

Environment, Health & Safety Policy

EH&S

Approver's name and title:

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Effective Date:

January 2026

Next Review Date

December 2028

Classification



Purpose

The purpose of this Environment, Health and Safety (EH&S) Policy is to outline Vita Partners' commitment to environmental stewardship and maintaining safe, healthy and sustainable practices across all its operations. It establishes the guiding principles for minimising our environmental footprint, promoting resource efficiency, creating safe and healthy workplaces and complying with all applicable environmental, health and safety laws and regulations in the locations which we operate.

Our approach to EH&S is aligned to the Vita Partners' business model and is reviewed to maintain effectiveness across the different sectors and markets in which we operate. We are an organisation that is committed to striving to positively influence EH&S outcomes across our operations.

Policy

Vita Partners - through its Investment Management, Asset Management and Project & Construction Management business segments - has deep relationships with life sciences, innovation and R&D clients with more than 30 years' experience as a trusted partner in Asia Pacific across over 200 projects.

Our Environmental Focus Areas are:

- **Resources and Materials** by conserving natural resources and sourcing sustainable materials
- **Climate Action** by adapting to and doing our part to mitigate climate change
- **Nature and Pollution** by protecting and restoring the natural environment

Our Health and Safety Policy is supported both by our Leadership and Employees with Safety being the number one priority on all our projects and assets, including decision-making protocols. From design to execution and operations, Vita Partners prioritises the wellbeing of its employees, workers, tenants, clients, and other end-users, fostering collaboration and care at every stage of the real estate lifecycle. Our objective is to provide and maintain safe, healthy and environmentally responsible workplaces and communities for all our stakeholders, including the general public, employees, stakeholder partners, our supply chain, and those who may interact with or be affected by our undertakings.

Our vision is to shift our people's relationship with environment, health, and safety from one which is transactional and reliant on a compliance-based approach, to a risk-based approach that identifies and manages risk at the earliest opportunity, applying sound risk management techniques based on the principle of that every environmental damage, ill health, and incident and injury are preventable.

Policy Statement

This policy outlines our commitment to environment, health and safety stewardship, aligning with global best practices and regulatory imperatives.

Vita Partners recognises the urgent need to address climate change, biodiversity loss, and resource depletion. We are committed to do our part in reducing emissions across our value chain, fostering a circular economy, and preventing environmental and biodiversity damages. Our approach is risk-based, data-driven, and continuously improving, integrating environmental considerations into every stage of our operations, from investment and development to design, construction, and asset management as empowered by our investment and customer mandates.

Key Commitments

Health & Safety

We commit to demonstrating personal leadership that is consistent with our vision and values in driving to create safe and healthy working conditions by eliminating hazards and reducing risks, to prevent work related ill-health and injuries, both physical and psychological.

Should an incident occur, we will operate transparently in the recording and monitoring of any events, and we commit to independently investigating incidents of high severity – actual or potential (e.g. Critical Incidents).

We will implement and maintain our EH&S Global Minimum Requirements (GMRs) across all operations and across all phases of the operational lifecycle.

Resources and Materials

We will define roles, responsibilities and accountability for clarity, consistency, and predictability across our workforce.

We will provide the appropriate resources to fulfil this policy and engage our supply chain partners in upholding the requirements of our policies and standards.

We will adopt circular economy principles throughout our project lifecycle, emphasising designing for durability, flexibility, disassembly and demolition.

We will prioritise the reuse and recycling of materials, sourcing sustainable and recycled content, and minimising waste generation in design, construction, and operation.

We will set measurable targets for waste reduction, aiming for a significant reduction in construction and demolition waste sent to landfill, and explore closed-loop systems for key materials.

Climate Action (SBTi Alignment)

The Board of Directors will maintain oversight of climate-related risks and opportunities, with reporting on climate performance and strategy. Management will be responsible for assessing and managing climate-related risks and opportunities, integrating them into business strategy and financial planning.

We will identify and assess climate-related risks and opportunities across short, medium, and long-term horizons, incorporating scenario analysis, including a 1.5°C or lower scenario, to evaluate the resilience of our business strategy.

Climate-related risks will be integrated into our enterprise-wide risk management framework, covering identification, assessment, and mitigation processes. We will report on how these risks are managed.

Our Project and Construction Management (PCM) business in Singapore and China commit to setting and achieving ambitious Science Based Targets (SBTi) for greenhouse gas (GHG) emission reductions across Scope 1, 2, and relevant Scope 3 emissions, aligned with limiting global warming to 1.5°C. PCM will disclose our GHG emissions and performance against these targets in line with regulatory requirements, market and our customers' recommendations.

Nature and Pollution

We are committed in protecting and restoring the natural environment. We will apply the mitigation hierarchy (avoid, minimise, restore, offset) to all projects, prioritising the avoidance of impacts on irreplaceable biodiversity. We will collaborate with stakeholders to design and implement strategies that optimise ecological outcomes.

We will prevent pollution associated with our operations and protect biodiversity and ecosystems through ongoing assessment and management of our activities. We will recognise resource scarcity through responsible procurement, use, and management of materials, including valuing water as a natural resource and conserving its use.

Compliance & Continuous Improvement

We will comply with all applicable environmental, occupational health and safety laws and regulations in countries we operate in, striving to exceed minimum statutory requirements and adhere to international best practices.

Our EH&S management systems on our PCM projects will be aligned with ISO 14001 and ISO 45001, and we will regularly review and update our processes and practices to adapt to evolving best practices and regulatory landscapes.

Objective and measurable targets for continual improvement aimed at eliminating work related environment, health and safety (EH&S) impacts and incidents associated with our operational activities, products and services will be established for each business, leadership, management and employee who is in a position to have an influence or direct impact on an EH&S outcome.

This policy and our organisation and arrangements for carrying it out are regularly reviewed during management reviews, and this policy is updated as and when needed.

Responsibility, Accountability and Reporting

Maintaining the highest standards of EH&S responsibility requires the active participation of everyone at Vita Partners.

The responsibility to implement this Policy rests with:

- Each employee, empowered to play a role in the planning, approval, delivery of work, or management of change where there are potential EH&S impacts across any of our undertakings.
- Our leadership and management, in actively influencing the outcome of EH&S practices wherever we operate.

This Policy is communicated throughout Vita Partners.

If you have a concern, question, or believe that an action, practice, or condition may be inconsistent with this EH&S Policy, applicable EH&S laws, or our commitment to EH&S, please contact Vita Partners' Chief Operating Officer.

Definitions

Term	Definition
GMR	Vita Partners Global Minimum Requirements https://cdn.prod.website-files.com/67986a59e31820c98cd29dcd/6864b6d9a8b361a93bef656a_2021%20GMRs%20Document.pdf

Further information and related materials

Related information	Description
Vita Partners Sustainability Policy	This Sustainability Policy sets forth Vita Partners' commitment to Sustainability through environmental and social governance within all jurisdictions and communities where we operate.

Scope

This EH&S Policy speaks to our commitment to the environment, health and safety and informs the practices of all Vita Partners employees, operations and business activities in all business segments and geographies.

Relationship to Vita Partners	Employment contract	Time type	Payroll type
Employees	Permanent	Full time	Salaried
Seconded Contract Staff	Fixed Term	Part time	

In the following geographies:

Singapore
China
Australia
Japan