

OUR SUSTAINABILITY FRAMEWORK AND STRATEGY

Our Sustainability Framework

Our sustainability framework, implemented in 2020, is a core part of our sustainability strategy. Our sustainability policy encompasses our sustainability objectives and targets, which are reviewed quarterly by the ESG Exco, our Responsible Business Committee as well as our Board of Directors. We have defined six major pillars and focus areas for sustainability that provide a clear focus on how we set out to conduct ourselves as a responsible and sustainable business.

Our six sustainability pillars

	Core SDGs	Ancillary SDGs
<p>1 Managing our assets responsibly</p> <p>At Grit, we constantly find ways to drive efficiency and improve our business, through the close monitoring of our assets, and further developing and delivering innovative solutions that maximize utility for the tenant, returns for our shareholders and positive change and value for all our stakeholders.</p>		
<p>2 Designing and delivering environmentally conscious and safe, healthy and efficient spaces</p> <p>Grit provides spaces which are energy efficient, reduce water usage, promote prudent waste management, and consider the environment, while also reducing operating costs for the benefit of both our tenants and shareholders.</p>		
<p>3 Uplifting communities</p> <p>Grit provides support and resources to the communities in which we operate to ensure that our on-the-ground presence, and not just our assets, add value, and provide access and opportunities to the surrounding communities.</p>		
<p>4 Developing our employees</p> <p>The Company realises that it is important to build people, who in turn, build businesses, by creating opportunities for individuals and teams to grow, innovate, debate, problem solve and realise their full potential.</p>		
<p>5 Setting the highest standards of health & safety</p> <p>Grit creates and provides a safe and healthy work and living environment for our stakeholders by implementing the ISO45001 health and safety standards.</p>		
<p>6 Protecting human rights</p> <p>Human rights are basic rights that belong to everybody. They embody key values in their society such as fairness, dignity, equality and respect. They are an important means of protection for us all, especially those who may face potential abuse and neglect. At Grit, the protection of human rights and fundamental freedoms are managed from both an internal and external perspectives.</p>		

Our 3-year ESG plan (FY2022 - 2024)

Materiality Assessment

An update on the status of our materiality assessment timeline as indicated in 2022 Integrated Annual Report ("IAR 2022") is shown below:

Year 1	Year 2	Year 3
Development of survey and scoring methodology specific to Grit. Data gathering for materiality assessment (surveys, workshop). <i>RESULTS FINALISED</i> Report in progress and projected to be completed in December 2023	N/A	Materiality Assessment repeated.

Carbon Footprint

An update on the status of our carbon footprint timeline as indicated in IAR 2022 is shown below:

Year 1	Year 2	Year 3
Identify and report on scope 1 and scope 2 emission sources. On-going and projected to be completed in FY2024.	Repeat Carbon footprint exercise and include all scope 3 emission sources.	Repeat Carbon footprint exercise (scope 1, scope 2 and scope 3) with verification from external third party.

ESG Strategy

An update on the revision of our ESG targets and enhancement of our ESG strategy is shown below:

Year 1	Year 2	Year 3
Set targets and strategy on scope 1 and scope 2 reductions. Use results of materiality assessment to review Grit's current ESG Strategy (high priority areas). On-going and projected to be completed in FY2024.	Report on progress against latest target set. Implement corrective actions, if needed. Further develop strategy to address medium priority areas as identified in the materiality assessment.	Report on targets set (monitoring). Implement corrective actions, if needed. Realign strategy, if need be, based on results from materiality assessment.

TCFD Report

We have addressed some of the gaps identified in our TCFD disclosure and have reported on how we align to the TCFD recommendations as well as the status of the action points identified in IAR 2022 (refer to pages 78 to 93 for our full TCFD report of the IAR 2023)

Year 1	Year 2	Year 3
Develop Action plan to address gaps in TCFD Report. <i>COMPLETED</i>	Report on progress against action plans and re-evaluate. On-going and projected to be completed in FY2024	Continue to report against action plans and enhancements for future reporting in alignment with TCFD recommendations. On-going and projected to be completed in FY2025

ESG Report

As articulated in our FY2022 Integrated Annual Report, we have diligently aligned our ESG reporting with the Global Reporting Initiative ("GRI"). This strategic alignment underscores our steadfast commitment to maintaining transparency and accountability as foundational tenets in our communication to stakeholders concerning our ESG strategy and initiatives.

Year 1	Year 2	Year 3
Alignment with GRI Indicators. <i>COMPLETED</i>	Alignment with GRI Indicators.	Verification of non-financial KPIs by external auditors.