

Social


The Manager and the Property Manager value their employees and community by nurturing human capital through development opportunities and promoting a diverse and inclusive culture. Commitment to health and safety and CSR underscores their dedication to societal well-being. These will in turn enhance their reputation and foster community connections.

The section covers four material matters: **Employee Engagement and Talent Management, Diversity and Equal Opportunity, Health and Safety, and Community Impact.**



Employee Engagement and Talent Management

 **17%**
annual turnover rate

 **50.8**
average training hours per employee




Diversity and Equal Opportunity

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

 **27.3%**
female representation on the Board



Health and Safety

 **Zero**
incidents resulting in employee permanent disability or fatality

 **Zero**
recordable high-consequence work related injuries



Community Impact

 **\$12,535**
raised for 160 beneficiaries from the Children's Wishing Well

 **109**
employee volunteers in Singapore participated in MIT's CSR initiative

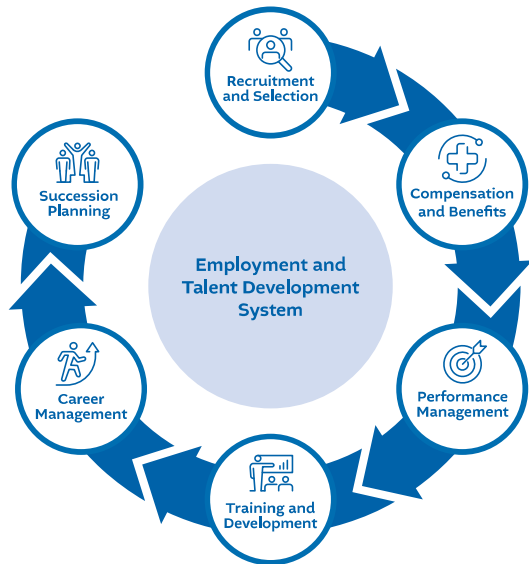


Employee Engagement and Talent Management

Why is this important? 3-3

The Manager and the Property Manager recognise the importance of human capital in driving MIT's performance and sustainability. They aim to enable the personal and professional growth of all employees by providing a fruitful work experience through investment in employee learning and development. This will in turn improve their long-term career progression and job satisfaction.

Prioritising employee satisfaction also leads to lower employee turnover rates and strengthens organisational memory. These will result in improved productivity and stability of operations. In addition, it helps to attract and retain high performers and employees with high potential who can contribute effectively to the organisation and support it through times of change.



Management approach 402-1

The Manager's Employment and Talent Development System is a multi-pronged approach. The end-to-end management approach considers every stage of the employee lifecycle from application to offboarding and employee journey in the organisation.

In the event of significant operational changes, the Mapletree Group endeavours to notify affected employees (and unions, where applicable) in advance to minimise potential operational disruptions and to maintain an engaged workforce.

Talent attraction

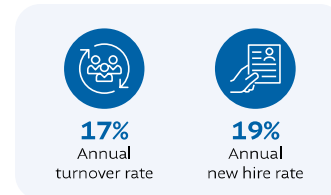
Recruitment and Selection

As wholly-owned subsidiaries of the Sponsor, the Manager and the Property Manager are guided by the Sponsor's strategies and policies on employment and talent retention. These strategies and policies are built on the principles of fair employment and equal opportunity and adhered to the Tripartite Guidelines on Fair Employment Practices ("TGFEF"). The TGFEF is issued by the tripartite partners (Ministry of Manpower ("MOM"), National Trades Union Congress and Singapore National Employers

Federation) in support of fair and merit-based employment practices. During the recruitment and selection process, prospective hires are evaluated objectively based on a set of criteria, including skills, experience and qualifications, and regardless of age, race, gender, religion, marital status and family responsibilities, or disability. The Manager and the Property Manager also provide employees with fair opportunity for training and development based on their strengths and needs to help them in achieving their full potential.

The Manager and the Property Manager attract prospective talents through different platforms made available by the Sponsor, including the Mapletree Associate Programme, Mapletree Executive Programme and Mapletree Internship Programme. These platforms are designed to recruit individuals at various stages in their careers, ranging from polytechnic students, undergraduates and graduates, to mid-career professionals who aspire to join the real estate industry.

The Manager and the Property Manager also publicise employment opportunities through various channels such as career fairs and online job portals. Selection criteria in job advertisements are screened to ensure that they are related to the qualifications, skills, knowledge and experience of candidates, in accordance with the Mapletree Group's guidance on non-discriminatory employment practices.



Long-term talent retention

201-3 401-1 401-2 401-3 404-3

Compensation and Benefits

The Manager and the Property Manager recognise that a competitive and fair compensation system is key to motivating and retaining employees. Employees receive competitive compensation and benefits packages. These monetary and non-monetary rewards are reviewed annually and benchmarked to the external market by an independent remuneration consultant. The approach to pay, compensation and benefits is gender neutral and based on job responsibilities, skills and qualifications. Employees of the Manager and the Property Manager receive compensation that aligns with or exceeds the local minimum wage

regulations in the respective countries. Employee remuneration comprises fixed pay, variable incentive, allowances and benefits. Allowances and benefits include statutory provident fund contributions and benefits-in-kind to cultivate employee well-being and ensure long-term performance. The total variable compensation is structured taking into consideration employees' performance and value creation. This is assessed holistically and determined based on the financial performance of MIT and achievement of sustainability goals including environmental targets and participation rate in learning and development and wellness activities.

As part of the Mapletree Group, full-time and contract/part-time employees enjoy similar benefits. All full-time and contract/part-time employees have access to a comprehensive welfare and benefits scheme. It covers insurance coverage, medical and dental benefits, employee assistance, different types of leave, flexible work arrangements, staff engagement initiatives and wellness activities. Temporary employees (on contracts more than 12 months) also receive similar benefits as permanent employees. In addition, there are long-service awards to recognise employee commitment and contribution. The Mapletree Group regularly reviews and updates employment, insurance and medical benefits for employees.

Employees in Singapore are enrolled in the local government's pension fund, the Central Provident Fund. For employees in other countries, the Manager and the Property Manager make monthly contributions to their employees' social securities in compliance with each locality's legislated social security policies.

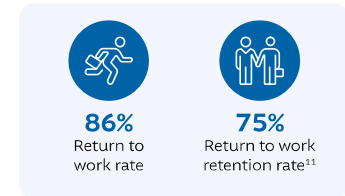
Performance Management

In alignment with the Mapletree Group, the Manager and the Property Manager adopt a performance-related remuneration model. The use of a group-wide e-Performance Appraisal system tracks key performance indicators and ensures employees are rewarded based on merit. This system also allows employees to receive regular and timely performance-related feedback and communicate their development and career goals. All employees are assessed against a Competency Framework and are given feedback on their performance based on four key areas – domain knowledge, business networks and innovation, collaboration and communications and operational excellence. In FY23/24, 100% of the Manager and the Property Manager's employees had at least one performance review.

The effectiveness of the Manager and the Property Manager's compensation and benefits packages and talent retention policies are reflected in the consistently low turnover rates.

Parental Leave

The Manager offers parental leave to both men and women in its employ. The success of the Manager's talent retention policies is also evident in the high proportion of parents who chose to return to work at the end of their parental leave and remained in the Manager's employ at least a year after returning to work.



Talent development opportunities and succession planning 404-1 404-2

Training and Development

The Sponsor fosters a culture of continuous learning through an array of training initiatives. These training initiatives aim to equip all employees with the knowledge, expertise and capabilities to excel in their respective roles.

The Manager and the Property Manager continually identify and nurture talent within the organisation and offer them additional training opportunities to enrich their career development.



¹¹ Percentage of employees who returned to work after parental leave and remained employed by the Manager and the Property Manager for at least a year after they returned to work.

Employees are also encouraged to participate in diverse functional and technical training programmes conducted throughout the year. Online learning resources such as LinkedIn Learning, which is a skills development platform with over 21,000 courses, are made accessible to all employees.

These programmes cover areas such as business continuity and sustainability, building and safety, digital transformation, finance, diversity and inclusion, information technology, personal effectiveness and real estate. The employees of the Manager and the Property Manager in Singapore completed a total of 9,236 training hours, with an average of 50.8 hours per employee in FY23/24. 98.3% of them received professional training relating to ESG topics, such as ethics, environmental sustainability and cyber security.

Career Management

The Manager and the Property Manager motivate their employees to plan their personal learning and development journey. Under the Self Development Scheme, employees are encouraged to improve their core competencies or obtain professional qualifications through co-payment of course fees, learning materials and professional fees. In addition, the Mapletree Training Award allows eligible full-time employees to pursue further education at accredited universities, tertiary institutions, or professional institutes on a co-payment reimbursement basis. Eligible employees may apply for a maximum of seven days of study and examination paid leave per calendar year.

Employees can also participate in various training and personal development programmes, courses and conferences to upskill themselves. These include the real estate-related seminars and conferences organised by Singapore Management University as part of the real estate programme supported by the Mapletree Group, and the Mapletree Annual Sustainability Lecture organised by Nanyang Technological University. The latter is part of the new Mapletree Sustainability Programme established by the Mapletree Group in September 2023.

New employees are given the opportunity to attend the Mapletree Immersion Programme to assimilate into the Mapletree Group's culture.

SPOTLIGHT

Mapletree Leadership Series

Mr Chua Tiow Chye, Deputy Group CEO of the Mapletree Group and Non-Executive Director of the Manager was the guest speaker at the Mapletree Leadership Series lecture titled "S-REITs: What's Next?" on 16 November 2023. The Mapletree Leadership Series is accessible to employees of the Mapletree Group and is part of the Mapletree Real Estate Programme established through a S\$3 million endowment from the Mapletree Group to Singapore Management University in 2018. Following the initial success of the Mapletree Real Estate Programme, the Mapletree Group provided an additional S\$2.5 million in funding in 2021 to expand the programme over a period of 10 years.







Succession Planning

The Manager continuously reviews its recruitment and development needs to ensure strategic alignment, ability to execute business plans and initiatives and long-term business continuity. The Nominating and Remuneration Committee regularly reviews the talent pipeline and succession planning for the CEO and key management personnel of the Manager. Targeted development plans are curated for candidates who are identified to be part of the talent pipeline, so that they would be well-prepared to assume key leadership positions in the future.

SPOTLIGHT

Mapletree Learning Roadmap

	 Leadership and People Management Excellence	 Personal Excellence	 Functional Excellence	 New Hire Excellence
Non-Executives	<ul style="list-style-type: none"> Supervisory Leadership Programme 	<ul style="list-style-type: none"> Courses, seminars and workshops on different competencies and skill sets 	<ul style="list-style-type: none"> On-the-job trainings, coaching and trainings 	<ul style="list-style-type: none"> First Day Orientation Onboarding Buddy Programme Immersion Programme In-Conversation with Senior Management
Executives				
Assistant Managers				
Managers and Senior Managers	<ul style="list-style-type: none"> Leadership Foundation Programme Human Capital Leadership Institute ("HCLI") Young Leaders Programme 			
Vice Presidents and Directors	<ul style="list-style-type: none"> Leadership Excellence Programme HCLI Leaders Programme 			
Above Director Level	<ul style="list-style-type: none"> Strategic Leadership Programme HCLI Global Leaders Programme 			

The Manager and the Property Manager adopt the Mapletree Group's Learning Roadmap to ensure a structured approach to career planning and skills development. The roadmap offers programmes and modules in four key verticals required for professional excellence.

Programmes are made available to employees across all regions based on their department, role and rank. The programmes will equip employees with the necessary functional competencies. In addition, they impart the soft skills and leadership knowledge for employees to effectively carry out their job responsibilities and ensure effective transition into future roles as they progress along their careers.



Participants from the Leadership Foundation Programme



Participants from the Leadership Excellence Programme

Leadership Foundation Programme is designed to equip managers with the critical people management skills. Leadership Excellence Programme is established for middle to senior level leaders to advance their knowledge on leadership and team dynamics. These leadership programmes are conducted through lectures, discussions, case studies and role plays.

Respect for collective bargaining rights 2-30

The Mapletree Group respects its employees' right to freedom of association and membership in trade unions. It is guided by the Industrial Relations Act. The act allows for the representation of employees by trade unions in collective bargaining and serves as an avenue for the prevention and settlement of trade disputes.

MIT has collective bargaining agreements in place covering employees up to senior executive designation in Singapore (actual union membership not disclosed by the union). 73% of total employees in Singapore are covered by collective bargaining agreements. Working conditions and terms of employment of employees not covered by collective bargaining agreements are not limited by other collective bargaining agreements.

Employee engagement 2-25 2-26

Empowering the workforce with a meaningful voice is pivotal towards fostering an inclusive and constructive work environment. The Manager and the Property Manager have established multiple channels of communication for employees to share feedback, opinions, or concerns. These include the practice of an open-door policy to encourage employees to be forthright about concerns on any aspect of their employment. The Mapletree Group's grievance handling mechanism details the internal escalation procedures for work grievances to management and the Human Resource Department. It also allows for the prompt investigation of any reported incidents of alleged harassment and discrimination and the facilitation of any necessary follow up actions. Other employee engagement mechanisms include engagement surveys, townhalls and other staff communication sessions. Please refer to the table on page 6 for the description of the Manager's stakeholder engagement methods.

SPOTLIGHT

Employee Engagement Survey

Employee Engagement Survey is performed once every two to three years. In 2023, the Mapletree Group conducted an Employee Engagement Survey to measure employee satisfaction and workplace experience. The survey covered all 181 employees in Singapore from the Manager and the Property Manager. It garnered an extremely high response rate of 98%. The responses provided valuable insights into employee-related concerns such as operating efficiency, collaboration, growth and development and engagement.

The Manager and the Property Manager shared the survey findings with the employees during the Industrial Communication Forum on 10 November 2023. Based on the survey findings, the organisation's strengths were Strategic Alignment, ESG and Leadership.



98%
Response Rate



77/100
Leadership Score



86/100
ESG Score



85/100
Strategic Alignment Score



Diversity and Equal Opportunity

Why is this important? 3-3

According to the International Labour Organisation, high levels of equality, diversity and inclusion within enterprises are associated with greater innovation, productivity, performance and employee well-being¹². Managing diversity within the Manager and the Property Manager ensures individuals from minority groups are not overlooked in the recruitment and career progression and are given opportunities to grow within the organisation. Fostering an open and inclusive culture will bring about different perspectives and experiences and improve business performance and decision-making. These will in turn enhance the agility of MIT's business.

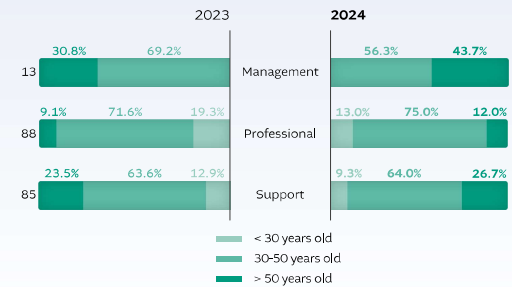
Management approach 2-7 405-1

The Manager and the Property Manager continue to attract and maintain a diverse workforce by ensuring a fair employee representation across gender and age groups. They are guided by the Sponsor's policies on Resourcing and Employment and Compensation, Benefits and Leave, to ensure that hiring practices remain fair, merit-based and non-discriminatory.

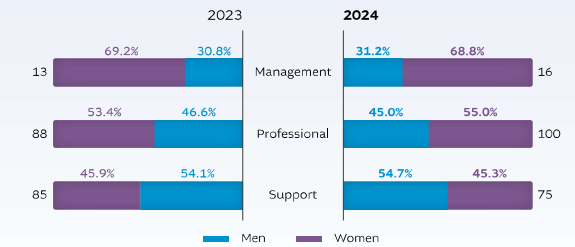
As at 31 March 2024, the Manager and the Property Manager had 191 employees in Singapore, North America and Japan. All 191 employees were full-time employees, consisting of 184 permanent employees and seven contract employees. There were no non-guaranteed hours employees¹³ hired in FY23/24.

Out of the 191 employees, 52% were women. Notably, women held about 68.8% of the management positions. MIT is proud to have been ranked in the Top 10 Companies in Singapore for Gender Equality in 2024 by Equileap.

Employee Profile by Category and Age Group As at 31 March 2024



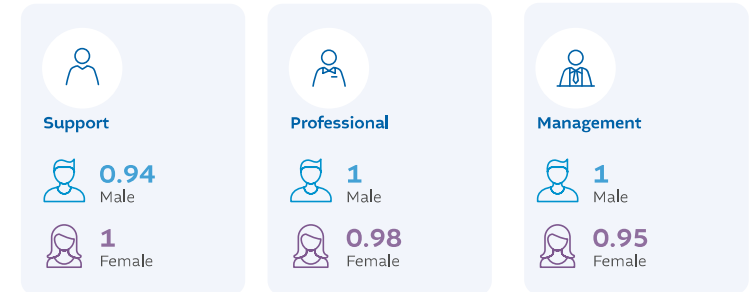
Employee Profile by Category and Gender As at 31 March 2024



Pay equality 405-2

The Manager and Property Manager are committed to ensuring fair remuneration for all employees irrespective of their gender. The ratio of the basic salary of women to men was almost equal across all employee categories. The equitable treatment of the workforce is crucial to employee satisfaction and organisation stability. Hence, the Manager and the Property Manager strive to close the gender pay gap within the talent pool through actions such as merit-based employment practices, performance-related remuneration model and flexible work arrangements. Refer to pages 24 to 26 for the Manager's Employment and Talent Development System.

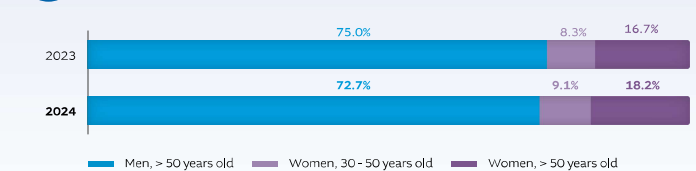
Ratio of basic salary of women to men by category and gender in FY23/24



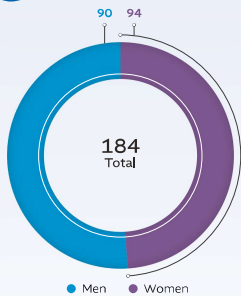
Board diversity 405-1

The Manager recognises the value of diversity in its leadership. Factors such as business and industry experience and other aspects of diversity such as age, gender and cultural ethnicity of nominees will be taken into consideration during the Board selection process. As at 31 March 2024, the female representation on the Board stood at 27.3%. This affirmed MIT's aspiration to achieve at least 25% of female representation on the Board by 2025 and 30% by 2030.

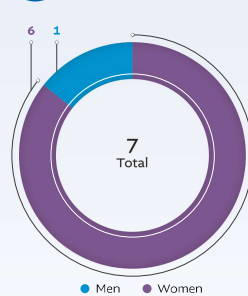
Board Profile by Gender and Age Group As at 31 March 2024



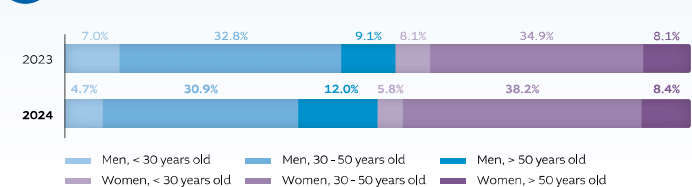
Permanent Employee Profile by Gender



Temporary Employee Profile by Gender



Employee Profile by Gender and Age Group As at 31 March 2024



¹² Source: International Labour Organisation, Transforming enterprises through diversity and inclusion, 2022.

¹³ Non-guaranteed hours employees refer to employees who are not guaranteed a minimum or fixed number of working hours per month, but who may need to make themselves available for work as required.

Health and Safety

Why is this important? 3-3

Effective management of health and safety practices safeguards the physical well-being of employees, tenants, third-party service providers and visitors at MIT's properties. Safety lapses can threaten the well-being of the stakeholders and expose the Manager and the Property Manager to reputational and regulatory risks. These will reduce stakeholder trust in MIT.

The Manager and the Property Manager oversee health and safety effectively by ensuring strict compliance with local safety laws and regulations. These are augmented by proactive mitigation of safety hazards and stringent enforcement of safety controls. The Manager and the Property Manager also take a holistic view on health and safety beyond occupational safety by supporting employee wellness and mental well-being.

Management approach 403-1

The Manager and the Property Manager are committed to safeguarding the safety and well-being of all stakeholders by implementing protocols and guidelines aimed at identifying, addressing and mitigating health and safety risks. All employees of the Manager and the Property Manager and third-party service providers are required to comply with these policies.

Prevention and mitigation of occupational health and safety impact 403-4 403-7

To address the impact of occupational health and safety concerns arising from MIT's operations, the Manager and the Property Manager have implemented various procedures and guidelines to manage these risks and communicate health and safety information to key stakeholders. Risks include poor ergonomics, accidental fall, fire hazards and falling objects. These are in line with MOM's definition of Dangerous Occurrences.

Training on health and safety 403-5

Courses on occupational first aid, fire safety management and height safety are offered to employees of the Property Manager to update them on safety measures and best practices.

This also ensures that employees have the requisite skills to perform risk assessments and to ascertain appropriate safety measures are in place before the commencement of work activities by third-party service providers.

In addition, bi-annual fire and evacuation drills are held at all MIT's properties in Singapore to ensure that tenants and employees are familiar with the evacuation procedures.



46% of employees of the Property Manager attended health and safety courses in FY23/24

Hazard identification, risk assessment and incident investigation

403-2 403-3 403-4 403-9

Despite the absence of a formalised occupational health and safety management framework, the Manager and the Property Manager take proactive measures to mitigate potential health and safety risks at MIT's properties in Singapore.

The Manager and the Property Manager employ a risk-based approach to oversee and manage health and safety issues affecting tenants, employees and the public. The Manager and the Property Manager play a pivotal role in identifying and eliminating work-related hazards and minimising risks through the following processes:

- Annual risk assessments and regular inspection and maintenance of all safety equipment and tools, lifts, escalators and stairways at all MIT's properties
- Annual tenant engagement surveys for feedback relating to health and safety issues
- Requirement for third-party service providers to submit risk assessments before the commencement of works at MIT's properties

- Site walkabouts at MIT's properties in Singapore by employees of the Property Manager
 - Annual inspections of lifts and fire alarm systems to ensure compliance with building regulations
 - Spot checks to monitor the health and safety performance of third-party service providers
- Standard operating procedures on incident escalation and reporting are provided to employees and tenants. These procedures are applicable to all properties managed by the Mapletree Group and outline a clear framework for escalating and reporting incidents based on the nature of incidents and the processes for responding to emergency situations. The framework includes protocols for workers to safely disengage from hazardous situations and the subsequent monitoring, investigation and application of corrective measures. All these procedures adhere to MOM's mandated protocols for reporting workplace incidents.

Safety performance 403-9

In FY23/24, MIT successfully met its health and safety objectives. It recorded zero incidents of employee fatalities or high-consequence work-related injuries. More details can be found in the "Key ESG Data Summary" section on pages 37 to 38.

Processes to prevent and mitigate occupational health and safety impact



Employees

Health and safety guidelines for employees are outlined in the Employee Handbook. The Employee Handbook is accessible via the Sponsor's intranet.



Tenants

- Tenants must comply with health and safety regulations stipulated in the relevant tenant instruction manuals. These include a Fit-out Manual that details minimum fit-out standards such as safety rules for additions and alterations works, a Fire Safety Manual and Evacuation Plan and a Tenant Handbook. In addition, standard operating procedures for hot works are in place to manage cutting and welding operations.
- Circulars are distributed to tenants as and when heightened security and health risks arise. For instance, fire safety advisories are sent to tenants during the period of the Hungry Ghost Festival.



Third-party service providers

- Requirements on health and safety standards are considered in the appointment of third-party service providers. The screening and selection criteria include, but are not limited to, safety track records certifications that indicate adherence to safety requirements and standards, such as NEA's Enhanced Clean Mark Accreditation Scheme and relevant International Organisation for Standardisation and Occupational Safety and Health Administration certifications.
- Appointed third-party service providers are obligated to follow the health and safety regulations stated in their service agreements. These include compliance with national regulations relating to pest breeding, water stagnation, littering and waste management issued by the Ministry of Sustainability and the Environment.
- In Singapore, the Property Manager routinely reviews and conducts spot checks on the health and safety performance of third-party service providers to ensure their compliance with existing laws and standards.



Visitors

- All properties have directional signages, emergency lighting and clear exit routes.
- Lifts and fire alarm systems are inspected annually to ensure adherence to building codes and standards.
- Employees of the Property Manager perform site walkabouts at MIT's properties in Singapore every working day to proactively identify and address any possible health and safety risks to tenants and visitors.



Holistic employee well-being 403-6

The Manager and the Property Manager recognise that employee health and well-being extend beyond occupational health and safety. A holistic approach to employee well-being encompasses healthy diet, active lifestyle and mental wellness. To address each of these aspects, the Sponsor has implemented a series of wellness programmes.

Health and Wellness Programmes



Recreation Club

To promote a positive and engaging work environment for employees

The Recreation Club regularly organises activities that promote staff interaction and family cohesiveness.



Wellness@Mapletree

To improve the physical and emotional well-being of employees

Employees are encouraged to attend a minimum of four wellness activities per financial year. This is one of the KPIs across the Mapletree Group. Activities under Wellness@Mapletree include in-person and virtual events, such as futsal sessions, mass walks, health screenings and wellness talks on nutrition and healthy lifestyle. Emails on mental wellness are also sent to employees to raise awareness about mental health.



Bird Paradise Family Day and Aromatherapy and Personality-based Perfume Crafting Workshop were among the health and wellness events held during the financial year.

Healthy workplace ecosystem

During the reporting year, the Property Manager launched initiatives to promote holistic health and well-being in the workplace for its employees, tenants and visitors.

SPOTLIGHT

Physical Activity Sessions

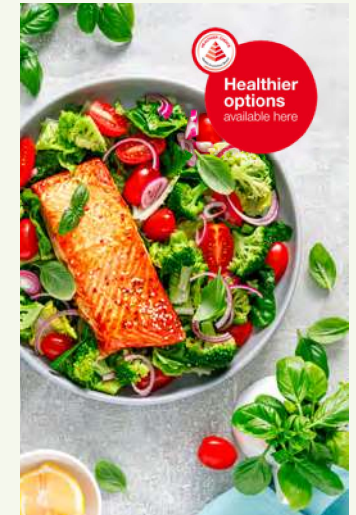
The Property Manager partnered the Health Promotion Board ("HPB") to expand the Healthy Workplace Ecosystem to six of MIT's property clusters in FY23/24. HPB's Healthy Workplace Ecosystem programme provides the tenants and employees with physical activity sessions to improve their healthy lifestyle behaviour. MIT and HPB co-curated a wide range of activities ranging from yoga, pilates to dance remix and Latin Salsation fitness dance to meet the needs and interests of the tenants and employees. The Property Manager actively engaged them and strongly encouraged their participation, leading to over 80 participants per week on average.



Healthier Dining Programme

As part of the Healthier Dining Programme, HPB's appointed nutritionist provided complimentary menu analysis for the canteen stalls at Toa Payoh North and Serangoon North Clusters. Healthier dishes from the stalls were endorsed by HPB and clearly labelled to help customers identify them as part of the Healthier Dining Programme.

This programme aims to increase the availability and accessibility of healthier food and drink options, thereby encouraging healthier eating habits among customers.



Community Impact

Why is this important? 3-3

CSR enables the Manager to give back to society and to uplift underprivileged or disadvantaged individuals and communities. Well-defined and strategic initiatives can contribute towards building goodwill in the local community and brand equity for MIT while raising awareness of social and environmental issues.

Empowering Individuals

- Education
- Healthcare



Enriching Communities

- Environment
- Arts

Management approach 413-1

The Manager has a long-standing commitment of contributing to local communities where it operates, by supporting and participating in community development programmes that generate positive socioeconomic benefits. The Mapletree CSR Framework guides the Manager's community development programmes with priority accorded to activities with definable social impact, long-term engagement and opportunities for employee volunteerism. In the reporting year, employees of the Manager and Property Manager clocked a total of 188 volunteer hours for community involvement projects.

The CSR Board committee offers strategic oversight of the Mapletree CSR Framework. The committee comprises the Sponsor's chairman and senior management and two Board representatives from the Mapletree REITs or private funds. To ensure good governance and a diverse representation of views, the representatives from the Mapletree REITs or private funds are rotated every three years.

The Sponsor aligns its business performance with its CSR efforts. For every S\$500 million of profit after tax and minority interests, or part thereof, S\$1 million is allocated annually to support its CSR commitments and initiatives.

Empowering Individuals



Project Active Impact

MIT's 'Project Active Impact' CSR initiative in FY23/24 raised S\$12,535 to improve the well-being of families and children from disadvantaged backgrounds. The proceeds were used to purchase daily food necessities and to organise a Bowling Day for 160 beneficiaries from the Children's Wishing Well. Employee volunteers were involved in the packing and distributing of food packs and the writing of personalised encouragement cards.

The initiative received strong support from 109 employee volunteers from the Manager and the Property Manager and raised seed funding worth S\$5,000 from the Mapletree Group.



Enriching Communities



Tree Planting

Together with over 120 employees and board members, the Mapletree Group commemorated its commitment to plant at least 100,000 trees by 2030 across its assets and within the communities, with a tree planting initiative at MIT's redevelopment project, Mapletree Hi-Tech Park @ Kallang Way. The initiative saw 80 trees being planted within the park. It was part of a series of activities undertaken by the Mapletree Group in its journey to achieve its Net Zero target by 2050.

The initiative also garnered support from tenants in the development, including Biotronik APM II Pte. Ltd and DSV.

Extensive greenery, including the roof garden at 163 Kallang Way, had been planned at the project design phase. Over 10,000 shrubs and 296 trees were planted in the development, which led to an overall Green Plot ratio of 2.2.

As part of its commitment to provide sustainable real estate solutions to the clients, the target of tree planting in MIT's assets and the communities is incorporated in the Manager and the Property Manager's remuneration policy.



Serving the wider community and managing business impact on stakeholders 2-25 413-1

To understand the needs and expectations of its local communities, the Manager offers avenues for tenants and members of the public to provide feedback on MIT's properties or operations. Tenants can directly connect with on-site representatives of the Property Manager, while members of the public can reach out via the corporate email on MIT's website. For properties that are undergoing development or enhancement works, tenants are informed about the construction progress through circulars on project details and construction schedules displayed at the common areas.

The Manager also proactively seeks feedback on the environmental and social concerns of the local communities living near MIT's properties. It aims to minimise the negative environmental and social consequences arising from MIT's business activities.

Prior to the approval of any fit-out works, the Property Manager will remind contractors to exercise a higher degree of sensitivity towards the well-being of the community. Where applicable, contractors are expected to plan their work schedules in a manner that minimises disturbances to the residents. Noise meters are installed at selected properties and properties under development to ensure compliance with NEA's boundary on noise limits for industrial activities.

SPOTLIGHT

Supporting Tenants in their Wellness Initiatives



Yoga Sessions at 18 Tai Seng

The Manager provided complimentary usage of the Sky Garden at Hi-Tech Building, 18 Tai Seng for Schaeffler (Singapore) Pte. Ltd. to conduct yoga sessions for its employees. A total of five sessions were carried out during the reporting year.



"Purple Lights Up" at The Signature

The Manager supported its tenant, Tata Consultancy Services Asia Pacific Pte. Ltd. in its "Purple Lights Up" campaign by contributing lighting fixtures at Business Park Building, The Signature. The building was lit up in purple to mark the World Disability Day on 3 December 2023. This initiative highlighted the Manager's commitment to disability inclusion and acknowledged the economic contribution of its employees with disabilities.



Blood Donation Drive at Serangoon North Cluster

On 10 November 2023, the Manager sponsored the venue for a blood donation drive at Hi-Tech Building, Serangoon North Cluster. The blood donation drive was organised by MIT's tenant, Synapse Pte Ltd. 50 units of blood from 80 donors were successfully collected during the event.

