

SUSTAINABILITY REPORT

BOARD STATEMENT

Dear Stakeholders,

We are pleased to present Far East Hospitality Trust's ("Far East H-Trust" or the "Trust") ninth Sustainability Report for FY 2025. 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.

Building a Strong Sustainability Foundation

Since the publication of our inaugural Sustainability Report in FY 2017, the Trust has progressively strengthened its sustainability framework, governance structure and climate-related risk management processes. 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) a comprehensive review and update of Far East H-Trust's sustainability strategy; (b) the establishment of an appropriate ESG governance structure, with oversight by the Audit, Sustainability and Risk Committee ("ASRC") and implementation led by the Sustainability Working Committee; (c) the integration of ESG risks and opportunities into the Enterprise Risk Management framework and strategic planning and decision-making process; (d) annual reviews, updates and validation of Far East H-Trust's material ESG topics; and (e) the setting of a long-term net-zero emissions target by 2050 and a mid-term target to reduce absolute Scope 1 and 2 emissions by 20% by 2030 from a 2024 base year.

Alongside these initiatives, we continued enhancing the quality and scope of our sustainability disclosures. Climate-related considerations remain integrated into asset lifecycle planning, capital expenditure decisions and risk management processes. In preparation for the mandatory International Sustainability Standards Board ("ISSB") reporting requirements, which have been extended to FY 2028 for listed companies of our size, we will undertake a gap analysis to identify areas for improvement and additional disclosure with the support of an external advisor. Our Sustainability Report continues to be prepared in reference to the Global Reporting Initiative ("GRI") Standards and relevant SGX requirements.

Making Progress in FY 2025

In FY 2025, we made progress against these commitments. Absolute Scope 1 and 2 emissions declined by 11.8% from the 2024 base year, exceeding our interim reduction target. Emission intensity per occupied room also decreased by 18.2% year-on-year, driven by operational optimisation measures and energy

management initiatives. In December 2025, the new high-efficiency chiller plant at Village Hotel Changi commissioned. Together with additional sustainability initiatives, it enabled the hotel to attain the BCA Green Mark (GoldPlus) provisional certification. Separately, Village Hotel Bugis also successfully achieved Green Mark 2021 (GoldPlus) re-certification. As part of the strategic initiatives under our decarbonisation pathway, feasibility studies have been planned for Vibe Hotel Singapore Orchard / The Quincy Hotel to assess the replacement and upgrade of its older and less efficient chiller system.

The year also marked a significant milestone in Far East H-Trust's growth journey with the completion of the acquisition of Four Points by Sheraton Nagoya, Chubu International Airport ("FPN"), the Trust's first overseas asset. During the year, FPN received the Sakura Quality – An ESG Practice certification, reinforcing our commitment to achieving sustainable practices across markets. In this regard, we work closely with our Operators in Singapore and Japan to advance shared ESG objectives across the portfolio.

On our Social pillar of Impacting Lives, the Trust remains committed to generating positive social impact within the communities in which we operate. The Education Assistance Scheme continues to support children of lower-income employees working for our tenants, while our four-year bursary programme in partnership with the Singapore Institute of Technology ("SIT") contributes to the development of future hospitality professionals.

In the area of sustainable financing, Far East H-Trust increased its sustainability-linked term loans to S\$499.3 million, representing 64% 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.

Good governance remains foundational to the Trust's long-term resilience. In 2025, the Trust was ranked among the Top 10 S-REITs and Business Trusts in the Singapore Governance and Transparency Index ("SGTI") for the seventh consecutive year, and was recognised as a recipient of the ASEAN Asset Class Award under the ASEAN Corporate Governance Scorecard ("ACGS").

These recognitions reflect our commitment to upholding high corporate governance standards and our continued commitment to accountability.

Far East H-Trust remains committed to disciplined execution of our decarbonisation roadmap, strengthening climate resilience and enhancing transparency in sustainability reporting. We believe this structured and consistent approach positions the Trust to deliver sustainable long-term value for our stakeholders.

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 2025 to 31 December 2025 (“FY 2025”). The scope of this report includes all hotels and serviced residences owned by Far East H-Trust as shown below.

Hotels	
Singapore	
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
Japan	
10.	Four Point by Sheraton Nagoya, Chubu International Airport
Serviced Residences	
Singapore	
11.	Village Residence Robertson Quay
12.	Village Residence Hougang
13.	Adina Serviced Apartments Singapore Orchard

Far East H-Trust adopts the operational control approach under the Greenhouse Gas (“GHG”) Protocol for the consolidation of Scope 1 and Scope 2 emissions. Through the REIT Manager, the Trust exercises oversight over environmental performance, sets portfolio-wide sustainability targets, approves infrastructure and asset enhancement initiatives, and collaborates with the Operators on sustainability matters.

The Singapore hotels and serviced residences are managed by Far East Hospitality Management (S) Pte. Ltd. (the “Singapore Operator”), and Four Points by Sheraton Nagoya, Chubu International Airport is operated under a hotel management agreement with

Marriott International, Inc. (the “Japan Operator”). In this report, the term “Operator” refers collectively to the Singapore Operator and the Japan Operator, unless otherwise stated.

This report has been prepared in reference to the Global Reporting Initiative Standards 2021 (“GRI”), the climate-related disclosure requirements aligned with the International Sustainability Standards Board (“ISSB”) standards, 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 report should be read in conjunction with the other sections of the Annual Report for a comprehensive overview.

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. In preparing this report, the GRI Reporting Principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability have been applied. Climate-related disclosures are structured in alignment with the four core elements of governance, strategy, risk management, and metrics and targets, consistent with the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”) and the ISSB framework. The GRI and TCFD index summaries are set out at the end of this report.

Internal Review & Independence Assurance

An internal review was conducted by an independent internal auditor to assess the design adequacy and effectiveness of internal controls and procedures in this report. Limited assurance over the electricity consumption intensity performance metric for the Singapore portfolio was obtained from Ernst & Young LLP in accordance with SSAE 3000 (Revised) Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, for the financial year ended 31 December 2025. 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.

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/sr.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.

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.

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.

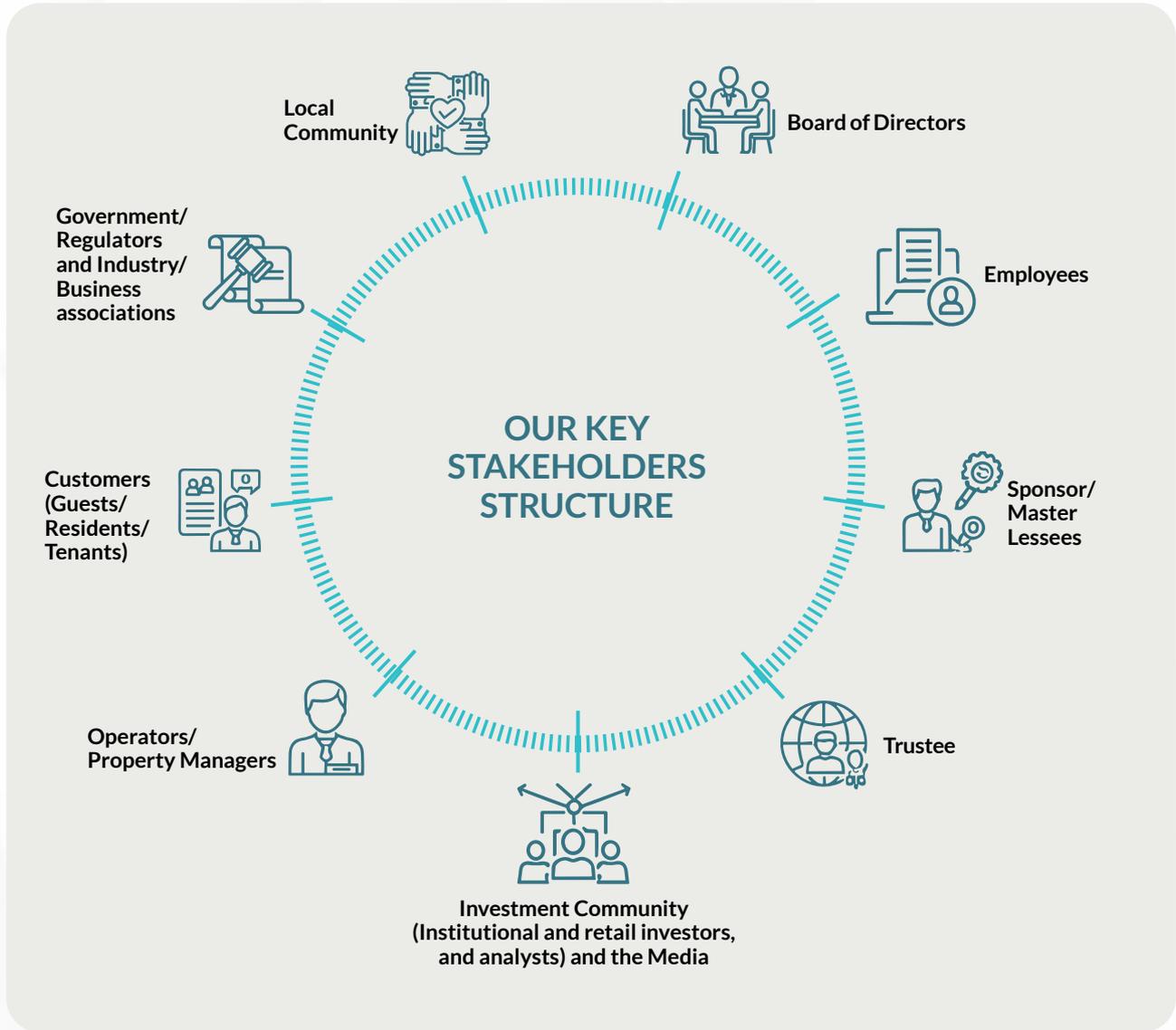
SUSTAINABILITY GOVERNANCE

Board Oversight

The Boards 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.

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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 Managers strive 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.

Key Stakeholders	Key Areas of Interests	Mode of Engagement
Board of Directors	<ul style="list-style-type: none"> • Financial and operational performance Annual General Meeting • 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)	<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)
Operators/Property Managers	<ul style="list-style-type: none"> • Optimal operational performance • Property maintenance and enhancements • Implementation of ESG strategy and best practices 	<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 sustainability meetings with the Singapore Operator and periodic sustainability engagements with the Japan Operator
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

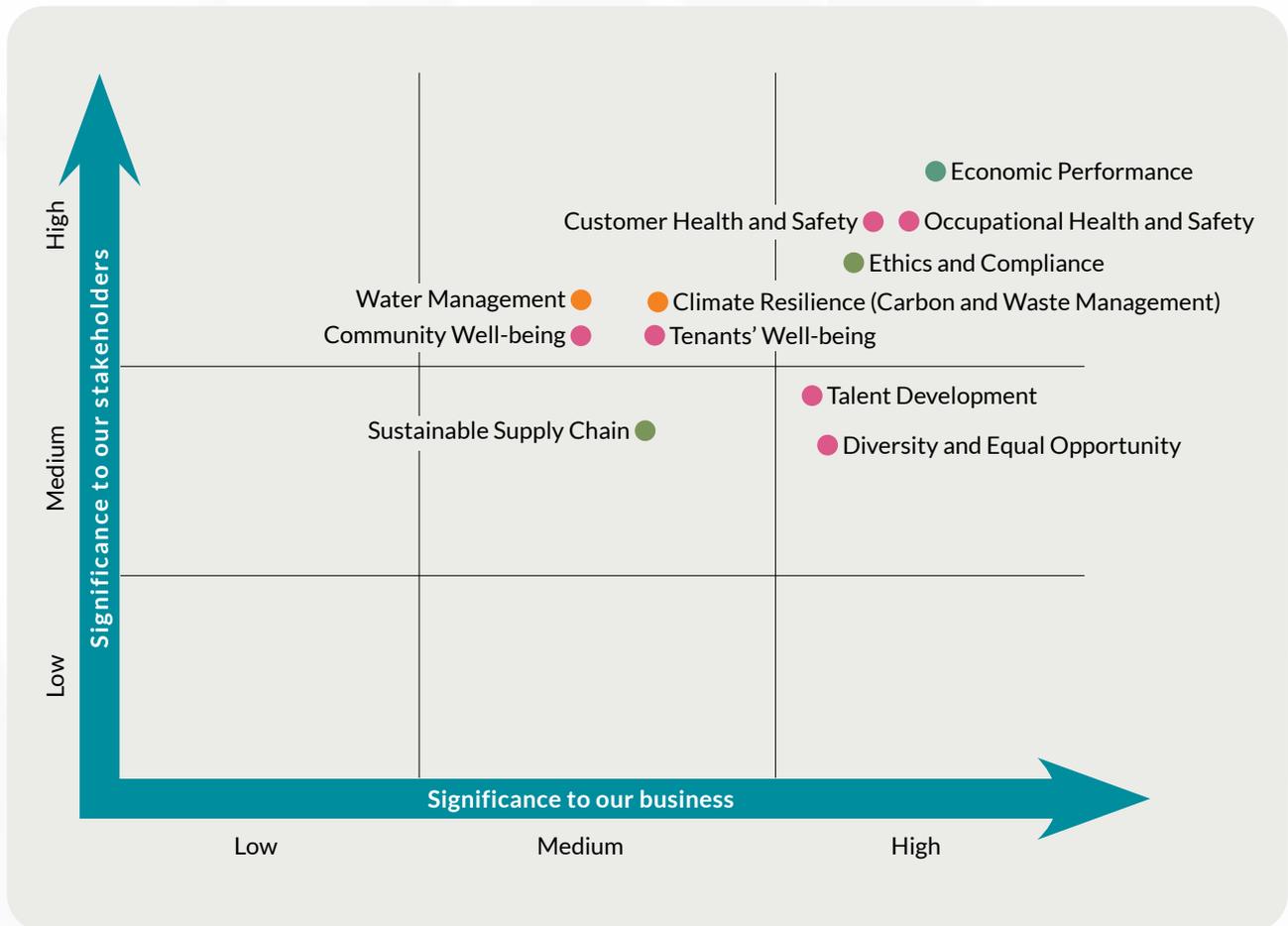
For more details on our engagement with Stapled Securityholders, Investment Community and the Media, please refer to page 45 on Investor Relations.

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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 2025, the ASRC reviewed the material ESG topics and was of the view that they remain relevant and appropriate, reflecting the sustainability-related matters most significant to the Trust and its stakeholders.

ESG Material Topics



- Creating Lasting Value (Economic)
- Securing Our Future (Environment)
- Impacting Live (Social)
- Good Governance

SUSTAINABILITY REPORT

OUR JOURNEY



KEY HIGHLIGHTS FOR FY 2025

 <p>CREATING LASTING VALUE (Economic)</p>	 <p>SECURING OUR FUTURE (Environment)</p>	 <p>IMPACTING LIVES (Social)</p>	 <p>GOOD GOVERNANCE (Governance)</p>
<ol style="list-style-type: none"> Gross revenue grew 2.5% year-on-year to S\$111.4 million. Core Distribution per Stapled Security grew 2.2% year-on-year to 3.31 Singapore cents. Sustainability-linked term loans of S\$499.3 million (~64% of total committed borrowings). 	<ol style="list-style-type: none"> Reduced absolute Scope 1 and 2 emissions by 15% from the 2024 base year, exceeding the 3% interim target and progressing towards the 2030 target of a 20% reduction. Obtained BCA Green Mark Certifications for Village Hotel Changi and Village Hotel Bugis Ranked among the top 10% of the Global Universe for the Morningstar Sustainalytics ESG rating¹. 	<ol style="list-style-type: none"> Fifteen recipients benefited from the Education Assistance Scheme and the Bursary Programme with the Singapore Institute of Technology. Team members participated in 2 community events, bringing joy and meaningful experiences to the beneficiaries. Zero fatalities and occupational diseases. 	<ol style="list-style-type: none"> Ranked 6th overall in the Singapore Governance and Transparency Index², improving from 10th in the previous year. 50% of board consists of female directors, exceeding the recommended target set by the Council for Board Diversity's for listed companies. Additionally, women make up 55% of the REIT Manager's employees, reflecting our commitment to gender diversity. Zero case of incidents relating to corruption, non-compliance and data leaks, theft or breaches.

1 As of May 2025. 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.

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SECURING OUR FUTURE

Greenhouse Gas Emissions

FY 2025 Target	FY 2025 Performance	FY 2026 Target
Reduce absolute Scope 1 & 2 emissions by 3% (Vs. 2024 base year)	Achieved 11.8% reduction in absolute Scope 1 & 2 emissions	Reduce absolute Scope 1 & 2 emissions by 7% (vs 2024 base year)

FY 2025 Disclosure of Scope 1, 2 and 3 Categories

Scope 1	
Diesel	0 tCO ₂ e
Natural Gas	253 tCO ₂ e
Refrigerant	626 tCO ₂ e
Scope 2	
Electricity Purchased	14,207 tCO ₂ e
Scope 3	
Waste Generated in Operations	15 tCO ₂ e
Business Travel	27 tCO ₂ e
Employee Commute	7 tCO ₂ e

Managing Greenhouse Gas Emissions

Far East H-Trust remains committed to achieving net-zero emissions by 2050. The Trust has in place a mid-term target to reduce absolute Scope 1 and Scope 2 emissions by 20% by 2030 from the base year of 2024. The target was developed following a detailed review of the Trust’s decarbonisation roadmap, which incorporates planned chiller replacements, operational initiatives and anticipated grid efficiency improvements. The 2030 target follows a linear trajectory towards the 2050 net-zero ambition and is aligned with the revised linear pathway set out by the Singapore Government in February 2025.

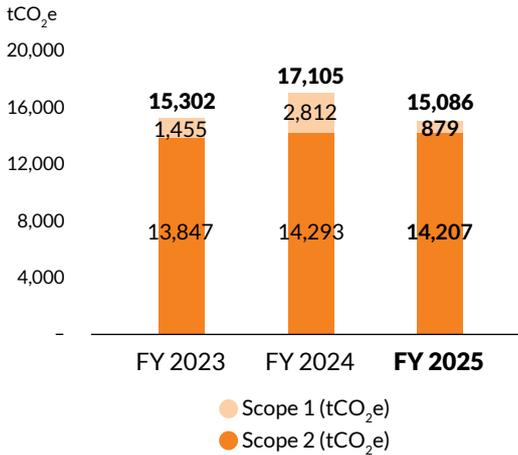
For the year, total Scope 1 and Scope 2 emissions decreased by 11.8% year-on-year to 15,086 tCO₂e, compared with 17,105 tCO₂e in the year before. The reduction was primarily driven by lower Scope 1 emissions, particularly from refrigerants, following the rectification of a chiller-related leak that occurred in 2024. Natural

gas consumption remained relatively stable year-on-year. Scope 2 emissions from purchased electricity declined year-on-year, reflecting both improved electricity consumption across the portfolio and a 2.4% reduction in the grid emission factor during the year.

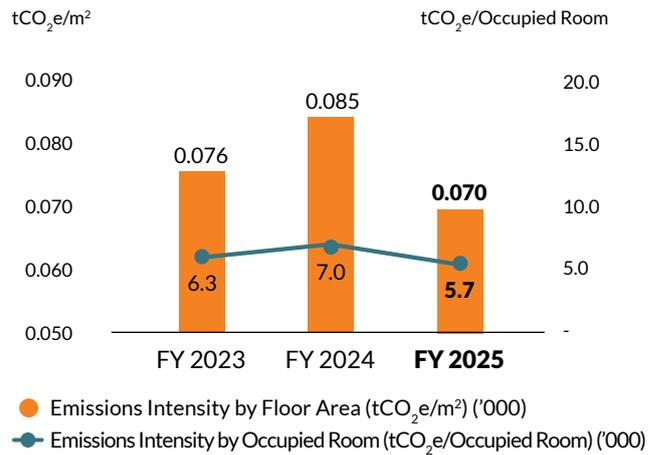
On an intensity basis, carbon emissions per occupied room decreased by 18.2% year-on-year to 5.7 tCO₂e ('000) per occupied room. The improvement reflects both the absence of one-off refrigerant emissions recorded in 2024 and continued energy management efforts across the properties.

The Trust continues to disclose selected Scope 3 emissions, including Waste Generated in Operations, Business Travel and Employee Commute, enhancing transparency over its broader carbon footprint.

Carbon Emissions^{4,5,6}



Carbon Emissions Intensity



Managing Energy Consumption

Energy consumption is a key environmental consideration for Far East H-Trust, given the nature of hospitality operations. Improving building energy performance remains an important focus area as the Trust seeks to enhance operational efficiency and reduce emissions over time. Our Energy Conservation Policy provides the framework for managing energy use across the portfolio, with energy performance monitored and reviewed regularly in collaboration with the Operator.

For the year, total energy consumption increased marginally by 1.9% year-on-year to 36.7 million kWh, primarily attributable to the inclusion of energy usage from Four Points by Sheraton Nagoya (“FPN”) following its acquisition. Electricity remained the dominant energy source, accounting for approximately 96.2% of total consumption. Electricity usage increased to 35.3 million kWh, while natural gas consumption rose slightly to 1.4 million kWh. Diesel usage remained negligible.

On an intensity basis, energy consumption per occupied room decreased by 5.4% year-on-year to 13.92 thousand kWh per occupied room.

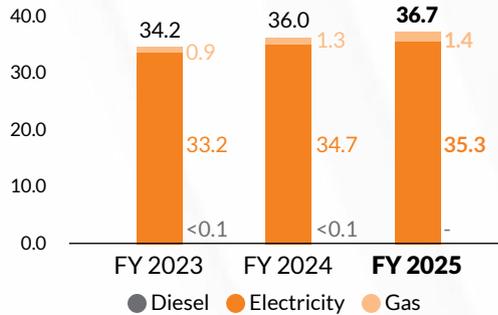
Excluding FPN’s contribution, total energy consumption would have been 35.4 million kWh, representing a 1.7% year-on-year decline. Electricity consumption across the Singapore portfolio decreased to 34.1 million kWh, while gas consumption remained broadly stable at 1.3 million kWh. On an intensity basis, energy consumption per occupied room for the Singapore portfolio decreased by 1.6% year-on-year to 14.48 thousand kWh per occupied room. The improvement reflects incremental efficiency gains from energy management efforts, including operational tuning and preventive maintenance of key building systems across the properties.

4 Far East H-Trust calculates its Scope 1, 2 and 3 GHG emissions using the operational control approach in accordance with the GHG Protocol. The emission factor applied for purchased electricity (Scope 2) is based on the latest grid emission factor published by the Energy Market Authority of Singapore (“EMA”). Emission factors for all other emission sources across Scope 1 and Scope 3 are from the UK Department for Environment, Food and Rural Affairs (“DEFRA”) environmental reporting guidelines. Emission factors from the Singapore Emission Factors Registry (“SEFR”) are applied for Scope 3 Category 7 (Employee Commute).
 5 Scope 1 emissions comprise direct emissions from backup diesel generators, gas heaters and refrigerants.
 6 Scope 2 emissions comprise indirect emissions from purchased electricity, and the data presented were computed using the location-based method.

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Energy Consumption⁷

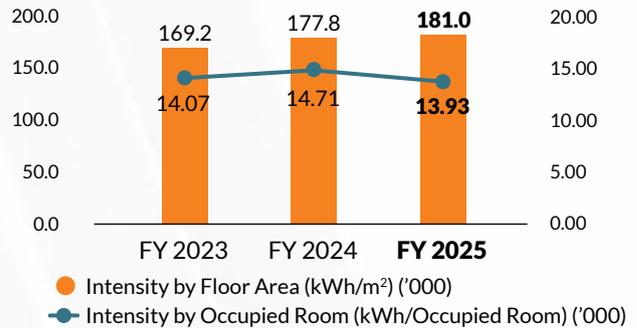
kWh (Millions)



Energy Intensity⁸

kWh/SQ M ('000)

kWh/Occupied Room



Managing Water Consumption

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, absolute water consumption remained relatively stable, declining marginally by 0.1% year-on-year to 467.9 thousand m³, as the underlying reduction in consumption was partly offset by the contribution from FPN following its acquisition in April 2025. Excluding FPN’s contribution, water consumption would have declined by 4.3% year-on-year to 448.2 thousand m³, reflecting changes in guest usage patterns. On an intensity basis per occupied room, water consumption decreased by 7.3% year-on-year to 177.4 m³ per occupied room. The

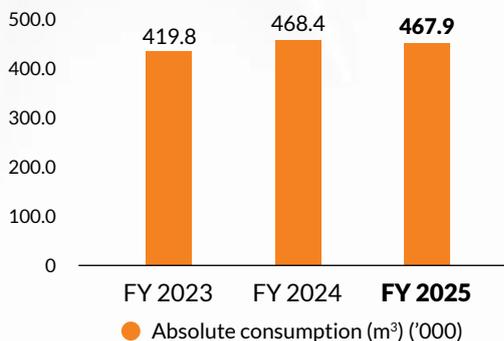
reduction in intensity reflects more moderated per-room water usage during the year.

Although a formal water reduction target has not been set, the REIT Manager continues to work closely with the Operator to remain aligned in promoting responsible water management across the portfolio.

Over the years, various initiatives have been implemented to improve water efficiency. These include the “Think Sustainable Hospitality” programme, where guests are encouraged to minimise the frequency of towel and linen changes. In addition, water-efficient fittings, including 3-tick Water Efficiency Labelling Scheme rated taps, have been installed in selected properties to support more efficient water usage.

Water Consumption

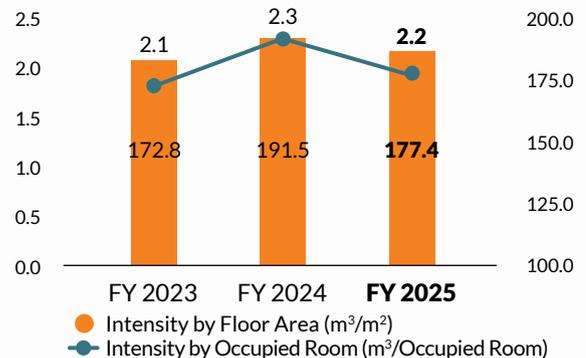
m³ ('000)



Water Intensity

m³/SQ M

m³/Occupied Room



7 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.

8 Energy consumption intensity ('000 kWh/Room) comprises electricity consumption intensity of 13.401 for FY 2025, 14.182 for FY 2024, and 13.674 for FY 2023; gas consumption intensity of 0.52 for FY 2025, 0.53 for FY 2024, and 0.39 for FY 2023; and diesel consumption intensity of less than 0.01 across all reported years. Excluding FPN, electricity consumption intensity ('000 kWh/Room) would have been 13.931 for FY 2025.

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Global Sustainable Tourism Council (“GSTC”)

In 2024, the Operator successfully achieved GSTC certification for all Singapore hotels within the Far East H-Trust’s portfolio. The certification is valid for three years and was achieved ahead of the target set by the Singapore Tourism Board and the Singapore Hotel Association under the Hotel Sustainability Roadmap.

The GSTC certification recognises hotels that meet established international standards for sustainable tourism practices, including environmental management, social responsibility and governance. It provides assurance that the hotels have undergone a credible assessment process and reinforces the Operator’s commitment to sustainable operations in Singapore.



Sakura Quality – An ESG Practice

In Japan, Four Points by Sheraton Nagoya, Chubu International Airport (“FPN”) received the Sakura Quality – An ESG Practice certification in November 2025. The certification is valid for three years and recognises hotels that demonstrate strong ESG practices aligned with the UN SDGs. FPN attained the “Restorative” rating under this certification, which denotes an advanced level of ESG performance beyond baseline compliance standards.



Village Hotel Changi – Green Mark GoldPlus Asset Enhancement

In Singapore’s tropical climate, cooling systems can account for approximately 40% of a building’s total electricity consumption. Improving chiller plant efficiency therefore represents one of the most effective levers for reducing energy usage in hospitality assets.

To support the Trust’s mid-term 2030 decarbonisation target of reducing absolute Scope 1 and 2 emissions by 20%, the REIT Manager conducted a portfolio-wide review of chiller systems in 2023 to assess equipment approaching end-of-life and identify high-impact energy optimisation opportunities. Village Hotel Changi was prioritised for upgrade given the age of its system and the potential for meaningful efficiency improvements.

The replacement formed part of a broader asset enhancement programme aligned with the Trust’s pursuit of BCA Green Mark certification. The Green Mark framework assesses buildings holistically across multiple sustainability dimensions, including:

- Energy efficiency
- Water efficiency
- Environmental protection and sustainable materials
- Indoor environmental quality
- Smart building and management systems

Following the successful commissioning of the new high-efficiency chiller plant in December 2025, the upgraded system is expected to:

- Reduce electricity consumption of the cooling system by up to 40%
- Improve operational reliability and long-term maintainability
- Lower refrigerant-related emission risk through the use of R-1234ze, a next-generation low global warming potential refrigerant.

The enhancements supported the attainment of Provisional Green Mark GoldPlus certification in August 2025, reflecting the property’s improved environmental performance under the BCA’s holistic sustainability framework.

Green Mark certification also strengthens the hotel’s positioning with corporate clients and environmentally conscious travellers, as sustainability considerations increasingly influence procurement and travel policies.



Village Hotel Changi

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For physical considerations, the Trust conducted a flood risk assessment in July 2024 covering its 12 Singapore properties. The assessment considered Representative Concentration Pathways (“RCP”) 2.6 and 4.5 climate scenarios (commonly referred to as “below 1.5°C” and “below 2.7°C” scenarios) across the medium-and long-term time horizons of 2030 and 2050. Climate Central’s Coastal Risk Screening Tool was utilised to evaluate potential inundation exposure under different warming trajectories.

Based on the assessment performed, none of the Trust’s Singapore properties are expected to be directly affected by permanent inundation under the assessed scenarios within the stated time horizons. Accordingly, flood risk is not expected to have a material financial impact on the Trust in the medium to long term. In addition, insurance coverage for property damage and business interruption mitigates potential financial losses arising from extreme weather events.

For transition-related considerations, a prior climate risk assessment conducted with guidance from an external sustainability consultant from a Big Four accounting firm applied the Carbon Risk Real Estate Monitor (“CRREM”) methodology, a real estate-specific forward-looking modelling tool. The assessment evaluated the Trust’s portfolio emissions performance against relevant decarbonisation pathways, potential excess emissions costs (including potential carbon tax impacts), and stranded asset risk.

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 2):

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

Strategies

The SWC recommends strategies to mitigate risks and capture opportunities based on the identification, assessment and prioritisation exercises conducted. These recommendations are developed in conjunction with the ASRC and subsequently presented to the Board for approval. The Trust’s responses to climate-related risks and opportunities are reviewed periodically.

In managing our assets, climate-related considerations are incorporated, where relevant, into asset lifecycle management and asset enhancement initiatives. When major building systems such as chillers approach end-of-life, the Trust evaluates replacement options, including potential energy efficiency improvements, and budgets capital expenditure accordingly.

During the year, the Trust completed the acquisition of Four Points by Sheraton Nagoya, Chubu International Airport in April 2025. The property will be progressively integrated into the Trust’s portfolio-wide climate-related risk monitoring processes and future climate risk assessments, consistent with the Trust’s established governance framework.

The REIT Manager will, where appropriate, continue to enhance climate-related disclosures in response to evolving regulatory expectations and industry practices.

Potential financial impact level: ● Low ● Medium ● High

Table 1: Climate-related Risks
Transition Risks

Climate-related Risks	Risk Description	Time Horizon	Potential Financial Impact	Risk Mitigation Measures
Regulatory Changes (e.g. Building and Construction Authority of Singapore, Monetary Authority of Singapore and Singapore Exchange) and Compliance Costs	Changes in regulatory requirements may lead to increased costs due to rapid and urgent investments in retrofitting existing buildings to comply with new regulations.	Short	●	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.
Technological Obsolescence Due to Green Market Shifts	<ul style="list-style-type: none"> 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. 	Medium	●	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.
Consumer Shift Toward Green Hospitality	<ul style="list-style-type: none"> 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. 	Medium	●	Key strategies in this area include working with the Operator to: <ol style="list-style-type: none"> Monitor the consumer and market expectations. Enhance our communication to customers and other stakeholders on our green hospitality strategy and efforts.
Stakeholder Concern and Access to Capital	<ul style="list-style-type: none"> 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. Growing pressure to reduce carbon emissions in the hospitality and building industry could pose reputational risks if Far East H-Trust falls behind industry standards or underperforms relative to peers. 	Medium	●	Far East H-Trust's key strategies in this area includes: <ol style="list-style-type: none"> Monitoring investors' and other stakeholders' expectations. Enhancing our communication to these stakeholders on our ESG strategies and efforts. Improving our rating on the relevant ESG ratings.

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Physical Risks

Climate-related Risks	Risk Description	Time Horizon	Potential Financial Impact	Risk Mitigation Measures
Flooding Frequency and Intensity	<ul style="list-style-type: none"> Far East H-Trust may face financial implications from direct damage to our properties. This may lead to reduced revenue from decreased capacity. More frequent and severe flooding may necessitate investments in flood prevention measures, increasing operational costs for Far East H-Trust's properties. 	Long		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.
Rising Temperatures and Energy Demand	<ul style="list-style-type: none"> Higher temperatures will increase cooling demand, leading to greater energy consumption and higher maintenance costs for Far East H-Trust's properties. 	Long		Far East H-Trust is exploring sources of green energy and other energy-efficient solutions as part of our decarbonation strategy and roadmap.

Table 2: Climate-related Opportunities

Climate-related Opportunities	Driver Description	Time Horizon	Potential Financial Impact	Approach to Capture Opportunities
Greater resource efficiency and cost savings	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.
Access to new opportunities (e.g. Investment community and financing)	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\$499.3 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.
Cultivating a talent pool of skilled ESG professionals	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.
Building a sustainable portfolio	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.

SUSTAINABILITY REPORT

Initiatives	Our Commitment to Health and Safety
Workplace safety and health risk assessments	The Operator carries out a WSH risk assessment review every year 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”)	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.
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 the level of preparedness in response to emergencies.

Diversity and Equal Opportunity

At Far East H-Trust, we recognise our employees¹⁰ 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.

The REIT Manager 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 2025, the REIT Manager had a total of eleven full-time employees, consisting of ten permanent staff and one on a contract basis. The following table shows the breakdown of employees by gender, age and employee category.

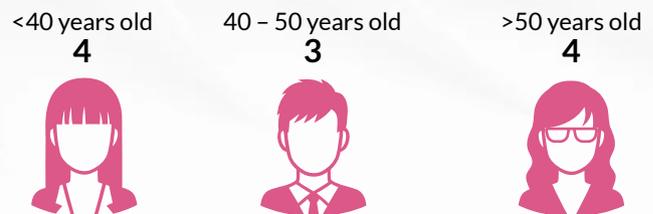
During the year, we recorded 2 new hires¹¹ and 1 turnover¹², resulting in a new hire and turnover rate of 20% and 10% respectively.

Employee Profile

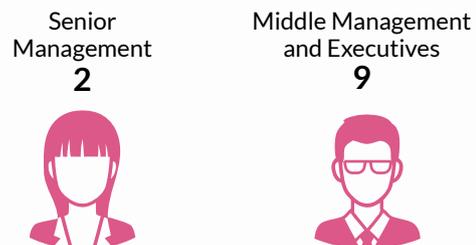
Gender



Age Group



Employee Category



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

11 Of the two new hires during the year, one was male aged 40 to 50, while the other was female aged 40 and below.

12 The employee who left during the year was male and aged below 40.

The REIT Manager 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 2025.

The REIT Manager 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.

The latest survey which concluded in early March 2025, achieved a 100% participation rate and an engagement score of 100%. The next survey will be conducted in 2026 as part of the annual review cycle.

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.

EMPLOYEE BENEFITS



Healthcare



Leave



Post-retirement
employment



Employee Health
and Wellness



Life Insurance/ Disability
and Invalidity Coverage



Self-Development

SUSTAINABILITY REPORT

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 2025, full-time employees of the REIT Manager clocked an average of 30 training hours¹³, 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 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 2025, 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, the REIT Manager 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.

Some of the efforts and community activities that staff of the REIT Manager participated in are shown in the following pages.

¹³ Average training hours are calculated based on full-time employees employed throughout FY 2025. Employees who joined or ceased employment during the year are not included in the computation.

Gracehaven Youth

In June 2025, employees of the REIT Manager participated in a volunteer engagement activity with youths from The Salvation Army's Gracehaven programme, which supports youths requiring care, protection and rehabilitation. The youths visited the National Museum of Singapore for a guided tour before proceeding to Rendezvous Hotel Singapore for an art sketching workshop facilitated by a professional artist. Inspired by the museum's architecture, the youth's had an opportunity for creative expression and interaction, followed by a hosted lunch, creating a meaningful and enriching experience for the beneficiaries.



NorthWest Community Development Council

In August 2025, we partnered with the NorthWest Community Development Council to pack and distribute food supplies to over 130 underprivileged families and seniors living in public rental housing flats in Woodlands.



Crossings Cafe

Far East H-Trust 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 Stapled Securityholders who attended the 2025 AGM, reinforcing our commitment to supporting meaningful causes while engaging our stakeholders.

SUSTAINABILITY REPORT

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 35 bursaries have been awarded, benefitting children

in their academic pursuits. In 2025, the EAS extended its impact, benefiting more youths with a total of 11 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

Building on the four-year bursary programme introduced in 2024 in partnership with the Singapore Institute of Technology, Far East H-Trust awarded 4 bursaries in 2025 to full-time students pursuing a Bachelor of Hospitality Business, doubling the number granted 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 contributing to the community, 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 has 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 2025, 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 6 or 50% 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 target¹⁴ 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 Managers 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 Managers regularly review 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.

Personal Data Protection Policy

Far East H-Trust's Personal Data Protection Policy outlines how the Managers 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

14 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.

Whistle Blowing Policy and a 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 a Loss Management Policy is established so that employees and Directors of the Managers 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 by reporting via an external independent hotline or directly to FEO's Head of Internal Audit. Establishing these policies reflects the Managers' commitment to conduct their business within a framework that fosters the highest ethical standards. This year, we received zero complaints via our whistleblowing channels.

In FY 2025, 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 84 to 123.

Sustainable Supply Chain

Far East H-Trust recognises the importance of managing environmental risks across its supply chain. In this context, the Trust's Environmental Policy sets out its expectations on compliance with applicable environmental laws and regulations, the sourcing of products with minimal environmental impact where practicable, and environmentally responsible practices across its operations.

Given the nature of Far East H-Trust's operating model, the Manager adopts a principles-based approach and relies on the Operator to manage day-to-day procurement and supplier management activities.

The Operator has put in place measures to monitor the safety and environmental performance of its suppliers, contractors and landscapers. These include:

- Giving preference to suppliers, contractors and landscapers who are Bizsafe 3 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

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
Singapore Governance and Transparency Index ("SGTI") ¹⁵	<p>Ranked Among the Top 10 S-REITs and Business Trusts in the SGTI Assessment for Seven Consecutive Years (2019 to 2025)</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 seven consecutive years, underscoring our strong commitment to governance excellence.</p> <p>In 2025, Far East H-Trust ranked 6th in the REITs and Business Trusts category.</p>
SIAS Investors' Choice Award ("SIAS") ¹⁵ 	<p>Track Record of Excellence in Corporate Governance and Shareholder Communication</p> <p>Far East H-Trust has previously been recognised for its corporate governance and shareholder communication practices under the SIAS Investors' Choice Awards. In 2023, the Trust won both the Singapore Corporate Governance Award and the Shareholder Communication Excellence Award under the REITs and Business Trusts category. Prior to this, 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>
Governance Index for Trusts ("GIFT") ¹⁶ 	<p>Ranked Among the Top 10 S-REITs and Business Trusts in the GIFT Assessment for Four Consecutive Years (2019 to 2022)</p>
ASEAN Corporate Governance Scorecard ("ACGS") 	<p>Recipient of the ASEAN Asset Class Award (2024)</p> <p>Far East H-Trust was recognised under the ACGS with the ASEAN Asset Class Award in 2025, marking a repeat recognition following the 2022 assessment cycle.</p>

15 REITs and Business Trust Category.

16 The GIFT assessment framework underwent a review in 2023. As of 31 December 2025, no further updates have been provided regarding its relaunch.

GRI CONTENT INDEX

Statement of Use: Far East H-Trust has reported in reference to the GRI Standards for the period 1 January 2025 to 31 December 2025. 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
General Disclosures			
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 51
	2-3	Reporting period, frequency and contact point	
	2-4	Restatements of information	N/A
	2-5	External assurance	Pg 51 – Limited Assurance Over Electricity Consumption
	Activities and Workers		
	2-6	Activities, value chain and other business relationships	Board Statement, Pg 50-51 About the Report, Pg 51 Supply Chain, Pg 76
	2-7	Employees	Impacting Lives – Employee Profile, Pg 70
	2-8	Workers who are not employees	N/A
	Governance		
	2-9	Governance structure and composition	Corporate Governance – Board Composition and Guidance, Pg 93-96
	2-10	Nomination and selection of the highest governance body	Corporate Governance – Board Membership, Pg 97-101
	2-11	Chair of the highest governance body	Corporate Governance – Chairman and CEO, Pg 97
	2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance – Accountability and Audit, Pg 106-116
	2-13	Delegation of responsibility for managing impacts	
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance, Pg 52-53
	2-15	Conflicts of interest	Corporate Governance: Board Meetings and Activities, Pg 89-90 Risk Management and Internal Controls, Pg 106-112 Audit Committee, Pg 113-116
	2-16	Communication of critical concerns	Corporate Governance: Chairman and CEO, Pg 97 Whistle Blowing Policy, Pg 114 Engagement with Shareholders and Stakeholders, Pg 116-120
2-17	Collective knowledge of the highest governance body	Corporate Governance: Board Matters, Pg 88-92 Board Composition and Diversity Policy, Pg 92-96	
2-18	Evaluation of the performance of the highest governance body	Corporate Governance – Board Performance, Pg 100-101	
2-19	Remuneration policies	Corporate Governance – Remuneration Matters, Pg 101-106	

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GRI Standards	Disclosure Number	Disclosure Title	Page Reference and/or Remark
General Disclosures			
Material Topic 4: Health and Safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	Impacting Lives, Pg 69-70
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	
	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	
	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 72
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	
Material Topic 5: Diversity and Equal Opportunity			
GRI 3: Material Topics 2021	3-3	Management of material topics	Impacting Lives, Pg 70-72
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Impacting Lives, Pg 70-72
	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	Impacting Lives, Pg 70-72
Material Topic 6: Talent Development			
GRI 3: Material Topics 2021	3-3	Management of material topics	Impacting Lives, Pg 72
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	
Material Topic 7: Local Communities			
GRI 3: Material Topics 2021	3-3	Management of material topics	Impacting Lives, Pg 72-74
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	

