

**LINK ASSET MANAGEMENT LIMITED**  
**(as manager of Link Real Estate Investment Trust)**

**TERMS OF REFERENCE OF THE SUSTAINABILITY COMMITTEE**

**1 Purpose**

**1.1** The Sustainability Committee is a committee of the board of directors (the “**Board**”) of Link Asset Management Limited (“**Link**”, as manager of Link Real Estate Investment Trust (“**Link REIT**”)) and shall support the Board and the committees of the Board in promoting and overseeing the sustainability initiatives of Link REIT associated with environmental and social matters.

**2 Membership and Meetings**

**2.1** The Sustainability Committee shall be chaired by an independent non-executive director of Link and its members shall comprise at least two independent non-executive directors of Link and other members as approved by the Board, with support from external advisors as if deemed appropriate. It should meet at least twice a year. The quorum for the meeting shall be a simple majority of the members.

**2.2** The Sustainability Committee shall report back to the Board on its decisions and progress on a regular basis as to be determined by the Sustainability Committee and approved by the Board.

**3 Responsibilities of the Sustainability Committee**

**3.1** *Sustainability Objectives, Strategy, Goals and Metrics*

- (a) Recommend to the Board sustainability strategies and objectives including key priorities, initiatives, metrics and targets, ensuring they are both aligned and measurable as well as consistent with Link’s sustainability policy.
- (b) Oversee and monitor the delivery of the sustainability strategy, ensuring that it is aligned with long-term business goals.
- (c) Oversee, review and evaluate actions taken by Link in executing the sustainability strategy and adhering to sustainability requirements across all divisions, ensuring both are effectively integrated into business operations.

**3.2** *Reporting*

- (a) Oversee the Rules Governing the Listing of Securities on The Hong Kong Stock Exchange of Hong Kong Limited and related regulatory requirements and appropriate international, national or local reporting standards have a significant impact on Link REIT.
- (b) Review and recommend to the Board for approval the sustainability-related disclosure of Link REIT, ensuring that it aligns with the overarching sustainability strategy and related regulatory requirements.

- (c) Review regularly the requirement for internal and external audit assurance of sustainability-related matters and engage external parties to provide assurance on relevant reporting.

### **3.3 Duties**

- (a) Monitor and review emerging sustainability issues (including climate-related issues and environmental initiatives) and trends that could impact upon the policies, business operations and performance of Link REIT.
- (b) Monitor and ensure that the approach to sustainable investments aligns with financial, environmental and social goals.
- (c) Assess and evaluate the effectiveness of engagement with stakeholders, including but not limited to employees, customers, suppliers, contractors, unitholders, investors, regulators and local communities on sustainability issues.
- (d) Consider the potential impacts of the sustainability strategy upon stakeholders and make recommendations to prevent or mitigate any negative implications associated with such impacts.
- (e) Monitor and oversee Link's culture and the well-being of the workforce.

### **3.4 Others**

- (a) Oversee and assist the Board in other matters as determined by the chair of the Sustainability Committee from time to time.
- (b) Maintain and update these terms of reference as the Sustainability Committee deems appropriate and/or if instructed by the Board.

(Approved by the Board on 6 November 2024)