GuocoLand Limited

Sustainability Report 2025

CONTENTS

1	About Us
2	Our Core Values
3	Memberships of Associations and External Initiatives
4	Board Statement
5	About this Report
6	Executive Summary
7	Sustainability at GuocoLand
11	Pillar 1: Towards a Greener Future
21	Pillar 2: Empowering Our People
33	Pillar 3: Conducting Business with Honour
43	Pillar 4: Caring for Our Community
51	Climate-related Disclosures 2025
63	GRI Content Index



Lentor Mansion, Artist Impression

ABOUT US

GuocoLand Limited ("GuocoLand" or "the Company") and its subsidiaries ("the Group") is a leading real estate group that is focused on its twin engines of growth in Property Investment and Property Development. It develops, invests in and manages a portfolio of quality commercial and mixed-use assets providing stable, recurring rental revenue with potential for capital appreciation. The Group has a strong track record in creating distinctive integrated mixed developments and premium residential properties that uplift and transform their local neighbourhoods.

The Group's investment properties – the total value of which stood at S$6.97 billion as at 30 June 2025 – are located across its key markets of Singapore, China and Malaysia, such as Guoco Tower and Guoco Midtown in Singapore, Guoco Changfeng City in Shanghai, and Damansara City in Kuala Lumpur. Iconic residential projects of the Group include Goodwood Residence, Leedon Residence, Wallich Residence, Martin Modern, Meyer Mansion, Midtown Modern, Midtown Bay, Lentor Modern, Lentor Mansion and Springleaf Residence.

The Group's full value chain capabilities span across the real estate value chain, from planning and design, property investment, property development, and property management to asset management.

GuocoLand is listed on the Mainboard of the Singapore Exchange. The parent company of GuocoLand is Guoco Group Limited, a company listed on the Main Board of The Stock Exchange of Hong Kong Limited. Both GuocoLand and Guoco Group Limited are members of Hong Leong Group in Malaysia.



Photo Credit: Finbarr Fallon

Guoco Midtown

OUR CORE VALUES

A member of the Hong Leong Group in Malaysia, GuocoLand is built on a strong heritage of value creation for our stakeholders and the communities we operate in. Over the years, we have progressively integrated sustainability into our operations to build a stronger and more resilient organisation.

We are committed to growing our businesses responsibly, balancing environmental considerations with economic goals, and making a positive impact on our stakeholders while contributing to our communities.

GUOCOLAND'S CORPORATE OBJECTIVES ARE FOUNDED ON OUR CORE VALUES:



HONOUR
To conduct business with honour



HUMAN RESOURCES
To enhance the quality of human resources as the essence of management excellence



ENTREPRENEURSHIP
To pursue management vision and foster entrepreneurship



INNOVATION
To nurture and be committed to innovation



QUALITY
To provide products and services that consistently exceed customers' expectations



PROGRESS
To continuously improve existing operations and to position for expansion and new business opportunities



UNITY
To ensure oneness in purpose, harmony and friendship in the pursuit of prosperity for all



SOCIAL RESPONSIBILITY
To create wealth for the betterment of society



Guoco Tower

MEMBERSHIPS OF ASSOCIATIONS AND EXTERNAL INITIATIVES

GuocoLand holds memberships in various pertinent local and international business and community organisations, including:

SINGAPORE

- Business China
- Business Improvement District (Tanjong Pagar precinct)
- Real Estate Developers' Association of Singapore
- Singapore Business Federation
- Singapore Green Building Council ("SGBC")
- Singapore Hotel Association
- The Singapore Institute of Directors
- Urban Land Institute Asia Pacific

CHINA

- Chongqing Association of Real Estate Development
- Chongqing Real Estate Association
- Shanghai Parking Service Trade Association
- Shanghai Putuo District Public Security Association
- Shanghai Fire Protection Association
- Singapore Chamber of Commerce and Industry in China

MALAYSIA

- FIABCI Malaysia
- Real Estate and Housing Developers' Association Malaysia

BOARD STATEMENT

At GuocoLand, the Board of Directors ("Board") recognises the importance of conducting business in a sustainable manner and integrates sustainability principles into the Group's immediate and long-term business strategies.

The Audit and Risk Committee ("ARC") works with the Sustainability Management Committee, which is led by the Group Chief Executive Officer ("GCEO"). Together, they are responsible for managing sustainability matters and overseeing how material environmental, social and governance ("ESG") factors, risks and opportunities are determined, managed and monitored within the Group.

The opening of Guoco Midtown II in June 2025 marked the completion of the Group's latest integrated mixed development – Guoco Midtown – which has integrated sustainability across design, construction and operations.

During the financial year 2025, the Group secured green financing for various major developments. To date, GuocoLand has secured green facilities for the commercial components of its flagship integrated mixed developments Guoco Tower and Guoco Midtown, as well as its high-end residences Lentor Mansion, Lentor Modern, the newly launched Springleaf Residence and upcoming developments at Faber Walk and River Valley Green.

We are looking forward to the completion of Lentor Modern. This integrated mixed development marks our first foray into the Lentor Hills estate, which we have successfully positioned as a highly sought-after premium residential estate with Lentor Modern as well as three other joint venture projects with our partners. Lentor Mansion, another of our projects at the Lentor Hills estate, will also be the first GuocoLand development to be awarded the Building and Construction Authority's ("BCA") Green Mark Platinum (Super Low Energy) award.

The Board would like to express our sincere appreciation to our employees, partners and other stakeholders who have collaborated with us to develop, implement and refine our sustainability strategies for a more sustainable future for all.

We are pleased to present the Group's Sustainability Report for the financial year ended 30 June 2025 ("FY2025").



Lentor Mansion, Artist Impression

ABOUT THIS REPORT

GuocoLand publishes our sustainability reports annually, and in alignment with the reporting period of our financial statements. This report covers GuocoLand's sustainability practices and performance for FY2025, from 1 July 2024 to 30 June 2025. GuocoLand's previous annual sustainability report was published in September 2024 for the financial year ended 30 June 2024 ("FY2024").

The Sustainability Report for FY2025 has been prepared in accordance with the Global Reporting Initiative ("GRI") Universal Standards 2021. The GRI Standards are comprehensive and widely utilised by companies both in Singapore and globally, facilitating effective benchmarking. Moreover, as an internationally recognised sustainability reporting framework, it allows for effective reporting and year-on-year management of our material ESG topics and affiliated performance.

This report aligns with the sustainability reporting requirements of Rules 711A and 711B of the Listing Manual of the Singapore Exchange Securities Trading Limited ("SGX-ST") and covers SGX Core ESG Metrics, which guide issuers to provide a common set of ESG metrics for alignment between users and reporters of ESG information.

In FY2025, GuocoLand further enhanced our Climate-related Disclosures section in line with our ongoing commitment to improving disclosures. As with prior years, the Climate-related Disclosures section in this report was prepared in alignment with the Task Force on Climate-related Financial Disclosures ("TCFD") recommendations, while also taking reference from the climate-related provisions in the International Sustainability Standards Board's ("ISSB") International Financial Reporting Standards ("IFRS") S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures in preparation for compliance with the new reporting requirements.

Although we have not sought external independent assurance for this report, our Board and Management ensure that our sustainability reporting process is subject to internal review by GuocoLand's Internal Audit ("IA") function, in accordance with the International Standards for the Professional Practice of Internal Auditing. Our Board and Management will consider pursuing external independent assurance at a later stage in our sustainability reporting journey.

As part of our efforts to reduce paper waste, no hard copies of this report have been printed. This and previous sustainability reports are available on the Company's website at https://www.guocoland.com.sg/sustainabilityReports.shtml.

We welcome questions and feedback to help us continuously clarify and improve our sustainability practices, performance and reporting. Such questions or feedback can be submitted via email to contact@guocoland.com.

REPORTING SCOPE

This report covers GuocoLand's significant assets in Singapore, China and Malaysia. This is the first year that our annual sustainability report has included GuocoLand (Malaysia) Berhad ("GuocoLand Malaysia"), which is a separately-listed subsidiary on Bursa Malaysia Berhad. The inclusion of GuocoLand Malaysia is in line with our goal to progressively align the scope of sustainability reporting with that of financial reporting. GuocoLand Malaysia's sustainability reporting is independently overseen and managed by GuocoLand Malaysia's Board and Management. GuocoLand Malaysia has its own sustainability governance structure and publishes an annual sustainability statement as part of its annual report. These reports can be found on GuocoLand Malaysia's corporate website.

Singapore

- Guoco Tower
- Guoco Midtown
- Guoco Midtown II & Midtown Modern
- 20 Collyer Quay
- Lentor Modern
- Lentor Mansion
- Springleaf Residence
- Sofitel Singapore City Centre[1]

China

- Guoco Changfeng City, Shanghai
- Guoco 18T, Chongqing
- Guoco Central Park, Chongqing

Malaysia[2]

- Damansara City Mall[3]
- Menara Guoco (under Tower Real Estate Investment Trust[4] ("Tower REIT"))
- Menara HLX (under Tower REIT)
- Plaza Zurich (under Tower REIT)
- Emerald 9
- Emerald Hills
- Emerald Rawang
- Emerald Sepang
- Sofitel Kuala Lumpur Damansara[1]
- Thistle Johor Bahru
- Thistle Port Dickson

1 The Group owns Sofitel Singapore City Centre and Sofitel Kuala Lumpur Damansara, which are managed by Accor under their luxury 'Sofitel' brand.
2 GuocoLand Malaysia's Properties under Management and Development Projects have been included with the exception of PJ City. We will continue to refine our data collection methodology.
3 Includes Damansara City Parking.
4 Tower REIT is a consolidated subsidiary of the Group.

EXECUTIVE SUMMARY



Springleaf Residence, Artist Impression

This is GuocoLand's eighth sustainability report, covering the financial year ended 30 June 2025. In line with the Group's commitment to enhancing transparency and disclosures, the scope of this year's report has been expanded to include GuocoLand Malaysia's Development Projects, Properties under Management and Sofitel Kuala Lumpur Damansara. Another addition to the report is Springleaf Residence, a new Development Project in Singapore.

With Springleaf Residence, the Company took another step in our sustainability journey. Springleaf Residence is the first private residential project in Singapore to be built using a biodiversity-sensitive framework and is also a sustainable development. It will receive the BCA Green Mark Platinum (Super Low Energy) award when completed. The development will be our second development to attain the award after Lentor Mansion.

In FY2025, GuocoLand worked with external consultants to identify disclosure gaps and areas of improvement, climate-related risks and opportunities, as well as the potential financial impact on our business. This will help us to progressively align climate reporting with the IFRS Sustainability Disclosure Standards issued by the ISSB. Singapore Exchange Regulation ("SGX RegCo") is one of the regulatory bodies which has adopted these standards using a phased approach.

We made progress in our decarbonisation journey in FY2025 by broadening the assessment of our Scope 3 emissions to include more categories, reviewing our targets, as well as undertaking infrastructural and operational initiatives to improve efficiency and reduce our carbon emissions footprint.

In FY2025, we met all our sustainability-related targets. We are introducing new targets for material topics, including emissions, diversity and equal opportunity, as well as human rights and labour conditions, amongst others. These targets have been established for the next financial year ending 30 June 2026 ("FY2026") to provide a clearer measure of our progress and drive greater internal accountability in our sustainability efforts.

During FY2025, GuocoLand further secured green financing under our Green Finance Framework, which gives the company and our subsidiaries access to various fundraising options with structures tailored to contribute to sustainable development through the application of net proceeds to Eligible Green Projects in accordance with the Framework criteria and guidelines. To date, we have secured more than S$5.2 billion of green financing.

SUSTAINABILITY AT GUOCOLAND

SUSTAINABILITY GOVERNANCE STRUCTURE

GuocoLand's Board is responsible for overseeing the Company's sustainability and climate strategy. The Board has established a clear governance structure to manage related risks and opportunities.



The ARC assists the Board in monitoring and overseeing sustainability governance. It reviews GuocoLand's risk profiles, quarterly regulatory compliance, the sustainability reports as well as the assurance provided by the IA team in relation to the internal review of the Company's sustainability reporting processes.

The Sustainability Management Committee, led by the GCEO and comprising senior executives from the various business units and markets, handles the day-to-day execution of sustainability initiatives and reports to the ARC. The Sustainability Management Committee develops and implements GuocoLand's sustainability objectives, strategies, policies and approaches. Meetings are held regularly to review progress and targets, coordinate with other working committees, and identify improvement areas.

More details on the ARC, the Sustainability Management Committee and GuocoLand's Corporate Governance can be found in the Annual Report FY2025.

SUSTAINABILITY AT GUOCOLAND (CONTINUED)

SUSTAINABILITY FRAMEWORK

Since our financial year ended 30 June 2019 ("FY2019"), GuocoLand has adopted a four-pillar sustainability framework that guides employees in their work towards the corporate mission of "Guoco Sustainability Value Creation".



STAKEHOLDER ENGAGEMENT

GuocoLand identifies key stakeholders based on their influence on our business and how they are impacted by our operations. Through regular engagement, we listen to their needs and expectations while sharing our sustainability efforts. The two-way dialogue helps us refine our strategies and improve operations.

STAKEHOLDERS	ENGAGEMENT PLATFORMS	KEY TOPICS	RESPONSES TO KEY TOPICS
 **Customers — Tenants / Homebuyers / Hotel Guests & Visitors / Retail Shoppers**	• Tenant meetings • Customer service teams • Tenant surveys • Email and phone channels • Tenant circulars and notices • Social media channels	• Lease terms and facilities management • Quality of product and timely delivery • Customer experience	Refer to Pillar 3 – Conducting Business with Honour; and Pillar 4 – Caring for Our Community
 **Investors**	• SGX-ST announcements and news releases on corporate website • Annual General Meeting • Investor meetings • Conferences • Email and phone channels	• Long-term value creation • Strategies for growth • Transparency and timely information • Corporate governance practices	Refer to Chairman's Statement; Q&A with Group CEO; Business Updates; and Corporate Governance section of the Annual Report; Pillar 3 – Conducting Business with Honour; and Climate-related Disclosures
 **Suppliers**	• On-site inspections • In-person meetings • Email and phone channels	• Occupational health and safety • Product quality, health and safety • Environmental compliance	Refer to Pillar 1 – Towards a Greener Future; Pillar 3 – Conducting Business with Honour; and Pillar 4 – Caring for Our Community
 **Employees**	• Regular management meetings • Annual performance appraisal discussions • Knowledge sharing sessions • Internal e-communications • Social media channels • Orientation programmes, tea sessions with Management and lunch talks	• Welfare • Health and well-being • Performance	Refer to Pillar 2 – Empowering Our People
 **Regulators / Government**	• On-site inspections • In-person meetings • Email and phone channels • Regulatory filings	• Environmental compliance • Labour standard compliance • SGX-ST listing requirements	Refer to Pillar 1 – Towards a Greener Future; Pillar 3 – Conducting Business with Honour; Pillar 4 – Caring for Our Community; and Climate-related Disclosures

SUSTAINABILITY AT GUOCOLAND (CONTINUED)

MATERIALITY

We conducted an impact materiality assessment in FY2024, in line with GRI Standards to identify significant impacts arising from our business activities and their relationship with the economy, environment and people. For FY2025, we have retained the material ESG factors as they remain significant to GuocoLand's stakeholders, business operations and long-term value creation. The process to determine the material topics is as follows:

1	2	3	4	5
We conducted a comprehensive review of our business activities and their relationships to understand the positive and negative impacts on the economy, environment and people.	We identified the actual and potential impacts of our operations across our value chains.	We assessed the significance of these impacts, considering their magnitude (scale, scope and severity) and the likelihood of their occurrence.	We engaged our stakeholders for feedback to assist in prioritising and shortlisting the material topics for reporting.	The shortlisted material topics were then reviewed and validated by the Management team, and subsequently approved by the Board.

Our material ESG topics are:

PILLAR 1: TOWARDS A GREENER FUTURE

- Energy and Emissions
- Water
- Waste

PILLAR 2: EMPOWERING OUR PEOPLE

- Talent Attraction and Retention
- Diversity and Equal Opportunity
- Occupational Health and Safety
- Human Rights and Labour Conditions

PILLAR 3: CONDUCTING BUSINESS WITH HONOUR

- Risk Management and Compliance
- Anti-Corruption and Anti-Bribery
- Data Protection and Privacy
- Innovation

PILLAR 4: CARING FOR OUR COMMUNITY

- Customer and Quality
- Local Communities

Photo Credit for following page: Finbarr Fallon



TOWARDS A GREENER FUTURE

TOWARDS A GREENER FUTURE

GuocoLand's sustainability efforts focus on optimising energy and water usage, minimising emissions, and reducing waste. We deploy energy-efficient technologies and sustainable building practices, including the use of low-carbon materials, to reduce operational and embodied carbon emissions. Our environmental commitment is demonstrated by our support for the Singapore Built Environment Embodied Carbon Pledge. We implement water-saving technologies and practices to reduce consumption and enhance efficiency. Additionally, we actively work to minimise waste generation and improve on-site recycling. We also use dashboards to monitor resource consumption and environmental metrics.

We uphold high standards of building practices by adhering to all relevant statutory requirements, codes and building standards. We ensure our main contractors are ISO 14001-certified and, for Singapore projects, engage BCA A1-rated contractors guided by the Green and Gracious Builder Scheme.

The material topics under this pillar are:

- **Energy and Emissions**
- **Water**
- **Waste**

ENERGY AND EMISSIONS

GUOCOLAND'S DECARBONISATION JOURNEY

Energy and emissions are a material concern for GuocoLand in all our three key markets of Singapore, China and Malaysia, because of their significant impact on the environment as well as the associated physical and transition climate-related risks. Due to Singapore's sustainability targets and rigorous green building standards, managing our energy emissions is crucial. By reducing our energy footprint, we align with Singapore's vision for a low-carbon future, contribute to the country's long-term commitment under the Paris Agreement to achieve net-zero emissions by 2050 and enhance compliance with evolving regulatory requirements.

China's continued economic development and urban expansion poses significant environmental challenges. China has set its national environmental target to reach carbon-neutrality by 2060. Reducing energy consumption and greenhouse gas ("GHG") emissions by adhering to China's Green Building Standards is key to supporting the country's carbon-neutrality goals.

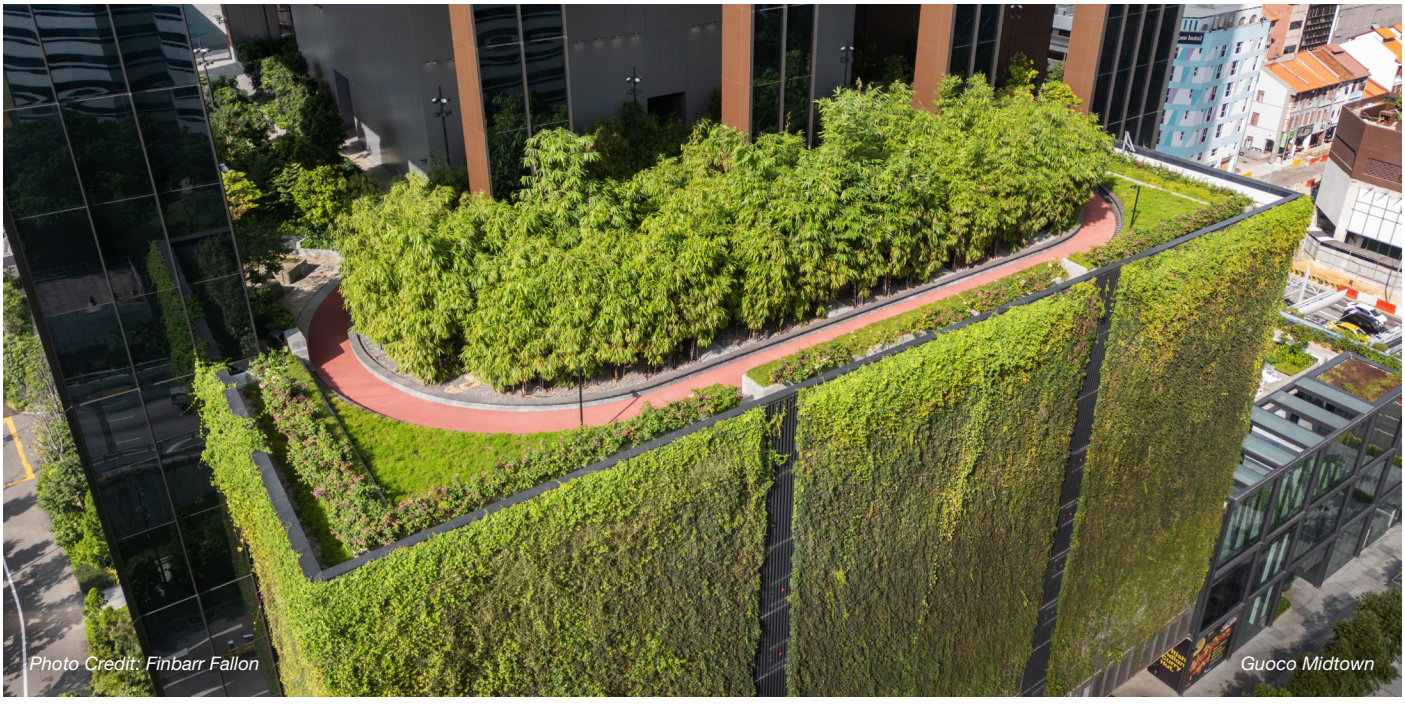
Similar to Singapore and China, in Malaysia, we are mindful of the direct and indirect impacts of climate change on Development Projects and Properties under Management. Incorporating climate resilience into the design and construction of developments delivers long-term sustainability and reduces vulnerability to climate-related events. We also identify measures to mitigate the impact on the natural environment. Our strategies include adopting green building standards and reducing energy use through efficient systems and smart building management.

GuocoLand demonstrates our dedication to both local and global sustainability objectives by addressing these topics. Our actions bolster our position as a responsible and forward-thinking developer in the three markets.

OUR INITIATIVES

Energy Audits

We conducted energy audits of our Properties under Management in Singapore. At Guoco Midtown, monthly audits were conducted by a Singapore Certified Energy Manager to support BCA Green Mark verification. The audit encompassed a comprehensive scope, including the collation and analysis of energy consumption data for both tenants and landlords across various energy account centres. The detailed audits aimed to track and optimise energy usage, ensuring adherence to Green Mark Stage 2 requirements. These regular audits enabled Guoco Midtown to secure the BCA Green Mark Platinum Award for New Non-Residential Buildings in May 2025.



In December 2024, an appointed specialist energy services company completed enhancement work on Guoco Tower's chiller plant and air-conditioning equipment, focusing on optimisation of equipment operations, hence reducing energy consumption. This included reconditioning of chillers, optimisation of chiller plant operation, and optimisation of air handling units ("AHUs") and fan coil units operation serving the offices and retail mall.

Sustainable Developments

For the development of Guoco Midtown, building materials – such as ceiling panels, insulation, paints, power cables and water pumps – are certified under the Singapore Green Labelling Scheme administered by the Singapore Environment Council or other certifications programmes offered by the SGBC. This requirement extends to retrofitting works as well. To enhance indoor air quality, low-emitting materials including composite wood, agri-fibre products, adhesives, sealants and paints with no added urea-formaldehyde resins or low volatile organic compound content are used. Tenants are encouraged to use similarly low-emission products during renovations. At Guoco Tower in Singapore and Guoco Changfeng City in China, electricity is generated from solar panels to power common area lighting, thus reducing the reliance on grid electricity.

Driving Energy Efficiency

We focus efforts on reducing power consumption and enhancing overall energy efficiency across our developments. At Guoco Midtown, AHUs are designed with high-efficiency motor for improved energy savings. Lifts are equipped with regenerative features to cut down on energy consumption. LED lighting is used throughout interior spaces to consume less energy yet provide adequate lighting, while motion sensors are installed in staircases and toilets to ensure lights are only activated when needed.

OUR PERFORMANCE

All residential, office and retail developments built by GuocoLand in Singapore were awarded Green Mark Gold^{Plus} or higher certifications by the BCA. To date, Lentor Mansion has attained the BCA Green Mark Platinum (Super Low Energy) certification, and at least two of GuocoLand's upcoming developments – Springleaf Residence and Faber Residence – will also attain the BCA Green Mark Platinum (Super Low Energy) certification when they are completed. In addition, our developments in China and Malaysia also received both local and international green certifications.

TOWARDS A GREENER FUTURE (CONTINUED)

The green certifications for GuocoLand and our developments in our core markets of Singapore, China and Malaysia are listed in the table below.

Entity/Property	Green Certifications
SINGAPORE	
GuocoLand	BCA Green Mark Champion
Faber Residence	BCA Green Mark Platinum (Super Low Energy) (upon project completion)
Guoco Midtown	BCA Green Mark Platinum
Guoco Midtown II & Midtown Modern	BCA Green Mark Gold^{Plus}
Guoco Tower	BCA Green Mark Platinum Leadership in Energy and Environmental Design ("LEED") Platinum Certified
Lentor Mansion	BCA Green Mark Platinum (Super Low Energy) with Whole Life Carbon and Maintainability Badges
Lentor Modern	BCA Green Mark Gold^{Plus}
Martin Modern	BCA Green Mark Gold^{Plus}
Meyer Mansion	BCA Green Mark Gold^{Plus}
Midtown Bay	BCA Green Mark Platinum
Sofitel Singapore City Centre	BCA Green Mark Gold
Springleaf Residence	BCA Green Mark Platinum (Super Low Energy) (upon project completion)
Wallich Residence	BCA Green Mark Gold^{Plus} LEED Silver Certified
CHINA	
Guoco Changfeng City	WELL Core Platinum LEED Platinum Certified
Guoco 18T	China Green Standard Certification WELL Core Platinum
Guoco Central Park	China Green Standard Certification (upon project completion)
MALAYSIA	
Menara Guoco	Green Building Index Certification Gold LEED 2009 Core & Shell Development accreditation
Sofitel Kuala Lumpur Damansara	Green Globe Certified

Energy Consumption

In FY2025, our energy consumption for GuocoLand totalled 64,895,590 kWh, representing a 4% decrease compared to FY2024. This was primarily due to the decrease in grid electricity consumption by Singapore's Properties under Management.

Energy Consumption[5] (kWh)	**FY2024**	**FY2025**
Non-Renewable Fuel Consumption (kWh):		
Natural Gas (kWh)	1,897,695	1,032,481
Diesel (kWh)	33,348	60,476
Petrol[6] (kWh)	60,443	89,651
Liquefied Petroleum Gas[6] ("LPG") (kWh)	727,238	1,386,223
Town Gas[6] (kWh)	-	451,596
Grid Electricity Consumption (kWh)	64,307,443	61,517,626
On-site Solar Energy Generated and Used[7] (kWh)	354,049	357,538
Total Energy Consumption[8] (kWh)	**67,380,216**	**64,895,590**

Energy Intensity

For our Properties under Management, we achieved an overall Energy Intensity of 110 kWh of energy per m^2 of Gross Floor Area ("GFA"), constituting an 8% reduction from FY2024.

Energy Intensity[9] (kWh of energy consumed per m^2 of GFA)	**FY2024**	**FY2025**
Properties under Management	120	110



Springleaf Residence, Artist Impression

5 FY2024 data has been restated to include GuocoLand Malaysia.
6 Data has been restated for FY2024 and included from FY2025 as part of enhancement to data collection methodologies.
7 Electricity generated is from the solar photovoltaic panels installed on GuocoLand's Properties under Management.
8 Includes energy consumption from Properties under Management and Development Projects.
9 Energy Intensity figures have been restated for FY2024 to match FY2025's calculation methodology.

TOWARDS A GREENER FUTURE (CONTINUED)

Emissions

For GuocoLand's sustainability reporting, we have adopted the operational control approach under the GHG Protocol to define organisational boundaries for GHG accounting and reporting. In FY2025, our GHG emissions reporting boundary was expanded to include GuocoLand Malaysia. Scope 1 emissions decreased by 62% compared to FY2024, primarily driven by the decrease in the amount of refrigerants used by Singapore and Malaysia's Properties under Management.

Our Scope 2 emissions are location-based as we do not have separate renewable energy procurement contracts. The decrease in Scope 2 emissions in FY2025 was mainly due to the decrease in grid electricity consumption by Singapore's Properties under Management.

Scope 3 emissions accounted for 84% of the Group's total GHG emissions, with the most significant contribution arising from Category 1 (Purchased Goods and Services). In FY2025, we expanded our reporting to include Category 1 (Purchased Goods and Services) and Category 7 (Employee Commuting) to provide a more comprehensive view of our value chain emissions. In total, we have identified seven key Scope 3 categories that are most relevant to our operations.

In total, we produced 240,977 tCO_2e of Scope 1, 2 and 3 emissions in FY2025, an 88% increase in our total emissions as compared to FY2024. This was mainly due to the expansion of our reporting scope – the inclusion of GuocoLand Malaysia's Scope 3 emissions as well as additional Scope 3 categories.

Emissions[10]	**FY2024**	**FY2025**
Scope 1 Emissions[11] (tCO_2e)	2,010	770
Scope 2 Emissions[12] (Location-Based) (tCO_2e)	37,739	37,065
Scope 3 Emissions[13] (tCO_2e)	88,146	203,142
Total Emissions (Scope 1, 2 and 3) (tCO_2e)	**127,895**	**240,977**

Emissions Intensity

Emissions Intensity[14] (measured by tCO_2e per m^2 of GFA)	**FY2024**	**FY2025**
Scope 1 and 2 Emissions Intensity	0.07	0.07

[10] FY2025 data includes GuocoLand Malaysia. FY2024 data has been restated to include GuocoLand Malaysia's Scope 1 and 2 data; GuocoLand Malaysia's FY2024 Scope 3 data is unavailable.

[11] Scope 1 emissions are emissions arising from GuocoLand's fuel (diesel, petrol, LPG, town gas and natural gas) and refrigerant usage, calculated using emission factors from the UK government's Department for Environment, Food & Rural Affairs ("DEFRA") 2024 and Singapore Emission Factors Registry ("SEFR").

[12] Scope 2 emissions are indirect emissions resulted from the generation of purchased or acquired electricity by GuocoLand, calculated using emissions factors from Singapore Energy Statistics published by the Energy Market Authority in Singapore, Grid Emission Factor in Malaysia and the Ministry of Ecology and Environment's Grid Emission Factors in China.

[13] Scope 3 emissions include key categories that are relevant to GuocoLand's operations. In FY2025, GuocoLand expanded our scope of reporting from five to seven categories: Category 1, 2, 3, 5, 6, 7 and 13. There were no restatements of prior year data. Emissions were calculated using a combination of emission factors, including DEFRA 2024 and SEFR.

[14] Scope 1 and Scope 2 Emissions Intensity figures measured by tCO_2e per m^2 of GFA for Projects under Management have been restated for FY2024 to match FY2025's calculation methodology.

WATER

Water is a precious global resource. GuocoLand manages our water consumption by optimising our water usage across our operations and value chain. This includes taking a proactive approach to water efficiency by implementing water-saving technologies and practices across our developments, including innovative fixtures and systems.

OUR INITIATIVES

Development Projects

At GuocoLand's newly launched Springleaf Residence, Earth Control Measures are implemented before and during construction to manage stormwater runoff and prevent sediment discharge. The treated wastewater from these measures and washing bays is reused for toilet flushing, thus reducing the reliance on potable water.

Properties under Management

GuocoLand is dedicated to advancing sustainability through innovative water management practices across our projects. For example, water-saving fixtures such as sensor-activated faucets and flush valves for urinals and toilets are installed throughout Guoco Tower. Condensate water from AHUs is collected and recycled for use in the cooling tower, while rainwater is harvested from canopy roofs and sky terraces, treated through filtration and used for landscape irrigation. Regular monitoring of water meters and routine maintenance of faucets and flush valves help identify irregularities and ensure optimal water usage.

We have established and implemented comprehensive water management plans and policies. This includes prioritising alternative water resources and maximising their use throughout projects. Our policies define suitable applications and set guidelines for the use of harvested rainwater to ensure optimal water conservation. We regularly monitor and evaluate water consumption and quality to ensure system effectiveness. By integrating these policies into our broader sustainability framework, all water use practices are aligned with our environmental and resource conservation goals.

OUR PERFORMANCE

In FY2025, for Properties under Management, we achieved an overall Water Use Intensity of 1.45 m^3 of water consumed per m^2 of GFA, constituting a 3% decrease when compared with FY2024.

Water Consumption

Water Consumption[15] (m^3)	**FY2024**	**FY2025**
Properties under Management	824,042	827,215
Development Projects	19,556	22,705
Total Water Consumption (m^3)	**843,598**	**849,920**

Water Use Intensity

Water Use Intensity[16] (m^3 of water consumed per m^2 of GFA)	**FY2024**	**FY2025**
Properties under Management	1.50	1.45

[15] FY2024 data has been restated to include GuocoLand Malaysia.
[16] Water Use Intensity figures have been restated for FY2024 to match FY2025's calculation methodology.

TOWARDS A GREENER FUTURE (CONTINUED)

WASTE

Waste is a material topic for GuocoLand, given the potential adverse effects of poor end-of-life and disposal practices on local communities and ecosystems. Across our core markets of Singapore, China and Malaysia, we prioritise responsible waste management, such as material reutilisation and recycling initiatives, to minimise environmental impact and align with the respective and relevant national policies.

GuocoLand adopts a holistic approach to managing construction waste and general waste, guided by the principles of reuse, reduce and recycle. This strategy underpins our commitment to responsible resource use and environmental stewardship across all our projects. Some examples include the reuse of materials and incorporating recycled content into our Development Projects to minimise waste generation.

At our Properties under Management, GuocoLand is focused on minimising waste at source and maximising recycling across our operations. By integrating these practices into our waste management strategy, we aim to lower overall waste generation and cultivate a culture of circularity throughout our operations.

OUR INITIATIVES

Development Projects

Waste Reduction and Responsible Disposal

At Springleaf Residence, layouts are carefully planned to reduce tile wastage, limiting it to within 10% for floors and 15% for walls. During construction, concrete waste is reused for construction of worker footpaths and erosion control walls.

The Group adheres to local authorities' regulations and guidelines on disposal of construction waste. In Singapore, GuocoLand engages waste collectors licensed by the National Environment Agency ("NEA") for all waste collection activities.

Sustainable Construction Practices

For our Development Projects, GuocoLand is dedicated to promoting environmental stewardship and sustainable building practices across our developments. For Springleaf Residence, the former Upper Thomson Secondary School building will be conserved, paying homage to the site's historical past. Existing timber flooring from the former school hall and salvaged ventilation blocks will be repurposed and incorporated into the interior material palette for the clubhouse, a shared space for family gatherings and community events.

Properties under Management

Waste Management Programme

GuocoLand has a comprehensive waste management and recycling programme at our properties, which includes supporting our tenants in effectively managing and recycling their waste.

At Guoco Midtown, all tenants are provided with a Disposal and Recycling Guide containing instructions and tips to help them manage waste effectively and adopt sustainable habits. Segregated recycling bins for paper, plastic, glass and electronic waste ("e-waste") are placed at multiple locations across the properties, to encourage recycling habits. These bins are accessible to both tenants and the public, enabling proper waste segregation and the safe recovery of valuable resources.

At Guoco Tower, door-to-door e-waste collection is provided for office tenants to encourage proper disposal and improve recycling rates. E-waste from office tenants is collected every two months, while the common collection bin is retrieved monthly.

OUR PERFORMANCE[17]

Waste Generated

In FY2025, GuocoLand generated 3,578 metric tonnes of waste, constituting a 3% increase when compared with FY2024.

Total Waste Generated[18] (Metric Tonnes)	**FY2024**	**FY2025**
Properties under Management	**3,467**	**3,578**
Breakdown by Management Method[18] (Metric Tonnes)		
Recycling	102	131
Landfill	1,127	1,035
Incineration	2,238	2,412
Breakdown by Composition[18] (Metric Tonnes)		
General Waste	3,365	3,447
Paper	82	113
Plastic	6	4
Metal	4	5
Glass	7	3
E-waste	3	4
Oil	1	2

Waste Intensity

In FY2025, GuocoLand's waste intensity was 6.25 kg per m^2 of GFA, constituting a 1% decrease when compared with FY2024.

Waste Intensity (kg of waste generated per m^2 of GFA)	**FY2024**	**FY2025**
Properties under Management	6.32	6.25

[17] All data in this section excludes development projects as the waste generated falls under the purview of our main contractors.
[18] FY2024 data has been restated to include GuocoLand Malaysia.

TOWARDS A GREENER FUTURE (CONTINUED)

Performance Summary

GuocoLand's progress towards our FY2025 targets is presented in the table below.

Material Topic	Boundary	FY2025 Target	FY2025 Performance
Energy and Emissions	**Guoco Tower**	To maintain FY2024 levels.	Target met.
	Guoco Midtown Office	To achieve building Energy Utilisation Index of 200kWh/m^2 (GFA).	Target met.
	20 Collyer Quay	To maintain electricity usage (within +3%) from FY2024 levels.	Target met.
	Sofitel Singapore City Centre	To maintain electricity consumed per $ of revenue from FY2024 levels.	Target met.
	Guoco Changfeng City	To achieve a 2% reduction in electricity energy consumption from FY2024 levels for South Tower.	Target met.
Water	**Guoco Tower**	To maintain water consumption (within +8%) from FY2024 levels.	Target met.
	Guoco Midtown Office	To achieve Water Efficiency Index of 1.1 m^3/m^2 (GFA).	Target met.
	20 Collyer Quay	To maintain water consumption (within +3%) from FY2024 levels.	Target met.
	Sofitel Singapore City Centre	To achieve a 1% reduction in water consumption from FY2024 levels.	Target met.
	Guoco Changfeng City	To maintain water consumption for South Tower from FY2024 levels.	Target met.
Waste	**All assets in Singapore and China**	Continued waste management and reporting.	Target met.

The FY2026 targets have been consolidated at the Group level, and are presented in the table below.

Material Topic	FY2026 Target
Energy	Maintain Green Mark Platinum certification for our integrated developments in Singapore, namely Guoco Tower and Guoco Midtown.
Emissions	Monitor and mitigate emissions intensity.
Water	Manage water consumption by installing and maintaining water-efficient fixtures[19].
Waste	Continued waste management and reporting.

[19] For all Properties under Management, excluding Hotels.

Photo Credit for following page: Finbarr Fallon



EMPOWERING OUR PEOPLE

EMPOWERING OUR PEOPLE

The second pillar, "Empowering Our People", highlights GuocoLand's dedication to fostering a supportive, inclusive and safe work environment.

The material topics under this pillar are:

- **Talent Attraction and Retention**
- **Diversity and Equal Opportunity**
- **Occupational Health and Safety**
- **Human Rights and Labour Conditions**

As a leading real estate company, GuocoLand recognises that our success depends on the quality, growth and well-being of our workforce. Prioritising talent attraction and retention keeps us competitive. Promoting diversity and equal opportunity enriches our workplace with varied perspectives, fuelling creativity and problem-solving innovation. Emphasising occupational health and safety protects our employees and cultivates a culture of care. Finally, upholding human rights and fair labour conditions affirms GuocoLand's commitment to social responsibility, enhancing our reputation and aligning with global standards.

STAFF PROFILE

As of 30 June 2025, we have a total of 1,170 employees, comprising 86% permanent employees and 14% temporary employees.

Employees by Employment Contract and Type, and by Region

	1,003 Permanent		167 Temporary	
Singapore	311	31%	11	6%
China	73	7%	128	77%
Malaysia	619	62%	28	17%

	1,169 Full Time		1 Part Time	
Singapore	321	28%	1	100%
China	201	17%	0	0%
Malaysia	647	55%	0	0%

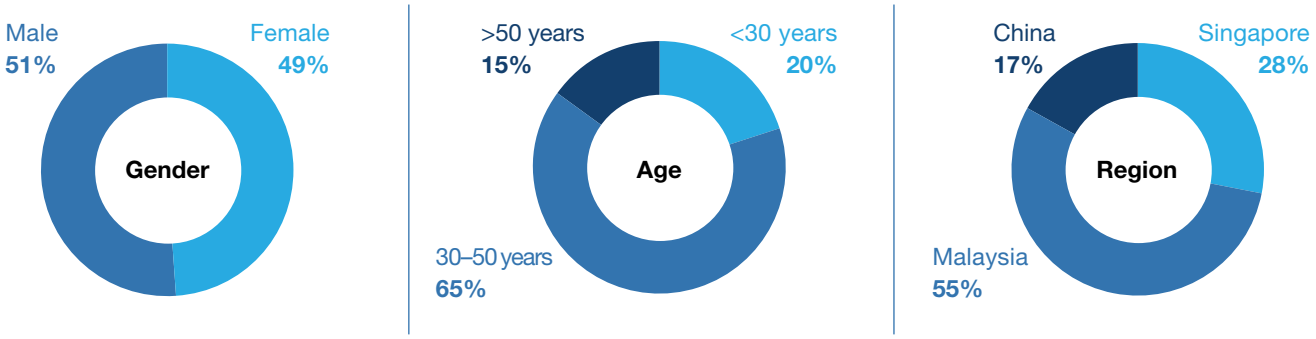
Employees by Employment Contract and Type, and by Gender

	1,003 Permanent		167 Temporary	
Male	513	51%	84	50%
Female	490	49%	83	50%

	1,169 Full Time		1 Part Time	
Male	596	51%	1	100%
Female	573	49%	0	0%

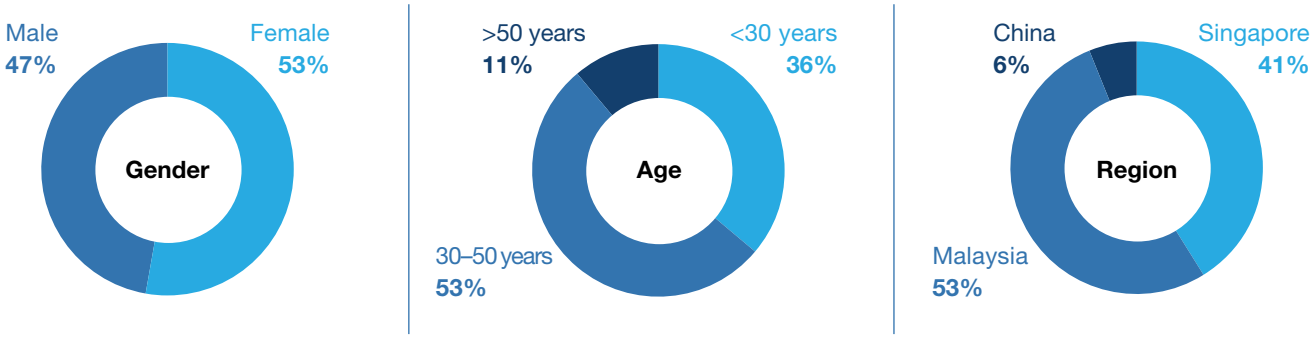
The Group is committed to fostering a diverse and inclusive workplace. We maintain a healthy gender balance with women representing 49% of our total workforce in FY2025. In addition, 65% of our staff are between the ages of 30 and 50.

Employees by Gender, Age Group and Region

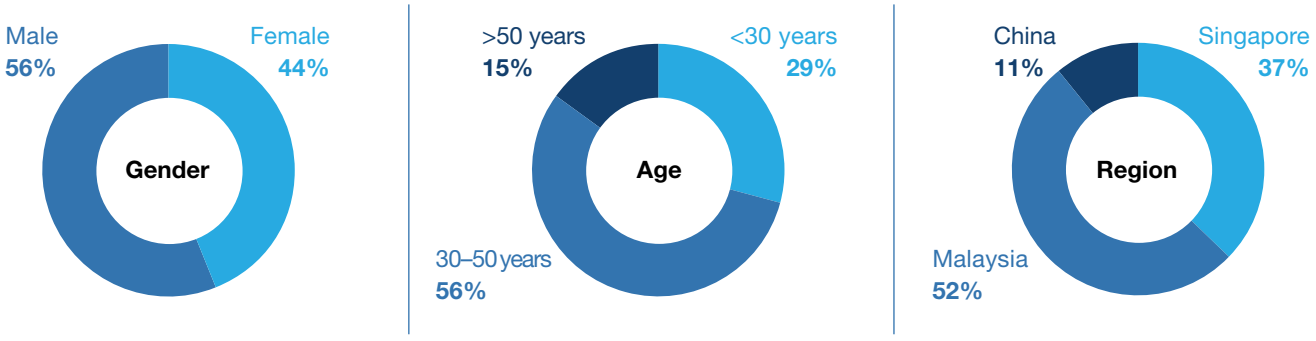


The Group's overall rate[20] of new hires was 25% in FY2025 as compared to 38% in FY2024. The overall employee turnover rate[21] was 28% in FY2025 as compared to 23% in FY2024.

New Employee Hires by Gender, Age Group and Region



Employee Turnover by Gender, Age Group and Region



[20] Refers to the number of employees hired during FY2025 divided by the Group's number of employees at the end of FY2025.
[21] Refers to the employee turnover during FY2025 divided by the Group's number of employees at the end of FY2025.

EMPOWERING OUR PEOPLE (CONTINUED)

TALENT ATTRACTION AND RETENTION

GuocoLand's success lies in attracting and retaining top-tier talent — the people who drive our innovation, operational excellence and strategic growth. We operate in Singapore, China and Malaysia, where labour laws and regulations emphasise fair recruitment, equitable compensation and employee welfare. Talent attraction and retention allow us to develop a highly skilled and motivated workforce, which is crucial for navigating complex real estate markets, maintaining our long-term competitive edge and upholding our brand value of delivering premium products.

Our approach to talent attraction and retention focuses on several key areas: talent management, employee well-being, employee engagement, training and development, and succession planning. Our goal is to create a supportive and enriching work environment that meets our employees' diverse needs, driving the long-term growth and sustainability of our business.

OUR INITIATIVES

Talent Management

Effective talent management ensures GuocoLand has the right people in the right roles, which helps to build a culture of performance and innovation. We implement strategic hiring practices and career development programmes to equip our workforce for the evolving demands of the real estate industry.

Given external technological disruptions, innovation, demographic shifts and societal developments, attracting and retaining top talent is imperative. It is also important that our employees continually undergo training and development, to upskill and reskill. We conduct programmes and invest in comprehensive training, upskilling and reskilling programmes, so as to enhance capabilities, foster continuous improvement and ensure that our employees possess the skills needed to excel and execute our business strategy.

GuocoLand strengthens our employer branding through an active LinkedIn presence, spotlighting the culture and values we believe in. The sharing of regular updates, achievements and insights engage current employees, connect with the business community, and appeal to prospective candidates.

Employee Well-Being

Employee well-being is a priority at GuocoLand. We offer comprehensive benefits to full-time employees that promote health, personal development and work-life balance. These include insurance, medical and dental services, staff engagement activities, and employee discounts at our properties and hotels. Additionally, eligible employees in our Singapore, China and Malaysia offices are entitled to prolonged illness leave for extended health issues.

We provide pro-family benefits aligned with national regulations, including parental leave for both male and female employees, and childcare leave for eligible staff. Part-time employees with at least three months of continuous service receive pro-rated benefits similar to full-time employees, such as annual, medical, parental and childcare leave, ensuring comprehensive support for all employees.

Employee Engagement

GuocoLand builds a motivated and committed workforce by prioritising regular communication, encouraging feedback and prompting participatory decision-making. We believe that engaged employees are more productive and innovative, and will be more aligned with our corporate values and goals. In October 2024 , GuocoLand held a company townhall at Guoco Midtown's Network Hub, where updates on GuocoLand's progress and strategies were presented. The Management team was on hand to share new initiatives, and receive feedback and suggestions from colleagues.



Guoco Midtown Network Hub

The Group tracks employee retention rates as an indicator of employee engagement. We conduct exit interviews to understand departing employees' interests and concerns, and use these insights to improve employee retention. Notably, in our Singapore, China and Malaysia offices, 46% of employees have been with the Company for five years or more, reflecting the success of our employee engagement initiatives.

GuocoLand has implemented long-term incentive programmes for key management personnel, aimed at rewarding performance over extended periods. More information can be found in the Corporate Governance section of Annual Report FY2025.

Training and Development

At GuocoLand, we view human capital development as a key investment for financial sustainability. Continuous learning and professional development are crucial for maintaining a skilled and competitive workforce. Training and development needs are identified through the Annual Performance Appraisal process. We also invest in training programmes, workshops and educational opportunities to help our employees grow and advance their careers.

We provide comprehensive training opportunities to all employees, ensuring they gain the knowledge and skills to excel. The Group sponsors various training programmes, including those initiated by staff, and offers the necessary support for employees to attend these programmes. Eligible employees receive up to five days of paid examination leave per calendar year to support their professional development.

GuocoLand also sponsors external courses relevant to employees' scope of work. In Singapore, the training programmes for employees cover diverse areas such as cybersecurity, first aid, fire safety, incident management, workplace safety and health control practices, property management, tax, accounting, data protection, anti-money laundering, anti-bribery and corruption, sustainability, climate risk, and carbon management and reporting.

In China, training programmes for employees include internal courses such as new employee induction, Human Resources ("HR") management essentials for managers, sales skills, safety prevention and protection, and social media compliance. Additionally, we arrange all-staff training conducted by external trainers on topics like anti-corruption and market trend analysis.

In Malaysia, employees at Sofitel Kuala Lumpur Damansara can access external training programmes and certifications to enhance their skill sets and stay abreast of industry advancements, including ESG-related training programmes and certifications.

Average Hours of Training	Singapore	China	Malaysia
By Gender			
Male	23.0	10.1	28.0
Female	16.6	7.8	23.2
By Employee Category[22]			
Managerial	15.1	10.0	24.7
Non-Managerial	21.6	8.4	21.7

We are committed to each full-time employee participating in an annual performance appraisal with their supervisor, which includes identifying specific training needs. This appraisal evaluates employees' achievements against a comprehensive set of financial and non-financial targets to drive business results. Furthermore, the HR department conducts periodic reviews of the Group's employee performance appraisal system to enhance the performance management process.

Succession Planning

We proactively plan for succession to ensure leadership continuity. By identifying and developing future leaders, we ensure GuocoLand's resilience in responding to the real estate market's challenges and opportunities.

Our performance management framework fosters positive results and builds the bench strength for key roles. We regularly review our talent pool based on past performance, career aspirations, drive and critical thinking to assess the suitability for leadership and business-critical positions.

[22] Average Hours of Training by Employee Category for Malaysia excluded Thistle Port Dickson as data was not captured according to employee category.

EMPOWERING OUR PEOPLE (CONTINUED)

OUR PERFORMANCE

At the end of FY2025, 100% of permanent employees (excluding employees on probation) received annual performance and career development reviews in Singapore, China and Malaysia.

In FY2025, 41 employees (16 male, 25 female) took parental leave and 32 employees (15 male, 17 female) returned to work after their parental leave ended as compared to 26 employees (10 male, 16 female) and 23 employees (9 male, 14 female) respectively in FY2024.

A total of 24,782 training hours were provided to the Group's employees, which amounted to an average of 21.2 training hours per employee[23].

GuocoLand's progress towards our FY2025 targets is presented in the table below.

Material Topic	FY2025 Target	FY2025 Performance
Talent Attraction and Retention	100% of permanent employees receive annual performance and career development reviews.	Target met.
	To continually develop key talents and high-potential employees via on-the-job training and collaboration with various departments in projects, in accordance with their training needs identified during the annual performance review.	Target met.
	Monitor Individual Development Plans of key talents in accordance with the changes in development needs identified during performance review and/or due to the change of role.	Target met.
	To periodically review and update the new hire orientation programme to reflect business changes.	Target met.

We have also set our targets for FY2026.

Material Topic	FY2026 Target
Talent Attraction and Retention	To continually develop key talents and high-potential employees via on-the-job training and collaboration with various departments in projects, in accordance with their training needs identified during the annual performance review.
	Monitor Individual Development Plans of key talents in accordance with the changes in development needs identified during performance review and/or due to the change of role.
	To periodically review and update the new hire orientation programme to reflect business changes.

[23] Average training hours are calculated using total number of training hours, divided by total number of employees as at 30 June 2025.

DIVERSITY AND EQUAL OPPORTUNITY

At GuocoLand, we believe a diverse and inclusive workplace drives innovation, enhances problem-solving and improves decision-making by incorporating varied perspectives.

GuocoLand fully complies with non-discriminatory and fair employment regulations, which mitigates legal risks and strengthens our reputation as an equitable and inclusive employer. In Singapore, the Tripartite Guidelines on Fair Employment Practices ("TAFEP") mandate non-discriminatory hiring practices and equal opportunities for all employees, regardless of race, gender, age or nationality. The Workplace Fairness Act 2025 ("WFA") was passed by the Singapore Parliament in January 2025 with enforcement measures to improve protections against discriminatory behaviour in the workplace and to establish fair employment practice. In China, the Labour Law and Employment Promotion Law prohibit discrimination based on ethnicity, gender and other characteristics, ensuring fair treatment in employment. In Malaysia, employment laws prohibit discrimination based on race, gender, age, disability and other protected attributes.

GuocoLand embraces an inclusive recruitment strategy to cultivate a diverse workforce. We employ individuals from diverse backgrounds, ethnicities, origins, experiences, cultures and religions, fostering a harmonious working environment where diverse expertise drives our growth.

We have a zero-tolerance policy for harassment, inappropriate behaviour or abusive conduct by or towards our employees, customers or business partners. The Group takes allegations of discrimination, harassment or intimidation very seriously. All employees are responsible for reporting any behaviour or conduct that is unlawful, abusive or in violation of the Company's Code of Conduct & Ethics. Annual reminders are sent to all employees regarding adherence to the Company's Code of Conduct & Ethics.

OUR INITIATIVES

GuocoLand fosters a diverse and inclusive workforce through various initiatives. In accordance with Singapore's Retirement and Re-employment Act 1993, GuocoLand's re-employment policy extends opportunities to employees who have reached the minimum retirement age of 63 years and meet the eligibility criteria for re-employment. In FY2025, six employees were successfully re-employed under this policy.

We ensure that our employees are rewarded fairly for their contributions, with remuneration packages aligned with industry and market benchmarks. Our remuneration framework includes long-term incentive schemes, such as the executive share scheme for selected key management personnel. More information can be found in the Corporate Governance section of Annual Report FY2025.



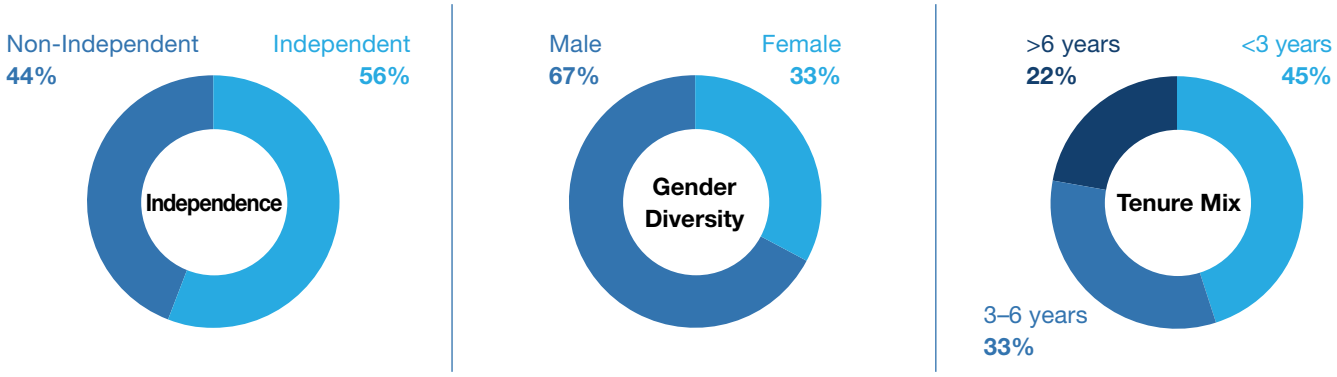
EMPOWERING OUR PEOPLE (CONTINUED)

BOARD DIVERSITY

The Board has tasked the Nominating Committee ("NC") to review the size and composition of the Board and Board Committees, taking into consideration the need for the Board to have the requisite balance and right mix of competencies and other aspects of diversity such as gender, core skill and age. GuocoLand has a Board Diversity Policy which sets out the framework for promoting diversity on the Board.

The Board has tasked the NC to review and monitor the implementation of the Board Diversity Policy. Diversity at the Board level is an essential element for supporting the attainment of GuocoLand's strategic objectives and sustainable and balanced development. While board diversity will be based on a range of diversity perspectives, the ultimate decision in the selection of candidates will take into consideration the merits of the selected candidates and contributions they could bring to the Board.

GuocoLand's Board composition in FY2025 is as follows:



OUR PERFORMANCE

In FY2025, there were zero cases of discriminatory behaviour reported.

Female employees accounted for 49% of the total number of GuocoLand employees in Singapore, China and Malaysia.

In FY2025, the Board continued to maintain age diversity with Directors from different age groups. In addition, the Board has a total of three female directors, i.e. 33% female representation on the Board.

In alignment with our ongoing efforts to foster a more inclusive and equitable workplace, we have set a new target for this material topic for FY2026.

Material Topic	FY2026 Target
Diversity and Equal Opportunity	Aim to foster an inclusive workplace that promotes diversity and provides equal opportunities for all employees.

OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety ("OHS") is a crucial focus for GuocoLand. Ensuring the safety and well-being of employees and contractors is not only an ethical imperative, but also essential for maintaining operational efficiency and regulatory compliance. Our commitment to a safe working environment enhances employee morale, boosts productivity and fosters a culture of safety to grow our business in a sustainable manner.

We adhere strictly to national OHS regulations across our Properties under Management and worksites. This prevents workplace accidents and injuries, thereby reducing downtime.

- In Singapore, the Workplace Safety and Health Act 2006 ("WSHA") mandates stringent safety standards and practices across all industries, including real estate and construction.
- In China, the Work Safety Law requires companies to establish comprehensive safety management systems, conduct regular risk assessments and ensure proper safety training for all employees.
- In Malaysia, the Occupational Safety and Health Act 1994 ("OSHA") provides the legal framework to ensure the safety, health and welfare of persons at work, and to protect others who may be affected by work activities.

We have implemented a robust system to ensure adherence to government regulations and relevant laws, monitor performance, ensure compliance with our processes and procedures, and identify potential issues.

Our internal workplace safety and health ("WSH") standard operating procedures guide our employees' daily work and our project development teams from the conceptualisation to the completion of a development. During the design and construction phases, we work closely with our business partners to identify and mitigate risks as well as assess potential health and safety impacts. We require our main contractors to have ISO 45001-certified occupational health and safety management systems or WSH management systems that align with relevant national regulations.

In Singapore, for our Development Projects, we evaluate the safety track record of main contractors as part of our pre-qualification criteria. We also mandate that main contractors are bizSAFE-certified and have their WSH management systems audited by external independent consultants. This ensures that all safety protocols are in place and there is compliance with safety standards before any work begins. Our project development teams conduct regular checks to assess compliance with WSH measures, ensure there are no safety breaches, and address any non-compliance issues with appropriate corrective actions. For our Properties under Management, contractors are required to submit their risk assessments, bizSAFE certifications and Work-at-Height certificates along with a permit to work before commencing work on a building. Moreover, the permit must be submitted for all tasks, accompanied by a list of workers' names and their respective risk assessments.

In China, we require our main contractors to comply with local government regulations and legislative requirements with regards to the accommodation, benefits, and welfare needs of construction workers.

In Malaysia, we are committed to providing a safe and healthy working environment to all employees, suppliers, and contractors. We have established OHS policies and procedures that are also published on the Company's Intranet. We are committed to complying with all applicable environmental, health and safety laws, directives, regulations and other requirements applicable to our operations.

The Group upholds a safety-first policy, reinforced through regular training sessions, and encourages employees to take ownership of WSH. At our development sites, our main contractors conduct training on various aspects of occupational safety, including working at heights, fire safety and first aid. In addition to conducting regular hazard and risk assessments on-site, we ensure that bidding documents and contracts for outsourced services clearly specify the relevant occupational safety requirements.

EMPOWERING OUR PEOPLE (CONTINUED)

OUR INITIATIVES

OHS performance has a direct impact on businesses. Subpar OHS performance can drive up labour costs by undermining productivity, while also eroding a company's reputation and employee morale, and inflating operational expenses through penalties and other contingent liabilities. To mitigate these risks, we proactively implement measures that ensure the effective management of health and safety across our operations.

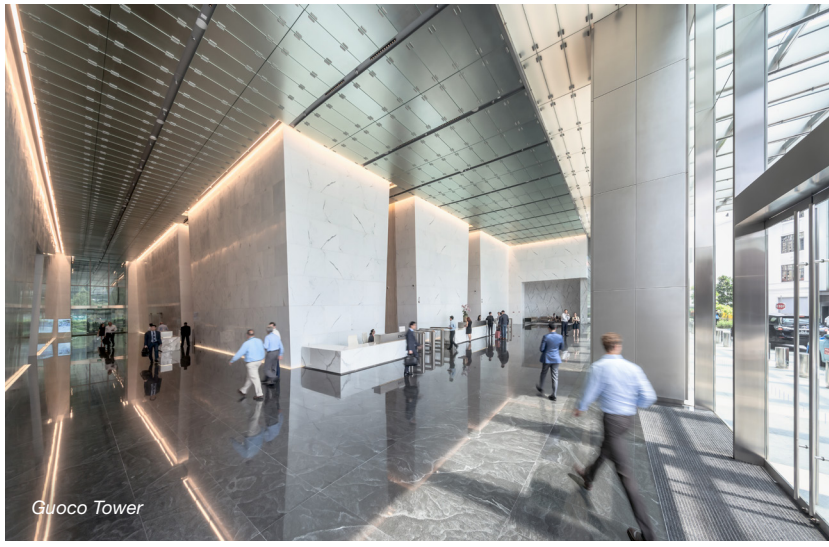
Management of Health Risks and Issues

In Singapore, we established an Environment, Health and Safety Management System ("EHSMS") in the first half of FY2025. The objective is to integrate Environment, Health and Safety ("EHS") holistically into our operations and culture, which includes the identification and management of health risks and issues. This encompasses the following priorities:

- Monitoring and improving EHS provisions and practices in the workplace.
- Ensuring compliance with current EHS laws, regulations and codes of practice in Singapore.
- Preventing incidents, accidents, injuries, ill health, occupational diseases and environmental pollution.
- Providing resources, facilities, equipment and systems of work to mitigate EHS risks.
- Providing EHS training, information and instructions to our employees and relevant stakeholders.
- Collaborating with contractors and business partners to reduce EHS hazards and risks associated with working for, with or on behalf of GuocoLand.

An EHS committee is responsible for implementing the EHSMS. The committee comprises representatives from Projects, Facilities Management ("FM"), Legal, HR, Property Services and other teams. In Singapore, inspections are carried out by the FM team to assess building services conditions and risk areas.

We communicate EHS issues to relevant stakeholders through various channels. Amongst our contractors and vendors, safety performance requirements are specified in tender documents for Development Projects. For employees, EHS issues are communicated via emails and the Company's Intranet.



Guoco Tower

Hazard Identification, Risk Assessment and Incident Investigation Processes

GuocoLand employs a comprehensive approach to identify work-related hazards and assess risks on both routine and non-routine bases. This involves the application of a hierarchy of controls to eliminate hazards and minimise risks, which includes assessing and documenting risks, following procedures for reporting incidents, and conducting review processes. To ensure the quality of these processes, we conduct regular reviews of risk documents and processes, as well as organise mandatory training for leaders.

At our hospitality assets, workers are encouraged to report work-related hazards and hazardous situations via various communication platforms, including directly to supervisors or Heads of Departments.

Health and Safety Training

At GuocoLand, we prioritise health and safety training to ensure that our employees are well-equipped to manage risks and maintain a safe working environment.

In Singapore, the Company focused on enhancing its fire safety preparedness capabilities. This included specialised fire safety courses for employees in relevant departments, such as the Responder Plus Program for Fire Warden and the National Fire And Emergency Preparedness Council Fire Safety Seminar 2024. These programmes equipped staff with the necessary skills to manage fire emergencies and understand best practices for a safer workplace.

Across our China operations, we focus on staff safety for day-to-day operations and organise regular safety emergency drills, including elevator trapping drills, riot control drills, flood control drills, fire evacuation drills and EHS training for the engineering team. We prioritise the safety of staff and construction workers during construction activities. This includes holding safety meetings with all contractors, conducting safety training and performing regular inspections. We organise regular training sessions on safety management standards for high-altitude work, operated by employees who hold high-altitude cleaning certificates. Before each high-altitude task, we conduct operation specification training to prevent safety accidents.

In Malaysia, we regularly conduct various safety training sessions throughout the year, including emergency evacuation training, safety and security training, basic occupational first aid, cardiopulmonary resuscitation ("CPR") and Automated External Defibrillator ("AED") training, fire emergency evacuation training and fire drills.

OUR PERFORMANCE

In line with our target for FY2025, the Group maintained zero work-related fatalities across Singapore, China and Malaysia. We recorded two work-related ill health cases in Malaysia. The Group's employees collectively worked 2.45 million hours, while non-employee workers, whose work and/or workplace is controlled by the Group, logged around 3.38 million hours.

Despite our efforts to prevent work-related injuries, there were 10 recorded incidents during the year, resulting in 83 lost days. Of these, one was a high-consequence work-related injury and nine were recordable workplace injuries[24]. Additionally, one occurred in Singapore while nine occurred in Malaysia. Comprehensive investigations were conducted to identify hazards, and corrective actions were promptly implemented to improve OHS. We remain committed to protecting the well-being of workers at our workplaces.

Work-related Injuries[25, 26] (For Employees)	No. of Incidents	Rate
Fatalities	0	N.A.
High-consequence Injuries	1	0.41
Recordable Workplace Injuries[24]	9	3.67

Work-related Injuries[25] (For Contractors)	No. of Incidents	Rate
Fatalities	0	N.A.
High-consequence Injuries	0	N.A.
Recordable Workplace Injuries	3	0.89

GuocoLand's progress towards our FY2025 target is presented in the table below.

Material Topic	FY2025 Target	FY2025 Performance
Occupational Health and Safety	To maintain zero work-related incidents involving employees resulting in fatality.	Target met.

We have also set our target for FY2026.

Material Topic	FY2026 Target
Occupational Health and Safety	Maintain a workplace culture that prioritises the health and safety of every GuocoLand employee.

[24] Recordable Workplace Injuries include workplace injuries and illnesses.
[25] Rates are calculated based on 1,000,000 hours worked.
[26] FY2025 data includes GuocoLand Malaysia.

EMPOWERING OUR PEOPLE (CONTINUED)

HUMAN RIGHTS AND LABOUR CONDITIONS

Human Rights and Labour Conditions is an important material topic for GuocoLand given the labour-intensive nature of the real estate industry, complex supply chains and evolving labour laws. GuocoLand maintains the responsibility of ensuring that all employees and contractors are treated with dignity and respect, and that their labour rights are upheld.

We adhere strictly to local labour laws and regulations:

- In Singapore, the Employment Act 1968 ensures fair treatment and safeguards workers' rights through comprehensive provisions covering working hours, wages, annual and sick leave, and conditions of contracts of service.
- In China, the Labour Contract Law and the Employment Promotion Law mandate clear labour contracts, fair wages and safe working conditions, while prohibiting forced labour and discrimination.
- In Malaysia, the Employment Act sets out the minimum terms and conditions of employment for all employees engaged under a contract of service.

In prioritising human rights and labour conditions, GuocoLand mitigates risks associated with labour disputes and reputational damage, while promoting a culture of ethical business practices. This approach attracts and retains a committed workforce, enhances stakeholder trust, aligns with global sustainability standards and ultimately contributes to our long-term success and reputation as an employer of choice.

GuocoLand has been accredited with the Progressive Wage ("PW") Mark by the Singapore Business Federation, on behalf of the Tripartite Partners, which include the Ministry of Manpower, the National Trades Union Congress, and the Singapore National Employers Federation ("SNEF"). The PW Mark acknowledges firms that provide progressive wages to lower-wage workers. Additionally, Sofitel Singapore City Centre is a signatory of the TAFEP, which promotes the adoption of fair, responsible and progressive employment practices.

OUR INITIATIVES

GuocoLand strictly prohibits the use of child and forced labour and takes stringent measures to ensure compliance with the relevant laws and regulations of each market, including the verification of identification cards to confirm that employees are at or above the minimum legal age to work. This practice helps to maintain a responsible and ethical workforce, ensuring all employment practices are aligned with legal requirements and ethical standards.

OUR PERFORMANCE

In FY2025, we had zero cases of incidents relating to infringements to human rights or labour conditions.

We have adopted a zero-tolerance stance towards child and forced labour under this material topic and have set a new target for FY2026.

Material Topic	FY2026 Target
Human Rights and Labour Conditions	Zero-tolerance stance towards child and forced labour in GuocoLand.


CONDUCTING
BUSINESS
WITH
HONOUR

CONDUCTING BUSINESS WITH HONOUR

"Conducting Business with Honour" is the third pillar of GuocoLand's sustainability framework, reflecting our commitment to ethical business practices and integrity in all our operations, thereby reinforcing our reputation as a trusted and responsible industry leader and business partner.

The material topics under this pillar are:

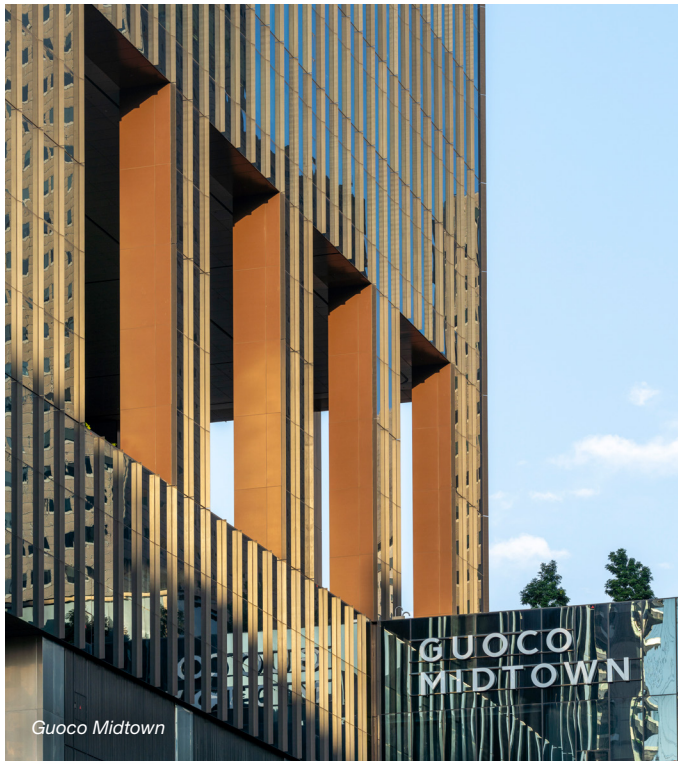
- **Risk Management and Compliance**
- **Anti-Corruption and Anti-Bribery**
- **Data Protection and Privacy**
- **Innovation**

We prioritise robust risk management and internal controls to protect our shareholders' interests and assets, employing a comprehensive Enterprise Risk Management ("ERM") framework to effectively identify, assess and mitigate risks. Upholding high ethical standards, our stringent anti-corruption and anti-bribery policies foster a culture of integrity and transparency, and mitigate potential legal and reputational risks. In an era of paramount data security, we safeguard stakeholders' personal and financial information through a robust Information Technology ("IT") system and stringent data protection policies. As a forward-thinking company in the Built Environment ("BE") sector, we consistently seek innovative solutions to enhance our services and operations, leveraging cutting-edge technologies to stay competitive and contribute to sustainable development.

RISK MANAGEMENT AND COMPLIANCE

Risk management and compliance are vital for GuocoLand. Effective risk management ensures that we can identify, assess, and mitigate potential risks, such as market volatility, regulatory changes and operational disruptions, which could impact our business performance. Compliance with local laws and international standards builds trust with customers, investors and other stakeholders, and protects the Company from legal penalties and reputational damage. In an industry where large financial investments and long-term projects are common, robust risk management and compliance practices are essential for sustaining long-term growth and value creation, ensuring operational resilience and maintaining a competitive edge.

The Board recognises the importance of risk management and the necessity of establishing a robust system of internal controls to protect shareholders' interests and the Group's assets. The ARC is responsible for assisting the Board in overseeing risk governance and monitoring the Group's risks through an integrated approach that includes ERM, internal controls and assurance systems. As part of the Group's ERM, key risks at the Group level and within each key strategic business unit are identified and monitored.



Guoco Midtown

We have established a robust process where each business unit provides a financial status declaration to the GCEO and the Group Chief Financial Officer ("GCFO"). This declaration confirms the accuracy and compliance of the business units' consolidated accounts with the Group's accounting policies. This process, coupled with findings and assurances from the IA team on the adequacy and effectiveness of the Group's internal controls to address financial, operational, compliance and IT controls and risk management systems, had facilitated the GCEO and GCFO to provide assurance to the Board. The Board has received assurance from the GCEO and GCFO that the Group's financial records have been properly maintained, and the financial statements give a true and fair view of the Group's operations and finances. Additionally, the Board has received assurance from the GCEO and key management personnel on the adequacy and effectiveness of the Group's risk management and internal control systems.

As mentioned in the Sustainability at GuocoLand section on Page 7 of this report, GuocoLand has also established a Sustainability Management Committee to oversee the risks in relation to sustainability and climate change.

OUR INITIATIVES

The Group is committed to maintaining high standards of corporate governance as well as a strong and sound corporate culture to ensure GuocoLand's long-term success and to enhance its shareholders' value.

During FY2025, GuocoLand continued to be on the SGX Fast Track programme list, which was launched by the SGX RegCo to recognise the efforts and achievements of listed issuers which have upheld high corporate governance standards and maintained a good compliance track record.

Key risks faced by the Group include revenue risk, project implementation risk, interest rate risk, investment and divestment risk, etc. A system of rating such potential risks has been established to identify tolerance level for the various classes of risks and determine the likelihood of the occurrences of such risks.

The requisite internal controls and strategy to mitigate potential risks such as risks relating to IT, disruption and cybersecurity risks, are also recorded and tracked in the Group Risk Register. A business continuity management which outlines the potential disaster scenarios that may have material adverse impact to the business operations as well as the mitigating recovery process, supported by an IT disaster recovery plan, had been drawn up as part of the ERM of the Group.

The Group also ensures the adequacy and effectiveness of its internal controls (including financial, operational, compliance, and IT controls) and risk management systems through regular reviews and updates to the Group Risk Register, timely implementation of mitigation measures and periodic self-assessments by risk owners. These efforts are consolidated into a quarterly risk report, which is tabled for discussion at the ARC meetings to support ongoing risk oversight and governance. The IA team and the risk manager will validate the internal controls and mitigation measures for each of the key risks while external auditors will highlight any material internal control weaknesses that had come to their attention in the course of their audit. The findings of the IA team, external auditors and the risk manager will be brought up to the ARC which will in turn report to the Board on any issues or matters arising from the Group Risk Register. The ARC will also highlight to the Board on any updates to the key risks report.

Internal Audit Processes

The Company has our own in-house qualified and experienced IA team comprising the Group Head of IA and his team members. The Group Head of IA reports primarily to the ARC, with administrative reporting to the GCEO. The IA team assists the ARC to review and assess the adequacy and effectiveness of the Group's internal controls based on the Committee of Sponsoring Organizations Internal Control Integrated Framework to ensure no material weaknesses in the internal controls in respect of financial, operational, compliance and IT. The IA team also audits the Group's operations to ensure regulatory compliance and adherence to Group policies and procedures.

The scope of the IA team's reviews is set out in the IA annual work plan which is approved by the ARC. Additionally, the IA team undertook an internal review on the sustainability reporting processes as required by the Listing Manual of the SGX-ST.

The ARC reviews the adequacy, effectiveness and independence of the IA function to ensure that the internal audits are conducted effectively and the Management provides the necessary cooperation to enable the IA team to perform its function. The ARC also reviews internal audit reports and remedial actions taken by Management to address any internal control weaknesses that have been identified.

CONDUCTING BUSINESS WITH HONOUR (CONTINUED)

Whistle-Blowing Policy

GuocoLand is committed to conducting business with integrity, high standards of corporate governance and conduct, and legal and regulatory compliance.

We have adopted a Whistle-Blowing Policy to provide proper avenues or channels for employees and any other persons to raise or report any concerns/issues about serious wrongdoings, misconduct, malpractices or improprieties in matters relating to the Group. It outlines a clear procedure for employees and external parties to raise responsibly, in confidence, concerns about possible improprieties in the Group, without fear of undue reprisal. The ARC oversees the policy to ensure that arrangements are in place for independent investigation, by the Company's whistle-blowing function, on matters raised and for appropriate follow up action to be taken. The identity of the whistle-blower and person(s) being reported on are kept confidential. The Whistle-Blowing Policy also allows for concerns or irregularities expressed anonymously to be considered, taking into account the seriousness and credibility of the issues raised. Concerns can be raised via a dedicated secured email address (whistle-blowing@guocoland.com) or by contacting the Chairman of the ARC directly. The Whistle-Blowing Policy is accessible on our corporate website at https://www.guocoland.com.sg/corp_wblow.shtml.

Prevention of Money Laundering, Proliferation Financing and Terrorism Financing

In response to Singapore's Guidelines for Developers on Prevention of Money Laundering, Proliferation Financing and Terrorism Financing and the Housing Developers (Prevention of Money Laundering, Proliferation Financing and Terrorism Financing) Rules 2023, GuocoLand has established a comprehensive Anti-Money Laundering, Counter Proliferation Financing and Counter Terrorism Financing Policy, Procedures and Controls ("AMLCPFCTF PPC") to ensure compliance.

GuocoLand adopts a zero-tolerance stance towards money laundering, proliferation financing and terrorism financing. We are committed to implementing and enforcing robust internal controls to combat such activities. To reinforce this commitment, we provide awareness and training programmes on AMLCPFCTF PPC, relevant laws, regulations and guidelines for relevant employees with regular refresher courses.

Supply Chain Risks

GuocoLand aims to minimise adverse ESG impacts in our procurement and sourcing practices as we work with a wide range of consultants, contractors, brokers, agents and vendors throughout all phases of property development. The specific suppliers involved in each phase vary depending on project-specific factors, such as the type of development and its location. To enhance business resilience, especially after the disruptions during the COVID-19 pandemic, we have continually diversified our supply chains for Development Projects.

We select our contractors based on stringent procurement policies, requiring them to sign and adhere to terms and conditions that cover environmental, OHS and governance standards. Our suppliers span Singapore and our neighbouring countries, including Malaysia, Indonesia and China. In Singapore, we work with main contractors who hold an A1 rating from the BCA.

Additionally, we require main contractors to have ISO certifications for quality and safety, as well as experience with Building Information Modelling, LEED and green construction projects, in addition to a strong safety record.

In China, GuocoLand proactively manages environmental and social risks within its supply chain. We use contractual obligations to ensure suppliers meet our environmental and social performance standards. New suppliers undergo a robust screening process, which may include evaluation based on ISO 45001 and ISO 14001 certifications, to ensure they align with our environmental and social benchmarks.

GuocoLand's China Office has also designated a Quality Assurance & Quality Control Department to manage supply chain sustainability, overseeing compliance, implementing sustainability initiatives and continuously improving building practices.

At Sofitel Singapore City Centre, suppliers are required to sign and commit to a Procurement Charter, ensuring that their own suppliers and subcontractors meet the same criteria. Suppliers have to agree to implement an environmental policy to achieve best practices and comply with all relevant environmental regulations. Additionally, all suppliers must adhere to the United Nations Universal Declaration of Human Rights, the Core Conventions of the International Labour Organization and the United Nations Global Compact.

OUR PERFORMANCE

In FY2025, we had zero cases of non-compliance to all applicable ESG-related requirements.

GuocoLand's progress towards our FY2025 target is presented in the table below.

Material Topic	FY2025 Target	FY2025 Performance
Risk Management and Compliance	To maintain zero incidents of environmental non-compliance.	Target met.

We have also set our target for FY2026.

Material Topic	FY2026 Target
Risk Management and Compliance	All main contractors for new development projects in Singapore are to be ISO 14001 and ISO 45001-certified.

ANTI-CORRUPTION AND ANTI-BRIBERY

The real estate industry faces risks of corruption and bribery due to large financial transactions, complex regulations and frequent dealings with public officials. Robust anti-corruption and anti-bribery measures are crucial to protect GuocoLand from legal issues, financial losses and reputational damage. GuocoLand systematically assesses corruption-related risks across its operations. These measures also foster a culture of integrity and transparency, building trust with investors, clients and regulators. By prioritising these practices, GuocoLand complies with legal requirements and demonstrates its commitment to ethical business, enhancing long-term sustainability and competitive standing.

GuocoLand has established comprehensive Code of Conduct & Ethics and Anti-Bribery and Corruption policies that are accessible by employees on the Company's Intranet. These guide employee behaviour on maintaining integrity in business dealings, safeguarding confidential information, avoiding conflicts of interest and prohibiting the acceptance of gifts or benefits from business associates.

OUR INITIATIVES

New employees are introduced to these policies as part of their induction programme, while existing staff are promptly informed of any updates. The Board places strong emphasis on professionalism and integrity in business operations, expecting all employees to uphold these principles and act in the best interests of the Group.



Guoco Midtown

All employees are required to adhere to the high standards of professional values and integrity outlined in our HR Policies and Manuals. Each year, employees must declare that they have read, understood and are complying with our Code of Conduct & Ethics, Anti-Bribery and Corruption Policy and Whistle-Blowing Policy. Additionally, employees are required to sign a Declaration of Interests form annually.

In FY2025, 84% of the Group's employees have received Anti-Bribery and Corruption training.

CONDUCTING BUSINESS WITH HONOUR (CONTINUED)

Communication and Training about Anti-Corruption Policies and Procedures, by Employee Category		Managerial	Non-Managerial
Singapore	**Total number of employees in each employee category (besides governance body members)**	**112**	**210**
	Total number of employees that received training on anti-corruption	112 (100%)	208 (99%)
China	**Total number of employees in each employee category (besides governance body members)**	**59**	**142**
	Total number of employees that received training on anti-corruption	56 (95%)	135 (95%)
Malaysia	**Total number of employees in each employee category (besides governance body members)**	**161**	**486**
	Total number of employees that received training on anti-corruption	134 (83%)	332 (68%)

OUR PERFORMANCE

GuocoLand's progress towards our FY2025 targets is presented in the table below.

Material Topic	FY2025 Target	FY2025 Performance
Anti-Corruption and Anti-Bribery	To provide updates, and where applicable, provide training to all our employees and new hires on our policies and practices relating to business ethics and anti-corruption practices.	Target met.
	Zero incidences of corruption and bribery.	Target met.

We have also set our targets for FY2026.

Material Topic	FY2026 Target
Anti-Corruption and Anti-Bribery	Provide updates, and where applicable, provide training to all our employees and new hires on our policies and practices relating to business ethics and anti-corruption practices.
	Cultivate a culture of integrity and ethical conduct.

DATA PROTECTION AND PRIVACY

Data protection and privacy are critical for GuocoLand because we handle sensitive personal and financial information from tenants, buyers and business partners. Robust data protection measures are essential to preventing data breaches and cyber threats, which builds trust and credibility with our stakeholders. Compliance with stringent regulations such as Singapore's Personal Data Protection Act 2012, China's Cybersecurity Law and Malaysia's Personal Data Protection Act 2010 is mandatory to avoid legal and financial penalties. By prioritising data protection, GuocoLand demonstrates our commitment to ethical business practices and responsible information management, fostering a secure environment for operations and enhancing our reputation in the real estate market.

GuocoLand maintains robust IT infrastructure and information security management systems. This includes comprehensive business continuity and contingency plans, along with incident response procedures to prevent IT system interruptions and cyberattacks. We thoroughly test these measures to ensure their effectiveness. Our incident response framework allows us to take swift action during emergencies or security breaches, ensuring uninterrupted operations. The strong emphasis on preparedness equips GuocoLand to navigate challenges and maintain business continuity effectively.

GuocoLand has implemented comprehensive consumer data protection and privacy policies to safeguard personal information. These policies ensure that employees are fully aware of the importance of information security and cybersecurity, as well as potential threat issues.

OUR INITIATIVES

Recognising the critical need to prevent data breaches and protect our reputation in the current era of heightened privacy risks, we have implemented comprehensive measures to safeguard consumer data. Our policies educate employees on potential threats and the importance of information security. All new hires complete mandatory online training covering IT policies and phishing awareness, enabling them to understand and follow guidelines for keeping sensitive information confidential and secure.

We prioritise customer privacy, information security and cybersecurity by providing targeted training to relevant employees through the KnowBe4 System. This security awareness training and simulated phishing platform is designed to build a strong security culture and empower employees to make smarter security decisions. Additionally, employees in our Singapore, China and Malaysia offices complete IT training that covers data confidentiality, email use policy and internet use policy annually.

We run regular phishing awareness campaigns via email to educate employees on spotting phishing threats and responding effectively to such threats. These initiatives ensure that our workforce is well-prepared to uphold strong cybersecurity practices and protect sensitive information.

OUR PERFORMANCE

We are pleased to report that we accomplished our target of maintaining zero breaches of customer privacy in FY2025.

GuocoLand's progress towards our FY2025 target is presented in the table below.

Material Topic	FY2025 Target	FY2025 Performance
Data Protection and Privacy	To maintain zero breaches of customer privacy.	Target met.

We have also set our target for FY2026.

Material Topic	FY2026 Target
Data Protection and Privacy	Commit to protect customer privacy.

CONDUCTING BUSINESS WITH HONOUR (CONTINUED)



Springleaf Residence, Artist Impression

INNOVATION

Innovation is crucial for GuocoLand to stay competitive and adaptable in the dynamic real estate market. We aim to deliver innovative and cutting-edge solutions that improve the quality, sustainability and efficiency of our projects. Integrating advanced technologies and sustainable practices allows us to meet evolving market demands, regulatory requirements and environmental challenges. Furthermore, innovation improves customer satisfaction and operational efficiency, positioning GuocoLand as a forward-thinking leader that creates stakeholder value and contributes to sustainable urban development.

We consistently demonstrate our commitment to sustainability through innovative construction practices, thoughtful design and a focus on environmental stewardship. This is evident in our integrated mixed developments, such as Guoco Tower and Guoco Midtown, which feature energy-efficient designs. The Group prioritises sustainable materials and actively promotes eco-friendly construction methods among contractors, advocating for the adoption of precast design as an alternative to traditional cast-in-situ construction. Both the residential and commercial components of these buildings are designed to reduce overall energy and water consumption by optimising building orientation, using climate-appropriate materials and incorporating conservation-centric design elements.

OUR INITIATIVES

Springleaf Residence

Springleaf Residence is being developed with a strong focus on innovative, biodiversity-sensitive approaches. This is a crucial and distinctive element of the project, given its location next to Springleaf Forest, which acts as a buffer and ecological link for the Central Catchment Nature Reserve. GuocoLand has partnered with a team of consultants to ensure the project blends harmoniously with its natural surroundings.

A key aspect of the biodiversity-sensitive design is a 730m Native Forest Corridor that runs along the development boundary. This corridor will provide a safe passage for migratory birds and other wildlife, allowing them to move between Springleaf Forest and the Central Catchment Nature Reserve without obstruction.

77% of the 3.2-ha site is set aside for lush landscaping and amenities. The design incorporates 123 native plant species and features such as “cocoons” or pavilions with planted roofs to integrate the development with nature. Educational signage will be installed for residents and their guests to learn about the native flora within the development.

Furthermore, the architectural and interior design is guided by a vision to create a living experience that is connected to nature. The towers are strategically oriented to offer residents unobstructed views of the surrounding greenery and reservoirs, and each of the five residential towers includes two sky terraces with landscaped gardens.



Lentor Mansion, Artist Impression

Lentor Mansion

At Lentor Mansion, expected to be completed in 2028, a variety of innovative features have been incorporated to enhance sustainability and energy efficiency. Special glass is used to reduce heat gain within the units, while stone polymer composite vinyl flooring provides a greener alternative that is water, scratch and stain resistant. This flooring is also easy to clean and maintain, and its installation is quicker, saving construction time.

Lentor Mansion is equipped with rooftop solar panels across its six residential blocks, which will offset 60% of the energy consumption in common areas—well above the 30% minimum required by the BCA for Green Mark Platinum (Super Low Energy) certification. This will offer significant annual energy savings for the development and cost savings for homeowners. Additionally, the use of air conditioners rated five-tick by the NEA helps to save energy and manage heat in residential units and common areas. Fans are installed for natural ventilation, further contributing to energy savings while maintaining air quality and comfort. Special attention has been paid to the orientation of the towers, which are strategically oriented in a North-South direction to minimise heat exposure and maximise ventilation. Aiming to create a truly green development, lush landscapes and biophilic designs have been integrated within the development. These features collectively contribute to the sustainability and liveability of Lentor Mansion, aligning with GuocoLand's commitment to innovative and environmentally friendly developments.

In November 2024, Lentor Mansion clinched six EdgeProp Excellence Awards in the following categories – Top Development, Landscape Excellence, Design Excellence, Marketing Excellence, Showflat Excellence and People's Choice (Residential, Uncompleted).

CONDUCTING BUSINESS WITH HONOUR (CONTINUED)

Growth and Transformation Scheme by BCA

GuocoLand was selected to be part of BCA's Growth and Transformation Scheme ("GTS") in 2023. The GTS scheme supports value chain transformation in the BE sector. Unlike project-based support schemes, GTS focuses on building best-in-class capabilities and enabling holistic transformation across BE value chains. The scheme encourages groups of firms, led by a progressive developer and includes consultants, builders and subcontractors, to collaborate on initiatives that achieve mutually beneficial transformation outcomes.

Since the development of Lentor Modern, GuocoLand has been utilising a cloud-based Common Data Environment ("CDE") platform to connect value chain partners under the GTS by BCA. The CDE platform aims to enhance productivity, quality control, decarbonisation and the achievement of sustainability goals. Additionally, GuocoLand has started transforming existing assets into smarter and greener buildings, while implementing integrated data delivery and digital solutions across all ongoing developments.

As part of our commitment to delivering stakeholders value and supporting sustainable urban development, we have introduced a new target for FY2026.

Material Topic	FY2026 Target
Innovation	Continue to adopt new processes and technologies to remain competitive and adaptable.



Lentor Modern



CARING FOR OUR COMMUNITY

CARING FOR OUR COMMUNITY

GuocoLand's fourth sustainability framework pillar, "Caring for Our Community", reflects the Group's commitment to fostering strong and positive relationships with our customers and the communities in which we operate. By prioritising customer satisfaction and quality, GuocoLand delivers properties of high standards that meet the needs and expectations of our clients, which in turn enhances the Group's reputation and brand loyalty. Meanwhile, actively engaging with and contributing to local communities helps to foster a sense of shared value and belonging, and also builds trust and goodwill towards the GuocoLand brand.

The material topics under this pillar are:

- **Customer and Quality**
- **Local Communities**

CUSTOMER AND QUALITY

Maintaining high-quality standards and ensuring customer satisfaction are essential for protecting GuocoLand's reputation and market position. In Singapore, to protect consumers, stringent regulations like the BCA guidelines and the Consumer Protection (Fair Trading) Act 2003 ensure high quality standards and fair-trading practices. Similarly, China's Construction Law and the Real Estate Management Law require rigorous adherence to building quality and safety standards. This ensures that properties are safe for occupancy and meet necessary specifications. Complying with these regulations builds customer confidence and fosters long-term loyalty and trust.

GuocoLand places high priority on customer satisfaction and quality to distinguish ourselves from competitors, reduce risks associated with defects and disputes, and strengthen our brand equity.

Building strong customer relationships is key to sustained business success. Using effective customer relationship management tools allow us to collect valuable data to help us better understand our customers. This information enables us to target specific customer groups and develop tailored products which will in turn improve customer satisfaction.

OUR INITIATIVES

Measuring customer satisfaction is important to us, as it allows us to continuously improve our products and services. We regularly engage our tenants to gather feedback and understand their needs. A customer satisfaction survey was carried out in April 2025 to gather feedback from Guoco Tower and Guoco Midtown office and retail tenants. The feedback allowed us to assess our performance and identify potential areas for improvement to enhance overall customer satisfaction.

In Singapore, GuocoLand creates a more positive experience for the workforce of our office tenants. Through our regular "Sweet Treats" programme, we give complimentary items purchased from our retail tenants to people who work at Guoco Tower and Guoco Midtown. These efforts are designed to improve tenant satisfaction and support our retail partners.

In China, GuocoLand is committed to promoting and selling its products and services in a responsible, transparent and socially conscious manner. Through initiatives like Pilates classes, craft workshops, and a stair-climbing relay race, we support the physical and mental well-being of our tenants' employees. These programmes help create a more inclusive office space and foster a sense of community.

Ethical Product Marketing and Product Quality

GuocoLand is dedicated to providing prospective homebuyers with clear, fair and accurate information. We ensure that our product displays, provision of information, labelling for our products and services, as well as our marketing advertisements, are clear, fair and accurate.

In Singapore, our show-units strictly adhere to the Controller of Housing guidelines under the Housing Developers (Show Unit) Rules 2015. These rules mandate that show-units be accurately depicted with to-scale floor plans that are clearly labelled, precise unit dimensions and written notices detailing materials and finishes.

Our commitment to quality, innovation and sustainable development has been widely recognised, for which we have received multiple awards and accolades. These achievements are listed below.

SINGAPORE

The Edge Singapore Billion Dollar Club 2024

GuocoLand
- Overall Sector Winner – Real Estate Companies Sector
- Highest Returns to Shareholders Over Three Years – Real Estate Companies Sector
- Highest Weighted ROE Over Three Years – Real Estate Companies Sector

8th EdgeProp Singapore Excellence Awards 2024

GuocoLand
- Top Developer

Guoco Midtown
- Top Commercial Property
- People's Choice, Commercial

Lentor Mansion
- Top Development, Residential (Uncompleted)
- Design Excellence, Residential (Uncompleted, Non-Central)
- Landscape Excellence, Residential (Uncompleted, Non-Central)
- Marketing Excellence, Residential (Uncompleted, Non-Central)
- Showflat Excellence, Residential (Uncompleted, Non-Central)
- People's Choice, Residential (Uncompleted)

Meyer Mansion
- Top Development, Residential (Completed)
- Design Excellence, Residential (Completed, Central)
- Landscape Excellence, Residential (Completed, Central)
- People's Choice, Residential (Completed)

14th PropertyGuru Asia Property Awards (Singapore) 2024

Lentor Mansion
- Best Condo Development (Singapore)
- Best Private Condo Development
- Best Nature Integrated Development
- Best Private Condo Landscape Design

CHINA

Excellence in High-Efficiency & Quality Contribution of Buildings (楼宇高质效贡献奖)

Guoco Changfeng City

2024 Annual Advanced Unit for Public Security and Security in Putuo District (2024年度普陀区治安保卫先进单位)

Guoco Changfeng City

Shanghai Fire Protection Association 2024 Advanced Member Unit (上海市消防协会2024年度先进会员单位)

GuocoLand

CARING FOR OUR COMMUNITY (CONTINUED)

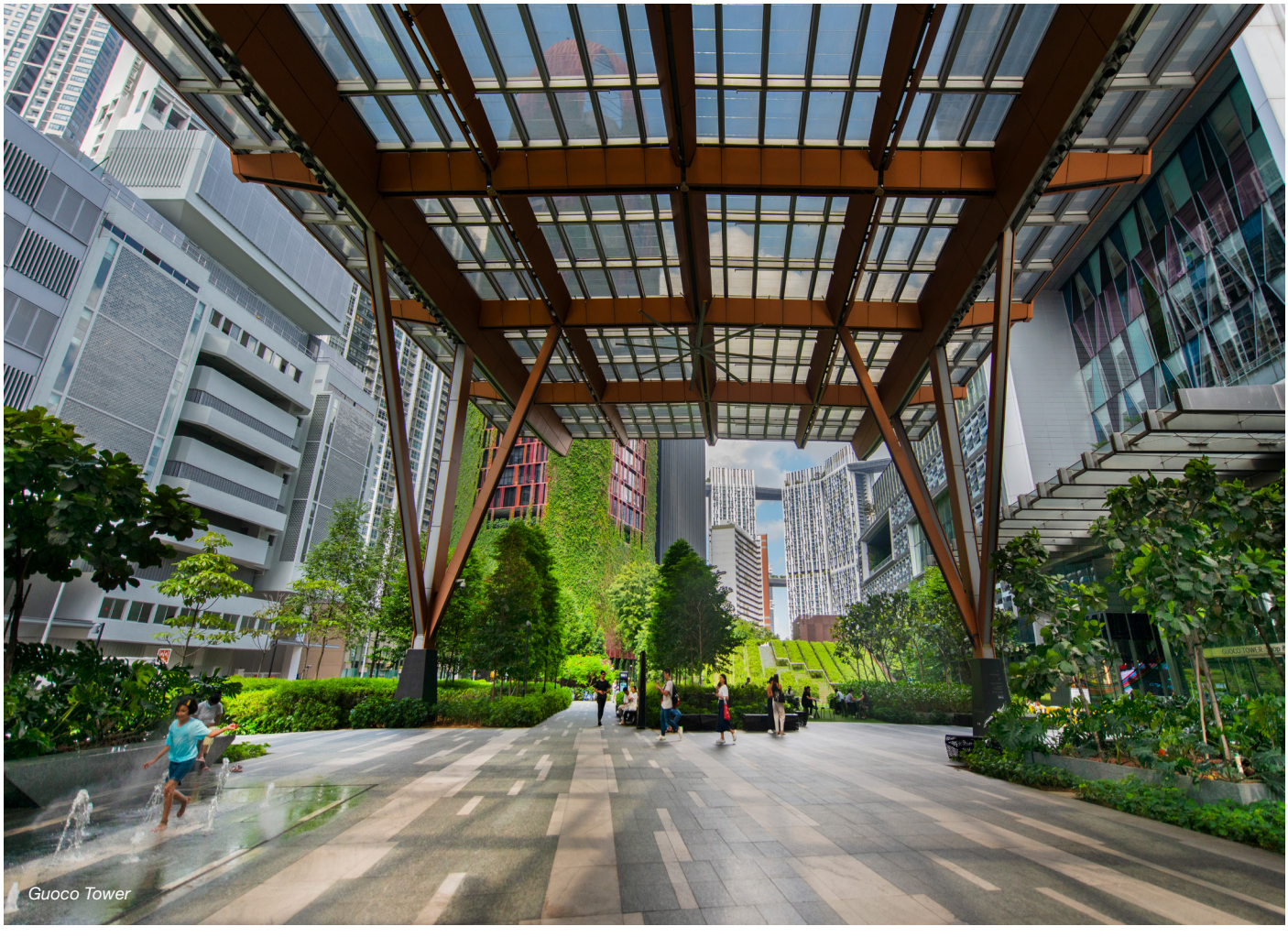
OUR PERFORMANCE

GuocoLand's progress towards our FY2025 targets is presented in the table below.

Material Topic	FY2025 Target	FY2025 Performance
Customer and Quality	To maintain zero incidents of non-compliance with building safety matters for our new and ongoing construction.	Target met.
	To maintain zero incidents of non-compliance with building safety matters for our managed properties.	Target met.

We have also set our targets for FY2026.

Material Topic	FY2026 Target
Customer and Quality	Uphold industry standards for building safety regulations for all construction projects.
	Uphold industry standards for building safety regulations for all our managed properties.



Guoco Tower

LOCAL COMMUNITIES

GuocoLand has an uplifting effect on the local communities where we operate. By actively engaging these communities, GuocoLand can build trust, foster goodwill and create shared value, which will reinforce GuocoLand's reputation as a responsible and community-oriented developer. This is essential for our long-term success and sustainability in our key markets.

In FY2025, as part of our efforts to give back to local communities, GuocoLand organised and participated in a wide range of community programmes. In addition, the Group collaborated with various agencies and charitable organisations and supported them in their mission to benefit the community.

OUR INITIATIVES

During the 2024 Christmas season, GuocoLand partnered with The Boys' Brigade Share-a-Gift programme for our annual "Gifting for Good" initiative. This programme brought together GuocoLand staff, as well as office tenants and shoppers at Guoco Tower and Guoco Midtown, to give back to society. They were encouraged to adopt and fulfill the wishes of individuals in need, including children, youths, and the elderly. The initiative was a success, with a total of 343 wishes granted.

In a continuing effort to provide care and support for the community, GuocoLand partnered with Beyond Social Services during Chinese New Year, and distributed festive care packages filled with daily necessities to 300 households. The initiative involved GuocoLand staff volunteers, who personally packed and delivered the care packages to the recipients.

GuocoLand also organised our first-ever mobile blood donation drive at the Guoco Midtown Network Hub. The event received an encouraging turnout, with more than 100 professionals working at Guoco Midtown and Guoco Tower demonstrating strong support for the cause, including many who took their first step toward donating blood to save lives. Some participants were not eligible to register on the day of the blood donation due to various reasons. Eventually, there were 95 participants who successfully registered to donate their blood, and a total of 65 bags of blood were collected.



Chinese New Year 2025 festive care package distribution



Staff who participated in the Blood Donation Drive at Guoco Midtown Network Hub

CARING FOR OUR COMMUNITY (CONTINUED)



Mobile Massage Team from SAVH at GuocoLand's office

As part of our effort to provide experiences that uplift health and wellness in the office, GuocoLand engaged the Mobile Massage Team from the Singapore Association of the Visually Handicapped ("SAVH") to provide head-and-shoulder massage services at the office. This initiative gave employees a chance to relax and recharge while also providing meaningful support to SAVH's programme which provides employment to the visually handicapped masseurs.

GuocoLand was once again a sponsor of the SGX Cares Bull Charge Charity Run in FY2025. The event, now in its 21st year, is the only corporate charity event that brings the financial community and SGX-listed companies together to support the needs of underprivileged children and families, persons with disabilities, as well as the elderly. Beyond contributing to the community, the event allowed us to strengthen relationships with stakeholders and fostered camaraderie among the GuocoLand employees who participated in the run. The beneficiaries of the SGX Cares initiative were AWWA Ltd., Autism Association (Singapore), Fei Yue Community Services, HCSA Community Services, and Shared Services for Charities.



GuocoLand's staff participated in the SGX Cares Bull Charge Charity Run 2024

GuocoLand supported the inaugural Huttons x OneMillionTrees Sustainability Walk which was held at East Coast Park. As part of the initiative, GuocoLand participated in the Plant-A-Tree programme under the Garden City Fund, in support of the OneMillionTrees movement – a nationwide effort to plant a million trees across Singapore. The event was also an opportunity for GuocoLand staff to embrace a healthy lifestyle and bond during the 5km walk.

GuocoLand also took part in the Singapore Association for the Deaf ("SADeaf")'s "More than Words: Walk with a Difference" initiative, which was sponsored by ERA. The event brought together some 1,500 people from the deaf, deafblind and hard-of-hearing communities. The walk at Marina Barrage promoted inclusion and celebrated Singapore Sign Language.

Throughout FY2025, Sofitel Singapore City Centre continued their efforts to give back to the community. To celebrate the Hari Raya Puasa season, the hotel hosted a collection drive, gathering pre-loved clothes, books, shoes, and bags for donation to The Salvation Army. The hotel also organised "Recycle for Sight", a programme which collected eyeglasses for donation to the needy through Visio Optical's charity. Furthermore, in partnership with Food from the Heart, Sofitel Singapore City Centre collected canned and dried food items to support those in need.

In China, GuocoLand staff participated in the “10,000 Steps Walking Activity” (万步有约健走激励大赛). Organised by the Shanghai Putuo Municipal Center for Disease Control and Prevention, the programme aims to improve the health of participants and prevent chronic diseases by encouraging them to walk 10,000 steps daily. The activity required participants to record their steps over a period of more than three months. This marked the fifth time GuocoLand China has participated in the event, demonstrating a strong, ongoing commitment to employee wellness.

GuocoLand’s office in China also organised “2025 Meeting My Future Self” (2025遇见未来的自己), where seven secondary school students participated in an immersive three-day learning journey. This unique programme offered students a taste of professional work experience and exposed them to a wide range of business functions. The students had the opportunity to learn about different departments, including HR, communications, engineering, administration and commercial operations.



GuocoLand China’s immersive learning journey for students



“Undescribed #10” Exhibition at Guoco Midtown Public Art Wall

Building Communities through Placemaking

GuocoLand is dedicated to fostering a more connected, vibrant, and sustainable precinct in the districts where we are located, such as Tanjong Pagar and Beach Road-Bugis. Through our various placemaking initiatives held at our integrated mixed developments, Guoco Tower and Guoco Midtown, we actively bring together residents, businesses and other stakeholders to uplift the neighbourhood.

At Guoco Midtown, we have established the Guoco Midtown Public Art Wall. Located along the underpass connecting the development to the Bugis MRT interchange station, the 44m wall serves as a permanent, public exhibition space designed to integrate visual arts into the daily lives of the community. The initiative is a collaboration with DECK, a non-profit photography arts centre, and features a rotating series of exhibitions by both established and emerging artists. It hosted renowned Chinese artist Liu Bolin’s “Seeing The Invisible” exhibition in 2024, and also showcased the tenth edition of “Undescribed”. “Undescribed” is DECK’s annual platform dedicated to supporting fresh arts graduates based in Singapore who have recently graduated from local or international art institutions.

CARING FOR OUR COMMUNITY (CONTINUED)

GuocoLand is a founding member of Discover Tanjong Pagar ("DTP"), Singapore's first business-led collective under the Urban Redevelopment Authority's pilot Business Improvement District programme. Through DTP, GuocoLand partners with other property and business owners to revitalise the district via collaborative programmes and campaigns that support businesses and unite the community.

In conjunction with Singapore's 60th birthday, Guoco Tower hosted the "Kids Gone Wild" event, organised by the People's Association. It was a day of activities for parents and children to enjoy together, with game booths, a bouncy castle, free snacks and more. Participants could also learn more from informative booths set up by several agencies such as the Ministry of Social and Family Development, Dads4Life and KK Women's and Children's Hospital. Additionally, eligible parents received their SG60 Baby Gift Distribution at the event.

Guoco Tower and Guoco Midtown also offer a series of regular free fitness activities, organised in partnership with the Health Promotion Board and SNEF. These events serve to foster a healthy work environment and help to keep Singapore's workforce fit and healthy, while providing opportunities for co-workers to connect after working hours.

In addition, Guoco Tower and Guoco Midtown continued to support a variety of community initiatives by providing a platform for events organised by educational institutions and non-profit organisations, including the following:

- The National Vertical Marathon, organised by Nanyang Technological University Sports Club.
- "JumPink": A mass trampoline dance organised by SingHealth as part of the Breast Cancer Awareness Month.
- "Speaking of which": A pop-up activation by Singapore Art Museum, held in conjunction with the Singapore Heritage Festival 2025.

OUR PERFORMANCE

As part of GuocoLand's commitment to giving back to our communities, we have also introduced a new target for FY2026.

Material Topic	FY2026 Target
Local Communities	To continue our efforts to reach out and provide care for the community.

CLIMATE-RELATED DISCLOSURES 2025

The Task Force on Climate-related Financial Disclosures ("TCFD") released its recommendations in 2017. In 2022, GuocoLand began publishing reports consistent with the TCFD. Since then, the TCFD was formally disbanded in October 2023, following the publication of the inaugural International Financial Reporting Standards ("IFRS") Sustainability Disclosure Standards—IFRS S1 and IFRS S2, which fully incorporate the recommendations of the TCFD.

GuocoLand recognises that the International Sustainability Standards Board's ("ISSB") IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures build upon the widely accepted TCFD framework and consolidate other investor-focused initiatives to reduce complexity and improve comparability. As such, the Group intends to progressively align its Climate-related Disclosures with IFRS S1 and IFRS S2. This transition is in line with the Singapore Exchange Regulation ("SGX RegCo") roadmap, which mandates climate-related reporting aligned with ISSB Standards for listed issuers. GuocoLand has begun preparing for this transition, including scenario analysis, and will continue to enhance its disclosures.

This year's climate-related disclosures are referencing the IFRS S1 and S2 sustainability disclosure standards where information is available. The Group pledges to consistently improve its climate-related reporting, ensuring alignment with the ISSB and other suitable frameworks relevant to its market activities.

GOVERNANCE

The Board of Directors ("Board") acknowledges the critical role of sustainability issues, including climate-related risks and opportunities, in shaping and steering GuocoLand's business strategy and planning. It holds the primary responsibility for the Group's Sustainability Report and the Climate-related Disclosures contained within. Twice a year, the Board convenes to address sustainability-related concerns to prepare the annual Sustainability Report. Additionally, the Board provides oversight to the Sustainability Management Committee and collaborates with Management to maintain robust sustainability governance. The Group's governance framework for managing climate-related risks is outlined as follows:

a. an Enterprise Risk Management ("ERM") framework is in place, under which risk owners are accountable for ensuring that related risks are appropriately managed;
b. the risk management team independently reviews and validates risk assessment processes;
c. the Board's Audit Risk Committee ("ARC") assists the Board in performing oversight function; and
d. the Internal Audit ("IA") function independently assesses and provides assurance on the adequacy and effectiveness of the Group's risk management and internal controls.

GuocoLand is committed to ensuring that the controls and procedures overseeing climate-related risks and opportunities are thoroughly integrated with internal functions, including incorporation into the risk register. Our ERM framework encompasses climate-related factors, enabling comprehensive identification and management throughout the organisation. This integration promotes alignment between sustainability goals and broader business activities, ensuring that climate-related risks and opportunities are consistently monitored and addressed within the context of our overall risk management practices.

GuocoLand's Board is dedicated to enhancing its expertise in handling climate-related matters. Board members have participated in the Listed Entity Director Programme on Environmental, Social and Governance ("ESG") Essentials and Navigating Towards International Sustainability Standards Board Compliance offered by the Singapore Institute of Directors, in addition to attending a workshop focused on climate-related disclosure regulations. The Group also requires all incoming directors to receive training on ESG, and climate-related risks and opportunities. The Group aims to continue strengthening the Board's supervision of climate-related risks and opportunities even further.

The Sustainability Management Committee, which comprises senior executives from different business units, assesses and manages climate-related risks and opportunities. Recommendations arising from these assessments are channelled to the ARC. The Sustainability Management Committee develops and implements GuocoLand's sustainability objectives, strategies, policies and approaches.

Climate-related risks and opportunities are identified through the Group's ERM framework and incorporated into the Group's Risk Register. Risks deemed relevant and significant are highlighted in each entity's key risk profile and heat map, which are then submitted to Management and the ARC. Management reviews the Group's Risk Register on a quarterly basis, while the ARC and the Board examine the key risk profiles on a half-yearly basis. As Management endeavours to continually enhance its expertise in climate risk management, GuocoLand is exploring additional training on sustainability.

CLIMATE-RELATED DISCLOSURES 2025 (CONTINUED)

STRATEGY

In FY2025, GuocoLand conducted a quantitative climate risk assessment and scenario analysis. This exercise focused on the more pertinent key risks and opportunities identified in FY2024's qualitative screening and prioritisation exercise.

The table below provides an overview of our scope of analysis and key parameters used for the purposes of the climate scenario analysis.

Scope and Parameters of the Climate Scenario Analysis performed

Parameters	Scope
Assets and Countries	Properties under Management and Development Projects, located across Singapore, China and Malaysia
Timeframe	• Short-term: 2030 • Medium-term: 2040 • Long-term: 2050
Scenarios explored	• 1.5°C warming (IEA NZE 2050 / RCP 2.6)[27] • 3°C warming (IEA STEPS / RCP 8.5)
Explored risks and opportunities	**Physical risks:** • Acute • Chronic **Transition risks:** • Policy and legal • Technology • Market • Reputation **Opportunities:** • Resource efficiency • Energy source • Products and services • Markets-related opportunities • Resilience

[27] Scenario that is aligned with the latest international agreement on climate change (i.e. the Paris Agreement).

Our analysis spanned the geographical regions of Singapore, China and Malaysia, reflecting our property investment and development operations in these areas. Majority of the risks and opportunities are assessed across all three geographies – with the exception of storms which are more prevalent in China. We elected to align our study with the short-, medium-, and long-term horizons defined in the table on Page 52, which are commonly cited in climate science. In the short-term, we focus on operational adjustments and immediate impacts. The medium-term horizon guides us in addressing transitional shifts and evolving market conditions and the long-term timeframe is important for evaluating climate risks (particularly the physical impacts of climate events) and opportunities concerning substantial long-term investments.

For our qualitative and quantitative climate risk assessment, we utilised two scenarios based on the Intergovernmental Panel on Climate Change ("IPCC") Representative Concentration Pathways ("RCPs"). They represent two different stress test scenarios for the various climate-related risks and both physical and transition risks are tested against the two scenarios. Additional sources referenced include the International Energy Agency ("IEA") and the scenarios presented in the World Energy Outlook 2024 – the IEA Net Zero by 2050 and the IEA Stated Policies scenarios.

Drawing from an extensive list of potential climate-related risks and opportunities, we identified and shortlisted the physical and transition risks and opportunities pertinent to GuocoLand for further evaluation in FY2024. Selected impacts for these risks and opportunities were subsequently quantified in FY2025.

The full process of the climate scenario analysis study can be summarised into the following steps:



A thorough review of available data sources was conducted to evaluate the possible severity and relevance of impacts from the identified risks. This assessment used established climate outlook sources such as the Climate Analytics' Climate Impact Explorer[28] and the Network for Greening the Financial System ("NGFS")[29], as well as the latest understanding of climate science from the IPCC Sixth Assessment Report[30]. This was followed by a comprehensive impacts mapping exercise to assess the effects of climate-related risks and opportunities across the value chain and geographies. Using the results of the full assessment, management took note of the prioritised impacts of the climate-related risks and opportunities which is then used to continue exploring the relevance of these impacts and also identify strategies for mitigation and adaptation.

While the quantitative analysis provided valuable insights into the relative materiality of physical and transition risks, it was performed on a best effort basis and is subject to inherent uncertainties and limitations. The financial impact estimates rely on assumptions regarding climate trajectories, asset exposure, and market responses. In terms of the general assumptions related on climate related policies, macroeconomic trends, energy use mix or developments in technology, the assumptions used remain aligned to those of the IPCC and IEA scenarios whose data was leveraged in the performing of the climate scenario assessment.

[28] Climate Analytics, Climate Impact Explorer.
[29] NGFS, Scenarios Portal.
[30] IPCC, Sixth Assessment Report, 2022.

CLIMATE-RELATED DISCLOSURES 2025 (CONTINUED)

Physical risks such as floods and storms are typically represented using probabilistic models that estimate average annual probabilities of occurrence. As such, both the severity and frequency of these events may vary significantly over time. A conservative approach was adopted, assuming no improvement in flood protection measures over time, despite ongoing infrastructure upgrades in various regions.

These uncertainties reflect the evolving nature of climate data, regulatory frameworks, and market dynamics. GuocoLand will continue to refine our scenario analysis methodology and improve data granularity in future reporting cycles.

Based on the results of the climate scenario analysis, the Group anticipates that transition risks are likely to have a more significant financial impact than physical risks across the identified time horizons (2030, 2040, 2050) and climate scenarios (1.5°C and 3°C). These insights on the financial materiality suggest that GuocoLand's future financial performance and position may be influenced by its ability to manage regulatory shifts, maintain green credentials, and invest in low-carbon technologies.

The following tables present the results from the quantitative and qualitative climate scenario analysis against the climate-related risks and opportunities across Singapore, China and Malaysia, mapped against two climate scenarios (1.5°C and 3°C) and three timeframes (2030, 2040, 2050).

The table below outlines key physical and transition risks relevant to GuocoLand and the potential impacts, as well as a heat map to show materiality across scenarios and timeframes. Both direct and indirect mitigation strategies have also been identified, describing how each climate-related risk may be effectively mitigated.

Summary of Quantitative and Qualitative Analysis – Physical and Transition Risks

Low-Moderate Impact Moderate-High Impact

Risk Type	Primary Risk Driver	Key Impacts	Scenarios and Timeframes						Mitigation and Adaptation Measures
			2030	2040	2050	2030	2040	2050	
			1.5°C			3°C			
Chronic Physical Risk	Rising mean temperatures (including heatwaves)	• Additional energy cost for cooling due to increase in cooling demand as a result of heat stress • Additional construction cost due to loss in labour productivity related to heat stress							**DIRECT** • Parameters such as rainfall, temperature, occurrence of flash floods and water supply in Singapore are taken into consideration when planning projects, along with the location of GuocoLand's properties, energy consumption patterns and building materials, among other considerations • Regular maintenance of cooling equipment • Flood control measures and emergency response plans • Regular inspection to ensure backup facilities are prepared for extreme weather events **INDIRECT** • Health and safety briefings on heat stress conditions
Acute Physical Risk	Floods (flash floods and general/river floods)	• Revenue impact due to business interruptions caused by floods (flash floods and river floods) • Additional insurance cost (due to climate risk)							
Acute Physical Risk	Increased severity of extreme weather events (e.g. cyclones/ storms/ typhoons)	• Revenue impact due to business interruptions caused by storms (tropical and convective storms) • Additional insurance cost (due to climate risk)							

CLIMATE-RELATED DISCLOSURES 2025 (CONTINUED)

Risk Type	Primary Risk Driver	Key Impacts	Scenarios and Timeframes						Mitigation and Adaptation Measures
			2030	2040	2050	2030	2040	2050	
			1.5°C			3°C			
Chronic Physical Risk	Rising sea levels	• Revenue impact due to business interruptions caused by coastal floods • Additional insurance cost (due to climate risk)							**DIRECT** • The Group has assessed that this risk is mitigated as the Group complies with all relevant authority requirements relating to climate-related risks
Policy and Legal Transition Risk	Increased carbon pricing	• Carbon costs (related to Scope 1 and 2 emissions, emissions from construction materials and waste disposal)							**DIRECT** • Appropriate decarbonisation strategies are factored into the Group's investment decisions **INDIRECT** • Collaboration with contractors to use low carbon emissions concrete
Policy and Legal Transition Risk	Low carbon economy transition policies & regulations	• Additional construction cost as related to "green" or low carbon features							**DIRECT** • Use of highly efficient water fittings with "Excellent" or "Good" ratings under the Water Efficient Labelling Scheme • Harvesting air handling unit condensate water that is otherwise wasted to offset cooling tower water make-up • Using NEWater for cooling tower make-up water, instead of water from municipal supply • Implementing rainwater harvesting systems to collect rainwater for landscape irrigation • Use of automated, water efficient subsoil drop system with rain sensors for irrigation purposes • Use of private water metering systems and water leakage detectors to monitor water consumption and water leakage **INDIRECT** • Upskilling employees in sustainability technologies

Risk Type	Primary Risk Driver	Key Impacts	Scenarios and Timeframes						Mitigation and Adaptation Measures
			2030	2040	2050	2030	2040	2050	
			1.5°C			3°C			
Market Transition Risk	Increased cost of raw materials	• Increased spending on construction materials							**DIRECT** • Evaluate alternative materials and ways to reduce materials needed **INDIRECT** • Collaboration with contractors to use low carbon emissions concrete
Reputation Transition Risk	Shifts in consumer preferences towards low carbon products and services	• Potential revenue loss if GuocoLand's properties do not maintain their levels of certification (as related to green rental premium)							**DIRECT** • Take appropriate environmental standards and green certifications into consideration when designing or retrofitting its properties • All residential, office and retail developments built by GuocoLand in Singapore are certified BCA Green Mark Gold^{Plus} or higher **INDIRECT** • Garner feedback on the expectations of customers and tenants on GuocoLand's products and services, and make any necessary strategic improvements
Technology Transition Risk	Increased demand for lower emissions options/R&D investment for decarboni-sation*	• Reduced revenue due to increased competition • Risk of losing competitive advantage							**DIRECT** • Obtaining green building certifications • Investment into piloting newer and cleaner infrastructure within properties **INDIRECT** • Upskilling employees in sustainability technologies

** Risks that were explored qualitatively*

CLIMATE-RELATED DISCLOSURES 2025 (CONTINUED)

Risk Type	Primary Risk Driver	Key Impacts	Scenarios and Timeframes						Mitigation and Adaptation Measures
			2030	2040	2050	2030	2040	2050	
			1.5°C			3°C			
Technology Transition Risk	Cost of adopting low-carbon technology*	• Additional cost of energy efficient fittings • Increased capital cost from adopting new technologies							**DIRECT** • High efficiency chillers and 5-ticks (under the Mandatory Energy Labelling Scheme) split unit air-conditioning systems • High-performance glazing to minimise heat gain and harvest natural daylight • Energy efficient lifts with regenerative drive systems to convert waste energy from lift movement into usable energy • Carbon dioxide sensors to regulate fresh air supply to maintain pleasant working environments • LED light fittings • Motion sensors integrated to light fixtures for all non-occupied spaces to reduce electricity usage while ensuring that such areas remain safe for passage • Dashboards displaying energy consumption data, trended from private meters to cultivate awareness of energy consumption

** Risks that were explored qualitatively*

The table below presents some climate-related opportunities for GuocoLand, highlighting potential financial impacts and the Group's strategic approaches to leverage them. The table also features a heat map to illustrate the materiality of each opportunity across two climate scenarios (1.5°C and 3°C) and three timeframes (2030, 2040, 2050), supporting GuocoLand's long-term climate resilience planning.

Summary of Quantitative and Qualitative Analysis – Transition Opportunities

Minor-Moderate Opportunity Moderate-Major Opportunity

Opportunity Type	Primary Opportunity Driver	Key Impacts	Scenarios and Timeframes						Approach
			2030	2040	2050	2030	2040	2050	
			1.5°C			3°C			
Resource Efficiency Transition Opportunity	Move to greener buildings	• Increase in asset value • Potential reduction in operating costs (e.g. energy)							• Evaluating the efficiency of the currently owned properties and other potentially greener properties • Map out the potential costs of moving to a greener property versus investment in more energy efficient/greener infrastructure in the current property • Map out the cost for obtaining green building certification as compared to the investment to make the buildings "green"
Resource Efficiency Transition Opportunity	Investment in energy efficiency technology	• Reduced operating costs							• Exploring which buildings should be retrofitted and how the energy efficiency savings would look like
Products and Services Transition Opportunity	Development and/or expansion of low emission properties	• Increased customer satisfaction and revenue (green premium) • Increase in asset values							• Exploring the energy efficiency thresholds for obtaining green building certification • Embedding green properties during the building design stage

CLIMATE-RELATED DISCLOSURES 2025 (CONTINUED)

Opportunity Type	Primary Opportunity Driver	Key Impacts	Scenarios and Timeframes						Approach
			2030	2040	2050	2030	2040	2050	
			1.5°C			3°C			
Resource Efficiency Transition Opportunity	Use of more efficient materials and processes*	• Reduced operating costs • Increased revenue through demand for lower emission products and services							• Exploring more efficient building materials during the construction process • Embedding green and energy efficient properties during the building design stage
Energy Source Transition Opportunity	Use of lower emission sources of energy*	• Decreased exposure to carbon pricing and other regulations							• Exploring Renewable Energy Certificates • Exploring the adoption and installing of solar photovoltaic panels
Markets Transition Opportunity	Access to new markets*	• Increased diversification of financial assets and more capital							• Building a strong sustainability framework that can assist in obtaining sustainability-linked financing • Nominating eligible green building projects for green financing

** Opportunities that were explored qualitatively*

The Group is continuously strengthening its strategic focus on maintaining and enhancing green building certifications across its portfolio. The Group is also prioritising investments in energy-efficient technologies and sustainable design.

To address the identified climate-related risks and capture emerging opportunities, GuocoLand has strategically allocated financial and operational resources to ensure that operations and value chain partners are equipped to transition toward a climate-resilient future. GuocoLand has secured over S$5.2 billion in green financing to support the development and enhancement of sustainable assets. The Group is also assessing and implementing asset enhancement initiatives ("AEI") to improve energy and water efficiency across its portfolio.

To further enhance climate resilience, GuocoLand has embedded sustainability into its building design and specifications. For more details of GuocoLand's initiatives for our Development Projects, refer to Pillar 1.

As part of its climate strategy, GuocoLand recognises the importance of engaging its broader ecosystem and actively collaborates to address climate-related risks and opportunities. The Group works with supply chain partners by embedding environmental, health, and safety standards into procurement processes. For more information, refer to Pillar 2.

Overall, GuocoLand has demonstrated a growing capacity to address climate-related risks and opportunities through strategic planning, operational readiness, and targeted investments. These initiatives collectively demonstrate GuocoLand's strategic alignment with climate resilience expectations.

RISK MANAGEMENT

GuocoLand aims to manage climate-related risks in alignment with its existing risk management policies and protocols. In FY2023, the Group established a set of climate-related risk management policies to proactively identify, assess, and manage these climate-related risks, consistent with our ERM framework. The Group has enhanced its engagement with external and internal stakeholders, as planned last year, to identify and assess climate-related risks prioritised for the Group. Building on this effort, GuocoLand conducted a quantitative climate scenario analysis this year, which has further informed the identification of climate-related risks. This analysis provides valuable insights into potential climate-related challenges, supporting the development of more informed risk management strategies.

Climate-related risks are integrated within the Group's ERM framework. Similar to other types of risks, climate-related risks are prioritised and assessed based on their likelihood of occurrence and magnitude of impact, which defines the levels of exposure to each risk. The climate-related risks are identified based on location- and industry-specific factors that are relevant to GuocoLand's business. Based on these potential risk exposures, the Group identifies the appropriate mitigation and adaptation strategies for managing each risk. Furthermore, GuocoLand has implemented data management systems for tracking climate-related data, including climate-related risks and opportunities, and this has helped to ensure data integrity, consistency and accessibility across the Group. At present, climate-related considerations are not factored into executive remuneration. If this policy evolves, we will update our disclosures to reflect any linkages between executive pay and climate-related goals. GuocoLand will work on further integration of climate-related risks into the Group's ERM framework, as well as enhancing the processes for identification, assessing and managing these types of risks. Based on the climate scenario performed, we will further consider the definition of the nature, likelihood and magnitude as related to climate-related risks.

Besides the integration of climate-related risks in the Group's ERM framework, which is overseen by the Group Risk function, the Group's Internal Audit function is responsible for verifying the Group's internal controls and risk management plans. The IA team and Risk Manager are responsible for highlighting any material findings and issues arising from the assessment of risks that are part of the Group Risk Register and provide a key risks report update to the Board. Furthermore, Management reviews the Group's sustainability objectives and achievements and approves our sustainability-related and climate-related disclosures.

The related business unit or entity is responsible for providing a description of any significant climate-related risks and associated potential business or financial impacts as well as mitigation or adaptation actions (including in cases where climate-related risks are prioritised relative to other types of risks). A negative statement is required if no significant climate-related risks are identified.

METRICS AND TARGETS

The Group actively tracks and reports on greenhouse gas ("GHG") emissions to evaluate relevant climate-related risks and opportunities that emerge from efforts to decarbonise and reduce the GHG emissions footprint. This includes monitoring the GHG emissions from the Group's business operations across Development Projects, Properties under Management, and Hotels. Additionally, the Group reports on other metrics, such as energy and water consumption and waste generation. The monitoring of these metrics supports the strategy for managing climate-related risks and opportunities. The Group will continue to explore additional metrics for measuring climate-related risks as it broadens its analysis of the potential financial impacts of these risks.

To calculate our GHG emissions, GuocoLand follows the GHG Protocol and aligns its methodologies with best practices in GHG emissions calculation. The emission factors used are all from official sources, including Singapore Emission Factors Registry and DEFRA 2024.

CLIMATE-RELATED DISCLOSURES 2025 (CONTINUED)

More details on the methodology and assumptions used in the calculation of our GHG emissions footprint can be found on Page 16. GuocoLand calculates GHG emissions using the operational control approach. This methodology aligns with industry best practices, ensuring comprehensive oversight of the operations over which we exercise operational control. GuocoLand remains committed to evaluating and potentially improving our approach to align with evolving standards and methodologies.

Our detailed GHG emissions performance, which includes Scope 1, 2 and 3 emissions, has been disclosed in Pillar 1. In FY2025, our carbon emissions footprint was 240,977 tCO_2e.

GuocoLand currently does not have internal carbon pricing nor use carbon credits. We will evaluate the potential need for internal carbon pricing and carbon credits, and continuously explore all available options for enhancing our environmental strategy.

To further elucidate our environmental footprint performance and related targets, in addition to our GHG emissions disclosures, we provide information on the Group's consumption of energy, water and waste generated in the relevant pages of this Sustainability Report. These metrics are reported with the objective of supporting both mitigation and adaptation strategies in response to environmental challenges.

- Energy consumption (Page 15)
- Water consumption (Page 17)
- Waste generated (Page 19)

In adopting the IFRS S2 for next year's Climate-related Disclosures, the Group will review and consider adopting relevant industry-based guidance and metrics from the Sustainability Accounting Standards Board for the Real Estate and Real Estate Services sectors. This, coupled with quantifying the financial effects of climate-related risks and opportunities, will be a critical step towards the integration of sustainability reporting and financial reporting.

Looking ahead to FY2026, GuocoLand will maintain internal engagement among business units to continuously enhance the data coverage and quality of GHG emissions metrics. This effort will be accompanied by the evaluation of potential decarbonisation strategies, including energy efficiency measures and adoption of technologies aimed at reducing our GHG emissions footprint. These initiatives will primarily be explored through feasibility studies for new AEIs.

The Group has established specific targets for its energy, water and waste material topics. For more information on these specific targets and related performance, refer to Pillar 1.

GRI CONTENT INDEX

References:
AR: GuocoLand's FY2025 Annual Report SR: GuocoLand's FY2025 Sustainability Report

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	**SR**: Pg 1 **AR**: Pg 2			
	2-2 Entities included in the organization's sustainability reporting	**SR**: Pg 5			
	2-3 Reporting period, frequency and contact point	**SR**: Pg 5-6			
	2-4 Restatements of information	**SR**: Pg 15-17, 19			
	2-5 External assurance	**SR**: Pg 5			
	2-6 Activities, value chain and other business relationships	**SR**: Pg 1-6, 9, 36 **AR**: Pg 2-27, 43-60, 74-80, 102-109, 157-160			
	2-7 Employees	**SR**: Pg 22			
	2-8 Workers who are not employees	**SR**: Pg 31	a, b, c	Information unavailable / incomplete	Data on workers who are not employees is unavailable.
	2-9 Governance structure and composition	**SR**: Pg 7, 28 **AR**: Pg 30-37, 43-60			
	2-10 Nomination and selection of the highest governance body	**SR**: Pg 7, 28 **AR**: Pg 43-60			
	2-11 Chair of the highest governance body	**AR**: Pg 43-60			
	2-12 Role of the highest governance body in overseeing the management of impacts	**SR**: Pg 4, 7, 51 **AR**: Pg 43-60			
	2-13 Delegation of responsibility for managing impacts	**SR**: Pg 4, 7, 34-36, 51 **AR**: Pg 43-60			
	2-14 Role of the highest governance body in sustainability reporting	**SR**: Pg 4, 7, 51 **AR**: Pg 43-60			

GRI CONTENT INDEX (CONTINUED)

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	**SR**: Pg 37 **AR**: Pg 34-35, 56, 162			
	2-16 Communication of critical concerns	**SR**: Pg 35-36 **AR**: Pg 53-57, 60	b	Confidentiality constraints	The Company is of the view that the number and nature of critical concerns are confidential.
	2-17 Collective knowledge of the highest governance body	**SR**: Pg 4, 7, 51 **AR**: Pg 43-60			
	2-18 Evaluation of the performance of the highest governance body	**AR**: Pg 49-50			
	2-19 Remuneration policies	**SR**: Pg 27 **AR**: Pg 50-53			
	2-20 Process to determine remuneration	**AR**: Pg 50-53			
	2-21 Annual total compensation ratio	**AR**: Pg 51-52	a, b, c	Confidentiality constraints	The Company does not disclose the compensation ratio. However, the compensation for our key management personnel are published in the Annual Report.
	2-22 Statement on sustainable development strategy	**SR**: Pg 4, 7 **AR**: Pg 3, 15, 40-41			
	2-23 Policy commitments	**SR**: Pillars 1-4			
	2-24 Embedding policy commitments	**SR**: Pillars 1-4			
	2-25 Processes to remediate negative impacts	**SR**: Pg 4, 7, 9, 30-31, 34-36 **AR**: Pg 53-57			
	2-26 Mechanisms for seeking advice and raising concerns	**SR**: Pg 7, 9, 34-36 **AR**: Pg 42, 53-57			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	**SR**: Pg 5, 6, 12-13, 18, 27-29, 32, 34-39, 46			
	2-28 Membership associations	**SR**: Pg 3			
	2-29 Approach to stakeholder engagement	**SR**: Pg 9, 44-50 **AR**: Pg 42			
	2-30 Collective bargaining agreements	N.A.	a, b	Not applicable	None of our employees are covered by collective bargaining agreements.
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	**SR**: Pg 10 **AR**: Pg 41-42			
	3-2 List of material topics	**SR**: Pg 10 **AR**: Pg 41			
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	**SR**: Pg 37-38			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	**SR**: Pg 37			
	205-2 Communication and training about anti-corruption policies and procedures	**SR**: Pg 37-38			
	205-3 Confirmed incidents of corruption and actions taken	**SR**: Pg 38			
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	**SR**: Pg 12-13			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	**SR**: Pg 15			
	302-3 Energy intensity	**SR**: Pg 15			
	302-4 Reduction of energy consumption	**SR**: Pg 15			

GRI CONTENT INDEX (CONTINUED)

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Water and Effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	**SR**: Pg 17			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	**SR**: Pg 17			
	303-5 Water consumption	**SR**: Pg 17			
TCFD	Water consumption intensity	**SR**: Pg 17			
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	**SR**: Pg 16			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	**SR**: Pg 16			
	305-2 Energy indirect (Scope 2) GHG emissions	**SR**: Pg 16			
	305-3 Other indirect (Scope 3) GHG emissions	**SR**: Pg 16			
	305-4 GHG emissions intensity	**SR**: Pg 16			
	305-5 Reduction of GHG emissions	**SR**: Pg 16			
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	**SR**: Pg 18-19			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	**SR**: Pg 18-19			
	306-2 Management of significant waste-related impacts	**SR**: Pg 18-19			
	306-3 Waste generated	**SR**: Pg 18-19			
	306-4 Waste diverted from disposal	**SR**: Pg 18-19			
	306-5 Waste directed to disposal	**SR**: Pg 18-19			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	**SR**: 22-26			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	**SR**: Pg 23			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	**SR**: Pg 24			
	401-3 Parental leave	**SR**: Pg 24, 26			
Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	**SR**: Pg 29-31			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	**SR**: Pg 29-31			
	403-2 Hazard identification, risk assessment, and incident investigation	**SR**: Pg 30			
	403-3 Occupational health services	**SR**: Pg 30			
	403-4 Worker participation, consultation, and communication on occupational health and safety	**SR**: Pg 29-31			
	403-5 Worker training on occupational health and safety	**SR**: Pg 30-31			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	**SR**: Pg 29-31			
	403-9 Work-related injuries	**SR**: Pg 31			
	403-10 Work-related ill health	**SR**: Pg 31			

GRI CONTENT INDEX (CONTINUED)

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Training and Education					
GRI 3: Material Topics 2021	3-3 Management of material topics	**SR**: Pg 24-26			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	**SR**: Pg 25			
	404-2 Programs for upgrading employee skills and transition assistance programs	**SR**: Pg 24-25			
	404-3 Percentage of employees receiving regular performance and career development reviews	**SR**: Pg 25-26			
Diversity and Equal Opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	**SR**: Pg 23, 27-28			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	**SR**: Pg 23, 27-28 **AR**: Pg 30-37, 46-47			
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	**SR**: Pg 27-28			
GRI 406: Non-discrim-ination 2016	406-1 Incidents of discrimination and corrective actions taken	**SR**: Pg 27-28			
Child Labour					
GRI 3: Material Topics 2021	3-3 Management of material topics	**SR**: Pg 32			
Forced or Compulsory Labour					
GRI 3: Material Topics 2021	3-3 Management of material topics	**SR**: Pg 32			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Local Communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	**SR**: Pg 47-50			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	**SR**: Pg 47-50			
Customer Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	**SR**: Pg 44-46			
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	**SR**: Pg 46			
Marketing and Labeling					
GRI 3: Material Topics 2021	3-3 Management of material topics	**SR**: Pg 44			
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	**SR**: Pg 44			
	417-3 Incidents of non-compliance concerning marketing communications	**SR**: Pg 44			
Customer Privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	**SR**: Pg 39			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	**SR**: Pg 39			

GuocoLand Limited

1 Wallich Street
#31-01 Guoco Tower
Singapore 078881
Tel: (65) 6535 6455

www.guocoland.com