

ESG Objectives

CATEGORY	MAJOR TASK	STRATEGY
Environment	'Net Zero' Transition	Our target for carbon neutrality by 2040 and full Net Zero by 2050.
	Energy Efficiency in Buildings	<ul style="list-style-type: none"> • Install on-site renewable energy sources (solar, wind) in 70% of new developments by 2030. Aim for 100% of new developments to be powered by renewable energy by 2040. • By 2030, expand smart technologies to cover 100% of managed properties with a goal of 30% reduction in energy consumption.
	Carbon Emission Reduction	By 2025, we aim to promote the use of electric or hybrid vehicles by installing electric vehicle charging stations across our assets.
	Sustainable Design and Construction	<ul style="list-style-type: none"> • Aim for a 50% reduction in embodied carbon in building materials by 2030 across all new developments. • Obtain green building certifications (LEED, GRESB, etc.) for 100% of new projects by 2035.
	Monitoring and Reporting	Establish robust measurement systems to track energy consumption, emissions, and progress towards Net Zero by 2025. Provide transparent annual reports on carbon emissions reduction and offsetting efforts to stakeholders and the public.
Social	Community Engagement	Engage with local communities by initiating or supporting programs that promote affordable housing, community development, and education, with a goal to contribute to at least 3 community projects annually.
	Diversity, Equity and Inclusion	Offer annual DEI training and workshops to employees at all levels, fostering an understanding of biases, inclusivity, and cultural competency.
	Training and Education	<ul style="list-style-type: none"> • Support for professional qualification education costs associated with Real Estate Investment. • Running corporate training program annually. (Sexual harassment awareness and investigation process training, Disabilities diversity awareness training, etc.)
	Health and Well-being	<ul style="list-style-type: none"> • Annual health check-ups support for employee health assessment. • Prioritize the well-being of our employees by encouraging and facilitating physical fitness activities. As part of our commitment to supporting employee health, we offer comprehensive support through gym membership and discounted programs.
	Employee Engagement	Conduct surveys or feedback mechanisms annually to gauge employee satisfaction with safety measures and seek improvement suggestions.
	Tenant Engagement	Conduct surveys or feedback mechanisms annually to gauge tenant satisfaction with safety measures and seek improvement suggestions.
	Safety Management	Provide mandatory safety training sessions for property managers, maintenance staff, and relevant employees on a bi-annual basis.
Governance	Ethical Business Practices	Conduct an annual review to ensure 100% compliance with ethical business practices and transparent reporting.
	Board Diversity	Aim to achieve a board composition with at least 10% diversity in gender and ethnicity by 2025.
	Stakeholder Engagement	Conduct quarterly stakeholder engagement sessions and implement at least 80% of actionable feedback within the subsequent year.
	Compliance and Reporting	Implement robust compliance frameworks to meet or exceed all relevant real estate regulations by 2025.