



**EC World**  
运 通 网 城 REIT

# EC World REIT

## Sustainability Report

FY2024

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## Board statement

GRI [2-14] [2-22]

Dear Stakeholders,

Welcome to the eighth sustainability report for EC World Real Estate Investment Trust ("EC World REIT" or the "REIT"). This report is prepared by EC World Asset Management Pte. Ltd. ("ECWAM" or the "Manager") under the guidance of our Board, and showcases our key initiatives, notable highlights, and performance updates relating to Environmental, Social, and Governance ("ESG") matters for the period between 1 January to 31 December 2024 ("FY2024"). ECWAM is persistently advancing towards a sustainable future by enhancing social, environmental, and economic well-being of the landscape within which we function and collaborate. We are fully committed to addressing the significant risks posed by climate change. Our climate risk disclosures reflect how we have integrated and continue to review risk identification, adaptation, and mitigation strategies associated with climate change into our business considerations. The Sustainability Committee works alongside the Board to oversee and manage related strategy. Material ESG factors are subject to continuous monitoring and oversight of the Board, and with Management review, the Board has approved to maintain all material ESG factors in FY2024.

ECWAM remains committed to enhancing the social, environmental, and economic sustainability of the ecosystems in which we operate. We are fully committed to addressing the significant risks posed by climate change. Our climate risk disclosures reflect how we have integrated and continue to review risk identification, adaptation, and mitigation strategies associated with climate change into our business considerations. The Sustainability Committee works alongside the Board to oversee and manage the sustainability strategy.

Material ESG factors are subject to continuous monitoring and oversight of the Board, and with Management review, the Board has approved to maintain all material ESG factors in FY 2024. We remain vigilant about emerging sustainability concerns and will re-evaluate material ESG factors as needed. To bolster the REIT's sustainability ambitions this year, we have reviewed and enhanced our target setting practices and revised targets across all material topics. The focus of the review exercise was to pick up relevant quantitative metrics and set appropriate time frame targets aligned to strategic business time horizons.

Our Enterprise Risk Management ("ERM") and appropriate governance procedures are instrumental to proactively identifying and averting potential misconduct, helping us to adhere to the regulatory requirements and facilitating execution of effective corporate governance pivotal for the sustainability of our overall business and operations. We are devoted to sustaining substantive meaningful and purposeful engagement across all our stakeholder groups, and upholding transparency across our value chain.

The REIT remains committed to improving its environmental stewardship and reducing its Greenhouse Gas (GHG) intensity. Hengde Logistics Phase 1 Successfully completed grid connection and inspection of a rooftop photovoltaic power station with an installed capacity of approximately 4 MW. Our goal is to expand use of renewable energy sources across our assets, as well as lower GHG emissions intensity of the portfolio. Furthermore, we continue to focus on customer satisfaction

surveys to maintain alignment with market demand, as well as ensure high quality management and safety of properties including maintenance of critical fire maintenance records, upkeep of elevator and protection systems.

In 2024, EC World REIT persevered in providing a secure and engaging work environment for our employees, as prioritising safety of our workers and employees is a top priority. We have ensured safety training is deployed to all our front-line workers at all properties and have accomplished our goal of carrying out an annual fire drill for front-line staff across all properties.

We firmly believe that continual improvements and enhancements deployed along our sustainability journey and the unwavering support from our Sponsor and stakeholders put us in a robust position for the upcoming year and future to come.

Yours sincerely,

Mr Goh Toh Sim

on behalf of the Board of EC World Asset Management Pte. Ltd.

## About the report

GRI [2-2] [2-3]

This report has been prepared with reference to the internationally recognized Global Reporting Initiative (“GRI”) Standards 2021 and GRI’s Construction and Real Estate Sector Supplement (“CRESS”). EC World REIT reports with reference to GRI standards as the standards are globally recognized as one of the best practices for reporting on an organization’s sustainability practices. Since FY2022, EC World REIT reports against the Monetary Authority of Singapore’s Guidelines on Environmental Risk Management for Asset Managers as well as the Financial Stability Board’s TCFD recommendations.

Since FY2022, EC World REIT reports against the Monetary Authority of Singapore’s Guidelines on Environmental Risk Management for Asset Managers as well as the Financial Stability Board’s TCFD recommendations. The Manager also ensures that sustainability reporting practices at the REIT comply with SGX-ST Listing Manual Rules 711(A) and 711(B) and draws on the guidance set out in SGX Practice Note 7.6.

EC World REIT has commenced the internal review process for its sustainability report. For this reporting period, external assurance has not been sought. For questions, suggestions, and feedback related to sustainability matters, kindly send them to Ms Wensu Yu, Manager (Investor Relations) at [ir@ecwreit.com](mailto:ir@ecwreit.com).

## Reporting Scope

This report covers ESG data and practices of EC World REIT for FY2024, ending 31 December 2024. Sustainability reporting is an annual endeavour of the Group, with the last sustainability report published in April 2024. Three-year ESG trend analyses will be presented with the ESG performance data from FY2021 to FY2024, wherever applicable. The reporting scope covers our seven properties in China and our Corporate Office (the office of ECWAM) in Singapore.

## Singapore

- Corporate Office in Singapore

## Hangzhou, China

- Fu Heng Warehouse
- Fuzhou E-Commerce
- Stage 1 Properties of Bei Gang Logistics
- Hengde Logistics
- Chongxian Port Investment
- Chongxian Port Logistics

## Wuhan, China

- Wuhan Meiluote

## About EC World REIT

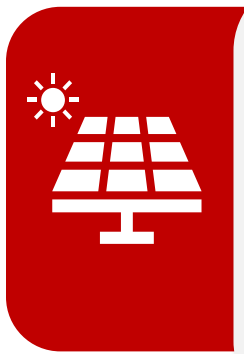
GRI [2-1] [2-6]

### Overview of EC World REIT

EC World REIT is a Singapore Real Estate Investment Trust (REIT), with a strategy to invest principally, directly or indirectly in a diversified portfolio of income-producing real estates. The real estates are primarily used for e-commerce, supply-chain management, and logistics purposes, as well as real estate-related assets, with an initial geographical focus on the People's Republic of China (the "PRC") – primarily Hangzhou and Wuhan. The Manager is a wholly-owned subsidiary of the Sponsor – Forchn Holdings Group Co. Ltd. Yuntong Property Management Co. Ltd., also a wholly-owned subsidiary of the Sponsor, is the property manager ("Property Manager") for the properties in China. The Sponsor is headquartered at 6 Shenton Way #41-03 OUE Downtown 1 Singapore 068809.

For the financial performance of EC World REIT – including information regarding gross revenue, total assets, and net property income – please refer to the condensed interim financial statements for financial year ended 31 December 2024, released on 15 April 2025 and available on SGXNET and EC World REIT's corporate website.

## FY2024 ESG Performance Highlights



### Rooftop Solar Panel Installation at Hengde Logistics

Following successful rooftop solar installations at other properties within the portfolio, a rooftop leasing agreement was signed in 2024 at Hengde Phase 1 to enable the installation of a 4 MW distributed photovoltaic (PV) power system. The system is expected to generate approximately 4.27 million kWh of electricity annually, supporting the facility's operational energy demand and reducing its reliance on traditional grid electricity. The project reflects EC World REIT's commitment to renewable energy and its broader decarbonization strategy.

In alignment with EC World REIT's decarbonisation strategy, a 4MW rooftop solar photovoltaic (PV) system was implemented at the Zhejiang Hengde site under Phase 1 of its renewable energy programme. The system is projected to generate approximately 4.27 million kWh of clean electricity annually, supporting the dual goals of operational sustainability and emissions reduction.

Based on environmental performance estimates provided by the system operator, the Hengde rooftop PV system is expected to yield the following annual environmental benefits (based on 4.27 million kWh generated per year):

- 1,538.7 tons of standard coal avoided
- 4,261.35 tons of CO<sub>2</sub> emissions reduced
- 128.23 tons of SO<sub>2</sub> and 64.11 tons of NO<sub>x</sub> eliminated
- 1,162.57 tons of carbon dust
- 8,548.34 tons of water conserved

The project significantly enhances the REIT's renewable energy footprint while contributing to broader national carbon neutrality goals. It demonstrates EC World's ongoing commitment to scaling clean energy investments across its asset portfolio.

As part of EC World REIT's continued investment in clean energy, a rooftop lease agreement was signed in 2024 between a subsidiary of the Property Manager of EC World REIT and a third-party solar operator for the installation of approximately 4.56MW distributed photovoltaic (PV) system at Hengde Logistic Phase 1.

This lease enabled the full implementation of Phase 1 of the Hengde rooftop solar project, supporting the REIT's long-term decarbonisation objectives. The system is projected to generate approximately 4.27 million kWh of clean electricity annually, contributing to emissions reduction and national sustainability goals.



Building on the success of Phase 1, a rooftop lease agreement for Hengde Logistics Phase 2 was signed in 2024, with installation of approximately 2 MW PV system scheduled for completion in 2025. This second phase will further increase the site's clean energy capacity and reduce reliance on grid electricity, in line with the REIT's progressive decarbonisation strategy.

#### **Fire and emergency drills conducted at all properties**

In 2024, fire and emergency evacuation drills were conducted across all properties under EC World REIT. These exercises were designed to raise safety awareness, reinforce familiarity with the site-specific emergency response plans, and ensure that staff and tenants can respond effectively during real emergencies. The drills also provided opportunities to test the readiness of fire suppression equipment and internal response teams, while identifying areas for procedural improvement.



EC World REIT recognises that operational safety and emergency preparedness are foundational to responsible asset management. In FY2024, fire and evacuation drills were conducted across all properties in the REIT's portfolio.

Each drill was guided by a formal Emergency Response Plan tailored to the specific risks and layout of the property. Key objectives included:

- Ensuring all personnel understand evacuation routes and assembly points
- Testing the readiness of internal emergency teams
- Verifying the operability of alarms, extinguishers, hydrants, and communication systems
- Reinforcing coordination between facility management and tenants during simulated crises

Post-drill reviews were carried out at each location to assess response time, communication flow, and overall staff awareness. These assessments have informed minor procedural improvements and reinforced site-level safety protocols.

These exercises demonstrate EC World REIT's commitment to maintaining a safe environment for tenants, employees, and contractors, and support its broader alignment with GRI 403: Occupational Health and Safety and CRE8: Quality of Assets.

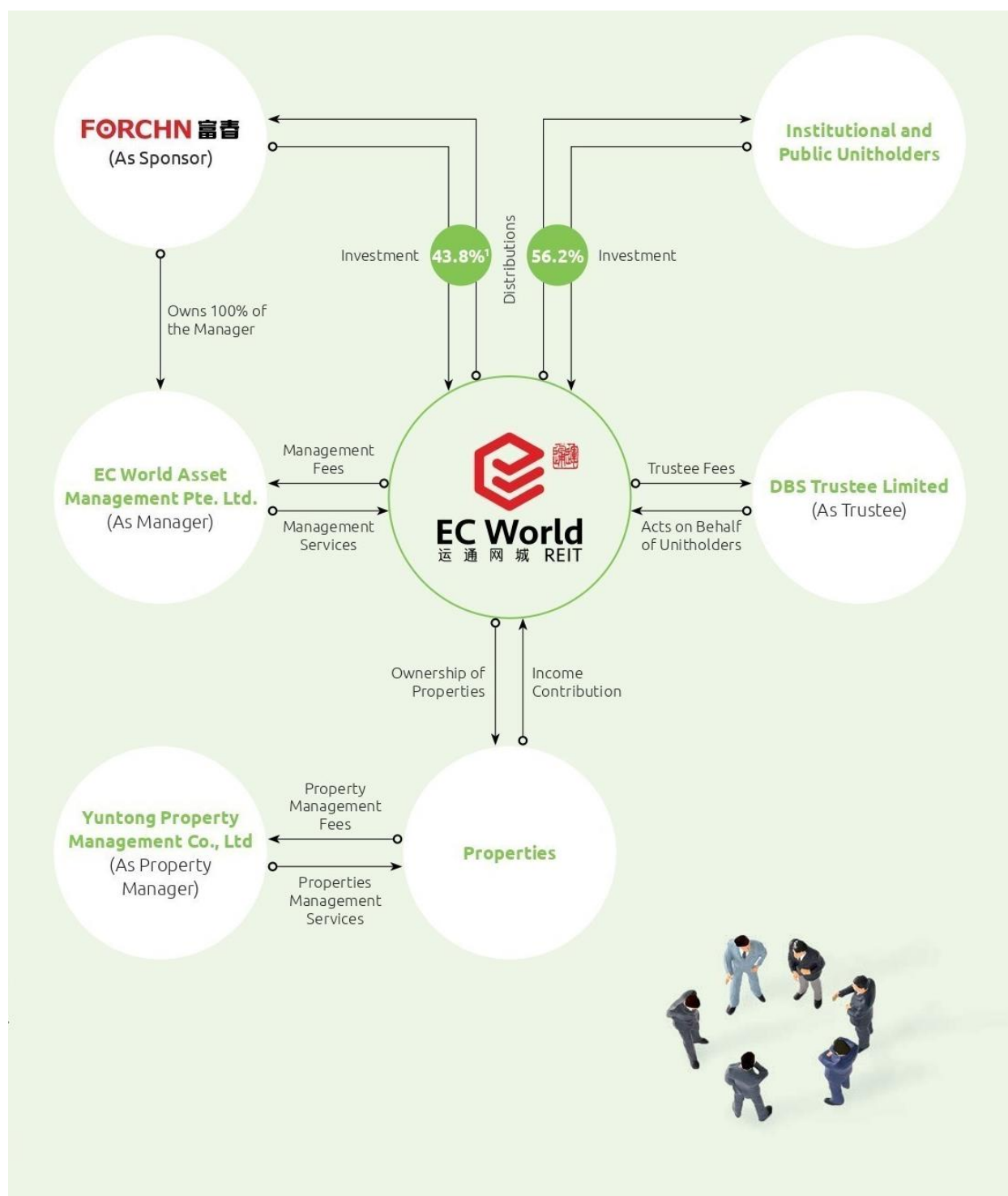
In support of its long-term energy efficiency and emissions reduction strategy, EC World REIT undertook a lighting retrofit programme in 2023, which involved replacing conventional lighting systems with energy-efficient LED fixtures.

Although the upgrades were completed in 2023, their environmental and operational benefits continued to be realised throughout 2024, including:

- Reduction in cooling loads, particularly in enclosed storage spaces where LEDs reduce ambient heat
- Lower maintenance frequency and costs, due to longer fixture lifespan and improved lumen stability
- Improved lighting quality and workplace safety, especially in back-end logistics zones and stairwells

These upgrades support EC World REIT's decarbonisation roadmap (2024–2030) by lowering Scope 2 emissions across the portfolio. The energy savings also contribute to enhanced building-level performance metrics under future green building certification frameworks.

## Trust structure of EC World REIT<sup>1</sup>



<sup>1</sup> As of 31 December 2024. Includes Units held by the Manager.

## EC World REIT's Vision and Mission

EC World REIT leases assets in e-commerce logistics facilities, port logistics facilities and specialised logistics facilities. The REIT strives to provide our stakeholders and unitholders – including e-commerce, port logistics and specialised logistics users and operators - with long-term value generation through the sustainable enhancement of our assets. This predominant goal has been integrated into the REIT's vision and mission as illustrated below.

### Vision

EC World REIT aims to be the premier e-commerce and specialised logistics REIT in Asia and strives to create long-term value for all our stakeholders by capturing opportunities driven by the fast-growing e-commerce and specialised logistics sectors.

### Mission

- Deliver stable, sustainable, and growing distributions to our unitholders.
- Grow and diversify our portfolio through yield accretive acquisitions.
- Offer a differentiated and high-quality asset portfolio.
- Adopt active asset management strategies to enhance performance and value of our properties.

## Properties of EC World REIT

E-commerce Logistics		Port Logistics	Specialized Logistics
			
Stage 1 Properties of Bei Gang Logistics	Fuzhou E-Commerce	Chongxian Port Investment	Hengde Logistics
			
Wuhan Meiluote	Fu Heng Warehouse	Chongxian Port Logistics	

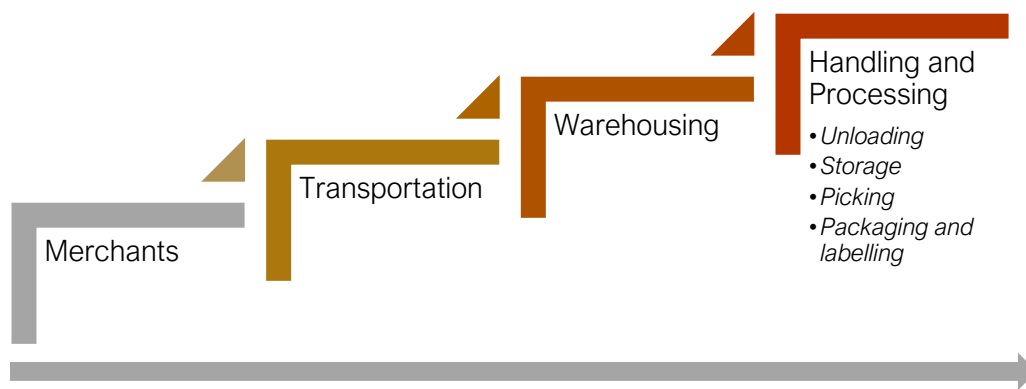
## Supply Chain Management

As a REIT specialising in e-commerce logistics facilities and port logistics facilities, EC World REIT is fully aware of the importance of supply chain management in determining the organisation's reputation and success. Therefore, the Manager at EC World REIT endeavours to manage the supply chain proactively and responsibly, with a focus on sustainable procurement of materials.

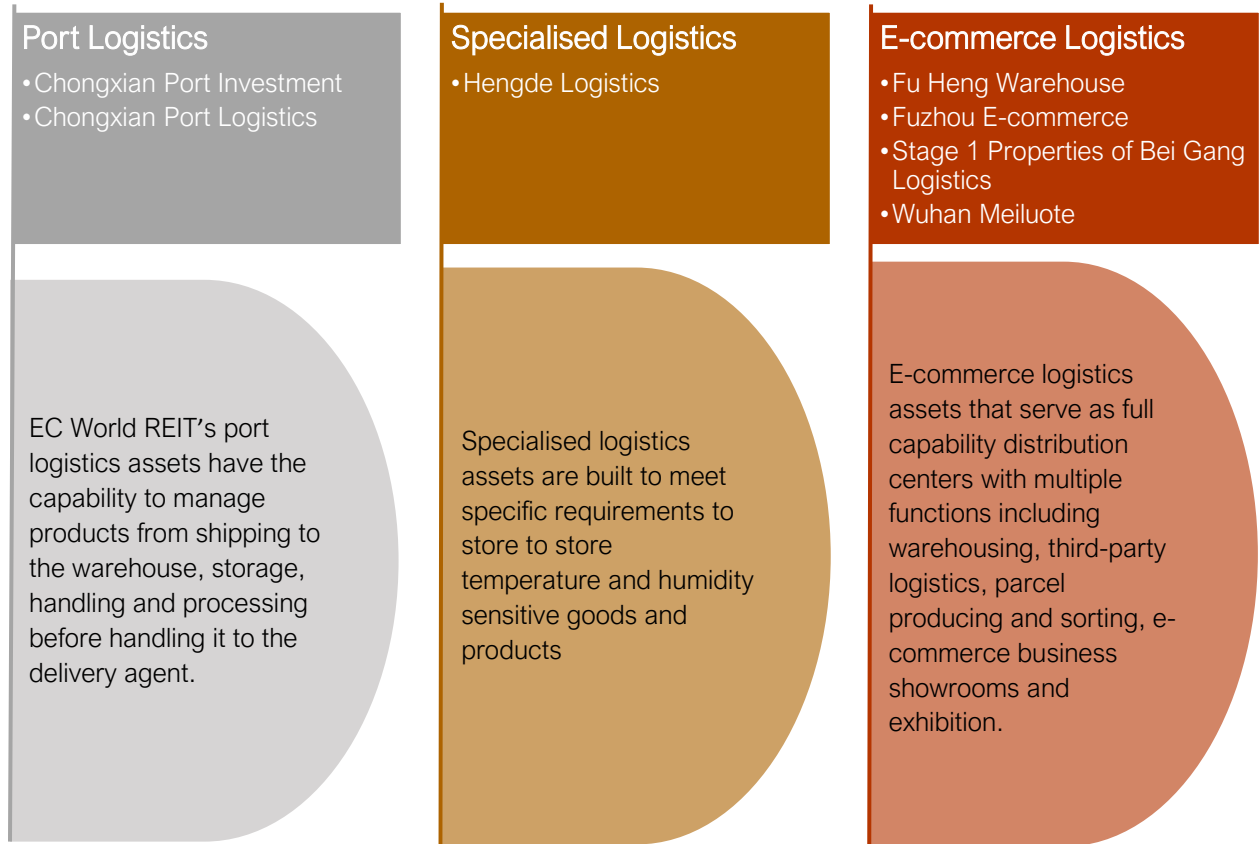
EC World REIT employs an active evaluation approach aiming to accomplish procurement practices that maximise benefits both for our REIT and stakeholders. We duly evaluate the products and services offered by our suppliers to ensure that these goods and services are in compliance with standards related to sustainability considerations and are not in violation of any laws and regulations. We believe that this evaluation process will help deter any inappropriate behaviour and safeguard the interests of our stakeholders.

## EC World REIT's Product Fulfilment Cycle

EC World REIT's asset portfolio is strategic and fulfils critical sections in the supply chain of the e-commerce and specialised logistics business. The figure below illustrates the role of our different asset types.



## Typical Product Fulfilment Cycle



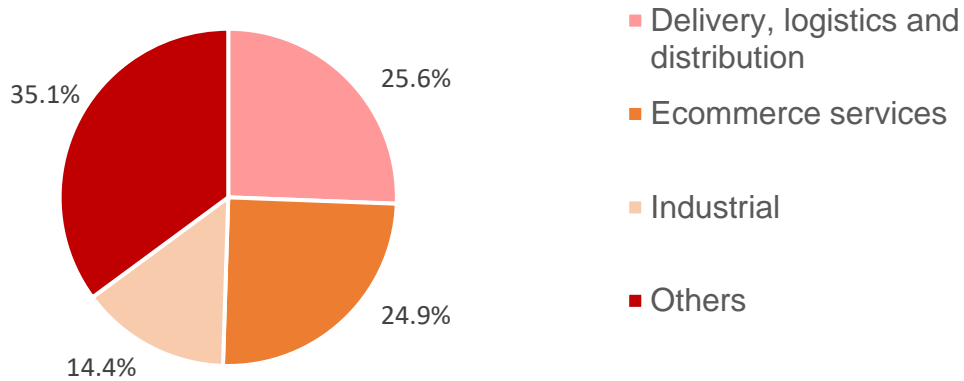
Key inland port with comprehensive logistics complex

Strategically located next to Beijing-Hangzhou Canal offering easy access to waterway and road network

## Tenancy Mix and Types of Assets

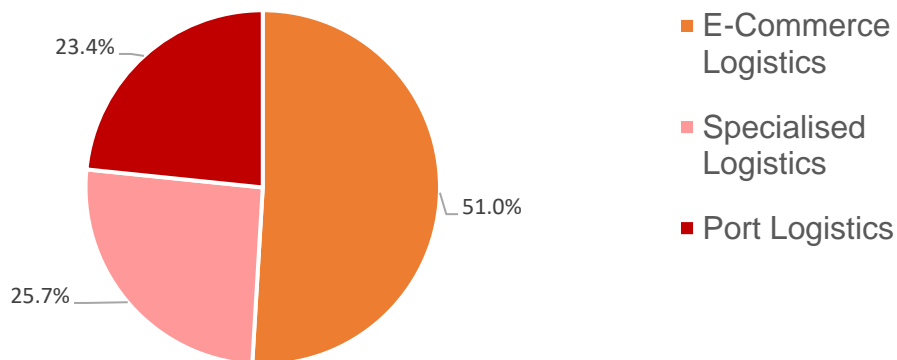
As of 31 December 2024, there were a total of 81 multiple tenants across EC World REIT's portfolio that contributed to gross rental income, based on lock-in rental. The charts below show the breakdown of tenancy according to trade sector by net lettable area and by valuation. We also present the breakdown of tenancy according to trade sector, weighted on gross revenue contribution in 2024. For more information, please refer to our Annual Report 2024.

### Breakdown of tenancy according to industrial, by gross rental income



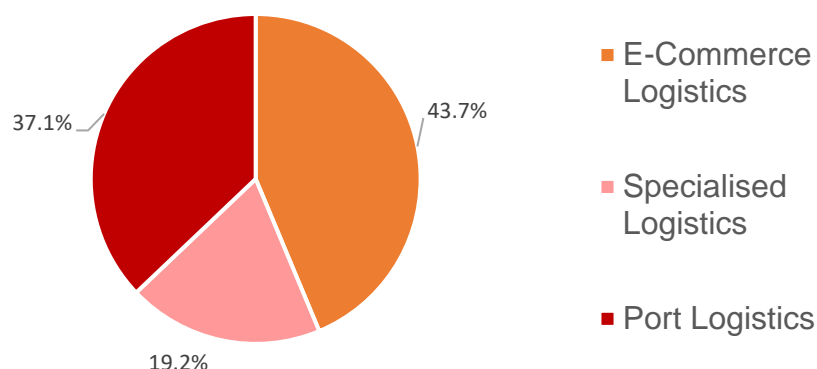
*\*Others include telecommunication, conglomerates, and human resources sectors*

### Breakdown of tenancy according to trade sector, by net lettable area<sup>2</sup>

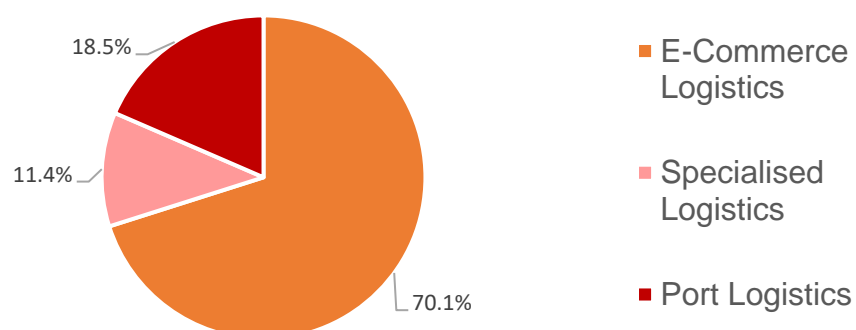


<sup>2</sup> Portfolio as at 31 December 2024.

**Breakdown of tenancy according to trade sector, by valuation<sup>2</sup>**



**Breakdown of tenancy according to trade sector, by gross revenue contribution**



### Our memberships

GRI [2-28]

EC World REIT is a member of the Real Estate Investment Trust Association of Singapore (“REITAS”), the Singapore Business Federation, the Singapore-China Business Association, the Singapore Chinese Chamber of Commerce & Industry, and the Institute of Banking and Finance Singapore.



## Our sustainability approach

### Sustainability governance at EC World

GRI [2-12] [2-13] [2-14] [2-17]

EC World REIT is committed to preserving and executing its fundamental sustainability values throughout its business operations and strategies. We are devoted to continuously strengthening the incorporation of sustainability and ESG throughout our organisation. With the backing of the Sponsor, the Manager is dedicated to enhancing EC World REIT's sustainability performance continually.

EC World's sustainability governance structure plays a significant role in shaping an effective approach towards managing the risks and opportunities of our material ESG issues. Mr Goh Toh Sim, the Executive Director, and Chief Executive Officer heads the REIT's ESG policies and practices. The administration of the Manager and Property Manager supports the evaluation of ESG policies and practices, advancing sustainability practices within the REIT's properties. At the working level, several individuals are involved in overseeing the day-to-day operations, sustainability data management and reporting, and ensuring compliance to sustainability requirements.

As part of our ongoing journey towards enhancing sustainability disclosures, the Manager disclosed climate-related disclosures in FY2024 based on the illustrative phased approach of the SGX guidelines for TCFD. The environmental risk management guidelines are established and approved by the Board, detailing EC World REIT's principles and key practices for identification, assessment and management of environmental risks and opportunities to enhance the REIT's portfolio. This guideline will supplement the REIT's ERM framework by specifying the ERM framework's application to environmental risks.

### Stakeholder engagement

GRI [2-29]

Engaging with the REIT's stakeholders ultimately drives greater, and long-term value for everyone. The Manager prioritizes frequent interactions with our diverse stakeholders to understand their issues and collect their crucial feedback. This enables EC World to enhance our competencies, which will eventually deliver value for our stakeholders.

The following table showcases our objectives and strategies for engaging with our stakeholders, along with the focus areas, mode and frequency of engagement and our responses.

Stakeholder	Goal	Modes of engagement	Frequency	Key concerns raised	EC World REIT's response
Shareholders	Provide clear and accurate information to the investment community through timely communication	<ul style="list-style-type: none"> <li>• Telephone calls</li> <li>• Email</li> <li>• Annual General Meetings/Extraordinary General Meetings</li> <li>• Webinar/Conferences</li> <li>• Social Media</li> <li>• Corporate website</li> <li>• Quarterly announcements on SGX-ST</li> </ul>	At least quarterly	<ul style="list-style-type: none"> <li>• Financial performance</li> <li>• Outlook and growth</li> </ul>	<ul style="list-style-type: none"> <li>• Proactive investor outreach programme</li> <li>• Timely communication through SGXnet and website</li> <li>• Usage of online/electronic mediums to communicate more effectively</li> </ul>
				<ul style="list-style-type: none"> <li>• Regulatory compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Adoption and adaption of relevant policies and procedures such as Enterprise Risk Management, corporate governance policies</li> </ul>
Employees and workers	Provide a holistic and inclusive environment with enhanced wellbeing and productivity, with potential for growth and self-development	<ul style="list-style-type: none"> <li>• Weekly staff meeting</li> <li>• Email correspondences</li> <li>• Open discussion</li> <li>• Annual performance appraisal</li> <li>• Instant messaging apps</li> </ul>	<ul style="list-style-type: none"> <li>• Weekly</li> <li>• Annual</li> <li>• Ad-hoc</li> </ul>	<ul style="list-style-type: none"> <li>• Competitive remuneration</li> <li>• Career growth</li> <li>• Efficient cross-departmental coordination</li> </ul>	<ul style="list-style-type: none"> <li>• Adoption of competitive compensation and benefits programme</li> <li>• Provision of training opportunities</li> <li>• More effective coordination via mail, work contact form, etc.</li> </ul>
Trade Unions (China only)	Improve employee satisfaction	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Discussions</li> </ul>	Ad-hoc	Employee benefits	<ul style="list-style-type: none"> <li>• Active engagement to maintain and improve employee motivation and morale</li> </ul>
Customers	To provide comfort, safe, secured, and clean work environment for our tenants	<ul style="list-style-type: none"> <li>• Telephone calls</li> <li>• Email correspondence</li> <li>• Face-to-face engagements</li> <li>• Real-time problem solving</li> </ul>	Daily	<ul style="list-style-type: none"> <li>• Possible rental escalation</li> <li>• Renewal of lease</li> <li>• Property maintenance</li> </ul>	<ul style="list-style-type: none"> <li>• Active discussions on a regular basis</li> <li>• Improve the service and staff quality of the property</li> </ul>

<b>Suppliers</b>	Prompt payments for goods/services rendered	<ul style="list-style-type: none"> <li>Email correspondence</li> <li>Telephone</li> <li>Door-to-door visits</li> </ul>	Ad-hoc	Delay or default in payment	Prompt processing of payment
<b>Local communities</b>	To create a comfortable, safe, secured, and clean social environment at the work areas	<ul style="list-style-type: none"> <li>Community participation in organised activities</li> <li>Meetings and discussions</li> </ul>	As and when needed	<ul style="list-style-type: none"> <li>Pollution</li> <li>Traffic jams</li> <li>Health and safety</li> <li>Waste management</li> </ul>	<ul style="list-style-type: none"> <li>Promptly responding to the needs of the community and neighbours</li> </ul>
<b>Government</b>	Compliance with relevant government policies, rules, and regulations	<ul style="list-style-type: none"> <li>External consultants</li> <li>Meetings and email correspondence</li> </ul>	Ad-hoc	<ul style="list-style-type: none"> <li>Compliance with local laws and regulations</li> </ul>	<ul style="list-style-type: none"> <li>Internal compliance senior manager</li> <li>External legal consultants</li> </ul>
<b>Non-profit Organisations</b>	To actively seek donation drive in the local communities, lend a helping hand, monetary donations	<ul style="list-style-type: none"> <li>Email correspondence</li> <li>Participation in philanthropic activities</li> </ul>	As and when needed	Nil.	<ul style="list-style-type: none"> <li>Nil.</li> </ul>

## Materiality assessment

GRI [3-1] [3-2]

The Manager carried out the latest materiality assessment for EC World REIT in June 2018. The objective was to appraise our ESG priorities and make certain that the issues and requirements of our stakeholders were acknowledged and addressed. A third-party consultant facilitated this assessment which involved interaction with internal stakeholders. The assessment process was divided into four crucial stages and involved stakeholders from diverse departments within the REIT, as illustrated below. As a result of this exercise, three materials and two additional matters were identified.

For the reporting year 2024, the Board confirmed the continued relevance of the originally identified material matters and agreed to continue the disclosure of the two additional reporting matters that are pertinent to our business. Refer to the table given below for a full list of material matters, and additional matters identified for EC World REIT.

EC World REIT's materiality process follows the principles outlined in GRI 3 (2021). In FY2024, the REIT identified and reaffirmed its material topics through internal discussions, stakeholder consultation, and regulatory review. The topics reflect both financial and non-financial risks and opportunities that are relevant to the REIT's operations and long-term value.

The material topics were identified by assessing:

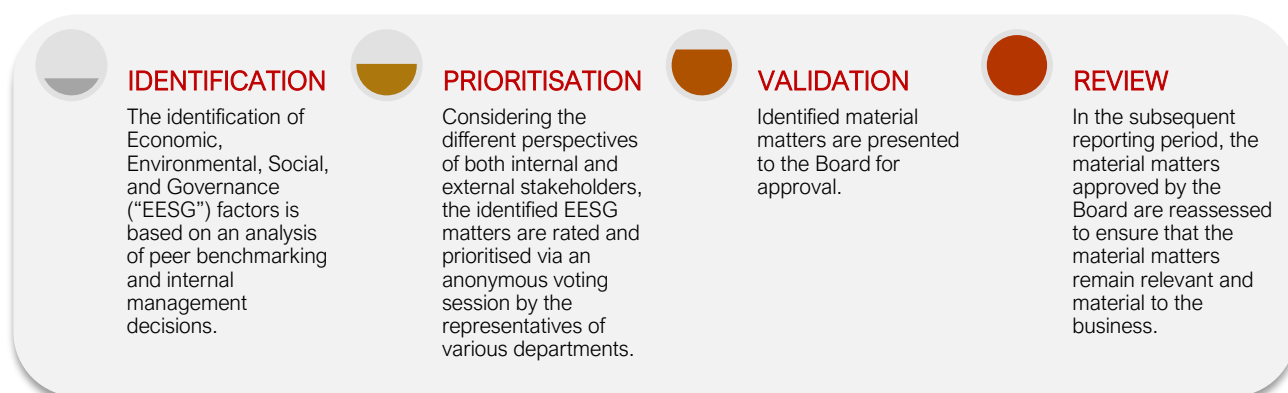
- The significance of the REIT's actual and potential impacts on the economy, environment, and people
- Stakeholder expectations, including unitholders, regulators, tenants, and employees
- Alignment with global reporting frameworks such as GRI and IFRS S1/S2

For each material topic, the REIT has defined a management approach that includes:

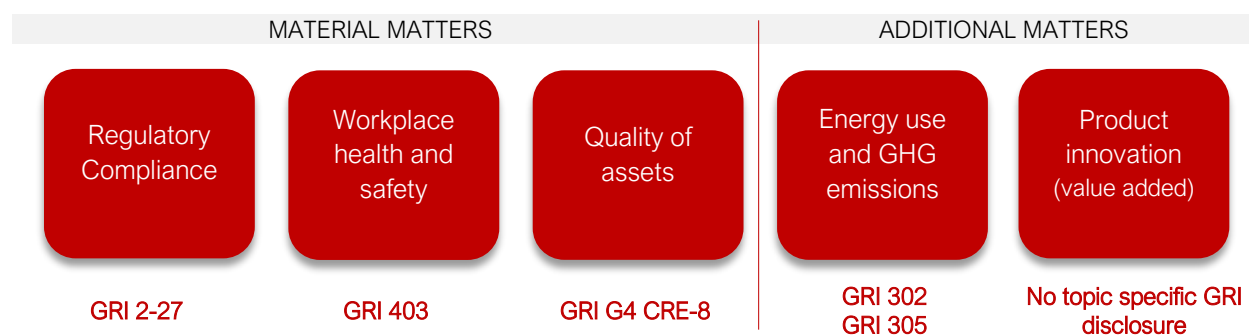
- Governance responsibilities
- Policies and procedures
- Monitoring and performance targets

This structured approach supports transparency and helps guide resource allocation, stakeholder communications, and risk management priorities.

## EC World REIT's materiality assessment: A four-phased approach



## Economic, Environmental, Social and Governance factors



## Governance

### Risk management

Risk management plays a crucial role in the operations of the Manager at both strategic and operational levels. Our proactive stance towards risk management aids in the realisation of the Manager's business objectives and strategies, leading to the creation and preservation of value for our unitholders.

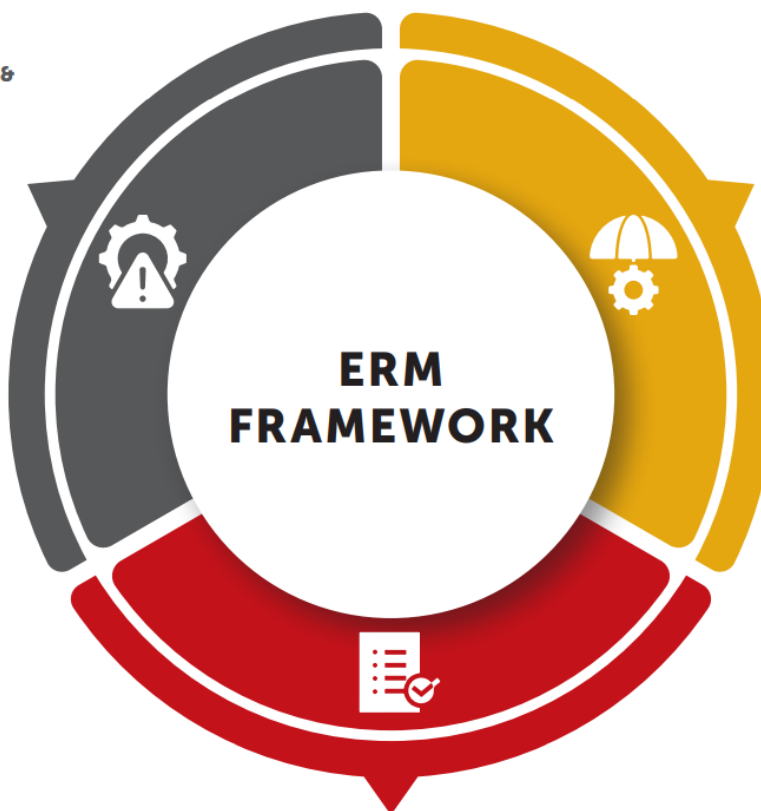
The Manager acknowledges that risk management includes both opportunities and threats. To seize opportunities, the Manager needs to take calculated risks. Thus, risk management is not just about striving for risk reduction, but rather about enhancing the balance between risk and reward within recognized and agreed-upon levels of risk appetite.

Therefore, the Manager takes risks considerately for justifiable business grounds. The Board is accountable for the governance of risk across the Manager. This entails setting the Manager's risk appetite, monitoring the Manager's ERM Framework, conducting regular reviews of the Manager's risk profile, significant risks, and risk mitigation strategies, and confirming the effectiveness of risk management policies and practices. The Audit and Risk Committee (the "ARC") assists it in these duties, providing supervision over risk management.

The Manager's ERM Framework - as illustrated below - sets out the required environmental and organisational components which enable it to manage risks in an integrated, systematic, and consistent manner. The ERM Framework and related risk management policies are reviewed annually and periodically validated by external consultants. A robust internal control system as well as an effective, independent review and audit process are the twin pillars that underpin the Manager's ERM Framework.

#### **Risk Identification & Assessment**

- Risk Appetite
- Risk & Control Self-Assessment
- Investment Risk Evaluation
- Whistle-blowing/ Business
- Malpractice



#### **Risk Response**

- Accept
- Avoid
- Mitigate
- Transfer

#### **Risk Monitoring & Reporting**

- Key Risk Indicators
- Quarterly Compliance Checklist

#### **The Group's key material risks**

- |                              |                                  |
|------------------------------|----------------------------------|
| ▪ Business interruption risk | ▪ Foreign currency risk          |
| ▪ Competition risk           | ▪ Interest rate risk             |
| ▪ Credit risk                | ▪ Liquidity risk                 |
| ▪ Economic risk              | ▪ Regulatory and compliance risk |
| ▪ IT risk                    | ▪ Investment risk                |
| ▪ Leasing risk               |                                  |

The Manager believes that having the right risk culture and people with the right attitude, values and knowledge are fundamental to the Manager's success. Please refer to EC World REIT's Annual Report 2024 to learn more about our material risks and risk management approach.

## Ethics and integrity

GRI [2-16]

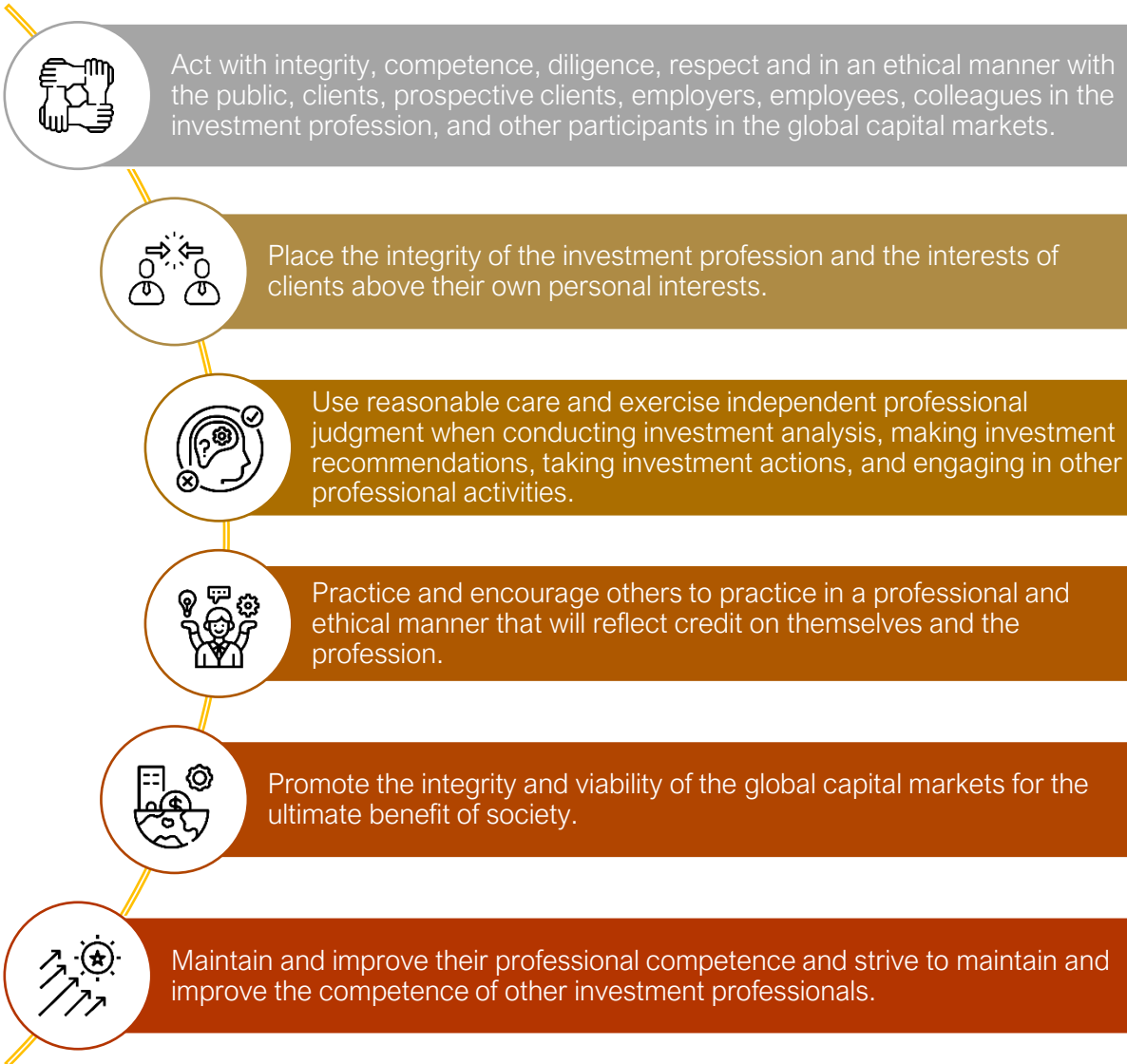
EC World REIT strives to maintain its integrity and reputation by adhering to regulations in all the markets where we operate. The Manager is responsible for preserving the REIT's business reputation. Our employees comply with all regulations applicable to the REIT and our ethical norms and policies, including our organisation's Compliance Manual.

In accordance with our values, the REIT does not condone unethical conduct and enforces disciplinary actions whenever necessary. Employees are also expected to uphold suitable standards of behaviour and be aware of the regulations of other countries when engaging in cross-border transactions.

Moreover, potential conflicts of interest might occur during regular business operations. The Manager enforces policies to identify and manage any potential conflicts involving the Manager, its directors, and employees. Standard procedures that may be employed include internal mediation, disclosure, or securing consent from the affected party or parties.

All EC World REIT employees are required to abide by the following:





## Whistleblowing

GRI [2-16] [2-25] [2-26]

EC World REIT has a whistle-blowing policy in place that accompanies our internal risk management strategy.

All employees are encouraged to report concerns and possible ethical breaches such as fraud, corruption, bribery or blackmail, criminal offences, non-compliance with legal or regulatory requirements, miscarriage of justice, health and safety threats and risks.

The policy protects the whistle-blower's identity and blocks them from receiving any discrimination, retaliation, harassment, or reprisal of any kind. Concerns raised by a whistle-blower will undergo independent investigations, follow-up plans and corrective actions to protect our business.

### *Whistleblowing procedures for employees*

1

Any person may report allegations of suspected serious misconduct or any breach or suspected breach of law or regulation, which may adversely impact the Company, unitholders, employees, investors, or the public at large.

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2

Acts of misconduct may be disclosed in writing, by telephone or in-person. However, all reports are encouraged to be made in writing to ensure a clear understanding of the issues raised.

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3

All misconduct can be reported directly to the ARC Chairman via email, in writing, telephone, or in-person, whichever is appropriate.

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4

The whistle-blower shall be expected to prove the truth of an allegation and to demonstrate sufficiency on grounds for concern.

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5

All employees shall refer to the Company's whistle-blowing policy for details and procedures in reporting misconduct.

## Regulatory compliance

GRI [3-3] [2-23] [2-24] [2-26] [2-27]

### WHY THIS MATERIAL TOPIC AND ITS IMPACT TO EC WORLD

Complying with the appropriate regulations and laws is necessary for EC World REIT to be reputable, profitable, and sustainable in the long term. In instances of non-compliance, the REIT may be impacted by fines or punitive measures that can affect its operations and limit revenue generation. Towards benefitting of human rights, regulatory compliance can help EC World to protect workers' rights and ensure that they are treated fairly and equitably. Yet, due to EC World's scrutiny towards its ethical standards, EC World continues to hold strong integrity and reputation in the markets. The topic covers EC World REIT and its subsidiaries.



#### RESPONSIBILITIES

The Board and Key Management Personnel of the Manager are accountable for the compliance and the organisation-wide ethical culture of EC World REIT.



#### GRIEVANCE MECHANISM

The Manager is in charge of timely, fair, and thorough investigations and responses to all complaints, regardless of the degree of justification. In cases of whistleblowing, the REIT has a set of rules that prohibits employees determine the procedures that an employee would follow up. This includes prohibiting employees from following up with any potential whistle-blower or spreading any words regarding the potential whistle-blower that could be used against the Manager as an admission of liability.



#### EVALUATION

An annual external audit and quarterly internal audits are conducted to test the effectiveness of policies regarding regulatory compliance.

EC World REIT also engages an external consultant to assist in compliance matters and enhance regulatory framework and practices within the REIT/Manager. The external consultant also reports directly to the Board on a quarterly basis.

## Policies

The REIT has developed several key policies on regulatory compliance that are illustrated below.

### General Guidelines for Complaints Handling

We firmly believe that the Manager deals with all complaints in a prompt and fair manner. Regardless of whether the complaint is justified, it is thoroughly investigated and rectified within a reasonable time frame. The REIT has a set of high-level rules that are abided by:

- One must not investigate feedback against oneself.
- One must not confront the individual who lodged the complaint.
- One must not, without proper authority, say anything to the individual who lodged the complaint that could be used against the REIT as an admission of liability. Further, no verbal confirmation or explanation is allowed with media or any regulatory bodies, unless authorised.

#### 01

### Insider trading

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The Manager is privy to market research, unverified information, client information and its own internally generated research. The Manager and its employees must be aware and vigilant to ensure that no one can be accused of being party to any “insider trading”. Where an employee who knowingly trades either personally or for a client while in possession of inside information may be subject to immediate suspension and/or dismissal.

#### 02

### Gifts & entertainment policy

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To reduce the likelihood of a breach of section 5 or 6 of the Prevention of Corruption Act (“PCA”), the Manager has adopted a gift and hospitality policy which allows employees to accept gifts of value not more than S\$200. Employees of the Manager must exercise discretion when accepting gifts of any form from a Business Associate such that it does not influence the proper discharge of the Employee’ duties or to raise any question of impropriety.

#### 03

### Use of employees’ personal data

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The Manager seeks to ensure that its employees have the right of protecting their personal data, and the need for the firm to collect, use and disclose personal data only for purposes that a reasonable person would consider appropriate in the circumstances. The Manager need not obtain an employee’s consent for evaluative purposes. The term “evaluative purposes” includes for the purpose of determining the suitability, eligibility, or qualifications of the individual to whom the data relates (i) for employment or for appointment to office; (ii) for promotion in employment or office or for continuance in employment or office; and (iii) for removal from employment or office.

The Manager complies with the Personal Data Protection Act (“PDPA”), as well as the common law and other relevant laws that are applied to the fund management industry, when handling personal data in their possession.

04

## Access and correction requests of the employee

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Every individual has the right of access to his/her personal data. Hence, the Manager will grant an individual access to his/her personal data which it has in its own possession or under its control when request is obtained. The Manager will make the relevant disclosures or amendments to the information kept within 30 days of obtaining the requests. Employees are required to submit request for access and correction of available information via email detailing the type and scope of information they would like to access or amend.

05

## Anti-money laundering and countering the financing of terrorism

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The Manager is required to comply with local legislation in respect of anti-money laundering and terrorist financing as well as applicable international legislation and standards.

06

## Anti-bribery policy

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The Manager has a zero-tolerance policy towards bribery and endeavours to conduct its business in an ethical and proper manner within the jurisdiction it operates in. The Manager shall always ensure compliance with all applicable national and international laws in the jurisdiction that the Manager operates in. This includes, but is not limited to, the Singapore PCA and the anti-bribery legislation of the People’s Republic of China anti-bribery laws, as well as the Manager’s internal policies towards anti-bribery.

### Internal Audit

In 2024, EC World Asset Management Pte. Ltd. engaged an independent internal audit review of its FY2023 sustainability reporting process to assess the robustness, transparency, and alignment of its disclosures with regulatory expectations and leading reporting frameworks.

The internal audit was conducted with a focus on evaluating the governance, controls, and documentation supporting the REIT’s sustainability disclosures. The scope of the review covered materiality assessment, data quality management, documentation trails for environmental performance metrics, and the consistency of disclosures with selected Global Reporting Initiative (GRI) Standards.

The key observations and outcomes from the internal audit included:

- Strengthening documentation of sustainability-related performance metrics and calculations

- Enhancing audit trails for selected indicators and ESG claims to ensure replicability and consistency
- Clarifying materiality rationale and improving traceability of stakeholder engagement outcomes
- Formally documenting the internal review process prior to publication

In response to these observations, EC World REIT has taken proactive steps in the preparation of its FY2024 Sustainability Report. These include improved internal documentation procedures, clearer alignment between quantitative disclosures and source records, and an expanded stakeholder engagement trail to better inform the materiality assessment.

This initiative reinforces the REIT's ongoing commitment to transparency, continuous improvement, and alignment with evolving sustainability disclosure standards such as GRI 2021 and IFRS S1/S2.

## Practices

The Manager oversees EC World REIT's regulatory compliance based on the organisation's Compliance Manual, Internal Delegation of Authority ("DOA") and Office Automation system. Periodic training is provided by the Manager to its directors and employees to ensure that they are kept informed of the relevant anti-money laundering and terrorist financing regulations, particularly if there are new regulations that would impact their business and operations. This includes enabling relevant employees to attend industry courses annually such as the Real Estate Investment Trust Association of Singapore (REITAS) Ethics and Regulation course.

Procedures/Processes	Summary
Compliance Manual	The Compliance Manual is the principal resource to assist employees in understanding and demonstrating compliance with laws and regulations applicable to the Manager.
Internal DOA	The DOA is established for subdivision and sub-allocation of powers to make a business decision for the EC World REIT to achieve effective results as well as maintain a high standard of corporate governance.
Office Automation Approval System	The Office Automation Approval System is deployed in the subsidiaries of EC World REIT, to reduce manual processes and provide a consistent framework for daily operational decision making as well as greater mobility and ensure consistent corporate governance.

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## FY2024 PERFORMANCE

In FY2024, EC World REIT complied with all applicable environmental, social, and economic laws and regulations across its operating jurisdictions.

There were no reported incidents of major non-compliance, enforcement actions, or regulatory penalties related to environmental performance, workplace safety, or tenant operations.

Regular audits, safety inspections, and preventive maintenance procedures were carried out at all sites, and post-drill evaluations confirmed full adherence to emergency protocols and statutory requirements.



Target achieved

## REVISED TARGET

EC World REIT has maintained a zero-major-compliance-issue record in both FY2023 and FY2024, with no reported breaches of environmental, safety, or socio-economic regulations.

Building on this track record, the REIT aims to sustain full regulatory compliance across all operating jurisdictions over the next five years, using FY2023 as the baseline.

## Our Business

### Quality of assets

GRI [3-3] [2-23] [2-24] [CRE-8]

#### WHY THIS MATERIAL TOPIC AND ITS IMPACT TO EC WORLD

A building's rental rate, tenant attraction and retention rates, property valuation, and synergy with its surroundings depend significantly on the quality of its assets. As such, identifying and maintaining high-quality assets is a key pillar of EC World REIT's real estate investment strategy. The impact of quality property management is the improvement of our tenants' leasing experience, as well as the generation of sustainable returns to unitholders via competitive rental rates at our properties. Further to this, consistent quality of assets could reduce energy consumption as well as improve work efficiency. This scope of this topic covers all our seven properties in China.



#### RESPONSIBILITIES

The Board of Directors, Chief Executive Officer and Executive Director, and Manager (Investment & Asset Management) oversee the management of quality of assets.



#### GRIEVANCE MECHANISM

When any tenant experiences property-related issues during the lease term, they can report the problem to the Property Manager, who would then escalate the issue to the Manager's asset management department on a case-by-case basis. The asset management department and the project department will then conduct an on-site investigation to address the issue.



#### EVALUATION

Quarterly internal audits, annual external audits on our ISO9001 Quality Management System, and annual tenant surveys are conducted to ensure maintenance of our assets. This also informs the effectiveness and lessons learnt with regards to this material topic.



## Policies

EC World REIT has in place four comprehensive and detailed standards that detail how our management oversees the quality of our assets and services. These standards cover all projects, from equipment to property. The REIT conducts reviews of these standards on an ad-hoc basis to ensure their relevance to our operations.

### *Asset management standards*

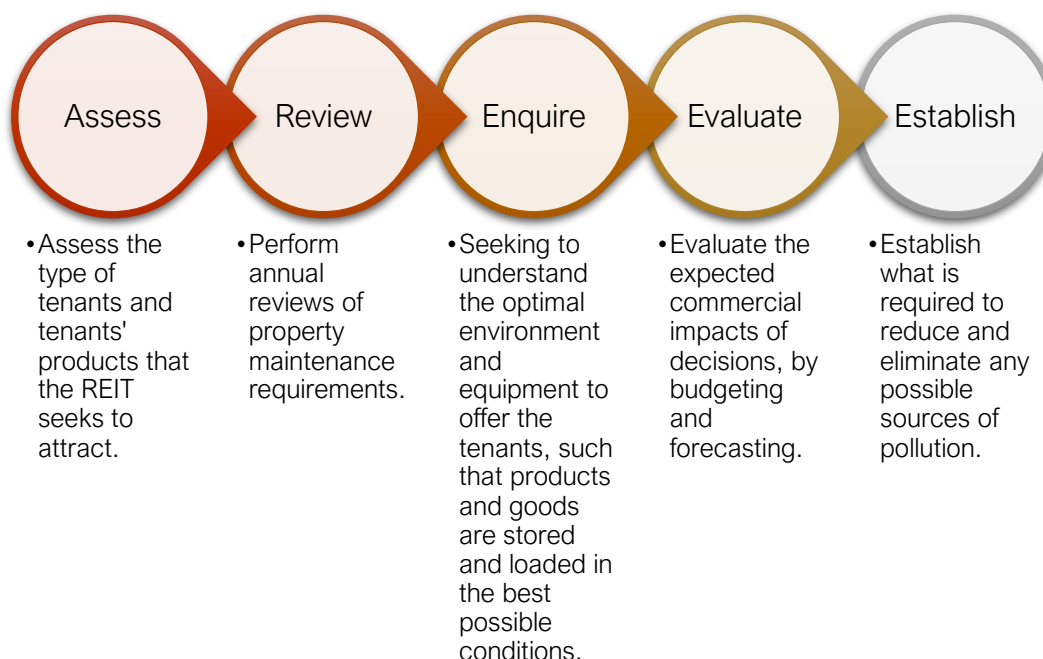
Property Management Standards	Established to strengthen the management of EC World REIT's real estate, scientifically carry out the transfer, supervision, and post-evaluation of investment project assets, achieve investment objectives, maximise investment benefits, and promote the rapid development of EC World REIT.
Equipment Assets Management Standards	Place the integrity of the investment profession and the interests of clients above their own personal interests.
Asset Security Management Standards	<p>Internally developed to:</p> <ol style="list-style-type: none"><li>1. Strengthen the effectiveness and safety of the asset management function;</li><li>2. Ensure comprehensive security management of the rented units and the property managers;</li><li>3. Ensure complete prevention of various types of safety accidents, natural disasters, and;</li><li>4. Provide protection of the REIT's business orders and assets.</li></ol>
Fixed Assets Security Management Standards	Internally formulated to strengthen the management of fixed assets of EC World REIT and ensure the completeness, safety, reasonable and adequate use of the fixed assets.

## Practices

The Manager supervises asset quality in order to safeguard the interests and expectations of our stakeholders and also maintain high work productivity and maximisation of resource efficiency. The Manager oversees this through working with the Property Manager to conduct periodic assets checks and maintenance. Such checks differ according to the machinery or equipment, due to their corresponding set periods for routine checks, ranging from monthly, quarterly, or annually.

As a mechanism for feedback, the operation staff of the Property Manager are welcome to provide any suggestions at any time regarding management practices.

On a frequent basis, the REIT will assess the need for asset, facilities, and equipment enhancements. The process that we take for asset quality assessments are extensive and typically involve the following five practices:



Aside from this, the REIT regularly conducts maintenance of our facilities and equipment, and also executes annual inspections by the Maintenance Units across our properties to satisfy the local and national asset management standards the REIT complies with. This is illustrated below.

Equipment name	Frequency
Elevators	Maintenance biweekly (as stipulated by regulations) and inspection annually.
Fire protection system (including fire alarm systems, water sprinkler systems, building ventilators, fire extinguishers, emergency telephones, etc.)	Monthly to semi-annually (depending on system or equipment)
Crane	Maintenance every month and inspection every two years

Another aspect of our feedback system, which serves to enhance the quality of our assets, involves the REIT gathering yearly customer surveys on the quality of the delivering services at Chongxian Port area, with three or four sites inspected randomly. These surveys consist of short-term questionnaires focusing on the equipment maintenance services, transport and security services, and property maintenance services at the respective properties. The survey uses a point-score system where a maximum of five points can be given for each component. To uphold high standards, the REIT necessitates an average score of four points across all items. Customers are also given the opportunity to provide qualitative feedback on areas they feel could be improved at the property.

Additionally, the REIT also conducted annual tenant surveys at all properties in FY2024. These surveys encompass various aspects of a tenant’s experience in our buildings, including questions concerning service quality, infrastructure, environmental factors, fire safety, customer hotline responsiveness, front desk customer service, the maintenance of the industrial park, responsiveness, hygiene conditions, and security. Tenants also have the opportunity to share any additional comments and suggestions via this medium.

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### FY2024 PERFORMANCE

As at 31 December 2024, EC World REIT’s portfolio committed occupancy stood at 86.3%. The Manager continues to implement active leasing strategies to improve occupancy and enhance income stability across the portfolio.



Target achieved

### REVISED TARGETS

Achieve and sustain  $\geq 80\%$  committed occupancy in FY2025, with a medium-term objective to reach 85% occupancy by FY2026–2027, subject to market recovery and tenant demand trends.

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In FY2024, EC World REIT ensured that property-related facilities and equipment underwent scheduled maintenance and inspections in accordance with national standards and regulatory requirements. This included annual checks on elevators, fire protection systems, electrical infrastructure, and critical building services across all operational sites in China. Maintenance work was performed by licensed contractors and verified through documented service reports.



Target achieved

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Perform maintenance and inspections of all assets at least annually, in accordance with national and local standards

## Product Innovation

GRI [3-3] [2-23] [2-24]

### WHY THIS MATERIAL TOPIC AND ITS IMPACT TO EC WORLD

EC World REIT values the importance of innovation in attracting new tenants and improving client relationships, especially in the real estate sector. At EC World REIT, we foster innovation in the structure of rental lease and services, flexibility in the building's aesthetics and fixtures, availability of space for leasing, as well as in our customer service. Placing importance on product innovation is ultimately a value-add for our customers, enhancing our relationship and longevity of a healthy and positive environment.

Innovation takes place across all our properties, including the corporate office in Singapore.



### RESPONSIBILITIES

The Engineering Department at the Property Manager works closely with the Investment and Asset Management Department of the Manager in implementing product innovation initiatives at EC World REIT.



### GRIEVANCE MECHANISM

The Engineering Department at the Property Manager welcomes any ideas or feedback regarding innovation from all employees. These suggestions will be submitted to the General Manager for review and approval.



### EVALUATION

While product innovation on its own cannot be evaluated, the success of our innovation strategies can be reflected in other material matters. For example, product innovation can enhance the quality of assets, improve workplace health and safety, increase the tenant retention rate, and boost energy efficiency.

## Policies and Practices

EC World REIT holds the belief that innovation in products is essential for retaining a competitive edge in the market and sustaining valuable, long-term relationships with customers. Consequently, the REIT constantly liaises with the Property Manager, tenants, and crucial departments to identify and foster product innovation.

The REIT's dedicated asset department oversees managing, enhancing, and transforming the properties' assets. A potential product innovation project is usually initiated by the Property Manager or based on recommendations made by the department. It then receives approval from the General Manager before any asset improvements are carried out by the department. Every year, funds are allocated for the enhancement of pre-identified assets.

Moreover, to foster innovative thinking among our employees, the Manager has implemented an incentive policy that rewards individuals who have made positive contributions to their projects through technological innovation.

Another key practice EC World REIT prioritises is providing services for our tenants. Not only does this reinforce positive value to the relationship, but also enhances their experience as a customer. The REIT provides information regarding labour service companies registered in the park at no further cost, allowing customers to identify and connect with the service best suited to their needs. Also, we upgrade the dormitories within our premises according to their needs. We are also looking to increase the accessibility of logistics equipment leasing in the future.

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## FY2024 PERFORMANCE

In FY2024, EC World REIT continued to advance its energy efficiency and clean energy initiatives. The LED lighting upgrades completed in FY2023 at Hengde Logistics, Fuzhou E-Commerce Centre, and Fu Heng Warehouse continued to yield energy savings throughout the year.

Additionally, Hengde Logistics Phase 1 had completed grid connection and inspection of a rooftop photovoltaic power station with an installed capacity of approximately 4 MW in FY2024.

## REVISED TARGET

Upgrade environmental performance features at a minimum of one property annually, focusing on energy efficiency, water savings, waste reduction, or green building improvements.



Target achieved

# Our people

## Profile of our workforce

GRI [2-7] [401-1] [405-1]

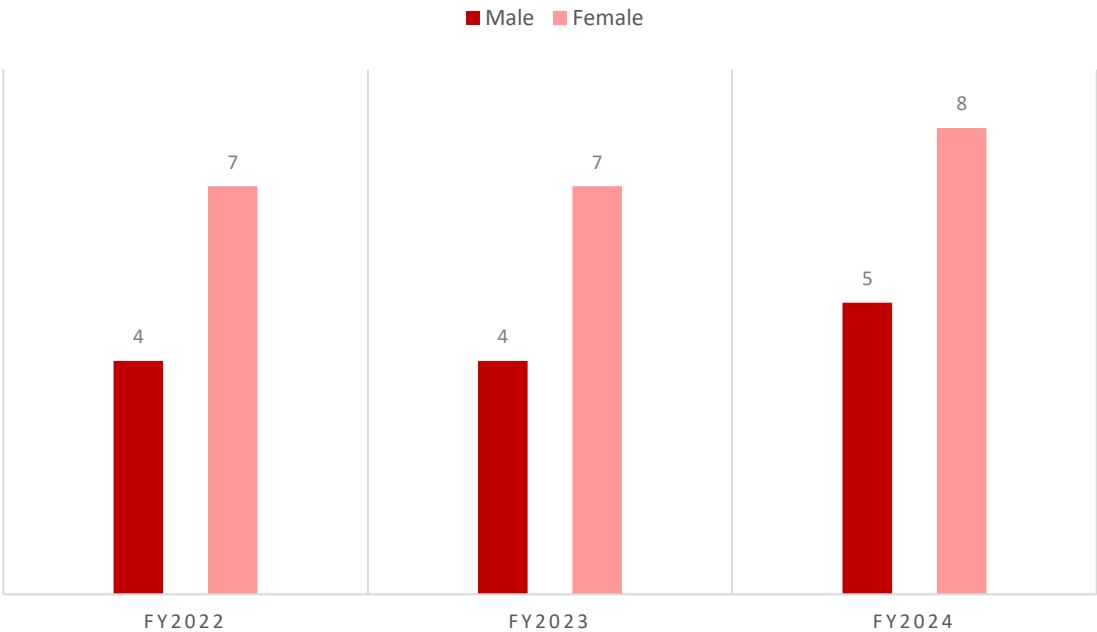
The sustainability and prosperity of EC World REIT’s success is dependent on a diverse and healthy workforce. Our workers under the Property Manager located in China, making up a significant portion of our workforce, are defined as non-employees under the REIT. They are all non-guaranteed hours employees. This is due to the nature of our business.

The REIT’s direct employees are under the responsibility of the Manager located in Singapore.

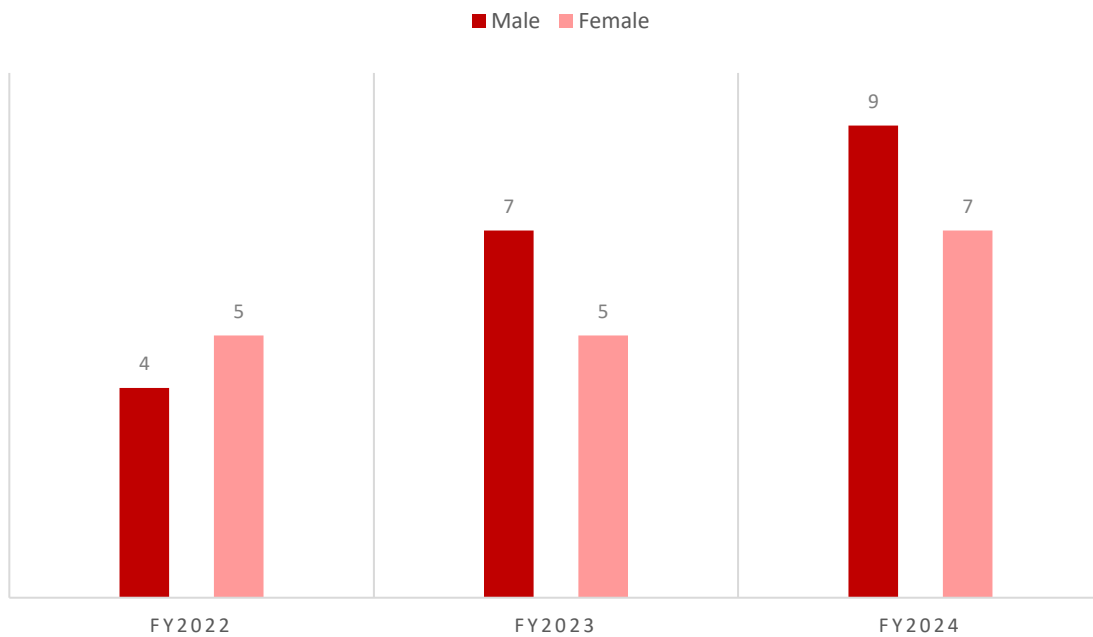
For 2024, in the Singapore office, there was one female temporary/part-time employee, no non-guaranteed hours employees, and no non-employee (contractor/supplier) hired by the Manager.

EC World has in place a formal Board Diversity Policy which recognises that a diverse Board will enhance decision making process by utilising a variety in skills, industry and business experience, gender, age, and other distinguishing qualities of the members of the Board. Please find details of the Board’s composition in EC World’s Annual Report.

Breakdown of Permanent employees in Singapore by gender (staff of Manager)



### Breakdown of Permanent employees in China by gender



### Breakdown of employee turnover by gender for FY2024

	Male	Female
Singapore	1	2
China	4	5
Total	5	7

### Breakdown of employee turnover by age group for FY2024

	< 30 years old	30 – 50 years old	> 50 years old
Singapore	0	3	0
China	1	7	1
Total	1	10	1

Breakdown of employees per employee category by age group for FY2024			
	< 30 years old	30 – 50 years old	> 50 years old
Managerial	0	5	1
Non-managerial	1	5	0
Total	1	10	1



## Workplace Health and Safety

GRI [2-23] [2-24] [3-3] [404-1] [403-1] [403-2] [403-3] [403-4] [403-5] [403-6] [403-7] [403-9] [403-10]

### WHY THIS MATERIAL TOPIC AND ITS IMPACT TO EC WORLD

Workplace health and safety concerns all stakeholders of EC World REIT, with the potential to significantly impact business continuity and the well-being of our employees, visitors, and customers. Providing a safe and healthy work environment is not only a regulatory compliance but also essential for employee morale. It impacts employee satisfaction and productivity – a safe workplace therefore positively impacts company reputation, while failure to provide a safe workplace may even result in financial cost. As such, to protect our stakeholders, the Manager sets and implements rigorous procedures regarding health and safety at the workplace to improve our bottom line.

The Manager at EC World REIT stresses the importance of workplace health and safety across all departments on a regular basis.



### RESPONSIBILITIES

The Board, Senior Management, the Compliance & Risk Management Department, and the HR Department oversee and monitor workplace health and safety, both in the REIT's assets and at the Manager's operational premises.



### GRIEVANCE MECHANISM

Employees under both the Manager and Property Manager are encouraged to immediately report any incidents or potential risks regarding workplace health and safety via our Whistle-blowing Policy.



### EVALUATION

Multiple internal audits are conducted annually to identify and correct potential misbehaviour and issues.

A monthly report is also recorded and sent to the Board/Senior Management.

## Policies

The REIT complies with the appropriate workplace health and safety regulations in the countries that we operate in.

Singapore	China	
<b>Workplace Safety and Health (“WSH”) Act</b>	<b>Work Safety Law</b>	<b>Guideline of China Occupational Safety and Health Management System</b>
The WSH Act is a legislation that covers the safety, health, and welfare of persons at work. The WSH Act requires stakeholders to take reasonably practicable measures to ensure the safety and health of workers and contributes to creating a safety culture in the workplace.	The Work Safety Law is a national legislation that creates an obligation for employers in China to provide a safe and healthy working environment for employees by establishing a comprehensive health and safety program and protects workers from accidents in the workplace.	This standard stipulates the principles and general requirements for the establishment, maintenance, and evaluation of the standardized management system for enterprise safety production. It also outlines the responsibilities of on-site safety risk control and risk management in implementing proper emergency and accident management procedures.

In addition to this, the Property Manager sets wide-ranging safety management policies and procedures at our assets in China. This includes a three-level safety management responsibility system, a safety prevention supervision, a safety maintenance management responsibility system, as well as an accident emergency response system. These range from the establishment of a work safety committee, work safety meeting arrangements, special equipment safety management, fire safety, safety education and training, electricity use, management of hazardous items and more.

The occupational health and safety management system covers all employees exposed to occupational hazards and all production areas involving occupational hazard.

## Practices

The REIT has in place a standard operating procedure which guides all our workplace health and safety practices:

### Workplace Health and Safety Promotion Plan

EC World REIT promotes a healthy and safe workplace by:

- Inspecting and checking workplace surroundings
- Training for new employees and recurring on-the-job training for existing employees on safety awareness and occupational health, in a classroom format at least once a year
- Contract staff training involving safety agreements and safety briefings.
- Regular engagement of employees through talks and feedback sessions
- Investigation of incidents and maintenance of incident records via our Emergency Incident Report and Process
- Fire/safety drills
- Banners to promote workplace health and safety

## Hazard Identification and Risk Assessments

The REIT takes the appropriate measures within hazard identification and risk assessments. The environmental and safety department and safety steering committee from the Property Manager of each facility work together to ensure compliance with the Health and Safety Management System as well as the relevant regulations. Risk assessments and internal audits are also conducted annually.

The Environmental and Safety Department and Safety Steering Committee from the Property Manager of each facility collaborate to confirm compliance with Health and Safety Management System as well as relevant laws and regulations. Risk assessments and internal audits are also conducted annually.

## Occupational Health Services

Employee well-being is of paramount importance to EC World REIT. The Manager sponsors employees of the REIT's Manager with a medical health check-up at least once every two years; at our facilities in China, the Property Manager also arranges transportation to screening centres for medical examinations as needed and provides counselling.

## Fire Protection Maintenance at Beigang Logistics Facilities (FY2024)

EC World REIT conducts routine fire protection system inspections and maintenance to uphold safety and regulatory compliance across its properties. In FY2024, two rounds of scheduled fire protection maintenance were carried out at the Stage 1 Properties of Beigang Logistics facilities.

Maintenance activities covered fire alarm systems, emergency lighting, fire extinguishers, and related equipment across Buildings. Inspections revealed issues such as fire alarm faults, broken fire hydrant box doors, and non-functional emergency exit lights. Several systems were temporarily deactivated

due to concurrent renovation works. All identified issues were addressed through immediate repair measures.

Inspections on repeated alarm faults and damaged equipment, were promptly rectified to maintain operational readiness.

These inspections form a critical part of EC World REIT's facility risk management strategy. They ensure that fire protection systems remain functional and compliant, with any deficiencies promptly addressed to safeguard tenant and personnel safety.

### **Worker Training and Consultation on Occupational Health and Safety (OHS)**

In FY2024, our employees received an average of 11.2 hours training, in which managerial employees received an average of 12.7 hours and non-managerial employees received 6.0 hours of training. The average training hours this year, split by gender, was 9.7 hours for males and 12.0 hours for females.

Occupational health and safety training at the REIT is aligned with the necessary regulations and is mandatory for all employees. All incoming employees will undergo a safety training programme to familiarise themselves with handling electrical items in the office pantry, safety guidelines for using the ladder, emergency exits and fire extinguishers and proper handling of heavy or bulky items. In the Singapore office, health and safety office tours are arranged for new employees. This year, we conducted health and safety office tours for 2 new employees, assisting them with comprehending our safety-oriented approach prior to the start of work. Contract staff must attend a safety briefing and acknowledge safety agreements before commencing work. For special equipment operators such as electricians, the REIT requires the provision of relevant certificates and training records before engaging them for work.

In China, staff meetings within the REIT's working groups are also held on a weekly basis, primarily to gather feedback regarding occupational health and safety in our daily operations. Any concerns and feedback will then be conveyed to management, for appropriate action to then be taken if necessary.

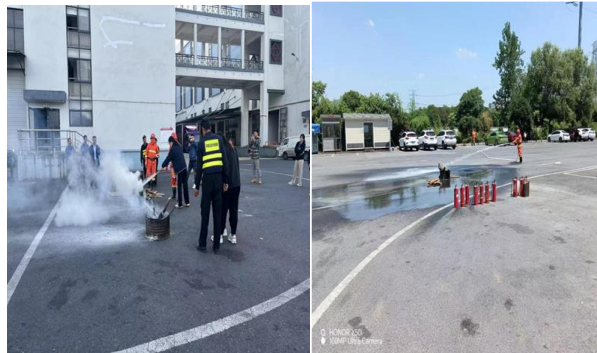
### **Prevention and Mitigation of OHS Impacts**

We conduct frequent workplace inspections to ensure a safe work environment for our employees. Various inspections at our China assets include daily inspections of electrical rooms, biweekly and quarterly lift maintenance, monthly checks on fire suppression systems, and canteen work inspections. If any issues detected or occurred, we arrange for timely maintenance and repair works which are thoroughly documented.

This year, there were no instances of fatalities or work-related ill health cases among employees as well as works who are not employees across EC World REIT's properties.

### Case study: Fire drill for front-line employees in Fuzhou E-Commerce and Fu Heng Warehouse

At Fuzhou and Fu Heng, fire drills are conducted twice a year to reinforce safety awareness and ensure employees are familiar with fire emergency procedures. Each drill involves activating the fire alarm, simulating emergency roles, and guiding staff along designated evacuation routes to a predetermined assembly point outside the building. Appointed fire wardens oversee the drill to ensure smooth execution and identify areas for improvement. Observations from the drill are documented and used to update the emergency response plan. In line with the REIT's broader safety efforts, recent drills included hands-on fire extinguisher training and unannounced evacuation exercises, which were well-received by staff and helped enhance real-world emergency response capabilities.



*Fire drill for Fuzhou E-Commerce and Fu Heng Warehouse*

### Case study: Flood and Typhoon Emergency Response Drill

The Property Manager conducted a flood and typhoon emergency drill in 2024, aimed at enhancing preparedness and response capabilities during extreme weather events. The exercise tested the effectiveness of coordination among departments, readiness of flood control materials, and staff familiarity with emergency protocols. Prior to the drill, site inspections were carried out to ensure the proper functioning of drainage systems and the availability of backup pumps. Sandbags and other flood prevention tools were also prepared. During the drill, the emergency team simulated a severe weather alert, activated emergency procedures, and guided participants through essential actions such as cutting off power, evacuating personnel and materials, and conducting rescue efforts. Teams from security, engineering, cleaning, and fire control collaborated under the command of designated leaders. The drill provided participants with hands-on experience in executing emergency measures and significantly improved the team's ability to respond quickly and effectively during future flood-related incidents.



*Flood Control and Emergency Response Drill*

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## FY2024 PERFORMANCE

All full-time employees of EC World REIT participated in mandatory health and safety training aligned with operational risks and regulatory standards. New hires received safety orientation on topics such as electrical safety, emergency procedures, and equipment handling, while contract workers were required to attend briefings and provide certification where applicable.



Target achieved

## REVISED TARGET

Ensure that all of new employees receive mandatory occupational health and safety (OHS) training within their first month of employment, and that all existing staff complete refresher training at least once every 24 months.

Training will cover emergency procedures, safe equipment handling, and workplace-specific risks, and will be tailored by job function and work location.

Progress will be monitored via internal compliance tracking and contractor documentation review.

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In 2023, there were a total of 4 incidents at our properties. None of these incidents resulted in permanent disability or death among employees. To strive towards ensuring the highest health and safety standards, patrols and safety education have been strengthened as a result, with comprehensive training sessions conducted for all employees in response to the incidents, and safety briefings were given during team meetings before shifts.



Target not achieved

Maintain zero fatalities or work-related injuries resulting in permanent disability for staff across all of EC World's operations.

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EC World REIT conducted fire safety drills across its portfolio to test evacuation readiness, enhance staff and tenant awareness, and verify emergency systems. The drills were supported by internal safety teams, contractors, and tenants, with post-drill evaluations carried out to assess response effectiveness and identify improvement areas. These exercises strengthened operational risk management and supported the REIT's commitment to occupational health and asset safety.

Conduct annual fire safety drills at all properties

Performance will be tracked by attendance logs, drill documentation, and follow-up reports in line with GRI 403: Occupational Health and Safety.



Target achieved



## Our environment

### Energy use and greenhouse gas (GHG) emissions

GRI [3-3] [2-23] [2-24] [302-1] [302-3] [305-2] [305-4] [CRE-3]

In FY2024, EC World REIT continued to monitor and manage its environmental footprint across electricity, fuel, water, and waste. The portfolio includes operational sites in China and a corporate office in Singapore.

#### Energy Consumption and GHG Emissions (GRI 302, 305)

EC World REIT recognises energy use and greenhouse gas (GHG) emissions as critical environmental topics, both operationally and from a stakeholder accountability perspective. In FY2024, the REIT continued to monitor electricity consumption and Scope 2 emissions across its portfolio in alignment with GRI 302 and 305 disclosure requirements.

The emissions calculation process followed recognised protocols using activity data, net calorific values, and emissions factors that are consistent with previous years and aligned with regulatory expectations. Internal documentation and calculation methods were further validated during the internal audit review to ensure replicability and consistency.

Operational improvements included enhancements in energy monitoring at the property level and initiatives to reduce unnecessary power usage. While the REIT does not have significant Scope 1 (direct) emissions, Scope 2 electricity-related emissions from its China assets and Singapore headquarters remain the primary focus of current reporting efforts.

This section reflects the REIT's ongoing commitment to improving environmental transparency, data quality, and energy efficiency in its owned and managed assets.

## Regulatory Compliance and Governance

### [GRI 307, 419]

Regulatory compliance is a cornerstone of EC World REIT's governance and risk management framework. The REIT is committed to full compliance with applicable legal and regulatory requirements in both Singapore and China, covering areas such as environmental protection, employment standards, corporate governance, and financial disclosures.

In FY2024, there were **no incidents of non-compliance** with environmental, social, or economic regulations. The REIT maintained internal controls and legal monitoring practices to ensure alignment with Singapore Exchange (SGX) listing rules, MAS guidelines, and local statutory requirements in its operating jurisdictions.

Compliance responsibilities are clearly defined across management levels, with regular reviews of operational and legal risks. The REIT continues to monitor regulatory developments to ensure its policies and disclosures evolve with the broader legal landscape.

This strong track record of compliance reflects EC World's commitment to good governance and ethical business conduct.

### WHY THIS MATERIAL TOPIC AND ITS IMPACT TO EC WORLD

Energy use and its associated GHG emissions are directly contributors to climate change. Given that energy costs can make up a significant portion of a company's operating expenses, efforts to reduce energy use can result in cost savings. Reducing energy use and GHG emissions positively impacts the business by cost reductions, enhancing its reputation, and gaining a competitive advantage in the marketplace. As a responsible organisation, we are fully aware of our duty to protect the environment and combat global warming by maximising the energy efficiency across our properties.

This report includes the total energy use and GHG emissions data generated from the properties under the REIT's operational control. Scope 1 (direct GHG emissions) and Scope 2 (energy indirect GHG emissions) are both reported.



### RESPONSIBILITIES

The Manager (Investment & Asset Management) oversees the energy saving initiatives and the corresponding emissions which are undertaken by the Property Manager in China.



### GRIEVANCE MECHANISM

Employees are encouraged to report any excessive or inefficient energy use to the Property Manager.



### EVALUATION

The Manager evaluates energy usage and GHG emissions based on the number of energy initiatives and level of energy-saving awareness across our properties.

Policy

In China, our properties comply with the Energy Conservation Law – China’s national regulation on energy and emissions.

The manager also acts in compliance with relevant standards related to dust, wastewater discharge and noises applicable to each of its properties given the location in which it operates.

Chongxian Port Investment and Chongxian Port Logistics comply with:

- Comprehensive Emission Labelling of Air Pollution, GB16297-1996 (applicable for dust)
- Comprehensive Sewage Discharge Labelling GB8978-1996 three-level discharge standard (applicable for wastewater discharge)
- Environmental Noise Emission Standards for Industrial Enterprises GB12348-2008 (applicable for noises).

Fu Heng Warehouse, Hengde Logistics, Bei Gang Logistics, and Wuhan Meiluote comply with:

- Comprehensive Sewage Discharge Labelling GB8978-1996 three-level discharge standard (applicable for wastewater discharge).

Practices

EC World REIT tracks energy usage trends systematically by generating an energy usage analysis report every month. Based on this review, the Manager implements the most practical energy-saving initiatives to address the most significant sources of energy use and emissions across our properties. Focus is to minimize the use of high-power electrical equipment, reduce electricity energy consumption, and reduce greenhouse gas emissions.

In order to enhance general awareness about energy conservation, training and education are also conducted for relevant personnel. The REIT also makes efforts to raise overall consciousness about energy conservation and emissions reduction among our lessees.

Property		Summary of FY2024 initiatives	
		Rooftop Photovoltaic Power Station	
Hengde Logistics		Successfully completed grid connection and inspection of a rooftop photovoltaic power station with an installed capacity of approximately 4 MW	

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## FY2024 PERFORMANCE<sup>4</sup>

This year, the total energy intensity increased by 9.49% compared to the previous year, driven by a rise in electricity usage and a reduction in net lettable area (NLA). The Manager had commenced the novation process to take over underlying leases from the master leases and other related party leases due to long overdue rent receivables by the Sponsor and its subsidiaries, resulting in a lower NLA recognised by the REIT. The decrease in NLA, coupled with strong operational demands and robust tenant activity, led to higher energy intensity per unit area.

As the facilities approached higher occupancy, electricity consumption continued to grow. Emission intensity increased by 19.5%, from 12.3 kgCO<sub>2</sub>e/m<sup>2</sup> in FY2023 to 14.6 kgCO<sub>2</sub>e/m<sup>2</sup> in FY2024. This increase was partly attributable to the higher grid emission<sup>6</sup> factor recognised in China for 2024.

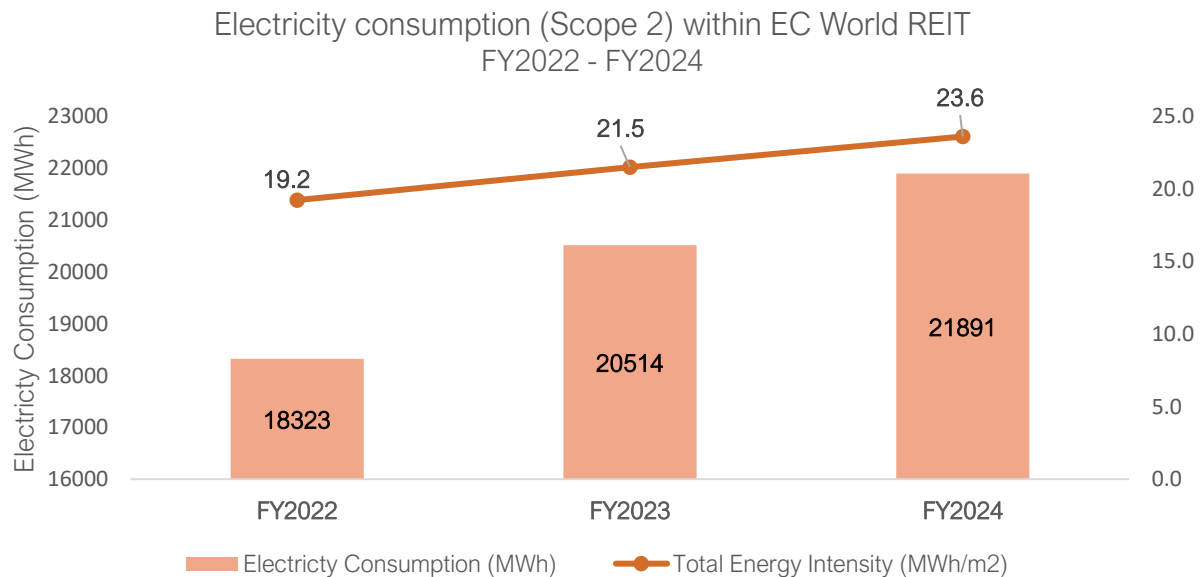
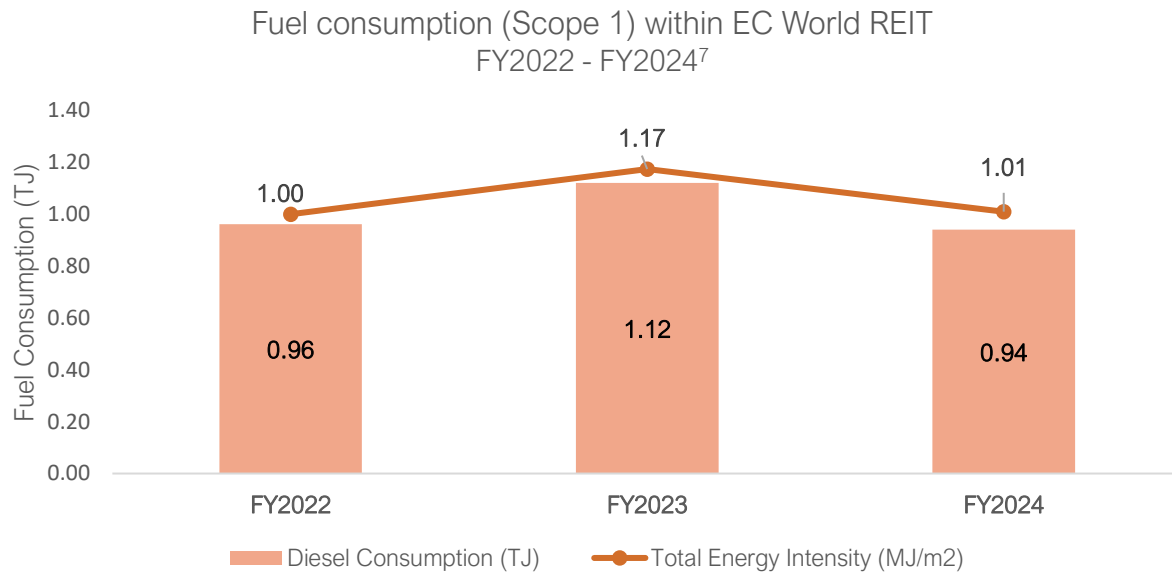
We remain committed to reducing energy consumption by further implementing additional energy-saving measures. As part of our efforts this year, EC World REIT advanced its clean energy initiatives with the signing of rooftop lease agreements for Hengde Logistics Phase 1 and Phase 2. Phase 1 involved the installation of an approximately 4 MW distributed photovoltaic (PV) system, while Phase 2, comprising an additional 2 MW, is scheduled for completion in 2025. These projects support the REIT's long-term decarbonisation objectives by increasing renewable energy capacity and reducing reliance on grid electricity. It is noted that the electricity generated from the rooftop PV systems is measured and incorporated into the REIT's overall electricity consumption reporting.

Fuel consumption (TJ)	Electricity consumption (TJ)	Total energy consumption (TJ)	Scope 1 GHG emissions intensity (kgCO <sub>2</sub> e/m <sup>2</sup> )	Scope 2 GHG emissions intensity (kgCO <sub>2</sub> e/m <sup>2</sup> ) <sup>5</sup>
0.94	78.81	79.75	0.08	14.6

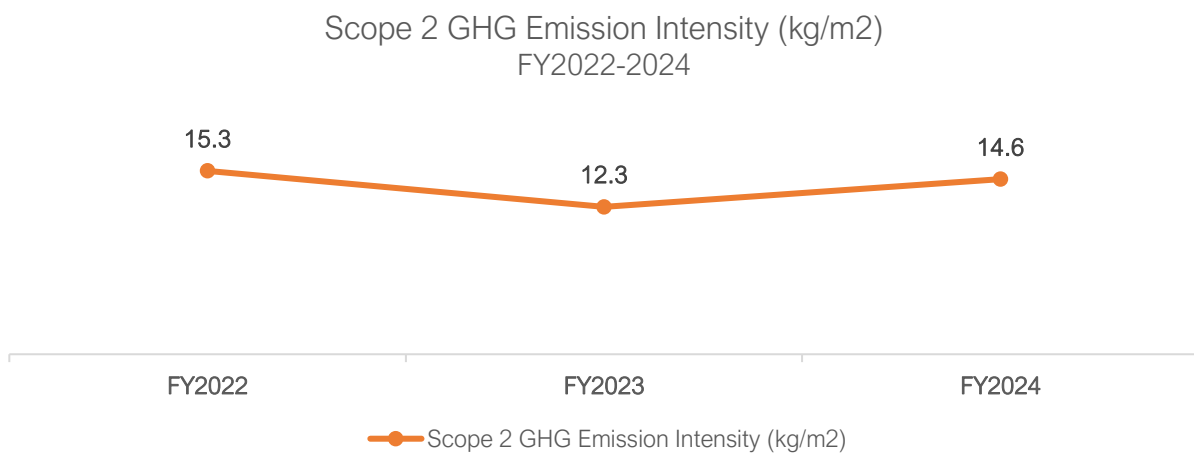
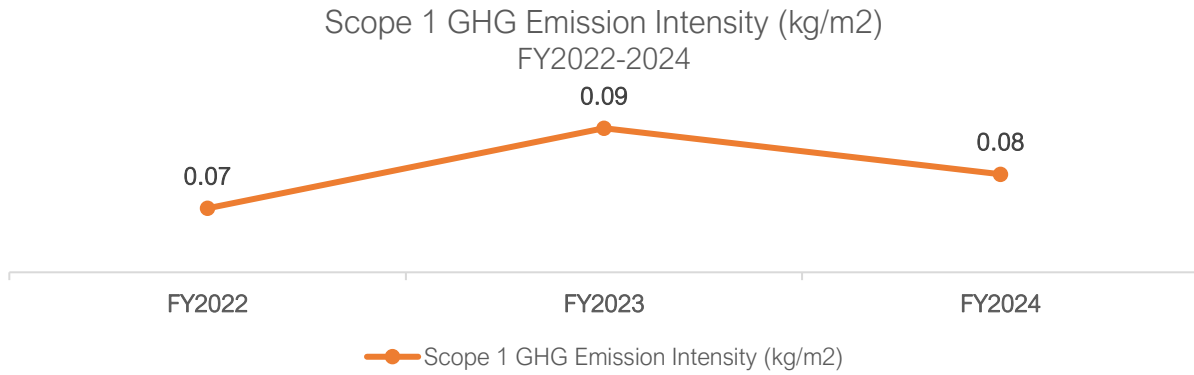
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<sup>4</sup> GHG emissions are calculated following the requirements and principles of Greenhouse Gas Protocol. Scope 1 emission factors are sourced from the 2006 IPCC Guidelines for National Greenhouse Gas Inventories. Scope 2 emission factors are sourced from relevant official documents from Singapore and China.

<sup>5</sup> The latest available electricity grid emission factors were used for the calculation: 0.412 kgCO<sub>2</sub>e/kWh for Singapore (2023) and 0.6205 kgCO<sub>2</sub>e/kWh for China (2023)



<sup>6</sup> In FY2023, a slight comparative conversion adjustment was made to convert the density for diesel.



## FY2024 PERFORMANCE

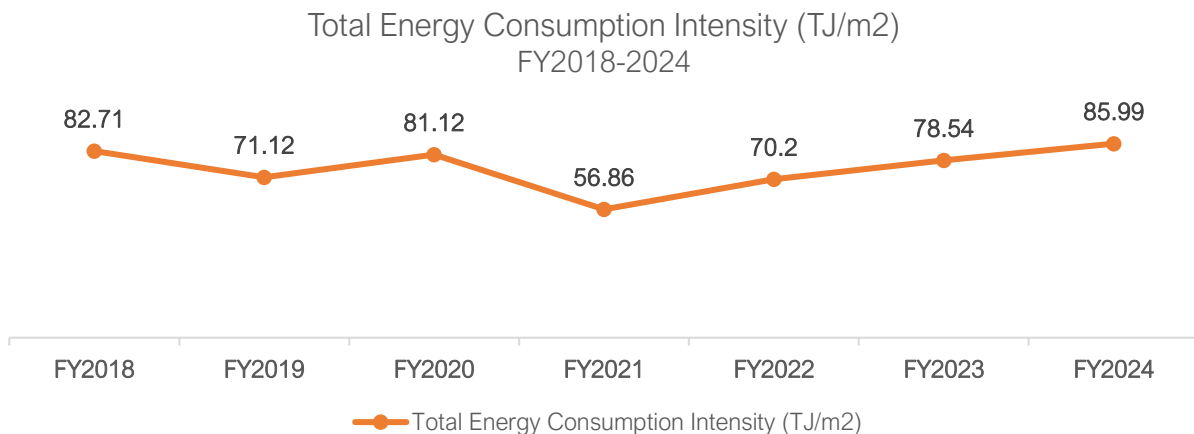
In FY2024, EC World REIT recorded a year-on-year increase in energy intensity, largely attributed to heightened tenant activity and the reduction in net lettable area (NLA) following the novation of leases. The lower NLA led to a higher energy intensity per unit area, despite overall energy consumption remaining relatively stable.

Despite this short-term fluctuation, while energy intensity increased in the current year, cumulative improvements against the earlier baseline remain a work in progress. The REIT remains committed to enhancing energy efficiency and is taking active steps towards achieving its 2030 energy efficiency and emissions reduction targets.

## REVISED TARGET

EC World REIT aims to reduce its total energy intensity by at least 20% by 2030, compared to its FY2018 baseline, across all properties under its operational control.

This target is part of the REIT's broader decarbonisation roadmap and will be achieved through a combination of energy efficiency retrofits, solar energy adoption, and tenant engagement on energy use practices.



## Product Innovation and Sustainable Solutions

In FY2024, EC World REIT formally identified product and service innovation as a material topic under the GRI Standards (2021). This reflects a growing focus on integrating technology and process enhancements to improve tenant satisfaction, operational efficiency, and environmental performance.

Although the REIT's core property portfolio is anchored in logistics and industrial use, targeted improvements have been introduced to support value-added services. These include enhancements to lighting and cooling systems, pilot-scale rooftop solar installations, and refinements in the asset maintenance cycle. These initiatives are aimed not only at improving energy performance but also at future-proofing the portfolio for changing tenant and regulatory expectations.

The REIT is currently developing a framework to track innovation-related outcomes more systematically, including possible indicators on operational efficiency, user experience, and environmental impact. These efforts reflect EC World's commitment to continuous improvement and alignment with sustainability priorities relevant to its sector.

## Environmental Risk Management and Climate Change Resilience

The Monetary Authority of Singapore released a set of guidelines on environmental risk management ("MAS guidelines") in December 2020. The aim of these guidelines is to bolster the resilience and management of environmental risk by financial institutions, including asset managers like EC World REIT. Additional to this is the announcement made by the Singapore Exchange Regulation (SGX RegCo) in December 2021, stipulating that all issuers must provide climate reporting on a "comply or explain" basis within their sustainability reports, from FY2022 onwards. As classified within the financial sector as identified by the TCFD (in accordance with Thomson Reuters sector classification), climate reporting becomes mandatory by FY2024/25 onwards.

EC World REIT adopted the TCFD recommendations and met the requirements of SGXRegCo ahead of time by incorporating climate related financial disclosures based on TCFD recommendations from previous reporting year onwards. The FY2024 marks the third year of reporting the TCFD disclosures aligned as per the year 3 of phased implementation by SGX.

The following section establishes the REIT's approach to managing climate-related risks that may impact our business, with close reference to the four primary pillars of TCFD. The REIT adopts a phased approach towards climate reporting, as recommended by SGX and has reported based on year 2 requirements of phased implementation by SGX.

### Key Components of TCFD Recommendations and EC World REIT's Response

#### **Governance**

- a) Describe the board's oversight of climate-related risks and opportunities.
- b) Describe management's role in assessing and managing climate-related risks and opportunities.



### EC World REIT's Response

- The Board provides oversight on climate-related risks and opportunities. Sustainability and climate-related performance will be reviewed and updated at least once a year. The Board and Management will ensure evaluation of the actual and potential impact of climate-related risks and opportunities on EC World REIT's strategies, business plans and properties.
- Management's role is to design, implement, and monitor internal controls and risk management systems, develop tools and metrics to monitor exposures to environmental risk. Management holds the responsibility for identifying, assessing, mitigating, monitoring, and reporting environmental risks, including climate-related risks to the Board.
- Please refer to page 16 on "Our Sustainability Approach" for more information.

### Strategy

**a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.**

**b) Describe the impact of climate related risks and opportunities on the organisation's businesses, strategy, and financial planning.**

**c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.**

### EC World REIT's Response

- The Manager has identified and evaluated the impact of climate-related risks and aims to incorporate environmental risk management into the current Risk Management Policy and Investment Policy. This integration ensures that environmental risks are taken into consideration and appropriately managed during the research and portfolio construction phases.
- EC World conducted a qualitative assessment of climate-related transition and physical risks for all its properties, considering short-term, medium-term to 2030 and long-term to 2050. Please refer to page 57-61 for more information on the climate-related risks identified and assessed impact under different scenarios.
- In August 2024, EC World REIT released and implemented the Business Sustainability Program to ensure active prevention and to deal with a series of consequences of disasters, minimise the spread and loss of disasters, and control them within the scope that the company can bear, and effectively ensure business continuity.
- More details on risk assessment and impact of risks are discussed in the Risk Management section below.

## **Risk Management**

- a) Describe the organisation's processes for identifying and assessing climate-related risks.
- b) Describe the organisation's processes for managing climate-related risks.
- c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.

### **EC World REIT's Response**

- The Manager has integrated a set of Environmental Risk Management guidelines into its existing Risk Management Policy to introduce process and systems to identify, monitor, assess and manage the potential and actual impact of environmental risk.
- With the Risk Management Policy, the Manager will assess and implement collaborative asset enhancement initiatives (AEIs) to improve the environmental performance of its properties where feasible.  
Furthermore, the Manager will introduce training to enhance skills in environmental and climate-related risk and will consider collaborating with other asset managers where such opportunities present themselves.
- Please refer to page 57-61 for more information on EC World REIT's climate-related risks identification and assessment, and the applicable mitigation measures.

As part of the Business Sustainability Program launched in August 2024, EC World REIT adopted a structured risk assessment methodology to evaluate potential operational disruptions and resilience exposures. The assessment model evaluates risks based on two primary dimensions:

1. Risk Impact
2. Likelihood of Occurrence

The impact dimension is further evaluated across three key components:

- Property Damage
- Business Interruption
- Third-Party Liability

Each component of impact is assessed on a five-level scale, providing a granular understanding of potential consequences. The combined scoring informs the overall risk level classification, which is used to prioritise mitigation actions and formulate a targeted Business Continuity Plan (BCP).

- Using the developed risk assessment tool, the risk assessment of the possible crisis of the REIT project is carried out, the risk score is determined: the impact (property damage + business interruption + third-party liability) × likelihood, and a targeted business continuity plan is formulated based on the risk score results. The risk level is divided into General Risks for a score between 3-27, Greater Risk for score between 28-48, and Significant Risks for a score of more than 48.

### Metrics and Targets

- a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.
- b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.
- c) Describe the targets used by the organisation to manage climate related risks and opportunities and performance against targets

### EC World REIT's Response

- The manager reports climate-related and environmental metrics such as energy consumption and intensity, Scope 1, and Scope 2 GHG emissions and intensity as disclosed in this sustainability report. Refer to pages 50 to 54 for more information on EC World REIT's target and performance for "Energy use and GHG Emissions".
- The most relevant and significant Scope 3 emissions for the REIT Industry typically include emissions related to purchased goods and services, fuel-and-energy-related activities (not included in Scope 1 and 2), waste generated in operations, business travel, employee commuting, downstream leased assets, and investments. EC World is currently exploring the opportunity to report more about our Scope 3 emissions in subsequent reporting cycles.
- Moving forward, EC World REIT is open to exploring longer-term targets to improve and manage our environmental risk and opportunities, such as exploring Green Mark initiatives.

For FY2024, EC World REIT has reviewed and stands by the qualitative environmental risk assessment and scenario analysis exercise conducted in the previous financial year to identify and assess the potential impacts of:

- Transition risks<sup>7</sup>, under a Net Zero scenario, and a Business-as-usual (BAU) scenario
- Physical risks<sup>8</sup>, under a BAU scenario

Under the Net Zero scenario, it is assumed that by the year 2100, the global mean temperature increase from pre-industrial levels will be limited to 1.5°C or below, in alignment with the goals of the Paris Agreement. This scenario envisions an accelerated shift toward a low-carbon economy, resulting in heightened transition risks for businesses. These include potential impacts from evolving regulations (such as carbon pricing or building efficiency mandates), shifts in market preferences, and increased technological disruption as economies decarbonise.

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<sup>7</sup> Transition risks arise from the process of shifts towards a low-carbon economy, and can include regulatory changes, disruptive technological developments, and shifts in consumer and investor preferences.

<sup>8</sup> Physical risks arise from the impact of weather events and long-term or widespread environmental changes and can include increased severity of extreme weather events such as floods, and rising mean temperatures, sea levels, and weather patterns.

In FY2024, EC World REIT has continued evaluating climate-related risks and opportunities in line with emerging IFRS S2 expectations. Under a Net Zero-aligned pathway, we acknowledge that transition risks would increase, particularly for assets with higher energy use intensity or exposure to fossil fuel-based utility grids.

At the same time, acute and chronic physical risks under a Net Zero scenario are assessed to be minimal for EC World’s existing logistics portfolio, given its inland locations, lack of coastal exposure, and the physical characteristics of the properties. Nonetheless, the REIT will continue monitoring physical risk factors such as extreme heat, flood zones, and precipitation variability, especially as part of its forward climate risk mapping efforts.

Under the Business-As-Usual (BAU) scenario, global greenhouse gas emissions are assumed to continue on their current trajectory, leading to an estimated increase in global mean temperature exceeding 4°C by 2100. This pathway is associated with significantly elevated physical climate risks, including more frequent and severe extreme weather events, rising average temperatures, and disruptions to infrastructure and ecosystems.

In FY2024, EC World REIT evaluated its portfolio’s physical climate risk exposure using data from the Coupled Model Intercomparison Project (CMIP5 and CMIP6) under the RCP 8.5 pathway, which is commonly used to model a high-emissions future. Based on this scenario, physical risks such as heat stress and flood exposure were assessed across the REIT’s China-based logistics assets.

While most assets are located inland and not immediately exposed to coastal flooding, the REIT acknowledges that rising operational heat loads and extreme weather volatility could have long-term implications for building systems, tenant operations, and insurance costs. These considerations will continue to inform EC World’s climate resilience planning and future capital expenditure strategies.

The identified transition and physical risks were assessed for the following time horizons:

- Short-term: Within the next 5 years (by 2025)
- Medium-term: Within the next 6 to 10 years (by 2030)
- Long-term: Within the next 30 to 40 years (by 2050)

Our short- and medium-term time horizons are synchronized with our capital planning and investment time horizons, which extend to 5 to 10 years or more. To manage climate-related risks effectively, we have established a set of perpetual targets for constant monitoring and management of existing and newly identified climate-related risks. Our mitigating measures through our strategy, portfolio and risk management policies and processes in response to the results of the assessment are detailed in the tables below.

Risk Type	Examples of Possible Impacts	Mitigation measures
Transition risk		
<b>Regulatory and policy</b> - The risk of loss resulting from failure to comply with laws,	Mandatory climate-related disclosures (and stricter sustainability reporting requirements) could lead to	<ul style="list-style-type: none"><li>• EC World seeks to maintain transparency and accountability through regular</li></ul>

regulations, contracts or court decisions relating to the impacts of climate change.	additional expenses as regulated companies establish and maintain processes for monitoring carbon emissions. If a company's gathering and management of basic data and information is not prompt and robust, non-compliance with the disclosure of greenhouse gas (GHG) emissions could impact capital financing.	<p>reporting on its climate risks and opportunities</p> <ul style="list-style-type: none"> <li>• EC World keeps abreast of latest regulatory developments through regular training in sustainability</li> <li>• EC World currently meets China's Energy Conservation Law and has an energy intensity target in place.</li> <li>• EC World keeps in place a transitional risk register to continue monitoring the development of various ESG regulations.</li> </ul>
<b>Reputational</b> - The risk of damage to an organization's image and brand as a result of its actions or perceived inaction on climate-related issues.	Failure to satisfy rising stakeholder expectations concerning climate change and emissions reduction, reporting disclosure obligations, and green building certifications may result in negative reputational impacts. This could make it challenging to secure investment capital, insurance, and approvals, affect talent retention and attraction, and lead to potential shareholder divestment. Reports where performance falls short of stakeholder expectations could deteriorate investor confidence and lead to decreases in company valuations.	<ul style="list-style-type: none"> <li>• EC World ensures regular communications with its key stakeholders to keep up to date with any stakeholder feedback on climate-related issues (please see the "Stakeholder Engagement" section on page 16-18).</li> <li>• EC World provides training and education on awareness of energy conservation for relevant personnel and lessees, as well as conduct annual tenant surveys at several properties to collect feedback.</li> </ul>
<b>Market</b> – Mandates and regulation of existing products and services	There is increasing pressure to decarbonize, potentially resulting in increased compliance costs. Expanded coverage of energy-saving laws/energy efficiency standards, enhanced targets of cap-and-trade programs, and extensive renovations and retrofitting for green technology may be costly and result in significant capital expenditure.	<ul style="list-style-type: none"> <li>• EC World has prioritised Quality of Assets and Product Innovation as key material topics, turning this risk into opportunities to improve on EC World's assets.</li> </ul>
<b>Technology and cyber</b> - The risk of obsolescence or reduced competitiveness	Failure to incorporate new disruptive technologies that could potentially manage energy, emissions, water, and waste demands in the operation of buildings could lead to loss of	<ul style="list-style-type: none"> <li>• EC World has prioritised Quality of Assets and Product Innovation as key material topics, turning this risk into</li> </ul>

resulting from the failure to adopt new technologies or business practices that address the impacts of climate change	market share and stranded assets. The application of inventive green technologies could heighten the construction and maintenance costs of buildings.	opportunities to improve on EC World's assets.
Physical risk		
<b>Acute</b> - Extreme weather such as flooding, fire index caused property damage and business disruption	Flooding events can cause property damage and disrupt the usage of facilities. Similarly, fire incidents can lead to property destruction and interrupt facility operations.	<ul style="list-style-type: none"> <li>EC World has developed and implemented a Business Sustainability Program to ensure active prevention and to deal with a series of consequences of disasters, minimise the spread and loss of disasters, and control them within the scope that the company can bear, and effectively ensure business continuity.</li> </ul>

Opportunity Type	Description	Possible Opportunities
Resource Efficiency	The opportunity to reducing operating costs through improved energy usage, moving to more efficient technologies, reducing wastage, and managing supply chains more effectively.	<p>EC World is committed to upgrading the perimeter lighting to more energy-efficient LED lighting, leading to annual electricity savings. Reduced operating costs by improving efficiency across buildings, particularly in relation to energy efficiency but also including broader materials, water, and waste management.</p> <p>Innovation plays a significant role in this transition, including developing efficient heating solutions and circular economy solutions, making advances in LED lighting technology, retrofitting buildings.</p>
Energy Source	Opportunities related to low-emission energy sources and transitioning to a low-carbon economy.	<p>The rooftop photovoltaic power station installed at Hengde Logistics is used to meet the internal energy needs of the building, thereby reducing dependence on the traditional power grid, and contribute to a decrease in carbon emissions and promote sustainable development.</p> <p>Shift in energy usage toward low emission energy sources could potentially save on annual energy costs.</p>

Products and  
Services

Creating or expanding low-emission goods or services or developing innovative climate-related products that can either reduce emissions or help with adaptation.

Innovation and development of new low-emission products and services may improve the competitive position and capitalize on shifting consumer and producer preferences.

## Water Management

GRI [306-5]

EC World REIT acknowledges the significant role of water management within our business. The Manager begin reporting on our practices and initiatives related to water management starting from the previous financial year. In China, our properties comply with local water discharge regulations, which is known as China's integrated wastewater discharge standard. Our wastewater is directly discharge into secondary sewage treatment plant through the district sewage system for unified treatment. EC World has dedicated efforts towards enhancing water quality by ensuring and separating the hazardous wastewater from sewage. In FY2024, the total water consumption by China properties<sup>9</sup> increased 2.7% to 262,081 tons as compared to 255,173 tonnes of water in FY2023 translating to a water intensity of 282.6 kg/m<sup>2</sup> in FY2024.

All EC World REIT properties in China comply with the Integrated Wastewater Discharge Standard issued under China's environmental protection regulations. Wastewater is discharged through municipal pipelines to secondary sewage treatment plants for unified treatment. The REIT ensures hazardous wastewater is identified and separated from general discharge streams in accordance with local environmental laws.

EC World remains committed to continuous improvement in water use efficiency and wastewater management and will explore additional measures such as metering, leak detection, and tenant engagement to reduce future consumption.

Financial year	Water consumption (tons)	Water Intensity (kg/m2)
FY2024	262,081	283
FY2023	255,173	267

## Waste Management

GRI [303-5]

As a REIT, waste management is vital since we have a considerable influence on enabling communities to accomplish waste reduction and diversion. Moreover, implementing suitable practices and initiatives will enhance the efficiency of product and material use, as well as contribute to cost reduction in the long run. EC World began to report own efforts and practices in waste management starting from the previous fiscal year. In FY2024, we have collected 1,023 tonnes of non-hazardous waste in total from the 7 properties located in China. A significant reduction in waste production was observed as different operational statuses and termination statuses for EC World properties tenants led to a change in waste quantity.

In China, our properties abide by the Solid Waste Pollution Prevention and Control Law of The People's Republic of China, which guides the classification and treatment of waste. The waste is

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<sup>9</sup> As of this year, we have initiated reporting on our water usage. Our scope of reporting for water consumption and water intensity includes 7 properties located in China, within our operational control.



collected and processed by a contracted company and disposed of through incineration without energy recovery.

EC World REIT remains committed to improving waste reporting quality and will explore further opportunities to enhance waste segregation, tenant awareness, and material recovery in future reporting periods.

Financial year	Waste collected (tonnes)
FY2024	1,023.12
FY2023	1,365.22

#### Quality of Assets and Tenant Well-being

EC World REIT maintains a high standard of quality across its portfolio, ensuring that asset integrity, functionality, and safety are upheld through regular maintenance and tenant engagement. This commitment aligns with the GRI 3-3 disclosure for material topics relating to product and service responsibility.

All REIT assets undergo scheduled inspections, including:

- Fire safety and structural integrity reviews
- Tenancy unit maintenance cycles
- Upgrades to lighting, solar power, and ventilation systems

The REIT has in place asset-specific targets related to:

- Zero tenant-reported safety incidents
- Planned preventive maintenance completion rates
- Indoor environmental quality standards aligned with commercial property norms

During the reporting period, no material complaints were received from tenants related to safety, accessibility, or service disruptions. Ongoing enhancements such as HVAC upgrades, and photovoltaic installations further underscore EC World's efforts to support sustainable operations and improve tenant satisfaction.

## Transition to IFRS S1/S2 and Decarbonisation Roadmap

EC World REIT's forward-looking strategy for climate alignment, disclosure integrity, and long-term operational resilience. As a Singapore-listed logistics REIT with operations concentrated in China's key inland trade corridors, EC World REIT recognises the growing urgency and strategic importance of climate transparency, emissions management, and alignment with global sustainability frameworks. The evolving expectations of capital markets, regulators (such as SGX and MAS), tenants, and rating agencies demand not only that companies disclose their environmental and social impacts—but also demonstrate how these factors are embedded in enterprise strategy and risk management. To that end, EC World is initiating a multi-phase plan to:

- Align its disclosures with the IFRS Sustainability Disclosure Standards (S1 and S2) issued by the ISSB
- Establish a structured, property-linked decarbonization roadmap through 2030
- Integrate climate risk and energy performance into its governance, asset planning, and tenant engagement frameworks

This approach is grounded in EC World's intent to ensure its portfolio remains resilient, efficient, and trusted as global expectations for sustainability continue to evolve.

### Phase 1: IFRS S1/S2 Transition Plan (2024–2026)

Objective	Timeline	Key actions
Gap assessment	Q2–Q3 2024	Assess current disclosures vs IFRS S1/S2, GRI, and TCFD to identify shortfalls
Governance mapping	Q3 2024	Define board and management roles in climate oversight
Materiality Refresh	Q4 2024	Transition to double materiality—mapping enterprise and impact material topics
Climate Scenario Analysis	Q1–Q2 2025	Model physical and transition risks for key assets (1.5°C and 2°C scenarios)
Risk and Opportunity Disclosure	Q2–Q3 2025	Disclose asset-specific risks (e.g. flooding, policy risk), mitigation strategies
Metrics and Targets	Q3 2025	Introduce KPIs (Scope 1/2/3 emissions, energy use, % of green assets)
Pilot Disclosures	FY2025 Report	Incorporate selected IFRS-aligned sections in voluntary format
Full Alignment	FY2026 Report	Adopt IFRS S1/S2 in full for financial year 2026, with internal controls in place

Outputs by 2026: Climate governance chart, asset risk mapping, scenario outputs, quantitative KPIs

## Phase 2: Decarbonization Plan (2024–2030)

Vision: To progressively reduce the carbon footprint of EC World’s portfolio while enhancing energy efficiency, asset performance, and stakeholder value.

Pillar	Description	Timeline	Measurable Outcomes
Baseline Setting	Calculate Scope 1, 2, and selected Scope 3 emissions (e.g. tenant electricity use)	2024	Emissions intensity baseline (kg CO <sub>2</sub> e/m <sup>2</sup> /year)
Target Definition	Adopt near-term targets aligned to SBTi and sector peers	2024–2025	-30% Scope 2 GHG intensity by 2030
Energy Efficiency	Energy audits, LED retrofits, HVAC upgrades, BMS implementation	2024–2027	15–20% reduction in energy use intensity
Solar Deployment	Expand rooftop solar systems at Hengde, Chongxian Port, and others	2025–2028	3 MWp installed capacity across assets
Tenant Engagement	Roll out green lease clauses and data-sharing on utility consumption	2025–2026	75% of tenants under data-sharing agreements
Residual Offsetting	Plan for carbon offsetting options for hard-to-abate residuals	2028 onwards	Offset 5–10% of remaining footprint (if needed)

### Portfolio Impact by 2030:

- ≥30% reduction in Scope 2 emissions
- 20% lower energy intensity
- ≥50% GFA with green building certifications
- Tenant data visibility across ≥75% of net lettable area

### Monitoring and Disclosure

- Progress tracked through annual sustainability reporting (from FY2025)
- Internal controls and audit trail for emissions calculations
- Dashboard reporting for:
  - Energy use (kWh/m<sup>2</sup>)
  - Emissions (tCO<sub>2</sub>e/m<sup>2</sup>)
  - Green certified GFA (%)
  - Drill frequency and safety performance (GRI 403-linked)

### Strategic Benefits to EC World

Benefit Area	Impact & Value
Regulatory Readiness	Supports SGX and MAS alignment with IFRS/ISSB climate standards
ESG Ratings & Finance	Improves ESG scores and supports access to green/sustainability-linked loans
Tenant Retention	Demonstrates environmental stewardship and asset efficiency
Risk Resilience	Mitigates exposure to climate-related disruptions and transition shocks
Benefit Area	Impact & Value

In conclusion, the transition to IFRS S1 and S2 represents a pivotal step towards enhancing the consistency, comparability, and reliability of sustainability-related disclosures. By aligning with these global standards, we strengthen our commitment to transparent and accountable reporting on material sustainability and climate-related risks and opportunities. Simultaneously, our Decarbonisation Roadmap charts a clear path towards reducing emissions in line with global climate goals, reinforcing our long-term resilience and value creation. Together, these initiatives position us to meet rising stakeholder expectations, regulatory developments, and the broader call for sustainable business practices.

## GRI Content Index

This report is prepared in accordance with the GRI Standards (2021 version), specifically **GRI 2 – General Disclosures**. The information outlined herein supports transparency around the REIT's identity, operational scope, governance, and stakeholder relationships.

Key disclosures in FY2024 include:

- **Entity and Structure:** EC World REIT is a Singapore-listed real estate investment trust focused on logistics and e-commerce assets. The Manager, EC World Asset Management Pte. Ltd., oversees the REIT's operations and strategic direction.
- **Workforce:** The REIT's staff includes both managerial and non-managerial personnel across Singapore and China. There are no unionised employees.
- **Governance and Oversight:** Oversight of sustainability and ESG matters is the responsibility of senior management, with the CFO also designated as Head of Compliance.
- **Compliance:** No instances of non-compliance with laws or regulations were reported in 2024.
- **Stakeholder Engagement:** The REIT engages regularly with key stakeholders including unitholders, tenants, regulators, and employees through meetings, briefings, and surveys.

This section affirms EC World REIT's ongoing efforts to align with global best practices in ESG reporting and corporate transparency.

GRI Standard	Disclosure		EC World REIT Response	Page Reference
General Disclosures				
GRI 2: General Disclosures 2021	1. The organisation and its reporting practices			
	2-1	Organisational details	About EC World REIT	6 – 10
	2-2	Entities included in the organisation’s sustainability reporting	About the report	4 - 5
	2-3	Reporting period, frequency and contact point	About the report	4 - 5
	2-4	Restatements of information	No restatements of information have been made in FY2024.	-
	2-5	External assurance	External assurance has not been sought for the FY2024 Sustainability Report	-
	2. Activities and workers			
	2-6	Activities, value chain and other business relationships	About EC World REIT	6 – 15
	2-7	Employees	Our people - Profile of our workforce	37 – 39
	2-8	Workers who are not employees	Information unavailable/incomplete	-
	3. Governance			
	2-9	Governance structure and composition	Annual report	-
	2-10	Nomination and selection of the highest governance body	Annual report	-

GRI Standard	Disclosure		EC World REIT Response	Page Reference
	2-11	Chair of the highest governance body	Annual report	-
	2-12	Role of the highest governance body in overseeing the management of impacts	Our sustainability approach - Sustainability governance at EC World	16
	2-13	Delegation of responsibility for managing impacts	Our sustainability approach - Sustainability governance at EC World	16
	2-14	Role of the highest governance body in sustainability reporting	Board statement	2 – 3
			Our sustainability approach - Sustainability governance at EC World	16
	2-15	Conflicts of interest	Annual report	-
	2-16	Communication of critical concerns	Governance -Whistleblowing	24 – 25
	2-17	Collective knowledge of the highest governance body	Our sustainability approach - Sustainability governance at EC World	16
	2-18	Evaluation of the performance of the highest governance body	Annual report	-
	2-19	Remuneration policies	Annual report	-
	2-20	Process to determine remuneration	Annual report	-

GRI Standard	Disclosure		EC World REIT Response	Page Reference
	2-21	Annual total compensation ratio	Annual report	-
	Strategy, policies and practices			
	2-22	Statement on sustainable development strategy	Board statement	2 – 3
	2-23	Policy commitments	Disclosed throughout SR2024 across all material topics	26, 31, 35, 40 – 47, 48
	2-24	Embedding policy commitments	Disclosed throughout SR2024 across all material topics	26, 31, 35, 40 – 47, 48
	2-25	Processes to remediate negative impacts	Governance -Whistleblowing	24 – 25
	2-26	Mechanisms for seeking advice and raising concerns	Governance -Whistleblowing	24 – 26
	2-28	Membership associations	About EC World REIT	15
	Stakeholder engagement			
	2-29	Approach to stakeholder engagement	Our sustainability approach - Stakeholder engagement	16 – 18
	2-30	Collective bargaining agreements	EC World REIT does not have any collective bargaining agreements.	-
General Disclosures				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Our sustainability approach - Materiality assessment	19-20
	3-2	List of material topics	Our sustainability approach - Materiality assessment	19-20



GRI Standard		Disclosure	EC World REIT Response	Page Reference
Topic-specific GRI Standard Disclosures				
Category: Economic		Product Innovation (Value-added Service)		
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Our business - Product innovation	35 – 36
Category: Environmental		Energy Use and GHG Emissions		
GRI 3: Material Topics 2021	3-3	Explanation of the material topic and its Boundary	Our environment - Energy use and greenhouse gas (GHG) emissions	48 – 50
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Our environment - Energy use and greenhouse gas (GHG) emissions	51 – 54
	302-3	Energy intensity	Our environment - Energy use and greenhouse gas (GHG) emissions	51 – 54
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	Our environment - Energy use and greenhouse gas (GHG) emissions	51 – 54
	305-4	GHG emissions intensity	Our environment - Energy use and greenhouse gas (GHG) emissions	51 – 54
GRI G4 Sector Disclosure: Construction and Real Estate	CRE-3	Greenhouse gas emissions intensity from buildings	Our environment - Energy use and greenhouse gas (GHG) emissions	51 – 54

GRI Standard	Disclosure		EC World REIT Response	Page Reference
GRI 303: Water and Effluents 2018	303-5	Water consumption	Our environment - Water management	63
GRI 306: Waste 2020	306-5	Waste directed to disposal	Our environment - Waste management	63-64
Category: Social		Workplace Health and Safety		
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Our people - Workplace health and safety	40 -45
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Our people - Profile of our workforce	37 – 39
GRI 404: Training and Education 2016	404-1	Average hours of training per employee	Our people - Workplace health and safety	43
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Our people - Profile of our workforce	37 – 39
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Our people - Workplace health and safety	40 – 45
	403-2	Hazard identification, risk assessment, and incident investigation	Our people - Workplace health and safety	40 – 45
	403-3	Occupational health services	Our people - Workplace health and safety	40 – 45

GRI Standard	Disclosure		EC World REIT Response	Page Reference
	403-4	Worker participation, consultation, and communication on occupational health and safety	Our people - Workplace health and safety	40 – 45
	403-5	Worker training on occupational health and safety	Our people - Workplace health and safety	40 – 45
	403-6	Promotion of worker health	Our people - Workplace health and safety	40 – 45
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our people - Workplace health and safety	40 – 45
	403-9	Work-related injuries	Our people - Workplace health and safety	40-45
	403-10	Work-related ill health	Our people - Workplace health and safety	40-45
Category: Social		Quality of Assets		
GRI 3: Material Topics 2021	3-3	Management of material topics	Our business - Quality of assets	31 - 34
GRI G4 Sector Disclosure: Construction and Real Estate	CRE-8	Type and number of sustainability certification, rating and labelling schemes for new construction, management, occupation and redevelopment	Our business - Quality of assets	31 – 34
Category: Governance		Regulatory Compliance		

GRI Standard	Disclosure		EC World REIT Response	Page Reference
GRI 3: Material Topics 2021	3-3	Management of material topics	Governance - Regulatory Compliance	26 – 29
GRI 2: General Disclosures 2021	2-27	Compliance with laws and regulations	Governance - Regulatory Compliance	26 – 29