



NEW ECONOMY CONSUMER INFRASTRUCTURE

NWP Property Group
ESG ROADMAP

2025





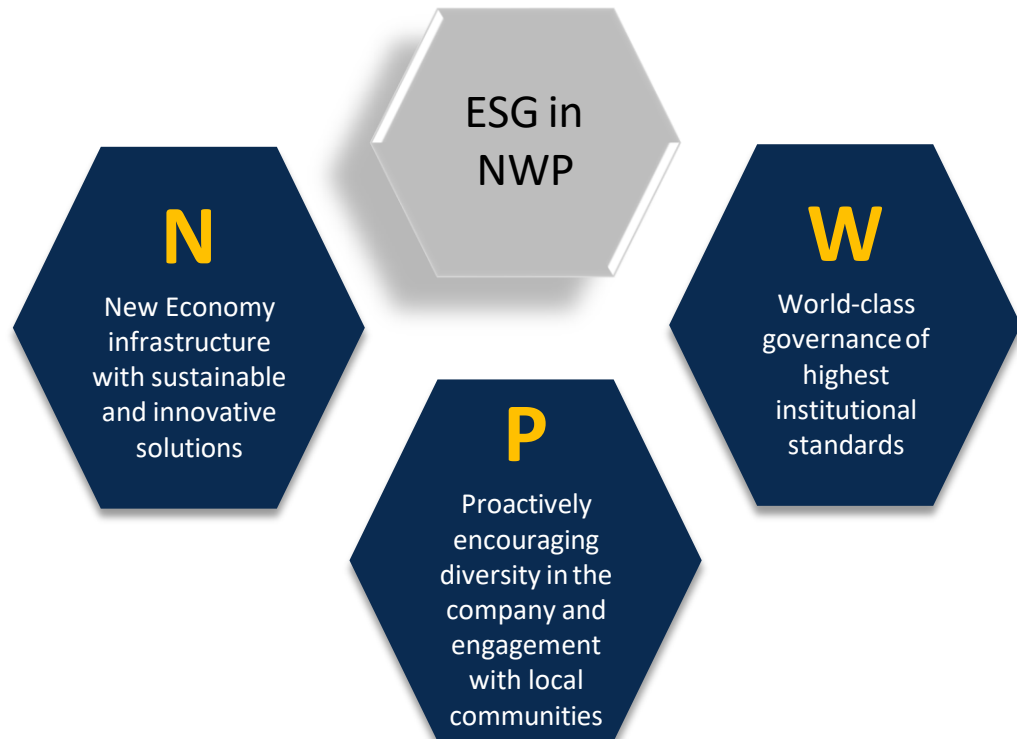
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NWP Vision

OUR COMMITMENT TO ESG IS AT THE HEART OF OUR BUSINESS PRACTICES

Through our responsible investment approach and maintaining a strong focus on ESG, our objective is to enhance shareholder value while achieving positive impacts on society and the environment. At NWP, we believe a culture of strong corporate governance provides the foundation for sustained and balanced growth over the long term.



Our Commitment

Provide best in class Commercial Real Estate facilities for the new economy

Meet recognized sustainable design and construction standards to embrace smarter ways to reduce our environmental impact

Provide an inclusive, safe and healthy working environment and promote the well-being of our people across our entire supply chain

Enhance gender balance and empowerment of women in our workforce

Engage proactively with our stakeholders, in particular our employees, tenants and suppliers in the areas of health and safety, sustainable procurement and resilience.

Facilitate opportunities to contribute positively to our local communities

In the coming years, we plan to conduct an SDG mapping exercise to further align with the specific indicators and targets of each goal.

NWP's Framework

A STRONG PROCESS OF MATERIALITY ASSESSMENT

Our focus areas depict the most important and material NWP issues that our stakeholders expect us to address and manage. We do so by balancing the needs of various assets across our portfolio



Under each pillar are the key areas we plan to focus on and further address over the next five years. While we recognize there are a number of them, we believe they are all impactful to our business and we have made headway with mapping and identifying baseline data for the most imminent and critical areas



HUMAN CENTRIC

As we strive to create a positive and supportive environment for our employees, customers, suppliers and communities, the idea of “human centricity” is integral to our business. Basic human needs are universal, and meeting those needs today while ensuring they can be met in the future is the cornerstone of sustainable development

FOCUS AREAS INCLUDE :

- Safety, Health & Wellbeing
- Diversity & Inclusion
- Community Investment
- Talent Attraction, Retention & Training
- Stakeholder Engagement



PROPERTY PORTFOLIO

We aim to develop and manage modern, state-of-the-art CRE facilities for the new economy. We see ourselves playing a clear role in modern-day commerce, driving the region beyond doing less harm and seizing opportunities to create a positive impact – doing good for the planet, people and business

FOCUS AREAS INCLUDE :

- Climate Change Resilience
- Sustainable & Efficient Operations
- Biodiversity & Habitat Protection
- Human-Centric Design, Flexible & Adaptable Properties, Strategic Locations
- Sustainable Building Certifications



CORPORATE PERFORMANCE

We embrace “long-termism” and believe a culture and practice of strong year-on-year corporate performance cements the foundation for sustained and balanced growth, resulting in stable and dependable returns.

FOCUS AREAS INCLUDE :

- Financial Results
- Responsible Investing/Financing
- Corporate Governance
- Risk Management
- Disclosure & Reporting
- Investor Relations



PILLAR 1

Human Centric

We are committed to enhancing the workplace environment as we chart our way forward for continuous engagement with our stakeholders



We commit to providing safe workplaces and promoting the holistic wellbeing of our people with due consideration for the importance of healthy work-life balance

We work to ensure that employees of our contractors enjoy the same standards of protection as we expect for our own people.

We value what our employees have to say and will always ensure that their safety, health and wellbeing are central to our business decisions



We are in the process of consolidating and strengthening our network as the Group continues its growth trajectory. We are committed to fostering workplaces that embrace diversity and are free from any and all discrimination.

742

employees across corporate headquarters and field assets

72%

under the age of 40



77%
of men



23%
of women



Community Investment

An important element of our corporate culture is giving back to the communities in which we operate

Our initiatives focus on engaging and empowering communities in which we operate including encouragement of micro-businesses and local entrepreneurs

NWP founded the retail incubator program to provide modern space within our projects for local retailers and micro businesses in nearby communities to expand their business

We work with them and help them grow throughout our network of malls across the country



Talent Attraction, Retention, & Training

Across the Group, we aspire to be an Employer of Choice:

- Fostering a culture of active Learning
- Training programs around ESG topics
- A clear path and process for career progression
- Total rewards and life insurance or contributions to retirement and social security schemes
- Employee engagement and feedback processes



Stakeholder Engagement

We strive to promote community engagement and entrepreneurship at each of our operating assets by providing space for cultural events, government initiatives as well as commercial community markets

We also aim to promote creativity and skill development among the local community by organizing workshops and competitions targeting specific technological skills

Key current initiatives include providing educational materials for orphans as well as promoting local entrepreneurship and employment (particularly for local women) through our retail incubator program which provides local businesses a platform to grow nationally



PILLAR 2

Property Portfolio

NWP demonstrates environmental stewardship by developing and maintaining sustainable and efficient buildings



Sustainable & Efficient Operations

Across our operations, we focus on continuous improvement by always striving to do more with less

Utilize data science coupled with smart sensors and real time monitoring tools to manage and optimize energy use for ourselves and our tenants

Most properties have installed energy-efficient cooling system and lighting

With new developments, we plan to invest in LED lighting, comprehensive waste-water and waste management systems, expansive green areas and rooftop solar panels when possible

We also follow an extensive energy auditing process for all potential acquisition assets in order to ensure that the project meets our efficiency standards



Sustainable Building Certification

We aim to take compliance one step further by obtaining globally recognized certifications for our buildings

We target to become the largest Green-Building CRE Portfolio in Indonesia by 2022 and a leader in SE Asia by 2025

Plan to certify 50% operating assets with globally recognized sustainability certifications by 2025

Committed to upgrade all eligible operating assets to high sustainability standards



Climate Change Resilience

NWP is embarking on a climate impact study and taking the steps toward aligning with the four principles of the TCFD framework

We commit to communicating our progress of our physical risk assessment across our portfolio over the next five years

NWP is in process of developing a climate risk assessment framework, which will be incorporated into our existing Environmental Management System to guide day-to-day asset and property management decisions



Flexible & Adaptable Properties

Our sites are designed with occupants in mind

- Optimal space utilization with sufficiently large floor plates, high ceilings and wide column spacing
- Flexile space designed specifically to help individual tenants succeed
- Highly efficient loading and parking areas
- Secure space with 24/7 surveillance
- Customizable features
- Active design features that provide accessibility and aesthetics
- Active transit provisions such as bike storage and shower facilities



Strategic Locations

To meet the growing needs of the catchment area, our assets are strategically located in close proximity to residential areas and established transportation networks. This has the important advantage of helping our customers reduce their environmental footprint due to efficient and convenient access



PILLAR 3

Corporate Performance

We live in a world where the rules governing business conduct are complex and becoming more demanding over time. To safeguard for the future, we put in place stringent measures to protect the reputation of the Group and everyone who works with us



Responsible Investment

We are committed to act in the best long-term interests of our stakeholders, and we incorporate ESG factors into all investment decision-making

1. ESG Incorporation

Incorporate ESG risk management issues into investment analysis and decision making

2. ESG Stewardship

Seek disclosure on ESG issues by entities in which we invest



Corporate Governance

NWP is built on a solid foundation of Core Values, which include Integrity & Respect

100% of our employees receive training on Group and regional office policies and all are required to review and sign an agreement to our Code of Conduct and Business Ethics policies on an annual basis

NWP's Group policies and guidelines set the tone and direction for a unified approach to Governance



Disclosure & Reporting

NWP is preparing for participation in GRESB

We plan to submit our participation for GRESB by 2025

Our first annual ESG report is expected to comply with relevant provisions from the Hong Kong Exchange Main Board Listing Rule 13.91 and ESG Reporting Guide

In line with international best practices, we also make references in line with the GRI Standards



Risk Management

We are evaluating implementation of a new online compliance management platform across our network to allow automation and monitor performance

NWP has undertaken risk assessment with a focus on Code of Business Conduct, Whistle-blowing Policy, Anti-Bribery Policy, Anti-Competitive Behavior, Fraud, Money Laundering & Financial Irregularities, Corruption and Irregularities, Sanctions and Exclusions and Data Protection

NWP's Five year Roadmap

We continue to refine our strategy by evaluating our progress against our commitments. We are determined to progress and achieve our nine targets across our three pillars and have outlined five strategies over the next five years to get us there

Develop and Embed Systems and Processes for the Long-Term

Integrate NWP considerations into all stages of the business cycle which include establishing data management systems, streamlining NWP data collection processes and developing policies while setting annual performance targets and reviews

Increase Engagement with the People that Matter Most

Implement engagement programs to promote health & well-being to provide all our stakeholders with a positive and supportive environment. We will measure our impact with the hopes of creating a culture of community service and promote harmony with the community

Plan and Adapt for Change

Conduct regular risk assessments in building safety, energy efficiency, indoor environmental quality and waste and water management. We are embarking on a climate impact study to shape the Group's approach to climate adaptation

Consistent Reporting with Transparency

Plan to progress in our reporting each year, with honesty and transparency. We will look to produce a GRI adopted NWP report by 2023, improve our GRESB score, and participate at a corporate level and become a signatory of the Principles of Responsible Investment (PRI) by 2025

Foster A Culture of Active Learning

Encourage employees to progress on continuous learning with annual NWP training for all employees. This will pave the way for streamlined systems and efficient processes, creating a more resilient workforce for the future

2025 NWP TARGETS



HUMAN CENTRIC

Safe working environment targeting
Zero Workforce Fatalities

Gender ratio of
35 / 65 women / men

Development of community
engagement/foundation program



PROPERTY PORTFOLIO

50% increase
in solar power generation
(from base year 2019)

Sustainable building certifications
for 50% of NWP's operating assets

20% reduction
in energy consumption across the
Group (from base year 2019)



CORPORATE PERFORMANCE

Achieve a 3 Star GRESB

Maintain a culture of strong
corporate performance

US\$[5] mil in Social
Investment Program
to our local community foundation
by 2030



THANK YOU

For more information on NWP journey,
Please refer to our environmental, social and governance page on the
website

For NWP ESG related enquiries, please contact es@nwpproperty.com