

Sustainability Report

BOARD STATEMENT

The Board of Directors (the Board) is pleased to present Sasseur Real Estate Investment Trust's (Sasseur REIT) fourth Sustainability Report, covering the financial year ended 31 December 2022 (FY2022). This report showcases Sasseur Asset Management Pte. Ltd.'s (the REIT Manager) and Sasseur (Shanghai) Holding Company Limited's (the Entrusted Manager) joint efforts in managing Sasseur REIT's environmental, social and governance (ESG) impacts throughout the value chain.

As the first outlet REIT to be listed in Asia, Sasseur REIT's mission is to deliver consistent and strong performance for our Unitholders by offering unrivalled experiential outlet shopping to our customers. It is imperative that we practice corporate sustainability to create long-term stakeholder value, by managing risks and embracing opportunities through the optimisation of economic, environmental and social bottom-lines. Sasseur REIT is committed to implementing environmentally friendly, socially responsible and ethical business practices to fulfil our key objective of providing Unitholders with a stable and attractive rate of return on their investment through regular and stable distributions and to achieve long-term sustainable growth in distribution per unit (DPU) and net asset value (NAV) per unit. Sasseur REIT recognises the importance of managing ESG impacts to safeguard the sustainability of the business, so as to enhance long-term value for all stakeholders and the wider community.

Sasseur REIT continued to remain resilient despite a year marked by COVID-related volatilities in China and macroeconomic challenges. To ensure the viability of our business, we continue to work closely with our brand partners by utilising online platforms to boost online sales and digital presence, amidst sporadic lockdowns under China's strict zero-COVID policies.

As part of our continuous efforts to strengthen Sasseur REIT's sustainability governance structure and commitment to Sasseur REIT's sustainability goals, the Board established a Board-level Sustainability Committee in July 2022 with delegated authority to

define and review Sasseur REIT's strategy, as well as the REIT Manager's strategy and affairs relating to ESG matters based on the principles of sustainability, and ensuring that they remain effective, relevant and up-to-date.

In FY2022, Sasseur REIT conducted an ESG materiality survey with both internal and external stakeholders to better understand their expectations and identify our most significant impacts on the economy, environment, and people. Following the ESG materiality survey, we have updated our material ESG factors for the year after taking into consideration the relevance and impact to our business, strategy, financial planning, business model and key stakeholders. The refreshed material ESG factors presented on page 78 of this Sustainability Report have been approved by the Sustainability Committee which is responsible for overseeing the management and monitoring of the material ESG factors.

In recognition of the increasing need to address climate change, we have continued to strengthen our climate-related disclosures, which is consistent with the Task Force on Climate-related Financial Disclosures (TCFD) and the Monetary Authority of Singapore's Guidelines on Environmental Risk Management for Asset Managers (EnRM Guidelines). We developed processes for identifying and assessing climate-related risks and opportunities through a climate scenario analysis which was conducted in FY2022. In addition, we have started measuring and tracking our greenhouse gas emissions across our portfolio of properties by developing a baseline inventory of our Scope 1, 2 (all emissions) and 3 (tenant emissions only) emissions. Moving forward, Sasseur REIT will work towards expanding our Scope 3 data coverage and integrity, aligning with relevant reporting frameworks and requirements, building in-house capacity and improving overall climate-related disclosures.

The Board would like to thank all stakeholders for their trust and continuous support as Sasseur REIT continues our sustainability journey. We remain vigilant in upholding our commitments towards sustainability while creating long-term value for our stakeholders.

ABOUT THIS REPORT

Reporting Framework

This Sustainability Report has been prepared in accordance with the sustainability reporting requirements of the Singapore Exchange Securities Trading Limited (SGX-ST) Mainboard Listing Rules 711A and 711B on Sustainability Reporting, as well as Practice Note 7.6 Sustainability Reporting Guide (updated in January 2022). In addition, this report has been prepared with reference to the Global Reporting Initiative Universal Standards (GRI Standards) (updated 2021). The GRI Standards was selected due to its global adoption and robust industry guidance, promoting comparability against global and local peers. We view this framework as the most appropriate for communicating relevant information to stakeholders on Sasseur REIT's ESG risks and opportunities.

Reporting Period and Scope

The reporting period covered in this report is from 1 January 2022 to 31 December 2022. Where applicable, data from previous financial years have been included for comparison.

This report should be read together with the financial performance and governance information detailed in the Annual Report for a comprehensive picture of Sasseur REIT's business and performance.

Unless otherwise stated, this report covers the following entities:

- Sasseur REIT;
- The REIT Manager;
- The Entrusted Manager; and
- Sasseur REIT's portfolio of properties - Sasseur (Chongqing Liangjiang) Outlets, Sasseur (Chongqing Bishan) Outlets, Sasseur (Hefei) Outlets and Sasseur (Kunming) Outlets (the Outlets).

The remaining entities within the trust structure are special purpose vehicles which have been excluded from the report.

For performance related to environmental factors, the data disclosed covers Sasseur REIT's Outlets. For performance related to employee data and governance factors, the data disclosed covers the REIT Manager in Singapore.

Any discrepancies in the table and charts between the listed figures and totals thereof are due to rounding. Where applicable, figures and percentages are rounded to two decimal places.

Sasseur REIT's sustainability reporting process for FY2022 has been internally reviewed by Sasseur REIT's internal auditors. No external assurance was sought for this report. External assurance by independent professional bodies will be considered as our reporting matures over time.

Feedback

The REIT Manager values and welcomes all feedback from stakeholders as they are integral to the continuous improvement of our sustainability practices and reporting. Please send all comments and suggestions to ir@sasseurreit.com.

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FY2022 SUSTAINABILITY HIGHLIGHTS

ENVIRONMENTAL PERFORMANCE FY2022

SCOPE 1 AND 2 EMISSIONS

26.15%
reduction from FY2021

ENERGY CONSUMPTION

0.07%
reduction from FY2021

ENERGY INTENSITY

0.07%
reduction from FY2021

HEALTH AND SAFETY PERFORMANCE FY2022

ZERO INCIDENTS

of fatalities, high-consequence injuries, recordable injuries, and recordable work-related ill health cases



SENIOR MANAGEMENT FY2022

60% FEMALE



GOVERNANCE PERFORMANCE FY2022

ZERO INCIDENTS

of socioeconomic and environmental non-compliance that result in fines and non-monetary sanctions

ZERO INSTANCES

of bribery, corruption and fraud

of counterfeit reports

of customer data loss



MANAGING SUSTAINABILITY

Sustainability Governance

The REIT Manager and the Entrusted Manager recognise that an effective and healthy corporate governance culture is critical to Sasseur REIT's performance and reputation. Sustainability matters are taken into consideration as part of our strategic formulation.

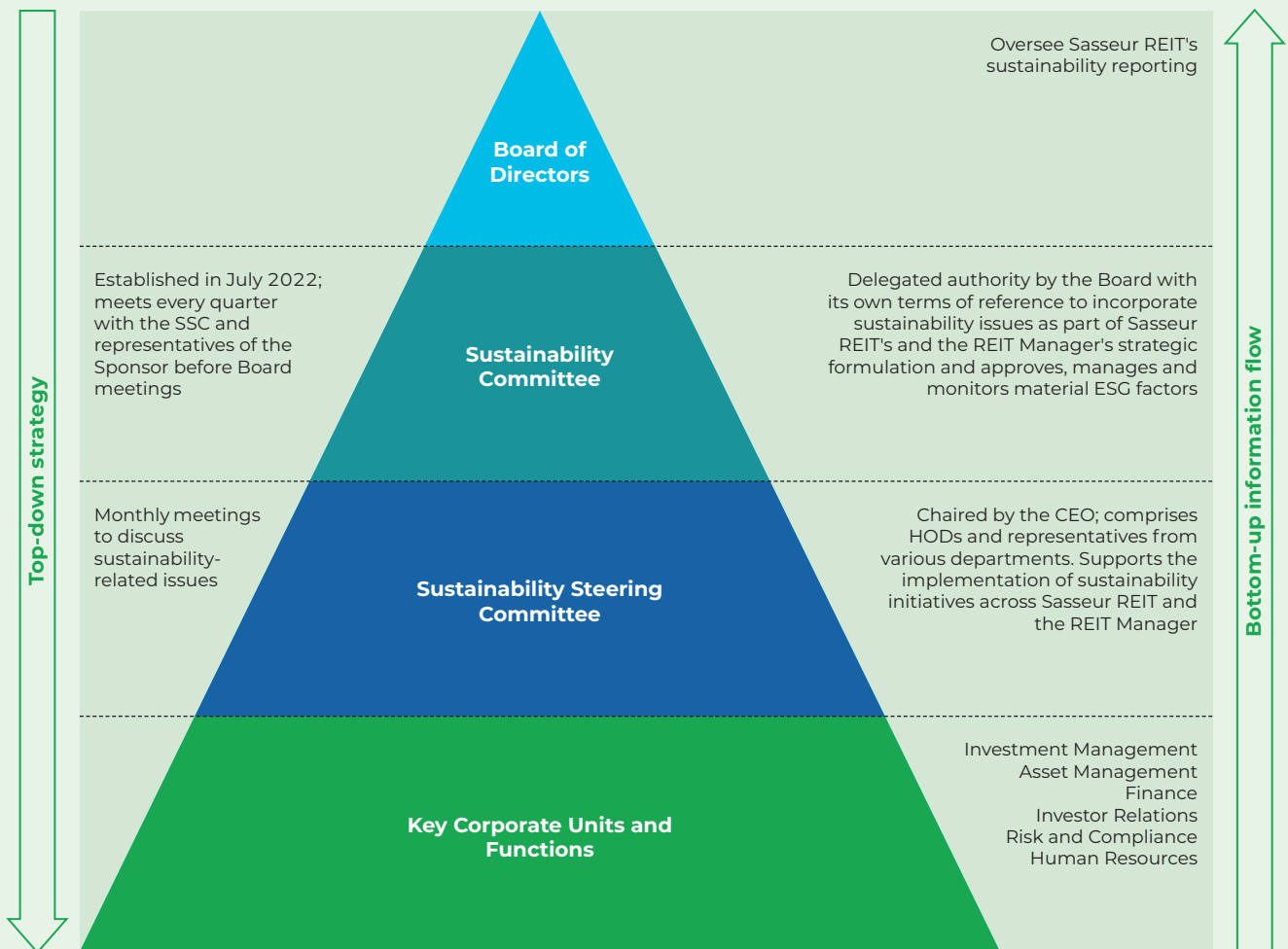
The Board has ultimate responsibility for Sasseur REIT's sustainability reporting and oversees the management of Sasseur REIT's sustainability performance as well as risks and opportunities. As part of Sasseur REIT's commitment to sustainability goals, the Board has established a Sustainability Committee (SC) in July 2022. The SC has delegated authority by the Board with its own terms of reference and plays a key role in incorporating sustainability matters as part of our strategic formulation and determines the ESG factors identified as material to the business. The SC meets

with the Sustainability Steering Committee (SSC) and representatives from the Sponsor before each quarterly Board meeting.

The SC is supported by the SSC which plays a leading role in developing Sasseur REIT's sustainability objectives and strategies, monitoring and driving sustainability performance and responsible business practices as well as ensuring that material ESG factors are monitored on an ongoing basis and properly managed. Led by the Chief Executive Officer (CEO), the SSC comprises Heads of Departments (HOD) and representatives from the Investment Management, Asset Management, Finance, Investor Relations, Risk and Compliance, and Human Resources functions. The SSC meets monthly to discuss sustainability-related issues and reports Sasseur REIT's sustainability progress to the SC every quarter.

Refer to the figure below for Sasseur REIT's sustainability governance structure.



Sasseur REIT's Sustainability Governance Structure







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Stakeholder Engagement

To address our stakeholders' concerns and expectations, we remain committed to ensuring open dialogue and frequent stakeholder engagements throughout the year to facilitate the continuous improvement of our operations. The table below details our engagement activities with our key stakeholders.

Key Stakeholder Groups	Relevance to Sasseur REIT	Key Engagement Modes	Key Interests of Stakeholders
Investment communities (investors, analysts, and media) 	<ul style="list-style-type: none"> The REIT Manager is committed to provide accurate and timely disclosures We are proactive in engaging investors, analysts, and media through regular two-way communications 	<ul style="list-style-type: none"> SGXNet announcements Results briefings to analysts and investors Annual General Meetings (AGM) and Extraordinary General Meetings (EGM) Bilateral communications via emails, calls, and virtual/physical meetings Partnerships with REIT Association of Singapore (REITAS), Securities Investors Association (Singapore) (SIAS) and brokerage houses to conduct corporate presentations to retail investors Sasseur REIT website, Facebook, LinkedIn and YouTube Roadshows and conferences Site visits to Sasseur REIT Outlets 	<ul style="list-style-type: none"> Financial and operational performance Business strategy and outlook Capital and risk management Good corporate governance Timely and transparent disclosures
Tenants 	<ul style="list-style-type: none"> Tenants are key to the success of the business as their goods and services attract customers to our Outlets, thus contributing to the sales and income for Sasseur REIT 	<ul style="list-style-type: none"> Face-to-face dialogues Training sessions conducted by the Entrusted Manager for promoters of tenants Meetings and discussions to review yearly sales targets and optimal levels of stock inventories for promotional activities Joint promotional and strategic partnerships 	<ul style="list-style-type: none"> Quality of facilities and services to enhance shoppers' experience Publicity through collaborative promotional activities Good flow of shopper traffic Strategic partnerships, online projects, new product launches, discounts, VIP memberships etc. Health and safety

Key Stakeholder Groups	Relevance to Sasseur REIT	Key Engagement Modes	Key Interests of Stakeholders
Shoppers 	<ul style="list-style-type: none"> Shoppers are crucial to the economic viability of the outlet business 	<ul style="list-style-type: none"> Customer service Marketing and promotional events Online communication platforms including social media Loyalty programmes Customer satisfaction surveys 	<ul style="list-style-type: none"> Range and quality of retail offerings, amenities and services Conducive shopping environment and family-friendliness Availability of promotion campaigns Health and safety Membership benefits Access to public transport
Regulators and industry associations 	<ul style="list-style-type: none"> Sasseur REIT and the REIT Manager comply with applicable rules and regulations 	<ul style="list-style-type: none"> Regular participation in briefings and consultations with Singapore Exchange (SGX) and Monetary Authority of Singapore (MAS) Communication and consultations with government agencies Ongoing monitoring of evolving regulatory landscape Annual Report and Sustainability Report Sasseur REIT is a member of REITAS CEO of the REIT Manager is a member of the Promotions Sub-committee of REITAS 	<ul style="list-style-type: none"> Compliance with rules and regulations Good corporate governance and transparency Environmental impact
Employees 	<ul style="list-style-type: none"> People drive our business growth and success. We strive to have a diverse, safe, and healthy work environment for our employees 	<ul style="list-style-type: none"> Orientation programmes for new joiners Half-yearly performance reviews 360-degree feedback sessions Training and career development opportunities Team cohesion activities Internal staff communication Employee feedback surveys Weekly team meetings Health and wellness initiatives 	<ul style="list-style-type: none"> Fair and equal employment practices Diversity and inclusion Skills development and career progression Employee welfare management Health and wellbeing
Local communities 	<ul style="list-style-type: none"> We seek to make a positive impact and give back to the local communities as part of our corporate social responsibility 	<ul style="list-style-type: none"> Employee volunteerism Social entrepreneurship 	<ul style="list-style-type: none"> Contributions to community Impact of business on the environment and society

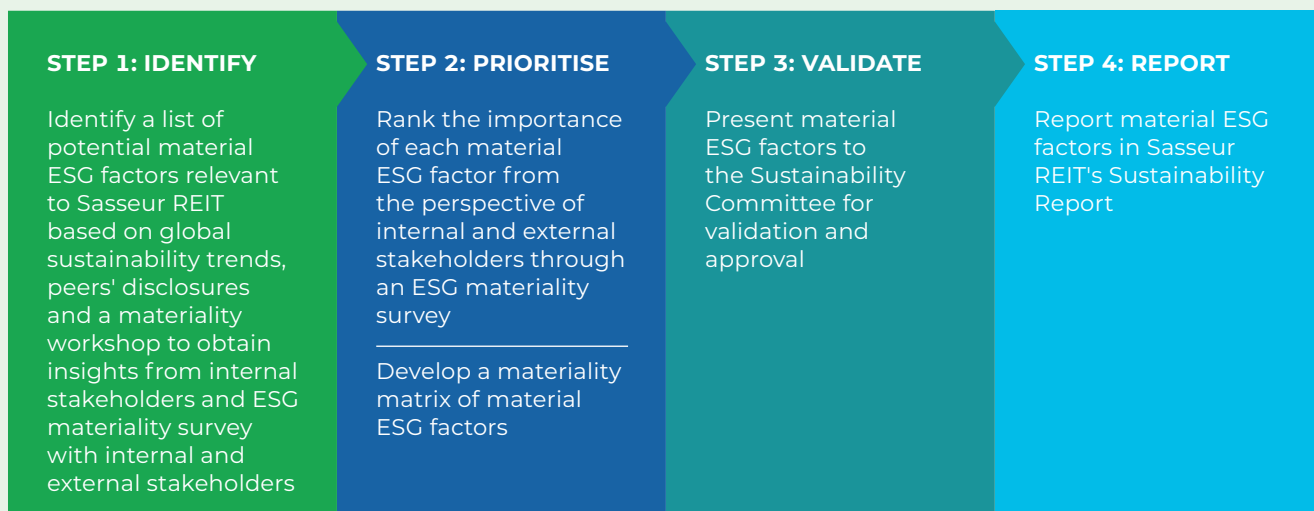
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Materiality Assessment

Guided by the GRI Standards' Principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability, Sasseur REIT conducts a materiality assessment annually to identify and prioritise ESG issues which are of significant relevance to the business and our stakeholders.

The materiality assessment process starts with the identification of material factors relevant to Sasseur REIT, strategically reviewed to ensure alignment with our business strategies. In order to address key stakeholders' concerns, the material factors were prioritised based on Sasseur REIT's existing risk analysis and disclosures, global and local emerging trends, peer benchmarking as well as internal and external stakeholder views. Refer to the figure below which maps out Sasseur REIT's four-step materiality assessment process.

Sasseur REIT's Four-step Materiality Assessment Process

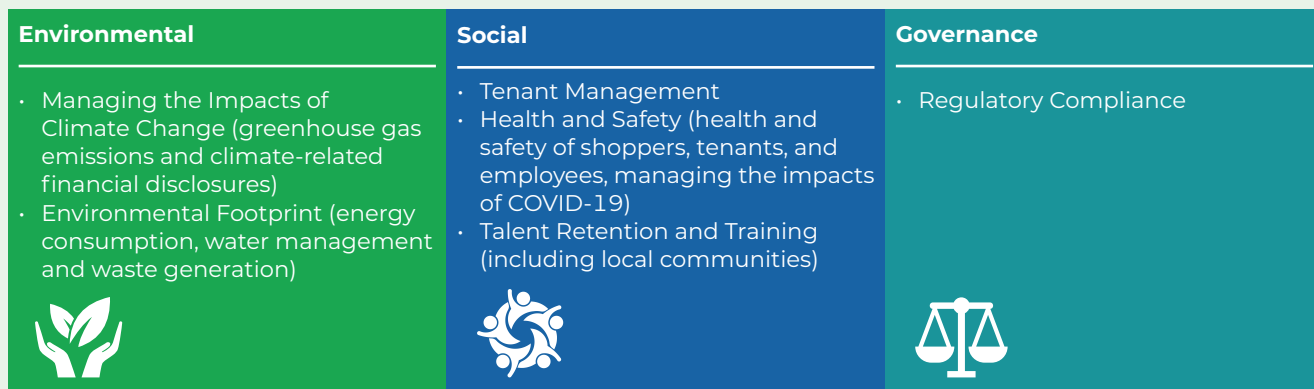


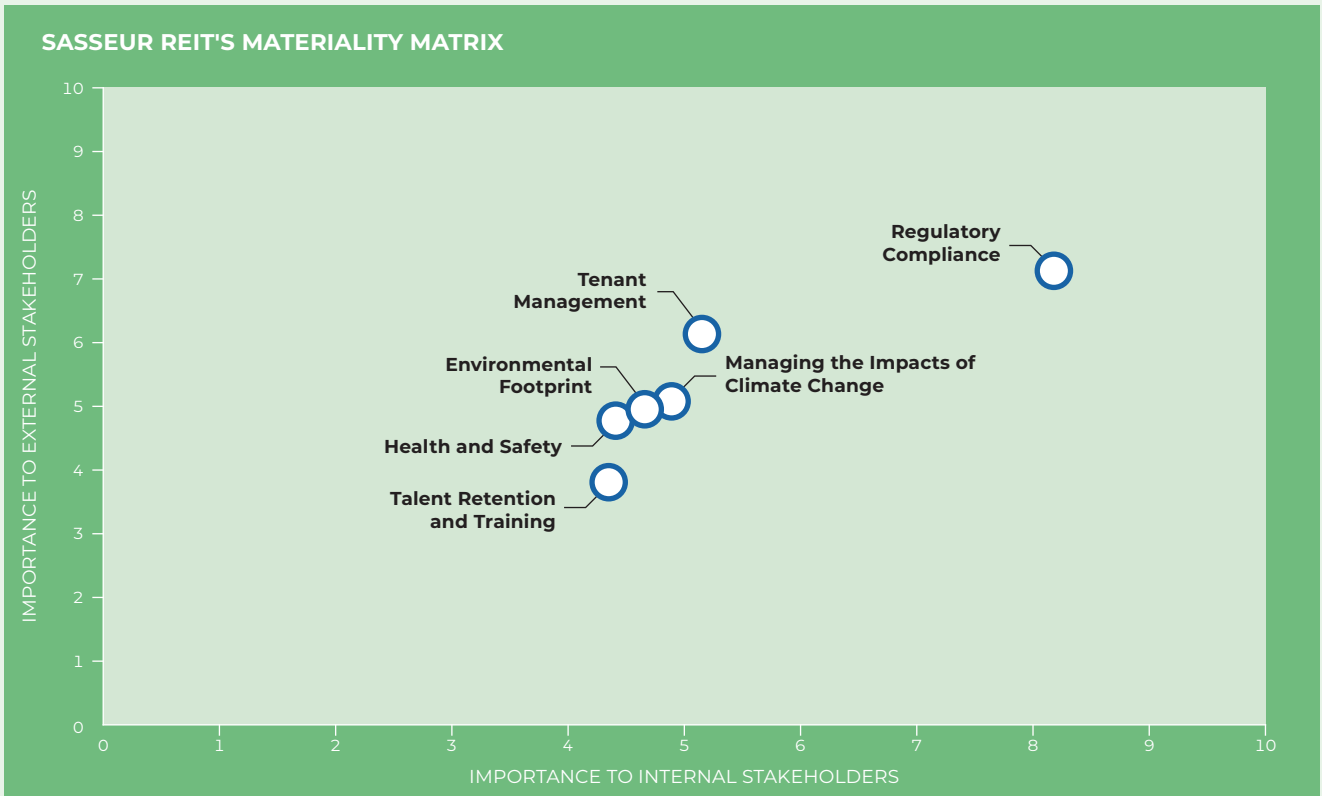
In FY2022, as part of our materiality assessment exercise, our SSC members attended a Materiality Workshop conducted by an external consultant to understand the recent industry trends and emerging materiality topics relevant to our business. In addition, we have conducted an ESG materiality survey with internal and external stakeholders to understand their views on sustainability and the material ESG factors they prioritise in terms of importance.

Upon completion of our materiality assessment exercise for FY2022, the following updates have been made to the material ESG factors for this year:

- Inclusion of “Managing the Impacts of Climate Change”, “Tenant Management”, as well as “Health and Safety” as new material ESG factors.
- Combined and renamed previously disclosed material ESG factors “Energy Consumption” and “Water Management” to “Environmental Footprint”, which include disclosures on waste generation, energy consumption and water management.
- Lastly, prior financial years’ material ESG factors relating to “Local Communities” and “Managing the Impacts of COVID-19” are disclosed under “Talent Retention and Training” as well as “Health and Safety” respectively this year.

Refer to the figures below for Sasseur REIT’s material ESG factors and materiality matrix.





ENVIRONMENTAL

TARGETS FOR FY2022	FY2022 PERFORMANCE	TARGETS FOR FY2023
<ul style="list-style-type: none"> Reduce total energy consumption or energy intensity by 1% from FY2021 	<ul style="list-style-type: none"> Not achieved: FY2022 energy consumption and energy intensity fell by 0.07% as compared to FY2021¹ 	<ul style="list-style-type: none"> Reduce total energy consumption or energy intensity by 1% from FY2022
<ul style="list-style-type: none"> Reduce water intensity by 1% from FY2021 	<ul style="list-style-type: none"> Not achieved: Water intensity increased by 3.7% as compared to FY2021¹ 	<ul style="list-style-type: none"> Reduce water intensity by 1% from FY2022 Assess emission hotspots to determine expansion of Scope 3 organisational boundary

Managing the Impacts Of Climate Change Greenhouse Gas Emissions

As part of our commitment to help address the world's pressing climate issues, we have since incorporated climate action into our business plans. We believe that doing so will enable our business to be future-proof

and support the long-term viability of our business as the pace of transition towards a low-carbon economy hasten. We see the reduction of greenhouse gas (GHG) emissions as one of the key actions to climate change mitigation, and we strive to measure and track our emissions across Sasseur REIT.

Note:

¹ Refer to "Energy Consumption" and "Water Management" on pages 92 and 93 respectively for a detailed explanation.

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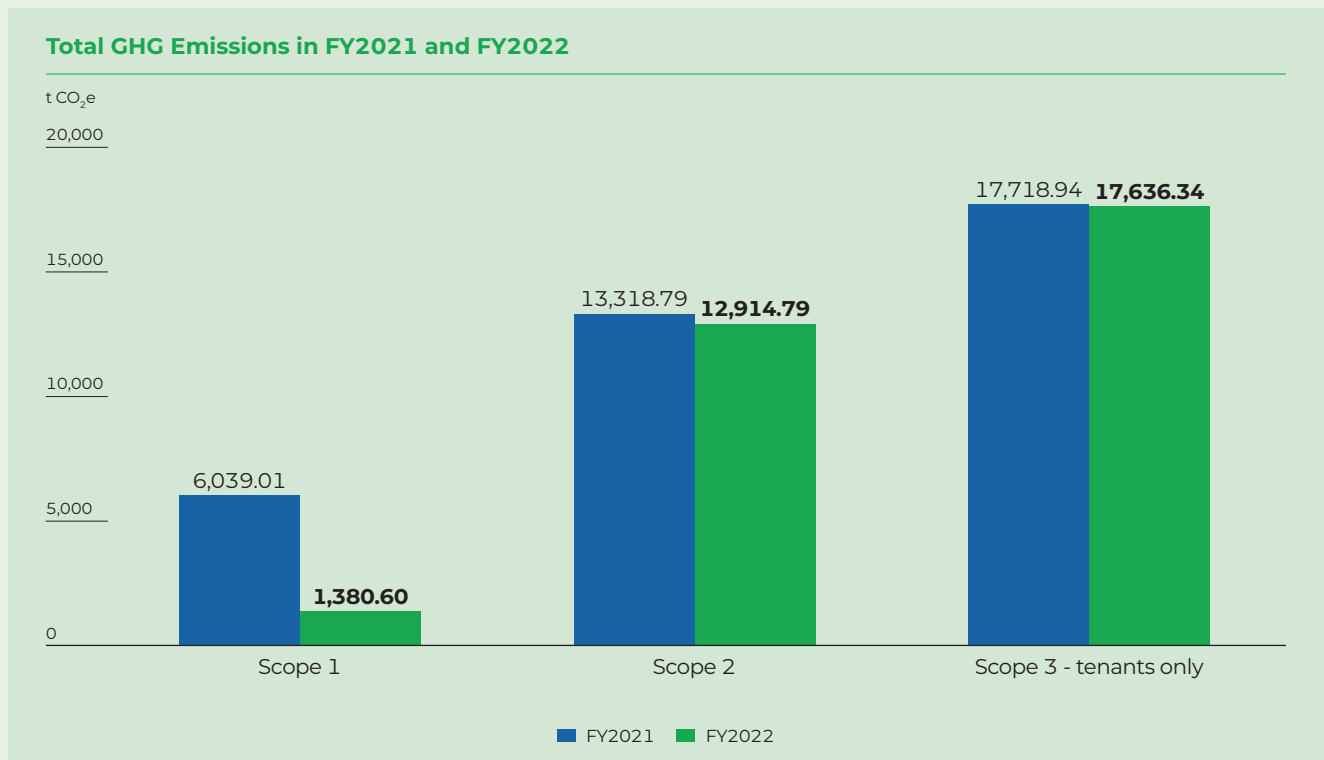
We developed a baseline² inventory of our Scope 1, 2 (all emissions), and 3 (tenant emissions only) emissions, and plan to track the trend going forward. Sasseur REIT's emissions are calculated in line with the GHG Protocol and applicable national standards. We measured and reported total emissions of 14,295.39 t CO₂e (Scope 1 and 2) and 17,636.34 t CO₂e (Scope 3 – tenant emissions only), a 26.15% and 0.47% decrease respectively, from FY2021 of 19,357.80 t CO₂e (Scope 1 and 2) and 17,718.94 t CO₂e (Scope 3 – tenant emissions only). Given that Sasseur (Hefei) Outlets has the largest operating area³ of the four properties, it also reported the highest GHG Scope 3 tenant emissions of 7,955.37 t CO₂e. In FY2021, Sasseur (Kunming) Outlets reported 5,080.76 t CO₂e in Scope 1 emissions, owing to the refill of nine large capacity fire extinguishers (150kg each). This is the first refill of the fire extinguishers at Sasseur (Kunming) Outlets since it commenced operations in 2016.

However, due to the complexity and large volumes of data required, Scope 3 calculations must be calculated and reported systemically. As such, we undertook an initial Scope 3 screening, focusing on the material impact areas of the 15 GHG Scope 3 categories. By relevance, we identified tenant emissions as the priority data coverage in the beginning stages of our Scope 3 reporting journey. Going forward, we will work towards expanding our Scope 3 data coverage and quality, align with relevant reporting frameworks and requirements, build in-house capacity, and improve overall disclosures.

Global restrictions during the COVID-19 pandemic led to huge reductions in travel and other operational activities, resulting in lower emissions, as evidenced in our FY2022 emissions data. However, we remain cognisant that the COVID-19 pandemic provides only a temporary reduction in carbon emissions, and notably, emissions will soon return to near-pre-pandemic levels with many economic activities returning to normalcy. Hence, as part of our efforts to reduce GHG emissions, we actively carry out green landscaping, and have extensive amounts of greenery within our Outlets. Comprising a total of approximately 23,841 sqm of green landscapes which are put together by a wide variety of plants such as trees, shrubs, and seedlings, the greenery in our Outlets not only provide a healthy recreational environment for the community, but also promote carbon sequestration from the atmosphere.

We continue to support the adoption of Electronic Vehicles (EV), which emit lower GHG emissions – approximately 43.4%⁴ as compared to internal combustion engine (ICE) vehicles. A total of 27 EV Chargers have been installed at Sasseur (Hefei) Outlets to facilitate the convenience of EV drivers, making EV facilities more accessible to the public.

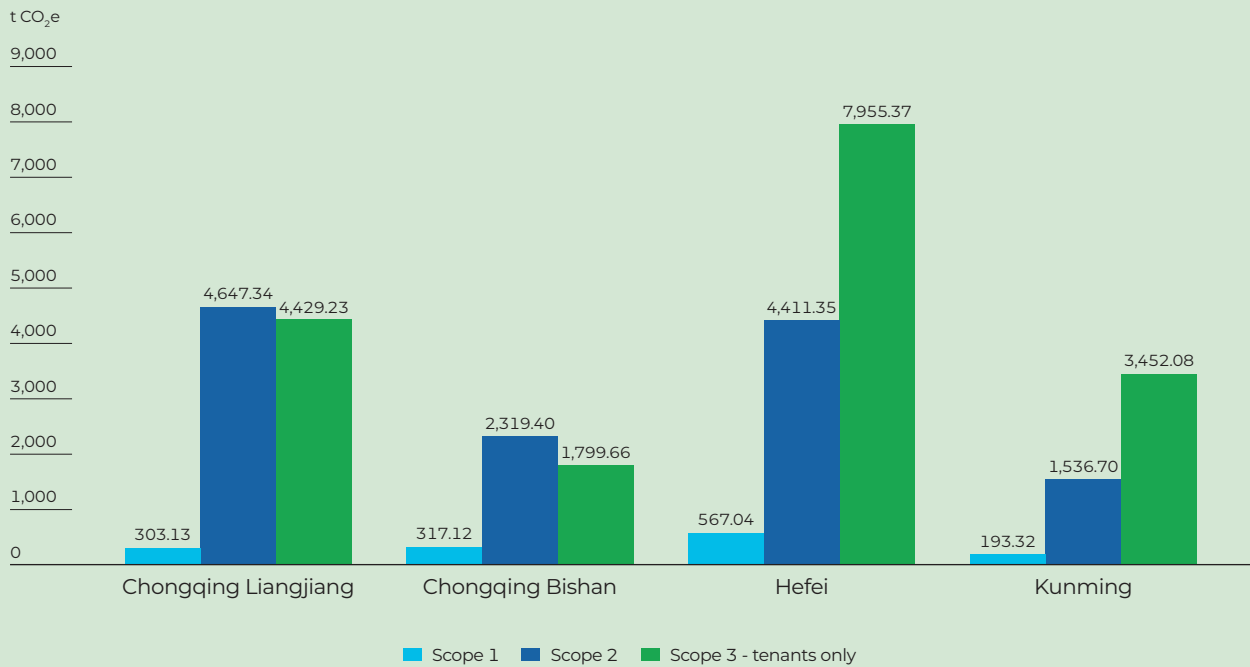
In the coming years, we will remain cognisant of our GHG emissions and will continue to implement new initiatives and identify opportunities to reduce our emissions.



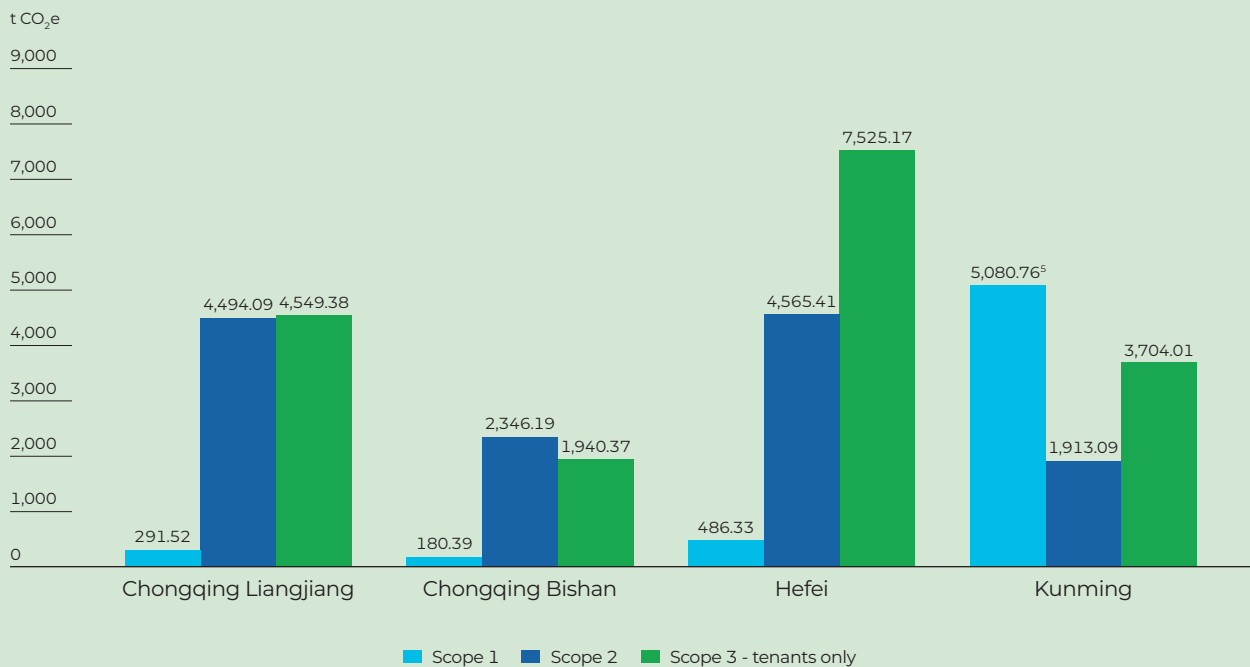
Notes:

² With FY2021 established as the baseline, we will support the development of targets to reduce GHG emissions in our business operations.
³ Operating area refers to the sum of gross floor area including outdoor carpark spaces (if any).
⁴ China Automotive Technology & Research Center Co., Ltd., China Automotive Low Carbon Action 2022, 27 July 2022.

Summary of Total Emissions in FY2022



Summary of Total Emissions in FY2021



Note:

⁵ Due to the refill of nine large capacity fire extinguishers (150 kg each).

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A full breakdown of our Scope 1, 2 (all emissions) and 3 (tenant emissions only) in FY2021 and FY2022 is furnished in the table below.

Emissions ⁶	FY2021					FY2022					Variance % (Comparing FY2022 and FY2021)
	Sasseur (Chongqing Liangjiang) Outlets	Sasseur (Chongqing Bishan) Outlets	Sasseur (Hefei) Outlets	Sasseur (Kunming) Outlets	Total	Sasseur (Chongqing Liangjiang) Outlets	Sasseur (Chongqing Bishan) Outlets	Sasseur (Hefei) Outlets	Sasseur (Kunming) Outlets	Total	
Total Scope 1 and 2 GHG emissions (t CO ₂ e)	4,785.62	2,526.59	5,051.74	6,993.85	19,357.80	4,950.47	2,636.52	4,978.39	1,730.02	14,295.39	(26.15)
Total direct (Scope 1) GHG emissions (t CO ₂ e)	291.52	180.39	486.33	5,080.76	6,039.01	303.13	317.12	567.04	193.32	1,380.60	(77.14)
Total location-based indirect (Scope 2) GHG emissions (t CO ₂ e)	4,494.09	2,346.19	4,565.41	1,913.09	13,318.79	4,647.34	2,319.40	4,411.35	1,536.70	12,914.79	(3.03)
Direct (Scope 1) GHG emission intensity (t CO ₂ e/m ²)	0.00903	0.00749	0.00469	0.13344	0.03049	0.00939	0.01317	0.00547	0.00508	0.00697	(77.14)
Location-based indirect (Scope 2) emission intensity (t CO ₂ e/m ²)	0.13927	0.09741	0.04404	0.05025	0.06723	0.14402	0.09630	0.04255	0.04036	0.06519	(3.03)
Other indirect (Scope 3) GHG emissions (tenant emissions only) (t CO ₂ e)	4,549.38	1,940.37	7,525.17	3,704.01	17,718.94	4,429.23	1,799.66	7,955.37	3,452.08	17,636.34	(0.47)
Other indirect (Scope 3) GHG emission intensity (tenant emissions only) (t CO ₂ e/m ²)	0.09439	0.04340	0.06561	0.07381	0.06874	0.09190	0.04026	0.06936	0.06879	0.06842	(0.47)
Gases included in the calculation	Carbon dioxide (CO ₂), Methane (CH ₄), Nitrous Oxide (N ₂ O) and Hydrofluorocarbons (HFCs)										
Source of emission factors and global warming potential (GWP) rates used	Notice on the management of corporate greenhouse gas emission reporting in 2022 ⁷ , Department for Environment, Food and Rural Affairs (DEFRA) (June 2022), IEA 2021, GHG Protocol, IPCC AR5 – AR6										
Consolidation approach for emissions	Operational control										

Notes:

⁶ Emission intensity in FY2022 is calculated based on the total operating area of 455,878 m².

⁷ Ministry of Ecology and Environment of the People's Republic of China. Notice on the management of corporate greenhouse gas emission reporting in 2022, 7 February 2023.

Climate-related Financial Disclosures

Introduction

Under a post-COVID-19 era, carbon emissions are on the rise again, with climate change topping international agendas. The latest Intergovernmental Panel on Climate Change (IPCC) report⁸ has highlighted that the whole world is facing the effects of climate change, as exemplified by the floods and heatwaves which had occurred in China in FY2022, where Sasseur REIT's portfolio is based. While climate change poses significant risks to the real estate industry, it also presents ample business opportunities. Recognising the impact of climate-related risks and opportunities, the public and private sectors worldwide are actively addressing these risks and capturing the opportunities around climate change adaptation.

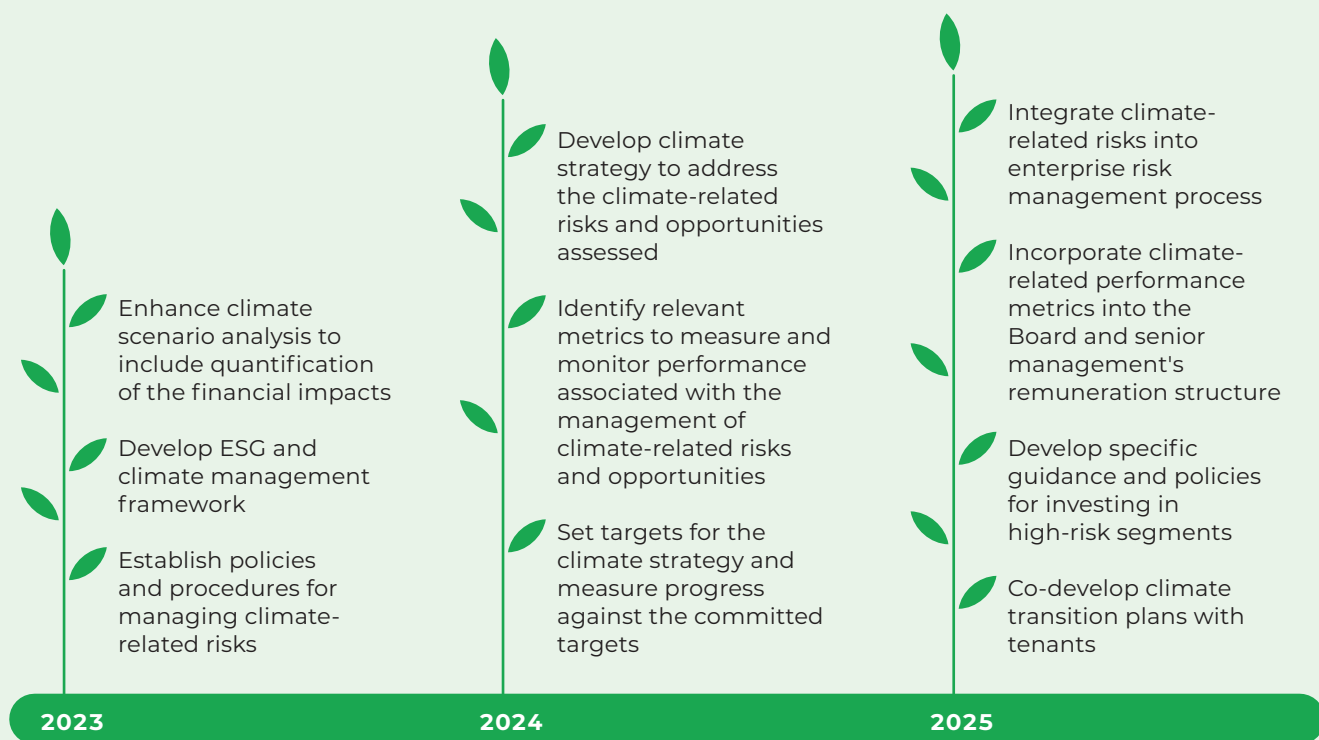
Guided by China's goal of peaking carbon emissions by 2030 and achieving carbon neutrality by 2060⁹, we have implemented measures to minimise the adverse impacts of climate change on our business and environment, including ensuring efficient resource utilisation in our daily operations and enhancing our climate resilience.

This section of the report is our approach towards adopting the TCFD Recommendations¹⁰. It aligns with the recommendations set out by TCFD and outlines the physical and transition risks that Sasseur REIT is likely to be exposed to. This is also in line with the EnRM Guidelines issued by the MAS.

TCFD provides us with a consistent, comparable, and reliable internationally recognised reporting framework to be better equipped in providing our investors and stakeholders with insights on how we are building resilience towards climate-related risks and opportunities. By aligning with TCFD, we hope to facilitate more informed financial decisions for investors, analysts, media, lenders, as well as other stakeholders, and provide them with a greater understanding of how we view sustainability. We believe that transparency is of utmost importance, and as such, we are committed to continually improving how we manage and disclose our risks in future Sustainability Reports.

Our climate action journey continues with the establishment of the SC in July 2022, which fortifies the Board's dedication to strengthen governance around climate-related issues. Our ongoing efforts to enhance our TCFD disclosures are shown through the climate scenario analysis conducted this year, in which all key climate-related risks and opportunities were assessed to help us understand their potential financial impacts on our business. The roadmap below has been updated to reflect our current progress as well as our goals for the coming years to adopt TCFD recommendations that are also in line with MAS' EnRM Guidelines.

Sasseur REIT's Three-year Roadmap



Notes:

⁸ IPCC, Climate Change 2022: Mitigation of Climate Change. Contribution of Working Group III to the Sixth Assessment Report of the Intergovernmental Panel on Climate Change, 2022.

⁹ IEA, Tracking Clean Energy Innovation: Focus on China, IEA, Paris, March 2022.

¹⁰ TCFD, Final Report: Recommendations of the Task Force on Climate-related Financial Disclosures, 15 June 2017.

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TCFD Disclosures

Our disclosures based on the four pillars of the TCFD is set out below:

Sasseur REIT's TCFD Disclosures	
Governance	
<p>a) Describe the Board's oversight of climate-related risks and opportunities.</p>	<p>The REIT Manager and Entrusted Manager believe that Sasseur REIT's long-term success and well-established reputation are underpinned by a strong corporate governance culture that is cascaded throughout our portfolio.</p> <p>The Board bears the accountability for overseeing the management of Sasseur REIT's sustainability performance as well as risks and opportunities. In line with Sasseur REIT's commitment to advancing the sustainability agenda, a SC was established by the Board in July 2022. With delegated authority by the Board, the SC drives the incorporation of climate-related issues into the strategy formulation and review process, as detailed in its terms of reference. The SC meets with the SSC and representatives from the Sponsor on a quarterly basis before Board meetings.</p> <p>The Board's commitment to building climate capacity is reflected through its efforts in ensuring that the SC and SSC undergo sustainability training to equip themselves with the relevant knowledge and skillsets for addressing climate-related issues.</p>
<p>b) Describe management's role in assessing and managing climate-related risks and opportunities.</p>	<p>The SC is further supported by the SSC, which provides oversight in identifying and addressing the climate-related risks and opportunities relevant to the business. The SSC is led by the CEO who is responsible for matters relevant to climate change within Sasseur REIT and assists the Board in effectively managing climate-related risks by establishing ESG targets and goals. On the other hand, the Chief Financial Officer (CFO), who is the SSC Leader, monitors the implementation of sustainability initiatives and projects closely to ensure their successful and timely completion, and reports the progress regularly to the CEO, who is the Chair of the SSC.</p> <p>The rest of the SSC comprises the HODs and representatives from the Investment Management, Asset Management, Finance, Investor Relations, Risk and Compliance, and Human Resources functions. They facilitate the coordination and compilation of information and data, which often involves working across departments. The SSC meets every month to discuss major developments in relation to sustainability and provides quarterly updates to the SC regarding Sasseur REIT's sustainability progress.</p> <p>Sasseur REIT's sustainability governance structure as well as the key roles and responsibilities of each component of the structure can be found on page 75 of the Sustainability Report.</p>

Sasseur REIT's TCFD Disclosures

Strategy

a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long-term.

Sasseur REIT recognises that climate change would reshape the operating environment for companies across the globe. As such, we place the utmost importance on identifying the climate-related risks and opportunities relevant to the four outlets in our portfolio – Sasseur (Chongqing Liangjiang) Outlets, Sasseur (Chongqing Bishan) Outlets, Sasseur (Hefei) Outlets and Sasseur (Kunming) Outlets.

Sasseur REIT considers short, medium, and long-term time horizons to be less than 10 years, 10 to 20 years, and beyond 20 years respectively. However, given that Sasseur REIT's portfolio consists of long-term fixed assets, climate-related risks often manifest themselves over the medium and long-term and are more profound during this period.

b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.

TCFD divides climate-related risks into two major categories:

Physical risks

Physical risks stemmed from climate change can heavily affect the operations of Sasseur REIT. Physical risks affect countries globally and pose significant financial threats to many countries. Over the last few years, there has been an increase in the intensity of climate catastrophes and the impact of climate change can be felt more severely and at a larger scale. Sasseur REIT's assets in China are also exposed to physical risks such as floods and heatwaves.

Transition risks

Transition risks arising from policy change, technology upgrades, and market shifts in the low carbon transition may have an impact on Sasseur REIT's strategy and operations. To respond to the market and regulatory demands, it is imperative for Sasseur REIT to re-evaluate its investments and commitments to climate change.

In FY2022, Sasseur REIT has incorporated scenario analysis into its climate-related risk assessment exercise, taking into consideration climate scenarios from the IPCC and the International Energy Agency (IEA). The climate scenarios that have been adopted are:

Sasseur REIT's climate scenarios	Business as usual	Net zero by 2050
IPCC scenario ¹¹ alignment for physical risks assessment	RCP8.5 <ul style="list-style-type: none"> Shows a very high emissions trajectory with a projected global mean surface temperature increase of up to 4.8°C 	RCP2.6 <ul style="list-style-type: none"> Aims to keep global warming likely below 2°C above pre-industrial levels
IEA scenario ¹² alignment for transition risks and opportunities assessment	Stated Policies Scenario (STEPS) <ul style="list-style-type: none"> Reflects current policy settings based on an assessment of the existing policies and those that have been announced by governments around the world 	Net Zero Emissions by 2050 Scenario (NZE) <ul style="list-style-type: none"> Sets out a pathway for the global energy sector to achieve net zero CO₂ emissions by 2050 without relying on emissions reductions from other sectors

The processes used to determine the risks and opportunities which are material to Sasseur REIT are detailed under the risk management section on page 90.

To assess the potential impacts of the physical risks identified, Sasseur REIT took into consideration asset information such as the locations of the Outlets and their design specifications, contextual information which includes forests and soils, as well as climate data from the Coupled Model Intercomparison Project Phase 5 (CMIP5) and Phase 6 (CMIP6) models. For transition risks and climate-related opportunities, data and assumptions were drawn from IEA's World Energy Outlook (WEO) 2021¹³.

Notes:

¹¹ IPCC, Climate Change 2014: Synthesis Report. Contribution of Working Groups I, II and III to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change, 2014.

¹² IEA, Global Energy and Climate Model, IEA, Paris, October 2022.

¹³ IEA, World Energy Outlook 2021, IEA, Paris, October 2021.

Sustainability Report

Sasseur REIT's TCFD Disclosures

Strategy

<p>a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long-term.</p>	<p>A summary of key climate-related risks and opportunities as well as their key potential impacts is as follows:</p> <p>Climate-related risks: physical risks</p> <p><i>Acute</i></p> <p>As global temperature rises, acute hazards grow in frequency and severity. Increased occurrences and intensity of rainfalls contribute to more frequent events in which precipitation in catchment areas can cause a river to exceed its usual capacity, flooding nearby areas. On days with high temperatures, high wind speeds and dry weather conditions, trees may catch fire easily and spread fires across forest canopies. These disastrous events can cause significant damage to Sasseur REIT's assets and result in operational disruptions and economic flow losses due to business premises being shut down.</p> <p>Although extreme temperatures do not usually cause structural damage, commercial and utility assets may be impacted by malfunction of electronic control systems on days of extreme heat. In the case of Sasseur REIT, air conditioning units can stop working once their maximum design temperature is reached, leading to the closure of the Outlets.</p> <p><i>Chronic</i></p> <p>Due to longer dry spells and droughts that are caused by a permanent shift in weather patterns, soil moisture within reactive clay soils can be significantly reduced, triggering substantial soil movement and cracking. Soil shrinking and swelling can lead to shifting of the foundations of Sasseur REIT's assets, bringing about extensive damage.</p> <p>Based on the physical climate-related risk assessment at Sasseur REIT's portfolio level, the potential financial impacts brought by riverine flooding are more significant than those of forest fires, extreme heat, and soil subsidence due to droughts.</p>
<p>b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.</p>	<p>Climate-related risks: transition risks</p> <p><i>Policy and Legal</i></p> <p>To achieve China's goals of peaking emissions by 2030 and achieving carbon neutrality by 2060, the Chinese government may introduce stringent policies that contribute to a rise in carbon pricing. These could include an expansion of the national Emissions Trading Scheme (ETS) scope to include the real estate sector or emission allowances reduction which will be passed onto the real estate sector along the value chain.</p> <p>In the first trading year of China's ETS since its launch in July 2021, the price of national Carbon Emission Allowances (CEA) fluctuated between RMB 58 and RMB 60¹⁴. To understand how the carbon pricing scheme in China could evolve in the future, Sasseur REIT has taken into consideration IEA's projections in the WEO 2021. According to the STEPS report, the price of CO₂ is expected to increase from USD 30/tonne CO₂ in 2023 to USD 55/tonne CO₂ in 2050; while in NZE, where more aggressive climate actions can be observed from the government, the CO₂ price is expected to hit USD 90/tonne CO₂ in 2030 and subsequently increase to USD 200/tonne CO₂ in 2050. It is also estimated that a carbon price of USD 50/tonne would increase the cost of operating the average coal plant by about USD 50/MWh¹⁵.</p> <p>Due to the indirect cost carbon passes through, non-renewable-based electricity prices will likely increase in the future, resulting in an increase in Sasseur REIT's operating costs.</p>

Notes:

¹⁴ Refinitiv, One Year In: China's National Emission Trading System, 25 July 2022.

¹⁵ Resources of the Future, Carbon Pricing 201: Pricing Carbon in the Electricity Sector, 20 August 2020.

Sasseur REIT's TCFD Disclosures

Strategy

a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long-term.

Climate-related risks: transition risks

Market

Following the Chinese government's push and increased adoption by industry players, green buildings are rising in China and may go mainstream in the future. Driven by the global climate agenda, there has also been an increase in tenants that have adopted climate change commitments and have high expectations of the environmental performance of the buildings they occupy. Failure to recognise this trend and respond accordingly may cause Sasseur REIT to lose these sustainability-conscious tenants to zero-carbon-ready buildings when they become more widely available in China.

b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.

Based on IEA's NZE, 20% of the existing buildings will be retrofitted to zero-carbon-ready levels by 2030, which will grow to 85% by 2050 globally. However, as the world still falls short of reaching NZE targets, in the STEPS scenario, the buildings sector is expected to have only 4-5% of the existing buildings retrofitted to zero-carbon buildings by 2030.

With tenants' preferences increasingly geared towards green or sustainable commercial spaces and the green building industry expanding rapidly, Sasseur REIT may suffer a revenue loss to the green building rental market as they move out of Sasseur REIT's properties.

Based on the transition climate-related risk assessment at Sasseur REIT's portfolio level, the potential financial impacts brought by market risk are more significant than those of policy and legal risk.

Climate-related opportunities

Energy Source

China's ambitious objective to accelerate the adoption of renewable energy is reflected by its recently updated Nationally Determined Contributions¹⁶ (NDC). It has announced its commitment to increase the share of non-fossil fuels in primary energy consumption to around 25% in 2030 and to bring its total installed capacity of solar and wind power to over 1.2 billion kW by 2030. Furthermore, underpinned by a strong regulatory push from the Chinese government, ongoing efforts can be observed in China to promote a low-carbon energy transition, which could, in turn, make clean energy more accessible and affordable.

In assessing the cost-saving opportunity presented by deploying solar and wind power, Sasseur REIT has drawn insights from the electricity generation technology costs associated with solar photovoltaic (PV), wind onshore, and wind offshore presented in WEO 2021. For solar PV, the Levelised Cost of Electricity (LCOE) in STEPS decreases from USD 35/MWh in 2020 to USD 20/MWh in 2030 and finally, USD 15/MWh in 2050, whereas in NZE, the LCOE is USD 25/MWh in 2030 and scales to USD 15/MWh after two decades. On the other hand, the contrasts between the two scenarios are more prominent for wind power. The LCOE for wind power shows a steep decline from USD 150/MWh in 2020 to USD 100/MWh in 2030, and USD 75/MWh in 2050, while in NZE, the LCOE sits at USD 85/MWh in 2030 and falls to USD 70/MWh in 2050.

The progressive uptake of renewable energy in China may drive down Sasseur REIT's operating costs with the assumption that Sasseur REIT will be switching to clean energy sources.

Based on the climate-related opportunity assessment at Sasseur REIT's portfolio level, the potential financial opportunities brought by wind energy are greater than that of solar energy.

Note:

¹⁶ United Nations Framework Convention on Climate Change, China's Achievements, New Goals and New Measures for Nationally Determined Contributions, 2022.

Sustainability Report

Sasseur REIT's TCFD Disclosures

Strategy

<p>a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long-term.</p>	<p>In the table below, Sasseur REIT has identified several climate-related risks and opportunities that are relevant to its operations across different time horizons for different scenarios:</p>						
	Risk/opportunity impact						
	Risk/opportunity category	Risk/opportunity	Impact description	Business as usual		Net zero by 2050	
				Short-term	Long-term	Short-term	Long-term
<p>b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.</p>	Climate-related risks: physical risks						
	Acute	Riverine flooding ¹⁷	Increased capital expenditures due to repairing asset damage	High	High	High	High
			Reduced revenue due to operational disruption	High	High	High	High
		Forest fire	Increased capital expenditures due to repairing asset damage	Medium	Medium	Medium	Medium
			Reduced revenue due to operational disruption	High	High	Medium	Medium
		Extreme heat	Reduced revenue due to operational disruption	Medium	Medium	Low	Medium
	Chronic	Soil subsidence due to drought	Increased capital expenditures due to repairing asset damage	Low	Low	Low	Low
	Climate-related risks: transition risks						
	Policy and legal	Carbon pricing	Increased operating costs due to increased non-renewable-based electricity price	Low	Low	Low	Medium
	Market	Shifting market demand	Reduced revenue due to loss of tenants	Medium	Medium	High	High

Note:
¹⁷ Riverine flooding is only applicable to Sasseur (Hefei) Outlets due to its close proximity to Wangzui Lake.

Sasseur REIT's TCFD Disclosures

Strategy

a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long-term.

Risk/opportunity impact						
Risk/ opportunity category	Risk/ opportunity	Impact description	Business as usual		Net zero by 2050	
			Short- term	Long- term	Short- term	Long- term
Climate-related opportunities						
Energy source	Renewable energy	Reduced operating costs due to decreased solar electricity price	Low	Medium	Low	Medium
		Reduced operating costs due to decreased wind electricity price	Medium	High	High	High

b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.

c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

As considerable uncertainty remains regarding the magnitude of rising global temperatures and the transition to a low-carbon economy, the scenario analysis results allow Sasseur REIT to prepare and build resilience against the potential worst-case impacts of climate change.

Sasseur REIT has implemented various measures to mitigate climate-related risks and tap into the associated opportunities. For example, we are actively exploring the possibility of deploying solar power as an alternative energy source for Sasseur (Kunming) Outlets, whether through investing in an on-site PV system, or purchasing solar power through Power Purchase Agreements (PPA). We also regularly conduct face-to-face ESG dialogue sessions with our tenants to advocate energy and water saving initiatives, reduce unnecessary wastage and remind our tenants on the locations of recycling bins for them to deposit recyclable waste.

In FY2022, Sasseur REIT has taken the first step on its journey to decarbonisation by establishing our GHG inventory as described on pages 79 to 82 of the Sustainability Report. Moving forward, we will continue to monitor our Scope 1, Scope 2, and Scope 3 emissions diligently and devise action plans to reduce our carbon footprint on a progressive basis.

Sustainability Report

Sasseur REIT's TCFD Disclosures

Risk management

- a) Describe the organisation's processes for identifying and assessing climate-related risks.
- b) Describe the organisation's processes for managing climate-related risks.
- c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.



The Board, the ARC and the REIT Manager, work jointly to ensure risks are properly addressed within Sasseur REIT through its Enterprise Risk Management (ERM) Framework.

As we embark on the climate-related risk management journey, our next step is to incorporate climate considerations in the evaluation and subsequent management of our investment portfolio, as well as implement sound practices related to climate-related risk management, as stipulated in MAS' EnRM Guidelines. We will embed climate factors across our investment lifecycle, from screening and due diligence to portfolio management and ongoing monitoring, and exit.

Risks are carefully evaluated based on their likelihood and impact to assess the risk levels. Mitigation and monitoring plans are then devised based on the risks assessed. All risks evaluated and their corresponding mitigation plans are incorporated into the risk register, which the ARC later reviews for deliberation and adoption.

Sasseur REIT's TCFD Disclosures

Metrics and targets

<p>a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.</p>	<p>Sasseur REIT is reporting on the following metrics to manage climate-related risks associated with emissions and energy for the four Outlets in scope:</p> <ul style="list-style-type: none"> • GHG emissions – Scope 1, 2 (all emissions) and 3 (tenant emissions only) (pages 79 to 82 of the Sustainability Report); and • Energy consumption – energy intensity (pages 91 to 92 of the Sustainability Report). <p>Sasseur REIT has also provided past years' data to allow for trend analysis. Based on Sasseur REIT's materiality review, climate-related risks such as emissions and energy have been identified as material to the business.</p>
<p>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.</p>	<p>Sasseur REIT begun measuring and monitoring our Scope 1, 2 (all emissions) and 3 (tenant emissions only) emissions in FY2022. Our performance data is disclosed on pages 79 to 82 of the Sustainability Report.</p>
<p>c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.</p>	<p>Sasseur REIT has set the following targets to manage climate-related risks associated with emissions and energy for the four Outlets in scope:</p> <ul style="list-style-type: none"> • GHG emissions – Scope 1, 2 (all emissions) and 3 (tenant emissions only) (pages 79 to 82 of the Sustainability Report); and • Energy consumption – energy intensity (pages 91 to 92 of the Sustainability Report).

Environmental Footprint

Energy Consumption

Due to the phenomenon of climate change, carbon emissions contributed by energy consumption and other activities are issues of global concern. The efficient use of energy not only results in operational cost savings, it also leads to the reduction of carbon footprint. To mitigate the effects of climate change, the Entrusted Manager seeks to reduce energy consumption within the Outlets through continuous monitoring, process optimisation, and behavioural change.

Besides performing regular inspections and maintenance of equipment as well as ensuring compliance with design standards and energy saving requirements, the Entrusted Manager maintains a record of meter readings to ensure that any abnormalities are identified and rectified in a timely manner. Energy consumption data are also analysed monthly to identify opportunities to improve energy efficiency.

In addition, the Entrusted Manager works closely with tenants to manage energy usage by advocating energy saving and emissions reduction initiatives during monthly meetings with tenants. Daily checks are also conducted by the Entrusted Manager to ensure that the tenants' main power switches are switched off after operating hours.

Key energy saving initiatives to reduce energy consumption at the Outlets include:

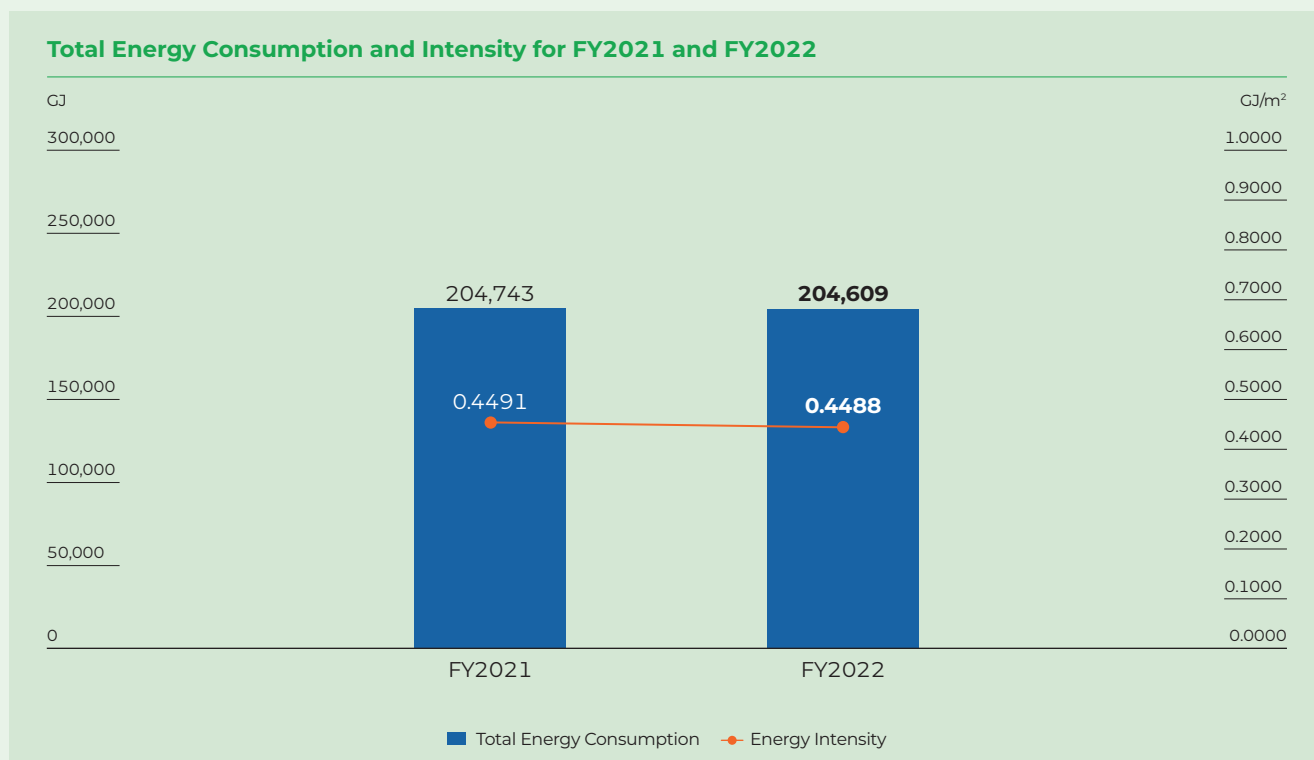
- Replacing worn-out cooling tower ventilation fans to improve energy efficiency and reduce noise levels;
- Installing air curtains at the main entrances of the Outlets to prevent the outflow of cool air, which reduced electricity usage by approximately 3,900 kWh in FY2022;
- Installing sunshades within the Outlets to reduce exposure to direct sunlight, which lowered the indoor temperature by 5°C and thereby lowered the energy consumption of the air-conditioning system;
- Converting all lightings in basement carparks to energy saving lights, which reduced electricity usage by 18,000 kWh annually;
- Reducing the number of fluorescent tube lights used in basement carparks, which resulted in energy savings of approximately 9,600 kWh per year;
- Installing solar powered street lights in open-air carparks, which resulted in energy savings of approximately 10,122 kWh in FY2022;
- Adjusting the outdoor lighting control system regularly based on daily sunrise and sunset timings, which reduced daily light usage by 212.5 hours and contributed to approximately 42,488 kWh of energy savings in FY2022;
- Installing motion sensors to the lights along public walkways, which saved approximately 20,000 kWh of electricity per year; and
- Switching off escalators and lifts after operating hours and setting escalators to operate at low-speed mode when passenger load is not detected.

Sustainability Report

As a result of our energy saving initiatives, there was a decrease in energy consumption and energy intensity in FY2022 compared to FY2021. In FY2022, our Outlets consumed 204,609 GJ of energy, a 0.07% decrease from FY2021. Energy intensity for FY2022 was 0.4488 GJ/m² of operating area, a 0.07% decrease from FY2021.

The target to reduce energy consumption and energy intensity by 1% in FY2022 was not met due to an increase in tenanted areas at Sasseur (Hefei) Outlets, which resulted in a corresponding increase in energy consumption and energy intensity. However, this increase was largely offset by our energy saving initiatives which resulted in an overall decrease in energy consumption and energy intensity by 0.07%.

Energy Consumption	FY2021 ¹⁸	FY2022	% Increase/ (Decrease) FY2022
Diesel consumption (GJ)	29	21	(27.71)
Natural gas consumption (GJ)	13,353	15,287	14.49
Electricity consumption (MWh)	53,156	52,584	(1.08)
Electricity consumption (GJ)	191,361	189,301	(1.08)
Total energy consumption (GJ)	204,743	204,609	(0.07)
Energy intensity (GJ/m² of operating area)¹⁹	0.4491	0.4488	(0.07)



Notes:

¹⁸ FY2021 data has been restated due to a change in methodology where a standardised procedure was implemented for all Outlets.

¹⁹ Calculated based on the total energy consumption divided by total operating area of 455,878 m².

Water Management

As water is a finite resource which is growing in demand, Sasseur REIT is committed to practising responsible water management. According to the World Resource Institute's Aqueduct Water Risk Atlas²⁰, all our Outlets are located in cities with water stress. In particular, Sasseur (Kunming) Outlets and Sasseur (Hefei) Outlets are located in areas where water stress levels are "high" and "medium to high" respectively. We strive to reduce water consumption through continuous process improvements and water saving initiatives.

The Entrusted Manager conducts regular inspections of water supply equipment and records their meter readings to ensure that any abnormalities are identified and rectified in a timely manner. Daily checks are also conducted after operating hours to ensure that the valves in restrooms and tenants' main water valves remain functional and are properly shut off after use. The Entrusted Manager also works closely with tenants to manage water usage by advocating water reduction measures during monthly meetings with tenants. Regular cleaning, disinfection and testing of the secondary water supply tank are conducted to ensure that the safety standards of drinking water quality are met.

In order to reduce the sewage discharged from our Outlets and minimise the workload on water treatment facilities, each of our Outlets has its own bio-treatment pond where sewage is treated to meet national regulatory standards before it is discharged. The sewage quality pipeline is regularly inspected to prevent inadequate discharge. In addition, rainwater and sewage are discharged separately and sewage pump pits are cleared constantly based on a fixed schedule. The Entrusted Manager also conducts weekly inspections on the outdoor drainage networks to ensure that water pumps are maintained and lubricated regularly.

Besides regular spot checks conducted by the local government authorities on the use of water resources and sewage discharge, the Entrusted Manager also conducts monthly meetings to track water usage and sewage discharge data (i.e., quality of sewage).

Key water management initiatives to increase water efficiency and reduce water consumption at the Outlets include:

- Installing water saving faucets and water saving flush valves in restrooms;
- Placing a filled water bottle in each toilet cistern to reduce the volume of water needed to fill the toilet cistern after each flush, which resulted in water savings of approximately 700 m³ in FY2022;
- Extracting spring water from the mountains for landscape irrigation, cleaning and water features, which reduced the use of third-party water by approximately 35,000 m³ each year, reducing water stress in the area;
- Collecting condensation water from air-conditioners and reusing it for cleaning purposes, which led to approximately 60 m³ of water being recycled in FY2022; and
- Setting up wastewater treatment systems that treat up to 150 m³ of wastewater per day and using the recycled water for landscape irrigation purposes, which saved approximately 3,600 m³ of water in FY2022.

In FY2022, our Outlets withdrew 405,462 m³ of freshwater, comprising ground water and third-party water. Our water intensity was 0.89 m³/m² of operating area, a 3.7% increase from FY2021. The increase in water withdrawal and water intensity is attributed to water leakages at Sasseur (Chongqing Liangjiang) Outlets, Sasseur (Chongqing Bishan) Outlets and Sasseur (Hefei) Outlets which were identified on separate occasions and have since been resolved. A new food court also commenced operations at Sasseur (Chongqing Liangjiang) Outlets in October 2021, contributing to only 3 months' water consumption in FY2021.

Water Withdrawal	FY2021	FY2022	% Increase/ (Decrease) FY2022
Ground water (m ³)	35,100	38,835	10.6%
Third-party water (m ³)	355,843	366,627	3.0%
Total water withdrawal (m³)	390,943	405,462	3.7%
Water intensity (m ³ /m ² of operating area) ²¹	0.86	0.89	3.7%

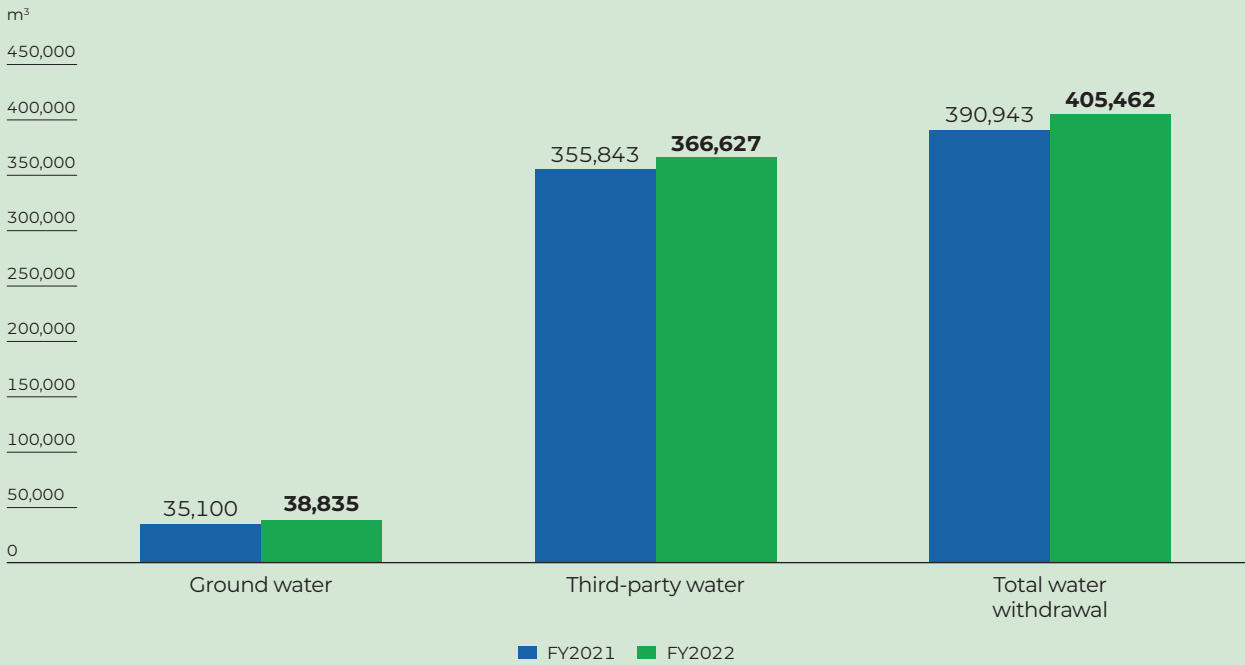
Notes:

²⁰ World Resource Institute, Aqueduct Water Risk Atlas, 2023.

²¹ Calculated based on the total water withdrawal divided by total operating area of 455,878 m².

Sustainability Report

FY2022 Water Withdrawal Against FY2021



FY2022 Water Intensity Against FY2021



Waste Generation

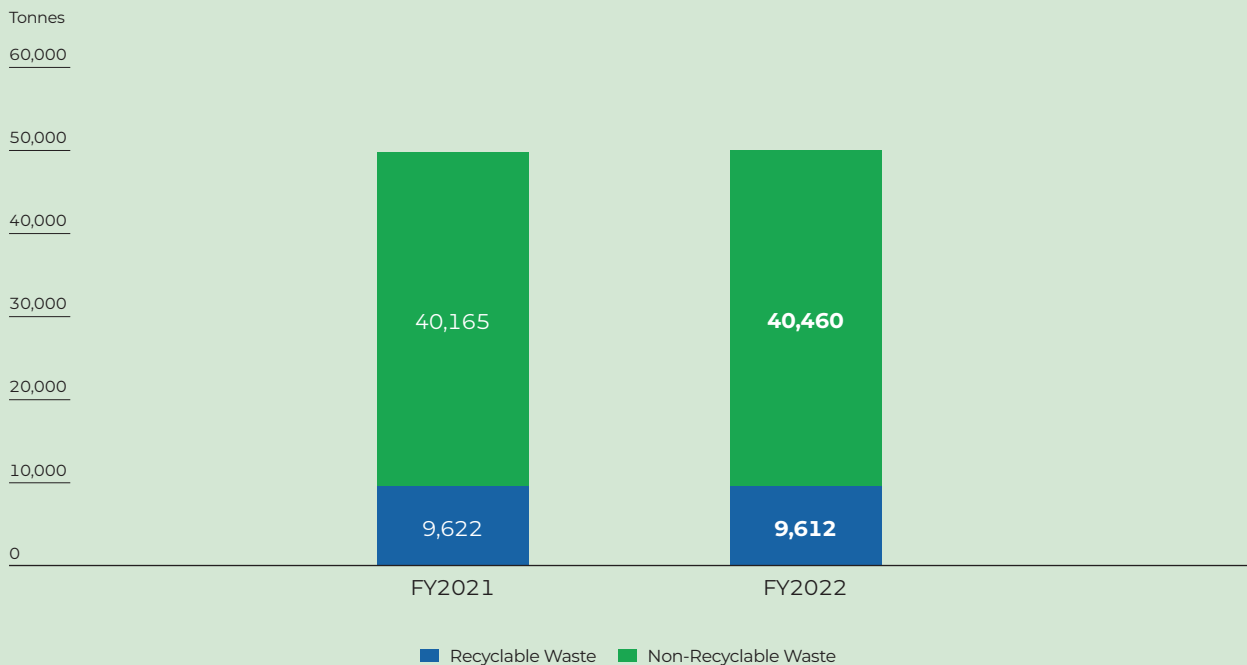
Waste disposal and recycling, when done in a safe, ethical, and responsible manner, can help to protect the environment and reduce various forms of pollution. Sasseur REIT is committed to enhancing our waste management initiatives to safeguard the environment and public health.

The Entrusted Manager works closely with tenants and shoppers to implement effective waste management procedures to minimise the volume of waste generated at our Outlets. Tenants are encouraged to participate in

waste recycling programmes while recycling bins have been placed within the Outlets to encourage shoppers to recycle waste.

Across our Outlets, waste such as electronic waste, metals, paper, cardboard, and construction waste are collected for recycling by third-party waste management and recycling service providers. At Sasseur (Hefei) Outlets and Sasseur (Kunming) Outlets, used oil from food and beverage is collected by the tenants and recycled into fuel, soap, and compost.

Total Weight of Recyclable and Non-recyclable Waste



Sustainability Report

SOCIAL

TARGETS FOR FY2022	FY2022 PERFORMANCE	TARGETS FOR FY2023
<ul style="list-style-type: none"> Continue fair employment practices Maintain or increase average training hours per employee Maintain or reduce the employee turnover rate In the e-learning system, the Entrusted Manager targets to complete the creation of a “Sasseur Encyclopedia”, documenting past cases for learning The Entrusted Manager targets to continually improve the standardisation of performance reviews of employees 	<p>REIT Manager</p> <ul style="list-style-type: none"> Achieved: Continued fair employment practices Not achieved: Average training hours per employee decreased slightly to 25.25 hours in FY2022²² (FY2021: 25.54 hours) Not achieved: Annual employee turnover rate increased to 28.6% in FY2022²³ (FY2021: 23%) <p>Entrusted Manager</p> <ul style="list-style-type: none"> Achieved: Continued fair employment practices Achieved: Average training hours per employee increased to 6.13 hours in FY2022 (FY2021: 2.32 hours) Achieved: Annual employee turnover rate decreased to 37.14% in FY2022 (FY2021: 42.58%) Achieved: Completed the creation of the “Sasseur Encyclopedia” Achieved: New performance review framework was implemented on 1 July 2022 	<ul style="list-style-type: none"> Zero incidents of fatalities, high-consequence injuries, recordable injuries and recordable work-related ill health cases Continue to practise fair treatment in the recruitment and selection of employees on the basis of merit, regardless of age, race, gender Maintain or reduce the employee turnover rate Maintain or increase average training hours per employee

Tenant Management

Our tenants are paramount to the success of our business. Through their goods and services, our tenants play a key role in attracting customers to our Outlets. Being the main users of our spaces, our tenants also play an integral role in achieving our sustainability agenda. It is therefore imperative that we maintain good relationships with our tenants to ensure a sustainable and successful business.

Through the Entrusted Manager, we continually engage with our tenants via various channels. The Entrusted Manager conducts regular face to face dialogues with tenants to forge deeper connections, gather feedback and ensure constant two-way communication between both parties. For example, prior to the Anniversary Sales event, each Outlet will organise a pre-event sharing session where tenants are briefed on the sales targets for the upcoming event. This promotes collaboration with

our tenants to achieve collective goals. To encourage our tenants to continue their efforts in achieving the success of our business, recognition is given to tenants who achieved outstanding sales performance during the Anniversary Sales event. Joint promotional and strategic partnerships are also in place to attract shoppers to Sasseur REIT Outlets and to increase publicity for our tenants.

The Entrusted Manager also works closely with tenants to manage energy and water usage and minimise the volume of waste generated at our Outlets. Dialogues are also held with tenants on a quarterly basis to increase their awareness of ESG.

The Entrusted Manager aspires to reduce the environmental impact and mitigate unnecessary environmental damage from the fit-out and

Notes:

²² Refer to “Training and Career Development” on page 103 for a detailed explanation.

²³ Refer to “New Employee Hires and Employee Turnover” on pages 101 to 102 for a detailed explanation.

refurbishment process undertaken by our tenants. Prior to the commencement of tenants' fit-out and refurbishment, the Entrusted Manager reviews the fit-out and refurbishment plans submitted by the tenant to ensure that they meet the requirements of the Entrusted Manager's tenant fit-out guidelines. The Entrusted Manager also briefs the contractors engaged by the tenants prior to the commencement of fit-out and refurbishment works. Topics covered include on-site safety standards and procedures, proper disposal of construction waste, as well as permissible timings for carrying out works to minimise disruptions to our operations. Regular spot checks are conducted by the Entrusted Manager and warnings or stop work orders will be issued if fit-out guidelines are flouted. Upon the completion of fit-out and refurbishment works, inspections are conducted by the Entrusted Manager before tenants are allowed to commence operations.

In FY2022, environmentally friendly building materials were used for the fitting-out and refurbishment of 16,000 sqm of retail space at Sasseur REIT's Outlets and it is expected that this will increase to 18,000 sqm of retail space in FY2023. The Entrusted Manager has plans to continually incorporate green recommendations into tenant fit-out guidelines. In addition, to further extend our collaboration with tenants on sustainable practices, the Entrusted Manager has started exploring the possible inclusion of green lease provisions in new leases.

Health and Safety

Employees, Tenants and Shoppers

Sasseur REIT places great emphasis on the prudent management of health and safety to strengthen our business resiliency, which enables us to respond swiftly to potential business disruptions. We remain committed to providing a safe and healthy environment for our employees, tenants, and shoppers.

The REIT Manager has established a Workplace Safety and Health Policy (WSH Policy) which takes reference from the Workplace Safety and Health Act 2006 (WSH Act) and Code of Practice on Chief Executives' and Board of Directors' Workplace Safety and Health Duties (Code of Practice) published in September 2022 by the Workplace Safety and Health Council. The WSH Policy serves as a guide to remind all employees, contractors and visitors to observe safe practices and work procedures within the REIT Manager's office premises.

To safeguard the health and wellbeing of our employees, the REIT Manager continues to conduct quarterly professional deep cleaning of the office premises. Air purifiers are also placed within the office premises to improve indoor air quality. All employees of the REIT Manager are also equipped with height-adjustable desks and ergonomic chairs to promote healthy work habits and reduce the occurrence of musculoskeletal injuries. The REIT Manager strives to continuously provide a conducive work environment to improve our employees' work productivity and health.

As we strive to provide our tenants with a safer and more conducive work environment and offer our shoppers an enhanced shopping experience, it is essential to ensure

our Outlets remain a comfortable environment for all. To improve the indoor air quality at our Outlets, the Entrusted Manager performs regular cleaning and disinfection of air-conditioning filters to reduce bacteria levels and enhance the overall performance of the air-conditioning system. Additionally, the Entrusted Manager has taken steps to improve the acoustic comfort within the Outlets by reducing the volume of the LED video screens located on the Outlets' facade.

As part of our efforts to safeguard the safety of our tenants and shoppers, the Entrusted Manager also conducts regular inspections of tenant premises to ensure our tenants comply with electrical and fire safety standards. Tenants will be informed of instances of non-compliance and will be given a deadline to rectify the issues identified. Fire drills are also conducted twice a year and equipment such as escalators and lifts are inspected regularly to ensure that they meet safety requirements.

In FY2022, both the REIT Manager and Entrusted Manager recorded zero incidents of fatalities, high-consequence injuries, recordable injuries and recordable work-related ill health cases. Sasseur REIT aims to continue our progress of zero incidents in the coming year.

Managing the Impacts of COVID-19

COVID-19 has presented many unprecedented challenges globally, especially in China which was known to have one of the world's strictest measures to contain the transmission of the virus. During the COVID-19 pandemic, Sasseur Group implemented several measures to mitigate the risks and impacts of COVID-19 in order to evolve as a robust and resilient organisation.

To safeguard the health and safety of our employees, tenants and shoppers, a special committee which was set up by the Entrusted Manager during the height of the COVID-19 pandemic, continued to play a key role in overseeing the implementation and execution of preventive measures at the Outlets to contain the spread of the virus. Such preventive measures included regular disinfection of common areas and high touch points as well as the control of entry and exit points within the Outlets.

In order to fully utilise the downtime when the Outlets were not allowed to operate due to lockdowns, the Entrusted Manager carried out repair and maintenance works such as electrical works and repairing of walkways which would typically be performed outside of operating hours to reduce the disruption to operations. Besides repair and maintenance works, the Entrusted Manager also took the opportunity to invest and upskill its employees through a series of online trainings which covered topics including online sales, refreshers on policies and guidelines and VIP member relationship management.

We also used online platforms as a response strategy to boost online sales and digital presence, which would in turn increase the long-term resilience and sustainability of the outlet business.

Sustainability Report

The table below describes the various channels used to promote and compliment outlet sales.

Channel	Features
<p>WeChat</p> 	<p>Official Account on WeChat Used to post blog-like articles to inform shoppers of latest promotions and includes customer service functions.</p> <p>Video Channel Used to share exciting promotional videos to create hype for upcoming events such as the Anniversary Sales. Includes video shout-outs to give tenants the limelight and generate interest for their products.</p> <p>Community Chats Group chats managed by each Outlet to share good deals and big discounted items with VIP members</p> <p>"YEAH! Outlets Mini-Program" Online shopping platform within WeChat which includes functions such as add-to-cart ordering and payment for fashion items and hosting weekly live-streaming sessions</p>
<p>Xiaohongshu</p> 	<p>Trendy lifestyle social media platform, which is popular amongst youths and young adults, typically used to search for lifestyle activity recommendations</p>
<p>Weibo</p> 	<p>Social media platform for short posts to build online presence and share content of ongoing promotions</p>
<p>Douyin</p> 	<p>Social media platform for short catchy videos which is popular amongst youths. The short duration of videos and its ease of sharing on the platform make videos go viral easily. This aids in spreading content and awareness quickly</p>
<p>Online promotional events</p>	<p>Certain in-person promotional events were pivoted online to boost sales during temporary closure of the Outlets</p>

Talent Retention and Training

A team of high-performing and committed employees who uphold good work ethics are at the heart of Sasseur REIT’s success. It is imperative that we remain as an employer of choice to continually attract, retain, and develop talent.

We strive to provide an engaging and rewarding environment for our employees through competitive

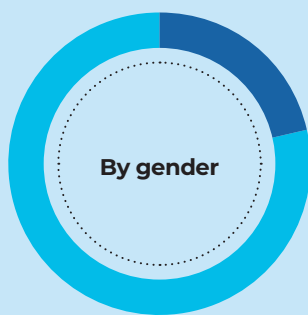
compensation packages, training and career development programmes, as well as employee wellness initiatives, to empower our employees to discover and develop their potential to the fullest. As part of our commitment to support the social development of the communities, we also empower our employees to give back to society and advance our communities’ quality of life through various Corporate Social Responsibility (CSR) activities.

Diversity and Equal Opportunity

At Sasseur REIT, we believe a diverse workforce is essential to build a dynamic and engaging team. The REIT Manager is a signatory to the Tripartite Alliance for Fair Employment Practices (TAFEP) and adopts fair employment practices that provides everyone with equal opportunities which is free from discrimination. This includes:

- Recruiting and selecting employees on the basis of merit (such as skills, experience, or ability to perform the job), regardless of age, race, gender, religion, nationality, sexual orientation, family status, disability, medical condition, or other characteristics protected by applicable law.
- Treating employees fairly with respect and implementing progressive human resource management systems.
- Providing employees with equal opportunity to be considered for training and development based on their strengths and needs, and to help them achieve their full potential.
- Rewarding employees fairly based on their ability, skill set, performance, contribution, and experience.
- Continuing to hire employees who are above the retirement age with no mandatory retirement policy, under the premise of obtaining the employees' consent and as long as they are fit for work.

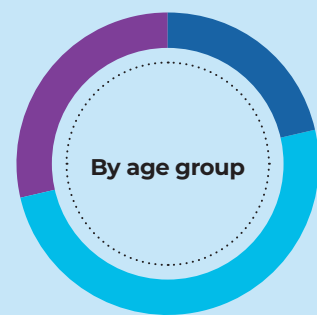
Overall Employee Profile



● Male 3
● Female 11

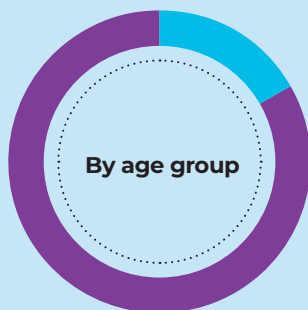


● Senior management 5
● Middle management 5
● Associate 4

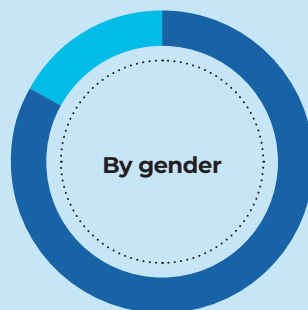


● < 30 years old 3
● 30 - 50 years old 7
● > 50 years old 4

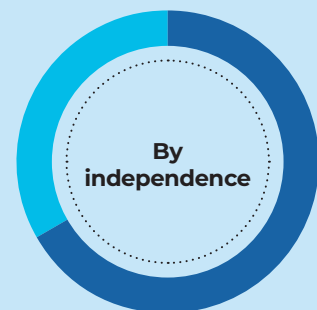
Diversity of Board of Directors



● < 30 years old 0%
● 30 - 50 years old 16.7%
● > 50 years old 83.3%



● Male 83.3%
● Female 16.7%



● Independent 66.7%
● Non-independent 33.3%

Note:

²⁴ "Senior management" refers to C-suite, Directors and Senior Associate Directors. "Middle management" refers to Associate Directors, Senior Managers and Managers. "Associate" refers to Assistant Managers, Senior Executives and Executives.

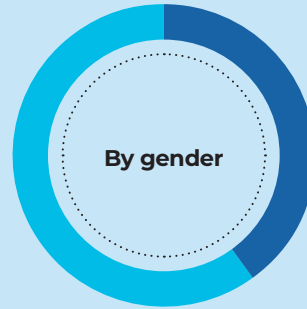
Sustainability Report

Diversity of Employees

Senior Management

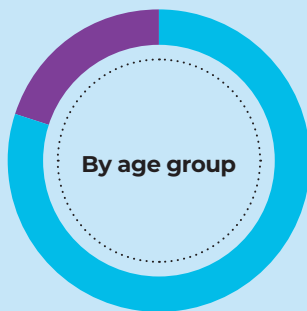


● < 30 years old	0%
● 30 - 50 years old	40.0%
● > 50 years old	60.0%

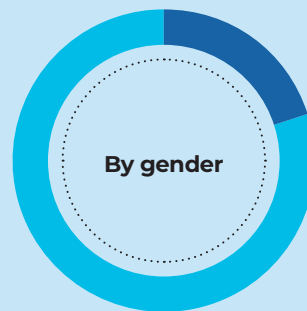


● Male	40.0%
● Female	60.0%

Middle Management

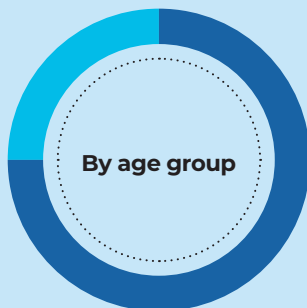


● < 30 years old	0%
● 30 - 50 years old	80.0%
● > 50 years old	20.0%

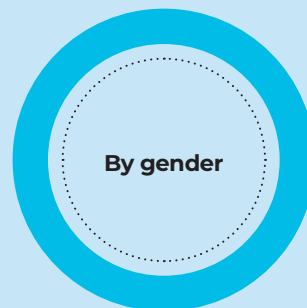


● Male	20.0%
● Female	80.0%

Associate



● < 30 years old	75.0%
● 30 - 50 years old	25.0%
● > 50 years old	0%



● Male	0%
● Female	100.0%

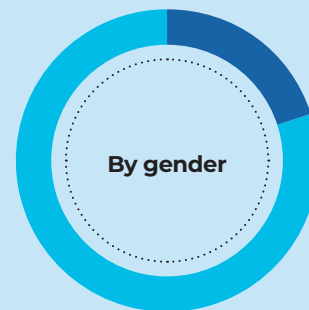
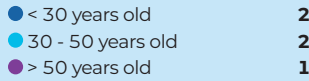
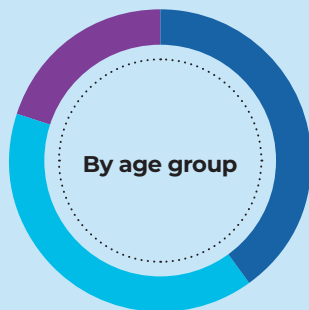
New Employee Hires and Employee Turnover

As part of Sasseur REIT's efforts in supporting new hires to better integrate into our workplace culture, new hires undergo an induction programme conducted by the CEO, Human Resources Department and Compliance Department to gain a deeper understanding of the history, business, values, mission and policies of Sasseur REIT and the REIT Manager. For all resignees, the Human Resources Department conducts an exit interview to understand the reason(s)

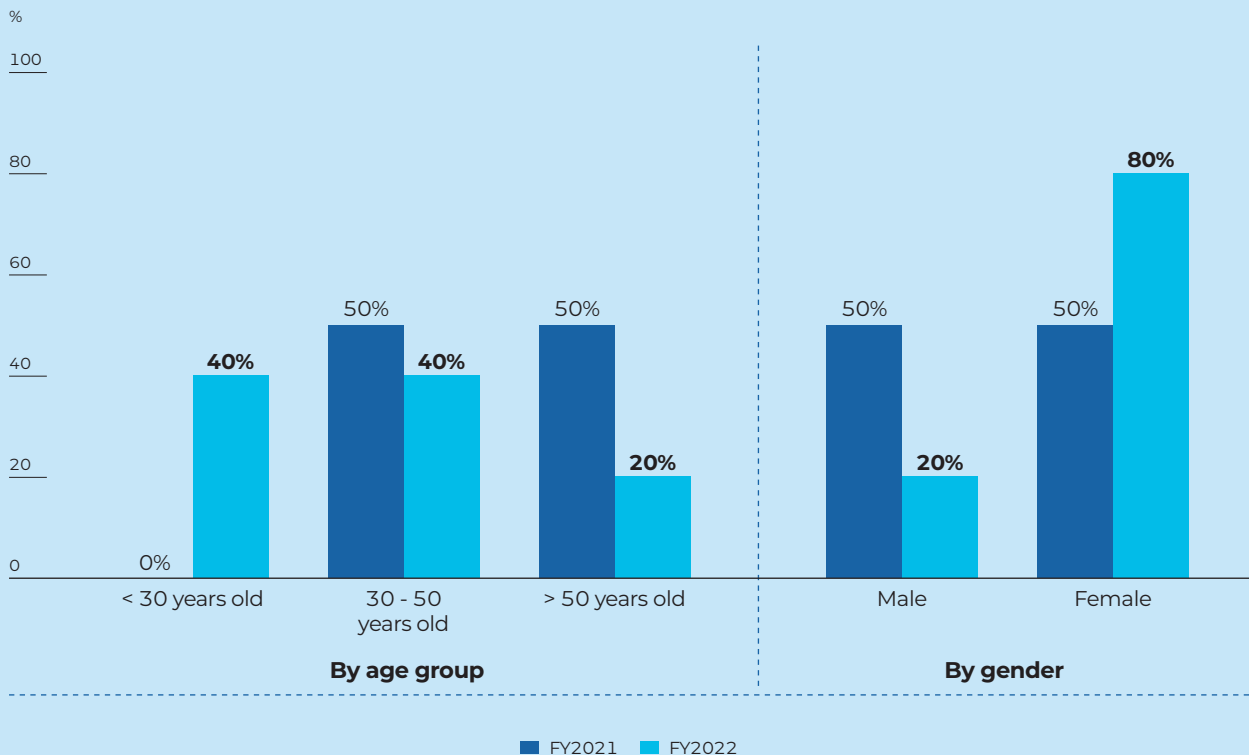
behind the resignation. The feedback will in turn be reviewed by the Human Resources Department and used confidentially for further improvement of the work environment and processes.

In FY2022, the REIT Manager hired 5 new employees and had a turnover of 4 employees. Our annual new employee hires rate and employee turnover rate stood at 35.7% and 28.6% respectively, both an increase from 15% and 23% in FY2021.

FY2022 New Employee Hires



FY2022 Annual New Employee Hires Rate Against FY2021

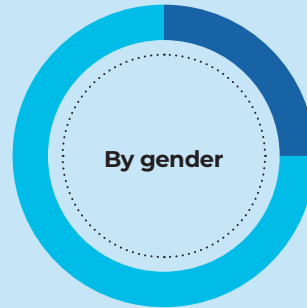


Sustainability Report

FY2022 Employee Turnover

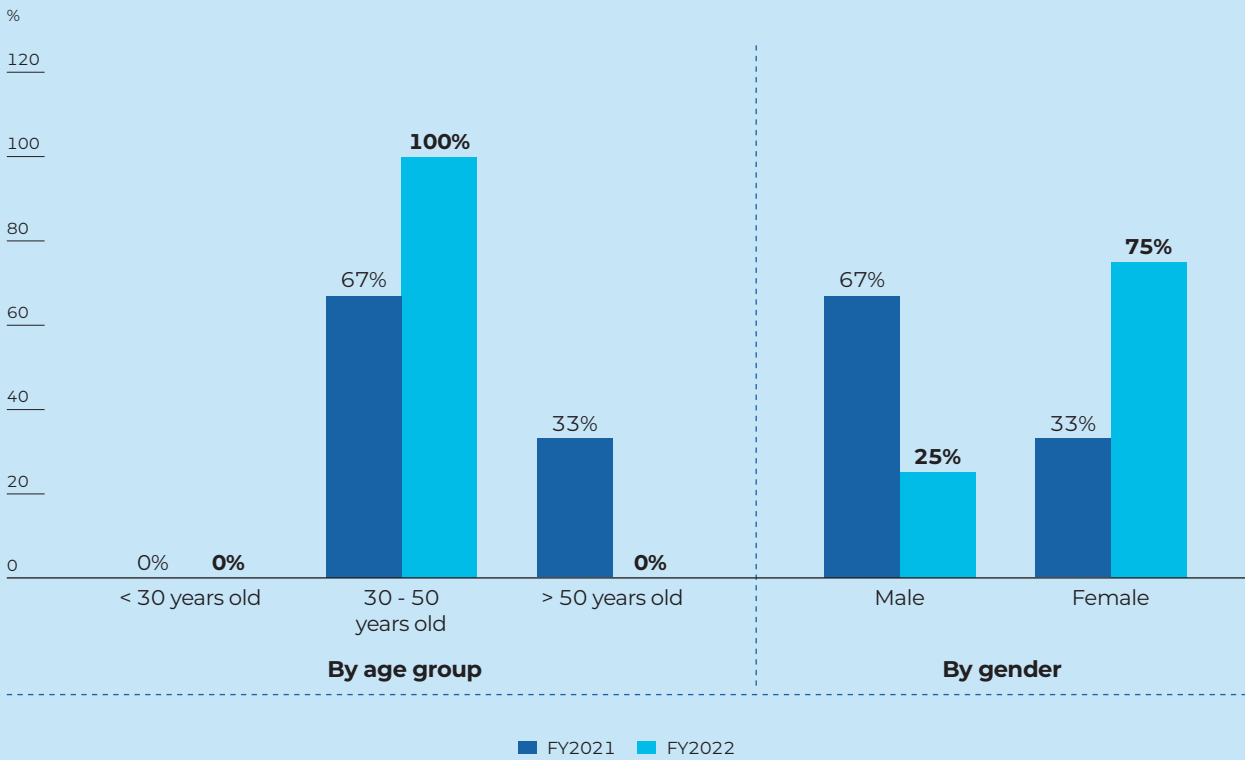


● < 30 years old	0
● 30 - 50 years old	4
● > 50 years old	0



● Male	1
● Female	3

FY2022 Annual Turnover Rate Against FY2021



Performance Management

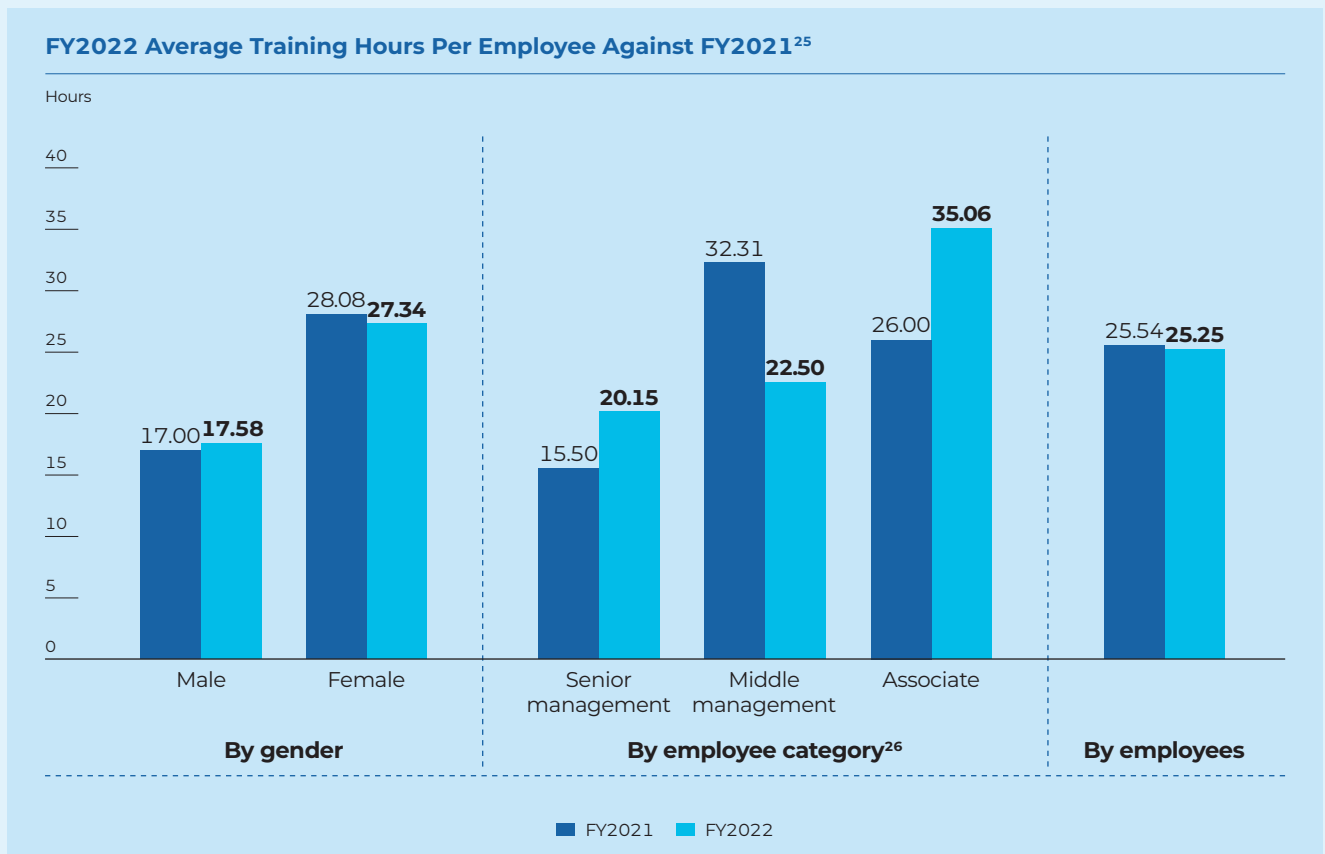
The REIT Manager has in place a fair and objective performance management system which includes semi-annual performance appraisals and an annual 360-degree feedback assessment. These appraisals measure an employee's performance against pre-defined competency areas, recognise employee achievements, set realistic goals and objectives and identify areas for personal development.

In FY2022, all employees of the REIT Manager received performance reviews and career development reviews.

Training and Career Development

Sasseur REIT recognises the importance of investing in employees through training and career development programmes which enable each employee to expand their knowledge base and enhance their job abilities to stay relevant and keep up with industry trends. This in turn results in enhanced productivity and boosts employee's morale and confidence.

Each employee is provided with an equal opportunity to be considered for training to help them achieve their full potential. All employees of the REIT Manager are encouraged to attend trainings, conferences, and seminars for their professional and personal development. The REIT Manager also sponsors part-time courses relevant to an employee's job scope, conducted locally by recognised institutions, schools and universities.



In FY2022, the REIT Manager's average training hours per employee was slightly lower at 25.25 hours compared to 25.54 hours in FY2021. This is attributed

to new employee hires in FY2022 who did not complete the full training cycle during the year.

Notes:

²⁵ Average training hours per employee for FY2021 has been restated to exclude employees of the Entrusted Manager.

²⁶ Employee category definitions were revised in FY2022. In FY2021, "Senior Management" referred to the C-suite. "Middle Management" referred to Heads of Departments, Directors, Senior Managers and Managers. "Associate" referred to the rest of the employees. Refer to footnote 24 on page 99 for the employee category definitions applicable for FY2022.

Sustainability Report



↑ Employees of the REIT Manager attending a webinar on beating occupational stress



↑ Employees of the REIT Manager at Gardens by the Bay for year-end Wellness Day

Employee Wellness

Sasseur REIT recognises the importance of maintaining a work culture which promotes mental, physical and social wellbeing at the workplace to allow employees to flourish and achieve their full potential.

The topic of mental health and wellbeing has been increasingly gaining awareness since the outbreak of the COVID-19 pandemic. In conjunction with World Mental Health Day, the REIT Manager organised a lunchtime webinar titled “Beat Occupational Stress: Use It to Your Advantage”, to share some practical tips on occupational stress management. While enjoying

healthy lunches and fruits provided by the REIT Manager, our employees gained insights on how to better manage their mental wellbeing which in turn can boost their work productivity.

The REIT Manager introduced flexible working arrangements as part of a health and safety measure during the COVID-19 pandemic. Despite Singapore’s transition to living with COVID-19, the REIT Manager continues to exercise flexible working arrangements to safeguard the physical and mental wellbeing of our employees by enabling them to better manage their work-life balance.

Other initiatives were also introduced by the REIT Manager in FY2022 to promote employee wellbeing:

Fruits Day

To promote a healthy lifestyle and better eating habits amongst employees, the REIT Manager introduced a bi-weekly Fruits Day. On Fruits Day, all employees get to enjoy a variety of fresh fruits provided by the REIT Manager.



→ Employees of the REIT Manager enjoying a variety of fresh fruits

Wellness Day

To encourage employees to take time off to recharge and improve both physical and mental wellbeing, the REIT Manager designates one Friday of each month as Wellness Day. Employees can get off work two hours earlier to enjoy Wellness Day as a team or individually.

Celebrating Special Occasions

Besides recognising an employee's achievements at the workplace, the REIT Manager also recognises the various important roles that our employees play at home. Employees of the REIT Manager celebrate special occasions such as birthdays, Mothers' Day and Fathers' Day as a team to foster team bonding and forge deeper relationships between employees.



→ Employees of the REIT Manager receiving gifts for Fathers' Day



↑ Birthday celebrations for employees of the REIT Manager

Sustainability Report

Local Communities

As a socially responsible enterprise, Sasseur REIT is committed to serving local communities and helping the various underprivileged segments of society. The REIT Manager encourages our employees to make a positive impact by contributing their time and effort to give back to the community. In FY2022, we have participated in the following CSR initiatives:

Children's Book Donation Drive

In conjunction with World Book Day 2022, Sasseur (Chongqing Bishan) Outlets rolled out a Children's Book Donation Drive. The donated books are then placed at the children's activity area of Sasseur (Chongqing Bishan) Outlets to promote the joy of reading and encourage reading habits amongst the children.

Care for the Community

During the period of heatwave in Chongqing which saw temperatures soaring to a high of 40°C, Sasseur (Chongqing Liangjiang) Outlets and Sasseur (Chongqing Bishan) Outlets distributed drinks such as bottled water and iced tea as well as fruits to shoppers and security guards. These efforts aim to alleviate the discomfort amongst shoppers, tenants and employees visiting and working in Sasseur REIT Outlets, promoting a safe and comfortable shopping experience for the community.



↑ Board of Directors and employees of the REIT Manager at the Singapore Cancer Society Charity Gala Dinner 2022

Singapore Cancer Society Charity Gala Dinner 2022 – Odyssey of the Stars

The REIT Manager sponsored two tables at the Singapore Cancer Society's (SCS) Charity Gala Dinner 2022 which was held at The Ritz-Carlton, Millenia Singapore. SCS raised over \$700,000 through this event, which was the first charity gala dinner organised by SCS in a decade. Funds raised went towards SCS' efforts in cancer control and prevention, patient support and services, and palliative care.

Packing of Community Food Packs

Employees of the REIT Manager volunteered at Food from the Heart, an independent non-profit organisation with a mission to alleviate hunger by providing reliable, continuous and sustainable food support to the underprivileged through food distribution programmes. The REIT Manager packed a total of 131 community food packs comprising non-perishable food items such as rice, biscuits and canned food for the elderly and low-income families who are beneficiaries of the food distribution programme.



↑ Employees of the REIT Manager packed community food packs at Food from the Heart

GOVERNANCE

TARGETS FOR FY2022	FY2022 PERFORMANCE	TARGETS FOR FY2023
<ul style="list-style-type: none"> Zero cases of fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social, economic, and environmental areas 	<ul style="list-style-type: none"> Achieved: Zero socioeconomic and environmental non-compliance 	<ul style="list-style-type: none"> Zero incidents of non-compliance with relevant laws and regulations resulting in fines or non-monetary sanctions Zero incidents of corruption Zero instances of counterfeit reports Zero substantiated complaints received concerning breaches of customer privacy and zero incidents of identified leaks, thefts, or losses of customer data
<ul style="list-style-type: none"> The Entrusted Manager targets to provide three or more legal risk prevention trainings on release of public information to key personnel 	<ul style="list-style-type: none"> Not achieved: The Entrusted Manager conducted one legal risk prevention training on release of public information for key personnel²⁷ 	
<ul style="list-style-type: none"> The Entrusted Manager targets to provide one or more risk management training to key personnel 	<ul style="list-style-type: none"> Achieved: The Entrusted Manager provided one risk management training to key personnel 	
<ul style="list-style-type: none"> Zero tolerance towards any acts of bribery, corruption, and fraud, and comply with applicable AML, Combating the Financing of Terrorism (CFT) and unilateral and domestic laws and regulations 	<ul style="list-style-type: none"> Achieved: Zero instances of bribery, corruption and fraud 	
<ul style="list-style-type: none"> The Entrusted Manager targets to conduct one or more criminal risk prevention training to key personnel 	<ul style="list-style-type: none"> Achieved: The Entrusted Manager conducted one criminal risk prevention training for key personnel 	
<ul style="list-style-type: none"> Ensure that authentic high-quality products are sold at Sasseur REIT Outlets 	<ul style="list-style-type: none"> Achieved: Zero instances of counterfeit reports 	
<ul style="list-style-type: none"> Strengthen our cyber security capabilities to protect our data Adopt measures to heighten our ability to monitor any potential cyber-attacks and threats of data breach, formalising preventive measures before these risks become a significant event 	<ul style="list-style-type: none"> Achieved: Zero instances of customer data loss 	
<ul style="list-style-type: none"> The REIT Manager targets to conduct an IT security awareness training for employees and Board of Directors annually 	<ul style="list-style-type: none"> Achieved: The REIT Manager conducted an IT security awareness training in FY2022 	

Note:

²⁷ Target was not met due to COVID-19 lockdowns in China.

Sustainability Report

Regulatory Compliance

Sasseur REIT aspires to uphold high standards of corporate governance, including accountability, transparency, and sustainability to enhance long-term Unitholder value, protect the interests of stakeholders and achieve sustainable business performance in the long run. We believe that an ethical business conduct, coupled with compliance with laws and regulations, are fundamental in building and maintaining trust among our stakeholders.

Compliance with Laws and Regulations

As an entity listed on the SGX and a holder of the Capital Markets Services Licence (CMSL) issued by MAS, Sasseur REIT and the REIT Manager recognises the importance of complying with laws and regulations to avoid disciplinary action that could lead to licence revocations, damaged reputations as well as financial penalties and losses.

The Management keeps abreast of evolving regulatory requirements through frequent monitoring of regulatory updates. Policies and procedures such as the Compliance Manual are also in place and are reviewed and updated regularly to manage compliance risks and ensure that laws and regulations are complied with. A compliance monitoring programme has also been established within the REIT Manager where any instances of non-compliance are reported to the ARC on a timely basis and prompt action is taken to correct any breaches or deficiencies identified.

Regular trainings are conducted to ensure that employees are kept up to date on applicable laws and regulations. In particular, CMSL representatives from the REIT Manager attend an annual Rules and Ethics training to keep abreast on applicable regulatory updates. As at 31 December 2022, the REIT Manager has 10 CMSL representatives, of which, 4 CMSL representatives have at least five years of experience relevant to trust management. Updates on changes to laws and regulations are also provided to the Board and employees as and when required.

In FY2022, Sasseur REIT had zero incidents of non-compliance with relevant laws and regulations resulting in fines or non-monetary sanctions.

Anti-corruption

Sasseur REIT is committed to conducting business with integrity and consistent with the highest ethical standards, for the prevention of corruption, bribery and extortion. Corrupt practices will adversely affect the reputation of Sasseur REIT as well as the confidence held by stakeholders, including Unitholders and business partners. In line with our commitment to act professionally, fairly and with integrity in all our business dealings and relationships, we adopt a 'zero-tolerance' approach against all forms of corruption, bribery and extortion.

The REIT Manager's employees and directors are also required to provide a Fit and Proper Criteria Declaration at their onboarding and on an annual basis.

The following policies and procedures have been established to ensure that business dealings are carried out in a fair and transparent manner:

Policies and Procedures	Objectives
Anti-bribery and Corruption Policy	<p>Sets out the responsibilities of Sasseur REIT and its subsidiaries, the REIT Manager and of each employee in observing and upholding the REIT Manager's 'zero-tolerance' approach against all forms of corruption, bribery and extortion.</p> <p>It also provides information and guidance to employees on how to recognise, address, resolve, avoid and prevent instances of corruption, bribery and extortion which may arise in the course of their work.</p>
Anti-money Laundering Manual	<p>Assist the REIT Manager in understanding its legal and regulatory obligations as well as the internal policies and procedures instituted by the REIT Manager when conducting its business.</p>
Code of Conduct	<p>Sets out the behaviour and conduct expected of all employees.</p> <p>The Code of Conduct is available on Sasseur REIT's website at https://www.sasseurreit.com/code-of-conduct.html</p>
Conflict of Interest Policy	<p>Framework to provide guidance on dealing with conflicts of interest.</p>
Interested Person Transaction Policy	<p>Sets out the procedures of the REIT Manager to identify interested person transactions and highlight the relevant approval, announcement and disclosure requirements.</p>
Personal Account Dealing Policy	<p>Sets out the procedures to all directors and employees of the REIT Manager with regards to dealings in Sasseur REIT and aims to prevent insider trading through effective trading restrictions of dealings in securities.</p>
Procedure on Declaration of Gifts and Entertainment	<p>Procedures established by the REIT Manager on the receipt and provision of gifts and entertainment.</p>
Whistle-blowing Policy	<p>Provide a framework to encourage the REIT Manager's employees and stakeholders such as customers, suppliers and service providers to use the procedures to report any concern or complaint, possible improprieties in matters of financial reporting, and other malpractices.</p> <p>The Whistle-blowing Policy is available on Sasseur REIT's website at https://www.sasseurreit.com/whistle-blowing.html</p>

In FY2022, all employees of the REIT Manager received anti-corruption training. There were zero instances of bribery, corruption and fraud reported during the year.

Sustainability Report

Responsible Business Practices

Our shoppers are naturally concerned about their experience and the quality of goods and services at our Outlets. Sasseur REIT is committed to fair dealing practices for our shoppers and have taken the following proactive steps to enhance the overall shopping experience:

- Performing regular inspections on items sold in our Outlets with rigorous due diligence processes.
- Ensuring that our employees are well trained with high service standards in handling complaints to ensure that customer feedback and concerns are investigated and resolved in a timely, effective, and fair manner.
- Implemented exceptional return and refund policies that provide assurance and helps build trust in our Outlets. This includes instituting severe penalties on merchants as the safeguards against the sale of counterfeit goods, ensuring that only authentic high-quality products are sold at our Outlets.

In FY2022, there were zero instances of counterfeit reports received at our Outlets.

Cyber Security

Sasseur REIT recognises the increased risk of cyber-attacks and hence places high importance on cyber security in the organisation to mitigate prevalent and emerging risks arising from the evolving cyber

threat landscape. We continuously strive to strengthen our IT infrastructure, to ensure that personal data will be used and maintained in a responsible manner and in compliance with regulations.

In order to maintain the integrity and availability of the data environment, the REIT Manager has an Information Security Policy which defines the technical controls and security configurations that users and IT administrators are required to implement. It also provides users with policies and guidelines regarding the acceptable use of the REIT Manager's technology equipment and email.

In addition, the REIT Manager has established a Handling of Confidential Information Policy which sets out the procedures on information classification based on the sensitivity of information, providing guidance to employees on handling confidential information. The REIT Manager also ensures compliance with the Personal Data Protection Act (PDPA) and has a PDPA Policy in place.

All directors and employees of the REIT Manager undergo a comprehensive IT security awareness training programme annually to maintain a high level of security awareness within the organisation.

In FY2022, there were zero substantiated complaints received concerning breaches of customer privacy and zero incidents of identified leaks, thefts, or losses of customer data.

GRI Content Index

Statement of use	Sasseur REIT has reported the information cited in this GRI content index for the period from 1 January 2022 to 31 December 2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

GRI Disclosure		Disclosure Requirements	Disclosure Information and Page Reference
GRI 2: General Disclosures 2021			
2-1	Organisational details		Annual Report, About Sasseur REIT, page 2
2-2	Entities included in the organisation's sustainability reporting		Sustainability Report, About this Report – Reporting Period and Scope, page 73
2-3	Reporting period, frequency and contact point		<ul style="list-style-type: none"> • Sustainability Report, About this Report – Reporting Period and Scope, page 73 • Sustainability Report, About this Report – Feedback, page 73
2-4	Restatements of information		We have restated the data for the energy consumption within the Outlets for FY2021 due to a change in measurement methodology where a standardised procedure was implemented for all Outlets, as well as the employee data for FY2021 due to the revised scope of this Sustainability Report which excludes the Entrusted Manager. The data has been restated on pages 92, 101, 102 and 103 of this Sustainability Report.
2-5	External assurance		No external assurance was sought for this report. External assurance by independent professional bodies will be considered as our reporting matures over time.
2-6	Activities, value chain and other business relationships		Annual Report, About Sasseur REIT, page 2
2-7	Employees		Sustainability Report, Talent Retention and Training – Diversity and Equal Opportunity, pages 99 to 100
2-8	Workers who are not employees		Not applicable due to the nature of our business.
2-9	Governance structure and composition		<ul style="list-style-type: none"> • Sustainability Report, Managing Sustainability – Sustainability Governance, page 75 • Annual Report, Corporate Governance – Board Composition and Guidance, page 131
2-10	Nomination and selection of the highest governance body		Annual Report, Corporate Governance – Board Composition and Guidance, pages 131 to 132
2-11	Chair of the highest governance body		Annual Report, Board of Directors, pages 40 to 43
2-12	Role of the highest governance body in overseeing the management of impacts		Sustainability Report, Managing Sustainability – Sustainability Governance, page 75
2-13	Delegation of responsibility for managing impacts		Sustainability Report, Managing Sustainability – Sustainability Governance, page 75
2-14	Role of the highest governance body in sustainability reporting		Sustainability Report, Managing Sustainability – Sustainability Governance, page 75

GRI Content Index

GRI Disclosure		Disclosure Requirements	Disclosure Information and Page Reference
GRI 2: General Disclosures 2021			
2-15	Conflicts of interest		<ul style="list-style-type: none"> Annual Report, Corporate Governance Report, Dealing with Conflicts of Interest, page 151 Annual Report, Corporate Governance Report, Interested Person Transactions (IPT) / Related Party Transactions (RPT), pages 151 to 152
2-16	Communication of critical concerns		Annual Report, Corporate Governance – Whistle-blowing Policy, page 147
2-17	Collective knowledge of the highest governance body		<ul style="list-style-type: none"> Annual Report, Board of Directors, pages 40 to 43 Annual Report, Corporate Governance Report – Board Matters, page 129
2-18	Evaluation of the performance of the highest governance body		Annual Report, Corporate Governance – Board Performance, page 138
2-19	Remuneration policies		Annual Report, Corporate Governance – Remuneration Matters, pages 139 to 142
2-20	Process to determine remuneration		Annual Report, Corporate Governance – Remuneration Matters, pages 139 to 142
2-21	Annual total compensation ratio		Confidentiality constraints. We are unable to disclose the ratio due to the highly competitive labour market.
2-22	Statement on sustainable development strategy		Sustainability Report, Board Statement, page 72
2-25	Processes to remediate negative impacts		<ul style="list-style-type: none"> Sustainability Report, Managing Sustainability – Stakeholder Engagement, pages 76 to 77 Annual Report, Corporate Governance – Whistle-blowing Policy, page 147
2-26	Mechanisms for seeking advice and raising concerns		Annual Report, Corporate Governance – Whistle-blowing Policy, page 147
2-27	Compliance with laws and regulations		Sustainability Report, Regulatory Compliance – Compliance with Laws and Regulations, page 108
2-28	Membership associations		REITAS, Financial Industry Disputes Resolution Centre (FIDReC), Singapore Business Federation (SBF) and Singapore Chinese Chamber of Commerce & Industry (SCCCI)
2-29	Approach to stakeholder engagement		Sustainability Report, Managing Sustainability – Stakeholder Engagement, pages 76 to 77
2-30	Collective bargaining agreements		There are no collective bargaining agreements in place.
GRI 3: Material Topics 2021			
3-1	Process to determine material topics		Sustainability Report, Materiality Assessment, pages 78 to 79
3-2	List of material topics		Sustainability Report, Materiality Assessment, pages 78 to 79

Standards	Disclosure	Disclosure Information and Page Reference
Managing the Impacts of Climate Change		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, Managing the Impacts of Climate Change, pages 79 to 91
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability Report, Managing the Impacts of Climate Change – Climate-related Financial Disclosures, pages 83 to 91
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report, Managing the Impacts of Climate Change – Greenhouse Gas Emissions, pages 79 to 82
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report, Managing the Impacts of Climate Change – Greenhouse Gas Emissions, pages 79 to 82
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report, Managing the Impacts of Climate Change – Greenhouse Gas Emissions, pages 79 to 82
	305-4 GHG emissions intensity	Sustainability Report, Managing the Impacts of Climate Change – Greenhouse Gas Emissions, pages 79 to 82
	305-5 Reduction of GHG emissions	Sustainability Report, Managing the Impacts of Climate Change – Greenhouse Gas Emissions, pages 79 to 82
Environmental Footprint		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, Environmental Footprint, pages 91 to 95
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Sustainability Report, Environmental Footprint – Energy Consumption, pages 91 to 92
	302-3 Energy intensity	Sustainability Report, Environmental Footprint – Energy Consumption, pages 91 to 92
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sustainability Report, Environmental Footprint – Water Management, pages 93 to 94
	303-2 Management of water discharge-related impacts	Sustainability Report, Environmental Footprint – Water Management, pages 93 to 94
	303-3 Water withdrawal	Sustainability Report, Environmental Footprint – Water Management, pages 93 to 94
	303-5 Water consumption	Not applicable due to the nature of our business. We will continue to monitor the relevance of the disclosure for future reporting.
Non-GRI	Water withdrawal intensity	Sustainability Report, Environmental Footprint – Water Management, pages 93 to 94
GRI 306: Waste 2020	306-3 Waste generated	Sustainability Report, Environmental Footprint – Waste Generation, page 95

GRI Content Index

Standards	Disclosure	Disclosure Information and Page Reference
Tenant Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, Tenant Management, pages 96 to 97
Non-GRI (GRESB)	Tenant Engagement Program	Sustainability Report, Tenant Management, pages 96 to 97
	Fit-out and Refurbishment Program	Sustainability Report, Tenant Management, pages 96 to 97
	Green Leases	Sustainability Report, Tenant Management, pages 96 to 97
Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, Health and Safety, pages 97 to 98
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report, Health and Safety, pages 97 to 98
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report, Health and Safety – Employees, Tenants and Shoppers, page 97
	403-9 Work-related injuries	Sustainability Report, Health and Safety – Employees, Tenants and Shoppers, page 97
	403-10 Work-related ill health	Sustainability Report, Health and Safety – Employees, Tenants and Shoppers, page 97
Non-GRI	Managing the impacts of COVID-19	Sustainability Report, Health and Safety – Managing the Impacts of COVID-19, pages 97 to 98
	Tenant Health & Wellbeing Measures	Sustainability Report, Health and Safety – Employees, Tenants and Shoppers, page 97

Standards	Disclosure	Disclosure Information and Page Reference
Talent Retention and Training		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, Talent Retention and Training, pages 98 to 106
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability Report, Talent Retention and Training – New Employee Hires and Employee Turnover, pages 101 to 102
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainability Report, Talent Retention and Training – Training and Career Development, page 103
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report, Talent Retention and Training – Training and Career Development, page 103
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Report, Talent Retention and Training – Performance Management, page 103
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report, Talent Retention and Training – Diversity and Equal Opportunity, pages 99 to 100
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability Report, Talent Retention and Training – Local Communities, page 106
Regulatory Compliance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, Regulatory Compliance, pages 108 to 110
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Annual Report, Enterprise Risk Management, pages 122 to 125
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report, Regulatory Compliance – Anti-corruption, pages 108 to 109
	205-3 Confirmed incidents of corruption and actions taken	Sustainability Report, Regulatory Compliance – Anti-corruption, pages 108 to 109
Non-GRI	Responsible Business Practices	Sustainability Report, Regulatory Compliance – Responsible Business Practices, page 110
	Cyber Security	Sustainability Report, Regulatory Compliance – Cyber Security, page 110