

	<b>Sustainability</b>
	<b>ENVIRONMENTAL, SOCIAL, HEALTH AND SAFETY POLICY</b>

Hektar Real Estate Investment Trust (“Hektar REIT”), through Hektar Asset Management Sdn Bhd (“HAMSB”), is committed to the implementation of an environmental and social management system (ESMS) to incorporate relevant environmental, social, health and safety (“ESHS”) aspects into the management of all Hektar REIT’s business activities.

This Environmental, Social, Health and Safety Policy (the “Policy”) applies to both the acquisition of properties in Malaysia which are to be added to the REIT portfolio, as well as the operations of Hektar REIT’s existing portfolio of assets. This Policy also applies to the activities, as related to Hektar REIT, of both HAMS B and Hektar Property Services Sdn Bhd (“HPSSB”) in their roles as asset manager and property manager respectively.

Hektar REIT commits to the following basic principles:

- Not investing in, or directly engaging in, activities prohibited by our Trust Deed and financiers;
- Avoiding adverse environmental and social impacts of our business activities and where this is not possible, minimising and mitigating such impacts where reasonably practicable;
- Integrating ESHS risk identification and management into our internal management system;
- Promoting the fair treatment and non-discrimination of, as well as providing safe and healthy working conditions for all our employees (including contractors) and within our relationships with stakeholders; and
- Committing to protection of our workforce (including contractors) by respecting human rights and dignity of all individuals within the organisation and our stakeholders, in alignment with the Hektar REIT’s Human Rights Policy.

Furthermore, Hektar REIT commits to:

- Complying with all applicable Malaysian legal and regulatory requirements, including international conventions ratified by Malaysia;
- Maintaining and continually improving ESHS performance in the workplace;
- Reviewing and periodically updating ESHS objectives and targets;
- Training and improving ESHS awareness among all employees, including contractors and suppliers within its value chain;
- Take reasonable steps to require contractors, suppliers and tenants to comply with this policy, or to adopt similar practices; and
- Communicating this ESHS Policy to all internal and external stakeholders by making it available to the public and interested parties.

14 December 2023