINING HIGH ETHICAL STANDARDS				
 Ethical business conduct Conduct our business with utmost integrity and accountability	Maintain zero incidences of non-compliance with anti-corruption laws and regulations	Met	Maintain zero incidences of non-compliance with anti-corruption laws and regulations ^{Perpetual}	
 Compliance with laws and regulations Achieve full regulatory compliance in everything we do	Achieve no material incidences of non-compliance with relevant laws and regulations	Met	Achieve no material incidences of non-compliance with relevant laws and regulations ^{Perpetual}	

² Relates to employees from the Manager and the Property Manager.