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Biodiversity

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A. Objective

- To be a world class real estate investor and manager serving and improving the lives of those around us, Link Asset Management Limited (“**Link**”) is committed to minimising adverse biodiversity impact and contributing positively where feasible in locations where our business operates and establishing a resilient natural environment for our future generations.
- Biodiversity Policy (“**This Policy**”) describes Link’s stance and approaches towards biodiversity.

B. Policy Scope

- This Policy applies to individual Business Units (“**BUs**”) of Link and sets out overarching framework for implementation in assets across geographies where Link has operational control.
- In areas of influence with minimal control, Link leads by example and provides support to its tenants, suppliers and business partners where feasible.

C. Policy Content

1. Principles and Approach

- Biodiversity is essential for the processes that support all life on Earth, including humans. We recognise that without a wide range of animals, plants and microorganisms, we cannot have the healthy ecosystems. Biodiversity also brings direct and indirect benefits to our business through the provision of natural resources, such as food, water, fuel and natural fibres, as well as absorption of pollution and waste.
- The existing Link portfolio is located in urban areas across geographies, i.e. none of our assets are in / adjacent to protected areas with high biodiversity value, including but not limited to World Heritage Sites, Sites of Special Scientific Interest (“**SSSI**”), International Union for Conservation of Nature (“**IUCN**”) I-IV protected areas.
- In compliance with the Code on Real Estate Investment Trusts (“**REIT Code**”), Link has a limited exposure to development projects (both greenfield and brownfield sites). Hence, we have limited risk exposure and impacts on biodiversity in general.
- Nevertheless, we remain mindful that the physical footprint of our assets fundamentally could have both negative and positive impacts on biodiversity at different stages of asset life cycles:
 - Acquisition;
 - Planning, design and construction;
 - Operation and maintenance; and
 - Fit-out and renovation.
- For any assets that are co-owned and/or managed by other business partners, Link engages with them to ensure their implementation approaches for managing biodiversity are aligned with the requirements outlined in this Policy.

2. Implementation

- We strive to deliver biodiversity outcomes by:
 - Considering risk and opportunities specific to nature and biodiversity conservation in investment decision making;
 - Conducting biodiversity assessments for all development and redevelopment projects;
 - Prioritising the sustainable use of natural resources to minimise adverse biodiversity impacts across asset life cycle, including but not limited to materials and goods that are/have:
 - Locally produced;
 - High recyclable content; and
 - Certified by recognised standards such as Forest Stewardship Council (“FSC”) and Programme for the Endorsement of Forest Certification (“PEFC”).
 - Leveraging our assets in bringing positive value to biodiversity and ecosystem, where feasible, in conjunction with placemaking and wellbeing initiatives, such as:
 - Enhancing greenery and native fauna species across Link portfolio under Horticultural Maintenance and Improvement programme;
 - Using indoor and outdoor space to create green space and experience for the community in form of green walls, urban farms and butterfly gardens; and
 - Partnering with local community parties and environmental groups to draw on their expertise in improving local biodiversity and supporting relevant programmes in / adjacent to area of where our assets locate.

3. Reporting and Review

- The responsibility to endorse and implement this Policy lies with Sustainability & Risk Governance (“S&RG”), Asset Management, Project & Operations and Property & Car Park Management.
- Biodiversity risks and opportunities are identified and monitored by our Director of S&RG and reported to the Board on a regular basis, or annually at minimum.
- Progress on strategy and initiatives and Key Performance Indicators (“KPIs”) will be reported by the responsible departments during the meetings of the Board, Sustainability Advisory Committee (“SAC”), Sustainability Committee (“SC”), and Sustainability Task groups. In addition, our biodiversity efforts will be verified and disclosed in Link’s annual reports and sustainability website.
- This Policy will be regularly reviewed in light of legislative and organisational changes and developments in sustainability best practices, or at a minimum, every three years. Endorsement from SC is required for any formalised adjustment of this Policy.
- Any enquiries on this Policy can be submitted via sustainability@linkreit.com.