

Sustainability Report

“THE JOURNEY TOWARDS SUSTAINABILITY ENTAILS THE PARTICIPATION OF ALL STAKEHOLDERS TO CREATE AN ECOSYSTEM THAT WILL DELIVER SUSTAINABLE VALUE AND INSPIRE BETTER LIVES.”

Board Statement

Dear Stakeholders,

The Board is pleased to present the fifth Sustainability Report of Far East Hospitality Trust (“Far East H-Trust” or the “Trust”), outlining our sustainability practices and performance for the year.

Far East H-Trust strives to pursue sustainable growth by balancing economic growth with environmental protection and social inclusion. This ensures that the Trust creates lasting value for all stakeholders. In recognising the ever-increasing importance of environmental, social, governance (“ESG”) impacts, risks and opportunities, the Board of the REIT Manager expanded the terms of reference of the Audit and Risk Committee to include the oversight on the objectives, programmes, policies, and practices pertaining to sustainability. Accordingly, the committee was renamed as Audit, Sustainability and Risk Committee (“ASRC”) in October 2021.

In 2021, we appointed KPMG Services Pte Ltd. (“KPMG”) on the strategic review of our ESG framework and roadmap with key references to the Global Reporting Initiative (“GRI”) standards 2016 (Core Option), SGX-ST Listing Rules (711A and 711B) and the SGX Sustainability Reporting Guide. A climate risk and opportunity workshop was also conducted, guided by the guidelines and disclosures of the Taskforce on Climate-related Financial Disclosures (“TCFD”), to facilitate identification of key risks and opportunities of the Trust and setting action plans in addressing them.

While we have started on the process to review, validate and update our ESG strategy this year, progressive improvements to our ESG performance across all material aspects will be an ongoing journey and we remain focused on achieving this in the coming years. We will also stay abreast of relevant ESG developments from all perspectives (including upcoming regulatory changes) and incorporate them in our ESG efforts going forward.

The journey towards sustainability entails the participation of all stakeholders to create an ecosystem that will deliver sustainable value and inspire better lives. As stewards of the Trust, we thank our stakeholders and welcome you to participate in our sustainability endeavours.

Board of Directors

REIT Manager Board
Trustee-Manager Board

About the Report

Reporting Scope

This report covers Far East H-Trust's ESG strategies, policies and performance for the financial year from 1 January 2021 to 31 December 2021 ("FY 2021"). The scope of this report includes all hotels and serviced residences owned by Far East H-Trust as illustrated below. This report should be read in conjunction with the other sections of the Annual Report for a comprehensive overview of our operations.

Hotels
1. Village Hotel Albert Court
2. Village Hotel Bugis
3. Village Hotel Changi
4. The Elizabeth Hotel
5. Oasia Hotel Downtown
6. Oasia Hotel Novena
7. Orchard Rendezvous Hotel
8. Rendezvous Hotel Singapore
9. The Quincy Hotel

Serviced Residences
1. Village Residence Clarke Quay
2. Village Residence Hougang
3. Village Residence Robertson Quay
4. Regency House



Sustainability Reporting Framework

This report has been prepared in accordance with the GRI standards 2016 (Core option), SGX-ST Listing Rules (711A and 711B) and the SGX Sustainability Reporting Guide. The GRI standard has been chosen as it reflects the global standards for sustainability reporting in our industry and focuses on topics that impact stakeholders and our business operations. To ensure the quality of the report, the GRI Reporting Principles of accuracy, balance, clarity, comparability, reliability and timeliness have been applied in the drafting of this report. Please refer to page 73 at the end of the report for the GRI Content Index for a summary of our disclosures.

As our sustainability reporting framework matures over time, we will perform an internal review in accordance with the risk-based planning and audit process and will also consider commissioning an external independent assurance for our

annual sustainability report in line with relevant regulations.

Accessibility

This report, published as a part of our Annual Report, is available in PDF format for download on our website: <http://feht.listedcompany.com/ar.html>. In line with our Environmental Policy to conserve resources and minimise impact on the environment, Far East H-Trust will only print a limited number of this report.

Feedback

We welcome feedback from all stakeholders in our efforts to continuously improve our sustainability performance and practices. All feedback may be directed to Mr James Tan, Manager, Investor Relations and Sustainability Management at jamestan@fareast.com.sg.

Sustainability Report

Sustainability Strategy



What Sustainability Means to Far East H-Trust

Our approach to sustainability centres around the management of ESG impacts material to our business operations and their potential effect on stakeholders. We are committed to managing our risks and opportunities and addressing the concerns of stakeholders to ensure business resilience and creating a positive change in the community we operate in.

In FY 2021, Far East H-Trust undertook a strategic review, examining the needs and concerns of our stakeholders, and have accordingly updated our sustainability framework.

The strategies focus on the following key areas to meet the needs and expectations of stakeholders:

- **Creating Lasting Value (Economic)**
We focus on long-term growth of our hospitality portfolio to unlock value for all stakeholders
- **Securing Our Future (Environment);**
We collaborate with stakeholders to adopt energy-efficient initiatives and manage our resources responsibly to achieve climate resilience.
- **Impacting Lives (Social);**
We proactively engage staff, tenants, customers, and communities to generate positive impact.
- **Good Governance**
We strive to maintain stakeholders' trust through continuous strengthening of our governance policies (aligned to global best practices), which underpin all our sustainability efforts.

Sustainability Governance

The Board has oversight of all ESG matters material to Far East H-Trust, reviews all strategic plans, provides guidance on sustainability considerations, and ensures conformance with applicable regulations related to sustainability such as the SGX-ST Listing Rules 711A and 711B and the SGX Sustainability Reporting Guide.

In FY 2021, Far East H-Trust's Audit and Risk Committee was renamed as Audit, Sustainability and Risk Committee to cover the scope of oversight of matters relating to Far East H-Trust's objectives, programmes, policies, and practices pertaining to sustainability. Responsibilities of the ASRC include:

- Overseeing ESG issues and strategies as well as the process used to identify, evaluate and manage material ESG related issues

- Making recommendations to the Board on strategies, targets, policies and roadmap pertaining to sustainability
- Monitoring the compliance with applicable regulations and policies
- Reviewing the effectiveness of strategies, targets, policies and roadmaps pertaining to sustainability; and
- Reviewing the status updates on the implementation and progress against sustainability targets

Far East H-Trust's sustainability management is overseen by Mr Gerald Lee, Chief Executive Officer ("CEO") of the REIT Manager, who provides the overall sustainability direction and approves key sustainability practices. He is supported by the Sustainability

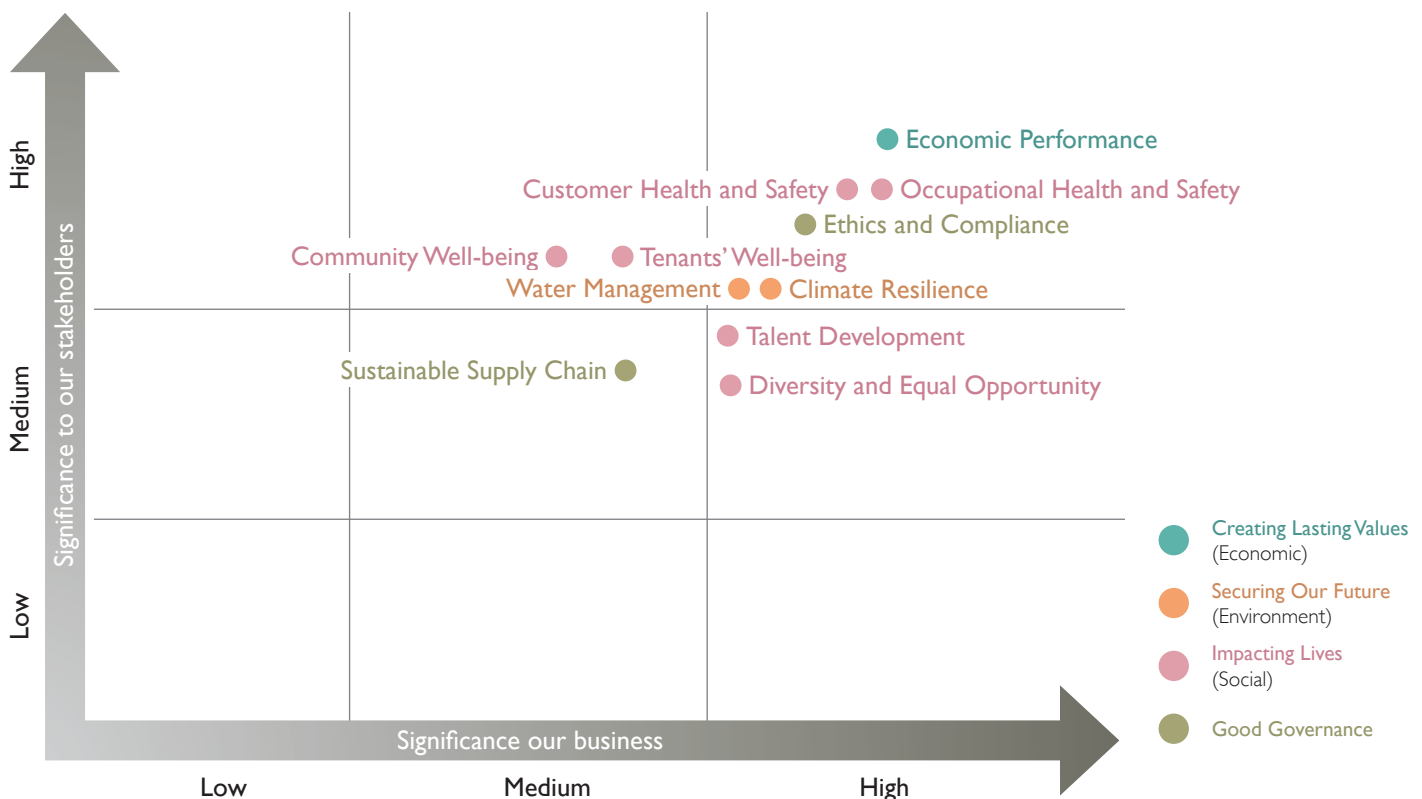
Working Committee ("SWC"), comprising representatives from Finance, Asset Management and Investor Relations, which drives, monitors, and communicates our REIT's sustainability initiatives.

Materiality Assessment

In FY 2021, as part of the strategic review of our ESG strategy, we undertook a review and validation of Far East H-Trust's material ESG topics, with expertise from an external consultant, KPMG. A thorough review was conducted, including an extensive review on global best practices and key trends in the hospitality industry. The review process included in-depth discussions with key stakeholders. In particular, we also ensured that, where applicable, there was alignment with FEO and

Far East Orchard, both of whom the Trust works closely with. Thereafter, the material topics were prioritised by the ASRC and SWC.

Based on the materiality assessment conducted, a greater emphasis was placed on climate-related topics, in line with regulatory and market expectations. Diversity issues were also prioritised to better reflect our commitment to creating a fair and inclusive work environment. To ensure strong accountability of our sustainable practices across our value chain, sustainable supply chain was included as a material ESG topic. Lastly, in light of the COVID-19 pandemic, more emphasis has been placed on tenants' well-being. The material ESG topics and their respective performance data are reviewed by Far East H-Trust annually.



Sustainability Report

UN SDGs

Recognising that the creation of a sustainable future requires action from both government leaders and businesses, Far East H-Trust supports the United Nations' Sustainable Development Goals ("UN SDGs") and is committed to contributing towards the advancement of sustainable development. We have identified 8 SDGs where we believe our business can create the most significant impact.

	UN SDG Goals	Importance to Far East H-Trust	Chapter Reference
	Good Health and Well-being Ensure healthy lives and promote well-being for all	We take active steps to create a healthy and safe working environment as well as to promote the well-being of our employees and stakeholders.	<ul style="list-style-type: none"> Occupational health and safety Customer health and safety Tenants' well-being Community well-being
	Quality Education Ensure inclusive and equitable quality education and promote lifelong learning opportunities	We believe in the importance of upskilling our employees to ensure they remain relevant in the changing business landscape and have the necessary skillset to perform their duties to the best of their abilities.	<ul style="list-style-type: none"> Talent development
	Affordable and Clean Energy Increase substantially the share of renewable energy in the global energy mix	We constantly seek new opportunities to optimise our energy efficiency.	<ul style="list-style-type: none"> Climate resilience
	Decent Work and Economic Growth Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	We are committed to creating lasting value for our stakeholders and ensuring continual business growth.	<ul style="list-style-type: none"> Economic performance
	Reduced Inequality Reduce inequality within and among countries	We treat all employees and stakeholders with respect and are committed to provide equal opportunities for all regardless of their backgrounds.	<ul style="list-style-type: none"> Diversity and equal opportunity
	Responsible Consumption and Production Ensure sustainable consumption and production patterns	We strive to be a responsible steward with a focus on sustainable consumption of resources.	<ul style="list-style-type: none"> Climate resilience Water management Sustainable supply chain
	Climate Action Take urgent action to combat climate change and its impacts	We seek to manage and minimise our carbon footprint and reduce our impact on the environment.	<ul style="list-style-type: none"> Climate resilience
	Peace, Justice and Strong Institutions Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	We strive to maintain stakeholders' trust through continuous strengthening of our governance policies (aligned to global best practices)	<ul style="list-style-type: none"> Ethics and Compliance

Our Journey

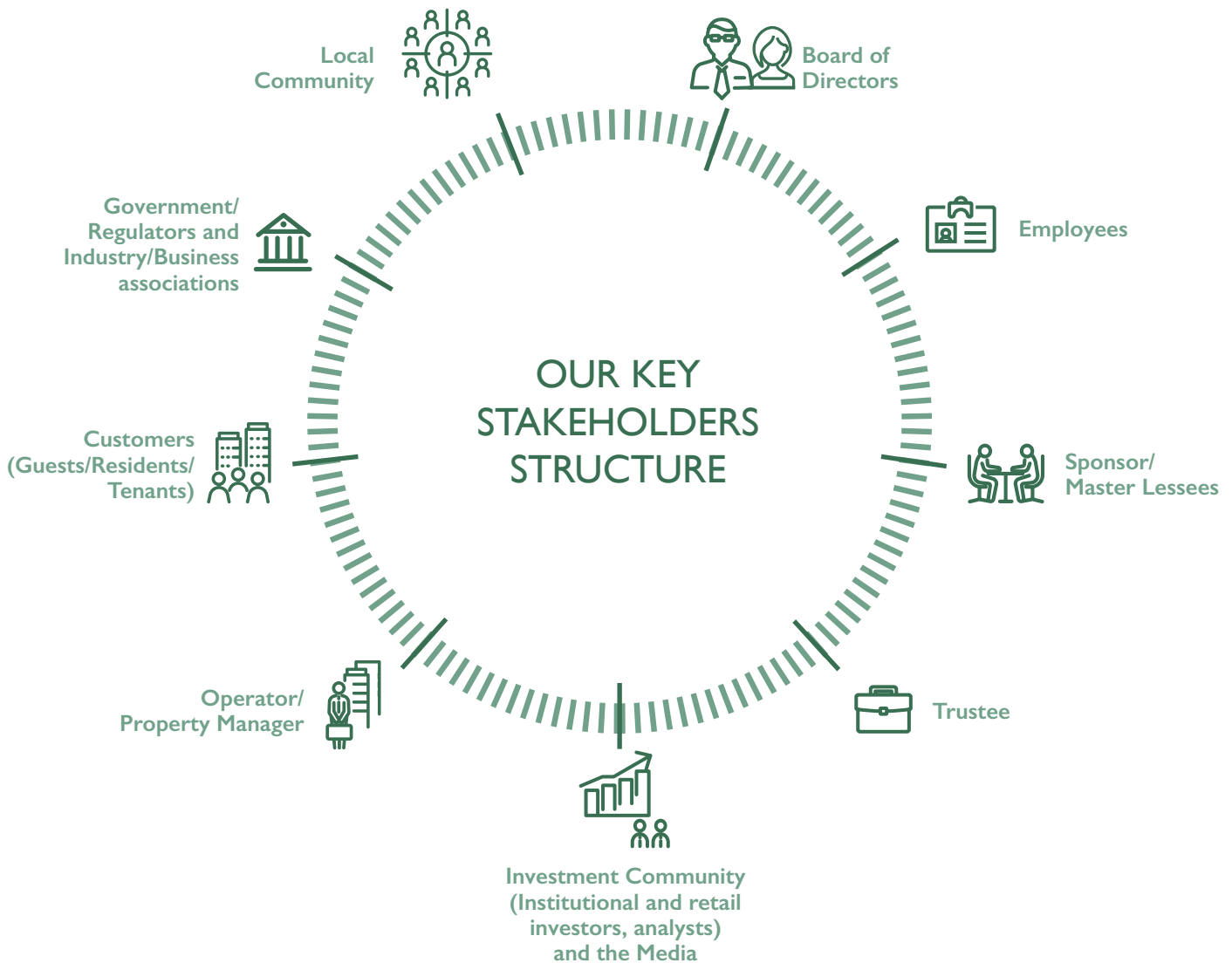


Key Highlights

Creating Lasting Value	Securing Our Future	Impacting Lives
<ol style="list-style-type: none"> 1. Divestment of Central Square for S\$313.2 million at an attractive exit yield of 1.8% after obtaining an outline permission for a rezoning and an uplift in the gross floor area, for a gain of approximately S\$112.0 million 2. 4.1% increase in net property income for FY 2021 3. 14.5% increase in income available for distribution for FY 2021 4. 9.1% increase in distribution per stapled security for FY 2021 	<ol style="list-style-type: none"> 1. Secured maiden sustainability-linked loan of S\$125.0 million and interest rate swap contract of S\$85.0 million 2. Added disclosure of Scope 1 and 2 greenhouse gas ("GHG") emissions 3. 5 properties were awarded under the Green Mark Certification scheme by the Building and Construction Authority ("BCA") of Singapore 4. Reduction in water consumption by 15.1% in FY 2021 from the year before 	<ol style="list-style-type: none"> 1. Stepped up tenant engagement and assistance 2. Employee survey received a participation and engagement rate of 100% 3. Zero fatalities and occupational diseases
Good Governance		
<ol style="list-style-type: none"> 1. 50% of female directors on the Board, exceeding the recommended target¹ set by the Council for Board Diversity for listed companies 2. Ranked 2nd in the Singapore Governance and Transparency Index ("SGTI") for REITS and Business Trust 3. Ranked joint 9th in the Governance Index for Trusts ("GIFT") assessment 4. Runner up for the Shareholder Communication Excellence Award (REITs & Business Trusts Category) in the SIAS Investors' Choice Award 5. Zero case of incidents relating to corruption and non-compliance 		

¹ The Council for Board Diversity has recommended for listed companies to have a 25% female representation on their boards by 2025 and 30% by 2030.

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Stakeholder Engagement

Far East H-Trust integrates sustainability across all business operations and is committed to creating positive value for stakeholders. Our stakeholders have a vested interest in our business

and influence our operations, products and services, business approach and strategies. Thus, understanding their interests and concerns is important to us.

To build relationships and trust with our stakeholders, the Trust strives to maintain open communication with

stakeholders by proactively engaging them throughout the year via various channels. The engagements enable us to understand their key concerns and guides us in making informed management decisions to advance our sustainability strategies and objectives.

Key Stakeholders	Key Areas of Interests	Mode of Engagement
Board of Directors	<ul style="list-style-type: none"> Financial and operational performance Business strategy and outlook ESG strategy and performance Governance controls 	<ul style="list-style-type: none"> Board meetings Annual General Meeting Induction and orientation programmes for new Board members
Employees	<ul style="list-style-type: none"> Training and development Employee well-being Employee satisfaction Job security Occupational health and safety Diversity and equal opportunity 	<ul style="list-style-type: none"> Training and induction programmes Annual employee engagement survey Quarterly performance appraisals Career development Team building activities (Recreational, social, and community events)
Sponsor/Master Lessees	<ul style="list-style-type: none"> Financial and operational performance 	<ul style="list-style-type: none"> Bilateral communication through meetings and site visits
Trustee	<ul style="list-style-type: none"> Good governance by Management and Board Safeguarding of stakeholder interests 	<ul style="list-style-type: none"> Monthly reporting and updates Ongoing dialogues and regular feedback
Investment Community (Institutional and retail investors, and analysts) and the Media	<ul style="list-style-type: none"> Financial and operational performance Business strategy and outlook Corporate governance ESG strategy and performance 	<ul style="list-style-type: none"> Annual General Meeting Annual report Results and business updates briefing Press Releases Corporate website and SGXNET announcements Investor meetings (One-on-one/conferences/roadshows)
Operator/Property Manager	<ul style="list-style-type: none"> Optimal operational performance Property maintenance and enhancements 	<ul style="list-style-type: none"> Monthly performance reviews and meetings Site inspections of properties and discussions on areas for improvement Reviews of asset enhancement and capital expenditure Quarterly operating performance updates
Customers (Guests/Residents/Tenants)	<ul style="list-style-type: none"> Well-being, health and safety Quality of service and facilities Customer experience and satisfaction 	<ul style="list-style-type: none"> Customer satisfaction surveys Feedback on the improvement of spaces Discussions on tenant assistance
Government/Regulators and Industry/Business associations	<ul style="list-style-type: none"> Regulatory compliance Regulatory and industry trends Corporate governance 	<ul style="list-style-type: none"> Regulatory filings Briefings, dialogues and consultations
Local Community	<ul style="list-style-type: none"> Environmental and social impact 	<ul style="list-style-type: none"> Social outreach programmes

For more details on our engagement with Stapled Securityholders and Investment Community and the Media, please refer to page 46 on Investor Relations.

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Creating Lasting Value

Economic Performance

Far East H-Trust is committed to achieving sustainable business growth and creating value for our stakeholders. We drive shareholder value and grow distributions through three key strategies – value-adding acquisitions, active asset management and enhancement, and prudent capital and risk management.

In FY 2021, gross revenue held steady at S\$83.2 million, supported by fixed rental income from master leases, while net property income increased 4.1% year-on-year.

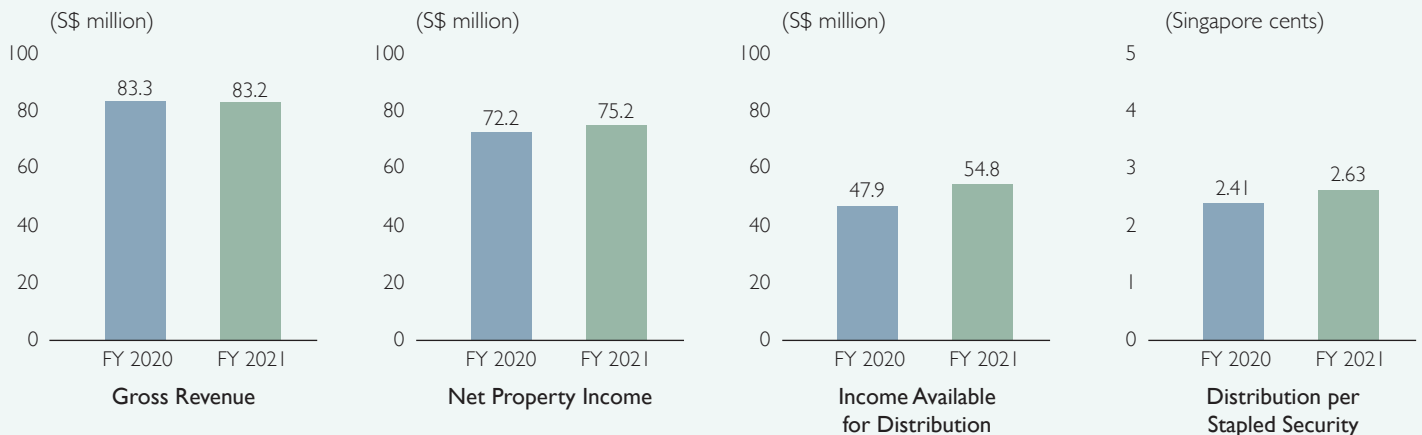
In the area of asset management, we were able to obtain an outline planning permission from the Urban Redevelopment Authority for a 78% increase in maximum gross floor area for Central Square. Having carefully evaluated all options, we concluded that it was in the best interest of Stapled Securityholders to divest the property. After carrying out a tender, it was sold to CDL with completion in March 2022. After accounting for transaction related costs, we are expected to achieve an estimated gain of approximately S\$112.0 million.

The sale proceeds will be used to pare down debt to strengthen our balance sheet. The increase in financial flexibility will allow the Trust to seek out opportunities to redeploy proceeds and deliver optimal value for our Stapled Securityholders.

For a detailed breakdown of Far East H-Trust's FY 2021 financial performance, please refer to the following sections of the Annual Report:

- Financial Highlights, page 4
- Growth Strategies, page 5
- Chairman Statement, page 8
- Our Portfolio, page 24

Financial Highlights and Performance





Securing Our Future

Climate Resilience

As a custodian of hospitality, retail and office assets, we recognise the unique position we are in to contribute towards the transition to a lower-carbon economy. We are committed to reducing our environmental footprint within our operations and across our value chain. The Trust is currently reviewing our climate-related initiatives

and are in discussion with key partners to actively reduce emissions and mitigate climate risks.

As we are in the process of reviewing our strategies, and given the special circumstances of operating under the COVID-19 pandemic (which may not be representative of normal

operations), it would be premature to set long-term environmental targets this year. Notwithstanding this, the Trust is committed to managing our climate footprint responsibly. Going forward, we will be working closely with stakeholders to finalise our climate plans and targets in the near future and will disclose them at the appropriate time.

FY 2021 Target	Performance
<ul style="list-style-type: none"> To reduce the average energy consumption of Far East H-Trust properties by 2% 	<p>Given the transmissibility of the COVID-19 virus, several of our properties had their air-conditioning and fresh air ventilation fans running at higher-than-normal capacities throughout the day to enhance the safety and well-being of guests at our properties. This resulted in an increase of 3.7% in our overall energy consumption. As such, we were unable to meet the target.</p>
<ul style="list-style-type: none"> Ensure that all new Far East H-Trust buildings in Singapore are designed to minimally qualify for the Singapore Green Mark Gold status 	<p>There was no new property acquisition in FY 2021.</p>



Oasia Hotel Novena

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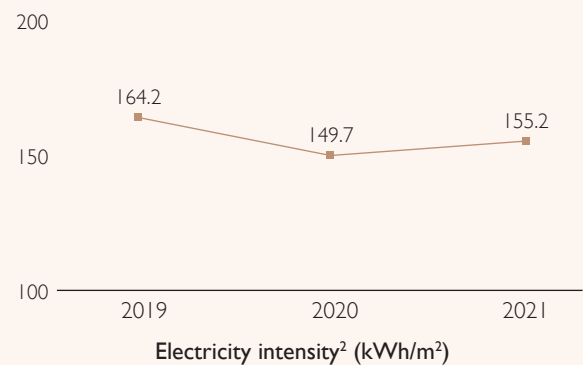
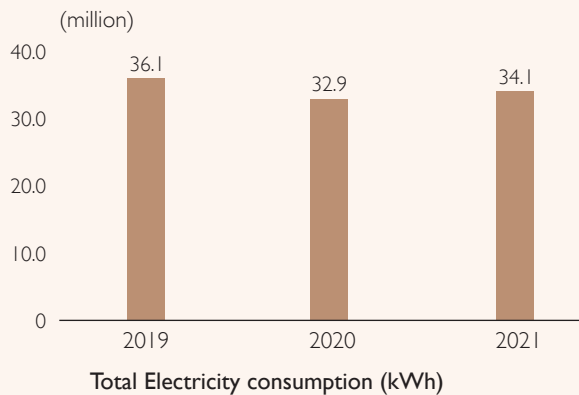
Energy and GHG Performance

In FY 2021, Far East H-Trust worked with KPMG to develop a GHG

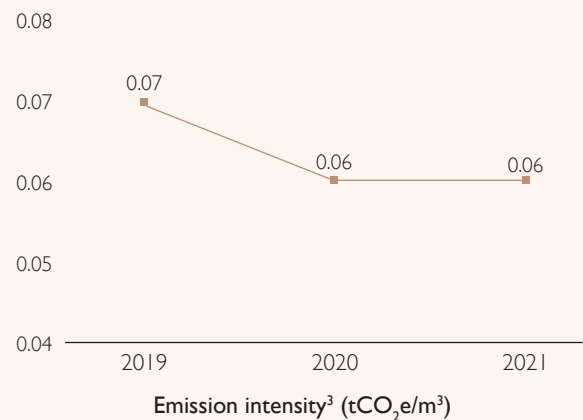
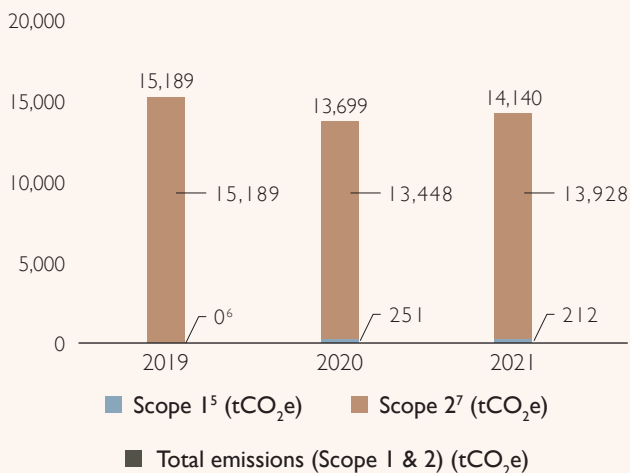
carbon inventory template to track and monitor our GHG emissions. This provided us comprehensive insights into our main sources of emission and

underpin initiatives that aim to improve our environmental performance and reduce our emissions.

Electricity Consumption¹



Carbon Emissions^{1,4}



¹ Environmental data include all properties owned by the Trust.

² In FY 2021, we have consolidated and standardised our environmental data collection to enhance the clarity and completeness of our data going forward. We will use Gross Floor Area ("GFA"), which covers the floor area of both common areas and all hotel rooms and serviced residence units, as the denominator for our emission intensity. The change in denominator is meant to align with industry best practices. This aims to provide a more accurate representation of Far East H-Trust's energy, emission, and water consumption.

³ Electricity intensity per occupied hotel room/serviced residence was 13,719 kWh in FY 2021 and 12,333 kWh in FY 2020.

⁴ Far East H-Trust uses the operational control approach to calculate its GHG emissions (Scope 1 and 2) in accordance with the GHG Protocol. The emission factors used in this report were derived from the UK Department for Environment, Food and Rural Affairs ("DEFRA") environmental reporting guidelines, which is aligned to the Intergovernmental Panel on Climate Change's ("IPCC") approach to calculating GHG emissions and is one of the third-party databases recognised by the GHG Protocol.

⁵ Scope 1 emissions include direct emissions from backup diesel generators, cooking gas and refrigerants.

⁶ Far East H-Trust only started tracking its consumption the consolidation of Scope 1 emissions of gas in FY 2019.

⁷ Scope 2 emissions include indirect emissions from purchased electricity and the data in this report were calculated using the location-based method.

In FY 2021, Far East H-Trust's electricity consumption increased 3.7% to 34.1 million kWh from 32.9 million kWh in FY 2020. As a result, this led to a 3.6% increase in Scope 2 emissions which accounted for 98.5% of total emissions as power is directly purchased from the national grid.

The increase in electricity consumption and emissions was a result of our air-conditioning and fresh air ventilation fans running at higher capacities throughout the day to enhance the safety and well-being of guests at our properties, in light of the transmissibility of the COVID-19 virus.

Recognising that our operations contribute a significant amount of energy, Far East H-Trust is committed to reducing our carbon footprint by implementing both strategic and operational initiatives.

Strategic and Operational Initiatives for Energy Conservation

Far East H-Trust has in place an Energy Conservation Policy, which articulates our commitment towards reducing our environmental footprint. We adopt a multi-level and holistic approach in reducing energy consumption and achieving energy efficiency. Guided by the policy, all key principles, strategies and action plans are monitored and evaluated periodically.

Together with the Operator, the Trust will continue to review energy management strategies regularly and map out key initiatives to meet the objectives of the

policy. This includes reviewing the feasibility and ease of implementation of initiatives, relevance in terms of costs and benefits and their impact on guests and staff. We also review our plant and machinery regularly to identify maintenance regimes and equipment upgrades that can optimise energy consumption.

In FY 2021, we embarked on the following initiatives to help improve our energy efficiency and work towards achieving our energy targets:

- At Village Hotel Changi, as part of the effort to improve energy efficiency, a progressive replacement of the cooling towers was undertaken. The upgrading not only brought about better cooling efficiency for the hotel but also energy savings estimated at 24,500 kWh per annum.

Objective/Key Principle of Energy Conservation Policy	Action Plans
Improve energy savings	<ul style="list-style-type: none"> • Frequent checks of equipment to be done to maintain efficiency • Set targets to reduce building energy consumption year-on-year through improvement works and the addition of new energy-saving technologies • Partner with staff and the public on green education initiatives
New builds with environmentally preferred designs	<ul style="list-style-type: none"> • Buildings that Far East H-Trust acquires which are newly built in Singapore to be designed at least to Singapore Green Mark gold status

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- At Oasia Hotel Novena, an overhaul of one of the building's chillers was carried out in 2021, improving the overall efficiency of the chiller plant.
- At Village Hotel Bugis, the replacement of existing chillers, cooling towers and associated equipment improved the air con system efficiency to 0.65kW/RT. Other works undertaken included the modernisation of lifts and the replacement of lights to Light Emitting Diodes ("LED") fittings for higher energy efficiency.

Moving forward, Far East H-Trust will continue to pursue energy-saving initiatives across our properties to reduce our overall carbon footprint,

transform our properties into low-energy buildings and ensure our newly acquired properties meet the requirements to qualify for the Singapore Green Mark Gold status. Additionally, we also acknowledge the importance of accounting for carbon emissions that arise as a result of our supply chain and will work towards disclosing our Scope 3 carbon emissions in future reports.

Green Buildings

Far East H-Trust continuously seeks to integrate new sustainability initiatives and adopt innovative practices to adhere to the highest environmental standards and meet the standards set out by green building certification schemes.

We are pleased to announce that in November 2021, Village Hotel Bugis, together with Golden Landmark Shopping Complex, obtained the BCA Green Mark Gold^{Plus} Award. The garnering of this award is a result of a series of actions undertaken jointly with the building's MCST in the upgrading of various plant and machinery.

The following properties have achieved the BCA's Green Mark certification, a benchmarking scheme that incorporates internationally recognised best practices in environmental design and performance.

Certification	Property
BCA Green Mark Platinum Award	Village Hotel Albert Court
BCA Green Mark Gold ^{Plus} Award	Village Hotel Bugis
BCA Green Mark Gold Award	Rendezvous Hotel Singapore
BCA Green Mark Certified	Oasia Hotel Downtown
	Village Hotel Changi

Water Management

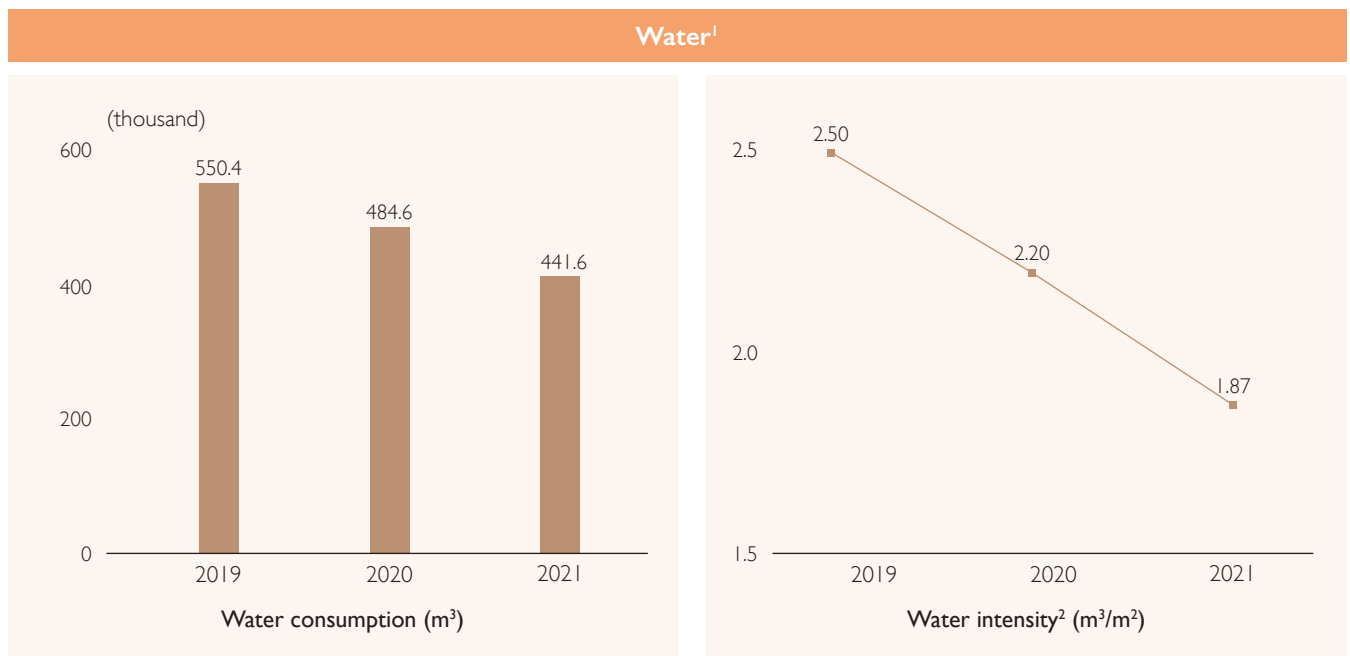
Water is essential to Far East H-Trust's operations and recognising that our hotels and serviced residences are located in water-scarce Singapore, we seek to work closely with our stakeholders to manage our water consumption and reduce our reliance on potable water.

Our total water consumption and water intensity decreased by 8.9% and 15.0% respectively in FY 2021 due to lower occupancies as well as water-saving initiatives implemented across our properties.

One such initiative was the progressive replacement of flush valves of water cisterns in all guest rooms at Village Hotel

Bugis. This reflects the hotel's continual efforts at maintaining its Water Efficient Building (Basic) Certification.

Far East H-Trust will continue to take a holistic approach to water management and source for new water-saving opportunities to reduce our overall water consumption.



¹ Environmental data include all properties covered owned by the Trust.

² In FY 2021, we have consolidated and standardised our environmental data collection to enhance the clarity and completeness of our data going forward. We will use Gross Floor Area ("GFA"), which covers the floor area of both common areas and all hotel rooms, as the denominator for our emission intensity, instead of number of occupied rooms. The change in denominator in FY 2021 is meant to align with industry best practices. This aims to provide a more accurate representation of Far East H-Trust's energy, emission, and water consumption.

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Impacting Lives

COVID-19 Measures

Employees

To safeguard the health and safety of our employees during the pandemic, Far East H-Trust takes all necessary precautions and implemented safe management measures at our workplace in line with Singapore's government regulations. This includes telecommuting and split-team arrangements. Far East H-Trust will continue to monitor the situation and ensure our employees can work in a safe environment.

These includes:

- Disinfecting of guest rooms with hospital-grade solutions
- Increased frequency of deep cleaning of public areas and high touchpoint surfaces
- Option to reduce daily housekeeping services and contactless ways to exchange linen
- Capacity restrictions on F&B and event venues in line with safe distancing measures

well-being is a key priority. Not only will this minimise the number of workplace incidents which safeguards us against reputational risk and costly fines, but also boosts employees' morale and productivity.

Target for FY 2022
Achieve **ZERO**
WORKPLACE FATALITY
across all its properties.

Customers' Health and Safety

Safety measures were implemented at all hotels and serviced residences to ensure guests feel at ease at our properties. To that end, the Operator introduced 'Far More Assured', an initiative to deliver a clean and safe environment for all guests. As part of the initiative, we ensure the necessary safety and precautionary protocols are implemented across all properties.

Tenants' Well-being

With COVID-19 affecting many businesses, Far East H-Trust continued to support our tenants by providing either a temporary revision of rental structure or rental rebates to tide them through the tougher operating environment.

Occupational Health and Safety

Far East H-Trust is committed to creating a healthy and safe work environment for all employees and safeguarding their

To foster a strong health and safety culture, the Operator tracks various health and safety indicators, and monitors "near-misses" incidents in addition to reportable ones as required under the Workplace Safety and Health ("WSH") (Incident Reporting) Regulations. All "near-misses" and reportable incidents are evaluated and lessons learnt are shared with employees to prevent recurrences.

In FY 2021, Far East H-Trust maintained and achieved our target of ensuring zero workplace fatalities and zero occupational disease across our properties. However, nine additional workplace incidents (including "near-misses") occurred, resulting from employee oversight. As a preventive measure, periodic training will be arranged as a refresher on workplace safety and health in the affected employee's respective line of work.

Health and Safety	FY 2019	FY 2020	FY 2021
Number of Workplace Fatalities	0	0	0
Number of Occupational Disease Cases	0	0	0
Number of Workplace Incidents (including "near-misses")	163	33	42

Far East H-Trust will continue working with the Operator to safeguard the health and safety of our employees and minimise the number of workplace incidents.

Integrating Health and Safety in all Operations

Far East H-Trust complies with all statutory regulations such as the WSH Act and Fire Safety Act and

takes a proactive approach towards inculcating a strong safety culture at the workplace to minimise the number of workplace injuries. To that end, we have implemented several key initiatives.

Workplace Injury Compensation Insurance

All employees across the REIT's properties are covered under the

Workmen's Compensation Insurance Scheme which provides monetary compensation for injuries suffered or sustained during the course of work. The amount of compensation depends on the extent of the injury, in accordance with the Work Injury Compensation Act 2019.

Initiative	Our Commitment to Health and Safety
Workplace safety and health risk assessments	The Operator carries out a WSH risk assessment once every 3 years or in the event of an incident at any of the Trust's properties and for all operational activities. These include identifying hazardous activities and/or workspaces and putting in place mitigation measures where necessary to prevent harm, injuries or accidents. Additionally, periodic equipment testing and maintenance, and regular monitoring of safety performance are carried out.
Company emergency response teams ("CERT")	<p>The Operator's employee handbook outlines our commitment to health and safety at the workplace, and all employees must acknowledge the safety pledge, which outlines five key principles as follows:</p> <ul style="list-style-type: none"> • All accidents can be prevented • Safety is everyone's responsibility • Making safety is part of our work culture • Prompt reporting of potential hazards • Investigations by supervisors <p>The Operator also established CERT, where employees undergo necessary health and safety training to perform emergency response roles. This also ensures employees are equipped with safety equipment to prepare for potentially hazardous situations such as power failures, medical emergencies, fires and lift entrapments.</p>
Certified fire safety managers ("FSM") and situational emergency drills	Certified FSM are engaged to evaluate the fire safety measures at all properties. Periodic emergency drills are also conducted by the Operator and FSM to assess our level of preparedness in response to emergencies.

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Diversity and Equal Opportunity

At Far East H-Trust, we value our employees¹ and believe they are the driving force behind the success of our organisation. We aim to attract and retain the best talent who share our values and business objectives. Additionally, we also seek to foster a diverse workplace that provides equal opportunities to all.

Employee Profile

Far East H-Trust adopts fair hiring practices and promotes a culture of diversity in

terms of age, gender and skillsets. To that end, we follow and subscribe to the Tripartite Alliance for Fair and Progressive Employment Practices. We believe that employees with different backgrounds and experiences are essential in fostering a culture of innovation and creating sustained value for the business.

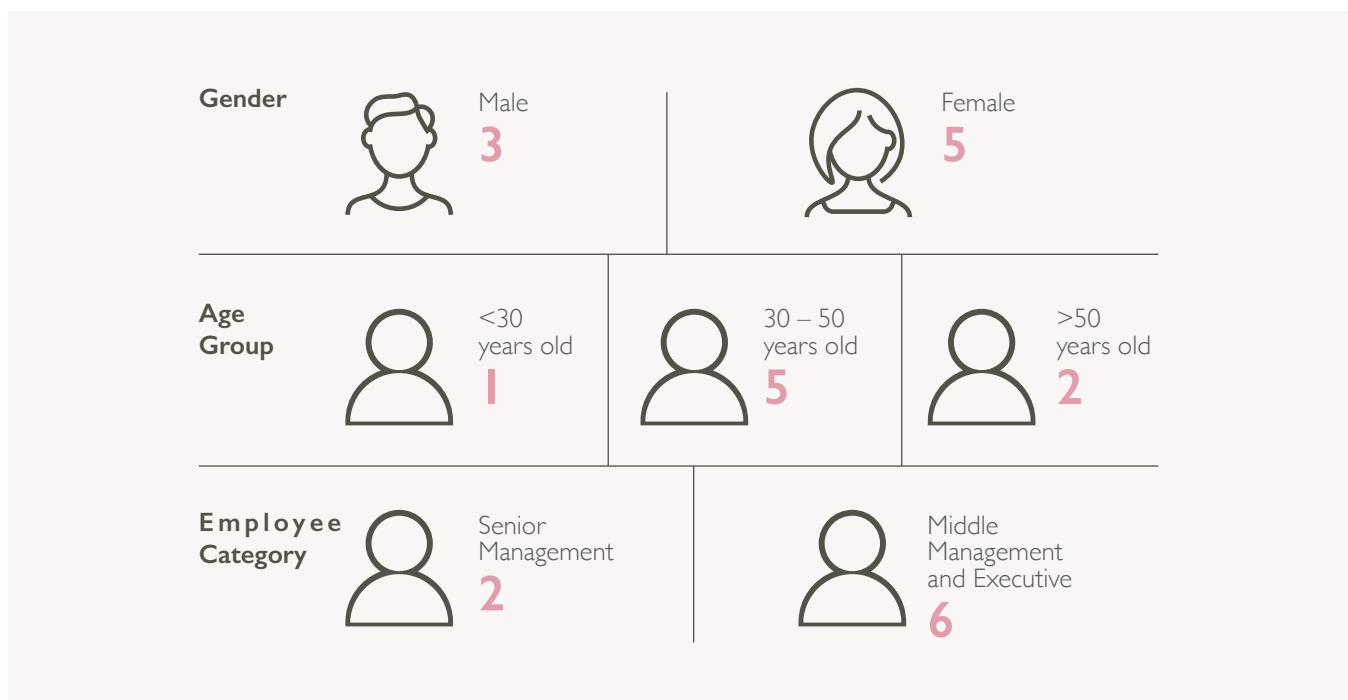
As of 31 December 2021, the REIT Manager had eight permanent, full-time employees. The following table shows the breakdown of employees by gender, age and employee category.

During the year, we also recorded 1 new hire² and 2 turnovers³, resulting in a new hire and turnover rate of 12.5% and 25.0% respectively.

Far East H-Trust has zero tolerance toward any form of discrimination and adheres to fair employment practices. We are pleased to report zero incidents of discrimination in FY 2021.

Employee Engagement

Far East H-Trust values our employees' feedback and concerns and believes that



¹ Far East H-Trust does not have any employees and data relating to employees in this report is in relation to the REIT Manager.

² New hire was a female who is less than 30 years old.

³ There were two turnovers recorded during the year; where one was a male and one was female. Both employees who left were less than 50 years old.

keeping them motivated is important to drive the long-term success of our business. We conduct an annual Colleague Engagement Survey to assess our employees' level of engagement and to identify their strengths and areas for improvement.

In FY 2021, we garnered a participation rate of 100% for the survey and achieved an engagement score of 100%.

Employee benefits

Recognising that human resource is our most valuable asset, we prioritise and focus on the well-being of our employees. All our employees are covered by the Employment Act 1968 which outlines the employment terms and working conditions including contract requirements, remuneration, hours of work, overtime, rest days and annual leave entitlement.

We also provide all employees with competitive remuneration and financial rewards. Each year, we engage external consultants to conduct salary benchmarking to better understand and reward our employees in line with industry peers.

Our full-time employees also receive benefits to incentivise them to develop progressive, long-term careers. These includes:

Benefit	Key Inclusions
Life Insurance/ Disability and Invalidity Coverage	<ul style="list-style-type: none"> • Group Term Life Insurance • Group Personal Accident Insurance
Healthcare	<ul style="list-style-type: none"> • Group Hospitalisation & Surgical Insurance
Parental Leave	<ul style="list-style-type: none"> • Maternity Leave • Paternity Leave • Childcare Leave • Infant Care Leave (Unpaid) • Government Paid Adoption Leave ("GPAL")
Retirement Provision	<ul style="list-style-type: none"> • Conditional Re-employment (Beyond 62 years)
Employee Health and Wellness	<ul style="list-style-type: none"> • Dental Care, Optical & Vision Care expenses • Preventive Care (e.g., Health screenings) • Maternity/Fertility treatments • Personal Insurance premiums • Childcare costs
Wellness and Self-Development	<ul style="list-style-type: none"> • Musculo-skeletal treatments (e.g., Chiropractor) • Social & Health Club Membership (e.g., Gym) • Fitness Courses (e.g., Personal fitness training) • Sports & Physical Fitness Courses (e.g., Tennis, dance) • Weight Management Programmes • Fees for personal development courses including training offerings from the Skills Future Credit Course Directory and purchase of books/periodicals for self-development

Sustainability Report

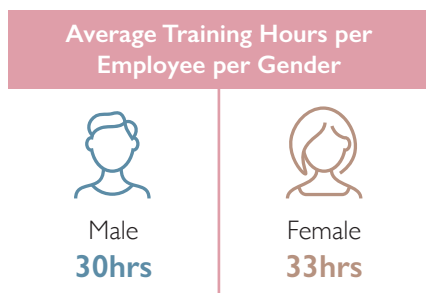
Talent Development

Far East H-Trust places a high emphasis on upskilling our employees and invests in learning and development programmes to equip employees with the right skill sets. We believe career development and employee training is a crucial part of human resource management, and this will contribute towards developing a more agile workforce and ensure long-term business growth. To that end, we place a high emphasis on:

- Including individual development and career goals in the performance appraisal forms
- Conducting career development workshops for employees
- Investing in learning and training opportunities

Learning and Development

In FY 2021, Far East H-Trust clocked an average of 31 training hours, with the breakdown of training hours by gender as follows:



We develop our employees according to their abilities and job specifications, and during the year, various training courses were provided for employees. Additionally, all 4 independent directors also attended the training by SGX on climate-related disclosures in October 2021.

To develop a culture of continuous learning within the organisation, employees are also encouraged to pursue development opportunities and to acquire new skills through industry seminars and conferences, skills certification training and professional qualifications courses.

Career Development

We take proactive steps to help our employees plan and work towards their career goals. New employees attend an orientation programme to understand Far East H-Trust's operations. Yearly performance appraisals are conducted to encourage self-improvement and employees also engage in regular communication and feedback sessions with supervisors. In FY 2021, 100% of employees had undergone performance review sessions.

Customers' Health and Safety

With thousands of guests within our properties, the safety and health of guests at all Far East H-Trust properties are of utmost importance to us.

In response to the pandemic, Far East H-Trust worked closely with the Operator to implement safety measures at all hotels

and service residences to ensure guests feel at ease at our properties.

As a testament to our commitment to delivering a clean and safe environment for all guests, all our hotels in Singapore have been certified with the SG Clean quality mark by Singapore's National Environment Agency, which reflects the stringent health and hygiene protocols which we abide by.

Tenants' Well-being

Far East H-Trust also considers the well-being of our tenants as they spend a considerable amount of time on our properties. As part of our continued efforts for improvement, we regularly engage with tenants to understand their concerns and feedback.

Community Well-being

As a socially responsible organisation, Far East H-Trust is committed to contributing positively through volunteerism, financial contributions and in-kind donations. Over the years, we have partnered and fostered long-term relationships with beneficiaries and non-profit organisations for various causes. Far East H-Trust also actively participates in some of our Sponsor's community activities.

Going forward, the REIT Manager has committed an annual budget to supplement Far East H-Trust's efforts under the Social pillar for the benefit of the community.

Examination Care Pack Distribution

In September 2021, Far East H-Trust partnered with Beyond Social Services to distribute examination care packs comprising of stationery items to children from less privileged backgrounds staying in rental flats around Whampoa.



MacPherson Community Outreach

In December 2021, we partnered with Life Community Services Society to conduct an outreach programme across 12 blocks at MacPherson. To better understand their needs, we surveyed children (aged 6 to 12) and their caregivers from low-income families on the type of programmes and facilities that they would like to have and participate in.



Sustainability Report



Good Governance

Board Diversity

Far East H-Trust believes that a balanced Board can provide the diversity of viewpoints and insights that will enhance decision-making and spur constructive debates. As such, the Board established a formal Board Diversity Policy, which provides a framework and ensures an appropriate level of diversity is present in the Board's composition, including the dimensions of skills, knowledge and industry experiences, gender, age and tenure.

As at end-2021, the REIT Manager Board and Trustee-Manager Board comprises 3 female directors (50%) out of 6 directors and the Board and its Board Committees comprise directors with an appropriate balance and diversity of skills, experience and knowledge. Our commitment to ensuring diversity among board members was acknowledged by the Council for Board Diversity as being one of two companies having reached gender parity on women's participation on the Board and exceeding its recommended target¹ set for listed companies.

Ethics and Compliance

Far East H-Trust is a firm believer that good corporate governance is imperative in achieving sustainable growth and business integrity. The REIT Manager and the Trustee-Manager are fully committed to upholding the highest standards of corporate governance, business integrity and professionalism to ensure continual business growth and to protect stakeholders' interests.

Far East H-Trust complied with all applicable laws, rules and regulations, and in all material aspects with the principles laid out in the Code of Corporate Governance 2018. The REIT Manager regularly reviews the relevant policies and guidelines. In addition, the REIT Manager is a member of the Financial Industry Disputes Resolution Centre Ltd and the REIT Association of Singapore.

Compliance with Laws and Regulations

To foster a culture of responsible and ethical behaviour within the organisation, Far East H-Trust has put in place a comprehensive set of corporate policies and robust internal processes to ensure high standards of corporate governance. This includes

- Investment Management Policy
- Personal Data Protection Policy
- Enterprise Risk Management Framework
- Roles and Responsibilities of Board of Directors
- Remuneration Policy
- Employee Code of Conduct
- Compliance with Competition Law

Investment Management Policy

Our Investment Management Policy provides a set of guidelines for making investment and divestment decisions. Beyond financial parameters, the scope of the policy encompasses risks and opportunities related to ESG drivers. The policy is disseminated to all employees, which enables a common understanding, and reduces the likelihood of subjectivity

or non-compliance when making investment or divestment decisions.

Personal Data Protection Policy

Far East H-Trust's Personal Data Protection Policy outlines how Far East H-Trust and the REIT Manager manage all personal data held, in compliance with the Personal Data Protection Act ("PDPA") in Singapore. We also comply with local data protection and privacy laws in all operations out of Singapore.

Employee Code of Conduct

Our Employee Code of Conduct, which is published on the intranet and accessible by all employees of the REIT Manager also sets out specific conduct and discipline that all employees will need to uphold. This includes:

- Workplace Conduct & Discipline
- Confidential Information
- Conflict of Interest
- Business Dealings
- Company Properties
- Reporting Misconduct/Irregularity and Suspected Misconduct/Irregularity

All employees of the REIT Manager are required to make a declaration on an annual basis where they pledge their compliance to the Code of Conduct. As for new employees, they are briefed on the Code of Conduct and are required to read and acknowledge the guidelines listed therein when they join the REIT Manager.

¹ The Council for Board Diversity has recommended for listed companies to have a 25% female representation on their boards by 2025 and 30% by 2030.

Compliance with Competition Law

Far East H-Trust is committed to ensuring compliance with the Competition Act in the conduct of its business and does not authorise or condone any conduct that could give rise to any infringements of the Competition Act or create the appearance of impropriety.

Ethics and Corruption

Far East H-Trust adopts a zero-tolerance stance against any form of corruption and is committed to conducting our business with the highest standards of integrity.

Corruption and Bribery Prevention Policy

We observe a Corruption and Bribery Prevention Policy with detailed guidelines and procedures in accordance to FEO's Code of Conduct for the giving and receiving of gifts (monetary or otherwise), kickbacks, concessionary

offers, lavish entertainment, and business dealings that may place the employee under any real or apparent obligation or indebtedness to any party. To maintain the highest standards of integrity in our work and business dealings, this policy is communicated to all employees, business associates and suppliers. Additionally, employees also undergo annual refresher training on the Trust's anti-corruption policies and practices.

Whistle Blowing Policy and Loss Management Policy

Far East H-Trust's Whistle Blowing Policy is made available to all new employees when they join the REIT Manager, and they are briefed on this together with FEO's Code of Conduct. The Whistle Blowing Policy is also publicly disclosed on Far East H-Trust's website.

The Whistle Blowing Policy and Loss Management Policy is established for employees and Directors of the REIT Manager and the Trustee-Manager

as well as external parties may, in confidence, raise concerns about possible improprieties in matters of financial reporting or other matters in good faith. For all concerns raised, it will be independently investigated, and appropriate follow-up actions will be taken.

Whistle-blowers are given the option to remain anonymous and may report via an external independent hotline or directly to FEO's Head of Internal Audit. Establishing these policies reflects the REIT Manager's commitment to conduct its business within a framework that fosters the highest ethical standards. This year, we received zero complaints via our whistleblowing channels.

Our commitment to upholding the highest standards of corporate governance has garnered us awards in this aspect.

Award	Description
SIAS Investors' Choice Award	<p>Far East H-Trust was the runner up for the Shareholder Communication Excellence Award (REITs & Business Trusts Category) in the SIAS Investors' Choice Award.</p> <p>The award recognises outstanding efforts in transparent disclosure and excellent communication with shareholders.</p>
Singapore Governance and Transparency Index ("SGTI")	<p>Far East H-Trust ranked 2nd as part of the SGTI, up from 4th place in 2020.</p> <p>The SGTI is the leading index for assessing corporate governance practices of Singapore-listed companies.</p>
Governance Index for Trusts ("GIFT")	<p>Far East H-Trust ranked joint 9th on GIFT.</p> <p>GIFT, an index supported by the Singapore Exchange Limited, assesses and recognises companies with high standards of corporate governance.</p>

Sustainability Report

In FY 2021, Far East H-Trust is pleased to report zero incidents relating to corruption and non-compliance with laws and regulations.

To ensure that our practices remain relevant and effective, we keep up with changes in policies and current trends through industry news and events and regularly monitor and evaluate our compliance level. For more information on Far East H-Trust's corporate governance practices, please refer to pages 77 to 112.

Sustainable Supply Chain

Far East H-Trust recognises the importance of mitigating both social and environmental risks along the supply chain and is committed to the responsible management of our supply chain across our operations. To that end, we ensure that all supplies purchased are

recognised under the Singapore Green Label Scheme ("SGLS") which endorses industrial and consumer products that have fewer undesirable effects on the environment. Administered by the Singapore Environment Council ("SEC"), the SGLS is the region's most established eco-labelling scheme with over 3,000 unique products certified across 28 countries. We communicate this initiative to our REIT's suppliers which further strengthens and enhances our commitment to the environment.

Additionally, the Operator has put in place the following principles to monitor the safety and environmental performance of its suppliers, contractors and landscapers. This includes:

- Giving preference to suppliers, contractors and landscapers who are ISO 14001 and OHSAS 18001 certified

- Requiring all suppliers, contractors and landscapers to comply with local government and other legal requirements
- Reviewing, monitoring and appraising new and re-contracting suppliers, contractors and landscapers on their level of compliance with prevailing laws and regulations

Guided by our environmental policy, Far East H-Trust will seek to source for products that have minimal environmental impact and gain support from customers and suppliers in adopting the policy. Far East H-Trust will remain committed to collaborating with its stakeholders to practise responsible sourcing along its supply chain.

GRI Content Index

GRI Standards	Disclosure Number	Disclosure Title	Page Reference and/or Remark
General Disclosures			
GRI 102 (2016): General Disclosures			
Organisational Profile	I02-1	Name of the organisation	Far East Hospitality Trust
	I02-2	Activities, brands, products, and services	About Us, Pg. 2
	I02-3	Location of headquarters	Corporate Directory, Pg. 120
	I02-4	Location of operations	
	I02-5	Ownership and legal form	Our Structure, Pg. 3
	I02-6	Markets served	About Us, Pg. 2
	I02-7	Scale of the organisation	
	I02-8	Information on employees and other workers	Diversity and Equal Opportunity, Pg. 66
	I02-9	Supply chain	Sustainable Supply Chain, Pg. 72
	I02-10	Significant changes to the organisation and its supply chain	Sustainability Reporting Framework, Pg. 51 Sustainable Supply Chain, Pg. 72
	I02-11	Precautionary principle or approach	Far East H-Trust does not specifically refer to the precautionary approach when managing risk; however, Far East H-Trust applies a risk-based consideration in all Risk Management practices (Risk Management and Internal Controls, Pg. 93)
	I02-12	External initiatives	Sustainability Reporting Framework, Pg. 51
Strategy	I02-13	Membership of associations	Corporate Governance, Pg. 77
Ethics and Integrity	I02-14	Statement from senior decision-maker	Board Statement, Pg. 50
Governance	I02-16	Values, principles, standards, and norms of behaviour	About us, Pg. 2
Stakeholder Engagement	I02-18	Governance Structure	Sustainability Governance, Pg. 52
	I02-40	List of stakeholder groups	Stakeholder Engagement, Pg. 56 -57
	I02-41	Collective bargaining agreements	None of the REIT Manager's employees are covered under collective bargaining agreements
	I02-42	Identifying and selecting stakeholders	Stakeholder Engagement, Pg. 56 -57
	I02-43	Approach to stakeholder engagement	
	I02-44	Key topics and concerns raised	

Sustainability Report

GRI Standards	Disclosure Number	Disclosure Title	Page Reference and/or Remark
General Disclosures			
Reporting Practice	I02-45	Entities included in the consolidated financial statements	Notes to Financial Statements, Pg. 145
	I02-46	Defining report content and topic boundaries	Sustainability Strategy, Pg. 52
	I02-47	List of material topics	Materiality Assessment, Pg. 53
	I02-49	Changes in reporting	Sustainability Reporting Framework, Pg. 51
	I02-50	Reporting period	Reporting Scope, Pg. 51
	I02-51	Date of most recent report	
	I02-52	Reporting cycle	Annual
	I02-53	Contact point for questions regarding the report	Accessibility & Feedback, Pg. 51
	I02-54	Claims of reporting in accordance with GRI standards	Sustainability Reporting Framework, Pg. 51
	I02-55	GRI content index	GRI Content Index, Pg. 73
	I02-56	External assurance	Sustainability Reporting Framework, Pg. 51
Topic-specific Standards			
Economic Performance			
GRI 103 (2016): Management Approach	I03-1	Explanation of the material topic and its boundary	Financial Highlights, Pg. 4
	I03-2	The management approach and its components	Growth Strategies, Pg. 5
	I03-3	Evaluation of the management approach	Chairman Statement, Pg. 8
GRI 201 (2016): Economic performance	201-1	Direct economic value generated and distributed	Our Portfolio, Pg. 24
			Key Highlights, Pg. 55
			Creating Lasting Value, Pg. 58
Financial Statements, Pg.132 - 135			
Climate Resilience			
GRI 103 (2016): Management Approach	I03-1	Explanation of the material topic and its boundary	Securing our Future - Climate Resilience, Energy and GHG Performance and Green Buildings Pg. 59 - 62
	I03-2	The management approach and its components	
	I03-3	Evaluation of the management approach	
GRI 302 (2016): Energy	302-1	Energy consumption within the organisation	
	302-2	Energy consumption out of the organisation	
	302-3	Energy intensity	
GRI 305 (2016): Emissions	305-1	Direct (Scope 1) GHG emissions	
	305-2	Energy indirect (Scope 2) GHG emissions	
	305-4	GHG emissions intensity	
Water Management			
GRI 103 (2016): Management Approach	I03-1	Explanation of the material topic and its boundary	Securing our Future - Water Management, Pg. 63
	I03-2	The management approach and its components	
	I03-3	Evaluation of the management approach	
GRI 303 (2018): Water and Effluents	303-5	Water consumption	

GRI Standards	Disclosure Number	Disclosure Title	Page Reference and/or Remark
General Disclosures			
Occupational Health and Safety			
GRI 103 (2016): Management Approach	103-1	Explanation of the material topic and its boundary	Impacting Lives - COVID-19 measures, Occupational Health and Safety, Pg. 64 - 65
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 403 (2018): Occupational Health and Safety	403-1	Work-related injuries	
	403-2	Hazard identification, risk assessment, and incident investigation	
	403-3	Occupational health services	
	403-4	Worker participation, consultation, and communication on occupational health and safety	
	403-5	Worker training on occupational health and safety	
	403-6	Promotion of worker health	
403-9	Work-related injuries		
Diversity and Equal Opportunity			
GRI 103 (2016): Management Approach	103-1	Explanation of the material topic and its boundary	Impacting Lives - Diversity and Equal Opportunity, Employee Profile, Employee Engagement, Employee Benefits, Pg. 66 - 67
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 401 (2016): Employment	401-1	New employee hires and employee turnover	Good Governance - Board Diversity, Pg. 70
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	
GRI 405 (2016): Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	
GRI 406 (2016): Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	
Talent Development			
GRI 103 (2016): Management Approach	103-1	Explanation of the material topic and its boundary	Talent Development, Pg. 68
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 404 (2016): Training and Education	404-1	Average hours of training per year per employee	
Customer Health and Safety			
GRI 103 (2016): Management Approach	103-1	Explanation of the material topic and its boundary	Impacting Lives - COVID-19 measures, Customers' Health and Safety, Pg. 64 and Pg. 68
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 416 (2016): Customer Health and Safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	

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GRI Standards	Disclosure Number	Disclosure Title	Page Reference and/or Remark
General Disclosures			
Tenants' Well-being			
GRI 103 (2016): Management Approach	I03-1	Explanation of the material topic and its boundary	Impacting Lives - Tenants' Well-being, Pg. 68
	I03-2	The management approach and its components	
	I03-3	Evaluation of the management approach	
Local Community			
GRI 103 (2016): Management Approach	I03-1	Explanation of the material topic and its boundary	Impacting Lives - Community Well-being, Pg. 68 - 69
	I03-2	The management approach and its components	
	I03-3	Evaluation of the management approach	
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	
Ethics and Compliance			
GRI 103 (2016): Management Approach	I03-1	Explanation of the material topic and its boundary	Good Governance - Ethics and Corruption, Pg. 71 - 72 Corporate Governance, Pg 77 - 112
	I03-2	The management approach and its components	
	I03-3	Evaluation of the management approach	
GRI 205 (2016): Anti-corruption	205-1	Operations assessed for risks related to corruption	
	205-2	Communication and training about anti-corruption policies and procedures	
	205-3	Confirmed incidents of corruption and actions taken	
GRI 419 (2016): Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	
Sustainable Supply Chain			
GRI 103 (2016): Management Approach	I03-1	Explanation of the material topic and its boundary	Good Governance - Sustainable Supply Chain, Pg. 72
	I03-2	The management approach and its components	
	I03-3	Evaluation of the management approach	