

# Measuring Progress Against Targets

**FY2020** as baseline year

**FY2025** as target year

## SP1. Climate Resilience

	Target 2025	Progress in FY2023
Transition to a Low-Carbon Economy	25.2% reduction in Scope 1 + 2 emissions	12.9% reduction in Scope 1 + 2 emissions
	100% permissible renewable energy in all malls	26.3% of the energy consumed was from renewable sources
Climate Risk and Opportunity	Conduct a Climate Risk and Opportunities assessment and develop a standalone TCFD Report (Task Force on Climate-related Financial Disclosures)	Initiated a Climate Risk and Opportunities assessment which is included in this year's Report

## SP2. Sustainable Operations

	Target 2025	Progress in FY2023
Resource Management	Zero Waste to Landfill	90.5% of waste diverted from landfill
Benchmark and Performance Targets	Incorporate Green Lease clause in tenant agreements/ renewals	100% Green Leases
Certifications, Labels and Ratings	100% of malls under green certification	100% of malls are green building certified

## SP3. Diversity, Equity, and Inclusion

	Target 2025	Progress in FY2023
Recruit Diverse Talent	30% female representation in the total workforce	23% female representation in the total workforce
	2% representation of People with Disabilities (PwD) in the total workforce	1.5% representation of PwD in the total workforce
	2% representation of ex-servicemen & their kin and people with a sports background in the total workforce	1.4% 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	Started measuring employee volunteering hours
	Maintain Zero Reportable Accidents at the workplace	Zero reportable accidents in the workplace
	Human Rights Assessments conducted at all malls	Human Rights Assessment conducted at 100% of malls
Career Development	26 hours of average training per employee per year	26 hours of average training per employee
Board Performance	100% Board of Directors apprised of ESG performance	100% of the Board of Directors apprised of ESG performance

## SP4. Stakeholder Engagement

	Target 2025	Progress in FY2023
Investors	Maintain 100% engagement with relevant stakeholders	Continuous engagement with all relevant stakeholders through the reporting year
Tenants & Consumers		
Employees		
Communities		