

OUR ESG STRATEGY

To lead with sustainable goals, we have established a robust ESG strategy and roadmap with six Strategic Pillars (SPs), each having its defined focus areas, Key Performance Indicators (KPIs), targets, and action plans.

Our ESG Strategy and associated roadmap aim to take forward our guiding principles of conserve, value and delivering by scaling stakeholder value creation, minimizing the carbon footprint of our operations, and driving positive social change. These principles and ESG commitments are integrated into our operational framework and taken forward under the oversight of our leadership team. A robust ESG Governance Framework enables us to periodically monitor and assess the progress of ESG initiatives.

Environment

SP1. Climate Resilience

Focus Area	Target: FY 2025	Progress: FY 2024
Transition to a Low-Carbon Economy	25.2% reduction in combined Scope 1 and Scope 2 GHG Emissions (compared to FY 2020 baseline)	31.5% reduction in combined Scope 1 and Scope 2 GHG Emissions (compared to FY 2020 baseline)
	50 MW Renewable Energy Capacity	38+ MW Renewable Energy capacity
Climate Risk and Opportunity	Conduct Climate Risk and Opportunity Assessment and develop a standalone report aligned with the Task Force on Climate-related Financial Disclosures (TCFD)	Initiated a Climate Risk and Opportunities Assessment

SP2. Sustainable Operations

Focus Area	Target: FY 2025	Progress: FY 2024
Resource Management	Zero Waste to Landfill	99.6% of waste diverted from landfill
Benchmark & Performance Targets	Incorporate Green Lease clause in tenant agreements/ renewals	100% Green Leases
Certifications, Labels and Ratings	1. 100% assets are Green Building Certified 2. Assets with Energy Rating	1. 100% malls and offices are Green Building Certified 2. Two Malls with a 5-star BEE Energy Rating

Social

SP3. Diversity, Equity, and Inclusion (DE&I)

Focus Area	Target: FY 2025	Progress: FY 2024
Recruit Diverse Talent	30% female representation in the total workforce	25% female representation in the total workforce
	2% representation of Persons with Disabilities (PwDs) in the total workforce	2% representation of Persons with Disabilities (PwDs) in the total workforce
	2% representation of ex-servicemen & their kin and people with a sports background in the total workforce	1.5% representation of ex-servicemen & their kin and people with a sports background in the total workforce
Employee Engagement and Retention	2 hours of average volunteering per employee per year	2 hours of average volunteering per employee per year
	Maintain Zero Reportable Accidents at the workplace	Zero Reportable Accidents at the workplace
	Human Rights Assessments conducted at all malls	Human Rights Assessments conducted at all malls
Career Development	26 hours of average training per employee per year	1. 46 hours of average training per on-roll employee per year 2. 23 hours of average training per employee (on-roll and outsourced) per year

SP4. Stakeholder Engagement

Focus Area	Target: FY 2025	Progress: FY 2024
Investors	Maintain 100% engagement with relevant stakeholders	Continuous engagement with all relevant stakeholders through the reporting year
Tenants & Consumers		
Employees		
Communities		

Governance

SP5. Management & Compliance

Focus Area	Target: FY 2025	Progress: FY 2024
Board Performance	100% of Directors on the Board apprised of ESG performance	100% of Directors on the Board apprised of ESG performance

SP6. Transparency & Reporting

Focus Area	Target: FY 2025	Progress: FY 2024
Transparent Reporting	Zero Data Breaches across Nexus Select	Zero Data Breaches across Nexus Select
Ownership, Accountability and Accuracy		
Data Management		

