

# Our approach to sustainability

We consider ourselves to be a responsible corporate entity and recognise the benefits of sustainable design and resource management and how it helps strengthen our business model. This is why sustainability has been at the core of our business operations since inception.

Our properties are EDGE and IGBC-certified and are developed keeping the various aspects of sustainable design in mind. Construction of sustainable buildings is vital for the real estate industry to further support the global decarbonisation and energy efficiency efforts.

Our growth momentum is based on our sustainable philosophy of using a hub and spoke model across prime locations, all of which are well-networked with rail and road linkages to minimise carbon trails from transportation.

Sometimes small steps need to band together to take a giant leap in transformation.

We have taken that leap in the form of an initiative built on our pillars of taking sustainable action for impactful change to society and the environment.

This will assemble our vision and resolve towards our ESG initiatives under one banner.

We call it



**A promise, a pledge, a plan for the planet.**

It is time for action to speak louder than words.

In FY23, we launched Embrace, which represents our strategic and proactive approach that puts sustainability and people at the centre of how we will create long-term value and growth. It is a step towards the “sustainable future we want to create for our business, our planet and communities” in collaboration with all our key stakeholders.

It is a pledge that we will rise to the challenges and the opportunity, both of which are inherent in the drive towards sustainability.

**We intend to amplify our sustainability efforts through Embrace.**



## ESG strategy

Our ESG strategy is centred on creating and strengthening a sustainable ecosystem. Our ESG objectives are executed through a function-wide and bottom-up approach, covering all stakeholders, including employees, tenants, investors, business partners, and the community.

### Environment Reducing our environmental footprint

#### Focus areas

- Sustainable building certifications
- Renewable energy generation
- Resource efficiency during design, development and park operations
- Protection of local biodiversity and environment in which we operate
- Enhance resilience of our buildings to natural hazards, physical climate change-related risks/extreme weather events
- Environmental aspect and impact identification
- Training and capacity building on material environmental topics
- Adoption of waste minimisation approach (reduce, reuse, recycle, recover) across the project development and operations phase'

### Social Promoting the health, safety and well-being of our employees, tenants, business partners and communities

#### Focus areas

- Protection of human rights, zero tolerance to child and forced labour
- Equal opportunity employer
- Human Capital Development initiatives
- Awareness and training programmes addressing health, safety and well-being
- Diversity, Equity and Inclusion
- Safe work environment
- Hazard identification, risk analysis and control
- Needs-based local community development projects

### Governance Enhancing governance and transparency

#### Focus areas

- Adoption and implementation of responsible investment practices
- Aligning with best-in-class ESG reporting standards
- Anti-bribery and anti-corruption programme supported by various policies
- Conducting business activities in compliance with all applicable legal and regulatory requirements
- Continued emphasis on POSH and ethics trainings

## Phases of development

We recognise that integrating sustainability into the core of our organisation is a continuous journey. We have been continually enhancing our capacities and steadily adopting the actions necessary to gain excellence in sustainability.

2018

### PHASE 1

#### Developing and implementing ESG framework

By comprehending the ESG trends specific to the sector, as well as stakeholder needs and pertinent concerns, the ESMS, its policies and procedures were formulated.

2021-2022

### PHASE 2

#### Strengthening the ESG system

We maintain a consistent and ongoing commitment to improving our ESG practices through regular benchmarking of our performance against the most relevant reporting frameworks. We have strengthened our internal procedures and have also prioritised the development of core capabilities across our team through continuous capacity-building efforts to amplify its impact. These ESG practices are regularly reviewed and are improved upon helping create value for stakeholders.

2023-2024

### PHASE 3

#### Sustaining, reviewing, and committing to continual improvement in the future

IndoSpace is readying itself for future challenges by strengthening the focus on ESG through active participation in global frameworks. Our Company is developing targets and ambitions, upscaling existing ESG initiatives, and driving impact to stay ahead of the curve.