

SUSTAINABILITY STATEMENT

ABOUT THIS STATEMENT

Atrium REIT Managers Sdn Bhd (“Manager”) as the Manager of Atrium Real Estate Investment Trust (“Atrium REIT”), is responsible to all the stakeholders on the practices and disclosures of sustainability matters. This Sustainability Statement provides an overview on the sustainability performance for the financial year ended 31 December 2022 (“FY2022”).

Beyond improving the Environmental, Social and Governance (“ESG”) performance across its operations, Atrium REIT’s approach to sustainability also includes developing a sustainability-oriented organisational culture as well as cascading sustainability across its value chain to suppliers and its business partners.

The Manager is looking to further integrate non-financial matters into its business strategies going forward, given the former’s increasing significance to Atrium REIT’s overall business performance and value creation capabilities in the long-term.

FRAMEWORKS APPLIED

This Statement has been prepared in accordance with the following frameworks:

- Bursa Malaysia’s Sustainability Reporting Guide, 2nd edition (and its supporting toolkits);
- Bursa Malaysia’s Main Market Listing Requirements; and
- Global Reporting Initiative (“GRI”) Standards 2020, where relevant.

SCOPE, BOUNDARY & REPORT QUALITY

This Report covers the full financial year of 1 January to 31 December 2022 and is written in accordance with and guided by Bursa Malaysia Securities Berhad’s Main Market Listing Requirements and the Sustainability Reporting Guide and Toolkits.

Methodology

This Statement is based on Atrium REIT’s ability to collect meaningful data from its property portfolio. Such data is based on the GRI principles of accuracy, balance, clarity, comparability, reliability and timeliness.

This Statement takes into account stakeholder views, internal assessment of material matters and risks factors, as well as emerging trends and opportunities within the operating environment. The Manager is cognisant that data-gathering challenges still exist with tenants. Nonetheless, the Manager continues to drive for comprehensive and timely data collection systems through continuous engagement with all stakeholders and working toward improving disclosures.

SUSTAINABILITY STATEMENT (CONT'D)

Scope

The Sustainability Statement covers all properties which are based in Malaysia, unless stated otherwise. These properties which are managed by the Manager are as follows:

North Region	
Bayan Lepas	
ABL1	Factory and Office
ABL2	



Central Region	
Shah Alam	Warehouse and Office
- ASA1	
- ASA2	
- ASA3	
- ASA4	
Puchong - APCH	
Subang USJ - AUSJ	
- Block A	
- Block B	
- Block C	



Feedback

Atrium REIT is cognisant of the value of stakeholder engagement in driving for continuous improvement and welcomes feedback, comments and suggestions to be sent to: marklee@atriumreit.com.my

SUSTAINABILITY GOVERNANCE STRUCTURE

Atrium REIT adopts a three-tier reporting structure with regards to sustainability governance. With the Board of Directors (“Board”) at the helm, sustainability strategies and initiatives of Atrium REIT are championed by the Chief Executive Officer (“CEO”) and supported by the Sustainability Working Committee (“SWC”).



SUSTAINABILITY GOVERNANCE STRUCTURE (CONT'D)

* The SWC comprises the following members:

Designation	Name
Chief Executive Officer	Chan Kum Chong
Chief Financial Officer	Lee Hooi Hoong
Chief Operations Officer	Ng Bee Eng
Head Of Risk And Compliance	Foong Wai Leng

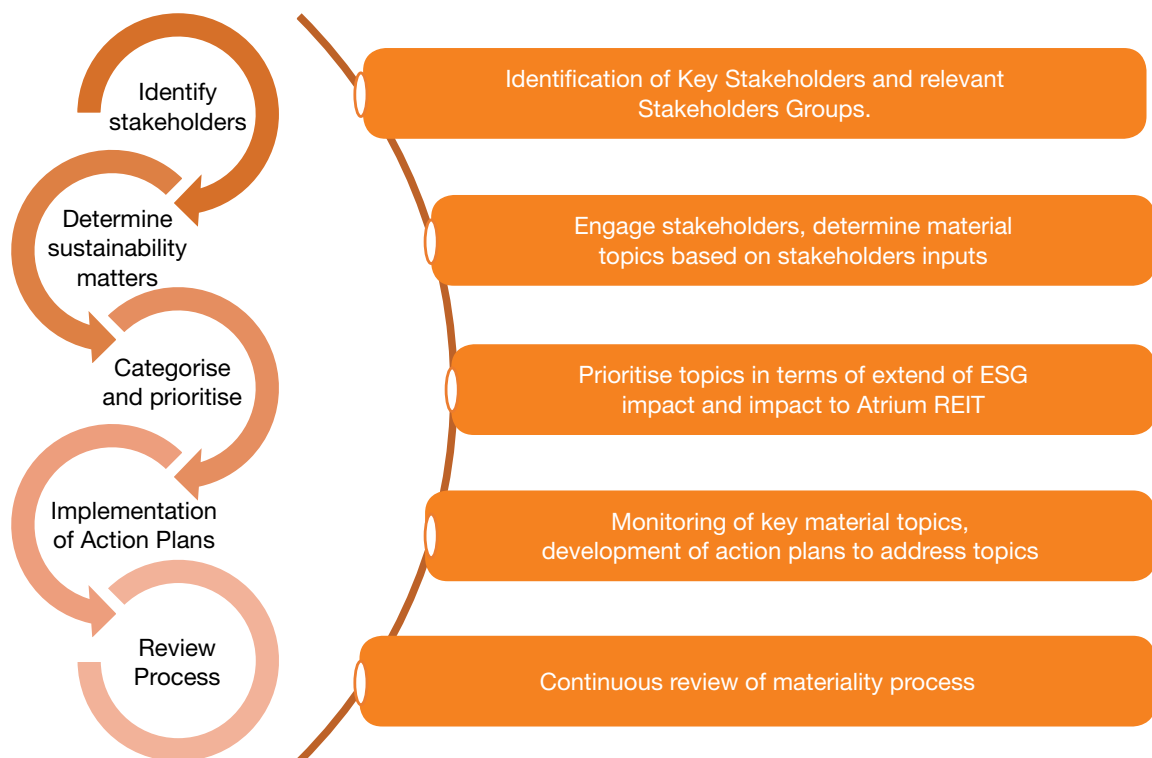
The roles and responsibilities of each tier of the governance structure is as follows:

Roles	Responsibilities
Board of Directors	<ul style="list-style-type: none"> • Responsible for managing sustainable matters of Atrium REIT; • Setting Atrium REIT’s sustainability strategies, priorities, and targets that are aligned with its investment’s objectives and strategies; • Review and oversee climate-related risks and opportunities; • Review and approve the sustainability matters identified; • Review, deliberate and approve sustainability initiatives and activities as proposed by SWC; • Monitor overall achievement of sustainability strategies and targets; and • Ensure sustainability strategies, priorities and targets as well as performance are communicated to internal and external stakeholders.
Nominating Committee	<ul style="list-style-type: none"> • Review performance of the Board and Senior Management in addressing Atrium REIT’s material sustainability risks and opportunities.
Audit Committee	<ul style="list-style-type: none"> • Identify, assess, and manage climate-related risks and ensure that such risks are integrated into Atrium REIT’s overall risk management.
Sustainability Working Committee (“SWC”)	<ul style="list-style-type: none"> • Engage stakeholders to obtain feedback and views on material sustainability matters, in order to refine Atrium REIT’s sustainability strategies, priorities and initiatives. • Assess material sustainability matters, initiatives and activities to manage governance, environmental and social risks and opportunities for approval of the Board; • Implement sustainability initiatives, activities and method of implementation as approved by the Board; • Work closely with Audit Committee in identifying potential climate-related risks and opportunities; • Carry-out Materiality Assessment based on the data collected for monitoring and managing economic, environmental and social risks and opportunities; • Responsible for the day-to-day implementation of sustainability-related plans, initiatives and activities; • CEO to update the Board on a regular basis on the progress and achievements in relation to Atrium REIT’s sustainability-related plans and initiatives; and • Prepare Sustainability Statement for inclusion in the Annual Report.

SUSTAINABILITY GOVERNANCE STRUCTURE (CONT'D)

1. Materiality Assessment

Stakeholder relations is a top priority for Atrium REIT to ensure our sustainability is aligned with the Manager's strategies and objectives. Therefore, Atrium REIT has a five-step materiality identification and prioritisation approach in place that ensures selected materiality matters truly capture the broader issues and impacts faced or caused by our business presence and operations.



2. Stakeholder Management & Engagement

The Manager understands the value that stakeholders possess in paving the way for the future. This would include sustainability developments, future business strategies/ policies and prioritisation of material sustainability matters.

One of the stakeholder engagement highlights was the leverage of technology to facilitate remote unitholders' participation and remote online voting (i.e., voting in absentia) in conducting the Tenth Annual General Meeting ("AGM") and Extraordinary General Meeting ("EGM") in order to avoid crowd building to curb Covid-19 pandemic spreads. The virtual AGM and EGM were successfully conducted and such approach would be remained for future AGMs.

Atrium defines stakeholders as follows:

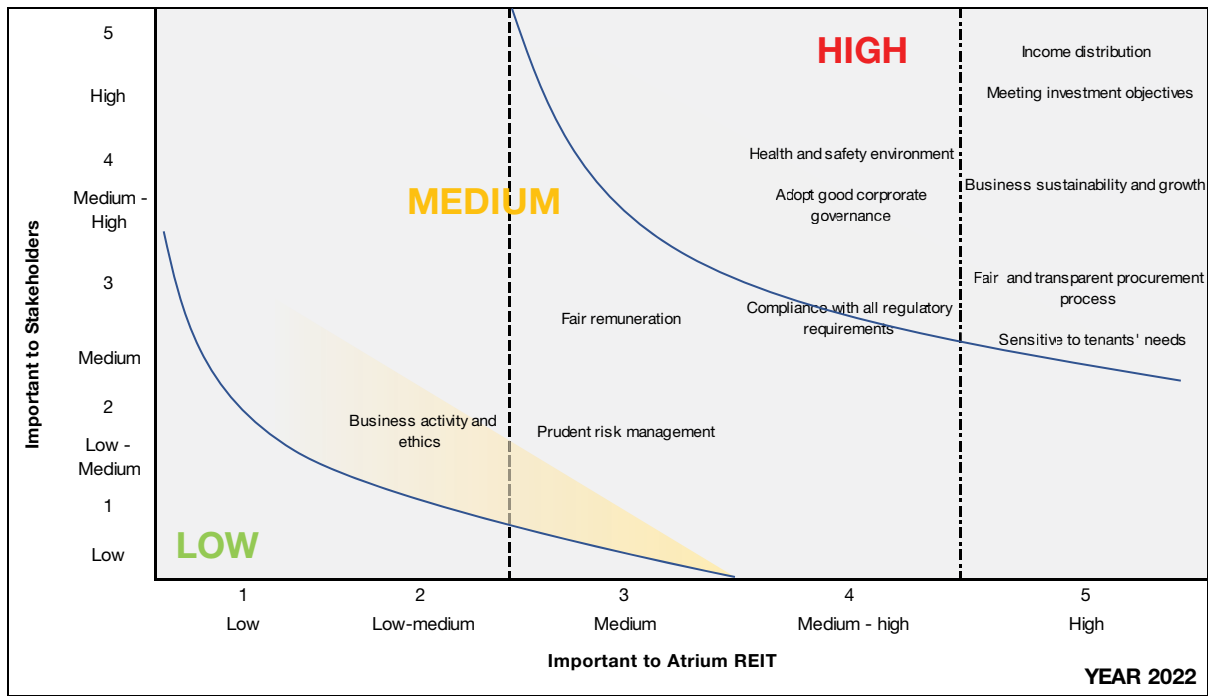
- a. Unitholders and investors;
- b. Trustee;
- c. Tenants;
- d. Suppliers, contractors, bankers, service providers;
- e. Board of Directors and employees;
- f. Regulatory and authorities; and
- g. Public individuals.

SUSTAINABILITY GOVERNANCE STRUCTURE (CONT'D)

No.	Stakeholders	Concerns/ Expectations	Engagement channel
a.	<ul style="list-style-type: none"> Unitholders Investors Public individuals 	<ul style="list-style-type: none"> Income distribution Adopt good corporate governance practices 	<ul style="list-style-type: none"> Annual general meeting, Annual report, Interim financial announcement, Corporate announcement, Meeting with analysts, fund managers and investors, Website
b.	Trustee	<ul style="list-style-type: none"> Sustainable growth and fund stability 	<ul style="list-style-type: none"> Annual general meeting, Extraordinary general meeting, Website.
c.	Tenants	<ul style="list-style-type: none"> Business sustainability and growth Health and safety environment Sensitive to tenant's needs 	<ul style="list-style-type: none"> Contract agreements, Regular meetings, Direct and immediate communication via email and electronic channels, Joint inspection with property managers, Receive regular feedbacks. Perform Tenant's Satisfaction Survey (Annually)
d.	<ul style="list-style-type: none"> Suppliers Contractors Service Providers 	<ul style="list-style-type: none"> Fair and transparent procurement process 	<ul style="list-style-type: none"> Contract agreements One-on-one meetings Direct and immediate communication via email and electronic channels
e.	<ul style="list-style-type: none"> Board of Directors Employees 	<ul style="list-style-type: none"> Good corporate governance practices Avail to business opportunities Meeting investment objectives Fair remuneration 	<ul style="list-style-type: none"> Training and development opportunities Job appraisal Benefits package Company interest
f.	Regulatory Authorities	<ul style="list-style-type: none"> Compliance with all regulatory requirements 	<ul style="list-style-type: none"> Attending talks and conferences organised by regulators Implementing policies instituted by the regulators

SUSTAINABILITY GOVERNANCE STRUCTURE
(CONT'D)

3. Sustainability Materiality Matrix



No	Sustainability Matters	Governance	Environment	Social
1.	Income distribution Meeting investment objectives	√		
2.	Business sustainability and growth		√	
3.	Health and safety environment		√	√
4.	Fair and transparent procurement process	√		
5.	Sensitive to Tenants' needs			√
6.	Adopt good corporate governance	√		
7.	Compliance with regulatory requirements	√		

SUSTAINABILITY GOVERNANCE STRUCTURE (CONT'D)

The Manager identified and assessed the stakeholders and the areas of concerns accordingly. The management strives to ensure these concerns are attended to and mitigated its negative impacts. The ranking of the areas of concerns are depicted as above. It can be briefly categorised as follows:

No	Sustainability Matters	Manager's Priorities
1.	Income distribution Meeting investment objectives	It is utmost important to ensure investment of Atrium REIT is aligned with the investment objectives and rewarding to unitholders. Timely communications of the business developments with these unitholders as well as other stakeholders should be maintained. Such communication channels include quarterly reporting, media announcements, general meetings, among others.
2.	Business sustainability and growth	It is important to build a successful business strategy that is sustainable and maintained its growth. Any potential or prospect investment opportunities should be examined thoroughly and diligently before any decision is made. The rental rates charged are assessed and compatible with the market rate. However, it is vital to assess the nature of business of prospective tenants if they are sustainable. In addition to due diligence exercise, the Manager will consider various possible factors that may affect the sustainability of the tenants' business ventures such as type of industry, creditability, business profile and other possible business indicators. The Manager has to keep abreast of any news/ voices that may have adverse impacts to the industries concerned.
3.	Health and safety environment	As part of the corporate responsibility, safety and health for employees, as well as public individuals are to be safeguarded. The hiring process and appointments of employees and truck drivers (be it inhouse or outsourced) by the tenants are utmost important. The tenant is to ensure the hired truck drivers are well trained and to ensure safety of the public road during delivery of goods. In addition, they also need to emphasize the safety awareness within the warehouse areas while handling of goods. In addition, the building structural integrity and condition should also be well maintained. Such engagement channel is through meetings with tenants, tenant's satisfaction survey, periodic properties inspection, among others. The Manager did not receive any feedback from tenants on any accidents happened due to mishandling of goods or/ and traffic cases arising from driver misbehaviours on road safety.
4.	Fair and transparent procurement process	It is a good corporate practice to ensure procurement processes are carried out fair and transparent. It is utmost important to adhere to the authorised policy and procedures and to ensure the management concerned are complied to the said policies. The Manager ensures that all contracts are vetted and screened through before its execution. Due diligence exercises are performed on potential vendors and suppliers to ensure it is capable in carried out the contracted obligations. Regular meetings and email or any possible effective communication channels used to ensure the procurement is executed effectively.

SUSTAINABILITY GOVERNANCE STRUCTURE (CONT'D)

No	Sustainability Matters	Manager's Priorities
5.	Sensitive to tenants' needs	The Manager values feedbacks from tenants who provide constructive responses via Tenants' Satisfaction Survey which is conducted annually, commencing from 2022. The Manager also sought feedback from tenants on any areas for further improvements. By obtaining feedbacks and cooperation from tenants, the Manager would be able to look up for potential growth for REIT as well as to assist tenant in sustaining their business ventures.
6.	Adopt good corporate governance	<p>In order to promote transparency, good business ethics, business integrity, tighter and yet practical operational policies and procedures should be instilled among the senior management and board of directors with stakeholders, such as tenants, business associates, contractors, etc.</p> <p>A comprehensive employee retention program can play a vital role in both attracting and retaining key employees, as well as in reducing staff turnover. The employees are continuously trained and motivated to keep abreast of new development on industrial practices. The employees' performance would be benchmarking against the market practices and rewarded adequately.</p>
7.	Compliance with all regulatory requirements	The Manager, being a licensed holder of CMSL (Capital Market Services License) is obligated to comply with requirements being imposed by Bursa Malaysia and Securities Commission, among others. Therefore, the Manager will ensure Atrium REIT complies with all the regulatory requirements at all times. Relevant conferences and forums organised by the regulators and statutory bodies are attended by the Manager on a regular basis.

GOVERNANCE

A good governance is always a pivotal point for a Company to strive for a better growth and at the same time, it does not compromise with the quality of its performance and values to the stakeholders. Throughout the year, the Manager, with the support from the Board of Directors and its committees, has reviewed and implemented pertinent policies and procedures in order to comply with the current requirements and practices.

1. Policies and Procedures

The following reviews and updates of the policies and procedures are summarised as follows:

Types of Policies and Procedures	Description
a. Limit of Authority	It governs the delegation of authority limit to the Senior Management, Board of Directors and Trustee for entering into procurement, contracts and business commitments, among others, during the course of business transactions.
b. Fit & Proper Policy	It governs the assessment so as to determine the fitness and propriety of the Directors on an ongoing basis. The Policy stated the assessment criteria of the Director, i.e., character and integrity, experience and competence, and time and committee.
c. Conflict of interest	It provides guidance in managing situations where conflict of interest may arise. This Policy applies to any Director or employee who has or may have a conflict-of-interest situations with the Manager. The Policy stated examples that conflict of interest may occur and should be avoided and reported, such as gifts, hospitalities and entertainment, outside employment, directorship and business activities, confidential information and insider trading, and personal relationship with business associates.
d. Board Charter	This Board Charter sets out: 1. the composition, roles, responsibilities and processes of the Board, individual Directors and management; and 2. the delegation of authority by the Board to various Board Committees (“Board Committees”) to assist the Board members in performing their responsibilities more effectively on behalf of the Manager for the benefit of Atrium REIT and its stakeholders.
e. External Auditor Policy	This policy sets out the guidelines and procedures to assess the suitability, objectivity, independence and overall performance of the External Auditor for Atrium REIT. The independence of the External Auditor may be impaired where the External Auditor provides services which: 1. create conflicting interests between the External Auditor and Atrium, 2. result in the External Auditor functioning in the role of management, 3. place the External Auditor in the position of auditing its own work, or 4. place the External Auditor in the position of being an advocate for Atrium

GOVERNANCE (CONT'D)

Types of Policies and Procedures	Description
5. Anti-bribery and Corruption Policy	<ul style="list-style-type: none"> - This Policy is to convey the Company's anti-bribery and corruption commitment to its stakeholders and the individuals in which this Policy applies. - The Policy explains the prohibition of bribery and corruption practices in the Company's operations, and the illegal acts which an employee or business associate may encounter during the course of their employment/contract with Atrium REIT. This Policy applies to all employees, directors as well as business associate of Atrium REIT. - This Policy also covers the Gift Policy which sets the limit on entertainment and customary gifts.
6. Code of Conduct and Ethics ("The Code")	<p>This Code articulates the acceptable practices and guide the behaviour of directors and employees of the Manager. It covers the following areas:</p> <ul style="list-style-type: none"> a. The general business conduct that comprises compliance with laws, business records and illegal/questionable payments, b. Conflict of interest on business opportunities, c. Confidential information, d. Gift and entertainment, e. Areas of unacceptable conduct and ethics, and f. Disciplinary action on any violation of the Code.
7. Personal Data Protection	<p>This policy forms part of the tenancy management policy and procedures:</p> <ul style="list-style-type: none"> a. Data is safeguarded in the server with restrictive access, b. Significant information, such as financial data, tenancy/leasing agreement, among others can only be accessed by authorised personnel.

The policies and standard operating procedures are constantly reviewed by the Senior Management in order to be kept up to date, and assess its practicality according to the changes in working environment. In order to ensure such practices are in line with the Company's policies and procedures, the Nominating Committee will review of the performance of the board and senior management in addressing the company's material sustainability risks and opportunities on an annual basis. The assessment would be based on the Key Performance Index ("KPI") set and approved by the Board of Directors. The KPI comprises of profitability of Atrium REIT, revenue growth, dividend yield, among others. Such KPI would be implemented in 2023.

GOVERNANCE
(CONT'D)

2. Tenant’s Satisfactory Survey

The Manager believes that the success of Atrium REIT is very much dependent on working closely with the prestigious tenants, understand and be sensitive to their needs. Thus, the Manager has conducted a simple survey by obtaining valuable feedback from the tenants based on 3 categories summarised as follows:

Areas of concerns	Description
1. Repairs and Maintenance	<ul style="list-style-type: none"> - The channel of request for repair/ maintenance - The efficiency and proper of repair/ maintenance work done - The quality of work done - The competency of appointed contractors
2. Condition of the Property, and	<ul style="list-style-type: none"> - Satisfactory of the condition of the properties - Satisfactory of the condition of the fittings and fixtures
3. Communication with Landlord	<ul style="list-style-type: none"> - Effectiveness and efficiency of the communication channel with Landlord - Competency of the person liaison appointed by the Landlord

The surveys were carried out by questionnaires covering the above three (3) significant areas of concern and to seek written feedback from tenants for further improvements. Most of the feedback were positive and the Manager was grateful for their cooperation and assistance rendered to our maintenance team during the year. Overall, the results of the above areas of concern were above average. Nevertheless, we continue to strive for better results to serve our prestige tenants with utmost priorities.

ENVIRONMENTAL

1. Initiatives by Tenants

The Manager feels appreciative that some of the tenants are well aware of the importance of adopting sustainable practices including taking various initiatives to protect the environment.

Flood Control

The Manager strongly encourages certain tenants where their premises are prone to flood to install floodgate at the compound to prevent flood that may damage the stock stored at the warehouses. The Manager, together with the Property Manager, assisted the tenants by sourcing competent contractors to attend on the needs and expectation of the tenant in order to safeguard the goods stored in the premises. Thorough studies and analysis have been carried out to ensure flood prevention is adequately addressed.

Energy Management

- a. Atrium Bayan Lepas 2 (“ABL2”) – Installation of solar panels by Lumileds Malaysia Sdn Bhd (“LMSB”)

In July 2022, LMSB has decided to install solar panels (Photovoltaic system) on Plant 2 located in Bayan Lepas, Penang and approval has been sought accordingly. The main benefit of such installation is that it is a renewable energy source and it helps to combat greenhouse gas emission, as well as to curb high energy costs.

- b. Atrium USJ (“AUSJ”) – Installation Of LED Lights By Rohlig Malaysia Sdn. Bhd. (“RMSB”)

In June 2022, RMSB planned to replace the lightings to LED on its warehouse. Such replacement would be on cost sharing and the Manager is very much supportive on such initiatives. Installation of LED lightings is undeniable created many advantages to the users such as electricity efficiency, reduce heat emission, low voltage operations, among others. The initiative was completed in August 2022.



[Courtesy by RMSB – LED lightings inside the warehouse (partially)]

ENVIRONMENTAL (CONT'D)

Water Management

The Manager has implemented the rain water harvest system in the newly developing property located at Shah Alam. The objective of this system installation is to salvage the rain water to make good use of the natural resources. The system, as of date of the report, has not been installed and implemented. Once it is tested and proven water consumption is significantly reduced, the Manager may plan to implement it to other properties located in Shah Alam. In future, the Manager, with the assistance from the tenant, will monitor the water consumption of the properties subsequent to the installation.

2. Energy and Water Consumption Statistics

The following are the actual readings for electricity and water consumption in each property for FY2022:

No.	Properties (Note)	Electricity (kWh)	%	Water (m ³)	%
1.	ABL1	20,857,643	32	166,664	29
2.	ABL2	40,327,586	61	312,709	55
3.	ASA1	1,833,795	3	40,352	7
4.	ASA2	1,048,058	2	12,084	2
5.	ASA3	922,407	1	1,613	-
6.	AUSJ	289,366	-	7,931	2
7.	APCH	653,348	1	30,142	5
	Total	65,932,203	100	571,495	100

Note: ABL 1 & 2 – Atrium Bayan Lepas; ASA 1, 2 & 3 – Atrium Shah Alam; AUSJ – Atrium USJ, and APCH – Atrium Puchong.

Note: Figures for December 2022 were estimated due to ongoing bill collection.

The above table represents electricity and water consumption for FY 2022 which is the base year as a progressing benchmark. The Manager perceived that FY 2022 data is a good start to monitor the utilities consumption because the consumption reported previously may not be a good benchmark that it might not be on full capacity as the businesses could be affected due to Movement Control Order (“MCO”). Therefore, the Manager started to record and monitor the utility consumption in FY 2022 as a fresh start. In turns, the Manager could assist and recommend tenants to implement energy efficiency solutions accordingly. In fact, as mentioned earlier, some tenants were already in progress of introducing energy savings mechanism, i.e., installation of solar panels and LED lightings to combat climate changes and reduce carbon emission.

SOCIAL

1. Excellency Awards Achievements

On 19 September 2022, Atrium REIT received 2 awards presented by The Edge Centurion Club for small and mid-sized public listed companies (less than RM1billion) under category of REIT industry. These 2 awards are namely “Highest Return on Equity” and “Highest Returns to Shareholders (Unitholders)” over three years, i.e., from 2019 to 2021. We believe in strong bonding and teamwork among employees as well as partnering with our prestige tenants are the key factors contributing to the achievements of such marvellous performance results, especially during challenging times, i.e., Covid 19 pandemic.



From left to right: Lydia Foong (Executive Director), Chan Wan Seong (Independent Director), Chan Kum Chong (Chief Executive Officer) and Chng Boon Huat (Independent Director).

2. MRMA Forum 2022

On 18 October 2022, the Manager attended the MRMA Forum 2022 organised by MRMA (Malaysian REIT Managers Association) whereby we can meet with various corporate leaders comprise of CEOs from various M-REITs sectors, regulators, bankers, among others. The selected prestige speakers shared their viewpoints of current and future economic growth and market expectations, various forms of communications and techniques to work with tenants towards goal achievements by the respective parties. From the Forum, the Manager is able to gain and expand their market knowledge and learn from these successful leaders.



SOCIAL
(CONT'D)

3. Training and Development

The Manager of Atrium REIT has achieved its business objectives and reached greater heights over the years. The Manager believes in motivating and encouraging staff to improve themselves through training programmes and professional development. The combination of various type of skillsets, qualifications and experience possess by the respective talents allow the workforce and Board to adapt and thrive in a fast-evolving marketplace.

The Manager is cognizant of its key assets – the workforce. Hence, it is its priority to ensure the staffs are well trained and kept abreast of current industrial development. The Manager will be continued to source for suitable professional and technical courses to develop staff competency and expertise. The Manager believes continuous professional development and management training courses would help the growth of Atrium REIT's performance and to achieve greater heights.

The training courses which had been attended by the employees during FYE 2022 are summarised as follows:

No.	Training Courses	Organiser	Strategic Management	Professional Development	Attended by:	Cumulative Hours by participants
1.	12 Malaysia Plan – Challenges and Opportunities	CHK Consultancy	√		SM	10
2.	Second Half of Internet: Online Shopping and Influencer Marketing	CHK Consultancy	√		SM	10
3.	Strategies Practical to Turn Pressure into Energy COVID-Positive in 19 Era	CHK Consultancy	√		SM	10
4.	Strategy Post Covid-19 Investment Profit Any Market Direction	CHK Consultancy	√		SM	10
5.	Understanding Tax Deductibility Expenses	MIA		√	E	7
6.	ESG Courses 1 to 4	MIA		√	SM	16
7.	MAP – New Director	ICDM	√		SM	12
8.	MRMA Forum	MRMA	√		SM	10
9.	Capital Market Cyber Incident Tabletop Exercise 2022	SC	√		SM	8

SOCIAL
(CONT'D)

No.	Training Courses	Organiser	Strategic Management	Professional Development	Attended by:	Cumulative Hours by participants
10	Factors that affect industrial property values, valuation of industrial properties and industrial property outlook 2023	Raine & Horne international	√		SM	12

Acronym:




<i>MIA</i>	:	<i>Malaysian Institute of Accountants</i>
<i>SC</i>	:	<i>Securities Commission Malaysia</i>
<i>ESG</i>	:	<i>Environmental, Social and Governance</i>
<i>ICDM</i>	:	<i>Institute of Corporate Directors Malaysia</i>
<i>MAP</i>	:	<i>Mandatory Accreditation Programme</i>
<i>MRMA</i>	:	<i>Malaysian REIT Managers Association</i>
<i>ESG</i>	:	<i>Environment, Social and Governance</i>
<i>SM</i>	:	<i>Senior Management</i>
<i>E</i>	:	<i>Executive</i>

SOCIAL
(CONT'D)

4. Employee Welfare

The Manager believes in providing adequate employee welfare to build loyalty and thus increase productivity and motivation. This also reduced staff turnover and boost morality, as the employees felt appreciated and a sense of belonging.

Below are some of the benefits provided to the employees of the Manager:

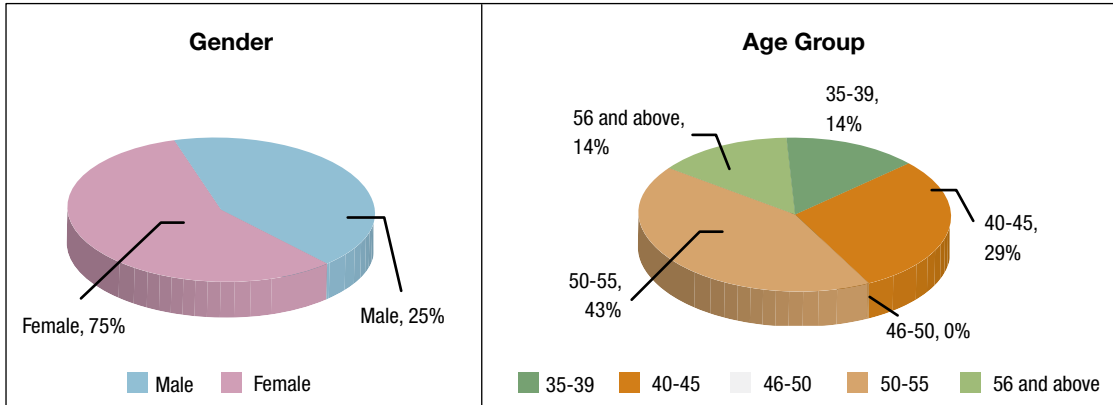
	<p><u>Healthcare</u></p> <p>All employees are insured for personal accident and undertaken group medical and hospitalisation programme. Employees are encouraged to perform annual medical check-up and routine physical exercises, i.e., hiking, Yoga, Pilates, swimming, racquet games, etc. in order to stay fit and healthy.</p>
	<p><u>Season Parking</u></p> <p>The Manager is aware of the stress of going through heavy traffic enduring by most of the employees. Therefore, all employees who drive to work are provided with fully-paid monthly season pass to ease of convenience. It is also to ensure safety environment for employees as the car park is guarded during office hours.</p>
	<p><u>Annual Meal with Management and Stakeholders</u></p> <p>When the National Recovery Plan ended in December 2021 and the MCO has been lifted up, the Manager is pleased to organise refreshment for the employees and stakeholders to create bonding and show appreciation for their contributions and cooperations. The Manager also took the opportunity to show gratitude and appreciation to the employees during the challenging times for the past 2 years.</p>



SOCIAL
(CONT'D)

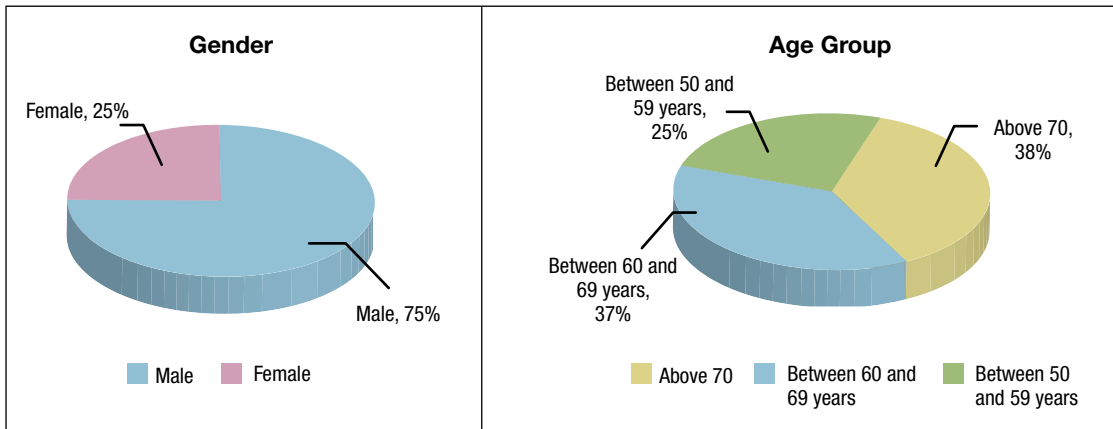
5. Diversity

Percentage of employees by gender and age group



There was no staff turnover during the financial year of 2022. Therefore, the Manager achieved 100% retention ratio (2021: 100%).

Percentage of directors by gender and age group



Pursuant to recent Guidelines on Listed Real Estate Investment Trust issued by Securities Commission, the tenure of an Independent Director in a listed issuer or any related corporation will be limited to a cumulative period of 12 years from the date of appointment. All Independent Directors who have served on the Board for more than 12 years must resign or re-designated as a Non-Independent Director. This requirement is effective on 1 June 2023.

As such, the Manager is currently evaluating the composition and skillset of the current Board and will determine whether to replace or re-designate Directors who have served for more than 12 years. This Sustainability Statement was made in accordance with the approval of the Board on 20 February 2023.

Performance Indicators – Target and Achievements

No.	Sustainability Matters	Common Indicators	2022 (Base year)	Target for 2023
1.	Anti-corruption	a) Percentage of employees who have received training on anti-corruption by employee category b) Confirmed incidents of corruption and action taken.	100% 0	100% 0
2.	Diversity	a) Percentage of employees by gender and age group, for each employee category <u>Gender</u> - Senior Management – Male - Senior Management – Female - Executive – Male - Executive – Female <u>Age</u> - Above 60 years - Between 59 and 50 years - Between 49 and 40 years b) Percentage of directors by gender and age group <u>Gender</u> - Director – Male - Director – Female <u>Age</u> - Above 70 - Between 69 and 60 years - Between 59 and 50 years	50% 50% 0 100% 14% 43% 43% 75% 25% 38% 37% 25%	50% 50% 0 100% 14% 43% 43% 70% 30% 17% 50% 33%
3.	Healthy and safety	a) Number of work-related fatalities b) Lost time incident rate	0 0	0 0
4.	Labour practices and standards	a) Total hours of training by employee category - Senior Management - Executive b) Total number of employee turnover by employee category c) Number of substantiated complaints concerning human rights violations	98 7 0 0	90 10 0 0
5.	Health and Safety	Number of work-related fatalities	0	0
6.	Data privacy and security	Number of substantiated complaints concerning breaches of tenant privacy and losses of tenant data.	0	0