

SUSTAINABILITY REPORT

ABOUT THIS REPORT

CapitaLand India Trust (CLINT) is pleased to present our eighth annual Sustainability Report. The report communicates CLINT's progress towards its commitment to generating long-term value for its stakeholders through sustainability in the real estate industry. CLINT is managed by CapitaLand India Trust Management Pte. Ltd. ("Trustee-Manager") and has the dual responsibility of safeguarding the interest of Unitholders, and managing the business conducted by CLINT. CLINT engages CapitaLand Services (India) Private Limited ("Property Manager") to manage the daily operations and maintenance of its properties.

International Standards and Guidelines

This report is in accordance with the requirements of SGX-ST Listing Manual Rule 711(A) and 711(B), and Global Reporting Initiative (GRI) Standards 2021. The GRI Standards have been selected as it is an internationally recognised reporting framework covering a comprehensive range of sustainability disclosures relevant to CLINT.

Additionally, the report has incorporated several elements of the Integrated Reporting (IR) Framework of the Value Reporting Foundation, and mapped CLINT's Environmental, Social, and Governance (ESG) performance against the United Nations Sustainable Development Goals (UN SDGs) and Sustainability Accounting Standards Board (SASB) Real Estate standard. This report also includes CLINT's enhanced Task Force on Climate-Related Financial Disclosures (TCFD) as part of CapitaLand Investment (CLI) and its listed funds ("the Group") strategy towards mitigating the impacts of climate change.

This year, CLINT has engaged an external party to review this report against the requirements of SGX-ST Listing Manual Rule 711(A) and 711(B). This SR has also undergone a comprehensive internal review. Additionally, CLI continues to externally assure its Global Sustainability Report (GSR) with reference to the International Standard on Assurance Engagements (ISAE) 3000 and covers the Group's global portfolio and employees, including those of the Trustee-Manager. CLI's GSR 2023 will be published by 31 May 2024 on the CLI website. The scope of the assurance will cover CLINT's portfolio.

Reporting Scope and Period

This report reflects upon CLINT's sustainability performance for the period from 1 January 2023 to 31 December 2023 ("2023"). The scope of this report covers the CLINT's business park portfolio¹, comprising the nine IT parks listed below:

City	Portfolio
Bangalore	International Tech Park Bangalore (ITPB)
Chennai	International Tech Park Chennai (ITPC) CyberVale
Hyderabad	International Tech Park Hyderabad (ITPH) CyberPearl aVance Hyderabad
Mumbai	Building Q1, Aurum Q Parc
Pune	International Tech Park Pune - Hinjawadi (ITPP-H) aVance Pune

Feedback

CLINT's leadership strives for improvement to its policies and mechanisms to establish high market standards. Towards that end, CLINT continually seeks the valuable feedback of its stakeholders. Please share your suggestions to enquiries@clint.com.sg.

1 The reporting scope has been expanded to include ITPH - Block A and ITPP-H and thus covers all CLINT's business parks as at 31 December 2023. This report excludes (i) the seven operating warehouses at Arshiya Free Trade Warehousing Zone in Panvel and Industrial Facility 1,2 & 3 in Mahindra World City, as CLINT is not involved in the operations of these properties and (ii) lands under development for the data centres.

CAPITALAND INDIA TRUST 2023 SUSTAINABILITY REPORT STRUCTURE



SUSTAINABILITY REPORT

BOARD STATEMENT

At CLINT, sustainability is at the core of everything we do. We are committed to grow in a responsible manner, delivering long-term economic value, and contributing to the environmental and social well-being of our communities. In 2023, CLI refreshed its 2030 Sustainability Master Plan (SMP) to be aligned with its identified material ESG factors. As part of CLI, we welcome the changes made and have aligned ourselves to CLI's sustainability plans.

We recognise the importance of the SMP as it steers our efforts towards a common course in making meaningful impacts through building portfolio resilience and resource efficiency, enabling thriving and future-adaptive communities, and stewarding responsible business conduct and governance. Ambitious ESG targets have been set which include carbon emissions reduction targets validated by the Science Based Targets initiative (SBTi). In 2023, CLI revised its SMP targets to elevate its SBTi-approved targets in line with a 1.5°C scenario, incorporate its Net Zero commitment, and enhance its focus on social indicators.

The Trustee-Manager's Board of Directors ("the Board") is responsible for overseeing CLINT's sustainability efforts and takes ESG factors into consideration in determining its strategic direction and priorities. In spurring greater efficiency and accountability of our management in managing ESG topics, we approve the executive compensation framework based on

the principle of linking pay to performance. Key Performance Indicators based on CLINT's business and sustainability performances are set to assess the efficiency of the Management and thus determines its remuneration.

Our ESG performance is recognised in the 2023 Global Real Estate Sustainability Benchmark (GRESB) Real Estate Assessment, where CLINT obtained a 4-star rating in its inaugural year of submission. On the Singapore Governance and Transparency Index 2023 (REIT and Business Trust Category), CLINT is ranked 4th out of 43 REITs and Business Trusts, up from 6th place in the previous year.




We continue to identify and adopt meaningful ESG practices and enhance sustainability. In 2023, we further enhanced our solar energy generation with our rooftop solar panels collectively generating 4,840 megawatt-hours (MWh) of electricity. Additionally, our 21-megawatt (MW) captive solar plant in Tamil Nadu was commissioned in January 2024, which targets to generate over 30,000 MWh of electricity annually for usage in the common areas of CLINT's assets located in the state.

We continually engage our employees, tenants, and business partners across various facets of our sustainability agenda, demonstrating our dedication and resilience towards delivering sustainable economic growth and promoting environmental and social well-being.



STAKEHOLDER ENGAGEMENT AND MATERIALITY

Stakeholder Engagement

The Trustee-Manager actively seeks to build positive and long-lasting relationships with all stakeholders. These include the investment community, employees, tenants, suppliers, contractors, and the local community. CLINT leverages several channels for active communication and timely addressing of the concerns of its stakeholders.

Key Stakeholder Groups	Needs and Expectation of Stakeholder Groups	Key Engagement Channels	Actions and Goals
Investment Community 	<ul style="list-style-type: none"> • Strategic and sustainable growth, total returns • Accurate, timely and comprehensive information to make sound judgements • Regular and clear communications and updates 	<ul style="list-style-type: none"> • CLINT's website, SGXNet, email alerts, physical meetings and virtual calls are conducted throughout the year • Annual General Meeting • Annual Report and Sustainability Report • Biennial investor perception survey • Regular non-deal roadshows 	<p>We aim to provide timely and transparent communications to keep the investment community apprised of significant topics relating to corporate developments, portfolio performance, asset and capital management, sustainability matters, and acquisitions and divestments.</p>
Employees 	<ul style="list-style-type: none"> • Active engagement • Career progression, job security and stability • Competitive remuneration and employee benefits • Learning and development opportunities • Workplace safety, health and wellness 	<ul style="list-style-type: none"> • Quarterly communication sessions with senior management team • Regular employee surveys • Induction programmes for all new hires • Communication and feedback channels on intranet portal • Regular performance feedback and appraisals • Internal and external training and workshops • Wellness, sports and social activities throughout the year 	<p>We strive to create a cohesive and healthy workplace based on trust, mutual respect and active communication. With that, great emphasis is placed on employee empowerment and equal opportunity for all employees. To maintain a committed and engaged workforce, employees are encouraged to share their concerns and feedback through various channels, including employee engagement surveys.</p>
Tenants 	<ul style="list-style-type: none"> • Competitive rental rates • Quality of facilities • Safety and security practices • Workplace engagement and environment 	<ul style="list-style-type: none"> • Regular tenant engagement surveys are conducted <p>The following are conducted throughout the year:</p> <ul style="list-style-type: none"> • Active communication • Networking events • Tenant engagement activities 	<p>We are committed to providing premium quality solutions for business infrastructure and services, as well as enhancing workspace experience to meet the needs of tenants. In addition, securing properties from threats and ensuring the health and wellness of tenants and visitors is of paramount importance.</p>

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Key Stakeholder Groups	Needs and Expectation of Stakeholder Groups	Key Engagement Channels	Actions and Goals
Suppliers and Contractors 	<ul style="list-style-type: none"> • Fair and reasonable treatment • Share industry best practices 	<p>The following are conducted throughout the year:</p> <ul style="list-style-type: none"> • Standard operating procedures, guidelines, and house rules for compliance • Share CLI's Environmental, Health and Safety (EHS) Policy with suppliers. • Share CLI's Supply Chain Code of Conduct with suppliers. • Collaborate with suppliers to manage EHS challenges 	<p>We work closely with contractors and suppliers to have a shared commitment to high quality EHS standards.</p>
Local Communities 	<ul style="list-style-type: none"> • Creation of employment opportunities • Operate in a responsible manner • Support social development and community activities 	<ul style="list-style-type: none"> • Ad-hoc corporate social responsibility (CSR) activities through CapitaLand Hope Foundation (CHF) • Formalise three days of Volunteer Service Leave (VSL) for its staff to participate in activities related to the needy and underprivileged in Singapore and overseas, and green volunteerism related to resource conservation, waste minimisation and recycling, pollution control and nature conservation 	<p>We advocate the spirit of caring and sharing for the communities they operate in. Carefully managing and minimising the societal and environmental impacts of its operations is critical in fulfilling its duties as a responsible corporate citizen.</p>

Materiality

CLINT is guided by CLI's materiality assessment process, which identifies and prioritises the management of material ESG issues that are most relevant and significant to CLINT and its stakeholders. The material topics are reviewed and approved by the CLI's Board of Directors ("CLI Board") at the Group level. A double materiality approach is adopted, considering issues which are material from either the impact perspective or financial perspective² or both. Potentially material ESG issues arising from activities across CLINT and CLI's value chain (including potential risks and opportunities in the immediate and longer term) are primarily identified via ongoing engagement with CLINT's management, CLI's business units and external stakeholders, and review of resources including investor questionnaires, ESG surveys, sustainability benchmarks and frameworks such as GRESB and SASB.

In addition, CLINT conducts regular review, assessment, and feedback in relation to ESG topics. The key to this is an annual Group-wide Risk and Control Self-Assessment exercise which entails the identification, assessment and documentation of material risks and

corresponding internal controls. These material risks include fraud and corruption, environmental (e.g., climate change), health and safety, and human capital risks which are important elements in our sustainability agenda.

In elevating our commitment towards global sustainability, we are guided by CLI's 2030 SMP as well as our commitment towards long-term value creation. We have identified and reviewed material issues that are most relevant and significant to CLINT and our stakeholders. These ESG material issues are assessed and prioritised based on the likelihood and potential impact of issues affecting our business continuity. These identified ESG issues are then categorised into six capitals - Environmental, Manufactured, Human, Social and Relationship, Organisational, and Financial, which contribute to our sustainability agenda. In 2023, a review of our material ESG issues was conducted to ensure the relevance of the material topics against the backdrop of a recovering economy. These identified ESG issues have been approved by the Board and are deemed to be material to CLINT.

Prioritisation of Material ESG Issues

Environment	Social	Governance
Critical		
<ul style="list-style-type: none"> Climate change and carbon emissions reduction Energy efficiency Water management 	<ul style="list-style-type: none"> Occupational health and safety Human capital Stakeholder engagementⁱ Product and servicesⁱⁱ Supply chain management Diversity (<i>Board and employees</i>) 	<ul style="list-style-type: none"> Risk managementⁱⁱⁱ Business ethics
Moderate and Emerging		
<ul style="list-style-type: none"> Waste management Biodiversity 	<ul style="list-style-type: none"> Human rights^{iv} 	
<p>ⁱ This includes green leases and tenant engagement on ESG matters.</p> <p>ⁱⁱ This includes products and services promoting customer health and safety, and green certified buildings.</p> <p>ⁱⁱⁱ This includes consideration of compliance, economic performance, and cyber-security.</p> <p>^{iv} This refers to CLI's zero tolerance stance towards child/forced labour.</p>		

2 To identify ESG issues which are potentially financially material, CLI takes reference from the SASB Standards for Real Estate and Real Estate Services, which identify sustainability factors that are material to short, medium, and long-term enterprise value for the industry.

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SUSTAINABILITY JOURNEY HIGHLIGHTS

With the implementation of CLI's 2030 SMP, we have set down firm commitments towards this masterplan and is progressing beyond ad hoc sustainability initiatives and programmes to integrating sustainability into our business operations. The refreshed 2030 SMP put together CLI's commitments to achieve Net Zero carbon emissions by 2050 and reduce 46% of its Scope 1 and 2 GHG emissions by 2030. CLI has also committed to increasing its usage of renewable energy from 35% to 45% by 2030 and added a new target to reduce waste intensity in daily operations by 20%. New social targets focused on social impact, human capital development, and employee wellness were added, such as having at least 40% female representation in senior management, with an increased emphasis on governance. CLI's refreshed 2030 SMP provides greater clarity to achieve its sustainability goals. CLINT is fully committed to attaining these goals.

2016

Progressively installed Electronically Commutated (EC) fans across all our business parks and signed our first power purchase agreement (PPA) for renewable energy at ITPB.

2017

Commenced the installation of onsite rooftop solar panels across our parks.

2019

Adopted an automatic waste segregator and implemented an intelligent building platform for our Heating, ventilation, and air conditioning (HVAC) systems at ITPB. Currently, 31 buildings across CLINT's business park portfolio are connected to the intelligent building platform, with the remaining buildings being implemented progressively.

2020

Implemented the Environmental Tracking System (ETS) system for sustainability performance tracking and installed our Ultraviolet Germicidal Irradiation (UVGI) and demand-based ventilation at all parks.

2021

Secured our maiden S\$100 million Sustainability-Linked Loan (SLL).

2022

Implemented our first Virtual District Cooling System (VDCS) at ITPB.

2023

Increased our SLL to \$810 million (58% of total loan books).

2024

Commissioned our first 21 MW captive solar power plant in Tamil Nadu.

Looking ahead, we are committed to pursuing more sustainability initiatives in our business operations.

CLI's 2030 SMP was reviewed and approved by the CLI Board in 2023 to ensure that the Group's business strategy is aligned with climate science. The SMP drives CLI's sustainability efforts in the ESG pillars, enabling the Group to create a larger positive impact for the environment and society. As a CLI-sponsored Business Trust, we are aligned with CLI's 2030 SMP to elevate the Group's commitment to global sustainability in the built environment.

CLINT'S COMMITMENT TOWARDS CLI'S 2030 SUSTAINABILITY MASTERPLAN (SMP)

BUILD (Portfolio Resilience and Resource Efficiency)

- Transit to low-carbon business and reduce energy consumption through improved energy efficiency and increase use of renewable energy.
- Reduce water consumption, reuse water, and prevent water pollution.
- Green the operational portfolio by 2030.
- Strengthen climate resilience of CLINT's portfolio by addressing climate related risks and opportunities throughout the real estate lifecycle.

ENABLE (Thriving and Future-Adaptive Communities)

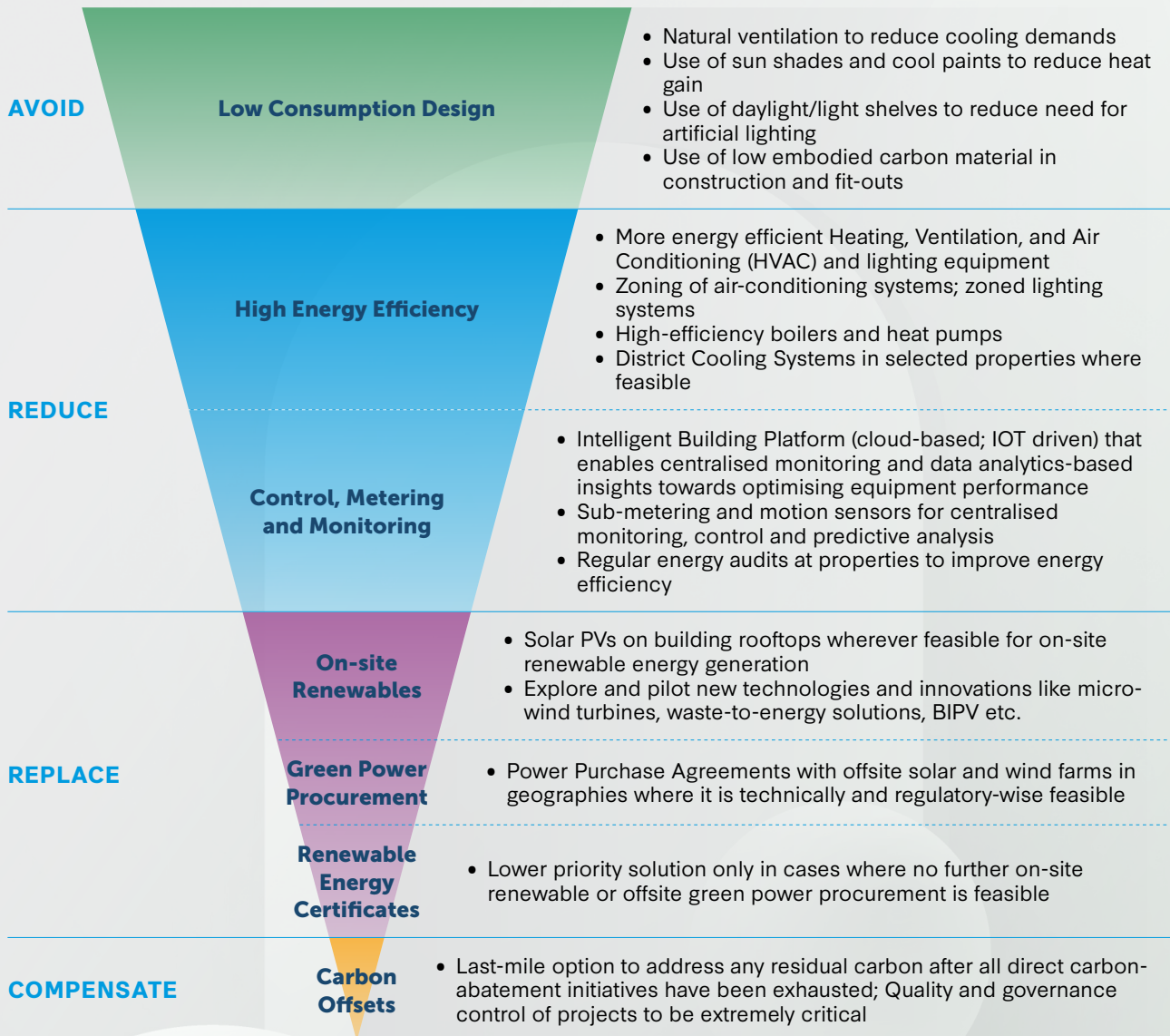
- CLINT believes that regardless of ethnicity, age or gender, employees can make a significant contribution based on their talent, expertise, and experience. CLINT adopts consistent, equitable, and fair labour policies and practices in rewarding as well as developing employees.
- CLI is a signatory to the UN Global Compact. As a CLI-sponsored Business Trust, CLINT's practices are aligned with CLI's.
- CLINT aims to provide a work environment that is safe and contributes to the general well-being of the employees, tenants, contractors, suppliers, and the communities that use its properties.
- CLI's Supply Chain Code of Conduct influences CLINT's supply chain to operate responsibly in the areas of anti-corruption, human rights, health and safety, as well as environmental management.
- CLINT is committed to activities that are aligned with its focus on community investment.
- Promote sustainability within the tenant community.

STEWARD (Responsible Business Conduct and Governance)

- Maintain safe, accessible, vibrant and quality real estate developments to enhance the lives of its tenants and members of the community.
- Integrate ESG performance with financial metrics.
- Requires third-party service providers and vendors to adhere to anti-bribery and anti-corruption provisions.
- Actively embrace innovation to ensure commercial viability without compromising the environment for future generations.

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As part of CL's roadmap to Net Zero, CLINT will prioritise the decarbonisation levers below and source globally for new ideas and technologies to achieve higher energy efficiency and intensify its renewable energy integration efforts.



Aside from mitigating the external impact of our business against the environment, CLINT is aware of our stakeholders' concerns about the potential impact of climate change on our industry and business. Thus, we have started our climate-related disclosures that are aligned with TCFD recommendations since 2021 to share our strategy in mitigating and adapting to these impacts as a result of a changing climate. This year, we enhanced our climate related disclosures and reporting in line with TCFD recommendations. For more details, please refer to pages 93 to 103 of this report.

KEY PERFORMANCE HIGHLIGHTS OF 2023



ESG IS AT THE CORE OF EVERYTHING WE DO



4,840 MWh

Electricity generated by rooftop solar panels in 2023



3rd CapitaLand Hope School

Providing over 500 underserved children with access to quality education in Pune



70 volunteers across the CapitaLand Group from **six countries**

3-day International Volunteer Expedition (IVE) in India



Zero

cases of material non-compliance with laws and regulations



58%

of total loan books are SLLs



AWARDS AND ACCOLADES

4 Star Rating

GRESB Real Estate Assessment 2023 (first time submission)

Grade A

GRESB Public Disclosure 2023

4th place

Singapore Governance and Transparency Index 2023 (REIT and Business Trust Category), up from 6th place in 2022

A MSCI ESG Rating

upgraded from BBB to A rating in 2023

B Score

CDP Climate Change 2023

Rated 12.6 - Low Risk

Sustainalytics ESG Risk Rating

Best Health and Well-Being Programme Award

at the 6th Annual Health and Safety strategy India Summit & Awards 2023

Economic Times Real Estate Awards 2024

ITPH has been recognised as a leading hub for businesses and technology firms at the national level

BEE 5 Star Rating Certification





Awarded to ITPP-H from the Ministry of Power, India, for our energy efficiency performance

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ENVIRONMENT

The 2023 United Nations Climate Change Conference (“COP28”) saw a global commitment to transition away from fossil fuels and to increase green energy sources to combat climate change. As the environmental effects on the economy and society intensify, there is an increasing imperative for more significant climate action to alleviate these impacts. Here at CLINT, we align ourselves with the global commitment to mitigate the negative impacts of climate change and our business actively seeks opportunities to improve the environmental performance of our buildings through the adoption of new technologies and approaches. We remain committed to monitoring environmental performance and implementing initiatives aligned with our targets. We monitor real-time environmental performance and provide prompt response to any potential negative impacts by utilising CLI’s cloud based ETS. This approach enables oversight of energy and water consumption, carbon emissions, and waste generation.

Targets and Performance


Targets	2023 Performance
Obtain 100% certification by a green rating system administered by a national government ministry/ agency or World Green Building Council (WGBC) by 2030	 99% of the buildings across the portfolio covered in the reporting scope are certified with IGBC or USGBC LEED Green Rating.
Energy consumption and GHG emissions <ul style="list-style-type: none"> Achieve Net Zero emissions by 2050 for Scope 1 and 2 Reduce absolute Scope 1 and 2 greenhouse gas emissions by 46%ⁱ Reduce carbon emissions intensity by 72%ⁱ Reduce energy consumption intensity by 15%ⁱ Achieve 45% of electricity consumption from renewable sources Work towards setting new Scope 3 GHG emissions reduction target 	 <ul style="list-style-type: none"> Absolute Scope 1 and 2 greenhouse gas emissions reduced by 36% in 2023 as compared to 2019 Carbon emissions intensity (Scope 1 and 2) reduced by 52% as compared to 2019 Landlord energy consumption intensity reduced by 39% as compared to 2019ⁱⁱ 39% of landlord electricity consumption from renewable sources (Total of 33,834 MWh) CLINT seeks to conduct a comprehensive review of our Scope 3 emissions in the near future
Water Management <ul style="list-style-type: none"> Reduce water consumption intensity in our day-to-day operations by 15%ⁱ 	 • Water consumption intensity reduced by 40% in 2023 as compared to 2019
Waste <ul style="list-style-type: none"> Achieve 25% recycling rate in our day-to-day operations 	 • 66% of waste diverted to recycling

i Using 2019 as the baseline year

ii Energy and emissions Data for 2019 and 2020 is overstated due to the lack of separability of landlord and tenant consumption for diesel.

Legend

 Achieved/Exceeded Targets

 In Progress towards meeting 2030 targets

Environmental Capital

CLINT’s environmental capital refers to all renewable and non-renewable environmental resources that support our business activities. Acknowledging that our own activities can impact environmental capital, we are dedicated to minimising our environmental footprint by actively seeking industry-leading innovations and best practices.

Our environmental footprint mainly stems from energy consumption, water usage, and waste generation in its buildings. To reduce our environmental footprint, we consistently explore novel and innovative approaches, emphasising the adoption of more efficient technologies

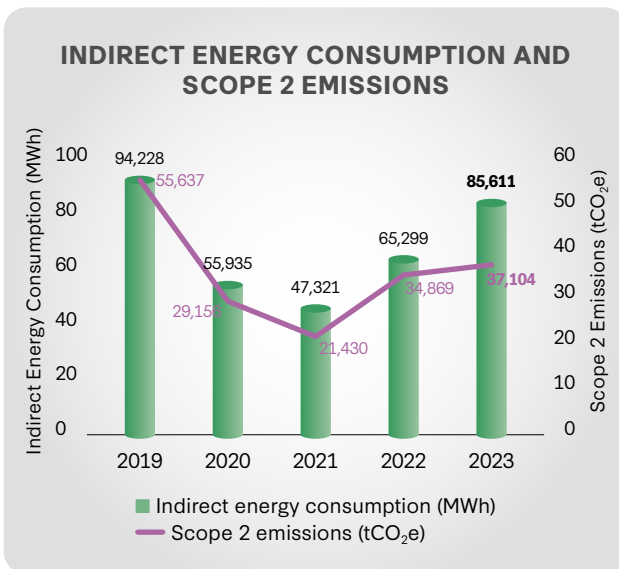
to reduce resource consumption. Furthermore, we actively listen to stakeholder feedback such as tenants’ suggestions and integrate these into our environmental strategy and emission reduction initiatives. This collaborative approach ensures a well-informed and inclusive decision-making process, strengthening our commitment to sustainability and aligning our initiatives with stakeholder expectations.

As part of the SLL agreements with the financial institutions, CLINT is required to prepare an annual “Compliance Certificate for Sustainability Linked Loan” which includes reporting its sustainability performance data relating to each sustainability performance targets

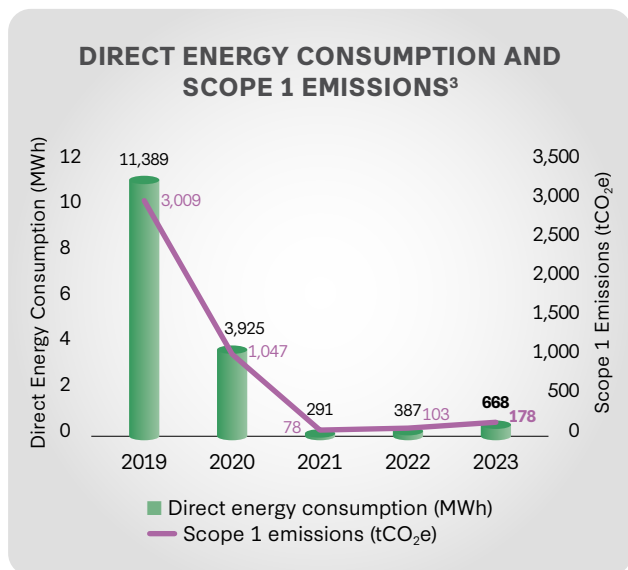
("SPTs"). CLINT engaged an external firm to perform Agreed Upon Procedures in accordance with the Singapore Standard on Related Services (SSRS) 4400 (Revised) Agreed-Upon Procedures Engagements with respect to green certifications ("SPT1") and percentage of total landlord renewable energy ("SPT2").

Energy consumption and GHG emissions

At CLINT, we report our Greenhouse Gas (GHG) emissions in alignment with the operational control approach of the GHG Protocol. Our Scope 1 GHG Emissions are calculated from our direct energy consumption, and conversion factors from the Department for Business, Energy & Industrial Strategy (BEIS) - 2023 are utilised. Our Scope 2 GHG emissions are calculated from the consumption of indirect energy sources using the location-based method. Emission factors were sourced from the Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories and International Energy Agency (IEA) 2023.



For indirect energy consumption, we rely on traditional grid energy and off-site solar farms, as well as the energy generated from solar rooftop installations. In 2023, we utilised 85,611 MWh (308,200 GJ) of electricity⁴, with an indirect energy use intensity of 0.19 GJ/m². Our indirect energy usage led to 37,104 tCO₂e of Scope 2 emissions.



The primary source of our direct energy consumption is non-renewable fuel usage for emergency genset testing and diesel generators. In 2023, CLINT consumed 668 MWh (2,403 GJ) of energy from diesel consumption, resulting in 178 tonnes of carbon dioxide equivalent ("tCO₂e") for Scope 1 emissions.

We acknowledge that our environmental footprint extends past our own operations into our value chain. We will soon conduct a comprehensive review of our Scope 3 emissions to better understand our footprint and material Scope 3 emissions. With currently available data and material Scope 3 emissions, we can report our tenant's energy consumption and corporate air travel. Our Scope 3 emissions have decreased to 53,197 tCO₂e in 2023, where emissions from corporate air travel increased due to increased business travel while a reduction in tenant energy consumption was observed.

CLINT's overall emissions and energy consumption in 2023 have increased from the previous year. This is largely due to the increase in business activity to pre-COVID levels and the increase in reporting scope this year. Yet, the overall Scope 1 and 2 emissions intensity remains lower than the previous year.

3 Energy and emissions Data for 2019 and 2020 is overstated due to the lack of separability of landlord and tenant consumption for diesel.
 4 This refers to energy consumption for common areas and air-conditioning.

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Renewable Energy

At CLINT, our decarbonisation strategy includes an increased adoption of renewable energy, from both off-site solar farms and solar panels strategically installed on the rooftops of our properties. Since 2017, we have been actively installing solar panels on our buildings, achieving widespread coverage across the majority of our parks' rooftops. Furthermore, we have incorporated Electric Vehicle (EV) chargers across

properties, contributing to the promotion of sustainable transportation options and greener energy sources.

We are pleased to see that renewable energy accounted for a total of 33,834 MWh in the reporting period, which represents a 12% increase compared to 2022 (30,113 MWh). The increased adoption of renewable energy has enabled CLINT to lower its Scope 2 GHG emissions by roughly 24,245 tCO₂e in 2023.

TAMIL NADU SOLAR PLANT

As part of CLINT's decarbonisation strategy and in line with CLINT's commitment to achieve Net Zero emissions for Scope 1 and 2 by 2050, CLINT has commissioned a 21 MW solar plant in Tamil Nadu. The solar plant will generate over 30,000 MWh of electricity annually, which will be utilised predominantly in the common areas of CLINT's properties in Tamil Nadu. The plant has Phase 2 expansion capacity of further 8 MW.

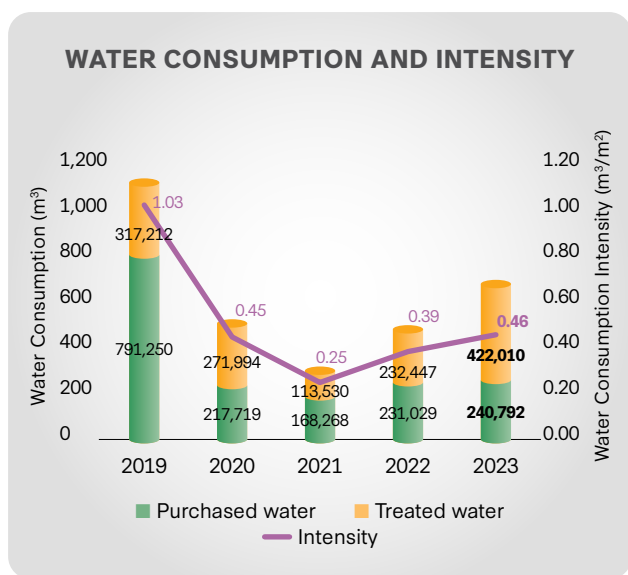
The commissioning of the solar plant will also reduce CLINT's need to purchase brown power to increase its green energy usage by over 70%, and reduce over 17,000 tonnes of carbon emissions annually.

CLINT continues to actively source green power to enhance its portfolio's energy performance throughout the assets' life cycle.



Water Management

Water, an essential resource vital for human survival, faces acute scarcity⁵ in several regions of India. Climate change exacerbates water supply challenges by altering precipitation patterns and causing more severe weather events, leading to increased water scarcity and unpredictability in the availability of freshwater resources. Our operations are dependent on reliable water supply, and we recognise the shared responsibility of this resource that affects neighbouring communities' livelihoods.



In 2023, we utilised 662,802m³ (663 megalitres) of water, marking a 43% increase compared to the same period last year. We source most of our water supply from third-party freshwater sources, and we recycle all water on-site. The surge in water utilisation is largely attributed to normalisation of park attendance post-COVID-19 and the expansion of reporting scope this year. Consequently, the water intensity rose to 0.46 m³/m².

Waste Management

Effective waste management and circular economy practices are vital for minimising environmental impact, conserving resources, and reducing landfill waste. Embracing these practices promotes sustainability by ensuring that materials are reused, recycled, or repurposed, contributing to a more resilient and resource-efficient global ecosystem. Our sustainability approach emphasises the responsible ownership of waste originating from our property portfolio, while working closely with tenants to minimise and recycle waste generated from building operations.

In 2023, a total of 1,474 tonnes of waste was generated, of which 66% was diverted to recycling. The remaining non-recyclable waste generated in the portfolio was sent to landfills for disposal. There was an overall increase in waste generation from 2022 due to heightened business activities and expansion of reporting scope this year. The corresponding waste intensity rose to 1.03 kg/m².



5 India is classified as having extremely high baseline water stress according to the World Resources Institute Aqueduct 4.0. States where CLINT's IT parks operates in (Maharashtra, Tamil Nadu, Telangana and Karnataka) are all listed as having "Medium-High" water stress and above.
 6 Waste data was not published in 2019.

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Biodiversity

Integrating biodiversity considerations in the property lifecycle and ensuring no risks to the surrounding environment during operations are crucial for preserving ecosystems and mitigating potential negative impacts on our surroundings. We do not have properties in our portfolio located within protected areas and no material biodiversity risk has been identified.

Sustainable Building Guidelines

At CLINT, we adopt CLI Sustainable Building Guidelines (SBG) which require integrating environmental considerations throughout the property lifecycle.

Emphasising four major goals – reducing carbon footprint, enhancing water management, minimising waste generation, and promoting biodiversity – the SBG employs a structured approach with delegated responsibilities for effective implementation. The guidelines require a mandatory Environmental Health Safety Impact Assessment (EHSIA) before any acquisition or development activity, involving a comprehensive analysis of potential environmental impacts across various indicators. Findings and cost implications are documented in the investment paper submitted for approval.

INTEGRATING BIODIVERSITY AT OUR BUSINESS PARKS

We endeavour to introduce more native plants and biodiversity within our campuses. For instance, we have introduced a 20,000 sq ft garden in ITPB, featuring approximately 6,000 native plants. As a result, this open-air space has attracted various birds and butterflies, providing serene and relaxing experience for park visitors to unwind.



Manufactured Capital

Aside from responsible resource management of our environmental capital, we also implement various measures with regards to our manufactured capital, which encompasses our manufactured physical infrastructure and technological aspects such as equipment and buildings. We actively integrate environmentally friendly features and enhance energy efficiency across our properties. This commitment extends to all stages of development, redevelopment, or Asset Enhancement Initiative (AEI). Our holistic consideration of environmental sustainability ensures that we achieve operational efficiency while safeguarding our long-term sustainability. By recognising the significance of manufactured capital, this aligns with our commitment to fostering resilient and sustainable operations, where

the incorporation of innovative technologies and infrastructure plays a vital role in advancing overall sustainability objectives.

CLINT has adopted CLI's EHS Policy by putting in place an Environmental, Health and Safety Management System (EHSMS) that supports our commitment to protect the environment and uphold the occupational health and safety of everyone in the workplace. We are therefore committed to carrying out exemplary EHS practices to minimise pollution and health and safety risks, seeking continual improvement and development on our EHS performance, complying with pertinent government legislations and other requirements as well as implementing the CLI SBG and Occupational Health and Safety (OHS) programmes.

Effective Building Management Systems

CLINT utilises CLI’s Environmental Management System (EMS) as a critical instrument for overseeing its environmental impact across the entire portfolio. This system seamlessly integrates with the Occupational Health and Safety Management System (OHSMS), collectively forming CLI’s comprehensive EHSMS. EMS is certified to the requirements of ISO 14001 EMS and ISO 45001 OHSMS Standards.

The EMS provides a structured approach to managing CLINT’s environmental impact and performance. A crucial aspect of the EMS involves identifying and addressing issues within business operations that may potentially harm the environment. The assessment of each environmental aspect and impact considers factors such as the likelihood of occurrence, severity, and the effectiveness of control measures. We are committed to minimising adverse impacts, including resource depletion, carbon emissions, and waste generation. We proactively establish and revise time-bound environmental targets, encompassing green building ratings, reductions in GHG emissions, energy usage, and water consumption, realigning activities to achieve these objectives. Other highlights of our EMS are as follows:



EMS Training and Awareness	Internal Audit System
<ul style="list-style-type: none"> • Interactive training and awareness programmes on EMS for the entire workforce • Specialised induction sessions held for new employees • Comprehensive training for Heads of Departments in administration, operations, and project development • The Trustee-Manager organises various awareness programmes to foster sustainability-focused discussions with stakeholders 	<ul style="list-style-type: none"> • Ensures the conformance and effective implementation of EMS to ISO 14001 international standards • Conducted at least once a year • Alternative audit modes such as virtual and/or hybrid of virtual and physical site audits were introduced to overcome COVID-19 restrictions and ensure the safety of employees and external auditors

Green building rating, benchmarks, and awards

We acknowledge the environmental expectations of our business partners and are steadfast in meeting their demand for sustainable building operations. Green ratings stand as external affirmations, signifying the thoughtful consideration of key environmental aspects in our design, development, and operations.

We are committed to CLI’s overarching goal of securing green certifications for all new and existing high-value buildings in its portfolio by 2030. Notably, in 2023, five buildings are newly included in the reporting scope, all of which were certified Gold. In addition, one building was certified for the first time, achieving a Platinum rating, and three buildings were elevated to Platinum rating, highlighting our ongoing dedication to green building practices.

A total of 37 buildings, representing 99% of our business park portfolio, are certified as Gold or Platinum by Indian Green Building Council (IGBC) or U.S. Green Building Council Leadership in Energy and Environmental Design (USGBC LEED) as of 31 December 2023.

Please refer to Appendix A for a full list of green certifications.

SUSTAINABILITY REPORT

SOCIAL

CLINT firmly believes that the well-being and success of our employees are integral to CLINT’s overall success. Consequently, we are dedicated to providing a safe and healthy workplace that fosters growth and collaboration among individuals from diverse backgrounds and cultures. We are committed to enhancing the skills and development of our employees, aligning their growth with that of our organisation.

Targets and Performance

Targets ⁷	2023 Performance
Foster a safety culture with zero fatality, permanent disability and major injury	● There were zero workplace fatality, permanent disability or major injury recorded.
Maintain ISO 45001 certification for its OHSMS	● Achieved.
Contribute to communities’ social well-being through outreach initiatives by employees and CapitaLand Group’s philanthropic arm, CHF	● The Trustee-Manager’s employees contributed to 89 volunteering hours.
More than 40% female representation in senior management	○ 35% of female employees are in management positions ⁸ .
More than 80% employee engagement score	● CLI global employee engagement score of 84%.
More than 85% of employees to attend one ESG training	● 95% of employees attended.
Incorporate social integration design features in properties	● There are amenities such as gardens, gymnasiums, food courts and childcare facilities in CLINT’s business parks.
Implement wellness-related initiatives and certifications for physical assets	● Implemented wellness-related initiatives and green building certifications.
Achieve high level of customer satisfaction	● High level of customer satisfaction was achieved, based on 2023 tenant engagement survey.
Contractors and vendors to abide by CLI’s Supply Chain Code of Conduct	● 100% of our suppliers agreed to abide by CLI’s Supply Chain Code of Conduct.
Zero tolerance to child labour/forced labour	● Zero child or forced labour.

Legend

- Achieved/Exceeded Targets
- In Progress towards meeting 2030 targets

Human Capital

Human capital is instrumental in delivering the business outcomes and driving its growth. Besides strong technical expertise, employees are also required to be agile and adaptable to tackle the changing dynamics of the industry. Thus, the Trustee-Manager is committed to providing holistic support for our employees.

CLINT has adopted CLI’s Social Charter, Diversity & Inclusion Policy, and Harassment Policy⁹ which uphold fundamental principles of human and workplace rights. These policies outline principles to protect individual rights with a zero-tolerance stance towards child/forced labour, unlawful discrimination & harassment, and encourage diversity and inclusion across the organisation.

Employment and Workplace Diversity

As of 31 December 2023, the Trustee-Manager’s workforce consists of 21 employees, all of whom are based in Singapore. Out of the 21 employees, 20 are on permanent employment. There were no non-guaranteed hours employees. In 2023, the Trustee-Manager had eight new hires and four turnovers, translating to a new hire rate and turnover rate of 38% and 19% respectively. In 2023, 35% of our management positions comprised of female employees.

In 2023, the Trustee-Manager employed three workers who are not considered its employees, and are primarily interns, temporary staff, or management executives. Our Property Manager hired workers who are not its employees, who provide housekeeping and security services across CLINT’s properties. In 2023, there were 5,000 workers across CLINT’s nine IT parks in India.

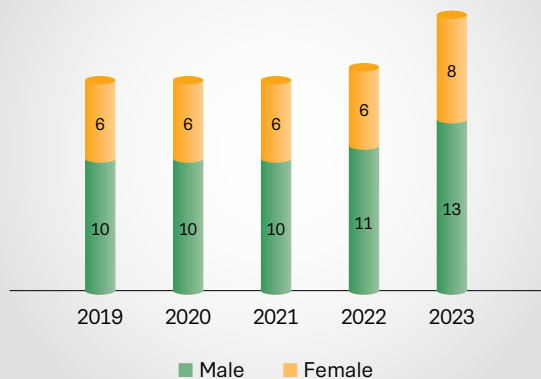
7 Note that the targets are intended to reflect the organisation-wide goals set by CLI on a group basis, and are intended to be implemented subject to and taking into account (i) fair and equitable employment practices and principles under applicable laws and market practice and (ii) the business and operational needs of the company and the organisation, as applicable.

8 38% of female employees in CLI are in senior management positions.

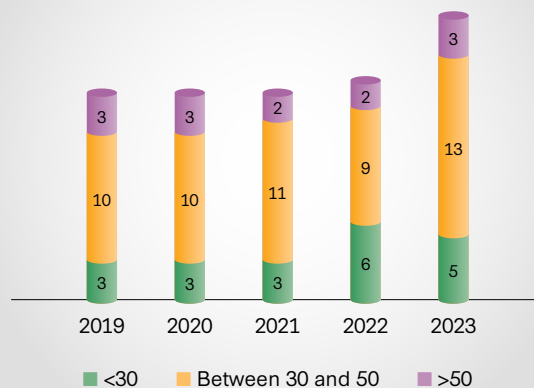
9 For more information, please refer to <https://www.capitaland.com/en/investment/sustainability/esg-policies.html>.

The figures below illustrate the breakdown and movements of our employees in Singapore across the reporting period.

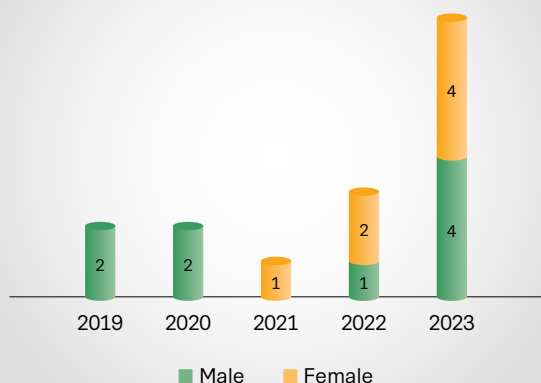
EMPLOYEE PROFILE BY GENDER



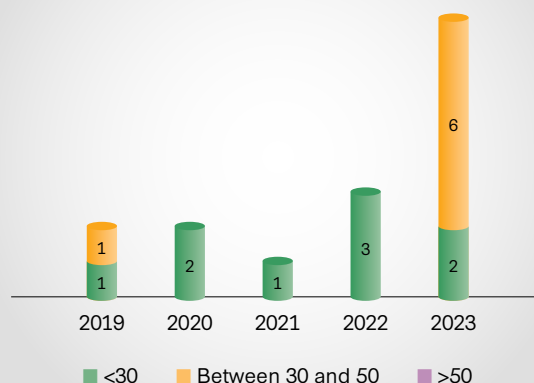
EMPLOYEE PROFILE BY AGE GROUP



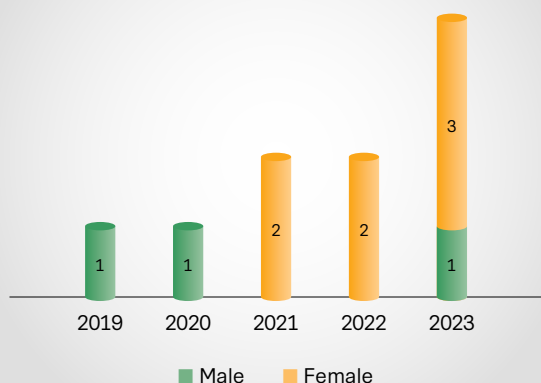
NEW EMPLOYEE BREAKDOWN BY GENDER



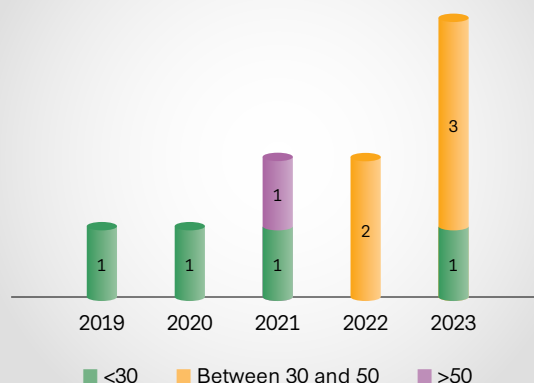
NEW EMPLOYEE BREAKDOWN BY AGE GROUP



TURNOVER BREAKDOWN BY GENDER



TURNOVER BREAKDOWN BY AGE GROUP



SUSTAINABILITY REPORT

The Trustee-Manager believes that a diverse workforce fosters greater innovation and ideas in the workplace and embraces diversity regardless of age, religion, gender, race, and nationality. We believe in meritocracy and all employees are rewarded based on their diverse talent, expertise, and experience. In 2023, the Trustee-Manager did not receive any reports on workplace discrimination.

The Trustee-Manager actively recruits talent from within and outside the organisation locally and from overseas, to build a talent pipeline for leadership succession planning. Various employment opportunities are provided to ensure that its employees achieve fulfilment at their workplace. Employees may apply for job rotation across diverse business functions, depending on the business needs and their competencies. Those who have reached the minimum retirement age may choose to continue working in accordance with our re-employment policy.

Employee Engagement and Well-being

The Trustee-Manager believes in actively engaging its employees to foster a greater sense of belonging to the organisation, its goals, and beliefs. Thus, the Trustee-Manager's employees are engaged through multiple channels such as employee communication sessions and surveys. Employees are provided with

whistleblowing, workplace harassment, and grievance handling policies to ensure that they are well-informed of the available communication channels to the Human Resource (HR) Department or relevant management authorities.

CLI is mindful of its responsibility to ensure the holistic well-being of its people, a principle that the Trustee-Manager also adheres to. CLI's Well-being Programme focuses on 6 dimensions, namely physical wellness, social wellness, career wellness, emotional and mental wellness, financial wellness, and community involvement. Each of these aspects contributes to employees' sense of wellness or quality of life. We understand that well-being does not only entail physical safety, but also the psychological well-being of our employees. In promoting greater mental well-being, employees are encouraged to participate in monthly group wellness activities, health talks and Corporate Social Responsibility (CSR) events.

As we shift towards a hybrid work arrangement, the Trustee-Manager has actively organised engagement activities and participated in activities organised by CLI to help employees foster a greater sense of belonging to the organisation. The following table outlines the key highlights of 2023 employee engagement and well-being events.

Employee engagement and well-being events held in 2023	
CapitaHub Townhall (Office Renovation)	Townhall was conducted to update employees as well as seek their feedback and suggestions on the new office.
CLI Global Staff Communication Sessions	Three sessions were conducted in March 2023, August 2023, November 2023 with about 1,800 or more attendees at each session.
Launch of Workday Phase 2	In this new phase of the Workday implementation, photo booth and ice cream stand were set up in Capital Tower and eCapitaHub to share new features and encourage employees to update their profile photos on the platform.
CL Group Sports Day 2023	Inaugural CL Group Sports Day was an action-packed day with around 1,400 participants from four houses, competing in thrilling interhouse competitive games like Basketball, Captain's Ball, Futsal, Table Tennis and Team Relay! Our management team joined in the excitement too, participating in the Senior Management Tele-match, proving that leadership is about being part of a dynamic team.
CL Group Staff Appreciation Dinner 2023	CL Group held their annual dinner & dance to celebrate the achievements and show appreciation to their employees.
CLI Global Employee Pulse Survey	CLI conducted an employee survey to obtain feedback from employees on organisational culture and identify areas for improvement to improve employee engagement. Participation rate increased from 91% in 2022 to 93% in 2023, along with an increase in engagement score from 83% in 2022 to 84% in 2023.
Eat With Your Family Day 2023	Employees are allowed to leave work an hour earlier on a designated day every quarter to spend time over meals with their families.
Team Bonding Trip 2023	Trustee-Manager organised a 2-days 1-night team bonding trip to Batam, Indonesia in August 2023. Employees participated in the team building activities such as gunny sack challenge for the whole of evening and ended the night with a BBQ picnic dinner at the resort.

The Trustee-Manager offers fair and competitive remuneration packages to attract, retain and motivate its workforce to drive operational excellence. We do not discriminate between gender and regularly review employees' remuneration based on market benchmarks and insights from gender-neutral surveys conducted by independent remuneration consultants.

Beyond base salaries, we also provide other compensation components that include short-term cash bonuses and long-term equity-based reward plans. Adhering to the pay-for-performance principle that is adopted across CLI, these components are differentiated based on employees' relative contributions and individual performance. The bonus awarded to eligible managerial grade employees will be delivered in a combination of cash and deferred shares units, which will be vested over three equal tranches. Senior management are granted additional contingent share units, subject to a 3-year performance period and will be vested if the pre-determined performance conditions are achieved. The performance conditions include measures and targets on total unitholder return and ESG.

Aside from competitive remuneration and financial rewards, the Trustee-Manager provides a wide range of benefits under the flexible benefits programme as well as flexible work arrangements such as flexible working hours, work-from-home and part-time work arrangements to meet varied needs of employees. In addition to providing eligible employees with parental leave such as maternity and paternity leave,

the Trustee-Manager provides Family Event Leave and Childcare Leave for employees to care for their families. Employees are also provided with subsidised rates for a stay at Ascott's serviced residences and hotels.

As part of the Trustee-Manager's retention efforts, exit interviews are conducted to gather feedback from exiting employees on the company's strengths and weaknesses, which serves to help us make improvements and create a more supportive work environment. In 2023, one third of the Trustee-Manager's employees have been with us for five years or longer.

Training and Development

The Trustee-Manager acknowledges the rapid evolution within the real estate industry and is committed to consistently enhance the skillset of its workforce. Many programmes designed to bolster the technological proficiency of its human capital were initiated. Most notably, CLI has implemented the 'Building Capabilities Framework' (BCF) in 2019 that demonstrates its focus on nurturing a technically adept workforce. In 2023, 100% of the Trustee-Manager's employees participated in at least one learning event organised by CLI. The Trustee-Manager's employees attained an average of 18 learning hours, with each male employee averaging 16 learning hours and each female employee averaging 21 learning hours.

Annual performance reviews are conducted for all full-time employees which entails open discussions on the employee's performance, areas for improvement, developmental needs, and career plans.

Learning events conducted in 2023

<p>CLI Listed Funds Cross - REIT Sharing Session (7 December 2023)</p>	<p>A half day event was organised to provide a platform for cross-sharing of ideas and open discussion on specific topics of interest across various listed funds manager teams in CLI. A panel discussion was also held to discuss the challenges and potential business opportunities ahead for the various real estate sectors and geographies</p>
<p>Learning CAREnival</p>	<p>With the normalisation of hybrid work arrangements and the workforce returning to office, the Learning CAREnival took on a different format in 2023. The first installment was held virtually in April and the second instalment was held in person in September. Both multiple-day long sessions provided employees learning opportunities from the sharing of insights by industry partners and esteemed speakers, in a multitude of topics including digital influence, holistic well-being, career resilience, sustainability and innovation</p>



SUSTAINABILITY REPORT

Occupational Health and Safety

We recognise the significance of workplace health and safety of our employees and stakeholder groups and is committed to achieve an accident-free workplace to ensure the well-being of our contractors, tenants, suppliers, and communities. Thus, we are guided by our robust Occupational Health and Safety Management System (OHSMS), which is governed by CLI's EHS Policy that outlines the Group's commitment to manage OHS issues.

We closely monitor business processes and strive to identify OHS hazards, gauge their risk level, and introduce adequate interventions to eliminate or minimise OHS hazards. Hazards Identification and Risk Assessments (HIRA) are reviewed annually or when appropriate. Commonly identified workplace hazards include poor ergonomics, falling from height, falling objects, and working in an enclosed space. In mitigating these identified hazards, several Standard Operating Procedures (SOP) were established to ensure that the Trustee-Manager's employees are aware of the hazards and minimise the occurrence of these workplace injuries resulting from these identified hazards. Following the COVID-19 pandemic, a SOP for timely management of serious diseases was established to minimise business disruptions. Regular reviews on these policies are conducted and revised according to the latest local governmental guidelines and group-wide procedures. Further, medical and travel advisories are disseminated to our employees by our HR department.

Aside from the physical well-being of the Trustee-Manager's workforce, our contractors operating within our business parks are required to operate in strict compliance with occupational health and safety and environmental regulations. During the quotation and tender submission process, Risk Assessment

Forms which includes CLI's EHSMS requirements are incorporated into all term contracts. These potential suppliers are required to submit a copy of their risk assessment where their activities pose significant health and safety risks to the staff or visitors. All contractors are required to enforce safety requirements such as deploying personal protective equipment, reporting accidents and proper debris and toxic waste disposal. In minimising the instances of workplace injuries, regular training and awareness sessions are conducted to educate our employees on safety features and practices. These training sessions include safety induction training, critical activity training, and daily toolbox talks as well as the response mechanisms for different occupational accidents. In 2023, several new OHS trainings were implemented which focused on a range of topics including fire safety, security management and systems.

To ensure that our OHSMS complies with the ISO 45001 standards, both internal and external audits were conducted by accredited certification bodies across all business parks. These audits provide our leaders and external investors' confidence in our OHSMS, legal and compliance requirements and commitment to best practices. The Trustee-Manager ensures that legal requirements of the OHSMS are reviewed on a quarterly basis, and compliance with these requirements is evaluated annually. In 2023, there were no instances of non-compliance of OHSMS in CLINT's properties.

In 2023, there were zero incidents of work-related fatalities, high consequence injuries, and occupational diseases recorded. In upholding our commitment towards workplace health and safety, the Trustee-Manager will continue to monitor our OHS performance, reinforce safety standards and review our procedures for improvement.

NATIONAL SAFETY WEEK 2023

Over 7,400 people participated in the 52nd National Safety Week, which included the Property Manager's employees, tenants and service providers. The theme for 2023 was "Proactive Safety Approach to Achieve Zero Harm". We annually participate in the national safety week to instill a culture of safety in the occupants of CLINT's spaces and educate them on the importance of occupational health and safety management. Some of the events organised during the 52nd National Safety Week included fire safety and CPR demonstrations, mock drills as well as safety trainings on various topics. We believe that constant trainings such as these are a key component of maintaining constant vigilance against OHS hazards at all sites.



Human Rights

The Trustee-Manager and Property Manager are against any form of coerced labour and discrimination. As a CLI-sponsored Business Trust, we adhere strictly to the local labour laws and regulations in the respective jurisdiction where we operate in. We firmly believe that all employees are entitled to their own rights and freedom. In demonstrating our commitment towards human rights, we adhere to international human rights principles, including the Universal Declaration of Human Rights and the International Labour Organisation (ILO) Conventions, across all our business operations. In 2023, there were zero reported incidents relating to discrimination, child labour or forced labour, and there were no employees below the age of 16. The Trustee-Manager’s employees are allowed to join trade unions, with 9.5% of employees covered by collective bargaining agreements.

Social and Relationship Capital

Recognising the significance of fostering robust community connections in our operational areas, CLINT creates positive impacts within these communities as part of our dedication to being a socially and environmentally responsible business. We maintain

ethical business operations within the organisation and with our business partners. Therefore, we ensure that our business partners adhere to our Code of Business Conduct and Ethics before entering into any engagements with us. We remain committed to uplifting the communities in our operational areas as we recognise the importance of our relationship with these stakeholders in pursuit of our continued success.

Tenant Experience

CLINT strives to provide a healthy and safe environment for our tenants, allowing them to create value in their workplace. In upholding our commitment towards our tenants, we actively engage with our tenants, listening to their feedback and concerns. We strive to address their feedback and concerns, where feasible, in propelling and supporting our tenants’ ambitions. We firmly believe our tenant satisfaction is fundamental to CLINT’s market proposition by employing industry-leading technology and solutions to consistently improve the operating environment for its tenants. In 2023, we conducted tenant surveys for feedback and ratings at our business parks to assess their satisfaction, including health and safety related matters.

ENGAGING OUR TENANTS IN 2023

Confetti

We organised Confetti 2023 – a vibrant carnival brimming with music, treats, and memories that will last a lifetime.



DJ night

Bollywood-themed Disco Night was organised for all tenants at CyberPearl, where they had to dress in creative costumes. The best dressed tenants were given prizes.



Sports Carnival

Our parkites got a chance to play ball at International Tech Park Chennai when we conducted Sports Carnival in partnership with Decathlon. Teamwork and some healthy competition became the order of the day everyone got a chance to reminisce their childhood memories.



SUSTAINABILITY REPORT

ENGAGING OUR TENANTS IN 2023

FMConnect

The FM Connect platform was a fun way to interact with our tenant community, exchange experiences about our park operations, and discuss how we can enhance tenant experience.



Livewire

Livewire2023, held in ITPB, was a huge success as parkites unleashed their talents beyond their regular work. From soulful singers to amazing dancers and trendsetting fashionistas, it was a day to remember with around 350 participants showcasing their extraordinary cultural skills.



TT Tournament - Sport brings us all together!

Our tenants took a break from their work to compete in a recent 3-day table tennis competition in ITPB. Over 500 park employees, including the CEO of CLINT took part in the event sharing moments of fun, competition, and camaraderie. For us, it was not just about the game; it was also about the laughter and the bonds we built.



Garba Night

The spirit of festivity swept through our parks, and the atmosphere was magical. Our parks in Bangalore and Mumbai captured the spirit of the Indian festive season, beginning with an enthusiastic Navaratri celebration. It was truly heartwarming to see our parkites and the neighbourhood community dress up in traditional attire, clap their hands and raise vibrant dandiya sticks high in the air as they grooved to the rhythmic beats of the season, displaying an incredible sense of togetherness and community spirit.



Interface

We celebrated our association with our friends and partners across the industry at the Interface event in Pune. Through some great conversations, soulful music and peppy dance numbers, we connected on so many facets of work and of life.



ENGAGING OUR TENANTS IN 2023

Youngtumblrs

We collaborated with Youngtumblrs to organise three days of exciting games in ITPB. From cornhole to paddle tennis and panna football, the games acted as a platform to build lasting community bonds.



Colors

Parkites from ITPH, CyberPearl, and aVance Hyderabad decorated the parks with their rangolis, a vibrant and colourful Indian art, adding to the cultural richness of the event.



Unplugged Chennai

The Monks Live Band opened with an upbeat and catchy song that instantly had people tapping their feet and nodding their heads. From there, we seamlessly transitioned into a smooth jazz number, setting the mood for the evening. The band covered popular hits, classic numbers, and even incorporated some chart-toppers. The dance floor quickly filled with people swaying and dancing to the music. As the night progressed, the corporate event had transformed into a lively and unforgettable party.



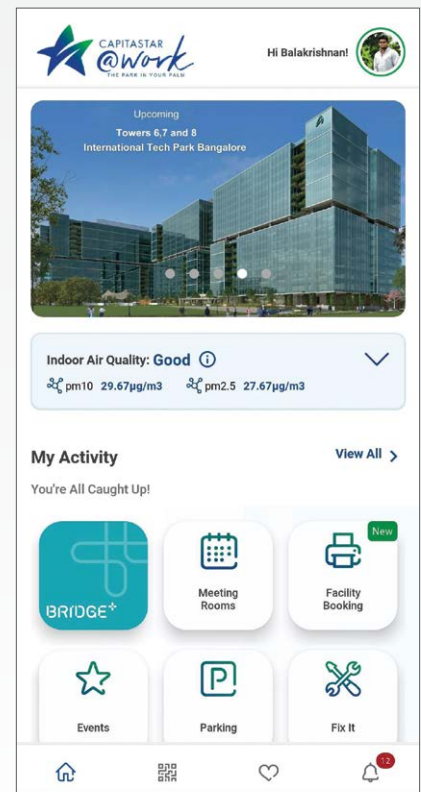
CEO Night - Where business meets fun! #CapitaLandConnect23

We were delighted to host the CEOs and leaders of ITPB for an exclusive evening of conversation, laughter, and music. These CEOs and leaders actively participated in the networking event and collectively contributed to numerous initiatives aimed at enhancing our parks for our parkites and the community in which we all work in.



CapitaStar@Work India - The Park in Your Palm

Capitastar@Work India app helps our tenants to interact and communicate with the park managers through a handy single interface. This easy-to-use app helps them with quick and easy access to the workplace community and use the amenities and privileges available. Parkites can use the app to conveniently invite guests to the office premises, pay and book amenities and participate in various tenant engagement events. In addition, the app provides a platform for the park managers to interact directly with the users through surveys and feedback.



SUSTAINABILITY REPORT

Community Engagement

Fostering community development holds a pivotal role in CLINT's sustainability strategy. We actively participate in community engagement in areas where we operate in, supporting various community engagement activities to address a wide range of issues, including environmental sustainability, health and safety, social integration, empowerment of underprivileged children and old age care for senior citizens of the community. Our active participation has created a strong presence in the community, building substantial social capital and goodwill for CLINT. In 2023, 52% of the Trustee-Manager's employees participated in volunteering activities which equated to 89 volunteering hours.

UPLIFTING OUR LOCAL COMMUNITIES IN 2023

International Volunteer Expedition (IVE) 2023

We hosted a three-day annual IVE in October 2023 at Bangalore with around 70 CapitaLand Group's employee volunteers from six countries - India, Malaysia, Philippines, Singapore, United Kingdom, and Vietnam. The CEO and employees of the Trustee-Manager volunteered in this event and decorated the classrooms and common areas with hand painted murals, enhanced the play area with a sandpit and added more shelves and books in the reading room at CapitaLand Hope School, KR Puram at Bangalore. CHF has also partnered with Pratham Education Foundation to expand its holistic learning programme to benefit over 3,000 children in more than 62 underserved communities in Karnataka.



Third CapitaLand Hope School in Pune

CHF has expanded its CapitaLand Hope School programme to Pune to provide over 500 underserved children with access to quality education. This is the third school that CHF has supported in India under the programme, with the first two in Bangalore. CHF has contributed INR19 million to refurbish the Government Marathi Medium Higher Primary School, which is located in the Bhoirwadi neighbourhood in Hinjawadi, about 1.3 kilometres from ITPP-H. Together with the partners and local volunteers from Hinjawadi village, Property Manager's employees volunteers from the Pune operations contributed to the refurbishment of the 20,000 sq ft school over a one-year period. To provide the students with a safe and conducive learning environment where they can receive a holistic education, the school has been upgraded to offer 16 classrooms, computer and science laboratories, a library, a multipurpose room, a playground, an art & crafts room, a staff room, a sick room, and lavatories.



UPLIFTING OUR LOCAL COMMUNITIES IN 2023

Winning of Hearts Awards

At CLINT, we build communities and celebrate their presence. Our annual Winning of Hearts (WHO) Awards is one such initiative to reward and recognise the efforts of our service providers across our assets. “It is our way of saying thank you to all the service warriors who diligently look after the safety, security, cleanliness, landscaping and overall maintenance of our facility,” said Mr Gauri, CEO of Property Manager, as he felicitated the support workers in ITPB.



Supply Chain Management

CLI is committed to upholding high-quality environmental, health and safety standards which extends to its suppliers and contractors. In doing so, CLI has a Supply Chain Code of Conduct for contracted suppliers to uphold. This policy extends to CLINT’s supply chain to operate responsibly in the areas of anti-corruption, human rights, health, and safety, as well as environmental management. Thus, contractors are only appointed for our projects upon meeting the stringent selection criteria.

Trustee-Manager’s Volunteering Activity in Singapore

20 employees of the Trustee-Manager (including the management team) participated in a 3-hour long door-to-door delivery of specially curated meals to vulnerable seniors in June 2023, to help supplement the seniors' dietary needs, through CHF’s #LoveOurSeniors initiative.



Further, we have employed an online Procure-to-Pay platform to conduct vendor screening based on environmental and social criteria. This platform provides regular updates of the suppliers’ performance and evaluation rating which ensures that our suppliers operate responsibly.

Our contractor management guidelines require all contractors to comply with local government and other legal requirements. Preference is given to ISO 14001 and ISO 45001 certified companies or equivalent. In 2023, 100% of CLINT supply chain agreed to abide by the CLI Supply Chain Code of Conduct.

SUSTAINABILITY REPORT

GOVERNANCE

In adhering to a commitment to transparency and ethical practices, CLINT promotes sound corporate governance practices that ensure robust oversight of sustainability issues. This holistic approach extends beyond traditional business metrics by encapsulating ESG considerations. With a focus on accountability and responsible stewardship, our governance framework is designed to navigate the evolving landscape of sustainability, integrating principles that align with our core values and contribute to long-term resilience and success.

Targets and Performance

Targets ¹⁰	2023 Performance
No substantiated incidents of non-compliance with regulations	● Zero cases of material non-compliance with laws and regulations in 2023.
Group-wide Targets (as aligned with CapitalLand Investment 2030 Sustainability Master Plan)	
Sustainability Governance <ul style="list-style-type: none"> Ensure sustainability targets are integrated into CLI's Performance Share Plan and Balanced Scorecard framework to determine executive remuneration and Business Units' Key Performance Indicators 	● Under the Balanced Scorecard framework, CLINT's strategy and goals are translated to performance outcomes comprising both quantitative and qualitative targets including sustainability. For more information regarding remuneration, please refer to the Corporate Governance Report on pages 116 to 155.
ESG Risk Management <ul style="list-style-type: none"> Ensure processes to identify, assess, and manage sustainability risks and opportunities in short-, medium-, and long-term are integrated into overall enterprise risk management framework Ensure sustainability risks and opportunities are managed in line with overall risk appetite and strategy 	● The process of identifying, assessing, and managing sustainability risks and opportunities is conducted in our annual group-wide Risk and Control Self-Assessment (RCSA) exercise. Further, the sustainability risks and opportunities are managed and aligned with our overall strategy when conducting our TCFD reporting.
Business Ethics <ul style="list-style-type: none"> At least 85% of CLI employees to attend one compliance related training 	● 95% of employees attended 1 ESG training under Social target.
Transparent Reporting <ul style="list-style-type: none"> ESG reporting aligned and externally assured to international standards 	● This sustainability report has been aligned to GRI and SASB Standards.
Legend ● Achieved/Exceeded Targets	

Organisational Capital

Organisational capital, encompassing elements such as business ethics and corporate governance, forms the bedrock of sustained business success and reputation. Ethical conduct and robust governance practices not only uphold the trust of stakeholders but also foster a positive organisational culture. Here at CLINT, we believe in maintaining sound and effective governance structures at every level. We have delegated responsibilities to oversee sustainability and have in place various policies such as our Enterprise Risk Management (ERM) Framework and our Code of Business Conduct and Ethics to facilitate accountability and responsibility across CLINT.

Board Diversity

Ensuring board diversity is crucial for optimising the Board's decision-making capability by ensuring that the Trustee-Manager has the opportunity to benefit from all available talent and leveraging on a broad mix of expertise, experience, perspectives, skills and backgrounds. It contributes to effective business governance and long-term sustainable growth. Aligned with CLI's commitment, CLINT's Board is committed to fostering diversity within its Board and has in place a Board Diversity Policy. This policy provides for the Board to comprise talented and dedicated Directors with a diverse mix of expertise, experience, perspectives, skills and backgrounds, with due consideration to diversity

¹⁰ Note that the targets are intended to reflect the organisation-wide goals set by CLI on a group basis, and are intended to be implemented subject to and taking into account (i) fair and equitable practices and principles under applicable laws and market practice and (ii) the business and operational needs of the company and the organisation, as applicable.

factors, including but not limited to, diversity in business or professional experience, age and gender. The Board acknowledges the Council for Board Diversity's target of women making up 30% of the boards of SGX-ST listed companies by 2030, which the Board has achieved in 2022.

The Nominating and Remuneration Committee (NRC) actively incorporates diversity considerations in carrying out its duties relating to Board composition and renewal. The NRC identifies potential candidates that bring a diversity of background and opinion from amongst candidates with the appropriate background and industry or related expertise and experience. In identifying possible candidates and making recommendations on board appointments to the Board, the NRC considers, among others, achieving an appropriate level of diversity in the Board composition having regard to diversity factors such as the skills, experience, gender, age, tenure, as well as the educational, business and professional background of its members.

In October 2023, Ms Tan Soon Neo Jessica was appointed as Lead Independent Director, and Mrs Deborah Ong was appointed Chairman of the Audit and Risk Committee (ARC) and a Member of the NRC. In 2023, we also welcomed two new directors, Mr Vishnu Shahaney and Mr Goh Soon Keat Kevin to our Board who brings with them collectively experience in banking, finance, capital markets, lodging, business analyses and cross-border real estate transactions. These appointments augmented and strengthened the Board's diversity in terms of professional qualifications, industry knowledge, skills, and experience. The NRC, in its annual review, expressly considers and includes a commentary to the Board on the subject of diversity in the composition of the Board.

In line with the Board Diversity Policy, the current Board comprises eight members who are corporate and business leaders, or are professionals with varied backgrounds expertise and experience in areas including governance, real estate, banking, investment management, capital markets, accounting and finance, legal, business, general management and strategic planning, who bring with them the combination of skills, talents, experience and diversity required to serve the needs of and achieve the plans for CLINT. The Board also has a few members with prior work experience in the industry in which CLINT operates.

Whilst the Board believes that it has an optimal blend of backgrounds, experience, knowledge in business and general management, and expertise relevant to help the Trustee-Manager deliver on CLINT's ambition and strategic priorities, it believes in planning for

orderly succession as well as contingencies and is continually looking out for opportunities to fill future gaps in competencies and to renew the Board in a progressive manner.

For more details on the Board Diversity Policy, please refer to the Corporate Governance Report on pages 116 to 155.

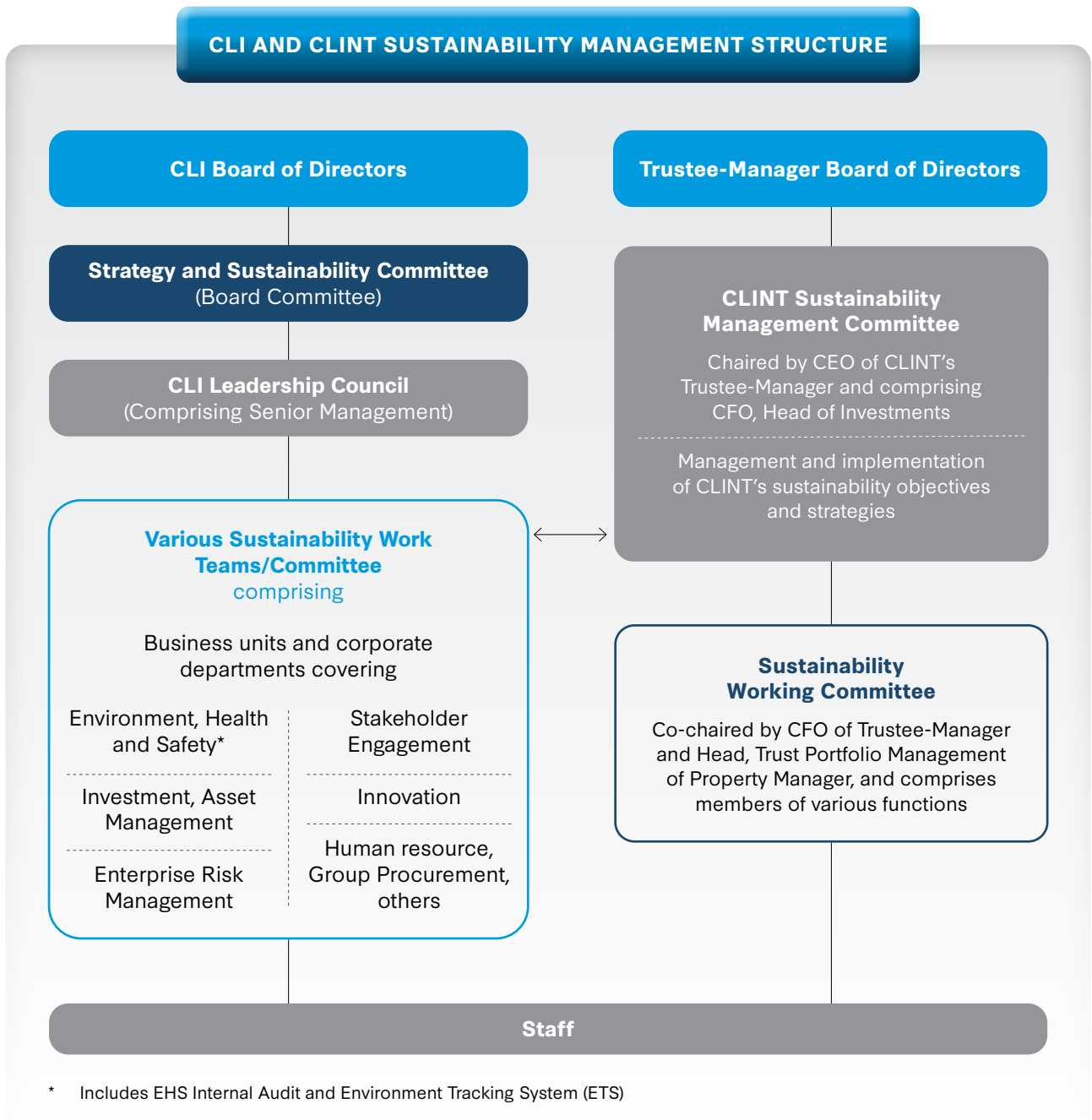
Sustainability Governance

The CLI Board recognises sustainability as a vital business imperative and actively incorporates it into CLI's strategic development, a practice that is extended to CLINT. Regular updates to the CLI Board, facilitated through its Strategy and Sustainability Committee (SSC), cover the Group's sustainability management performance, key material concerns from stakeholders, and planned follow-up measures. Additionally, at least once a year, the CLI Board is informed through its Risk Committee and Audit Committee on updates on sustainability risks, performance metrics, such as carbon emissions and green certification, human capital development, and stakeholders' expectations on social and environmental matters. They are also informed of any work-related safety incidents, business malpractice incidents and environmental incidents, which may include climate-related damage or disruptions.

At CLINT, the Board is actively engaged on CLINT's sustainability efforts and the sustainability report is reviewed by the Board before publishing. In 2023, the training and professional development programmes for the Directors included taking sustainability training courses prescribed by the SGX-ST conducted by providers that represent different constituencies in the capital markets. Going forward, new Directors who are appointed to the Board from time to time will either have expertise in sustainability matters or will undergo further training required under Rule 720(7) of the Listing Manual. Moreover, the Trustee-Manager has a dedicated Sustainability Committee (SC), which was formed in 2022, to further enhance CLINT's responses and processes related to ESG matters. The SC comprises the Sustainability Management Committee (SMC) and is supported by the Sustainability Working Committee (SWC). The CEO chairs the SMC, and its members include the CFO and Head of Investments. The SC's duties and responsibilities include developing, overseeing and ensuring the effective implementation of CLINT's sustainability objectives and strategies. The SC is also responsible for reviewing and approving sustainability targets for CLINT and reviewing and approving the annual integrated sustainability report. The SC will meet at least twice a year, and more frequently if required.

In 2023, the SC held its inaugural meeting in July followed by the second meeting in November.

SUSTAINABILITY REPORT

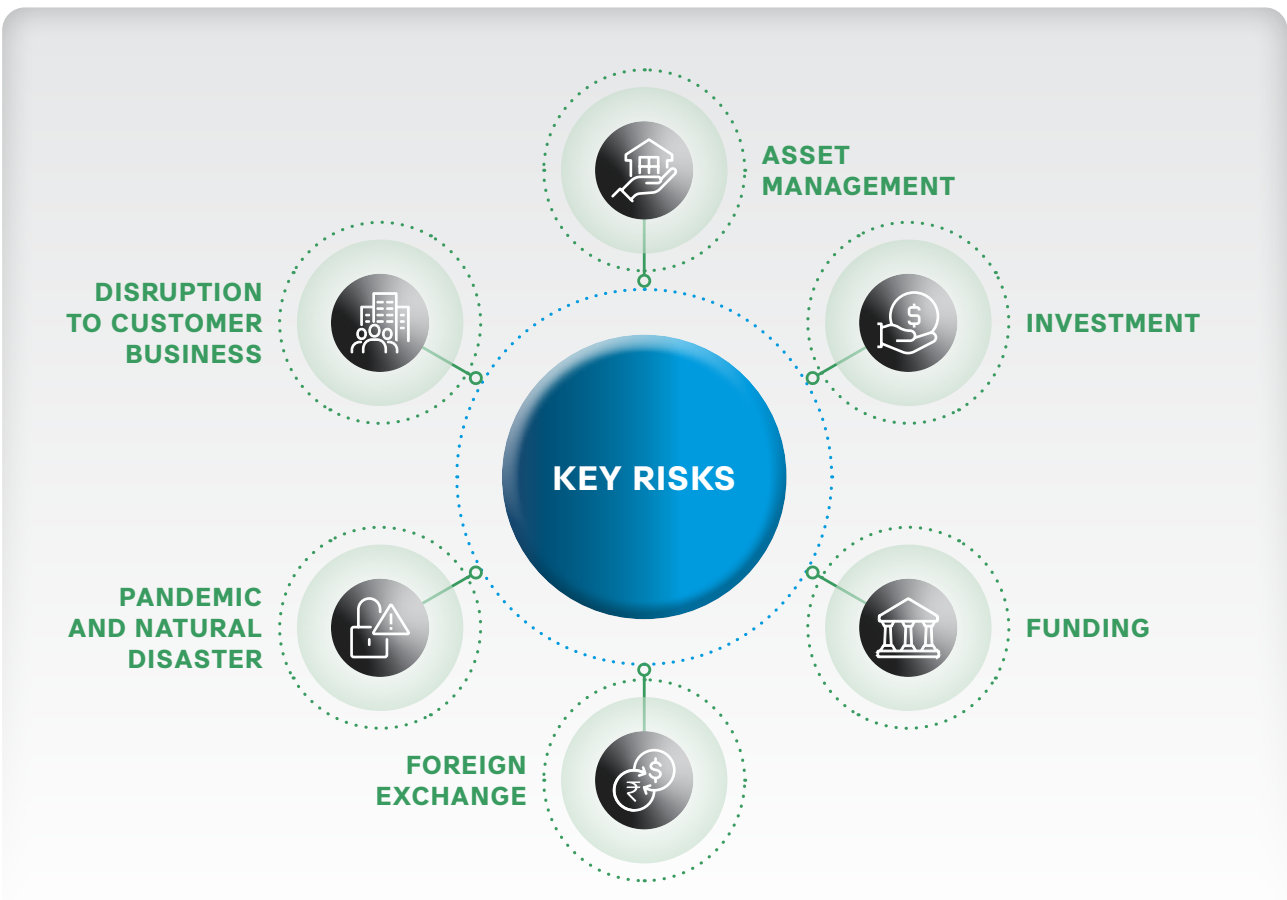


Risk Management

CLINT has established a comprehensive ERM Framework designed to proactively identify and address material risks. This involves the implementation of vital controls to mitigate these risks, with continuous monitoring and assessment to adapt to the evolving operational and regulatory landscape. The Board, in collaboration with the ARC oversees the risk management framework

and policies for CLINT, aligning them with our strategy and business plans. Material findings related to ESG factors are regularly reported, and recommendations are provided to manage or mitigate such risks, as summarised below.

For more details on ERM, please refer to pages 36 to 40 of this Annual Report.



Aside from our ERM Framework, CLINT also recognises that ongoing digitalisation poses potential threats to confidentiality, integrity and availability of information. To fortify cyber resilience and facilitate innovative digital transformations, CLI implements key mitigation measures, where practices extend to CLINT as well. Examples of our key mitigation measures include continuous review of our Cyber Security Strategy, staff IT Security Awareness Training, maintenance of IT Security Incident Management Procedure, annual Disaster Recovery Plan exercises, engagement with independent security service providers for vulnerability assessments, and regular updates to the CLI’s Risk Committee on cybersecurity risk activities and control enhancements.

Business Ethics

Business ethics guide an organisation's conduct, emphasising principles of integrity, transparency, and responsible practices. Upholding ethical standards is not just a regulatory requirement but a fundamental commitment that shapes trust, fosters stakeholder confidence, and contributes to the sustainable success of the business. We ensure our employees are well-informed on updates across various topics such as employment terms, benefits and practices, Code of Business Conduct and Ethics, as well as Fraud, Bribery and Corruption Risk Management Framework through the shared intranet.

For more details on Business Ethics, please refer to the Corporate Governance Report on pages 116 to 155.

Whistle-blowing Policy

We have in place a whistle-blowing policy, outlined at <https://www.clint.com.sg/en/about-us/whistle-blowing-policy.html>, which sets out procedures put in place to provide employees and parties who have dealings with the Trustee-Manager with well-defined, accessible and trusted channel to report suspected fraud, corruption, dishonest activities or other improprieties in the workplace. This policy aims to encourage reporting in good faith, ensuring confidentiality, fair treatment, and, to the extent possible, protection from reprisal for those reporting incidents.

In 2023, there were no cases of material non-compliance with laws and regulations, a record we are committed to maintaining.

Recognising the significance of a robust risk culture, we provide new staff with the opportunity to attend the CapitaLand Immersion Programme (CIP) to instill the Group's core values, while existing staff benefit from dedicated training courses like "CapitaDNA: Strengthening Core Values," offering practical examples and applications of these values in the workplace.

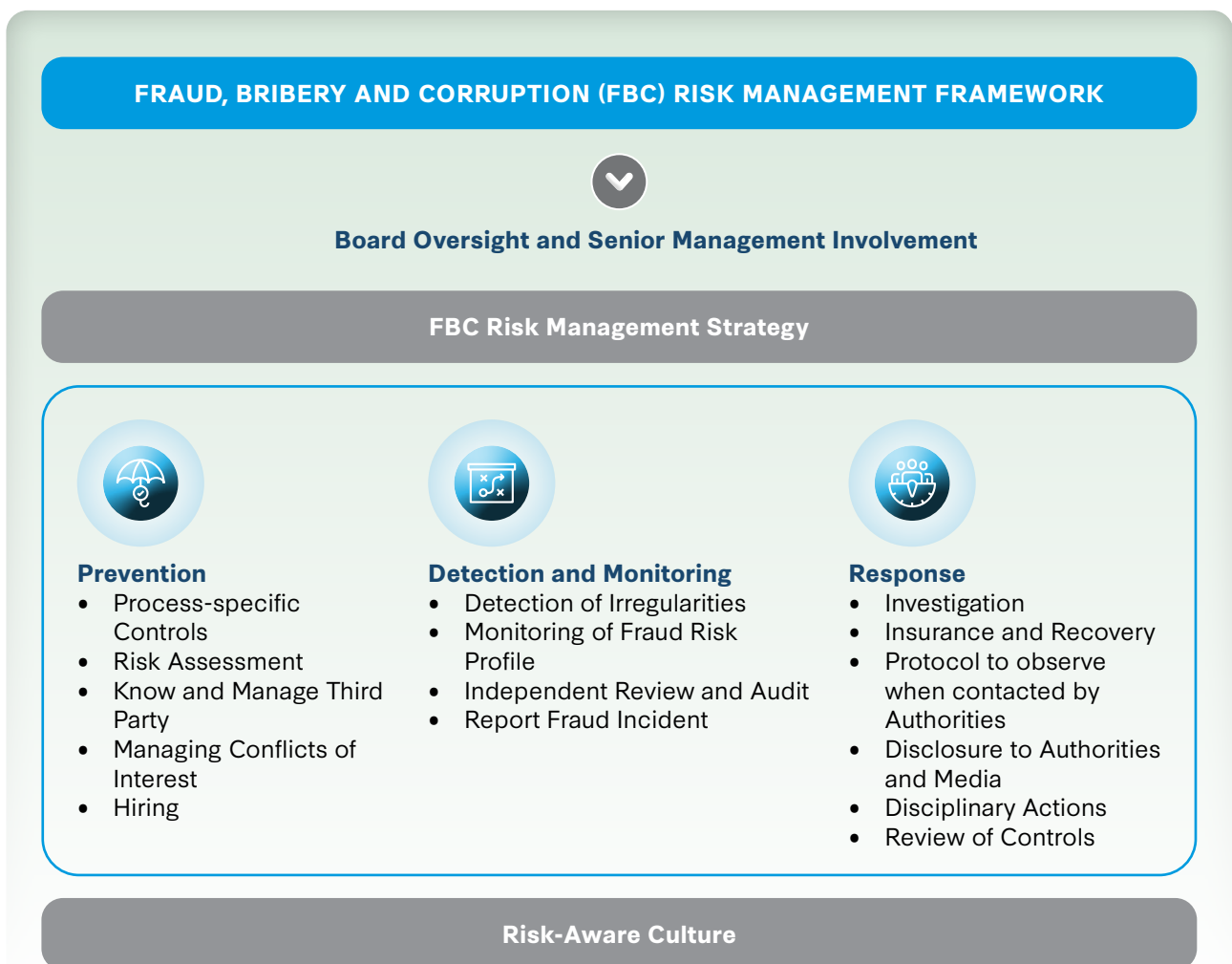
SUSTAINABILITY REPORT

Zero-Tolerance against Fraud, Bribery and Corruption

CLINT maintains a zero-tolerance stance against Fraud, Bribery, and Corruption (FBC) in our business activities, expecting all employees of the Trustee-Manager to maintain the highest standards of integrity in their work and business dealings. The Trustee-Manager's employees adhere to CLI's FBC Risk Management Policy, which is systematically employed to manage these risks comprehensively. Published on the Group's intranet along with various CLI policies, the FBC Risk Management Policy aids in the detection and prevention

of FBC through fair compensation packages, internal control documentation, periodic audits, and the promotion of the right organisational culture embedded in core values and ethical education for staff.

Our zero-tolerance policy on bribery and corruption also extends to our business dealings with third parties, such as suppliers, contractors, subcontractors, and consultants. Pursuant to this policy, we require that certain agreements incorporate anti-bribery and anti-corruption provisions to ensure compliance and ethical conduct.



Financial Capital

Financial capital is a vital component of CLINT's resources, representing the monetary assets and investments that facilitate its operations and growth. Sustainable economic performance is crucial as it ensures the responsible and efficient use of financial resources, contributing to long-term viability. We are committed to sustainable economic practices and strive to foster investor confidence, support ethical financial practices, and contribute to the overall well-being of the business and the broader economy.

We recognise that sustainable finance plays a crucial role in steering investments towards environmentally and socially responsible initiatives. In 2023, sustainable financing made up 58% of our loan books, at a total of S\$810 million. For more details on CLINT's financial performance for 2023, please refer to pages 44 to 51 of this Annual Report.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

Introduction

CLI started to align its climate-related disclosures with the TCFD recommendations in the four key areas of governance, strategy, risk management and metric and targets since 2017 and further declared its support for TCFD and its recommendations in 2019. The Group, including CLINT are striving to continuously enhance the reporting against the TCFD recommendations.

Disclaimer

The purpose of this section is to provide climate-related disclosures which contain information related to climate risks and opportunities, consistent with the TCFD recommendations. The information and opinions contained in this section are provided as of the date they are made and subject to change.

This section contains forward-looking statements and statements of opinion. All statements, other than statements of historical fact, including without limitation, statements regarding the plans, strategies and objectives of management in relation to climate and CLINT's future performance, are forward-looking statements. Forward-looking statements are predictive in character and involve subjective judgement, assumptions and analysis and are subject to potentially significant risks, uncertainties and other factors, many of which are outside the control of, and are unknown to, CLINT. Other unpredictable or unknown factors not discussed in this section could also have material adverse effects on forward-looking statements. CLINT does not undertake any obligation to publicly release the result of any revisions to these forward-looking statements to reflect events or circumstances after the date hereof to reflect the occurrence of unanticipated events, unless it is assessed that these are decision useful information. Users of this report are cautioned not to place undue reliance on such statements, particularly in light of the long term horizon which this report discusses and the inherent uncertainty in possible policy, market and technological developments in the future. CLINT will continue to publish relevant climate-related disclosures in its future Annual Reports and users of this report are advised to check its website for and refer to the latest published report.

There are also limitations with respect to climate scenario analysis which was derived from a third-party platform. The degree of potential risk identified in this platform does not consider mitigation or adaptation strategies that may be in place or are being implemented at the portfolio company or specific asset. It also does not consider planned mitigation or adaptation strategies at the country level. This analysis was reviewed with and augmented by another third-party consultant. Scenario analysis is a process for identifying and assessing the potential implications of a range of plausible future states under conditions of uncertainty. Scenarios are hypothetical constructs and not designed to deliver precise outcomes or forecasts. Instead, scenarios provide a way for organizations to consider how the future might look if certain trends continue or certain conditions are met. In the case of climate change, for example, scenarios allow an organization to explore and develop an understanding of how various combinations of climate-related risks, both transition and physical risks, may affect its businesses, strategies, and financial performance over time¹¹.

While every effort was made to provide accurate and complete information, CLINT does not represent or warrant that the information in this Statement is free from errors or omissions, is complete or is suitable for your intended use. In particular, no representation or warranty is given as to the accuracy, likelihood of achievement or reasonableness of any forward-looking statements contained in this Statement or the assumptions on which they are based. Climate scenarios may change and third-party platform output may improve over time. Such material is, by its nature, subject to significant uncertainties and contingencies outside of CLINT's control. Actual results, circumstances and developments may differ materially from those expressed or implied in this report.

11 Pg 25, Recommendations of the Task Force on Climate-related Financial Disclosures.

SUSTAINABILITY REPORT

Governance

The Trustee-Manager considers sustainability issues as part of its responsibilities and strategic formulation. The Board determines the material ESG factors and oversees the management and monitoring of the material ESG factors. The Board sets CLINT's risk appetite, which determines the nature and extent of material risks that CLINT is willing to undertake to achieve its strategic and business objective. As part of the material risk issues being highlighted, climate change has been identified as critical. The Board regularly reviews climate change risks as part of its ERM Framework.

The Board has oversight on sustainability matters and is actively involved in discussions on climate-related initiatives. Taking the lead from CLI, the Board is regularly updated on relevant sustainability topics, performance metrics, e.g. carbon emissions performance, progress on reduction targets and green certification. The Board has always been kept aware of any environmental incidents, which may include climate-related damage or disruptions. During 2023, the Board received various briefings on regulatory updates and ESG trends.

At CLINT level, CLINT works closely with CLI India Business Park EHS Committee, which is championed by the CEO of the Property Manager. This EHS committee drives initiatives related to climate-related risks and opportunities, as well as broader environmental issues. The Trustee-Manager has formed an internal Sustainability Management Committee (SMC), headed by the CEO. This committee is made up of the CFO and Head, Investments; and Head, Portfolio Management. This committee oversees the Sustainability Working Committee (SWC), co-chaired by CFO of the Trustee-Manager and Head, Trust Portfolio Management of the Property Manager and is responsible for oversight and management of sustainability and climate matters. CLINT's SWC assists the SMC in analysing, proposing and revising various strategic plans, including those that are climate related. The SMC then reports and recommends to the Board for approval of strategic plans and initiatives on various matters stemming from sustainability to digitalisation and procurement. In alignment with CLI, the CEO is responsible for CLINT's targets. A key objective of the senior management of CLINT is to further transition to a low carbon business that is aligned with climate science understanding and build a resilient and resource efficient portfolio.

CLI groupwide sustainability management comes under the purview of a CLI Board Committee, the Strategy and Sustainability Committee (SSC). The CLI SSC, chaired by Lead Independent Director, is responsible for overseeing sustainability strategies and goals

including providing guidance to management and monitoring progress against achieving the goals of any sustainability initiatives in 2023. It is supported by the Group Sustainability Office and various work teams to drive continued progress and improvement in the areas of ESG. The work teams comprise representatives from CLI business units and corporate functions. The SSC, as well as the Group CEO and the Senior Leadership Council have oversight and are responsible for climate-related issues. They had also approved the CLI 2030 SMP. The CLI Board is updated at least twice a year on a quarterly or ad hoc basis - these Board meetings cover relevant climate-related topics including the CLI 2030 SMP and discussions on the green capital expenditure plan required to meet the SMP targets (which already includes decarbonisation targets). Performance against SMP targets and Balanced Scorecard (BSC) targets, including decarbonisation targets, is tracked, and reported to CLI Management and Board at least annually. CLINT is aligned with the CLI 2030 SMP, including the decarbonisation targets. The associated performance against SMP targets is linked to the remuneration policies for staff and management and the BSC. The targets, including BSC targets performance, are then tracked and reported to CLINT Management and Board at least annually.

At CLINT level, CLINT works closely with CLI India Business Park EHS Committee, which is championed by the CEO of the Property Manager. This EHS committee drives initiatives related to climate-related risks and opportunities, as well as broader environmental issues. This governance cascaded from the Group level to CLINT level through CLINT's SMC.

When it comes to building expertise and capacity on climate-related issues for the directors and senior management, at CLI and CLINT level, the directors are continuously upskilling with respect to sustainability and climate-related issues. All directors of CLI and CLINT have undergone sustainability training courses recognised by SGX, and all new and existing directors are regularly briefed on sustainability management at CLI, climate-related matters, including choice of climate scenarios and the decarbonisation journey, as well as the CLI 2030 SMP. At CLINT level, following their appointment, the Directors are provided with opportunities for continuing education in areas such as director's duties and responsibilities, including sustainability matters as prescribed by the SGX-ST at the Trustee-Manager's expense, so as to be updated on matters that affect or may enhance their performance as Directors or Board Committee members. In 2023, the training and professional development programmes for the Directors included seminars conducted by experts

and senior business leaders on board practices and issues faced by boards and the sustainability training courses prescribed by the SGX-ST conducted by providers that represent different constituencies in the capital markets. The Directors also regularly receive reading materials on topical matters or subjects as well as updates on regulatory changes and their implications.

With respect to the decarbonisation initiatives and targets, at CLI and CLINT level, there are various mechanisms applied to gaining feedback on these initiatives from our various stakeholders. These include but are not limited to:

- annual general meetings,
- half yearly financial results announcements and quarterly business updates,
- media releases and interviews,
- Annual reports and Sustainability reports,
- company website and email,
- regular analyst and investor meetings,
- biennial investor perception survey and
- participation in relevant focus groups or panel discussions internally.

For more details on CLINT's sustainability management structure, please refer to page 90 of this Annual Report.

Strategy

As a CLI-sponsored REIT, CLINT's identified ESG issues are aligned and adapted from CLI's list. The selection of these issues will be guided by CLI's regular review, assessment and feedback process in relation to ESG topics.

Since 2016, climate change and emissions reduction are some of the key ESG material issues identified as relevant and critical for CLINT and CLI. Climate change risk has been identified as a key risk as part of the ERM Framework and includes both physical and transition risks. Physical risks are a result of climate change and can be acute or chronic in climate patterns, such as rising sea levels, violent storms, long intense heat waves, flash floods and freshwater depletion. Transition risks result from a transition to a lower-carbon economy, which could entail potentially more stringent regulations and increased expectations from customers and stakeholders.

In line with CLI, CLINT's strategy to identify and address climate-related risks and opportunities spans all areas of its real estate life cycle, from the earliest stage of the investment process to design procurement, construction, operations and redevelopment or divestment.

- All new investments into operational assets and development projects undergo the EHSIA during due diligence to identify any environmental (including climate change) risks and opportunities related to the asset/project site and its surroundings. The assessment covers performance metrics such as energy efficiency, as well as transition and physical risks and opportunity considerations. Significant findings from the assessment, including any gaps identified during the impact assessment in relation to meeting the CLI 2030 SMP targets, as well as identified physical and transition risks or additional capital expenditure, would be incorporated in the investment paper submitted to the Board for approval.
- Through the implementation of CLI's Sustainable Building Guidelines (SBG), the aim is to identify and address the risks and opportunities of climate change right from the design stage. The local context of each project will be studied in detail, and appropriate measures will be taken into consideration with regards to adaptation of climate change. SBG also sets guidelines for buildings to be more energy efficient, e.g. setting green rating targets, specifying minimum equipment efficiency, and requiring the use of onsite renewable energy whenever possible.
- At the operational asset level, the CLI EHSMS, which is audited by a third-party accredited certification body to ISO 14001 standard, serves to monitor transition risks relating to climate regulations via EHS legal registers updates and regular stakeholder engagements. Operational issues pertaining to climate change, energy and water are also identified and managed through the EHSMS to strengthen the climate resilience of CLINT's portfolio.
- The CLI 2030 SMP further outlines the targets and pathways for transition to a low-carbon business that is aligned with climate science. Energy use and carbon reduction targets, as well as green certification targets are set for its operational assets. Initiatives are put in place to improve the environmental performance, resilience, and durability of its assets through system upgrades, system optimisation, effective maintenance, and changes to user's behaviour. The continued achievement of high green building ratings as well as energy and water efficiency measures put in place to achieve the reduction targets would help to mitigate the impact of changing weather conditions.

SUSTAINABILITY REPORT

- CLI and CLINT's decarbonisation planned activities are also integrated throughout all stages of a project via CLI's SBGs, from feasibility, design, procurement, construction, operations to redevelopment. CLI supports low-carbon investments and factors climate-related costs and opportunities into its evaluation of new investments or capital expenditure (CAPEX) through the incorporation of CLI internal carbon price implemented since 2021.
- On CLINT level, while the decarbonisation plan is largely aligned to CLI, in January 2024, the Board approved the commissioning of 21-megawatt captive solar plant in Tamil Nadu. This initiative aims to increase CLINT's renewable energy usage by over 70% in line with its Net Zero commitment.
- CLINT conducted a Green CAPEX overlay exercise to identify the amount of CAPEX required over the next few years to meet the 2030 SMP targets. In terms of related financial planning, 58% CLINT's loan books (as at 31 December 2023) are consisting of SLLs due to CLINT's strong performance in green certification ("SPT1") and renewables procurement and production ("SPT2").
- As part of the value chain engagement and lower-carbon initiatives, 99% of CLINT's Business Parks have a Gold or Platinum rating by U.S. Green Building Council (USGBC) or Indian Green Building Council (IGBC). There is also a continued requirement for main contractors to be ISO 14001 certified or implement onsite audit. Preference is given to vendors with EHS certifications. Furthermore, a fit-out guide with sustainable pointers is provided to CLINT's new tenants to encourage them to adopt greener fit-outs and promote green practices and behaviour.

As part of the 2030 SMP implementation, CLINT generally considers short and medium-term time frames to be until 2030, and long term beyond 2030 in relation to the identification of climate-related risks and opportunities.

CLI and its listed funds, including CLINT, commenced its climate scenario analysis in 2022 for its global portfolio to understand how the identified climate-related risks and opportunities could impact future operations. This analysis considers scenarios based on the latest global and scientific developments, and the scenarios from 1.5°C to 3°C scenarios for current to long-term time frames, to draw conclusions on the financially material physical and transition risks and validate its current strategy. CLI and the REITs will then review their mitigation and adaptation plans, and identify opportunities, in alignment with CLI's 2030 SMP. The SMP was designed to build resilience throughout its operations and futureproof CLI Group's real estate portfolio to guard against climate change risks and to avoid premature obsolescence and adopt available opportunities.

Scenario analysis on future climate-related risks and opportunities

The climate scenario analysis for CLI’s global portfolio (including CLINT) considered the parameters listed below:

	1.5°C	2°C	3°C
Physical risk scenarios	NGFS ⁱ 1.5°C Orderly, 2100	NGFS 2°C Orderly, 2100	NGFS 3°C Hot House World (NDC ⁱⁱ), 2100 Most severe physical risk impacts & costs at 3°C and in the longer term
Transition risk scenarios	CRREM ⁱⁱⁱ 1.5°C, 2050 Most severe transition risk impacts & costs at 1.5°C and in the shorter term	NGFS 2°C Orderly, 2100*	NGFS 3°C SSP2 ^{iv} Hot House World, 2100
Geographical coverage	All assets operating in India as at 31 December 2022.		

* The CRREMⁱⁱⁱ 2°C, 2050 transition risk scenario was chosen in the beginning of this climate scenario analysis. However, the platform updated its models and this option was removed during CLI’s analysis. The NGFS 2°C, 2100 Orderly scenario was then identified to replace the removed CRREM 2°C, 2050 scenario

i The Network of Central Banks and Supervisors for Greening the Financial System (NGFS)
 ii Nationally Determined Contributions (NDC)
 iii Carbon Risk Real Estate Monitor (CRREM)
 iv Shared Socioeconomic Pathways (SSP)

The following heatmap on physical risk reflects the quantitative approach based on assessment performed by a third-party platform. The heatmap on transition risks includes the quantitative approach based on assessment performed by a third-party platform, augmented by additional qualitative research undertaken by an external consultant.

The quantitative analysis represents analysis with respect to the asset values of CLI’s assets worldwide and their respective exposure to climate-related risk

change. It is important to note that the risk level is based on the change of the risk in future scenarios – it is assumed that there is currently a certain level of risk exposure for each of the climate-related risks and the risk level reflects the magnitude of change. The colour-coded heatmap was derived based on thresholds of financial exposure, which have been grouped into the five major categories presented in the legend. The risk levels are relative to baseline exposure. These are the specific exposures for CLINT’s portfolio.

SUSTAINABILITY REPORT

Risk level by third party platform ■ None ■ Negligible ■ Moderate ■ Significant ■ Severe

Risk Type	Primary Risk Driver	Potential Impacts	Risk Level in 3 scenarios ⁱ			Mitigation Measures
			1.5°C (NGFS, 2100)	2°C (NGFS, 2100)	3°C (NGFS, 2100)	
Physical Risk						
Extreme cold	Cold days and extreme cold could become more common and/or severe	<ul style="list-style-type: none"> Increase in heating demand leading to higher utility costs and potentially higher Scope 1, if fuel oil or natural gas boilers are used 				<ul style="list-style-type: none"> Ongoing maintenance to ensure that air heating systems and generators are in good working order and appropriate for both the local and changing climate conditions. Future retrofits and designs to consider welfare of staff, tenants, visitors, and customers in such environments.
Extreme heat	Hot days and extreme heat could become more common and/or severe	<ul style="list-style-type: none"> Increase in cooling demand leading to higher electricity costs 				<ul style="list-style-type: none"> Ongoing maintenance to ensure that air cooling systems and generators are in good working order and appropriate for both the local and changing climate conditions. Implement health and safety initiatives to protect people from extreme heat risk, including work restrictions during peak temperature hours, as required.
Fluvial flooding	Damage to assets located in high flood risk zones	<ul style="list-style-type: none"> Increase in assets exposed to growing severity of river floods Increase in operating costs (e.g. repair costs, business interruption) 				<ul style="list-style-type: none"> Develop flood control features / measures including flood gates and drainage infrastructure where appropriate. Platform level to be checked against flood maps for new design or redevelopment. Ensure flood emergency response plans are implemented.
Coastal flooding	Properties in coastal areas may be exposed to steady and continuous sea level rise	<ul style="list-style-type: none"> Increase in assets exposed to coastal flooding Increase in capital expenditures to construct flood control infrastructure 				<ul style="list-style-type: none"> Monitor national-level initiatives to mitigate coastal flooding risk. Develop flood control features / measures where appropriate. Ensure flood emergency response plans are implemented. <p><i>(Note: The risk delta from 1.5°C to 3°C scenarios for the significant risk level is close to 58%)</i></p>

ⁱ Risk level reflects CLINT's risk level.

Risk level by third party platform ■ None ■ Negligible ■ Moderate ■ Significant ■ Severe

Risk Type	Primary Risk Driver	Potential Impacts	Risk Level in 3 scenarios ⁱ			Mitigation Measures
			1.5°C (NGFS, 2100)	2°C (NGFS, 2100)	3°C (NGFS, 2100)	
Tropical cyclones	Properties may face more frequent and severe tropical cyclone	<ul style="list-style-type: none"> Higher chance of damage to specific asset locations that are tropical cyclone-prone Increase in operating costs (e.g. business interruption) 				<ul style="list-style-type: none"> Check and ensure structures are sufficient to withstand increased windspeed. Improvements to roofs and site drainage systems including reinforcement / improvement where appropriate. Increased operational management, including regular inspections of back-up generation facilities. Ensure business continuity plans and emergency response plans for severe storms are implemented, including plans for power supply cuts or system failures.
Wildfires	Risk of wildfires could increase in extremely dry conditions, such as drought, and during high winds	<ul style="list-style-type: none"> Increase in assets exposed to wildfires Increase in operating costs (e.g. business interruption) 				<ul style="list-style-type: none"> Design and monitor landscaping to prevent vegetation encroachment to structures. Inclusion of fire breaks (e.g., service roads) between outside vegetation and structures. Distribution of escape plans to staff/occupants. Ensure business continuity plans and emergency response plans for wildfires are implemented (distribution of escape plans to staff and occupants).

Risk Type	Primary Risk Driver	Potential Impacts	Risk Level in 3 scenarios ⁱ			Mitigation Measures
			1.5°C (CRREM, 2050)	2°C (NGFS, 2100)	3°C (NGFS, 2100)	

Transition Risk						
Carbon Price Shifts	Carbon emissions priced through taxation or emissions trading schemes	<ul style="list-style-type: none"> Increase in operational costs associated with carbon pricing 				<ul style="list-style-type: none"> At Group level, CLI implemented an internal carbon price to inform decision making for long term decisions before policies are implemented. At Group level, CLI has a decarbonisation plan/ strategy in place to ensure the adoption of strategies to minimise emissions and reduce CLI's exposure to carbon price shifts.

ⁱ Risk level reflects CLINT's risk level.

SUSTAINABILITY REPORT

From the risk assessment performed by a third-party platform, CLI further explored additional transition risks and opportunities in a qualitative manner as a start. Some of these risks are also seen as 'indirect' climate-related risks to CLI and its operations so evaluating them and keeping them in view is of importance to CLI's climate transition journey. The perceived risk level is based on the market trends, current developments and CLI's experience and expertise in the real estate market. The perceived risk level is seen through three scenarios - a 3°C scenario which is assumed to be a 'business-as-usual' scenario where there is not sufficient action taken by economies and businesses to transition to a lower carbon economy and a 1.5°C and 2°C scenarios, where there are differing levels of potential action taken to tackle some of the risks of transitioning to a lower

carbon economy. On the opportunity side, these were only reviewed as potential actions which CLI and CLINT can reference to inform our strategy and they have not been evaluated using the risk level heatmapping criteria or reviewed by scenario (these opportunities would be relevant in all scenarios). The following risks and opportunities are explored on a global portfolio level. The legend for risk levels for the following risks and opportunities is built upon the same financial exposure thresholds as the risk assessment performed by a third-party platform, but based on both qualitative as well and quantitative criteria that correspond to each risk level. CLI will continue to monitor these short term and medium term risks.

Risk level by third party platform ■ None ■ Negligible ■ Moderate ■ Significant ■ Severe

Risk Type	Primary Risk Driver	Potential Impacts	Risk Level in 3 scenarios (2030)			Mitigation Measures
			1.5°C	2°C	3°C	
Transition Risk						
Regulator expectation changes	Regulators with more stringent policies and regulations around climate change for the buildings / real estate sector	<ul style="list-style-type: none"> More comprehensive disclosures expected on climate change actions and metrics 				<ul style="list-style-type: none"> CLI's group level carbon emissions targets are validated by the Science Based Targets Initiative (SBTi) At Group level, CLI's carbon emissions has been externally audited since FY 2010. CLINT's climate-related disclosures are aligned to international standards, and CLI makes on-going efforts to follow the latest developments around climate and emissions reporting standards. CLINT will encompass such developments into its disclosure, to stay aligned with best practice disclosure standards on climate risk (e.g. exploring ISSB reporting recommendations and incorporating them into its disclosure).

Risk level by third party platform ■ None ■ Negligible ■ Moderate ■ Significant ■ Severe

Risk Type	Primary Risk Driver	Potential Impacts	Risk Level in 3 scenarios (2030)			Mitigation Measures
			1.5°C	2°C	3°C	
Customer expectation changes	Consumer preferences could shift towards greener buildings	<ul style="list-style-type: none"> Increased number of tenants seeking for assets with high-performing green credentials 	Significant	Moderate	Moderate	<ul style="list-style-type: none"> At Group level CLI has green building certification and green lease target for its portfolio as part of the CLI 2030 SMP. (Please refer to page vii of CLI GSR 2022.) CLINT does a continuous assessment of the green building certification for its properties and will implement necessary asset enhancements to align with relevant/latest certification levels. At Group level, CLI will extend green lease options in more markets to CLI tenants, with green building requirements and expectations.
Electricity price shifts	Growing adoption of renewable energy could drive changes in electricity costs	<ul style="list-style-type: none"> Increase in capital investment in renewable energy Fluctuations in operating costs from electricity price variability 	Significant	Moderate	Moderate	<ul style="list-style-type: none"> At Group level, CLI has a renewable energy target, and a carbon emissions target which is validated by Science Based Targets Initiative (SBTi), for its portfolio. CLI has embarked on group procurement of green power purchase agreements for key markets. At Group level, CLI continues to implement energy efficiency improvement initiatives at its properties, where feasible.

Opportunity	Primary Driver	Potential impacts	Approach
Use of new technologies including PropTech (property technology) to manage emissions	Investment in technologies for improving energy and water	<p>Reduced exposure to regulations, carbon price, electricity price and water price increases</p> <p>Reduction in operating costs</p>	At Group level, CLI continues to pilot new technologies in existing buildings and deploy sustainability innovations in its global portfolio via the CapitaLand Innovation Fund.
Increased demand for green products and services	Shift in consumer preferences and development of low emissions goods and services	<p>Increase in revenue by tapping on the green rental premium created by increased demand for sustainable buildings</p> <p>Increase in asset value for low carbon buildings</p>	<p>Ongoing discussions with tenants to identify opportunities to support their carbon reduction commitments.</p> <p>Continuous assessment of the green building certification for CLINT’s properties and adopting the necessary asset enhancements to align with the relevant/latest certification levels.</p>

SUSTAINABILITY REPORT

As an ongoing process, CLI and CLINT will review and update, if appropriate, the processes associated with risk management in order to account for the material environmental and climate-related risks identified.

Risk Management

CLINT conducts an annual CLINT-wide Risk and Control Self-Assessment (RCSA) exercise that requires supporting business units and corporate functions to identify, assess and document material risks which includes ESG relevant risks, along with their mitigating measures. Material risks and their associated controls are consolidated and reviewed at CLINT level before they are presented to the ARC and the Board. This exercise is based on CLI's annual Group-wide RCSA exercise, review of the Risk Appetite Statement and Key Risk Indicator on Climate Change and Environmental Risk. Such climate-related risks and opportunities are identified and mitigated through CLI's ERM Framework, and its externally certified ISO 14001 Environmental Management System. CLINT's risk management process to address its key risks and uncertainties, including climate change, is discussed further in Risk Management section at pg 36 of this Annual Report.

Climate-related risks and opportunities are identified and mitigated through CLI's ERM Framework (CLINT's ERM Framework is aligned to CLI's Framework). CLINT prioritises material ESG issues based on the likelihood and potential impact of the issues affecting business continuity and development. Notably, CLINT is cognisant of the risk posed by existing and emerging regulatory requirements with relation to climate change as it is outlined in CLI's ERM Framework as a transitional climate change risk. Some of these risks include:

- Regulatory or compliance risk, prompted by certain regulations in the countries of operation. These include but are not limited to the Environmental Risk Management Guidelines introduced by the Monetary Authority of Singapore (MAS) in 2020 requiring financial institutions and asset managers to place greater emphasis on both physical and transition environmental risks; and the Singapore Exchange mandate from December 2021 that all issuers must provide climate reporting that is aligned to the recommendations of the TCFD in their sustainability reports from the financial year commencing 2024 for the materials and buildings industry. At present, this requirement is on a 'comply or explain' basis for CLI and CLINT. In 2023, ACRA and SGX also launched a public consultation on the recommendations by the Sustainability Reporting Advisory Committee (SRAC). The recommendations aim to further advance climate reporting in Singapore. These recommendations resulted in the mandatory climate reporting details for listed and large non-listed companies being confirmed by the ACRA

and the SGX Reg Co on 28 February 2024. These include:

- From FY2025, all listed issuers will be required to report and file annual Climate-Related Disclosures (CRD), using requirements aligned with the International Sustainability Standards Board (ISSB) standards.
- From FY2027, large non-listed companies (defined as those with annual revenue of at least S\$1 billion and total assets of at least S\$500 million) will be required to do the same.
- Scope 3 climate-related disclosures will become mandatory for listed issuers in FY2026 and no earlier than FY2029 for large non-listed companies.
- External limited assurance on Scope 1 and 2 GHG emissions will become mandatory for listed issuers in FY2027 and FY2029 for non-listed companies.
- Market risks, including shifts in carbon and electricity prices, or customer expectations. These developments are prompted by various country-specific or global platforms, including COP28 in November and December 2023, where the key takeaway was that progress on climate action was too slow across all areas, such as reduction of greenhouse gas emissions and strengthening resilience to changing climate. The main decision was to accelerate action across all areas by 2030, including to speed up the transition away from fossil fuels to renewables such as wind and solar power in their next round of climate commitments it was recognised that urgent action is needed to combat global warming, and this can only be done through global action from governments and businesses.

Physical risks are observed through the regular monitoring of incidents across the portfolio, for example, in cases of floods. In 2020, CLI had conducted a global portfolio baseline study to better understand its portfolio's physical climate risk in relation to floods. This included insights into whether properties were in low lying plains, encountered flooding in previous years, had equipment located in the basement, and had exposure to other flood risks. Globally, most of CLI's properties already have flood control features and measures in place, such as flood barriers, sensors, water level pumps and flood emergency response plans.

An EHSIA is carried out during the feasibility study of CLI and CLINT's investment in all new operational assets as part of its due diligence. The assessment includes transition and physical risk and opportunity considerations, as well as the application of an internal carbon price. This assessment would guide CLINT to consider EHS risks and opportunities upfront and

identify mitigation measures earlier. The significant findings of the EHSIA and their cost implications are incorporated in the investment paper submitted to CLI and CLINT's Board for approval, to provide a more holistic perspective of the investment and ensure necessary CAPEX has been set aside for the investment to meet CLI 2030 SMP targets. Through CLI's ERM Framework and the EHSIA, certain physical risks are prioritised e.g. floods are highlighted in the due diligence reports and plans to integrate climate change resilience and adaptation considerations into the design, development and management of its properties. To further strengthen climate resilience to flood risk, CLINT, through CLI, regularly engages its operation teams to ensure flood emergency response plans are implemented across its portfolio.

Metrics & Targets

At the Group level, CLI has tracked and reduced the carbon emissions of its managed and owned operational properties, including those of CLINT, via its cloud-based Environmental Tracking System. All related metrics have been regularly disclosed in CLI's annual Global Sustainability Report. Since 2010, CapitaLand has been disclosing Scope 1, 2 and 3 GHG emissions of its global portfolio and the data including CLINT's has been externally assured. Furthermore, in 2022, the Group had their carbon emissions reduction targets approved by the SBTi for a 1.5°C scenario. This target is in line with the goals of the Paris Agreement to keep global temperature rise to 1.5°C in this century. CLI has also committed to Net Zero by 2050 for its Scope 1 and 2 emissions, which includes CLINT's assets. Please refer to the CapitaLand Investment Global Sustainability Report 2023. For more information, please refer to Appendix B: ESG Data Summary.

At CLINT level, it takes guidance from the operational control approach as defined by the GHG Protocol Corporate Standard, in line with CLI. A focus area at CLI Group level is tracking and disclosure of material Scope 3 categories in the next few years, especially supply chain emissions. CLINT is aligned to CLI in terms of enhancing the coverage of tracking and disclosure of material Scope 3 categories. Furthermore, CLI is also reviewing a carbon offsets strategy at Group level. The planned use of offsets would be aligned to the current SBTi requirements, i.e. offsets will only be used in the last-mile for emissions reductions beyond CLI's science-based reduction targets and decarbonisation strategies (i.e. residual emissions) to reach net zero; and will be sourced from high quality reputable carbon credit projects that undergo the necessary verification and certification processes, aligned to international standards. In this regard, CLI is aiming to ensure the credibility and integrity of the offsets that its plans to procure.

Aligned with CLI, CLINT has set sustainability and climate-related performance metrics and targets that are linked to the remuneration policies for members of senior management, such as the Balance Scorecard framework for 2023 which had included both quantitative and qualitative targets relating to climate change. CLI has implemented a shadow internal carbon price since 2021 to account for climate-related risks and opportunities for its new investments. CLI will continue to explore new metrics to measure climate-related risks and opportunities which CLINT will assess and adopt where relevant for its portfolio.

SUSTAINABILITY REPORT

APPENDIX A: GREEN BUILDING CERTIFICATIONS

City	Property	Building	Award
Bangalore	International Tech Park Bangalore	Anchor Annex	IGBC Platinum
		Anchor	IGBC Platinum
		Aviator	IGBC Platinum
		Creator	IGBC Platinum
		Discoverer	IGBC Platinum
		Explorer	IGBC Platinum
		Innovator	IGBC Platinum
		Inventor	IGBC Platinum
		Navigator	IGBC Platinum
		Park Square Mall	IGBC Platinum
		Victor	USGBC LEED Platinum
		Voyager	IGBC Platinum
Chennai	International Tech Park Chennai	Crest	IGBC Platinum
		Pinnacle	IGBC Platinum
		Zenith	IGBC Platinum
	CyberVale	Lakeview	IGBC Gold
		Phase 3	IGBC Gold
		Springfield	IGBC Gold
Hyderabad	International Tech Park Hyderabad	Atria	USGBC LEED Platinum
		Capella	IGBC Platinum
		Orion	IGBC Platinum
		Vega	USGBC LEED Platinum
		Block A	USGBC LEED Gold
	aVance Hyderabad	aVance 2	IGBC Gold
		aVance 3	IGBC Gold
		aVance 4	IGBC Gold
		aVance 6	IGBC Platinum
	Cyber Pearl	Block A	IGBC Platinum
		Block B	IGBC Platinum
	Mumbai	Aurum Q Parc	Building Q1
Pune	aVance Pune	Building 1	IGBC Platinum
		Building 2	IGBC Platinum
		Building 3	IGBC Platinum
	International Tech Park Pune - Hinjawadi	Cedar	IGBC Gold
		Juniper	USGBC LEED Gold
		Cypress	USGBC LEED Gold
		Angsana	USGBC LEED Gold

APPENDIX B: ESG DATA SUMMARY

Metric	Unit	2021	2022	2023
Greenhouse Gas Emissions				
Scope 1	tCO ₂ e	78	103	178
Scope 2	tCO ₂ e	21,430	34,869	37,104
Scope 3 comprising the following:		NA	57,499	53,197
Corporate air travel	tCO ₂ e	NA	231	427
Tenants' energy consumption	tCO ₂ e	45,572	57,293	52,770
Emission intensity, Scope 1 and Scope 2	kgCO ₂ e/m ²	19.42	29.36	25.94
Energy Consumption				
Total energy consumption	GJ	171,403	236,469	310,604
	MWh	47,612	65,686	86,279
Direct fuel combustion	GJ	1,047	1,393	2,403
	MWh	291	387	668
Natural gas	% of Total Energy	0.0	0.0	0.0
Diesel fuel	% of Total Energy	0.6	0.6	0.8
Other fuels (petrol, LPG)	% of Total Energy	0.0	0.0	0.0
Purchased energy	GJ	170,356	235,076	308,200
	MWh	47,321	65,299	85,611
Electricity	% of Total Energy	99.4	99.4	99.2
Heat/steam/chilled Water	% of Total Energy	0.0	0.0	0.0
% renewable electricity	% of Total Energy	53.4	45.8	39.2
Energy consumption intensity	kWh/m ²	43.0	55.2	60.0
Water Consumption				
Total water consumption	megalitres	281.8	463.48	662.8
	m ³	281,798	463,476	662,802
Domestic water supply	%	59.7	49.8	36.0
Treated Water	%	40.3	50.2	64.0
Water consumption intensity	m ³ /m ²	0.25	0.39	0.46
Waste and Recycling				
Total waste generated	tonnes	407	720	1,474
Waste sent to landfill	tonnes	149	231	508
Recycling	tonnes	258	489	966
Waste diversion from landfill	%	63.4	67.9	65.5
Waste intensity	kg/m ²	0.37	0.60	1.03
Diversity (gender and age)				
Current Employees				
Male	Number, %	10 (62.5%)	11 (64.7%)	13 (61.9%)
Female	Number, %	6 (37.5%)	6 (35.3%)	8 (38.1%)
<30 years old	Number, %	3 (18.8%)	6 (35.3%)	5 (23.8%)
30 - 50 years old	Number, %	11 (68.8%)	9 (52.9%)	13 (61.9%)
>50 years old	Number, %	2 (12.5%)	2 (11.8%)	3 (14.3%)
New Hires (gender and age)				
Male	Number, %	0 (0.0%)	1 (33.3%)	4 (50.0%)
Female	Number, %	1 (100.0%)	2 (66.6%)	4 (50.0%)
<30 years old	Number, %	1 (100.0%)	3 (100.0%)	2 (25%)
30 - 50 years old	Number, %	0 (0.0%)	0 (0.0%)	6 (75%)
>50 years old	Number, %	0 (0.0%)	0 (0.0%)	0 (0.0%)

SUSTAINABILITY REPORT

Metric	Unit	2021	2022	2023
Turnover (gender and age)				
Male	Number, %	0 (0.0%)	0 (0.0%)	1 (25.0%)
Female	Number, %	2 (33.3%)	2 (33.3%)	3 (75.0%)
<30 years old	Number, %	1 (33.3%)	0 (0.0%)	1 (25.0%)
30 - 50 years old	Number, %	0 (0.0%)	2 (22.2%)	3 (75.0%)
>50 years old	Number, %	1 (50.0%)	0 (0.0%)	0 (0.0%)
Employment				
Total number of employees	Number	16	17	21
Total turnover	Number, %	2 (12.5%)	2 (11.8%)	4 (19.0%)
Development and Training				
Average training hours per employee	Hours/ employee	15.36	14.08	18.04
Average training hours per employee by gender				
Male	Hours/ employee	13.32	15.98	16.32
Female	Hours/ employee	16.54	11.46	20.85
Occupational Health and Safety				
Staff				
Fatalities	Number of cases	0	0	0
High-consequence injuries (Injuries resulting in permanent disability)	Number of cases	0	0	0
Recordable injuries	Number of cases	0	0	0
Recordable work-related ill health cases (Occupational disease)	Number of cases	0	0	0
Injury Rate	per million manhours worked	0	0	0
Lost Day Rate	per million manhours worked	0	0	0
Contractors				
Fatalities	Number of cases	0	0	0
High-consequence injuries (Injuries resulting in permanent disability)	Number of cases	0	0	0
Injury Rate*	per million manhours worked	0	0	0
Lost Day Rate*	per million manhours worked	0	0	0
Board Composition				
Board independence	%	62.5	62.5	62.5
Women on the board	%	25.0	37.5	37.5
Ethical Behaviour				
Anti-corruption disclosures	Discussion and number of standards	Sustainability Report 2021 pages 95 - 96	Sustainability Report 2022 pages 105 - 106	Sustainability Report 2023 page 92
Anti-corruption training for employees	Number and %	16 persons (100%)	17 persons (100%)	18 persons# (100%)
* Employees of cleaning and security contractors				
# Number of employees who are required to complete the mandatory training as at 21 Aug 2023				

APPENDIX C: GRI CONTENT INDEX

Statement of use	CapitaLand India Trust has reported in accordance with the GRI Standards for the period of 1 January 2023 to 31 December 2023
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not Applicable

GRI Standard	Disclosure	Section in the Report	Page Number	Omission		
				Requirement(s) Omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-1	Organisational details	Trust and Organisation Structure	22		
	2-2	Entities included in the organisation's sustainability reporting	About this Report	62	The reporting scope of our financial reporting can be found on page 3 of our Annual Report.	
	2-3	Reporting period, frequency and contact point	About this Report	62		
	2-4	Restatements of information	There are no restatements			
	2-5	External assurance	About this Report	62		
	2-6	Activities, value chain and other business relationships	At A Glance, Strategy, Portfolio	4-5, 24-25, 52-55		
	2-7	Employees	Human Capital	78-79	The employee count refers to the employee count at the end of our FY.	
	2-8	Workers who are not employees	Employment and Workplace Diversity, Appendix B	78-79	The worker count refers to the employee count at the end of our FY.	
	2-9	Governance structure and composition	Sustainability Governance	89-90		
	2-10	Nomination and selection of the highest governance body	Corporate Governance Report	116-155		
	2-11	Chair of the highest governance body	Corporate Governance Report	116-155		
	2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance	89-90		

SUSTAINABILITY REPORT

GRI Standard	Disclosure	Section in the Report	Page Number	Omission		
				Requirement(s) Omitted	Reason	Explanation
	2-13	Delegation of responsibility for managing impacts	Sustainability Governance	89-90		
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance	89-90		
	2-15	Conflicts of interest	Corporate Governance Report	116-155		
	2-16	Communication of critical concerns	Business Ethics	91	There were no critical concerns communicated to the Board in 2023.	
	2-17	Collective knowledge of the highest governance body	Sustainability Governance	89-90		
	2-18	Evaluation of the performance of the highest governance body	Corporate Governance Report	116-155		
	2-19	Remuneration policies	Corporate Governance Report	116-155		
	2-20	Process to determine remuneration	Corporate Governance Report	116-155		
	2-21	Annual total compensation ratio	Not disclosing due to confidentiality constraints.			
	2-22	Statement on sustainable development strategy	Board Statement	64		
	2-23	Policy commitments	Manufactured Capital, Human Capital, Organisational Capital	76, 78, 88	CLINT's policies are available on the intranet and when possible, made publicly available on CLINT website.	
	2-24	Embedding policy commitments	Manufactured Capital, Human Capital, Organisational Capital		CLINT's policies are available on the intranet and when possible, made publicly available on CLINT website.	
	2-25	Processes to remediate negative impacts	Human Capital, Organisational Capital	80,92		
	2-26	Mechanisms for seeking advice and raising concerns	Stakeholder Engagement, Human Capital, Organisational Capital	65-66, 80,92		
	2-27	Compliance with laws and regulations	Business Ethics	91-92		
	2-28	Membership associations	REIT Association of Singapore (REITAS) Tripartite Alliance for Fair and Progressive Employment Practices (Aligned with CLI)			

GRI Standard	Disclosure	Section in the Report	Page Number	Omission		
				Requirement(s) Omitted	Reason	Explanation
	2-29	Approach to stakeholder engagement	Stakeholder Engagement	65-66		
	2-30	Collective bargaining agreements	Human Rights	83		
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Stakeholder Engagement and Materiality	65-67		
	3-2	List of material topics	Materiality	67		There is no change to our material ESG issues from the last reporting period.
GRI 201: Economic Performance 2016	3-3	Management of material topics	Financial Capital	92		
	201-1	Direct economic value generated and distributed	Financial Review	44		
GRI 205: Anti-corruption 2016	3-3	Management of material topics	Organisational Capital	88		
	205-2	Communication and training about anti-corruption policies and procedures	Organisational Capital, Appendix B	88, 106		18 (100%) of Trustee-Manager's employees have been communicated to and have received anti-corruption training.
	205-3	Confirmed incidents of corruption and actions taken	Organisational Capital	88-92		There were zero confirmed incidents of corruptions in 2023.
GRI 302: Energy 2016	3-3	Management of material topics	Environmental Capital, Manufactured Capital	72, 76		
	302-1	Energy consumption within the organisation	Environmental Capital, Appendix B	73, 105		
	302-3	Energy intensity	Environmental Capital, Appendix B	73, 105		
	302-4	Reduction of energy consumption	Environmental Capital	73		
	302-5	Reductions in energy requirements of products and services	Environmental Capital	73		Reduction in CLINT's portfolio energy intensity as compared to baseline year 2019
	3-3	Management of material topics	Environmental Capital, Manufactured Capital	72, 76		

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GRI Standard	Disclosure	Section in the Report	Page Number	Omission			
				Requirement(s) Omitted	Reason	Explanation	
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	Environmental Capital, Appendix B	75, 106			All water withdrawn are from third-party freshwater sources.
	303-4	Water discharge	Environmental Capital, Appendix B	75, 106			Wastewater is discharged into the public sewerage system or sewage treatment plant
	303-5	Water consumption	Environmental Capital, Appendix B	75, 106			
GRI 304: Biodiversity 2016	3-3	Management of material topics	Environmental Capital	72			
	304-2	Significant impact on biodiversity	Environmental Capital	76			None during the reporting period
GRI 305: Emissions 2016	3-3	Management of material topics	Environmental Capital, Manufactured Capital	72, 76			
	305-1	Direct (Scope 1) GHG emissions	Environmental Capital, Appendix B	73, 105			
	305-2	Energy indirect (Scope 2) GHG emissions	Environmental Capital, Appendix B	73, 105			
	305-3	Other indirect (Scope 3) GHG emissions	Environmental Capital, Appendix B	73, 105			
	305-4	GHG emissions intensity	Environmental Capital, Appendix B	73, 105			
	305-5	Reduction of GHG emissions	Environmental Capital	74			Reductions in fuel switching (to solar) with regards to Scope 2 GHG emissions
GRI 306: Waste 2020	3-3	Management of material topics	Environmental Capital, Manufactured Capital	72, 76			
	306-3	Waste generated	Environmental Capital, Appendix B	75, 105	a	Information unavailable	Breakdown of waste generated is not available
	306-4	Waste diverted from disposal	Environmental Capital, Appendix B	75, 105	b,c,d	Information unavailable	Not available
	306-5	Waste directed to disposal	Environmental Capital, Appendix B	75, 105	b,c,d	Information unavailable	Not available
	3-3	Management of material topics	Supply Chain Management	87			

GRI Standard	Disclosure	Section in the Report	Page Number	Omission		
				Requirement(s) Omitted	Reason	Explanation
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	Supply Chain Management	87		
	3-3	Management of material topics	Human Capital	78		
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Employment and Workplace Diversity; Appendix B	79, 106		
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Engagement and Well-being; Appendix B	80-81	These benefits disclosed are for the Trustee-Managers located in Singapore.	
	401-3	Parental leave	In FY2023, there were no employees who were entitled to parental leave, took parental leave, or returned to work from parental leave.			
	3-3	Management of material topics	Human Capital	78		
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health and Safety	82		
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	82		
	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	82		
	403-5	Worker training on occupational health and safety	Occupational Health and Safety	82		
	403-6	Promotion of worker health	Employee Engagement and Well-being	80		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety; Supply Chain	82, 87		
	403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety	82	100% of the Trustee-Manager's employees, workers and contractors are covered by our occupational health and safety system, aligned with ISO 14001 and ISO 45001	

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GRI Standard	Disclosure	Section in the Report	Page Number	Omission		
				Requirement(s) Omitted	Reason	Explanation
	403-9	Work-related injuries	Occupational Health and Safety; Appendix B	82, 106		
	403-10	Work-related ill health	Occupational Health and Safety; Appendix B	82, 106		
GRI 404: Training and Education 2016	3-3	Management of material topics	Human Capital	78, 81		
	404-1	Average hours of training per year per employee	Training and Development; Appendix B	81	a.ii	Information unavailable Training hours by employee category is not available
	404-2	Programs for upgrading employee skills and transition assistance programs	Training and Development	81	b	Not applicable b. CLINT does not provide such programs
	404-3	Percentage of employees receiving regular performance and career development reviews	Training and Development	81		100% of our Trustee-Manager's employee received annual performance and career development reviews
GRI 405: Diversity and Equal Opportunity 2016	3-3	Management of material topics	Human Capital; Organisational Capital	78, 88		
	405-1	Diversity of governance bodies and employees	Board Diversity; Appendix B, Corporate Governance Report	88-89, 106, 116-155		
GRI 406: Non-discrimination 2016	3-3	Management of material topics	Human Capital	78		
	406-1	Incidents of discrimination and corrective actions taken	Employment and Workplace Diversity	78		There were zero incidents of reported discrimination in FY2023
GRI 408: Child Labour 2016	3-3	Management of material topics	Human Rights	83		
	408-1	Operations and suppliers at significant risk for incidents of child labour	Human Rights	83		There were no operations and suppliers considered to have significant risks of child labour or young workers exposed to hazardous work

GRI Standard	Disclosure	Section in the Report	Page Number	Omission		
				Requirement(s) Omitted	Reason	Explanation
GRI 409: Forced or Compulsory Labour 2016	3-3	Management of material topics	Human Rights	83		
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Human Rights	87	There were no operations and suppliers considered to have significant risks for incidents of forced or compulsory labour	
GRI 413: Local Communities	3-3	Management of material topics	Social and Relationship Capital	83		
	413-1	Operations with local community engagement, impact assessments and development programs	Community Engagement	83-87	100% of CLINT's operations in Singapore and India had implemented local community engagement in FY2023	
GRI 414: Supplier Social Assessment	3-3	Management of material topics	Supply chain Management	87		
	414-1	Suppliers screened using social criteria	Supply Chain Management	87		
	414-2	Negative social impacts in the supply chain and actions taken	Supply Chain Management	87		
GRI 416: Customer Health and Safety	3-3	Management of material topics	Social and Relationship Capital	83-87		
	416-1	Assessment of health and safety impacts of products and service categories Tenant Experience	Tenant Experience	83-87		
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Tenant Experience		There were no non-compliance cases in the reporting period.	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data			There were zero substantiated complaints received concerning breaches of customer privacy in FY2023.	

SUSTAINABILITY REPORT

APPENDIX D: SASB INDEX

SASB Real Estate Sustainability Accounting Standard

SASB Code	Accounting Metric	CLINT Information and Page Reference
Energy Management		
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property subsector	100% landlord coverage of CLINT's 9 IT Parks, as highlighted in reporting boundaries (page 62), excluding tenant's gross floor area.
IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	Total energy consumed was 310,604 GJ (86,279 MWh), of which grid electricity accounted for 99.2% and percentage of renewable energy was 39.2%.
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	As highlighted in reporting boundaries (page 62), reporting scope has expanded this year. Total energy consumption has increased 31% from 2022, energy intensity has increased 9% from 2022.
IF-RE-130a.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property sector	N.A. Refer to Appendix A for list of green buildings certifications.
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Aligned with CLI, CLINT integrates energy management considerations in all stages of the real estate lifecycle, from investment, design, development to operation.
Water Management		
IF-RE-140a.1	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	100% landlord coverage of CLINT's 9 IT Parks, as highlighted in reporting boundaries (page 62), excluding tenant's gross floor area. India is classified as having extremely high baseline water stress according to the World Resources Institute Aqueduct 4.0.
IF-RE-140a.2	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property sector	Total water consumption was 662.8 megalitres. India is classified as having extremely high baseline water stress according to the World Resources Institute Aqueduct 4.0.
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	As highlighted in reporting boundaries (page 62), reporting scope has expanded this year. Total water consumption has increased 43% from 2022, water intensity has increased 18% from 2022.
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	Aligned with CLI, CLINT takes a strategic approach to water management to enhance the efficiency, resilience and long-term value of the Group's portfolio. Please refer to page 75 for more details on CLINT's water management approach.

SASB Code	Accounting Metric	CLINT Information and Page Reference
Climate Change Adaptation		
IF-RE-450a.1	Area of properties located in 100-year flood zones, by property subsector	CLINT and its REITs commenced on a climate scenario analysis in 2022 for its global portfolio, which assessed asset-level exposure to fluvial and coastal flooding as part of its physical risk analysis. This analysis considered 1.5°C to 3°C scenarios for current to long term time frames. CLINT and the REITs will review the current and planned flood risk mitigation and adaptation measures to understand the severity of risk impacts across time horizons.
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	CLINT had started to disclose its TCFD recommendations since 2021 to share our strategy in mitigating and adapting to these impacts driven by a changing climate. This year, we continue to enhance our climate related disclosures and reporting against the TCFD recommendations. For more details, please refer to page 93 to 103 of this report.