

# SUSTAINABILITY REPORT

## BOARD STATEMENT

### Dear Stakeholders,

The Board is pleased to present Far East Hospitality Trust's ("Far East H-Trust" or the "Trust") eighth Sustainability Report for FY 2024. This report highlights our continued commitment to Environmental, Social, and Governance ("ESG") initiatives and the progress we have made in advancing sustainability across our operations.

Since the publication of our inaugural Sustainability Report for FY 2017, we have systematically strengthened our sustainability framework and governance. Over the years, we have conducted annual reviews and validation of our ESG strategy and material topics to ensure their continued relevance. Key milestones in our ESG efforts include (a) Comprehensive review, update and validation of Far East H-Trust's sustainability strategy; (b) Setup of an appropriate ESG structure where the Audit, Sustainability and Risk Committee ("ASRC") provides oversight, and the Sustainability Working Committee reviews and implements ESG initiatives in our business; (c) Comprehensive review of Enterprise Risk Management framework, taking into consideration ESG impacts, risk and opportunities in all relevant strategic planning and decision; (d) Annual review, update and validation of Far East H-Trust's ESG material topics; and (e) Establishing a long-term net zero emissions target by 2050.

For our environmental pillar of "Securing Our Future", we have taken steps to advance our sustainability goals. A key milestone in 2024 was the establishment of a mid-term emissions reduction target for 2030, aiming to reduce absolute carbon emission (Scope 1 and 2) by 20% from the base year of 2024. This is after a detailed study of our decarbonisation roadmap, taking into consideration emissions reduction strategies and measures being planned, including chiller plant replacements, expected grid efficiency improvements, and operational initiatives. The target follows a linear trajectory towards our 2050 net-zero ambition, ensuring a structured and progressive pathway, and is consistent with the linear pathway adopted by the Singapore Government for its Climate Targets announced in February 2025. As part of our assessment, we have adopted 2024 as the base year

as emission levels in prior years were distorted due to the impact of COVID-19. Using 2024 as the base year better reflects the near-full normalisation of operational activities post pandemic. Setting this mid-term target will help drive our long-term decarbonisation efforts to mitigate climate risks and integrate sustainability across our portfolio.

To support our ambition of achieving our 2030 reduction target, we have reviewed and refined our decarbonisation roadmap, outlining key initiatives to drive progress. At Village Hotel Changi, following a feasibility study, a tender was successfully conducted and awarded for the upgrade of its chiller plant and air-conditioning system. The new system, expected to be operational by the end of 2025, is targeted to achieve Green Mark Gold Plus certification. Over the next few years, feasibility studies will be conducted at Rendezvous Hotel Singapore and Vibe Hotel Singapore Orchard / The Quincy Hotel to assess the replacement of their older chiller systems.

To expand the scope in our sustainability reporting, we disclosed waste data and Scope 3 emissions for the first time, covering Business Travel (Category 6) and Employee Commute (Category 7). This disclosure reinforces our commitment to accountability and offers a more comprehensive perspective of our carbon footprint. During the year, we have also taken further steps to prepare for upcoming regulatory reporting requirements, including the requirements by the Singapore Exchange and the International Sustainability Standards Board ("ISSB") IFRS Standards for Climate Reporting. BDO Advisory Pte Ltd, our internal auditor, has reviewed our Sustainability Report and where appropriate, provided recommendations for improvement. In addition, a detailed analysis was undertaken to identify areas for additional disclosure (including, where applicable, areas in quantitative impact, comparative cross industry metrics, etc.) arising from the IFRS S1 and S2 and a work plan has been put in place to ensure timely compliance in due course. These initiatives reflect our commitment to our ongoing efforts to provide greater transparency in our Sustainability Reporting as part of our broader ESG strategy.

On the front of climate-related risks and opportunities, we have refreshed and reviewed the climate risk assessment for Far East H-Trust's portfolio of 12 properties in 2024, with a focused evaluation of Physical Risk from Flooding. The assessment was based on Representative Concentration Pathway ("RCP") 2.6 and RCP 4.5 climate scenarios (commonly referred to as below 1.5°C and below 2.7°C scenarios) for medium and long-term time horizons of 2030 and 2050.

This builds on past assessments, where both Physical and Transition Risks—such as regulatory changes, carbon pricing, and asset stranding risks—were evaluated using the Coastal Risk Screening Tool and Carbon Risk Real Estate Monitor ("CRREM") methodology. These insights continue to guide our long-term climate strategy, ensuring resilience across our portfolio.

Meanwhile, the REIT Manager continues to work closely with Far East Hospitality Management (S) Pte. Ltd. (the "Operator") to pursue shared ESG objectives. Regular quarterly meetings are conducted to drive sustainability initiatives across our portfolio. In 2024, all 9 hotels within the Far East H-Trust portfolio successfully attained the Global Sustainable Tourism Council ("GSTC") Industry Criteria for Hotels Certification. This was achieved ahead of the target set by the Singapore Tourism Board and the Singapore Hotel Association, articulated in their Hotel Sustainability Roadmap. This certification means that the Operator complies with the highest social and environmental standards in the industry. As public awareness grows about the harmful effects and the positive impacts of travel and tourism, the GSTC certification provides assurance that our hotels have undergone a credible assessment process and that the Operator is committed to sustainable practices and resource efficiency.

Far East H-Trust's commitment to the social aspect of Impacting Lives is demonstrated through the Education Assistance Scheme ("EAS"), which was established in 2022 to support the education of children of lower-income employees working for Far East H-Trust's tenants. Since its inception, a total of 24 bursaries have been awarded, benefitting children in their academic pursuits. In 2024, the EAS continued to extend its impact, with 10 bursaries awarded, reinforcing the Trust's dedication to foster educational opportunities for youths from

financially underprivileged families. Beyond providing financial assistance, this initiative also serves as an avenue to strengthen Far East H-Trust's relationship with its tenants, a key stakeholder group.

Building on our commitment to make education accessible, Far East H-Trust introduced a four-year bursary programme in 2024 in partnership with the Singapore Institute of Technology ("SIT"). This initiative is designed to support needy full-time students pursuing a Bachelor of Hospitality Business, to nurture the next generation of hospitality professionals. In its inaugural year, two bursaries were awarded to deserving students in support of their pursuit of academic and career aspirations. Through this initiative, Far East H-Trust not only strengthens its engagement with the community but also contributes to the development of a skilled talent pipeline for the hospitality industry.

In the area of sustainable financing, Far East H-Trust increased its sustainability-linked term loans to S\$483.6 million, now representing 68% of the Trust's total committed borrowings. Additionally, the Trust maintained sustainability-linked swaps with a notional amount of S\$100.0 million during the year.

Embarking on the path to sustainability requires collective effort, fostering an ecosystem of sustainable practices that create positive social impact and enhance community well-being. As a responsible steward of the Trust, we remain committed to strengthen our ESG initiatives while preparing for upcoming regulatory reporting requirements, including those set by the International Sustainability Standards Board for Climate Reporting, to ensure continued transparency and accountability.

Looking ahead, we will continue integrating sustainability into our strategy, enhancing climate resilience and operational efficiency to drive long-term value for stakeholders and contribute to a more sustainable hospitality sector.

**Board of Directors**  
REIT Manager Board  
Trustee-Manager Board

# SUSTAINABILITY REPORT

## 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 2024 to 31 December 2024 ("FY 2024"). The scope of this report includes all hotels and serviced residences owned by Far East H-Trust as shown below. This report should be read in conjunction with the other sections of the Annual Report for a comprehensive overview of our operations.

This report has been prepared in reference to the Global Reporting Initiative Standards 2021 ("GRI"), the Task Force for Climate-related Financial Disclosures ("TCFD"), the SGX- ST Listing Rules (711A and 711B), the SGX Sustainability Reporting Guide, and the Environmental Risk Management measures for Asset Managers as guided by the Monetary Authority of Singapore ("MAS").

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 achieve a high-quality report, the GRI Reporting Principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, verifiability has been applied. TCFD-aligned topics have also been disclosed in various sections of both the Annual and Sustainability report. For more information, please refer to the end of the sustainability report for the GRI and TCFD index summary.

The Sustainability report has undergone an internal review conducted by an independent internal auditor in FY 2024 to assess the design adequacy and effectiveness of internal controls and procedures in the report. As our processes mature in the years ahead, we will also consider commissioning an external independent assurance for our annual sustainability report in line with relevant regulations.

### Hotels

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

### Serviced Residences

10. Village Residence Robertson Quay
11. Village Residence Hougang
12. Adina Serviced Apartments Singapore Orchard

### Accessibility

This report, published as a part of our Annual Report, is available in PDF format for download on our website: <https://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](mailto:jamestan@fareast.com).

## SUSTAINABILITY STRATEGY

### Responsible Stewardship

Far East H-Trust's sustainability vision is about partnering our stakeholders to positively impact communities and the environment in markets we operate in.

#### Creating Lasting Value

We focus on long-term growth of our hospitality portfolio to unlock value for all stakeholders.



#### Securing Our Future

We collaborate with stakeholders to adopt energy-efficient initiatives and manage our resources responsibly to achieve climate resilience.



#### Impacting Lives

We proactively engage staff, tenants, customers, and the community to generate positive impacts.



#### Good Governance

We strive to maintain stakeholders' trust through continuous strengthening of our governance policies (aligned to global best practices), which underpin all of our sustainability efforts.

### 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.

As such, Far East H-Trust's sustainability framework focuses 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 the community to generate positive impacts.

- **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

#### Board Oversight

The Board and ASRC are responsible for ESG strategies and climate risk management across Far East H-Trust. The Board takes into consideration ESG and climate-related issues in all strategic planning exercises – including risk management, policy setting, annual budgets, capital expenditure planning, as well as acquisition and divestment deliberations.

The Board also ensures conformance with applicable regulations related to sustainability such as SGX-ST Listing Rules 711A and 711B, SGX Sustainability Reporting Guide and Environmental Risk Management measures for Asset Managers as set out by MAS.

# SUSTAINABILITY REPORT

## Management's Roles

Far East H-Trust's sustainability management is overseen by Mr Gerald Lee, Chief Executive Officer ("CEO") of the REIT Manager. He provides the overall sustainability direction and approves key sustainability practices and is supported by the Sustainability Working Committee ("SWC") comprising representatives from Finance, Asset Management and Investor Relations. The SWC drives and monitors sustainability initiatives of the Trust. The SWC works closely with and gathers inputs from the operator, the master lessees, and the property manager of the commercial premises.



## Governance Overview

Governing Body	Responsibilities
<b>Audit, Sustainability and Risk Committee</b>	<p><b>Oversees environmental, social and governance strategy</b></p> <ul style="list-style-type: none"> <li>Oversees the processes used to identify, evaluate and manage material ESG-related issues (including risks related to Far East H-Trust's business).</li> <li>Makes recommendations to the Board on Far East H-Trust's strategies, targets, policies, and roadmap pertaining to sustainability.</li> <li>Monitors the compliance with applicable regulations and policies as well as the adequacy of resource allocation and overall stakeholder engagement and outcomes.</li> <li>Reviews the effectiveness of strategies, targets, policies, and roadmaps pertaining to sustainability.</li> <li>Reviews the status updates on the implementation and progress against sustainability targets.</li> </ul>
<b>Sustainability Working Committee</b>	<ul style="list-style-type: none"> <li>Reports to the CEO.</li> <li>Identifies and examines ESG and climate-related risks and opportunities and provides relevant recommendations.</li> <li>Drives and monitors ESG and climate-related initiatives.</li> </ul>



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. Understanding their interests and concerns is therefore important to us.

To build relationship and trust with our stakeholders, the REIT Manager strives to maintain open communication 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.

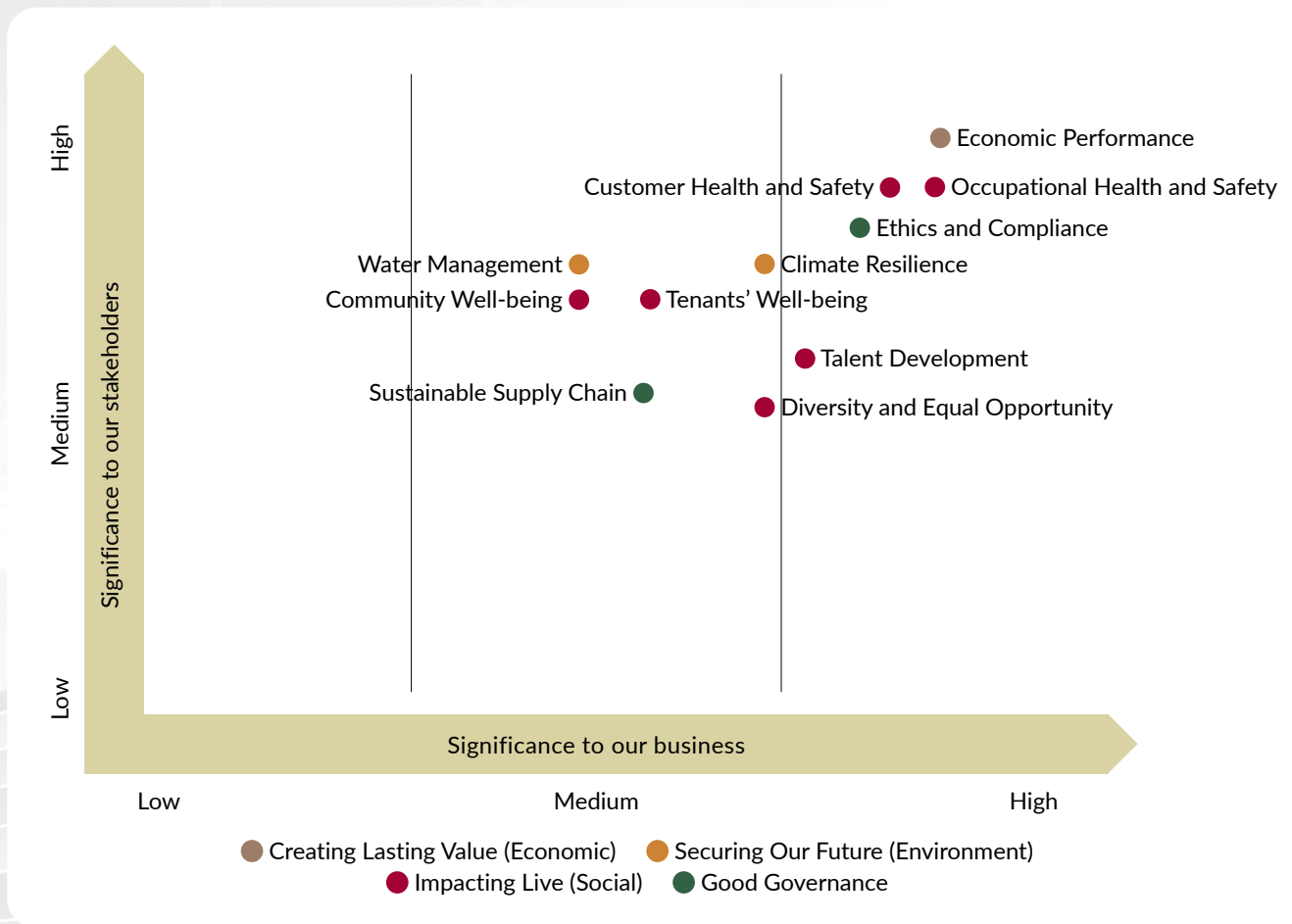
# SUSTAINABILITY REPORT

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

For more details on our engagement with Stapled Securityholders, Investment Community and the Media, please refer to page 47 on Investor Relations.

### MATERIALITY ASSESSMENT

Far East H-Trust had identified our material ESG topics in FY 2021 through a validation and review exercise, conducted with assistance and advice from a sustainability consultant, an international accounting firm. In FY 2024, considering operational dynamics and evolving ESG developments, the ASRC reviewed and refined material ESG topics, and was of the view that they remain accurate and relevant.





# 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
 <b>Good Health and Well-being</b> 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"> <li>Occupational health and safety</li> <li>Customer health and safety</li> <li>Tenants' well-being</li> <li>Community well-being</li> </ul>
 <b>Quality Education</b> 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"> <li>Talent development</li> <li>Community well-being</li> </ul>
 <b>Affordable and Clean Energy</b> 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"> <li>Climate resilience</li> <li>Strategic and operational initiatives for energy conservation</li> </ul>
 <b>Decent Work and Economic Growth</b> Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	We are committed to create lasting value for our stakeholders and ensure continual business growth.	<ul style="list-style-type: none"> <li>Economic performance</li> </ul>
 <b>Reduced Inequality</b> Reduce inequality within and among countries	We treat all employees and stakeholders with respect and is committed to provide equal opportunities for all regardless of their background.	<ul style="list-style-type: none"> <li>Diversity and equal opportunity</li> <li>Community well-being</li> </ul>
 <b>Responsible Consumption and Production</b> Ensure sustainable consumption and production patterns	We strive to be a responsible steward and sustainable consumption of resources.	<ul style="list-style-type: none"> <li>Climate resilience</li> <li>Water management</li> <li>Sustainable supply chain</li> </ul>
 <b>Climate Action</b> 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"> <li>Climate resilience</li> </ul>
 <b>Peace, Justice and Strong Institutions</b> 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"> <li>Good Governance</li> </ul>

## OUR JOURNEY

2017	2018 to 2023	2024
<p><b>Inaugural Sustainability Report</b></p>	<ul style="list-style-type: none"> <li>Progressive refinement of sustainability initiatives and strategic review of sustainability framework</li> <li>Linking of management incentives to ESG KPIs and targets</li> <li>Reconstituted the Audit and Risk Committee as the ASRC, reinforcing our commitment towards integrating ESG and climate-risk considerations into our business</li> <li>First TCFD disclosure published</li> <li>Comprehensive review of the ERM framework, integration of ESG-related risk and inclusion of ESG considerations in all relevant strategic planning and decisions</li> <li>Preliminary climate risk assessment completed</li> </ul>	<ul style="list-style-type: none"> <li>Refined our decarbonisation roadmap, including setting a mid-term 2030 carbon emission reduction target of 20% from base year of 2024</li> <li>Reviewed and validated ESG material topics, climate risks and opportunities, including climate scenario analysis arising from flooding risk on our properties</li> <li>Expanded our climate-related disclosures to include Scope 3 emissions, starting with two categories being Business Travel (Category 6) and Employee Commute (Category 7)</li> <li>Disclosed waste data for the first time, setting the stage for more effective waste management and reduction strategies</li> <li>Made further preparation for upcoming regulatory reporting requirements including SGX and ISSB IFRS standards for Climate Reporting</li> </ul>

 <b>Creating Lasting Value</b> (Economic)	 <b>Securing Our Future</b> (Environment)	 <b>Impacting Lives</b> (Social)	 <b>Good Governance</b> (Governance)
<ol style="list-style-type: none"> <li>Gross revenue grew 1.8% year-on-year to S\$108.7 million.</li> <li>Portfolio valuation rose 0.2% year-on-year.</li> <li>S\$483.6 million of sustainability-linked term loans (68% of total committed borrowings).</li> </ol>	<ol style="list-style-type: none"> <li>Setting of mid-term 2030 carbon emission reduction target of 20% from base year of 2024.</li> <li>Enhanced sustainability reporting by adding disclosure for three Scope 3 categories: Business Travel, Employee Commute and Waste.</li> <li>Ranked among the top 5% of the Global Universe for the Morningstar Sustainalytics ESG rating<sup>1</sup>.</li> </ol>	<ol style="list-style-type: none"> <li>Twelve recipients benefited from the Education Assistance Scheme and the Bursary Programme with the Singapore Institute of Technology.</li> <li>Team members participated in 3 community events, bringing joy and meaningful experiences to the beneficiaries.</li> <li>Zero fatalities and occupational diseases.</li> </ol>	<ol style="list-style-type: none"> <li>Achieved the second highest base score in the Singapore Governance and Transparency Index<sup>2</sup>, ranking 10th overall.</li> <li>43% of the board consists of female directors, exceeding the recommended target set by the Council for Board Diversity for listed companies. Additionally, women make up 50% of the REIT Manager's employees, reflecting our commitment to gender diversity.</li> <li>Zero case of incidents relating to corruption, non-compliance and data leaks, theft or breaches.</li> </ol>

1 As of May 2024. Sustainalytics' ESG Risk Ratings measure a company's exposure to industry-specific material ESG risks and its effectiveness in managing them. This multidimensional approach combines management and exposure concepts to arrive at an absolute assessment of ESG risk.

2 REITs and Business Trust Category.

# SUSTAINABILITY REPORT

## CREATING LASTING VALUE



### Economic Performance

Far East H-Trust is committed to sustainable business growth and value creation 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.

For FY 2024, gross revenue grew 1.8% year-on-year to S\$108.7 million, supported by higher contributions from Commercial Premises and steady master lease rental income from our Hotels and Serviced Residences. Net property income (“NPI”) rose by 0.6% to S\$99.3 million despite higher property tax expenses.

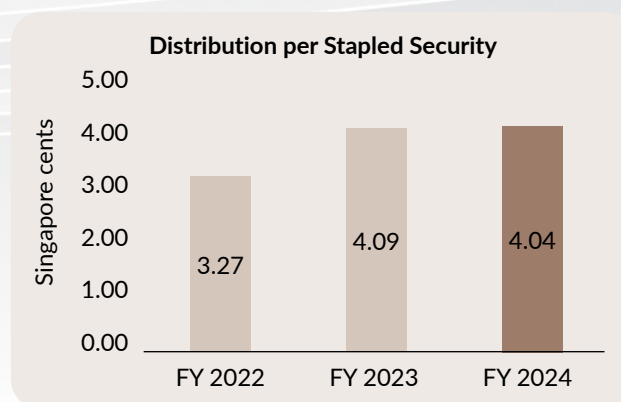
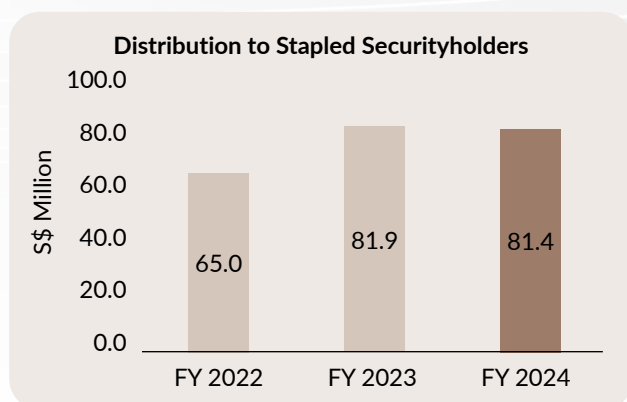
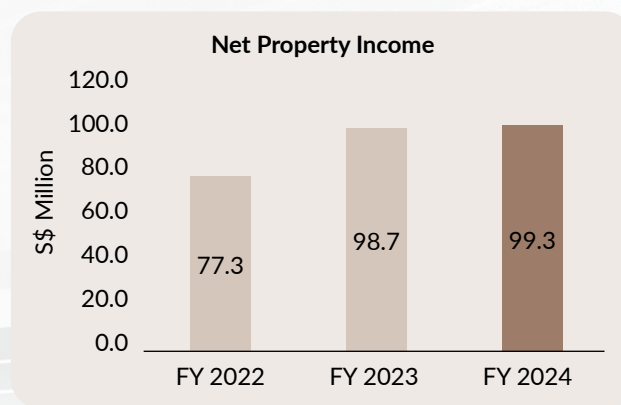
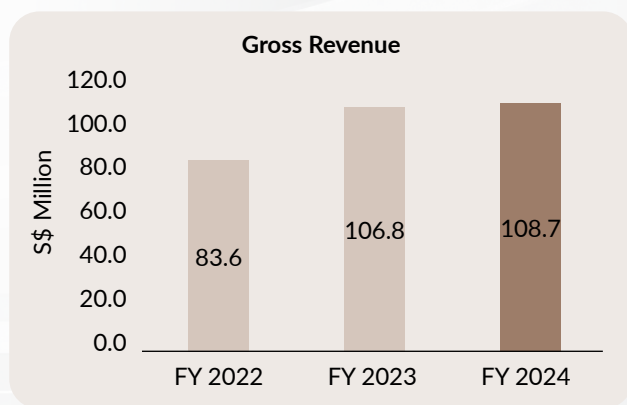
Distribution to Stapled Securityholders marginally declined by 0.6% year-on-year to S\$81.4 million, mainly due to

higher finance costs and a change in the proportion of the REIT Manager’s fee paid in Stapled Securities from 90% to 60% from 1 January 2024. This adjustment will benefit Stapled Securityholders in the long run by mitigating dilution and enhancing value. Distribution per Stapled Security (“DPS”) stood at 4.04 cents, exceeding the pre-pandemic level of 2019.

For a detailed breakdown of Far East H-Trust’s FY 2024 financial performance, please refer to the following sections of the Annual Report:

- Financial Highlights, page 02
- Growth Strategies, page 06
- Letter to Stapled Securityholders, page 07
- Our Portfolio, page 22
- Performance Review, page 42
- Capital Management, page 46

### Financial highlights and performance



## SECURING OUR FUTURE



### Greenhouse Gas Emissions ("GHG")

#### Target for FY 2025

- Reduce absolute carbon emission (Scope 1 and 2) by 3% from base year of 2024.

#### FY 2024 Disclosure of Scope 1, 2 and 3 Categories

##### Scope 1

Diesel	1 tCO <sub>2</sub> e
Natural Gas	237 tCO <sub>2</sub> e
Refrigerant	2,574 tCO <sub>2</sub> e

##### Scope 2

Electricity Purchased	14,293 tCO <sub>2</sub> e
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##### Scope 3

Waste Generated in Operations	2,934 kg <sup>1</sup>
Business Travel	33 tCO <sub>2</sub> e
Employee Commute	5 tCO <sub>2</sub> e

Far East H-Trust remains steadfast in our commitment to achieving net-zero emissions by 2050, aligning with Singapore's Green Plan and global climate goals. In 2024, we established a mid-term emissions reduction target for 2030, aiming to reduce absolute carbon emission (Scope 1 and 2) by 20% from the base year of 2024.

This target was set after a detailed study of our decarbonisation roadmap and glide path, taking into consideration emission reduction strategies and measures being planned, including chiller replacements, operational initiatives, and expected grid efficiency improvements. This mid-term target represents a linear trajectory towards our 2050 net-zero emissions goal, ensuring a

structured and progressive approach. Additionally, this trajectory mirrors the revised linear pathway announced by the Singapore Government for its Climate Targets announced in February 2025.

The choice to adopt 2024 as the base year was made because prior year emissions were distorted by the impact of COVID-19 and may not be representative. Using 2024 as the base year better reflects the near-full normalisation of visitor arrivals and operational activities after COVID-19. Establishing this mid-term target aligns with driving long-term decarbonisation efforts to mitigate climate risks and integrate sustainability across our portfolio.

<sup>1</sup> Waste disposed and recycled is measured in kilograms (kg) until an appropriate emission factor is identified for conversion into Scope 3 carbon emissions.

# SUSTAINABILITY REPORT

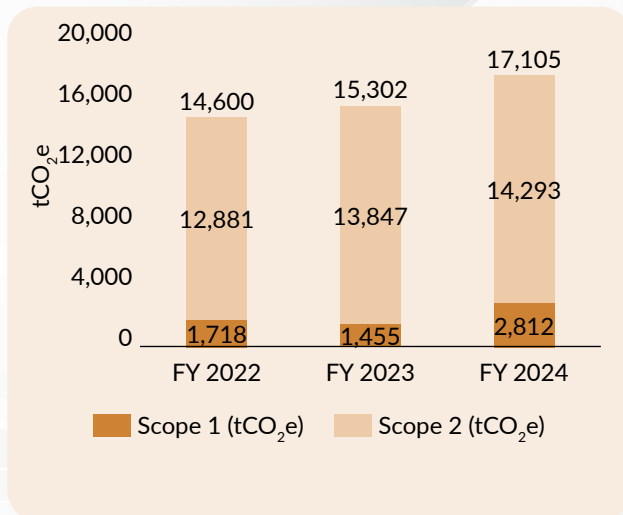
In 2024, total **Scope 1 and 2 emissions** stood at 17,105 tCO<sub>2</sub>e, reflecting a 11.8% year-on-year increase. The rise was primarily driven by higher Scope 1 emissions, which increased to 2,812 tCO<sub>2</sub>e (from 1,455 tCO<sub>2</sub>e in 2023) due to higher natural gas consumption as a result of higher occupancy levels. The increase was further exacerbated by a refrigerant leak at one of our chillers, an isolated incident detected during routine servicing which has since been rectified.

On a per occupied room basis, carbon emission intensity grew 11.0% to 7.0k tCO<sub>2</sub>e. However, this measurement was skewed by the block-booking of hotels for government quarantine purposes in FY 2022 and FY 2023, where rooms were classified as occupied regardless of actual usage. Adjusting for this effect, carbon emission intensity would have been 16.3% lower compared to FY 2023.

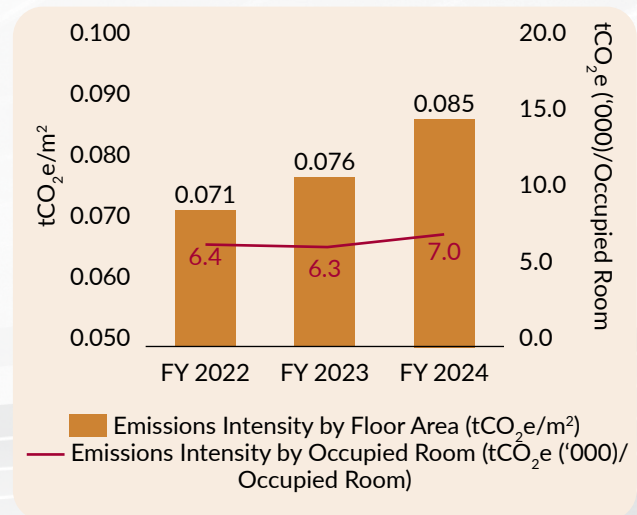
Additionally in 2024, we commenced disclosure of two categories of **Scope 3 emissions** related to the REIT Manager for the first time, totalling 38 tCO<sub>2</sub>e in 2024 - 33 tCO<sub>2</sub>e from Business Travel (Category 6) and 5 tCO<sub>2</sub>e from Employee Commute (Category 7). This disclosure enhances transparency in our sustainability reporting, providing greater insight into our broader carbon footprint.

To achieve these reductions, we have refined our decarbonisation roadmap, which will serve as a guide for our emissions reduction initiatives in the coming years. Key focus areas include replacement of older chiller systems in selected properties to improve energy efficiency across our portfolio.

## Carbon Emission<sup>2,3,4</sup>



## Carbon Emission Intensity



Carbon emission increased as occupancy continued to recover after COVID-19. However, carbon emission intensity was skewed by hotels in the government quarantine programme where all the rooms were treated as being occupied in 2022 and 2023.

2 Far East H-Trust calculates its GHG emissions (Scope 1 and 2) using the operational control approach in accordance with the GHG Protocol. Emission factors in this report are derived from the Energy Market Authority of Singapore (“EMA”) and the UK Department for Environment, Food and Rural Affairs (“DEFRA”) environmental reporting guidelines, aligning with 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.  
 3 Scope 1 emissions comprise direct emissions from backup diesel generators, gas heaters and refrigerants.  
 4 Scope 2 emissions comprise indirect emissions from purchased electricity, and the data presented were computed using the location-based method.

## Energy Consumption

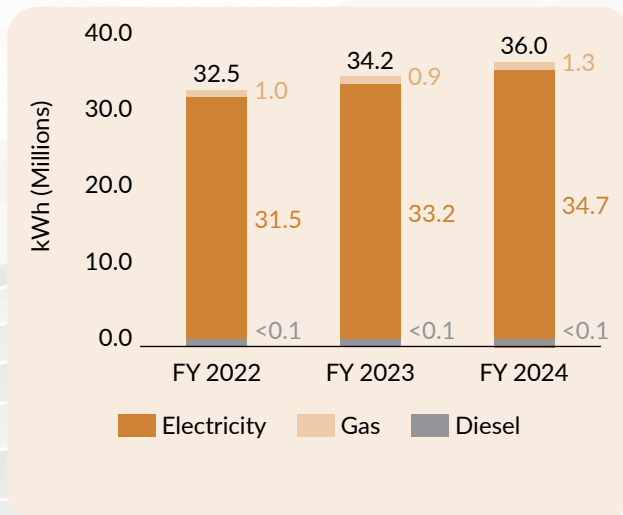
In our role as a custodian of hospitality, retail and office assets, we recognise the unique position we play at advancing the transition to a low-carbon economy. Our commitment extends to minimising our environmental footprint not only within our operations but also across the entire value chain. The REIT Manager periodically reviews our climate-related initiatives and engages key partners to identify ways to reduce emissions and mitigate climate risks.

To enhance our assessment of environmental impact, we have expanded energy consumption reporting beyond electricity to include natural gas and diesel. Electricity remained the primary energy source, accounting for approximately 96.4% of total consumption.

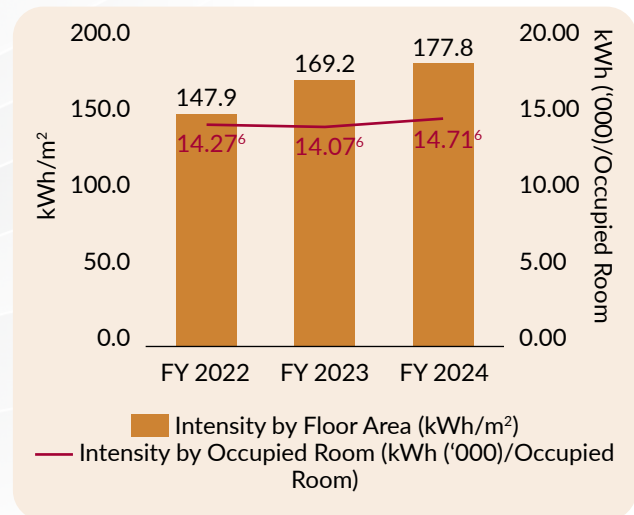
In 2024, as occupancy levels continued to recover and normalise, total energy consumption rose 5.3% year-on-year to 36.0 million kWh, with electricity consumption increasing by 4.4% to 34.7 million kWh.

On a per-occupied room basis, energy consumption intensity grew 4.6% to 14.71k kWh. However, this measurement was skewed by the block-booking of hotels for government quarantine purposes in FY 2022 and FY 2023, where rooms were classified as occupied regardless of actual usage. Adjusting for this effect, energy consumption intensity would have been lower by 21.1% lower than FY 2023, reinforcing the positive impact of ongoing energy efficiency measures.

### Energy Consumption<sup>5</sup>



### Energy Consumption Intensity



Energy consumption increased as occupancy continued to recover after COVID-19. However, energy consumption intensity was skewed by hotels in the government quarantine programme where all the rooms were treated as being occupied in 2022 and 2023.

<sup>5</sup> While energy efficient equipment and infrastructure have a material impact on energy consumption in the longer term, the Trust relies on the Operator for the day-to-day operations of our properties and works closely with the Operator to manage our energy consumption.

<sup>6</sup> Energy consumption intensity ('000 kWh/Occupied Room) comprises electricity consumption intensity of 14.182 for FY 2024, 13.674 for FY 2023, and 13.841 for FY 2022; gas consumption intensity of 0.53 for FY 2024, 0.39 for FY 2023, and 0.43 for FY 2022; and diesel consumption intensity of less than 0.01 across all reported years.

# SUSTAINABILITY REPORT

## 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 REIT Manager 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 will also review our plant and machinery regularly to identify maintenance regimes and equipment upgrades that can optimise energy consumption.

In FY 2024, the following strategic and operational initiatives were undertaken to advance our progress towards achieving our energy targets:

- **Village Hotel Changi:** Following a successful feasibility study in 2023 on the chiller plant and air-conditioning and mechanical ventilation system, a tender was conducted, and a contract was awarded in 2024 for the replacement of these systems. The new chiller plant and air-conditioning system are expected to be operational by the end of 2025. Upon completion, the new system is anticipated to reduce electricity consumption by up to 40%, supporting Far East H-Trust's decarbonisation roadmap. With these enhancements, we expect Village Hotel Changi to attain Green Mark Gold certification.
- **Orchard Rendezvous Hotel:** Overhaul of one of the chiller plants as part of a preventive maintenance programme to ensure optimal system performance and reliability.
- **Village Residence Hougang and Village Residence Robertson Quay:** Lift modernisation with the installation of more efficient drive units.

Moving forward, the REIT Manager will continue to pursue energy-saving initiatives across our properties to reduce our overall carbon footprint and transform our properties into energy efficient buildings.

### Think Sustainable Hospitality

The Operator has in place the 'Think Sustainable Hospitality' initiative across all Far East H-Trust properties. Guests are able to calculate their estimated carbon emission and can choose to reduce their footprint by adjusting the frequency of room linen and towel changes. Additionally, guests have the option to pay for carbon offset through CarbonClick, a Certified B Corporation, using internationally certified carbon credits.

### THINK SUSTAINABLE HOSPITALITY DRIVEN BY INNOVATION.



**CARBON OFFSET**  
Take a quick measure of your carbon footprint and learn how you can offset them.



**ROOM LINEN**  
Place the linen card on your bed should you wish to request for a change of sheets.



**TOWEL**  
Kindly hang your towels up if you intend to reuse them.



**TAP WATER**  
Singapore's tap water is safe for direct drinking and fully complies with World Health Organization (WHO)'s guidelines.



**GLASS BOTTLE**  
We have replaced plastic bottles with glass bottles to reduce waste generation.



**TOILET PAPER**  
Use what's needed and reduce paper wastage.



Scan the QR code to find out more about how you can carbon offset your stay.

### Global Sustainable Tourism Council (“GSTC”)

In 2024, the Operator successfully achieved GSTC Industry Criteria for Hotels certification for all 9 hotels within the Far East H-Trust portfolio, putting it ahead of the target set by the Singapore Tourism Board and the Singapore Hotel Association articulated in their Hotel Sustainability Roadmap.



This certification affirms the Operator’s adherence to the highest social and environmental standards in the industry. As public awareness grows about the harmful effects and the positive impacts of travel and tourism, the GSTC certification provides hotel guests an assurance that the hotels have gone through a credible assessment process. By attaining this certification, the Operator reinforces its commitment to sustainable practices and resource efficiency, contributing to Singapore’s vision for a greener tourism sector.

Objective/ Key Principle of Energy Conservation Policy	Action Plans
Improve energy savings	<ul style="list-style-type: none"> <li>• Frequent checks of equipment to be done to maintain efficiency</li> <li>• Set targets to reduce building energy consumption year-on-year through improvement works and the addition of new energy-saving technologies</li> <li>• Partner with staff and the public on green education initiatives</li> </ul>

### 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.

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
Green Mark Gold Award	Village Hotel Albert Court
	Orchard Rendezvous Hotel

In 2024, the Green Mark certification for Village Hotel Changi and Village Hotel Bugis expired. Both hotels are undergoing re-certification in 2025.



# SUSTAINABILITY REPORT

## Water Management

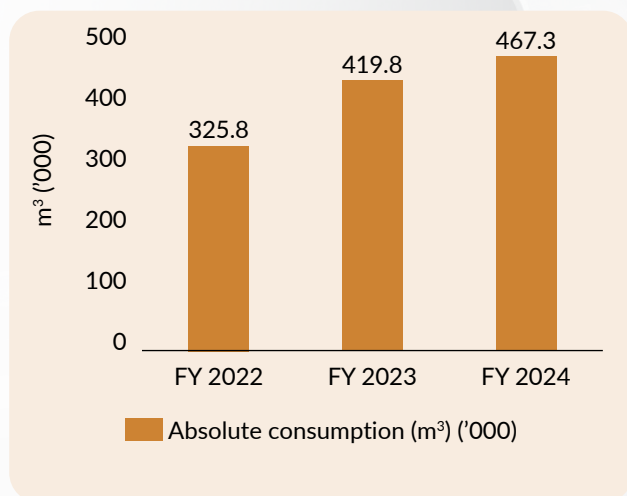
Water is essential to Far East H-Trust's operations. Recognising that our properties are located in water-scarce Singapore, we seek to work closely with our stakeholders to manage our water consumption and reduce our reliance on potable water.

During the year, water consumption increased 11.3% year-on-year due to a higher number of guests staying at our portfolio of hotels and serviced residences. When measured on an intensity basis per occupied room, consumption increased by 10.6% to 191.0 m<sup>3</sup>/occupied

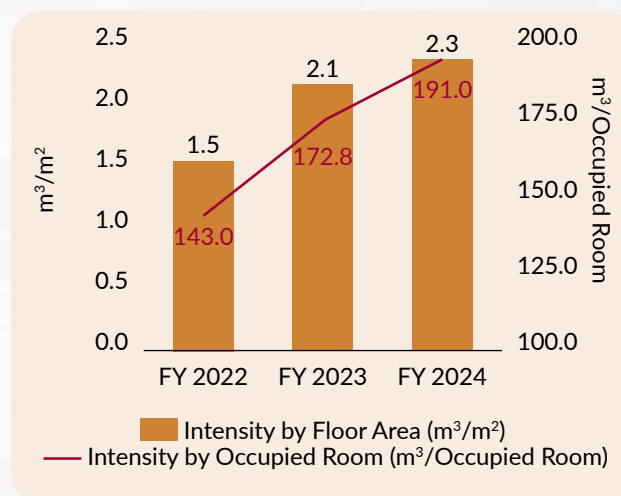
room. The increase in consumption also reflects changing guest usage patterns, as guests now rely more on in-room water sources for drinking following the transition away from bottled water to reduce plastic waste.

Although a formal water reduction target has not been set, the REIT Manager collaborates closely with the Operator to adopt a holistic approach to water management and to identify new water-saving opportunities to reduce overall consumption. One such initiative undertaken by the Operator is the "Think Sustainable Hospitality" programme, where guests are encouraged to minimise room service for towel and linen washes.

### Water Consumption



### Water Consumption Intensity



Water consumption increased as occupancy continued to recover after COVID-19. However, water consumption intensity was skewed by hotels in the government quarantine programme where all the rooms were treated as being occupied in 2022 and 2023.

## Waste

In 2024, Far East H-Trust began disclosing waste data as part of our ongoing commitment to environmental responsibility. Waste across our properties is primarily generated by guests and the general public, and commercial tenants operating within the premises.

For the year, a total of 2,932.9 tonnes of waste were disposed, of which 53.1 tonnes were recycled. Waste that is not recycled is incinerated at one of Singapore's waste-to-energy incineration plants, contributing to energy recovery. All waste generated across our properties are non-hazardous. This marks the first step toward disclosing emissions from Waste Generated in Operations (Scope 3 - Category 5). Once an appropriate emission factor is identified, the REIT Manager will disclose the Scope 3 emission from waste for Far East H-Trust.

As part of ongoing sustainability efforts, the Operator began transitioning to bulk amenity dispensers for shampoo, conditioner, and body wash in 2024, replacing single-use toiletry bottles provided during a guest's stay. These wall-mounted dispensers help reduce plastic waste and align with industry-wide efforts to promote more sustainable hotel operations.

Far East H-Trust remains committed to responsible waste management and continues to monitor waste disposal and recycling efforts across our portfolio. We also engaged the Operator to stay informed on waste management initiatives and explore ways to improve overall waste reduction and recycling practices.

## Climate Resilience

In 2024, we refreshed and reviewed the climate risk assessment for Far East H-Trust's portfolio of 12 properties, focusing on Physical Risk from flooding. The assessment was based on RCP 2.6 and RCP 4.5 climate scenarios (commonly referred to as "below 1.5°C" and "below 2.7°C" scenarios) for the medium-and long-term time horizons of 2030 and 2050.

To assess flooding risk, the Climate Central Coastal Risk Screening Tool was used to identify potential flood exposure for Far East H-Trust's properties and their surrounding areas. This analysis provided insights into the extent of possible inundation under different climate scenarios and supports strategic risk management planning.

In previous years, a broader climate risk assessment was conducted with guidance from our sustainability consultant, an international accounting firm. This earlier assessment covered both Physical Risks (including flooding and other hazards) and Transition Risks such as carbon pricing and regulatory changes. The Carbon Risk Real Estate Monitor ("CRREM") methodology—a real estate-specific scenario-based assessment tool—was used to evaluate the Trust's portfolio emissions against decarbonisation targets, excess emissions costs (including potential carbon tax impacts), and stranding asset risks.

Moving forward, we will continue to refine our climate risk assessments and monitor developments in climate-related risks. Where relevant, we will develop mitigation and adaptation plans to enhance the resilience of our properties and minimise potential business disruptions.

## Climate Risk and Opportunity

Far East H-Trust incorporates climate-related risks and opportunities into our strategic decision-making processes.

### Identification

The SWC conducts an annual exercise to screen and monitor potential climate-related drivers or trends that could impact the building and hospitality sectors in the markets where Far East H-Trust is operating. The types of risks and opportunities considered include physical and transition trends. The scope of risks and opportunities considered is based on their relevance to Far East H-Trust's hospitality assets and value chain (see column 1 in Tables 1 and 2).

### Assessment

The SWC will gather data from external and internal sources to assess the extent of financial impacts of the risks and opportunities identified. The committee will take into consideration the following criteria in its assessment:

- The degree of exposure to risks due to the locations of Far East H-Trust's physical assets and supply chain
- The extent of vulnerability due to the lack of existing capabilities or structure to mitigate risks
- Existing capabilities and resources that Far East H-Trust can tap on to capture opportunities

# SUSTAINABILITY REPORT

## Prioritisation

The SWC further reviews the risks and opportunities and conducts a prioritisation exercise to ensure an organised and structured approach towards managing climate-related impacts. The SWC takes into consideration the likelihood of occurrence, the magnitude of impact and our capabilities to mitigate risks or leverage opportunities across different time horizons.

The time horizons are defined as follow (see column 3 in Table 1 and column 2 in Table 2):

- Short term (<= 5 years)
- Medium term (6-10 years)
- Long term (>= 11 years)

Potential financial impact level: ● Low ● Medium ● High

## Strategies

The SWC recommends strategies to mitigate risks and capture opportunities based on the identification, assessment and prioritisation exercises conducted. The recommendations are developed in conjunction with the ASRC and subsequently presented to the Board for approval. Far East H-Trust's responses to climate-related impacts are reviewed periodically. The REIT Manager will, where appropriate, continue to enhance our climate disclosures.

**Table 1: Climate-related Risks**  
Transition Risks

Climate-related Risks	Risk Description	Time Horizon	Potential Financial Impact	Risk Mitigation Measures
<b>Regulatory Changes (e.g. Building and Construction Authority of Singapore, Monetary Authority of Singapore and Singapore Exchange) and Compliance Costs</b>	<ul style="list-style-type: none"> <li>• Changes in regulatory requirements may lead to increased costs due to rapid and urgent investments in retrofitting existing buildings to comply with new regulations.</li> </ul>	Short	<span style="color: orange;">●</span>	Far East H-Trust regularly keeps abreast of emerging and future regulations to better develop business and sustainability-related strategies, as well as to ensure regulatory compliance, and manage the associated legal, compliance and financial risks.
<b>Technological Obsolescence Due to Green Market Shifts</b>	<ul style="list-style-type: none"> <li>• Shifting market expectations and stricter sustainability standards may render current technology obsolete or non-compliant. Businesses may need to adopt greener alternatives and implement new processes, such as upgrading chillers and backup generators, to meet evolving environmental regulations and consumer demand for sustainable solutions.</li> </ul>	Medium	<span style="color: orange;">●</span>	The REIT Manager weighs the costs, benefits and overall value over the long run when considering the adoption of new technologies. The REIT Manager will work with the Operator, and master lessees in exploring the adoption of other energy-efficient solutions.

Climate-related Risks	Risk Description	Time Horizon	Potential Financial Impact	Risk Mitigation Measures
<b>Consumer Shift Toward Green Hospitality</b>	<ul style="list-style-type: none"> <li>A growing preference for environmentally sustainable accommodations may create market risk for Far East H-Trust. Meeting consumer expectations may require further investment in sustainability initiatives to remain competitive.</li> </ul>	Medium	●	<p>Key strategies in this area include working with the Operator to:</p> <ol style="list-style-type: none"> <li>Monitor the consumer and market expectations.</li> <li>Enhance our communication to customers and other stakeholders on our green hospitality strategy and efforts.</li> </ol>
<b>Stakeholder Concern and Access to Capital</b>	<ul style="list-style-type: none"> <li>Increasing stakeholder scrutiny and the rise of ESG-driven investment mandates may limit capital access if Far East H-Trust's assets do not meet sustainability standards.</li> <li>Growing pressure to reduce carbon emission in the hospitality and building industry could pose reputational risks if Far East H-Trust falls behind industry standards or underperforms relative to peers.</li> </ul>	Medium	●	<p>Far East H-Trust's key strategies in this area includes:</p> <ol style="list-style-type: none"> <li>Monitoring investors' and other stakeholders' expectations.</li> <li>Enhancing our communication to these stakeholders on our ESG strategies and efforts.</li> <li>Improving our rating on the relevant ESG ratings.</li> </ol>

## Physical Risks

Climate-related Risks	Risk Description	Time Horizon	Potential Financial Impact	Risk Mitigation Measures
<b>Flooding Frequency and Intensity</b>	<ul style="list-style-type: none"> <li>Far East H-Trust may face financial implications from direct damage to our properties. This may lead to reduced revenue from decreased capacity.</li> <li>More frequent and severe flooding may necessitate investments in flood prevention measures, increasing operational costs for Far East H-Trust's properties.</li> </ul>	Long	●	<p>Far East H-Trust has in place an insurance cover over property damage and business interruption. In addition, Far East H-Trust fully supports mitigation strategies by the government (e.g. coastal protection solutions and drainage projects) and will continue to monitor and implement relevant recommendations proposed by the authorities for our respective properties.</p>
<b>Rising Temperatures and Energy Demand</b>	<ul style="list-style-type: none"> <li>Higher temperatures will increase cooling demand, leading to greater energy consumption and higher maintenance costs for Far East H-Trust's properties.</li> </ul>	Long	●	<p>Far East H-Trust is exploring green sources of energy and other energy-efficient solutions as part of our decarbonation strategy and roadmap.</p>

# SUSTAINABILITY REPORT

**Table 2: Climate-related Opportunities**

Climate-related Risks	Driver Description	Time Horizon	Potential Financial Impact	Approach to Capture Opportunities
<b>Greater resource efficiency and cost savings</b>	Initiatives to meet BCA's Green Mark 2021 standards will lead to the adoption of green technologies (e.g. newer chiller systems, usage of renewable energy, rainwater harvesting, switching to lower emission refrigerants).	Medium	●	Far East H-Trust will progressively replace older equipment with more efficient technology and will work with the Operator to explore energy-efficient and water management solutions that are materially impactful and economically sustainable. Where possible, we will apply for the appropriate government grants.
<b>Access to new opportunities (e.g. Investment community and financing)</b>	Far East H-Trust's efforts at mitigating climate risk will open up more opportunities for partnership and collaboration (e.g. ESG Funds and Sustainable financing), and greater recognition by the investment community.	Medium	●	Far East H-Trust will progressively improve its sustainability initiatives and keep abreast of emerging and future regulations.  In the area of sustainable financing, Far East H-Trust has S\$483.6 million of sustainability-linked term loans as well as a sustainability-linked interest rate swap with a notional amount of S\$100 million during the year.
<b>Cultivating a talent pool of skilled ESG professionals</b>	Training and enrichment of knowledge in the area of ESG.	Short	●	The REIT Manager will send relevant employees for applicable sustainability trainings, including those organised by SGX and other relevant training providers.
<b>Building a sustainable portfolio</b>	Greater awareness over the importance of having greener assets and a focus to buy green assets to meet our long-term net zero emissions target.	Short	●	The REIT Manager has an investment management policy that includes climate criteria for new acquisitions.  Concurrently, a decarbonisation roadmap has been developed to guide Far East H-Trust in prioritising its initiatives for the years ahead.

## IMPACTING LIVES



### Occupational Health and Safety

Far East H-Trust is dedicated to fostering a safe and healthy working environment for all Operator employees at our properties, making their well-being a top priority. This commitment not only minimises the occurrence of workplace incidents and safeguards the Trust and the Operator against reputational risk and costly fines, but also enhances employees' morale and productivity.

To cultivate 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 2024, Far East H-Trust maintained and achieved our target of ensuring zero workplace fatalities and zero occupational disease across our properties. The number of workplace incidents recorded was 13, which includes "near-misses" and minor incidents involving employees and/or third parties which occurred at the properties. 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.

The REIT Manager 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.

#### Target for FY 2025

Achieve zero workplace fatality across all its properties.

Health and Safety	FY 2022	FY 2023	FY 2024
Number of Workplace Fatalities	0	0	0
Number of Occupational Disease Cases	0	0	0
Number of Workplace Incidents (Including "near-misses")	37	30	13

# SUSTAINABILITY REPORT

Initiatives	Our Commitment to Health and Safety
<p><b>Workplace safety and health risk assessments</b></p>	<p>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.</p>
<p><b>Company emergency response teams ("CERT")</b></p>	<p>The Operator's front office staff are fully certified to meet the requirements of the CERT and have undergone WSQ training in response to fire and emergency situations or equivalent courses, along with obtaining the CERT first aid certification. In addition to this, each property is equipped with a designated Site Main Controller and Site Incident Controller who are competent in managing site emergencies effectively. This ensures swift and efficient responses to any emergency incidents, prioritising safety and preparedness at all times.</p>
<p><b>Certified fire safety managers ("FSM") and situational emergency drills</b></p>	<p>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 the level of preparedness in response to emergencies.</p>

## Diversity and Equal Opportunity

At Far East H-Trust, we recognise our employees as the driving force behind the success of our organisation. We strive to attract and retain talent that aligns with our values and business objectives while fostering an inclusive and diverse workplace that provides equal opportunities for all.

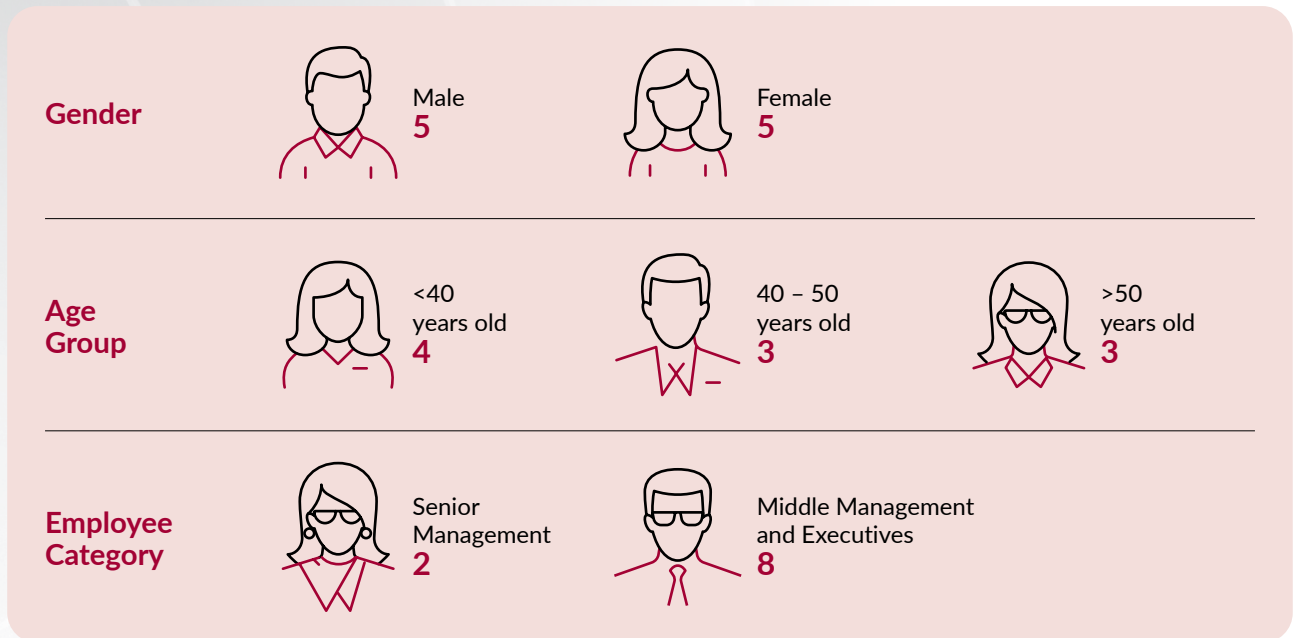
### Employee Profile

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 2024, the REIT Manager had a total of ten full-time employees, consisting of nine permanent staff and one on a contract basis. The following table shows the breakdown of employees by gender, age and employee category.

During the year, there were no employee turnovers or new hires.



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 2024.

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

For FY 2024, the employee engagement survey was not carried out as it was under review. It is targeted to be conducted in February 2025. The results will be presented in next year’s Annual Report.

### Employee Compensation and 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 comprehensive benefits to incentivise the development of progressive, long-term careers, with the majority of benefits also applicable to contract employees. Additionally, eligible staff are entitled to parental leave. The infographics on the following page details key employee benefits offered to full-time employees.



# SUSTAINABILITY REPORT

## EMPLOYEE BENEFITS



Healthcare



Leave



Retirement Provision



Employee Health and Wellness



Self-Development



Life Insurance/Disability and Invalidity Coverage

## Talent Development

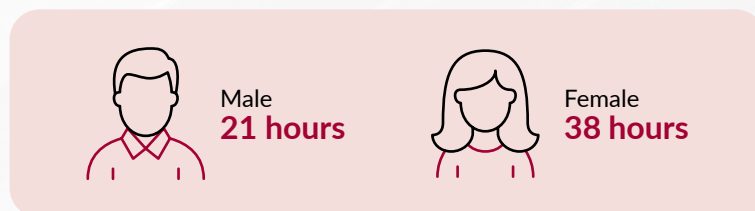
The REIT Manager places a high emphasis on upskilling our employees and invests in learning and development programmes to equip employees with the right skill sets. We believe career development and employee training is a crucial part of human resource management, and this will contribute towards developing 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; and
- Investing in learning and training opportunities

## Learning and Development

In FY 2024, employees of the REIT Manager clocked an average of 29 training hours, with the breakdown of training hours by gender as follows:

### Average Training Hours per Employee per Gender



We develop our employees according to their abilities and job specifications, and during the year, various training courses were provided for employees.

To develop a culture of continuous learning within the organisation, employees are 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 2024, 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.

## 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. Therefore, we engage our tenants on an ongoing basis through festive season interactions, periodic site walks, and discussions during lease renewals to gather feedback and gain a better understanding of their concerns and requirements.

## Community Well-being

As a socially responsible organisation, Far East H-Trust has an annual budget to support initiatives under the Social pillar, benefitting the community through volunteerism, financial contributions and in-kind donations. The REIT Manager is committed to making a positive impact by fostering long-term relationships with beneficiaries and non-profit organisations for various causes. Additionally, Far East H-Trust actively participates in some of our Sponsor's community activities.

### Life Community Services Society

In 2024, Far East H-Trust deepened its partnership with Life Community Services Society ("LCSS"), a charity dedicated to empowering children, youths, and families through care and mentoring to build strong foundations for life. As part of this collaboration, Far East H-Trust supported a series of engagement activities that brought joy and meaningful experiences to the beneficiaries.

In August, employees of Far East H-Trust joined the beneficiaries of LCSS for an Action Motion experience at Home TeamNS Bedok Reservoir, where participants engaged in interactive challenges designed to promote teamwork and resilience. In September, the Trust sponsored a movie night at Shaw Lido cinema to provide the beneficiaries an opportunity to enjoy a shared cinematic experience in a welcoming and inclusive setting. As part of LCSS' Christmas celebration, the team distributed food packs to beneficiaries, bringing families together to celebrate the festive season through a variety of activities, performances, and community engagement initiatives.



# SUSTAINABILITY REPORT

## Crossings Cafe

Over the last few years, Far East H-Trust has supported Crossings Café, a social enterprise located at The Catholic Centre that provides employment for the disadvantaged and channels its profits to charitable causes. In support of its mission, Far East H-Trust purchased stored value vouchers for distribution to Staped Securityholders who attended the 2024 AGM, reinforcing our commitment to supporting meaningful causes while engaging our stakeholders.

## Education Assistance Scheme

The Education Assistance Scheme (“EAS”) was established in 2022 with the aim of improving the future of youths through education support. Beneficiaries of the EAS are children of lower-income employees working for Far East H-Trust’s tenants. Since its inception, a total of 24 bursaries have been awarded, benefitting children in their academic pursuits. In 2024, the EAS extended its impact, benefitting more youths with a total of 10 bursaries awarded. Beyond providing financial assistance, this initiative aims to strengthen Far East H-Trust’s relationship with tenants, a key stakeholder group, while contributing to the educational development of individuals.



## Bursary Programme with the Singapore Institute of Technology

Furthering our commitment to education, Far East H-Trust launched a four-year bursary programme in 2024 in partnership with the Singapore Institute of Technology. Designed to support full-time students pursuing a Bachelor of Hospitality Business, the programme awarded two bursaries in its inaugural year. This initiative aims to create opportunities for aspiring hospitality professionals, ensuring that students from low-income families receive

the support they need to achieve their academic and career aspirations while developing the talent pipeline for the industry.

These collective efforts reflect our broader commitment to corporate social responsibility and community engagement, demonstrating our dedication to making a meaningful and lasting impact on society.

## 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 of 2024, the Board and its Board Committees comprise directors with an appropriate balance and diversity of skills, experience and knowledge. In terms of gender diversity, 3 out of 7 or 43% of directors are female. Our commitment to ensuring diversity among board members was first acknowledged by the Council for Board Diversity in 2021 when we were recognised as one of the initial top 100 companies to achieve gender parity in women's participation on the Board. Today, we remain well above the Council's recommended target<sup>9</sup> for listed companies, underscoring our ongoing commitment to fostering inclusive leadership and diverse perspectives at the Board level.

### 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, fostering a common understanding and reducing the likelihood of subjectivity or non-compliance in 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 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

<sup>9</sup> 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.

# SUSTAINABILITY REPORT

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.

## 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.

## Corruption and Bribery Prevention Policy

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.

We observe a Corruption and Bribery Prevention Policy with detailed guidelines and procedures in accordance to Far East Organization's ("FEO") 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 the Loss Management Policy are established to enable 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.

In FY 2024, 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 will 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 90 to 132.

## 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 and ensure that they are made aware of the policy. Far East H-Trust will remain committed to collaborating with its stakeholders to practise responsible sourcing along its supply chain.

### Recognition for Good Corporate Governance

Our commitment and dedication to upholding the highest standards of corporate governance has garnered us various awards over the years. Some of these are listed in the table below.

Award	Description
<b>Singapore Governance and Transparency Index ("SGTI")<sup>10</sup></b>	<p>Ranked Among the Top 10 S-REITs and Business Trusts in the SGTI Assessment for Six Consecutive Years (2019 to 2024)</p> <p>The SGTI is a leading benchmark for assessing corporate governance practices among Singapore-listed companies. Far East H-Trust has consistently ranked among the top 10 S-REITs for six consecutive years, underscoring our strong commitment to governance excellence. In 2024, our base score improved from the previous year, securing the second-highest ranking in the REITs and Business Trusts category.</p>
<b>SIAS Investors' Choice Award ("SIAS")<sup>15</sup></b>	<p>Track Record of Excellence in Corporate Governance and Shareholder Communication</p> <p>Far East H-Trust has been recognised for its commitment to corporate governance and transparent shareholder communication. In 2023, Far East H-Trust won both the Singapore Corporate Governance Award and the Shareholder Communication Excellence Award under the REITs and Business Trusts category. Previously, the Trust was recognised as runner-up in both awards in 2022 and as runner-up in the Shareholder Communication Excellence Award in 2021.</p>
<b>Governance Index for Trusts ("GIFT")<sup>11</sup></b>	<p>Ranked Among the Top 10 S-REITs and Business Trusts in the GIFT Assessment for Four Consecutive Years (2019 to 2022)</p>
<b>ASEAN Corporate Governance Scorecard ("ACGS")<sup>12</sup></b>	<p>Ranked Among the Top 10 Publicly-Listed Entities in Singapore (by Market Capitalisation) and Recipient of the ASEAN Asset Class Award for 2021 (Awarded in 2022)</p>

10 REITs and Business Trust Category.

11 The GIFT assessment framework underwent a review in 2023. As of 31 December 2024, no further updates have been provided regarding its relaunch.

12 The next launch of the ASEAN Corporate Governance Scorecard assessment expected to be in 2025.

# SUSTAINABILITY REPORT

Statement of Use: Far East H-Trust has reported in reference with the GRI Standards for the period 1 January 2024 to 31 December 2024. Title of GRI Used: GRI 1: Foundation 2021 has been adopted within our Sustainability Report.

GRI Standards	Disclosure Number	Disclosure Title	Page Reference and/or Remark
<b>General Disclosures</b>			
GRI 2: General Disclosures 2021	Organisation and its Reporting Process		
	2-1	Organisational details	About Us, Pg 04
	2-2	Entities included in the organisation's sustainability reporting	About the Report, Pg 54
	2-3	Reporting period, frequency and contact point	
	2-4	Restatements of information	N/A
	2-5	External assurance	External assurance will be considered in line with relevant regulations
	Activities and Workers		
	2-6	Activities, value chain and other business relationships	Board Statement, Pg 52-53 About the Report, Pg 54 Supply Chain, Pg 80-81
	2-7	Employees	Impacting Lives – Employee Profile, Pg 74-75
	2-8	Workers who are not employees	N/A
	Governance		
	2-9	Governance structure and composition	Corporate Governance – Board Composition and Guidance, Pg 98-102
	2-10	Nomination and selection of the highest governance body	Corporate Governance – Board Membership, Pg 103-105
	2-11	Chair of the highest governance body	Corporate Governance – Chairman and CEO, Pg 102
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance – Accountability and Audit, Pg 112-123	
2-13	Delegation of responsibility for managing impacts		
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance, Pg 55-56	

GRI Standards	Disclosure Number	Disclosure Title	Page Reference and/or Remark	
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	Corporate Governance: Board Meetings and Activities, Pg 94-96 Risk Management and Internal Controls, Pg 112-119 Audit Committee, Pg 119-123	
	2-16	Communication of critical concerns	Corporate Governance: Chairman and CEO, Pg 102 Whistle Blowing Policy, Pg 121 Engagement with Shareholders and Stakeholders, Pg 125-126	
	2-17	Collective knowledge of the highest governance body	Corporate Governance: Board Matters, Pg 93-97 Board Composition and Diversity Policy, Pg 99-102	
	2-18	Evaluation of the performance of the highest governance body	Corporate Governance – Board Performance, Pg 106	
	2-19	Remuneration policies	Corporate Governance – Remuneration Matters, Pg 107-111	
	2-20	Process to determine remuneration		
	2-21	Annual total compensation ratio		
	<b>Strategy, Policy and Practices</b>			
	2-22	Statement on sustainable development strategy	Board Statement, Pg 52-53	
2-23	Policy commitments	Good Governance, Pg 79-81		
2-24	Embedding policy commitment			
2-25	Processes to remediate negative impacts	Stakeholder Engagement, Pg 57-58		
2-26	Mechanisms for seeking advice and raising concerns	Good Governance, Pg 79-81		
2-27	Compliance with laws and regulations			
2-28	Membership associations			
<b>Stakeholder Engagement</b>				
2-29	Approach to stakeholder engagement	Stakeholder Engagement, Pg 57-58		
2-30	Collective bargaining agreements	There are no collective bargaining agreements in place		



# SUSTAINABILITY REPORT

GRI Standards	Disclosure Number	Disclosure Title	Page Reference and/or Remark
<b>Disclosure of Material Topics</b>			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Stakeholder Engagement, Pg 57-58
	3-2	List of material topics	Materiality Assessment, Pg 59
<b>Material Topic 1: Economic Performance</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Economic Performance, Pg 62 Financial Statements, Pg 139-203
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	
	201-2	Financial implications and other risks and opportunities due to climate change	Climate Resilience, Pg 69-72
<b>Material Topic 2: Resource Efficiency</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Securing Our Future, Pg 63-72
GRI 302: Energy 2016	<b>Energy</b>		
	302-1	Energy consumption within the organisation	Energy Consumption, Pg 65
	302-2	Energy consumption out of the organisation	
	302-3	Energy intensity	Strategic and Operational Initiatives for Energy Conservation, Pg 66-67
GRI 303: Water and Effluents 2018	<b>Water</b>		
	303-1	Interactions with water as a shared resource	Water Management, Pg 68 Water Source: Public Utilities Board
	303-2	Management approach: Management of water discharge-related impacts	
	303-3	Water consumption	
<b>Material Topic 3: Climate Change Mitigation, Adaptation and Resilience Building</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Greenhouse Gas Emissions, Pg 63-64
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	
	305-2	Energy indirect (Scope 2) GHG emissions	
	305-4	GHG emissions intensity	

GRI Standards	Disclosure Number	Disclosure Title	Page Reference and/or Remark
<b>Material Topic 4: Health and Safety</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Page 73-74
GRI 403: Occupational Health and Safety 2018	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	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
GRI 403: Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety management system	
	403-9	Work-related injuries	
	403-10	Work-related ill health	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Impacting Lives, Pg 77
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	
<b>Material Topic 5: Diversity and Equal Opportunity</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Impacting Lives, Pg 74-76
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Impacting Lives, Pg 74-76
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	
	401-3	Parental leave	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	

# SUSTAINABILITY REPORT

GRI Standards	Disclosure Number	Disclosure Title	Page Reference and/or Remark
<b>Material Topic 6: Talent Development</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Impacting Lives, Pg 76
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	
<b>Material Topic 7: Local Communities</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Impacting Lives, Pg 77-78
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	
<b>Material Topic 8: Ethics and Compliance</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Good Governance, Pg 79-81
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	
GRI 205: Anti-corruption 2016	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	
<b>Material Topic 9: Waste</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Waste, Pg69
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	
	306-2	Management of significant waste-related impacts	
	306-3	Waste generated	
	306-4	Waste diverted from disposal	
	306-5	Waste directed to disposal	

## TCFD Index

Core Element	Recommended Disclosure	Section and Page Reference
<b>Governance:</b> Disclose the organisation's governance around climate-related risks and opportunities	- Describe the board's oversight of climate-related risks and opportunities	Sustainability Strategy, Pg 55-56
	- Describe management's role in assessing and managing climate-related risks and opportunities	Sustainability Strategy, Pg 55-56 Climate Resilience, Pg 70
<b>Strategy:</b> Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning where such information is material	- Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term	Climate Resilience, Pg 69-72
	- Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning	
	- Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	
<b>Risk Management:</b> Disclose how the organisation identifies, assesses, and manages climate-related risks	- Describe the organisation's processes for identifying and assessing climate-related risks	Climate Resilience, Pg 69-70
	- Describe the organisation's processes for managing climate-related risks	Climate Resilience, Pg 70-71
	- Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management	Enterprise Risk Management, Pg 88-89
<b>Metrics and Targets:</b> Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	- Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	Greenhouse Gas Emissions, Pg 63-64
	- Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks	
	- Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Greenhouse Gas Emissions, Pg 63-64 Climate Resilience, Pg 70-72