



CAPITALAND INTEGRATED COMMERCIAL TRUST

Morgan Stanley Virtual Asia ESG Conference





8 September 2021



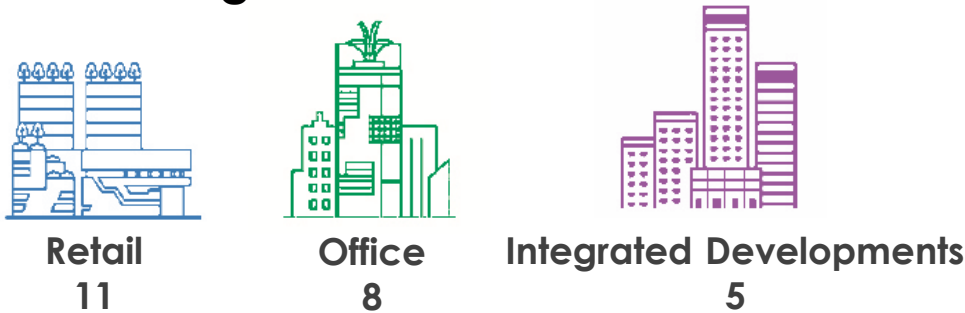
About CICT & ESG Highlights

CapitaLand Integrated Commercial Trust

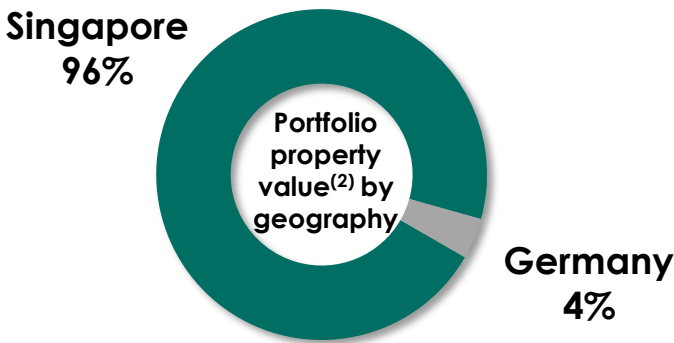
Largest proxy for Singapore's commercial real estate market

 <p>Market Capitalisation S\$13.3 billion⁽¹⁾</p>	 <p>Portfolio Property Value S\$22.3 billion⁽²⁾</p>
 <p>Total Net Lettable Area 10.4 million sq ft⁽³⁾</p>	 <p>NAV per Unit S\$2.00⁽⁴⁾</p>

Leading integrated commercial REIT underpinned by resilience and growth



Predominantly Singapore-focused



Notes:

(1) Based on closing price of S\$2.06 as at 31 August 2021.

(2) Based on valuations as at 31 December 2020.

(3) Excludes CapitaSpring which is undergoing redevelopment.

(4) As at 30 June 2021 and excludes distributable income.

CICT ESG highlights

Where we stood



Achieved **5-star rating** in the Global Real Estate Sustainability Benchmark (GRESB) 2020 and **'A'** for public disclosure



Singapore Governance and Transparency Index 2021 (SGTI) (*REIT and Business Trust category*)

- **Fifth position**



Governance Index for Trusts 2020 (GIFT) (*REIT and Business Trust category*)⁽¹⁾

- **Fourth** (CCT) and **seventh** (CMT) positions- prior to merger

Inclusion in sustainability indices



- ✓ FTSE4Good Developed Index
- ✓ FTSE4Good ASEAN 5 Index
- ✓ MSCI Pacific ESG Leaders Index
- ✓ iEdge ESG Leaders Index
- ✓ STOXX® Global ESG Leaders
- ✓ Global ESG Governance Leaders

Growing emphasis on sustainable finance



15% of CICT's portfolio borrowings are green/sustainability-linked as at 30 June 2021

Note:

(1) The ranking for GIFT 2021 has not been published.

Sustainability Approach

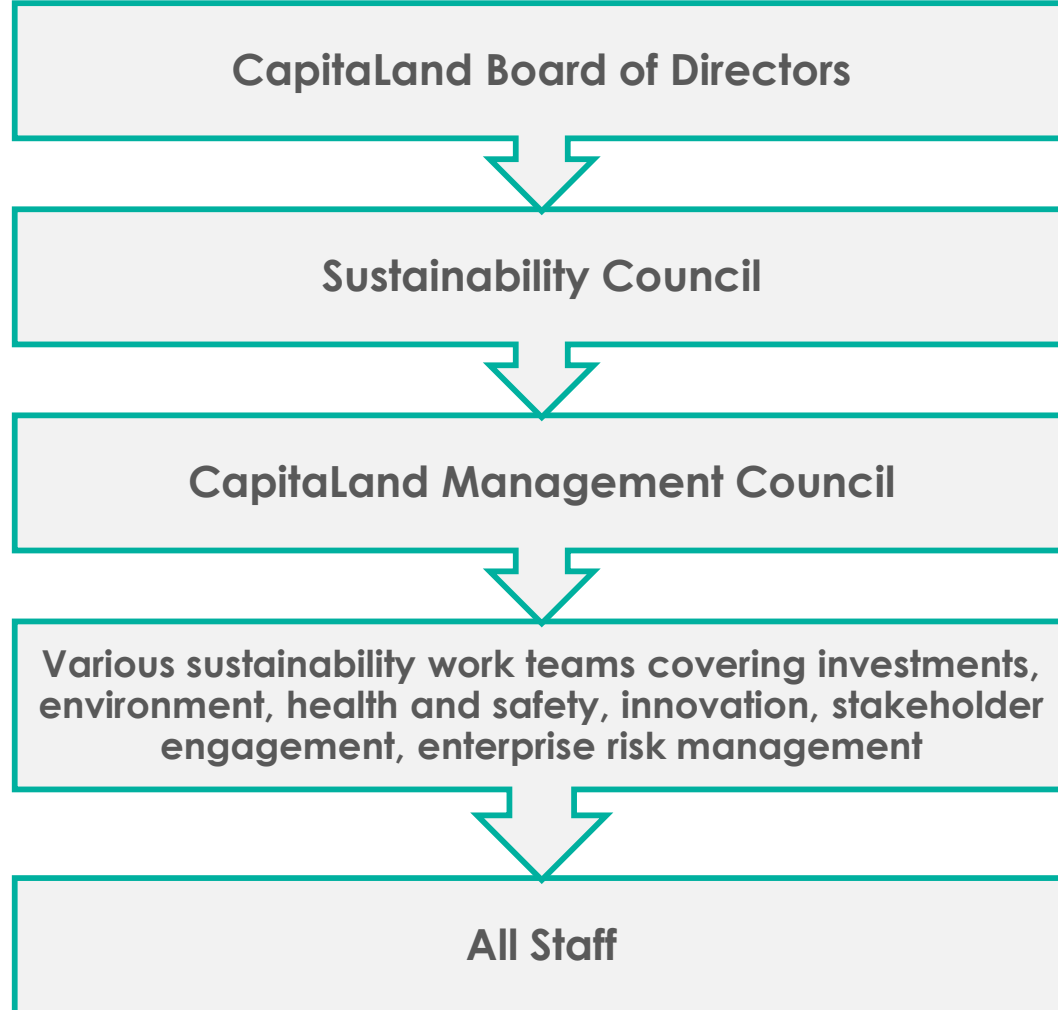


Board, management and staff ESG commitment

Management and staff remuneration is linked to sustainability performance targets

Strategic Sustainability Management Structure

- CapitaLand Group sets policies, targets and metrics



CICT Board and Management

- Adopts policies, targets and metrics where relevant

Board	<ul style="list-style-type: none"> • Sets risk appetite • Approves the executive compensation framework based on the principle of linking pay to performance • Updated regularly on the sustainability matters
CEO	<ul style="list-style-type: none"> • Environmental, health and safety (EHS) champion and is accountable for the Trust's EHS performance
Business Units	<ul style="list-style-type: none"> • Each business unit also has its own EHS Committee to drive initiatives in countries where they operate with support from various departments

Leveraging our resources to drive sustainable value

CICT's Business Model

Our resources

How we create value

Our value drivers

Value created



Financial



Organisational



Properties



Environment



Stakeholders &
Communities

Invest

Manage

Grow

- Organic growth
- AEs and redevelopments
- Acquisitions
- Portfolio reconstitution
- Cost and capital management

Sustainable
returns

- Upkeep high standards of corporate governance
- Engage employees regularly
- Encourage learning and development

High standards of
governance &
accountability

- Maximise potential and enhance portfolio
- Enhance accessibility (Social integration)
- Embrace innovation

Quality assets &
differentiated
offerings

- Manage resources efficiently
- Upkeep green buildings (Climate resilience)
- Ensure health and safety

Partner of choice, thriving
communities & high
performance culture

- Create delightful customer experience
- Engage stakeholders regularly
- Engage supply chain

Landlord of choice
& thriving communities








Value creation strategy for continued success

To deliver stable distributions and sustainable returns to unitholders
















Organic Growth	AEs and Redevelopment	Acquisition	Portfolio Reconstitution	Prudent Cost and Capital Management
<ul style="list-style-type: none"> Driving occupancy and rents Harnessing evolving synergies between retail and office Unifying digital platforms to enhance analytics capability and generate higher quality insights Enhancing tenant stickiness 	<ul style="list-style-type: none"> Achieving the highest and best use for properties Repositioning or repurposing single use assets in line with changing real estate trends and consumers' preferences Redeveloping properties from single use to integrated projects 	<ul style="list-style-type: none"> Investing through property market cycles and across geographies Singapore, Germany and other developed markets Guide for overseas exposure not more than 20% of portfolio property value Seeking opportunities from both third parties and CapitaLand Limited 	<ul style="list-style-type: none"> Undertaking appropriate divestment of assets that have reached their optimal life cycle Redeploying divestment proceeds into higher yielding properties or other growth opportunities 	<ul style="list-style-type: none"> Procuring services in bulk and optimising supply chain to generate operational cost savings Optimising aggregate leverage and financing costs Managing foreign exchange risks Tapping on a wider range of financing options to manage cost of debt

Materiality and alignment to United Nations Sustainable Development Goals (UN SDGs)

Our resources	What we do	Material issues	UN SDGs
 Financial	<ul style="list-style-type: none"> • Generate operating income from our portfolio, leverage a mix of debt, equity and sustainable financing to invest in our assets or grow our portfolio • Proactively manage our portfolio by disciplined execution of the various value drivers for our assets 		
 Organisational	<ul style="list-style-type: none"> • Uphold the highest standards of governance and accountability • Adopt consistent, equitable and fair labour policies and practices, and strive to deepen the talent pool through training and learning opportunities to develop a high performance work environment 	<ul style="list-style-type: none"> • Compliance • Business ethics • Stakeholder engagement • Employment • Diversity • Human rights 	 
 Properties	<ul style="list-style-type: none"> • Actively manage and build environmentally sustainable assets through proactive asset management and enhancements to create safe, accessible and quality spaces • Leverage technology to innovate, improve processes and create new offerings for our stakeholders 	<ul style="list-style-type: none"> • Products and services (include customer health & safety) 	 

Materiality and alignment to United Nations Sustainable Development Goals (UN SDGs) (cont)

Our resources	What we do	Material issues	UN SDGs
 Environment	<ul style="list-style-type: none"> Consciously manage our portfolio and strive to achieve more efficient resource management to minimise our environment impact Committed to providing a safe and healthy environment at CICT properties for all stakeholders 	<ul style="list-style-type: none"> Energy efficiency Climate change and emissions reduction Water management Building materials Construction and operational waste Biodiversity Stakeholder engagement Occupational health & safety Supply chain management 	    
 Stakeholders & Communities	<ul style="list-style-type: none"> Invest in the communities we operate in, to encourage connectivity, inclusivity and build vibrant, thriving communities Actively engage our stakeholders to build strong relationships and lasting partnerships 	<ul style="list-style-type: none"> Stakeholder engagement Products and services (include customer health & safety) 	     

Environment



Commitment to environmental sustainability and value creation

Value Drivers



Manage resources efficiently

- ▶ Improve performance through tracking of energy and water usage, waste generation and carbon emissions using [Environmental Tracking System](#)
- ▶ Using ISO 14001-certified [Environmental Management System \(EMS\)](#) as a key tool to manage our environmental footprint across our portfolio
- ▶ Incorporate environmental considerations throughout all stages of our property life cycles guided by [CapitaLand Sustainable Building Guidelines \(SBG\)](#)



Upkeep green buildings (Climate Resilience)

- ▶ Minimum certification target for new developments in Singapore is BCA Green Mark Gold^{PLUS}
- ▶ All existing properties to achieve minimum BCA Green Mark certification or equivalent






Ensure health and safety of stakeholders

- ▶ Identify and review OHS hazards using CapitaLand's Occupational Health and Safety Assessment Series (OHSAS) 18001-accredited [Occupational Health and Safety Management System \(OHSMS\)](#)
- ▶ Appoint [OHSAS 18001/ISO 45001-certified](#) main contractors
- ▶ Non-OHSAS certified vendors/suppliers are encouraged to achieve [bizSAFE Level 3](#) and above
- ▶ Stakeholder engagements

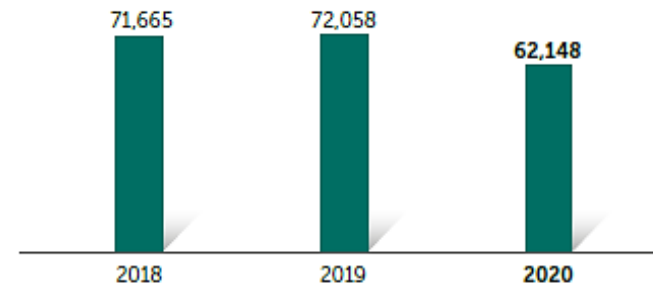
Key performance indicators- Eco-efficiency targets

Align with CapitaLand's 2030 Sustainability Master Plan that outlines targets and pathways for transition to a low-carbon business

Using 2008 as Base Year	2020 Targets Met ⁽¹⁾	2030 New Targets ⁽²⁾
 Carbon Emission Intensity	▼ 52.8% vs target of 23% reduction	▼ 78%
 Energy Intensity	▼ 35.7% vs target of 20% reduction	▼ 35%
 Water Intensity	▼ 42.9% vs target of 20% reduction	▼ 45%

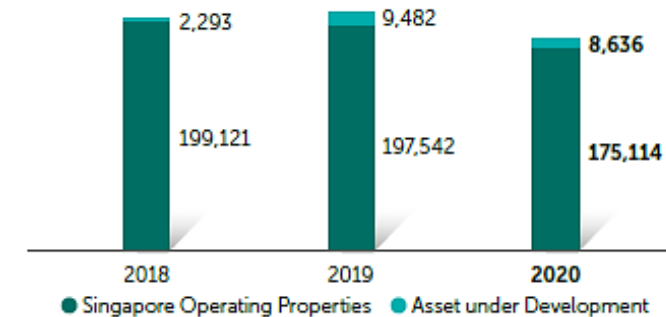
Carbon Emissions

CARBON EMISSIONS
(tonnes CO₂e)



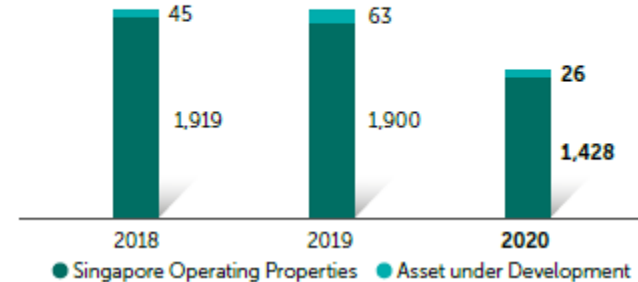
Energy

ENERGY CONSUMPTION
('000 kWh)



Water

WATER CONSUMPTION
('000 m³)



Renewable Energy

1,700 m² of solar panels at 4 properties- Bedok Mall, Bugis Junction, JCube, and Asia Square Tower 2.

Generated around 131,500 kWh of renewable energy source in 2020.

Notes:

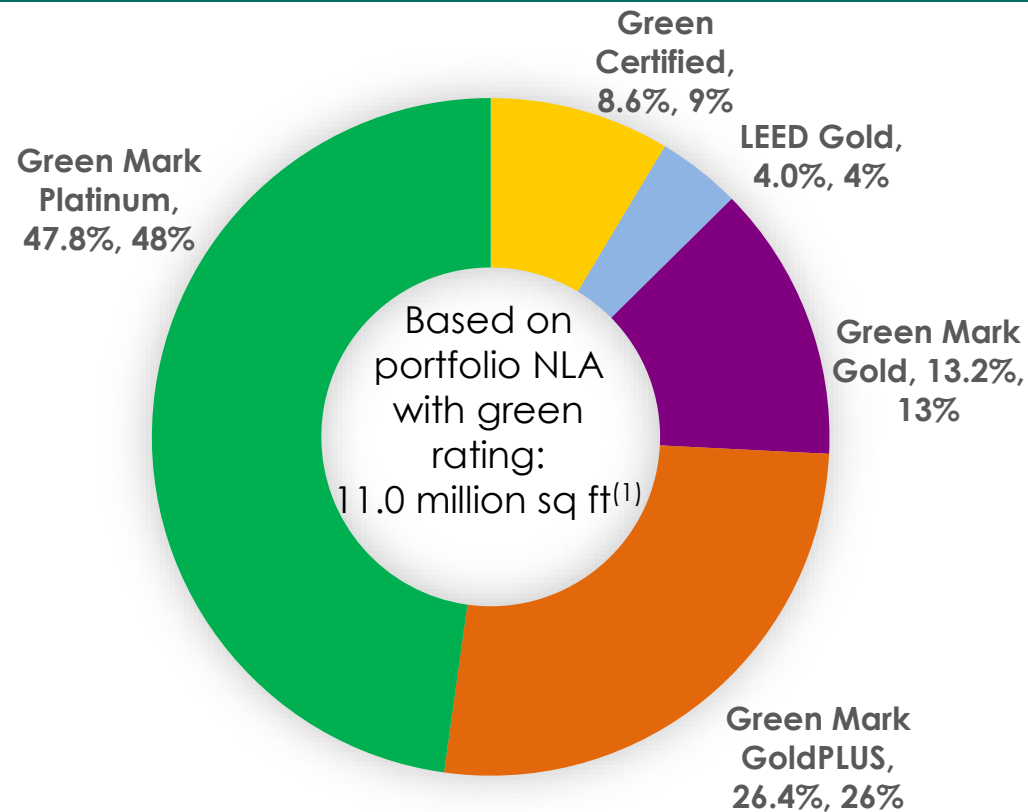
(1) Overall, FY 2020 energy and water consumption levels were lower due to COVID-19 pandemic and circuit breaker

(2) In November 2020, Science-Based Targets Initiative (SBTi) approved CapitaLand's emission reduction targets of well below 2°C scenario. CICT is aligned with CapitaLand's science based targets which forms part of the CapitaLand's 2030 Sustainability Master Plan.

Key performance indicators- Green rating targets

Targets: Minimum BCA Green Mark certification or equivalent for all properties
Minimum BCA Green Mark Gold^{PLUS} for new developments in Singapore

Portfolio is 100% green-rated



Property	Award Category	Year of Award/Renewal
Retail		
Bedok Mall	BCA Green Mark Platinum	2021
Bugis+	BCA Green Mark Platinum	2020
Bugis Junction	BCA Green Mark Platinum	2021
Bukit Panjang Plaza	BCA Green Mark Gold ^{PLUS}	2020
Clarke Quay	BCA Green Mark Certified	2019
IMM Building	BCA Green Mark Gold ^{PLUS}	2019
JCube	BCA Green Mark Platinum	2020
Junction 8	BCA Green Mark Platinum	2021
Lot One Shoppers' Mall	BCA Green Mark Gold	2020
Tampines Mall	BCA Green Mark Gold	2019
Westgate	BCA Green Mark Platinum	2018
Integrated Development		
Funan	BCA Green Mark Gold ^{PLUS}	2018
Plaza Singapura	BCA Green Mark Gold	2019
The Atrium@Orchard	BCA Green Mark Gold	2019
Raffles City Singapore	BCA Green Mark Gold ^{PLUS}	2020
CapitaSpring (under development)	BCA Green Mark Platinum	2018
Office		
Asia Square Tower 2	BCA Green Mark Platinum	2021
	LEED Shell & Core Platinum	2014
CapitaGreen	BCA Green Mark Platinum	2018
Capital Tower	BCA Green Mark Pearl	2018
	BCA Green Mark Platinum	2020
Six Battery Road	BCA Green Mark Platinum	2017 ¹
21 Collyer Quay	BCA Green Mark Platinum	2020
One George Street	BCA Green Mark Gold ^{PLUS}	2018
Gallileo, Germany	LEED Building Operations and Maintenance: Existing Buildings Gold	2020
Main Airport Center, Germany	BREEAM Good	2021

Note:

(1) All properties in Singapore and Germany including CapitaSpring, a property under development.

Ongoing energy and water conservation and waste management measures for operational efficiency

Energy conservation measures

Central Air Conditioning System	<ul style="list-style-type: none"> Installed with Measurement & Verification System to monitor system performance daily Perform preventive and periodic servicing and maintenance Auto tube-cleaning system Conduct energy audit periodically
Lighting	<ul style="list-style-type: none"> Replace existing non-LED type with LED type Lighting power budget of not more than 22 Watts per m² for tenanted areas
Control, Metering and Monitoring	<ul style="list-style-type: none"> Building Management System Sub-metering
Renewable Energy	<ul style="list-style-type: none"> Photovoltaic system
Equipment	<ul style="list-style-type: none"> Replace equipment with higher efficiencies

Water conservation measures






Control, Metering and Monitoring	<ul style="list-style-type: none"> Installed digital water meters for leakage detection and automatic meter readings in malls Monitoring of water usage system Conduct technical assessment periodically
Equipment	<ul style="list-style-type: none"> Replace equipment with higher efficiencies
Rainwater Harvesting	<ul style="list-style-type: none"> Reuse of storm water in 8 of our properties Bedok Mall, Clarke Quay, IMM Building, JCube, Plaza Singapura, Tampines Mall, Westgate, Raffles City Singapore utilised recycled water of about 424,000 m³ or 29.7% of the total amount of water used in 2020
Recycled water from PUB	<ul style="list-style-type: none"> Utilise NEWater in the cooling towers and sprinkler systems in 5 of our properties, including Raffles City Tower NEWater used was 141,000 m³ or 9.9% of the total water consumption in 2020

Waste management measures

Ongoing waste monitoring	<ul style="list-style-type: none"> A total 18,660 tonnes of non-recyclable waste and 1,780 tonnes of recyclable waste were collected in 2020. Recyclable waste comprised approximately 1,700 tonnes of paper, 33 tonnes of plastic, 40 tonnes of metal, 8 tonnes of glass and 0.4 tonnes of other materials.
Encourage waste recycling	<ul style="list-style-type: none"> Waste bins are placed in our properties
Encourage e-waste recycling	<ul style="list-style-type: none"> Collection and management of electronic waste by partnering with StarHub (malls) and Cimelia Resource Recovery (office) 4.9 tonnes was collected in 2020.

Driving continuous improvement in Occupational Health and Safety (OHS) performance

Providing a robust OHS Management System to reduce occupational injury rates with the aim to achieve zero harm




Stakeholders	Approach	How we have performed in 2020
Employees	<ul style="list-style-type: none"> ▶ OHS key performance indicators are linked to the remuneration of all employees and top management. ▶ All employees take ownership of OHS issues and are proactive in reporting all OHS-related incidences alongside noncompliance and non-conformities. ▶ SOPs to respond to epidemic/pandemic outbreaks, including a 24- hour emergency response team. ▶ HR department regularly updates employees about medical advice and travel alerts where necessary. 	<div>  Absentee rate: 6 Days </div> <div>  Work-rated injury: 7 cases⁽¹⁾ </div> <div>  Work-rated fatality: 0 cases </div> <div>  ESG-related training: 27.2% EHS-related training: 18.5% </div> <div>  Beach of local OHS laws and regulations: 0 cases </div>

Note:

(1) Remedial actions were taken to ensure precautionary measures are in place to prevent future incidents. All affected employees have recovered and returned to work.




Driving continuous improvement in OHS performance (cont)

Suppliers require to comply with local regulations and our internal policies

Stakeholders	Approach	How we have performed in 2020	
Suppliers – vendors and service providers	▶ To comply with local government and other legal requirements.		Preference for OHSAS 18001-certified or at least bizSAFE Level 3 certification
	▶ Risk assessments are submitted if activities contain OHS hazards that may affect employees, tenants or visitors to the buildings.		
	▶ CapitaLand EHS Policy and House Rules on safety requirements are shared with the supply chain vendors.		All cleaning contractors are OHSAS 18001-certified.
	▶ CapitaLand Supply Chain Code of Conduct initiative sets out the requirements for its supply chain vendors in the areas of legal compliance, anti-corruption, human rights, health and safety, as well as environmental management.		96.3% of term contractors was minimally bizSAFE Level 3 Term contractors used green-labelled cleaning and servicing products

Driving continuous improvement in Occupational Health and Safety performance (cont)

Providing a healthy and safe environment at our properties

Stakeholders	Approach	How we have performed in 2020	
Customers – shoppers, tenants and visitors	▶ Emergency response procedures are in place to manage OHS risks.		Biannual evacuation drills were exempted and only virtual briefings were held for fire wardens in 2020 due to the pandemic
	▶ Periodic briefings such as safety talks and biannual emergency evacuation drills are conducted to familiarise tenants with the emergency response plan.		Deployment of thermal cameras for temperature screening at our properties
	▶ Timely circulars & advisories on safe management measures serve as an effective communication tool to disseminate vital information.		Using technologies such as anti-microbial coating, UV disinfection robots at Tampines Mall and Funan, automatic escalator handrail disinfection, and air disinfection system with PhotoPlasma

Social



Commitment to develop strong stakeholder relationships

Value Drivers



Regular stakeholder engagement

- ▶ Regular **community engagement** activities and **mall promotions**
- ▶ **Partnerships/collaboration** with tenants, suppliers and social enterprises for various activities/product offerings
- ▶ Collaborate with **CapitaLand Hope Foundation**
- ▶ Encouraging **volunteerism and philanthropy**



Positive customer experience

- ▶ Maintain efficient **Green Mark certified** malls and office buildings that are well-managed and of quality
- ▶ Ensuring **health and safety** of stakeholders in our properties
- ▶ Keep buildings relevant through **proactive portfolio reconstitution**
- ▶ Leverage **technology** and digital **platforms**
- ▶ Create an **attractive tenant mix** at our malls
- ▶ Providing a **feedback system** to monitor, address, and resolve issues



Tenants



Shoppers



Communities



Investors



Employees



Suppliers

Engaging tenants in our malls and offices

To become a landlord of choice through understanding tenants' needs and concerns



Focusing on providing quality and well-managed office buildings



Ensuring environment, health and safety measures in properties



Engaging tenants via programmes and activities



Leveraging technology and centralising resources



Strengthening tenant relationships and responding to tenants' needs



Leveraging mobile application and link up with CapitaStar to extract synergies and cross selling opportunities



Sharing knowledge and keeping abreast of market trends



Enhancing operational efficiency



Engaging shoppers online and offline

Understanding our shoppers' needs and improve the appeal of our malls



Focusing on providing quality and well-managed malls



Ensuring environment, health and safety measures in properties



Engaging shoppers via marketing and promotional events in our malls



Engaging shoppers via promotional events



Leveraging technology and digital platforms to build loyalty and tap on ecommerce trend



Innovating shopping experiences via shoppertainment live show



Introducing new retail concepts and experiential shopping



Engaging our communities

To be a responsible corporate citizen and contribute to the communities in which we operate



Note:

(1) Senior Managing Director, Operations, CapitaLand Singapore and Head, Operations Management (Business parks & Commercial) are members of various taskforce teams and committees in the Building and Construction Authority and Ministry of Manpower

Engaging our investors

To provide timely and consistent communication to investors, and be a choice investment



Focusing on long-term sustainable distribution and total returns



Managing our portfolio and asset proactively



Managing capital proactively



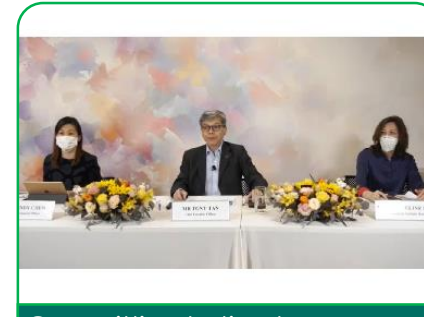
Building strong corporate governance culture



Seeking investor feedback



Engaging with investors via conferences, meetings, & roadshows



Committing to timely reporting of announcements, results & business updates



Note: Some of the photos used are taken before the COVID-19 outbreak

Engaging our employees

To develop a high-performance work culture that embraces diversity and teamwork



Engaging employees via formal and informal staff communication



Engaging employees via volunteer and recreation club activities



Conducting annual employee surveys to obtain feedback



Reviewing performance annually and identifying training and development goals



Rewarding employees fairly based on their ability, performance, contribution and experience



Identifying action plans to improve employee welfare and wellbeing

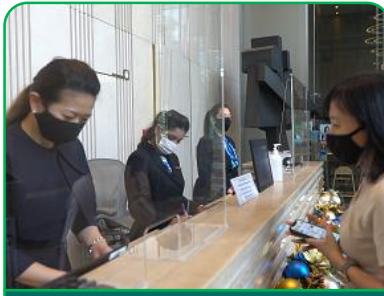


Monitoring occupational health and safety issues



Engaging our suppliers- vendors and service providers

To be a fair and reasonable buyer of goods and services and share industry best practices



Ensuring alignment with EHS objectives and OHS practices



Sharing internal EHS policy, Code of Conduct and SOPs with suppliers



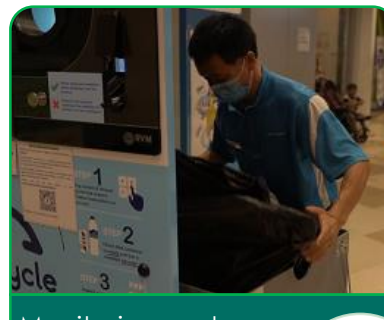
Half-yearly term contractor/vendor evaluation via events, meetings & training sessions



Feedback system to recognise supply chain for exceeding standards in design and quality



Collaborating with suppliers to manage EHS challenges



Monitoring and reporting quarterly EHS performance



Ensuring fair and reasonable treatment of suppliers

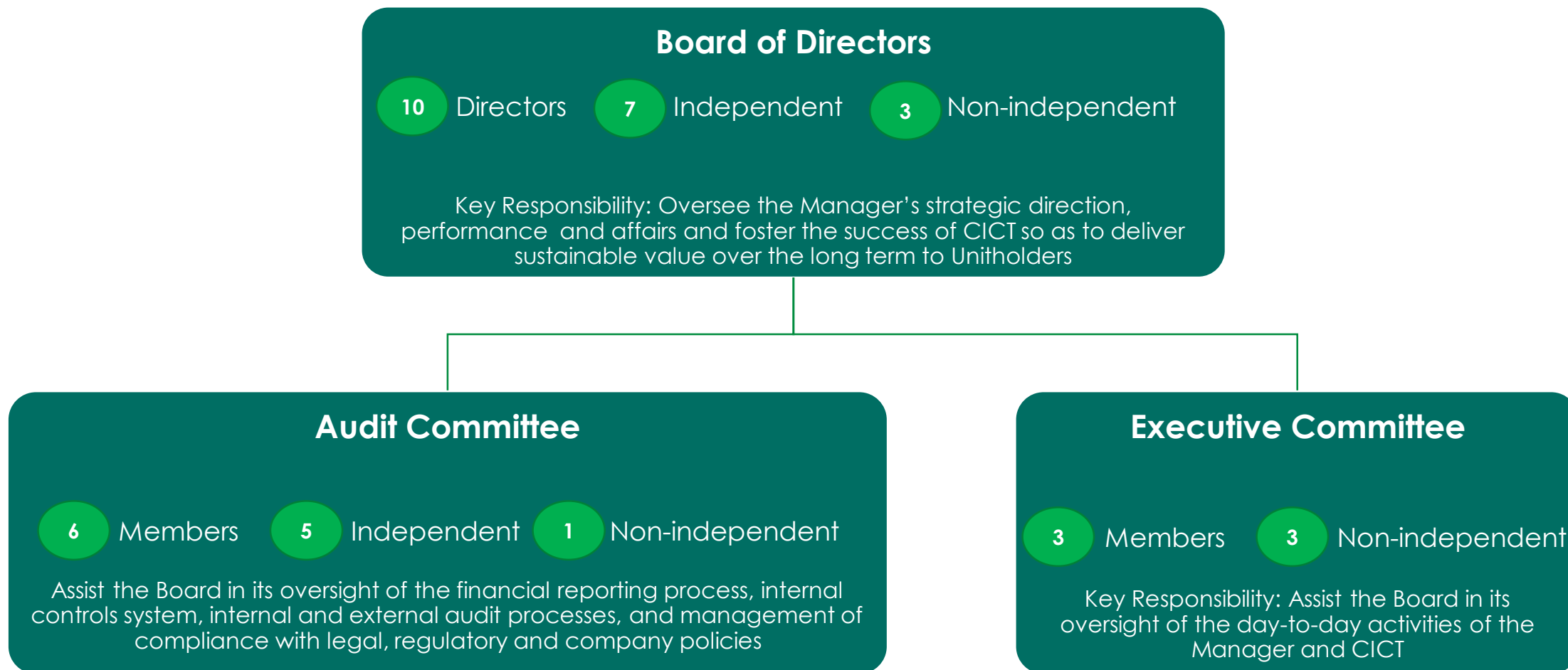


Governance



Commitment to uphold the high standards of corporate governance

Board sets the tone and is responsible for the Manager's corporate governance standards and policies which comply with the Code of Corporate Governance 2018

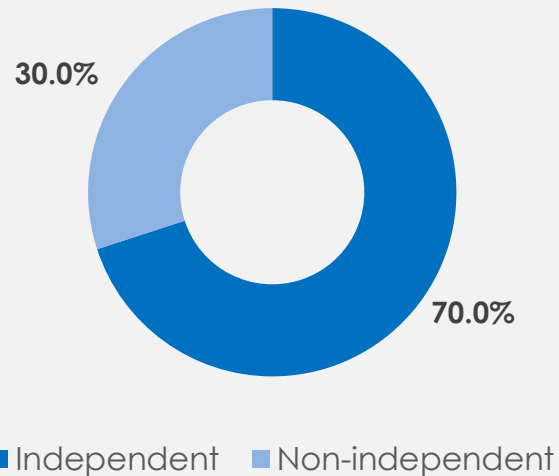


Note: Board composition as at 16 August 2021.

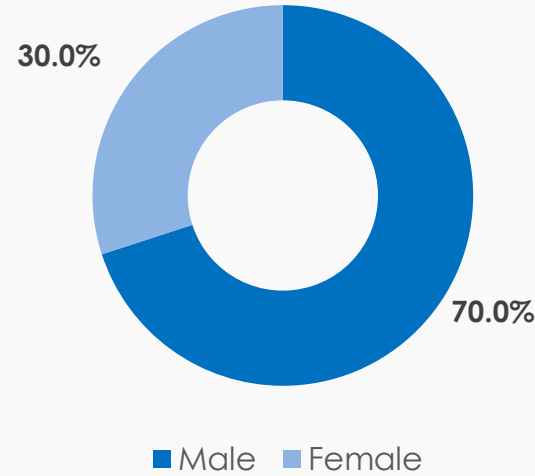
Diverse and largely independent Board guided by Board Diversity Policy

Ensuring effective decision-making, a strong independent element as well as balance and diversity of thought and background

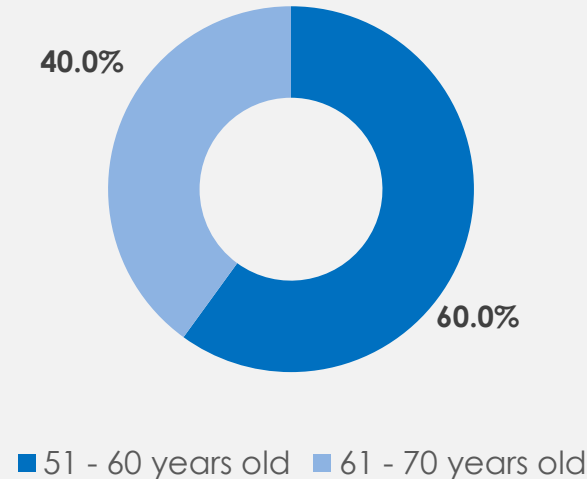
Board Independence



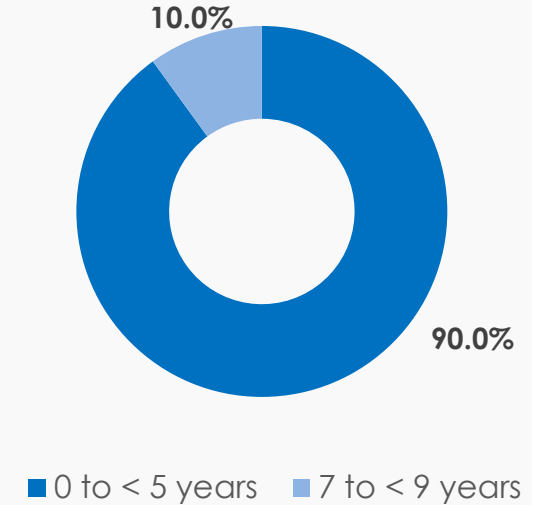
Board Gender Diversity



Age Spread



Tenure Mix



Formal and transparent procedure for developing policies on Director and executive remuneration

Policies are in line with CICT's business strategy

Remuneration of Directors

For non-executive Directors, fee comprises:



Compensation policy:



CEO and non-executive Directors who are employees of the CapitaLand Group do not receive any Directors' fees

Remuneration of Key Management Personnel

Executive compensation framework is based on the key principle of linking pay to performance. Comprises:



- ▶ CEO remuneration is disclosed in a band of S\$250,000
- ▶ Remuneration of other key management personnel is expressed in an aggregate with a breakdown of their respective remuneration components in percentage terms

Framework and policy:

Business Alignment:

- ▶ Focus on generating rental income and enhancing asset value over time
- ▶ Provide sound and structured funding
- ▶ Enhance retention of key talents

Motivate right behavior:

- ▶ Pay for performance
- ▶ Linking rewards and performance

Fair and appropriate:

- ▶ Competitive remuneration
- ▶ Manage internal equity such that remuneration is viewed as fair
- ▶ Significant and appropriate portion of pay-at-risk

Effective implementation:

- ▶ Maintain rigorous corporate governance standards
- ▶ Exercise appropriate flexibility
- ▶ Facilitate employee understanding

Note: In solidarity with CICT's stakeholders, the Board agreed to a voluntary 5% reduction in the total FY 2020 fees for each Director. Please see [Annual Report 2020 pages 76 and 77](#) on the remuneration disclosure of the Board and key management for 2020.

Committed to doing business with integrity

Employees are guided by an ethics and code of business conduct policy, Fraud, Bribery and Corruption Risk Management Policy, and whistle-blowing policy

Detect and prevent occupational fraud

- 1 Offering fair compensation packages and promotion based on merit to employees
- 2 Providing various healthcare subsidies and financial assistance schemes to alleviate the common financial pressures employees may face
- 3 Ensuring adequate checks and balances are in place with clearly documented policies and work procedures
- 4 Conducting periodic audits to evaluate the efficacy of these internal controls
- 5 Building and maintaining the right organisational culture through core values, educating employees on good business conduct and ethical values

Zero tolerance stance against fraud, bribery and corruption.

- 1 Providing clear guidelines and procedures for the giving and receipt of corporate gifts and concessionary offers
- 2 Pledge by all employees of the Manager annually to uphold core values and to not engage in any corrupt or unethical practices
- 3 Extending this policy to business dealings with third parties, we require that certain agreements incorporate anti-bribery and anti-corruption provisions
- 4 Reiterating stance against bribery and corruption during regular staff communication sessions

Committed to doing business with integrity

Ensure that all Interested Person Transactions are undertaken on an arm's length basis and on normal commercial terms

Interested Person Transactions ⁽¹⁾	Approving Authority, Procedures and Disclosure
S\$100,000 and above per transaction (which singly, or when aggregated with other Transactions ⁽²⁾ with the same Interested Person in the same financial year is less than 3.0% of CICT's latest audited net tangible assets/net asset value)	<ul style="list-style-type: none"> ▶ Management ▶ Audit Committee
Transaction ⁽²⁾ which: (a) is equal to or exceeds 3.0% of CICT's latest audited net tangible assets/net asset value; or (b) when aggregated with other transactions ⁽²⁾ with the same Interested Person in the same financial year is equal to or exceeds 3.0% of CICT's latest audited net tangible assets/net asset value	<ul style="list-style-type: none"> ▶ Management ▶ Audit Committee ▶ Immediate announcement
Transaction ⁽²⁾ which: (a) is equal to or exceeds 5.0% of CICT's latest audited net tangible assets/net asset value; or (b) when aggregated with other transactions ^(2,3) with the same Interested Person in the same financial year is equal to or exceeds 5.0% of CICT's latest audited net tangible assets/net asset value	<ul style="list-style-type: none"> ▶ Management ▶ Audit Committee ▶ Immediate announcement ▶ Unitholders⁽³⁾

Notes:

(1) This table does not include the procedures applicable to Interested Person Transactions falling under the exceptions set out in Rules 915 and 916 of the Listing Manual.

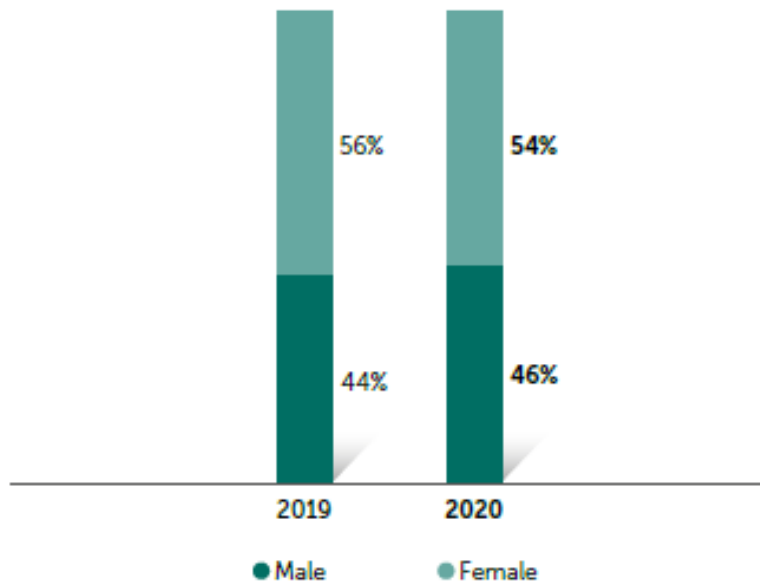
(2) Any transaction of less than S\$100,000 in value is disregarded.

(3) In relation to approval by Unitholders for transactions that are equal to or exceed 5.0% of CICT's latest audited net tangible assets/net asset value (whether singly or aggregated), any transaction which has been approved by Unitholders, or is the subject of aggregation with another transaction that has been approved by unitholders, need not be included in any subsequent aggregation.

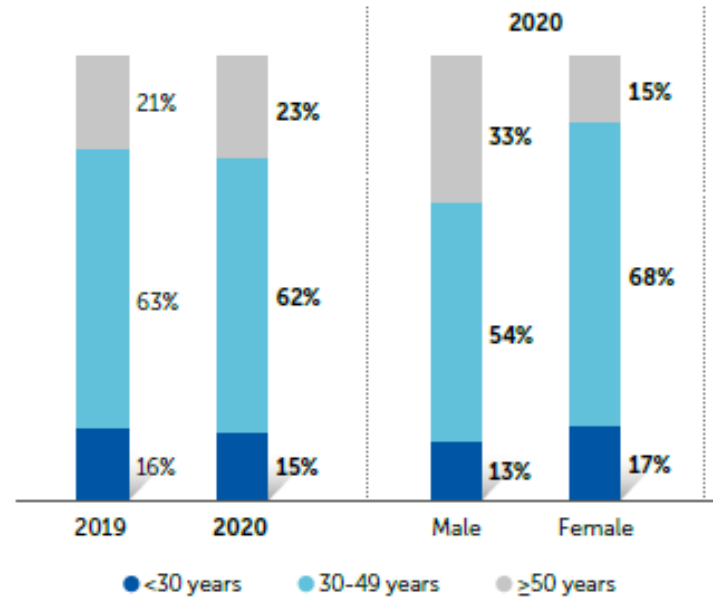
Commitment to employee fairness and diversity

Against coerced labour and discrimination, and adhering to the Universal Declaration of Human Rights and International Labour Organisation (ILO) Conventions

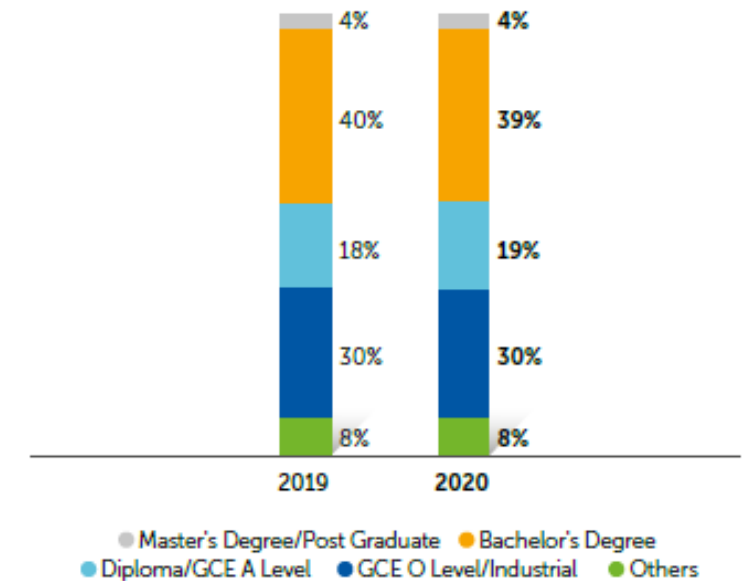
Employee by Gender



Employee by Age and Gender



Employee by Educational Qualifications



Note: Please refer to our [Annual Report 2020 pages 182 and 183](#) for more information on our employee profile.

Committed to treating all Unitholders fairly and equitably

Adopt an inclusive approach by considering and balancing the needs and interests of material stakeholders, as part of the overall strategy to ensure that the best interests of CICT are served



Physical AGM in 2019

1

Unitholders are entitled to attend general meetings and are accorded the opportunity to participate effectively and vote at general meetings

2

Committed to distribute at least 90.0% of our taxable income

3

Providing Unitholders with periodic and annual financial statements within the relevant periods

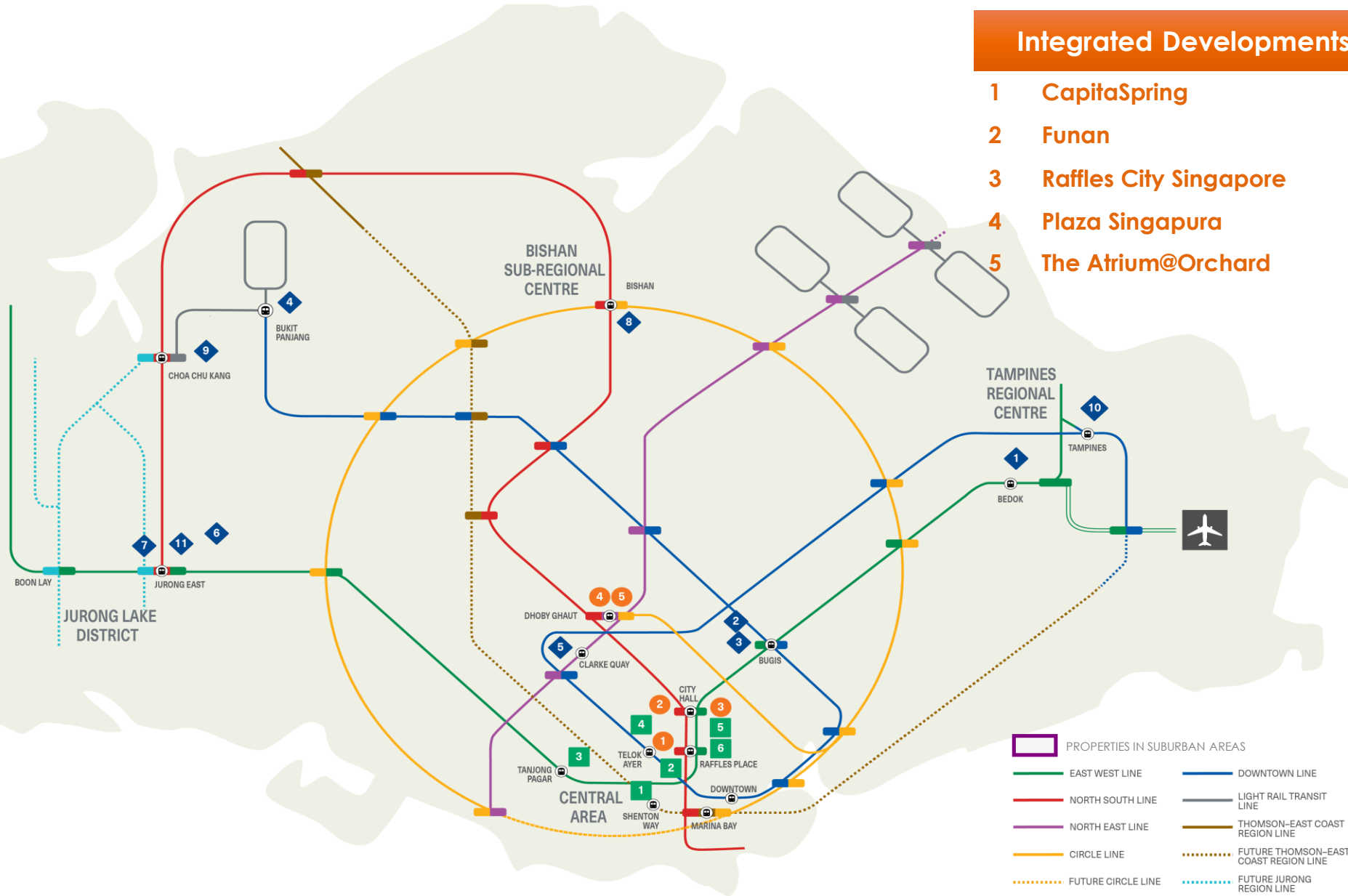
4

Facilitating effective communication with Unitholders and analysts via Investor Relations function

Additional Information



Well-located properties across Singapore



Integrated Developments

- 1 CapitaSpring
- 2 Funan
- 3 Raffles City Singapore
- 4 Plaza Singapura
- 5 The Atrium@Orchard

Office

- 1 Asia Square Tower 2
- 2 CapitaGreen
- 3 Capital Tower
- 4 One George Street
- 5 Six Battery Road
- 6 21 Collyer Quay

Retail

- 1 Bedok Mall
- 2 Bugis+
- 3 Bugis Junction
- 4 Bukit Panjang Plaza
- 5 Clarke Quay
- 6 IMM Building
- 7 JCube
- 8 Junction 8
- 9 Lot One Shoppers' Mall
- 10 Tampines Mall
- 11 Westgate

Owens 2 properties strategically located in Frankfurt Airport Office District and Banking District

Excellent connectivity between Frankfurt airport and Frankfurt city centre via a comprehensive transportation infrastructure network

Close proximity between
Frankfurt airport office district and
Frankfurt city centre

20 mins by Car

- Via A3 / A5 motorways

11 mins by Train

- Inter City Express (ICE) high speed trains offer 204 domestic and regional connections

15 mins by S-Bahn commuter railway

- 4 stops to Frankfurt city centre (Frankfurt central station)

