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BOARD STATEMENT

Dear Fellow Stakeholders,

As the Board of Directors (the “Board”) of FLCAM, we are committed to providing strategic oversight and guidance to reinforce our position as a leading logistics and industrial-focused REIT. Our role is to ensure that FLCT implements sustainable strategies that enable long-term value creation while meeting the evolving needs of our tenants and stakeholders. In line with this commitment, the Board oversees FLCT’s ESG strategy, including the management and monitoring of material ESG factors.

In the past year, FLCT has achieved several milestones that reflect its ongoing dedication to progress under our ESG pillars. As of 30 September 2024, 89% of the FLCT portfolio by gross floor area (GFA) is certified against accredited third-party green building schemes. FLCT also continued to build on its green financing efforts, with sustainability-linked financing as a proportion of FLCT’s total borrowings amounting to 74%. In February 2024, FLCT published its inaugural ESG databook, enhancing transparency in our ESG reporting and disclosures. Furthermore, in October 2024, FLCT was recognised as a GRESB Global Listed Sector Leader for its achievements in ESG performance, in the diversified office/ industrial sector, as well as maintaining a 5-star GRESB rating for the eighth year in a row.

The Board continues to oversee FLCT’s progress towards its sustainability goals, including initiatives to reduce our carbon footprint and improve resource efficiency across our portfolio. We are pleased to note advancements in areas such as onsite renewable energy generation, waste management, and tenant engagement for sustainable practices. This year, FLCT’s Alexandra Technopark in Singapore partnered with Singapore Power Limited (SP) to install 915 sqm of solar panels, which is equivalent to a solar capacity of 203kW. Additionally, at the Central Park property in Perth, all cladding removed during the façade modernisation project were recycled, aligning with our broader efforts to minimise waste. The new cladding system also improves the building’s thermal efficiency by reducing heat transfer, contributing to better energy performance.

Our commitment extends beyond environmental concerns to social responsibility. We support initiatives that promote safety, inclusion, and the well-being of our employees and the communities we serve.

The pursuit of our sustainability agenda is a collaborative effort, involving our dedicated team and stakeholders who share our commitment to ESG principles and sustainable value creation. We are grateful for their continued support as we work towards our ESG goals. We are committed to overseeing strategies that deliver exceptional performance while embracing sustainability.

Board of Directors

Frasers Logistics & Commercial Asset Management Pte. Ltd.
REIT Manager of Frasers Logistics & Commercial Trust

FY2024 PERFORMANCE – THE YEAR AT A GLANCE



- **74%** of FLCT's total borrowings are in the form of green or sustainable financing
- GRESB Global Sector Leader in the diversified office/industrial sector with a **5-Star GRESB** rating for the eighth year in a row
- Maintained the **highest Green Star performance rating** for industrial portfolios in Australia
- **89%** of the portfolio by gross floor area (GFA) is certified against accredited third-party green building schemes



- **915 sqm of solar panel installed** at Alexandra Technopark, which is equivalent to a solar capacity of 203kW
- Generated over **10 GWh of onsite solar energy**, marking a **19.8% increase** compared to FY2023
- The combined **Scopes 1 and 2 emissions decreased by 4.0%** to 9.6 ktCO₂e, with an intensity reduction to 11.1 kgCO₂e/m²
- **Recycled nearly 307 tonnes of waste** from managed areas, achieving a recycling rate of **29.4%**



- Blythe Valley Business Park in the UK was recognised for its commitment in building healthier developments and communities and received a **Fitwell 2*star rating** (out of a maximum 3 stars)
- Net Promoter Score (NPS) of **76 points** of 100 points achieved in FY2024 Australian Tenant Survey

ABOUT THIS REPORT

GRI 2-2, 2-3, 2-4, 2-5

REPORT SCOPE

This Report marks FLCT's eighth ESG Report, disclosing progress made in FY2024 around our material ESG issues. The Report is published on 23 December 2024, aligned with our financial reporting cycle which covers information and disclosures from 1 October 2023 to 30 September 2024.

The Report discloses the activities and performances of our operations and properties in Australia, Germany, Singapore, the United Kingdom and the Netherlands. Detailed information on our operations and properties is in Operational Review section of this Report. The data disclosed extends to assets we own or manage, over which we have operational control.

Restatements of data and further notes to the performance data included in this Report can be found on pages 122 to 126.

REPORTING STANDARDS, FRAMEWORKS AND RECOMMENDATIONS

This Report was prepared in accordance with the following sustainability standards and frameworks, which have been selected based on mandatory reporting obligations and best sustainability reporting practices:

- Global Reporting Initiative (GRI) Universal Standards 2021
- SGX-ST Listing Manual (Rules 711A and 711B) and the SGX Core ESG Metrics
- MAS Guidelines on Environmental Risk Management for Asset Managers
- Task Force for Climate-related Financial Disclosures (TCFD) Framework, in preparation to report against the International Sustainability Standards Board's (ISSB) International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards in upcoming years in alignment with SGX Listing Rules
- MAS Guidelines on Environmental Risk Management for Asset Managers

FLCT has applied the Reporting Principles from the GRI Standards. For a full list of disclosures reported, please refer to the GRI Content Index on pages 144 to 149.

EXTERNAL ASSURANCE

To verify the reliability of the data and management approach disclosed in our ESG Report, an independent limited assurance was conducted by Verco Advisory Services Limited. The Independent Assurance Statement can be found on pages 135 to 136.

FEEDBACK

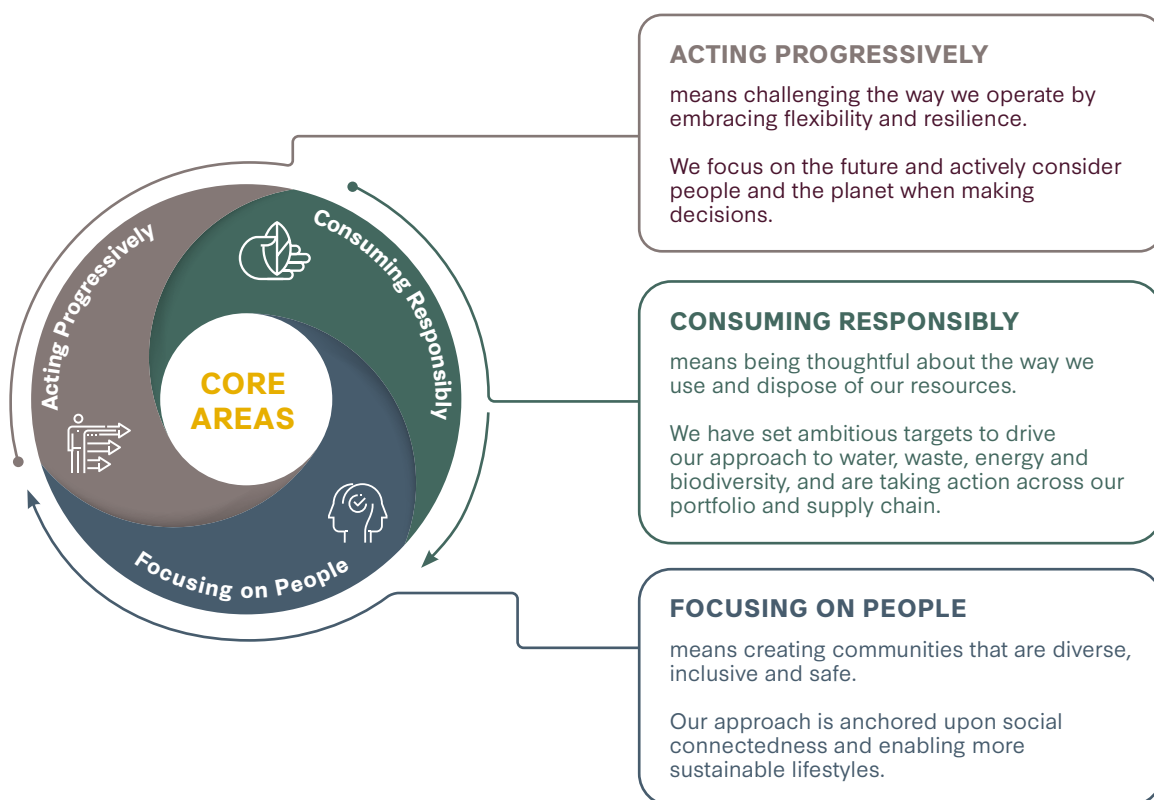
We welcome your feedback in our efforts to continuously improve our sustainability practices and performance. Please direct enquiries to ir_flct@frasersproperty.com.

OUR APPROACH TO ESG

ESG FRAMEWORK AND GOALS

Our ESG strategy is broadly aligned to our Sponsor's ESG Framework and ESG Goals, taking into account focus areas and targets material to FLCT's business.

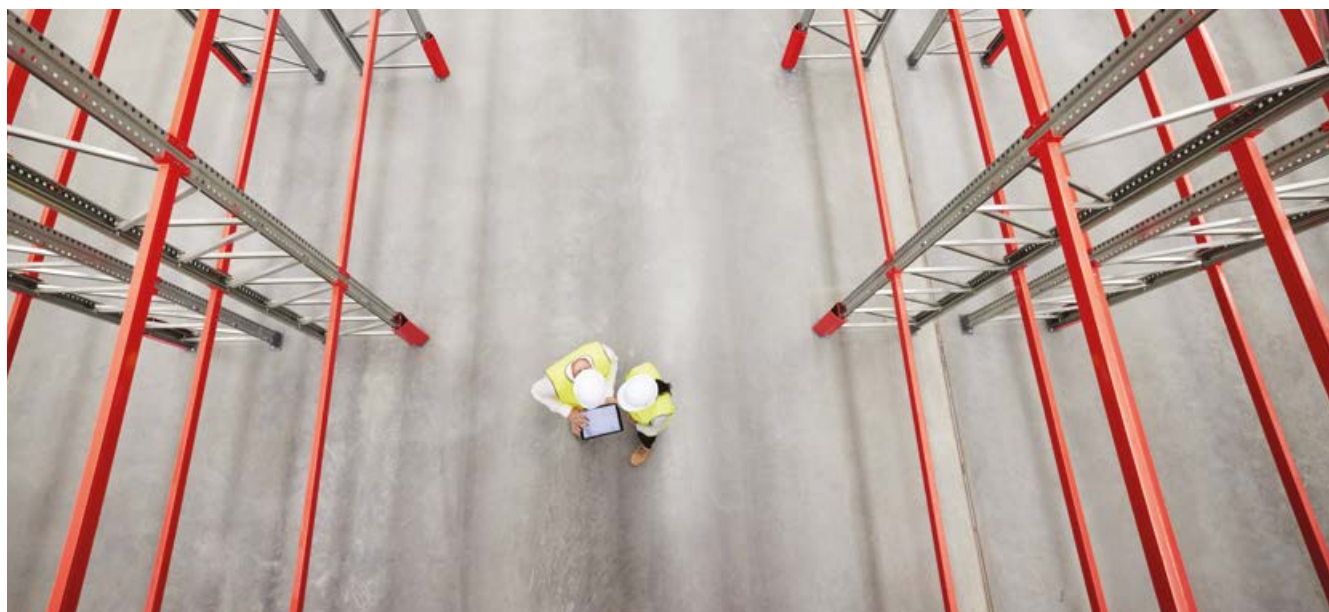
FLCT's **ESG Framework** guides our approach towards driving ESG progress, and focuses on three pillars - Acting Progressively, Consuming Responsibly and Focusing on People.



FLCT has established ESG targets which correspond to areas identified as material. These targets have considered short-, medium- and long-term horizons consistent with those used for strategic planning and financial planning where applicable. We will continue to review our goals and targets to ensure they remain relevant to our operating and strategic context.

FLCT's **ESG Goals** are to:

- Achieve net-zero carbon across Scopes 1, 2 and 3 by 2050.
- Have 100% by GFA of new development projects, and 85% of our owned and asset-managed properties, be either green-certified or pursuing green certification by 2030.
- Engage minimum 75% of our suppliers by spend on ESG through our e-learning platform by 2025.
- Maintain climate asset-level risk assessments across the portfolio.



ESG GOVERNANCE

GRI 2-9

The Board, assisted by the Audit, Risk and Compliance Committee (ARCC), oversees environmental, social and governance (ESG) factors material to FLCT. It is briefed on sustainability matters four times a year.

The REIT Manager collaborates closely with the Sustainability Project Control Group (PCG) of Frasers Property Industrial. This strategic partnership entails close cooperation to determine and drive the sustainability framework and objectives within FLCT's portfolio. Senior management, including the REIT Manager's Chief Executive Officer, plays a pivotal role in providing guidance and leadership to the PCG. FLCT is also supported by a dedicated sustainability manager from Frasers Property Industrial who is responsible for improving the REIT's sustainability performance and ensuring that we are on track to meet our goals. The REIT Manager works closely with the Sponsor to ensure shared sustainability objectives are aligned.

MEMBERSHIP ASSOCIATIONS

GRI 2-28

The REIT Manager plays an active role in the REIT Association of Singapore (REITAS) which serves as the representative advocate for the Singapore REIT (S-REIT) sector. This involvement allows us to engage in policy consultations and contribute to discussions that shape the industry. Through Frasers Property, FLCT is represented on REITAS' Sustainability Taskforce, to identify impactful sustainability initiatives, set sustainability goals, and develop strategies to drive progress across the S-REIT sector. We also engage in industry events organised by REITAS and participate in relevant surveys conducted by regulators to gather valuable feedback from S-REITs.

As part of Frasers Property, we are aligned with industry, country-specific and international platforms to advance standards and good industry practices, including:

- GRESB Real Estate Assessment
- Science Based Targets initiative (SBTi)
- United Nations Global Compact (UNGC)
- United Nations Women's Empowerment Principles (UNWEP)
- Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP)
- Net Zero Carbon Buildings Commitment of the World Green Building Council (WGBC)
- Property Council of Australia
- Urban Land Institute (ULI) Singapore

ESG HIGHLIGHTS

STAKEHOLDER ENGAGEMENT

GRI 2-29

Continuous and consistent engagement with our stakeholders is vital for us to understand and address their evolving expectations and concerns. Through our various engagement avenues, we can pinpoint key material issues to address to support continuous improvement.

We have outlined our key stakeholders, their concerns, and our modes of engagement below.

Key Stakeholders	Key Topic of Concern	Mode and Frequency of Engagement
Tenants	<ul style="list-style-type: none"> • Clean, safe and pleasant environment • Reliable and efficient buildings • Tenant engagement • Tenant satisfaction • Quality of facilities and services • Health and safety • Tenants' corporate social responsibility (CSR) goals • Improving the energy and water efficiency of our properties 	<ul style="list-style-type: none"> • Annual tenant surveys • Held regularly throughout the year through the REIT Manager or property managers • Tenant engagement programmes • Joint community programmes with tenants • Tenant meetings
Employees	<ul style="list-style-type: none"> • Friendly, inclusive and safe working environment • Fair and competitive employment policies • Staff development • Health and safety • Business' impacts on the environment and society 	<ul style="list-style-type: none"> • Twice a year performance reviews • Employee culture survey conducted every two years • Orientation programme for new staff upon joining • Annual employee pulse surveys <p>Held regularly throughout the year:</p> <ul style="list-style-type: none"> • Communication via Fraser's Property intranet and the Workplace platform • Training • Employee personal development plans • Environmental and Health & Safety awareness activities • Team bonding and employee wellness activities
Contractors/Consultants/Suppliers	<ul style="list-style-type: none"> • Health and safety • Business performance • Environment • Diversity and inclusion 	<ul style="list-style-type: none"> • Evaluation during market engagement of alignment with the Sponsor's HSE policies. Stakeholder acknowledgement and acceptance of HSE policies during onboarding. • Requirement for acknowledgement and acceptance of our modern slavery statement during contractor/supplier onboarding and we assess contractor/supplier commitment to diversity during the market engagement process
Property Managers	<ul style="list-style-type: none"> • Key performance indicators for property managers • Operational performance of the properties 	<p>Held regularly throughout the year:</p> <ul style="list-style-type: none"> • Meetings and discussions • Emails and phone calls
Unitholders and Investor Community	<ul style="list-style-type: none"> • Sustainable distribution • Operational and financial performance • Business strategies and outlook • Timely and transparent reporting • Good corporate governance 	<ul style="list-style-type: none"> • Throughout the year, FLCT participated in local and overseas conferences, corporate days and roadshows, as well as two business updates and two results briefings for analysts and investors. In aggregate, FLCT engaged with over 310 institutional investors • Annual General Meetings • Ongoing website, announcement, management presentations, press release, webcasts of half-year and full-year results briefings, bilateral communication, one-on-one meetings and site tours • Regular ESG surveys • Maintained our 5-Star rating and achieved a score of 88 at the 2024 GRESB Real Estate Assessment
Local Communities	<ul style="list-style-type: none"> • Build and nurture relationships with the wider community • Community investments • Business's impacts on the environment and society 	<ul style="list-style-type: none"> • Social and community events and activities • Annual ESG Report
Regulators/Non-Governmental Organisations (NGOs)/Industry bodies	<ul style="list-style-type: none"> • Government policies on S-REITs or the real estate sector • Compliance with rules and regulations • Engagement with industry forums and trade associations • Corporate governance 	<ul style="list-style-type: none"> • Annual ESG Reporting in alignment with SGX regulations and GRI Standards <p>Participate regularly throughout the year:</p> <ul style="list-style-type: none"> • Meetings, briefings and consultations • Industry conferences and seminars, and memberships in industry bodies such as REITAS

MATERIALITY ASSESSMENT

GRI 3-1, 3-2

In FY2024, our Sponsor conducted a double materiality assessment to articulate the impact of our business on the economy, people and the environment as well as factors that have financial impacts on our business. The double materiality assessment was conducted in alignment with the European Sustainability Reporting Standards (ESRS), GRI and Sustainability Accounting Standards Board (SASB), and will enable FLCT to better address our FLCT-wide impacts, risks and opportunities. The enhanced topics identified in the double materiality assessment will be incorporated in our ESG Reports from FY2025 onwards. In the interim, we have maintained our material focus areas for FY2024, which were assessed through stakeholder engagement surveys and industry analysis, taking into consideration business impact, emerging trends, and alignment with our Sponsor's ESG priorities.

ESG Framework Pillars	Material Focus Areas	Rationale
 <p>ACTING PROGRESSIVELY</p>	Risk-based Management	We must maintain high standards of integrity, accountability and responsible governance and comply with the relevant laws and regulations to earn the trust of our stakeholders.
	Responsible Investment	Achieving long-term value is a priority for the REIT. It is critical to ensure the sustainable growth of FLCT's economic performance.
	Resilient Properties	Being flexible and resilient in the way we operate is crucial in responding to a rapidly changing industry. We need to build our properties' resilience to better face climate change and future challenges, as well as to grow our business.
	Innovation	Fostering an innovation culture that creates value and strengthens our competitive edge. We deliver added value to our tenants through innovative solutions.
 <p>CONSUMING RESPONSIBLY</p>	Energy & Carbon	Energy consumption in the building sector is one of the largest sources of energy usage around the world. We endeavour to improve overall energy performance for our properties and proactively work with our tenants to help them manage the properties' energy consumption.
	Water	Water is a scarce resource. We strive to optimise water usage at our properties and to work with tenants to conserve water, where possible.
	Waste	Waste is a natural byproduct of our operations. Our objective is to substantially minimise waste generation by adhering to the 3Rs hierarchy: Reduce, reuse and recycle.
	Materials & Supply Chain	As a responsible business, it is important that we have oversight of the materials and supply chain activities, minimising risks along our value chain.
 <p>FOCUSING ON PEOPLE</p>	Biodiversity	Biodiversity forms a critical piece of the built environment. We strive to safeguard and cultivate local ecosystems to enhance biodiversity in our properties.
	Diversity, Equity & Inclusion	Empowering and promoting social inclusion for all, irrespective of age, gender, disability, race, ethnicity, origin, religion, economic or other status.
	Skills & Leadership	It is paramount that the REIT Manager has the capabilities and capacity to manage and expand FLCT's portfolio to create value for our stakeholders. We seek to attract, develop and retain a workforce with diverse skills and knowledge that forms the cornerstone of our success.
	Health & Well-being	As landlords, our priority is to create places where people feel comfortable, safe and assured of their well-being. We ensure that our employees, suppliers, contractors, and tenants have a safe working environment.
	Community Connectedness	Through our properties, we have the potential to create significant positive impacts in the communities in which we operate. We endeavour to run a business that responds to our communities' needs.

ACTING PROGRESSIVELY



At FLCT, we strive to act progressively in our operations. We actively consider people and the planet in our decision-making processes and have integrated ESG into our risk-based management mechanisms, which are overseen by the Board and REIT manager. In addition to enforcing anti-bribery and corruption policies, we have established environmental risk management practices aligned with MAS Guidelines on Environmental Risk Management for Asset Managers.

Our focus on long-term sustainable value creation is reflected in our responsible investments and resilient properties, designed to withstand the impacts posed by various ESG risks, including climate change. This is aligned with our goal to achieve 100% by GFA of new development projects, and 85% of our owned and asset-managed properties, to be either green-certified or pursuing green certification by FY2030.

RISK-BASED MANAGEMENT

Our Approach

GRI 3-3

Risk management is overseen by the Board to ensure that a sound system of risk management and internal controls is maintained. The REIT Manager's established audit process, guided by the Sponsor's internal audit function, supports by providing an independent evaluation of the adequacy of existing processes and controls. The REIT Manager is also responsible for identifying, reviewing and monitoring key risks, such as operational and investment activities, capital and financing management, human capital, fraud, foreign currency, information technology and environmental risks. Identified risks are mapped to our Risk Register and monitored quarterly.

To demonstrate our commitment to enhancing corporate governance, FLCT has been a signatory of the Security Investors Association (Singapore) annual Corporate Governance Statement of Support since FLCT's listing in 2016.

Our Actions and Progress

GRI 2-23, 2-24

We are committed to maintaining fair and ethical business practices underpinned by our zero-tolerance against corruption and fraud. This helps to instil trust and confidence in our stakeholders.

Our business practices are guided by policies which are reviewed periodically and updated to ensure that they remain relevant and aligned with our corporate purpose and operations. These include, but are not limited to FLCT's Whistleblowing Policy, available on our [corporate website](#), and the Group ESG Policy and Responsible Sourcing Policy, available on our [Sponsor's corporate website](#).

Anti-Bribery, Anti-Corruption and Anti-Competition

Our policies and procedures, namely the Anti-Bribery Policy, the Competition Act Compliance Manual and the Policy for Prevention of Money Laundering and Countering the Financing of Terrorism detail our commitment to the highest standards of ethical business conduct and zero tolerance for any form of bribery and corruption. In FY2024, we recorded zero incidents of breaches of laws and regulations in relation to the environment, bribery and corruption, anti-competitive behaviour and violations of anti-trust and monopoly legislation.

We strongly believe that communication and training are necessities in building internal awareness to combat corruption. As such, in the reporting period, 75% of all REIT Manager employees received training on anti-corruption, including 93% of those based in Singapore.

Whistle-blowing and Raising Concerns

Whistle-blowing is a crucial element of our corporate governance, designed to detect, prevent, and address misconduct. Our Whistle-blowing Policy promotes an open and accountable culture, encouraging employees and others to report concerns in good faith and confidence.

Key reportable issues include:

- Financial or professional misconduct
- Improper conduct, dishonest, fraudulent or unethical behaviour
- Any criminal or regulatory offense, breach, irregularity or non-compliance with laws, regulations or FLCT's policies, procedures and/or internal controls
- Violence at the workplace, or any workplace hazard/ violations which may threaten health and safety
- Corruption or bribery
- Conflicts of interest without proper disclosure
- Any deliberate attempt to cover up and/or conceal misconduct

- Any other improprieties or matters that may adversely affect unitholders' or shareholders' interests in, and assets of, FLCT, and its reputation

Reports can be submitted via mail, email, or a dedicated hotline. All good-faith reports are investigated, and findings are presented to the Audit, Risk and Compliance Committee (ARCC).

In FY2024, we received zero cases through our whistle-blowing channels.

Supply Chain Management

Effective supply chain management is crucial for optimising operational efficiency while minimising risks. We seek to forge close collaborations with suppliers and service providers that share our vision of sustainability, and who are committed to high quality environmental, health and safety standards. As detailed in our Responsible Sourcing Policy, we believe in raising sustainability ideals across our value chain in partnership with our stakeholders to create a more resilient business. We also expect our suppliers to align to our expectations in the areas of environmental management, human rights and labour management,

health, safety and well-being and business ethics and integrity.

Data Privacy

We have implemented our Personal Data Protection Policy which sets out how we protect our information assets and ensure maximum data confidentiality and security. It also sets out the responsibilities that all employees must take in safeguarding our information assets. In the event of a breach, the Personal Data Breach Incident Management Policy details clear procedures for employees to effectively manage and mitigate potential negative impacts.

In FY2024, we received zero complaints concerning information security breaches.

Aligning with Monetary Authority of Singapore (MAS) Guidelines on Environmental Risk Management for Asset Managers

Asset managers have been tasked to implement guidelines across six key areas of environmental risk management. We have established processes and practices to align with these requirements and strive for further alignment.

Key Area	Status as of FY2024
Governance and strategy: The Board and senior management to oversee the integration of environmental risk considerations into asset managers' strategies, business plans and product offerings.	We expanded the Board's oversight over the FLCT sustainability strategy by redefining the remit of the Audit, Risk and Compliance Committee (ARCC).
Research and portfolio construction: Asset managers to evaluate the potential impact of environmental risk on the return potential of our investments.	Operational indicators (such as greenhouse gas emissions, energy, waste, water and indoor air quality) are measured, monitored, and evaluated as they can influence tenant demand – Please refer to the Energy and Carbon section on pages 122 to 124 for further details.
Portfolio risk management: Asset managers to put in place appropriate processes and systems to assess, manage and monitor the impact of any risk.	FLCT has implemented processes to manage environmental risk – for further information, please refer to Risk-Based Management - Our Approach on pages 118 to 119 for further details.
Scenario analysis: Asset managers to develop capabilities in assessing environmental risk impact on their portfolios and their alignment with climate goals set under a range of scenario pathways.	FLCT is conducting climate risk assessments for our properties through our Sponsor's in-house Climate Value at Risk (CVaR) platform and decarbonisation tool. This platform aggregates asset- and development-level data and climate exposures at the geographic, portfolio, asset class and Group levels, enabling FLCT to understand the potential impacts of physical and transition climate risk under future climate scenarios and incorporate this data into investment, financial and strategic planning.
Stewardship: Asset managers to engage investee companies to improve risk profiles and support their efforts to transition towards more sustainable policies and practices.	We have implemented asset enhancement initiatives with measures to improve energy and water efficiency and waste management.
Disclosures: Clear and meaningful disclosures, referencing well-regarded international reporting frameworks.	We have reported in alignment with TCFD recommendations since FY2022 and will prepare to report against ISSB IFRS Sustainability Disclosure Standards in coming years, in alignment with SGX Listing Rules.

ACTING PROGRESSIVELY

RESPONSIBLE INVESTMENT

Our Approach

GRI 3-3

Responsible investment means integrating ESG factors into our decision-making, aligned with our objectives to create sustainable long-term value in line with our goal to achieve net-zero. We focus on sustainable financing, pursuing green building certifications, and benchmarking our performance against industry standards like GRESB. Our approach is designed to enhance property value while minimising environmental impact, benefiting our stakeholders and communities. By balancing financial returns with sustainability, we strive to build a resilient portfolio that's prepared for future challenges and opportunities.

Our sustainable financing activities are guided by our Sustainable Finance Framework, which has been externally assured to be in accordance with relevant international principles and guidelines as follows:

- Green Bond Principles (GBP) 2021, Sustainability Bond Guidelines (SBG) 2021 and Sustainability Linked Bond Principles (SLBP) 2020 by the International Capital Market Association (ICMA)
- Green Loan Principles (GLP) 2021 and Sustainability Linked Loan Principles (SLLP) 2021 by the Loan Market Association, Asia Pacific Loan Market Association and Loan Syndications and Trading Association

Our Actions and Progress

Adopting Green and Sustainable Financing

As of 30 September 2024, we have increased our proportion of green loans from 64% in FY2023 to 74% in FY2024 through the refinancing of maturing loans with green loans.

Benchmarking Performance and Green Certification

FLCT continued to report a strong performance in the 2024 GRESB Real Estate Assessment, achieving a score of 88 out of 100 achievable and attaining a 5-star rating for the eighth year in a row. We were also recognised this year as Global Listed Sector Leader status, under the Diversified – Office/Industrial category.

The GRESB Real Estate Assessment is a globally recognised industry benchmark that is aligned with international reporting frameworks, goals, and emerging regulations. Third-party assessment such as GRESB allow FLCT to affirm ESG standards and performance and enable greater accountability to stakeholders.

To elevate property environmental performance and enhance sustainability offerings, we endeavour to certify our properties against established green building standards. As of 30 September 2024, 89% of our portfolio by GFA has been certified, from 80% last year.

RESILIENT PROPERTIES

Our Approach

GRI 3-3

We prioritise asset and operational resilience against impending climate-related threats. To this end, we integrate climate risks into our financial risk management processes, harnessing climate risk data to identify, understand and manage our portfolio's exposure to climate-related hazards. Through this effort, we aim to effectively measure and manage our climate risks and opportunities, safeguarding and delivering long-term value for our stakeholders.

Our climate objectives align closely with Fraser's Property's overarching sustainability goals, including a commitment to achieving net-zero carbon emissions by 2050. We have also set near-term reduction targets in line with the 1.5°C warming scenario outlined in the Paris Agreement, which has been validated by the Science Based Targets initiative (SBTi).

Our annual climate-related disclosures are aligned with the TCFD recommendations. As the TCFD Framework is now incorporated into ISSB's IFRS S2 Sustainability Disclosure Standards, we continue to disclose key progress in FY2024 against the areas of Governance, Strategy, Risk Management and Metrics and Targets within the TCFD Alignment table on page 137. In upcoming years, we plan to transition our disclosures to the IFRS Sustainability Disclosure Standards, in alignment with applicable SGX Listing Rules.

Our Actions and Progress

We continue to make progress in mitigating key physical and transition risks as we work towards our goal of net-zero carbon by 2050. Such efforts include conducting climate risk assessments across the portfolio through our Sponsor's in-house Climate Value at Risk (CVaR) platform. The platform uses latest available climate data to identify exposure to climate risks across business operations under over short (2030), medium (2050) and long-term (2070) time horizons under multiple climate scenarios. Further details on how we integrate climate-related risk and opportunities into decision making and how we continue to monitor implementation and performance is provided in page 140 to 143.

INNOVATION

Our Approach GRI 3-3

Innovation is the key to continuous growth, fostering adaptability, and enabling us to develop unique solutions that meet the ever-changing demands of the market. As an employer, cultivating a culture of innovation sparks creativity and empowers our team to bring fresh ideas to the table, enhancing our competitive edge in a swiftly evolving business environment.

FLCT provides training to equip our employees with the essential skills needed to promote and implement new ideas.

Our Actions and Progress

Digitalisation is vital for enhancing our operational efficiency and improving convenience for our office tenants. In line with our commitment to innovation, we introduced a tenant application, MyICEPortal, which was launched across our Sponsor's and FLCT's commercial properties in Singapore. This application acts as a centralised platform for accessing building updates, event information and a booking platform for shared amenities.



CONSUMING RESPONSIBLY



Consuming responsibly is a priority for FLCT as we strive to reduce our climate impact through effective resource management. This approach addresses environmental challenges and fosters resilience in our business practices, ensuring long-term sustainability for FLCT and the communities we serve. We are focused on achieving net-zero emissions across Scopes 1, 2 and 3 by FY2050. This will be accomplished by improving building efficiency and increasing the share of renewables in our energy mix. We recognise the importance of our supply chain impacts and are taking proactive steps to onboard suppliers onto an e-learning platform that outlines our expectations around responsible sourcing. Through such initiatives, we are committed to fostering a culture of responsible consumption that benefits both our operations and the environment.

ENERGY AND CARBON

Our Approach

GRI 3-3

The real estate sector is a major contributor of climate change, accounting for 40% of global carbon emissions¹. We understand the importance of managing our environmental impact and are thus committed to collaborating with our tenants to implement decarbonisation strategies towards achieving net-zero emissions by 2050.

In FY2023, we validated our near-term carbon emissions targets with SBTi. Guided by our roadmap to progress against targets, we continue to take the following approaches:

- Measure and monitor energy consumption and GHG emissions
- Implement policies that would support sustainable business operations and efficient use of resources
- Increase awareness and promote responsible consumption practices amongst tenants and customers
- Optimise energy performance of properties
- Increase the use of renewable energy sources
- Certify properties against green building standards

Our Actions and Progress

Energy

GRI 302-1, 302-2, 302-3, 302-4

Effective energy management is essential for reducing our environmental footprint and achieving net-zero emissions by 2050. We address this by tracking and reporting FLCT's energy consumption and emissions since FY2021, enabling us to review performance against targets and implement initiatives for continuous improvement.

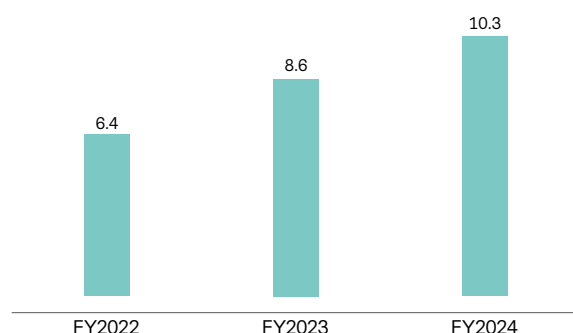
In line with our targets, we continue to increase the share of renewables in our energy mix, with focus on solar power. This includes expanding onsite solar capacity through both rooftop and ground installations at our properties. We have also partnered with Singapore Power Limited (SP) to install 915 sqm of solar panels at Alexandra Technopark, which is equivalent to a solar capacity of 203kW. Beyond Singapore, we have installed over 12 MW of solar panels across European, UK and Australian properties. Our efforts have led to a steady growth of renewable energy generated on site with a 19.8% increase to 10.3 GWh from FY2023 to FY2024². This included a total of 2.2 GWh of solar energy exported out of our premises.

We have also increased our use of renewable energy through power purchase agreements. In FY2024, our assets in the UK, Europe and Australia purchased more than 10.0 GWh of offsite renewable energy. Onsite and offsite renewable sources accounted for 12.8% of the total electricity consumption across our assets.

¹ Why The Built Environment – Architecture 2030

² Renewable energy generated onsite for FY2022 and FY2023 have been restated to factor in replacement of previous estimates with actual data

Renewable Energy Generated Onsite (GWh)



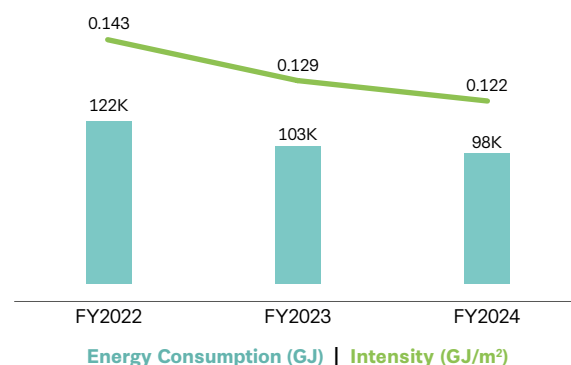
Our properties undergo verification against established frameworks to assess our environmental performance and align with industry best practices. For example, all properties in Australia are evaluated using the National Australian Built Environment Rating System (NABERS) Energy ratings, which assesses building efficiency across four areas: energy, water, waste, and indoor environment. Our performance ratings, out of a total of six stars for building efficiency, include:

- 357 Collins Street – Obtained 5 stars with 17% renewable energy
- Caroline Chisholm Centre – Obtained 5.5 stars with 46% renewable energy
- 545 Blackburn – 5 stars with 19% renewable energy
- Central Park – 5 stars with 25% renewable energy

Since 2023, Alexandra Technopark in Singapore and all our business parks across the UK have been certified under ISO 14001 environmental management systems. This certification reaffirms our commitment to tracking and reporting on environmental performance.

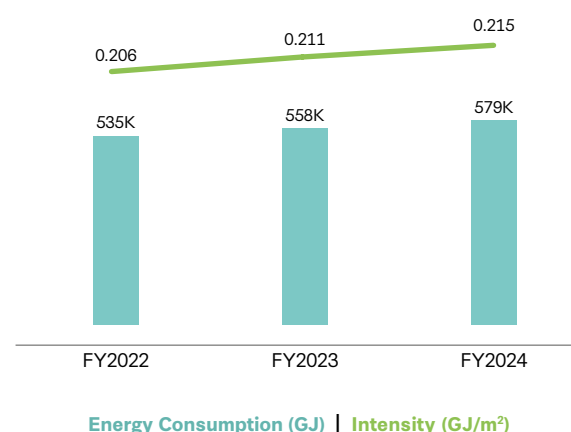
Energy consumption across landlord-controlled areas primarily stems from electricity, natural gas and fuel usage. In the common areas of our properties, the total electricity consumption for FY2024 amounted to 22.6 GWh. Fuel consumption from natural gas sources for assets in Australia and UK totalled over 17,300 GJ. The data shows that total landlord energy consumption decreased from 103,000 GJ in FY2023 to 97,600 GJ in FY2024. This reduction is partly due to portfolio churn, reflected in the change of GFA in assets that have landlord energy usage³. Additionally, energy efficiency improved, with energy intensity decreasing from 0.129 GJ/m² in FY2023 to 0.122 GJ/m² in FY2024⁴, indicating more efficient energy use within the managed properties.

FLCT Landlord Energy Consumption (GJ) and Intensity (GJ/m²)



We recognise the importance of engaging with tenants to understand collective energy consumption and identify opportunities for efficiency. Since 2019, we have continuously monitored tenants' energy consumption. In FY2024, we successfully gathered more than 90%⁵ of electricity and natural gas usage data from our industrial tenants in Australia and Europe which represents the majority of tenant-controlled areas among our properties. From FY2023 to FY2024, tenant energy consumption rose from 558,000 GJ to 579,000 GJ. The GFA of the assets with tenant energy data increased from 2,650,000 m² in FY2023 to 2,690,000 m² in FY2024, indicating that the energy consumption increase is partially driven by the expansion of the asset base under consideration.

FLCT Tenant Energy Consumption (GJ) and Intensity (GJ/m²)



3 The GFA of assets with landlord energy usage for different years are as follows: FY2022: 850,646.92 m², FY2023: 799,933.98 m², and FY2024: 800,465.82 m²

4 Landlord energy intensity is calculated by dividing the total landlord energy consumption by the Gross Floor Area (GFA) of assets with available utility data. For assets where utility data is unavailable, those assets are excluded from the calculation to ensure accuracy. This methodology is consistently applied across all utilities and ensures that intensity metrics are based only on reliable and complete datasets

5 This figure represents the percentage of Gross Floor Area (GFA) for which tenant energy data was collected, relative to the total GFA in these regions

CONSUMING RESPONSIBLY

Carbon Emissions

GRI 305-1, 305-2, 305-3, 305-4, 305-5

We have developed a carbon inventory in accordance with the GHG Protocol Corporate Accounting and Reporting Standard as well as Corporate Value Chain (Scope 3) Accounting and Reporting Standard. The inventory accounts for properties which FLCT have direct operational control on. This year, we implemented several key updates to enhance data quality and consistency across our carbon accounting processes. To ensure consistency across business units, we standardised emission factors, prioritising nation-specific datasets where possible, and defaulting to DEFRA's factors when needed. We also introduced an embodied carbon tool, allowing us to start collecting data for embodied carbon emissions estimation for assets lacking detailed lifecycle assessments or product-specific emissions data. These improvements collectively strengthen the completeness, consistency, and accuracy of our emissions reporting.

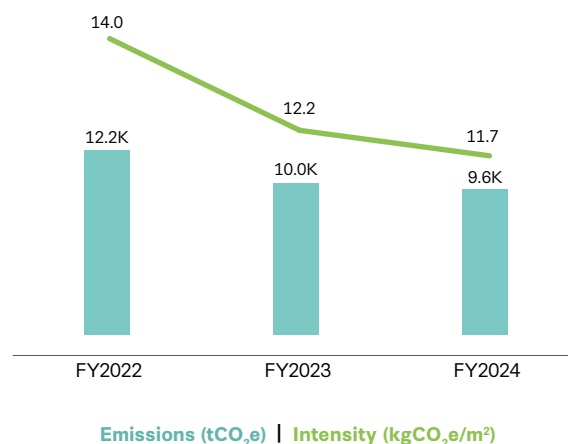
In addition to this Report, we publish an annual ESG Databook on our website to enhance transparency on data disclosures. The ESG Databook includes all quantitative disclosures in this Report and offers a more detailed breakdown of environmental data.

Our largest source of emission arises from electricity consumption. Our emissions comprise Scope 1 emissions from natural gas consumption, diesel purchased and refrigerant usage, and Scope 2 emissions from electricity usage. According to the GHG Protocol, we have identified 10 Scope 3 categories relevant to our business model. Four key Scope 3 emissions categories highlighted in the report include Category 3: Emissions from upstream fuel and energy-related transmission activities, Category 5: Waste generated in operations, Category 7: Employee remote working and commuting and Category 13: Downstream leased assets. For full disclosure, please refer to our annual ESG Databook.

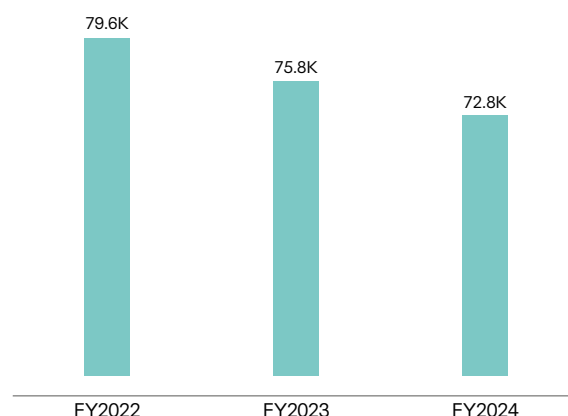
In FY2024, we achieved a 4.0% reduction in Scopes 1 and 2 emissions as compared to FY2023, and a 39.0% reduction compared to base year in FY2019. This reduction can be attributed to energy-efficient practices, solar PV deployment, de-gassing and electrifying base building plant, in particular, air conditioning. The reduction is also influenced by portfolio churn and changes in data coverage, as the total area of assets included in the analysis has varied slightly between years, potentially impacting the overall emissions

figures. Despite these factors, emissions intensity decreased from 12.2 kgCO₂/m² in FY2023 to 11.7 kgCO₂/m² in FY2024, highlighting the effectiveness of the implemented energy-saving initiatives. We also achieved a 4.3% reduction in Scope 3 Categories 3, 5, 7 and 13 emissions as compared to FY2023⁶.

FLCT Scopes 1 & 2 Location Based Emissions (tCO₂e) and Intensity (kgCO₂e/m²)



FLCT Scope 3 GHG Emission (tCO₂e) Category 3, 5, 7 & 13



⁶ Scope 1, 2 and 3 emissions for FY2022 and FY2023 have been restated to factor in replacement of previous estimates with actual data and updated emission factors

WATER

Our Approach

GRI 3-3

Water is essential for operations, including washing activities, toilet usage, cooling and heating. We recognise that responsible water consumption not only reduces our environmental footprint, but also lead to cost savings and long-term operational efficiencies that can enhance long-term value of our properties. Given that approximately 50% of our properties are situated in regions experiencing high or extremely high-water stress⁷, implementing water reduction and conservation initiatives is crucial to alleviate pressure on local resources.

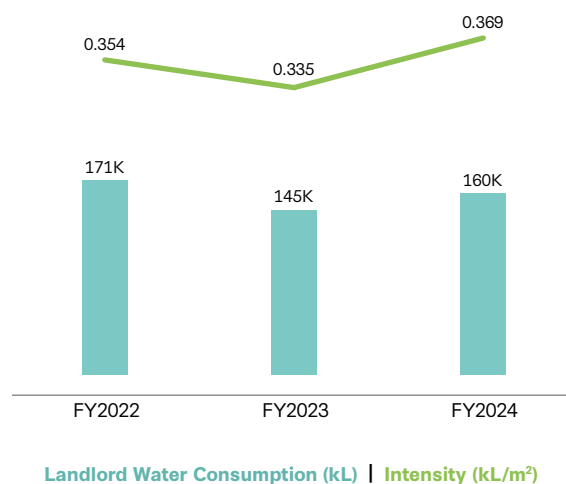
To achieve this, measuring and monitoring water consumption, alongside tenant engagement to improve water efficiency is crucial. Additionally, we evaluate our properties against established third-party building certifications to ensure they meet high standards of water efficiency and sustainability. FLCT assets use municipal water supplies from various sources for all assets with discharge responsibly disposed of via municipal facilities.

Our Actions and Progress

GRI 3-3, 303-1, 303-2

Our total water consumption at landlord-controlled areas in FY2024 was 160 ML, reflecting a 10.3% increase from FY2023⁸. Water intensity at landlord-controlled areas also experienced an increase as compared to FY2023, to 0.369 kL/m².⁹ We continue to strive towards sustainable water management, validated by certification against established standards. For example, our properties in Australia are evaluated against NABERS ratings, which looks at water consumed and recycled within buildings. Both our properties at 357 Collins Street in Melbourne and Caroline Chisholm Centre in Canberra have obtained NABERS water ratings of 5 and 6 stars respectively, out of a total of 6-stars. We have also achieved the Water Efficient Building Certification (WEB) by the Public Utilities Board (PUB) for installing water efficient fittings at the Alexandra Technopark property.

Landlord Water Consumption (kL) and Intensity (kL/m²)



Most of our properties are located in high or extremely high-water stress areas. As tenant water consumption accounts for the largest proportion of water usage at our properties, we recognise the importance of collaborating with tenants to understand their needs and provide recommendations for improvement.

To date, FLCT has collected water consumption data from close to 90% of tenant-controlled areas, and we strive to continuously enhance our data coverage. For tenanted areas, total water consumption amounted to nearly 260 ML, marking an increase of 13% compared to the previous year. The increase in water consumption is attributed to the increase in the GFA of the assets with tenant water data.

From FY2022 to FY2024, we have progressively installed Smartvatten devices across all Netherlands and Germany assets, with 90%¹⁰ of these assets equipped with the devices as of 30 September 2024. These devices enable our tenants to access real-time water usage data directly from the device, saving both time and effort. This allows us to identify and address potential leaks, prevent water wastage, and promote efficient water use. These smart meters are also linked to our central ESG data management which enhances efficiency in data collection and reporting. In FY2025, we will continue the installation process for remaining assets in the Netherlands and Germany, and conduct water audits at sites with the highest consumption and leakage alarms. We remain committed to monitoring water usage and communicating with tenants to optimise water management across our properties.

⁷ According to the classification by the World Resources Institute's research (2023)

⁸ Landlord water consumption for FY2022 and FY2023 has been restated to factor in replacement of previous estimates with actual data

⁹ Landlord water intensity is calculated using the Gross Floor Area (GFA) of assets with available landlord water data

¹⁰ This figure represents the percentage of Gross Floor Area (GFA) for which tenant water data was collected, relative to the total GFA in these regions

CONSUMING RESPONSIBLY

WASTE

Our Approach

GRI 3-3, 306-1, 306-3

Waste management is a key priority for FLCT, not only to meet regulatory and compliance obligations but also to reinforce our commitment to responsible consumption. We strive to minimise waste generation by adhering to the waste management hierarchy—reduce, reuse, and recycle. As part of efforts to enhance recycling, we aim to develop a general waste and recycling programme in partnership with tenants under the green lease initiative for properties in Singapore.

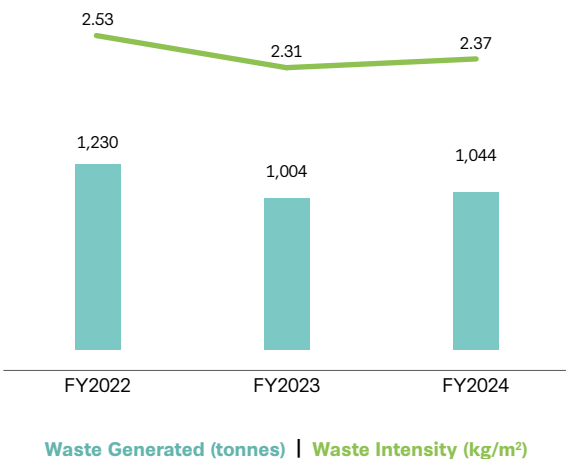
Our Actions and Progress

GRI 306-2, 306-3, 306-4, 306-5

Waste on our properties is collected by licensed waste collectors awarded by respective jurisdictions. We conduct due diligence to ensure collectors dispose in accordance with all applicable regulations. For our commercial assets in Australia, waste is segregated at source into cardboard/paper, landfill, organics and comingled recycling (metal and hard plastics). These waste streams are collected 1-2 times per week, with monthly reporting provided by waste collector.

In FY2024, the total waste generated in our commercial assets amounted to 1,044 tonnes, with a waste intensity of 2.3 kg/m². No hazardous waste was recorded for FY2024. Of the waste generated, 738 tonnes were directed to landfill and incineration with energy recovery.

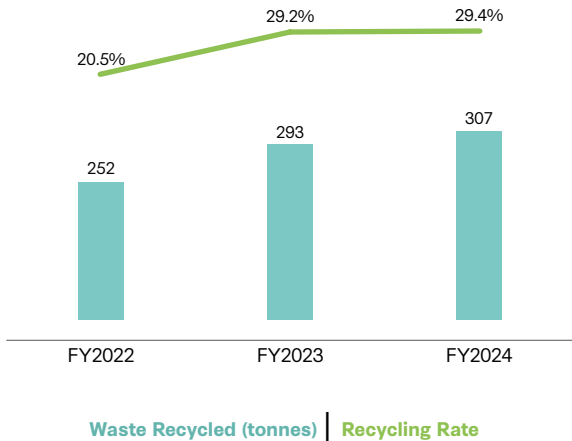
Waste Generated (tonnes) and Waste Intensity (kg/m²)¹¹



In FY2024, we have recycled 307 tonnes of waste, comprising 36.7% comingled recyclables, 42.9% paper and cardboard and 20.4% other materials, such as glass and metal. We continue to engage tenants in recycling initiatives; In Singapore, we have continued to partner with KGS and recycled 2,388 kg of e-waste in FY2024 from Alexandra Technopark. The e-waste collected in Singapore is processed under a national regulated e-waste management system.

At our Central Park property in Perth, we successfully diverted approximately 95% of replaced materials from disposal during a façade modernisation project. These materials included all aluminium panels, polyurethane cores and temporary steel structures. Key to this achievement was designing the project with recycling in mind from the outset. By identifying the materials used and their end-of-life potential, we were able to find recycling solutions for the majority of waste generated. We also obtained our first NABERS waste rating at this facility of 3.5 stars, validating our commitment to responsible waste management.

Waste Recycled (tonnes) and Recycling Rate (%)



11 Waste data for FY2022 and FY2023 have been restated to account for adjustments such as replacing previous estimates with actual data. Waste generation and recycling are reported based on the total building area for properties under our direct operational control. We exclude waste generation reporting for industrial properties, as tenant activities primarily drive their waste production, making the data less meaningful

MATERIALS AND SUPPLY CHAIN

Our Approach

GRI 3-3

We recognise that the impacts of our operations and development extend beyond the physical boundaries of our assets into our supply chains. This is particularly relevant when we engage with suppliers to manage operational functions and delivery processes. As we move beyond our direct suppliers, risks to sustainable operations compounds due to the lack of visibility and operational control. These risks can arise from procurement of materials, such as solar panels which have been flagged as a product with higher risk of modern slavery.

We are aligned to our Sponsor's Group Responsible Sourcing Policy, which is made publicly available. The policy governs our approach to all sourcing and procurement decisions across four topics:

- Environmental Management
- Human Rights and Labour Management
- Health, Safety and Well-being
- Business Ethics and Integrity

Our Actions and Progress

In alignment with our Sponsor's Responsible Sourcing Policy, we are onboarding our key property managers and REIT Manager corporate office suppliers to a tailored Group-wide e-learning programme. This programme is designed to enhance our suppliers' understanding of sustainability and our expectations around responsible sourcing.

Together with Frasers Property Industrial and Frasers Property Australia, we have prepared a Joint Modern Slavery Statement in accordance with the Modern Slavery Act. The statement demonstrates our zero-tolerance stance to any form of modern slavery and

describes processes to address the risk and assess the effectiveness of our actions. In FY2024, we engaged with our Australian supply chain representing 78% of FY2023 total supplier spend, across all entities (FPA, FPI and FLT). 94% of the suppliers we engaged completed our ESG Questionnaire, which captures compliance with Modern Slavery requirements as well as assessing other ESG risks and opportunities. Suppliers that fall within our top 75% of supplier financial year spend will be required to complete the questionnaire annually. The assessment was crafted in collaboration with the Property Council of Australia and focuses on identifying actions suppliers are taking to assess and address human rights issues and modern slavery risk across shared operations and supply chains. We aim to expand our engagements with other suppliers to further strengthen our efforts in promoting responsible sourcing practices.

BIODIVERSITY

Our Approach

GRI 3-3

Biodiversity risk can arise throughout the lifecycle of our properties, through direct loss of habitats during development and improper waste management which can lead to pollution. Our operations also rely on nature to provide water resources and protection against disruptions including floods and erosion control. With the understanding of nature related risk and opportunities, we are exploring ways with our Sponsor to measure and address our impacts on nature.

This year, we continue to strive towards contributing positively to biodiversity by enhancing habitat features and preserving conservation values both on-site and in the vicinity of our assets.

CONSUMING RESPONSIBLY



FARNBOROUGH BUSINESS PARK

Farnborough Business Park exemplifies biodiversity within a suburban commercial environment and values the surrounding natural areas, heritage, and diverse built form. In combination with modern sustainable offices and accessible public spaces, Farnborough Business Park stands as a resilient and adaptable business park.

In FY2024, we supported the NoMowMay initiative, allowing grass and lawns to grow wild, which promotes the blooming of native flowers and provides essential food sources for bees and butterflies while offering shelter for small mammals. Additionally, we introduced a composter to manage our organic waste, with the compost used for landscaping.

We continue to review the current state of biodiversity on site and exploring ways to create an ecosystem that promotes biodiversity. In FY2023, through baseline and ongoing surveys, engagement with the local community and ecological advice, the team managing Farnborough Business Park created an action plan to continue enhancing biodiversity throughout the park. Urban trees, better woodland management, modified grasslands, roadside landscaping, ornamental ponds, and open mosaic habitats are all key natural features either currently found or are planned to be introduced throughout the business park.

URBAN BEEKEEPING: FOSTERING BIODIVERSITY IN OUR PROPERTIES

Three of our properties have embraced urban beekeeping, contributing to local biodiversity and sustainability efforts in their respective cities. The beehives are implemented in partnership with local beekeeping experts to transform rooftop space into buzzing homes, showcasing innovative approaches to utilising urban spaces for environmental benefit.

In the heart of Melbourne's CBD, 357 Collins Street now hosts two beehives on its Level 12 roof terrace. This small-scale yet significant project, implemented in partnership with Rooftop Bees, has transformed just 5 square metres of rooftop space into a buzzing home for an estimated 12,000 bees. Additionally, three of our properties in Germany—in the towns of Egelsbach, Tamm, and Amberg—each host four thriving bee colonies, located on rooftops or ground-level sites, with approximately 80,000 to 160,000 bees per site.

These beekeeping projects offer multiple benefits beyond honey production. They support pollination, enhancing flora diversity in their surrounding areas. They also serve as an educational tool, raising awareness among our tenants and the broader community about the importance of bees in our urban environments.

FOCUSING ON PEOPLE



We strive to create a workplace where everyone feels included and valued, fostering a supportive culture that prioritises the wellbeing of our employees — both physically and mentally. We uphold high occupational health and safety standards across our properties, guided by our policies and verified against recognised certifications. Employee wellbeing is essential for fuelling innovative thinking, which in turn enhances our collective performance and business outcomes. To support this, we provide our REIT Manager employees with comprehensive benefit packages.

To ensure our workforce remains competitive and adaptable in a rapidly changing environment, we continuously invest in training programmes that build capacity and skills. Beyond our employees, we also actively engage with local communities and tenants through various programmes designed to promote a vibrant environment, reinforcing our social license to operate.

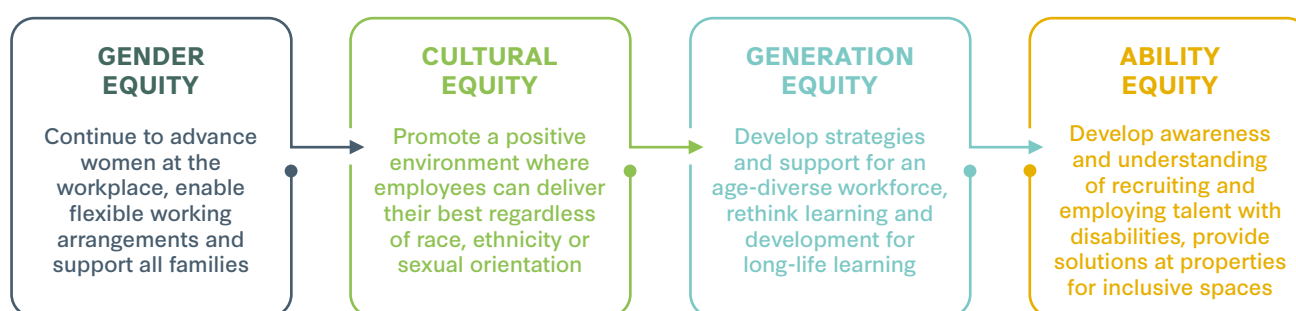
DIVERSITY, EQUITY AND INCLUSION (DEI)

Our Approach

GRI 3-3, 2-29, 404-3

Embracing diversity and cultivating inclusivity is one of the key drivers to ensuring long-term success of the business. By fostering an inclusive workplace, it creates an environment where employees feel empowered to contribute and enhance employee engagement. This will drive innovation within the workplace and boost business performance.

FLCT operates in alignment with the Sponsor's DEI roadmap and framework which comprise four key equity strands: gender equity, generation equity, cultural equity and ability equity. In addition, all employees are expected to uphold the principles of fairness and equality as enshrined in the Code of Business Conduct.



As a member of the Singapore National Employers Federation, we ensure alignment with statutory guidelines and national standards. Our Sponsor is a signatory of the TAFEP, which recognises our commitment to fostering fair recruitment practices, flexible work arrangements, effective grievance handling processes, and age-friendly policies. While we continue to uphold our policy commitments throughout operations, we acknowledge that there may be gaps. Our employees are empowered to report any incidents of discrimination or harassment through our established whistle-blowing channels. All reported incidents undergo thorough investigation, with findings communicated back to the ARCC to ensure accountability and transparency.

To identify areas of improvement and provide a platform for feedback, we engage our employees through the biennial Group Culture Survey, conducted every two years. This survey is led by our Sponsor, and insights from the survey are reviewed and translated into actionable plans aimed at enhancing our workplace culture.

FOCUSING ON PEOPLE

Additionally, we obtain feedback through annual performance evaluations, which facilitate a two-way dialogue between employees and managers. This process not only allows employees to gain valuable insights for their career growth but also provides FLCT with opportunities to improve.

Our performance evaluation system is closely linked to our reward structure, which is founded on the principles of meritocracy. This ensures that employees are recognised and incentivised based on their achievements and contributions. By fostering an environment of open communication and equitable recognition, we aim to support the professional development of our employees.

Our Actions and Progress

GRI 2-7, 401-1, 405-1

As at 30 September 2024, the REIT Manager employed 36 individuals, comprising 64% females and 36% males. Women represent 40% of management roles and hold 14.3% of positions on the Board. As of 30 September 2024, 97% of REIT Manager employees were permanent employees, while 3% were temporary or part-time employees. 78% of the employees were based in Singapore and the remaining 22% outside of Singapore. In addition, 78% of employees were aged between 30 and 50, 17% were under 30 and 5% were above 50. These figures are based on headcount at the end of the reporting period. There were no significant fluctuations in the number of employees during this time.

During the year, six employees were hired, while five employees contributed to the total turnover. A breakdown of hiring and turnover rates during the reporting period by gender, age group and region is presented in the table below:

	Gender		Age			Region	
	Male	Female	Below 30 years old	30-50 years old	Above 50 years old	Singapore	Rest of the World
Hiring rate ¹²	11%	6%	11%	6%	0%	17%	0%
Turnover Rate ¹³	8%	6%	6%	8%	0%	11%	3%

SKILLS AND LEADERSHIP

Our Approach

GRI 3-3

As part of our commitment to continuous innovation, investing in employee development is essential for creating value and strengthening our competitive edge. We aim to equip our employees with the opportunities, knowledge, and tools necessary to remain relevant in a rapidly evolving business landscape. To support this, we collaborate closely with our Sponsor's Talent & Learning team, to identify and curate comprehensive training programmes.

Our Actions and Progress

GRI 404-1, 404-2

In FY2024, the REIT Manager's employees engaged in key training programmes to enhance skills and knowledge, with each employee undergoing an average of 21 learning hours.

To scale up ESG knowledge, all new hires are required to undergo sustainability e-learning as part of their onboarding process. This ensures that employees are familiar with our ESG policies and practices from the outset of their employment. Additionally, all Board Directors have participated in training on sustainability matters as prescribed by SGX, reinforcing our commitment to responsible governance.

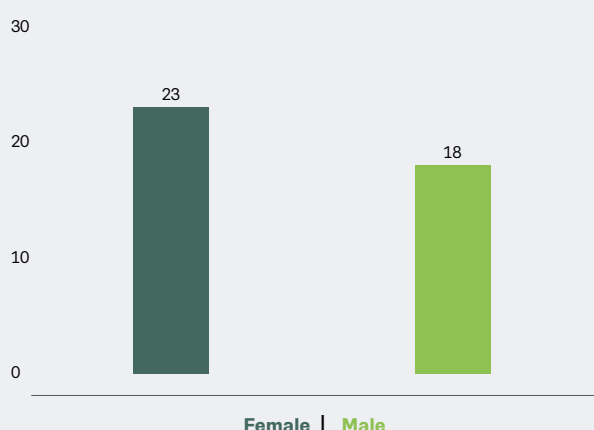
To enable continuous improvement and growth within the organisation, all permanent employees under the REIT Manager received a performance and career development review in FY2024.

¹² Refers to the number of employees hired during the financial year divided by the total number of active employees at the end of the year

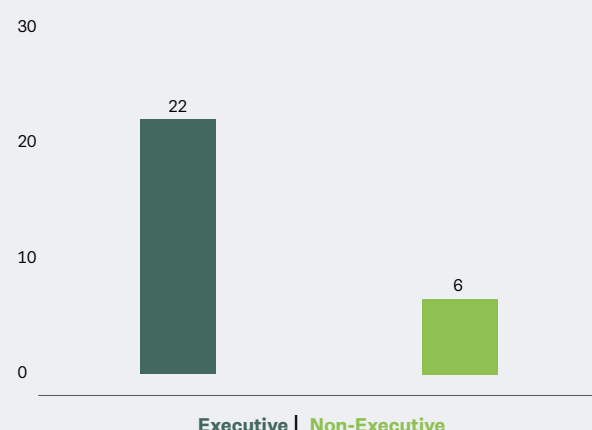
¹³ Refers to the number of turnovers during the financial year divided by the total number of active employees at the end of the year

21 Average Learning Hours in FY2024

Average Learning Hours by Gender



Average Learning Hours by Employment Type



HEALTH AND WELLBEING

Our Approach

GRI 3-3

Safeguarding the holistic wellbeing of our stakeholders remains a priority, whether it be it our employees, tenants or the local communities that we engage with. Occupational safety and health are at the forefront of all our business processes, and we remain committed to fostering a safety culture among our employees. Beyond physical health, we place strong emphasis on mental wellbeing, providing our employees with the necessary support and resources to thrive in both their personal and professional lives. We also extend our commitment to our tenants by incorporating safety and wellbeing into design concepts.

Upholding the Highest Occupational Health and Safety (OHS) Standards Across Our Properties

GRI 403-1, 403-2, 403-4, 403-5, 403-7, 403-8

GRI 403-1

Maintaining high OHS standards is a fundamental requirement to operate across workplaces and in the development and management of our assets. We work closely with our employees, tenants, suppliers, and contractors within our management to ensure they adhere to established safety frameworks, and we operate in accordance with workplace health and safety laws and regulations in the regions where we operate. Alexandra Technopark in Singapore and 357

Collins Street in Melbourne, Australia have obtained ISO 45001:2018 certification for occupational health and safety management systems.

GRI 403-2

Across our properties, we have processes to undergo hazard identification, risk assessment and risk control exercises, in line with local legislations and ISO management system requirements where applicable. Risks are reviewed on a regular basis or more frequently if circumstances change or in the event of an incident.

If an incident were to occur, our employees can report any work-related hazard they observe and have the freedom to remove themselves from potentially hazardous situations, without fear of reprisal. Frasers Property-managed assets in the UK, Australia and EU, which includes FLCT's properties, use a health and safety management software to report hazards, enabling us to streamline data collection and harmonise our approach to risk management.

GRI 403-4

Employees are encouraged to provide feedback on OHS, with all input taken seriously by management. Committees have been established to facilitate a system of consultation. For example, Frasers Property-managed assets in the EU, which includes FLCT's properties, have a health and safety committee comprising representatives from the HR department, safety officers and employees. These committees meet at least once a quarter to collaboratively discuss and address health and safety issues as they arise.

FOCUSING ON PEOPLE

GRI 403-5

Training is provided to property managers periodically and is tailored to align with responsibilities and business needs for relevant OHS management. In Fraser's Property-managed assets, which includes FLCT's properties, in the Australia and the EU, new employees receive an induction into the HSE system. In FY2024, staff at the REIT Manager completed first aid training, with all employees globally certified by the Singapore Red Cross.

Cultivating Holistic Employee Health, Safety and Well-Being

GRI 401-2, 401-3, 403-6

We offer a range of benefits to our employees which varies across our markets, such as insurance coverage and/or healthcare benefits as well as a variety of flexible benefits and leave types to meet personal needs and preferences.

We adhere to social security legislation in the countries and jurisdictions where we operate, making contributions to employee pension fund accounts where applicable.

Our remuneration practices are guided by fairness and equity, aligning compensation with employees' roles and performance. In addition to ensuring competitive and equitable pay, we also assist retiring employees during their transition from work to retirement, providing employment support and post-retirement contracts when applicable.

All REIT Manager employees have in place a flexible work arrangement policy. This policy empowers them to have discussions with their managers to tailor their work to their specific needs, whether through job sharing, flexible hours, core anchor days in the workplace or remote work options.

We also provide employees with health and well-being programmes to support their needs, including access to mental health resources. Our Employee Assistance Programme (EAP), provided by our Sponsor, offers confidential professional counselling services for employees facing personal challenges. This service also extends to the immediate family members of our employees, promoting holistic wellbeing and support for their loved ones.

Creating Places for the Good of Tenant Health and Well-being

GRI 403-6

With the rise of hybrid work models, we understand that the design of a workspace can significantly impact well-being and productivity. We want to create vibrant work environments that cater to our tenants and their employees, by providing amenities and facilities that promote social interaction and personal well-being. As such, we utilise frameworks such as the WELL Health-Safety Rating for our Australian properties and Fitwel in the UK to create environments that prioritise mental health.

In FY2024, Blythe Valley Business Park in the UK received a Fitwel 2*star rating, reflecting our commitment to implementing evidence-based design and operational strategies that positively impact occupiers' health and wellness. The business park was recognised for its 122 acres of surrounding country park and green open spaces, with a nature reserve and network of walking, running, and cycling routes. Additionally, wellness event programmes are offered, featuring free bike hire and weekly yoga sessions, enhancing the overall well-being of our tenants. All amenities and services such as the gym, nursery, shop and café are easily accessible, with Java Roastery promoting healthy food and refreshments for occupiers.

Our Actions and Progress

Upholding The Highest Occupational Health and Safety Standards Across Our Properties

GRI 403-9, 403-10

In FY2024, zero work-related fatalities, high-consequence injuries, recordable injuries, work-related ill health cases or significant safety related non-compliance cases were recorded among staff and contractors at our properties.

Cultivating Holistic Employee Health, Safety and Well-Being

GRI 401-3

We have implemented an inclusive, gender-neutral parental leave policy for all REIT Manager employees. In FY2024, 4% of the REIT Manager's female employees utilised paid parental leave, with all these employees returning to work within the same year. None of the REIT Manager's male employees utilised paid parental leave this year. Of the REIT Manager employees who took parental leave in FY2023, all remained employed with the REIT Manager a year later.

COMMUNITY CONNECTEDNESS

Our Approach

GRI 3-3

We are dedicated to community development surrounding our properties and beyond to generate shared value for all stakeholders. We share our Sponsor's Purpose-Inspiring experiences, creating places for good. –and strive to build meaningful relationships with our tenants and local communities. Recognising that the needs of communities vary globally, we adopt a tailored approach to support local initiatives. As such, we deploy community managers at our Singapore commercial property and maintain dedicated community development teams in Australia, to align with the needs to each community and facilitate efficient execution of the programmes.

Our Actions and Progress

This year, employees from our REIT manager in Singapore volunteered at Willing Hearts, a soup kitchen charity organisation dedicated to serving vulnerable and marginalised groups in the community. The organisation delivers up to 10,000 meals daily and provides other support services to those in need across Singapore. Our team actively participated in meal preparation, packing, cleaning, and food delivery, ensuring that the logistics ran smoothly and that the meals reached those who could benefit from them. On a separate occasion, the team also sang at two hospices, to bring joy and uplift spirits for patients receiving palliative care.



FLCT's Volunteering Initiative at Willing Hearts, a Charity Organisation in Singapore



FLCT Team volunteering at Assisi Hospice, Singapore



FLCT Team volunteering at Dover Park Hospice, Singapore

Understanding and Engaging with our Tenants

We work closely with our tenants to allow us to identify, analyse and plan spaces and activities that cater to our tenants' unique needs. We value the feedback from our tenants, as we believe their insights are crucial to generating a positive impact. To facilitate engagement, we conduct annual surveys and hold engagement dialogues across our properties.

At our industrial properties in Australia, we conduct an annual tenant satisfaction survey across a variety of topics, including on building management, property management, operations, satisfaction levels of the facilities provided and the built environment. In our most recent tenant survey, we achieved a Net Promoter Score (NPS) of 76 points out of 100 points achievable, marking an improvement from our previous score of 53. By actively listening to our tenants, we can continuously improve our offerings and create environments that enhance their overall experience and satisfaction.

FOCUSING ON PEOPLE

We also organise events such as wellness programmes and social gatherings to create opportunities for connection and to cultivate a vibrant and inspiring workplace for our tenants. At Alexandra Technopark in Singapore, we hosted a networking event for our tenants, providing food and drinks to foster an engaging atmosphere. During the event, tenants learned about the various facilities available in Alexandra Point and Alexandra Technopark, and had the opportunity to meet and connect with each other, creating opportunities for networking.



Networking Event at Alexandra Technopark, Singapore

At Central Park in Perth, our commitment to community connection extended beyond traditional tenant engagement through our award-winning 'Benchmark' initiative. This programme brought together seven



Celebrating cultural heritage at Central Park, Perth Australia

local Noongar Indigenous artists to create artwork for Central Park, meaningfully connecting our asset to the land's cultural heritage. The project, which won first place in the Australian Marketing Awards' Experiential Marketing category, represents one of five Indigenous programmes at the property celebrating and supporting local Indigenous artists and performers. Through such initiatives, we create spaces that not only serve our tenants but also meaningfully engage with and honour our local communities.

First Aid Readiness Initiative



CPR training for FLCT employees

In August 2024, as part of our employee development and community readiness initiatives, employees of the REIT Manager participated in a comprehensive CPR and AED certification course. The four-hour classroom training, accredited by the Singapore Resuscitation and First Aid Council (SRFAC), equipped our colleagues with essential life-saving skills. Participants learned proper Cardiopulmonary Resuscitation (CPR) techniques and how to effectively operate Automated External Defibrillators (AEDs) during cardiac arrest scenarios. The course also covered critical do's and don'ts for emergency responders, enhancing their emergency response capabilities and contributing to overall preparedness. The course proved its value beyond team bonding when one of our employees faced a situation where these emergency response skills were needed, and he applied what he learned from the course immediately, reinforcing the importance of first-aid readiness.

INDEPENDENT ASSURANCE STATEMENT

VERIFICATION STATEMENT FOR FRASERS LOGISTICS & COMMERCIAL TRUST FOR FINANCIAL YEAR 2024

Verco Advisory Services Limited (Verco) was engaged by Perpetual (Asia) Limited, in its capacity as trustee of Frasers Logistics & Commercial Trust (FLCT), to provide independent verification of the greenhouse gas (GHG) emissions and broader sustainability reporting data disclosed in FLCT's ESG Report for the period stated below. The verification process included a high-level analysis of the systems employed to manage data and a detailed risk-based assessment of the reported figures against evidence.

Verification boundary:

Frasers Logistics & Commercial Trust and all subsidiaries worldwide on an operational control basis.

Period covered:

1st October 2023 – 30th September 2024.

Verification reference standards:

- ISAE 3000 International Standard on Assurance Engagements (ISAE) Revised, Assurance engagements other than audits or reviews of historical financial information (2013).
- ISO 14064-3:2019 Greenhouse gases – Part 3: Specification with guidance for the validation and verification of greenhouse gas statements.

Criteria against which the greenhouse gas (GHG) verification was conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2).
- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Scope 3).

Level of assurance:

Limited.

Materiality threshold:

This verification sets a materiality threshold of $\pm 5\%$ inaccurate sampled data in the aggregate values for each of the indicators included in scope.

Qualifications:

No qualifications.

Verification coverage:

The target verification coverage for quantitative indicators was 20%, which was exceeded.

Table 1 – Quantitative indicators and coverage achieved

Category	Sub-category	Metrics	Coverage achieved
General	Property list	Property name, location, ownership interest, tenant or landlord control, gross floor area, utility floor area coverage.	Above 20% systematic checks
	Building certifications	Certification type, award date, star rating or equivalent, expiry date (if applicable).	24% of certified gross floor area (GFA)
Social & Governance	Human Resources	New hires, turnover, employee profile, manhours, training hours, anti-corruption learning hours, parental leave taken.	Above 20% systematic checks
	Community investment	Details of community investment cases.	Above 20% systematic checks
Environment	Utilities	Energy consumption, renewable energy consumption.	44% of energy 51% of renewable energy
	Utilities	Water consumption.	51%
	Utilities	Waste generation by disposal route.	97%
	GHG emissions	Calculated GHG emissions for all scopes and categories included in the ESG Report.	Above 20% systematic checks

INDEPENDENT ASSURANCE STATEMENT

Verification opinion

Based on the verification work undertaken by Verco, we consider that all disclosed sustainability metrics and information has been appropriately identified, measured, and reported.

All findings that were identified during the audit fell below the threshold of $\pm 5\%$ so were not considered material, and all were rectified prior to the issue of this report and the publishing of the final inventory of GHG emissions.

Following the audit activities, it is Verco's conclusion that there is no evidence to suggest that the information disclosed in this ESG Report is not materially correct, is not a fair representation of FLCT's operations, and in the case of GHG emissions, was not prepared in accordance with the WRI/ WBCSD GHG Protocol and the WRI/ WBCSD Scope 3 Accounting and Reporting Standard.

A statement as to the independence, impartiality, and competence of the verifiers

Verco are a leading sustainability and carbon consultancy, with a track record in undertaking audit and verification programmes using a variety of methodologies and standards. Verco are highly qualified in ESG data collection and reporting and have extensive experience working with multi-national clients and delivering work for funds with a global coverage.

Signed on 15th November 2024 by



Mark Challis
Operations Director
Independent Verifier



TCFD ALIGNMENT

Pillars	Climate-related disclosures
Governance	
Describe the organisation's governance round climate-related risks and opportunities.	The Board oversees environmental, social and governance factors material to FLCT, including climate-related risks and opportunities. Refer to the ESG Governance section on page 115 for further details.
Describe management's role in assessing and managing climate-related risks and opportunities.	Sustainability metrics for senior management's respective climate risk responsibilities were established, including the identification of potential opportunities. Updates on progress towards the management of climate-related risks are delivered to the Board quarterly to support decision making. As part of the senior management's incentive plans, sustainability-related KPIs are set as targets and achievements are measured against the pre-agreed targets at the end of the financial year.
Strategy	
Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	We have prioritised key physical and transition risks to address and mitigate key physical and transition risks and prioritised strategies to achieve net-zero carbon by 2050 climate-related risks to FLCT based on their potential financial impact. We have also identified potential opportunities that we can leverage on. For further details on our assessed material risks and opportunities, please refer to Tables A and B on page 140 and 141 of this Report.
Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	<p>The evaluation of the various climate-related risks and opportunities encompassed financial impacts on operational revenue and costs in the absence of mitigation and the potential cost of damages to assets. FLCT has developed an action plan, which includes but is not limited to:</p> <ul style="list-style-type: none"> Improving greenhouse gas data coverage to facilitate more targeted decision-making Entering into green leases to help our tenants reduce power consumption while improving our visibility over energy usage patterns Building partnerships for greater supply chain resilience
Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<p>Property managers for our Australia portfolio at FLCT have developed a Resilience Policy and Framework to guide the sustainability strategy's implementation and embed resilience across these assets. The readiness assessment provided key recommendations for closer alignment with the TCFD recommendations and provided inputs to update the Resilience Policy and Framework. We have reassessed climate-related risks in our assets in line with Green Star performance. This process is conducted every three years to ensure a continuous review of risks and trends. We have performed a readiness assessment of our practices as they relate to managing climate-related risk. This informed a roadmap to align more closely with TCFD recommendations. Examples of actions within the roadmap include:</p> <ul style="list-style-type: none"> Better integrating climate change risks and opportunities into strategic decision making Strengthening processes to identify, assess, and manage climate-related risks and improving the quality of climate-related financial disclosures <p>This roadmap, approved by the Board, enables us to methodically address and mitigate physical and transition risks that are key to our business.</p>

TCFD ALIGNMENT

Pillars	Climate-related disclosures
Risk Management	
Describe the organisation's processes for identifying and assessing climate-related risks.	Cognisant of the serious impact that climate-related risks have on our properties and operations, environmental risk has been included in the FLCT Risk Register for monitoring. The relevant key risk indicators include retaining a 4-Star GRESB Real Estate Assessment rating for the FLCT portfolio and future-proofing FLCT's assets via green initiatives.
Describe the organisation's processes for managing climate-related risks.	<p>We strive to ensure that our investment process accurately captures physical and transitional climate risks. Further, climate-related risk is managed through the inclusion of 'Climate Adaptation Plans' across all Australian developing activities to help manage, mitigate, and where appropriate, adapt to climate change and its impacts. We have integrated mandatory criteria on climate-related risks into our acquisition process, including:</p> <ul style="list-style-type: none"> • Availability of climate risk assessments • Availability of climate change adaptation plans • Attributes including solar capacity, rainwater tank capacity, and availability of LED and EV charging stations • Certification against recognised green building standards <p>In addition, FPUK, which supports us in the management of FLCT's properties in the UK, has implemented a sustainability acquisitions checklist which considers, among other factors:</p> <ul style="list-style-type: none"> • Availability of climate risk assessments • Risk rating for various flood risks • History of climate-related events causing damage on site <p>We include provisions within new and renewed lease agreements for tenants to share environmental data with our asset managers. This enables us to monitor the usage of the property and provide performance benchmarks and guide tenants' electrical and water consumption to align with our own performance goals closely and consistently.</p>
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	We included climate related issues in our environmental risk identification and commenced integrating our climate related risk identification activities within FLCT Enterprise Risk Management processes and associated risk register practices.

Pillars	Climate-related disclosures
Metrics and Targets	
Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>To ensure that we are on track to meet our target of net-zero carbon emissions by 2050, we measure and disclose our performance using metrics including:</p> <ul style="list-style-type: none"> • Scopes 1, 2 and 3 energy consumption (GJ) • Scopes 1, 2 and 3 energy intensity (GJ/m²) • Absolute Scopes 1, 2 and 3 greenhouse gas emissions (tCO₂e) • Scopes 1, 2 and 3 greenhouse gas intensity (tCO₂e/m²) <p>FLCT has also restructured this ESG Report to better align with recommended TCFD disclosures.</p> <p>Across asset classes and regions, we certify our properties using third-party green building standards.</p> <p>As at 30 September 2024, 89% of our portfolio by GFA is certified against third-party green building schemes such as Green Star, NABERS, BREEAM and BCA Green Mark.</p> <p>Founded by GBCA in 2003 and built on a quality process accredited to ISO 9001 standards, the Green Star rating system and certification process is a benchmark for healthy, resilient, positive buildings and places. While our industrial properties in Australia are certified to an average of 4-Star Green Star Performance ratings, the highest in the country, we are targeting a minimum of 5-Star Green Star Design & As Built ratings for all new industrial projects.</p>
Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	<p>We are continuously increasing our carbon and climate related data coverage under Scopes 1, 2, and 3. Examples of new data disclosed in this ESG Report include:</p> <ul style="list-style-type: none"> • Scope 3 energy consumption (GJ) • Scope 3 energy intensity (GJ/m²) • Absolute Scope 3 greenhouse gas emissions (tCO₂e) • Scope 3 greenhouse gas intensity (tCO₂e/m²) <p>Please refer to the Energy and Carbon section for further information on metrics related to greenhouse gas emissions.</p>
Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	<p>Each year, we track and disclose Our Actions and Progress against our targets. Key initiatives include developing a road map to achieving net-zero carbon emissions by 2050, including setting interim carbon emissions targets, and submitting these targets to the SBTi for validation.</p> <p>As at 30 September 2024, 74% of our total borrowings are in the form of green, sustainable and/or sustainability-linked financing.</p> <p>FPUK, which supports the management of our properties in the UK, has also targeted to reduce its carbon emissions in its business parks, by taking steps such as phasing out gas in new developments, installing rooftop solar photovoltaics and greening the supply chain.</p>

TCFD ALIGNMENT

Table A: FLCT's Climate-related Physical Risks

Risk Description	Description of Potential Business Impact	Business Response
Floods (flash floods and general/river floods) More frequent and intense levels of rainfall can lead to flooding as well as rising sea levels	Exposure of assets to river floods or heavy rain fall damaging both the built and surrounding infrastructure and natural environment. This impairs accessibility and damages the functionality of buildings for tenants as well as stored goods. Consequentially, this necessitates increased frequency of repair and maintenance. Closure of operations and repairs and maintenance expenditures lower net income.	<p>At minimum, all new developments are built to meet local planning requirements including flood management. This includes meeting site permeability requirements through landscape design.</p> <p>In Australia, customers are given access to a dedicated online customer platform which is monitored by facilities management teams. The response rate is measured in monthly Business Unit Reviews and enables the business to identify recurring impacts and improve design and construction decisions.</p> <p>In Australia, roof and all external facades are designed to handle extreme weather conditions. For example, by selecting roofing products that are hail-resistant and durable (long warranties), it is intended that this product will minimise damage to assets.</p> <p>In Europe, assets are being designed with rainwater retention where possible, which also reduces rainwater fees to the municipality. Additionally new developments are designed with rainwater tanks</p>
Rising temperatures Higher mean temperatures, heatwaves	Higher temperatures reduce durability of building materials and affect the indoor climate. This leads to higher expenses and more frequent maintenance checks and higher energy consumption required for cooling. Extreme temperatures also pose health and safety risks to workers. Restricting/shifting working hours can affect business productivity.	<p>The impacts of increased heat on the thermal comfort of occupants are considered as part of development/asset-level climate adaptation plans, while the use of on-site and off-site renewables will help mitigate the emissions associated with the need for additional cooling. Some design responses to these climate adaptation plans include:</p> <ul style="list-style-type: none"> • High performance double glazing with low e-coating in Australia and triple glazing in Europe to minimise the ingress of heat transmission into the office spaces. • Loading canopies and outdoor shade areas are provided. Office areas and lunch/break rooms are temperature-controlled. Shade and temperature-controlled spaces provide workers with refuge from extreme heat during heatwaves. <p>FLCT has also implemented a due diligence checklist for all acquisitions which incorporates questions regarding the availability of a climate risk assessment and climate change adaptation plan.</p>

Risk Description	Description of Potential Business Impact	Business Response
Fire risk Increased potential and frequency of fire-related events linked to the warm and dry conditions due to climate change	Destruction of assets and the surrounding environment. Increased expenditure due to having to re-build and replace assets lost.	<p>In Australia, developments are designed to be provided with a fire protection system, estate-based water supply, and complete vehicle perimeter access around all buildings. This will provide protection in the event of a fire and/or mains cut-off.</p> <p>In Australia, it is an ongoing performance requirement that this fire protection system is regularly tested and uses at least 80% recycled water.</p> <p>In Europe, the sprinkler system is tested monthly.</p>

Table B: FLCT's Climate-related Transition Risks and Opportunities
Transition Risks

Risk Description	Description of Potential Business Impact	Business Response
Carbon pricing	Increasing carbon prices across countries would lead to an increase in operating costs due to direct and indirect carbon taxes on energy consumption and from within the value chain. These increased operating costs would affect revenue and customers/tenants may move towards landlords who are able to mitigate/avoid these costs.	<p>FLCT has committed its alignment with FPL group to achieving net-zero carbon emissions by 2050 to prioritise deep emissions reductions and mitigate the potential impacts of any carbon pricing.</p> <p>The due diligence checklist for acquisition incorporates green building certification and sustainability attributes. Green building certification of a new acquisition is important for FLCT as it serves as a proxy for performance. Increased uptake of green building certifications across the regions where FLCT operates, many of which target increased resilience to physical and transition climate-related shocks and stresses, is better positioning our organisation to unlock opportunities as a partner and landlord of choice.</p> <p>For Europe, a carbon price is already in place, and strategies to reduce carbon emissions, such as PV strategy and refurbishment paths, are currently being developed. Acquisitions are also checked against their carbon emissions.</p>

TCFD ALIGNMENT

FLCT's Climate-related Transition Risks and Opportunities Transition Risks

Risk Description	Description of Potential Business Impact	Business Response
Policy requirements for low carbon buildings	With evolving building sector standards, regulations and national policies, businesses may need to upgrade existing assets or ensure new builds or assets comply. This could lead to increased expenditure to retrofit existing assets and ensure new builds comply. Failure to meet these policies requirements can lead to reputational risks.	<p>The latest building standards and codes have been integrated into a new standard design brief.</p> <p>In Australia, potential customers interested in existing facilities complete an ESG survey from which the business gains insights about their current decarbonisation goals and initiatives as well as their willingness to engage with the development team to achieve them. These insights form decisions around which assets need to be upgraded (e.g. installing more solar or smart metering) and which customers can help the business manage this risk.</p> <p>For Europe, negotiations with external parties are currently underway to keep abreast of rapidly evolving regulatory requirements. The standard for new building design in Europe is ahead of minimum building code requirements, particularly for energy efficiency and carbon emissions.</p>

FLCT's Transition Opportunities

Opportunity Description	Description of Potential Business Impact	Business Response
Improving the resilience and energy efficiency of our portfolio	Improving energy efficiency would help to reduce operating costs. New technologies are becoming increasingly available to increase the energy efficiency of buildings.	<p>FLCT is increasing its commitment to renewable energy to further unlock associated benefits including reducing energy costs for our customers, accelerating decarbonisation and reducing overall asset level energy demand.</p> <p>Increased uptake of green building certifications across the regions where FLCT operates, many of which target increased resilience to physical and transitional climate-related shocks and stresses, is better positioning our organisation to unlock opportunities as a partner and landlord of choice.</p> <p>One of the key performance requirements of these green building certifications is providing evidence of energy and water metering. Consumption is tracked through automatic data monitoring systems, which raise an alarm when the energy or water use increase beyond certain parameters and instantly issue an alert to the facilities manager.</p>

Transition Opportunities

Opportunity Description	Description of Potential Business Impact	Business Response
Increased access to green and sustainable financing	In appropriately managing our climate-related risks we can improve our alignment with sustainable financing criteria, unlocking greater access to capital with more favourable lending terms and reduced borrowing costs. This will also help position us as a partner of choice for lenders looking to reduce their financed-emissions and reinforce our market leadership in this area.	FLCT continues with its green/sustainability-linked finance coverage with FY2024 seeing FLCT reaching 74% of overall financing being green/sustainability-linked.
Deepening partnerships with our tenants	As a landlord, collective efforts with our tenants are a crucial part for the decarbonisation of our operations. These partnerships enable us to drive sustainable practices within our shared spaces.	<p>In Australia, all new logistics and industrial leases include a GreenPower clause as standard practice to encourage customers to purchase renewable electricity.</p> <p>An ESG checklist is included during the onboarding of new tenants, to understand their sustainability commitments and to identify opportunities to collaborate on initiatives. The business also worked closely with tenants to achieve their decarbonisation goals, such as Climate Active's carbon neutral building certification. This included agreeing in the lease to subsidise the tenant's purchase of carbon offsets.</p> <p>In Europe, all new leases or lease addendums are signed with a green clause covering support with (consumption) data sharing, usage of sustainable products and where possible green power. Additional sustainable topics are addressed in tenant discussions. Various strategies, papers and measures aim to enhance tenant partnerships, such as energy guides, PV strategies, refurbishment paths and LED measures.</p>

GRI CONTENT INDEX AND ALIGNMENT

GRI Standard	Disclosure	Location	Page No.	Requirement(s) Omitted	Omission Reason	Explanation
General disclosures						
GRI 2: General Disclosures 2021	2-1	Organizational details	<ul style="list-style-type: none"> Corporate Profile Our Multinational Presence 	4 5		
	2-2	Entities included in the organization's sustainability reporting	About This Report	113		
	2-3	Reporting period, frequency and contact point	About This Report	113		
	2-4	Restatements of information	Consuming Responsibly: <ul style="list-style-type: none"> Energy & Carbon Water Waste 	122-126		
	2-5	External assurance	About This Report	113		
	2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> Corporate Profile Our Multinational Presence 	4 5	a, b, c	Not applicable
	2-7	Employees	Diversity, Equity and Inclusion	129-131		
	2-8	Workers who are not employees				
	2-9	Governance structure and composition	<ul style="list-style-type: none"> Corporate Structure Board of Directors Management Team ESG Governance Corporate Governance 	19 20 24 115 150		
	2-10	Nomination and selection of the highest governance body	Corporate Governance Report - Board Composition	161		
	2-11	Chair of the highest governance body	<ul style="list-style-type: none"> ESG Governance Board of Directors 	115 20-23		
	2-12	Role of the governance body in overseeing the management of impacts	ESG Governance	115		
	2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> ESG Governance Corporate Governance Report - Delegation of Authority Framework 	115 157		
	2-14	Role of the highest governance body in sustainability reporting	Board Statement	111		

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GRI Standard	Disclosure	Location	Page No.	Requirement(s) Omitted	Omission Reason	Explanation	
General disclosures							
	2-15	Conflicts of interest	• Corporate Governance Report – Delegation of Authority Framework	171			
	2-16	Communication of critical concerns	Corporate Governance Report – Governance of Risk and Internal Controls	181-184			
	2-17	Collective knowledge of the highest governance body	TCFD Alignment	137			
	2-18	Evaluation of the performance of the highest governance body	Corporate Governance Report – Board Performance Evaluation	172			
	2-19	Remuneration policies	Corporate Governance Report – Remuneration Matters	173-179			
GRI 2: General Disclosures 2021	2-20	Process to determine remuneration	Corporate Governance Report – Remuneration Matters	173-179			
	2-21	Annual total compensation ratio		a, b, c	Confidentiality constraints	We are unable to disclose the ratio due to our highly competitive labour market	
	2-22	Statement on sustainable development strategy	Board Statement	111			
	2-23	Policy commitments	Risk-based Management	118-119			
	2-24	Embedding policy commitments	Risk-based Management	118-119			
	2-25	Processes to remediate negative impacts	Risk-based Management	118-119	e	Information incomplete	We do not track the effectiveness of the mechanisms, but FLCT readily welcomes feedback through our various communication channels.
	2-26	Mechanisms for seeking advice and raising concerns	Risk-based Management	118-119			
	2-27	Compliance with laws and regulations	Risk-based Management	118-119			
	2-28	Membership associations	Membership Associations	115			

GRI CONTENT INDEX AND ALIGNMENT

GRI Standard		Disclosure	Location	Page No.	Requirement(s) Omitted	Omission Reason	Explanation
General disclosures							
	2-29	Approach to stakeholder engagement	Stakeholder Engagement	116			
	2-30	Collective bargaining agreements			a, b	Confidentiality constraints	We do not publicly disclose this data
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality Assessment	117			
	3-2	List of material topics	Materiality Assessment	117			
Acting Progressively							
Risk-Based Management							
GRI 3: Material Topics 2021	3-3	Management of material topics	Risk-based Management	117			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Risk-based Management	117	a,b	Information incomplete	Lack of data for meaningful disclosure
	205-2	Communication and training about anti-corruption policies and procedures	Risk-based Management	118-119			
	205-3	Confirmed incidents of corruption and actions taken	Risk-based Management	118-119			
GRI 206: Anti-competitive behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Risk-based Management	118-119			
Responsible Investment							
GRI 3: Material Topics 2021	3-3	Management of material topics	Responsible Investment	120			
Resilient Properties							
GRI 3: Material Topics 2021	3-3	Management of material topics	Resilient Properties	120			
Innovation							
GRI 3: Material Topics 2021	3-3	Management of material topics	Innovation	121			
Consuming Responsibly							
Energy and Carbon							
GRI 3: Material Topics 2021	3-3	Management of material topics	Energy and Carbon	122			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy and Carbon	122-123			
	302-2	Energy consumption outside of the organization	Energy and Carbon	122-123			
	302-3	Energy intensity	Energy and Carbon	122-123			
	302-4	Reduction of energy consumption	Energy and Carbon	122-123			

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GRI Standard	Disclosure	Location	Page No.	Requirement(s) Omitted	Omission Reason	Explanation
	302-5	Reductions in energy requirements of products and services		a, b, c	Information incomplete	Due to the management of diverse properties and y-o-y fluctuations, we are unable to provide specific numerical reductions in energy consumption that are directly tied to initiatives. This complexity makes it challenging to precisely isolate the impact of its reduction measures.
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Energy and Carbon	124		
	305-2	Energy indirect (Scope 2) GHG emissions	Energy and Carbon	124		
	305-3	Other indirect (Scope 3) GHG emissions	Energy and Carbon	124		
	305-4	GHG emissions intensity	Energy and Carbon	124		
	305-5	Reduction of GHG emissions	Energy and Carbon	124		
Water						
GRI 3: Material Topics 2021	3-3	Management of material topics	Water	125		
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water	125		
	303-2	Management of water discharge-related impacts	Water	125		
	303-3	Water withdrawal	Water	125	b, c	Information incomplete FLCT tracks total water withdrawal but currently does not break this down to source and water stress areas.
Waste						
GRI 3: Material Topics 2021	3-3	Management of material topics	Waste	126		
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Waste	126		
	306-2	Management of significant waste-related impacts	Waste	126		
	306-3	Waste generated	Waste	126		
	306-4	Waste diverted from disposal	Waste	126		
	306-5	Waste directed to disposal	Waste	126		

GRI CONTENT INDEX AND ALIGNMENT

GRI Standard	Disclosure	Location	Page No.	Requirement(s) Omitted	Omission Reason	Explanation
Materials and Supply Chain						
GRI 3: Material Topics 2021	3-3	Management of material topics	Materials and Supply Chain	127		
Biodiversity						
GRI 3: Material Topics 2021	3-3	Management of material topics	Biodiversity	127		
Focusing on People						
Diversity, Equity and Inclusion						
GRI 3: Material Topics 2021	3-3	Management of material topics	Diversity, Equity and Inclusion	129		
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Diversity, Equity and Inclusion	130		
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes		a, b	Not applicable	The notice period varies on a situational basis
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Diversity, Equity and Inclusion	130		
	405-2	Ratio of basic salary and remuneration of women to men	Diversity, Equity and Inclusion	130	a, b	Information incomplete Lack of data for meaningful disclosure
Skills and Leadership						
GRI 3: Material Topics 2021	3-3	Management of material topics	Skills and Leadership	130-131		
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Skills and Leadership	130-131		
	404-2	Programmes for upgrading employee skills and transition assistance programmes	Skills and Leadership	130	b	Information incomplete Lack of data for meaningful disclosure
	404-3	Percentage of employees receiving regular performance and career development reviews	Skills and Leadership	130		
Health and Well-being						
GRI 3: Material Topics 2021	3-3	Management of material topics	Health and Well-being	131		
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Health and Well-being	131		
	401-3	Parental leave	Health and Well-being	132		

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GRI Standard	Disclosure		Location	Page No.	Requirement(s) Omitted	Omission Reason	Explanation
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Health and Well-being	132			
	403-2	Hazard identification, risk assessment and incident investigation	Health and Well-being	131-132	a, c, d	Information incomplete	Lack of data for meaningful disclosure
	403-4	Worker participation, consultation and communication on occupational health and safety	Health and Well-being	131	a	Information incomplete	Lack of data for meaningful disclosure
	403-5	Worker training on occupational health and safety	Health and Well-being	132			
	403-6	Promotion of worker health	Health and Well-being	132			
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Well-being	131-132			
	403-8	Workers covered by an occupational health and safety management system	Health and Well-being	131-132			
	GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	Health and Well-being	132	c, e, f, g	Information incomplete
403-10		Work-related ill health	Health and Well-being	132	c, d, e	Information incomplete	Lack of data for meaningful disclosure
Community Connectedness							
GRI 3: Material Topics 2021	3-3	Management of material topics	Community Connectedness	133-134			

Notes

General

- Discrepancies between individual figures and aggregates, or derived values, in the charts and tables of this report are due to rounding.

Energy, Gas, GHG, Water and Waste Reporting Scope

- The baseline of FY2019 was chosen because of the relatively complete dataset established and it was more representative of our usual business activities.
- No mobile combustion considered for Scope 1 emissions as there are no owned vehicles. Stationary combustion is considered due to diesel usage for generators. Industrial Processes and Product Use (IPPU) emissions are calculated based on refrigerants purchased for air conditioners and cooling systems. Refrigerant emissions were estimated assuming 2% evaporation for assets in Australia and the top-up amount was used for the commercial properties in Singapore.
- Scope 3 disclosures in this report include fuel- and energy-related activities, waste generated in operations, employee commuting, and downstream leased assets. Fuel- and energy related well-to-tank transmission and distribution emissions are calculated based on the data provided in Scope 1 and 2. Waste generated in operations includes emissions from third-party disposal and treatment of waste generated (solid waste and wastewater) at controlled operations, assuming zero emissions for recycled waste. Employee commuting includes emissions from the transportation of employees between their homes and their worksites as well as teleworking. The category of downstream leased assets includes emissions from the operation of assets that are owned by the business and are leased to tenants, accounting for tenants' Scope 1 and 2 emissions.
- Energy, GHG, water and waste intensities are calculated based on GFA of the whole building.
- This year, we refined our intensity calculation methodology to enhance accuracy in accounting for GFA values, which has also impacted the intensity figures from previous years.
- The GHG emission factors are from National Greenhouse Account Factors by Australia's National Greenhouse and Energy Reporting Scheme; Greenhouse Gas Reporting Conversion Factors by the United Kingdom's Department for Energy Security and Net Zero and Department for Business, Energy & Industrial Strategy; Singapore Energy Statistics from Energy Market Authority; Entwicklung der Spezifischen Treibhausgas-Emissionen des Deutschen Strommix in den Jahren by the umweltbundesamt (German Environment Agency), and Association of Issuing Bodies for The Netherlands.

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