



























































**Policy Table** 2-23

Policy Name	Policy Description	Applicable Material Matters
Acceptable Use Policy	Establish acceptable and unacceptable use of the Mapletree Group's IT systems and resources	 
Accounting Policy	Outlines the specific principles, bases, conventions, rules and practices applied by MIT and its subsidiaries in preparing and presenting financial statements	
Annual Employee Declaration	Annual declaration exercise to identify potential conflict of interests	 
Anti-Money Laundering Policy	Outlines the control process on anti-money laundering and countering the financing of terrorism	 
Board Diversity Policy	Sets out the principles and approach to achieve diversity on the Board of Directors within the Mapletree Group	
Code of Conduct and Discipline	Outlines the company's expectations for ethics, behaviour and employee conduct. Part of the Employee Handbook	   
Compensation, Benefits and Leave Policy	Outlines the details and procedures pertaining to compensation, benefits and leave. Part of the Employee Handbook	 
Confidentiality of Information	Outlines the requirements of employees to protect the company's information. Part of the Employee Handbook	 
Contract Review Policy	Outlines the standard operating procedures on the review of contracts, authorised signatories and the contracts index and archival process	 
Dealing in the Units of the Sponsor's REITs	Outlines the scope and processes relating to dealing of Mapletree-listed REITs	 
Distribution Policy	Outlines the principles to ascertain amounts that can be distributed to Unitholders as dividend	
Employee Handbook	Outlines the human resources practices and administration procedures of the Mapletree Group including general terms and conditions, and other policies	
Enterprise Risk Management Framework ("ERM")	ERM is an entity-wide strategy designed to identify, assess and prepare for potential risks that may affect the entity. ERM aims to manage risks within the entity's risk appetite, and identify opportunities to support the entity's objectives	 
Environment, Health and Safety Policy	Outlines environment, health and safety management across the Mapletree Group	     

Policy Name	Policy Description	Applicable Material Matters
Group Employee Engagement Policy	Outlines the importance of teamwork to the company, and funding procedures for employee engagement activities. Part of the Employee Handbook	
Group Gifts and Entertainment Policy and Procedures	Provides guidance for all employees of the Mapletree Group in complying with its code of conduct when giving or receiving gifts or entertainment	 
Group Procurement Policy and Procedures	Sets out the policies, procedures and processes for carrying out procurement related activities for or on behalf of the Mapletree Group	  
Group Renewable Energy Policy	Outlines the operational energy hierarchy and renewable energy procurement guidelines	 
Group Sustainable Development Policy	Outlines the sustainable practices for both greenfield and brownfield developments, including green building certifications, climate resilience measures and nature-based solutions, and design, materials and equipment specifications to reduce embodied carbon and generate energy and water savings and reduce GHG emissions when the buildings become operational	   
Group Sustainable Investment Policy	Outlines the sustainability assessments required as part of the due diligence process for new investments, including environmental and climate-related due diligence and green building certificates / energy ratings	     
Group Sustainable Operations Policy	Outlines the sustainable practices for operating assets, including green building certifications / energy ratings, sustainable standards for landlord works and tenant fit-out works, sustainable operations and maintenance practices, green leases and tenant engagement	    
Investor Relations Policy	Outlines the principles and practices that facilitate the regular, balanced and clear communication of information to Unitholders and the investment community	
Learning and Development Policy	Outlines the policy and procedures concerning training, Mapletree Training Award, induction/immersion programme and buddy programme for new joiners. Part of the Employee Handbook	
Mapletree CSR Framework	To empower individuals through supporting educational and healthcare initiatives and enriching communities through the arts and environmental sustainability	 
Overseas Business Travel and International Assignment Policy	Sets out the guidelines and procedures for business travel made by employees	



**Key for the tagging of applicable material matters**

-  Economic performance
-  Strong partnerships
-  Energy and climate change
-  Quality, sustainable products and services
-  Water management
-  Waste management
-  Employee engagement and talent management
-  Diversity and equal opportunities
-  Health and safety
-  Community impact
-  Ethical business conduct
-  Compliance with laws and regulations

Policy Name	Policy Description	Applicable Material Matters
Pandemic Disease Plan	Sets out the guidelines to safeguard and derisk operations during a contagious medical situation for the Mapletree Group's corporate offices	
Performance Management Policy	Outlines the guidelines and application of the performance management process	
Personal Data Policy	Policy concerning handling of employee personal data. Part of the Employee Handbook	
Resourcing and Employment Policy	Outlines the guidelines and process for recruitment and all employment related services	
Securities Trading	Sets forth the restrictions, requirements and expectations for ownership and trading of securities of the Mapletree-sponsored listed REITs for all directors and employees of the Mapletree Group	
Talent Management Policy	Outlines the guidelines and procedures on the application of the talent management programmes in the Mapletree Group	
Whistle-blowing Policy	Provides guidance and proper avenues for employees and external parties to raise concerns about actual or suspected misconduct or wrongdoing	

### Supplementary Information

#### Methodology

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



#### Employees

- Employees are defined as individuals who are employed by the Mapletree Group, according to national law. The Manager and the Property Manager are wholly-owned subsidiaries of the Mapletree Group. Employees include the management teams and employees of the Manager and the Property Manager who are based in Singapore, the United States and Japan and do not include workers who are non-employees (e.g., third-party service providers).
- New hires are defined as employees who joined the organisation during the financial year. The annual new hire rate is represented as the number of new hires over the number of employees as at end of financial year, and expressed as a percentage.
- Turnovers are defined as employees who left the organisation during the financial year. The annual turnover rate is represented as the number of turnovers over the average number of employees in the financial year, and expressed as a percentage.
- The average training hours per employee is represented by the total number of training hours undertaken by employees divided by the average headcount at three points in time - the beginning, the middle and the end of the financial year.



#### 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. They include minor, major and fatal injuries as defined by MOM.
  - > Minor: Non-severe injuries which result in more than three days of medical leave, or at least 24 hours of hospitalisation.
  - > Major: Non-fatal, but severe injuries defined by nature of the injury, part of body injured, incident type and duration of medical leave. These include amputation, blindness, deafness, paralysis, crushing, fractures and dislocations to the head, back, chest and abdomen, neck, hip and pelvis, exposure to electric current, asphyxia or drowning, burns, concussions, mosquito-borne diseases and virus outbreaks with more than 20 days of medical leave.
  - > Fatal: Results in death.
- High-consequence work-related injuries are defined as major and fatal work-related injuries that result in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.
- Recordable work-related injuries are defined as work-related injuries resulting in at least four days of medical leave.
- Hazards are defined as per the guidelines on MOM on types of Dangerous Occurrences.
- Health and safety data reported include employees of the Manager and the Property Manager who are based in Singapore, the United States and Japan and do not include workers who are non-employees (e.g. third-party service providers).
- Rate of work-related injuries and rate of high-consequence work-related injuries are computed based on 1,000,000 man-hours worked.



#### Energy

- The most significant form of energy consumed relates to purchased electricity from the grid and includes the electricity consumption (the numerator) in common areas and shared services.
- Building electricity intensity is derived by taking into consideration GFA/NLA and occupancy rates for the denominator.
- Estimates for energy reduction are derived based on the specifications of the equipment installed or replaced.





**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 MIT accounts for GHG emissions from operations over which it or its subsidiaries has operational control.
- The properties' source of direct (Scope 1) GHG emissions comes from diesel generation and fugitive emissions. Diesel is only topped up for backup purposes and emission from this activity is insignificant.
- Direct (Scope 1) GHG emissions are calculated using emission factors and global warming potential rates from the 2006 IPCC Guidelines for National Greenhouse Gas Inventories and the IPCC Fifth Assessment Report. GHG emissions are calculated in accordance with the equity share approach of the GHG Protocol standard – the most widely accepted international standard for GHG accounting. Gases included in the calculation are carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O), with totals expressed in units of tonnes of carbon dioxide equivalent (tonnes CO<sub>2</sub>e).
- Most of the properties' emissions come from the use of electricity for lighting, air-conditioning systems and lifts which are classified energy indirect (Scope 2) GHG emissions.
- 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. The Manager adopted grid emission factor calculated using the Average Operating Margin method.

Year	Average Operating Margin (kg CO <sub>2</sub> / kWh)	Source
FY21/22	0.4080	Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority (EMA), 2005 – 2020, October 2021
FY22/23	0.4057	Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority (EMA), 2005 – 2021, October 2022
FY23/24	0.4168	Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority (EMA), 2005 – 2022, October 2023

- The emissions factors for the United States are obtained from the United States Environmental Protection Agency's (EPA) 2022 eGRID data. The specific eGRID subregion for each asset is obtained using the EPA's online power profiler resource.
- GHG emissions intensity is derived where the numerator is the total energy indirect (Scope 2) GHG emissions, and the denominator is calculated considering GFA/NLA and occupancy rates.



**Water**

- Water withdrawal (the numerator) is defined as the total sum of water drawn for use. This includes third-party water. Municipal water sourced from Singapore's PUB comprises tap water and NEWater. Public water systems in the United States are often supplied by surface water or ground water.

Source of Water	Description	Boundary
Tap Water	Singapore's tap water supply comprises a mix of four sources – (i) water from local catchment; (ii) imported water; (iii) desalinated water; and (iv) NEWater.  The United States' tap water supply comprises either surface water or ground water.	All of MIT's properties in Singapore  All of MIT's properties in the United States
NEWater	NEWater is high-grade reclaimed water produced from treated used water that is further purified using advanced membrane technologies and ultra-violet disinfection.	K&S Corporate Headquarters and 1 & 1A Depot Close

- MIT's water withdrawn complies with local regulations of allowable limits of total dissolved solids. In Singapore, the municipal water supply is categorised as freshwater with Total Dissolved Solids levels of ≤1,000 mg/L as per PUB's, 'Our Water Our Future' report.
- The Safe Drinking Water Act ("SDWA") is the main federal law that ensures the United States' quality of drinking water. Under SDWA, the Environmental Protection Agency sets standards for drinking water quality and oversees the states, localities, and water suppliers who implement those standards.
- Building water intensity is derived by taking into consideration GFA/NLA and occupancy rates for the denominator.



**Waste**

Waste is defined as anything that the holder discards, intends to discard, or is required to discard.

**Sustainable Building Certifications** CRE8

Property / Cluster	Award
<b>Data Centres</b>	
115 Second Avenue, Waltham	Energy Star Certified
1221 Coit Road, Plano	Two Green Globes Certified LEED Building Design and Construction Gold
1400 Kifer Road, Sunnyvale	Energy Star Certified
21110 Ridgeway Circle, Sterling	Energy Star Certified
21744 Sir Timothy Drive, Ashburn	LEED Building Design and Construction Gold Energy Star Certified
21745 Sir Timothy Drive, Ashburn	LEED Building Design and Construction Gold Energy Star Certified
3065 Gold Camp Drive, Rancho Cordova	Energy Star Certified
STT Tai Seng 1	LEED Commercial Interiors Gold
<b>Hi-Tech Buildings</b>	
1 & 1A Depot Close	BCA Green Mark Platinum
18 Tai Seng	BCA Green Mark Gold
30A Kallang Place	BCA Green Mark Gold
161 & 163 Kallang Way	BCA Green Mark Platinum
978 & 988 Toa Payoh North	BCA Green Mark Gold
K&S Corporate Headquarters	BCA Green Mark Gold
Serangoon North	BCA Green Mark Gold <sup>Plus</sup>
<b>Business Park Buildings</b>	
The Signature	BCA Green Mark Gold
The Strategy	BCA Green Mark Gold <sup>Plus</sup>
The Synergy	BCA Green Mark Gold <sup>Plus</sup>



## Key ESG Data Summary

The report's ESG data summary list is aligned with SGX recommendations on a common and standardised set of ESG metrics.

### Environmental Data

Metric	Unit	FY21/22	FY22/23	FY23/24
<b>GHG Emissions</b> <span>305-1</span> <span>305-2</span> <span>305-4</span> <span>CRE3</span>				
<b>Singapore</b>				
Scope 1	tCO <sub>2</sub> e	7.1	13.2	12.2
Scope 2	tCO <sub>2</sub> e	20,683	17,990	17,627
Average building Scope 2 GHG emissions intensity	tCO <sub>2</sub> e/m <sup>2</sup>	0.0120	0.0103	0.0102
<b>North America</b>				
Scope 1	tCO <sub>2</sub> e	-	-	491
Scope 2	tCO <sub>2</sub> e	53,354	64,774	65,225
Average building Scope 2 GHG emissions intensity	tCO <sub>2</sub> e/m <sup>2</sup>	0.391	0.462	0.462
<b>Building Electricity Consumption</b> <span>302-1</span> <span>302-3</span> <span>CRE1</span>				
<b>Singapore</b>				
Total	Million kWh	51.8	45.5	44.1
Proportion of total building electricity generated by solar power	%	2	3	4
Average building electricity intensity	kWh/m <sup>2</sup>	29.9	26.0	25.5
<b>North America</b>				
Total	Million kWh	143.6	174.5	174.3
Average building electricity intensity	kWh/m <sup>2</sup>	1,042.8	1,239.2	1,230.3
<b>Water Withdrawal</b> <span>303-3</span> <span>CRE2</span>				
<b>Singapore</b>				
Total water withdrawal	m <sup>3</sup>	645,116	663,343	703,763
Municipal water supply	%	91	91	92
Treated water/ Recycled water	%	9	9	8
Average building water intensity	m <sup>3</sup> /m <sup>2</sup>	0.37	0.38	0.40
<b>North America</b>				
Total water withdrawal	m <sup>3</sup>	60,434	84,755	70,104
Average building water intensity	m <sup>3</sup> /m <sup>2</sup>	0.43	0.61	0.50
<b>Waste and Recycling</b> <span>306-3</span> <span>306-4</span> <span>306-5</span>				
Total waste generated	Tonnes	10,577.3	12,066.1	12,162.5
Total hazardous waste	Tonnes	0.0	0.0	0.0
Total non-hazardous waste	Tonnes	10,577.3	12,066.1	12,162.5
Non-hazardous waste sent to incineration (with energy recovery)	Tonnes	10,257.4	11,604.9	11,490.0
Non-hazardous waste sent for recycling	Tonnes	319.9	461.2	672.5
Waste diversion from disposal	%	3	4	6

### Social Data

Metric (As at 31 March)	Unit	2022	2023	2024
<b>Employee Profile</b>				
<b>Breakdown of employees by gender and employment type</b> <span>2-7</span>				
<b>Number of employees</b>				
Men	Number	92	91	91
Women	Number	100	95	100
Total	Number	192	186	191
<b>Permanent employees</b>				
Men	Number	92	91	90
Women	Number	98	94	94
<b>Temporary employees</b>				
Men	Number	0	0	1
Women	Number	2	1	6
<b>Full-time employees</b>				
Men	Number	92	91	91
Women	Number	100	95	100
<b>Part-time employees</b>				
Men	Number	0	0	0
Women	Number	0	0	0

Metric	Unit	FY22/23	FY23/24
<b>Development and Benefits</b>			
<b>New Hires and Turnover</b> <span>401-1</span>			
New Hires	Number (rate)	25 (13%)	37 (19%)
Turnover	Number (rate)	30 (16%)	32 (17%)
<b>Parental Leave for Employees</b> <span>401-3</span>			
<b>Number of employees who were entitled to parental leave</b>			
Men	Number	91	91
Women	Number	95	100
<b>Number of employees who took parental leave</b>			
Men	Number	2	0
Women	Number	1	7
<b>Number and rate<sup>14</sup> of employees who returned to work in the reporting period after parental leave ended</b>			
Men	Number (rate)	2 (100%)	0 (0%)
Women	Number (rate)	2 (100%)	6 (86%)
<b>Number and rate<sup>15</sup> of employees who remained employed 12 months after returning to work</b>			
Men	Number (rate)	4 (100%)	2 (100%)
Women	Number (rate)	4 (80%)	1 (50%)
<b>Development and Training</b> <span>404-1</span>			
Average training hours per employee <sup>16</sup>	Hours	49.2	50.8
Percentage of employees who received professional training related to ESG topics <sup>16</sup>	%	100.0	98.3

<sup>14</sup> Refers to the number of employees who returned to work as a percentage of those who took parental leave.

<sup>15</sup> Refers to the number of employees who remained employed 12 months after returning to work as a percentage of the total number of employees who returned to work following the end of the parental leave.

<sup>16</sup> Relates to employees from the Manager and the Property Manager who are based in Singapore.

Metric	Unit	FY22/23	FY23/24
<b>Development and Benefits</b>			
<b>Average training hours by category and gender</b>			
<b>Support</b>			
Men	Hours	49.7	46.6
Women	Hours	52.9	50.6
<b>Professional</b>			
Men	Hours	49.9	52.3
Women	Hours	46.8	52.2
<b>Management</b>			
Men	Hours	46.6	50.6
Women	Hours	42.7	51.0

Metric	Unit	FY21/22	FY22/23	FY23/24
<b>Health and Safety</b>				
<b>Employees 403-9</b>				
Fatalities	Number (rate per million manhours worked)	0	0	0
High-consequence work-related injuries (resulting in permanent disability)	Number (rate per million manhours worked)	0	0	0
Recordable work-related injuries	Number (rate per million manhours worked)	1 (2.33)	0	0
Number of hours worked	Number	422,110	411,060	416,910

**Governance Data**

Metric	Unit	FY22/23	FY23/24
<b>Ethical Business Conduct and Compliance with Laws and Regulations</b>			
<b>Employees who received communication about anti-corruption policies and procedures 205-2</b>			
Support	Number (%)	85 (100%)	75 (100%)
Professional	Number (%)	88 (100%)	100 (100%)
Management	Number (%)	13 (100%)	16 (100%)
<b>Employees who received training on anti-corruption 205-2</b>			
Support	Number (%)	43 (51%)	42 (56%)
Professional	Number (%)	74 (84%)	47 (47%)
Management	Number (%)	11 (85%)	9 (56%)

**Economic Data**

Metric	Unit	FY21/22	FY22/23	FY23/24
<b>Strong Partnerships 308-1 414-1</b>				
New suppliers that were screened using environmental criteria	Number (%)	2 (67%)	8 (40%)	12 (55%)
New suppliers that were screened using social criteria	Number (%)	3 (100%)	13 (65%)	14 (64%)



## GRI Content Index

GRI 2021 Standards Disclosure Reference	Description	Section of Report / Reasons for Omission	Page Reference
<b>General Disclosures</b>			
<b>Organisational Profile</b>			
2-1	Organisational details	Annual Report - Corporate Profile	IFC
2-2	Entities included in the organisation's sustainability reporting	Reporting Scope	2
2-3	Reporting period, frequency and contact point	Reporting Scope	2
		Reporting period is from 1 April 2023 to 31 March 2024.	2
		Feedback	2
2-4	Restatements of information	The energy performance data had been restated for FY22/23 due to the availability of more accurate electricity consumption data.	14
2-5	External assurance	Internal Audit Department conducted an internal review of processes relating to sustainability reporting in FY23/24. The Manager has not sought external assurance for this report. It may consider doing so for future reports.	
2-6	Activities, value chain and other business relationships	Annual Report - Organisation and Trust Structures	18
		Annual Report - Strategic Locations Across North America, Singapore and Japan	28-29
		Annual Report - Operations Review	30-37
		Strong Partnerships – Management Approach	9
2-7	Employees	Diversity and Equal Opportunity - Management Approach	27
		Key ESG Data Summary	37-38
		There were no significant fluctuations in the number of employees during the reporting period.	
2-8	Workers who are not employees	<i>Information unavailable/incomplete: MIT is looking to progressively report the disclosure when such capabilities are available.</i>	
2-9	Governance structure and composition	Sustainability Approach - Sustainability Governance	3
		Annual Report - Board of Directors	19-23
		Annual Report - Corporate Governance	81-98
2-10	Nomination and selection of the highest governance body	Annual Report - Corporate Governance	81-98
2-11	Chair of the highest governance body	Annual Report - Board of Directors	19-23
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Approach - Sustainability Governance	3
		Annual Report - Corporate Governance	81-98
2-13	Delegation of responsibility for managing impacts	Sustainability Approach - Sustainability Governance	3
		Annual Report - Corporate Governance	81-98
2-14	Role of the highest governance body in sustainability reporting	Board Statement	2
		Sustainability Approach - Sustainability Governance	3
2-15	Conflicts of interest	Annual Report - Corporate Governance	81-98
2-16	Communication of critical concerns	Ethical Business Conduct and Compliance with Laws and Regulations - Whistle-blowing	33
		<i>Confidentiality constraints: The total number and nature of critical concerns are not disclosed due to confidentiality reasons.</i>	

GRI 2021 Standards Disclosure Reference	Description	Section of Report / Reasons for Omission	Page Reference
<b>General Disclosures</b>			
<b>Organisational Profile</b>			
2-17	Collective knowledge of the highest governance body	Sustainability Approach - Sustainability Governance	3
2-18	Evaluation of the performance of the highest governance body	Annual Report - Corporate Governance	81-98
2-19	Remuneration policies	Annual Report - Corporate Governance	81-98
2-20	Process to determine remuneration	Annual Report - Corporate Governance	81-98
2-21	Annual total compensation ratio	<i>Confidentiality Constraints: MIT regards compensation information of employees to be of a confidential and sensitive nature; and hence, the annual total compensation ratio is not disclosed in this report.</i>	
2-22	Statement on sustainable development strategy	Board Statement	2
2-23	Policy commitments	Sustainability Approach - Mapletree ESG Framework	4
		Policy Table	34-35
2-24	Embedding policy commitments	Sustainability Approach - Mapletree ESG Framework	4
2-25	Processes to remediate negative impacts	Employee Engagement and Talent Management – Employee Engagement	26
		Community Impact - Serving the Wider Community and Managing Business Impact on Stakeholders	31
		Ethical Business Conduct and Compliance with Laws and Regulations - Whistle-blowing	33
2-26	Mechanisms for seeking advice and raising concerns	Employee Engagement and Talent Management - Employee Engagement	26
		Ethical Business Conduct and Compliance with Laws and Regulations - Whistle-blowing	33
2-27	Compliance with laws and regulations	Ethical Business Conduct and Compliance with Laws and Regulations - Compliance with Laws and Regulations	33
2-28	Membership associations	Strong Partnerships - Memberships	10
2-29	Approach to stakeholder engagement	Sustainability Approach - Stakeholder Engagement	6
		Strong Partnerships - Management Approach	9
2-30	Collective bargaining agreements	Employee Engagement and Talent Management - Respect for Collective Bargaining Rights	26
<b>GRI 3: Material Topics 2021</b>			
3-1	Process to determine material topics	Sustainability Approach - Materiality	4
3-2	List of material topics	Sustainability Approach - Material Matters, Targets and Performance	4-5
3-3	Management of material topics	Sustainability Approach - Material Matters, Targets and Performance	4-5

GRI 2021 Standards Disclosure Reference	Description	Section of Report / Reasons for Omission	Page Reference
<b>Material Topic: Economic Performance</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	Economic Performance	8
<b>GRI 201 (2016): Economic performance</b>			
201-1	Direct economic value generated and distributed	Economic Performance - Management Approach Annual Report - Financial Statements	8 109-198
201-2	Financial implications and other risks and opportunities due to climate change	Task Force on Climate-Related Financial Disclosures (TCFD) <i>Information unavailable/incomplete: MIT is currently in the process of quantifying its climate risk assessments and will disclose such information once available.</i>	15-18
201-3	Defined benefit plan obligations and other retirement plans	Employee Engagement and Talent Management - Long-term Talent Retention	24
<b>Material Topic: Strong Partnerships</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	Strong Partnerships	9-10
<b>GRI 308 (2016) Supplier environmental assessment</b>			
308-1	New suppliers that were screened using environmental criteria	Strong Partnerships - Supplier Engagement Key ESG Data Summary	9 37-38
308-2	Negative environmental impacts in the supply chain and actions taken	<i>Information unavailable/incomplete: MIT does not currently have full visibility of the environmental impact in the supply chain. MIT is looking to progressively report the disclosure when such capabilities are available.</i>	
<b>GRI 414 (2016) Supplier social assessments</b>			
414-1	New suppliers that were screened using social criteria	Strong Partnerships - Supplier Engagement Key ESG Data Summary	9 37-38
414-2	Negative social impacts in the supply chain and actions taken	<i>Information unavailable/incomplete: MIT does not currently have full visibility of the social impact in the supply chain. MIT is looking to progressively report the disclosure when such capabilities are available.</i>	
<b>Material Topic: Energy and Climate Change</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	Energy and Climate Change	13-15
<b>GRI 302 (2016): Energy</b>			
302-1	Energy consumption within the organisation	Energy and Climate Change – Energy and Emissions Performance Key ESG Data Summary	14-15 37-38
302-2	Energy consumption outside of the organisation	<i>Information unavailable/incomplete: MIT is working to improve engagement throughout its value chain, in order to obtain energy consumption data from its tenants, suppliers, and other stakeholders. Data availability is currently not within the organisation's control, and it aims to disclose energy consumption within its value chain once the relevant information is made available.</i>	
302-3	Energy intensity	Energy and Climate Change - Energy and Emissions Performance Key ESG Data Summary	14-15 37-38
302-4	Reduction of energy consumption	Energy and Climate Change - Management Approach	13

GRI 2021 Standards Disclosure Reference	Description	Section of Report / Reasons for Omission	Page Reference
<b>GRI 305 (2016): Emissions</b>			
305-1	Direct (Scope 1) GHG emissions	Energy and Climate Change - Energy and Emissions Performance Key ESG Data Summary	14-15 37-38
305-2	Energy indirect (Scope 2) GHG emissions	Energy and Climate Change - Energy and Emissions Performance Key ESG Data Summary	14-15 37-38
305-3	Other indirect (Scope 3) GHG emissions	<i>Information unavailable/incomplete: MIT is working to improve engagement throughout its value chain, in order to obtain emissions data from its tenants, suppliers and other stakeholders. Data availability is currently not within the organisation's control, and it aims to disclose its Scope 3 GHG emissions once the relevant information is made available.</i>	
305-4	GHG emissions intensity	Energy and Climate Change - Energy and Emissions Performance Key ESG Data Summary	14-15 37-38
305-5	Reduction of GHG emissions	Energy and Climate Change - Commitment to Renewable Energy	14
<b>GRI-G4 Sector Disclosures: Construction and real estate</b>			
CRE1	Building energy intensity	Energy and Climate Change - Energy and Emissions Performance Key ESG Data Summary	14-15 37-38
CRE3	GHG emissions intensity from buildings	Energy and Climate Change - Energy and Emissions Performance Key ESG Data Summary	14-15 37-38
<b>Material Topic: Quality, Sustainable Products and Services</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	Quality, Sustainable Products and Services	19
<b>GRI-G4 Sector Disclosures: Construction and real estate</b>			
CRE8	Type and number of sustainability certification, rating and labelling schemes	Quality, Sustainable Products and Service – Management Approach Sustainable Building Certifications	19 36
<b>Material Topic: Water Management</b>			
<b>GRI 303 (2018): Water and effluents</b>			
303-1	Interactions with water as a shared resource	Water Management - Management Approach	21
303-2	Management of water discharge-related impacts	Water Management - Management of Water Discharge-related Impact	22
303-3	Water withdrawal	Water Management - Translating Efforts into Reductions in Water Withdrawal Key ESG Data Summary	22 37-38
303-4	Water discharge	<i>Information unavailable/incomplete: MIT does not currently track its water discharge for all countries of operation, and is working to disclose in the future when such information is available.</i>	
303-5	Water consumption	<i>Information unavailable/incomplete: MIT does not currently track its water consumption for all countries of operation, and is working to disclose in the future when such information is available.</i>	

GRI 2021 Standards Disclosure Reference	Description	Section of Report / Reasons for Omission	Page Reference
<b>GRI-G4 Sector Disclosures: Construction and real estate</b>			
CRE2	Building water intensity	Water Management - Translating Efforts into Reductions in Water Withdrawal	22
<b>Additional Topic: Waste Management</b>			
3-3	Management of material topics	Waste Management	22
<b>GRI 306 (2020): Waste</b>			
306-1	Waste generation and significant waste-related impacts	Waste Management - Management Approach	22
306-2	Management of significant waste-related impacts	Waste Management - Management Approach	22
306-3	Waste generated	Waste Management - Translating Efforts into a Reduction in Waste Generation Key ESG Data Summary	22 37-38
306-4	Waste directed to a disposal	Waste Management - Translating Efforts into a Reduction in Waste Generation Key ESG Data Summary	22 37-38
306-5	Waste diverted from disposal	Waste Management - Translating Efforts into a Reduction in Waste Generation Key ESG Data Summary	22 37-38
<b>Material Topic: Employee Engagement and Talent Management</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	Employee Engagement and Talent Management	24-26
<b>GRI 401 (2016): Employment</b>			
401-1	New employee hires and employee turnover	Employee Engagement and Talent Management - Long-term Talent Retention <i>Not applicable: MIT does not view the breakdown by age group, gender and region as material as the rates do not vary significantly across age group, gender and region.</i> Key ESG Data Summary	24 37-38
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Engagement and Talent Management - Long-term Talent Retention <i>Similar benefits are provided to full-time and part-time employees.</i>	24
401-3	Parental leave	Employee Engagement and Talent Management - Long-term Talent Retention Key ESG Data Summary	24 37-38
<b>GRI 402 (2016): Labor/Management relations</b>			
402-1	Minimum notice periods regarding operational changes	Employee Engagement and Talent Management - Management Approach	24
<b>GRI 404 (2016): Training and education</b>			
404-1	Average hours of training per year per employee	Employee Engagement and Talent Management - Talent Development Opportunities and Succession Planning Key ESG Data Summary	24-26 37-38

GRI 2021 Standards Disclosure Reference	Description	Section of Report / Reasons for Omission	Page Reference
404-2	Programmes for upgrading employee skills and transition assistance programmes	Employee Engagement and Talent Management - Talent Development Opportunities and Succession Planning	24-26
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Engagement and Talent Management - Long-term Talent Retention	24
<b>Material Topic: Diversity and Equal Opportunity</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	Diversity and Equal Opportunity	27
<b>GRI 405 (2016): Diversity and equal opportunity</b>			
405-1	Diversity of governance bodies and employees	Diversity and Equal Opportunity - Management Approach Diversity and Equal Opportunity - Board Diversity	27 27
405-2	Ratio of basic salary and remuneration of women to men	Diversity and Equal Opportunity - Pay Equality <i>Confidentiality constraints: MIT regards compensation and remuneration information of employees to be of a confidential and sensitive nature. Thus, MIT did not provide the breakdown by region or provide remuneration details.</i>	27
<b>Material Topic: Health and Safety</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3	Management of material topics	Health and Safety	28-29
<b>GRI 403 (2018): Occupational health and safety</b>			
403-1	Occupational health and safety management system	Health and Safety - Management Approach	28
403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety - Hazard Identification, Risk Assessment and Incident Investigation	28
403-3	Occupational health services	Health and Safety - Hazard Identification, Risk Assessment and Incident Investigation	28
403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety - Prevention and Mitigation of Occupational Health and Safety Impact Health and Safety - Hazard Identification, Risk Assessment and Incident Investigation	28 28
403-5	Worker training on occupational health and safety	Health and Safety - Training on Health and Safety	28
403-6	Promotion of worker health	Health and Safety - Holistic Employee Well-being	29
403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Health and Safety - Prevention and Mitigation of Occupational Health and Safety Impact	28



GRI 2021 Standards Disclosure Reference	Description	Section of Report / Reasons for Omission	Page Reference
403-9	Work-related injuries	Health and Safety - Safety Performance	28
		Health and Safety - Hazard Identification, Risk Assessment and Incident Investigation	28
		Key ESG Data Summary	37-38
<i>Information unavailable/incomplete: Disclosure relating to workers who are not employees was not included as information was unavailable.</i>			

#### Material Topic: Community Impact

##### GRI 3: Material Topics 2021

3-3	Management of material topics	Community Impact	30-31
<b>GRI 413 (2016): Community impact</b>			
413-1	Operations with local community engagement, impact assessments, and development programmes	Community Impact - Management Approach	30
		Serving the Wider Community and Managing Business Impact on Stakeholders	31

#### Material Topic: Ethical Business Conduct

##### GRI 3: Material Topics 2021

3-3	Management of material topics	Ethical Business Conduct and Compliance with Laws and Regulations	33
<b>GRI 205 (2016): Anti-corruption</b>			
205-1	Operations assessed for risks related to corruption	Ethical Business Conduct and Compliance with Laws and Regulations - Management Approach	33
		Ethical Business Conduct and Compliance with Laws and Regulations - Anti-corruption	33
205-2	Communication and training about anti-corruption policies and procedures	Strong Partnerships - Supplier Engagement	9
		Ethical Business Conduct and Compliance with Laws and Regulations - Anti-corruption	33
		Key ESG Data Summary	37-38
<i>Information unavailable/incomplete: The Manager does not communicate with all its business partners about anti-corruption policies and procedures. It is working to extend such communication to all its business partners in the future.</i>			
205-3	Confirmed incidents of corruption and actions taken	Ethical Business Conduct and Compliance with Laws and Regulations - Anti-corruption	33

##### GRI 206 (2016): Anti-competitive behaviour

206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	There are no instances of anti-competitive behaviour, anti-trust, and monopoly practices in FY23/24.	
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#### Material Topic: Compliance with Laws and Regulations

##### GRI 3: Material Topics 2021

3-3	Management of material topics	Ethical Business Conduct and Compliance with Laws and Regulations	33
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GRI 2021 Standards Disclosure Reference	Description	Section of Report / Reasons for Omission	Page Reference
<b>GRI 416 (2016): Customer health and safety</b>			
416-1	Assessment of the health and safety impacts of product and service categories	Quality, Sustainable Products and Services - Management Approach	19
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Ethical Business Conduct and Compliance with Laws and Regulations - Compliance with Laws and Regulations	33
<b>GRI 417 (2016): Marketing and labelling</b>			
417-3	Incidents of non-compliance concerning marketing communications	Ethical Business Conduct and Compliance with Laws and Regulations - Compliance with Laws and Regulations	33
		Ethical Business Conduct and Compliance with Laws and Regulations - Responsible Marketing and Communications	33
<b>GRI 418 (2016): Customer privacy</b>			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ethical Business Conduct and Compliance with Laws and Regulations - Compliance with Laws and Regulations Ethical Business Conduct and Compliance with Laws and Regulations - Data Protection	33 33



### TCFD Content Index

The TCFD outlines 11 recommendations for organisations to include in their climate reporting. The table below directs to the relevant section where these recommendations are covered in MIT's Sustainability Report 2023/2024.

The Manager has complied with the 11 recommendations. It will continue to work towards expanding the scope of the metrics and targets, developing the methodology of its climate scenario analysis and enhancing its climate-related disclosure.

TCFD Pillars	TCFD Recommended Disclosures	Section
Governance	a. Describe the Board's oversight of climate-related risks and opportunities.	Page 15
	b. Describe Management's role in assessing and managing climate-related risks and opportunities.	Page 15
Strategy	a. Describe the climate-related risks and opportunities the organisation has identified over the short-, medium- and long-term.	Pages 16-18
	b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	Pages 16-18
	c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 1.5°C or lower scenario.	Pages 16-18
Risk Management	a. Describe the organisation's processes for identifying and assessing climate-related risks.	Pages 99-101 (Risk Management section in Annual Report)
	b. Describe the organisation's processes for managing climate-related risks.	Pages 99-101 (Risk Management section in Annual Report) and Page 18 (TCFD section in Sustainability Report)
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	Page 18
Metrics and Targets	a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Page 18
	b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 (GHG) emissions, and the related risks.	Page 18
	c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Page 18