

SUSTAINABILITY REPORT

BOARD STATEMENT

Dear Stakeholders,

The Board is pleased to present Far East Hospitality Trust's ("Far East H-Trust" or the "Trust") seventh Sustainability Report for FY 2023, highlighting our sustainability initiatives and progress throughout the year.

Since our inaugural Sustainability Report for FY 2017, we have continued to make progressive advancements in our Environmental, Social, and Governance ("ESG") practices. Over the last few years, 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 FEHT ESG material topics; and (e) Establishing a long-term net-zero emissions target by 2050.

As part of Far-East H-Trust's environmental pillar of Securing our Future, endeavours have been undertaken to enhance climate resilience and to manage climate-related risks and opportunities. During the year, we reviewed and further refined our preliminary climate risk assessment and scenarios on Far East H-Trust's portfolio of 12 properties, with guidance from our sustainability consultant, being one of the big four accounting firms. The assessment was based on a 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) on Physical Risks (e.g. flooding) and Transition Risks (e.g. carbon pricing and technology) with medium and long-term time horizons of 2030 and 2050 respectively.

These scenarios include Transition Risks, where the Carbon Risk Real Estate Monitor ("CRREM") methodology was utilised to assess the various key transition risks including the analysis and estimation of (a) the Trust's portfolio emission against decarbonisation targets; (b) the portfolio's excess emission cost, including effect of higher carbon tax; and (c) the portfolio's stranding asset risk. We have also assessed scenarios relating to Physical Risks, where utilising the Climate Central Coastal Risk Screening Tool, we assessed the effects of extreme weather events and the potential flood risk on our portfolio of properties.

Additionally, we reviewed our decarbonisation roadmap to outline our long-term plan for reducing carbon emissions. Furthermore, we completed a feasibility study for upgrading the chiller system at Village Hotel Changi, aiming to achieve Green Mark (Gold Plus) Certification which could potentially reduce approximately 40% to 45% of energy consumption upon completion.

The REIT Manager has commenced the internal assurance process for our sustainability reporting and remain committed to preparing for upcoming regulatory reporting requirements including the International Sustainability Standards Board for Climate Reporting.

Given the evolving national and global efforts to address climate change, the Board continues to actively assess an appropriate intermediate emission target for 2030 for Far East H-Trust's portfolio of assets as it stabilises and normalises following the substantial recovery of visitor arrivals to Singapore. In addition, we are also actively assessing the appropriate Scope 3 emissions categories for tracking and reporting.

Meanwhile, the REIT Manager continues to work closely with Far East Hospitality Management (S) Pte. Ltd. ("FEHMS" or "Operator"). Regular bi-monthly meetings are conducted to pursue our shared ESG objectives. In collaboration with the Operator, the REIT Manager is dedicated to supporting the Operator's efforts to attain certification as a sustainable hotel as accredited by the Global Sustainable Tourism Council. The Operator has also rolled out various initiatives, including the "Think Sustainable Hospitality" initiative in all of our properties, where guests are able to calculate the estimated emission from their stay, given a choice to reduce carbon footprint in terms of the frequency of change for their room linen, towels etc and also choose to pay to offset their carbon footprint from their stay with certified B Corporation, CarbonClick, utilising internationally certified carbon credits.

Far East H-Trust's commitment to the social aspect of Impacting Lives is demonstrated through the implementation of the Education Assistance Scheme ("EAS"), now in its second year. The EAS supports the education of children of employees at Far East H-Trust's tenants, aiming to enhance the prospects of youths from lower-income families. Throughout the year, a total of 10 bursaries were awarded under the EAS, underscoring the REIT Manager's dedication to fostering educational opportunities and making a positive impact on the lives of the community. Additionally, it provides the Trust with another channel to foster and strengthen its relationship with one of our important stakeholders.

In the area of sustainable financing, Far East H-Trust increased its sustainability-linked term loans from S\$225 million to S\$350 million, consisting approximately 47% of the Trust's total committed borrowings. Furthermore, the Trust also had sustainability-linked swaps with a notional amount of S\$185 million during the year.

Embarking on the path to sustainability involves the active involvement of every stakeholder, contributing to the creation of an ecosystem focused on sustainable practices that positively affect lives and enhances the overall well-being of the broader community. As stewards of the Trust, we are dedicated to continuously enhancing our ESG efforts, aligning with our strategic sustainability objectives for the future.

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 2023 to 31 December 2023 ("FY 2023"). 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

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

1. Village Residence Robertson Quay
2. Village Residence Hougang
3. Adina Serviced Apartments Singapore Orchard

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 FY2023 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.

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.

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 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.

Management's Roles

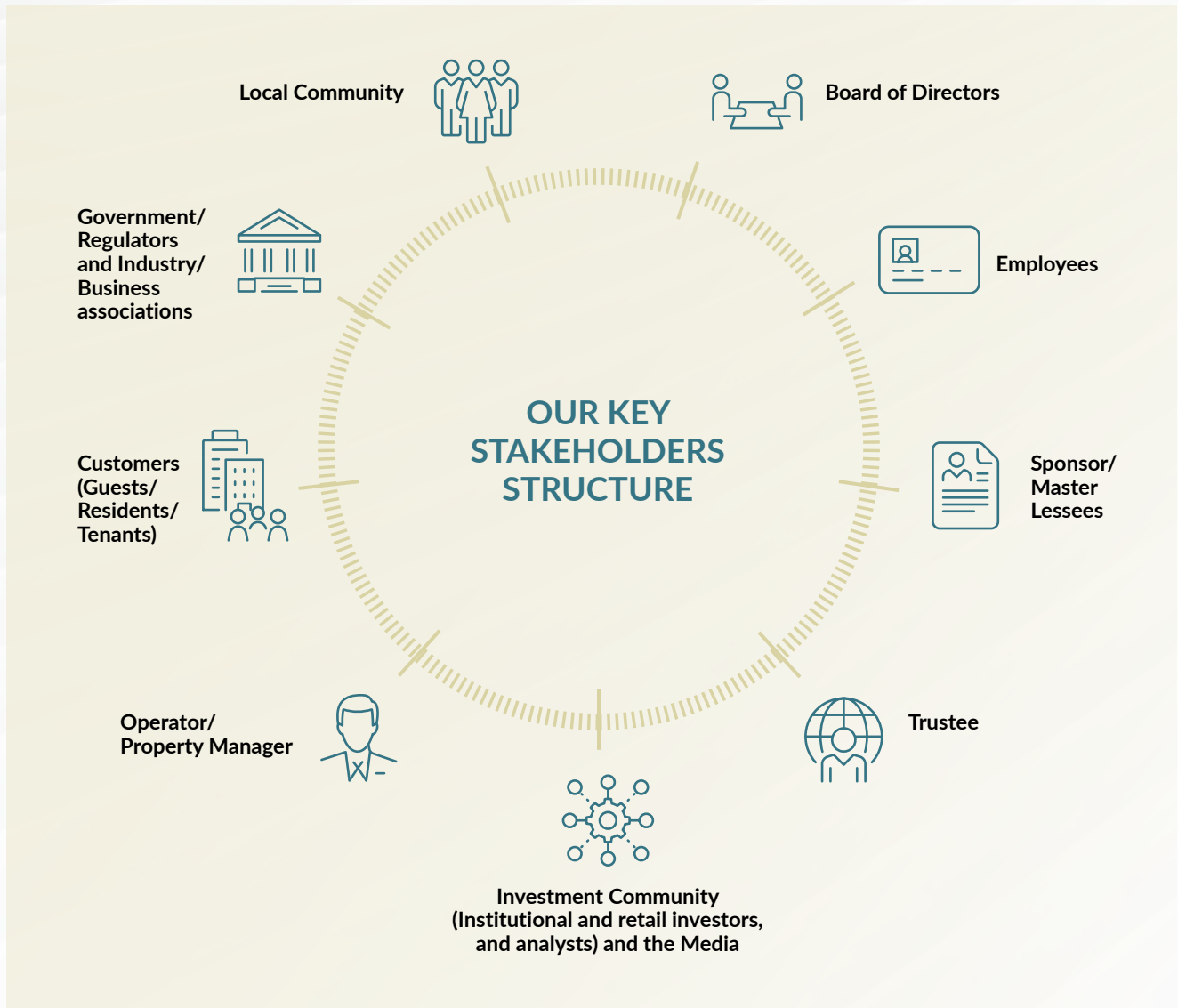
Far East H-Trust's sustainability management is overseen by Mr Gerald Lee, Chief Executive Officer ("CEO") of the REIT Manager. He provides the overall sustainability direction and approves key sustainability practices and is supported by the Sustainability Working Committee ("SWC") comprising representatives 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 our Operator, the master lessees, and the property manager of the commercial premises.



Governance Overview

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

SUSTAINABILITY REPORT



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.

Key Stakeholders	Key Areas of Interests	Mode of Engagement
Board of Directors	<ul style="list-style-type: none"> Financial and operational performance Business strategy and outlook ESG strategy and performance Governance controls 	<ul style="list-style-type: none"> Board meetings Annual General Meeting Induction and orientation programmes for new Board members
Employees	<ul style="list-style-type: none"> Training and development Employee well-being Employee satisfaction Job security Occupational health and safety Diversity and equal opportunity 	<ul style="list-style-type: none"> Training and induction programmes Annual employee engagement survey Quarterly performance appraisals Career development Team building activities (Recreational, social, and community events)
Sponsor/Master Lessees	<ul style="list-style-type: none"> Financial and operational performance 	<ul style="list-style-type: none"> Bilateral communication through meetings and site visits
Trustee	<ul style="list-style-type: none"> Good governance by Management and Board Safeguarding of stakeholder interests 	<ul style="list-style-type: none"> Monthly reporting and updates Ongoing dialogues and regular feedback
Investment Community (Institutional and retail investors, and analysts)	<ul style="list-style-type: none"> Financial and operational performance Business strategy and outlook Corporate governance ESG strategy and performance 	<ul style="list-style-type: none"> Annual General Meeting Annual report Results and business updates briefing Press Releases Corporate website and SGXNET announcements Investor meetings (One-on-one/ conferences/roadshows)
Operator/Property Manager	<ul style="list-style-type: none"> Optimal operational performance Property maintenance and enhancements 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 Bi-monthly sustainability meeting with the 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

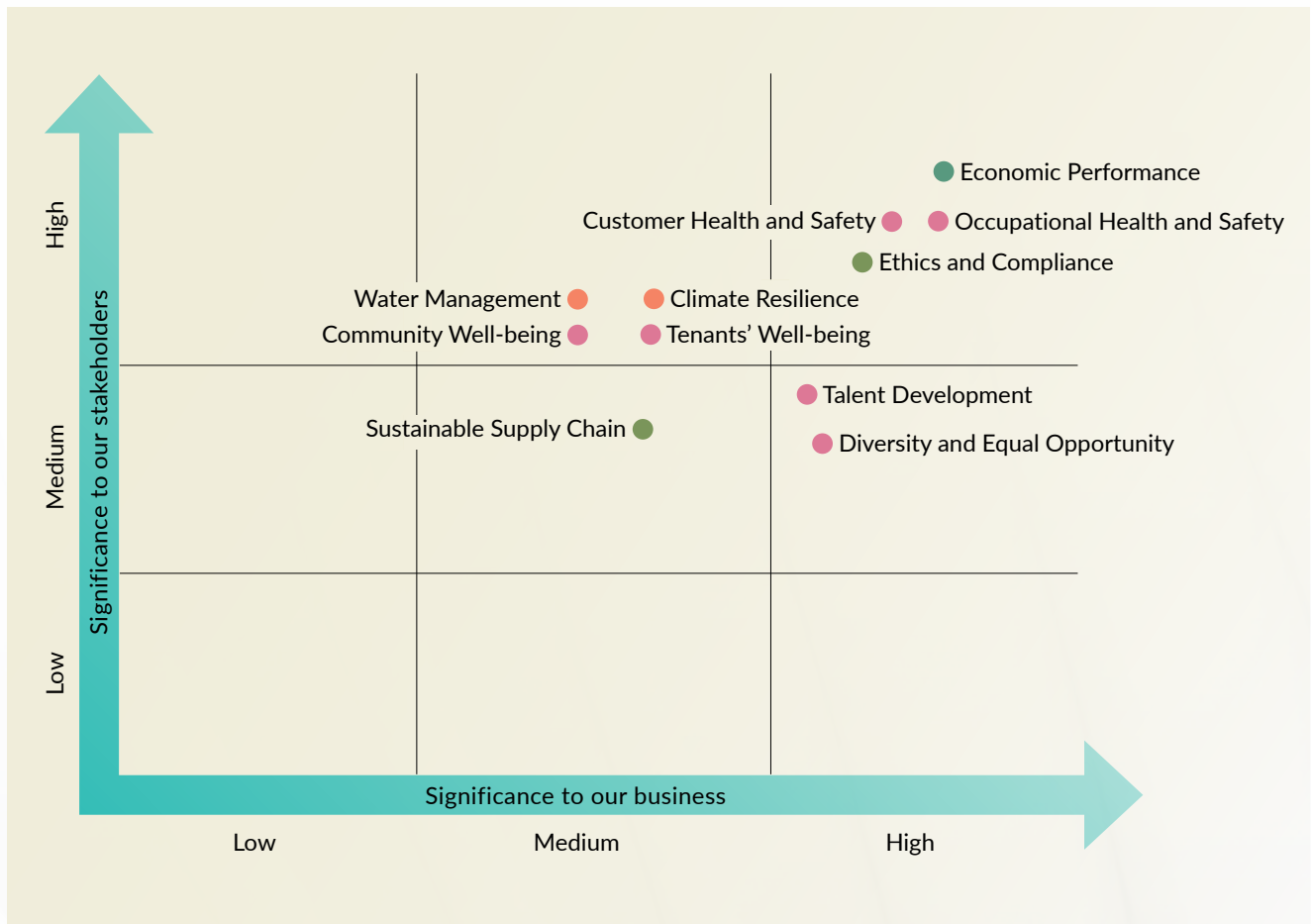
For more details on our engagement with Stapled Securityholders, Investment Community and the Media, please refer to page 43 on Investor Relations.

SUSTAINABILITY REPORT

MATERIALITY ASSESSMENT

Far East H-Trust had identified our material ESG topics in FY 2021 after a thorough validation and review exercise with assistance and advice from our sustainability consultant, which is one of the Big Four accounting firms. For FY 2023, taking into consideration the operation and ESG environment and developments, the ASRC has reviewed and refined material ESG topics and are of the view that they remain accurate and relevant.

ESG Material Topics



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

UN SDGs

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

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

SUSTAINABILITY REPORT

OUR JOURNEY



KEY HIGHLIGHTS FOR FY 2023

 CREATING LASTING VALUE (Economic)	 SECURING OUR FUTURE (Environment)	 IMPACTING LIVES (Social)	 GOOD GOVERNANCE (Governance)
<ol style="list-style-type: none"> 1. Gross revenue grew 27.8% year-on-year to S\$106.8 million, on par with 2019 on a same-store basis¹. 2. Distribution to Stapled Securityholders grew 26.0% year-on-year. 3. Portfolio valuation rose 2.6% year-on-year, primarily driven by improved operating performance. 4. S\$350 million of sustainability-linked term loans (~47% of total committed borrowings). 	<ol style="list-style-type: none"> 1. Energy consumption and carbon emissions intensity per occupied room decreased 1.2% and 1.6% year-on-year, respectively. 2. 5 properties certified under the Green Mark scheme by the Building and Construction Authority ("BCA") of Singapore. 3. Ranked within the top 5th percentile for the Morningstar Sustainalytics ESG rating for the Global Universe². 	<ol style="list-style-type: none"> 1. Education Assistance Scheme benefited 10 children, more than doubling from the prior year. 2. Employee survey received a participation and engagement rate of 100%. 3. Zero fatalities and occupational diseases. 4. 50% of female directors on the Board, exceeding the recommended target set by the Council for Board Diversity for listed companies. 	<ol style="list-style-type: none"> 1. Ranked 2nd in the Singapore Governance and Transparency Index³. 2. Winner of two awards from the SIAS Investors' Choice Awards³: <ul style="list-style-type: none"> • Shareholder Communication Excellence Award • Singapore Corporate Governance Award 3. Zero case of incidents relating to corruption, non-compliance and data leaks, theft or breaches.

1 Excluding the contribution from Central Square which was divested on 24 March 2022.
 2 As of June 2023. 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.
 3 REITs and Business Trust Category.



Creating Lasting Value

Economic Performance

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

Gross revenue for FY 2023 grew 27.8% YoY to S\$106.8 million, driven by higher master lease rental from the hotels and SRs, as well as higher revenue from the retail and office commercial spaces. Distribution to Stapled Securityholders rose 26.0% to S\$81.9 million as a result of higher net property income and sharing of gains

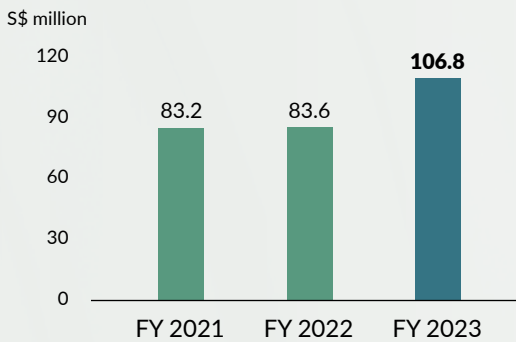
from the divestment of Central Square. The full-year distribution per stapled security (“DPS”) climbed 25.1% to 4.09 cents, surpassing the DPS in 2019 before the pandemic.

For a detailed breakdown of Far East H-Trust’s FY 2023 financial performance, please refer to the following sections of the Annual Report:

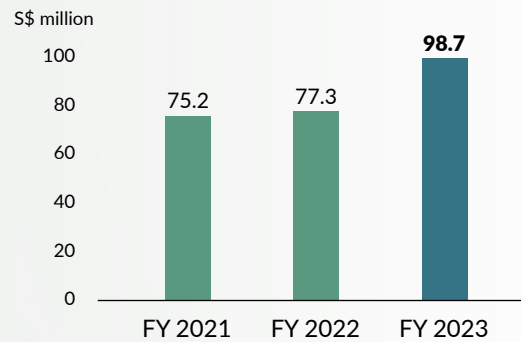
- Financial Highlights, page 02
- Growth Strategies, page 06
- Letter to Stapled Securityholders, page 07
- Our Portfolio, page 20

Financial highlights and performance

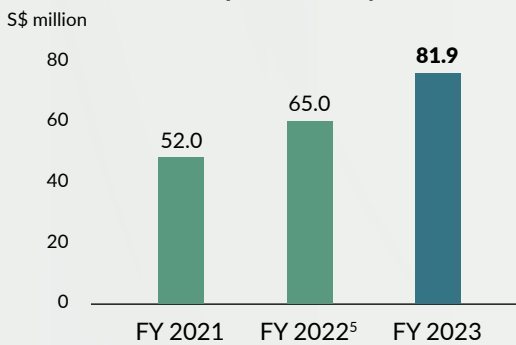
Gross Revenue



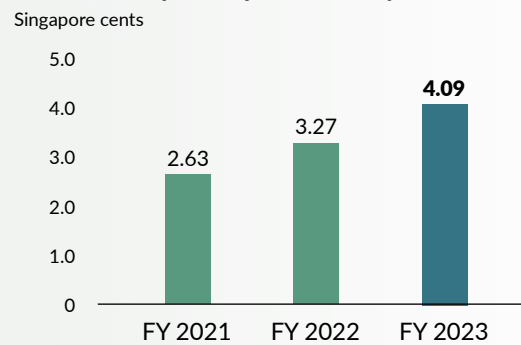
Net Property Income



Distribution to Stapled Securityholders



Distribution per Stapled Security



SUSTAINABILITY REPORT

Securing Our Future

Energy Consumption and Greenhouse Gas Emissions

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.

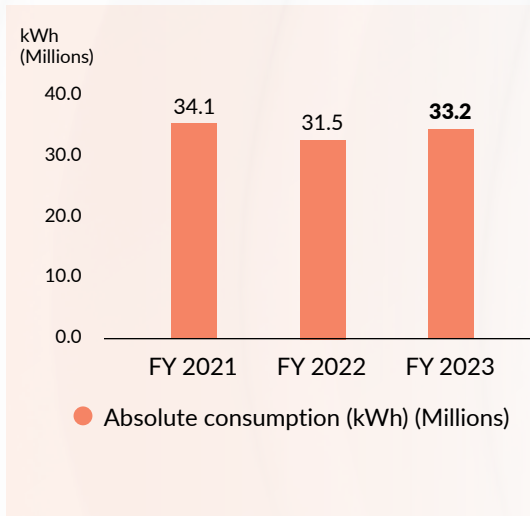
During the year, occupancy experienced an increase and normalised following the end of the pandemic, resulting in higher energy consumption (a 5.4% increase to 33.2 million kWh) and higher carbon emissions (a 4.8% increase to 15,302 tCO₂e) compared to the preceding year. Despite the overall increase in consumption

and emissions, the intensity on a per occupied room basis decreased, driven by higher occupancies. Energy intensity per occupied room decreased by 1.2% and Carbon Emissions (Scope 1 and 2) per occupied room decreased by 1.7%.

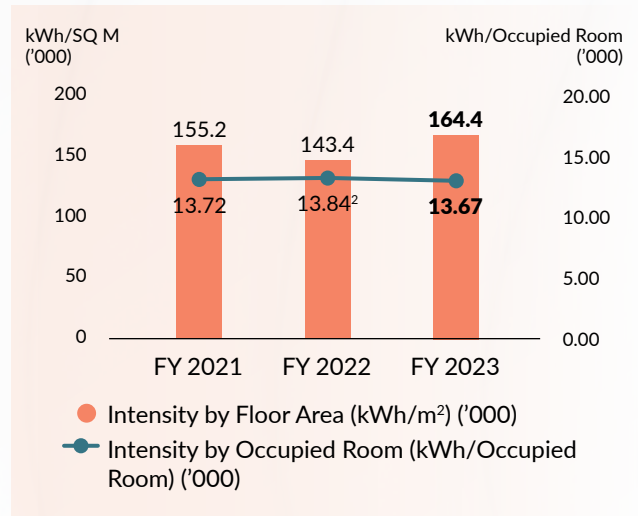
FY 2024 Target

- To reduce the average energy intensity (per occupied room) of Far East H-Trust properties by 2% on a yearly basis.
- Ensure that all newly developed Far East H-Trust buildings in Singapore are designed to qualify for the minimum Green Mark status by the Building and Construction Authority ("BCA") of Singapore

Energy Consumption¹



Energy Intensity



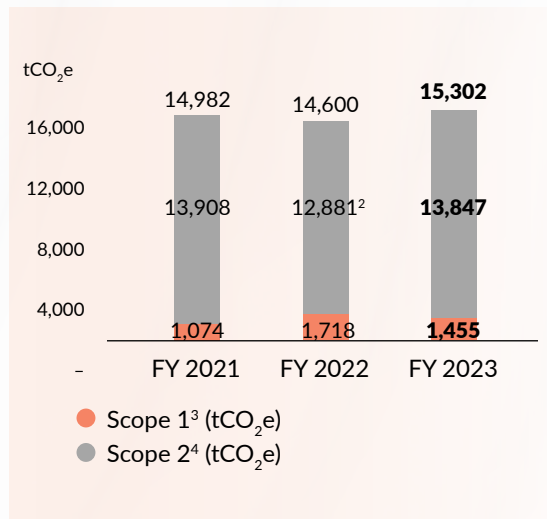
1 While energy efficient equipment and infrastructure have a material impact on energy consumption in the longer term, the Trust relies on the Operator for the day-to-day operations of our properties and works closely with the Operator to manage our energy consumption.
 2 Energy Intensity per occupied room for FY 2022 has been restated.

As we progress and align with the Singapore Government’s Green Plan and various global initiatives, the Trust is actively working towards achieving net-zero emissions by 2050. Meanwhile, due to the substantial recovery of visitor arrivals in 2023, resulting in the increased occupancy, energy consumption, and emissions, the REIT Manager is assessing an appropriate intermediate emissions target for 2030 as these indicators stabilise towards more normalised levels.

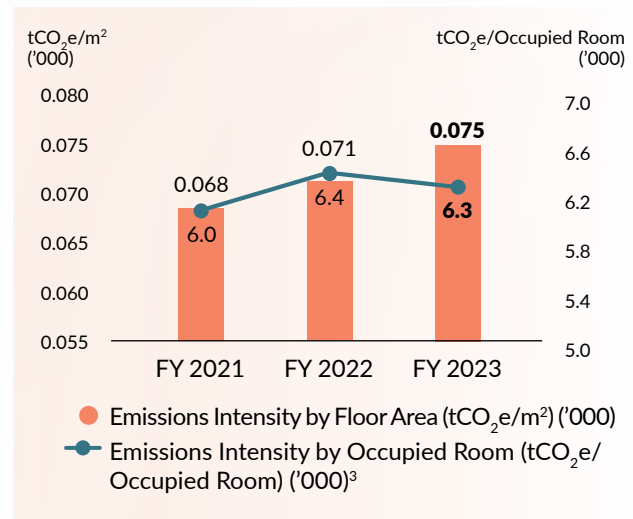
To achieve our emissions target, we have identified several decarbonisation opportunities, beginning with the review of existing aging cooling systems in our properties as well as undertaking feasibility studies on the optimal manner to upgrade them to achieve our objectives in the long-term.

Far East H-Trust is committed to reducing our carbon footprint by implementing both strategic and operational initiatives is shown in below diagram.

Carbon Emissions¹



Carbon Emissions Intensity



Think Sustainable Hospitality
The Operator introduced the 'Think Sustainable Hospitality' initiative across all Far East H-Trust properties. Guests are able to calculate their estimated carbon emissions 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.

1 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.
2 Scope 2 emissions for FY 2022 has been revised due to an update in the grid emission factor by EMA.
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.

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 will 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 2023, the following strategic and operational initiatives were undertaken to advance our progress towards achieving our energy targets:

- Completion of the feasibility study on the chiller plant and air-conditioning and mechanical ventilation system at Village Hotel Changi to identify necessary replacements with the target of achieving Green Mark (Gold Plus) Certification.
- Replacement of selected fan coil units at Orchard Rendezvous Hotel and Village Hotel Albert Court with newer energy efficient models.
- Lift modernisation exercise at Village Residence Hougang with 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, transform our properties into energy efficient buildings and ensure our newly developed properties meet the requirements to qualify for the minimum Green Mark status offered by BCA. Additionally, we also acknowledge the importance of accounting for carbon emissions that arise as a result of our supply chain and will work towards disclosing our Scope 3 carbon emissions, where applicable, in future reports.

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

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 Plus Award	Village Hotel Bugis
Green Mark Gold Award	Village Hotel Albert Court
	Orchard Rendezvous Hotel
	Rendezvous Hotel Singapore ¹
Green Mark Certified	Village Hotel Changi

In 2023, Village Hotel Albert Court achieved Green Mark Gold certification under BCA's Green Mark 2021 standards. Meanwhile, Oasia Hotel Downtown's Green Mark certification has expired during the same period.

Water Management

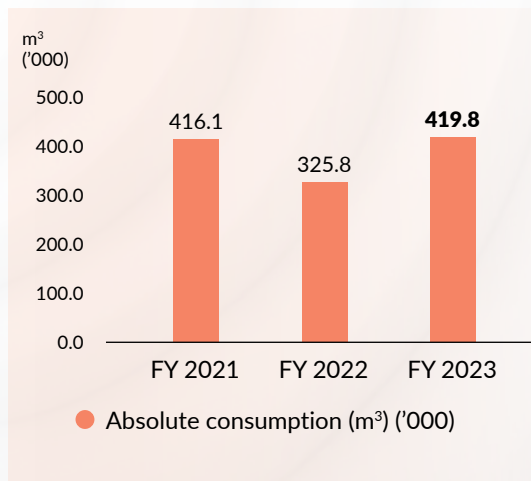
Water is essential to Far East H-Trust's operations. Recognising that our hotels and serviced residences are located in water-scarce Singapore, we seek to work closely with our stakeholders to manage our water consumption and reduce our reliance on potable water.

During the year, water consumption increased 28.9% 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

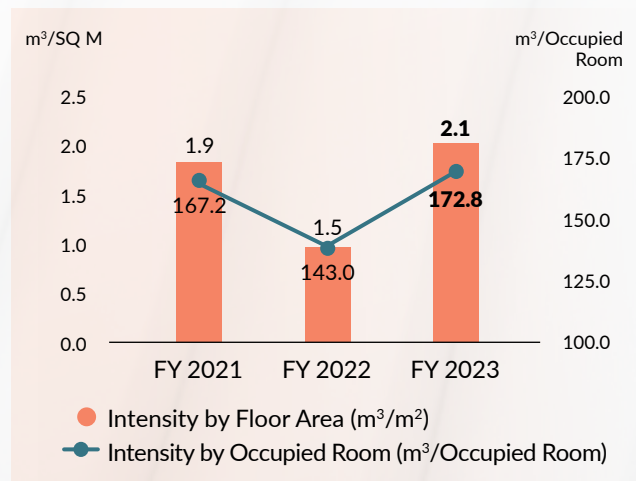
room, consumption increased by 20.8% to 172.8 m³/occupied room.

Although a 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 Intensity



1 Rendezvous Hotel Singapore's Green Mark Gold Award certification expired on 31 December 2023.

SUSTAINABILITY REPORT

CLIMATE RESILIENCE

In 2023, we reviewed and further refined the preliminary climate risk assessment and scenarios on Far East H-Trust's portfolio of 12 properties, for guidance from our sustainability consultant, a Big Four accounting firm. 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) on Physical Risks (e.g. flooding) and Transition Risks (e.g. carbon pricing and technology) with a medium and long-term time horizon of 2030 and 2050.

In assessing the Transition Risks, the Carbon Risk Real Estate Monitor ("CRREM") methodology, a real estate specific scenario-based assessment tool was employed. The result was an analysis and estimation of (i) the Trust's portfolio emission against decarbonisation targets; (ii) the portfolio's excess emission cost (including higher carbon tax); and (iii) the portfolio's stranding asset risk.

In assessing the Physical Risk from flooding for both "below 1.5°C" and "below 2.7°C" scenarios in 2030 and 2050, the Climate Central Coastal Risk Screening Tool was employed to identify the potential flood risk to Far East H-Trust's properties and their surrounding areas.

Moving forward, we will continue to make progressive steps to refine our climate risk scenario assessment, as well as monitor climate risk developments. Where relevant, we will develop climate mitigation and adaptation plans to minimise impacts to our business.

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

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)

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.

Potential financial impact level: ● Low ● Medium ● High

Table 1: Climate-related Risks

Transition Risks

Climate-related Risks	Potential Impact on Far East H-Trust	Time Horizon & Potential Financial Impact	Far East H-Trust’s Strategies to Manage Risks
Regulatory risks (e.g. Building and Construction Authority of Singapore, Monetary Authority of Singapore and Singapore Exchange)	<ul style="list-style-type: none"> Far East H-Trust may be affected by changing regulatory requirements, leading to increase 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.
Changing market expectations for green technology	<ul style="list-style-type: none"> Current technology may become obsolete or no longer be approved for use over time. Far East H-Trust may need to adopt alternative technology and implement new processes to meet market expectations and regulatory requirements (e.g. upgrading of chillers, backup generators, etc.) 	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 demand for green hospitality	<ul style="list-style-type: none"> Far East H-Trust may face market risk due to a shift in consumer behaviour, including an increased preference for green hospitality. 	Medium ●	Key strategies in this area include working with our 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.

SUSTAINABILITY REPORT

Climate-related Risks	Potential Impact on Far East H-Trust	Time Horizon & Potential Financial Impact	Far East H-Trust's Strategies to Manage Risks
<p>Increased stakeholder concern or negative stakeholder feedback</p>	<ul style="list-style-type: none"> • More institutional investors may have the mandate to invest in entities that meet their ESG criteria which may result in a reduction of capital availability from investors if Far East H-Trust's assets do not meet regulatory sustainability standards. • Due to the pressure to be greener and to reduce carbon emissions in the hospitality and building industry, Far East H-Trust may face reputation risk if it is unable to meet industry standards or match the performance of peers. 	<p>Medium ●</p>	<p>Far East H-Trust's key strategies in this area includes:</p> <ol style="list-style-type: none"> a) Monitoring investors' and other stakeholders' expectations. b) Enhancing our communication to these stakeholders on our ESG strategies and efforts. c) Improving our rating on the relevant ESG ratings.

Physical Risks

Climate-related Risks	Potential Impact on Far East H-Trust	Time Horizon & Potential Financial Impact	Far East H-Trust's Strategies to Manage Risks
<p>Increase in frequency and intensity of flooding</p>	<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. • Increased occurrences of flooding may require investments in flood prevention measures for Far East H-Trust's properties, resulting in higher costs. 	<p>Long ●</p>	<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>
<p>Increase in global temperature</p>	<ul style="list-style-type: none"> • Increased temperature which leads to increased cooling demands will increase energy consumption and maintenance costs. 	<p>Long ●</p>	<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>

Table 2: Climate-related Opportunities

Climate-related Opportunities	Time Horizon & Potential Financial Impact	Far East H-Trust's Strategies to Capture Opportunities
<p>Greater resource efficiency and cost savings</p> <p>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).</p>	Medium ●	<p>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.</p>
<p>Access to new opportunities (e.g. Investment community and financing)</p> <p>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.</p>	Medium ●	<p>Far East H-Trust will progressively improve its sustainability initiatives and keep abreast of emerging and future regulations.</p> <p>In the area of sustainable financing, Far East H-Trust has S\$350 million of sustainability-linked term loans as well as a sustainability-linked interest rate swap with a notional amount of S\$185 million during the year.</p>
<p>Cultivating a talent pool of skilled ESG professionals</p> <p>Training and enrichment of knowledge in the area of ESG.</p>	Short ●	<p>The REIT Manager will send relevant employees for applicable sustainability trainings, including those organised by SGX and other relevant training providers.</p>
<p>Building a sustainable portfolio</p> <p>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.</p>	Short ●	<p>The REIT Manager has an investment management policy that includes climate criteria for new acquisitions.</p> <p>Concurrently, a decarbonisation roadmap has been developed to guide Far East H-Trust in prioritising its initiatives for the years ahead.</p>

SUSTAINABILITY REPORT



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 the top of our 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 2023, 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 30, 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.

Health and Safety	FY 2021	FY 2022	FY 2023
Number of Workplace Fatalities	0	0	0
Number of Occupational Disease Cases	0	0	0
Number of Workplace Incidents (Including “near-misses”)	42	37	30

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

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.

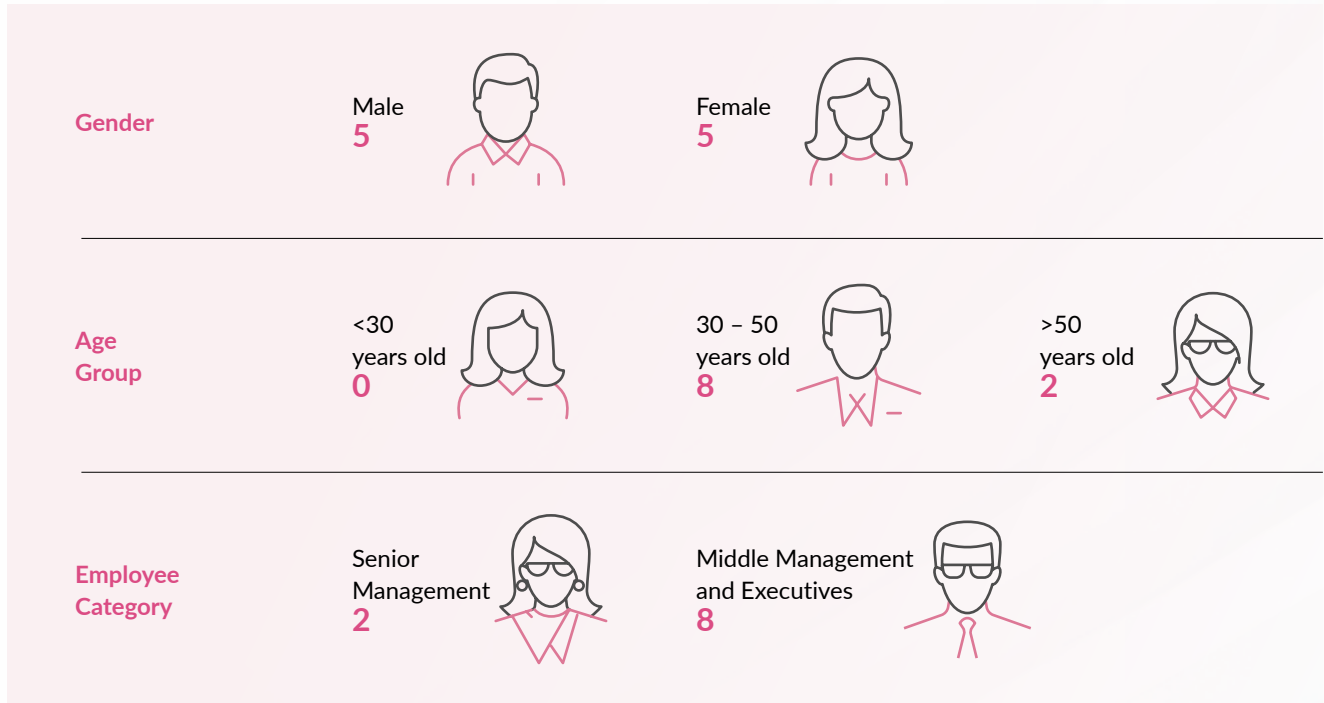
We believe that employees with different backgrounds and experiences are essential in fostering a culture of innovation and creating sustained value for the business.

As of 31 December 2023, 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, we also recorded 2 new hires¹ and 1 turnover², resulting in a new hire and turnover rate of 20.0%³ and 10.0%⁴ respectively.

1 There were two new hires recorded during the year, where both were male and between 30 to 50 years of age.
 2 The employee who left was a male and less than 50 years old.
 3 New hire rate is calculated as: Number of new hires / Number of employees as at end of financial year.
 4 Employee turnover rate is calculated as: Number of turnover / Number of employees as at end of financial year.

SUSTAINABILITY REPORT



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 2023.

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.

In FY 2023, we garnered a participation rate of 100% for the survey and achieved an engagement score of 100%.

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



Talent Development

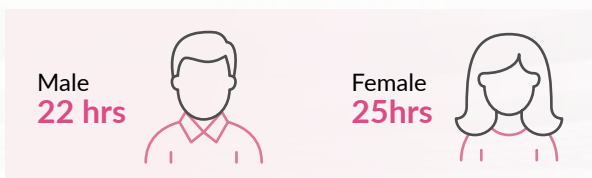
The REIT Manager places a high emphasis on upskilling our employees and invests in learning and development programmes to equip employees with the right skill sets. We believe career development and employee training is a crucial part of human resource management, and this will contribute towards developing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

Learning and Development

In FY 2023, employees of the REIT Manager clocked an average of 23 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 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 2023, 100% of employees had undergone performance review sessions.

SUSTAINABILITY REPORT

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.

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

Tenants' Well-being

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

Community Well-being

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

NorthWest Community Development Council

In May 2023, we partnered with the NorthWest Community Development Council to pack and distribute food supplies to over 140 underprivileged families and seniors living in public rental housing flats in Woodlands.



Care Corner Singapore

In September 2023, we partnered with Care Corner Singapore on an outreach programme for low-income seniors for a night-out activity. A total of 28 seniors from Care Corner's Active Aging Centre in Woodlands participated in an evening filled with dinner, games and prizes, bringing cheer, joy and laughter to the seniors.



Life Community Services Society

In December 2023, we partnered with Life Community Services Society ("LCSS") for a Christmas carnival, distributing food to children and families. LCSS is a charity that supports over 900 children and youths facing challenges such as financial difficulties, parental incarceration, and neglect.



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 employees working for Far East H-Trust’s tenants. In 2023, the EAS extended

its impact, benefiting more youths with a total of 10 bursaries awarded. This initiative not only provided Far East H-Trust with an opportunity to foster and strengthen its relationship with tenants, one of our key stakeholders, but also contributed to the educational development of individuals.





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 2023, the REIT Manager Board and Trustee-Manager Board comprise 3 female directors (50%) out of 6 directors. The Board and its Board Committees comprise directors with an appropriate balance and diversity of skills, experience and knowledge. Our commitment to ensuring diversity among board members was acknowledged by the Council for Board Diversity as being one of the first two companies having reached gender parity on women’s participation on the Board and exceeding its recommended target¹ set for listed companies.

Ethics and Compliance

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

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

Compliance with Laws and Regulations

To foster a culture of responsible and ethical behaviour within the organisation, Far East H-Trust has put in place a comprehensive set of corporate policies and robust

internal processes to ensure high standards of corporate governance. This includes:

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

Investment Management Policy

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

Personal Data Protection Policy

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

Employee Code of Conduct

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

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

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

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 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 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 2023, 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 82 to 121.

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
<p>Singapore Governance and Transparency Index ("SGTI")¹</p>	<p>Ranked 2nd on the SGTI</p> <p>The SGTI is the leading index for assessing corporate governance practices of Singapore-listed companies.</p> <p>For five consecutive years, Far East H-Trust has consistently been ranked among the top 10 S-REITs in the SGTI.</p>
<p>SIAS Investors' Choice Award ("SIAS")¹</p> 	<p>Winner for both the Shareholder Communication Excellence Award and Singapore Corporate Governance Award</p> <p>These awards recognises our commitment and outstanding efforts in corporate governance, transparent disclosure and excellent communication with shareholders.</p> <p>For three consecutive years, Far East H-Trust has been recognised by SIAS, being runner-up in the Shareholder Communications Excellence Award and runner-up last year for the Singapore Corporate Governance Award.</p>
<p>Governance Index for Trusts ("GIFT")²</p> 	<p>Far East H-Trust has been ranked Top 10 on the GIFT for 4 consecutive years from 2019 to 2022</p>
<p>ASEAN Corporate Governance Scorecard ("ACGS")³</p> 	<p>In 2022, Far East H-Trust was ranked 8th out of the top 100 publicly-listed entities in Singapore (by market capitalisation) and recipient of the 2021 ASEAN Asset Class Award</p>

1 REITs and Business Trust Category.

2 The GIFT assessment framework has undergone a review in 2023 and is expected to be relaunched in 2024.

3 The ASEAN Corporate Governance Scorecard assessment is held on a biennial basis.

SUSTAINABILITY REPORT

Statement of Use: Far East H-Trust has reported in reference with the GRI Standards for the period 1 January 2023 to 31 December 2023. 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. 2
	2-2	Entities included in the organisation's sustainability reporting	About the Report, Pg. 49
	2-3	Reporting period, frequency and contact point	
	2-4	Restatements of information	Energy Intensity, Pg. 58 Carbon Emissions Intensity, Pg. 59
	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. 48-49 About the Report, Pg. 49 Supply Chain, Pg. 74-75
	2-7	Employees	Impacting Lives - Employee Profile, Pg. 67 - 68
	2-8	Workers who are not employees	N/A
	Governance		
	2-9	Governance structure and composition	Corporate Governance - Board Composition and Guidance, Pg. 90 - 94
	2-10	Nomination and selection of the highest governance body	Corporate Governance - Board Membership, Pg. 95 - 98
	2-11	Chair of the highest governance body	Corporate Governance - Chairman and Chief Executive Officer, Pg. 95
	2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance - Accountability and Audit, Pg. 104 - 114
	2-13	Delegation of responsibility for managing impacts	
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance, Pg. 50 - 51
	2-15	Conflicts of interest	Corporate Governance: Board Meetings and Activities, Pg. 87 - 88 Risk Management and Internal Controls, Pg. 104 - 110 Audit Committee, Pg. 111 - 112
	2-16	Communication of critical concerns	Corporate Governance: Chairman and CEO, Pg. 95 Whistle Blowing Policy, Pg. 112 Engagement with Shareholders, Pg. 117 - 118
	2-17	Collective knowledge of the highest governance body	Corporate Governance: Board Matters, Pg. 86 - 90 Board Composition and Diversity Policy, Pg. 91 - 94
	2-18	Evaluation of the performance of the highest governance body	Corporate Governance - Board Performance, Pg. 98
2-19	Remuneration policies	Corporate Governance - Remuneration Matters, Pg. 99 - 103	
2-20	Process to determine remuneration		
2-21	Annual total compensation ratio		

GRI Standards	Disclosure Number	Disclosure Title	Page Reference and/or Remark
General Disclosures			
Strategy, Policy and Practices			
	2-22	Statement on sustainable development strategy	Board Statement, Pg. 48 - 49
	2-23	Policy commitments	Good Governance, Pg. 73 - 75
	2-24	Embedding policy commitment	
	2-25	Processes to remediate negative impacts	Stakeholder Engagement, Pg. 52 - 53
	2-26	Mechanisms for seeking advice and raising concerns	Good Governance, Pg. 73 - 74
	2-27	Compliance with laws and regulations	
	2-28	Membership associations	
Stakeholder Engagement			
	2-29	Approach to stakeholder engagement	Stakeholder Engagement, Pg. 52 - 53
	2-30	Collective bargaining agreements	There are no collective bargaining agreements in place
Disclosure of Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Stakeholder Engagement, Pg. 53 - 54
	3-2	List of material topics	Materiality Assessment, Pg. 54
Material Topic 1: Economic Performance			
GRI 3: Material Topics 2021	3-3	Management of material topics	Economic Performance, Pg. 57
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Economic Performance, Pg. 57 Financial Statements, Pg. 129 - 192
	201-2	Financial implications and other risks and opportunities due to climate change	Climate Resilience, Pg. 62 - 65
Material Topic 2: Resource Efficiency			
GRI 3: Material Topics 2021	3-3	Management of material topics	Securing Our Future, Pg. 58 - 65
GRI 302: Energy 2016	Energy		
	302-1	Energy consumption within the organisation	Energy Consumption and Greenhouse Gas Emissions, Pg. 58
	302-3	Energy intensity	
	302-4	Reduction of energy consumption	Strategic and Operational Initiatives for Energy Conservation, Pg. 60
	302-5	Reduction in energy requirements of products and services	N/A
GRI 303: Water and Effluents 2018	Water		
	303-1	Interactions with water as a shared resource	Water Management, Pg. 61
	303-3	Water withdrawal	Water Management, Pg. 61 Water source from the Public Utilities Board.
	303-5	Water consumption	Water Management, Pg. 61
Material Topic 3: Climate Change Mitigation, Adaptation and Resilience Building			
GRI 3: Material Topics 2021	3-3	Management of material topics	Energy and GHG Performance, Pg. 60 - 62
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Energy Consumption and Greenhouse Gas Emissions, Pg. 59
	305-2	Energy indirect (Scope 2) GHG emissions	
	305-3	Other indirect (Scope 3) GHG emissions	Strategic and Operational Initiatives for Energy Conservation, Pg. 60
	305-4	GHG emissions intensity	Energy Consumption and Greenhouse Gas Emissions, Pg. 59

SUSTAINABILITY REPORT

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. 66 - 72
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	Impacting Lives, Pg. 68 - 69
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Impacting Lives, Pg. 66 - 67
	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. 70
	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. 67 - 69
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Impacting lives, Pg. 68
	401-3	Parental leave	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	
Material Topic 6: Talent Development			
GRI 3: Material Topics 2021	3-3	Management of material topics	Impacting lives, Pg. 69
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. 70 - 72
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	

GRI Standards	Disclosure Number	Disclosure Title	Page Reference and/or Remark
General Disclosures			
Material Topic 8: Ethics and Compliance			
GRI 3: Material Topics 2021	3-3	Management of material topics	Good governance, Pg. 73 - 75
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	

TCFD INDEX

Core Element	Recommended Disclosure	Section and Page Reference
Governance: 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. 50 - 51
	- Describe management's role in assessing and managing climate-related risks and opportunities	Sustainability Strategy, Pg. 50 - 51 Climate Resilience, Pg. 63
Strategy: 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. 62 - 65
	- 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	
Risk Management: 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. 62
	- Describe the organisation's processes for managing climate-related risks	Climate Resilience, Pg. 63 - 64
	- Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management	Enterprise Risk Management, Pg. 82 - 83
Metrics and Targets: 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	Climate Resilience, Pg. 62 - 65
	- Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks	Energy Consumption and Greenhouse Gas Emissions, Pg. 59 - 60
	- Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Energy Consumption and Greenhouse Gas Emissions, Pg. 59 - 60 Climate Resilience, Pg. 63 - 65