

ChampionREIT

冠君產業信託

Environment, Social and Governance Policy Framework

Sustainability is the integral part of Champion REIT's corporate culture and business strategies. We put in place a robust Environment, Social and Governance ("ESG") framework to incorporate sustainability issues into the decision-making processes of our business, creating sustainable business growth and long-term values for our stakeholders and community.

Scope of the Framework

This is the predetermined framework of operation and control environment of Champion REIT.

Environment

Champion REIT is committed to preserve the environment through the way we operate. Operating in an environmentally responsible manner is at the heart of our business. We have put in place a solid set of policies, which provides leading guidelines to minimise the environmental impacts of our operations and create a positive impact to the environment.

Our environmental policies ensure that environmental preservation and climate change consideration are embodied in every facet of our operations. Under our policies, we ensure our operational practices are aligned with the following principles:

- Ensuring our operational practices are in alignment with legal requirements and market standards.
- Adopting robust and consistent environment management mechanism for energy saving, reducing carbon emissions, water reduction and waste recycling.
- Understanding environmental risks through regular assessments and carrying out initiatives to mitigate risks.
- Raising environmental awareness and encouraging environmentally friendly practices among employees, tenants and customers.
- Promoting green procurement procedures and engaging supplier for environmentally responsible behaviours.
- Establishing action plans for climate change mitigation and biodiversity conservation to minimise applicable disruptions to our business.

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Social

Champion REIT takes a proactive role to nurture the better development of our society and promote the well-being of our employees, tenants and customers while growing our business.

The Trust's social policies underpin our strong commitment to create long-term values for our stakeholders as well as the community.

The Trust's social policies cover seven areas – stakeholder engagement, respect of human rights, fair and competitive labour practices, equal opportunity and inclusion, occupational health and safety, well-being of stakeholders and community care. Under our policies, we strive to achieve long-term value creation for stakeholders and community in accordance with the following principles:

- Engaging our stakeholders to understand their views on the way we operate our business, and being proactive to address their needs and expectations.
- Placing great emphasis on respect of human rights in managing our relationships with employees and suppliers.
- Offering our employees a lawful and proper employment in accordance with the most up-to-date labor standards, and providing employees competitive remuneration in benchmarking with the market standards.
- Ensuring every job applicant and employee receives favorable treatment and equal opportunity to grow.
- Providing a healthy and safe workplace for employees and suppliers by adhering to applicable laws and regulations, as well as implementing continuous enhancement works.
- Promoting physical and mental well-being of our stakeholders, including employees, tenants and customers, with dedicated wellness programmes.
- Providing high-quality products and services to enhance customer satisfaction.
- Leveraging resources to support the needy and the youth in community.

Governance

Champion REIT strives to uphold a high standard of corporate governance. By providing independent guidance, Board of Directors ensures the Trust's adherence to high standards of transparency and accountability, effective management of business risks and the best corporate governance practices that safeguard the interests of its unitholders and bring them stable and sustainable returns.

Champion REIT is committed to conducting its business in accordance with high ethical standards. It is the Trust' belief to act with integrity, transparency and accountability. In so acting, the Trust is dedicated to achieve long-term value maximisation that benefits all its unitholders, employees, those with whom it does business and the community in which it operates.

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The Board is committed to developing robust corporate governance with the following principles:

- Creating long-term viability of the business.
- Delivering stable and sustainable returns to unitholders.
- Safeguarding the interests of stakeholders and the Trust as a whole.
- Managing the overall business risk appropriately.
- Maintaining high standards of ethics and corporate governance.