

ESG VISION 2030



Strengthening our ESG Commitment



Han Khim Siew

Chief Executive Officer and
Executive Director

Environmental, social and governance (“ESG”) is a societal imperative as well as one of the greatest commercial opportunities for OUE REIT.

According to the National Climate Change Secretariat, nearly 40% of all carbon emissions come from the building and construction sectors. Without intervention, this will further accelerate climate change and could have significant financial implications on our assets in Singapore and Shanghai.

At the same time, tenants are setting more aggressive ESG targets. To remain competitive in the market and capitalise on the “flight-to-green” trend, we must also ensure that our assets align with the tenants’ ESG goals.

As one of the largest diversified REITs listed on the Singapore Stock Exchange, OUE REIT is dedicated to advancing sustainability while delivering stable distribution and providing sustainable long-term growth to our investors. Since we began reporting on our performance in 2017, we have made significant progress to achieve both.

To commemorate our 10th Anniversary this year, and with the support of our Sponsor, OUE Limited, OUE REIT is pleased to share our recalibrated ESG targets. By enhancing the sustainability performance in our operations, we also ensure our efforts benefit both the environment and stakeholders.

The path to decarbonisation is not easy, but we invite you all to join us on this journey. Together, we can create a brighter, greener future for generations to come.



OUE REIT is committed to embedding sustainability into our operations and working towards building a sustainable future for all our stakeholders.

We are guided by our sustainability framework which defines three key areas of focus: Environmental Stewardship, Strengthening Social Fabric, Building Trust



Stewarding the Environment

Reducing environmental impact of our buildings



Strengthening Social Fabric

Creating social environments that generate positive changes for our stakeholders, including our employees, tenants, suppliers and the community



Building Trust

Maintaining a strong culture of ethics and compliance

2023 KEY HIGHLIGHTS



c.70%

of OUE REIT's total borrowings are sustainability-linked loans



c.96%

of OUE REIT's portfolio are green certified



G R E S B
REAL ESTATE

3-Star

Rating obtained in the Global Real Estate Sustainability Benchmark ("GRESB") assessment

In support of

**WOMEN'S
EMPOWERMENT
PRINCIPLES**

Established by UN Women and the UN Global Compact Office

WEPs

signatory since
22 June 2023

10 YEAR & BEYOND - OUR RECALIBRATED ESG TARGETS

Stewarding the Environment



Reduce 40%⁽¹⁾ absolute
GHG emissions
by FY 2030



90% green financing
by FY 2030



Actively pursue
opportunities in
renewable energy use



Reduce water intensity
by 25%⁽²⁾ for commercial
assets



Reduce non-hazardous
waste at commercial
properties by 15%⁽²⁾



Increase recycling rate
to c.13%⁽²⁾ by FY 2030

10 YEAR & BEYOND - OUR RECALIBRATED ESG TARGETS

Strengthening Social Fabric



25% of women represented on the Board of Directors

40% of employees in senior management are women



Achieve average 30 training hours per employee

Include specific ESG-related trainings



Achieve > 70% employee engagement score

Achieve > 85% of employees' participation in the annual engagement survey



Organise at least 2 community service events

10 YEAR & BEYOND - OUR RECALIBRATED ESG TARGETS

Building Trust



Maintain zero incidents
of corruption



No incidents of non-
compliance with laws
and/or regulations



No cyber incidents
or data breaches



Receive zero
complaints of
discrimination observed
in our business



Achieve at least 80%
tenant satisfaction rate
in relation to commercial
properties

**Learn more:
www.ouereit.com**

OUÉ REIT