

“Increasingly, stakeholders and the wider investment community are placing greater importance on long-term sustainable practices to ensure continued growth and value creation for all stakeholders.”

Board of Directors

BOARD STATEMENT

Sustainability continues to be a key focus of Far East Hospitality Trust (“Far East H-Trust” or the “Trust”) in the year as we present our third Sustainability Report.

Increasingly, stakeholders and the wider investment community are placing greater importance on long-term sustainable practices to ensure continued growth and value creation for all stakeholders. Recognising our responsibility in conserving the natural environment, contributing meaningfully to the communities around us and providing a safe, diverse and inclusive work place, Far East H-Trust is committed to managing the environmental, social and governance (“ESG”) impacts, risks and opportunities in a diligent

manner which aligns with the strategic business objectives and those of our stakeholders.

The Board, together with the REIT Manager, is responsible for identifying and responding to the ESG issues that are relevant to our business, and overseeing the management and monitoring of our ESG performance.

We would like to take this opportunity to thank our stakeholders in our sustainability endeavours as we progress on this journey.

BOARD OF DIRECTORS
REIT Manager Board
Trustee-Manager Board

Our efforts at improving our performance across all materiality aspects is an ongoing process and we remain focused on achieving this in the coming years.



Introduction

SCOPE OF THE REPORT

This report covers our ESG activities and performance for all the REIT's hotels¹ and serviced residences² in Singapore (unless otherwise stated), for the financial year from 1 January 2019 to 31 December 2019 ("FY2019").

SUSTAINABILITY REPORTING FRAMEWORK

This report has been prepared in accordance with the latest Global Reporting Initiative ("GRI") standards 2016 (Core option) and also complies with the SGX-ST Listing Rules (711A and 711B) and the SGX Sustainability Reporting Guide. We have used the GRI Standards for defining report quality by applying the Reporting Principles of accuracy, balance, clarity, comparability, reliability and timeliness. A GRI Content Index is included at the end of this report which indicates the location of the relevant disclosures.

We had considered the significance of material ESG topics, concerns and expectations of our stakeholders, risks and opportunities and general sustainability trends in our sector in determining the contents of our inaugural report in the financial year ended 31 December 2017 ("FY2017"). For the FY2019 report, we have reviewed those material issues in light of the existing business landscape, industry trends, prevailing regulations as well as stakeholder views and the material issues remain unchanged.

Data provided in this report has been mainly derived from official records and we have relied on internal verification mechanisms. Our ESG performance data is reported in good faith and to the best of our knowledge to ensure reasonable accuracy and consistency. We did not seek external independent assurance for this reporting period and will review and factor this into consideration when our sustainability reporting matures over time.

ACCESSIBILITY

This report, published as a part of our Annual Report, is available in PDF format for download on our website feht.listedcompany.com/ar.html

In line with our Environmental Policy to conserve resources, only limited copies of this report have been printed.

FEEDBACK

We welcome stakeholders' feedback and suggestions as we seek to improve our practices and the coverage and completeness of our Sustainability Report. Please write to Ms Charissa Liu, Manager, Investor Relations and Asset Management at charissaliu@fareast.com.sg

¹ Village Hotel Albert Court, Village Hotel Bugis, Village Hotel Changi, The Elizabeth Hotel, The Quincy Hotel, Orchard Rendezvous Hotel, Rendezvous Hotel Singapore, Oasia Hotel Novena, Oasia Hotel Downtown

² Village Residence Clarke Quay, Village Residence Robertson Quay, Village Residence Hougang, Regency House

Sustainability Report



STAKEHOLDER ENGAGEMENT

Stakeholder engagement forms an integral part of our sustainability approach. Our stakeholders have been identified as the Board of Directors (the “Board”), employees, Sponsor/master lessees³, Stapled Securityholders and investment community, hotel and serviced residence operator (the “Operator”), media, government/regulators and industry/business associations, and the local community.

We strive to maintain open communication with our stakeholders, to understand their views, concerns and expectations and to use these learnings to make informed management decisions in shaping our policies and strategies so as to create sustainable business growth and value for all stakeholders.

Our approach is to proactively engage with our primary stakeholders on an ongoing basis as we believe building trusted relationships with them is key to achieving our sustainability goals. The following are the various modes of engagement we adopt for the respective stakeholder groups.

³ Sponsor refers to Far East Organization group of companies

STAKEHOLDER GROUP	ENGAGEMENT MODE
Board of Directors	<ul style="list-style-type: none"> • Monthly updates on Far East H-Trust's operating performance • Quarterly communication and reporting to review portfolio and financial performance, business outlook, movement in Stapled Securityholdings, interested party transactions, and to deliberate growth opportunities and sustainability factors • Annual general meetings • Induction and orientation programmes for new Board members
Employees	<ul style="list-style-type: none"> • Training and induction programmes • Annual Colleague Engagement Survey • Performance and career development appraisals • Company dialogues and lunch talks • Staff bonding/recreational activities and company retreats • Social and community activities
Sponsor/master lessees	<ul style="list-style-type: none"> • Quarterly updates on Far East H-Trust's financial and operating performance • One-on-one management briefings/meetings • Annual general meetings
Stapled Securityholders and investment community	<ul style="list-style-type: none"> • Quarterly financial reporting • Annual reports • Annual general meetings • Corporate website • One-on-one management briefings/meetings • Analyst briefings and investor roadshows • Site visits to properties
Hotel and serviced residence operator	<ul style="list-style-type: none"> • Monthly performance reviews and meetings with property general managers/residence managers • Site visits to properties • Reviews of asset enhancement and capital expenditure • Quarterly updates to the Board
Media	<ul style="list-style-type: none"> • Quarterly financial reporting • Announcements/press releases on corporate actions and developments e.g. acquisitions
Government/regulators and industry/business associations	<ul style="list-style-type: none"> • Regulatory filings • Regulatory, corporate governance, industry briefings and dialogues
Local community	<ul style="list-style-type: none"> • Social outreach programmes

For more details on our engagement with Stapled Securityholders and investment community and the media, please refer to page 46 on Investor Relations.

Sustainability Report



Sustainability Strategy

WHAT SUSTAINABILITY MEANS TO FAR EAST H-TRUST

Our approach to sustainability centres around the management of the ESG impacts of our business operations and their potential effect on our stakeholders. Our strategy is to manage our most significant sustainability impacts, risks and opportunities with the aim of effecting positive change on the REIT's performance, people and operating environment, and creating long-term value for all stakeholders.

Our policies, procedures and reports as well as contracts with third parties encompass key areas of sustainability such as environmental, employment, occupational health and safety, supply chain management, community development, corporate governance and regulatory compliance. These sustainability management practices are extended to the

hotels and serviced residences. We work closely with the Operator to integrate sustainability across the REIT's portfolio of properties.

SUSTAINABILITY GOVERNANCE

We have established a robust sustainability governance structure to ensure continued development and execution of our sustainability journey, initiatives and practices. The Board reviews Far East H-Trust's strategic plans, provides guidance on sustainability considerations, and ensures conformance with applicable regulations related to sustainability reporting such as the SGX Listing Rules 711A and 711B.

Far East H-Trust's sustainability management is overseen by Mr Gerald Lee, Chief Executive Officer of the REIT Manager, who provides the overall sustainability direction and approves key

sustainability practices. He is supported by the Sustainability Working Committee, comprising of representatives from Finance, Asset Management and Investor Relations, which drives, monitors, improves and communicates our REIT's sustainability initiatives.

AWARDS & RECOGNITION

We have achieved the Building and Construction Authority Green Mark certification for several of our properties. It is a benchmarking scheme which incorporates internationally recognised best practices in environmental design and performance. These properties include Village Hotel Albert Court (Green Mark Platinum), Rendezvous Hotel Singapore (Green Mark Gold) and Oasia Hotel Downtown (Green Mark Certified).



DEFINING MATERIAL FACTORS

We completed a materiality assessment in line with GRI Standards (2016) and SGX sustainability reporting requirements with the support of an external consultant for our inaugural Sustainability Report

in FY2017. We identified the material ESG factors which were then prioritised using a materiality matrix.

The material factors and their respective performance data and targets are reviewed by Far East

H-Trust annually. For this year's report, we have reviewed and prioritised the key material factors using the same methodology. The six ESG factors that we believed to be the most material to Far East H-Trust in FY2019 are listed in the table below.

CATEGORY	NO.	MATERIAL FACTORS	DISCLOSURE
Economic	1	Economic Performance	• Direct economic value generated and distributed
Environment	2	Energy	• Reduction of energy consumption
Social	3	Employment	• Benefits provided to full-time employees that are not provided to temporary or part-time employees
	4	Occupational Health & Safety	• Types of injury and rates of injury and number of work-related fatalities
	5	Broader Community	• Suppliers assessed for social and environmental impacts
Governance	6	Corporate Governance	• Sufficient levels of rules, systems, practices and processes by which the Trust is directed and controlled



The REIT Manager is committed to delivering long-term sustainable and growing distributions through three key strategies – value adding acquisitions, active asset management and enhancement, and prudent capital and risk management.

A summary of the economic value generated is presented in the table here, in line with the requirements of the GRI Standards.

FAR EAST H-TRUST'S FINANCIAL HIGHLIGHTS & PERFORMANCE

FINANCIAL HIGHLIGHTS & PERFORMANCE	FY2019
Gross Revenue (S\$ million)	115.5
Net Property Income (S\$ million)	104.3
Income Available for Distribution (S\$ million)	73.9
Distribution per Stapled Security (Singapore cents)	3.81

For a detailed breakdown of Far East H-Trust's FY2019 financial results, please refer to the following sections in the 2019 Far East H-Trust Annual Report:

- Financial Highlights, page 4
- Growth Strategies, page 5
- Letter from the Chairman, page 8
- Our Portfolio, page 26

Sustainability Report



A considerable amount of energy and related costs are required for hotel and serviced residence operations which run round the clock, 24/7. We are committed to minimising the energy consumption across our properties as it has a direct impact on the environment and contributes to cost savings. Each year, we work closely with the Operator to implement our Energy Conservation Policy, conduct regular maintenance for optimal energy efficiency, monitor the properties' energy consumption and introduce new initiatives to reduce electricity usage and increase cost savings.

ENERGY CONSERVATION POLICY

We have in place an Energy Conservation Policy and adopts a multi-level and holistic approach in reducing energy consumption and achieving energy efficiency. The key principles, strategies and action plans are monitored and evaluated periodically.

STRATEGIC INITIATIVES FOR ENERGY CONSERVATION

Together with the Operator, we review the energy management strategies and map out key initiatives to meet the objectives, taking into account various

considerations. These include the feasibility and ease of implementation, relevance in terms of costs and benefits and the impact on guests and staff. We review our plant and machinery on a regular basis to identify methods and equipment that are instrumental in reducing energy consumption. Additionally, the team endeavours to keep abreast of the newest technologies available in the market or used in the industry to augment our energy conservation efforts.

The key initiatives implemented in FY2019 include the following:

- At Village Hotel Bugis, the replacement of the entire chiller system had been completed in 2019. With this change, the REIT would be able to obtain an estimated energy savings of 960,000 kWh per year. In addition, the replacement of the cooling tower in the hotel and the Building Management

System had resulted in better tracking of energy usage. The modernisation of all the passenger and service lifts had been completed as well.

- The High Tension switchgear at Village Hotel Changi had been replaced, which improved overall efficiency.
- At Village Hotel Albert Court, the passenger lifts are undergoing upgrading in stages, with one completed in 2019.
- The replacement of fan coil units in the guestrooms in Village Hotel Changi, Village Hotel Bugis, Village Residence Clarke Quay, Village Residence Robertson Quay and Regency House, had improved the efficiency of heat exchange and cut down the cooling load. Older models of air handling units had also been replaced at some of the properties.

FAR EAST H-TRUST'S ENERGY CONSERVATION KEY OBJECTIVES/ PRINCIPLES AND ACTION PLANS

OBJECTIVE/PRINCIPLE	ACTION PLANS
Improve energy savings	<ul style="list-style-type: none"> • Frequent checks of equipment to be done to maintain efficiency • Set target to reduce building energy consumption year-on-year through improvement works and addition of new energy-saving technologies • Partner with staff and public on green education initiatives
New builds with environmentally preferred designs	<ul style="list-style-type: none"> • All new Far East Hospitality buildings in Singapore to be designed at least to Singapore Green Mark gold status

OPERATIONAL INITIATIVES FOR OPTIMAL ENERGY EFFICIENCY

We ensure that detailed maintenance checks are conducted regularly by the Operator on the various equipment/facilities within the hotels and serviced residences. These checks enable us to better serve our guests and ensure their safety in all our premises.

They are also critical in supporting optimal building energy efficiency. Through this process, we are able to identify energy-saving opportunities and to invest in technologies that can further improve our energy efficiency.

In FY2019, the initiatives implemented at the properties include:

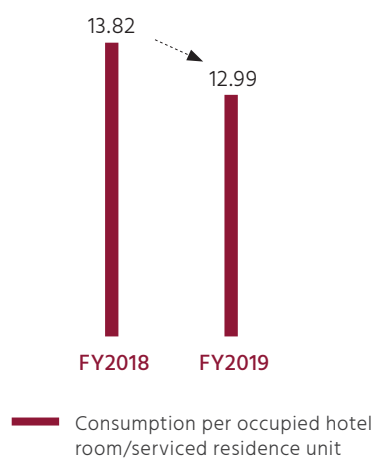
- Conversion of lighting to Light Emitting Diodes (“LED”) for higher energy efficiency
- Adjustment of equipment operating hours to ensure equipment is used optimally
- Adjustment of temperature set point of air-con units and water heaters for optimal comfort

ENERGY CONSUMPTION

We work closely with the Operator to track our properties’ energy consumption and actively explore and implement ways to reduce usage. Each month, energy consumption data for individual properties are reported so that we can evaluate and set energy consumption targets.

In FY2019, we set the target to reduce the energy consumption of Far East H-Trust properties by 2% and to ensure that all new Far East H-Trust buildings in Singapore are designed to minimally qualify for the Singapore Green Mark Gold status.

FEHT’S ENERGY CONSUMPTION DATA (’000 KWH)



To this end, we reduced our energy consumption per occupied hotel room/ serviced residence unit by 6% to approximately 13,000 kWh due to implementation of energy efficiency initiatives and good practices inculcated amongst staff.

For FY2020, we will continue to work towards achieving our target of a reduction in average energy consumption for our properties of 2% per year. We are also aiming to achieve the Singapore Green Mark Gold certification for the new hotels in Sentosa which Far East H-REIT has a 30% stake in, namely Village Hotel Sentosa, The Outpost Hotel, and The Barracks Hotel, which had progressively opened in FY2019. The application for the Green Mark Gold certification for all three hotels had been submitted to BCA when The Barracks Hotel was opened in December 2019.

FAR EAST H-TRUST’S ENERGY INDICATORS

ENERGY INDICATOR	TARGET
Energy consumption across Far East H-Trust Properties	Target to reduce the average energy consumption of Far East H-Trust properties by 2% per year and ensure that all new Far East H-Trust buildings in Singapore are designed to minimally qualify for the Singapore Green Mark Gold status

Sustainability Report



Employment

Far East H-Trust does not have any employee. The data on employees in this report is in relation to the REIT Manager. Our focus is on attracting and retaining the best talent with the relevant competencies, experience and qualifications to contribute to the business objectives of Far East H-Trust. We also aim to deliver a working environment which promotes workplace inclusivity, employee development and engagement, and improving the well-being of our people. We regularly monitor our performance in these areas and periodically review our policies.

EMPLOYEE PROFILE

Far East H-Trust promotes a culture of diversity in terms of age, gender and skill sets. We believe that this diversity in human resource fosters a culture of innovation and inclusiveness that will enable us to build a productive and high-performing team.

As at 31 December 2019, the REIT Manager had nine permanent, full-time employees, eight of whom were Singapore citizens and one of whom was a Singapore permanent resident. The average age of our employees was 43 years.

FOR PERMANENT EMPLOYEES

BY GENDER



BY AGE GROUP



BY EMPLOYEE CATEGORY



EMPLOYEE ENGAGEMENT

Keeping our employees engaged and motivated is a key priority. We conduct an annual Colleague Engagement Survey which seeks to assess our employees' level of engagement and to identify their strengths and areas for improvement.

In 2019, we garnered a participation rate of 100% for the survey and achieved an engagement score of 100%⁴ which is better than the average for real estate management and development companies in the Asia Pacific region.

CAREER DEVELOPMENT & EMPLOYEE TRAINING

Career development and employee training is a crucial part of human resource management. In particular, we actively focus on:

- Inclusion of individual development and career goals in the performance appraisal forms;
- Career development workshops;
- Learning and training opportunities

⁴ Based on survey conducted by Qualtrics

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 goal setting sessions as well as performance appraisals are conducted to encourage self-improvement. There are also regular communication and feedback sessions with supervisors.

In terms of learning and skills upgrading, we develop our people according to their abilities and job specifications. Our employees are encouraged to pursue development opportunities and to acquire new skills through industry seminars

and conferences, skills certification training and professional qualifications courses.

EMPLOYEE WELFARE

The REIT Manager recognises that human resource is the most valuable asset, being the driving force behind our sustained growth and performance. All of our employees are covered by the Employment Act which outlines the employment terms and working conditions including contract requirements, remuneration, hours of work, overtime, rest days and annual leave entitlement. We offer competitive remuneration and

financial rewards, and each year, we engage external consultants to conduct salary benchmarking to better understand, motivate and reward our employees in line with industry peers.

In addition, we believe in investing in the well-being of our people by providing a safe, healthy and fulfilling working environment that will incentivise them to develop progressive, long-term careers with us. All our full-time employees enjoy welfare and benefits which promote employee health, wellness and development. Some examples of the REIT Manager's employment benefits include:

STAKEHOLDER GROUP	ENGAGEMENT MODE
Life Insurance/ Disability and Invalidity Coverage	Group Term Life Insurance Group Personal Accident Insurance
Healthcare	Group Hospitalisation & Surgical Insurance
Parental Leave	Maternity Leave Paternity Leave Childcare Leave Infant Care Leave (Unpaid) Government Paid Adoption Leave (GPAL)
Retirement Provision	Conditional Re-employment (Beyond 62 years)
Employee Health and Wellness	Dental Care, Optical & Vision Care Expenses Preventive Care (e.g. Health Screenings) Maternity/Fertility treatments Personal Insurance Premiums Childcare costs
Wellness and Self-Development	Musculo-skeletal treatments (e.g. Chiropractor) Social & Health Club Membership (e.g. Gym) Fitness Courses (e.g. Personal fitness training) Sports & Physical Fitness Courses (e.g. Tennis, dance) Weight Management Programmes Fees for personal development courses including training offerings from the Skills Future Credit Course Directory and purchase of books/periodicals for self-development

Sustainability Report



Occupational Health & Safety

At Far East H-Trust, health and safety of our employees is a top priority. The REIT Manager and Operator are committed to ensuring the safety and well-being of our employees. Providing a healthy and safe working environment not only enhances employees' comfort and boosts their morale and work performance, it also minimises the incidences of health and safety breaches to safeguard us against reputational risks and costly fines.

INTEGRATING HEALTH & SAFETY IN ALL OPERATIONS

In addition to compliance with statutory regulations such as the Workplace Safety and Health ("WSH") Act and Fire Safety Act, Far East H-Trust proactively seeks to minimise health and safety risks and create a secure environment.

Several key initiatives were implemented. For example, we ensure that WSH risk assessments are carried out by the Operator in all its properties and operational activities. These include identifying hazardous activities and/or workspaces, putting in place mitigation measures where necessary to prevent harm, injuries or accidents.

Periodic equipment testing and maintenance, and regular monitoring of safety performance are carried out.

Across the REIT's properties, an Employee Handbook documents the annual pledge to acknowledge and comply with our commitment to safety. Company Emergency Response Teams ("CERT") have also been established, and employees undergo the necessary health and safety training to perform emergency response roles (e.g. the operation of Automated External Defibrillator drills). They are equipped with safety equipment to prepare for potentially hazardous situations such as power failures, medical emergencies, fires and lift entrapments.

To strengthen Far East H-Trust's health and safety efforts, certified Fire Safety Managers ("FSM") are engaged to evaluate the fire safety measures at the properties. Periodic emergency drills are also conducted by the Operator and by the FSM, to assess our level of preparedness in response to emergencies.

In addition to the above-mentioned efforts, the REIT Manager works with the Operator to put in place procedures to be adopted in the REIT's properties in times of health crises such as widespread occurrences of infectious diseases. The necessary safety and precautionary protocols are implemented across all properties in such situations, e.g. temperature checks, disinfecting of rooms, quarantine of staff and communication.

FAR EAST H-TRUST'S KEY INITIATIVES TO OUTLINE ITS COMMITMENT TO HEALTH & SAFETY



FAR EAST H-TRUST'S SAFETY PLEDGE



FOSTERING A HEALTH & SAFETY CULTURE

To foster a strong health and safety culture, the Operator tracks the health and safety indicators listed in the following table. In the pursuit of high standards, “near-misses” incidents are

also monitored in addition to reportable ones as required under the WSH (Incident Reporting) Regulations. “Near-misses” and reportable incidents are evaluated, and lessons learnt are shared with employees to prevent recurrences.

In FY2019, we maintained zero workplace fatalities and zero cases of occupational disease across Far East H-Trust’s properties. The number of workplace incidents recorded was 163, which includes “near-misses” and minor incidents involving employees and/or third parties which occur at the properties.

We will continue to work with the Operator to review the nature of past accidents and evaluate safety performance to prevent future recurrences. For FY2020, the REIT Manager targets to achieve zero workplace fatality across all its properties.

WORK 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.

FAR EAST H-TRUST'S HEALTH & SAFETY INDICATORS

HEALTH & SAFETY INDICATORS		FY2019
1	Number of Workplace Fatalities	0
2	Number of Occupational Disease Cases	0
3	Number of Workplace Incidents (including “near-misses”)	163

Sustainability Report



SUSTAINABILITY ACROSS THE VALUE CHAIN

We are committed to the responsible management of our supply chain across our operations. 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:

- 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; and
- Having appropriate and adequate risk management controls and action plans put forth to ensure health and safety.

ENVIRONMENTAL POLICY: A SAFE AND GREEN CULTURE

We seek to minimise the impact of our operations on the environment. Working with the Operator, the REIT Manager advocates an environmentally-friendly approach in carrying out activities at the properties. The REIT’s environmental policy provides guidance on various areas, including the procurement of supplies and consumption of energy. Far East H-Trust aims to:

- Fully comply with the law, current legislations and regulations, and to take a proactive approach towards future legal requirements or obligations;
- Ensure that everybody has a duty to care for the environment, its habitats and biodiversity;
- Seek to conserve natural resources by ensuring the responsible use of energy, water and materials and still provide the quality of service expected by the REIT’s hotel and serviced residence guests and tenants;
- Source for products that have minimal environmental impact; and
- Gain support from customers and suppliers and ensure that they are made aware of the REIT Manager’s Environmental Policy.



Beyond Social Services Graduation Ceremony

COMMUNITY INVOLVEMENT

As a responsible corporate citizen, Far East H-Trust aims to leave a positive footprint in our local community through volunteerism as well as giving back to those in need through financial contributions and in-kind donations. Over the years, we have been supporting charities and not-for-profit organisations for various causes. We also participate in some of our Sponsor's community activities. In FY2019, we supported two social service organisations, Beyond Social Services and PERTAPIS.

GRADUATION CEREMONY WITH BEYOND SOCIAL SERVICES

In conjunction with Beyond Social Services, the REIT Manager's employees and other volunteers from Far East Organization organised a graduation ceremony for children and youths staying in rental flats at the Whampoa and Lavender estates. Beyond Social Services is a voluntary welfare organisation dedicated to helping children and youths from less privileged backgrounds through a mentorship and support network. The ceremony was organised to recognise the accomplishments

of these young people who had achieved a milestone in their learning journeys, despite their challenging circumstances. About 300 graduating students and their families participated in the graduation celebration at Whampoa Community Club in a fun-filled evening of food, games, performances and entertainment. Mr Gerald Lee, the CEO of the REIT Manager, also presented certificates and prizes to the graduating students.

Sustainability Report



Activity with PERTAPIS for beneficiaries

BUILD-A-HAMPER SHOPPING CHALLENGE WITH PERTAPIS

The employees of the REIT Manager, together with volunteers from our Sponsor, partnered with PERTAPIS, which runs welfare homes and provides education and social support for needy families, for the Build-a-Hamper Shopping Challenge.

The event was organised under PERTAPIS Tabung Amal Jariah or Welfare Trust Fund that provides beneficiaries with skills and opportunities to improve their quality of life. The Build-a-Hamper Shopping Challenge helps beneficiaries learn financial management in a fun and exciting way. Volunteers and

the beneficiaries formed teams to play financial management themed table games. The beneficiaries assembled their hampers with household products and groceries they had purchased, using vouchers provided by our Sponsor, and prizes were awarded for the top three best decorated hampers.



Hamper making activity

The beneficiaries were also treated to a dinner before heading home with their hampers and lessons on planning and managing their finances and budget.



The REIT Manager and the Trustee-Manager are fully committed to upholding the highest standards of corporate governance, business integrity and professionalism in all its activities. The Managers believe that sound and effective corporate governance policies and practices are essential in achieving sustainable growth, and consequently a trusted, successful and respected Far East H-Trust.

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 REIT Association of Singapore.



CORPORATE POLICIES AND GUIDELINES

Far East H-Trust has put in place corporate policies to ensure high standards of corporate governance, including:

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

Our Investment Management Policy provides a set of guidelines on 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, to enable a common understanding, and reduce the likelihood of

subjectivity or non-compliance when making investment or divestment decisions.

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. Please refer to www.fehtrust.com for more information.

To ensure that our practices remain relevant and effective, we keep up with changes in policies and current trends through industry news and events. We also regularly monitor and evaluate our compliance level. For more information on Far East H-Trust’s corporate governance practices, please refer to pages 69 to 100.

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Content Index

This report has been prepared in accordance with the GRI Standards Core option:

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102 – 7	Scale of the organisation	About Us, Pg. 2
102 – 8	Information on employees and other workers	Employment, Pg. 58 – 59
102 – 9	Supply chain	Sustainability Across the Value Chain, Pg. 62
102 – 10	Significant changes to the organisation and its supply chain	Sustainability Reporting Framework, Pg. 51 Sustainability Across the Value Chain, Pg. 62
102 – 11	Precautionary principle or approach	Far East H-Trust does not specifically refer to the precautionary approach when managing risk; however, Far East H-Trust applies a risk-based consideration in all Risk Management practices (Risk Management and Internal Controls, Pg. 85)
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STRATEGY		
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ETHICS AND INTEGRITY		
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GOVERNANCE		
102 – 18	Governance structure	Sustainability Governance, Pg. 54

GRI STANDARDS 2016		NOTES/PAGE NUMBER(S)
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103-3	Evaluation of the management approach	Corporate Governance ¹ , Pg. 69

¹ Far East H-Trust has identified Corporate Governance as a material factor. This factor is not covered by the GRI topic-specific standards but reported under Corporate Governance (Pg. 69).

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