

# Sustainability Vision 2030 Targets and Progress

	Sub-category	Vision 2030 Targets	Target Status	2025 Performance
Environment	GHG Emissions and Energy Efficiency	Reduce 2% of our Scope 1 and 2 carbon emission intensity every year	100% <div style="width: 100%;"></div>	▼31%
		Conduct carbon audits for office tenants across 100% of our Investment Properties	69% <div style="width: 69%;"></div>	69%
	Sustainable Buildings	Achieve green certifications for 100% of New Investment Properties <sup>1</sup>	100% <div style="width: 100%;"></div>	100%
		Adopt wellness features in building design across 100% of Investment Properties <sup>1</sup>	97% <div style="width: 97%;"></div>	97%
		Adopt biophilic design features across 50% of New Investment Properties <sup>1</sup>	100% <div style="width: 100%;"></div>	100%
	Climate Change and Resilience	Conduct CRVA across 100% of Investment Properties <sup>1</sup>	100% <div style="width: 100%;"></div>	100%
		Adopt climate-resilient building features across 100% of Investment Properties <sup>1</sup>	95% <div style="width: 95%;"></div>	95%
	Water Consumption and Conservation	Implement rainwater harvesting system across 100% of Investment Properties <sup>1</sup>	55% <div style="width: 55%;"></div>	55%
People	Occupational Health and Safety	Reduce work-related injury rate <sup>2</sup> of employees to 10 per 1,000	100% <div style="width: 100%;"></div>	7.9
		Maintain record of zero work-related fatalities of all our employees	100% <div style="width: 100%;"></div>	Maintain Zero
	Diversity, Equity, and Inclusion	100% of employees receive gender equality, anti-sexual harassment, and related ethical training	97% <div style="width: 97%;"></div>	97%
		Maintain zero discrimination cases in all operations by treating all people fairly, impartially and with dignity and respect	100% <div style="width: 100%;"></div>	Maintain Zero
		At least one third of senior positions are held by women <sup>3</sup>	100% <div style="width: 100%;"></div>	44%
		100% of employees receive labour rights, diversity, and social inclusion training	97% <div style="width: 97%;"></div>	97%
Community Engagement, Development and Investment	100% of New MUDs are planned and designed with cultural and heritage conservation consideration	100% <div style="width: 100%;"></div>	100%	
	100% of New MUDs are planned and designed through a mandatory community engagement process, with but not limited to women, children, elderly, and disabled persons	100% <div style="width: 100%;"></div>	100%	
Value Chain	Responsible Supply Chain Management	100% of contractors/suppliers are governed by Vendor Code of Conduct which forbids forced labour, slave labour, and child labour	90% <div style="width: 90%;"></div>	90%
		100% of operations are governed by green procurement guidelines which include use of sustainable resources throughout property development and operation	84% <div style="width: 84%;"></div>	84%
		100% of construction projects implement waste recycling programmes	100% <div style="width: 100%;"></div>	100%
		100% of building contractors/suppliers are governed by sustainable procurement guidelines which contain mandatory diversity requirements	32% <div style="width: 32%;"></div>	32%

<sup>1</sup> Calculated based on GFA.

<sup>2</sup> Recordable employee work-related injuries that resulted in incapacity for a period of exceeding 3 days.

<sup>3</sup> Director grades or above. The percentage is calculated based on the total number of employees directly employed by the Group (excluding hotels). The figure is 43% if hotel employees are included in the calculation. As at 31 December 2025, the Group (including hotels) had approximately 7,490 employees.