

SUSTAINABILITY REPORT



Chua Tiow Chye and Wan Kwong Weng
Co-Chairmen of the Sustainability Steering Committee

MAPLETREE'S PROGRESS STATEMENT

Financial Year 2021/2022 (FY21/22) marked another great stride in Mapletree's sustainability journey for our people, planet and business. As a global real estate development, investment, capital, and property management company committed to sustainability, we are well-positioned to influence and create value for our stakeholders and communities.

As we shift our ways of working around the Covid-19 pandemic measures, we remain agile and responsive to emerging sustainability trends and aim to stay ahead of the curve. We have reported our sustainability matters based on the Global Reporting Initiative (GRI) framework and aligned our material matters with the United Nations (UN) Sustainable Development Goals (SDGs) in past years and will continue to do so.

Our response to climate change

Mapletree supports the Paris Agreement to limit global warming to well below 2°C compared to pre-industrial levels and Singapore's net-zero ambition. In line with this,

our refreshed sustainability strategy is intended to respond to current and future climate change needs, facilitate social integration, as well as foster inclusivity and diversity in our business. The strategy will include the development of a "Net-Zero by 2050" roadmap, drive change through various energy and water reduction initiatives, increase the usage of renewable energy and reinforce sustainability principles across our investment decisions, operations, and development projects.

Creating value for our stakeholders

In FY21/22, we reassessed our material matters and priorities across the Group and incorporated several new material matters into our sustainability reporting. Reassessment of these material matters is crucial to adapting to the changing global landscape and meeting the needs of our stakeholders. Please refer to the Materiality Assessment section on page 94 for more information.

With the introduction of flexible working arrangements, we continue to invest in virtual learning programmes to upskill our human capital.

In FY21/22, we launched the Mapletree Learning Management System (LMS) where our employees could access a variety of learning courses on a single platform. Mapletree will also introduce its in-house sustainability e-learning module, with the aim of providing all employees with fundamental environmental, social and governance (ESG) knowledge.

Global standards and reporting benchmarks

This year, Mapletree's four Singapore-listed real estate investment trusts (REITs) adopted and incorporated the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations as part of their reporting. The detailed impacts and mitigation actions may be found in the respective REITs' Sustainability Reports (SRs).

Our refreshed sustainability approach also includes benchmarking our products and offerings against our peers worldwide. As a commitment to this, Mapletree¹ will participate in the 2022 Global Real Estate Sustainability Benchmark (GRESB) Real Estate Assessment. The GRESB Real Estate Assessment captures information regarding ESG performance and sustainability best practices for real estate funds and companies worldwide.

A holistic approach to our sustainability journey

Despite the evolving environment resulting from the Covid-19 pandemic and geo-political issues, we remain steadfast in our goal of contributing to a low carbon economy, impacting our communities positively and ensuring good governance while driving sustainable economic growth.

ABOUT THE REPORT

Reporting scope

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Mapletree Investments Pte Ltd (Mapletree or the Group) is pleased to present its sixth SR, prepared in accordance with the GRI Standards: Core Option.

This report covers the sustainability performance of the Group for FY21/22 from 1 April 2021 to 31 March 2022. All information disclosed relates to the Group unless otherwise stated. Data from prior years have been included for comparison, whenever available and relevant.

The report should be read alongside the financial, operational and governance information in the Annual Report (AR), as well as the SRs published by the Group's REITs² – Mapletree Logistics Trust (MLT), Mapletree Industrial Trust (MIT) and Mapletree Commercial Trust (MCT) – for a comprehensive overview of Mapletree's business and performance.

All feedback and queries regarding Mapletree's sustainability reporting practices are welcome. Kindly direct them to enquiry@mapletree.com.sg.

Reporting standards

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The GRI Standards were selected as they represent the global best practice for organisations to report on a wide range of economic, environmental, social and governance impacts. We have also applied additional guidance set forth by the GRI-G4 Construction and Real Estate Sector Disclosures. Supplementary details on Mapletree's methodology are included on page 127.

MAPLETREE'S SUSTAINABILITY APPROACH

Mapletree strives to create long-term value for its stakeholders by incorporating sustainable practices into its operations. Underpinning the Group's focus on achieving consistently high returns, we remain committed to building strong relationships with our stakeholders through the following key activities:



Support the transition to a low carbon economy through sustainable investment, development and operations



Safeguard the health and safety of our employees and stakeholders



Focus on diversity and inclusion of our workforce and support the communities in which we operate



Maintain high ethical standards

SUSTAINABILITY REPORT

ESG HIGHLIGHTS



~\$3.7 BILLION

of green financing since
FY17/18



\$7.1 MILLION

investment into ABC Impact
for climate and water
solutions, sustainable food and
agriculture



~\$2.3 MILLION

committed and disbursed to
Corporate Social Responsibility
initiatives in FY21/22



**~16,615
KILOWATT
PEAK**

solar generation capacity
across Mapletree properties



**ISO 14001 and
ISO 45001
certifications**

achieved for properties in
Singapore under Mapletree
Investments³, MLT and MCT



>70

Sustainable Building
Certifications across Mapletree
Group



40%

female representation
in Mapletree's senior
management



**Inaugural
GRESB**

submission for
Mapletree REITs in FY21/22



0

incidences of non-compliance
with relevant laws and
regulations



On track to reducing landlord
energy consumption of
Singapore Commercial sites³ by

30% by 2030,

with reference to the energy
consumption levels in FY09/10



>42,000

participation counts across

~4,900

training programmes in FY21/22



Piloted Staff Green Initiative in
FY21/22, completing

20 projects
across

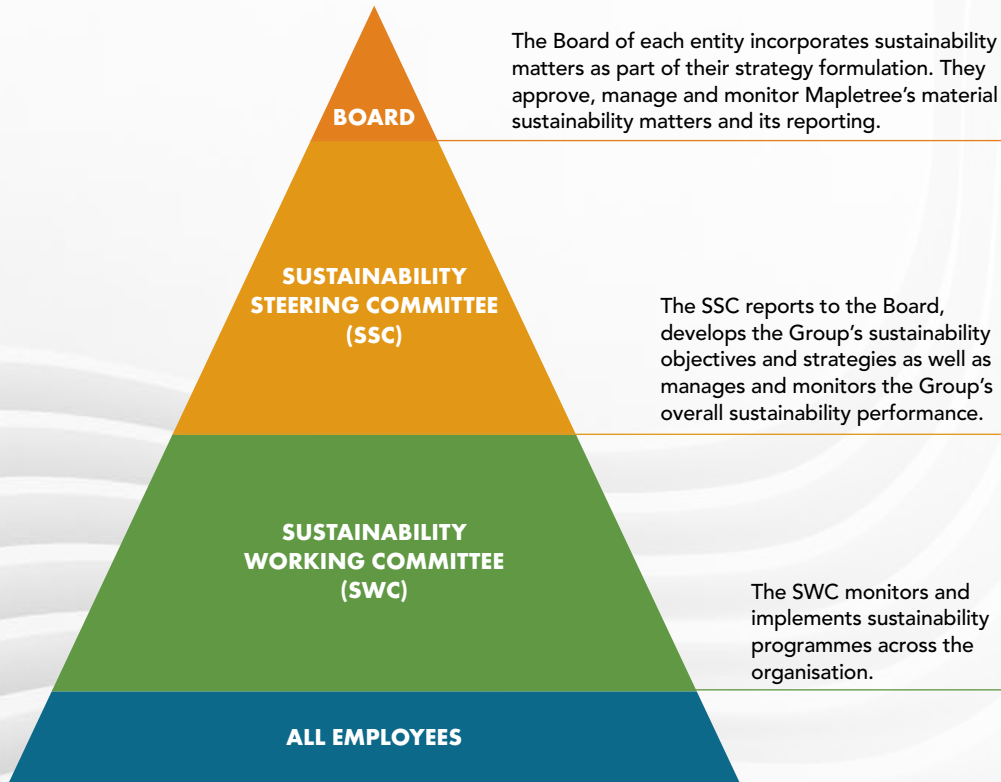
13 markets

SUSTAINABILITY REPORT

Sustainability governance

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A strong governance structure enables us to implement our sustainability strategy across the Group, strengthen relations with stakeholders as well as ensure overall accountability.



Our commitment to sustainability begins at the top with the oversight of the Group's Board of Directors and the Boards of the REIT Managers, namely, Mapletree Logistics Trust Management, Mapletree Industrial Trust Management, Mapletree Commercial Trust Management and Mapletree North Asia Commercial Trust Management.

The SSC continues to refine the Group's sustainability strategy, manage the overall sustainability performance, set targets, as well as review management policies and practices regularly. The SSC is co-chaired by the Deputy Group Chief Executive Officer and Group Chief Corporate Officer (GCCO) and consists of the four Chief Executive Officers of the REIT Managers as well as other members of Mapletree's senior management across various functions.

The SWC, which supports the SSC, is a cross-functional committee comprising representatives from Business Units and REITs, Group Human Resource, Group Development Management (GDM), Group Property Management (GPM), Risk Management, Group Legal, Private Capital Management, Investor Relations, Group Corporate Communications as well as Group Sustainability, implements and monitors the sustainability policies and practices.

SUSTAINABILITY REPORT

KNOWING THE MATTERS THAT AFFECT MAPLETREE'S STAKEHOLDERS MOST

Material sustainability matters

102-46 102-49 102-12

Understanding our stakeholders' concerns and the sustainability topics that matter to them is important to Mapletree. The Group conducted its first formal materiality assessment in FY16/17 to identify, prioritise and validate the material sustainability matters. The Group continues to assess these material sustainability matters annually by drawing upon insights obtained from day-to-day interactions and the evolving business environment.

The latest Group-wide materiality reassessment was conducted in FY21/22, using the four Reporting Principles of the GRI Standards. Through the assessment, the Group engaged with over 150 stakeholders internally and externally to identify matters that may influence the business strategy and operations. The evaluation of feedback from stakeholders allowed the Group to list and prioritise material matters that resonated with the organisation.

Coupled with the eight existing material matters, the Board and the SSC have approved four new material matters, bringing the total to 12.

The new material matters added are – quality, sustainable products and

services, strong partnerships, waste management as well as diversity and equal opportunity. Four existing material matters are renamed energy and climate change, ethical business conduct, employee engagement and talent management as well as community impact, as a refresh to these topics.








These material matters are grouped into four main pillars; Economic, Environmental, Social and Governance and are integrated into the Group's strategies, supported by the relevant policies, and will be used to drive performance and measure achievements. The selected material matters are aligned to the UN SDGs and contribute to 10 SDGs.



Sustainability matters, targets, and performance












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The table below summarises Mapletree’s material sustainability matters, current and future targets, along with their alignment and contribution towards the UN SDGs.

Material sustainability matters	Targets and performance for FY21/22		Targets for FY22/23 and beyond	Contribution to the SDGs
	Targets	Performance ✓ Met ✗ Not met		
Achieve consistently high returns				
 <p>Economic performance Achieve sustainable economic growth and provide our stakeholders with strong returns</p>	<ul style="list-style-type: none"> Achieve sustainable economic growth in order to provide stable returns to our shareholders 	✓ (on track)	<p>FY22/23</p> <ul style="list-style-type: none"> Achieve sustainable economic growth in order to provide stable returns to our shareholders <p>FY23/24</p> <ul style="list-style-type: none"> Achieve sustainable economic performance in Mapletree’s third Five-Year Plan by FY23/24: <ul style="list-style-type: none"> o Returns Average ROE^{4,5}: 10% to 15% Average ROE^{5,6}: 10% to 15% o Earnings/Cash Flow Average Recurring PATMI^{5,7}: S\$900 million to S\$1 billion Recycled Proceeds^{8,9}: >S\$20 billion o Capital Management Fee Income⁸: >S\$2.5 billion Assets Under Management (AUM) Ratio: >3x AUM: S\$80 billion to S\$90 billion 	
 <p>Quality, sustainable products and services <i>New</i> Incorporate innovation and eco-technologies to stay environmentally friendly and resource-efficient</p>	<ul style="list-style-type: none"> Maintain Building and Construction Authority (BCA) Green Mark ratings for all properties³ that are Green Mark rated 	✓	<ul style="list-style-type: none"> Maintain BCA Green Mark ratings for all properties³ that are Green Mark rated 	
 <p>Strong partnerships <i>New</i> Build and strengthen stakeholder relationships across our supply chain</p>	N/A	N/A	<ul style="list-style-type: none"> Strengthen relationships through the engagement on ESG issues with 25% of the net lettable area (NLA) occupied by tenants³ 	 

SUSTAINABILITY REPORT


Material sustainability matters	Targets and performance for FY21/22		Targets for FY22/23 and beyond	Contribution to the SDGs
	Targets	Performance ✔ Met ✘ Not met		
Focus on diversity and inclusion among our workforce and support the communities in which we operate				
 Employee engagement and talent management Provide our employees with a positive work environment through fair employment practices and equal opportunities	<ul style="list-style-type: none"> Maintain a diverse and relevant learning and professional development programme 	✔	<ul style="list-style-type: none"> Maintain a diverse and relevant learning and professional development programme 	 
	<ul style="list-style-type: none"> Hold employee town hall meetings once a year 	✔	<ul style="list-style-type: none"> Hold employee town hall meetings once a year 	
	N/A	N/A	<ul style="list-style-type: none"> 60% of employees to complete at least 1 hour of ESG and 1 hour of digital-related training per year 	
 Diversity and equal opportunity <i>New</i> Foster a culture where employees feel valued and their opinions are heard	<ul style="list-style-type: none"> Continue to commit to fair employment practices by ensuring that all individuals receive the same opportunities for hiring, advancement and benefits 	✔	<ul style="list-style-type: none"> Continue to commit to fair employment practices by ensuring that all individuals receive the same opportunities for hiring, advancement and benefits 	 
	N/A	N/A	<ul style="list-style-type: none"> Aspire to achieve 25% female representation on the Board by 2025 	
 Health and safety Maintain a safe environment for all our stakeholders and care for the well-being of our employees	<ul style="list-style-type: none"> Zero incidences resulting in employee* permanent disability or fatality <p><i>* scoped to Singapore staff only</i></p>	✔	<ul style="list-style-type: none"> Zero incidences resulting in employee* permanent disability or fatality <p><i>* scoped to Singapore staff only</i></p>	
	<ul style="list-style-type: none"> Zero incidences resulting in fatalities* for third-party service providers (TPSPs) and tenants <p><i>* fatality due to safety hazards within a building (i.e. not suicide or self-inflicted)</i></p>	✔	<ul style="list-style-type: none"> Zero incidences resulting in fatalities* for TPSPs and tenants <p><i>* fatality due to safety hazards within a building (i.e. not suicide or self-inflicted)</i></p>	
 Community impact Support initiatives and projects that have a positive impact on communities	<ul style="list-style-type: none"> Encourage each country to adopt a green initiative that can be implemented in Mapletree's offices or assets 	✔	<ul style="list-style-type: none"> Encourage each country to adopt a green initiative that can be implemented in Mapletree's offices or assets 	  
	N/A	✔	<ul style="list-style-type: none"> Encourage and provide seed funding for staff-led CSR activities, awarding up to 17 teams in at least 10 markets where Mapletree has a business presence 	

Material sustainability matters	Targets and performance for FY21/22		Targets for FY22/23 and beyond	Contribution to the SDGs
	Targets	Performance ✓ Met ✗ Not met		
Support the transition to a low carbon economy through sustainable development, operations, and investment				
 Energy and climate change Improve the energy performance of our properties to combat climate change	<ul style="list-style-type: none"> Reduce the landlord energy consumption of all stabilised Singapore Commercial sites³ in FY21/22 by 2.9% from FY19/20's baseline 	✓	<ul style="list-style-type: none"> Reduce the landlord energy consumption of all stabilised Singapore Commercial sites³ by 2% from FY19/20's baseline 	 
	<ul style="list-style-type: none"> Achieve Environmental Management System Certification (ISO 14001 certification) 	✓	N/A	
	<ul style="list-style-type: none"> By 2030, we aim to reduce the landlord energy consumption of Singapore Commercial sites³ by 30%, with reference to the energy consumption levels in FY09/10 	(on track)	<ul style="list-style-type: none"> By 2030, we aim to reduce the landlord energy consumption of Singapore Commercial sites³ by 30%, with reference to the energy consumption levels in FY09/10 	
 Water management Manage our water resources in a sustainable manner	<ul style="list-style-type: none"> Maintain landlord water consumption of all stabilised Singapore Commercial sites³ within FY19/20's baseline 	✓	<ul style="list-style-type: none"> Reduce landlord water consumption of all stabilised Singapore Commercial sites³ by 5% from FY19/20's baseline 	
 Waste management New Practise effective waste management to reduce environmental degradation	N/A	N/A	<ul style="list-style-type: none"> The target for this material matter is yet to be determined in FY21/22. Target will be reviewed in FY22/23. 	
Maintain high ethical standards				
 Ethical business conduct Conduct our work with utmost integrity and accountability	<ul style="list-style-type: none"> Maintain zero incidences of non-compliance with anti-corruption laws and regulations 	✓	<ul style="list-style-type: none"> Maintain zero incidences of non-compliance with anti-corruption laws and regulations 	
 Compliance with laws and regulations Achieve full regulatory compliance in everything we do	<ul style="list-style-type: none"> Achieve no material incidences of non-compliance with relevant laws and/or regulations 	✓	<ul style="list-style-type: none"> Achieve no material incidences of non-compliance with relevant laws and/or regulations 	

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ECONOMIC PILLAR

Mapletree has identified three material matters – economic performance, quality, sustainable products and services, as well as strong partnerships under its economic pillar. The Group aims to generate consistent and high returns while delivering quality products through our supply chain as well as engagement with stakeholders.



ECONOMIC PERFORMANCE

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Why is this important to us?
 Mapletree implements a business strategy that combines its capabilities in real estate development, investment, capital, and property management with a commitment to sustainability. By executing the key elements of the diverse business model well, Mapletree has established a continued stream of sustainable income and a positive track record for building award-winning developments across various real estate classes.

Key policies

- Accounting Policy
- Group Investment Management Manual*

* Applies to all investment teams in the Mapletree Group, including joint venture arrangements with listed REITs, but excluding listed REITs and private funds

Highlights during the year

<p>\$S\$7.1m Invested into ABC Impact for climate and water solutions, sustainable food and agriculture</p>	<p>9% ROIE^{4,5}</p>	<p>2.9x AUM Ratio</p>	<p>\$S\$732m Average Recurring PATMI^{5,7} (From FY19/20 to FY21/22)</p>
<p>10.2% ROE^{5,6}</p>	<p>\$S\$78.7b AUM</p>	<p>\$S\$6.6b Recycled Proceeds^{8,9}</p>	<p>\$S\$464.2m Fee Income⁸</p>

DEVELOPING FOR SUCCESS, SUSTAINABLY

Sustainable finance

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Mapletree continues to embrace green finance as the business demand grows for investment products tailored towards ESG factors. In FY21/22, Mapletree’s Singapore-listed REITs secured the following sustainability-linked loans:

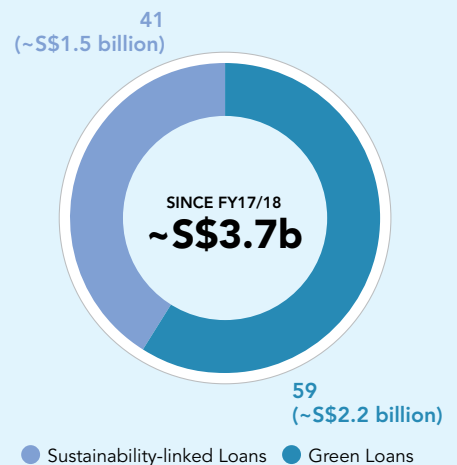
- In November 2021, MLT secured a S\$100 million sustainability-linked loan from UOB.
- Mapletree North Asia Commercial Trust (MNACT) secured three sustainability-linked loans from CIC, BEA, and DBS respectively, totalling HK\$1,780 million, or S\$311 million.

Since FY17/18, Mapletree has secured approximately S\$3.7 billion of green financing, some of which have been used to support environmentally and socially sustainable projects.

Please refer to pages 38 to 48 of this Annual Report for more details on the Group’s economic performance.

Mapletree further contributed to enhancing the environmental and social challenges faced in the global community through a S\$7.1 million investment into Singapore’s impact-focused private equity fund, ABC Impact. With the investment, ABC Impact will invest in companies that are focused on improving areas such as climate and water solutions, financial and digital inclusion, sustainable food, and agriculture.

MAPLETREE’S SUSTAINABLE FINANCING SINCE FY17/18 (%)





QUALITY, SUSTAINABLE PRODUCTS AND SERVICES

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Why is this important to us?

Mapletree incorporates innovative technologies, sustainable products and practices into our buildings to reduce the negative impact on the natural environment. Through sustainable design, construction, and operations, our buildings are energy and resource-efficient, thus improving the well-being of its occupants.

Key policies

- Environmental, Health and Safety Policy

Highlights during the year

67%
of portfolio with green certifications
[by gross floor area (GFA)]³

ISO 14001
certification achieved

Greening buildings and building green

CRE8

Mapletree is committed to building, upgrading and investing in properties with innovative and functional concepts. These include integrating sustainability into the architectural design, building details and construction as well as maintenance activities.

In Singapore, we continue to support BCA's Green Building Masterplan to shape a safe, high-quality and sustainably built environment. Over the years, the Group has obtained numerous Green Mark Awards by BCA, the Leadership in Energy and Environmental Design (LEED) certifications as well as Building Research Establishment Environmental Assessment Method (BREEAM) – which demonstrate our best-in-class building strategies and practices.

In FY21/22, we achieved the ISO 14001 certification for the Singapore Commercial properties³, MLT's Singapore properties and MCT's properties. The ISO 14001 sets out the criteria and framework for the environment management systems in organisations through the efficient use of resources and reduction of waste.

The following table lists the green building and energy certifications that we have achieved and retained throughout this financial year.



BCA Green Mark Awards

Property	Entity	Award
Singapore		
1 and 1A Depot Close	MIT	Platinum
HarbourFront Centre	Mapletree	Platinum
Mapletree Anson	MCT	Platinum
Mapletree Benoi Logistics Hub	MLT	Platinum, Super Low Energy Building
Mapletree Business City I	MCT	Platinum
Mapletree Business City II	MCT	Platinum
St James Power Station	Mapletree	Platinum
VivoCity	MCT	Platinum
26A Ayer Rajah Crescent	MIT	BCA-IDA Platinum
Bank of America HarbourFront	MCT	Gold ^{plus}

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BCA Green Mark Awards

Property	Entity	Award
Singapore		
The Reef at King's Dock	Mapletree	Gold ^{Plus}
mTower	MCT	Gold ^{Plus}
The Strategy	MIT	Gold ^{Plus}
The Synergy	MIT	Gold ^{Plus}
18 Tai Seng	MIT	Gold
30A Kallang Place	MIT	Gold
978 & 988 Toa Payoh North	MIT	Gold
HarbourFront Tower One	Mapletree	Gold
HarbourFront Tower Two	Mapletree	Gold
K&S Corporate Headquarters	MIT	Gold
Mapletree Logistics Hub – Toh Guan	MLT	Gold
The Signature	MIT	Gold
20 Harbour Drive	Mapletree	Certified
Mapletree Pioneer Logistics Hub	MLT	Certified



LEED Certifications

Property	Entity	Award
Singapore		
Mapletree Business City II	MCT	LEED Gold
China		
mTower Beijing	Mapletree	LEED Gold
mPlaza Guangzhou	Mapletree	LEED Gold
mTower Wuhan	Mapletree	LEED Gold
Hong Kong SAR		
Mapletree Logistics Hub Tsing Yi	MLT	LEED Gold
India		
Global Infocity Park Chennai	Mapletree	LEED Platinum
Global Technology Park Phase 1	Mapletree	LEED Gold
Global Technology Park Phase 2	Mapletree	LEED Gold
Global Business City, Pune (under construction)	Mapletree	Pre-certified for LEED platinum
Vikhroli Business City Mumbai (under construction)	Mapletree	Pre-certified for LEED platinum
The United States		
Terrapin Row	Mapletree	LEED Silver
Vietnam		
Mapletree Business Centre	Mapletree	Certified



BREEAM Certifications

Property	Entity	Award
Poland		
West Station II	Mapletree	BREEAM Certification (Excellent)

Energy Star Certifications (the US)

- 11 properties in the US are awarded Energy Star Certifications. More properties will be added to the list after the benchmarking process is complete in FY22/23

National Australian Built Environment Rating System (NABERS) (Australia)

- 100% of Australia's commercial assets are NABERS rated
- Average electricity rating: 5.1 out of 6
- Average water rating: 4.7 out of 6

Comprehensive Assessment System for Built Environment Efficiency (CASBEE) (Japan)

- Achieved CASBEE green certificates for nine Japan Commercial Properties¹⁰ in FY21/22
- "S" Rank (Excellent) for five Japan Properties¹⁰ and "A" Rank (Very Good) for four Japan Properties¹⁰

SUPPORTING GREEN MOBILITY

The concept of green mobility has gained traction in recent years. In particular, electric vehicles (EV), which serve as a greener alternative to petrol or diesel vehicles, improve the overall air as they are zero emission vehicles and also reduce the demand for fossil fuels. Mapletree provides its tenants and customers with EV charging points and parking lots in its

retail spaces and office developments. As at FY21/22, EV charging stations have been installed at several Mapletree properties globally. These include Mapletree Business City (MBC) in Singapore, The Pinnacle Gangnam in South Korea, West Station in Poland, Global Technology Park (GTP) in India, and Nanhai Business City in China.



SUSTAINABILITY REPORT



STRONG PARTNERSHIPS

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Why is this important to us?

Mapletree understands that effective collaboration and communication with its stakeholders are key to its continued success. The Group continually engages with stakeholders, which includes tenants and investors, to achieve alignment and foster a strong working relationship.

Key policies

- Mapletree Procurement Manual
- Green Procurement Policy (For Singapore Mapletree offices)

Highlights during the year

- Regular quarterly investor engagements with all existing investors across seven existing private funds, in addition to new investor engagements on the back of active capital raising

45%³ of contractors have environmental certifications

59%³ of contractors have social certifications




Stakeholder engagement

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An effective sustainability strategy involves the clear understanding of our stakeholders' concerns and expectations. Regular stakeholder engagement helps us identify, understand, and communicate the topics that are important to our stakeholders which in turn, enhances our performance management.

The table below shows Mapletree's approach to stakeholder engagement throughout the year and our key stakeholders' topics of interest.

Key stakeholder	Why are they important?	Engagement method	Key topics of interest
Investors	Active engagement with our investors is imperative to ensure that we understand their investment needs in order for Mapletree to construct suitable investment opportunities.	Timely and transparent updates on annual financial results and announcements, business developments, and other relevant disclosures via key channels. One-on-one meetings and site visits during the year. Annual engagement surveys.	<ul style="list-style-type: none"> • Sustained profitability • Transparent reporting • Sound corporate governance practices • Active portfolio management • Business strategy and outlook
Tenants – existing and potential	Tenants, as the occupiers of our buildings, contribute to the Group's revenue and are a key stakeholder group. We aim to provide quality services and buildings to meet their operational needs.	Regular formal or informal tenant gatherings, meetings and feedback sessions to exchange ideas and update on important initiatives and matters. Established channels of communication for tenant and property-related issues throughout the year. One-on-one meetings and site visits during the year. Tenant satisfaction surveys.	<ul style="list-style-type: none"> • Safe and secure office premises • Responsiveness to tenant requests and feedback • Competitive rental rates and locations

Key stakeholder	Why are they important?	Engagement method	Key topics of interest
 Employees	Our employees' welfare, professional development, health and safety are instrumental to Mapletree's performance and growth.	Immersion programme for new employees during the year.	<ul style="list-style-type: none"> • Equitable remuneration • Fair and competitive employment practices and policies • Safe and healthy work environment • Focus on employee development and well-being
		Training and development programmes throughout the year.	
		Career development performance appraisals during the year.	
		Recreational and wellness activities throughout the year.	
 Government and regulators	We engage with local governments and regulators to find out key industry regulations and partner them in advancing sustainable practices.	Meetings and dialogue sessions during the year.	<ul style="list-style-type: none"> • Compliance with, and keeping abreast of changing laws and regulations
		Membership in industry associations such as The REIT Association of Singapore (REITAS), and the Real Estate Developers' Association of Singapore (REDAS). Participated in Singapore's government-led industry committees such as the Facility Management Implementation Committee, led by the BCA as well as the Security Industry Task Force led by the Ministry of Home Affairs.	
 Business partners (e.g. TPSPs)	We work closely with our service providers to ensure that their operations are aligned with Mapletree's policies (e.g. Health and Safety Policy).	Regular meetings, dialogues and site-walk sessions with service providers, property managers and development managers.	<ul style="list-style-type: none"> • Equitable treatment of business partners • Regular and punctual payments upon enlistment of service
		Established channels of communication throughout the year.	

Performance metrics

Suppliers and contractors³

In FY21/22, 45% of our contractors have environmental certifications, while 59% of our suppliers have social certifications. There were no new suppliers added in FY21/22.

Investors

Mapletree engages with our investors regularly through quarterly investor reports and calls, briefings, roadshows, industry conferences and frequent

e-mail updates. Through these engagement sessions, both existing and new investors are apprised of the latest updates on the performance of the Group as well as the private funds in operation. Furthermore, investor engagement surveys are conducted to garner feedback on investor satisfaction.

Tenants

Our tenants are at the core of our business, and we are invested in understanding their expectations and

requirements. In FY21/22, we sent a tenant satisfaction survey¹¹ to 100% of our tenants, covering topics such as cleanliness, service security, and the upkeep of common facilities. 79% of tenants responded to the survey, with Mapletree receiving an overall satisfaction score of 3.9 out of 5. The Group will continue to engage and work with our tenants to improve and expand our service offerings.

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ENVIRONMENTAL PILLAR

Mapletree reduces its impact on the environment through a multitude of eco-initiatives which are aimed at meeting the Paris Agreement and Singapore's net-zero ambition. In the environmental pillar, three material matters are considered: energy and climate change, water management and waste management.



ENERGY AND CLIMATE CHANGE

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Why is this important to us?

The effects of climate change are far-reaching and pose adverse impacts on human health and civilisation. As most building-related carbon emissions arise from energy use, Mapletree recognises its key role in reducing energy consumption and increasing energy efficiency.

Key policies

- Environmental, Health and Safety policy

Highlights during the year

- Continued to upgrade and renew building and lighting systems. Identified opportunities to reconfigure systems for greater operational efficiency and secure further electricity savings
- Conducted a qualitative environmental risk assessment for the four Singapore-listed REITs and disclosed the assessment results in accordance with the TCFD recommendations

77.50 kWh/m²

Total landlord³ electricity intensity in FY21/22

0.032 tonnes CO₂e/m²

Total energy (Scope 2) greenhouse gases (GHG) emissions³ intensity in FY21/22

The impact of climate change

Mapletree understands the impact that climate change can have on our portfolio and is committed to addressing key risks it may bring to the business. Globally, investors have also begun considering ESG risks as part of their investment decision-making process. Collectively, this brings about a pertinent need to identify and assess material climate risks and to implement appropriate mitigating actions.

In FY21/22, Mapletree's Singapore-listed REITs embarked on a phased climate risk assessment approach to identify and assess the impact of climate change on their portfolios. The assessment included scenario analysis under a net-zero and business-as-usual scenario.

The REITs have also adopted the recommendations by TCFD, which are structured around the four core elements of governance, strategy, risk management, as well as metrics and targets. The inaugural disclosure is available in the REITs' respective sustainability reports.

Understanding our environmental impact

The Scope 1 emissions produced by the Singapore Commercial sites³ stem from diesel consumption in our generators, vehicular emissions from the company fleet, and refrigerant top-up from our chillers and air-conditioning systems. In FY21/22, the combined emissions from all three sources were sufficiently low in comparison to our overall emissions and were considered to be negligible.

Currently, the Group's Scope 2 emissions stem from purchased electricity for our business operations³. These include property management and operations, lighting, air-conditioning and elevators.

Energy and emissions performance

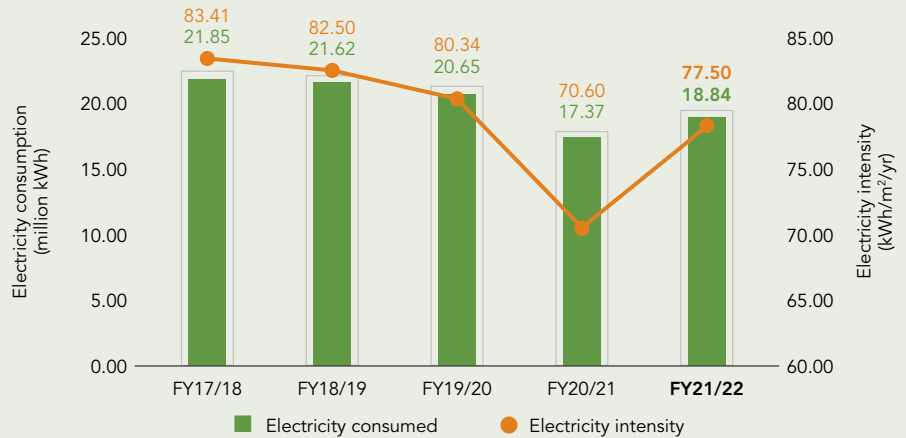
302-1 302-3 305-2
305-4 CRE1 CRE3

The total landlord electricity consumption for the four Singapore Commercial sites³ increased by approximately 8.46% from 17.37 million kWh in FY20/21 to 18.84 million kWh in FY21/22. The electricity intensity increased by 9.77% from 70.60 kWh/m² in FY20/21 to 77.50 kWh/m²/yr in FY21/22. Likewise, these translate to a corresponding increase in our energy (Scope 2) GHG emissions by 8.34% from 7,095 tonnes CO₂e in FY20/21 to 7,687 tonnes CO₂e in FY21/22.

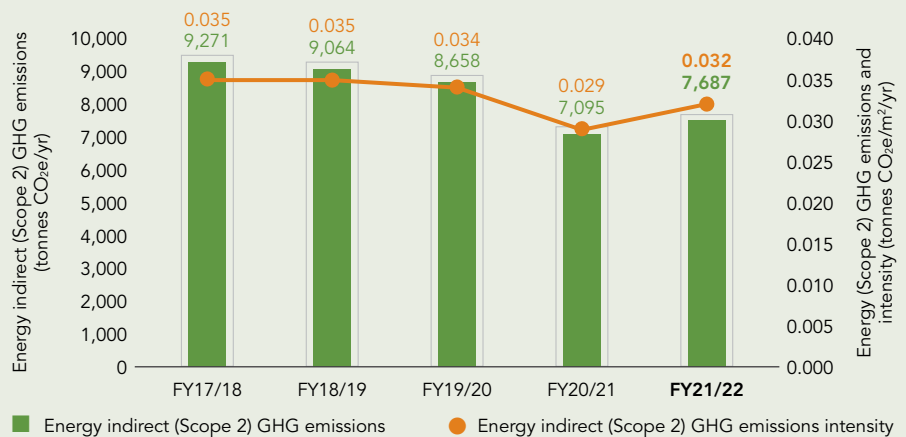
The marginal increases are attributable to the gradual reopening of Singapore in FY21/22, following the lockdowns and restrictions experienced in the preceding year. The relaxation of Covid-19 measures resulted in increased footfall within our properties, which correlated with a rise in energy requirements.

With GPM's control measures in place to optimise the buildings' operations [e.g. shut down of aircon services within the building during work from home (WFH) periods], this minimised the increase in energy consumption and ensured that overall consumption levels were still within the 2.9% reduction target set for the Financial Year, compared to FY19/20's baseline.

Electricity consumption and intensity



Energy (Scope 2) GHG emissions and intensity



Electricity consumption and energy (Scope 2) GHG emissions*

	FY17/18	FY18/19	FY19/20	FY20/21	FY21/22
Total electricity purchased for consumption (million kWh)	21.85	21.62	20.65	17.37	18.84
Total electricity intensity (kWh/m²/yr)	83.41	82.50	80.34	70.60	77.50
Total energy (Scope 2) GHG emissions (tonnes CO₂e)	9,271	9,064	8,658	7,059	7,687
Total energy (Scope 2) GHG emissions intensity (tonnes CO₂e/m²/yr)	0.035	0.035	0.034	0.029	0.032

* Data relates to the four stable properties in Singapore – (i) HarbourFront Centre (HFC), (ii) HarbourFront Towers One and Two (HFT), (iii) 20 Harbour Drive (20HD), (iv) Tanjong Pagar Distripark (TPD). Please refer to page 127 for methodology and definitions.

SUSTAINABILITY REPORT

Managing the environmental footprint

In December 2021, the Group and two of its Singapore-listed REITs¹² achieved ISO 9001, ISO 14001 and ISO 45001 Integrated Management Systems. These certifications support Mapletree's environmental performance through more efficient use of resources and a reduction of waste.

The Group is committed to reducing our environmental footprint. Many of the energy-saving initiatives in the portfolio will be initiated to ensure a gradual reduction of reliance on fossil fuels and adoption of alternative energy sources.

Mapletree continually seeks opportunities to enhance the energy efficiency through asset enhancement initiatives such as:

- Continuous renewal and retrofitting to capitalise on higher efficiency and high-tech solutions to achieve greater productivity in our building systems certifications
- Reviewing and optimising air-conditioning and mechanical ventilation systems controls logic and setpoints to better monitor and manage our efficiencies

- Using energy-efficient LED lighting in common areas to reduce the overall energy consumption of lighting fixtures
- Actively evaluating and implementing green energy solutions and technologies

HARNESSING THE POWER OF SOLAR ENERGY

GTP, Bengaluru, India – awarded LEED Gold

- Located along Sarjapur Outer Ring Road, GTP is Mapletree's first property in India
- Since 2018, approximately 90% of GTP has been powered by solar energy, procured through on-grid solar power

Global Infocity Park Chennai (GIPC), India – awarded LEED Gold certification for Core and Shell Development and LEED Platinum certification for Operations and Maintenance

- Grade A, information technology office park along Old Mahabalipuram Road, offering close to 2.7 million square feet of total NLA
- Onsite rooftop solar panels have a generating capacity of 164.25 kWp since 2017
- Procurement of additional on-grid solar power expected by the end of 2022

Mapletree Ouluo Logistics Park, Shanghai, China

- Modern, ramp-up facility comprising four blocks of double-storey warehouses located close to the Shanghai Pudong International Airport
- Onsite rooftop solar panels on two buildings generate a total of 600 kWp and reduces 470.5 tonnes of CO₂ annually





WATER MANAGEMENT

103-1 103-2 103-3

Why is this important to us?

At Mapletree, we recognise the importance of prudent water management and do our utmost in working with stakeholders to reduce water consumption and improve the efficiency of water use. Where possible, Mapletree uses renewed or reclaimed water at our properties as part of water-saving initiatives.

Key policies

- Environmental, Health and Safety policy

Highlights during the year

- Maintained cooling towers' Cycle of Concentration (COC) to ≥ 7 to minimise make-up water consumption

137,325m³

Total landlord³ water withdrawal in FY21/22

WATER CONSERVATION AND MANAGEMENT

Interactions with water

303-1 303-2

The incorporation of water-saving measures during the building design and operations stage, combined with the use of alternative sources of water, has greatly reduced the demand for potable water in the buildings. A few of the water-saving measures that have been implemented at the Singapore Commercial sites³ throughout the years include:

- By using NEWater for cooling towers and other means where possible amended, we have increased NEWater consumption by 10.5% since FY20/21 and will continue to assess avenues to alternative supplies
- Maintaining cooling towers' COC to ≥ 7 to minimise make-up water consumption
- Temporary bypass of water treatment system during monthly maintenance to prevent unnecessary water discharge and waste as well as ensuring all effluent is discharged according to the regulatory requirements
- Raising water conductivity setpoint to minimise water discharge, while

maintaining all building system operations' schedules and settings

- Daily tracking and reporting of irrigation water meter readings to detect leakages and installation of locks on select bib taps for controlled usage
- Skipping two days of irrigation after each day of rainfall and using PUB's Water Efficiency Labelling Scheme sanitary fittings and accessories for toilets
- Conducting training for security and cleaning staff on location of main water valves and procedures for stopping water leakages

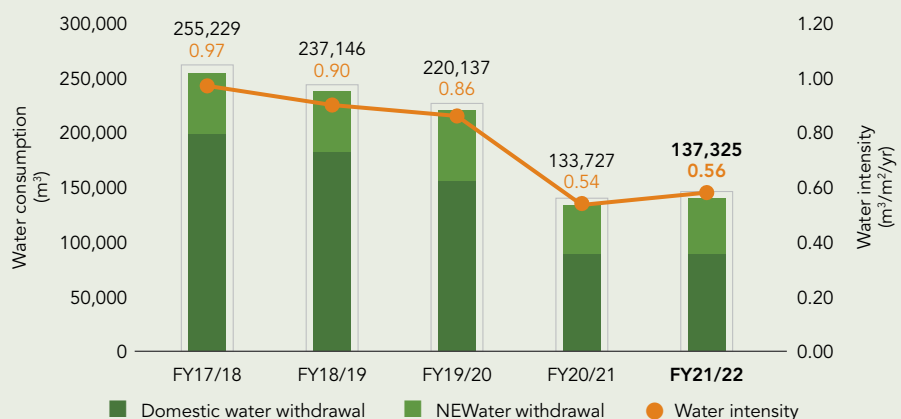
Water performance

303-3 CRE2

The total landlord water withdrawal of the four stable properties increased by 2.7% from 133,727m³ in FY20/21 to 137,325m³ in FY21/22, of which 49,925m³ comprises NEWater used at HFC. The water intensity of the four stable sites increased from 0.54m³/m² in FY20/21 to 0.56m³/m² in FY21/22.

Due to the increased footfall with the post-Covid-19 reopening, the Singapore Commercial sites³ overall water withdrawal rose slightly compared to FY20/21. However, consumption patterns remained relatively low compared to pre-Covid-19 levels in FY19/20.

Water consumption and intensity



SUSTAINABILITY REPORT

Water withdrawal*

	FY17/18	FY18/19	FY19/20	FY20/21	FY21/22
Total volume of water withdrawal (m³)	255,229	237,146	220,137	133,727	137,325
Water (m ³)	198,739	182,262	155,757	88,534	87,400
NEWater (m ³)	56,490	54,884	64,380	45,193	49,925
Total water use intensity (m³/m²/yr)	0.97	0.90	0.86	0.54	0.56

* Data relates to the four stable properties in Singapore – (i) HFC, (ii) HFT, (iii) 20 HD, (iv) TPD. Please refer to page 127 for methodology and definitions.

CENTRALISED CHILLER PLANT SYSTEM OR DISTRICT COOLING SYSTEM (DCS) AT MBC

A DCS produces and distributes chilled water from a central source to cater for the air-conditioning demand across multiple buildings. Buildings that utilise a centralised DCS are more energy-efficient than conventional standalone chiller plants by leveraging economies of scale of cooling load demands and optimising asset efficiency to operate at the best performance.

Since 2010, a DCS-type provision of chilled water has been adopted at MBC. All the pumps and cooling towers utilise variable speed drives (VSD) to ensure that the chiller system is optimised and caters to the full and part load cooling requirements of both MBC I and II.

Currently, the operating efficiency of the system in MBC has achieved more than 20%* improvement compared to the latest Singapore standards. The plant is expected to save about 2.3 million kWh of energy and reduce carbon emissions by some 941 tonnes annually. This translates to powering approximately 500 units of 4-room Housing Development Board (HDB)[^] flats per year.

* Based on FY21/22 average efficiency numbers verified through various Singapore Green Mark green building audits conducted on MBC.

[^] HDB flats refer to public housing in Singapore.



2.3 million kWh
of energy savings



reduce **941 metric tons**
of carbon emissions annually



power **500 units of**
4-room HDB[^] flats
per year



WASTE MANAGEMENT

103-1 103-2 103-3

Why is this important to us?

We are committed to prudent waste management at our properties. We encourage our employees, tenants, and visitors to prioritise sustainable methods of waste disposal such as recycling. Recycling bins are readily available at prominent and high traffic areas throughout our premises.

Key policies

- Environmental, Health and Safety policy
- Environmental Policy (for Mapletree offices)

Highlights during the year

141 tonnes
of waste recycled

10.5%
recycling rate, a 2% increase from FY20/21

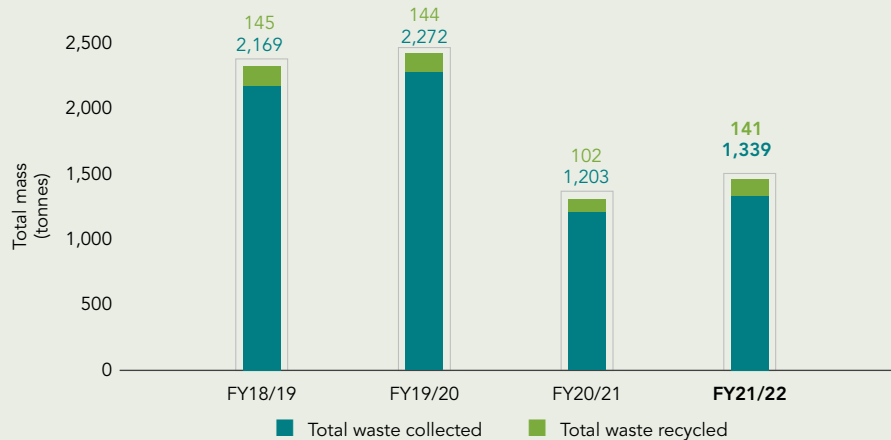
WASTE PERFORMANCE

306-3 306-4 306-5

In FY21/22, the total amount of waste collected in our properties³ increased by 11.3% to approximately 1,339 tonnes. This is largely due to the inclusion of TPD in the reporting scope this year. The increase in waste can also be attributed in part to the increased footfall within our properties as Singapore reopened, following the circuit breaker and safe distancing measures in the preceding year.

This year, the Group saw an improvement in our recycling rate. 10.5% of waste collected was recycled in FY21/22, as compared to 8.5% in FY20/21.

Waste collected and recycled (tonnes)



Waste collection and recycling*

	FY18/19	FY19/20	FY20/21	FY21/22
Total waste collected (tonnes)	2,169	2,272	1,203	1,339
Total waste recycled (tonnes)	145	144	102	141
Total recycling rate (%)[^]	6.7	6.3	8.5	10.5

* The data before FY20/21 related to (i) HFC, (ii) HFT, (iii) 20 HD. In FY21/22, the data includes the three stabilised properties and TPD.

[^] Recycling rate is derived by taking total waste recycled divided by total waste collected.

SUSTAINABILITY REPORT

APPLYING CIRCULARITY IN MAPLETREE OFFICES

From carpets to work stations and meeting rooms, Mapletree incorporates the circularity concept when retrofitting its offices. At mTower in Singapore, the carpet that adorns the office space at Mapletree's office on Level 35 is made of recycled broken fishing nets. Instead of discarding the broken fishing nets, they are recycled into nylon yarns and subsequently manufactured into carpet tiles.

Being glue-free with no volatile organic compound (VOC) emissions, these carpets could be installed seamlessly even during office hours. Comparatively, traditional carpets require adhesives which emit VOC and thus need to be installed after office hours, translating to higher manpower needs.



In addition, at the Level 30 office, more than 80% of the outfitting such as glass panels, workstations and chairs were adopted from tenants that previously occupied the space.

At Mapletree's office in the US (Level 28, 5 Bryant Park, New York City), its wall system is fully built using demountable walls. The customised pre-manufactured walls are attached to the ceiling or floor grids and assembled onsite. These wall frames can be easily disconnected and reconfigured over a weekend without construction dust and with minimal interruption to occupants. Such walls allow Mapletree to reuse these fixtures in new office spaces, which ensure that less waste is produced. Furthermore, these walls are made of aluminium and insulated with recycled denim.



SOCIAL PILLAR

Mapletree's progress and achievements in sustainability are centred on our employees and in the communities we serve. The social pillar comprises employee engagement and talent management, diversity and equal opportunity, health and safety as well as community impact.



EMPLOYEE ENGAGEMENT AND TALENT MANAGEMENT

103-1

103-2

103-3

Why is this important to us?

We firmly believe that a successful company is the result of its employees. As an employer, it is important to provide an enabling work environment for employees to excel in. Fair employment practices remain high on our list of sustainability priorities. We aim to continue attracting, developing, and retaining our employees while helping every individual maximise their potential and continue to create value through the work they do.

Key policies

- Compensation, Benefits and Leave Policy
- Learning and Development Policy
- Performance Management Policy
- Resourcing and Employment Policy
- Safety and Health Policy
- Talent Management Policy
- Overseas Business Travel and International Assignment Policy

Highlights during the year

- Launch of the Group-wide Mapletree LMS in July 2021
- Learning and development: Virtual training and workshops, availability of e-learning resources (e.g. GlobeSmart Cultural Learning, LinkedIn Learning, etc.)
- Industry training sessions: Digital Leadership in Real Estate Industry, Mapletree Real Estate Course, Digital Fraud Training
- Nutrition challenge: Educate employees on good nutritional habits, chronic diseases, and tips on weight management

2,244

Full-time, permanent employees¹³ in FY21/22

100%

Employees received regular performance and career development reviews in FY21/22

4,871

Training programmes attended by employees in FY21/22

NURTURING OUR PEOPLE WITH THE RIGHT ENVIRONMENT

New hires and turnover

401-1

Mapletree's human resource strategies help foster a progressive workplace – one where every employee feels valued, respected, and empowered. We emerged stronger from the Covid-19 pandemic while doing our utmost to retain and upskill our employees. While hiring activities slowed down at the onset of the Covid-19 pandemic, we are pleased

to report that our global workforce remained stable, with the new hire and turnover rates at 1.9% and 1.8% respectively in FY21/22. We recognise the importance of employee retention, in particular, how continuity provides a competitive edge to our company.

PROVIDING THE RIGHT SUPPORT TO GROW TOGETHER

Talent development

404-2

The Group emphasises the upskilling of our employees by enhancing their

competencies and self-efficacy, which in turn leads to growth and success for the business. Despite the Covid-19 pandemic, our talent development programmes continue unabated through various e-learning resources.

In fact, the shift to off-site and virtual capabilities enabled us to step up learning and development opportunities for Mapletree's employees, as we explored new ways of virtual collaboration and enhanced access to e-learning resources for employees to gain new skills and knowledge. In July 2021, the Group

SUSTAINABILITY REPORT

launched the Mapletree LMS to increase training efficiency and facilitate continuous learning in areas such as online compliance. The LMS also allows staff to access learning assignments easily, view training requests and approval status in a central location. In FY21/22, our e-learning system, which includes courses on LinkedIn Learning and webinars, saw over 17,000 counts of participation across 4,240 courses.

Including the e-learning courses, our dedicated training programmes in FY21/22 garnered more than 42,000 counts of participation across nearly 4,900 programmes. These platforms enabled us to achieve our target of maintaining a diverse and relevant learning and professional development programme for employees.

We recognise the importance of upskilling and equipping our employees with knowledge of ESG practices. In line with this, the Group is in the midst of developing its in-house

ESG training material which will be rolled out to all staff in FY22/23. Following this, role-specific ESG training for various functions will be launched progressively.

LinkedIn Learning courses and webinars made up about 87% of all programmes offered in FY21/22. The other 13% are training programmes related to business continuity and sustainability, building and safety, finance and accounting as well as Mapletree's in-house immersion programmes.

Career development

404-3

The e-Performance Appraisal system, a performance appraisal system deployed Group-wide electronically, provides Mapletree with a platform to enable deeper, more meaningful career development conversations with all our employees. The system aligns evaluation practices across countries, effectively tracks key performance

indicators and measures our employees' personal achievements.

As with previous years, all our employees received an annual assessment against a core competencies framework. Thereafter, performance feedback was provided based on targets in four key areas – domain knowledge, business networks and innovation, collaboration and communications as well as operational excellence.

Employee engagement

We strive to ensure that every employee's voice is heard and that the company has support channels in place for employees to provide valuable feedback and raise their grievances should they arise. In June 2021, Mapletree organised the annual town hall session where employees were updated on the Group's financial performance and various employee programme highlights in FY21/22.

WELLNESS INITIATIVES IN SINGAPORE AND THE UNITED KINGDOM (UK)



National Steps Corporate Challenge (NSCC) team challenge

Mapletree participated in the Health Promotion Board's NSCC and organised our own internal team challenge to encourage employees to stay active. A total of 25 teams comprising 104 participants took part in the challenge, which ran from January to April 2022, clocking in an average of 250,000 steps per day collectively throughout the challenge.



Teambuilding day – bowling

On 31 March 2022, 32 employees in the UK took part in a team-building event organised by local Human Resource colleagues at All-Star Lanes in White City. In addition to improving levels of interaction within the UK team following the implementation of a hybrid workplace model earlier that month, this activity was held to celebrate the end of the financial year as well as acknowledge our employees' achievements and hard work.





DIVERSITY AND EQUAL OPPORTUNITY

103-1

103-2

103-3

Why is this important to us?

As a Group with a global presence, we understand how diverse viewpoints, perspectives, backgrounds, and experiences value-add to the organisation and enable each employee to reach their fullest potential.

Key policies

- Board Diversity Policy

Highlights during the year

- Introduced a Group-wide Board Diversity Policy

40%

Female representation in Mapletree's Senior Management

20%

Female representation on the Mapletree Board

A culture of acceptance

405-1

102-8

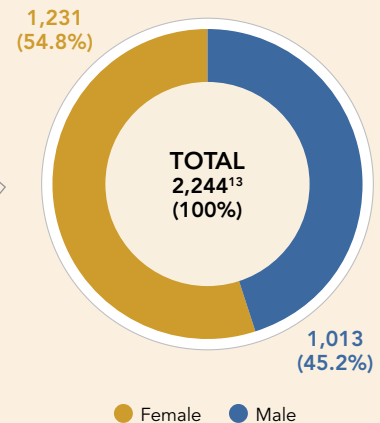
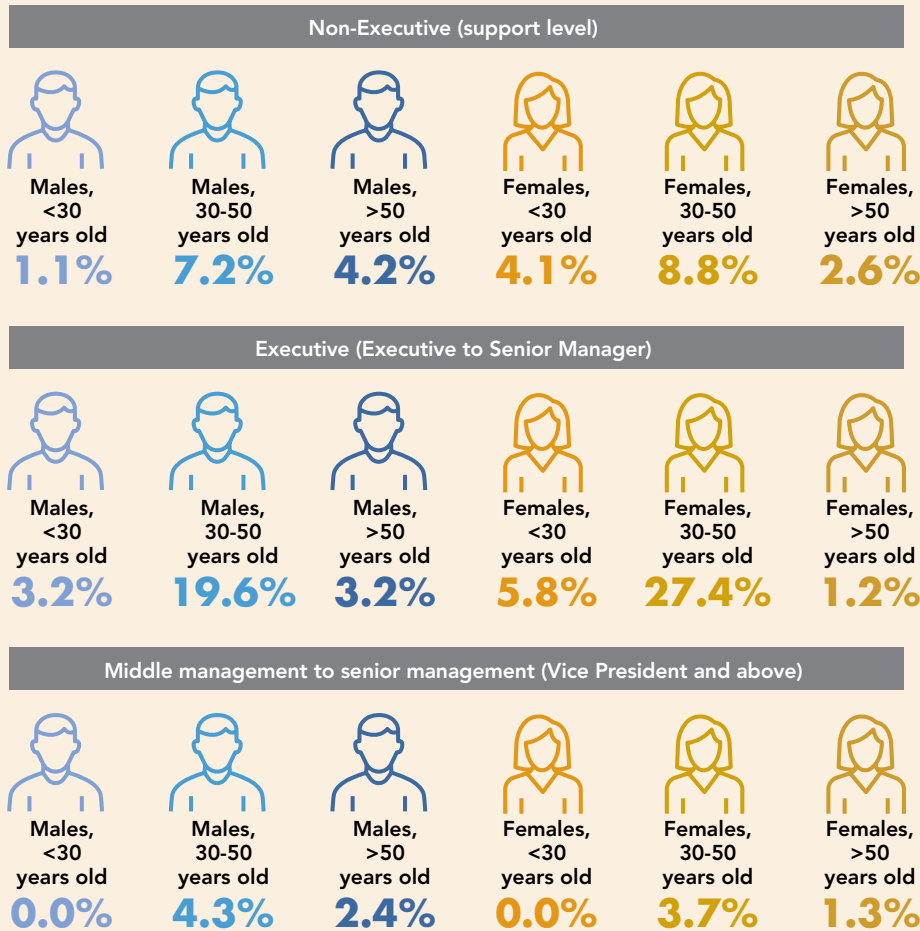
Our diverse talent pool comprises an average of 2,244 employees¹³ who are employed on a full-time, permanent basis.

While in previous years, we limited the scope of our employee data to Singapore-based employees, which includes employees of Singapore-listed REITs and other subsidiaries based in Singapore, we have now expanded the scope of employee data to encompass all overseas employees in this financial year's reporting. The distribution by gender and age group remained consistent with previous years.



SUSTAINABILITY REPORT

Employee profile as at 31 March 2022*^

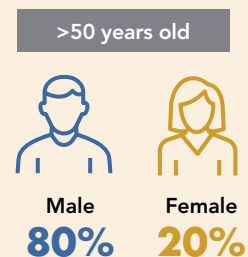


* Due to rounding, percentages expressed may not precisely reflect the absolute figures.
 ^ Percentages expressed are computed based on the total number of employees.

Additionally, Mapletree recognises the value of diversity in our leadership. As at 31 March 2022, 40% of senior management positions, as well as 20% of our board members, are female.

In line with the focus on diversity, the Group introduced a Board Diversity Policy, which highlights the criteria regarding the appointment of new Directors to the Board. Factors such as business and industry experience, and relevant aspects of diversity such as age, gender, and cultural ethnicity, will be taken into consideration during the Board selection process. In a further commitment to gender diversity on the Mapletree Board and in line with the targets set out by the Council for Board Diversity, we have set an aspirational target to achieve at least 25% and 30% of female representation on Mapletree's Board by 2025 and 2030 respectively.

Governance body members or Board members profile as at 31 March 2022





HEALTH AND SAFETY

103-1

103-2

103-3

Why is this important to us?

The health and safety of employees and all stakeholders at our properties remains our top priority. We believe that a safe working environment for employees and stakeholders at our properties will lead to greater morale, efficiency, and increased confidence in Mapletree.

Key policies

- Safety and Health Policy
- Pandemic Disease Plan

Highlights during the year

- Wellness@Mapletree Initiative: A total of 171 activities were conducted physically and virtually in FY21/22. These include virtual workouts with employees (e.g. zumba sessions, high-intensity interval training, stretch-and-rejuvenate), and wellness workshops (e.g. Beating Burnout, Ergonomics to Nutrition)
- Safety and health-related training programmes
- Precautionary measures taken in light of the Covid-19 pandemic

1,573

counts of participation in building and safety training programmes in FY21/22

0

total number of all fatalities as a result of work-related injuries and high-consequence work-related injuries in FY21/22

BUILDING A PLACE EMPLOYEES CAN CALL HOME

Promotion of employee well-being

403-6

Mapletree introduced a mobile application "Mapletree Health App" in FY21/22 for Singapore employees, which allows for the easy tracking of employees' vaccination status, submission of Antigen Rapid Test (ART) results and for employees to submit their requests to work onsite during the mandated WFH periods. The mobile app will be progressively rolled out to other markets. In addition, Mapletree regularly provides employees with



medical face masks, hand sanitisers, disinfectants as well as Government-approved ART kits.

To ensure the safety of staff, the Group also permitted employees with medical documentary proof to WFH over an extended period, on top of the Government advisory.

Employment benefits such as insurance and medical benefits are regularly reviewed to ensure that they are updated and relevant to employees' needs.

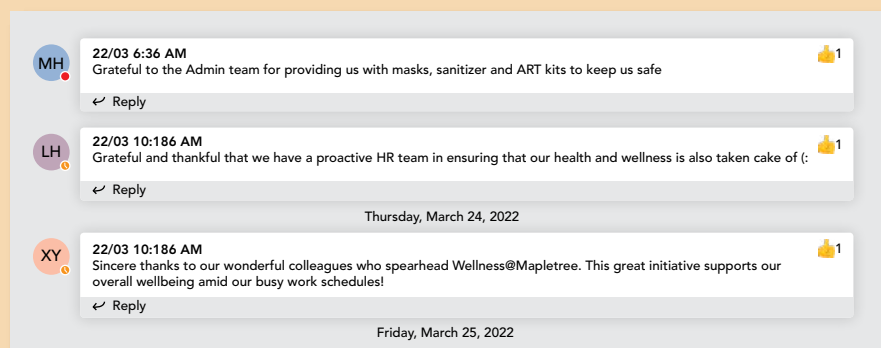
SUSTAINABILITY REPORT

WELLNESS@MAPLETREE INITIATIVE

Across the Group, wellness activities were conducted physically and virtually according to the local Covid-19 regulations. Since April 2021, more than 2,100 employees attended 171 of such activities, which ranged from team challenges to workout sessions and mental wellness workshops.

Other key initiatives under Wellness@Mapletree:

- Wellness@Mapletree Team in Microsoft Teams, a one-stop platform for employees to access wellness resources and register for wellness activities. Originally for Singapore staff, this was extended to all staff globally in January 2022
- In October 2021, in conjunction with World Mental Health Day, a mental wellness campaign “Mindfulness@Mapletree” was launched in our Singapore office to raise awareness about the importance of mental wellbeing through a series of workshops. A gratitude channel in the Wellness@Mapletree Team was created to encourage staff to show appreciation for one another
- In January 2022, Wellness@Mapletree organised its first global wellness challenge, the Wellness Bingo Challenge. Similar to a Bingo game, participants had to complete several wellness initiatives (e.g. take a 30-minute walk outdoors) in order to win



PREVENTION IS BETTER THAN CURE

Hazard identification and risk assessment

403-2 403-7

We adopted a risk-based approach to prevent and mitigate potential health and safety impacts that are linked to our operations by way of business relationships with stakeholders such as tenants and TPSPs. In FY21/22, we continued our highly collaborative approach with all stakeholders across all properties and facilities to execute our safe management practices in relation to the Covid-19 pandemic.

Mapletree’s Fit-out Manual¹⁴ provided to tenants includes safety rules and

guidelines to be adhered to. The clauses in this manual are continually refined and expanded to include more guidelines on environmental and social aspects.

Health and safety are also part of our screening criteria and process before engaging TPSPs. Subcontracted works such as construction are only awarded to qualified and competent TPSPs via a risk assessment scheme.

The assessment includes, but is not limited to, safety tracking records, ISO, and Occupational Health and Safety Management Systems certifications. Due diligence and other safety measures are initiated as early as possible by Mapletree’s GDM

department whenever a new TPSP is pre-qualified and engaged.

Our standard contract terms determine the safety accountabilities expected of our main contractors. For instance, main contractors are required to comply with all prevailing laws and regulations. They are also required to provide protective apparel and safety devices. Prior to the commencement of a new project, they are required to submit a Risk Management Plan for review.

In addition, onsite safety audits are conducted on a regular basis to ensure compliance.

EVERY LIFE MATTERS AT MAPLETREE

Occupational health and safety (OHS) performance

403-5 403-9

Our Employee Handbook sets out the Group-wide Safety and Health Policy which guides all employees on safe work practices, emergency response and timely reporting of accidents and hazardous situations.

The Group invests in building a culture focused on occupational health and safety by equipping employees with the necessary knowledge, skills, and capabilities. In FY21/22, 1,573 employees participated in training programmes such as Company Emergency Response Team (CERT) First Aid, Fire Safety, Managing Work at Heights, and Building Maintenance Management.

Our incident reporting protocol allows timely investigation and prudent incident management in the event of incidents at any of Mapletree's premises and sites³. Our Singapore Commercial sites³ have all received ISO 45001 certification for their Environmental, Health and Safety Management Systems with zero non-conformances. We are also pleased to report that there were zero fatalities or high-consequence injuries among employees during FY21/22.

However, there was one reported work injury where the employee sustained minor injuries. The employee has since recovered and corrective measures have been put in place to prevent future incidences.

	FY20/21	FY21/22
Number (and rate*) of fatalities as a result of work-related injuries	0 (0.00)	0 (0.00)
Number (and rate*) of high-consequence work-related injuries (excluding fatalities)	0 (0.00)	0 (0.00)
Number (and rate*) of recordable work-related injuries	0 (0.00)	1 (0.44)

* Rates expressed per million man-hours worked. Please refer to page 127 for methodology and definitions.

Emergency preparedness and response

403-7

As part of Mapletree's OHS system, emergency response procedures are in place and these are regularly communicated to all relevant stakeholders, considering their needs, capabilities, and involvement in carrying out the response. Selected Mapletree employees undergo specific training such as first-aid and firefighting.

In view of the Covid-19 pandemic, the Group developed a Pandemic Disease Plan which provides the guidelines to safeguard and de-risk operations during a contagious medical situation. This plan seeks to restore and maintain Mapletree's activities to the pre-defined level of business continuity following an infectious disease crisis, establish preventive strategies to control disease spread among staff as well as train and educate staff on policies and procedures.

SAFEGUARDING THE HEALTH AND SAFETY OF OUR STAKEHOLDERS AMID COVID-19

Since the outbreak of the virus, we have worked closely with the authorities and undertaken all necessary precautionary measures aligned with escalating scenarios to minimise community transmission. These measures are progressively strengthened in tandem with national risk assessment levels and governmental regulations.

Some of the measures implemented:



Mapletree Health App



Vaccination leave for employees



Increased sanitisation and disinfection of common areas



Continued flexible working arrangements

SUSTAINABILITY REPORT



COMMUNITY IMPACT

103-1 103-2 103-3

Why is this important to us?

At Mapletree, we incorporate sustainable practices and endeavour to generate positive outcomes for the communities in which we operate. The Group is committed to long-term partnerships with stakeholders and beneficiaries with sustained impact for generations to come.

Key policies

- Mapletree CSR Framework

Highlights during the year

- **Arts:** Mapletree Arts in the City (MAITC) on Air monthly digital performance series, Mapletree-TENG Academy Scholarships, *Once Upon a Time 2022* concert by The TENG Ensemble and Singapore Chinese Orchestra (SCO) concert at VivoCity, School of the Arts, Singapore (SOTA) Primary 6 Art Competition, Epigram Books Fiction Prize, SCO Concert commissioned two public art installations at TPD with Singapore Art Museum, and MBC Public Art Trail Tours
- **Environment:** Singapore Bird Race, green initiatives in Mapletree offices or assets, donation drive for pre-loved clothes to be upcycled by a Mapletree-SCCCI River Hongbao Hackathon (RHBHacks) winning team
- **Healthcare:** Donation to Vietnam Covid-19 Vaccine Fund to improve vaccination rates in Vietnam
- **Education:** Mapletree Book Prize for National University of Singapore (NUS) bursary recipients, Mapletree Youth Resilience Programme (MYRP), Mapletree Academic Achievement Programme (MAAP), Yellow Ribbon Foundation (YRF) Mapletree Skills Training Assistance to Restart (STAR) Bursary, Mapletree-SCCCI RHBHacks, The Mapletree Challenge, Mapletree Real Estate Forum and Mapletree Leadership Series at Singapore Management University (SMU)

~S\$2.3m

committed and disbursed to CSR causes in FY21/22

S\$95,000

seed funding provided as part of Mapletree's Staff CSR Programme for FY21/22

EMPOWERING INDIVIDUALS, ENRICHING COMMUNITIES

Mapletree CSR framework

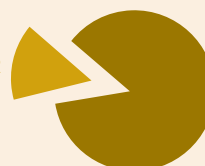
413-1

Mapletree's Group-wide CSR Framework is guided by two broad objectives of empowering individuals through supporting educational and healthcare initiatives, as well as enriching communities through the arts and environmental sustainability. The initiatives are based on definable social outcomes, long-term engagement, and staff volunteerism opportunities.

Mapletree's CSR commitment is closely aligned with the Group's business performance. For every S\$500 million of PATMI⁷, or part thereof, S\$1 million is set aside annually to fund CSR programmes. A dedicated five-member CSR Board Committee provides strategic oversight of the Group's CSR efforts. The CSR Board Committee comprises Mapletree's Chairman and senior management as well as two Board representatives from the REITs, private platforms or private funds (rotated on a three-year basis).



S\$1 million to CSR



S\$500 million of PATMI⁷

KEY PROGRAMMES DURING THE YEAR

In FY21/22, we continued to make headway in our CSR programmes, building on our long-standing partnerships and forging new ones.



MAITC on Air:

Renewed commitment to feature new and original digital performances on MAITC's YouTube channel on a monthly basis, in response to the Covid-19 pandemic. This programme supported 12 groups and 46 individual artists during FY21/22.

SCO Concert:

Committed to organising a community concert at the amphitheatre at VivoCity in conjunction with SCO, presenting a repertoire of classic songs.

SOTA Primary 6 Art Competition:

Continued sponsorship of the SOTA Primary 6 Art Competition 2022 to raise awareness and promote visual arts, as well as identify and acknowledge young talents. Over 140 schools nationwide submitted up to five entries for the competition. The Top 50 finalists were invited to the SOTA Junior

Academy and received Mapletree and art supply vouchers. Their artworks were also exhibited at VivoCity for two weeks from 4 to 17 April 2022.

Public Artwork Commissions with Singapore Art Museum (SAM):

Supported the commissioning of two public art installations at TPD in conjunction with SAM, launched during Singapore Art Week 2022.



Programmes with The TENG Company:

Continued Mapletree-TENG Academy Scholarships for four selected candidates for a period of two years and a two-night *Once Upon a Time 2022* concert for the Lunar New Year.

MBC Public Art Trail:

More than 70 members of the public joined guided walking tours in December 2021 and March 2022 to learn more about how art can bring vibrancy in the built environment.

SUSTAINABILITY REPORT



Endowed Mapletree Bursaries at Six Singapore Universities*:

NUS (2012), NTU (2012), SMU (2013), SUTD (2013), SIT (2014) and SUSS (2016), benefitting more than 90 students each year.

* Indicates the year in which the bursaries were established.



The Mapletree Challenge:

Renewal of support for Mapletree Challenge at the Singapore Institute of Technology (SIT) from 2022 to 2024, enhancing the innovation skills of about 240 students yearly and equipping them with the skills to present themselves and their ideas persuasively.

MYRP:

Committed over S\$62,000 to support 19 at-risk youths from Beyond Social Services, Boys' Town, YouthReach, and others. The funds go toward supporting the youths' daily living expenses such as pocket money, transport, handphone allowance and school materials.

Mapletree Real Estate Forum and Mapletree Leadership Series at SMU:

Over 200 SMU students, industry professionals, real estate practitioners and members of the public attended the forum jointly organised by Mapletree and SMU. Mr Hiew Yoon Khong, Group CEO of Mapletree, kicked off the Mapletree Leadership Series at SMU to a 100-strong audience comprising SMU students and industry professionals.

MAAP:

Renewal of support under MAAP as a five-year sponsorship for SIM Global Education book prizes, awarded to 30 top-performing students each year.

Mapletree-SCCCI RHBHacks:

Committed S\$35,000 for the continued support of the hackathon, a business competition to challenge and recognise student entrepreneurs, benefitting 125 students in the 2022 edition. Commenhers, one of the winning teams, held a pre-loved clothes donation drive at MBC over four days in April 2022. They collected a total of 50 kilogrammes (kg) of clothes to upcycle into products such as tote bags and pouches for sale. 10% of the proceeds was donated to Homeless Hearts SG.



YRF Mapletree STAR Bursary:

Disbursed more than S\$88,000 as part of a five-year commitment to sponsor up to nine recipients for their tertiary studies.

ENVIRONMENT

Support for Nature Society (Singapore) Programmes:

Sponsorship of S\$31,500 for the 37th Singapore Bird Race, where 109 teams competed in six different categories. Mr Tan Gim Cheong, Chairman of the Nature Society (Singapore) Bird Group said, "We appreciate the sustained support from Mapletree to the Nature Society (Singapore), and especially the conservation activities of its Bird Group. Mapletree's support allowed us to scale up our conservation and social media outreach, while developing a robust model for organising future races. This support has also allowed us to develop a stronger alignment of the Bird Race with NSS's conservation priorities, in this case, the conservation of migratory birds of prey."



Staff Green Initiative:

Seed funding of S\$10,000 per team to 20 teams for Mapletree's Staff Green Initiative programme.

HEALTHCARE

Donation to Vietnam Covid-19 Vaccine Fund

Mapletree donated S\$1 million to the Vietnam Fund for Vaccination and Prevention of Coronavirus Disease 2019 in support of the Vietnamese community. The donation helped fund the acquisition of Covid-19 vaccines.



COMMUNITY

Mapletree Staff CSR Programme FY21/22:

Awarded seed funding of S\$5,000 to each of the 19 teams from Singapore, Amsterdam, Australia, China, Hong Kong SAR, Japan, Poland, South Korea, the UK, the US, and Vietnam. Three teams from India were awarded seed funding but tapped on their respective entity's budget for CSR as mandated by the India Company Act.

SUSTAINABILITY REPORT

MAPLETREE PRESENTS THE TENG ENSEMBLE: *ONCE UPON A TIME 2022*

Mapletree recognises the importance of the arts in society and has been a strong supporter of artistic pursuits in Singapore.

To welcome the Year of the Tiger, the Group held its first live concert since the Covid-19 pandemic on 11 and 12 February 2022 at VivoCity, Singapore. The concert enchanted over 900 spectators over two nights with a unique fusion of traditional music with modern tunes and sensibilities.

Once Upon a Time 2022 was also an opportunity for two Mapletree-TENG Academy Scholars to showcase their mastery of traditional instruments like the guzheng and the dizi. During the concert, a separate segment celebrated the latest generation of Mapletree-TENG Academy scholars. The scholarship was established in 2018 and covers the full musical tuition fees of the scholars.



*"The scholarship has really helped to improve my family's financial situation while providing me with many opportunities and exposure. It is hard to imagine how my musical journey would have been without the Mapletree-TENG Academy scholarship. The *Once Upon a Time 2022* performance with TENG was an eye opener! It was a confidence booster and gave me the extra push to improve my performing skills. Being able to perform in front of my friends and receiving the thunderous claps from the audience was a memorable experience for me."*

Ee Anzhi, Mapletree-TENG Academy Scholar 2020

RECORD NUMBER OF STAFF-LED CSR TEAMS FUNDED IN FY21/22

 **245**
staff volunteers participated

 Over **20,000**
individuals impacted globally

 **33** submissions received
in FY21/22

19 teams across 11 markets were awarded S\$5,000 seed funding to carry out their CSR activities, which included:



Singapore

Packing and distributing bags with daily food necessities and back-to-school stationery with Food Bank.



Japan

Picking litter from Heiwa no Mori Park and the Ota Ward neighbourhood.



Hong Kong SAR

Donating recyclables to the GREEN\$ programme to redeem food items for donation.



Australia

Participated in a food rescue programme and delivered food to charities. Staff also helped to cook food and distributed them to people in need.



The US

Worked with Art Start, a non-profit organisation based in New York City, to organise and participate in creative workshops to transform the lives of at-risk youth.



The UK

Volunteered at the Zoological Society of London by participating in the renovation (painting and clearing) of various enclosures, assisting zookeepers with cleaning and tidying certain areas (e.g. "Gorilla Kingdom") and supporting their education team with ad hoc tasks.



Poland

Purchased and donated essential goods to a beneficiary from Szlachetna Paczka, a social programme in Poland which helps families in difficult circumstances.

STAFF GREEN INITIATIVE

- 540 staff
- 13 countries
- 20 projects

To encourage Mapletree staff worldwide to adopt environmentally friendly practices in the office, the Group launched a ground-up project called the Staff Green Initiative. From meat-free days to tree planting and a microgreens workshop, more than 540 staff across 13 countries contributed ideas and implemented 20 projects to green the office environment.

Australia

Mapletree staff in the Sydney office each received an indoor plant and a competition was held to see who could grow and maintain their plant well in the office. In addition, a presentation on ESG was conducted by a staff on the importance of tree planting and shared sustainable methods of operations within Mapletree's commercial and industrial properties in Australia.



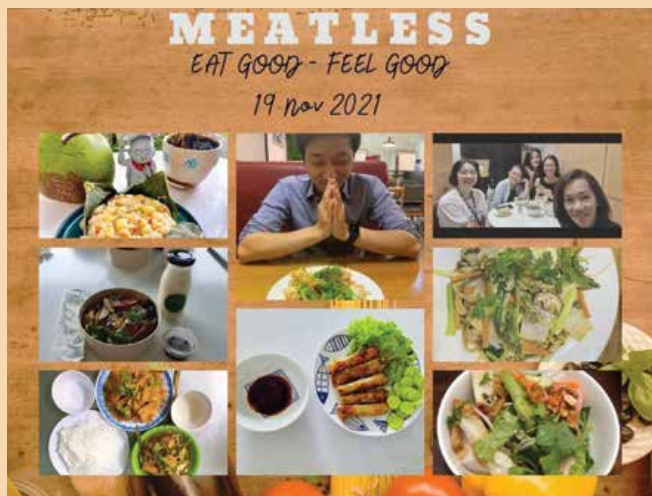
SUSTAINABILITY REPORT

STAFF GREEN INITIATIVE

Vietnam

Staff in Vietnam recognised that single-use plastics are one of the main contributors to waste as well as GHGs. Hence, an educational campaign was conducted in Mapletree Vietnam offices to cut out plastic water bottles and replace them with reusable bottles, glasses, and jugs. In addition, eco-friendly stationery and reusable bags were given to staff.

The team also held a three-month long campaign where they went meat-free for two meals a day in a month, further driving the message that the overconsumption of meat is responsible for the release of GHGs such as methane and carbon dioxide.



GIVE WITH OAKWOOD

Give with Oakwood was launched in June 2020 to provide relief to local communities, acknowledging that poverty and hunger exist even in affluent nations. The objective was to localise outreach through partners, who best served the needs of each Oakwood destination in a direct and impactful manner.

Each participating property pledged to donate for every room booking made during the campaign period.

Continuing the success of 2020's drive, Oakwood partnered the Los Angeles Regional Food Bank in the US in 2021, to support their food distribution programmes which serve over 900,000 people every month. In Asia, the group supported local community partners such as A Packet of Rice in Singapore, Second Harvest in Japan, the Habitat for Humanity in Indonesia, and The Finland Foundation in China, just to name a few.

Every direct reservation received between 19 July to 30 September 2021 across 59 participating Oakwood properties funded the donation of rice and essentials to impoverished members of society.

Over 28,600 kg of rice and essentials were contributed to more than 62,900 beneficiaries across Asia Pacific and the US.



>29,600 kg of rice and essentials



>62,900 beneficiaries

GOVERNANCE PILLAR

In the governance pillar, the material matters of ethical business conduct and compliance with laws and regulations are reported.



ETHICAL BUSINESS CONDUCT | COMPLIANCE WITH LAWS AND REGULATIONS

103-1

103-2

103-3

Why is this important to us?

Corruption is a business risk recognised as a major threat that impacts all aspects of society. It undermines the global effort towards sustainable development, disrupts markets and may cause misallocation of resources within communities. It is thus imperative that we pursue good governance and leadership in stemming out corruption in all forms.



Compliance cuts across all our sustainability commitments – from human resources to health, safety, and environment – enabling us to build better relationships with our stakeholders and a more sustainable business.

Key policies

- Anti-money laundering
- Code of Conduct
- Confidentiality of Information
- Contract Review
- Enterprise Risk Management Framework
- Gifts Policy
- Personal Data Policy
- Securities Trading
- Whistleblowing Policy

Highlights during the year

0

incidences of corruption

205-3

0

material incidences of non-compliance with relevant laws and regulations

307-1

416-2

417-2

417-3

419-1

GOOD CORPORATE GOVERNANCE IS THE CORNERSTONE OF OUR SUCCESS

102-16

Good corporate governance underpins the Group's long-term success and ensures investor confidence and business integrity. The Group is committed to conducting its business in accordance with all applicable laws and regulations, in an ethical manner. Mapletree has voluntarily subscribed to some of the core principles set out in the Code of Corporate Governance issued by the Monetary Authority of Singapore.

More information about the Group's corporate governance can be found in pages 132 to 136 of the annual report.

To foster a culture of responsible and ethical behaviour within the Group, we have a comprehensive set of policies and procedures in place. The policies are made available on the intranet and are accessible to all employees. Such policies and procedures include anti-money laundering checks on tenants, securities trading, code of conduct, whistleblowing, contract review as well as anti-corruption.

To ensure compliance awareness continues throughout the year, relevant employees are kept up-to-date with the recent developments and changes in the applicable laws and regulations through training and communication.

To provide assurance on the effectiveness of internal controls, we have various governance processes in place such as risk management, external audit, internal audit, and a Control Self-Assessment programme. Cases of threatened or pending litigation are reported immediately to the CEO of the Business Unit, the GCCO and Group General Counsel for timely resolution.

Securities trading by employees

Mapletree has an internal policy on prudent trading of securities of the Mapletree group of companies and employees are apprised of insider trading laws regularly. Reminders are issued

SUSTAINABILITY REPORT

prior to the start of trading “blackout periods” and employees are required to give pre-trading notifications before any dealings in Mapletree-related securities.

Code of conduct

Our internal code of General Conduct and Discipline sets out the framework and guidelines for employees on ethical values such as honesty and responsibility, as well as appropriate conduct for our employees.

Whistleblowing

Our Whistleblowing Policy further provides an avenue for employees and external parties to raise concerns about illegal, unethical, or otherwise inappropriate behaviour observed in the course of our businesses. The reporting channels are handled with confidential

safeguards to ensure that whistleblowers are protected from reprisals or victimisation if reports are made in good faith or are not malicious.

Anti-corruption

The Group recognises that our operations in various geographies and engagement with multiple stakeholders in our business activities expose us to the risks of bribery and corruption. The Group has a zero-tolerance policy toward bribery and corruption, and we take precautionary measures to address such risks.

Our policies relating to anti-corruption, the prohibition of bribery, acceptance or offer of lavish gifts or entertainment are strictly enforced. In addition, our employees are required to adhere to

the Group’s policies and procedures relating to code of ethics and conduct, conflict of interest and dealing in Mapletree-related securities.

Compliance with laws and regulations

In FY21/22, the Group maintained zero incidences of non-compliance with anti-corruption laws and regulations. There were also zero material incidences of non-compliance with other relevant laws and/or regulations.

SUPPLEMENTARY INFORMATION

Methodology

This section explains the boundaries, methodologies and assumptions used in the computation of Mapletree's sustainability data and information.

Environmental data

- Property-specific data relates to the four stable properties in Singapore – (i) HFC, (ii) HFT, (iii) 20 HD, and (iv) TPD

Energy

- The most significant form of energy consumed relates to purchased electricity from the grid, and only includes the common areas and shared services within the four stable properties.
- Electricity intensity is derived by taking total electricity consumption divided by the GFA less vacant lettable area for the four stable properties.

GHG emissions

- GHG emissions are reported in line with the guidance from the GHG Protocol Corporate Accounting and Reporting Standard. The operational control approach is applied, and Mapletree accounts for GHG emissions from operations over which it or its subsidiaries has operational control.
- Indirect (Scope 2) GHG emissions intensity is derived by taking total energy Indirect (Scope 2) GHG emissions divided by the GFA less vacant lettable area for the four stable properties.
- A location-based method is adopted to reflect the average emissions intensity of Singapore's grid. The emission factors used are obtained from the Singapore Energy Statistics published by the Energy Market Authority. We adopt the latest available Grid Emission Factor calculated using the Average Operating Margin method for the reporting period.

Water

- Water withdrawal is defined as the total water drawn for use. At Mapletree, this includes third-party water (municipal water sourced from Singapore's PUB) and surface water (rain-water harvesting).
- Water intensity is derived by taking total water withdrawal divided by the GFA less vacant lettable area for the four stable properties.

Employees data

- Employee data relates to all full-time global employees of Mapletree. Employee data does not include workers who are non-employees (e.g. TPSPs).

New hires and turnover

- New hire rate is calculated by taking the sum of the new hires in a year divided by 12 to obtain the average number of new hires in a year. The percentage is then calculated by dividing this figure by the average of the actual number of new hires in each month across a total of 12 months in a year.
- Turnover rate is calculated by taking the actual number of resignees in each month, summing up for a total of 12 months and then dividing by 12 to obtain the average number of resignees in a year. The percentage is then calculated by dividing this average by the average total number of employees.

Occupational health and safety

- Work-related injuries are defined as a negative impact on an employee's health arising from exposure to hazards at work. Injuries as a result of commuting incidents are only included if the transport has been organised by Mapletree. The rate of work-related injuries is computed based on 1,000,000 man-hours worked. In FY21/22's report, only data on Singapore employees for Health and Safety was reported.
- High-consequence work-related injuries are defined as work-related injuries that result in a fatality or in an injury from which the worker cannot, does not, or is not expected.

- 1 Several assets held under The HarbourFront Pte Ltd will participate in 2022's GRESB Real Estate Assessment.
- 2 MNACT will be delisted in August 2022 (tentative) and merged into MCT to form Mapletree Pan Asia Commercial Trust.
- 3 Singapore Commercial properties or sites refer to (i) HFC, (ii) HFT, (iii) 20 HD, and (iv) TPD
- 4 ROIE is computed based on adjusted* PATMI over the Group's equity held at original invested cost (OIC).
- 5 From FY19/20 to FY21/22.
- 6 ROE denotes return on equity and is computed based on PATMI attributable to Equity Holder of the Company over shareholder's funds.
- 7 PATMI denotes net profit after tax and non-controlling interests attributable to Perpetual Securities Holders and Equity Holder of the Company.
- 8 KPIs measured on a five-year cumulative basis.
- 9 Measured on Mapletree Investments' balance sheet perspective (excluding REITs and private funds).
- 10 The reported nine Japan properties are under MNACT.
- 11 Properties are subjected to surveys on a rotation basis. In FY21/22, tenants at 20 HD and TPD received the tenant satisfaction survey.
- 12 MLT and MCT.
- 13 The total headcount indicates employees who are hired in a permanent capacity globally. This includes the Property Manager's employees.
- 14 The Fit-out Manual is only provided to tenants in Mapletree's Singapore Commercial properties.

* Adjusted to exclude non-cash and non-operating items such as unrealised evaluations gains or losses, mark-to-market air value adjustments, gains and losses on foreign exchange, negative goodwill and dilution gains and losses and include OIC gains from any gains and losses on disposal and corporate restructuring surplus or deficit.

GRI CONTENT INDEX

GRI Standards Disclosures		Reference(s) and/or Explanation	Identified Omission(s)
General Disclosures			
Organisational profile			
102-1	Name of the organisation	Pages 6, 90	
102-2	Activities, brands, products, and services	Pages 6-7, 74-87	
102-3	Location of headquarters	Page 140	
102-4	Location of operations	Pages 74-82, 140	
102-5	Ownership and legal form	Pages 206-210	
102-6	Markets served	Pages 74-82, 140	
102-7	Scale of the organisation	Pages 82-87, 111-114	
102-8	Information on employees and other workers	Pages 111-117	
102-9	Supply chain	Pages 52-73	
102-10	Significant changes to the organisation and its supply chain	Pages 32-38	
102-11	Precautionary principle or approach	Pages 137-139	
102-12	External initiatives	Pages 94-97	
102-13	Membership of associations	Pages 102-103	
Strategy			
102-14	Statement from senior decision-maker	Pages 8-17, 90	
Ethic and integrity			
102-16	Values, principles, standards, and norms of behaviour	Pages 93, 125-126, 132-136	
102-17	Mechanisms for advice and concerns about ethics	Pages 132-136	
Governance			
102-18	Governance structure	Page 93	
102-20	Executive-level responsibility for economic, environmental, and social topics	Page 93	
102-29	Identifying and managing economic, environmental, and social impacts	Pages 94-97	
102-32	Highest governance body's role in sustainability reporting	Page 93	
102-36	Process for determining remuneration	Pages 132-136	
Stakeholder engagement			
102-40	List of stakeholder groups	Pages 102-103	
102-41	Collective bargaining agreements	–	Not applicable, as there are no collective bargaining agreements in place.
102-42	Identifying and selecting stakeholders	Pages 102-103	
102-43	Approach to stakeholder engagement	Pages 102-103	
102-44	Key topics and concerns raised	Pages 102-103	
Reporting practice			
102-45	Entities included in the consolidated financial statements	Pages 233-235	
102-46	Defining report content and topic boundaries	Page 91	
102-47	List of material topics	Pages 94-97	
102-48	Restatement of information	–	
102-49	Changes in reporting	–	Not applicable, as there are no changes from the previous reporting period.
102-50	Reporting period	Page 91	
102-51	Date of most recent report	The AR/SR for FY20/21 was published in June 2021.	
102-52	Reporting cycle	Page 91	

GRI Standards Disclosures		Reference(s) and/or Explanation	Identified Omission(s)
General Disclosures			
Reporting practice			
102-53	Contact point for questions regarding the report	Page 91	
102-54	Claims of reporting in accordance with the GRI Standards	Page 91	
102-55	GRI content index	Pages 128-131	
102-56	External assurance	Mapletree has not sought external assurance on this report but may do so in the future.	
Material Topic: Economic performance			
GRI 103 (2016): Management approach			
103-1	Explanation of the material topic and its boundary	Page 98	
103-2	The management approach and its components	Page 98	
103-3	Evaluation of the management approach	Page 98	
GRI 201 (2016): Economic performance			
201-1	Direct economic value generated and distributed	Pages 150-159	Information unavailable for breakdown of economic value distributed.
Material Topic: Quality, sustainable products and services			
GRI 103 (2016): Management approach			
103-1	Explanation of the material topic and its Boundary	Pages 99-101	
103-2	The management approach and its components	Pages 99-101	
103-3	Evaluation of the management approach	Pages 99-101	
GRI-G4 Sector Disclosures: Construction and real estate			
CRE8	Type and number of sustainability certification, rating, and labelling schemes	Pages 99-101	
Material Topic: Strong partnerships			
GRI 103 (2016): Management approach			
103-1	Explanation of the material topic and its boundary	Pages 102-103	
103-2	The management approach and its components	Pages 102-103	
103-3	Evaluation of the management approach	Pages 102-103	
GRI 308 (2016) Supplier environmental assessment			
308-1	New suppliers that were screened using environmental criteria	–	No new suppliers were identified for FY21/22.
GRI 414 (2016) Supplier social assessments			
414-1	New suppliers that were screened using social criteria	–	No new suppliers were identified for FY21/22.
Material Topic: Energy and climate change			
GRI 103 (2016): Management approach			
103-1	Explanation of the material topic and its boundary	Pages 104-106	
103-2	The management approach and its components	Pages 104-106	
103-3	Evaluation of the management approach	Pages 104-106	
GRI 302 (2016): Energy			
302-1	Energy consumption within the organisation	Pages 104-105	
302-3	Energy intensity	Pages 104-105	
GRI 305 (2016): Emissions			
305-1	Direct (Scope 1) GHG emissions	–	The disclosure relating to Direct (Scope 1) GHG emissions were excluded as properties' source of Scope 1 emissions comes from diesel generation. Diesel was only topped up for backup purposes and emission from this activity was insignificant.

GRI CONTENT INDEX

GRI Standards Disclosures		Reference(s) and/or Explanation	Identified Omission(s)
Material Topic: Energy and climate change			
GRI 305 (2016): Emissions			
305-2	Energy indirect (Scope 2) GHG emissions	Pages 104-105	
305-4	GHG emissions intensity	Pages 104-105	
GRI-G4 Sector Disclosures: Construction and real estate			
CRE1	Building energy intensity	Pages 104-105	
CRE3	GHG emissions intensity from buildings	Pages 104-105	
Material Topic: Water management			
GRI 103 (2016): Management approach			
103-1	Explanation of the material topic and its boundary	Pages 107	
103-2	The management approach and its components	Pages 107	
103-3	Evaluation of the management approach	Pages 107	
GRI 303 (2018): Water and effluents			
303-1	Interactions with water as a shared resource	Pages 107-108	
303-2	Management of water discharge-related impacts	Pages 107-108	
303-3	Water withdrawal	Pages 107-108	
GRI-G4 Sector Disclosures: Construction and real estate			
CRE2	Building water intensity	Pages 107-108	
Waste management			
GRI 103 (2016): Management approach			
103-1	Explanation of the material topic and its boundary	Page 109	
103-2	The management approach and its components	Page 109	
103-3	Evaluation of the management approach	Page 109	
GRI 306 (2020): Waste			
306-3	Waste generated	Page 109	
306-4	Waste directed to a disposal	Page 109	
306-5	Waste diverted from disposal	Page 109	
Material Topic: Employee engagement and talent management			
GRI 103 (2016): Management approach			
103-1	Explanation of the material topic and its boundary	Pages 111-112	
103-2	The management approach and its components	Pages 111-112	
103-3	Evaluation of the management approach	Pages 111-112	
GRI 401 (2016): Employment			
401-1	New employee hires and employee turnover	Page 111	Mapletree does not view the breakdown by age group, gender and region as material as the Group adopts fair employment practices.
GRI 404 (2016): Training and education			
404-2	Programmes for upgrading employee skills and transition assistance programmes	Pages 111-112	
404-3	Percentage of employees receiving regular performance and career development reviews	Pages 111-112	
Material Topic: Diversity and equal opportunity			
GRI 103 (2016): Management approach			
103-1	Explanation of the material topic and its boundary	Pages 113-114	
103-2	The management approach and its components	Pages 113-114	
103-3	Evaluation of the management approach	Pages 113-114	
GRI 405 (2016): Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	Pages 113-114	

GRI Standards Disclosures		Reference(s) and/or Explanation	Identified Omission(s)
Material Topic: Health and safety			
GRI 103 (2016): Management approach			
103-1	Explanation of the material topic and its boundary	Pages 115-117	
103-2	The management approach and its components	Pages 115-117	
103-3	Evaluation of the management approach	Pages 115-117	
GRI 403 (2018): Occupational health and safety			
403-2	Hazard identification, risk assessment, and incident investigation	Pages 115-117	
403-5	Worker training on occupational health and safety	Pages 115-117	
403-6	Promotion of worker health	Pages 115-117	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Pages 115-117	
403-9	Work-related injuries	Pages 115-117	
GRI 416 (2016): Customer health and safety			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Page 125	
Material Topic: Community impact			
GRI 103 (2016): Management approach			
103-1	Explanation of the material topic and its boundary	Pages 118-124	
103-2	The management approach and its components	Pages 118-124	
103-3	Evaluation of the management approach	Pages 118-124	
GRI 413 (2016): Community Impact			
413-1	Operations with local community engagement, impact assessments, and development programmes	Pages 118-124	
Material Topic: Ethical business conduct			
GRI 103 (2016): Management approach			
103-1	Explanation of the material topic and its boundary	Pages 125-126	
103-2	The management approach and its components	Pages 125-126	
103-3	Evaluation of the management approach	Pages 125-126	
GRI 205 (2016): Anti-corruption			
205-3	Confirmed incidents of corruption and actions taken	Page 125	
Material Topic: Compliance with laws and regulations			
GRI 103 (2016): Management approach			
103-1	Explanation of the material topic and its boundary	Pages 125-126	
103-2	The management approach and its components	Pages 125-126	
103-3	Evaluation of the management approach	Pages 125-126	
GRI 307 (2016): Environmental compliance			
307-1	Non-compliance with environmental laws and regulations	Page 125	
GRI 416 (2016): Customer health and safety			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Page 125	
GRI 416 (2016): Marketing and labelling			
417-2	Incidents of non-compliance concerning product and service information and labelling	Page 125	
417-3	Incidents of non-compliance concerning marketing communications	Page 125	
GRI 419 (2016): Socioeconomic compliance			
419-1	Non-compliance with laws and regulations in the social and economic area	Page 125	