





WELL highlights in organizational annual reporting

July 2025

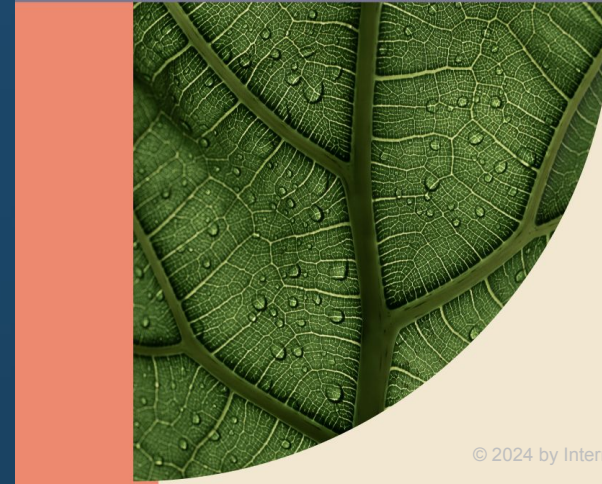
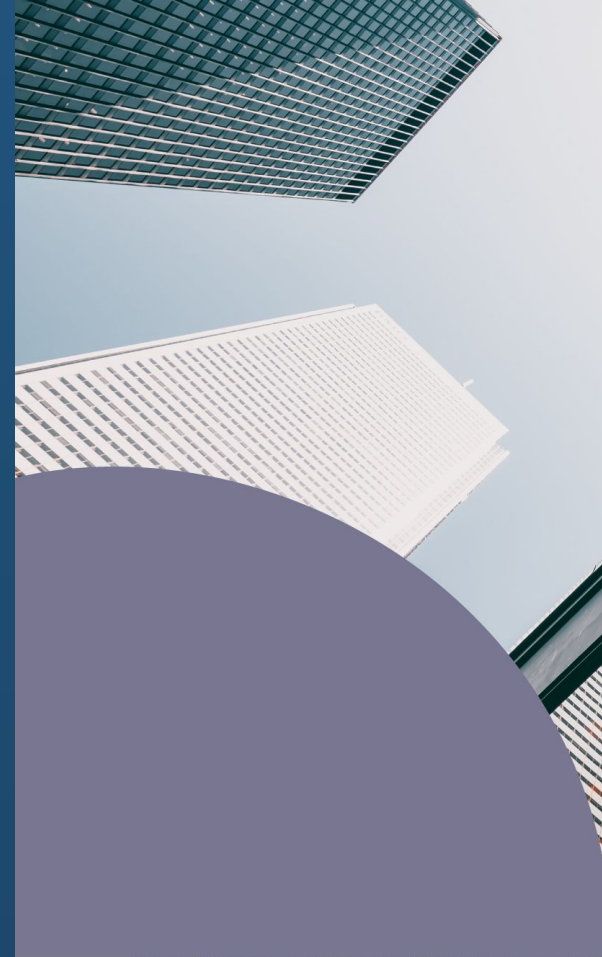
Onboarding instructions:

- This slide deck is a library of examples of 2023 - 2024 mentions of how WELL has been included in annual reporting. You can use this resource as you plan how to showcase your own commitment to well-being, human and social capital management.
- If you are looking for a broader deck about how you can advance social sustainability with WELL, please explore [this resource](#).
- If you are looking to leverage WELL achievements in annual reporting, please explore our [2025 Annual Reporting Guide](#).





2024 IWBI award winners



2024 IWBI Awards

These awards celebrates the **positive impact and leadership** of **organizations and individuals** who have leveraged WELL to make **extraordinary strides** in health, well-being and equity.

The International WELL Building Institute (IWBI) is the global authority for driving market transformation toward healthy buildings, organizations and communities.





2024 IWBI Award Winner: Resorts World Sentosa

Resorts World Sentosa achieved the **Advancing Health in ESG Leadership Award** for incorporating WELL into their ESG reporting strategy.

Resorts World Sentosa:

- Outlined health goals
- Took targeted action
- Measured progress
- Reported on health outcomes



Resorts World Sentosa

Genting Singapore Sustainability Report 2023

WELL Health-Safety Ratings

Prioritising the health and well-being of our occupants is at the core of RWS' commitment to excellence. Recognising that the environments we create profoundly influence the lives of individuals, we completed our transformative journey and have successfully attained the Health-Safety Ratings for 10 buildings within the integrated resort (see 'Key Highlights').

The WELL Health-Safety Rating is a global framework that empowers organisations to prioritise health and safety in their buildings and spaces. This comprehensive rating system addresses various aspects, including air quality, sanitation, emergency preparedness, and overall safety measures, making it a holistic approach to safeguarding people's health.

Key Initiatives Leading to Achievement

Our journey towards the WELL V2 Gold Standard was marked by several pivotal initiatives:

- ❑ **Enhanced Indoor Air Quality:** Investments in advanced HVAC systems and air purifiers improved air quality, reducing allergens and contaminants.
- ❑ **Sanitation Protocols:** Stringent cleaning and sanitation protocols were implemented throughout our premises to protect against the spread of infectious diseases.

WELL V2 Gold Standard Certification

In a pioneering move, the Equarius Hotel at RWS achieved WELL V2 Gold Standard Certification, elevating our commitment to holistic well-being. While the WELL Health-Safety Rating concentrates on health and safety protocols, WELL Certification V2 is a step up from the WELL Health and Safety achievement and extends its ambition to encompass crucial factors such as considerations for air quality, lighting, fitness, and mental wellbeing, reflecting a commitment to occupant health and well-being.

This signals the start of our dedication to providing our guests a place to stay that contributes to the overall wellness of occupants. This forms part of our strategic endeavour to comprehensively redevelop the resort and is a core aspect of our expansion strategy. The primary objective is to elevate the wellness experience for all our occupants.

- ❑ **Emergency Preparedness:** Regular drills and training sessions ensured employee preparedness in case of emergencies.
- ❑ **Mental Health Support:** We introduced programmes and resources to support the well-being of our employees.

The above mentioned factors have helped us become the first in Singapore's hospitality sector to achieve the WELL Health-Safety Ratings and WELL V2 Gold Standard Certification.

WELL Certification

Following on with the lead, in 2023, RWS is proud to become first hospitality property in Singapore to attain WELL Health and Safety certifications for 10 buildings and WELL V2 Gold Standard Certification for Equarius Hotel (Refer to 'Sustainable Building and Facilities' for more details).

The WELL Health and Safety Rating is a global framework with comprehensive rating system that addresses various aspects, including air quality, sanitation, emergency preparedness, and overall safety measures, making it a holistic approach to safeguarding people's health.

WELL Certification v2 is a step up from the WELL Health and Safety achievement and extends its ambition to encompass crucial factors impacting human health. This includes considerations for air quality, lighting, fitness, and mental well-being, reflecting a more comprehensive and sophisticated standard that transcends immediate health concerns (Refer to 'Sustainable Building and Facilities' section for more details).

◆ OUR PROGRESS

Leading the Ecosystem

Certification to global standards is integral to our sustainability strategy, allowing us to keep track key sustainability trends and identify areas for improvement. It not only signifies our adherence to best practices but also enhances credibility with stakeholders, offering a recognised endorsement of our commitment to international benchmarks. In 2021, RWS became first in world to be certified to the Global Sustainable Tourism Council Destination criteria and Industry criteria for Hotels; and in 2022, the first venue in the world to achieve Events International Council 2022 Sustainable Events Standards (Venue): Platinum level.

◆ KEY HIGHLIGHTS ◆

WELL Health & Safety

- ❑ Equarius Hotel
- ❑ Universal Studios Singapore
- ❑ S.E.A. Aquarium
- ❑ Adventure Cove Waterpark
- ❑ Resorts World Convention Centre
- ❑ Hotel Michael
- ❑ Crockfords Tower
- ❑ Hard Rock Hotel Singapore
- ❑ Hotel Ora
- ❑ Equarius Villas

WELL V2 Certification (Gold)

Equarius Hotel

Resorts World Sentosa

Genting Singapore Sustainability Report 2023

◆ PEOPLE ◆

CREATE POSITIVE SOCIO-ECONOMIC IMPACT FOR OUR STAKEHOLDERS

Master Plan Core Focus



**Inclusive
Community and
Industry**



**Nurture
Future-Ready
Workforce**

Material Topics

- ❑ Diversity and Inclusion
- ❑ Wellbeing
- ❑ Human Capital Development
- ❑ Empowering and Engaging Local Community
- ❑ Sustainability Education and Advocacy
- ❑ Health and Safety



◆ PEOPLE ◆

Inclusive Community and Industry

- ❑ Exceed 500,000 in cumulative volunteer hours to positively impact the community
- ❑ Develop long-term partnerships to engage and empower the community and to promote sustainability advocacy and education
- ❑ Drive behaviour change through education, outreach and immersive public programmes
- ❑ Support local businesses with more than 90% biddable spend

Nurture Future-Ready Workforce

- ❑ Adopt sustainable human resources management where we advance and promote equity, wellness and development
- ❑ Nurture future-ready, environmentally and socially conscious workforce



Resorts World Sentosa

Genting Singapore Sustainability Report 2023

INCLUSIVE COMMUNITY AND INDUSTRY

GENS is committed to uplifting local communities, recognising the vital role these communities play in creating resilient societies. By focusing on supporting underserved populations and local industries, GENS aims to foster a positive socio-economic impact.

Through sustainability education and effective communication, we seek to raise awareness and encourage collaborative efforts towards a sustainable future.

2023 KEY HIGHLIGHTS



Refreshed our **CSR Framework**, to focus on education, food security, climate change, and supporting local industry and community



Launched **Children's Biodiversity Library** by S.E.A. Aquarium at Central Public Library, curating educational programmes to drive biodiversity conservation



Launched **Eat Well @ Community Shop** programme supplying local fresh produce to >2,000 under privileged families



Featured a **retail shelf curated by Social Gifting** at Hotel Ora, allowing guests to purchase items made by differently-abled crafters



Partial proceeds of S.E.A. Aquarium and Adventure Cove Waterpark ticket sales donated under **Change for Charity** by Community Chest



Project Belanja donation drive for Food from the Heart during our annual Party with a Heart event for team members



Pledged **10 Van Gogh-themed Bunnies** to National Art Council's stART Fund



Children creating arts and crafts in Children's Biodiversity Library by S.E.A. Aquarium. Picture by National Library Board



Residents retrieving fresh locally-grown produce from our Eat Well @ Community Shop

>\$1.2 million

Contribution in cash and in-kind donation to the local community

>7,000

Beneficiaries supported

473,558

Volunteer hours since 2010

9,000

Redemptions of fresh produce at our Food from the Heart Community Shops

10

Social Service agencies received partial proceeds from S.E.A. Aquarium and Adventure Cove Waterpark ticket sales through Change for Charity initiative

86%

of spending dedicated to local suppliers

Resorts World Sentosa

Genting Singapore Sustainability Report 2023

NURTURE FUTURE-READY WORKFORCE

A healthy and effective workforce forms the backbone of our business operations. We strive for a safe and inclusive environment for our team members, where each and everyone can feel safe and are provided equal opportunities for growth.

As we gear ourselves for RWS 2.0, we regularly look into the future of our organisation and look for opportunities to nurture and take care of our team members. We focus on the holistic wellbeing of our team members, providing them guidance to developing a healthy physical, social, financial, and mental wellbeing.

We also provide ample and equal opportunities for upskilling and development. We encourage and provide avenues for our team members to work towards their personal and career goals.

◆ 2023 KEY HIGHLIGHTS ◆



Awarded **Outstanding Employer** by the Singapore Tourism Award 2023 in recognition of our continuous effort to upskill our team members



Received the **Progressive Wage Mark** recognition from the Ministry of Manpower (MOM) for alignment to MOM's Progressive Wage Model



Awarded the **Bloomberg Gender-Equality Index** for the 3rd year in a row



Launched **aRWSome Club**, fostering a sense of belonging, inclusivity, and camaraderie amongst team members



Launched **Wellbeing Framework**, encompassing physical, social, mental, and financial wellbeing



Partnered with Ministry of Education through the **Teachers Work Attachment Plus scheme**, providing industry connections to educational institutions



Developed **G.U.E.S.T Framework and SMILE Campaign**, refreshing and upskilling the service capabilities of our team members



RWS was awarded Outstanding Employer under Singapore Tourism Award 2023



Party with a Heart 2023 event hosted for our team members

98

Organisation-wide activities hosted for over 3,000 team members

60

Young individuals attended learning journey through Young NTUC, facilitated by RWS

2

MOE-trained teachers attached to RWS through the Teachers Work Attachment Plus scheme

1 : 1.05

Women to men basic salary ratio

0

Reported cases of discrimination and grievances on labour practices and human rights

0

Serious work-related injuries, fatality, or occupational diseases reported

Resorts World Sentosa

Genting Singapore Sustainability Report 2023

Reporting on impact and validating through third-party recognition.

◆ PEOPLE ◆



>\$1.2MILLION WORTH OF COMMUNITY INVESTMENT

Community Support



- ❑ **>473,558 cumulative** volunteer hours since 2010
- ❑ **7,000 beneficiaries** impacted
- ❑ **33.7 training hours** per employee
- ❑ **86% Local Sourcing**
- ❑ **Launch of Children's Biodiversity Library by S.E.A. Aquarium** in partnership with National Library Board

Recognition



- ❑ **Singapore Tourism Award 2023: Best Employer**
- ❑ **CIPS Asia Excellence in Procurement Awards: Outstanding People Development Programme**
- ❑ **Bloomberg Gender Equality Index Since 2021**
- ❑ **Ministry of Manpower - Progressive Wage Mark**



2024 IWBI Award Winner: HB Reavis

HB Reavis achieved the **WELL in Sustainable Finance Award**. This was given to an organization for excellence and innovation in incorporating WELL into their sustainable finance strategy. This award considers the strength of the financial instrument(s), and the incorporation of WELL into key financial performance indicators.

In Feb 2024, HB Reavis was granted ING's €30 million Sustainability Linked Loan, further proof of their commitment to creating a more sustainable future for all and translating ESG strategy into reality as one of the leading international workspace providers.



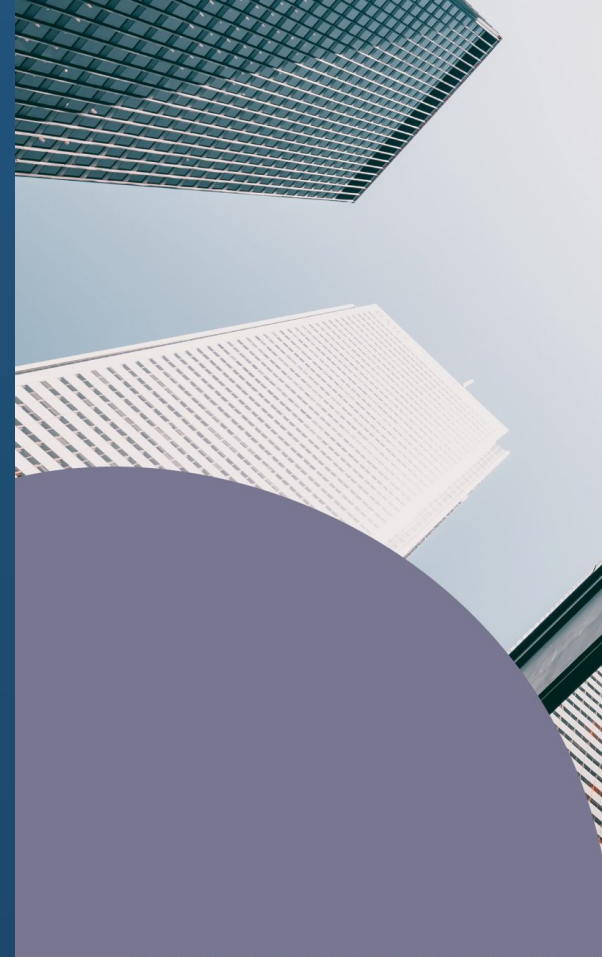
SUSTAINABILITY-LINKED LOAN

HB Reavis

- In Feb 2024, HB Reavis was granted ING's **€30 million** Sustainability Linked Loan,
- ING granted the Sustainability Linked Loan based on HB Reavis' dedication to achieving the following 4 KPIs:
 - to reduce scope 1 & 2 GHG emissions in line with their SBTi pathway
 - to reduce scope 3 GHG emissions in line with their SBTi pathway
 - to increase the number of new buildings which are EU Taxonomy aligned for the environmental objective climate change adaptation
 - the number of projects achieving a certain **WELL Building Standard** certification level
- Furthermore, HB Reavis has already committed to **target WELL Building Standard certification for all of their projects** in 2018.



2023 annual reporting examples



Elevate annual reporting with WELL



2024
Environmental,
Social, and
Governance
Report



Uber's ESG report highlights WELL engagement through percentage of workforce impacted.

Embassy REIT's ESG Report exemplifies their WELL Health-Safety Rating and WELL Certification achievements as annual highlights.

Citi's ESG report calls out their WELL at scale awards as highlights of the year.

Elevate annual reporting with WELL



WELL at scale WELL Score



Cbus Property's sustainability report highlights their WELL Score, quantifying their impact on employee health and well-being.



Works with WELL Product alignments



sustain[HUMAN]ability
SUSTAINABILITY REPORT

WORKS WITH WELL™

In 2023, Shaw became the first flooring solutions provider to obtain the Works with WELL mark. The International WELL Building Institute program verifies that our EcoWorx carpet tiles align with WELL Building Standard features. By validating that EcoWorx aligns with material health features within WELL, the Works with WELL mark makes it even easier for customers focused on health & wellbeing to make confident purchasing decisions.

Shaw's sustainability report highlights products that have earned the Works with WELL mark.

Charter Hall

Charter Hall Group Sustainability Report 2024

Healthy places



Page 43

Health, safety and hygiene

Implement a portfolio-wide strategy to address health, safety and hygiene standards

Human centred design

Develop flexible and inclusive places that actively support diversity, well-being, productivity and engagement

Wellness programs

Deliver health and lifestyle amenities, education and wellness services

Maintain WELL Portfolio accreditation in our workplaces with two additional workplaces to achieve at least silver accreditation by 2025

Achieve WELL Building accreditations for all new office developments by 2025

Conduct a psychosocial risk assessment to deeply understand opportunities to further improve well-being and performance

✔ Maintained WELL accreditation for all our workplaces

✔ WELL rating for 130 Lonsdale Street, Melbourne was our first Platinum achievement. The 96-point rating is one of the highest scores ever achieved in Australia

✔ Achieved 5 star or above NABERS Indoor Environment on more than 1 million sqm representing 36 Office assets and maintained WELL Health Safety rating for 56 Office assets covering over 1.4 million sqm

✔ Five-year strategy endorsed for Workplace Health and Safety

✔ Psychosocial risk assessment was undertaken during the year and we are proactively building a plan for further support for our people

– Seek individual WELL accreditation for at least 2 workplaces in FY25. Targeting Gold or above

– Continue to improve the indoor environment for our tenants, benchmarked through NABERS Indoor Environment, WELL Health Safety and WELL at Scale

– Continue to build employee capability through targeted training programs as well as implement our Workplace Health and Safety Strategy

Independent benchmarks

To provide confidence to our investors and stakeholders, we align to best practice independent rating tools for our assets and portfolios. This allows us to measure our progress, validate performance and align to emerging trends for real estate.

WELL

1.7m sqm

WELL at Scale

1.4m sqm

WELL Health and Safety

Achieved:

- Australia's largest WELL at Scale and WELL Health and Safety ratings coverage
- Platinum WELL Certification at 130 Lonsdale Street
- 56 Office assets including five Charter Hall workplaces achieved WELL Health Safety ratings

High performing assets

We continue to use Green Star, NABERS and WELL to demonstrate our commitment to creating a healthy, sustainable and efficient built environment for our customers and communities.

With 1.7 million sqm WELL at Scale certified and 1.4 million sqm WELL Health and Safety certified, we've continued to leverage the WELL Building Standard to make meaningful progress on creating better workplaces and advancing human health and wellness. Maintaining Australia's largest ratings coverage across both scores, WELL supports our approach to leveraging operational efficiencies by scaling our health strategies and supporting tenant customers with theirs.

Charter Hall

Charter Hall Group Sustainability Report 2024

Healthy places

Support health and well-being outcomes through innovative workplace design and management.

Alignment to UN SDGs



Goals	Measures	Key achievements
<p>Health, safety and hygiene</p> <ul style="list-style-type: none"> Implement a portfolio-wide strategy to address health, safety and hygiene standards 	<p>By 2025 maintain WELL Portfolio accreditation in our workplaces with two additional workplaces to achieve at least silver accreditation</p>	<p>96-point WELL rating for 130 Lonsdale Street, Melbourne was our first Platinum achievement and one of the highest scores ever achieved in Australia</p>
<p>Human centred design</p> <ul style="list-style-type: none"> Develop flexible and inclusive places that actively support diversity, well-being, productivity and engagement 	<p>By 2025 achieve WELL Building accreditations for all new office developments</p>	
<p>Wellness programs</p> <ul style="list-style-type: none"> Deliver health and lifestyle amenities, education and wellness services 		

Benchmarking building performance

We use independent rating tools to measure human health and wellness and the quality of indoor environments for the people that occupy our buildings.

The WELL Rating tool is designed to support organisations to prioritise the health and safety of the people that occupy their buildings, maximise real estate value and optimise human and social capital performance.

By applying the science of physical and social environments to benefit the health, well-being and performance of people, WELL creates a benchmark to measure human health and wellness of people in the built environment.

Our portfolio is the largest of its kind in Australia, rated under WELL at scale, with WELL Health Safety Ratings on 56 locations. Our WELL rating for our building at 130 Lonsdale Street, Melbourne was our first Platinum achievement. The 96-point rating is one of the highest scores ever seen in Australia.

The results also reflect a well-being movement accelerated by digitally-enabled smart buildings that use sensors to proactively manage spaces.

Resorts World Sentosa

Genting Singapore Sustainability Report 2023

WELL Health-Safety Ratings

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The WELL Health-Safety Rating is a global framework that empowers organisations to prioritise health and safety in their buildings and spaces. This comprehensive rating system addresses various aspects, including air quality, sanitation, emergency preparedness, and overall safety measures, making it a holistic approach to safeguarding people's health.

Key Initiatives Leading to Achievement

Our journey towards the WELL V2 Gold Standard was marked by several pivotal initiatives:

- Enhanced Indoor Air Quality:** Investments in advanced HVAC systems and air purifiers improved air quality, reducing allergens and contaminants.
- Sanitation Protocols:** Stringent cleaning and sanitation protocols were implemented throughout our premises to protect against the spread of infectious diseases.

WELL V2 Gold Standard Certification

In a pioneering move, the Equarius Hotel at RWS achieved WELL V2 Gold Standard Certification, elevating our commitment to holistic well-being. While the WELL Health-Safety Rating concentrates on health and safety protocols, WELL Certification V2 is a step up from the WELL Health and Safety achievement and extends its ambition to encompass crucial factors such as considerations for air quality, lighting, fitness, and mental wellbeing, reflecting a commitment to occupant health and well-being.

This signals the start of our dedication to providing our guests a place to stay that contributes to the overall wellness of occupants. This forms part of our strategic endeavour to comprehensively redevelop the resort and is a core aspect of our expansion strategy. The primary objective is to elevate the wellness experience for all our occupants.

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- Mental Health Support:** We introduced programmes and resources to support the well-being of our employees.

The above mentioned factors have helped us become the first in Singapore's hospitality sector to achieve the WELL Health-Safety Ratings and WELL V2 Gold Standard Certification.

WELL Certification

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◆ OUR PROGRESS

Leading the Ecosystem

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◆ KEY HIGHLIGHTS ◆

WELL Health & Safety

- Equarius Hotel
- Universal Studios Singapore
- S.E.A. Aquarium
- Adventure Cove Waterpark
- Resorts World Convention Centre
- Hotel Michael
- Crockfords Tower
- Hard Rock Hotel Singapore
- Hotel Ora
- Equarius Villas

WELL V2 Certification (Gold)

Equarius Hotel

Tata Realty

ESG Report FY 2023-24



Expanding beyond Chennai, our commitment to WELL extends across our commercial portfolio. Both Intellion Parks in Mumbai and Gurugram have secured WELL Gold Precertification, a testament to our consistent dedication to fostering healthy and productive work environments.

Furthermore, Intellion Edge in Gurugram and Intellion Square in Mumbai have achieved the WELL Health & Safety Rating from IWBI, solidifying our commitment to operational excellence in ensuring the well-being of our occupants. Tata Realty went beyond the mandatory standards to achieve these impressive distinctions. Here's a glimpse into their meticulous approach:


- Superior Air Quality: MERV 13 filters, UV lamps in air handling units, and low-VOC materials minimize organic gasses, creating a healthier breathing environment.
- Exceptional Drinking Water Quality: Rigorous testing and management practices ensure all drinking water sources meet stringent quality thresholds specified by the WELL Building Standard.
- Mold Prevention: A mold and moisture monitoring and management plan is implemented to address any potential issues on-site
- Focus on Health & Wellness: Nutritional education programs and activities

actively promote healthy habits and a holistic lifestyle.

- Promoting Movement: Aesthetically designed staircases with clear signage and artwork create an inviting atmosphere, encouraging the use of stairs and physical activity throughout the workday.
- Optimized Acoustics: Passing reverberation time testing specified by WELL ensures comfortable sound levels within various spaces for a focused and productive work environment.

The significance of WELL certification lies in its evidence-based approach, which explores the intricate connection between buildings and occupant health and well-being. Our attainment of WELL Core Certification at the Platinum level not only validates our efforts but also serves as a testament to our dedication to advancing occupant well-being. With only around 100 projects globally achieving this distinction, our accomplishment is a milestone and a reaffirmation of our commitment to setting new standards of excellence in prioritizing occupant health and safety across all our endeavours.

ESG GOALS AND TARGETS 2025

	Goals and Targets for 2025	FY 24 Progress
 <p>SOCIAL</p>	All operational and upcoming projects to be under WELL v2 ratings/certifications	All operational projects are WELL certified/have WELL ratings or have applied for WELL v2 certifications/ratings
	Promote a culture of volunteering and ensure all employees volunteer at least 8 hours per annum for CSR activities	Volunteering hours per employee: 15.66 hours
	Zero complaints related to Human Rights issues	Zero complaints received on Human Rights issues

SECURING WELL-BEING AND SAFETY : IWBI - WELL CERTIFIED ASSETS

Our dedication to the health, safety, and well-being of our occupants is deeply ingrained in the essence of our operations, exemplified by our WELL-certified assets. Through the rigorous WELL Health and Safety Certification, an evidence-based third-party rating system, we meticulously ensure that our buildings are not just spaces, but environments that promote and safeguard health and safety.

Notably, Ramanujan Intellion Park in Chennai stands out as the beacon of excellence, being awarded the prestigious Platinum level WELL Core Certification. This accomplishment not only sets a new standard within our industry but also underscores our commitment to creating spaces that prioritize the well-being of our occupants.



Cbus Property

Sustainability Report 2023



WELL Certification

Cbus Property strives to provide working and living spaces that enhance the health and wellbeing of our customers, employees and communities.

Our team has extensive experience with the WELL Building Standard. In 2017, **720 Bourke Street** became the first existing building in Australia to be awarded the coveted WELL Gold certification for core and shell.

In 2022, Cbus Property officially launched its WELL at Scale Program with the International WELL Building Institute. This process is helping us to apply best-practice health and wellbeing principles across Cbus Property's portfolio – and importantly, positively influence the lives of more than 11,000 people who occupy and frequent our buildings. We submitted our first ever WELL at Scale submission in May 2023 and will be able to report on our portfolio results in FY24.

This year, we submitted on the first round of WELL precertification for **121 Castlereagh Street**, which joins our other WELL-rated assets, **447 Collins Street** and **720 Bourke Street** in Melbourne.

Building Occupants

The world-leading WELL Building Standard guides Cbus Property's approach to health and wellbeing in our workplaces – and we are always searching for new ways to deliver premium health and wellness services to our tenant partners.

Each of our new commercial office developments targets Platinum WELL certification. We have committed to achieving Platinum WELL ratings at our existing office buildings by 2025, using the WELL at Scale portfolio program. In FY23, we achieved WELL precertification at our new development **83 Pirie Street** and underwent our first WELL at Scale portfolio submission.

At **447 Collins Street**, we hosted complimentary wellness classes twice a week, including yoga, boxing, Pilates and HIIT classes. Our tenant partners at **447 Collins Street** gained extra encouragement during National Ride2Work Day, with a breakfast pop-up bar in the lobby, as well as free bike servicing.

At **171 Collins Street**, our tenant partners unlock a range of services and amenities, including free health and wellbeing classes, when they access the building app.

<h3>Sustainability Standards and Certifications</h3>	<ul style="list-style-type: none"> - Deliver and manage the world's healthiest building (through WELL certification) 		<ul style="list-style-type: none"> - Since launching our WELL at Scale program for our office portfolio, we have achieved WELL Health Safety ratings across the portfolio and have recently submitted our first WELL at Scale portfolio submission. Our results are in the process of being finalised and will be reported on in FY24.
<h3>Health and Wellbeing</h3>	<ul style="list-style-type: none"> - Invest in the health and happiness of our team with a world-class health and wellbeing program - Deliver buildings and experiences that measurably enhance the health and wellbeing of our tenants and residents 	 	<ul style="list-style-type: none"> - Cbus Property delivered 35 health and wellbeing activities during FY23, focused on supporting physical, social and emotional health. We also continued our popular wellbeing allowance program, with each employee allocated an allowance to engage in an activity that supports their physical and mental health. - Since launching our WELL at Scale program for our office portfolio, we have achieved WELL Health Safety ratings and have submitted our first WELL at Scale portfolio submission. We have also achieved an office portfolio NABERS IE rating of 5.5 stars, placing us fourth in Australia. - Building wellness programs have been implemented across our portfolio. At 447 Collins Street, we hosted complimentary fitness and wellness activities twice a week, including yoga, boxing, Pilates and HIIT classes.

Cbus Property

2024 Sustainability Report

WELL Building Standard

Cbus Property uses the International WELL Building Institute's WELL Building Standard to ensure our buildings meet best practices for health and wellbeing. This commitment positively impacts more than 11,000 people who work in or visit our properties.

In 2024, our portfolio achieved a WELL score of 37, which covered nine buildings. This represented a significant increase from 14 in 2022 when we first submitted for WELL at Scale. We also have six locations with WELL Health-Safety ratings and three with precertification, including **121 Castlereagh**, which received WELL precertification in January 2024.

For a full list of our certifications please refer to the 2024 Sustainability Data Pack.



37
WELL at Scale
portfolio average
score (2024)



SUSTAINABILITY FINANCE

CBUS Property

- Cbus Property is committed to creating healthy, happy, and inclusive communities for people to work and live, and being ready to tackle the opportunities and risks of the future.
- In 2021, Cbus Property refreshed its Sustainability Strategy and set out a series of ambitious targets including enrolling in the **WELL at Scale** to implement the **WELL Building Standard™ (WELL™)** across the entire managed commercial office portfolio by 2025.
- Under the Cbus Property Sustainable Finance Framework, **WELL** has been selected as a Key Performance Indicator for creating sustainability-linked loans.

Swire Properties

Sustainability Report 2023

Summary of Green Building Certification

Type of Certification	Rating	Location	Building/Project
WELL Building Standard	Platinum	Hong Kong	<ul style="list-style-type: none"> One Taikoo Place Two Taikoo Place Six Pacific Place*
		Guangzhou	<ul style="list-style-type: none"> Taikoo Hui Guangzhou Tower 1 Taikoo Hui Guangzhou Tower 2 Taikoo Hui Guangzhou (Shopping Mall)
		Shanghai	<ul style="list-style-type: none"> Taikoo Li Qiantan
	Precertification	Beijing	<ul style="list-style-type: none"> INDIGO Phase Two (Commercial Complex and Hotel)* INDIGO Phase Two (Office Towers)* Yangjing Mixed-use Project (Retail)* Yangjing Mixed-use Project (Office)*

Demonstrating and Sustaining Green Building Leadership

Our projects employ an integrated design approach in accordance with the requirements of several internationally recognised green building standards and rating schemes. This requires members of our Project and Operations teams to work together in areas ranging from building design to construction and operation.

In 2021, Swire Properties became the first developer in Hong Kong and the Chinese Mainland to join the World Green Building Council's ("WorldGBC") Corporate Advisory Board. As part of a select group of global leaders in sustainability, companies that sit on the Corporate Advisory Board guide WorldGBC strategy and activities to accelerate the sustainable building movement.

We also encourage our tenants to participate in environmental building assessment schemes and work closely with them to implement sustainability strategies that will help them achieve the relevant certifications.

These include local and international green building certification schemes such as:

- BEAM Plus, a set of standards recognised and certified by the Hong Kong Green Building Council.
- LEED, a rating system devised by the United States Green Building Council.
- The China Green Building Label, issued by the Ministry of Construction in the Chinese Mainland.
- **WELL, a certification scheme developed by the International WELL Building Institute.**
- SmartScore – certification that recognises and promotes technologically advanced smart buildings globally.
- WiredScore – certification for offices that assesses digital connectivity in commercial real estate.



SDG 11

Making cities and human settlements inclusive, safe, resilient and sustainable.



SDG 12

Ensuring sustainable consumption and production patterns.

Tanger

2023 Environmental, Social, and Governance Report

United Nations Sustainable Development Goals



The United Nations calls its 17 Sustainable Development Goals (SDGs) “a shared blueprint for peace and prosperity for people and the planet, now and into the future.” Tanger aims to contribute to the SDGs that are relevant to our business through our programs and practices, including the following examples.

3. GOOD HEALTH AND WELL-BEING

- Medical coverage offered to employees and their families
- Employee benefit programs and resources focused on physical, mental, financial, and familial health and well-being
- A 30-year commitment to breast cancer research, with contributions totaling more than \$18.9 million
- Health and safety best practices across all our sites and achievement of International WELL Building Institute’s WELL Health-Safety Rating for Facility Operations and Management for all our U.S.-owned and managed properties*

11. SUSTAINABLE CITIES AND COMMUNITIES

- Renewable energy production energy efficiency initiatives
- Free EV charging stations
- LEED certification at 18 centers
- Water conservation initiatives, including smart irrigation controls, and reduced usage restroom fixtures
- Waste management initiatives, with a goal of 65% waste diversion by 2025
- Biodiversity initiatives, including rooftop farms at three centers and urban beehives at 10 U.S. centers
- WELL Health-Safety Rating for Facility Operations and Management
- Designation as a Weather-Ready Nation Ambassador of the National Oceanic and Atmospheric Association

Fostering “WELL”-Being at Our Centers

At Tanger, we recognize that our communities view our centers as safe, welcoming places to shop, dine and gather. Our policies and procedures are designed to protect the well-being of our employees, retail partners, and shoppers.

We are proud to have achieved the International WELL Building Institute’s (IWBI) WELL Health-Safety Rating for Facility Operations and Management for all our U.S. owned and managed properties for the second consecutive year.*

Informed by the WELL Building Standard and more than 600 building and health scientists, practitioners, representatives from the business community, and other experts, the WELL Health-Safety Rating is a roadmap for driving resilience across both business policies and operational plans. In 2023, Tanger advanced our commitment to health and safety at our centers by enrolling in WELL at Scale, which provides us with expanded access to WELL’s deep resources to support our continued engagement with the program.

* Excludes centers acquired in 2023



GRI 416: Customer Health and Safety

Management approach

Tanger has achieved the International WELL Building Institute’s (IWBI) WELL Health-Safety Rating for Facility Operations and Management for all U.S. owned and managed centers in the company’s portfolio (excludes centers acquired in 2023). This rating is informed by the WELL Building Standard and more than 600 building and health scientists, practitioners, representatives from the business community, and other experts.

416-1 Assessment of the health and safety impacts of product and service categories

Tanger underwent a nearly year-long assessment of the health and safety of our operational protocols to ensure compliance across all centers as part of the WELL Health-Safety Rating process.

Uber

2024 Environmental, Social and Governance Report

Corporate initiatives and reductions

Our company works to minimize environmental impact by building and operating in a more sustainable way across approximately 6.5 million square feet of corporate real estate. Uber designs more sustainable, inclusive, healthy spaces for our 30,400 employees to thrive.

Energy efficiency

We are constantly focused on improving building energy efficiency. In 2023, Uber implemented energy saving measures across the global portfolio that included high efficiency systems and adjustments to HVAC and AV settings to drive reductions.

Uber is a member of the DOE's Better Building Challenge: a commitment to energy efficiency reductions.



LEED

Utilizing LEED, the world's most widely used green building system, allows Uber to build higher-efficiency offices with focus on water and energy efficiency, indoor air quality, waste reduction and healthy building materials.



WELL

Uber workplace design, operations, and organizational policies and benefits prioritize the health and well-being of employees. Our efforts are validated through WELL—the leading global program that places people's health and well-being and safety. Uber is a global leader in workplace health and well-being and was awarded the IWBI 2023 Commitment and Engagement Award.



COMMITMENT AND ENGAGEMENT AWARD

Dedication to onboarding internal team members to WELL and/or promotion of WELL work to the public.

We expanded our global footprint of more sustainable, healthy workplaces through additional LEED and WELL certifications in 2023. Uber's global portfolio now includes:

76%

employees impacted

12

LEED certifications

7

WELL certifications

28

WELL Health Safety

3

WELL Precertifications

Topic

Priority SDGs and targets

Goal 3: Ensure healthy lives and promote well-being for all at all ages.



Example activities

Global/internal: "Stand for safety" continues to be a core company value that extends beyond our platform to the core of our business—our people and places. Promoting a safer, healthier, and more sustainable work environment empowers Uber to do its best work by promoting a more sustainable future, safeguarding the well-being of our employees, minimizing environmental impact, and upholding the highest standards of corporate responsibility. As part of Uber's injury and illness prevention plan (IIPP), we continually embrace a holistic approach to creating healthy and engaging environments by investing in our people and places. Uber Workplace Sustainability focuses on minimizing environmental impact by building and operating offices in a sustainable way—around the world and across 6.5 million square feet—to help our 30,400 employees thrive while also supporting a net-zero future. Uber's global portfolio now includes: 12 LEED certifications, 7 WELL certifications, and 28 WELL Health Safety certifications.

Embassy REIT

Environmental, Social and Governance Report FY 2024

Awards and Certifications

Embassy REIT's pioneering endeavours to strengthen the foundations of responsible real estate development in India have garnered recognition from many global and Indian institutions and bodies.

Certifications



USGBC LEED
World's largest USGBC LEED Platinum 'v4.1 O+M' office portfolio^{21,22}



LEED Net Zero
35 buildings certified for LEED Net Zero Water
Carnation Wells Fargo building at Embassy TechVillage certified for LEED Net Zero Energy



BSI/ISO

ISO 9001:2015 (Quality Management System) /14001:2015 (Environmental Management System)/45001:2018 (Occupational Health and Safety Management System)/IEC 27001:2013 (Information Security Management System) certification for 100% operational portfolio²³



British Safety Council

5-star rating for 100% Operational Portfolio²⁴



WELL Gold 2023
Portfolio score of 60; 48 buildings Well Gold Certified²⁵



WELL Health and Safety
Well Health Safety rating for 100% operational portfolio²⁶

Our Alignment With the UN SDGs

Our ESG strategic framework and business model are designed to contribute to the United Nations' Sustainable Development Goals (SDGs). By actively contributing to 12 of the 17 SDGs, we take forward our commitment to deliver on global and national shared responsibilities to bridge the gaps in the equitable and inclusive development of humankind.

SDG 9



Industry, innovation, and infrastructure

Embassy REIT was awarded a 5-star rating both from the British Safety Council and GRESB, recognized as the world's largest 'USGBC LEED Platinum-Certified' office portfolio (v4.1 O+M) by Green Business Certification Inc., awarded the WELL Health Safety rating for 100% of our operational portfolio with 48 of our buildings WELL Gold Certified. Our Net Zero Carbon Policy aims for net zero operations by 2040, with FY2024 milestones including LEED Net Zero Water certification for 35 buildings and Net Zero Energy certification for Carnation Wells Fargo building. Eco-friendly practices like using Ground Granulated Blast Furnace Slag (GGBS) in concrete reduce our carbon footprint and enhance sustainability.

SDG 11



Sustainable cities and communities

In our commercial building endeavours, sustainability is integrated from design to operations, validated by certifications such as USGBC LEED, BSC, and WELL. Our CSR activities are focused on enhancing community infrastructure and cleanliness. The construction of a skywalk used by over 21 lakh pedestrians in FY2024 has improved commuting conditions for our stakeholders. At Embassy GolfLinks, we actively collaborate with the army to combat forest fires, ensuring community safety. The EcoGram project helped recycle 218 MT of waste, saving 1,505 trees saved and offsetting of 1,053 MT of CO₂, and supporting restoration of the Thimmasandra and Thanisandra lakes. Our annual event, Pedal for the Planet, promotes sustainable living, engaging participants of all ages and supporting underprivileged children and schools through donated funds.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The entity implements a comprehensive range of measures to ensure a safe and healthy workplace. This includes conducting BSC safety audits, fire and lift safety audits, and electrical safety assessments, alongside regular ISO 45001 audits and semi-annual internal safety evaluations. Training initiatives cover a broad spectrum, including Automated External Defibrillator (AED) training, Train the Trainer sessions on various safety topics like Incident Investigation and Electrical Safety, as well as providing access to general physician and psychologist consultations. Annual health check-ups and online webinars on health and well-being further promote employee wellness. Facilities such as crèches, gymnasiums, and parks contribute to a holistic approach to well-being. Additionally, achieving WELL certification underscores our commitment to optimal health and safety standards. Collaborations with organizations like Novo Nordisk and engagement in health and well-being campaigns such as blood donation drives, and national safety weeks further demonstrate our dedication to fostering a safe and healthy workplace environment.

Kilroy

2023 Sustainability Report

Building Certifications

Kilroy pursues globally recognized green building certifications to identify and demonstrate achievement of research-backed building design and operational strategies that enhance building efficiency and the wellness of tenants and residents. Green Buildings offer building users healthier environments, while also lowering global carbon emissions and reducing electricity and water bills.

LEED Existing Building: Operation + Maintenance (O+M), ENERGY STAR, Fitwel, and WELL certifications require continuing recertification to ensure buildings continue to meet performance standards, stay up to date with the latest research supporting health in the built environment, and provide accurate reporting for ESG.

We have demonstrated a commitment to continue to re-certify projects after the initial certification, a practice we believe provides opportunity to continually improve the implementation of our sustainability and health and wellness strategies across the portfolio. We will continue to focus on incorporating building efficiency measures and active design features into all our projects, both development and existing, to further increase the number of certifications across the portfolio.



WELL Health-Safety



11,575,408 Total Certified SF

97% of our Directly Managed Portfolio is WELL Health-Safety Rated



WELL Building Standard



Columbia Square Living*
One Paseo Living*
Jardine*



Columbia Square Living, Hollywood, CA – ENERGY STAR, Pursuing WELL, WELL Health-Safety

WELL Spotlight

WELL Building Standard

The WELL Building Standard (WELL) is a performance-based framework for measuring, certifying, and monitoring features of the built environment that impact human health and well-being. It utilizes a holistic approach to health in the built environment addressing behavior, operations, and design.

Kilroy uses WELL to showcase our commitment to maintaining healthy buildings that benefit the people that live and work in our properties. In 2023, Kilroy submitted Columbia Square Living for WELL recertification. Columbia Square Living was the first apartment complex in the U.S. to achieve WELL Multifamily Residential Certification under the WELL Building Standard in 2017. We also worked on and submitted the new certifications of One Paseo Living, Jardine, and 2100 Kettner. These four projects are on-track to receive WELL certification in 2024, making 100% of our residential portfolio WELL certified.

WELL Health-Safety Rating

Kilroy was an early adopter and advocate of the WELL Health-Safety Rating (HSR), a rating system for organizations that are committed to monitoring and optimizing air and water quality, providing access to integral health benefits and services, demonstrating preparedness with emergency planning, and ensuring effective cleaning and sanitization practices. As a result of our efforts in these areas, we have maintained the WELL Health-Safety Rating for almost our entire directly managed portfolio (see page 24 for details). We renewed our WELL Health-Safety Ratings in 2023, receiving recognition on the following themes: Cleaning and Sanitization Procedures, Emergency Preparedness Programs, Health Service Resources, Air & Water Quality Management, Stakeholder Engagement & Communication, and Innovation.

National Bank of Canada

Report on Environmental, Social and Governance (ESG) Advances



Our new eco-friendly head office

National Bank's new head office will be located in the heart of Montreal's Quartier de l'innovation at 800 Saint-Jacques. This address is particularly meaningful since the Bank had its head office on that same street over a century ago. Standing at nearly 200 metres, the 40-storey building is one of the tallest office towers in Montreal. Construction has spanned four years and should be completed in 2024.

Our goal is to meet LEED v4 Gold and WELL standards. The construction of the tower will have an economic impact of more than \$1.2 billion. It includes 400 bicycle parking spots and 100 charging stations for electric vehicles. This number could increase, since the Bank's new head office facilities allow for the addition of portable charging stations.

We aim to offer our employees the most stimulating work environment in the country. Our new head office is filled with natural light and provides a welcoming, informal environment that fosters conversation and collaboration.

The new building is designed to promote the Bank's commitment to work-life balance, with a daycare centre adapted to employees' new needs and food service facilities on two floors with access to a terrace.

Employees will also have access to a Health and Wellness floor offering group fitness sessions, gym facilities, a lounge and training on health-related topics to promote a healthy lifestyle.

A 40,000 ft² park will be accessible to the entire community.

Built on best practices

The Bank's eco-friendly practices are reflected in the features of its buildings. It has rolled out standards inspired by LEED assessment criteria, which are automatically applied to its major investment projects. For example, the Bank purchases low-flow plumbing fixtures, LED lighting, and finishing products, furniture and equipment from local or Canadian suppliers. This practice applies to all of its buildings in Canada.

The Bank also follows best practices in workspace design. For example, many features of the WELL building standards have been integrated into plans for the floors of the new head office, which are set up as dynamic workspaces. Administered by the International WELL Building Institute, the WELL standards recognize built environments that promote the health and wellness of their occupants.

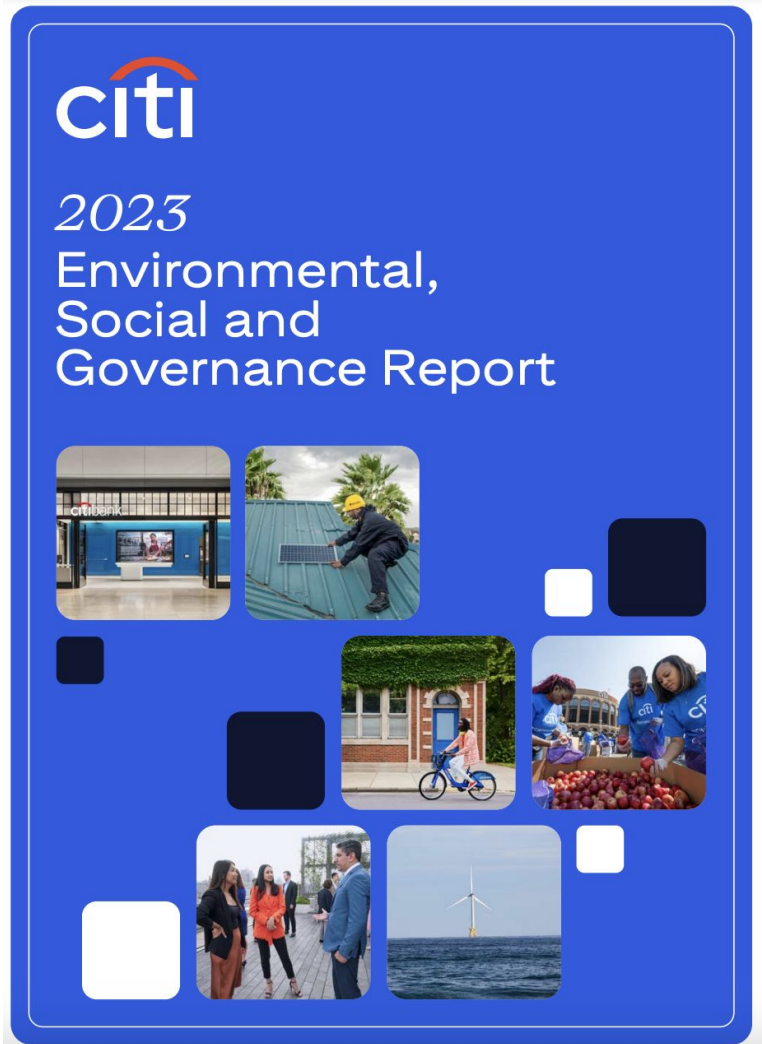
SUSTAINABILITY BOND

National Bank of Canada (NBC)

- Environmental, social and governance considerations play a key role in the business and operational decisions of National Bank of Canada (NBC). In 2020, NBC has established the Sustainability Bond Framework to set forth the principles guiding the issuance of Sustainability Bonds.
- Throughout 2019, 2020 and 2021, NBC issued Sustainability Bonds aimed at financing projects that advance United Nations Sustainable Development Goals with a total of **CAD \$3.13 billion** use of proceeds outstanding by the end of 2021.
- Under the Eligibility Criteria - Sustainable Building category of the Framework, **buildings with the WELL certification that promote improving health and wellness** is included, as long as they meet the LEED Silver environmental certification or equivalent.

Citi

2023 Environmental, Social and Governance Report



Recent Awards and Rankings

We are pleased to see our progress on corporate responsibility, sustainable finance and diversity and inclusion recognized externally.

Corporate Responsibility Awards:



Points of Light: The Civic 50
for the 11th consecutive year



JUST Capital: JUST100 U.S. Companies
Named to the list for the fifth consecutive year, at #5 in 2024



Asiamoney: Best Bank for CSR – Singapore



International WELL Building Institute: WELL Certified Buildings Award
Ranked in the 97th percentile compared to peers
WELL Concept Leadership
Health & Safety Leadership
Advancing Health in ESG Leadership
Commitment & Engagement



Disability:IN: Disability Equality Index
Scored 100 out of 100



Military Times: Citi Salutes
Listed as Best for Vets Employer



Human Rights Campaign: Corporate Equality Index
Scored 100% for the 19th consecutive year



Chief Executives for Corporate Purpose®: The CEO Force For Good: Giving in Numbers™
Top quartile



U.S. Chamber of Commerce Foundation: Citizen Awards Finalist
Best Corporate Steward Category



2023 Environmental, Social and Governance Report

Net Zero Commitment

Our commitment to achieve net zero GHG emissions by 2050 includes both our [financing](#) and our own operations. For our operations, we are targeting net zero emissions by 2030.

Our emissions-reduction efforts and renewable electricity use put us well on the path to net zero for our operations. We continue working to address direct emissions from the diesel generators we use for backup power and the natural gas we use for the heat and power system at our global headquarters and, to a lesser extent, for heating and cooling across our global operations. Addressing these emissions will require a combination of electrification, [low-carbon alternative fuels](#) and carbon removals for hard-to-abate emissions.

We report our Scope 3 GHG emissions associated with our supply chain and our employee activities (i.e., business travel, commuting and working from home) in our GHG screening inventory. This information can be found in our annual [climate reporting](#).

We also support our net zero commitment through our [zero-carbon-ready building approach](#) and our ongoing work to achieve our 2025 operational footprint goals.

Our Approach to Carbon Credits


Progress toward net zero will require many types of solutions to reduce emissions. We prioritize emissions reductions for our operations, recognizing that some low-emission technologies, processes and carbon removal solutions are not yet widely available.

In 2022, we began purchasing voluntary third-party verified carbon credits. These consist of a portfolio of nature-based, energy efficiency and methane destruction credits in an amount equivalent to our Scope 1 real estate emissions. While we recognize the potential value of high-integrity voluntary carbon credits, we do not account for the use of carbon credits when measuring progress toward our 2025 operational footprint goals.

The voluntary carbon credit market is evolving and we are therefore using our initial purchases as a learning opportunity to begin developing an effective, long-term approach for the use of carbon credits and removal of residual emissions as we approach our 2030 net zero commitment. We have accounted for these credits in our [Environmental Performance for Operations](#). For more information on the underlying credits, see the related table at the [end of this section](#).

2025 Operational Footprint Goals

(measured against a 2010 baseline)

Category	Goal	Progress Through 2023
 GHG Emissions	45% reduction in location-based GHG emissions	49%
 Energy	40% reduction in energy consumption 100% maintain 100% renewable electricity sourcing	35% 100%*
 Water	30% reduction in total water consumption 25% of water consumed to come from reclaimed/reused sources	33% 9%
 Sustainable Buildings	40% of floor area to be LEED-, WELL- or equivalent certified	41%**
 Waste	50% reduction in total waste 50% of waste diverted from landfill	53% 30%

* 97% within market boundary; 3% sourced from regionally aligned markets.

** 2023 total includes EDGE projects in Latin America and Mexico.

Citi

2023 Environmental, Social and Governance Report

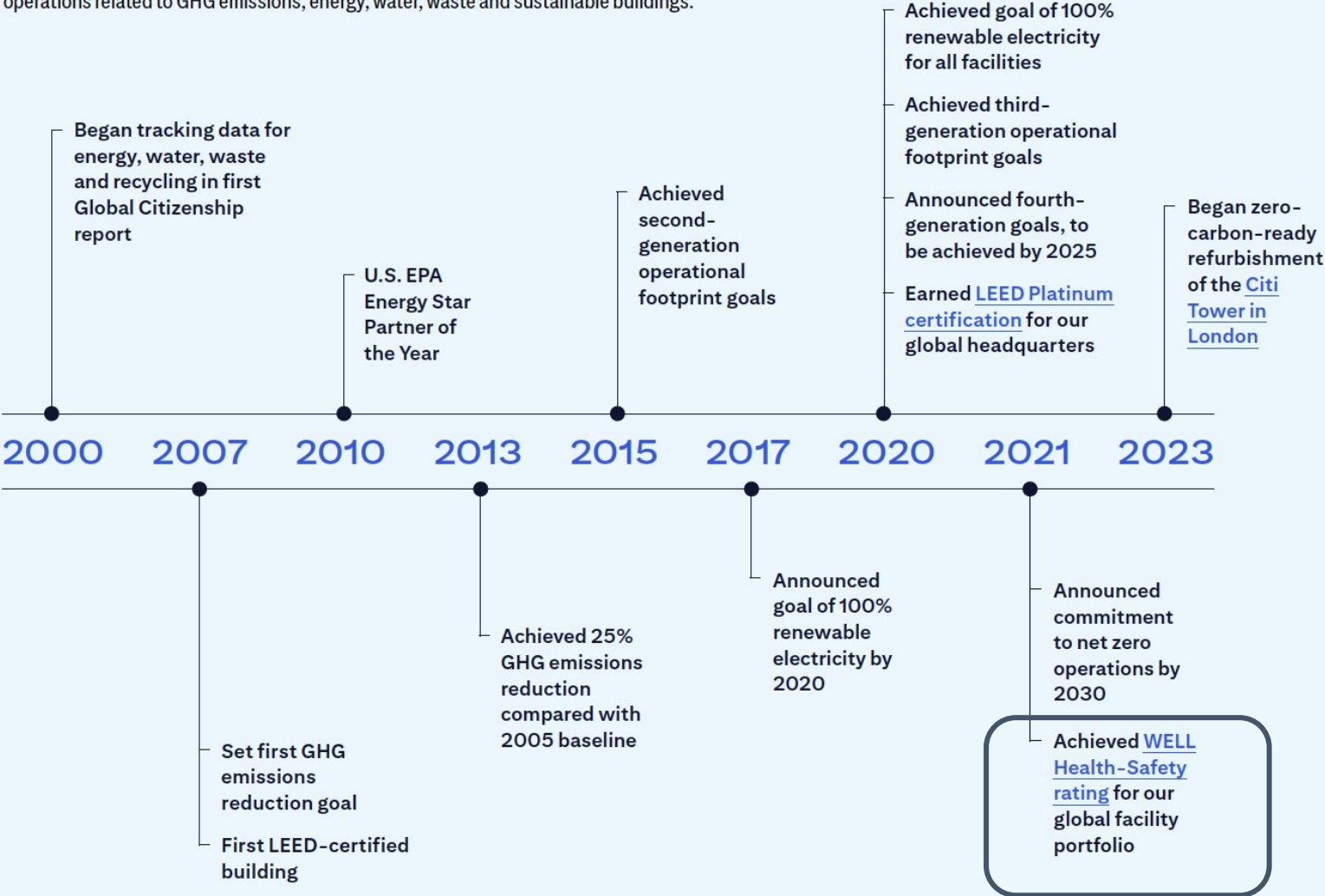
Sustainable and Healthy Buildings

Whether undertaking new construction or renovating existing buildings, we prioritize health, efficiency and sustainability to enhance wellness and help minimize the environmental impact of our facilities. We accomplish this through a variety of programs and initiatives, including:

- A goal to have 40% of our facilities (by floor area) LEED-, WELL- or equivalent certified by 2025
 - Preparation for all new buildings to be zero-carbon-ready by 2030
 - Installation of on-site renewable energy generation
 - Additional initiatives and improvements to conserve energy, reduce water consumption and minimize waste
- Alignment with health and safety standards and best practices

Sustainable Operations at Citi

Citi is on our fourth generation of operational footprint goals to reduce the environmental footprint of our operations, sites and facilities. Citi tracks our progress toward meeting these goals, and our efforts to achieve them drives our ongoing work to advance sustainable operations related to GHG emissions, energy, water, waste and sustainable buildings.



Citi

2023 Environmental, Social and Governance Report



Bahrain

Healthy Buildings

As part of our long-standing commitment to healthy buildings, we continue participating in rating and benchmarking programs with the International WELL Building Institute.™

WELL at Scale:

Citi participates in this benchmarking program for measuring and improving health performance across facilities. We received our first WELL at Scale report in July 2023, achieving a score in the 97th percentile for companies with portfolios of our size. We continue to advance our efforts with regular portfolio submissions that reflect our ongoing commitment to spaces that place people first. To support our work in this area, Citi is conducting a multiyear, systematic evaluation of our wellness policies and procedures to strategically expand wellness initiatives and make incremental progress throughout our portfolio.

WELL Health-Safety Rating:

In 2023, we renewed our rating for all Citi facilities globally, indicating that our buildings are safe and healthy environments for our employees, customers and visitors.

WELL Certification:

Recognizing the importance of healthy buildings for employee well-being, we include WELL certification as an aspect of our sustainable building goal for 2025. In 2023 and the first quarter of 2024, we were awarded WELL certifications for facilities in the following locations:

Milan: Platinum certification

New York City (global headquarters): Platinum certification

San Francisco: Silver certification

Schaumburg, Illinois: Silver certification

Shanghai: Gold certification

With the exception of Shanghai, these locations also earned the WELL Equity Rating in recognition of their commitment to inclusive design and user experiences, among other efforts. Some examples of these features include lactation rooms and breastfeeding support, acoustic design and technology and ergonomic furniture.

Healthy buildings are just one aspect of employee well-being we foster at Citi. (See the [Diversity, Equity & Inclusion and Talent Management section](#) for more about our culture of well-being.)

Royal Bank of Canada

Environmental, Social and Governance (ESG) Progress Report 2023

Employee wellbeing

Placing our employees' health first

RBC puts a strong focus on employees' overall health and wellbeing, both physical and mental.

We refine and enhance our programs based on feedback, including our annual Employee Engagement Survey. We also run annual campaigns to engage our employees to strengthen their commitment to caring for their wellbeing.

For instance, in 2023, more than 32,000 employees around the world participated in a campaign focused on mental health and the importance of open conversations to support each other. Almost all (98%) of post-campaign survey respondents agreed they would use the course's concepts in the workplace.

RBC also offers a voluntary, virtual classroom course – Managing Mental Health at Work – to help managers support employees who are experiencing challenges

with their mental health. Participants gain increased confidence in approaching conversations with employees, and a deeper awareness of how to help them access support resources.

Throughout the year, RBC also offers "wellness credits" to employees in Canada who participate in programs that support their financial, physical and mental health. Employees can then redeem these credits for any item that can help support their well-being, such as a gym membership.

We believe healthy environments also support the wellbeing of our employees. In 2023, over 1,400 of RBC's premises globally have the WELL Health-Safety Rating. WELL is the leading tool for advancing health and well-being in buildings globally. Informed by the WELL Building Standard, and more than 600 scientists, practitioners and other experts, the WELL Health-Safety Rating helps organizations address the health, safety and well-being of their employees.



88%¹¹²

of our employees feel supported by their colleagues.

Overall employee wellbeing has held steady since 2022 at

77%¹¹²

RBC puts a strong focus on employees' overall health and wellbeing, both physical and mental.

Redefine Properties

Environmental, social and governance report for the year ended 31 August 2023

MEETING THE RISING DEMAND FOR HEALTHIER SPACES

In today's world, the role of buildings in promoting human health and wellbeing has never been more apparent or critical. This understanding informs our adoption of the WELL Building Standard. This standard, backed by extensive scientific research, serves as a guide to intentionally designing and managing spaces to enhance human health and wellbeing. The WELL Building Standard comprises a range of strategies that utilise design interventions, operational protocols, and policies to foster a culture of health and wellness.

The certification covers

- ▶ Cleaning and sanitation procedures
- ▶ Emergency preparedness programmes
- ▶ Health service resources
- ▶ Air and water quality management
- ▶ Stakeholder engagement and communication

In alignment with these principles, we have embarked on a journey to attain WELL Health and Safety ratings for three office properties. This rigorous process signifies our commitment to aligning our buildings with globally recognised health and safety standards, mirroring our dedication to promoting health and wellbeing in our built environment. Looking ahead, we aim to test the WELL principles on four retail buildings to extend our commitment to creating healthier spaces across all sectors of our portfolio.

Savanna

2023 ESG Report



WELL Health-Safety Rating

Savanna aims to ensure a safe workplace in the aftermath of the COVID-19 pandemic by emphasizing the health and wellbeing of our employees. In 2023, wherever applicable within our portfolio, Savanna successfully obtained the WELL Health-Safety Rating Renewal to safeguard the health of our employees and occupants.

The WELL Health-Safety Rating is a third-party verified rating system for a wide range of building types and spaces, both new and existing. WELL Health-Safety Rating focuses on evidence-based operational policies, maintenance protocols, stakeholder engagement, and emergency plans to address the specific needs of a post-COVID-19 environment and beyond.

By achieving this rating, Savanna not only demonstrates that we have taken all necessary steps to protect our tenants, but additionally underscores our commitment to promoting human health and wellness. Furthermore, Savanna has implemented an employee wellness program that integrates various policies and procedures aimed at enhancing prevention measures and maintaining high standards of cleanliness.



WELL HEALTH-SAFETY RATING
ACCOUNTS FOR 5.9 MILLION
SQUARE FEET OF THE PORTFOLIO



OVER 2 MILLION SQUARE FEET
OF SPACE IN PROGRESS TO BE
WELL CERTIFIED (OLARA AND
141 WILLOUGHBY)

Shaw

Sustainability Report 2023

WORKS WITH WELL™

In 2023, Shaw became the first flooring solutions provider to obtain the Works with WELL mark. The International WELL Building Institute program verifies that our EcoWorx carpet tiles align with WELL Building Standard features. By validating that EcoWorx aligns with material health features within WELL, the Works with WELL mark makes it even easier for customers focused on health & wellbeing to make confident purchasing decisions.



THE WELL BUILDING STANDARD IS THE PREMIER FRAMEWORK FOR PRIORITIZING PEOPLE'S HEALTH & WELL-BEING, OFFERING EVIDENCE-BASED STRATEGIES APPLICABLE TO BUILDINGS, ORGANIZATIONS, AND COMMUNITIES.

EcoWorx' alignments in the Materials Concept mean the product can contribute to the achievement of the following WELL Building Certification features:

- X05.2 avoidance of select material ingredients
- X06.2 low VOC emissions
- X07.1 ingredient disclosure
- X08.1 materials with enhanced chemical restrictions
- X08.2 optimized products

Shimao Group Holdings Limited

2023 Sustainability Report

WELL BUILDINGS

Shimao attaches great importance to the relationship between buildings and health. By improving indoor environmental quality and thermal comfort, it is committed to enhancing the health of users. Multiple office projects of Shimao have obtained WELL Healthy Building Certification, demonstrating its excellent performance in healthy buildings and commitment to the concept.

The Company advocates sustainable green and low-carbon construction mindset and keeps exploring in green buildings, striving to be a promoter and leader in the field of green building.



➤ WELL HEALTHY BUILDING CERTIFICATION

WELL Certification explores the relationship between a building and the health and well-being of its occupants, reshaping building standards to address all residential health concerns. Shimao adheres to WELL-standard and conducts rigorous testing of indoor volatile organic compounds, keeping PM2.5 under 15 micrograms per cubic meter, which is more than 2.3 times above national standard of the Ministry of Ecology and Environment, to ensure high-quality fresh air and safeguard health.

Through five major co-living systems and four intelligent power drivers, the Group has implemented eco-office systems, including fresh air system, indoor environment creation, indoor environmental health standards, energy control system, energy consumption monitoring system, water saving system, rainwater recovery system, new energy parking system, thus putting the building at a new height of "green + health + wisdom".

➤ SHIMAO "4C" HEALTHY HOME SYSTEM 1.0

"Shimao 4C Healthy Home System 1.0" centres on four major concepts: Carefree, Convenient, Comfortable, and Community, leading to Shimao healthy community where user experience is a starting point. With 16 types of technologies and 147 implementation measures, Shimao emphasizes its care for users in every detail. The mid-to-high end of Shimao's health system can directly match certifications in China and globally, such as WELL and China Health Certification.

Immobel

ESG Report 2023

Targets

S4 5

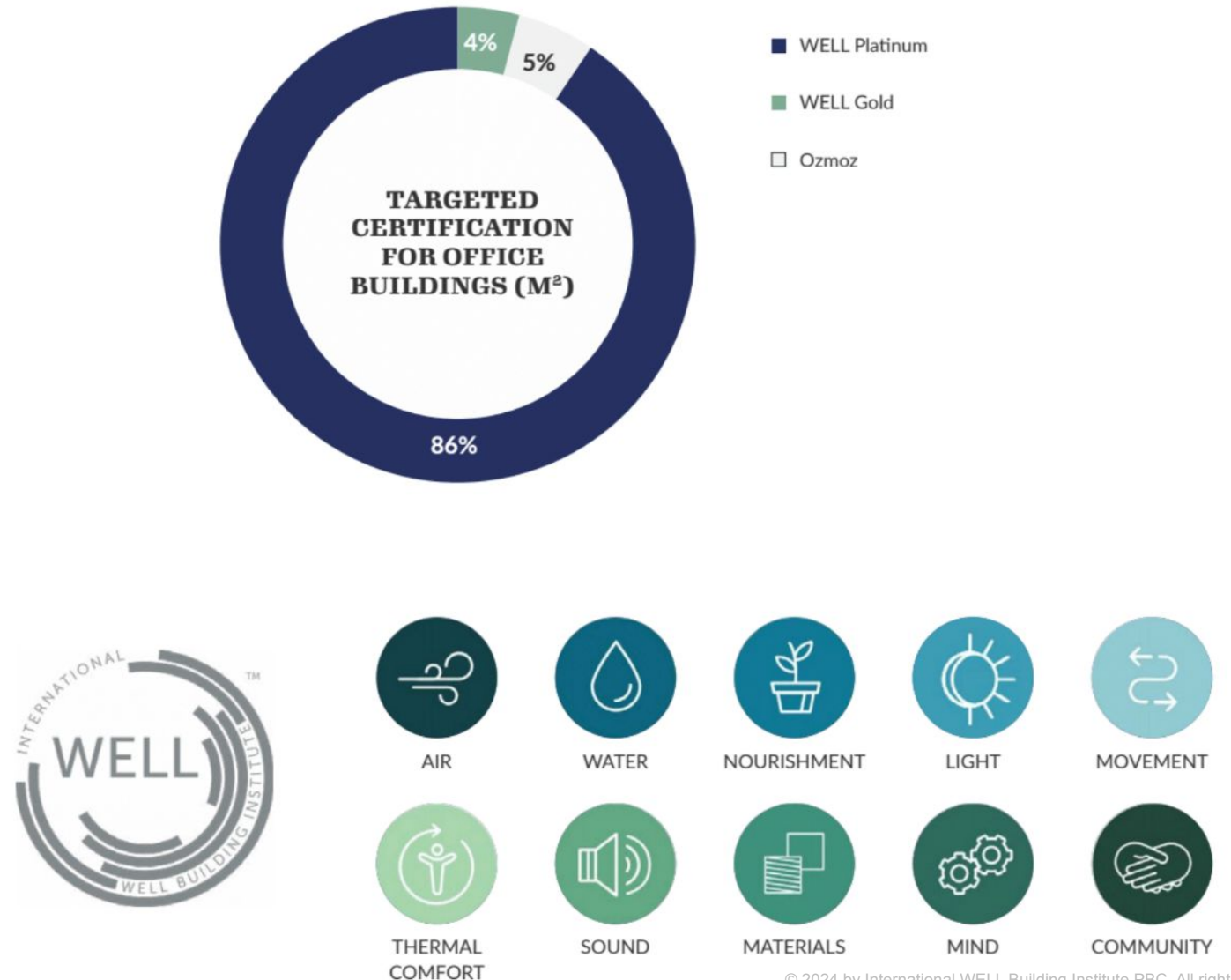
In office development, we always target the WELL Shell and Core certification or equivalent such as Ozmoz in France. These certification systems promote health and well-being for the end-users of the building by evaluating 10 criteria.

For residential development, inspired by the regional "Sustainable Districts" framework, we systematically take into account the following parameters: air quality, light, indoor climate, sound quality, connection to nature, outdoor areas, common areas for hybrid use, mobility, nutrition and health. The objective is to apply this internal check list to all residential projects in development.

In 2023, more than **190,000 m²** of offices were in the process of obtaining a WELL Shell and Core or Ozmoz certification, with **86%** aiming for WELL Platinum level.

Metrics

With the impact of hybrid working, Immobel is prioritising quality working spaces that help tenant companies to attract talent and adapt to the latest working practices. Achieving certifications also makes Immobel's contribution to the UN Sustainable Development Goals more tangible, especially Goal 3: Good Health and Well-being.



Hines

2023 ESG Report

Building Certifications

Explore and leverage building certifications that deliver market-leading projects and collaborate with organizations such as U.S. Green Building Council and International WELL Building Institute, among others

- Released a firmwide Green Building Certification Position Statement requiring all new developments and acquired assets where Hines has an equity position to complete a green and healthy building certification gap analysis to assess the cost, impact, and benefits of certifications for the project.
- 53% of our NRA is covered by green building certifications.



13.3, 17.16, 17.17



Atrium Place, Gurgaon

Green Bond Reporting

Hines established a green bond framework in 2021 to align with the core components of the International Capital Market Association's Green Bond Principles. Eligible green projects are defined as "investments related to the construction, development, acquisition, redevelopment, operations, and maintenance of real estate projects that have received or are expected to receive applicable third-party green building certifications."

Applicable certifications include these and others:

- BREEAM Good+
- LEED® Silver or better
- NABERS
- Green Star
- DGNB
- ENERGY STAR 75+
- Fitwel
- WELL
- HQE

In July 2023, we published our second annual Green Bond Report. Available to all green bond investors, the report details the \$246 million net proceeds allocated and invested during our second reporting period, which ended in December 2022. An independent accountant examined and verified the report.

Atenor

Sustainability Report 2023

E2-1 – POLICIES RELATED TO POLLUTION

Air Quality Management and Pollution Control Policy

In addition, our office projects aim to achieve BREEAM Excellent or higher and WELL Gold or higher certifications, which include specific criteria related to air quality and pollution reduction.

In the WELL certification, the following criteria are analysed:

- A01 – Air quality: Provide a basic level of indoor air quality that contributes to the health and well-being of building users. This includes laboratory-based VOC tests (formaldehyde (CAS 50-00-0): 50 µg/m² or lower) or TVOC continuous monitoring (total VOC: 500 µg/m² or lower).

Air quality management and pollution control are important aspects of our sustainable development strategy, ensuring healthy and environmentally friendly living and working environments.

E2-2 – ACTIONS AND RESOURCES RELATED TO POLLUTION

Application of Pollution Management Measures

Our pollution prevention action plan is based on widely recognised criteria and standards, such as those defined by the EU Taxonomy, as well as rigorous certifications such as BREEAM, WELL and DGNB. This rigorous approach, implemented right from the design phase, aims to:

– Reduce Pollution

- Our construction and renovation projects comply with the standards of the EU Taxonomy, including the Do No Significant Harm criteria for pollution prevention and control. Included are NO_x emissions reduction (BREEAM Pol 02) and indoor air quality management (BREEAM Hea 02 and WELL A01).

Atenor

Sustainability Report 2023

3.9 ESRs S4_CONSUMERS AND END-USERS

S4-1 – POLICIES RELATED TO CONSUMERS AND END-USERS

Atenor places great importance on the well-being of the occupants of its buildings, putting their satisfaction and comfort at the forefront of its concerns. This is reflected in Atenor's efforts to pre-certify its office buildings according to the WELL standard, an approach that underlines its commitment to providing spaces that not only promote the health and well-being of users, but also meet the strictest environmental and social requirements.

The well-being of occupants is a priority which, in addition to representing an ethical commitment, translates into tangible benefits for both users and Atenor. By providing workspaces that maximise comfort and quality of life, Atenor minimises reputational risks and marketing challenges, transforming occupant satisfaction into a significant competitive advantage. Satisfied occupants lead to greater customer loyalty and can positively influence the perception of Atenor.

When it comes to occupant mobility, Atenor recognises the importance of strategic location of buildings. We strive to identify locations that facilitate access and mobility, anticipating users' needs and preferences. This approach, which is far from just reactive, enables Atenor to develop valuable expertise in the selection of its projects, thus offering a sustainable competitive advantage. By taking mobility into account as soon as land is acquired, Atenor aims not only to increase the attractiveness of its projects, but also to maximise their residual value, thus reducing the risk of this declining due to a lack of interest or marketing difficulties.

In this way, by focusing on the well-being and mobility of its occupants, Atenor demonstrates a holistic approach that places ESG principles at the heart of its strategy, transforming challenges into opportunities to stand out in the real estate market.

WELL Standard



METRICS AND TARGETS

S4-5 – TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, ADVANCING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES

The WELL standard is a leading certification that assesses building performance by focusing on 10 key categories with a direct impact on occupant health and well-being: air, water, nourishment, light, movement, thermal comfort, sound, materials, mind and community. By complying with these criteria, Atenor aims to create a working environment that supports physical and mental health, encourages a balanced diet, promotes physical activity, and ensures acoustic, thermal and visual comfort. This holistic approach helps to improve productivity, reduce sickness-related absence and increase the overall feeling of job satisfaction.

In the context of Atenor, the WELL pre-certification of its buildings represents a tangible commitment to the well-being of occupants, thus offering a direct response to potential reputational risks and challenges associated with workplace health and comfort.

TMG

2023 ESG Report

SPOTLIGHT ON

WELL at Scale Program Participation

TMG advanced our commitment to human health and well-being this year by electing to participate in WELL at scale, offered by the International WELL Building Institute (IWBI). By participating in WELL at scale, TMG joins global brands leading the charge to prioritize health and well-being. To date, thousands of companies in more than 120 countries, including many of Fortune 500, use WELL as an evidence-based roadmap for supporting the health and well-being of their people and their organization.

Whether it's increasing staff retention with a commitment to safety and mental health support, or advancing diversity, equity and inclusion (DEI) with more inclusive hiring and design practices, WELL includes more than 500 strategies that address the myriad ways that physical and social environments and organizational protocols can shape employee productivity, performance and well-being.

TMG has committed to WELL across our current portfolio, aiming to provide equitable access to health and well-being benefits for our employees, tenants, residents, and the neighboring community. By uniting TMG's leadership around a shared vision for health, implementing WELL strategies will help TMG advance ESG reporting and performance, build brand equity, provide tangible results for stakeholders and investors, and create a continued culture of health.



DEI Committee & Committee Initiatives

Overview

TMG's DEI Committee continues to focus on diversity, equity and inclusion initiatives both within the firm and with its partners. The DEI Committee is working towards several goals, as follows:



WELL Equity
DEI will work alongside the ESG Committee to help implement all necessary items in order to achieve a WELL Equity rating for TMG. This certification will be pursued in tandem with other WELL rating systems that help promote ESG initiatives.

Henderson Land Development Company Limited

Sustainability Report 2023

VALUE FOR PEOPLE



Creating a Caring Culture

Being a caring employer who looks after our people and our partners

Focus areas:

Health and Wellness

Ensure the health and well-being of stakeholders through our building designs, operations and services

Our People, Partners and Customers

Actively engage with our people, partners and customers to address their needs

Highlights:

<p>▶ Honoured to be invited by the WorldGBC to participate in the highly acclaimed BBC Storyworks programme, showcasing The Henderson and One Innovale</p>	<p>🏆 Achieved remarkable score for World Financial Centre, Beijing under the globally recognised WELL certification and awarded with WELL CORE Platinum for its wellness design</p>
<p>🧠 Collaborated with international artists to incorporate artworks into the design of our properties to enhance the well-being of residents and visitors alike</p>	<p>🗣️ Supported and participated in over 30 thought leadership and sustainability sharing events through collaboration with diverse industries to raise sustainability awareness of the public</p>
<p>📈 Continue to outperform the industry with accident frequency rate of <7 per 1,000 workers</p>	<p>🏆 Cumulatively achieved 26 WELL and 9 China Healthy Building Design Labels</p>

CASE STUDY:

Wellness Design Showcase at World Financial Centre, Beijing

The World Financial Centre in Beijing stands at the forefront of sustainable and health-focused building design. Following its achievement of LEED v4 Platinum certification (Building Operations & Maintenance: Existing Buildings) in 2020 and Parksmart Pioneer certification in 2022, World Financial Centre was rated WELL CORE Platinum certification in 2023, underscoring its dedication to ensuring and prioritising occupants' health in its design. The WELL certification is currently a globally recognised authoritative and influential certification system for health buildings worldwide. Its purpose is to promote humanisation and health in building design, operation, and management by measuring, certifying, and monitoring the architectural environmental characteristics that impact human health and well-being, such as air, water, nourishment of healthy food, light, physical health, thermal comfort, sound environment, mental health. This recognition is a true testament to the Group's focus on enhancing the well-being of our tenants and customers and is demonstrated in the measures deployed at the World Financial Centre.

Located in the Central Business District, our World Financial Centre, Beijing is surrounded by hotels and shopping malls, and is easily accessible by buses and underground lines. In terms of indoor environment quality, a strengthened air-conditioning filtration system has been installed, which works in tandem with the real-time air quality monitoring system to maintain high indoor air quality. In addition, high-performance water taps have been installed in communal areas, and regular water quality monitoring and assessments are conducted and disclosed.

To create a serene environment that is conducive for productivity, our designs maximise the penetration of natural daylight, increasing green spaces to offer a connection with nature and soothing our customers' and tenants' minds. Seasonal flowers and greenery are placed in the atriums of our buildings all year round and are

displayed during major festivals to add a touch of nature to the environment.

To promote the mental and physical health of our customers and tenants, we set up a meditation area in the office area of our Property Management Centre and advocated the use of ergonomic office furniture. Community-building activities were also organised in our property to offer our tenants diverse experiences, especially encouraging public health awareness through fitness classes. Furthermore, we promote healthy eating through the provision of healthy food in our restaurants and the display of healthy eating messages around the building.

Furthermore, regarding thermal and acoustical comfort, we adopted advanced Heating, Ventilation, and Air Conditioning ("HVAC") systems and personalised temperature control devices, which not only automatically adjust to the appropriate temperature based on external weather conditions and indoor heat load, but also allow tenants to adjust the temperature according to their individual preference. To reduce noise and echoes interference, apart from installing soundproofing materials and acoustic panels in the building design, as well as monitoring the acoustic environment within the building regularly, we have also incorporated a background music system, enriching tenants' comfort and well-being with gentle music.



EQ Office

2023 Sustainability and Social Impact Report Health and Wellness Support

Our property teams foster wellness through building management, benefits, events and other forums as a top priority.

WELL Health-Safety Rating (HSR) Operations

We continue to pursue WELL HSR certifications, a safety rating for facility operations and management. The certification is third-party-verified, informed by the WELL Building Standard. In 2023, we earned the WELL HSR certification at 19 properties in key markets, including Boston, Chicago, Los Angeles, Miami, New York, San Diego, San Francisco and Seattle.

In 2023:

19
WELL HSR
CERTIFICATIONS

at the property level and 34 at the building level, covering 15.9m+ square feet

28
PROPERTIES

covering 21.8m+ square feet, included a fitness center⁹

100%

of properties with air quality testing had results meeting ASHRAE¹⁰ Standard 62.1 (2019) limits¹¹

97%

of properties are less than 1,000 meters from public transportation

~1,500

onsite and virtual fitness classes were held for employees and tenants

100%

of properties have common areas that offer social and community interaction

78%

of properties offer healthy eating options on site



Photo credit: Hannah Rankin, Hannah Rankin Photography

Fitness and Exercise

We manage on-site gyms throughout most of our portfolio and subsidize gym memberships and fitness classes for our employees and customers. In 2023, we increased our offering with 35% more fitness classes than in the prior year,¹² which reflects increased tenant engagement and office attendance. Some of our properties also offer outdoor greenspace for gatherings and community-based wellness programming.

Wellable

We continue partnering with Wellable to provide health and wellness solutions across our portfolio. The platform offers personalized wellness programs and virtual and in-person sessions for meditation, yoga, Pilates, boxing and bootcamps. In 2023, more than 1,000 people participated in virtual sessions across 25 properties.

Air Quality Management

Our property teams proactively monitor indoor air quality and conduct regular testing, aligned with WELL HSR's test for temperature, relative humidity, total volatile organic compounds, ozone, carbon dioxide, carbon monoxide and particulate matter with a diameter of 10 micrometers. Additionally, many of our properties have installed Minimum Efficiency Reporting Value (MERV) filters of level 13 or higher to filter particulate matter and ensure compliance with air quality standards and recommendations from ASHRAE.

STO Building Group

Environmental Social & Governance Report 2023

WELL IN THE WORKPLACE

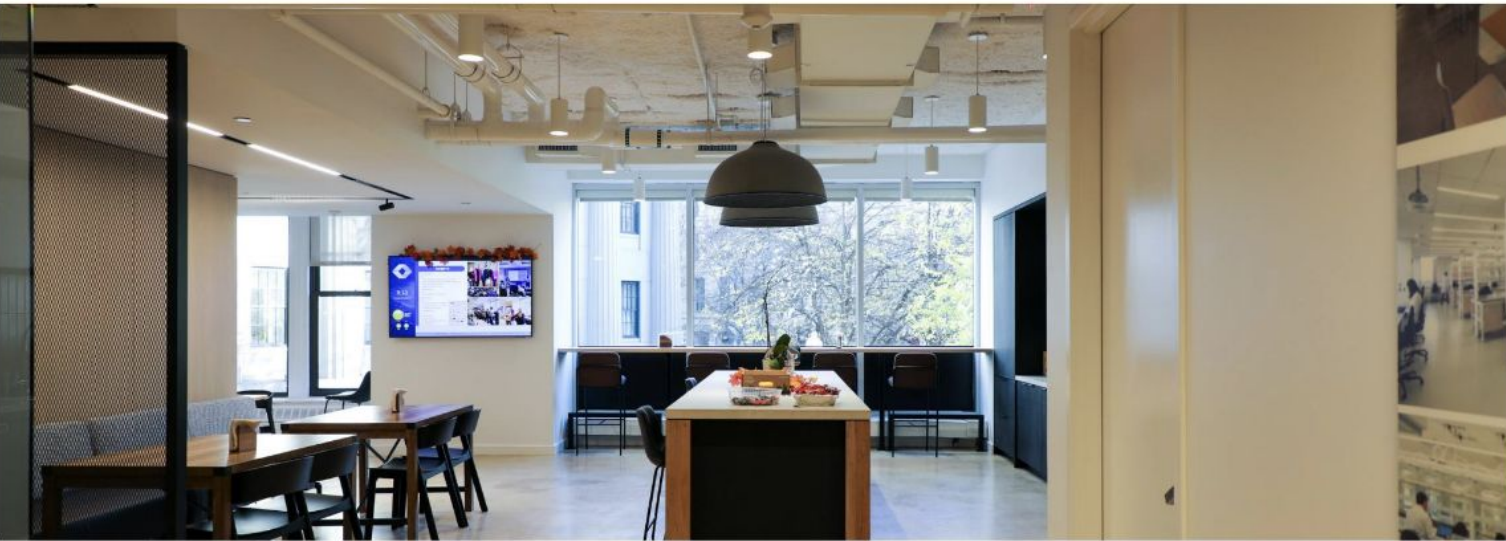
STO Building Group's distinctive Safety 360° program prioritizes the health, wellness, and safety of our staff, both on the jobsite and in the office. Our long-term partnerships with Delos and the International WELL Building Institute (IWBI) continue to help us ensure our focus on the health and well-being of our employees never waivers.

Last year, we showed our commitment to wellness by successfully renewing our San Francisco office's WELL Certification and sharing lessons learned from other WELL Certified offices within our portfolio. In 2022, we've taken our commitment a step further by beginning the process of applying WELL at scale across our organization. WELL at scale is an organizational approach to workplace wellness that will measure the health performance of STO Building Group offices across our portfolio. This process will help us apply a people-first approach to our workspaces and allow us to apply the world's leading health-focused WELL strategies to maximize health outcomes as we continue our organization's WELL journey.



WELL IN SPACE

- **WELL Certified offices:** Structure Tone (NYC, Boston pending), BCCI (San Francisco), BCCI (South Bay)
- **Right to light:** Private offices at the core and open offices around the perimeter of the building so all employees have access to daylight
- **Movement:** Sit-to-stand workstations or desktop units for office employees
- **Ergonomics:** Adjustable computer screens and seat flexibility
- **Thermal comfort:** Offices that meet the most recent ASHRAE standard 55
- **Acoustics:** Systems that reduce noise from electronics, HVAC systems, mechanical equipment, and other office devices



Peak Re

ESG Disclosure Report 2023

LEED and WELL certifications

Another example of our commitment to sustainability is the certification of Peak Re's Hong Kong headquarters with the Leadership in Energy and Environmental Design ("LEED") Gold standard. This award is based on an assessment of various factors, including building materials, workstations, air quality, lighting, noise levels, use of indoor plants, accessibility to public transport and local food options, and the provision of healthy snack options for employees.

In February 2024, Peak Re headquarters also received the WELL Certification - Gold, highlighting our investment in employees' health and wellbeing, as well as in sustainable office design and operations. The assessment graded Peak Re offices on air quality, water safety, healthy materials, thermal and acoustic comfort, cognitive wellbeing, burnout mitigation, daily movement encouragement, and addressing the diverse needs of the workforce. Meeting these high standards should help attract talent that can support our mission of closing protection gaps for the emerging middle class.



Bridge Investment Group

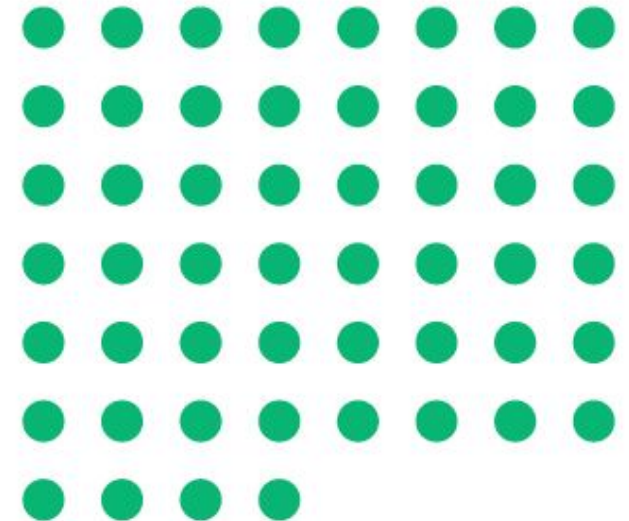
2023 Sustainability and Responsibility Report

METRIC	KPI DESCRIPTION	PROGRESS
Health & Well-Being Programs	For participating strategies, report on the number of investments with health and well-being ratings/certifications by property type (ex. WELL HSR)	In 2023, 52 Office properties and 20 Seniors Housing communities achieved WELL Health-Safety Rating.

Our Bridge Seniors Housing hosted more than 111,000 activities for their residents.

We also seek to safeguard our residents' health through intentional and deliberate safety programs. Our Bridge Safe program ensures our residents' safety remains a top priority for our property and care teams. Safety programs and initiatives include installing enhanced air filtration systems, following robust sanitation standards, and creating emergency preparedness plans for all our properties.

Our efforts to promote the health and wellness of our residents and communities resulted in 20 of our properties receiving the WELL Health-Safety Rating ("WELL HSR") in early 2023. WELL HSR is an evidence-based, third-party verified rating for all new and existing building and space types focusing on operational policies, maintenance protocols, stakeholder engagement, and emergency plans to address a post-COVID-19 environment now and into the future.



52
Properties With
WELL HSR

Hysan

Sustainability Report 2023



Morning safety briefing in construction site

As a responsible property developer, we are committed to safeguarding the health and safety of our employees, including those of the companies with whom we do business and the communities in which we operate. We also communicate the standards and requirements of our Health & Safety Policy to contractors through our tender documents and method statements.

At our on-going projects, all workers entering the sites are required to register and attend site induction training and daily morning safety briefings, which include information on emergency responses and preparedness. To accurately reflect the latest site conditions, our project teams conduct regular site walks, review construction safety plans with contractors, and discuss suitable risk avoidance and mitigation measures.

Water quality

To provide a safe, high quality water supply, we regularly maintain our buildings' water systems by cleaning and maintaining water storage tanks. We also ensure the quality of our last mile drinking water by installing advanced treatment systems, such as reverse osmosis filters conforming to WELL HSR at our head office, and conducting regular water quality testing. As a result of these efforts, our properties have been attaining Quality Water Supply Scheme for Buildings – Fresh Water (Management System) Certificates and Flushing Water Certificates since 2019.

Mental wellness

Mental health is a fundamental aspect of our overall health and thus has a critical impact on our work and in our personal lives.

At Hysan, we recognise the importance of mental health and are dedicated to providing care and support to our colleagues facing difficulties. In the first half of 2023, we hosted two Lunch and Learn sessions on Emotional Blackmail and the Unconscious Mind in March and April respectively.

Tenants Wellness

Our entire Lee Gardens portfolio has been WELL Health-Safety Rated (HSR) by the International WELL Building Institute since 2021. By following the WELL HSR guidelines, we are better prepared for dealing with health and safety related challenges, as well as developing operational policies, maintenance protocols and emergency plans.

Meanwhile by undertaking periodic testing of air quality, water quality, and lighting conditions, as well as conducting employee surveys to gather feedback on the effectiveness of the wellness initiatives. By incorporating these and other elements, we aspire to create healthier and more supportive environments that prioritise employee well-being, leading to improved productivity, job satisfaction and overall quality of life.

Employees and Workplace Wellness

Hysan is committed to building a comfortable and safe workplace for all our employees. Both our office headquarters at Lee Garden One and Lee Garden Two are WELL v2 platinum rated, with features and initiatives that were showcased in a virtual education tour of the Lee Garden One Office.

Rockefeller Group

2023 Environmental Stewardship Report

MID-ATLANTIC



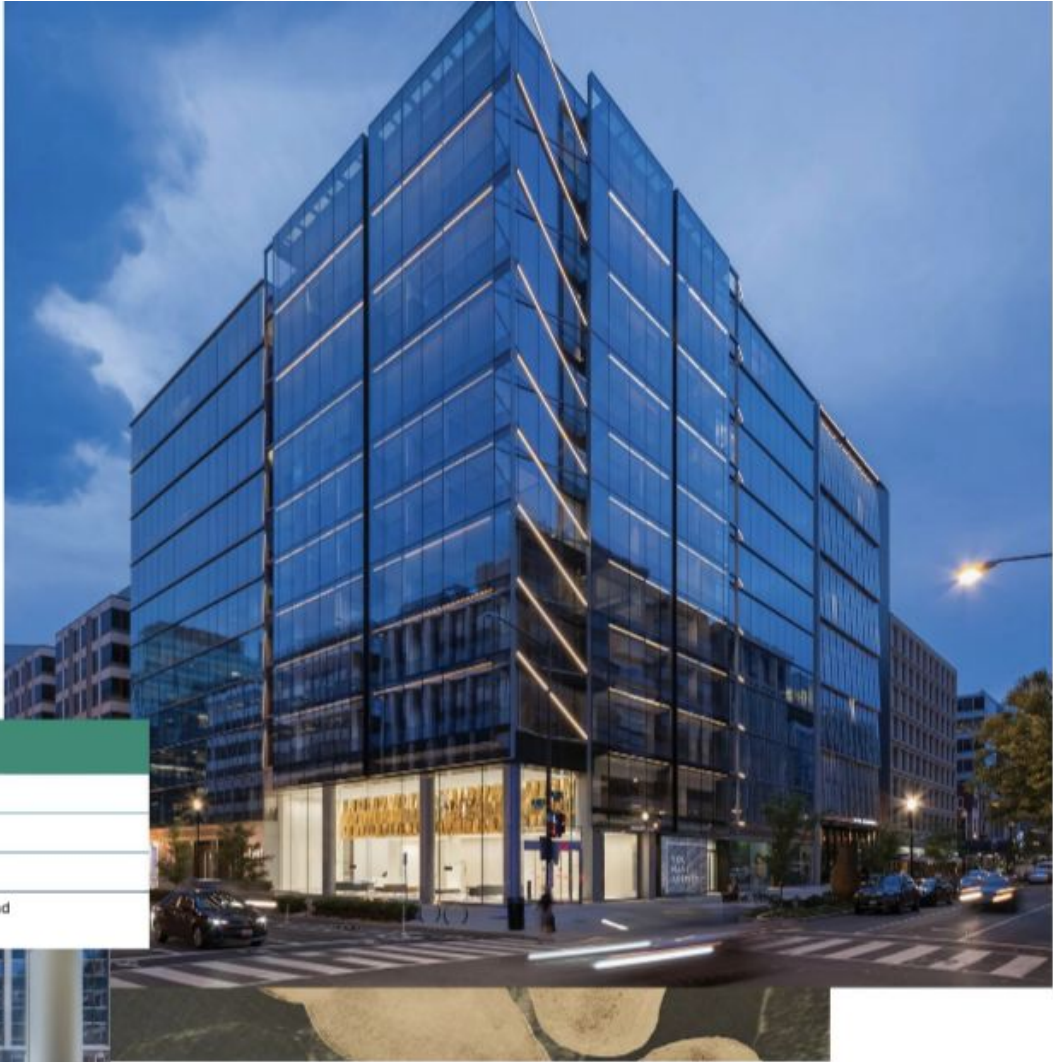
and the provision of safe drinking water for all occupants. Furthermore, 1901 L Street has been designed with expansive naturally lit areas that improve indoor environmental quality and produce a comfortable space for occupants.

1901 L Street: The First WELL-Certified Project in the DC Area

The 212,000 SF, 12-story 1901 L Street office tower located in Downtown Washington, DC was redeveloped by our Mid-Atlantic region in partnership with Meridian Group. It is the first WELL-certified building in the DC area and showcases the improvement that can be made with a strong institutional commitment to occupant satisfaction and welfare. The building had to meet stringent quality standards for air, water, fitness, comfort and wellness in order to be certified. From the design of 1901 L Street to its construction and eventual completion, the joint venture assembled a best-in-class team to construct an exemplary building to lead the way in the competitive DC market.

To meet the rigorous WELL certification standards, the building incorporated several specific health-focused initiatives. Advanced air purification systems and a state-of-the-art water filtration technology were installed to ensure the removal of air pollutants

1901 L Street	
Type	Office
Size	212,000 sqft
Completion	Completed
Built in accordance with LEED, WELL, and ENERGY STAR standards.	



Link Real Estate Investment Trust

Sustainability Compendium 2023 / 2024

Targets

- 100% green building certification coverage across our portfolio by 2025/2026.
 - Green building certification includes environmental, health and well-being-related building certification schemes.¹
 - Portfolio includes retail, office, and logistics assets, but excludes retail <40,000 sq ft by IFA and car park properties.¹
 - Newly acquired/developed assets without green building certification are excluded from calculation for up to 24 months.¹
- Develop minimum sustainability performance standards for each asset class and meet these standards by 2025/2026.

Progress

In 2023/2024, we advanced our efforts to improve green building certification coverage, reaching 97.7% certification by GFA across our portfolio. We recertified the WELL Health-Safety Rating for our entire Mainland China portfolio this year to strengthen our resilience and operational responses for safety and health issues within the buildings. For our second Mainland China asset enhancement project at Link Plaza Tianhe, we achieved LEED Building Design and Construction (BD+C): Core and Shell V4 Platinum Precertification and Parksmart Pioneer. For our retail development project in Hong Kong situated in Kowloon on a former quarry site we are in the progress of obtaining relevant BEAM Plus certifications.

2023/2024 Highlights

Property	Certification Scheme	Rating	
Link Plaza Tianhe	LEED Building Design and Construction (BD+C): Core and Shell V4	Platinum Precertification	
	Parksmart	Pioneer Precertification	
	WELL Health – Safety Rating	Certified	
Link Plaza Zhongguancun Link Plaza Tongzhou Link CentralWalk Link Plaza Liwan Link Square Dongguan Warehouse Foshan Warehouse Jiaxing Warehouse Changshu North Warehouse Changshu South Warehouse	WELL Health – Safety Rating	Certified	
	100 Market Street	NABERS Energy	5.5 Stars
	151 Clarence Street	NABERS Energy	5.5 Stars
		NABERS Energy (with GreenPower)	6.0 Stars
		NABERS Water	4.5 Stars
		NABERS Waste	3.0 Stars
		WELL Health – Safety Rating ¹	Certified
		WELL Equity Rating ¹	Certified
126 Phillip Street	NABERS Energy	5.0 Stars	
	NABERS Energy (with GreenPower)	6.0 Stars	
	NABERS Water	4.5 Stars	
	NABERS Waste	3.0 Stars	
	WELL Health – Safety Rating ¹	Certified	
347 Kent Street	WELL Equity Rating ¹	Certified	
	NABERS Energy	5.0 Stars	
	NABERS Energy (with GreenPower)	6.0 Stars	
	NABERS Water	5.0 Stars	
	NABERS Waste	3.5 Stars	
388 George Street	WELL Health – Safety Rating ¹	Certified	
	WELL Equity Rating ¹	Certified	
	NABERS Energy	5.0 Stars (13% REI) ²	
	NABERS Water	4.0 Stars	
	NABERS Indoor Environment	5.5 Stars	
567 Collins Street	NABERS Waste	4.0 Stars	
	WELL Building Standard V1 Core and Shell (C&S)	Gold	
	WELL Health – Safety Rating ¹	Certified	
	NABERS Energy	5.5 Stars	
	NABERS Energy (with GreenPower)	5.5 Stars	
	NABERS Water	5.0 Stars	
	NABERS Indoor Environment	6.0 Stars	
	NABERS Waste	2.5 Stars	
	WELL Building Standard V2 Core and Shell (C&S)	Platinum	
	WELL Health – Safety Rating ¹	Certified	
	WELL Equity Rating ¹	Certified	

01

Investigate and scope the potential for a material issues assessment for Britomart.

STATUS: SCOPED

Cooper and Company's Director of Sustainability and Brand Sarah Hull met with a range of potential suppliers to understand the process of a material issues assessment. With a greater understanding of the process, it was decided to invest in equipping members of the Cooper and Company sustainability team with the skills to undertake material issues assessments for Britomart, as well as other companies under the Cooper and Company umbrella.

02

Achieve WELL Performance certification for the Maritime Building

STATUS: UNDER WAY BUT DELAYED

Engineering consultants Norman Disney & Young were commissioned to assist with achieving a WELL Performance rating. Air monitors have been installed on each level of the Maritime Building, which measure the particulate matter (PM), volatile organic compounds, levels of carbon dioxide and humidity in the air. As part of the monitoring, intermittent issues with air quality in the building have been identified, and a process of elimination has been undertaken to better understand the source of the issues. The Maritime Building is currently having its roof replaced and will be closed from January to June 2024. As part of this renovation, adaptations may be made to improve air quality. Further monitoring and testing will be undertaken when the building is reopened, with the aim to submit data for a WELL Performance certification in Q4 2024.

03

Work with Te Kura Kaupapa Māori o Hoani Waititi Marae to establish a careers orientation programme that introduces their students to a range of career possibilities and work experience options at Britomart, using this as an opportunity to connect Britomart businesses with the Kura community and each other.

STATUS: ACHIEVED

Our careers orientation collaboration kicked off at the end of March 2023, with the first of three monthly careers days held for a total of 30 students in Years 12 and 13. Students visited a range of businesses to get a sense for the areas of work that might interest them. Subsequently, five students undertook a minimum of six days work experience each at a range of Britomart businesses, including EY and Cooper and Company. Next year, we intend to build on the success of this programme to encourage more students to take part in both the careers days and the work experience opportunities. Read more about the value this project created for both the students and the businesses involved in our interviews with EY's Chad Paraone and Hare Rua from Te Kura Kaupapa Māori o Hoani Waititi Marae on pages 50 and 52.

04

Engage the Britomart community with at least six displays of art and photography around Britomart, with a focus on sustainability and social issues, and measure the impact of these activations.

STATUS: ACHIEVED

We held six art exhibitions around the precinct, including NZ Geographic Photographer of the Year, a Matariki exhibition featuring kapa haka students from Te Kura Kaupapa Māori o Hoani Waititi Marae, artworks by young takatāpui as part of Te Timatanga for Auckland Pride, and poetry in association with the Auckland Writers Festival. We also held a series of freestyle dance battles, two performances of contemporary Samoan dance during the Late Night Art festival and a series of K-Pop performances in Takutai Square.

Many of these exhibitions had a focus on celebrating people who are Māori and Pasifika, takatāpui and rangatahi, as well as on contemporary New Zealand culture and environment. These events also saw good engagement on social media, with one TikTok video featuring kapa haka performers achieving more than 1.4 million views.

05

Run at least three events to connect our Britomart lease partners with each other, centred around an element of environmental, social or economic sustainability.

STATUS: ACHIEVED

We held three Neighbourhood Drinks events where we invited members of the local business community to join us for free drinks, nibbles and talks from interesting speakers. In February, takatāpui artists whose works appeared around Britomart during the Pride festival spoke; in May Ngāti Whātua Ōrākei's Kingi Makoare talked about Waihorotiu, the river that once ran down Queen Street; and in September urban trees expert Justin Morgenroth spoke about urban reforestation as part of the Auckland Climate Festival. We also held two Britomart Breakfast talks for the business community; one on making digital meetings more effective and another on what workplace loneliness is and how to combat it.

Castellum

2023 Annual Report

Favourable societal impact

- Develops sustainable properties that promote positive urban development
- Productive employees and tenants with a sense of health and wellness
- Through WELL Portfolio, Castellum has a positive influence over 16,300 of its tenants' employees in terms of their health and wellness

- Signed on to the UN Global Compact
- Affiliated with WELL Portfolio

Tenants

Castellum will offer healthy, sustainable and high-quality properties. To ensure that properties maintain a high standard, Castellum works with recognised sustainability certification systems.

Targets

Castellum does not have any objectives linked to tenants, but the possibilities for WELL certification will be examined in all major projects and investments.

Policy

Castellum's Sustainability policy states that the company must offer safe and healthy environments for people in and around its properties.

Read more about the Sustainability policy on page 44.

Measures linked to tenants

Castellum is in continual dialogue with tenants, linked to various situations and channels. A comprehensive survey, the Customer Satisfaction Index (CSI), is conducted every year using outside expertise. The company must be a responsive landlord that helps its tenants become more sustainable. In this year's CSI survey, Castellum received a score of 71 (75) from just over 1,600 respondents among its

tenants, corresponding to a response rate of 55 per cent (35).

In 2023, Castellum continued to work on signing green leases and these now apply to all new leases. Through the green lease agreement, Castellum and the company's tenants can exchange environmental data and work together to jointly contribute to an environmentally sustainable tenancy.

Furthermore, Castellum will not use materials in its properties that could have a negative effect on people's health. To avoid doing so, the Byggvaru-bedömningen industry association assessment is applied while log books are maintained in all new production. All properties must have environmental inventories. If hazardous materials are identified, corrective measures will be implemented.

One tool in the efforts to provide healthy premises is the WELL certification system, which focuses on the people who will be present in the properties and is based on seven areas linked to human health and wellness. In new construction, Castellum must always investigate the possibility of obtaining WELL certification for the building. During the year, one of Castellum's properties (Eden i Hyllie, Malmö) was the first in Sweden to receive WELL Core Platinum certification, which is the highest level in the system.

Santander

2023 Sustainability Report

Facility design and management

As we design or redesign our facilities, we do so with an eye toward reducing our environmental impact and advancing our global environmental commitments.

Our sustainability and energy efficiency plans include many elements, such as:

- Increasing renewable energy usage through long-term purchase agreements.
- Installing energy management systems, temperature and lighting control and water reduction technologies.
- Optimizing use of space.
- Creating better commuting options, including mass-transit commuter benefits, subsidized electric car charging for employees and bike facilities.
- Using green cleaning products to the extent possible.
- Recycling construction materials.
- Monitoring energy, water, waste and other consumption.
- Increasing use of sustainably sourced products (e.g., furniture, equipment, etc.).

In 2023, we maintained the WELL Health-Safety certification for our Santander Bank corporate offices and began certifying our branches. We plan to have the entire network certified by 2025. This certification attests to the cleanliness, air and water quality, health benefits, communications and emergency preparedness of each certified site.



The WELL Health-Safety Rating commitment is one of several that provides assurance to employees, customers, stakeholders and guests of Santander US' commitment to health and wellness in our spaces.

CA Immo

ESG Report 2023

The **WELL building standard** specifies measures to promote health and well-being in buildings in the categories of air, water, light, movement, thermal comfort, nutrition, noise, materials, spirit and community (wellcertified.com). As at the reporting date, four CA Immo office buildings had WELL Core and Shell certification in gold or platinum. WELL building standards are taken into account in the early planning phases of new construction projects.

OVERVIEW OF SUSTAINABILITY STANDARDS IN CURRENT CONSTRUCTION PROJECTS

City	Project	System	Category
Berlin	Upbeat	WiredScore	Platinum
Berlin	Upbeat	DGNB	Gold ¹⁾
Berlin	Upbeat	WELL	Core ¹⁾

¹⁾ In the certification process

Tenant comfort & well-being

The quality of the workplace has a significant impact on the well-being, health, motivation and productivity of office users. CA Immo therefore considers the health and safety impact of buildings as early as the planning and development phase of construction projects. A wide range of measures to promote the health and comfort of future tenants are implemented in the course of our development projects – such as ideal acoustic, thermal and visual conditions and the creation of spaces for social interaction, often with green outdoor areas. In this regard, CA Immo relies on additional certification standards such as the WELL building standard for selected buildings (see 'Urban development' section).

Hang Seng Bank

Environmental, Social and Governance Report 2023



Hang Seng Bank is prepared to maintain a responsible approach to ESG within the banking industry, mindful of the challenges and opportunities this year may bring.

Entering 2024, Hang Seng Bank takes a moment to look at the tangible progress we have made in sustainability.

We have focused on what matters – delivering results that positively impact our business and the broader community.

Recognitions and Achievements in Sustainability

Last year, our headquarters was recognised with the Green Building Award and became the first bank in Hong Kong to obtain the WELL Gold certification, reflecting our responsible approach to environmental management and employee well-being. The International WELL Building Institute's certification, based on criteria like Air and Light, affirms our use of AI-powered data analytics to improve Heating, Ventilation, and Air Conditioning efficiency, alongside energy-saving systems.

Incorporating ESG principles into our operations, our offices are equipped with chilled ceiling technology and high-efficiency air conditioners to minimise energy use and achieve carbon reduction. We engage in global initiatives like Earth Hour and implement waste reduction programmes, emphasising our practical approach to sustainability.

In July 2023, we opened a new branch at Festival Walk, introducing our 'Future Banking' service concept that emphasises sustainability. This branch features eco-friendly design elements, notably a 'CO₂ Reduction System' that utilises an aquatic microalgae reactor to reduce carbon dioxide levels.

Investa

ESG Report 2023

Meanwhile, recognition from the International WELL Building Institute, including several WELL Concept Leadership Awards, confirms our commitment to healthy buildings. To further our healthy building agenda, we have consolidated our leadership in building technology, established several years ago with the first digital twin at Sixty Martin Place, with a comprehensive digitisation strategy. Among the projects this year, we developed a bespoke reporting tool to support detailed assessments of everything from ESG targets to the customer experience and are now executing technology roadmaps for each asset.



Recognition and awards

Bronze

Tier Employer for 2023-2026 in the Australian Workplace Equality Index (AWEI) LGBTQ Inclusion Awards

WGEA

Workplace Gender Equality Agency (WGEA) Employer of Choice for Gender Equality 2021-23

Family Friendly Workplaces

Family Inclusive Workplace Certification 2021-2023

WELL

Concept Leadership Award - Materials (ICPF & IGO)

Concept Leadership Award - Community (IGO)

Health, safety and wellbeing

Buildings in ICPF and IGO with Insite health and wellbeing activations (%)	100%	100%	100%	100%
WELL health and safety ratings (%)	ICPF: 100% IGO: 100%	ICPF: 100% IGO: 100%	ICPF: 100% IGO: 100%	ICPF: 100% IGO: 100%
Fund portfolio ratings (%)	ICPF: 100% IGO: 100%	ICPF: 100% IGO: 100%	ICPF: 100% IGO: 100%	ICPF: 100% IGO: 100%
Total recordable injury frequency rate (TRIFR)	4.7	2.7	4.1	7.6
Lost time injury frequency rate (LTIFR)	0.9	0.7	2.4	1.9

Health and wellness programs and facilities across Investa managed assets	Creating positive change with 100,000+ people
WELL health and safety ratings across ICPF and IGO	Creating positive change with 100,000+ people
WELL portfolio ratings across ICPF and IGO	Creating positive change with 100,000+ people
Reduced medically treated injuries	Creating positive change with 100,000+ people
Reduced lost time injuries	Creating positive change with 100,000+ people

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Leadership in health and wellbeing

To enhance access to health and wellbeing services in our building communities, Investa is enabling healthy building outcomes across the platform by working with the International WELL Building Institute (IWBI) and its WELL building tool.

Investa's approach seeks to curate an environment within our buildings that puts human health and wellbeing first. In seeking to measure the positive health and wellbeing impacts our buildings have on occupants, we use the globally recognised IWBI WELL building tool. We also measure employee and customer engagement in our building and workplace health and wellbeing initiatives to inform healthy building outcomes.

The IWBI WELL Rating tool considers 10 concepts that measure health and wellbeing in the built environment, including:

1. Air
2. Water
3. Light
4. Sound
5. Thermal comfort
6. Materials
7. Movement
8. Community
9. Mind
10. Nourishment

We not only measure how our buildings perform against these concept criteria, but also utilise these concepts in our occupant and employee experience programs.

Investa's committed focus on enabling a healthy and productive life for those that work in our buildings has resulted in global recognition by the IWBI including:

- Investa's core funds ICPF and IGO have achieved Health Safety Ratings for their core portfolio of assets nationally. This is the 3rd annual certification for WELL Health Safety ratings.
- **IGO and ICPF were awarded the WELL Concept Leadership Award - Materials**, in recognition of impressive achievement in the Materials Concept of the WELL Building Standard. The materials concept focuses on comprehensive policies that ensure a reduction or elimination in the use of building materials that could contain harmful chemicals as well as cleaning and pest management use safe products. Our comprehensive customer fit out guide means that all of our customer's fitout use the safest, low VOC materials.
- **IGO awarded WELL Concept Leadership Award - Community**, in recognition of our impressive achievement in the Community Concept of the WELL Building Standard. Investa's commitment to creating building communities through supporting diversity and inclusion, supporting emergency resilience, and disclosing safe labour practices for our contractors has been recognised through our leadership in community award. This contributes to providing a safe, inclusive and engaged occupant community.
- QV1 Perth was certified Gold under the WELL v2 tool and 567 Collins Street, Melbourne certification was submitted with results due in FY24.

Achieving these ratings recognises Investa's best practice, healthy building management approach and reflects the high priority our management and operational teams place on human health and the holistic, positive impact we can have as owners and managers of large-scale office buildings. From fresh air, natural light and thermal comfort to green spaces and end of trip facilities, we believe in setting new standards for the workplace.

Standard Bank Group

Sustainability Disclosures Report 2023

Occupational health and safety

Our occupational health and safety (OHS) policy seeks to achieve high standards of care and provide a healthy and safe workplace for employees, contractors, clients, visitors and other relevant individuals and groups.

The policy and OHS management system comply with the requirements of South Africa's Occupational Health and Safety Act, Compensation for Occupational Injuries and Diseases Act and other relevant legislation and regulations. Our legal entities at country level have their own governance structures and policies, based on national regulatory requirements and OHS standards. These must comply with national requirements or the group's minimum standards – whichever is more stringent. We use multiple channels to proactively monitor regulatory developments across our countries of operation. We review the policy every two years to ensure compliance with emerging regulations. The policy is reviewed by the safety, health and environmental risk oversight committee (SHEROC), and approved by the group compliance committee.

Our OHS management system aligns with the tenets of ISO 45001 OHS Management Standard. The system and associated risk management plans are regularly reviewed and updated to ensure alignment with global best practices and standards. This enables us to identify potential workplace hazards and risks, and to integrate action plans with defined targets to address these. We assess the efficiency of the system in identifying and mitigating health and safety risks and supporting the group's objectives in respect of health, safety and wellbeing with internal audits and support visits.

International Well Building Institute (IWBI) standards

SBG has adopted International Well Building Institute (IWBI) standards for indoor air quality. All our commercial offices, data centres and seven of our retail sites have GreenFlag certification.¹

We subscribe to IWBI's WELL at scale programme, which focuses on health, well-being and safety in the working environment. Our subscription includes all commercial head offices in our all our countries of operation, covering over 482 000m² of real estate. Fourteen of SBG's real estate professionals have been certified as WELL Accredited Professionals to ensure the standard can be embedded into SBG's day-to-day operations.

Information about our progress in reducing our scope 1 and 2 operational emissions is available in our [Climate-related financial disclosures report](#).



Employee responsibilities

Health and safety is everyone's responsibility.

We require all group employees to:

- Be aware of and understand the hazards and risks associated with their jobs and their work areas
- Take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions at the workplace and while working remotely
- Comply with all applicable health and safety policies and procedures and follow safe work procedures as defined for any hazardous task
- Comply with all instructions issued to prevent OHS risks and incidents, including participation in OHS programmes and initiatives and emergency evacuation exercises
- Complete mandatory OHS compliance training on our online learning platform every two years
- Promptly report any OHS hazards in their workplace
- Report any work-related injuries sustained or diseases contracted in the working environment to their supervisors or line management.

All employees can access relevant OHS information on the group's intranet. We provide specialised training for employees acting as OHS representatives, and undertaking fire-fighting, first-aid, emergency and evacuation warden roles.



We are

WELL