



SABANA

SHARI'AH COMPLIANT REIT

SABANA REIT

Sustainability Report
2018

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BOARD STATEMENT

We are pleased to present Sabana Shari'ah Compliant Industrial Real Estate Investment Trust's ("Sabana REIT") second sustainability report.

We have observed an increased emphasis on environmental, social and governance ("ESG") matters in the real estate sector and the investor community in Singapore. More and more financial institutions and real estate companies are looking into leveraging sustainable finance mechanisms, such as green bonds and green loans, to fund initiatives that will create positive environmental and social impacts.

As a Shari'ah compliant REIT, we incorporate considerations for ethics and social responsibility in our business and investment decisions. This serves as a solid foundation for us to further advance our sustainability journey, including to start considering the sustainability attributes of potential assets we look at, as well as to continue to enhance our portfolio's own ESG performance.

In FY 2018, we have embarked on initiatives that will strengthen the management and governance of our ESG risks and opportunities in the long run. We have solidified the operations of the Sustainability Working Committee ("SWC"), comprising Sabana REIT Manager's management team and key representatives from different business units. We have solicited our tenants' feedback on ESG matters for the first time via a survey. We have also established a Safety Committee to oversee safety issues across our properties.

We have oversight of the Manager's ESG strategies and policies. We continue to be supported by the SWC in integrating ESG considerations into our strategy formulation. The SWC also supports us in overseeing the management, implementation and reporting of these ESG strategies and policies as well as our material ESG topics.

We have reviewed the process by which Sabana REIT's material ESG topics were determined. We agree that the ESG topics determined and presented in this report are an adequate representation of the ESG topics material to Sabana REIT.

We look forward to continue sharing our progress along our sustainability journey with you.

ABOUT THIS REPORT

This is Sabana REIT's second sustainability report. The report describes our practices and performance around our material ESG topics during the period of 1 January to 31 December 2018. We have also shared our targets for each material ESG topic for the forthcoming year.

We have prepared this report in accordance with the sustainability reporting requirements of the SGX-ST Listing Rules 711A and 711B, and the Global Reporting Initiative Sustainability Reporting Standards ("GRI Standards"): Core option. We have also applied GRI's Reporting Principles to guide the development of our report content. We have selected the GRI Standards as our reporting framework as it is the most recognised and adopted sustainability reporting framework globally.

The scope of the report covers Sabana REIT, Sabana Real Estate Investment Management Pte. Ltd. (the "Manager"), Sabana Property Management Pte. Ltd. (the "Property Manager") and Sabana REIT's entire portfolio. All of our operations and properties are located in Singapore, where we are headquartered.

For performance related to energy, greenhouse gas ("GHG") emissions and water, the data disclosed covers 10 multi-tenanted properties where Sabana REIT has operational control.¹ Employee-related performance data disclosed in this report covers employees of the Manager and the Property Manager.

All information and data in this report are disclosed in good faith. We will continue to publish our sustainability report annually, which will be accessible via our website. We greatly welcome feedback from our stakeholders as we continuously improve our sustainability performance and reporting.

Feedback on this report and any of the issues covered can be directed to enquiry@sabana.com.sg.

¹ The properties are: 151 Lorong Chuan, 8 Commonwealth Lane, 9 Tai Seng Drive, 15 Jalan Kilang Barat, 23 Serangoon North Ave 5, 508 Chai Chee Lane, 34 Penjuru Lane, 2 Toh Tuck Link, 123 Genting Lane, and 39 Ubi Road 1. Sabana REIT divested 9 Tai Seng Drive on 10 January 2019.

FY 2018 HIGHLIGHTS

Governance

Zero non-compliant incidents with relevant laws and regulations that resulted in significant fines or legal actions

Zero confirmed cases of corruption

Environmental

Reduced total energy consumption by 4.18%

Reduced total water consumption by 18%

Social

Zero validated incidents of discrimination

Clocked in a total of 254 training hours for employees

Zero fatalities and no incidents of non-compliance concerning health and safety impacts arising from the use of our buildings across our portfolio

Donated S\$48,236 to charitable organisations

WHAT WE DO

Listed on Singapore Exchange Securities Trading Limited ("SGX-ST") since 26 November 2010, Sabana REIT is the first listed Shari'ah compliant real estate investment trust ("REIT") in Singapore. We continue to be one of the largest listed Shari'ah compliant industrial REITs in the world in terms of total asset size.

OUR VISION, MISSION AND VALUES

We own and invest in real estate used for industrial purposes, as well as real estate-related assets, in accordance with Shari'ah investment principles. Our main business objective is to provide stable returns to our Unitholders in a transparent, sustainable and accountable manner. We also aim to achieve long-term growth in distribution per unit ("DPU") and net asset value per unit for our portfolio. Where appropriate, we evaluate and divest underperforming assets to recycle capital. We also seek to undertake asset enhancement initiatives ("AEIs") to optimise our portfolio. We aspire to be a prominent Shari'ah compliant industrial REIT with an outstanding portfolio of assets in Singapore and beyond.

VISION

To be a prominent Shari'ah compliant industrial REIT with an outstanding portfolio of assets in Singapore and beyond.

MISSION

To seek yield-accretive initiatives to strengthen and grow Sabana REIT's portfolio and to satisfy our Unitholders by delivering attractive DPU.

In addition to our vision and mission, we are guided by our core values. They define our culture and shape our decision-making process.

► **UNITHOLDERS' INTERESTS FIRST**

We strive to build a portfolio of quality assets for our Unitholders.

► **FOCUS ON VALUE CREATION**

We promise to create value for Unitholders by creating success factors and direction for the future.

► **INTEGRITY**

We are committed to the values of responsibility, transparency and professionalism.

► **FAIRNESS AND EQUALITY**

We ensure that our business activities are consistent with the principles of fairness, partnerships and equality.

► **PEOPLE**

We recognise that our people are our greatest assets. By creating and maintaining a conducive working environment, our people will grow professionally and make a positive impact to both the organisation and society.

WHAT WE DO

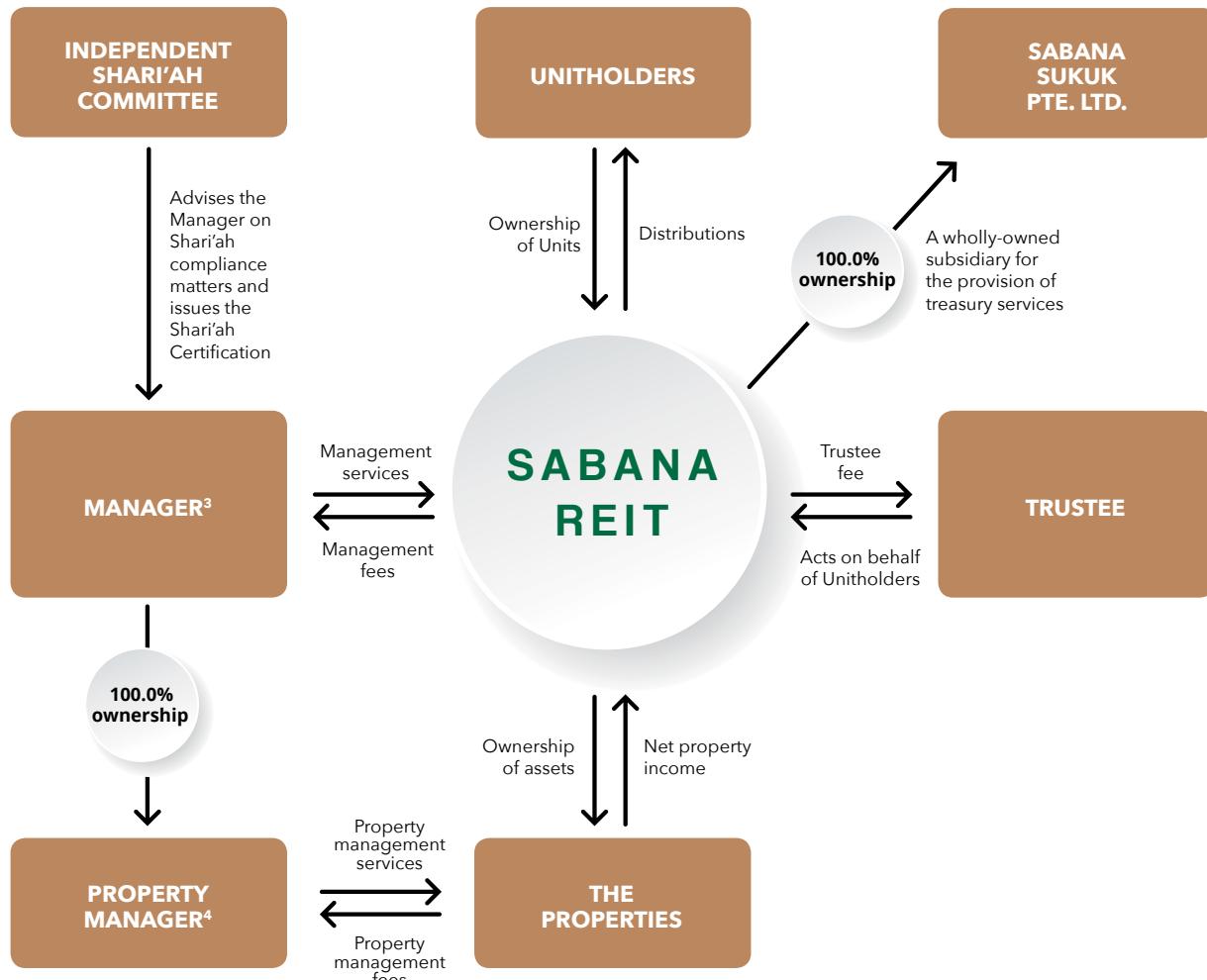
TRUST STRUCTURE

The primary activities of Sabana REIT are to invest in income-producing real estate used for industrial purposes, as well as real estate-related areas, in line with Shari'ah investment principles.

The Manager is responsible for setting the strategic direction for Sabana REIT, managing its assets, and makes recommendations to the Trustee¹ on issues related to acquisitions, divestment and asset enhancements. The Manager was incorporated in Singapore on 15 March 2010, and is wholly owned by Sabana Investment Partners Pte. Ltd. ("SIP"), of which the shareholders are Vibrant Group Limited ("Vibrant Group")², Blackwood Investment Pte. Ltd. ("Blackwood") and Atrium Asia Capital Partners Pte. Ltd. ("AACP").

The Property Manager is responsible for maintaining the operations and leasing of Sabana REIT's portfolio of properties. The Property Manager has a team of dedicated professionals actively in contact with tenants of Sabana REIT's properties to ensure the smooth operation of all the buildings.

The below illustration shows the trust structure of Sabana REIT.



¹ HSBC Institutional Trust Services (Singapore) Limited is Sabana REIT's Trustee. The Trustee is independent of the Manager and is legally responsible for assets held in Sabana REIT. The Trustee gives legal approval to proposals made by the Manager and authorises collective investment schemes under the Monetary Authority of Singapore's Securities and Futures Act.

² On 22 May 2019, Vibrant Group entered into a sale and purchase agreement with InfinitySub Pte. Ltd. ("InfinitySub"), whereby Vibrant Group has agreed to sell, and InfinitySub has agreed to purchase, 51.0% of the entire issued and paid-up capital of SIP.

³ The Manager is 100.0% owned by SIP. SIP is 51.0% owned by Vibrant Group, 45.0% owned by Blackwood and 4.0% owned by AACP as at 31 December 2018.

⁴ The Property Manager is 100.0% owned by SIP, indirectly through the Manager.

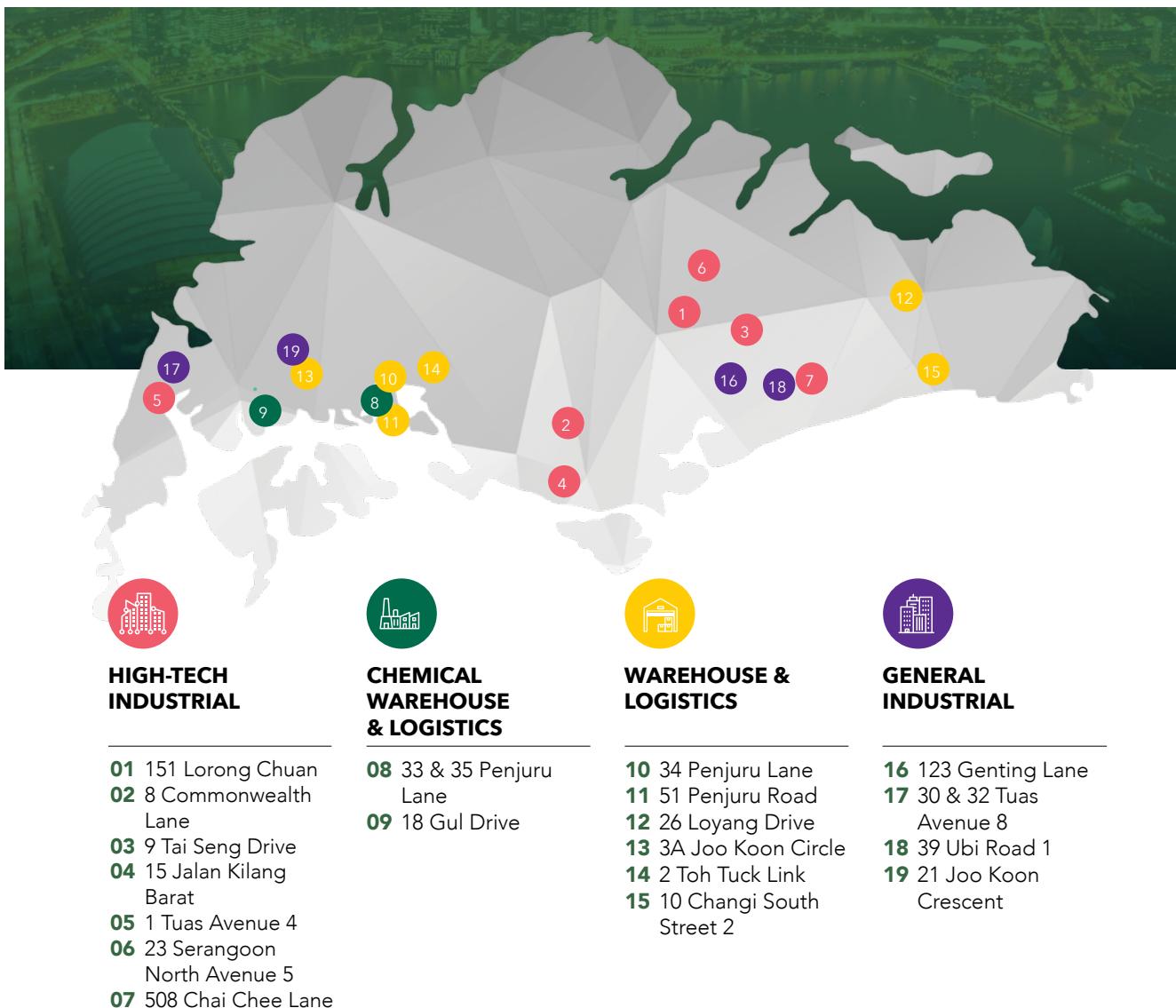
WHAT WE DO

GOVERNANCE STRUCTURE

Sabana REIT's Board of Directors (the "Board") currently consists of four Directors, three of whom are Independent and Non-Executive. The Board provides oversight and assumes overall responsibility for the corporate governance of the Manager. In order for the Board to efficiently provide oversight, it delegates specific areas of responsibilities to its Board Committees: the Nominating and Remuneration Committee and Audit Committee. For more information on the principles governing our Board and the profile of our Directors, please refer to our Corporate Governance Report on pages 59-74 of our 2018 Annual Report.

OUR PORTFOLIO

As at 31 December 2018, Sabana REIT has a portfolio of 19¹ industrial properties strategically located across Singapore. Our properties are diversified into four main industrial property segments, namely high-tech industrial, chemical warehouse and logistics, warehouse and logistics and general industrial. For more details on our property portfolio, please refer to pages 30-37 of our 2018 Annual Report.



¹ Sabana REIT's portfolio stands at 18 properties to date. Sabana REIT divested 9 Tai Seng Drive on 10 January 2019.

WHAT WE DO

SHARI'AH COMPLIANCE

Shari'ah compliance means adherence to Shari'ah investment principles and procedures, which are consistent with the tenets of Islamic law. Following Shari'ah's objective to achieve justice and benefit for humanity, the Shari'ah investment principles and procedures place due consideration upon ethics and social responsibility.

As a Shari'ah compliant REIT, Sabana REIT is required to ensure that its financing, investment and deposit facilities, insurance coverage and risk management solutions are Shari'ah compliant, where commercially viable. Sabana REIT also needs to ensure that its total rental income from tenants engaging in non-permissible activities¹ under the Shari'ah Guidelines does not exceed 5.0% per annum of the gross revenue of Sabana REIT's portfolio of properties. As part of the due cleansing procedure, donation of non-compliant income, after deducting the relevant charges, are made to charitable causes (without tax benefits) on a quarterly basis, if any. In FY 2018, the amount donated from non-compliant income is less than 0.1% of Sabana REIT's total gross revenue. However for FY 2018, there was no donation in 2Q 2018.

To ensure Sabana REIT's Shari'ah compliance, the Manager has appointed an external Shari'ah Adviser to advise on Shari'ah-related matters, including recommending suitable candidates to serve as members of the external Independent Shari'ah Committee ("ISC"). Sabana REIT's ISC comprises of three eminent scholars and experts. The ISC's objective is to draw up the Shari'ah Guidelines for Sabana REIT, assess and ensure Sabana REIT's continued Shari'ah compliance, and issue the Shari'ah certification upon completion of the annual audit.

Sabana REIT has successfully renewed its annual Shari'ah certificate, which is valid until 31 December 2019.

¹ Non-Shari'ah compliant activities include conventional financial and insurance services, gaming, non-halal food production, tobacco-related products, non-permitted entertainment activities and stock-brokering in non-compliant securities.

HOW WE MANAGE SUSTAINABILITY

SUSTAINABILITY APPROACH

As a Shari'ah compliant REIT, our approach to sustainability is built upon our considerations for ethics and social responsibility in our investment and business decisions, as well as our commitment to our key stakeholders. Through solid governance and sound management of material ESG topics, we aim to create sustainable value for our stakeholders and leave a positive impact in the environment and communities that we operate in.



SUSTAINABILITY GOVERNANCE

Our Board determines the direction of Sabana REIT's sustainability agenda and oversees the management of our sustainability performance. The Board has appointed the SWC to support its efforts to govern sustainability-related matters at Sabana REIT.

The SWC, led by the Manager's Chief Executive Officer, is comprised of the Chief Operating Officer and key representatives from Asset Management, Property Management, Compliance, Human Resources and Investor Relations. The SWC is responsible for implementing Sabana REIT's sustainability agenda, including identifying the material ESG factors, developing corresponding action plans, monitoring and reporting Sabana REIT's ESG performance and setting ESG targets. The SWC reports Sabana REIT's sustainability progress to the Board regularly.

HOW WE MANAGE SUSTAINABILITY

STAKEHOLDER ENGAGEMENT

Guided by our core values, we are committed to safeguarding our stakeholders' interests. We do so by maintaining effective communication with our stakeholders to better understand their concerns and expectations. We also ensure we conduct business in a transparent manner as to keep our stakeholders informed.

A summary of how we interact and communicate with our stakeholders is outlined below:

| Key Stakeholders | Key Issues of Concern | Engagement Methods | Engagement Frequency |
|------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Investment Community (including Unitholders, Fund Managers, Buy and Sell-side Analysts, as well as Media) | <ul style="list-style-type: none"> • Financial performance • Business outlook • Corporate governance | <ul style="list-style-type: none"> • Financial results briefings with analysts and media • Annual General Meetings • Asset valuation reports • Updates and announcements via corporate website and SGXNet • Investor conferences • Face-to-face investor meetings • Non-deal roadshows | <ul style="list-style-type: none"> • Quarterly • Annually • Annually • Throughout the year • Throughout the year • Throughout the year • Throughout the year |
| Tenants | <ul style="list-style-type: none"> • Tenants' satisfaction • Quality of facilities and services • Health and safety | <ul style="list-style-type: none"> • Tenant engagement events • Tenant satisfaction survey | <ul style="list-style-type: none"> • Throughout the year • Annually |
| Employees | <ul style="list-style-type: none"> • Career development • Health and safety • Equal opportunity and inclusion | <ul style="list-style-type: none"> • Performance appraisal • Training and development programmes • Team meetings • Team bonding activities | <ul style="list-style-type: none"> • Annually • Throughout the year • Throughout the year • Throughout the year |
| Business Partners (including suppliers/service providers) | <ul style="list-style-type: none"> • Health and safety • Business performance | <ul style="list-style-type: none"> • On-boarding risk assessment for contractors • Face-to-face meetings • Ad-hoc site visits | <ul style="list-style-type: none"> • Throughout the year • Throughout the year • Throughout the year |
| Government and Regulatory bodies | <ul style="list-style-type: none"> • Regulatory compliance • Corporate governance | <ul style="list-style-type: none"> • Face-to-face meetings • Site inspections | <ul style="list-style-type: none"> • Throughout the year • Throughout the year |
| Community | <ul style="list-style-type: none"> • Community investments • Impact of business on the environment and society | <ul style="list-style-type: none"> • Corporate Social Responsibility ("CSR") activities • Donations to charitable organisations | <ul style="list-style-type: none"> • Throughout the year • Throughout the year |

In addition to engaging our stakeholders, Sabana REIT also participates in professional associations to help contribute to the development of our industry. The Manager is a member of the REIT Association of Singapore, Singapore Business Federation and Singapore International Chamber of Commerce.

HOW WE MANAGE SUSTAINABILITY

MATERIALITY ASSESSMENT

In line with the GRI Standards Reporting Principles and AA1000 Accountability Principles, we conducted a formal materiality assessment in 2016 to determine ESG topics that are material to our business and stakeholders. We adopted a four-step approach, which involves identification, prioritisation, validation, and review.

In 2018, we conducted a materiality review with the guidance of an independent sustainability consultant to reassess the relevance of our material ESG topics. The SWC engaged with and collected feedback from both internal and external key stakeholders, and find that the 10 material ESG topics previously identified remain pertinent to our business operations and stakeholders' interests. The 10 material ESG topics are reviewed and approved by the Board. We will continue to review and evaluate our material ESG topics annually going forward.



HOW WE MANAGE SUSTAINABILITY

Material ESG Topics

Upon identifying our material ESG topics, the next step would be to manage them. To define our management approach towards the 10 material ESG topics identified, we first consider why each ESG topic is material to Sabana REIT and our stakeholders. We then identify the boundaries of the material ESG topics along our value chain, which is comprised of tenants, vendors and contractors, down to the local communities we operate in. We consider specifically where the impacts for a material ESG topic occur in our value chain, and our involvement with these impacts. These considerations will enable us to develop and enhance our management approach for the material ESG topics progressively.

The table below describes the materiality of each material ESG topic, where significant impacts for each material ESG topic occur, and how we have caused or contributed to the impacts through our business relationships.

| Level of Materiality | Material ESG Topics | Materiality to Sabana REIT | Material ESG Topic Boundaries | Corresponding Topic-specific GRI Standards |
|-----------------------------------------------------------------------------|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| Top-tier material ESG topics (with high internal and external relevance) | Economic growth ¹ | Maintaining a profitable portfolio is how we create value for all our stakeholders. It is thus critical to ensure the growth of our economic performance. | The manner with which we conduct business directly impacts our own operations and performance. | • GRI 201: Economic Performance 2016 |
| | Governance ² | Sound corporate governance is essential to sustaining our business operations and performance, and serves as a foundation in delivering value to our stakeholders. | | • Not applicable |
| | Business ethics & anti-corruption | Fraud and corruption are risks that could disrupt the continuity of our business. We are committed to upholding a high level of corporate integrity. | | • GRI 205: Anti-corruption 2016 |
| | Regulatory compliance | We view compliance with all applicable laws and regulations as baseline to our business operations. Any non-compliance could undermine our licence to operate. | | • GRI 307: Environmental Compliance 2016 • GRI 417: Marketing and Labeling • GRI 419: Socioeconomic Compliance 2016 |
| | Health & safety | Ensuring health and safety at our properties is important to maintaining the value of our assets. We strive to provide a safe working environment for our employees, vendors and contractors, tenants and guests. | | • GRI 403: Occupational Health and Safety 2016 • GRI 416: Customer Health and Safety 2016 |
| | Tenant satisfaction | Tenant satisfaction translates into our success as a REIT. A high level of tenant satisfaction is key to sustaining our financial performance. | | • Not applicable (non-GRI topic) |

¹ Please see Financial Highlights, page 12, and Financial Statements, pages 94-144 of our 2018 Annual Report for more details on our FY 2018 economic and financial performance.

² Please see Corporate Governance Report, pages 59-74 of our 2018 Annual Report for more details on our FY 2018 corporate governance practices.

HOW WE MANAGE SUSTAINABILITY

| Level of Materiality | Material ESG Topics | Materiality to Sabana REIT | Material ESG Topic Boundaries | Corresponding Topic-specific GRI Standards |
|------------------------------------------------------------------------------------------|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Second-tier material ESG topics (with medium to high internal and external relevance) | Fair employment practices & talent retention | Our employees are our greatest assets. We understand the need to attract, cultivate and retain talents with the right skill pool and experiences for us to deliver value to our stakeholders. | The Manager's employment and workforce management practices directly affect its employees and operations. | <ul style="list-style-type: none"> • GRI 401: Employment 2016 • GRI 404: Training and Education 2016 • GRI 405: Diversity and Equal Opportunity 2016 • GRI 406: Non-discrimination 2016 |
| | Energy efficiency & climate change | As a real estate owner, we are mindful of the long-lasting impacts our assets could have on the environment. We aim to improve the environmental sustainability of our assets to improve our operational performance as well as reduce our environmental footprint. | Both our own and our tenants' operations consume energy, emit GHG emissions and use water, thereby directly causing environmental impacts. | <ul style="list-style-type: none"> • GRI 302: Energy 2016 • GRI 305: Emissions 2016 |
| | Water management (use and reduction) | Sabana REIT strives to be a responsible corporate citizen. We are committed to building lasting relationships with communities we operate in. | The Manager strive to contribute to creating positive impacts in the local community by providing monetary donations to charitable organisations or participate in initiatives and events organised by non-profit or charitable organisations. | <ul style="list-style-type: none"> • GRI 303: Water 2016 |
| | Community impact | | | <ul style="list-style-type: none"> • GRI 413: Local Communities 2016 |

OUR GOVERNANCE

We believe sound governance is an indispensable base from which we can cultivate growth. We ensure that our business growth is founded on upmost standards of integrity and accountability.

BUSINESS ETHICS & ANTI-CORRUPTION

Sabana REIT has a zero tolerance policy for fraud and corruption. We regard fraud and corruption as risks that could undermine the continuity of our business. We have put in place various policies and procedures to encourage a culture of accountability, guide our employees to conduct business with high standards of fairness and integrity, and to ensure any issues will be dealt with immediately and effectively as and when they arise.

| Policies and Procedures | Guidance |
|---------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Code of Best Practices on Securities Transactions | Guidance on how the Manager's Directors and employees should trade Units that they hold. |
| Procedures on Conflict of Interest | Procedures established by the Manager to prevent and deal with potential conflicts of interest issues. |
| Procedures on Related Party Transactions | Procedures established to ensure that all Related Party Transactions will be undertaken on normal commercial terms, which are generally no more favourable than those extended to unrelated third parties. All Related Party Transactions are subjected to regular periodic reviews by the AC. |
| Employee Handbook | Guidance on matters relating to appropriate behaviours, including how employees should conduct business and maintain all business relationships. |
| Whistle-blowing Policy | <p>Provision of an independently-monitored, confidential channel for employees, tenants and vendors to report on suspected fraud, corruption, dishonest practices or other similar matters relating to Sabana REIT or the Manager, without fear of retaliation, discrimination or adverse consequences. The whistle-blow email is independently tested by the Company Secretary every quarter.</p> <p>The Policy also provides guidelines for independent investigation of any reports and appropriate follow-up action. All whistle-blowing reports will be directed to the Chairman of the AC.</p> |

In FY 2018, no public legal cases regarding corruption were brought against Sabana REIT, the Manager and its employees, and there were no confirmed incidents of corruption.

| Performance Measure | 2017 | 2018 |
|------------------------------------------------------------|------|------|
| Number of confirmed incidents of corruption. | 0 | 0 |
| 2019 Target | | |
| Maintain zero confirmed incidents of corruption and fraud. | | |

OUR GOVERNANCE

REGULATORY COMPLIANCE

We view compliance with all applicable laws and regulations as essential to our business operations. Sabana REIT does not tolerate any wilful breaches of applicable regulatory laws and regulations. We comply with laws and regulations issued by SGX, Monetary Authority of Singapore and Inland Revenue Authority of Singapore as well as regulations, accounting standards, guidelines and directives affecting REITs in Singapore, as well as all regulations governing REIT Managers in Singapore.

In furtherance of the above, we have established internal policies and processes to minimise regulatory and compliance risk. Our enterprise-wide risk management framework defines how risks, including regulatory and compliance risk, should be monitored, managed, mitigated or eliminated. Additionally, all employees are required to strictly adhere to policies outlined in the Employee Handbook.

Moreover, we conduct regular screening and review of relevant laws and regulations to ensure we stay abreast of regulatory changes and developments. We also periodically review our internal policies and standard operating procedures to ensure they are up to date and comply with the latest laws and regulations.

In addition to these legal frameworks, Sabana REIT is managed in accordance with Shari'ah investment principles and procedures. In the event of Shari'ah principles conflicting with the laws, rules and regulations applicable to Sabana REIT, such laws, rules and regulations prevail.

In FY 2018, there were no non-compliant incidents with relevant laws and regulations that resulted in significant fines or legal actions.

| Performance Measure | 2017 | 2018 |
|---------------------------------------------------------------------------------------------------------------------------------------------------|------|------|
| Number of non-compliant incidents with environmental laws and regulations that resulted in significant fines or legal actions. | 0 | 0 |
| Number of non-compliant incidents with laws and regulations in the social and economic areas that resulted in significant fines or legal actions. | 0 | 0 |
| Number of non-compliant incidents concerning marketing communications. | 0 | 0 |
| 2019 Target | | |
| Maintain zero incidents of non-compliance with relevant laws and regulations that resulted in significant fines or legal actions. | | |

OUR PEOPLE AND TENANTS

Our employees and tenants are cornerstones to our success. We are committed to providing a conducive workplace that nurture our people and prioritise the health and safety of both our people and tenants.

FAIR EMPLOYMENT PRACTICES & TALENT RETENTION

Our employees are our greatest assets. We understand the need to attract, cultivate and retain talents with the right skill pool and experiences for us to deliver value to our stakeholders. To do so, we ensure that we empower our employees and treat them with respect and fairness.

Diversity and Equal Opportunity

The Manager does not discriminate in employment opportunities or practices against race, religion, gender, nationality, age or the differently-abled. All decisions related to recruitment and career progression are based on merits, experiences, abilities and professional qualifications.

The Manager's Human Resources ("HR") department has established various HR policies to ensure fair employment practices are upheld in all aspects of HR-related matters and that our workforce is managed effectively and fairly.

- Recruitment Policy
- Employee Records Policy
- Salary Policy and Performance Review Policy
- Payroll Policy
- Training and Development Policy
- Cessation of Employment Policy
- Policy on Employee Insurance and Workmen Compensation
- Employee Referral Scheme
- Employee Handbook

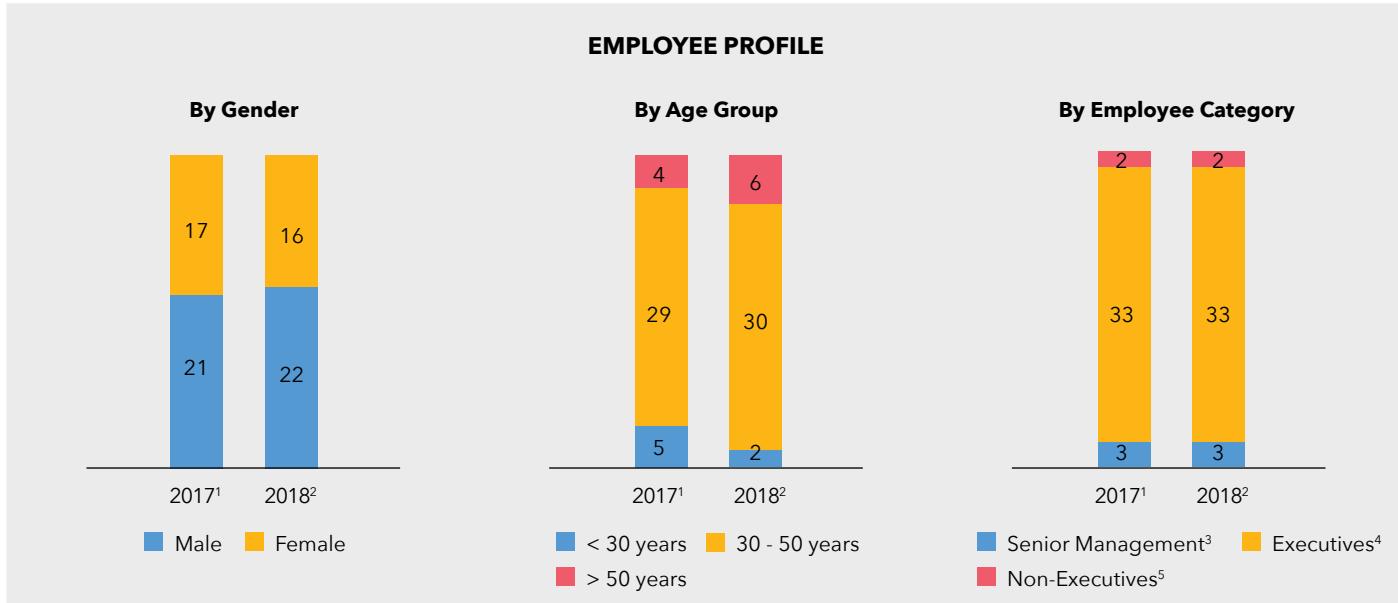
Employees with concerns about workplace discrimination are encouraged to bring these issues to the attention of their supervisors or utilise the whistle-blowing channel. Employees can raise concerns and make reports without the fear of reprisal. Engaging in any discriminatory behaviour is subject to disciplinary action, including termination of employment.

In FY 2018, there were zero validated cases of discrimination.

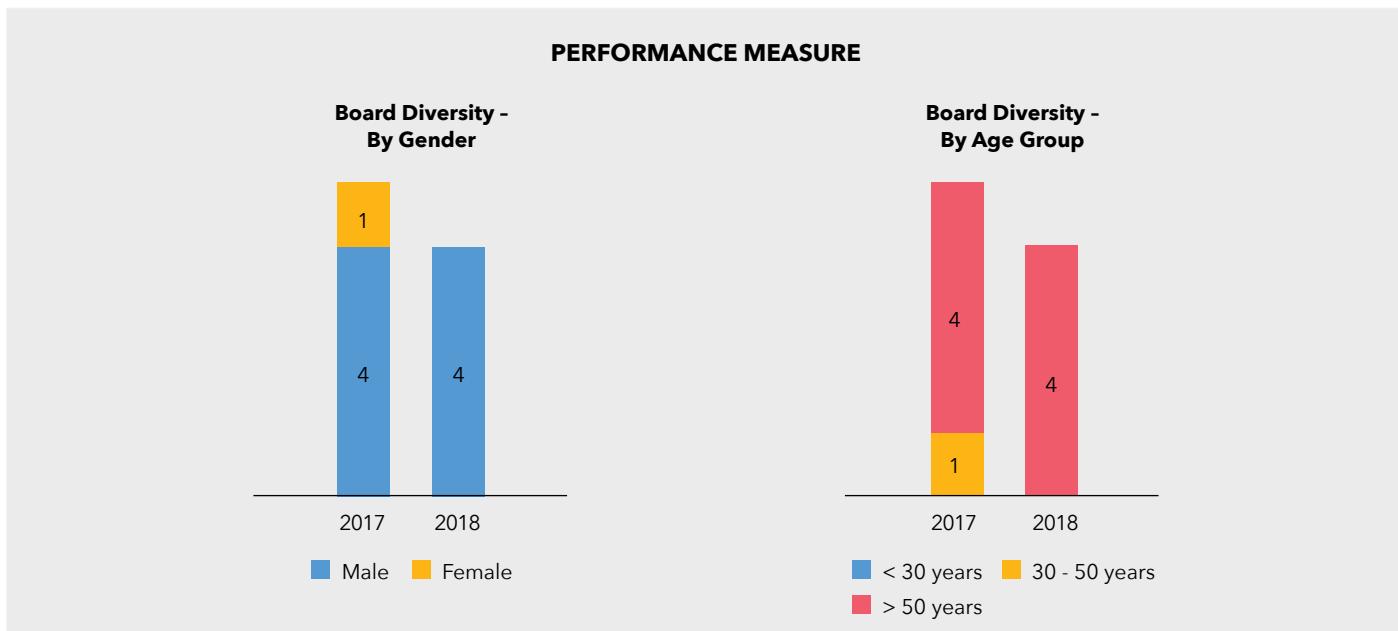
| Performance Measure | 2017 | 2018 |
|--------------------------------------------------|------|------|
| Number of validated incidents of discrimination. | 0 | 0 |

OUR PEOPLE AND TENANTS

As at 31 December 2018, the Manager and Property Manager had 38 employees. Our entire workforce is made up of full-time, permanent employees that are based in Singapore. Overall, our workforce is fairly gender-balanced, with 45% female and 55% male employees.



While we are able to maintain relatively balanced gender distribution for the Executives employee category, our Board and senior management are composed entirely of male Directors and officers. In terms of age distribution, most of our employees are aged between 30 and 50 years. We will continue to strive to enhance the diversity within our governance body and organisation.



¹ All 2017 figures related to employees are as at 31 December 2017.

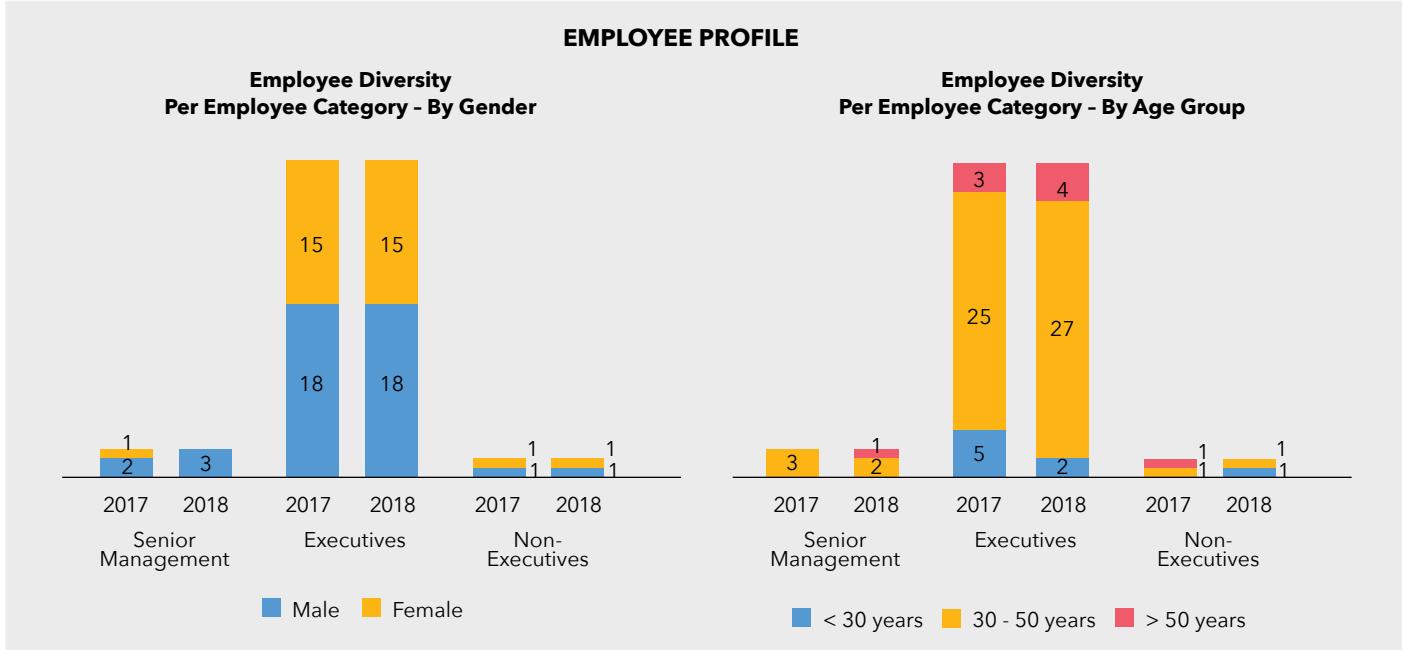
² All 2018 figures related to employees are as at 31 December 2018.

³ Senior management consists of the Manager's CEO, COO and Vice President, Finance.

⁴ Executives refer to all other staff at the Manager and Property Manager.

⁵ Non-executives consist of one technician and one pantry lady.

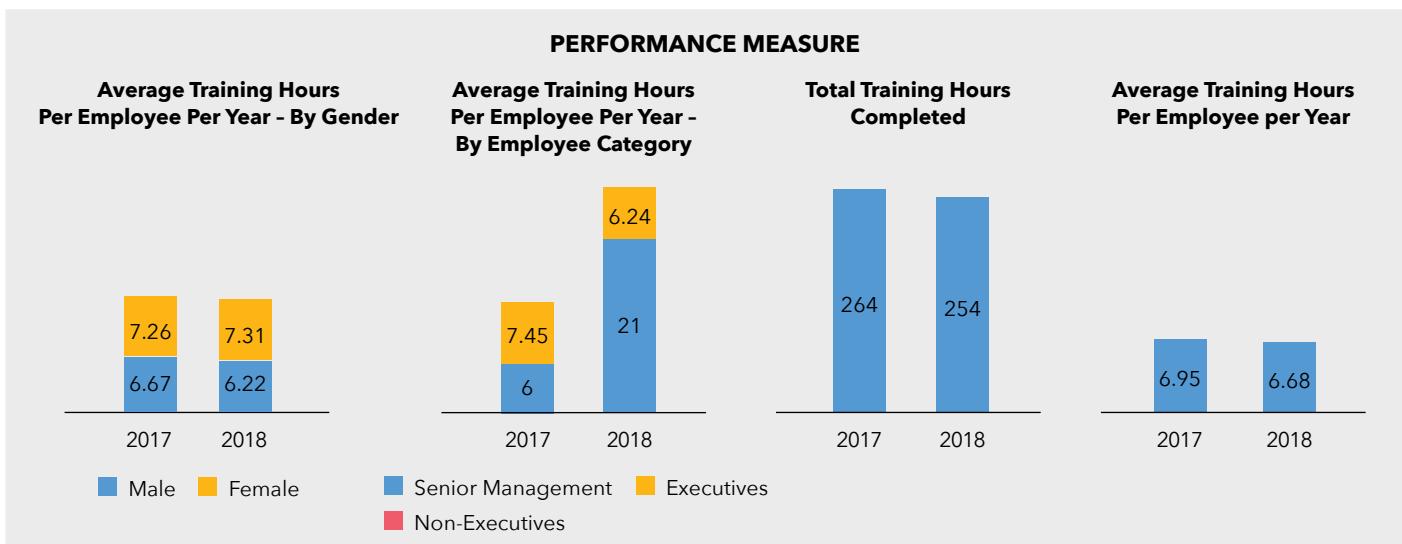
OUR PEOPLE AND TENANTS



Training and Development

The Manager is committed to support our employees to pursue continuous education and job-specific trainings, including applications for membership in Professional Bodies and participation in conferences and seminars. We provide educational assistance with formal qualifications and professional development through short courses. Our training budget is allocated to allow each employee to take up to 5 days of study leave and up to 3 days of examination leave per calendar year. We also discuss and understand our employee's training and development needs during their annual performance appraisal, which contribute to our annual training budget review process.

In FY 2018, each employee benefitted from an average of 6.68 hours of training, with a breakdown of 6.22 hours and 7.31 hours for our male and female employees, respectively. Training courses attended by our employees in 2018 include REIT management, risk management, water management and lease management. While our senior management and female employees completed more trainings in 2018 compared to 2017, our executives and male employees attended lesser trainings in 2018 compared to 2017.



OUR PEOPLE AND TENANTS

Employee Engagement

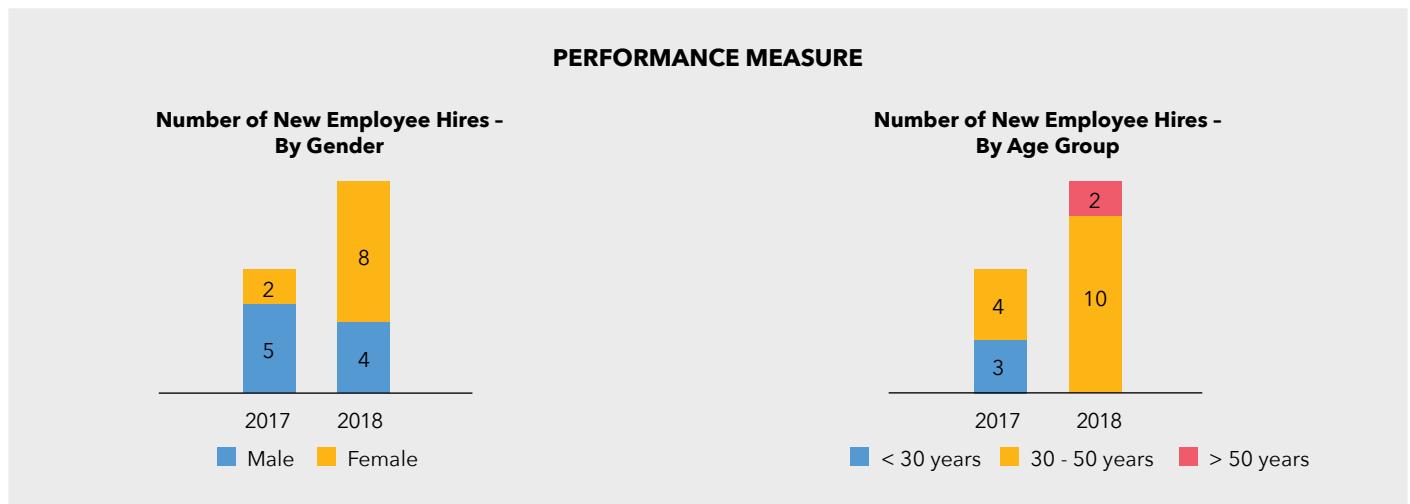
We proactively engage our employees to understand their needs and expectations, as well as to monitor their level of satisfaction. Our annual performance reviews and planning sessions are designed for supervisors and employees to review their current job tasks, set goals, encourage exchange of ideas, recognise contributions and develop positive, purposeful approaches to achieving work-related goals. In 2018, excluding those under probation, 100% of our employees completed their annual performance review.

Additionally, we hold various festive celebrations, informal staff gatherings, team-building events and monthly sports events to encourage further engagement between employees and foster team bonding. These events provide direct informal communication channels for us to receive and respond to feedback from our employees.

As an acknowledgment of our employees' service and dedication to the organisation, we also provide tokens of appreciation to our employees on the occasion of birthday, marriage, five year service, maternity or paternity leave, as well as upon hospitalisation or compassionate leave.

Talent Retention

We recognise that welfare and career development contribute significantly to workplace satisfaction. We therefore regularly monitor our hiring and employee rate as one of the measures to assess our effectiveness in retaining talents. There is no change in the total number of employees between FY 2017 and FY 2018; 12 new employees were recruited while 12 employees left during FY 2018, translating to a hiring rate and turnover rate of 31.58%.



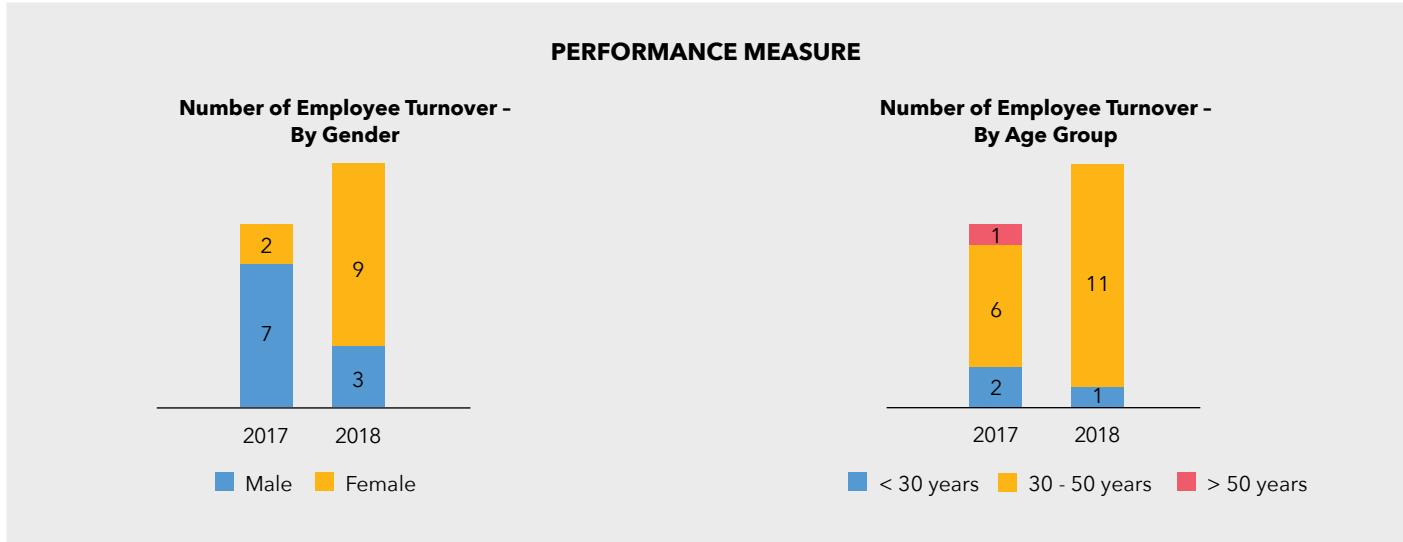
| Annual Rate of New Employee Hires - By Gender ¹ | | | |
|---------------------------------------------------------------|--|--------|--------|
| Male | | 23.81% | 18.18% |
| Female | | 11.76% | 50% |
| Annual Rate of New Employee Hires - By Age Group ² | | | |
| < 30 years old | | 60% | 0% |
| 30 - 50 years old | | 13.79% | 33.33% |
| > 50 years old | | 0% | 33.33% |
| Annual Rate of New Employee Hires ³ | | 18.42% | 31.58% |

¹ Annual rate of new employee hires by gender = total number of male or female new employee hires / total number of male or female employees as at the last day of financial year.

² Annual rate of new employee hires by age group = total number of new employee hires of an age group / total number of employees of an age group as at the last day of financial year.

³ Annual rate of new employee hires = total number of new employee hires / total number of employees as at the last day of financial year.

OUR PEOPLE AND TENANTS



| Annual Rate of Employee Turnover - By Gender¹ | | | |
|--------------------------------------------------------------------|--|--------|--------|
| Male | | 33.33% | 13.64% |
| Female | | 11.76% | 56.26% |
| Annual Rate of Employee Turnover - By Age Group² | | | |
| < 30 years old | | 40% | 50% |
| 30 - 50 years old | | 20.69% | 26.67% |
| > 50 years old | | 25% | 0% |
| Annual Rate of Employee Turnover ³ | | 23.68% | 31.58% |

2019 Target

- Maintain zero cases of validated discrimination cases.
- Continue to deploy fair employment practices by ensuring our hiring processes remains stringent and offer equal opportunity to all potential candidates.

TENANT SATISFACTION

As tenant satisfaction translates into our success as a REIT, we aim to provide the highest level of service to our tenants and achieve a high overall tenants' satisfaction. We engage our tenants through regular communication, prompt responses to tenants' feedback, monthly site visits, annual tenant satisfaction surveys, progressive upgrading of facilities, and AEIs.

In FY 2018, we updated our tenant satisfaction survey to better capture our tenants' feedback. The tenant satisfaction survey enquires our tenants' satisfaction with regards to three main aspects, namely finance, building management and maintenance, and leasing and marketing services. We also salute tenants' suggestions for improvement.

¹ Annual rate of employee turnover by gender = total number of male or female employee turnover / total number of male or female employees as at the last day of financial year.

² Annual rate of employee turnover by age group = total number of employee turnover of an age group / total number of employees of an age group as at the last day of financial year.

³ Annual rate of employee turnover = total number of employee turnover / total number of employees as at the last day of financial year.

OUR PEOPLE AND TENANTS

Moreover, we have also distributed our first tenant ESG survey in FY 2018. Through the tenant ESG surveys, we collected our tenants' feedback on the material ESG factors, how Sabana REIT and the tenants could work together to implement sustainability initiatives, and AEIs that they wish to see. The SWC has reviewed responses from the tenant ESG surveys.

| Performance Measure | 2017 | 2018 |
|-----------------------------------------------------------------------------------------|------|------|
| Number of tenants engaged via annual tenant satisfaction survey. | 79 | 77 |
| Percentage of properties surveyed that achieved at least 70% tenant satisfaction level. | 78% | 67% |

2019 Target

Achieve at least 70% tenant satisfaction level for all properties surveyed.

HEALTH & SAFETY

We are committed to safeguarding health and safety across our properties. We strive to maintain and provide a safe working environment for our employees, vendors and contractors, tenants and guests.

To better manage and address health and safety issues across our properties, a Safety Committee was formed by the Property Manager in April 2018. The Safety Committee meets quarterly to discuss any safety concerns and findings from safety audits, as well as on ad-hoc basis if needs arise. The Safety Committee also conducts regular safety inspections at our properties to identify any health and safety issues that need to be addressed.

In addition to our quarterly Safety Committee meetings, we also conduct monthly safety meetings at the Manager's office to share findings from our monthly safety inspections conducted at our properties, including potential safety hazards and health risks identified and potential preventive measures to implement. To ensure that our site teams, composed of technicians, security guard and cleaners, are attentive to potential occupational health and safety issues they may face, the Property Manager conducts toolbox meetings to help raise awareness on site.

Finally, we conduct regular safety drills, such as the annual fire drills, to ensure the safety equipment at our properties are well-maintained.

Employees

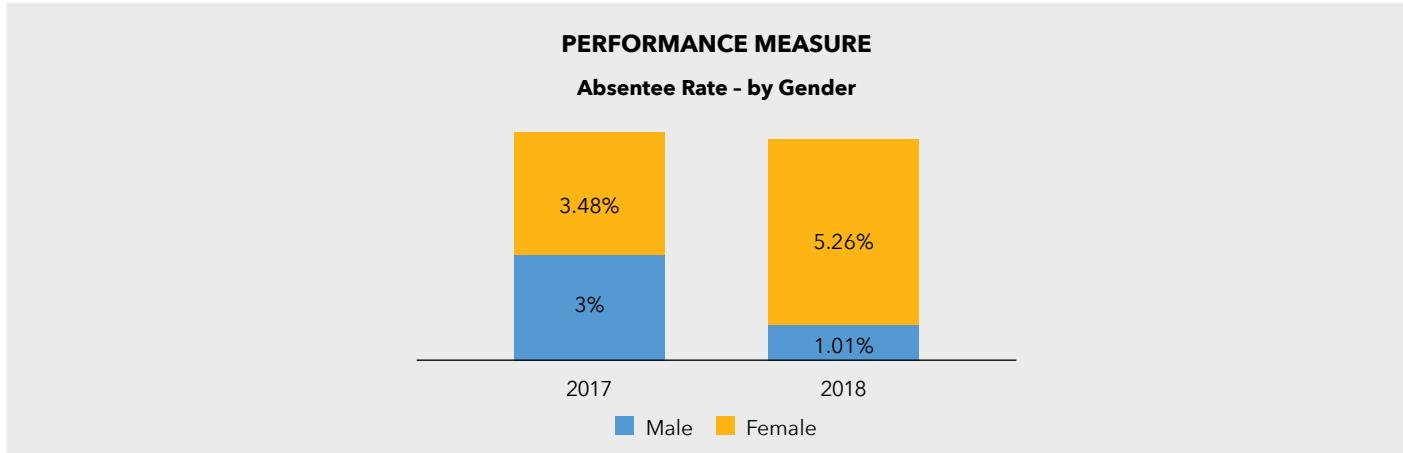
We hold safety briefings for all new on-boarding staff to help them understand how they could help maintain workplace health and safety for all. We also provide various health and safety related benefits, and implement employee wellness initiatives to help ensure the well-being of our employees.

- Personal accident, hospitalisation and surgical group term life insurance plans
- Workmen's injury compensation insurance policy
- Travel insurance plans for business travel
- Annual health screenings
- 16 weeks of paid maternity leave for female employees who completed three calendar months of service
- Monthly salad lunch
- Team-building events and monthly sports events

We are pleased to report that there were zero workplace fatalities, reported workplace injuries, lost days, and occupational disease incidents in FY 2018. Therefore, our accident frequency rate¹, accident severity rate² and occupational disease incidence rate³ were 0% for FY 2018.

In terms of absenteeism⁴, our employees recorded an overall absentee rate⁵ of 2.80% in FY 2018, a slight decrease from 3.22% in FY 2017. For our female employees, we have observed an increase in absentee rate due to an increase in hospitalisation leave that is not work-related.

OUR PEOPLE AND TENANTS



Tenants

While we work to maintain the safety features of our properties, we expect our tenants to also comply with relevant health and safety laws and regulations in their operations. We have therefore included clauses on compliance with health and safety laws and regulations in our tenancy agreements.

Furthermore, to monitor construction activities that may potentially cause health and safety issues, all tenants need to apply for a Permit-to-Work ("PTW") before carrying out any fit-out at the properties.

Vendors and Contractors

We strive to work with vendors and contractors that value health and safety. Before we engage a new vendor or contractor to work with us, we require our vendors and contractors to complete an on-boarding risk assessment, and submit the results to us to ensure that they have proper health and safety processes in place.

Before the commencement of projects at our properties, all contractors are required to apply for a PTW which includes a risk assessment of their respective work scope, schedule of work and other relevant documents.

In FY 2018, there were no incidents of non-compliance concerning health and safety impacts arising from the use of our buildings.

| Performance Measure | 2017 | 2018 |
|-----------------------------------------------------------------------------------------------------------------------------------------------|------|------|
| Number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services. | 0 | 0 |

2019 Target

- Maintain zero fatalities for our employees and contractors.
- Maintain zero non-compliant incidents with concerning health and safety impacts arising from the use of our buildings.

¹ Accident frequency rate = total number of workplace injuries reported / total number of man-hours worked x 1,000,000.

² Accident Severity Rate = total number of man days lost to workplace injuries / total number of man hours worked x 1,000,000.

³ Occupational disease incidence rate = total number of occupational disease incidents / total number of employees.

⁴ Absenteeism refers to workers being absent from work because of incapacity of any kind, not just as the result of work-related injury or disease, excludes permitted leave absences such as holidays, study, maternity or paternity leave, and compassionate leave.

⁵ Absentee rate = total number of absentee days / total days scheduled to be worked by all employees. The total days scheduled to be worked by all employees is computed as follows: 5 days x 52 weeks x total number of employees as at 31 December 2018.

OUR ENVIRONMENT

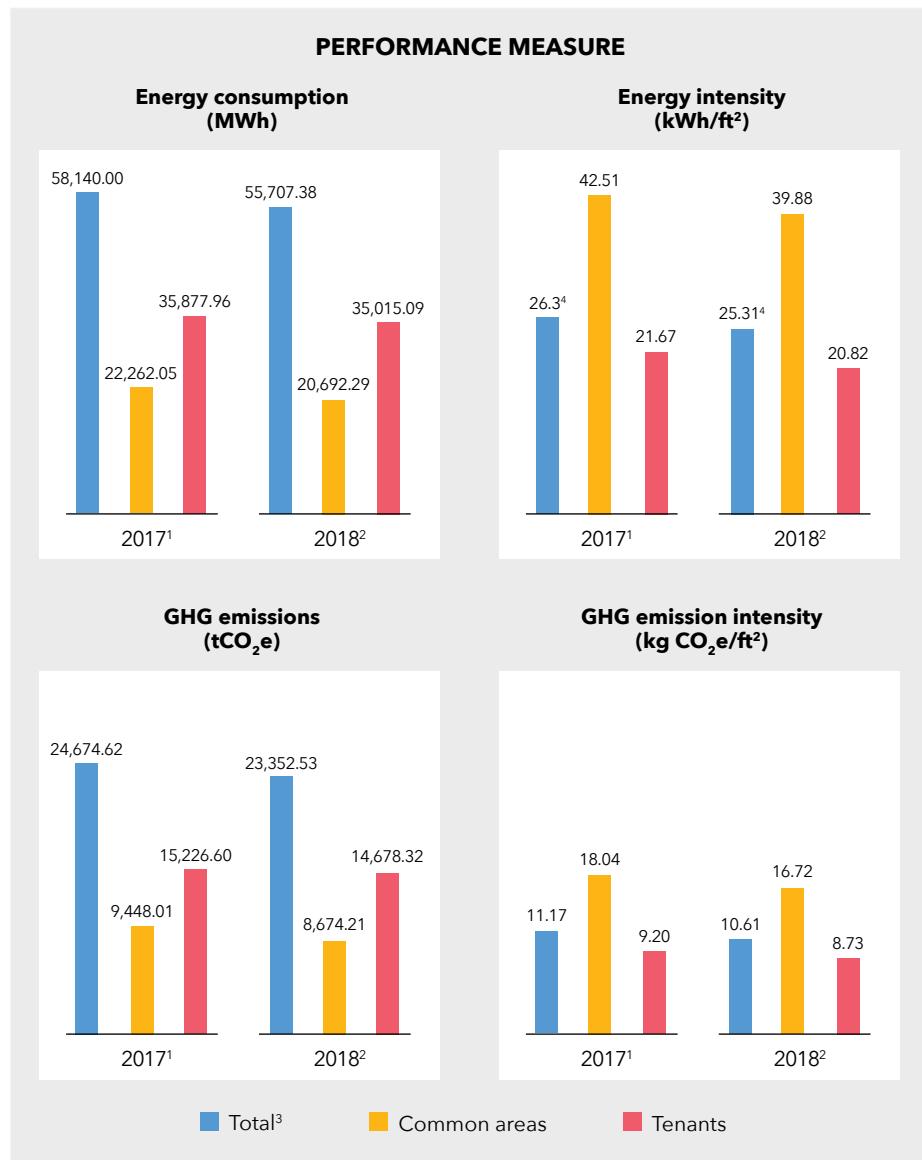
As a real estate owner, we are mindful of the long-lasting impacts our assets could have on the environment. We aim to improve the environmental sustainability of our assets to improve our operational performance as well as reduce our environmental footprint.

ENERGY EFFICIENCY & CLIMATE CHANGE

In line with Singapore's commitment to reduce its GHG emissions under the Paris Agreement, we have embarked on a journey to make our portfolio carbon-efficient to contribute to Singapore's transition to a low-carbon economy.

We continued our efforts in installing energy-efficient lighting in our buildings in FY 2018. As a result, we recorded an improvement in our energy efficiency. Our total energy consumption and energy intensity have reduced by 4.18% and 5.01%, respectively, in FY 2018 from FY 2017 levels.

Going forward, we will continue to explore other energy-saving initiatives that we could implement at our properties.



2019 Target

Reduce energy intensity of common areas of properties under the Manager's or Property Manager's operational control by 1% to 2%.

¹ The latest available electricity grid emission factor at the time of report publication is used for computing GHG emissions generated by electricity consumption. The latest emission factor - average operating margin from Singapore Energy Statistics 2017 was used to calculate GHG emissions in 2017.

² The latest available electricity grid emission factor at the time of report publication is used for computing GHG emissions generated by electricity consumption. The latest emission factor - average operating margin from Singapore Energy Statistics 2018 was used to calculate GHG emissions in 2018.

³ The total energy consumption includes electricity consumption of common areas and tenants at the 10 multi-tenanted properties where Sabana REIT has operational control. Please see "About This Report" for the list of properties.

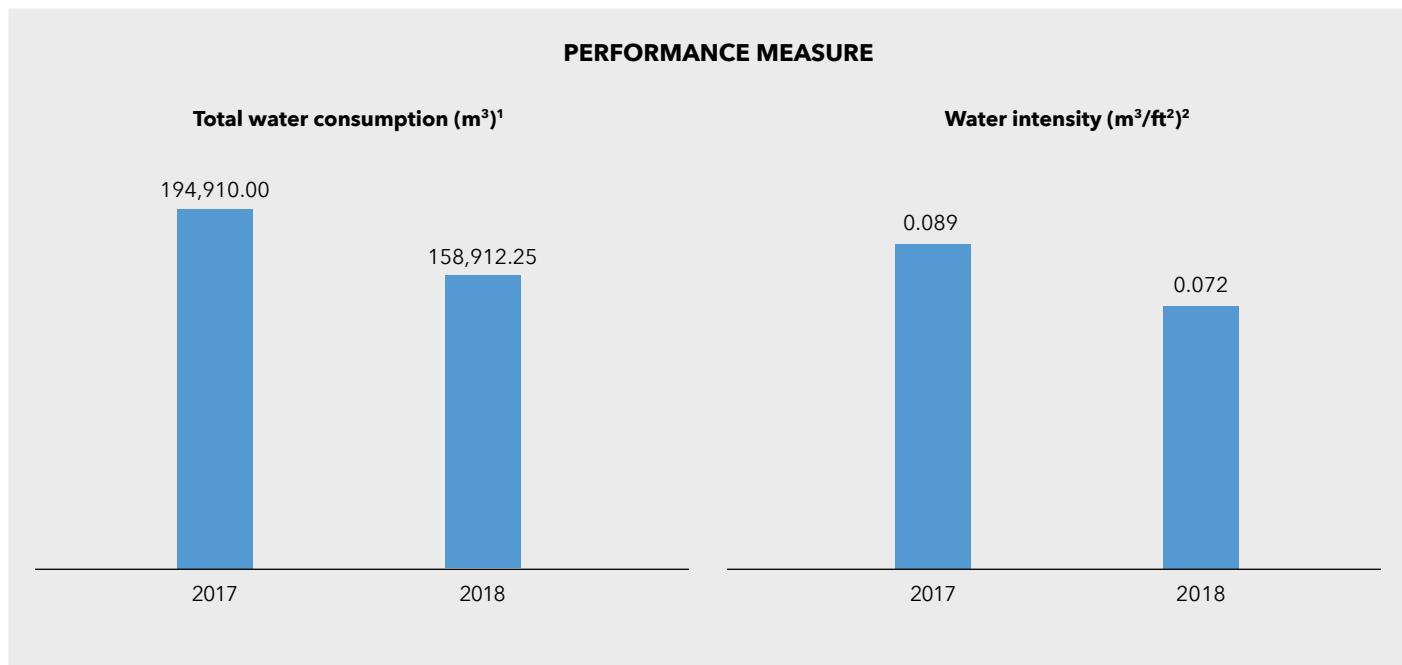
⁴ The intensity measurement is gross floor area ("GFA"), which is the sum of space shared by all building users and space leased to tenants (sum of floor area for common areas and occupied net lettable area ("NLA")).

OUR ENVIRONMENT

WATER MANAGEMENT (USE AND REDUCTION)

While we have little control over the day-to-day behaviours of our tenants, we are mindful of the support we could offer to our tenants as landlords. We monitor water consumption at our properties on a monthly basis in order to identify and discuss abnormal spikes in water consumption with our tenants early on.

We have also embarked on water efficiency initiatives in efforts to provide water-efficient properties to our tenants. Two of our buildings at 151 Lorong Chuan and 508 Chai Chee Lane are implementing Water Efficiency Management Plans as stipulated by the Public Utilities Board ("PUB"). We have reduced our total water consumption and water intensity by 18% and 19%, respectively, in FY 2018 compared to FY 2017 levels. We aim to continue to raise awareness among tenants and our employees, as well as to enhance the water efficiency of our properties.



2019 Target

- Progressively change water fittings to fittings with PUB's Water Efficiency Labelling Scheme rating of 3 or 4 ticks when spoilt.
- Progressively attain PUB Water Efficient Building basic certification for properties under the Manager's or Property Manager's operational control.

¹ The total water consumption includes total water consumption from municipal water supplies at the 10 multi-tenanted properties where Sabana REIT has operational control. Please see "About This Report" for the list of properties.

² The intensity measurement is GFA which is the sum of space shared by all building users and space leased to tenants (sum of floor area for common areas and occupied NLA).

OUR SOCIETY

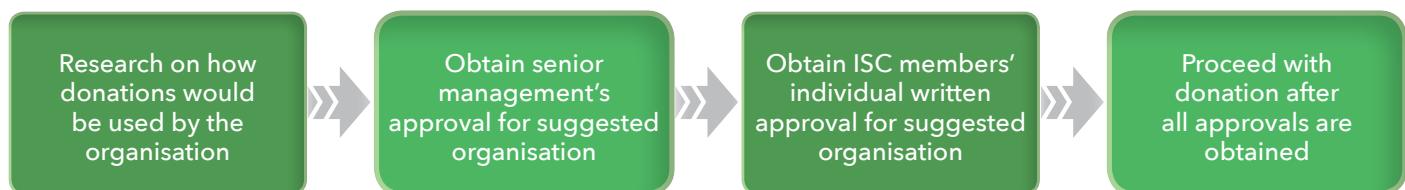
We believe in being a responsible corporate citizen and building a lasting relationship with our communities is critical to the long-term viability of our business.

COMMUNITY IMPACT

Since its inception, Sabana REIT is driven by the Shari'ah's goal of benefiting humanity and has been committed to contributing to communities we operate in.

In compliance with Shari'ah investment principles, interest received from our properties' rental charges has to be cleansed by donating the interest incurred quarterly to charitable organisations, known as the Ta'widh donation. We are therefore continually surveying CSR initiatives that we could partake in. We hope to support different beneficiaries each time we make a donation.

To select a charitable organisation to donate to, we walk through an internal screening process to obtain approval for making a donation.



During FY 2018, Sabana REIT has contributed S\$48,236 from its non-Shari'ah income to several charitable organisations, namely Singapore Kadayanallur Muslim League ("SKML")¹, SG Enable - TODAY Enabled Fund ("TEF")² and National Youth Achievement Award Council ("NYAAC")³.

The Manager also collaborated with Singapore Management University's ("SMU") Rotaract Club as their main sponsor for the Club's "Rotaract Camp 2018". SMU Rotaract Club is a youth development club that places emphasis on service, outreach and fellowship. Chartered in 2001, SMU Rotaract comprises students keen to make a difference in the community, and to cultivate better relations with fellow schoolmates, Rotaractors and Rotarians. On 25 and 26 August 2018, senior management of Sabana REIT participated in activities organised during SMU's Rotaract Camp 2018. The activities carried out were: (1) kite-building and kite-flying with children with special needs and underprivileged children; and (2) house painting and flat cleaning for underprivileged elderly communities to improve their living environments.

| Performance Measure | 2017 | 2018 |
|-----------------------------------------------------|-----------------------------------------------|--------------------|
| Monetary donation made to charitable organisations. | S\$21,250 | S\$48,236 |
| Local community engagements completed. | As described in FY 2017 Sustainability Report | As described above |

2019 Target

- Continue to support charitable organisations via donations.
- Complete at least one local community engagements.

¹ SKML originally provides social and financial assistance to the local Indian Muslim community but has now widened its outreach, working with national organisations such as Sinda, Yayasan Mendaki, MUIS, Jamiyah Singapore, and PA's Narpani Pearavai, to help all Singaporeans.

² TEF provides financial assistance to persons with disabilities and supports efforts that enhance education and employment prospects of persons with disabilities.

³ NYAAC is one of the premier youth development programmes in Singapore that strive to equip youths with personal qualities and skills to make a difference to themselves, their communities and their world.

GRI

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| GRI Standards 2016 | Disclosure Number | Disclosure Title | Section and Page Reference / Notes |
|------------------------------------|--------------------------|----------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Universal Standards | | | |
| | | Organisational Profile | |
| GRI 102: General Disclosures | 102-1 | Name of the organisation | Board Statement, page 1 |
| | 102-2 | Activities, brands, products, and services | What We Do, page 4 |
| | 102-3 | Location of headquarters | About This Report, page 6 |
| | 102-4 | Location of operations | About This Report, page 6 |
| | 102-5 | Ownership and legal form | What We Do - Trust Structure, page 5 |
| | 102-6 | Markets served | What We Do - Our Portfolio, page 6 Sabana REIT Annual Report 2018, Property Portfolio, pages 30-37 Sabana REIT Annual Report 2018, Manager's Review: FY 2018 - Well-diversified Portfolio of Assets and Tenants, pages 23-26 |
| | 102-7 | Scale of the organisation | Our People and Tenants - Fair Employment Practices, page 15 About This Report, page 6 Sabana REIT Annual Report 2018, Property Portfolio, pages 30-37 Sabana REIT Annual Report 2018, Financial Highlights, page 12 |
| | 102-8 | Information on employees and other workers | Our People and Tenants - Fair Employment Practices, page 15 |
| | 102-9 | Supply chain | How We Manage Sustainability - Materiality Assessment, page 10 |
| | 102-10 | Significant changes to organisation and its supply chain | Sabana REIT Annual Report 2018, 2018 Significant Events, pages 10-11 What We Do - Our Portfolio, page 6 |
| | 102-11 | Precautionary principle or approach | Sabana REIT Annual Report 2018, Corporate Governance Report, pages 59-74 |
| | 102-12 | External initiatives | We currently do not endorse any externally-developed charters, and will consider this in future. |
| | 102-13 | Membership of associations | How We Manage Sustainability - Stakeholder Engagement, page 9 |
| Strategy | | | |
| 102-14 | | Statement from senior decision-maker | Board Statement, page 1 |
| Ethics and Integrity | | | |
| 102-16 | | Values, principles, standards, and norms of behaviour | What We Do - Our Vision, Mission and Values, page 4 |
| Governance | | | |
| 102-18 | | Governance structure | What We Do - Governance Structure, page 6 How We Manage Sustainability - Sustainability Governance, page 8 |

GRI

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| GRI Standards 2016 | Disclosure Number | Disclosure Title | Section and Page Reference / Notes |
|------------------------------------|---------------------------|------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Universal Standards | | | |
| Stakeholder Engagement | | | |
| GRI 102: General Disclosures | 102-40 | List of stakeholder groups | How We Manage Sustainability - Stakeholder Engagement, page 9 |
| | 102-41 | Collective bargaining agreements | Our employees are currently not covered by collective bargaining agreements. |
| | 102-42 | Identifying and selecting stakeholders | How We Manage Sustainability - Stakeholder Engagement, page 9 |
| | 102-43 | Approach to stakeholder engagement | How We Manage Sustainability - Stakeholder Engagement, page 9 |
| | 102-44 | Key topics and concerns raised | How We Manage Sustainability - Stakeholder Engagement, page 9 |
| | Reporting Practice | | |
| | 102-45 | Entities included in the consolidated financial statements | About This Report, page 2 Sabana REIT Annual Report 2018, Notes to the Financial Statements - General and Subsidiaries, pages 94 and 114 |
| | 102-46 | Defining report content and topic boundaries | About This Report, page 2 How We Manage Sustainability - Materiality Assessment, page 10 |
| | 102-47 | List of material topics | How We Manage Sustainability - Materiality Assessment, page 10 |
| | 102-48 | Restatements of information | Restatements of total number of employees, average training hours and new employee hires/employee turnover rates for FY 2017 on pages 18-19 to amend computational error. |
| | 102-49 | Changes in reporting | None |
| | 102-50 | Reporting period | About This Report, page 2 |
| | 102-51 | Date of most recent report | December 2018 |
| | 102-52 | Reporting cycle | Annual |
| | 102-53 | Contact point for questions regarding the report | About This Report, page 2 |
| | 102-54 | Claims of reporting in accordance with GRI Standards | About This Report, page 2 |
| | 102-55 | GRI content index | GRI Content Index, pages 25-28 |
| | 102-56 | External assurance | We have not sought external assurance, and will consider it in the future. |
| Management Approach | | | |
| GRI 103: Management Approach | 103-1 | Explanation of the material topic and its boundary | How We Manage Sustainability - Materiality Assessment, page 10 |

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| GRI Standards 2016 | Disclosure Number | Disclosure Title | Section and Page Reference / Notes |
|--------------------------------------------|-------------------|--------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic-specific Standards | | | |
| Economic Performance | | | |
| GRI 103: Management Approach | 103-2 | The management approach and its components | Sabana REIT Annual Report 2018, Our Refreshed Strategy, page 3 Sabana REIT Annual Report 2018, Manager's Review: FY 2018, pages 20-27 |
| | 103-3 | Evaluation of the management approach | |
| GRI 201:Economic Performance | 201-1 | Direct economic value generated and distributed | Sabana REIT Annual Report 2018, Financial Highlights, page 12 Sabana REIT Annual Report 2018, Financial Contents, pages 83-93 Our Society - Community Impact, page 24 |
| Business Ethics and Anti-corruption | | | |
| GRI 103: Management Approach | 103-2 | The management approach and its components | Our Governance - Business Ethics and Anti-corruption, page 13 |
| | 103-3 | Evaluation of the management approach | |
| GRI 205: Anti-corruption | 205-3 | Confirmed incidents of corruption and actions taken | |
| Regulatory Compliance | | | |
| GRI 103: Management Approach | 103-2 | The management approach and its components | Our Governance - Regulatory Compliance, page 14 |
| | 103-3 | Evaluation of the management approach | |
| GRI 307: Environmental Compliance | 307-1 | Non-compliance with environmental laws and regulations | |
| GRI 417: Marketing and Labeling | 417-3 | Incidents of non-compliance concerning marketing communications | |
| GRI 419: Socioeconomic Compliance | 419-1 | Non-compliance with laws and regulations in the social and economic area | |
| Energy Management | | | |
| GRI 103: Management Approach | 103-2 | The management approach and its components | Our Environment - Energy Efficiency and Climate Change, page 22 |
| | 103-3 | Evaluation of the management approach | |
| GRI 302: Energy | 302-1 | Energy consumption within the organisation | |
| | 302-3 | Energy intensity | |
| GRI 305: Emissions | 305-2 | Energy indirect (Scope 2) GHG emissions | |
| | 305-4 | GHG emissions intensity | |

GRI

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| GRI Standards 2016 | Disclosure Number | Disclosure Title | Section and Page Reference / Notes |
|-------------------------------------------------------|-------------------|-------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| Water Management (Use and Reduction) | | | |
| GRI 103: Management Approach | 103-2 | The management approach and its components | Our Environment - Water Management (Use and Reduction), page 23 |
| | 103-3 | Evaluation of the management approach | |
| GRI 303: Water | 303-1 | Water withdrawal by source | |
| Fair Employment Practices and Talent Retention | | | |
| GRI 103: Management Approach | 103-2 | The management approach and its components | Our People and Tenants - Fair Employment Practices, page 15 |
| | 103-3 | Evaluation of the management approach | |
| GRI 401: Employment | 401-1 | New employee hires and employee turnover | |
| GRI 404: Training and Education | 404-1 | Average hours of training per year per employee | |
| | 404-3 | Percentage of employees receiving regular performance and career development reviews | |
| GRI 405: Diversity and Equal Opportunity | 405-1 | Diversity of governance bodies and employees | |
| GRI 406: Non-discrimination | 406-1 | Incidents of discrimination and corrective actions taken | |
| Health and Safety | | | |
| GRI 103: Management Approach | 103-2 | The management approach and its components | Our People and Tenants - Health and Safety, page 20 |
| | 103-3 | Evaluation of the management approach | |
| GRI 403: Occupational Health and Safety | 403-2 | Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities | |
| GRI 416: Customer Health and Safety | 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | |
| Community Impact | | | |
| GRI 103: Management Approach | 103-2 | The management approach and its components | Our Society - Community Impact, page 24 |
| | 103-3 | Evaluation of the management approach | |
| GRI 413:Local Communities | 413-1 | Operations with local community engagement, impact assessments, and development programmes | |



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