

ACROPHYTE
HOSPITALITY TRUST

SUSTAINABILITY REPORT 2025



TABLE OF CONTENTS

| | |
|--------------------------------------|-----------|
| ABOUT THIS REPORT | 2 |
| CORPORATE PROFILE | 2 |
| SCOPE OF THE REPORT | 4 |
| REPORTING STANDARDS AND FRAMEWORKS | 4 |
| RESTATEMENTS | 5 |
| ASSURANCE | 5 |
| LINKS TO OTHER RELEVANT REPORTS | 5 |
| FEEDBACK | 5 |
| SUSTAINABILITY YEAR IN REVIEW | 6 |
| BOARD STATEMENT | 9 |
| SUSTAINABILITY GOVERNANCE | 10 |
| STAKEHOLDER ENGAGEMENT | 11 |
| MATERIALITY ASSESSMENT | 15 |
| ENVIRONMENTAL STEWARDSHIP | 17 |
| CLIMATE RESILIENCE | 17 |
| ENERGY AND GHG EMISSIONS | 30 |
| WATER | 34 |
| WASTE | 36 |
| STAKEHOLDER AND COMMUNITY | 38 |
| EMPLOYMENT | 38 |
| OCCUPATIONAL HEALTH AND SAFETY | 41 |
| TRAINING AND EDUCATION | 48 |
| CUSTOMER HEALTH AND SAFETY | 50 |
| SUPPLY CHAIN MANAGEMENT | 51 |
| STRONG GOVERNANCE | 53 |
| CORPORATE GOVERNANCE | 53 |
| SOCIOECONOMIC COMPLIANCE | 55 |
| ECONOMIC PERFORMANCE | 57 |
| APPENDICES | 58 |
| GLOSSARY | 58 |
| METHODOLOGICAL REVIEW | 59 |
| SUSTAINABILITY PERFORMANCE SUMMARY | 62 |
| GRI CONTENT INDEX | 63 |
| SGX CORE ESG METRIC INDEX | 73 |

ABOUT THIS REPORT

CORPORATE PROFILE

Acrophyte Hospitality Trust

Acrophyte Hospitality Trust (“**ACRO-HT**”) is a hospitality stapled group listed on the Singapore Exchange (“**SGX**”) since 9 May 2019. The Group comprises Acrophyte Hospitality Property Trust (“**ACRO-REIT**”) and Acrophyte Hospitality Management Trust (“**ACRO-BT**”). Together, these entities invest in and manage income-producing hospitality assets located primarily in the United States (“**U.S.**”). As at 31 December 2025, ACRO-HT holds a portfolio of 32 upscale select-service hotels comprising approximately 4,188 rooms across 17 states in the United States, with a market capitalization of US\$151 million.

The Trust is managed by Acrophyte Hospitality Trust Management Pte. Ltd. (“**REIT-Manager**”), and Acrophyte Hospitality Business Trust Management Pte. Ltd. (“**Trustee-Manager**”) (collectively referred to as the “**Managers**”). The Managers are wholly owned subsidiaries of Acrophyte Asset Management Pte. Ltd. (“**Acrophyte AM**”). The Managers are responsible for the strategic direction, asset management, risk management, and sustainability oversight of the portfolio.

Relationship with Hotel Manager, Hotel Operators, and Hotel Brand Partners

ACRO-HT engages ARA US Hospitality Management, Inc. (the “**Hotel Manager**”) to oversee portfolio operations and asset management. The Hotel Manager appoints hotel operators to manage day-to-day operations. As at 31 December 2025, the portfolio consists of properties managed by operators, including Aimbridge Hospitality, Avion Hospitality, Concord Hospitality, and Chartwell Hospitality, operating under the Hyatt, Marriott, and Hilton brands. In 2025, Aimbridge Hospitality was the third-party Hotel Operator for 18 of our Hyatt-branded hotels; Avion Hospitality managed 7 of our Hyatt-branded hotels; Concord Hospitality managed our portfolio of 3 Marriott-branded hotels; and Chartwell Hospitality managed 1 Hilton-branded hotel and 3 Hyatt-branded hotels.

Regarding environmental, social, and governance (“**ESG**”) matters, ACRO-HT collaborates with the Hotel Manager to define and implement ESG initiatives across the portfolio. Third-party hotel operators manage daily energy and water consumption, maintenance activities, and guest adaptations that affect resource efficiency. These operators implement ESG initiatives at the properties they manage. Additionally, hotel brand partners provide ESG-related support, including software, training, design guidelines, and manuals, which complement property-level operations.

Sponsor Background

Acrophyte AM is a wholly-owned subsidiary of Tang Organization Pte. Ltd. (“**Tang Organization**”, or the “**Sponsor**”), the sponsor of ACRO-HT.

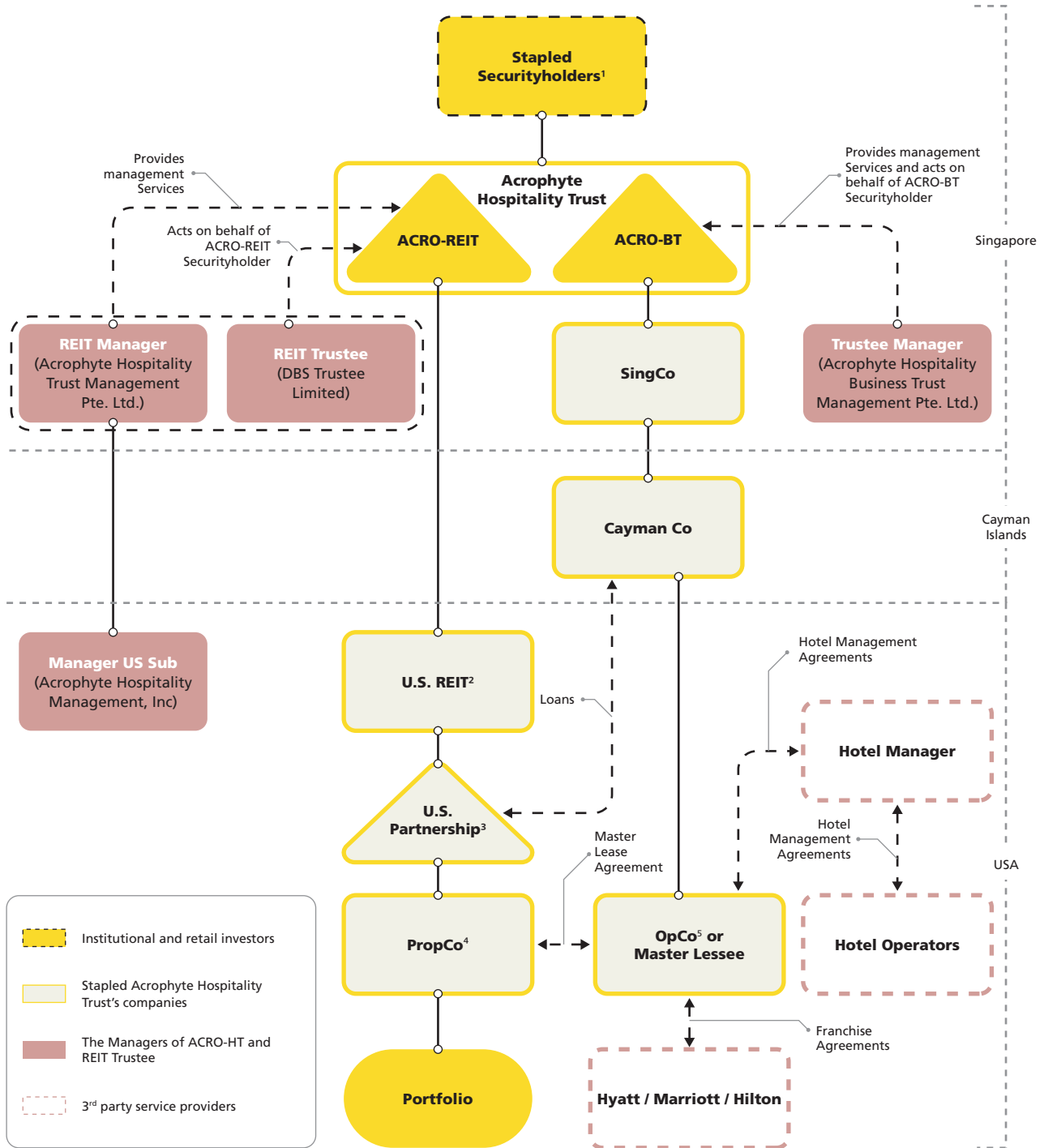
Tang Organization (formerly known as Acrophyte Pte. Ltd. or Chip Eng Seng Corporation Ltd.) is a multinational conglomerate company with businesses in property development and property investment, construction (building construction, civil infrastructure, environmental and sustainability, prefabrication, technology and procurement), hospitality, as well as education.

Tang Organization established itself as a prominent real estate player in the 1990s and has since grown into a multinational conglomerate that includes capabilities (i) across the real estate value chain, comprising real estate construction, real estate development, property investment and asset management, and (ii) in the hospitality industry. As an established player in the hospitality industry, Tang Organization is an owner of hotels in Singapore, Maldives, and Australia, as well as a hotel operator in Singapore.

For more information, please visit www.acrophytetrust.com.

ABOUT THIS REPORT

The following is the Trust Structure of ACRO-HT:



1. Please refer to the section "Important Notice Regarding the Ownership of Stapled Securities" in the Prospectus.
2. It qualified as a real estate investment trust for U.S. federal income tax purposes ("**U.S. REIT**") for the year 2025. A U.S. REIT is not subject to U.S. federal income tax on its net income distributed as dividends.
3. "U.S. Partnership" is an investment holding entity which holds 100% of interest in the portfolio via the PropCo.
4. "PropCo" refers to U.S. entities established to hold the properties in the portfolio.
5. "OpCo" refers to U.S. entities established to own the operational assets of the properties in the portfolio.

ABOUT THIS REPORT

SCOPE OF THE REPORT

This Sustainability Report presents ACRO-HT's ESG management approach, policies, and performance for the financial year from 1 January to 31 December 2025 ("FY2025"). Where relevant, comparative data from previous years are presented to facilitate the analysis of performance trends.

The report covers the sustainability management approach and performance of the stapled group comprising ACRO-REIT and ACRO-BT. Monetary values in this Report are presented in U.S. dollars, which is ACRO-HT's functional currency.

The scope of ESG data disclosed in this report is defined according to the operational boundaries of the Group's activities:

| Sustainability Pillar | Reporting Boundary |
|-----------------------|---|
| Economic | Economic performance data covers the operations of ACRO-HT as a hospitality stapled group comprising ACRO-REIT and ACRO-BT. It reflects the financial performance of the 32 upscale select-service hotels in ACRO-HT's portfolio. |
| Environmental | Environmental data in FY2025 relates to the 32 properties over which ACRO-HT has operational control ¹ . |
| Social | Employee and training cover the Managers' employees. Community engagement data and occupational and customer health and safety performance data cover our Hotel Operators and the employees of the Managers. |
| Governance | Socioeconomic and governance performance data cover the employees of the Managers. |

REPORTING STANDARDS AND FRAMEWORKS

The FY2025 Sustainability Report has been prepared in accordance with the Global Reporting Initiative ("GRI") Standards 2021. The report also considers relevant regulatory and industry guidance applicable to ACRO-HT, including:

- Singapore Exchange Securities Trading Limited ("SGX-ST") Listing Rules 711A and 711B, and Practice Note 7.6 Sustainability Reporting
- Monetary Authority of Singapore ("MAS") Guidelines on Environmental Risk Management for Asset Managers ("EnRM")
- Recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD")

In anticipation of evolving regulatory requirements, the Managers have reviewed emerging sustainability disclosure frameworks issued by the International Sustainability Standards Board ("ISSB"), including IFRS S1, General Requirements for Disclosure of Sustainability-related Financial Information, and IFRS S2, Climate-related Disclosures. The Managers will continue to strengthen data management processes and climate-related disclosures with reference to these standards.

ACRO-HT also considers the United Nations Sustainable Development Goals ("UN SDGs") in shaping its sustainability priorities and initiatives.

¹ The sale of Hyatt Place Detroit Auburn Hills was completed on 10 September 2025 (U.S. time), and the relevant data is included from 1 January 2025 up to the date of disposal. The sale of Hyatt Place Detroit Livonia was completed on 10 March 2026 (U.S. time), and the relevant data is included from 1 January 2025 to 31 December 2025.

ABOUT THIS REPORT

RESTATEMENTS

ACRO-HT's portfolio of upscale select-service hotels operates under the brands of three of the world's largest hotel groups: Hyatt Hotels Corporation, Marriott International, and Hilton Worldwide ("**Brand Partners**"). These include Hyatt House, Hyatt Place, AC Hotel by Marriott, Courtyard by Marriott, Residence Inn by Marriott, and Home2 Suites by Hilton. More details regarding the hotels can be found in the FY2025 Annual Report, pages 12 to 15, and on our website under "Portfolio".

The following asset was disposed of during FY2025; its relevant ESG data have been included in this report for the period from 1 January 2025 to the date of disposal:

- In September 2025, the Hyatt Place Detroit Auburn Hills was sold.
- In March 2026, the Hyatt Place Detroit Livonia was sold (entered into a conditional sale agreement on 10 December 2025, and the completion of the sale was on 10 March 2026).

ASSURANCE

The information presented in this report is provided in good faith and to the best of our knowledge. While it has been verified through internal monitoring and checks, this report has not undergone external assurance, which we plan to seek in the future. We have also conducted an internal review of our sustainability management process.

LINKS TO OTHER RELEVANT REPORTS

ACRO-HT's Sustainability Report FY2025, which should be read in conjunction with the Annual Report FY2025 to provide a complete picture of our ESG performance under the selected reporting standards and frameworks, is available on our website at www.acrophytetrust.com/investor-relations/publications. ACRO-HT's past sustainability reports are also accessible on the same website.

FEEDBACK

The Managers value all stakeholder feedback to improve the company's sustainability reporting process. Please send any comments and suggestions to ir-enquiry@acrophyte.com.

SUSTAINABILITY YEAR IN REVIEW

Economic (as at 31 December 2025)



Gross revenue:

US\$158.6 Million



Market capitalization:

US\$151 Million

Environment



Energy Intensity of

19.50 kWh/sq ft or
45.45 kWh per
occupied room



Emissions Intensity of

5.48 kgCO₂e/sq ft or
12.76 kgCO₂e
per occupied room

Social



Zero fatalities for both ACRO-HT's employees and Hotel Operators' Associates



Zero serious incidents concerning customer health and safety

Governance



Zero incidents of corruption



Zero incidents of fraud or non-compliance with socioeconomic or environmental laws

SUSTAINABILITY YEAR IN REVIEW

Sustainability Performance

ACRO-HT's ESG performance against targets for identified material factors in FY2025 is summarized in the table below.

Legend:

Met targets Targets not met

| Material Factor | Targets for FY2025 and beyond | Time Horizon | 2025 Performance |
|--------------------------------|--|--------------|---|
| Corporate Governance | To maintain zero reported cases of corruption and fraud | Annual | Zero reported cases of corruption and fraud in FY2025 |
| Economic Performance | Achieving sustainable economic growth and delivering long-term value for ACRO-HT's stakeholders | Annual | Refer to Statement of Financial Position (AR page 95), Statement of Comprehensive Income (AR page 96), and Statement of Distributable Income (AR page 97) |
| Energy | To achieve a 3% reduction in energy intensity per occupied room over 5 years from the 2022 baseline. | Medium term | Average energy intensity per occupied room: 45.45 kWh per occupied room This represents a 6.5% decrease compared with FY2024 |
| | To implement energy-saving initiatives across all hotels | Short term | Implemented 7 energy-saving initiatives across the portfolio |
| | To continue monitoring and tracking natural gas and electricity consumption across all hotels | Annual | Total energy consumption (natural gas and electricity): 52,782,426 kWh in FY2025 |
| Employment | To maintain zero validated cases of noncompliance with employment regulations or acts concerning employee rights | Annual | Zero validated cases of non-compliance with employment regulations or acts concerning employee rights |
| Occupational Health and Safety | To maintain achieving zero fatalities for all staff | Annual | Zero fatalities for all staff |
| Training and Education | To maintain an average of 26 training hours per employee | Annual | An average of 8.3 training hours per employee |
| Customer Health and Safety | To maintain achieving zero serious incidents concerning customer health and safety | Annual | No known serious incidents concerning customer health and safety |

SUSTAINABILITY YEAR IN REVIEW

| Material Factor | Targets for FY2025 and beyond | Time Horizon | 2025 Performance |
|--------------------------|---|--------------|---|
| Socioeconomic Compliance | To maintain achieving zero reported cases of non-compliance with relevant laws, regulations, and governance policies | Annual | Zero reported cases of non-compliance with relevant laws, regulations, and governance policies |
| | To maintain zero significant fines, non-monetary sanctions, zero penalties, or letters issued by relevant authorities on breaches of environmental and socioeconomic compliance | Annual | No significant fines and non-monetary sanctions, no penalties or letters issued by relevant authorities on breaches of environmental and socioeconomic compliance |

BOARD STATEMENT

The Board of Directors of the Managers (“**the Board**”) is pleased to present ACRO-HT’s Sustainability Report for FY2025. This Report outlines the Group’s ESG approach and summarizes its progress on key sustainability matters.

As a hospitality stapled group with a portfolio of income-producing hotel assets, the Board recognizes that hotel operations require significant energy, water, and operational resources. Effective resource management, supported by strong governance and workforce practices, is essential to the long-term resilience of the Group’s assets and sustainable value creation. The Board oversees the integration of sustainability considerations into ACRO-HT’s strategy, risk management, and portfolio operations.

The Board retains overall responsibility for sustainability governance, while operational implementation is delegated to the Managers, who work with the Hotel Manager and third-party operators across the portfolio. This structure ensures appropriate policies, controls, and monitoring processes are in place to manage ESG-related risks and support responsible asset stewardship.

ADVANCING SUSTAINABILITY GOVERNANCE AND DISCLOSURE READINESS

During FY2025, ACRO-HT continued to strengthen its sustainability management framework and reporting processes. In anticipation of evolving sustainability disclosure requirements, the Group has taken steps to prepare for future alignment with the ISSB standards, including IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures.

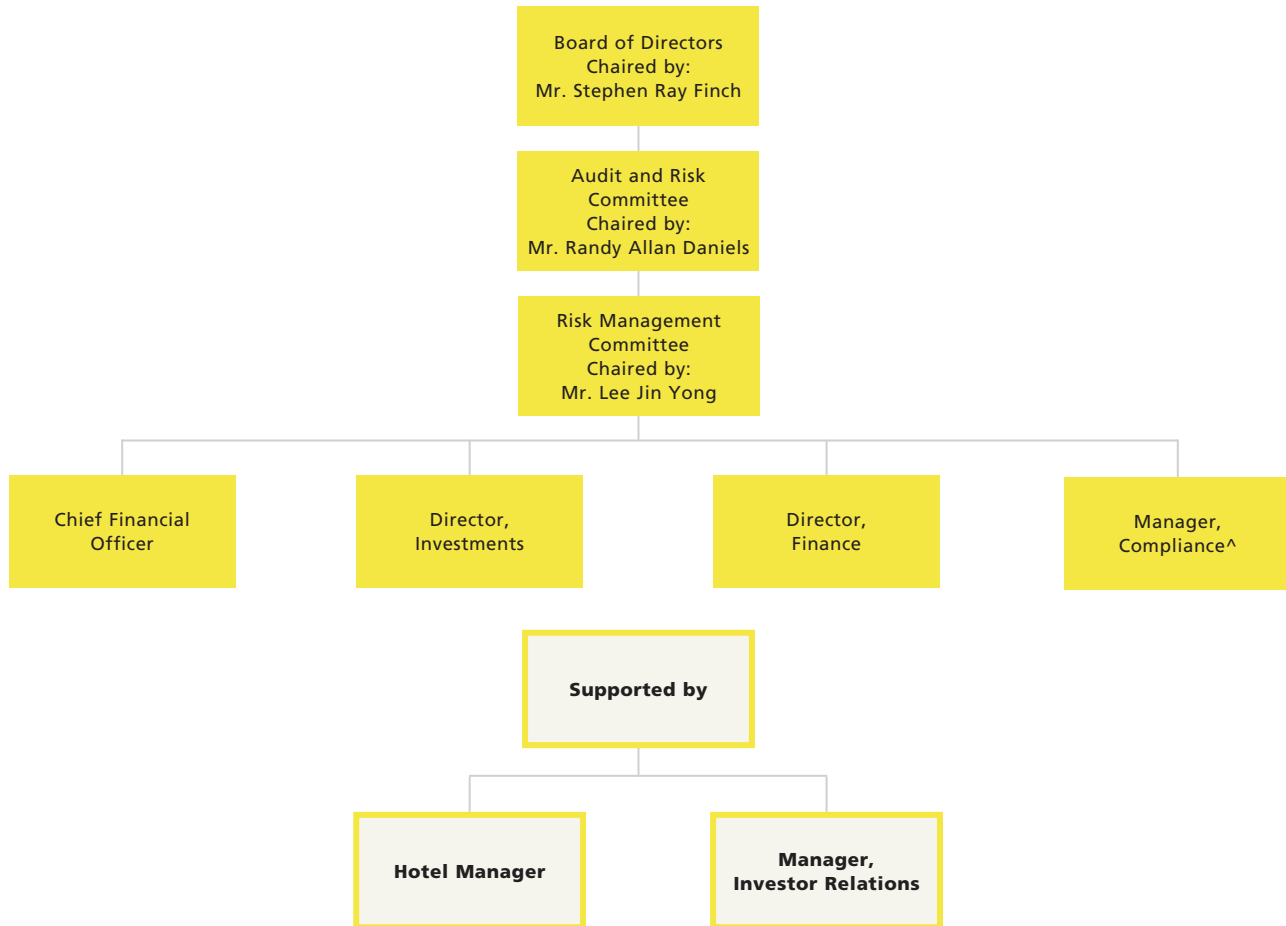
As part of this effort, ACRO-HT engaged an independent external consultancy during FY2025 to conduct a gap assessment of the Group’s current sustainability disclosures and management processes against the requirements of IFRS S1 and IFRS S2. The purpose of this assessment is to identify areas where the Group can strengthen its governance, data management, and climate-related disclosures in preparation for the adoption of ISSB standards.

The Managers are developing overarching ESG-related policies that align with ACRO-HT priorities and operational needs. The policy is intended to formalize ACRO-HT’s sustainability governance framework, establish clearer ESG management principles, and strengthen internal processes for identifying, monitoring, and reporting on sustainability-related risks and opportunities. Together, these initiatives represent a holistic approach to enhancing ACRO-HT’s sustainability management capabilities and readiness for emerging global reporting expectations.

LOOKING AHEAD

The Board remains committed to strengthening ACRO-HT’s sustainability management and disclosures. As global reporting expectations evolve, the Group will continue to refine governance processes, enhance ESG data capabilities, and expand climate-related disclosures to support long-term portfolio resilience and attain sustainable growth.

SUSTAINABILITY GOVERNANCE



^ The compliance manager develops and implements risk management framework, policies, tools and processes. She also examines the usefulness of risk controls and advice on risk matters.

The Board retains overall responsibility for overseeing ACRO-HT's sustainability strategy, initiatives, and performance. To support effective governance and risk oversight, the Board has delegated responsibility for supervising risk management and internal control systems to the Audit and Risk Committee ("**ARC**"), chaired by Mr. Randy Daniels. The ARC assists the Board in reviewing the adequacy and effectiveness of the Group's internal controls, including those relating to sustainability-related risks.

Complementing the ARC's work, ACRO-HT has established a Risk Management Committee ("**RMC**") to support the implementation and monitoring of the Group's risk management framework. The RMC is chaired by the Chief Executive Officer ("**CEO**"), Mr. Lee Jin Yong, and comprises the Chief Financial Officer ("**CFO**"), Director of Investments, Director of Finance, and the Compliance Manager.

The RMC assists the Board in identifying, evaluating, and managing ACRO-HT's key risks. These include strategic, operational, financial, compliance, technology, and climate-related risks. The committee is responsible for assessing the potential impact of these risks on the Group's operations, developing appropriate mitigation strategies and monitoring mechanisms, and monitoring their implementation. In addition, the RMC supports the Board in overseeing the Group's sustainability management processes, including monitoring ESG performance, developing and implementing ESG-related policies, and enhancing sustainability disclosures.

The RMC is supported by the Hotel Manager, who is responsible for implementing sustainability initiatives at the property level and monitoring operational performance against established sustainability objectives. Progress on these initiatives is reported regularly to the CEO. The Investor Relations Manager works together with the Hotel Manager to coordinate the preparation of ACRO-HT's sustainability report.


Further information on the composition, roles, and responsibilities of the Board, ARC, and RMC can be found in ACRO-HT's Annual Report, pages 49 to 66.

STAKEHOLDER ENGAGEMENT



The Managers maintain regular engagement with key stakeholders through various communication channels throughout the year. These engagements provide valuable insights that support the Group in identifying stakeholder expectations, managing potential risks, and continuously improving the management of its hotel portfolio.

Stakeholder engagement also plays an important role in advancing ACRO-HT’s sustainability initiatives. Through ongoing dialogue, the Managers can better understand stakeholder priorities, strengthen collaboration, and encourage responsible practices across the Group’s operations and value chain.

In FY2025, the Managers engaged with several key stakeholder groups that are integral to ACRO-HT’s business operations. These engagements enabled the Group to gather feedback on ESG-related priorities and better understand the sustainability topics most relevant to its stakeholders.

| Stakeholder Group | Engagement methods and frequency | Key topics raised | ACRO-HT’s responses in FY2025 |
|--|--|---|--|
| Legend for engagement frequency: | | | |
| Throughout the year Monthly Quarterly Annually Ad hoc | | | |
|  <p>Customers and Guests</p> | <ul style="list-style-type: none"> Bilateral communications | Customer satisfaction | <p>The hotels regularly conduct guest feedback and satisfaction surveys to maintain open communication with their customers. ACRO-HT prioritizes guest satisfaction and monitors each hotel’s performance through a monthly scorecard dashboard, where guest satisfaction scores serve as a crucial metric. The hotel brands conduct surveys on aspects such as cleanliness, maintenance, and guest services. If a hotel falls below the brand’s average score, a service recovery plan is implemented promptly to address issues and enhance the overall guest experience.</p> <p>Additionally, the hotels strictly adhere to their brand’s safety and cleanliness protocols and obtain relevant certifications, such as the Global Biorisk Advisory Council (“GBAC”) STAR certification. These certifications ensure guests can consistently expect a safe and clean environment during their stay, demonstrating a commitment to maintaining high-quality standards across all properties.</p> |
| | <ul style="list-style-type: none"> Tenant engagement and satisfaction | <p>Quality of facilities and services</p> <p>Customer health and safety</p> | |



STAKEHOLDER ENGAGEMENT

| Stakeholder Group | Engagement methods and frequency | Key topics raised | ACRO-HT's responses in FY2025 |
|--|---|--|--|
| Legend for engagement frequency: | | | |
| ■ Throughout the year ■ Monthly ■ Quarterly ■ Annually ■ Ad hoc | | | |
|  <p>Employees</p> | ■ Training, including courses, seminars, webinars, and orientation for new employees | Good employee welfare and working environment Skills development and training | Employees are encouraged to develop their careers through frequent performance evaluations, training programmes, and easy access to resources that promote best practices. Additionally, employees must participate in annual mandatory training sessions covering anti-corruption, conflict of interest, the code of conduct, and business ethics. Managers are dedicated to maintaining strong governance and equitable employment practices, and these initiatives are communicated to staff through internal newsletters. |
| | ■ Employee feedback and employee satisfaction survey | Good corporate governance | |
| | ■ Team bonding activities | Opportunities for career development and progression | |
| | ■ Internal communications via emails, intranet, newsletters, and town hall meetings | Workplace health and safety | |
| | ■ Performance appraisals | | |
|  <p>Government Agencies and Industry Organisations</p> | ■ Briefings, discussions, and consultations with relevant authorities | Compliance with rules and regulations Effective corporate governance | The Managers engage in dialogue with regulators and authorities, including the Monetary Authority of Singapore (MAS) and the Singapore Exchange Securities Trading Limited (SGX-ST), to ensure compliance and stay up to date with current regulations. They also review sustainability reporting recommendations from SGX-ST and intend to integrate them into their existing sustainability management frameworks. |
| | ■ Regulatory filings | Keeping abreast with regulatory and industry updates and trends | |
| | ■ Participation in relevant industry associations, forums, and dialogues. ACRO-HT is a member of the American Hotels & Lodgings Association ("AHLA"), Aimbridge Owners Advisory Board, Hyatt's Owners Advisory Council, and the Hotel Asset Managers Association | | |

STAKEHOLDER ENGAGEMENT

| Stakeholder Group | Engagement methods and frequency | Key topics raised | ACRO-HT's responses in FY2025 |
|--|--|--|---|
| Legend for engagement frequency: | | | |
| Throughout the year Monthly Quarterly Annually Ad hoc | | | |
|  <p>Hotel Managers</p> | <ul style="list-style-type: none"> Performance reporting and dashboards | Track KPI's, including occupancy, ADR, RevPAR, RevPAR index, GOP, NOI, Segmentation, and Operating Efficiency Ratios | <p>Robust accountability and oversight for key performance indicators (KPIs) are maintained through business intelligence platforms and centralized dashboards, which facilitate asset-level decision-making. Each quarter, portfolio initiatives, including revenue management, labor management, guest reviews, and preventive maintenance, are conducted to monitor progress against established benchmarks.</p> <p>The management team oversees capital investment improvements to ensure that hotels remain in excellent condition and fully operational. They provide oversight and recommendations regarding Asset Enhancement Initiatives (AEI) and sustainability investments. This includes ensuring compliance with brand standards and optimizing operations. The hotel operators are held accountable, and budget preparation is paired with monthly performance benchmarking reports submitted to management.</p> |
| | <ul style="list-style-type: none"> Monthly/quarterly owner reviews | Review market performance, segmentation benchmarking, and deep dives in operating metrics | |
| | <ul style="list-style-type: none"> Site visits and operational audits | Identify property-level and portfolio initiatives to improve GOP flow | |
| | <ul style="list-style-type: none"> Stakeholder communication | Regular property visits to ensure operational consistency, brand standard compliance, capex assessments, and condition reports | |
| | | Monthly brand partners scorecard review | |
| | | Quarterly meetings with the Hotel Operator senior leadership to discuss challenges and opportunities | |
| | | Weekly meetings with the manager | |

STAKEHOLDER ENGAGEMENT

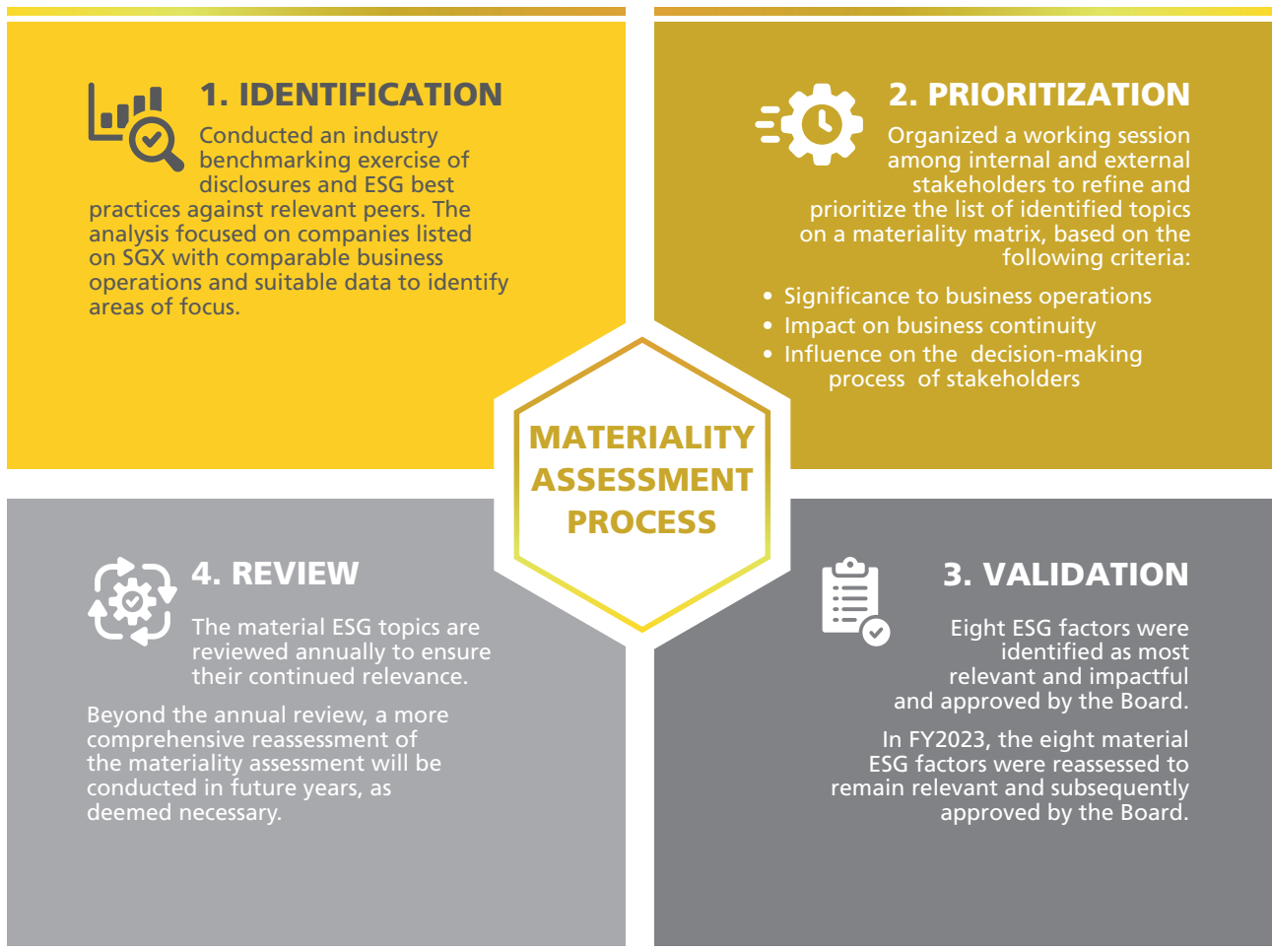
| Stakeholder Group | Engagement methods and frequency | Key topics raised | ACRO-HT's responses in FY2025 |
|--|---|---|--|
| Legend for engagement frequency: | | | |
| ■ Throughout the year ■ Monthly ■ Quarterly ■ Annually ■ Ad hoc | | | |
|  <p>Investors</p> | ■ Half-yearly financial reporting and interim business updates | Performance of hotels Business strategy and outlook | ACRO-HT releases quarterly business and operational updates, half-yearly financial announcements, year-end audited financial statements, and annual reports to inform investors and stakeholders about the company's performance. These reports and announcements are accessible on ACRO-HT's corporate website at www.acrophytetrust.com . |
| | ■ Post-results analyst and investor briefings | Net asset value growth Sustainable returns | |
| | ■ Annual general meetings | Timely and transparent reporting | |
| | ■ Publications, including Annual Report and Sustainability Report | Good corporate governance | |
| | ■ Direct email and phone correspondence through a dedicated investor relations contact | | |
| | ■ Corporate website ■ Investor conferences and roadshows | | |
|  <p>Partnered Brands</p> | ■ Owner orientation and brand standards training | Maintaining brand and service standards | The Managers frequently meet with the corporate management teams from various hotel brands to discuss updates on brand standards and performance. Additionally, the Managers engage with brand partners' sustainability programs, including participation in 28 Hyatt Hotels' "World of Care" initiative, 3 Marriott Hotels' "Sustain Responsible Operations" Serve360 program, and 1 Hilton Hotel's "Travel with Purpose" corporate responsibility program. |
| | ■ Owner dialogues and Forums | Optimizing hotel performance and revenue | |
| | ■ Brand audits | Leverage brand business intelligence ("BI") tools and resources for enhanced service deliveries | |
| | ■ Key Metrics Utilization and Benchmark Reporting | | |

MATERIALITY ASSESSMENT

The Managers conducted their first formal materiality assessment in FY2021 to identify the ESG topics that are most relevant to their business operations and key stakeholders. The assessment considered both internal and external perspectives and was designed to evaluate the significance of sustainability issues in relation to the Group's activities and stakeholder expectations.

As part of this process, the Managers reviewed potential ESG-related risks and opportunities relevant to the hospitality sector, broader economic and industry trends, and feedback gathered through stakeholder engagement activities. These inputs helped the Group identify and prioritize sustainability topics that may have a significant impact on ACRO-HT's operations, strategy, and stakeholder decision-making.

The materiality assessment was conducted using a structured four-step process comprising identification, prioritization, validation, and review. This approach supports the systematic evaluation of sustainability topics and helps ensure that the Group's sustainability disclosures focus on the issues that are most relevant to its business.

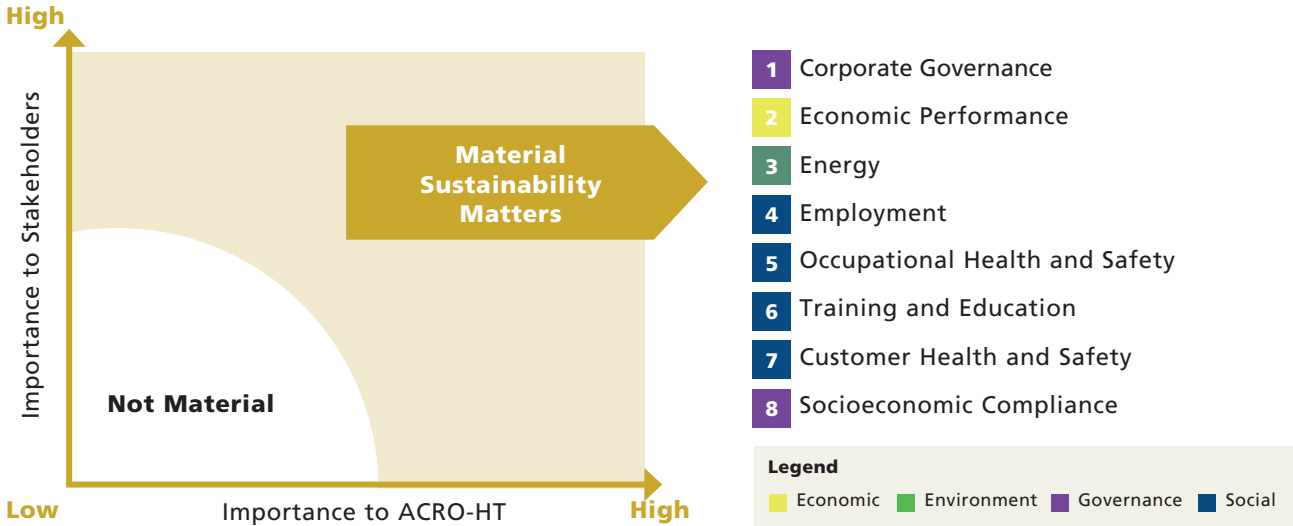


On an annual basis, the Board reviews the identified material topics with input from the Managers and stakeholders to confirm their continued relevance. In FY2024, the Board reaffirmed the significance of the eight identified material ESG topics, recognizing their continued relevance in ACRO-HT's operating context.

In FY2025, the Managers conducted an internal review of its material ESG topics to ensure they remain relevant to the Group's business activities and stakeholder expectations. The Group continues to implement sustainability initiatives aligned with these material topics.

MATERIALITY ASSESSMENT

The materiality matrix presented below illustrates the key sustainability matters identified by The Managers and their relative importance to ACRO-HT and its stakeholders.



Contribution to the United Nations Sustainable Development Goals

The Managers have identified six United Nations Sustainable Development Goals (“UN SDGs”) that are most relevant to its business operations and long-term strategic priorities. Aligning its sustainability efforts with these SDGs enables the Group to integrate sustainability considerations across its operations while contributing to broader global sustainability objectives.

The Manager has mapped the identified material topics to the relevant GRI Standards and UN SDGs:

| Category | Material topics | Related GRI standards and topics | Priority UN SDGs |
|----------------------|--------------------------------|---|------------------|
| Economic | Economic Performance | GRI 201 Economic Performance | |
| Environmental | Energy | GRI 302 Energy | |
| | | GRI 305 Emissions | |
| Social | Employment | GRI 401 Employment | |
| | | GRI 405 Diversity and Equal Opportunity | |
| | Occupational Health and Safety | GRI 403 Occupational Health & Safety | |
| | Training and Education | GRI 404 Training and Education | |
| | Customer Health and Safety | GRI 416 Customer Health and Safety | |
| Corporate Governance | Corporate Governance | GRI 205 Anti-Corruption | |
| | Socioeconomic Compliance | GRI 2-27 Compliance with laws and regulations | |

Aside from the eight identified material topics, this report includes information on four other topics of interest to showcase ACRO-HT’s efforts to manage and advance these areas. These four topics are Climate Change Resilience, Water, Waste, and Supply Chain Management.

ENVIRONMENTAL STEWARDSHIP

CLIMATE RESILIENCE

ACRO-HT recognizes its climate-related responsibilities and has proactively implemented mitigation measures embedded in ACRO-HT’s strategy, portfolio construction, and risk management processes. In Singapore, the MAS has issued the EnRM Guidelines to support fund management companies and REIT managers in incorporating climate-related risks and opportunities into their portfolio planning and risk management processes. In line with these guidelines, ACRO-HT remains committed to strengthening its climate resilience and will continue taking steps to enhance the robustness of its operations.

Taskforce on Climate-related Financial Disclosures

ACRO-HT began strengthening its climate-related risk management framework in FY2022 by adopting the TCFD recommendations aligned with the MAS EnRM Guidelines, as presented in the following table. The adoption of the TCFD framework supports the Managers in strengthening the identification, assessment, and management of climate-related risks and opportunities across ACRO-HT’s hotel portfolio.

The TCFD framework also supports ACRO-HT in enhancing transparency in climate-related disclosures while progressively preparing for alignment with emerging international reporting standards, including ISSB IFRS S2 Climate-related Disclosures.

| TCFD Recommended Disclosures | MAS EnRM Guidance | ACRO-HT Response |
|--|--|---|
| Governance ACRO-HT’s governance around environmental and climate-related risks and opportunities | | |
| a) The Board’s oversight of climate-related risks and opportunities | The Board is to be involved in identifying environmental risks and opportunities and evaluating their impact on the Manager’s strategies, business plans, and products | <p>The Board provides oversight of ACRO-HT’s sustainability governance and climate-related risk management. It is responsible for reviewing the Group’s sustainability priorities, monitoring performance against established targets, and ensuring that climate-related considerations are incorporated into the management of ACRO-HT’s hotel portfolio.</p> <p>The Board meets quarterly to review the Managers’ activities, including updates on sustainability initiatives and climate-related developments that may affect the portfolio. Where significant matters arise, additional meetings may be convened for the Board or its committees to deliberate on issues requiring further attention.</p> <p>As part of its oversight responsibilities, the Board reviews the results of the climate scenario analysis conducted for ACRO-HT’s portfolio. This includes considering the climate-related risks and opportunities identified through the analysis and participating in validation discussions on the assumptions, risk scenarios, and potential mitigation measures proposed by the Managers.</p> <p>To support effective governance and risk oversight, the Board has delegated responsibility for supervising risk management and internal control systems to the Audit and Risk Committee (“ARC”). In addition, a Risk Management Committee (“RMC”), chaired by the Chief Executive Officer, has been established to support the implementation and monitoring of the Group’s risk management processes.</p> |

ENVIRONMENTAL STEWARDSHIP

| TCFD Recommended Disclosures | MAS EnRM Guidance | ACRO-HT Response |
|---|---|--|
| | | <p>The Board also ensures that the Managers maintain appropriate risk management policies and internal control procedures to safeguard ACRO-HT's assets and address key risks, including strategic, financial, operational, environmental, and compliance risks.</p> <p>The Managers remain committed to maintaining sound corporate governance practices and high standards of professional conduct in accordance with the Code of Corporate Governance 2018 ("CG Code"), the SGX-ST Listing Manual, and other applicable regulatory requirements.</p> |
| <p>b) Management's role in assessing and managing climate-related risks and opportunities</p> | <p>Senior management is responsible for developing, implementing, and reviewing the effectiveness of the environmental risk management framework and policies</p> | <p>The Chief Executive Officer chairs the Risk Management Committee ("RMC") and comprises Mr. Lee Jin Yong, the Chief Financial Officer; the Director of Investments; the Director of Finance; and the Compliance Manager. The Hotel Manager supports the committee in implementing environmental risk management practices across ACRO-HT's portfolio.</p> <p>The RMC supports the Board in identifying, assessing, and monitoring the key risks faced by ACRO-HT. These include strategic, operational, financial, compliance, and climate-related risks that may affect the performance and resilience of the hotel portfolio.</p> <p>The committee evaluates the potential implications of these risks for ACRO-HT's operations and develops appropriate mitigation strategies and monitoring mechanisms to manage them effectively and respond to changes in the external business environment.</p> <p>In addition, the RMC oversees the implementation of environmental risk management practices and monitors progress towards the Group's ESG objectives. It also supports the continuous improvement of sustainability disclosures and oversees the development and implementation of ESG-related policies and management processes across the organization.</p> |

ENVIRONMENTAL STEWARDSHIP

| TCFD Recommended Disclosures | MAS EnRM Guidance | ACRO-HT Response |
|---|---|---|
| <p>Strategy The actual and potential impacts of climate-related risks and opportunities on ACRO-HT’s businesses, strategy, and financial planning, where such information is material</p> | | |
| <p>a) The climate-related risks and opportunities ACRO-HT has identified over the short, medium, and long term</p> <p>b) The resilience of ACRO-HT’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario</p> | <p>In assessing environmental risk, consider both transition and physical risks on an individual asset and/or portfolio level</p> | <p>The Managers conducted a qualitative climate scenario analysis in FY2024 to assess potential climate-related risks and opportunities for 33 hotels (including three disposed hotels in FY2024).</p> <p>The analysis evaluated the potential implications of climate change under two climate pathways: a scenario consistent with global warming of below 2°C and a business-as-usual scenario reflecting approximately 4°C of warming. These scenarios were considered across short-, medium-, and long-term time horizons to understand how different climate trajectories may affect the resilience and performance of ACRO-HT’s assets.</p> <p>The climate scenario analysis enabled the Managers to identify potential physical and transition risks that could affect the portfolio, as well as opportunities arising from the transition to a lower-carbon economy. These insights support the Managers in strengthening ACRO-HT’s strategic planning and risk management processes.</p> <p>Further details on the physical and transition risks and opportunities identified for the ACRO-HT portfolio are presented on pages 23 to 29 of this report.</p> |
| <p>c) The impact of climate-related risks and opportunities on ACRO-HT’s businesses, strategy, and financial planning</p> | <p>To embed relevant environmental risk considerations in this process and evaluate the potential impact of relevant environmental risk on return potential</p> <p>Engage and work with third-party sustainability and energy consultants to identify low-cost, high-return sustainability investments and rebate offerings from local jurisdictions or energy companies</p> <p>Continue implementing AEs to improve the efficiency of resource use</p> | <p>The Managers are developing a comprehensive ESG policy for ACRO-HT. In the interim, environmental and climate-related risks remain within ACRO-HT’s investment and governance framework.</p> <p>The Managers collaborate with hospitality-related industry associations and professional networks comprising hotel owners, advisors, and asset managers to exchange knowledge and monitor developments in sustainability practices relevant to the hospitality sector.</p> <p>Third-party Hotel Operators use standardized templates to record monthly environmental data for each asset. These templates capture key environmental metrics, including energy consumption, greenhouse gas (“GHG”) emissions, water consumption, and waste generation.</p> <p>Further information on environmental initiatives implemented across the portfolio is provided in the “Environmental Stewardship” section of this report.</p> |

ENVIRONMENTAL STEWARDSHIP

| TCFD Recommended Disclosures | MAS EnRM Guidance | ACRO-HT Response |
|--|--|---|
| Risk Management How ACRO-HT identifies, assesses, and manages climate-related risks | | |
| <p>a) The processes for identifying and assessing climate-related risks</p> <p>b) The processes for managing climate-related risks</p> | <p>Put in place policies and processes to assess, monitor, and manage environmental risk</p> | <p>The Managers have established an Enterprise Risk Management (“ERM”) Framework to identify, assess, and manage risks that may affect ACRO-HT’s operations and portfolio performance. Climate-related risks have been incorporated into this framework as part of the Managers’ broader environmental risk management approach.</p> <p>Under the ERM framework, climate and environmental considerations are assessed alongside other key risk categories to ensure that emerging risks are systematically evaluated and monitored within ACRO-HT’s overall risk management processes.</p> <p>The RMC utilizes the ERM framework as a structured approach to identify, assess, and manage the material risks faced by ACRO-HT. These include strategic, operational, financial, compliance, information technology, and climate-related risks and opportunities.</p> <p>The RMC evaluates the potential implications of these risks and develops appropriate mitigation strategies and monitoring mechanisms to address them. These measures support the Managers in responding to evolving external conditions while safeguarding the resilience of ACRO-HT’s portfolio.</p> <p>In addition, ACRO-HT is currently developing a set of Group ESG policies with the support of an external consultant. Once established, these policies will strengthen the governance framework for managing climate-related and environmental risks and guide the integration of sustainability considerations into the Group’s business activities.</p> |

ENVIRONMENTAL STEWARDSHIP

| TCFD Recommended Disclosures | MAS EnRM Guidance | ACRO-HT Response |
|--|---|--|
| <p>c) How the processes for identifying, assessing, and managing climate-related risks are integrated into risk management</p> | <p>Integrate environmental risk into the Manager's overall investment risk management framework to identify, address, and monitor the risks</p> | <p>ACRO-HT's ERM framework supports a structured and integrated approach to risk oversight across the organization. The framework enables the systematic identification, assessment, and monitoring of risks that may affect the performance and resilience of the hotel portfolio.</p> <p>Through the ERM framework, climate-related risks are evaluated alongside other key risk categories that may impact hotel operations. This process forms part of the Managers' broader investment risk management approach for ACRO-HT.</p> <p>To strengthen the integration of environmental considerations into investment decisions, an Investment Management ESG Checklist is applied as part of the due diligence process for potential acquisitions. The checklist supports the identification and evaluation of ESG-related risks and opportunities when assessing new investment opportunities.</p> <p>The Managers review the investment risk management framework regularly to ensure continued alignment with evolving environmental considerations and relevant industry practices.</p> |
| | <p>Where environmental risk is material, develop capabilities in scenario analysis to evaluate the impact on the portfolio and portfolio resilience to financial losses</p> | <p>ACRO-HT, with the support of the Hotel Manager and an external consultant, conducted a comprehensive assessment of climate-related risks across 32 properties in its portfolio in FY2025. This assessment forms part of ACRO-HT's efforts to strengthen its understanding of climate-related and environmental risks that may affect the portfolio and to enhance its capability to evaluate potential climate impacts and portfolio resilience.</p> <p>The RMC, together with the Hotel Manager and the external consultant, assessed the identified climate-related physical and transition risks under different climate scenarios. This included evaluating the inherent and residual risk levels based on the potential impact and likelihood of occurrence under the Representative Concentration Pathway ("RCP") 4.5 and RCP 8.5 scenarios across different time horizons.</p> <p>This approach supports ACRO-HT in identifying material climate-related risks and determining the geographic areas within the portfolio that may be more exposed under the respective climate scenarios.</p> <p>Further details on the impacts of physical and transition risks, as well as ACRO-HT's mitigation measures, are provided on pages 23 to 29 of this report.</p> |

ENVIRONMENTAL STEWARDSHIP

| TCFD Recommended Disclosures | MAS EnRM Guidance | ACRO-HT Response |
|--|---|---|
| <p>Metrics and Targets The metrics and targets used to assess and manage relevant climate-related risks and opportunities, where such information is material</p> | | |
| <p>a) The metrics used to assess climate-related risks and opportunities in line with its strategy and risk management process</p> | <p>Make regular and meaningful disclosure of environmental risks and exposure, with clear metrics and targets</p> | <p>ACRO-HT regularly tracks, monitors, and discloses key environmental metrics across its portfolio to assess and manage relevant environmental and climate-related risks and opportunities. The primary metrics monitored include:</p> <ul style="list-style-type: none"> • Purchased grid electricity consumption (kWh) • Natural gas consumption (kWh) • Energy intensity (kWh per occupied room; kWh per sq ft) • Carbon emission (kgCO₂e) • Carbon emission intensity (kgCO₂e per sq ft) <p>Disclosures relating to environmental and climate-related risks are prepared in accordance with the recommendations of the TCFD and the MAS EnRM Guidelines issued in December 2020.</p> <p>In addition, ACRO-HT considers internationally recognized sustainability reporting frameworks, including the GRI Standards and the Greenhouse Gas Protocol, to support transparent and consistent environmental reporting.</p> <p>To support the management of environmental and climate-related risks, the Managers maintain a risk register for ACRO-HT's portfolio. The register includes key asset-level information such as property location, state, green certification status, mitigation measures, and environmental resource consumption.</p> <p>This information supports the Managers in assessing the exposure of ACRO-HT's portfolio to climate-related risks and monitoring environmental performance across the properties.</p> |

ENVIRONMENTAL STEWARDSHIP

| TCFD Recommended Disclosures | MAS EnRM Guidance | ACRO-HT Response | |
|--|--|---|------------|
| b) Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks | NIL | FY2025 | |
| | | Scope 1 | 3,922,536 |
| | | Scope 2 | 10,897,834 |
| c) The targets used to manage climate-related risks and opportunities, and performance against targets | NIL | Refer to page 30 on "Performance Sustainability Targets" | |
| NIL | Disclosure should be in accordance with international reporting frameworks, such as TCFD | This table was prepared in accordance with the TCFD recommendations and MAS EnRM Guidelines stipulated as of December 2020. | |

Climate Scenario Analysis

ACRO-HT conducted a qualitative climate scenario analysis in FY2024 to assess the portfolio's exposure to potential climate-related risks and opportunities, including both physical and transition risks. The analysis was undertaken to enhance ACRO-HT's understanding of how different climate pathways may affect its assets and operations, and to inform strategic planning and risk management processes.

Climate scenario analysis enables ACRO-HT to consider potential future climate conditions and evaluate how these scenarios may influence the resilience of its portfolio. Through this assessment, potential risks and uncertainties associated with different climate outcomes can be identified.

The qualitative assessment identified a range of climate-related risks and opportunities that may affect ACRO-HT's business operations.

| Parameters | |
|------------------------|---|
| Climate scenarios | RCP 2.6 (< 2°C) and RCP 8.5 (4°C) |
| Time horizons | Short-term (2030), Medium-term (2035), and Long-term (2040) |
| Types of climate risks | Physical and Transition risks |
| Coverage scope | 33 hotels in the ACRO-HT portfolio ² |
| Property types | Hospitality |
| Baseline year | 2022 |




² The climate scenario analysis covers 33 hotels in the ACRO-HT portfolio, including three hotels disposed of in FY2024. For further details, please refer to ACRO-HT's FY2024 Sustainability Report.

ENVIRONMENTAL STEWARDSHIP



The key risks and opportunities, along with ACRO-HT's existing or planned mitigation measures, are presented in the tables below.

| Transition Risks | | | |
|---|---|-----------------------------|---|
| Risk Type | Description | Time Horizon and Impact | Existing/Planned Mitigation Measures |
|  <p>Enhanced regulation related to climate disclosures and building mandates (Policy and regulation)</p> | <p>Mandatory climate-related disclosures are gaining traction in both Singapore and the U.S. Starting FY2023 in Singapore, selected industries are required under the SGX-ST to disclose their climate-related data in a manner consistent with TCFD recommendations.</p> <p>Such mandatory disclosures could lead to increased costs, as infrastructure investment is needed for effective monitoring, and reporting and verification may require additional resources. Disclosures that fail to meet stakeholder expectations could also impact investor confidence and, hence, company valuations.</p> | <p>■ Short ■ Medium</p> | <p>Participated in the 2023 GRESB Assessment.</p> <p>Review and revise the existing reporting framework to align with best practices and voluntary frameworks such as TCFD, GRI, and GRESB.</p> |
|  <p>Rise in carbon tax (Policy and regulation)</p> | <p>Currently, the United States does not have a federal carbon tax, but various states, such as California, have implemented carbon pricing policies. As climate action and commitments grow, there is a potential for a federal carbon tax to be introduced, which could increase operational costs for hotel companies.</p> <p>This increase in costs would primarily come from higher energy prices, impacting profitability.</p> | <p>■ Medium ■ Long</p> | <p>Regularly track and report carbon emissions to ensure transparency and accountability.</p> |
|  <p>Technology Costs to transition to low-carbon technologies (Technology)</p> | <p>Green technologies will be increasingly important in accelerating efforts to reduce GHG emissions and improve business efficiency amidst uncertain climatic futures.</p> <p>This might lead to increased property construction and maintenance costs, which may be passed down to hotel guests.</p> | <p>■ Medium ■ Long</p> | <p>Boost equipment efficiency and lifespan with cloud-based maintenance software, enabling real-time monitoring of meter readings to proactively detect leaks and optimize energy use.</p> |



ENVIRONMENTAL STEWARDSHIP

| Risk Type | Description | Time Horizon and Impact | Existing/Planned Mitigation Measures |
|---|--|--|---|
|  <p>Rising energy costs from climate action (Market)</p> | <p>As climate action intensifies, energy costs in the United States are expected to rise. The shift away from fossil fuels, driven by policies to reduce carbon emissions, will increase reliance on green energy sources. However, the limited scalability of green technologies could result in higher energy prices.</p> <p>This might lead to increased operational expenses, thereby impacting profitability.</p> | <p>■ Medium ■ Long</p> | <p>Ensure regular energy audits, enhance the efficiency of appliances and implement energy management systems.</p> |
|  <p>Shift in consumer preference – demand for green buildings (Market)</p> | <p>Despite recent setbacks in climate policy and actions in the United States, under 2 degrees scenario, significant shifts towards green buildings are anticipated as part of broader climate action initiatives.</p> <p>As consumer awareness of environmental issues continues to rise, there is a growing preference for sustainable and eco-friendly accommodations.</p> | <p>■ Medium ■ Long</p> | <p>Continue to implement and promote eco-friendly practices such as energy-efficient lighting and water conservation.</p> |
|  <p>Exposure to litigation (Reputation)</p> | <p>As regulatory frameworks become more stringent, companies are expected to adhere to higher standards of environmental performance.</p> <p>Non-compliance can lead to lawsuits, penalties, and reputational damage, significantly impacting financial stability.</p> | <p>■ Short ■ Medium ■ Long</p> | <p>Continue to uphold and improve sustainability practices to maintain green certifications.</p> <p>Conduct periodic compliance audits to identify and address potential legal vulnerabilities.</p> |

ENVIRONMENTAL STEWARDSHIP

| Physical Risks | | | |
|--|--|---|---|
| Risk Type | Description | Time Horizon and Impact | Existing/Planned Mitigation Measures |
|  <p>Exposure to severe storms (Acute)</p> | <p>Severe storms, including hurricanes, tornadoes, and winter storms, present significant risks to hotel operations across different states. These extreme weather events can cause structural damage, disrupt business continuity, and threaten the safety of guests and employees.</p> <p>While our hotels have recently undergone renovations and have not experienced significant damage from severe storms, operations in storm-prone states (Florida, Nebraska, North Carolina, Texas, etc.) may be disrupted by these more frequent and intense weather events.</p> | <ul style="list-style-type: none"> ■ Short ■ Medium ■ Long | <p>Conduct a quantitative assessment to better understand the financial impacts of physical risks.</p> <p>Insurance coverage – ensure assets are adequately insured against storm damage, including property damage, business interruption, and liability coverage.</p> <p>Physical and operational resilience efforts include flood protection measures, building infrastructure upgrades, and the implementation of disaster-preparation and business-continuity planning by the Hotel Operators.</p> |
|  <p>Exposure to heat waves (Acute)</p> | <p>As climate change intensifies, the frequency, duration, and severity of heat waves are expected to increase, creating challenges for guest comfort, employee safety, and operational efficiency.</p> <p>While heat wave spells are expected to be frequent in California, Nebraska, Idaho, New Mexico, Tennessee, and Michigan over the medium to long term, our operations are expected to have a low impact.</p> | <ul style="list-style-type: none"> ■ Medium ■ Long | <p>Implement heatwave response protocols, including real-time monitoring of local weather conditions and communicating proactive measures to guests and employees.</p> |






ENVIRONMENTAL STEWARDSHIP

| Risk Type | Description | Time Horizon and Impact | Existing/Planned Mitigation Measures |
|---|---|-------------------------|---|
|  <p>Exposure to wildfires (Acute)</p> | <p>Climate change is expected to increase the frequency, intensity, and size of wildfires. Wildfires can cause direct damage to hotel infrastructure, leading to costly repairs and renovations.</p> <p>Our operations are assessed as having low exposure to wildfire risk; however, due to climate change, operations in California may be exposed to medium risk in the longer term.</p> | <p>■ Long</p> | <p>Continuously update the wildfire mitigation plan to reflect the latest best practices and regulatory requirements.</p> <p>Regularly review insurance policies to ensure they meet the hotel’s needs and cover potential risks.</p> |
|  <p>Exposure to flooding (Acute)</p> | <p>An increase in the frequency and intensity of flooding events is expected in certain regions due to rising precipitation and sea-level rise. This could lead to temporary closures, increased maintenance costs, and potential damage to infrastructure.</p> <p>While none of the locations are exposed to high flood risk, some regions may experience operational impacts from urban flooding due to intensified precipitation in the long term.</p> | <p>■ Long</p> | <p>Conduct a quantitative assessment to better understand the financial impacts of physical risks.</p> <p>Ensure the scope of insurance coverage at a minimum includes property insurance, business interruption, and environmental impairment.</p> <p>Elevate critical infrastructure, such as electrical systems and data centers, to protect them from flood damage.</p> |

ENVIRONMENTAL STEWARDSHIP

| Risk Type | Description | Time Horizon and Impact | Existing/Planned Mitigation Measures |
|--|---|----------------------------|---|
|  <p>Rise in average temperature (Chronic)</p> | <p>An increase in global temperatures is expected to be exacerbated in urban environments where the heat island effect aggravates discomfort, especially in the summer months. This is likely to be more pronounced in properties within the Central United States. This could lead to overheating in buildings, as well as bodily stress and an increased risk of heat exhaustion or heat stroke, reducing employee productivity and the comfort of hotel guests.</p> <p>Our operations are expected to have a low environmental impact, with an increase in energy consumption to counter rising temperatures; the impact is assessed as low.</p> | <p>■ Medium ■ Long</p> | <p>Continue installing energy management thermostats (smart controls) in the coming years.</p> <p>Progressive conversion of existing lighting to Light Emitting Diode ("LED").</p> <p>Replacement of Heating, Ventilation, and Air Conditioning ("HVAC") units with more energy-efficient models in select hotels.</p> <p>Replacing R-22 refrigerants with R-410A in select hotels.</p> <p>Continuing use of Aquanomic Low Temperature Laundry Program across the entire hotel portfolio.</p> <p>Improved insulation of windows, roofs, and building exterior to prevent energy loss.</p> |
|  <p>Water stress and droughts (Chronic)</p> | <p>Drought conditions are increasingly common in the U.S, and poor management of water consumption will adversely impact the freshwater supply. This will result in disruptions to daily business operations, consequently reducing revenue.</p> <p>Our operations are assessed to have low business impact across the time horizons.</p> | <p>■ Medium ■ Long</p> | <p>Progressive installation of low-flow regulators and aerators in guest rooms.</p> <p>Replacement of guest laundry washers with more energy-efficient models.</p> <p>Beta testing for early detection of toilet leaks and replacement.</p> <p>Alternate-day room cleaning and every fifth day linen change.</p> |

ENVIRONMENTAL STEWARDSHIP

| Climate-related Opportunities | | |
|--|-------------------|--|
| Opportunity | Time Horizon | Potential Impact |
| Energy efficiency retrofits and certifications  | Short-Medium term | <ul style="list-style-type: none"> Improved ENERGY STAR scores. Lower energy bills. Compliance with strong energy standards in states like California, New York, Massachusetts, and Colorado. |
| Ensure robust sustainability alignment  | Short term | <ul style="list-style-type: none"> Increased transparency and enhanced reputation through proactive sustainability efforts. Appeal to investors and partners with a strong focus on sustainability. |
| Leverage regulatory incentive  | Long term | <ul style="list-style-type: none"> Financial rebates and support for green initiatives, reducing upfront costs and accelerating return on investment. Enhanced compliance with evolving regulations. |
| Promotion of low-emission solutions  | Medium term | <ul style="list-style-type: none"> Reduced carbon footprint. Enhanced brand reputation. Potential partnerships with green suppliers and service providers. |
| Investment in resilience measures  | Long term | <ul style="list-style-type: none"> Long-term viability and asset protection against climate risks. Reduced insurance premiums and enhanced property value. Reduced water usage, lower operational costs, and enhanced resilience to water scarcity. |

Disclaimer: The climate scenario analysis presented in this report is based on a set of assumptions, models, and publicly available data sources that reflect plausible future climate pathways. These scenarios are not forecasts or predictions of future outcomes. They are intended solely to illustrate potential impacts of climate-related risks and opportunities on ACRO-HT’s business strategy under different hypothetical conditions.

Looking ahead, we will continue to refine and enhance our climate risk assessment and management process in line with evolving regulatory requirements, stakeholder expectations, and industry best practices.

For a comprehensive understanding of the potential impacts of climate-related risks and opportunities on ACRO-HT’s business activities, the climate scenario analysis can be read in tandem with the Task Force on Climate-related Financial Disclosures (“**TCFD**”) within this report.

ENVIRONMENTAL STEWARDSHIP

ENERGY AND GHG EMISSIONS

| Targets | Time Horizon | Performance in FY2025 |
|--|--------------|---|
| To achieve a 3% reduction in energy intensity per occupied room over 5 years from the 2022 baseline | Medium-term | Energy intensity ³ 45.45 kWh per occupied room (-15.8% from the baseline) 19.50 kWh per sq ft (-2.8% from the baseline) GHG emission intensity ³ 12.76 kgCO ₂ e per occupied room (-17.5% from the baseline) 5.48 kgCO ₂ e per sq ft (-5.9% from the baseline) |
| To implement energy-saving initiatives across all hotels | Short-term | Implemented 7 energy saving initiatives across the portfolio |
| To continue monitoring and tracking natural gas and electricity consumption across the hotel portfolio | Annual | Total energy consumption (natural gas and electricity) 52,782,426 kWh (-4.2% from FY2024) |

Impact of Energy

Hospitality properties require significant energy, water, and operational resources to support guest services and building operations. As a result, the hotel sector contributes a measurable share of global greenhouse gas emissions. Industry estimates indicate that hotels account for approximately 1% of global carbon emissions, highlighting the importance of improving resource efficiency across hospitality assets.

In the United States, hotel operations can often involve higher energy consumption compared with residential buildings. In some cases, the annual energy cost per hotel guest room may approach that of an entire residential household. These operational characteristics underscore the need for continued improvements in energy management and resource efficiency within the sector.

The Management Approach

Recognizing these challenges, the Managers continue to focus on initiatives that support responsible energy and resource management across ACRO-HT's portfolio. These efforts aim to improve operational efficiency and reduce the environmental impact of hotel operations.

ACRO-HT adopts a long-term approach to reducing its environmental footprint and promoting responsible resource use across its portfolio. The Managers work with the Hotel Manager and third-party Hotel Operators to pilot initiatives related to energy efficiency, water conservation, and waste reduction. Pilot initiatives are evaluated for operational feasibility before potential expansion to additional properties.

³ ACRO-HT uses two types of intensity metrics – intensity by occupancy and intensity by Gross Floor Area (“GFA”) to measure Energy and GHG Emissions performance. Intensity by occupancy is calculated based on a total number of occupied rooms during FY2025, while intensity by GFA is calculated using the combined GFA of the 32 upscale select-service hotels in ACRO-HT's portfolio.

ENVIRONMENTAL STEWARDSHIP

Environmental performance data collected from the portfolio is also used to support operational improvements. This data enables the identification of areas with higher resource consumption and supports the implementation of measures such as leak-detection systems and equipment-monitoring technologies to reduce utility consumption and resource waste.

The Hotel Manager and Hotel Operators contribute operational expertise in implementing sustainability initiatives at the property level. Previous initiatives have included installing an irrigation system at Hyatt Place Rancho Cordova, waste-reduction programs to extend the useful life of furniture in good condition, and using on-demand water heaters to reduce energy consumption.

ACRO-HT promotes the adoption of recognized environmental certification standards, including LEED and ENERGY STAR®, where feasible. These certifications provide established benchmarks for improving building performance and support ongoing efforts to strengthen sustainable resource management across the portfolio.

Energy Stewardship Certifications

As the portfolio hotels are based in the U.S., the Managers look to certify the properties to ENERGY STAR®, a national energy efficiency program of the U.S. Environmental Protection Agency. Building certifications are renewed and verified annually. In FY2025, ACRO-HT renewed 21 ENERGY STAR® certifications and attained one new certification. Looking ahead, the Managers aim to maintain their current certification status while increasing the number of certified properties across the portfolio.

ENERGY STAR® certified properties in ACRO-HT's Portfolio in FY2025

| | |
|---|--------------------------------------|
| AC Hotel Raleigh | Hyatt Place Albuquerque Airport |
| Home2 Suites Colorado Springs | Hyatt Place Boise Towne Square |
| Hyatt House Boston/Burlington | Hyatt Place Charlotte Airport |
| Hyatt House Branchburg | Hyatt Place Denver Airport |
| Hyatt House Fishkill/Poughkeepsie | Hyatt Place Lakeland Center |
| Hyatt House Morristown | Hyatt Place Louisville East |
| Hyatt House Parsippany – East | Hyatt Place Mystic |
| Hyatt House Parsippany/Whippany | Hyatt Place Richmond Arboretum |
| Hyatt House Raleigh Durham Airport | Hyatt Place Sacramento Racho Cordova |
| Hyatt House Richmond – Short Pump | Hyatt Place Secaucus Meadowlands |
| Hyatt House Sterling/Dulles Airport-North | Hyatt Place Tampa Busch Gardens |

Reducing energy consumption through Verdant smart thermostats

Given the portfolio's varied topographies and seasonal temperature fluctuations, ACRO-HT managers have implemented several measures to reduce energy consumption while maintaining guest comfort. In regions with greater temperature variation, hotel managers have continued rolling out Verdant Smart Thermostats, which adjust temperature and energy use based on real-time occupancy patterns. This reduces HVAC energy consumption in unoccupied rooms while ensuring optimal comfort in occupied ones.

In FY2025, two additional properties – Hyatt Place Alpharetta and Hyatt Place Norcross – were equipped with Verdant thermostats, bringing the total to 28 hotels (88% of the portfolio). These two properties are expected to save 262,000 kWh of energy annually, bringing the annual reductions in portfolio usage by approximately 4,000,000 kWh and \$500,000 in annual savings.

Reducing energy consumption through improved building insulation

Maintaining the internal temperature of hotels is essential for balancing guest comfort with optimized energy consumption in heating and cooling. In FY2025, the Hotel Manager enhanced energy efficiency by installing exterior building sealants at two properties: AC Raleigh and HP Albuquerque. This brings the total number of hotels with sealants installed to 28, representing 88% of the portfolio. These upgrades help regulate air leakage and minimize energy loss, further advancing sustainability goals while ensuring a comfortable environment for guests.

ENVIRONMENTAL STEWARDSHIP

Installation of exterior parking lighting

In FY2025, the Managers installed exterior parking lighting at Hyatt Place Alpharetta and Hyatt Place Louisville. These lighting systems utilize energy-efficient LED technologies, incorporating features like smart sensors, dusk-to-dawn photocells, and adaptive brightness controls to reduce energy consumption compared with traditional lighting. Hyatt House Richmond also underwent an LED lighting upgrade during the same period. This transition is expected to reduce annual energy consumption by 188,140 kWh and generate an additional \$20,315 in annual energy savings.

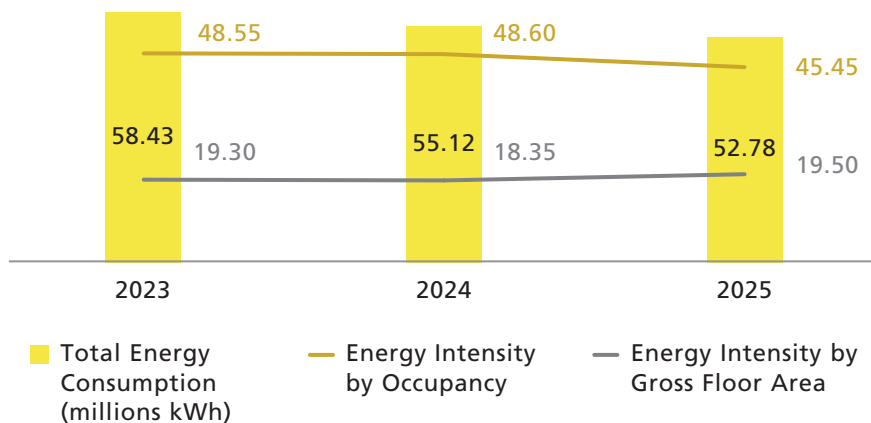
Efficiency upgrades to systems

In addition, in FY2025, the Managers implemented efficiency upgrades to HVAC systems, boilers, Packaged Terminal Air Conditioners, and kitchen equipment at various hotel locations to reduce energy consumption.

Energy Consumption and Energy Intensity⁴

| | FY2023 | FY2024 | FY2025 |
|--|-------------------|-------------------|-------------------|
| Natural Gas (kWh) | 23,128,555 | 21,891,104 | 21,643,461 |
| Electricity (kWh) | 35,303,320 | 33,225,330 | 31,138,965 |
| Total (kWh) | 58,431,875 | 55,116,434 | 52,782,426 |
| Energy Intensity by Occupancy (kWh per occupied room) ⁵ | 48.55 | 48.60 | 45.45 |
| Energy Intensity by Gross Floor Area ("GFA") (kWh per sq ft) ⁶ | 19.30 | 18.35 | 19.50 |

Energy Consumption and Energy Intensity



⁴ FY2024 energy performance figures cover 33 hotels, including 3 awaiting disposition while FY2025 includes 32 hotels.

⁵ Average energy intensity per occupied room is calculated based on total energy consumption divided by the total of 1,134,024 occupied rooms during the reporting period.

⁶ Average energy intensity per square foot is calculated based on total energy consumption divided by the total gross floor area of 2,642,790 square feet during the reporting period.

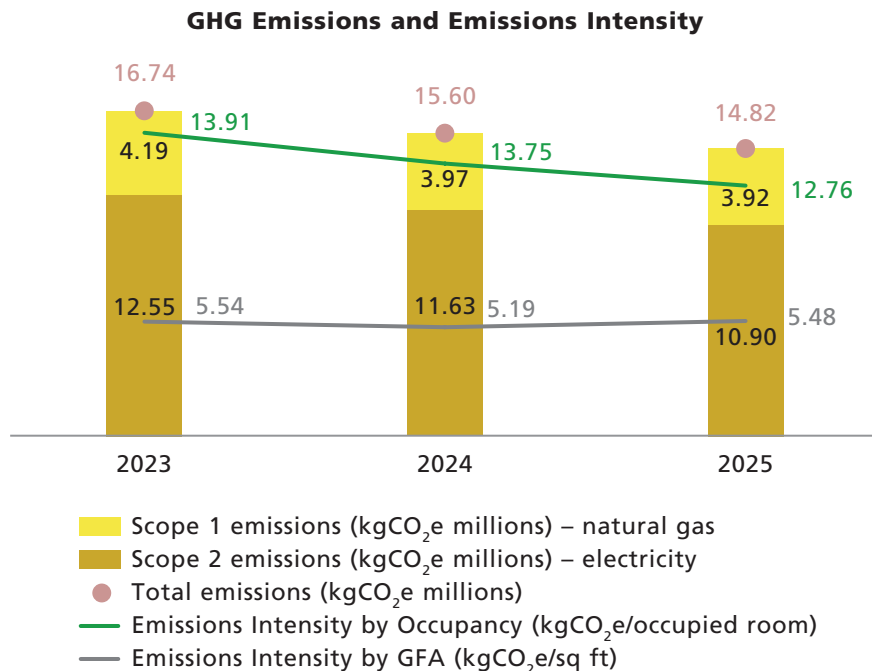
ENVIRONMENTAL STEWARDSHIP

In FY2025, the portfolio recorded total energy consumption of 52,782,426 kWh, a 4.2% decrease from 55,116,434 kWh in FY2024. Energy intensity per GFA increased by 6.3% to 19.50 kWh per sq ft, and energy intensity per occupied room decreased by 6.5%, from 48.60 kWh per occupied room in FY2024 to 45.45 kWh per occupied room in FY2025⁷. The occupancy rate stood at 69.4%, representing a 0.7% increase from 68.7% in FY2024.

Variations in energy intensity metrics were influenced by changes in utilization and portfolio characteristics, which affected the underlying calculation bases for intensity metrics. As a result, GFA-based energy intensity increased despite a reduction in absolute energy consumption, while occupied-room-based energy intensity improved year on year.

GHG Emissions and Emissions Intensity⁸

| | FY2023 | FY2024 | FY2025 |
|--|-------------------|-------------------|-------------------|
| Scope 1 emissions (kgCO ₂ e) – natural gas | 4,191,739 | 3,967,417 | 3,922,536 |
| Scope 2 emissions (kgCO ₂ e) – electricity | 12,546,335 | 11,628,917 | 10,897,834 |
| Total emissions (kgCO₂e) | 16,738,074 | 15,596,334 | 14,820,369 |
| Emissions Intensity by Occupancy (kgCO ₂ e per occupied room) | 13.91 | 13.75 | 12.76 |
| Emissions Intensity by GFA (kgCO ₂ e per sq ft) | 5.54 | 5.19 | 5.48 |



⁷ Hyatt Place Detroit Auburn Hills was excluded from the intensity calculation due to partial-year data coverage following its disposal in September.

⁸ FY2024 energy performance figures cover 33 hotels and 3 up to their disposition, while FY2025 includes 32 hotels, including one up to disposition, calculated based on emission factors from the US EPA Emission Factors Hub, version 2025.

ENVIRONMENTAL STEWARDSHIP

In FY2025, the portfolio's hotel activities produced combined Scope 1 and Scope 2 emissions of 14,820,369 kgCO₂e, a 5.0% decrease from 15,596,334 kgCO₂e in FY2024. Emission intensity per occupied room decreased by 7.2%, from 13.75 to 12.76 kgCO₂e per occupied room. Energy intensity per GFA increased by 5.5%, from 5.19 to 5.48 kgCO₂e per sq ft of GFA during the same period⁹.

The decrease in total GHG emissions and the decline in intensity per GFA were driven by the same factors outlined in the energy consumption section, including changes in portfolio composition and reductions in total GFA following asset disposals. Meanwhile, the decline in emission intensity per occupied room indicates improved operational efficiency and continued progress in managing carbon emissions at the property level.

Looking ahead, the Managers plan to build on these achievements by pursuing further sustainable initiatives that support ACRO-HT's focus on environmental responsibility and energy efficiency, while maintaining high standards of guest comfort and satisfaction.

WATER

Impact of Water

Water is a critical operational resource in the hospitality sector, supporting guest services, food preparation, laundry operations, and landscape maintenance. Given the nature of hotel operations, hotel guests' daily water consumption may exceed that of local residents, underscoring the industry's need for responsible water management.

In certain regions of the United States, increasing climate variability and more frequent droughts have heightened concerns about the availability and sustainability of water resources. As a result, hotels operating in water-stressed areas may face growing pressure to improve water efficiency and reduce overall consumption.

Recognizing these challenges, ACRO-HT considers responsible water use an important component of its environmental stewardship efforts. Effective water management supports the portfolio's long-term resilience while helping reduce potential impacts on local water supplies and surrounding communities.

The Management Approach

The Managers monitor water consumption across ACRO-HT's portfolio and implement measures to improve water efficiency at the property level. These initiatives focus on operational areas with higher water demand, including guest bathrooms, kitchens, laundry facilities, and landscaping.

Water conservation initiatives are typically piloted at selected hotels to assess their operational feasibility and effectiveness before potential implementation across additional properties in the portfolio.

Environmental performance data collected from the hotels also supports the identification of opportunities to strengthen water management practices, including improving the efficiency of water distribution systems and reducing unnecessary water consumption.

Installation of AquaMizer Flush Solution

ACRO-HT utilizes the AquaMizer Flush Solution ("**AquaMizer**") in its properties to convert them into low-flow toilets. AquaMizer is a patented, proven retrofit system that upgrades toilets' internal components to stop water waste from leaks, continuous running, or full-blown floods, while boosting flush performance and cutting water use by more than half.

In 2025, 4 Hyatt House hotels were also retrofitted with low-flow fixtures across all guestroom bathrooms. These upgrades are designed to reduce water consumption without compromising the guest experience, utilizing pressure-compensating and aerated flow technologies. This initiative is projected to reduce total water usage by approximately 30% per occupied room, contributing to both environmental sustainability goals and operating cost efficiencies.

⁹ Hyatt Place Detroit Auburn Hills was excluded from the intensity calculation due to partial-year data coverage following its disposal in September.

ENVIRONMENTAL STEWARDSHIP

Irrigation Water Monitoring Systems

The Group also adopts irrigation water monitoring systems, which integrate sensors and smart technology to monitor soil moisture, weather conditions, and plant water requirements in real time. These systems help reduce water consumption by making precise adjustments to watering schedules and volumes based on actual plant needs, thereby minimizing water waste. Irrigation water monitoring systems have been deployed at three of ACRO-HT’s portfolio properties.

The smart technology is expected to reduce irrigation water usage by 35%, resulting in approximately 3,050,000 gallons less water consumed and a \$10,000 reduction in annual spend across the 3 hotels.

Symmons Evolution Water Management System

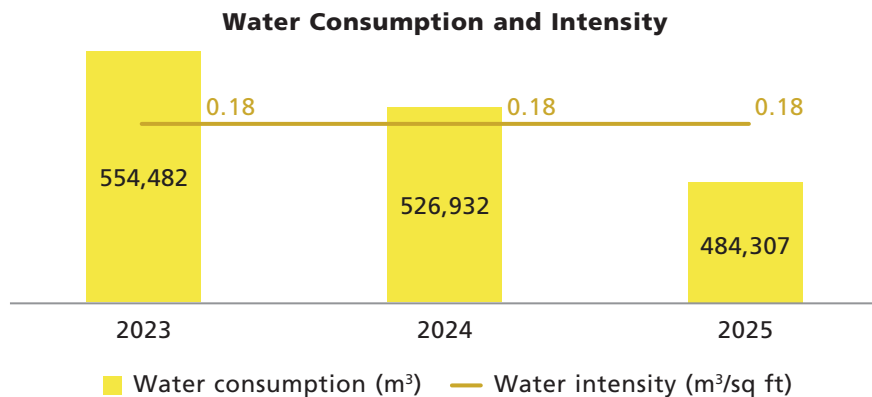
The Managers have implemented the Symmons Evolution Water Management System (“**Symmons**”) across its hotel portfolio to strengthen water management practices. Symmons is a sensor-enabled leak detection solution that provides real-time monitoring of water systems. The system identifies leaks and equipment faults early and sends instant alerts, enabling timely intervention to reduce downtime, optimize utility consumption, and minimize water waste.

For instance, when a hot water tank malfunction occurred at Hyatt Place Tampa Busch Gardens in January 2025, the issue was promptly identified through the Symmons system. Early detection allowed the hotel team to activate backup tanks, ensuring uninterrupted guest services. The system also supports stable hot water delivery without the need to increase boiler temperatures, contributing to improved energy efficiency while maintaining guest comfort.

In addition, Symmons is recognized by insurance providers as an effective preventive maintenance tool, helping reduce the risk of water-related damage and operational losses. Given its demonstrated benefits, management intends to expand the deployment of the Symmons system to two additional properties in 2025: Courtyard San Antonio at Six Flags at the Rim and Residence Inn San Antonio Six Flags at the Rim.

Water Consumption and Intensity¹⁰

| | FY2023 | FY2024 | FY2025 |
|--|---------|---------|---------|
| Water consumption (m ³) | 554,482 | 526,932 | 484,307 |
| Water intensity (m ³ per sq ft) | 0.18 | 0.18 | 0.18 |



In FY2025, properties within the ACRO-HT portfolio consumed a total of 484,307 m³ of water, representing a 8.1% decrease from 526,932 m³ in FY2024. Water intensity remained stable at 0.18 m³ per sq ft, consistent with the previous reporting year¹¹.

10 FY2024 water consumption figures cover 33 hotels, including three up to their disposition, while FY2025 includes 32 hotels, including one up to disposition.

11 Hyatt Place Detroit Auburn Hills was excluded from the intensity calculation due to partial-year data coverage following its disposal in September.

ENVIRONMENTAL STEWARDSHIP

WASTE

Waste impact

Waste generated from hospitality operations includes materials from guest activities, food preparation, housekeeping, and periodic refurbishment of hotel facilities. Improper disposal or excessive waste generation can contribute to landfill accumulation and place pressure on local waste management systems¹². In addition, certain waste streams may emit pollutants during decomposition, affecting surrounding ecosystems and communities.

Recognizing these potential impacts, ACRO-HT considers responsible waste management an important component of its environmental stewardship efforts. Improving waste monitoring and management practices can help reduce environmental impacts while supporting more efficient resource use across the portfolio.

The Management Approach

The Managers continue to strengthen waste monitoring practices across ACRO-HT's portfolio as part of broader environmental data management efforts. Waste generation data began being collected following the identification of waste as a relevant environmental topic through the Group's materiality assessment.

Collecting waste data across multiple properties poses operational challenges, particularly when third-party vendors and detailed waste tracking are not always included in existing contractual arrangements with Hotel Operators. To address these limitations, the Managers continue to improve estimation methodologies used to monitor waste generation across the portfolio.

Where direct measurements are unavailable, ACRO-HT applies established industry methodologies, including the WWF Hotel Waste Measurement Methodology, to support waste estimation and reporting. The Managers are also reviewing additional industry references, such as the Cornell Hotel Sustainability Benchmarking framework, to enhance the accuracy and consistency of waste data collection.

Over time, ACRO-HT aims to further refine its waste monitoring processes and expand waste reporting coverage across the portfolio as data availability improves.

Extending the lifespan of hotel furniture and decorations

In FY 2025, Residence Inn San Antonio, Courtyard by Marriott San Antonio, Hyatt House Boston Burlington, Hyatt House Morristown, Hyatt House Richmond, and Hyatt House Fishkill adopted the practice of recycling, repurposing, and donating old furniture to reduce landfill disposal.

Reducing plastic use through Smart Technology

Efforts to reduce environmental impact have led to the implementation of digital guest solutions aimed at minimizing plastic and paper waste in hotel operations. Guest rooms are progressively equipped with Bluetooth Low Energy Radio Frequency Identification (BLE RFID) keyless entry systems. These systems reduce the need for traditional plastic key cards by enabling mobile access through Brand Partners' applications, streamlining the check-in and room entry process.

Initially introduced in 38 properties during FY2021, the technology was further expanded in FY2024, including its installation at Hyatt Place Detroit Auburn Hills. These initiatives contribute to waste reduction efforts and support long-term environmental and operational efficiencies.

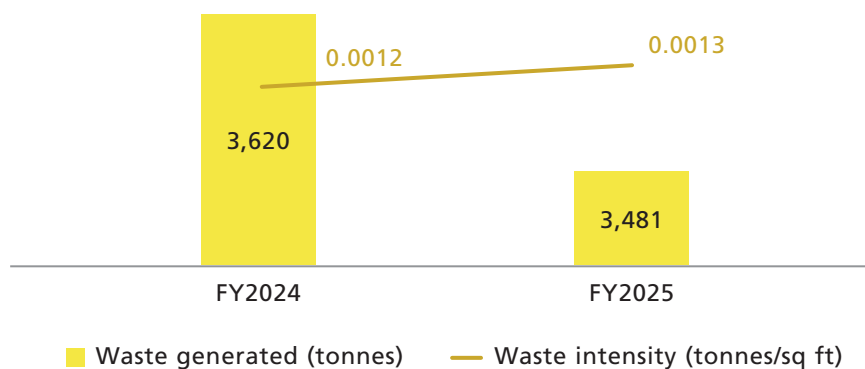
¹² Juvan et al., Waste production patterns in hotels and restaurants: An intra-sectoral segmentation approach, <https://doi.org/10.1016/j.annale.2023.100090>.

ENVIRONMENTAL STEWARDSHIP

Waste Generated and Intensity¹³

| | FY2024 | FY2025 |
|------------------------------------|--------|--------|
| Waste generated (tonnes) | 3,620 | 3,481 |
| Waste intensity (tonnes per sq ft) | 0.0012 | 0.0013 |

Water Consumption and Intensity



In FY2025, hotels within the ACRO-HT portfolio generated 3,481 tonnes of waste, representing a 3.8% decrease from 3,620 tonnes in FY2024. Waste intensity increased marginally to 0.0013 tonnes per sq ft, compared with 0.0012 tonnes per sq ft in the previous reporting year¹⁴.

The reduction in total waste reflects ongoing efforts to improve waste management practices across the portfolio. Going forward, the Managers are considering introducing waste reduction targets to support more structured monitoring and management of waste generation across ACRO-HT's hotels.

¹³ FY2024 waste generated figures cover 33 hotels and three up to their disposition, while FY2025 includes 32 hotels.

¹⁴ Hyatt Place Detroit Auburn Hills was excluded from the intensity calculation due to partial-year data coverage following its disposal in September.

STAKEHOLDER AND COMMUNITY

EMPLOYMENT

| Targets | Time Horizon | Performance |
|---|--------------|---|
| To maintain zero validated cases of non-compliance with employment regulations or acts concerning employee rights | Annual | Zero validated cases of non-compliance with employment regulations or acts concerning employee rights |

Impact of Employment

Employees play a significant role in supporting ACRO-HT's management and performance across its portfolio. The Managers rely on a team of professionals across investment management, finance, compliance, and operations to oversee asset performance, evaluate investment opportunities, and manage the portfolio's financial and operational activities.

Key functions include investment professionals who assess acquisition and disposition opportunities, finance teams responsible for treasury and capital management, and asset management teams that work with the Hotel Manager to oversee hotel operations. The collective expertise of these roles supports the effective management of ACRO-HT's hospitality assets.

By maintaining a skilled workforce and supporting employee development, the Managers aim to strengthen internal capabilities while contributing to broader socioeconomic value across the value chain, including service providers, suppliers, and the local communities where the hotels operate.

The Management Approach

At ACRO-HT, the Managers foster a sustainable and inclusive work environment where employees can develop holistically, through five main strategic focuses:

- Talent Strategy & Planning
- Talent Acquisition
- High Performance Culture
- Employee Connectivity and Engagement
- Business Driven

The Managers promote fair employment practices and equal access to opportunities across their operations. Compliance with applicable labor laws and employment regulations remains a priority, including requirements relating to workplace safety and employee rights.

Building on this foundation, the Managers continue to foster an inclusive workplace culture that values diversity in professional backgrounds, experience levels, and perspectives. Open communication channels are maintained to encourage employee feedback, enabling staff to actively contribute to workplace improvements and organizational development.

Throughout FY2025, the Managers remained fully compliant with applicable employment regulations in both the United States and Singapore. No validated cases of non-compliance with labor laws or employee rights were recorded during the reporting period, reflecting the effectiveness of existing governance and oversight practices.

STAKEHOLDER AND COMMUNITY

Supporting employee development is another key priority. The Managers provide access to training resources that help employees strengthen their skills, adapt to evolving operational needs, and stay informed about trends and best practices within the hospitality sector. These initiatives contribute to long-term capability building and sustained employee engagement across the portfolio.

Beyond internal development, the Managers also encourage active community participation. In collaboration with the Hotel Manager and Hotel Operators, employees participated in a range of community initiatives, including food drives, toy donation campaigns, charitable events hosted at hotel properties, park cleanups, and fundraising walks. Staff members also contributed to national and local causes by participating in the American Heart Association's Go Red for Women initiative and by donating blood through blood donation drives organized with the American Red Cross. These efforts strengthen community ties while reinforcing the organization's commitment to social responsibility.

Marine Toys for Tots Program

During the holiday season, employees at Hyatt House Boston Burlington showed their dedication to community support by participating in the Marine Toys for Tots programme. This charitable initiative, run by the U.S. Marine Corps, provides toys to children in need. Through employee participation and toy donations, the initiative contributes to addressing social inequities by supporting families who may otherwise face financial constraints during the festive period. Beyond providing material support, the program also fosters a culture of volunteerism and social responsibility within the organization.



Raleigh P.D. Youth Services Program



AC by Marriott Raleigh North Hills also raised \$5,000 for Raleigh P.D.'s Youth Services Program in December 2025 to support ongoing mentoring that promotes continued character development and educational reinforcement. This program provides young individuals with access to guidance, mentorship, and educational support, fostering character development, strengthening decision-making skills, and encouraging continued academic engagement. By contributing to this initiative, the hotel supports community-based efforts to build stronger relationships among youths, families, and local institutions.



These initiatives help strengthen employee engagement while supporting the communities where ACRO-HT's properties operate.

Further information on employee development initiatives is provided in the "Training and Education" section of this report.

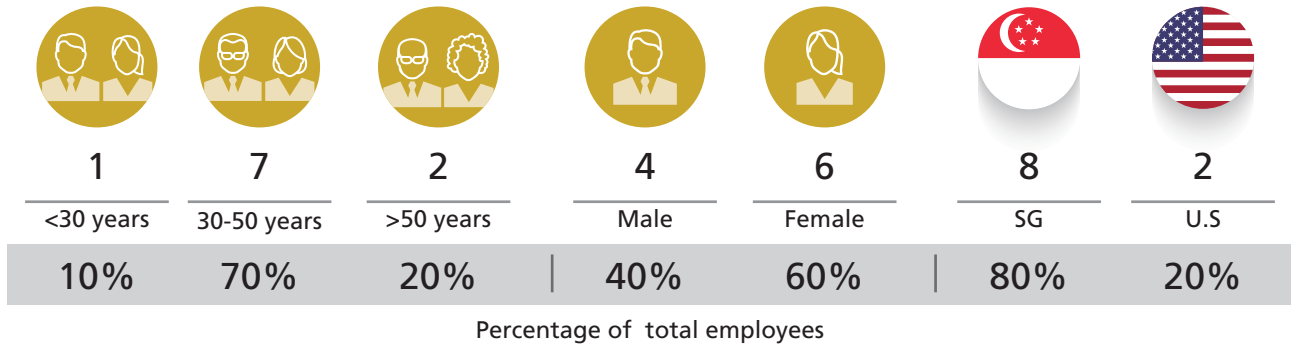
FY2025 Human Capital Data

As of 31 December 2025, the Manager's team consisted of ten full-time permanent employees (female: 6; male: 4), with no part-time or temporary staff engaged. The hotels within ACRO-HT's portfolio continue to be operated by the Hotel Manager and the respective Hotel Operators, who employ workers across various operational functions, including front office, housekeeping, and sales. Despite the competitive landscape of the hospitality sector, the company maintained a stable workforce throughout FY2025, with no layoffs and promptly filling roles arising from staff turnover.

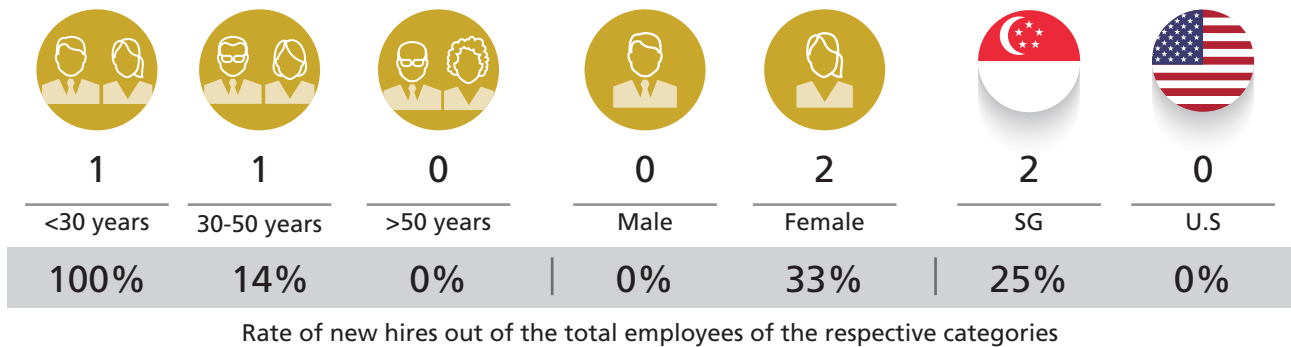
STAKEHOLDER AND COMMUNITY

The employee profile is as follows:

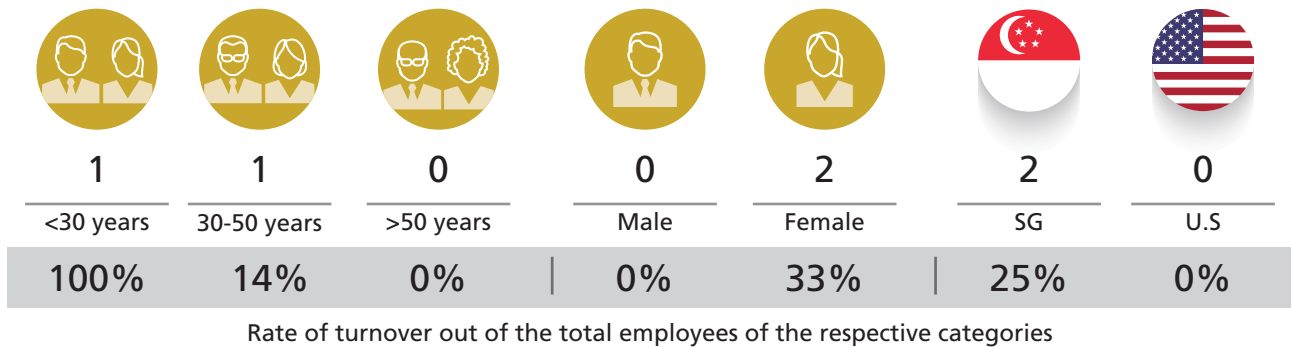
Full-time employees as of 31 Dec, 2025



New employees hired as of 31 Dec, 2025

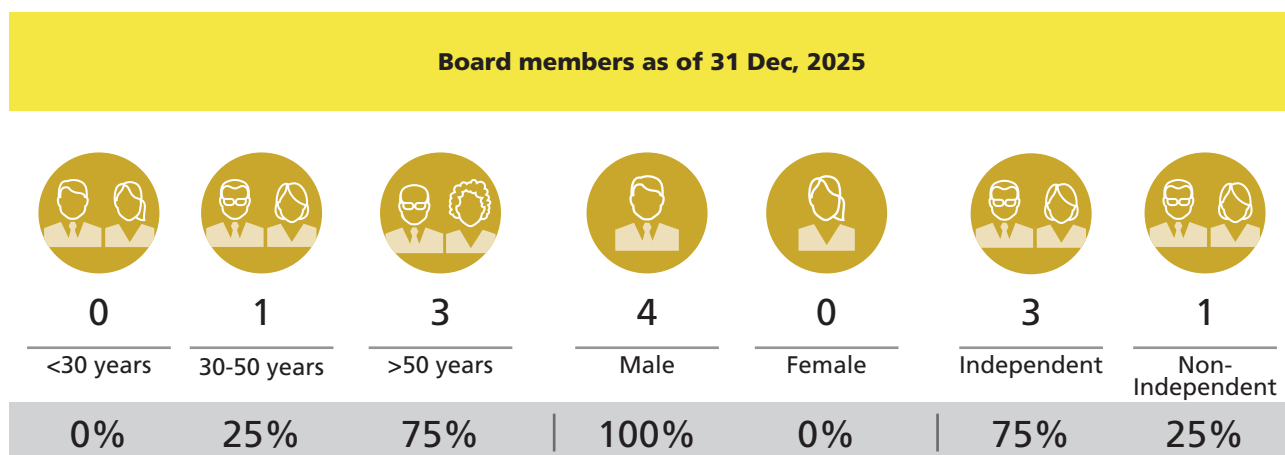


Employee turnover as of 31 Dec, 2025

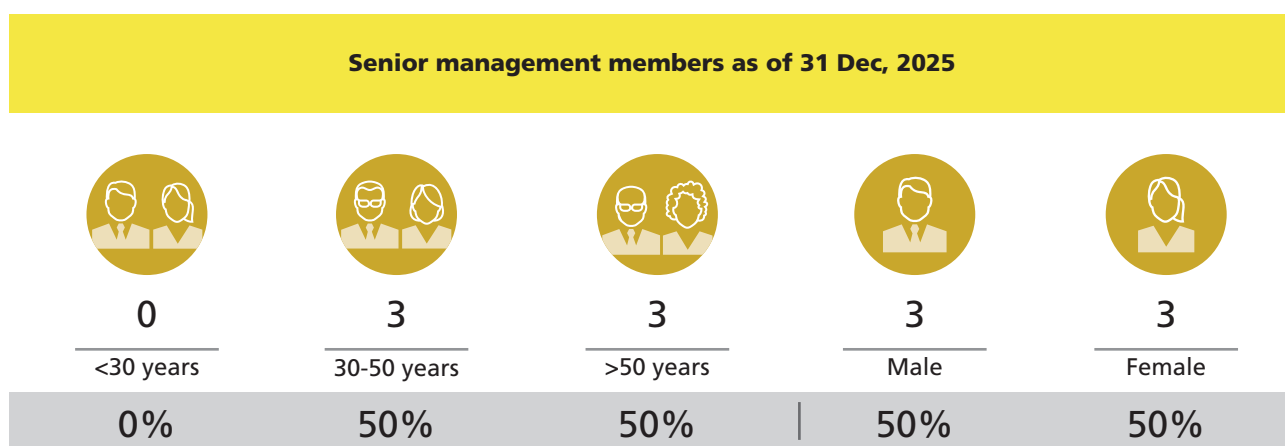


STAKEHOLDER AND COMMUNITY

The Board profile is as follows:



The senior management profile is as follows:



OCCUPATIONAL HEALTH AND SAFETY

| Targets | Time Horizon | Performance |
|---|--------------|-------------------------------|
| To maintain achieving zero fatalities for all staff | Annual | Zero fatalities for all staff |

Impact of Occupational, Health and Safety (“OHS”)

Maintaining a safe working environment is essential to supporting the health and well-being of the individuals who operate ACRO-HT’s hotels. This includes employees of the Managers, personnel from the Hotel Manager, and associates employed by third-party Hotel Operators (collectively, “**staff**”). Ensuring safe working conditions promotes operational stability and protects both staff and guests across the portfolio.

As travel activity continues to recover and hotel occupancy increases, hotel staff may be exposed to a range of operational risks related to hospitality services. These risks may arise from activities such as housekeeping, food preparation, maintenance work, and guest interactions. Effectively managing occupational health and safety risks is therefore a key component of operational resilience in the hospitality sector.

STAKEHOLDER AND COMMUNITY

In FY2025, ACRO-HT recorded zero work-related fatalities across its operations. The organization remains committed to maintaining a zero-fatality record by continually strengthening safety practices across the portfolio.

The Management Approach

The health, safety, and well-being of staff are a core focus because they directly contribute to positive morale, job satisfaction, productivity, and retention. To support this, the Hotel Operators have established and formalized a comprehensive safety programme that addresses workplace hazards, mitigates risks, and effectively manages compensation claims.

As a hotel owner, ACRO-HT's properties are operated by franchise operators such as Marriott, Hyatt, and Hilton. Accordingly, ACRO-HT supports and aligns with the brand – and operator-safety programmes implemented at each hotel, ensuring consistency with industry-recognized standards across the portfolio.

The Managers also promote safe working conditions by referring to the sponsor's Health, Safety, and Environmental ("**HSE**") policy, which outlines commitments to staff well-being, guest safety, and responsible environmental practices. This framework supports risk identification, the implementation of appropriate controls, and, where necessary, the development of contingency plans.

Collaboration between the Managers and the Hotel Manager includes regular discussions on safety-related issues and operational practices, helping to coordinate portfolio-level initiatives. ACRO-HT further complies with applicable occupational health and safety regulations in the United States and Singapore as part of its broader risk-management oversight.

Safety and Cleanliness

Maintaining high standards of health, safety, and hygiene across hotel operations is an important priority for ACRO-HT. The Hotel Manager and third-party Hotel Operators implement operational procedures to maintain safe, hygienic environments for guests and staff across the portfolio.

Hotels within the ACRO-HT portfolio operate under established occupational health and safety management systems. Certifications such as ISO 45001 and OHSAS 18001 provide structured frameworks for managing workplace safety and maintaining consistent safety practices across hotel operations.

In addition to these certifications, ACRO-HT's Brand Partners have implemented global safety and cleanliness programs that guide operational practices across the hotels. For example, Hyatt's Global Care & Cleanliness Commitment establishes cleaning protocols, disinfection procedures, and operational practices designed to address potential health risks. Hyatt properties within the portfolio maintain GBAC STAR certification, which recognizes adherence to established standards for cleaning, disinfection, and infection prevention.

Similarly, Marriott International's Commitment to Cleanliness program establishes operational protocols for food and water safety, sanitation, and infection prevention. These protocols are developed with guidance from internal specialists and external experts. Within Marriott properties, trained Hygiene and Well-being Leaders oversee the implementation of these procedures with support from onsite operational teams.

Training also supports the implementation of these standards. At Marriott properties, safety and cleaning protocols are part of the onboarding process for new employees, ensuring they are familiar with operational procedures related to hygiene and safety.

Through collaboration with Brand Partners, the Hotel Manager, and Hotel Operators, ACRO-HT continues to support the implementation of safety and cleanliness practices across its hotels, helping maintain a safe and hygienic environment for guests and staff.

STAKEHOLDER AND COMMUNITY

Training and Awareness

Training programs addressing safety and security topics are implemented at the property level to support safe working environments for hotel staff. These programs cover areas such as workplace safety awareness, prevention of workplace harassment and violence, and occupational safety practices. Training may include viewing Occupational Safety and Health Administration (“**OSHA**”) instructional materials and completing related assessments to reinforce understanding of safety procedures.

Workplace safety is threefold, focusing on: Safe workplace policies, a violence-free and substance-free environment, and compliance with health and safety standards. As prevention of work-related hazards is a top priority, the Hotel Operators have a three-stage structured safety and training curriculum.

The first stage focuses on the safety engagement process, which requires Hotel Operators to observe associates as they complete tasks and grade them based on a safety-related criterion. The second stage involves each hotel completing a monthly inspection assessment designed to identify hazards. The third stage is to encourage the Hotel Manager’s associates to provide feedback on reporting unsafe conditions or hazards through a form-driven reporting process. These processes are reviewed during the monthly Safety Committee Meetings held at each hotel. The Safety Committee Meeting is designed to review these components and any identified hazards and track them until they are addressed.

Together, these measures support a continuous cycle of monitoring, reporting, and improvement that helps identify potential safety risks and implement corrective actions in a timely manner.

Aimbridge AIMSafE Safety Program (“AIMSafE”)

At Aimbridge Hospitality, the AIMSafE program is dedicated to identifying and addressing workplace hazards. Through this initiative, Aimbridge’s Corporate Risk Management and Corporate Engineering departments provide clear guidance for managing third-party vendors’ work within or around hotel premises. These guidelines include safety specifications outlined in contracts, mandatory certifications, and the prohibition of using certain hazardous equipment.

To ensure continuous safety, Aimbridge conducts weekly training sessions on safety protocols, alongside routine facility inspections and monthly safety committee meetings. This approach is designed to eliminate and mitigate hazards while ensuring the effectiveness of preventive and proactive measures.

All new hires are required to complete the “New Hire Associate Safety Training” via the Learning Management System, with monitoring and auditing of completion conducted by Aimbridge’s Corporate Human Resources team. Incomplete training is promptly addressed. Additionally, new hires are enrolled in weekly training courses during the first 12 months following onboarding, covering essential safety topics. Task-specific training modules are also available for new hires or for retraining, based on insights from Associate Safety Engagement observations or Injury Investigations.

Aimbridge Hospitality is committed to maintaining a safe work environment that complies with federal and state OSHA requirements. To reinforce this commitment, all Aimbridge hotels are mandated to implement a comprehensive safety program that focuses on “leading” indicators to prevent potential injuries before they occur.

Concord Hospitality Safety Committee

At Concord Hospitality, the safety committee holds monthly meetings to evaluate and ensure the continued effectiveness of preventive and proactive measures aimed at identifying and mitigating potential hazards. These regular sessions focus on reviewing safety protocols, addressing new risks, and ensuring compliance with best practices. As part of the company’s commitment to maintaining a safe work environment, all new employees are required to watch an OSHA video, which provides essential safety information and guidelines. Following the video, new joiners must complete a written test that covers a wide range of important topics, including Bloodborne Pathogens, Personal Protective Equipment (PPE), Prevention of Slips, Falls, and Back Injuries, Fire Safety, Lockout Tagout procedures, and the Globally Harmonized System of Classification and Labelling of Chemicals (GHS). This comprehensive training ensures that every team member is well-prepared to contribute to a safe, secure workplace.

STAKEHOLDER AND COMMUNITY

Prevention and Mitigation

To support safe working conditions across the hotels, safety procedures are communicated to staff at the start of their employment. Hotel Operators' associates are required to review and acknowledge key safety documents, including the "Check-in, Before You Check-out" policy and the "PPE Hazard Awareness Form." These documents outline safety responsibilities and reinforce the importance of adhering to workplace safety protocols. During daily operations, staff are expected to follow established safety procedures, including the use of appropriate personal protective equipment ("PPE") and slip-resistant footwear to help reduce the risk of workplace accidents and injuries.

Safety oversight is also supported through regular operational reviews conducted by hotel management teams. On a quarterly basis, General Managers from hotels operated by Aimbridge Hospitality and Concord Hospitality conduct risk review calls to evaluate property-level safety performance. As part of these reviews, safety scorecards are completed to assess compliance with operational safety standards and to identify areas where further improvements may be required.

Hotel Operators also utilize operational monitoring tools to support the management of health and safety practices across hotel operations. One such system is the Energy Portal BI tool, an integrated platform that monitors operational performance and supports oversight of sanitation and safety.

The platform includes a Preventive Maintenance BI tool, which tracks operational indicators across several areas relevant to health and safety. These include maintenance of mechanical systems, daily meter readings, boiler set points, swimming pool chemical levels, door key management, and the scheduling of guest room deep cleaning. The system helps hotel management teams monitor these operational elements and supports timely maintenance actions where required.

In addition, the platform provides a centralized channel for recording and tracking guest requests, facilitating timely responses from operational teams, and supporting overall service quality.

The number and rate of incidents related to key occupational health and safety indicators for FY2025, based on data from the majority of the hotel operators, are presented in the following table:

| Indicator | Definition | Employees | | Hotel Operators' Associates | |
|---|--|--------------------|------------------|-----------------------------|------------------|
| | | Number of injuries | Rate of injuries | Number of injuries | Rate of injuries |
| Fatalities | Accidents that lead to death or cause permanent disability | 0 | 0% | 0 | 0% |
| High-Consequence Injuries | Work-related injuries, which include incidents that resulted in insurance payouts to the personnel involved | 0 | 0% | 0 | 0% |
| Recordable Injuries | Recordable work-related injuries, which include occupational health & safety incidents where compensation was provided to the personnel involved | 0 | 0% | 38 | 8.69% |
| Recordable work-related ill health cases | Recordable work-related illnesses or health conditions arising from exposure to hazards at work | 0 | 0% | 0 | 0% |

STAKEHOLDER AND COMMUNITY

In FY2025, ACRO-HT recorded zero work-related fatalities and zero high-consequence injuries among staff. A total of 38 workplace injuries were reported across the portfolio, based on data from the majority of the hotel operators. Most incidents were minor and primarily involved slips, trips, and falls; strains or overexertion; and minor cuts or puncture wounds.

Hotel Operators continue to maintain internal incident reporting systems to monitor and review workplace incidents across the hotels. Reported cases are assessed to identify root causes and determine appropriate corrective actions. Based on the reported cases, many incidents occurred during routine operational activities, such as housekeeping, maintenance, and guest service, where ergonomic risks and slip hazards may arise.

To support the prevention of workplace injuries, the Hotel Manager and Hotel Operators continue to reinforce existing safety practices, including adherence to OSHA requirements, onboarding safety briefings, and training on safe work practices such as proper lifting techniques. Refresher safety training is also conducted periodically to reinforce awareness of workplace safety procedures.

Additional preventive measures include workplace footwear policies requiring slip-resistant shoes, hazard identification processes across hotel departments, and safety documentation that staff review and acknowledge upon employment.

Staff Well-being and Benefits

Supporting employee well-being contributes to a stable and productive work environment. The Managers seek to maintain workplace practices that support employees' health and welfare by providing employment benefits and access to relevant support programs.

Employees of the Managers are provided with benefits that may include healthcare coverage, medical and insurance benefits, and leave entitlements such as annual leave, medical leave, maternity leave, and parental leave. The Managers comply with applicable employment regulations in Singapore, including the Retirement and Re-employment Act ("RRA"). Contributions to the Central Provident Fund ("CPF") are made in accordance with the Central Provident Fund Act, with both the Managers and employees making the required contributions.

Additional employment benefits, such as season parking and mobile phone allowances, are provided where applicable to help employees manage work responsibilities and maintain work-life balance.

At the property level, Hotel Operators provide benefits and support programs for hotel staff in the United States. These may include health-related insurance coverage such as medical, pharmacy, dental, and vision plans. Additional benefits may include life insurance coverage, prescription discounts, Flexible Spending Account plans, short-term and long-term disability benefits, and employer-supported 401(k) retirement savings plans for eligible full-time employees.

Through these measures, the Managers and Hotel Operators seek to support the well-being of employees and staff involved in the operations of ACRO-HT's hotels. Going forward, the Managers will continue to review employee welfare practices and support initiatives that foster a healthy, supportive working environment.

STAKEHOLDER AND COMMUNITY

Christmas gingerbread house-making activity

In December, as part of our commitment to fostering staff well-being and enhancing team spirit, each department participated in a gingerbread house-making activity for the Christmas season. This initiative not only brought joy and creativity to the workplace but also strengthened inter-departmental relationships, promoting a collaborative and festive atmosphere.

Beyond the festive celebration, activities such as this play an important role in supporting a positive and inclusive workplace culture. By bringing employees together through shared experiences, the event helped strengthen interdepartmental relationships and reinforce a supportive work environment where employees feel valued and engaged.



Halloween pumpkin-carving contest

During Halloween, employees participated in a pumpkin-carving contest organized by various hotel departments. This event encouraged creativity and friendly competition, enhancing workplace morale. The winner received a Dinner Party, which further motivated participation and rewarded their artistic efforts, reinforcing our dedication to staff well-being and recognition.



Holiday celebrations

Concord Hospitality expresses its appreciation to employees by organizing various celebrations and parties during significant holidays, such as the Christmas season. These events are designed to foster a sense of belonging and gratitude, enhancing employee morale by recognizing their contributions in a joyful and communal atmosphere.



STAKEHOLDER AND COMMUNITY

Empowering Frontline Workers for a Sustainable Future

Frontline workers are essential to the hotel industry, serving as the face of the business and directly influencing customer experiences. To create a sustainable and thriving workforce, it is essential not only to support but to empower these employees. By providing frontline workers with modern, user-friendly tools, Aimbridge Hospitality enhances their job satisfaction, making them feel valued and invested in their work.

In partnership with Work by UKG ("**UKG**"), a leader in HR, culture and workplace management solutions, Aimbridge Hospitality has introduced a suite of AI-powered tools to create a flexible, empowering work environment for its 45,000 U.S. hourly employees. UKG Pro's advanced scheduling features have enabled Aimbridge to "gigify" its workforce, giving employees the ability to self-schedule, swap shifts, and pick up available shifts across multiple hotel properties via a user-friendly mobile app. This flexibility has improved work-life balance and boosted satisfaction, with over 12,000 employees (30% of Aimbridge's hourly workforce) successfully trading shifts across 1,100 U.S.-managed hotels.

Aimbridge also introduced UKG Talk, a mobile communication platform that streamlines information sharing across the organization, fostering a culture of transparency and connectivity. These tools contribute to a more engaged and sustainable workforce.

Supporting Employee Financial Well-Being

Aimbridge Hospitality has also partnered with Payactiv, a leader in financial empowerment services, to offer Earned Wage Access (EWA) to their employees. This program allows hourly associates to access wages they've already earned before payday, offering greater financial flexibility and control.

Through the Payactiv app, associates can conveniently access a portion of their earned wages, helping them avoid high-cost fees and penalties often faced by low-wage workers. This initiative has the potential to save employees hundreds of dollars annually.

Beyond early wage access, the Payactiv app also provides valuable tools for financial wellness, including direct deposit, spending management, exclusive marketplace discounts, bill payment integration, and personalized savings and budgeting tools. By offering these resources, Aimbridge continues to invest in the financial health and empowerment of their workforce.

STAKEHOLDER AND COMMUNITY

TRAINING AND EDUCATION

| Targets | Time Horizon | Performance |
|--|--------------|---|
| To maintain an average of 26 training hours per employee | Annual | An average of 8.3 training hours per employee |

Impact of Training and Education

Developing employee capabilities supports operational resilience and effective governance. The Managers recognize that ongoing professional development helps employees remain informed about evolving regulatory requirements, industry practices, and technological developments. Continuous training also supports the organization's ability to adapt to changes in the operating environment and to maintain effective oversight of ACRO-HT's activities.

The Management Approach

The Managers maintain a structured employment and grading framework designed to support employee development and career progression. This framework facilitates opportunities for skill development, job rotation, and professional training. Employees participate in regular performance discussions, including bi-annual performance review sessions, where managers and employees discuss performance, workplace engagement, and development needs. These discussions also help align individual responsibilities with organizational objectives and identify appropriate learning opportunities. In FY2025, all employees participated in performance reviews.

FY2025 Training Initiatives

In FY2025, employees of the Managers completed an average of 8.3 hours of training, up from 5.4 hours in FY2024. Training programs were delivered through a combination of internal briefings and external courses.

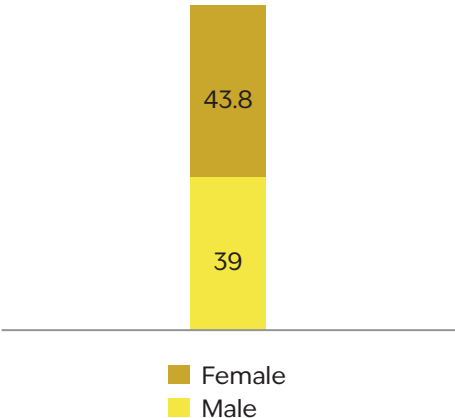
The training sessions focused primarily on areas relevant to regulatory compliance, governance, and risk management associated with REIT operations. Topics covered included regulatory developments affecting REIT managers, capital markets activities, conflicts of interest management, anti-money laundering practices, environmental risk management, sustainability reporting, cybersecurity awareness, and broader risk management topics such as technology risk management and business continuity.

These training initiatives help employees stay aware of evolving regulatory expectations and industry practices relevant to the management of ACRO-HT.

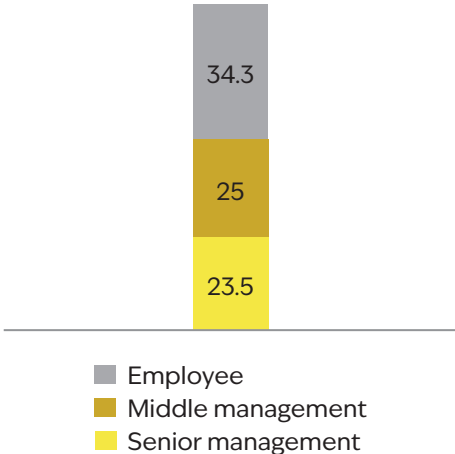
STAKEHOLDER AND COMMUNITY

Looking ahead, the Managers will continue to support employee development through relevant training opportunities that strengthen governance, risk management, and operational capabilities.

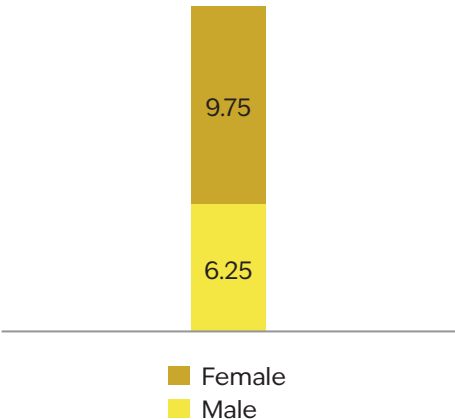
Total hours of training by gender



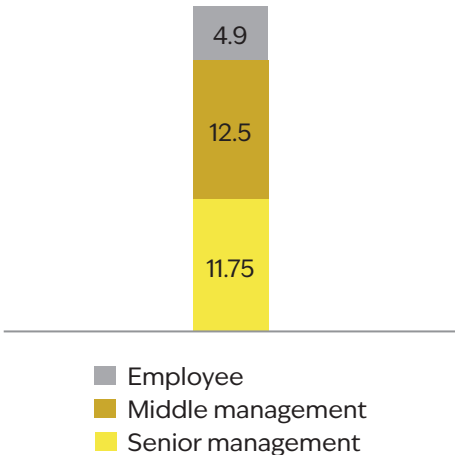
Total hours of training by employee category



Average hours of training by gender



Average hours of training by employee category



STAKEHOLDER AND COMMUNITY

CUSTOMER HEALTH AND SAFETY

| Targets | Time Horizon | Performance |
|--|--------------|--|
| To maintain achieving zero serious incidents concerning customer health and safety | Annual | No known serious incidents concerning customer health and safety |

Impact of Customer Health and Safety

The safety and well-being of guests are important considerations in the operation of ACRO-HT's hotels. Given the high volume of guests across the portfolio, maintaining appropriate health, safety, and security practices is essential to support safe hospitality operations and protect the properties' reputations. Incidents affecting guest safety may disrupt hotel operations, undermine customer confidence, and increase regulatory scrutiny. Managing these risks is therefore an important aspect of responsible hotel operations.

The Management Approach

ACRO-HT works with the Hotel Manager and third-party Hotel Operators to maintain operational procedures that support the health and safety of guests. Standard Operating Procedures ("SOPs") are implemented across the hotels to guide property management practices, including sanitation, facility maintenance, and emergency response procedures.

Hotel management teams conduct regular property-level operational checks and inspections to monitor cleanliness, sanitation standards, and overall operational conditions. These reviews help identify areas where operational improvements may be required and support the consistent application of safety and hygiene practices across the portfolio.

The Managers periodically review the SOPs to ensure they remain relevant to operational requirements and applicable safety standards. These procedures also support hotel teams in responding to operational disruptions or emergencies as needed.

ACRO-HT also engages with suppliers and service providers involved in hotel operations. Through these engagements, ACRO-HT communicates its broader environmental, social, and governance ("ESG") expectations to encourage responsible operational practices across the supply chain.

As a result of these measures, no known serious incidents relating to customer health and safety were recorded across the ACRO-HT hotel portfolio in FY2025. Going forward, ACRO-HT will continue to prioritize customer health and safety by strengthening its sustainability commitments and implementing proactive safety measures.

ACRO-HT's third-party hotel management companies are responsible for daily operations at their hotels, and the health, safety, and security of hotel guests and workers are always the highest priority. The Hotel Manager works closely with these hotel managers to monitor their performance and execution of identified opportunities and best practices, including conducting third-party on-site audits and technical assessments in alignment with ISO 45001 and OHSAS 18001 management principles, and training hotel staff on emergency response plans and handling active-shooter events. Each of our third-party managers has adopted policies and procedures to guard against safety hazards at our properties, and the Hotel Manager monitors their implementation to ensure they are properly put into practice. Such monitoring efforts include the Hotel Manager conducting site visits to ensure there are no safety hazards and reviewing health and safety performance metrics with hotel managers, including workers' compensation expenses and the number of incident-free days.

STAKEHOLDER AND COMMUNITY

Continued Initiatives on Hotel Operational Safety for FY2025

In FY2025, the Managers maintained automated preventive maintenance systems across all locations, ensuring thorough checks of equipment and infrastructure. The Property Maintenance SOPs guided the inspection of crucial systems, such as electrical wiring and escalators, guaranteeing guest safety through regular tests.

Fire safety protocols were enhanced, including upgrades to fire systems, the execution of regular emergency drills, and inspections of fire equipment, with necessary safety certifications obtained under the watchful eye of relevant authorities. Hotel Managers and Operators ensured that surveillance systems underwent annual servicing and that security protocols were updated regularly to maintain a secure environment.

Seasonal safety practices, like the Winterizing Preparedness Checklist, were important during colder months, with strategic staff scheduling and property evaluations addressing weather-related risks. These actions consistently ensured guest safety throughout the year.

Guest Satisfaction Surveys offered valuable feedback, which enabled Managers to refine safety protocols and services to meet guest expectations for care and security. These continued efforts highlighted our commitment to sustainability and delivering a safe, responsible guest experience throughout FY2025 and beyond.

SUPPLY CHAIN MANAGEMENT

Impact of Supply Chain Management

Hotel operations require a wide range of goods and services, including food and beverages, cleaning products, operational supplies, and maintenance services. Responsible supply chain management can help address environmental, social, and economic considerations within the value chain. For example, responsible sourcing practices may support resource efficiency, reduce procurement-related environmental impacts, and promote compliance with labor and human rights standards among suppliers.

In addition, effective supplier management practices may support operational reliability and help maintain service standards across the hotels. These practices also help reduce risks related to supplier conduct, regulatory compliance, and operational disruptions.

The Management Approach

ACRO-HT works with its Brand Partners and Hotel Operators to support responsible procurement practices across the hotel portfolio. Suppliers engaged in hotel operations are expected to comply with applicable national and local regulations, including requirements relating to labor practices, workplace safety, and environmental protection.

For suppliers operating in the United States, this includes compliance with relevant legislation such as the Fair Labor Standards Act, the Occupational Safety and Health Act, the Equal Pay Act, and the Family and Medical Leave Act. Suppliers are also expected to respect internationally recognized human rights principles and labor standards.

Procurement activities for hotel operations are supported through the established supply chain frameworks of Brand Partners such as Marriott International and Hyatt Hotels, which include supplier screening and monitoring processes. These processes consider factors such as environmental practices, labor standards, and operational compliance when sourcing materials and services for hotel operations and property improvements.

STAKEHOLDER AND COMMUNITY

Supplier performance may also be monitored through periodic reviews to assess compliance with operational requirements and applicable standards. Where areas for improvement are identified, suppliers may be required to implement corrective actions.

Following the transition to a new sponsor, the Managers are considering developing a Supplier Code of Conduct to further formalize expectations for supplier practices and responsible procurement.

Going forward, the Managers will continue to review supply chain management practices and explore opportunities to strengthen responsible sourcing across ACRO-HT's hotel portfolio.

Reducing environmental impact from laundry

The Hotel Manager partnered with Ecolab, a water and hygiene service provider, on their Aquanomic™ Low Temp Laundry Program to provide consistent, fresh white linens for guests while reducing energy and water consumption and waste generation from laundry. Ecolab's laundry products allowed annual energy and water savings up to 50% and 40%, respectively, due to the lower temperature and less water required in the wash. The laundry products also come in lightweight capsules that generate 74% less packaging waste than conventional liquid laundry detergent, while the chemicals extend the life of the linens, reducing linen replacement by 20%.

Specifically for Aimbridge Hospitality, this program managed to reduce energy use by around 1,046,300 kWh, water use by six million gallons, GHG emissions by 237 tCO₂e, and waste by 14,610 pounds.

In light of the transition to a new sponsor, the Managers of ACRO-HT are considering developing a Supplier Code of Conduct Policy. Until then, suppliers are expected to adhere to all applicable national and local laws and regulations, which encompass labor rights, health and safety, and environmental protection. This includes compliance with U.S. legislation such as the Fair Labor Standards Act, the Occupational Safety and Health Act, the Equal Pay Act, and the Family and Medical Leave Act. By leveraging the procurement, logistics, and supply chain frameworks established by Marriott and Hyatt, suppliers are thoroughly assessed for their environmental and social performance when sourcing materials for hotel supplies and renovations. Regular evaluations are conducted to measure the effectiveness of their management systems and existing safeguards.

Suppliers are also expected to uphold human rights, treating workers with dignity and respect, in line with standards such as the Universal Declaration of Human Rights and the Social Accountability International standards. The Code further reflects the guiding principles of the ILO Standards. Continuous performance tracking ensures that suppliers that require improvement can take corrective action. Any material violations may result in penalties, termination, or long-term disqualification. Going forward, Hotel Manager will continue to strengthen their commitment to sustainable procurement by incorporating social and environmental criteria into the supplier pre-qualification process.

By maintaining these robust practices, ACRO-HT ensures that both its own operations and those of its suppliers align with global best practices in environmental, social, ethical, and governance standards.

STRONG GOVERNANCE

CORPORATE GOVERNANCE

Impact of Strong Governance

Effective corporate governance is important for safeguarding the interests of stapled securityholders and supporting ACRO-HT's long-term performance. A sound governance framework helps reduce risks associated with fraud, mismanagement, and regulatory non-compliance while supporting transparent and accountable decision-making.

Strong governance practices also help maintain investor confidence and support the responsible management of ACRO-HT's assets. Through clear oversight structures, internal controls, and risk management processes, the Managers aim to ensure that ACRO-HT's operations comply with applicable regulations and established ethical standards.

The Management Approach

| Targets | Time Horizon | Performance |
|--|--------------|--|
| To maintain zero reported cases of corruption or fraud | Annual | Zero reported cases of corruption or fraud in 2025 |

The Managers are responsible for acting in the best interests of stapled securityholders and are expected to exercise due care, diligence, and integrity in carrying out their duties. They conduct business activities in accordance with applicable laws, regulatory requirements, and internal governance policies. To promote ethical conduct across operations, the Managers maintain policies and procedures addressing areas such as anti-bribery and corruption, conflicts of interest, and the management of gifts, travel, and entertainment. These policies form part of the Managers' compliance framework and guide employees in upholding appropriate standards of conduct.

Following the transition to a new sponsor, the Managers have continued to review and update internal corporate policies to ensure they remain suitable for ACRO-HT's operational structure and governance needs. During this transition period, ACRO-HT also continues to adhere to its sponsor, Acrophyte's, Anti-Bribery and Corruption Policy, which is communicated to employees as part of onboarding and internal compliance practices.

Employees of the Managers participate in a wide range of training programs related to governance, regulatory compliance, and sustainability. These include courses on REIT regulations, anti-money laundering requirements, and codes of conduct, which help maintain awareness of regulatory obligations and support responsible business practices. Additionally, employees attend sustainability-focused training, such as Environmental Risk Management and Sustainability Reporting, including ISSB standards, to deepen their understanding of emerging sustainability requirements and developments relevant to ACRO-HT.

Furthermore, the Managers ensure compliance with various regulatory frameworks, including the 2018 Code of Corporate Governance, the Code on Collective Investment Schemes, the Trust Deed, and the listing rules of the Singapore Exchange Securities Trading Limited (SGX-ST).

STRONG GOVERNANCE

Risk Management

Risk management is integral to ACRO-HT's governance framework. The Managers maintain processes to identify, assess, and monitor risks that may affect ACRO-HT's operations and financial performance.

Following the change in sponsor, the Managers developed an ERM framework, which the Board approved in February 2025. The framework establishes policies and procedures for managing risks and maintaining internal controls across the organization. It is designed to provide reasonable assurance regarding the safeguarding of assets, the reliability of financial reporting, compliance with applicable regulations, and the prevention of material losses.

Under the ERM framework, Management regularly identifies and evaluates key risks, including strategic, operational, financial, compliance, technology, and climate-related risks. These risks are documented within the risk profile maintained by the Managers and are reviewed periodically by the RMC, the ARC, and the Board.

The RMC meets regularly to review ACRO-HT's risk profile and assess mitigation measures. Material risks, including climate-related risks, are monitored against the Board-approved risk appetite, and relevant updates are reported to the ARC and the Board during quarterly meetings.

The RMC also works with the Managers' Internal Auditors to review the effectiveness of the risk management framework and internal control systems. This process provides independent assurance on the adequacy of existing controls and supports the continuous improvement of risk management practices.

In FY2025, no critical environmental risks were reported to the Board. The RMC works closely with the Managers' Internal Auditors to review ACRO-HT's risk profile and provide independent assurance on the effectiveness of the risk management framework and internal control systems.

Whistle-blowing Policy

The Managers maintain a whistle-blowing policy to support the reporting of suspected misconduct, including fraud, bribery, corruption, or other unethical behavior. The policy establishes procedures for the confidential reporting and investigation of such matters.

A feedback channel on ACRO-HT's website allows individuals to raise concerns directly to the Audit and Risk Committee, with notifications copied to the REIT Manager's Compliance Manager. This process facilitates independent investigation of reported matters and enables appropriate follow-up actions where necessary.

The identities of whistle-blowers are kept confidential to the extent permitted by law, to protect individuals from retaliation or unfair treatment. Internal Auditors conduct investigations under the direction of the Audit and Risk Committee, and the outcomes of each investigation are reported to the Committee. Written records of investigations are maintained for accountability and future reference.

The whistle-blowing policy is communicated to employees and made publicly available through ACRO-HT's website.

No whistle-blowing cases were reported for FY2025.

STRONG GOVERNANCE

Sustainability-related Policies

Following the change of sponsor in July 2024, ACRO-HT initiated a review of its sustainability governance framework to support the development of ESG-related policies aligned with its operational priorities.

In FY2025, the Managers engaged an external consultant to support a review of ACRO-HT's existing sustainability practices and internal governance processes. This review forms part of ACRO-HT's broader efforts to develop ESG-related policies that reflect the Trust's priorities and operational requirements.

The following is a list of our existing sustainability-related policies:

| Sustainability Pillar | Policies |
|------------------------------|---|
| Environmental | The Manager is developing overarching ESG-related policies that align with ACRO-HT priorities and operational needs. |
| Social | <ul style="list-style-type: none"> • Group Human Resources • Employee handbook • Environmental and social responsibility policy • Health, Safety, and Environmental Policy |
| Governance | <ul style="list-style-type: none"> • Anti-bribery & corruption and the handling of gifts, travel & entertainment policy • Anti-money laundering & counter terrorist • Conflict of interest policy • Code of conduct & business ethics • Whistle-blowing policy |

Going forward, ACRO-HT will continue to maintain and strengthen its corporate governance framework, including risk management practices that support transparency and ethical conduct across its operations.

SOCIOECONOMIC COMPLIANCE

| Targets | Time Horizon | Performance |
|---|---------------------|---|
| To maintain achieving zero reported cases of non-compliance with relevant laws, regulations, and governance policies | Annual | Zero reported cases of non-compliance with relevant laws, regulations, and governance policies |
| To maintain zero significant fines, non-monetary sanctions, zero penalties, or letters issued by relevant authorities on breaches of environmental and socioeconomic compliance | Annual | No significant fines and non-monetary sanctions, no penalties or letters issued by relevant authorities on breaches of environmental and socioeconomic compliance |

STRONG GOVERNANCE

Impact of Socioeconomic Compliance

Compliance with applicable laws and regulations is an important aspect of responsible business operations. Effective compliance management reduces legal and regulatory risks, supports operational stability, and maintains investor and other stakeholder trust.

For ACRO-HT, maintaining compliance with regulatory requirements is essential to safeguard its reputation and ensure proper management of its hotel portfolio. Adherence to regulatory obligations supports transparent operations and helps mitigate risks associated with misconduct, regulatory breaches, or governance failures.

The Management Approach

The Managers maintain policies and procedures designed to support compliance with applicable regulatory requirements. ACRO-HT's compliance manual outlines regulatory obligations relevant to the Managers, the procedures implemented to meet them, and the monitoring processes established to manage compliance risks arising from REIT operations.

The manual also sets out guidance on internal controls and operational procedures to support consistent compliance practices across the organization.

Employees who hold MAS-licensed representative status submit annual fit-and-proper declarations in accordance with relevant MAS guidelines. These declarations support the Managers' internal monitoring processes and help ensure individuals performing regulated activities meet applicable regulatory standards.

Employees are also informed of the sponsor's anti-bribery and anti-corruption policies, which establish expectations regarding ethical conduct and responsible business practices. Non-compliance with these policies may result in disciplinary action under internal procedures.

Regulatory Compliance

ACRO-HT operates within a regulatory framework that includes requirements under the SGX-ST Mainboard Listing Rules, the Code on Collective Investment Schemes, and the Securities and Futures Act 2001, together with associated regulations, notices, and guidelines relevant to REIT managers.

The compliance manual is reviewed periodically to ensure it remains aligned with current regulatory requirements and evolving industry practices. Where necessary, the Managers also consult external legal advisers and work with the sponsor's legal team to address regulatory matters and interpret regulatory developments.

This process helps ensure that regulatory developments and relevant legislative updates are appropriately considered within ACRO-HT's governance and operational practices.

In FY2025, no monetary penalties, non-monetary sanctions, or enforcement actions related to environmental or socioeconomic compliance were reported by relevant authorities.

Maintaining effective compliance practices remains an important aspect of ACRO-HT's governance framework and supports the Managers in managing regulatory risks associated with REIT operations.

Going forward, ACRO-HT will continue to maintain its compliance framework and monitor regulatory developments relevant to its operations.

STRONG GOVERNANCE

ECONOMIC PERFORMANCE

| Targets | Time Horizon | Performance |
|---|--------------|---|
| Achieving sustainable economic growth and delivering long-term value for ACRO-HT's stakeholders | Annual | Refer to Statement of Financial Position (AR page 95), Statement of Comprehensive Income (AR page 96), Statement of Distributable Income (AR page 97) |

Impact of Economic Performance

ACRO-HT seeks to generate stable and sustainable returns for its stapled securityholders through the responsible management of its hotel portfolio. Financial performance remains closely linked to the effective management of operational risks, asset performance, and market conditions within the hospitality sector.

Environmental, social, and governance considerations may also influence investment decisions and operational practices. Integrating these considerations into business activities can help manage operational risks, improve asset performance, and contribute to long-term value creation.

The Management Approach

ACRO-HT's investment and asset management strategies are designed to support portfolio resilience and long-term performance. The Managers incorporate ESG considerations where relevant when evaluating operational practices and investment activities.

Key elements of ACRO-HT's investment and portfolio management approach include:

1. Maintaining a geographically diversified portfolio of upscale select-service hotels
2. Active asset management to support improvements in net property income ("NPI") and asset value
3. Ongoing portfolio optimization and rebalancing to maintain a resilient portfolio structure
4. Evaluating acquisition opportunities within established hospitality markets
5. Maintaining prudent capital and risk management practices to support stable distributions for stapled securityholders

In collaboration with the Hotel Manager, the Managers also implement Asset Enhancement Initiatives ("AEIs") across the portfolio where appropriate. These initiatives may focus on improving operational efficiency, maintaining property standards, and enhancing the guest experience, thereby contributing to the hotels' competitiveness.

Examples of operational and environmental improvement initiatives implemented across the portfolio are presented in the "Environmental Stewardship" section of this report.

LEED Certification in ACRO-HT's Portfolio

| Property | Year of Award & Certification |
|------------------------------------|--|
| AC by Marriott Raleigh North Hills | 2017, LEED/Building Design and Construction (BD+C) Certified |

APPENDICES

GLOSSARY

| | | |
|--------------|---|--|
| ACRO-HT | – | Acrophyte Hospitality Trust |
| ACRO-BT | – | Acrophyte Hospitality Management Trust |
| ACRO-REIT | – | Acrophyte Hospitality Property Trust |
| Acrophyte AM | – | Acrophyte Asset Management Pte. Ltd. |
| Acrophyte | – | Acrophyte Pte. Ltd. |
| AEIs | – | Asset Enhancement Initiatives |
| AHLA | – | American Health Law Association |
| ARA | – | ARA US Hospitality Management, Inc |
| ARC | – | Audit and Risk Committee |
| BI | – | Business Intelligence |
| COSO | – | Committee of Sponsoring Organizations of the Treadway Commission |
| ERM | – | Enterprise Risk Management |
| ESG | – | Environmental, Social, and Governance |
| EnRM | – | Environmental Risk Management for Asset Managers |
| GBAC | – | Global Biorisk Advisory Council |
| GFA | – | Gross Floor Area |
| GHG | – | Greenhouse Gas |
| GRESB | – | Global Real Estate Sustainability Benchmark – GRESB |
| GRI | – | Global Reporting Initiative |
| HVAC | – | Heating, Ventilation, and Air Conditioning |
| IFRS | – | International Financial Reporting Standards |
| ILO | – | International Labor Organization |
| ISSB | – | International Sustainability Standards Board |
| LED | – | Light Emitting Diode |
| MAS | – | Monetary Authority of Singapore's |
| OHS | – | Occupational Health and Safety |
| OSHA | – | Occupational Safety and Health Administration |
| PPE | – | Pathogens, Personal Protective Equipment |
| RMC | – | Risk Management Committee |
| SGX | – | Singapore Exchange |
| SGX-ST | – | Singapore Exchange Securities Trading Limited's |
| SOPs | – | Standard Operating Procedures |
| TCFD | – | The Task Force on Climate-related Financial Disclosures |
| U.S | – | United States |
| UN SDGs | – | United Nations Sustainable Development Goals |
| KWh | – | Kilowatt-hour |
| Sq ft | – | Square feet |

APPENDICES

METHODOLOGICAL REVIEW

This section outlines the key definitions and methodologies applied in the preparation of ACRO-HT's FY2025 Sustainability Report. The methodologies are developed with reference to the GRI Standards Glossary, as well as the reporting requirements, recommendations, and guidance associated with the relevant GRI disclosures and other recognized intergovernmental frameworks.

Environment

Consolidation Approach

The operational control approach, as defined in the GHG Protocol Corporate Standard, is applied to determine the organizational boundary for ACRO-HT's environmental reporting. Under this approach, entities over which ACRO-HT has operational control are included within the reporting boundary, and the associated environmental impacts are reported accordingly.

ACRO-HT held 100% ownership of 32 hotels during FY2025. During the reporting year, one hotel was disposed of. Environmental data for the disposed property has been included up to the date of disposition.

The list of hotels included within ACRO-HT's portfolio during the reporting period is presented below:

Hotels in the ACRO-HT portfolio:

| ▶ Hyatt House | ▶ Hyatt Place | ▶ AC Hotel by Marriott | ▶ Courtyard by Marriott | ▶ Residence Inn by Marriott | ▶ Home2 Suites by Hilton |
|---|---|------------------------|-------------------------------------|---|--------------------------|
| ▶ Hyatt House Boston Burlington | ▶ Hyatt Place Charlotte Airport Tyvola Road | | | ▶ Hyatt Place Secaucus Meadowlands | |
| ▶ Hyatt House Bridgewater Branchburg | ▶ Hyatt Place Cincinnati Airport Florence | | | ▶ Hyatt Place Tampa Busch Gardens | |
| ▶ Hyatt House Fishkill | ▶ Hyatt Place Denver Airport | | | ▶ AC Raleigh | |
| ▶ Hyatt House Morristown | ▶ Hyatt Place Detroit Livonia | | ▶ Courtyard by Marriott San Antonio | | |
| ▶ Hyatt House Parsippany | ▶ Hyatt Place Lakeland Center | | | ▶ Residence Inn San Antonio | |
| ▶ Hyatt House Parsippany Whippany | ▶ Hyatt Place Louisville East | | | ▶ Home2 Suites by Hilton Colorado Springs South | |
| ▶ Hyatt House Raleigh Durham Airport | ▶ Hyatt Place Memphis Primacy Parkway | | | Disposed Hotel | |
| ▶ Hyatt House Richmond West | ▶ Hyatt Place Mystic | | | Hyatt Place Detroit Auburn Hills ¹⁵ | |
| ▶ Hyatt House Sterling Dulles Airport North | ▶ Hyatt Place Nashville Brentwood | | | | |
| ▶ Hyatt Place Albuquerque Airport | ▶ Hyatt Place Nashville Opryland | | | | |
| ▶ Hyatt Place Atlanta Alpharetta Windward Parkway | ▶ Hyatt Place Omaha Downtown Old Market | | | | |
| ▶ Hyatt Place Atlanta Norcross Peachtree | ▶ Hyatt Place Richmond Arboretum | | | | |
| ▶ Hyatt Place Boise Towne Square | ▶ Hyatt Place Sacramento Rancho Cordova | | | | |

Energy Consumption

Energy consumption within ACRO-HT's hotel portfolio primarily consists of purchased electricity and natural gas used in hotel operations. Total energy consumption is reported in kilowatt-hours (kWh).

15 Hyatt Place Detroit Auburn Hills was sold in September 2025.

APPENDICES

Energy Intensity

Energy intensity metrics are calculated using two operational indicators:

- Energy intensity per occupied room
- Energy intensity per square foot

Energy intensity per occupied room is calculated as total energy consumption divided by the total number of occupied rooms within the reporting portfolio.

Energy intensity per square foot is calculated as total energy consumption divided by the gross floor area (GFA) of the properties within the portfolio.

When acquisitions or disposals occur during the reporting year, full-year energy consumption is used to calculate intensity per square foot for annualization.

Greenhouse Gas Emissions

This report includes Scope 1 and Scope 2 greenhouse gas (GHG) emissions for ACRO-HT's hotel portfolio. Emissions are reported in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.

Scope 1 emissions refer to direct emissions from sources owned or controlled by the organization. Within ACRO-HT's reporting boundary, this includes emissions from natural gas consumption used for cooking and water heating. Emissions are reported in kilograms of carbon dioxide equivalent (kgCO₂e).

Scope 1 emissions are calculated using emission factors from the U.S. Environmental Protection Agency (EPA) GHG Emission Factors Hub (January 2025) and Global Warming Potential values for a 100-year time horizon from the IPCC Sixth Assessment Report (IPCC AR6).

Scope 2 emissions refer to indirect emissions from the generation of purchased electricity consumed by the organization. ACRO-HT applies a location-based method, which reflects the average emissions intensity of the electricity grids where energy consumption occurs.

Scope 2 emissions are calculated using emission factors from the U.S. EPA GHG Emission Factors Hub (January 2025) and the IPCC AR6 Global Warming Potential values (100-year horizon).

Greenhouse Gas Emissions Intensity

GHG emissions intensity is reported using two indicators:

- GHG emissions per occupied room
- GHG emissions per square foot

GHG emissions per occupied room are calculated by dividing total GHG emissions by the total number of occupied rooms across the portfolio.

GHG emissions per square foot are calculated by dividing total GHG emissions by the total GFA of the properties within the reporting boundary.

Where acquisitions or disposals occur during the reporting year, partial-year emissions data may be extrapolated to estimate full-year emissions when calculating intensity per square foot.

APPENDICES

Social

Employees

Employees refer to full-time personnel employed by the Managers. This definition excludes associates employed by Hotel Operators, who manage day-to-day hotel operations.

New Hires and Turnover

Employee movement is recorded based on year-end headcount.

New hires refer to employees who joined the Managers during the reporting year.

Turnover includes employees who left the Managers during the reporting year due to resignation, dismissal, retirement, or death in service.

The new-hire rate is calculated as the number of employees hired in FY2025 divided by the total number of employees as of 31 December 2025.

The attrition rate is calculated as the number of employee resignations during FY2025 divided by the total number of employees as of 31 December 2025.

Training Hours

Average training hours per employee represent the total training hours completed during the year divided by the total number of employees.

Training hours are also reported by gender and employee category, calculated as the total training hours provided to each group divided by the number of employees in that group.

Governance

Anti-Corruption

Corruption refers to the abuse of entrusted power for private gain and may involve individuals or organizations. It includes practices such as bribery, facilitation payments, fraud, extortion, collusion, and money laundering.

Corruption may also involve offering or receiving gifts, loans, fees, rewards, or other benefits in exchange for actions that are dishonest, illegal, or breach trust in business conduct.

Socioeconomic Compliance

Socioeconomic compliance refers to an organization's adherence to laws and regulations relating to social and economic matters. These may include regulations concerning accounting and tax practices, anti-corruption measures, competition law, the provision of products and services, and labor-related matters such as workplace discrimination.

APPENDICES

SUSTAINABILITY PERFORMANCE SUMMARY

| ESG Topic | Indicator | Unit | FY2023 | FY2024 | FY2025 |
|------------------------------|---|---------------------------------------|------------|------------|------------|
| Environmental | | | | | |
| Energy Consumption | Total electricity consumption | kWh | 23,128,555 | 21,891,104 | 21,643,461 |
| | Total natural gas consumption | kWh | 35,303,320 | 33,225,330 | 31,138,965 |
| | Total energy consumption | kWh | 58,431,876 | 55,116,434 | 52,782,426 |
| Energy Intensity | Energy intensity per occupied room | kWh/ occupied room | 48.55 | 48.60 | 45.45 |
| | Energy intensity per square foot | kWh/sq ft | 19.30 | 18.35 | 19.50 |
| Greenhouse Gas Emissions | Scope 1 emissions | kgCO ₂ e | 4,191,739 | 3,967,417 | 3,922,536 |
| | Scope 2 emissions (location-based) | kgCO ₂ e | 12,546,335 | 11,628,917 | 10,897,834 |
| | Total Scope 1 and Scope 2 GHG emissions | kgCO ₂ e | 16,738,000 | 15,596,000 | 14,820,369 |
| Emissions Intensity | GHG intensity per occupied room | kgCO ₂ e/ occupied room | 13.91 | 13.75 | 12.76 |
| | GHG intensity per square foot | kgCO ₂ e/sq ft | 5.54 | 5.19 | 5.47 |
| Water Management | Total water withdrawal | m ³ | 554,482 | 526,932 | 484,307 |
| | Water intensity | m ³ /sq ft | 0.18 | 0.18 | 0.18 |
| Waste Management | Total waste generated | tonnes | | 3,620 | 3,481 |
| | Waste intensity | tonnes/sq ft | | 0.0012 | 0.0012 |
| Social | | | | | |
| Employment | Total employees (Managers) | Headcount | | 10 | 10 |
| | New hire rate | % | | 60% | 20% |
| | Attrition rate | % | | 30% | 30% |
| Training & Development | Average training hours per employee | Hours | | 5.4 | 8.3 |
| Occupational Health & Safety | Work-related fatalities | Number | | 0 | 0 |
| | High-consequence injuries | Number | | 0 | 0 |
| | Recordable injuries | Number | | 32 | 38 |
| | Recordable injuries rate | % | | 5.89% | 8.69% |
| Customer Health & Safety | Serious incidents related to guest safety | Number | | 0 | 0 |

APPENDICES

GRI CONTENT INDEX

| | |
|--|---|
| Statement of Use | Acrophyte Hospitality Trust Management Pte. Ltd has reported in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025 |
| GRI 1 Used | GRI 1: Foundation 2021 |
| Applicable GRI Sector Standard(s) | Not Applicable |

| Disclosure Number | Disclosure Title | Report Section and Page Number | Omissions |
|---|--|---|-----------|
| GRI 2: General Disclosures 2021 | | | |
| The Organization and Its Reporting Practices | | | |
| 2-1 | Organizational Details | Sustainability Report: Corporate Profile, page 2 | – |
| 2-2 | Entities included in the organization's sustainability reporting | Sustainability Report: Corporate Profile, page 2 | – |
| 2-3 | Reporting period, frequency, and contact point | Sustainability Report: Scope of the Report, page 4 Feedback, page 5 | – |
| 2-4 | Restatements of information | Sustainability Report: Restatements, page 5 | – |
| 2-5 | External assurance | Sustainability Report: Scope of the Report page 4 Assurance, page 5 | – |
| Activities and Workers | | | |
| 2-6 | Activities, value chain, and other business relationships | Sustainability Report: Corporate Profile, page 2 | – |
| 2-7 | Employees | Sustainability Report: Material topic: Employment FY2025 Human Capital Data, page 39 | – |
| 2-8 | Workers who are not employees | Sustainability Report: Material topic: Employment FY2025 Human Capital Data, page 39 | – |

APPENDICES

| Disclosure Number | Disclosure Title | Report Section and Page Number | Omissions |
|--|---|---|-----------|
| GRI 2: General Disclosures 2021 | | | |
| Governance | | | |
| 2-9 | Governance structure and composition | Sustainability Report: Board Statement, page 9 Sustainability Governance, page 10 | – |
| 2-10 | Nomination and selection of the highest governance body | Annual Report: Corporate Governance, page 56 | – |
| 2-11 | Chair of the highest governance body | Sustainability Report: Sustainability Governance, page 10 | – |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | Sustainability Report: Material topic: Corporate Governance Board Statement, page 9 Corporate Governance, page 53 | – |
| 2-13 | Delegation of responsibility for managing impacts | Sustainability Report: Material topic: Corporate Governance Board Statement, page 9 Corporate Governance, page 53 | – |
| 2-14 | Role of the highest governance body in sustainability reporting | Sustainability Report: Board Statement, page 9 | – |
| 2-15 | Conflicts of interest | Sustainability Report: Corporate Governance, page 53, 55 | – |
| 2-16 | Communication of critical concerns | Sustainability Report: Material topic: Corporate Governance & Board Statement, page 9 Corporate Governance, page 53 Annual Report: page 56 | – |
| 2-17 | Collective knowledge of the highest governance body | Annual Report: page 52 | – |
| 2-18 | Evaluation of the performance of the highest governance body | Annual Report: page 56 | – |
| 2-19 | Remuneration policies | Annual Report: pages 59 to 61 | – |
| 2-20 | Process to determine remuneration | Annual Report: pages 59 to 61 | – |

APPENDICES

| Disclosure Number | Disclosure Title | Report Section and Page Number | Omissions |
|--|--|--|---|
| GRI 2: General Disclosures 2021 | | | |
| 2-21 | Annual total compensation ratio | NIL | Not disclosed due to confidentiality constraints. For more details on ACRO-HT's remuneration policy and structure, please refer to pages 59 to 61 of the annual report |
| Strategy, Policies, and Practices | | | |
| 2-22 | Statement on sustainable development strategy | Sustainability Report: Board Statement, page 9 | – |
| 2-23 | Policy commitments | Sustainability Report: Material topic: Corporate Governance, pages 53-55 Respective sections in the material topics | – |
| 2-24 | Embedding policy commitments | Sustainability Report: Material topic: Corporate Governance Respective sections in the material topics | – |
| 2-25 | Processes to remediate negative impacts | Respective sections in the material topics | – |
| 2-26 | Mechanisms for seeking advice and raising concerns | Sustainability Report: Material topic: Corporate Governance Whistle-blowing Policy, page 54 | – |
| 2-27 | Compliance with laws and regulations | Sustainability Report: Material topic: Socioeconomic Compliance Socioeconomic Compliance, page 55 | – |
| 2-28 | Membership associations | Not applicable | ACRO-HT does not have any memberships |

APPENDICES

| Disclosure Number | Disclosure Title | Report Section and Page Number | Omissions |
|--|--|--|---|
| GRI 2: General Disclosures 2021 | | | |
| Stakeholder Engagement | | | |
| 2-29 | Approach to stakeholder engagement | Sustainability Report: Stakeholder Engagement, page 11 | – |
| 2-30 | Collective bargaining agreements | Not applicable | All employees within the scope of this report are not covered by collective bargaining agreements as they are considered to be professionals. |
| GRI 3: Material Topics 2021 | | | |
| Disclosures on Material Topics | | | |
| 3-1 | Process to determine material topics | Sustainability Report: Materiality Assessment, pages 15-16 | – |
| 3-2 | List of material topics | Sustainability Report: Materiality Assessment, pages 16 | – |
| Corporate Governance | | | |
| 3-3 | Management of material topics | Sustainability Report: Material topic: Corporate Governance Corporate Governance, page 53 | – |
| 205-1 | Operations assessed for risks related to corruption | Sustainability Report: Material topic: Corporate Governance Corporate Governance, page 53 | – |
| 205-2 | Communication and training about anti-corruption policies and procedures | Sustainability Report: Material topic: Corporate Governance Corporate Governance, page 53 | – |
| 205-3 | Confirmed incidents of corruption and actions taken | Sustainability Report: Material topic: Corporate Governance Corporate Governance, page 53 | – |

APPENDICES

| Disclosure Number | Disclosure Title | Report Section and Page Number | Omissions |
|------------------------------------|--|--|---|
| GRI 3: Material Topics 2021 | | | |
| Economic Performance | | | |
| 3-3 | Management of material topics | Sustainability Report: Material topic: Economic Performance Economic Performance, pages 50-51 | – |
| 201-1 | Direct economic value generated and distributed | Sustainability Report: Material topic: Economic Performance Economic Performance, pages 50-51 | – |
| 201-2 | Financial implications and other risks and opportunities due to climate change | Sustainability Report: Material topic: Economic Performance Economic Performance, pages 50-51 | – |
| 201-3 | Defined benefit plan obligations and other retirement plans | Sustainability Report: Material topic: Economic Performance Economic Performance, pages 50-51 | – |
| 201-4 | Financial assistance received from the government | Not applicable | ACRO-HT did not receive financial assistance from the government in FY2025. |
| Energy and GHG Emissions | | | |
| 3-3 | Management of material topics | Sustainability Report: Material topic: Energy Energy and GHG Emissions, page 30 | |
| 302-1 | Energy consumption within the organization | Sustainability Report: Material topic: Energy Energy Consumption and Energy Intensity, page 32 | – |

APPENDICES

| Disclosure Number | Disclosure Title | Report Section and Page Number | Omissions |
|------------------------------------|--|--|---|
| GRI 3: Material Topics 2021 | | | |
| 302-2 | Energy consumption outside of the organization | NIL | <p>ACRO-HT currently does not collect energy consumption data outside its organizational boundary.</p> <p>In the future, ACRO-HT plans to engage a third-party to understand the energy consumption outside the organizational boundary.</p> |
| 302-3 | Energy intensity | Sustainability Report: Material topic: Energy Consumption and Energy Intensity, page 32 | – |
| 302-4 | Reduction of energy consumption | Sustainability Report: Material topic: Energy Consumption and Energy Intensity, page 32 | – |
| 302-5 | Reductions in the energy requirements of products and services | NIL | <p>Due to the management of a diversified portfolio with y-o-y fluctuations, the Managers are unable to provide specific numerical reductions in energy consumption that are directly tied to initiatives.</p> <p>This complexity makes it challenging to precisely isolate the impact of its reduction measures.</p> |
| 305-1 | Direct (Scope 1) GHG emissions | Sustainability Report: Material topic: Energy GHG Emissions and Emissions Intensity, page 33 | – |
| 305-2 | Energy indirect (Scope 2) GHG emissions | Sustainability Report: Material topic: Energy GHG Emissions and Emissions Intensity, page 33 | – |

APPENDICES

| Disclosure Number | Disclosure Title | Report Section and Page Number | Omissions |
|------------------------------------|---|--|--|
| GRI 3: Material Topics 2021 | | | |
| 305-3 | Other indirect (Scope 3) GHG emissions | NIL | Information unavailable. We recognise the importance of assessing and disclosing our scope 3 emissions and are committed to actively work towards collecting this information. |
| 305-4 | GHG emissions intensity | Sustainability Report: Material topic: Energy GHG Emissions and Emissions Intensity, page 33 | – |
| 305-5 | Reduction of GHG emissions | NIL | Information unavailable. We are committed to implementing initiatives to reduce GHG emissions. |
| 305-6 | Emissions of ozone-depleting substances (ODS) | Not applicable | ODS is not applicable to ACRO-HT's operations. |
| 305-7 | Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions | Not applicable | Nox and Sox are not applicable to ACRO-HT's operations. |
| Employment | | | |
| 3-3 | Management of material topics | Sustainability Report: Material topic: Employment Employment, page 38 | – |
| 401-1 | New employee hires and employee turnover | Sustainability Report: Material topic: Employment FY2025 Human Capital Data, pages 39-41 | – |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | Not applicable | Not applicable as all employees of ACRO-HT are full-time employees. |

APPENDICES

| Disclosure Number | Disclosure Title | Report Section and Page Number | Omissions |
|---------------------------------------|--|---|--|
| GRI 3: Material Topics 2021 | | | |
| 401-3 | Parental leave | Not applicable | Not applicable to as ACRO-HT's full-time employment contract does not include any entitlement to parental leave, and it is not covered by ACRO-HT's HR policy. |
| 405-1 | Diversity of governance bodies and employees | Sustainability Report: Material topic: Employment FY2025 Human Capital Data, pages 39-41 | – |
| 405-2 | Ratio of basic salary and remuneration of women to men | NIL | Confidentiality constraints. ACRO-HT is unable to disclose the ratio due to our highly competitive labour market. |
| Occupational Health and Safety | | | |
| 3-3 | Management of material topics | Sustainability Report: Material topic: Occupational Health and Safety Impact of Occupational Health and Safety ("OHS"), page 41 | – |
| 403-1 | Occupational health and safety management system | Sustainability Report: Material topic: Occupational Health and Safety Impact of Occupational Health and Safety ("OHS"), pages 41-45 | – |
| 403-2 | Hazard identification, risk assessment, and incident investigation | Sustainability Report: Material topic: Occupational Health and Safety Impact of Occupational Health and Safety ("OHS"), pages 41-45 | – |
| 403-3 | Occupational health services | Sustainability Report: Material topic: Occupational Health and Safety Impact of Occupational Health and Safety ("OHS"), pages 41-45 | – |

APPENDICES

| Disclosure Number | Disclosure Title | Report Section and Page Number | Omissions |
|------------------------------------|---|---|-----------|
| GRI 3: Material Topics 2021 | | | |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | Sustainability Report: Material topic: Occupational Health and Safety Impact of Occupational Health and Safety ("OHS"), pages 41-45 | – |
| 403-5 | Worker training on occupational health and safety | Sustainability Report: Material topic: Occupational Health and Safety Impact of Occupational Health and Safety ("OHS"), page 43 | – |
| 403-6 | Promotion of worker health | Sustainability Report: Material topic: Occupational Health and Safety Impact of Occupational Health and Safety ("OHS"), pages 41-47 | – |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked to business relationships | Sustainability Report: Material topic: Occupational Health and Safety Impact of Occupational Health and Safety ("OHS"), page 44 | – |
| 403-8 | Workers covered by an occupational health and safety management system | Sustainability Report: Material topic: Occupational Health and Safety Impact of Occupational Health and Safety ("OHS"), pages 41-45 | – |
| 403-9 | Work-related injuries | Sustainability Report: Material topic: Occupational Health and Safety Impact of Occupational Health and Safety ("OHS"), pages 44-45 | – |
| Training and Education | | | |
| 3-3 | Management of material topics | Sustainability Report: Material topic: Training and Education Training and Education, page 48 | – |
| 404-1 | Average hours of training per year per employee | Sustainability Report: Material topic: Training and Education Training and Education, pages 48-49 | – |

APPENDICES

| Disclosure Number | Disclosure Title | Report Section and Page Number | Omissions |
|------------------------------------|---|---|--|
| GRI 3: Material Topics 2021 | | | |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | Sustainability Report: Material topic: Training and Education Training and Education, page 48 | – |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | Sustainability Report: Material topic: Training and Education Training and Education, page 48 | – |
| Customer Health and Safety | | | |
| 3-3 | Management of material topics | Sustainability Report: Material topic: Customer Health and Safety Customer Health and Safety, page 50 | – |
| 416-1 | Assessment of the health and safety impacts of product and service categories | NIL | ACRO-HT references the HSE (Health, Safety, and Environment) policy of its sponsor, Acrophyte, and is committed to ensuring the health, safety, and security of all hotel guests. ACRO-HT will work towards providing more detailed information on this in the future. |
| 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | Sustainability Report: Material topic: Customer Health and Safety Customer Health and Safety, page 50 | – |
| Socioeconomic Compliance | | | |
| 3-3 | Management of material topics | Sustainability Report: Material topic: Socioeconomic Compliance Socioeconomic Compliance, page 55 | – |
| 2-27 | Compliance with laws and regulations | As described in GRI2-27 above | – |

APPENDICES

SGX CORE ESG METRIC INDEX

Our sustainability report aligns with SGX's 27 core ESG metrics, as summarized below:

| Topic | Metric | Unit | Framework Alignment | Page Number |
|----------------------------------|--|---|---|-------------|
| Environmental | | | | |
| Greenhouse Gas Emissions ("GHG") | Absolute emissions by: (a) Total; (b) Scope 1, Scope 2; and (c) Scope 3, if appropriate | tCO ₂ e | GRI 305-1, GRI 305-2, GRI 305-3, TCFD, SASB 110, WEF core metrics | 33 |
| | Emission intensities by: (a) Total; (b) Scope 1, Scope 2; and (c) Scope 3, if appropriate | tCO ₂ e/ organization-specific metrics | GRI 305-4, TCFD, SASB 110 | 33 |
| Energy Consumption | Total energy consumption | MWhs or GJ | GRI 302-1, TCFD, SASB 130 | 32 |
| | Energy intensity | MWhs or GJ/ organization-specific metrics | GRI 302-3, TCFD | 32 |
| Water Consumption | Total water consumption | ML or m ³ | GRI 303-5, SASB 140, TCFD, WEF core metrics | 35 |
| | Water intensity | ML or m ³ / organization-specific metrics | TCFD, SASB IF-RE-140a.1 | 35 |
| Waste Generation | Total waste generated | t | GRI 306-3, SASB 150, TCFD, WEF expanded metrics | 37 |
| Social | | | | |
| Gender Diversity | Current employees by gender | Percentage (%) | GRI 405-1, SASB 330, WEF core metrics | 40 |
| | New hires and turnover by gender | Percentage (%) | GRI 401-1, WEF core metrics | 40 |
| Age-Based Diversity | Current employees by age groups | Percentage (%) | GRI 405-1, WEF core metrics | 40 |
| | New hires and turnover by age groups | Percentage (%) | GRI 401-1, WEF core metrics | 40 |
| Employment | Total turnover | Number and Percentage (%) | GRI 401-1, SASB 310, WEF core metrics | 40 |
| | Total number of employees | Percentage (%) | Commonly reported metric by SGX issuers | 40 |

APPENDICES

| Topic | Metric | Unit | Framework Alignment | Page Number |
|------------------------------|--|------------------------------------|--|-------------|
| Development & Training | Average training hours per employee | Hours/No. of employees | GRI 404-1, WEF core metrics | 48 |
| | Average training hours per employee by gender | Hours/No. of employees | GRI 404-1, WEF core metrics | 48 |
| Occupational Health & Safety | Fatalities | Number of cases | GRI 403-9, WEF core metrics, MOM (Singapore), SASB 320 | 44 |
| | High-consequence injuries | Number of cases | GRI 403-9, WEF core metrics, MOM (Singapore) | 44 |
| | Recordable injuries | Number of cases | GRI 403-9, WEF core metrics, MOM (Singapore), SASB 320 | 44 |
| | Recordable work-related ill health cases | Number of cases | GRI 403-10, WEF expanded metrics, MOM (Singapore) | 44 |
| Governance | | | | |
| Board Composition | Board independence | Percentage (%) | GRI 102-22, WEF core metrics | 41 |
| | Women on the board | Percentage (%) | GRI 102-22, GRI 405-1, WEF core metrics | 41 |
| Management Diversity | Women in the management team | Percentage (%) | GRI 102-22, GRI 405-1, WEF core metrics, SASB 330 | 41 |
| Ethical Behavior | Anti-corruption disclosures | Discussion and number of standards | GRI 205-1, GRI 205-2, and GRI 205-3 | 53 |
| | Anti-corruption training for employees | Number and Percentage (%) | GRI 205-2, WEF core metrics | 43 |
| Certifications | List of relevant certifications | List | Commonly reported metric by SGX issuers | 57 |
| Alignment with Frameworks | Alignment with frameworks and disclosure practices | GRI/TCFD/SASB/SDGs/others | SGX-ST Listing Rules (Mainboard) 711A and 711B, Practice Note 7.6; SGX-ST Listing Rules (Catalist) 711A and 711B, Practice Note 7F | 4 |
| Assurance | Assurance of the sustainability report | Internal/External/None | SGX-ST Listing Rules (Mainboard) 711A and 711B, Practice Note 7.6; SGX-ST Listing Rules (Catalist) 711A and 711B, Practice Note 7F | 5 |

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