

ENDURING. EVOLVING. GROWING.

SUSTAINABILITY REPORT 2020





ARALOGOS
LOGISTICS TRUST

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Introduction

ABOUT ARA LOGOS LOGISTICS TRUST

Listed on the Singapore Exchange on 12 April 2010, ARA LOGOS Logistics Trust (“**ALOG**”) is a real estate investment trust (“**REIT**”) that invests in quality income-producing industrial real estate used for logistics purposes, as well as real estate-related assets in the Asia Pacific. ALOG is managed by ARA LOGOS Logistics Trust Management Limited (the “**Manager**”).

As at 31 December 2020, ALOG’s portfolio comprises 27 high quality logistics warehouse properties strategically located in established logistics clusters in Singapore and Australia. The portfolio has a total gross floor area of approximately 9.0 million square feet (“**sq ft**”) valued at approximately S\$1.28 billion.

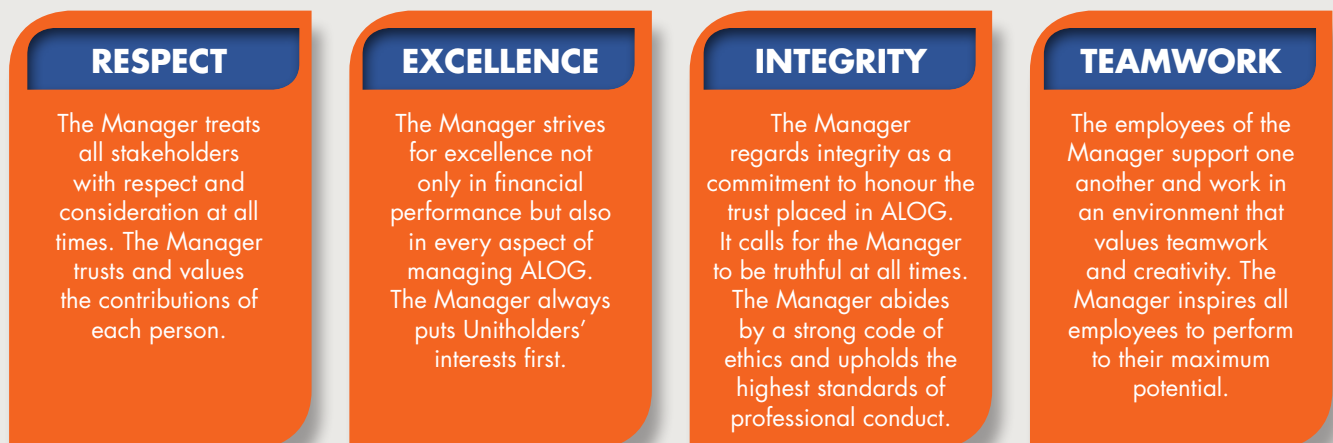
For more information, please visit <https://www.aralogos-reit.com/>.

ABOUT ARA LOGOS LOGISTICS TRUST MANAGEMENT LIMITED

ALOG is managed by ARA LOGOS Logistics Trust Management Limited (the “**Manager**”) and ARA LOGOS Property Management Pte Ltd (“**Property Manager**”) as its property manager. The Manager and Property Manager are both wholly-owned subsidiaries of LOGOS Group (“**LOGOS**”). ARA Asset Management Limited (“**ARA**” or the “**Group**”) is a majority shareholder of LOGOS, which operates as ARA’s global logistics real estate platform.

LOGOS is one of Asia Pacific’s leading logistics property groups with over 7.3 million square metre (“**sqm**”) of property owned and under development, and a completed assets under management (“**AUM**”) of S\$14.4 billion across 24 ventures, including ALOG. As a vertically integrated business, LOGOS manages every aspect of logistics real estate, from sourcing land or facilities, to undertaking development and asset management, on behalf of some of the world’s leading global real estate investors.

Figure 1: The Manager’s Core Values



ARA is a leading APAC real assets fund manager with a global reach. With S\$116 billion¹ in gross assets under management as at 31 December 2020, ARA offers value-added investment solutions in both public and private markets, managing listed and unlisted real estate investment trusts (**REITs**) and private funds in real estate, infrastructure and credit across 28 countries. As part of its investor-operator philosophy, the Group also operates a real estate management services division with local teams to manage its assets worldwide.

ARA’s multi-platform, multi-product global fund management business is driven by dedicated teams with in-depth market knowledge and local expertise in all countries where it operates and invests. The Group strives to work sustainably, is mindful of its impact on the environment, and aims to leverage technology to work smart and achieve better outcomes for its stakeholders. Built on a foundation of strong corporate governance and business integrity, ARA manages funds on behalf of many of the world’s largest pension funds, sovereign wealth funds and financial institutions.

For more information on ARA and LOGOS, please visit <https://www.ara-group.com> and <https://www.logosproperty.com>.

VISION, MISSION AND VALUES

ALOG’s vision is to provide its customers with the highest quality logistics real estate solutions in Asia Pacific.

Its mission is to deliver long-term sustainable growth in Distribution Per Unit and Net Asset Value per unit to its Unitholders. ALOG aims to continue to create value for all its stakeholders through building a strong portfolio and adopting the best practices in risk management, corporate governance and sustainability. The Manager adopts the core values of ARA and LOGOS Groups when conducting its day-to-day operational activities.

¹ Includes assets under management by ARA Asset Management Limited and the Group of companies (“**ARA Group**”) and its Associates.

BOARD STATEMENT

ALOG has built its organisation on a solid foundation of strong governance and operational excellence. With the publication of its first sustainability report in the financial year ended 31 December 2017 (“FY2017”), ALOG has since continued to improve the disclosures of its Environmental, Social and Governance (“ESG”) issues in its yearly sustainability reports.

This latest sustainability report for the financial year ended 31 December 2020 (“FY2020”) discloses ALOG’s performance against its key material ESG matters. The Manager conducts regular reviews and peer benchmarking exercises to ensure its sustainability strategy remains aligned with industry best practices.

The Board of Directors of the Manager (“Board”) drives ALOG’s commitment in value creation for all its stakeholders through building a strong portfolio of properties. ALOG endeavours to adopt best-in-class approaches to risk management, corporate governance and sustainability. The Board views this as a key part of ALOG’s responsibility to contribute to society, not just economically, but also through its ESG actions. This includes the Manager upholding its high standards of corporate governance, overseeing fair employment and ensuring the efficient use of resources to minimise environmental footprint across the portfolio.

The Board has approved ALOG’s material ESG matters and has determined their continued relevance for the current year. It has considered these sustainability issues as part of its strategic formulation and oversees the monitoring and management of all material ESG matters. The Board thus ensures that the Manager remains accountable for upholding ALOG’s commitment towards sustainability.



Introduction

ABOUT THIS REPORT

The Manager is pleased to present ALOG's sustainability report, published for FY2020. This report provides an overview of ALOG's ESG impacts and its ongoing efforts in achieving sustainable management of its logistics-related properties.

Sustainable Economic Value

By integrating ALOG's business strategies and operations with effective sustainability practices and policies, the Manager aims to achieve sustainable economic growth and long-term Unitholder value. Accordingly, this report reflects the interrelation between ALOG's sustainability policies, practices and performance, and its overall financial performance through the governance, socioeconomic and environmental perspectives.

For a detailed breakdown of ALOG's FY2020 financial results, please refer to the Operations and Financial Review section (pages 28 to 38) and Financial Statements (pages 102 to 174) in ALOG's Annual Report for FY2020 ("**FY2020 Annual Report**")

Reporting Framework

This report has been prepared in accordance with the Global Reporting Initiative ("**GRI**") Standards: Core option and the GRI Construction and Real Estate Sector Disclosures ("**CRES**D"), as well as the relevant requirements under the 2021 Global Real Estate Sustainability Benchmark ("**GRESB**")² Assessment. The GRI Standards are internationally recognised and widely used as a reporting framework globally. As such, the GRI Standards continue to be deemed most relevant for ALOG's sustainability reporting. Where applicable, reference is also drawn from the Sustainability Reporting Guide of the SGX-ST Practice Note 7.6 in meeting the primary components as set out in the SGX-ST Mainboard Listing Rule 711(B). Please refer to the GRI Content Index, attached at the end of this report for more information. In addition, this report together with other ESG information, will be submitted as part of ALOG's participation in the 2021 GRESB Assessment.

Reporting Period and Scope

The reporting period covered in this report is for FY2020, from 1 January 2020 to 31 December 2020 with relevant data from prior years for comparison. For environmental metrics, the report is focused on ALOG's portfolio of multi-tenanted properties, excluding any master lease / single-tenant properties where the Manager does not have control over the day-to-day operations. When such properties are converted to multi-tenanted leases, the Manager will include the relevant data in the reports going forward.

Unless otherwise stated, this report covers the performance of ALOG's portfolio of properties in Singapore and Australia. For environmental performance, ALOG uses the equity share approach to consolidate performance data from multi-tenanted assets in its portfolio based on ownership interests (see Table 1 for a full list of properties included in the consolidated environmental performance disclosures in this report. ALOG has full ownership of all properties in its portfolio). This approach, as outlined in the Greenhouse Gas Protocol ("**GHG Protocol**") Corporate Standard, allows us to better align our economic interests with our outward environmental impacts. Compared to ALOG's Sustainability Report FY2019, this year's reporting scope was expanded to cover five more multi-tenanted assets in Australia, in addition to the seven multi-tenanted Singapore assets included last year.

For socioeconomic and governance performance, this report covers the employees of the Manager, unless stated otherwise.

Assurance

The Manager has not sought external assurance for this reporting period. The Manager shall consider external assurance by independent professional bodies as our reporting practices mature over time.

Contact

The Manager values and welcomes feedback from stakeholders as they are integral to ALOG's sustainability reporting process. Please send any comments and/or suggestions on ALOG's reporting disclosures to alog-enquiry@ara-logos.com.

Table 1 Report Scope – Properties Included in this Report

Country	Property	Address
Australia	51 Musgrave Road	51 Musgrave Road, Coopers Plains, Queensland
	67-93 National Boulevard ³	67-93 National Boulevard, Campbellfield, Victoria
	41-51 Mills Road	41-51 Mills Road, Braeside, Victoria
	16-24 William Angliss Drive	16-24 William Angliss Drive, Laverton North, Victoria
	182-198 Maidstone Street	182-198 Maidstone Street, Altona, Victoria
Singapore	DHL Supply Chain Advanced Regional Centre (DSC ARC)	1 Greenwich Drive
	ALOG Cold Centre	2 Fishery Port Road
	ALOG Changi DistriCentre 2 ⁴	3 Changi South Street 3
	Pandan Logistics Hub	49 Pandan Road
	ALOG Changi DistriCentre 1	5 Changi South Lane
	ALOG Commodity Hub	24 Penjuru Road
	ALOG Gul LogisCentre	15 Gul Way



For more details on ALOG's property portfolio, please refer to the FY2020 Annual Report.

- GRESB is the environmental, social and governance benchmark for real assets. Working in collaboration with the industry, GRESB defines the global standard for sustainability performance in real assets, providing standardised and validated ESG data to the capital markets. More than 100 institutional investors, including pension funds and insurance companies, use GRESB data and analytical tools to optimize the risk/return profile of their investments. In 2020, more than 1,200 property companies, real estate investment trusts, funds, and developers participated in the Real Estate Assessment, representing USD 4.8 trillion assets under management. The Assessment covers more than 96,000 assets across 64 countries.
- Energy consumption data excludes 67-93 National Boulevard, which was not available at the time of this report.
- Announced proposed divestment on 22 April 2021.

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is a crucial part of ALOG's business and sustainability strategies. Regular engagements with stakeholders are conducted through various platforms. These engagements provide insights into stakeholders' concerns and allow them to raise any ESG-related issues.

In FY2020, as the COVID-19 pandemic forced countries and cities into lockdowns, we had to find new ways to effectively engage our stakeholders while adhering to local government requirements so as to continue safeguarding the health and safety of our stakeholders. For example, to engage with media and investors, we conducted our FY2020 Annual General Meeting ("AGM") via virtual means only. ALOG's approach towards stakeholder engagement activities for FY2020 is outlined in Table 2.

Table 2 Stakeholder Engagement

Stakeholder Group	Mode of Engagement	Frequency of Engagement	Key Interests by Stakeholder Group	ALOG's Responses in FY2020
Unitholders / Investors	Online investor conferences, virtual meetings and non-deal roadshows	Regular	Sustainable returns	Maintained proactive communication with the investment community to keep them updated on operational performance, business outlook and strategy.
	Announcements of distributions	Quarterly	Timely, transparent and accurate disclosures	
	Announcements of financial results and financial results briefings through teleconference	Half-yearly	Effective corporate governance	Please refer to page 24 and 25 of the FY2020 Annual Report for more information.
	Informative investor relations section of the corporate website	Throughout the year	Net asset value growth	
	Direct email and phone correspondences through a dedicated investor relations team	Throughout the year	Performance of assets	
	AGM conducted through virtual means	Annually		
	Publications including the Annual Report and Sustainability Report	Annually		
Existing and Prospective Tenants	Regular site visits	As necessary	Quality assets and services that cater to logistics needs	Pro-actively engaging tenants to understand their property-related issues and discuss where / how ALOG can provide real estate solutions to improve their businesses.
	Phone calls, notices and email correspondences	As required	Competitive rental rates	Progressively replacing outdated building fixtures with more energy- and water-efficient upgrades.
	Tenant engagement events (including social lunches, tenant survey and festive events)	Regular	Regular tenant engagement	Actively reviewing properties to identify asset enhancement initiatives ("AEIs") that can improve operations for existing and new tenants while generating higher income and value for ALOG.
	Meetings through teleconference	Ad-hoc / Regular		

Introduction

Stakeholder Group	Mode of Engagement	Frequency of Engagement	Key Interests by Stakeholder Group	ALOG's Responses in FY2020
Third-Party Service Providers	Meetings	Ad-hoc / Regular	Prompt payment according to deliverables	Adopted electronic payment processes and encouraged vendors to use them for faster payment processing.
	Phone calls and email correspondences	Ad-hoc / Regular	Cordial working relationship Efficient work processes and productivity	Post-completion / regular virtual meetings to obtain feedback and discuss how to improve ALOG-supplier interface and work processes.
Community	Social and community events	As appropriate	Create positive impacts in communities where we operate	The Manager, working closely with ARA and LOGOS groups, participated actively in employee volunteerism and other community engagement activities, which included the SGX Bull Charge Virtual Charity Run 2020 and ARA Partnership with LifeHouse SG and their volunteers to pack (i) 3,000 cheer packs for young patients at KK Women's and Children's Hospital and (ii) 16,000 care packs for cancer patients from the National Cancer Centre Singapore.
	Sponsorships	As appropriate		
	Media engagement	As appropriate		
	Scholarships	As appropriate	Help the vulnerable groups in society Foster strong community ties	
Employees	Employee satisfaction survey	Biennially	Good employee welfare and working environment	The Manager, along with the Group Human Resource ("HR") division of ARA Group, participated in training programmes and employee welfare events throughout the year.
	Employee appraisals	Biannually		
	Team building activities	Throughout the year		
	Training programmes and skills development	Regular	Fair employment practices	
	Orientation programme for new employees	Regular		
	Employee volunteering activities	Regular	Opportunities for career development and advancement Workplace health and safety Skills development and training	

Stakeholder Group	Mode of Engagement	Frequency of Engagement	Key Interests by Stakeholder Group	ALOG's Responses in FY2020
Government Agencies and Regulators	Participation in online industry forums	Regular	Compliance with rules and regulations	<p>The Manager continues to participate actively in dialogue and feedback sessions held by JTC Corporation and various industry associations for topics related to the REIT industry and the industrial sector.</p> <p>ALOG participates regularly in the Annual REITs Symposium as part of the ARA Group.</p> <p>The Group is represented in several industry bodies such as:</p> <ul style="list-style-type: none"> • Association of Real Estate Professionals; • Real Estate Investment Trust Association (REITAS); • Investor Relations Professionals Association Singapore; • Securities Investors Association (SIAS); • Property Council of Australia; • Real Estate Developers' Association of Singapore (REDAS); • Singapore Chinese Chamber of Commerce & Industry; • Singapore Green Building Council; and • Singapore Institute of Directors.
	Virtual meetings and dialogue sessions	As appropriate	Effective corporate governance	



223 Viking Drive, Wacol, Queensland, Australia

Introduction

MATERIALITY ASSESSMENT

The Manager determines material ESG-related matters that have significant impacts on ALOG and its various stakeholders. These issues influence the decision-making process of the stakeholders and consequently affect ALOG's achievement of short- and long-term goals. In FY2020, the Manager performed a review of ALOG's existing material matters. After evaluating

emerging sustainability issues in our business environment and concerns from our stakeholders, we reaffirmed that the current set of material matters continue to be relevant. The continued relevance of ALOG's material sustainability matters were reviewed and approved by the Board. Going forward, we plan to engage external stakeholders in our review of the material sustainability matters.

Table 3 Materiality Assessment Process

	FY2017 / 2018	FY2019	FY2020
Identification of Sustainability Matters	<p>A formal materiality assessment workshop was conducted by an independent Sustainability Consultant with active participation of key representatives from the Manager and the Property Manager to identify the sustainability matters most relevant and significant to ALOG's internal and external stakeholders.</p> <p>A list of potential sustainability matters and associated risks and opportunities was identified through:</p> <ul style="list-style-type: none"> • Peer benchmarking review of material matters • Identification of internal and external stakeholders • Discussion with key management representatives to understand their concerns, and the concerns of key external stakeholders with whom they communicate with. 		
Prioritisation	<p>These sustainability matters were then prioritised through an unbiased, anonymous electronic voting exercise. The following set of criteria was used to determine the significance of each matter:</p> <ul style="list-style-type: none"> • Relevance to ALOG's business model, strategies and outcomes • Likelihood and impact on the continuity of the business • Influence on decision-making processes of key internal and external stakeholders. 	<p>In the financial year ended 31 December 2019 ("FY2019"), the material matters were reviewed to ensure their relevance. This validation included a fresh peer benchmarking exercise to ensure ALOG's sustainability efforts are in line with industry best practice.</p>	<p>In FY2020, the material matters were reviewed to ensure their relevance to ALOG.</p>
Validation	<p>The results of the materiality voting exercise were further validated by benchmarking against other REIT Managers in the sector. Based on this validated list of material sustainability matters, the Manager put in place systems to incorporate sustainability across various business functions.</p>	<p>The continued relevance of ALOG's material sustainability matters were reviewed and approved by the Board.</p>	<p>The continued relevance of ALOG's material sustainability matters were reviewed and approved by the Board.</p>
Review	<p>A final materiality assessment was conducted to evaluate the relevance of the material matters to determine their impact on internal and external stakeholders. From the assessment, the Manager has distilled five most critical sustainability matters and three additional sustainability matters for reporting. These material sustainability matters were presented by the Sustainability Consultant at an ALOG Board Meeting and approved by the Board. A similar review was then repeated in the financial year ended 31 December 2018 ("FY2018").</p>		

High Priority (Material Sustainability Matters)			
Material Matters (In no particular order of importance)	Report Section	Materiality to ALOG	Topic Boundary
Corporate Governance	Governance	Good corporate governance is the foundation for a successful, trusted and respected business organisation. The Manager believes that an effective corporate governance culture is critical to its performance and the success of ALOG. Lapses in governance practices may lead to regulatory non-compliances, fines and non-monetary sanctions, and reputational damages.	By upholding a high standard of corporate governance, the Manager protects values for Unitholders who invest in ALOG on the SGX-ST.
Quality of Assets and Services	Quality of Assets and Services	The Manager believes that the quality of asset and property management services is critical to ensuring tenant satisfaction. High quality assets, along with regular upkeep and maintenance, attract and retain quality tenants. In achieving high rental and occupancy rates, the Manager strives to deliver sustainable returns to Unitholders.	By providing high quality logistics assets, the Manager enables its tenants in Singapore and Australia to operate smoothly and efficiently. Through the Manager's business relationship with its tenants, our high-quality assets and services are a part of an efficient logistics systems that enables the delivery of both essential and valuable goods to tenants' customers.
Tenant and Visitor Health, Safety and Security	Tenant and Visitor Health, Safety and Security	The health, safety and security of tenants and visitors is one of the main focuses of ALOG's long-term sustainability. A safe and healthy workplace ensures smooth operations for our tenants. Sufficient security measures protect our tenants' assets against losses or damages.	The Manager strives to protect the health and safety of its tenants and visitors within ALOG's properties in Singapore and Australia by adhering to strict health and safety standards.
Occupational Health and Safety	Occupational Health and Safety	We believe we have a moral responsibility to take good care of our people, especially during trying times like the year of 2020. A healthy workforce ensures the smooth operation of the organisation. Positive morale and job satisfaction also contribute directly to productivity.	The Manager protects the health and safety of its employees in Singapore by providing a conducive and safe workplace environment.
Energy Consumption and Carbon Footprint	Energy and Climate Change	Climate change is one of the most significant challenges facing our society today. As a major owner of logistics properties, ALOG can play a positive role in building sustainable and resilient logistics infrastructure. By investing in sustainable and climate-resilient assets, we enjoy cost savings from renewable energy sources while addressing climate-related regulatory and physical risks. Proactive responses to climate change also open up new business opportunities with potential tenants who are environmentally-conscious.	Our operations and tenants who lease our properties in Singapore and Australia consume electricity. Some of this electricity is generated from the combustion of fossil fuels that contributes to climate change. Some of our properties are also equipped with industrial cold rooms and freezers that are energy intensive.

Introduction

Chosen for Reporting (Additional Sustainability Matters)			
Security of Information	Security of Information	The ever-changing information technology (“IT”) landscape and emerging cyber threats pose risks and vulnerabilities to stakeholders’ confidential data and information. Any breakdown in IT controls can cause data breaches and result in significant legal and reputational costs to the organisation, in addition to potential loss of commercial secrets and competitive information.	The Manager has established IT controls and processes to safeguard the confidential information of stakeholders and specifically to comply with Singapore’s Personal Data Protection Act. Various IT controls are also implemented to prevent, detect and respond to threats concerning data security and confidentiality at ALOG’s properties. These controls include firewalls, server encryption and restricted access rights.
Employment Practices	Employee Well-being	Taking care of our people goes beyond providing them with a safe and healthy workplace. “Respect” being one of our core values, we believe every employee should be treated fairly and kindly. High employee satisfaction and fair employment practices help us retain talents.	The Manager promotes well-being of its employees by adopting fair employment practices and providing employment benefits.
Talent Development	Talent Development	The Manager believes that talent development and succession planning are crucial to ALOG’s long-term sustainability. Through training and development programmes, we help our employees gain relevant new skills and knowledge in an evolving economic environment. With these new skills and knowledge, we are able to address new challenges as we pursue our mission.	The Manager promotes career progress and development of its employees in Singapore.

In addition, the Manager recognises that to drive performance, it is necessary to have mid and long-term quantitative targets for ALOG’s material sustainability matters. In FY2020, the Manager reviewed and confirmed the relevance of all targets for Environmental, Governance and Social aspects.

A peer benchmarking exercise was also conducted to ensure that ALOG’s targets set are in line with industry standards. These targets were presented and approved by the Board and disclosed in the respective sections that follow.

Upholding Strong Governance

OUR APPROACH

Good corporate governance is the foundation for a successful, trusted and respected business organisation. The Manager strives to uphold the highest standards of corporate governance, integrity and accountability through sustainable governance based on its corporate governance framework.

The corporate governance framework comprises oversight of the Board, involvement of independent internal and external auditors, as well as an established system of policies, procedures and internal controls. In upholding the corporate governance standards, the Manager acts in the best interests of Unitholders to deliver regular and stable distributions and achieve long-term growth in the asset value of its properties.

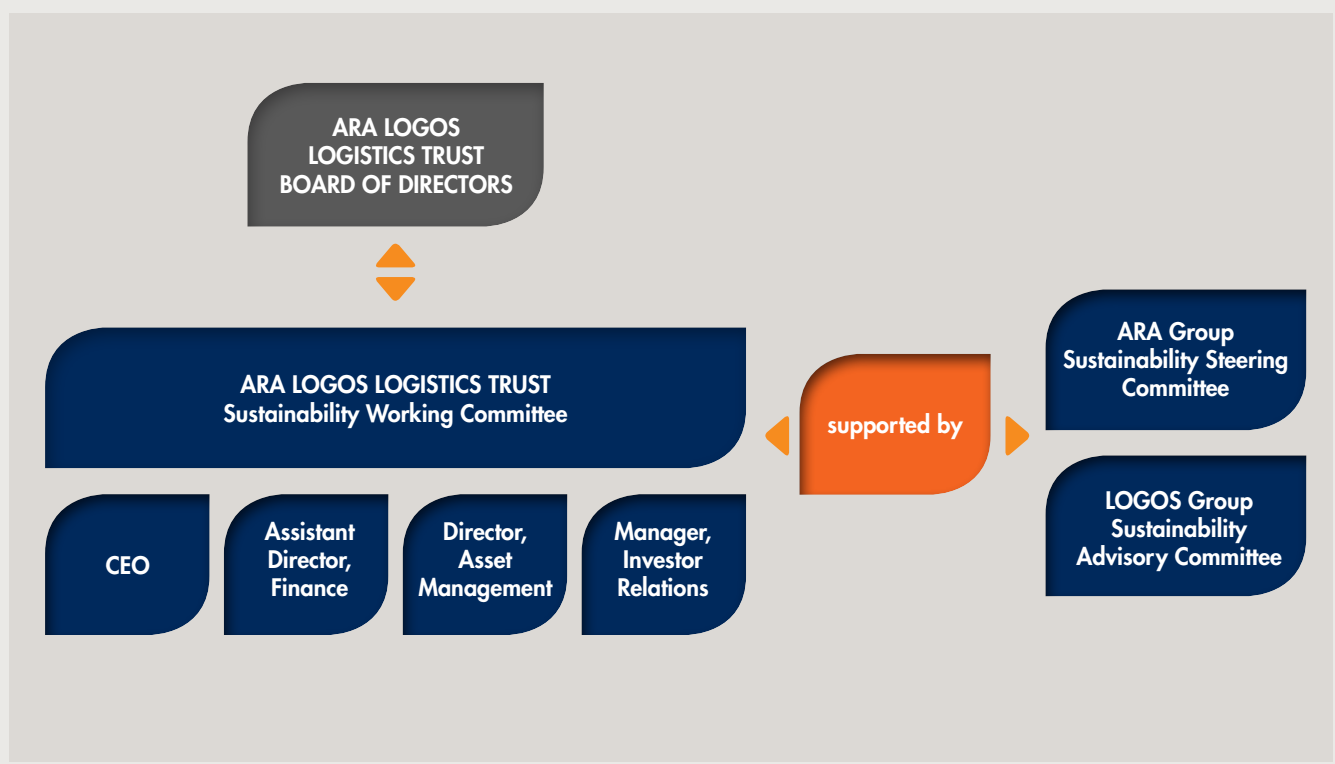
 For more details on ALOG’s Corporate Governance, please refer to the Corporate Governance section in the FY2020 Annual Report.

SUSTAINABILITY GOVERNANCE

The Manager has established an ALOG Sustainability Working Committee (the “Committee”), which consists of the Chief Executive Officer (“CEO”) and senior representatives from finance, investor relations and asset management functions. The Committee takes the lead in improving ALOG’s sustainability reporting practices, reviewing and updating performance targets and developing responsible business practices in accordance with ALOG’s sustainability strategy. The Committee’s role in ALOG’s sustainability governance is further supported by the ARA Group Governance & Sustainability team and LOGOS Group Sustainability Advisory Committee, who are responsible for implementing sustainability strategies across ARA and LOGOS Groups. The Committee reports to the Board at least once annually on ALOG’s sustainability performance.

The Manager has adopted both ARA and LOGOS Groups’ sustainability policies and implemented it through a set of ESG policies and procedures that are tailored for the management of logistics assets. Please refer to pages 12–13 on a summary of sustainability policies which apply to ALOG.

ALOG’s Sustainability Governance and Organisational Structure



Upholding Strong Governance

In FY2020, the Committee conducted an annual review on the effectiveness of ALOG's sustainability management system and concluded that robust policies and practices have been

in place to manage the key material matters identified. A list of ARA Group's sustainability policies adopted by ALOG is appended below.

ARA GROUP-LEVEL POLICIES ⁵	
Category	Topic
Governance	Anti-Money Laundering and Countering the Financing of Terrorism Authorisation Grid Board Diversity Board Performance Evaluation Code of Corporate Governance Code of Ethics Communications Compliance with ESG Laws and Regulations Crisis Management Cybersecurity Deal Allocation Enterprise Risk Management Governance Matrix Group Compliance Intellectual Property Rights Internal Code on Securities Dealing Outsourcing Shareholder Rights Staff Declaration Supplier Code of Conduct Treasury Valuation Whistle Blowing
Social	Community Development Diversity and Equal Opportunities Employment Labour Management Relations Performance and Career Development Personal Data Protection Quality of Assets and Services Stakeholder Engagement
Environmental	Biodiversity and Habitat Climate Change Energy Consumption and Management Environmental Management System GHG Emissions and Management Indoor Environmental Quality Material Sourcing and Sustainable Procurement Pollution Prevention Resilience to Catastrophe and Disaster Waste Management Water Consumption and Management

⁵ ARA Group has recently reviewed and updated its corporate policies on ESG topics to reflect new trends and developments in the business environment. The refreshed set of group-level policies took effect on 1 February 2021.

These policies are complemented by a set of LOGOS Group’s sustainability policies that are applicable to ALOG:

LOGOS GROUP-LEVEL POLICIES	
Sustainability Policy	LOGOS strives to create value for stakeholders through addressing material environmental, social and governance impacts from its operations and ensuring ethical leadership for organisational growth and success.
ICT Security Policy	The ICT Security Policy defines the security requirements for the proper and secure use of the information technology services in LOGOS to protect LOGOS information security and information technology, and its employees against security threats that could jeopardise privacy, reputation and business outcomes.
Health, Safety and Well-being Policy	LOGOS recognises that the health, safety and well-being of our people, external stakeholders, and communities in which we work, is essential to the success of our business. This extends to tenants, contractors, customers and visitors.

REGULATORY COMPLIANCE

The Manager seeks to uphold its ethical principles based on ARA’s core values of Respect, Excellence, Integrity and Teamwork in all its business activities. Accordingly, the Manager adopts a comprehensive Compliance Framework established by the ARA Group to ensure that ALOG fully complies with the relevant laws and regulations.

Working closely with ARA Corporate Division and external legal professionals on legal and regulatory matters, the Manager puts in place effective internal controls and procedures that embed Compliance into ALOG’s day-to-day operations. The Manager proactively consults relevant authorities such as the Monetary Authority of Singapore (“MAS”) and SGX-ST, and provides frequent feedback on regulatory regimes.

The Manager’s approach towards compliance is implemented through the following measures:

Compliance Control Self-Assessment

The Compliance Control Self-Assessment process evaluates the adequacy and effectiveness of internal controls addressing compliance risks in specific areas. It is certified annually by the Manager.

Training on the Latest Regulatory Developments

The Board and the Manager attend training workshops on updates to regulatory requirements, such as the Securities & Futures Act, Common Reporting Standards, MAS guidelines and regulations, Foreign Account Tax Compliance Act and Singapore Financial Reporting Standards. This is facilitated by the ARA Corporate Division and external professionals.

Monitoring


The Company Secretaries and Internal Auditors ensure that Board procedures are duly followed and regularly reviewed for compliance. Material non-compliances or weaknesses, together with recommendations for improvements, are reported to the Audit Committee.

Target and Performance

 **Perpetual Target**

 **Performance for FY2020**

ZERO validated cases of non-compliance with all relevant laws and regulations

 **Achieved**

Upholding Strong Governance

RISK MANAGEMENT

The Manager adopts a comprehensive approach towards risk management in safeguarding ALOG's assets against material losses. The Board, with the support of the Audit Committee ("AC"), has oversight over the Manager's system of risk management and internal controls. ALOG's Enterprise Risk Management ("ERM") framework covers the management of ALOG's strategic enterprise, operational, financial and compliance risks, whilst taking into consideration relevant ESG risks. The Manager reports updates to the risk profiles on a quarterly basis to the AC.

The Manager has adopted prudent investment strategies, effective asset management and proactive stakeholder engagement in managing its strategic risks. The aim is to balance risks and returns across its portfolio and achieve sustainable long-term growth. The Manager manages risks in day-to-day operations including human capital management. As such, the Manager has established policies on compensation, employee benefits and succession planning. In addition, the Manager has put in place various measures at ALOG's properties to manage operational risks related to quality of assets and services and health and safety.

The Manager also manages the financial risks related to ALOG's capital structure and financial position. Together with

ALOG's internal control activities, the ERM framework seeks to provide assurance in compliance with applicable laws and regulations in various jurisdictions. The Board is updated on ALOG's overall risk profile and key risk areas on a quarterly basis, including the assessment of internal controls and mitigating actions.

The Corporate Governance Report, found on pages 71 to 94 of the FY2020 Annual Report, sets out the corporate governance policies and practices that are in compliance with the principles of the Code of Corporate Governance.

ETHICAL BUSINESS CONDUCT

The Manager seeks to uphold its ethical principles based on ARA's core values of Respect, Excellence, Integrity and Teamwork and integrates them throughout its business operations. The Manager adheres to ARA's Governance Policies and measures put in place against fraud, corruption, insider trading and misuse of confidential information. All new employees are provided with training on the Governance Policies as part of the Manager's induction training, where emphasis is placed on zero tolerance towards wrongdoings and breaches. Existing staff annually reaffirm their declarations on compliance with the Codes, and any non-compliance will lead to disciplinary actions.



Target and Performance



Perpetual Target

ZERO validated cases of corruption, fraud and non-compliance with the policies



Performance for FY2020



Achieved

Delivering Exceptional Value

QUALITY OF ASSETS AND SERVICES

Our Approach

The Manager believes that the quality of asset and property services is critical to ensuring tenant satisfaction. High quality assets, along with regular upkeep and maintenance, attract and retain quality tenants. In achieving high rental and occupancy rates, the Manager strives to deliver sustainable returns to Unitholders.

The Manager has put in place a comprehensive investment and asset management policy. Strategically, it focuses on acquiring stable income-producing properties in locations with good logistics networks. It also constantly explores opportunities to enhance its portfolio assets and improve operational efficiency. The properties should be well-designed and up-to-date so that maintenance and capital expenditure will be lower as compared to older assets.

Relevant environmental and technical assessments are conducted on aspects such as structural safety, mechanical and electrical systems, and energy efficiencies. In its day-to-day management, the Manager works closely with the Property Manager to improve the sustainable performance of properties through maintenance and upgrading (i.e. asset enhancements). Regular feedbacks from tenants are gathered to better understand and meet their needs.

Asset Enhancement Initiatives ("AEIs")

- DSC ARC – ALOG has customised and converted 56,000 sq ft of ambient warehouse to air-conditioned space to accommodate the tenant's operational requirements for storage of temperature-sensitive healthcare products.
- ALOG Gul LogisCentre – ALOG carried out customisation of warehouse units to meet specific tenant requirements. Enhancements include upgrading from low tension to high tension power supply, installation of LED high bay lighting, relocating internal roller shutter openings, creating new parameter openings and an external ramp, building a raised platform and a new wall. These enhancements, which commenced in FY2020 and were completed in April 2021, helped ALOG secure a new lease with a major tenant, achieving a 100% occupancy rate for the property and secured higher rental income.

- ALOG Commodity Hub – As the main office block is fully leased out, ALOG converted the under-utilised office reception lobby into additional office spaces for tenants. This helped to secure leases for both office and warehouse spaces and increased ALOG Commodity Hub's lettable area.

The Manager aims to maintain a strong portfolio occupancy by delivering high-quality assets and services. In FY2020, the Manager's proactive asset management policy has added value to its tenants' operational efficiency, resulting in a high committed portfolio occupancy rate of 98.5% as of 31 December 2020 (31 December 2019: 95.3%). ALOG's Singapore portfolio occupancy rate of 98.7% was above the Singapore warehouse market's occupancy rate of 89.9% for warehouses.⁷

QUALITY OF SUPPLIERS

ALOG seeks to promote sustainability in its supply chain processes and appoint responsible and ethical suppliers. The Manager and Property Manager work closely with active suppliers in areas such as cleaning, security, pest control, waste disposal, landscaping, mechanical, electrical & plumbing maintenance, fire protection maintenance, general building works, electricity retailer etc. Potential vendors undergo a thorough procurement process which ensures that quality suppliers are selected based on their price, value, business ethics and compliance with applicable socioeconomic and environmental regulations. The relevant suppliers are required to provide information on their risk management plans in accordance with the workplace health and safety regulations and their track record in green projects and initiatives. Most of our suppliers in Singapore achieved bizSafe certification, whilst the Australian suppliers are subject to the independent third-party Property Manager's verifications. Every year, the Manager and Property Manager evaluate the performance of these suppliers based on the timeliness and quality of delivery, response time to queries, compliance with contract terms and conditions, tenant's feedback and regulatory licence. Suppliers who achieve overall satisfactory performance and above will remain on the approved vendor list, while suppliers with unacceptable performance are removed from vendor list and prohibited from providing services to ALOG in the future. Approved vendors will be invited for quotation or tender processes.



Target and Performance



Perpetual Target

Maintain a strong portfolio occupancy rate above the Singapore industrial average⁶



Performance for FY2020



Achieved

⁶ JTC island-wide warehouse sector.

⁷ JTC Quarterly Market Report Industrial Properties - 4Q 2020.

Delivering Exceptional Value

TENANT AND VISITOR HEALTH, SAFETY AND SECURITY

Our Approach

The health, safety and security of tenants and visitors is one of the main focuses of ALOG's long-term sustainability. The Manager actively upholds the maintenance and upkeep of the properties and responds swiftly to potential disruptions and challenges. As part of providing a safe workplace environment for its tenants and visitors, the Manager has installed Security Access control system (with access barriers and electromagnetic locks), closed-circuit televisions and deployed security guards at its properties.

As a key part of ALOG's "safety first" mindset, regular safety inspections are carried out by the Property Manager at the properties to prevent accidents or related health issues. For its multi-tenanted properties in Singapore, the Property Manager appoints a licensed pest control company to carry out weekly mosquito and monthly pest control.

ALOG's properties in Singapore comply with the Singapore Civil Defence Force ("SCDF") fire safety standards, with an Emergency Response Plan in place. Licensed security officers assigned from security firms patrol the properties regularly. In addition, a designated Fire Safety Manager ("FSM") is appointed for each property. Following SCDF guidelines, the FSM conducts two table-top exercises and two fire evacuation drills annually. A Fire Evacuation Drill report, including details on the evacuation procedures, list of participants, total time taken for the evacuation process and recommendations for improvements, is submitted to the Property Manager following every fire drill. The FSM also ensures that the fire-fighting system is well maintained and secured from tampering, while the properties' escape routes are clearly communicated to the tenants and are free of obstructions.

All licensed security officers contracted by ALOG in Singapore are certified under the Company Emergency Response Team

("CERT") Scheme, while some employees of the Property Manager have been specially trained as first responders. Together, they are responsible for preventing emergencies from escalating into major disasters at ALOG's properties. Extensive information on safety procedures and house rules are provided to tenants via the Tenant Handbook, which contains a detailed guide on instructions and rules for fitout works at their premises.

Regular site inspections, as well as external safety audits, are conducted regularly on a rotational basis to assess the effectiveness of safety standards and procedures. These audits identify and assess building integrity issues and potential safety lapses. Audit findings are followed up diligently by the Property Manager. Examples of follow-up actions include replacing faulty light fixtures and blurred mirrors. ALOG also engages professional structural engineers to conduct Periodic Structural Inspection every five years.

During the acquisition process, qualified professional consultants are appointed by the Manager to determine the health and safety characteristics of prospective properties. The consultants perform checks on the building's architectural plans, mechanical and electrical systems, fire compliance and structural integrity tests to uncover any potential health and safety issues.

In response to the COVID-19 pandemic, we stepped up our on-premises safety measures to protect the health of our tenants and visitors. To facilitate effective contact tracing, we supplemented our existing visitor logs with government mandated SafeEntry system at all Singapore properties. All visitors are required to go through temperature screening before entering the properties. We have also implemented additional cleaning and disinfection procedures, especially on high-touch surfaces such as lift buttons and hand grips. To facilitate good personal hygiene and minimise transmissions, we provide hand sanitiser in high traffic areas like lift lobbies.



Target and Performance



Perpetual Target

ZERO

validated cases of non-compliance with regulations and voluntary codes concerning health and safety across the properties

To conduct annual emergency response drills in preparation for any potential natural disaster or a black-out at its properties



Performance for FY2020



Achieved

Achieved. Instead of the usual emergency response drills which were cancelled in FY2020 due to the COVID-19 pandemic, a simulated table-top drill was carried out

Table 4 Incidents Concerning Health and Safety for All Properties

Incidents concerning health and safety at ALOG’s properties	FY2018	FY2019	FY2020
Non-compliance with regulations resulting in a fine or penalty	1	1	0
Non-compliance with regulations resulting in a warning	1	0	0
Non-compliance with voluntary codes	0	0	0

In FY2020, there were no incidents of non-compliance with regulations or voluntary codes concerning health and safety at ALOG’s properties.⁸

SECURITY OF INFORMATION

Our Approach

The ever-changing IT landscape and emerging cyber threats pose risks and vulnerabilities to stakeholders’ confidential data and information. Any breakdown in IT controls can cause data breaches and result in significant legal and reputational costs to the organisation. The Manager has established IT controls and processes to safeguard the confidential information of stakeholders and specifically to comply with Singapore’s Personal Data Protection Act.

Various IT controls are implemented to prevent, detect and respond to threats concerning data security and confidentiality at ALOG’s properties. These controls include firewalls, server encryption and restricted access rights. In addition, the ARA Group has established an IT Disaster Recovery Plan (“IT DRP”) that serves to minimise the Manager’s operational downtime

and data loss, while ensuring a stable and orderly recovery. Briefings are held on a periodic basis to familiarise employees with the IT DRP procedures. Regular IT DRP exercises are carried out to simulate a disaster scenario where participants are relocated to an offsite centre with ready access to IT systems and restored database and files from the cloud backup.

In FY2020, when the COVID-19 pandemic struck, the high level of preparedness and resilience in the IT systems allowed all employees of the Manager to work from home while ensuring continued operations of critical supply chain and logistics infrastructures. To address emerging cybersecurity threats, employees of the Manager and the Property Manager received additional IT security trainings specifically tailored for remote working arrangements. These trainings are also integrated into LOGOS’ Compliance Training calendar which requires every employee to attend one refresher session every year.

Target and Performance

Perpetual Target	Performance for FY2020
ZERO data breaches	✓ Achieved
ZERO validated cases of non-compliance with the Personal Data Protection Act (“PDPA”)	✓ Achieved

8 In April 2021, the Manager received a notice from Singapore National Environment Agency (“NEA”) regarding mosquito breeding detected during a routine inspection of 2 Fishery Port Road in October 2020. The Manager has instructed the property manager to conduct a thorough investigation and implement corrective actions to rectify the situation, pending final enforcement decisions from NEA.

Human Capital

Human capital and development is a key part of ALOG'S growth strategy. This is achieved by continuously engaging and developing all employees through five main strategic focuses as described below:

1. Talent Strategy and Planning: Enhance internal talent bench strength to support business growth through talent development and retention.
2. Talent Acquisition: Hire the right talent and profile to grow with the organisation.
3. High Performance Culture: Build a high-performance culture that drives the individual and corporation to achieve superior results.
4. Employee Connectivity and Engagement: Enhance employee connectivity and engagement through creating a family-oriented culture within an MNC environment.
5. Business Driven: Align Human Resources ("HR") framework with business needs and place it in the centre of business growth.



EMPLOYEE PROFILE

The Manager, as guided by ARA's and LOGOS' HR practices, believes strongly in investing in its people and creating an inclusive, diverse and collaborative workplace. The Manager, focusing on employee wellness, talent development and occupational health and safety, strives to become an employer of choice. The Manager has provided stable employment since its listing with no layoff through redundancy. ALOG's staff turnover rate is low despite the competitive nature of the fund management industry.

As at 31 December 2020, the Manager employs 13 full-time, permanent employees (the Manager employed 12 full-time permanent employees as at 31 December 2019). The Manager has maintained a diverse workforce in terms of age and gender, where majority of the employees are within the 31 to 50 years age group with good gender balance of male and female employees. The Manager currently has no part-time or fixed term / contract / temporary employees and all employees of the Manager are based in Singapore. In addition, all significant activities of the Manager are performed by its employees. There is no significant variation in the total number of employees during the reporting period.

Table 5 Number of employees by Gender, Age Group and Category⁹

	Gender	Male			Female		
	Age group	Less than 30 years old	30-50 years old	More than 50 years old	Less than 30 years old	30-50 years old	More than 50 years old
Employee category	Executive	0	0	0	2	1	0
	Middle Management	0	1	0	0	4	0
	Senior Management	0	1	2	0	2	0

Table 6 Number and Rate of New Hires During FY2020, by Gender and Age Group¹⁰

	Gender	Age group		
		Less than 30 years old	30-50 years old	More than 50 years old
	Male	0 (0.0%)	0 (0.0%)	0 (0.0%)
	Female	0 (0.0%)	2 (15.4%)	0 (0.0%)

Table 7 Number and Rate of Employee Turnover During FY2020, by Gender and Age Group¹⁰

	Gender	Age group		
		Less than 30 years old	30-50 years old	More than 50 years old
	Male	0 (0.0%)	0 (0.0%)	1 (7.7%)
	Female	0 (0.0%)	0 (0.0%)	0 (0.0%)

⁹ For more details on the Management and Property Management Team, please refer to Pages 20 to 23 in the FY2020 Annual Report.

¹⁰ All employees, new hires and turnovers are based in Singapore.

Human Capital

EMPLOYEE WELL-BEING

The Manager supports fair employment practices and abides by all applicable employment laws and regulations, such as the Employment Act and the Central Provident Fund Act in Singapore. The Manager has also signed a pledge with the Tripartite Alliance for Fair & Progressive Employment Practices (“TAFEP”) and embraces diversity by hiring talent from different backgrounds and provides equitable opportunities to its employees. All employees are provided with the Employee Handbook which details its human resource policies, employment terms, benefits and entitlements.

The Manager’s employees, regardless of position, age and gender are entitled to benefits such as life insurance, health care, disability and invalidity insurance coverage, compassionate leave, marriage leave, retirement provision and parental leave.

Regular employee satisfaction surveys are conducted to understand the employees’ needs and concerns. In the recent Wellness Survey conducted, a preference for flexi-work hours and more team building exercises was highlighted. In response, ARA Group introduced flexible working hours arrangements. Going forward, similar surveys will be conducted to gauge employees’ satisfaction and hear their suggestions.

In FY2020, due to restrictions on social gatherings, the Manager was not able to organise large in-person social events, sports and fitness programmes or team-building activities. Using online platforms, however, health and well-being are promoted at LOGOS through a number of resources, starting with the Employee Assistance Program (EAP) service which is accessible to each region where LOGOS has a presence in.

Through these forums, various local and group wide well-being programs were conducted to enhance connectivity across the teams as well as to provide some personal health focus. These social and activity-based programs include:

- Remote working health and well-being program, which was held over the course of nine weeks. The program provided employees and their families access to weekly personal training sessions run via video conference, nutritional publications and tailored physiotherapy tutorials to promote comfortable working from home arrangements.
- Mental well-being initiative to provide access to the practice of mindfulness through a company-funded subscription to a recognised meditation and mindfulness app.
- The launch of the LOGOS Health and Well-being Intranet site, which was established as centralized data point of useful resources, including how to work from home with kids and educational resources for home-based learning.

The Manager understands the importance of maintaining a sense of connectedness to promote mental well-being and found innovative ways to connect our employees. Technology has bridged the distance by enabling effective virtual communications during lockdown. Business units have adapted to the new working environment and keeps everyone connected through daily team meetings, virtual coffee catch-up, and weekly company updates. ARA’s weekly newsletter, InsideARA - Staying Connected, keeps all our staff engaged and united during this difficult time. Employees shared stories on coping with the pandemic and lockdowns in their respective countries, reminding one another that we are all in this fight together. We also shared tips and resources to maintain our mental and physical wellness.

Target and Performance

Perpetual Target

ZERO validated cases of non-compliance with employment regulations or acts concerning employee rights

Performance for FY2020

 **Achieved**

TALENT DEVELOPMENT

Our Approach

The Manager believes that talent development and succession planning are crucial to ALOG's long-term sustainability and adopts the ARA Performance and Career Development Policy. This policy details a well-structured employment category and grading system which provides career progression opportunities, job rotation and training.

Adopting an Open Appraisal System, the CEO and Heads of Departments ("HODs") meet the employees for a face-to-face discussion on their individual performance, areas of responsibilities and improvement. To promote a responsible culture, the Manager also integrates performance towards ESG targets in the employee remuneration incentive structure.

A mid-year review session is conducted to provide feedback and guidance to employees. High performers are identified and groomed for potential leadership positions. The Manager believes in investing in learning and development initiatives to build a competent team that will drive the long-term success of ALOG. The ARA Group's HR department works closely with the CEO and HODs to identify the learning needs of employees based on each individual's performance appraisal and the ARA Competency Framework of Self Mastery, People Skills, Strategic Alignment and Business Alignment.

The ARA Group's HR department supports the Manager with suitable training programmes where employees are kept updated on their individual training needs and the relevant courses to attend. A bi-annual training newsletter is also circulated to all staff to keep them informed of the latest training trends and developments.



Target and Performance



Perpetual Target

26 average training hours per employee annually, through implementation of an e-training module which allows employees to apply for courses and track their training progress



Performance for FY2020



Achieved

In FY2020, the Manager surpassed its target with an average of 35.4 training hours per employee (FY2019: 40.4 hours). The decrease in average training hours can be partly attributed

to the unavailability of in-person training sessions due to COVID-19 safety measures. In addition, all employees received regular performance and development reviews in FY2020.

Table 8 Average Number of Employee Training Hours by Gender

Gender	2018	2019	2020
Male	40.5	40.0	42.6
Female	50.3	40.7	32.2

Table 9 Average Number of Employee Training Hours by Employee Category

Employee category	2018	2019	2020
Executive	55.1	37.3	35.3
Middle Management	51.5	47.7	28.9
Senior Management	37.6	38.6	42.0

Human Capital

OCCUPATIONAL HEALTH AND SAFETY

Our Approach

The Manager values the health, safety and well-being of its employees as positive morale and job satisfaction contribute directly to productivity. In line with the Tenant and Visitor Health, Safety and Security initiatives mentioned, the Manager actively promotes a safety culture with a focus to provide a safe workplace, free of injury. The Manager is committed to providing a healthy and safe environment for its employees and seeks to ensure that operations comply with the relevant Occupational Health and Safety regulations.

As part of the LOGOS Group, we have proactively implemented an occupational health and safety (“OHS”) management framework that meets the legal requirements in countries where we operate and is designed to mitigate or minimise known OHS risks across the business. Policies and elements of the framework are driven from the Group Health, Safety and Wellbeing Policy and integrated into key business functions.

To effectively identify and eliminate work-related hazards and minimise OHS risks, LOGOS has established an internal HSE team, led by the Group Head HSE & Sustainability. The Manager is directly supported by the Head of HSE, SEA, on the implementation of the LOGOS Health and Safety Management Framework. To supplement internal HSE expertise, qualified external parties are engaged to conduct independent risk assessments and audits. Outcomes of inspections, incident investigations and audits are collated within a regional / group level and discussed within the Group HSE Committee. This committee represents each operational region and function and

initiates sub-committees to execute key workstreams identified through audit and investigation outcomes. Individual HSE KPIs, including implementation of HSE initiatives, are assigned to each leader and employee.

To promote awareness of OHS topics and maintain competency levels, Group HSE training is delivered to all employees on an annual basis. This training includes an overview of the LOGOS Risk Profile, the Health and Safety Management Framework, how to report incidents and health and safety obligations and responsibilities / KPIs of individuals.

To prevent and mitigate OHS impacts in our supply chain, the Manager has established proactive HSE auditing and inspection schedules across its key operations. In engagements with suppliers and service providers who hold health and safety obligations, we include risk mitigation obligations within contractual documents.

In FY2020, one of our key OHS focus is protecting workers from contracting COVID-19 in workplaces. As part of our OHS Management Measures, we provided oral thermometers for all employees to proactively monitor their health and earpieces to ease their transitions into remote working arrangements. For those workers who need to be in the office physically, we have instituted flexible working arrangements to reduce office capacities and promoted social distancing.

As at 31 December 2020, all 13 employees of the Manager are covered by the LOGOS OHS Management Framework. The LOGOS OHS Management Framework is reviewed for its suitability and against legislative requirements periodically.



Target and Performance



Perpetual Target

ZERO cases of serious work-related injuries¹¹



Performance for FY2020

✓ Achieved

¹¹ Work-related injuries that result in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.

Managing Environmental Impacts

ENERGY AND CLIMATE CHANGE

Our Approach

The Manager actively seeks to improve the energy efficiency of the properties to reduce carbon footprint and utilities costs. The Manager and Property Manager continues to increase its efforts towards raising environmental awareness as well as encouraging and educating the tenants about energy saving practices.

ALOG's Initiatives and Actions for Energy and Emission Management

- Dialogues and discussions with tenants to highlight key benefits of reduced and responsible energy usage
- Equipping properties' fixtures with energy efficient technology, including retrofitting of energy-saving LED lighting and low emissivity glass for windows
- Utilising motion sensors that will turn off non-essential or idle facilities, including lighting, elevators, etc
- Utilising historical usage data analysis to monitor its properties' energy usage
- Minimising reliance on equipment with heavy energy consumption and shifting towards energy efficient designs

In addition, the Manager encourages environmental practices among tenants and suppliers by including environmental issues in business discussions and initiatives. Employees are also educated, trained and motivated to carry out tasks in an environmentally responsible manner. Examples include reminders to tenants and employees to turn off all lights and electrical devices when not in use.



Target and Performance



Perpetual Target

To reduce carbon emission intensity by 3% for multi-tenanted buildings in Singapore and increase annual green energy consumption to at least 1.5 million kWh by FY2023 (using the FY2018 multi-tenanted buildings portfolio emissions as the baseline)



Performance for FY2020



On track

Our Performance

In FY2020, the Manager complied with all relevant environmental standards. The environmental scope for this sustainability report includes the reported building energy consumption in common and tenants' leased areas. This approach was maintained for the data reported in ALOG's report.

In the reporting period from 1 January 2020 to 31 December 2020, ALOG's total energy consumption and energy intensity was 50.83 GWh and 9.07 kWh/sq ft respectively. For multi-tenanted assets in Singapore, the total energy consumption in FY2020 was 49.25 GWh, with an energy consumption intensity of 10.78 kWh/sq ft. For multi-tenanted assets in Australia, the total energy consumption in FY2020 was 1.58 GWh, with an energy consumption intensity of 1.52 kWh/sq ft¹². Australia properties' energy consumption intensity are lower as compared to that of Singapore as they are mainly ambient, and there are insignificant air-conditioned space. ALOG's electricity consumption increased slightly by 0.31% from 50.67 GWh in 2019¹³ to 50.83 GWh in 2020. This increase in electricity consumption was mainly due to the inclusion of multi-tenanted assets in Australia, partially offset by the reduction in logistics activities and building usage due to the COVID-19 pandemic.

ALOG's total energy intensity decreased from 12.30 kWh/sq ft in FY2019 to 9.07 kWh/sq ft in FY2020, mainly due to the combined effects of the COVID-19 pandemic and the inclusion of Australian assets that are less energy intensive than the Singapore portfolio.

Similarly, ALOG's market-based Scope 2 indirect GHG emissions increased from 20.75 kilotonnes of CO₂ in 2019 to 21.17 kilotonnes of CO₂ in 2020¹⁴, but GHG intensity decreased by 24.95% from 5.03 kg CO₂/sq ft to 3.78 kg CO₂/sq ft. As above, this has been mostly due to the inclusion of less energy intensive Australian assets and the increased use of renewable energy from solar. There is no Scope 1 direct GHG emission as there are no emissions from sources that are owned or controlled by ALOG (e.g. burning of natural gas or diesel fuel at the properties). In FY2020, ALOG utilised 1,200 MWh of solar energy as a form of green energy consumption, equivalent to a saving of 490 tonnes of carbon emissions which approximate 260 typical 4-room HDB flats for one year. This solar energy is reflected in the market-based Scope 2 GHG emissions as nil.

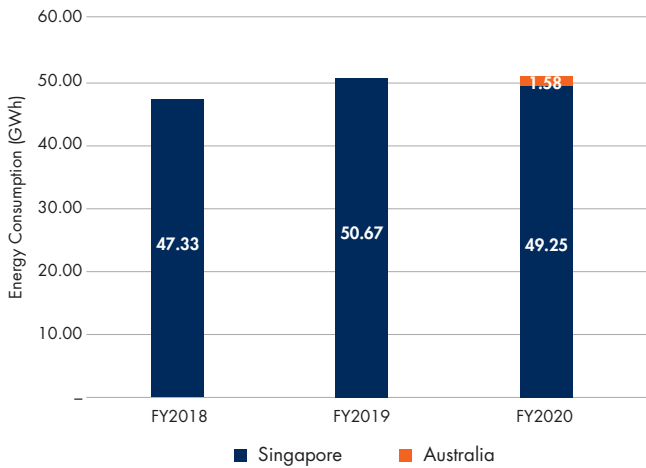
¹² Energy consumption data excludes 67-93 National Boulevard, which was not available at the time of this report.

¹³ FY2019 energy consumption and energy intensity have been restated due to revision in ALOG Commodity Hub's reported electricity data for comparability. As a result, the corresponding GHG emissions and GHG emissions intensity were also restated.

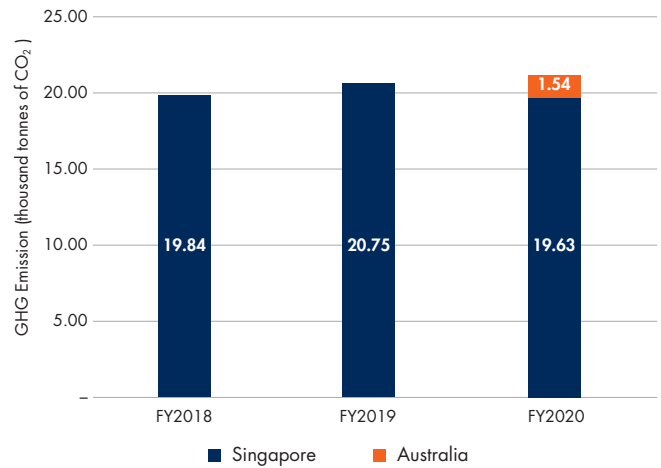
¹⁴ ALOG's location-based Scope 2 GHG emission is 21.66 kilotonnes of CO₂ for FY2020.

Managing Environmental Impacts

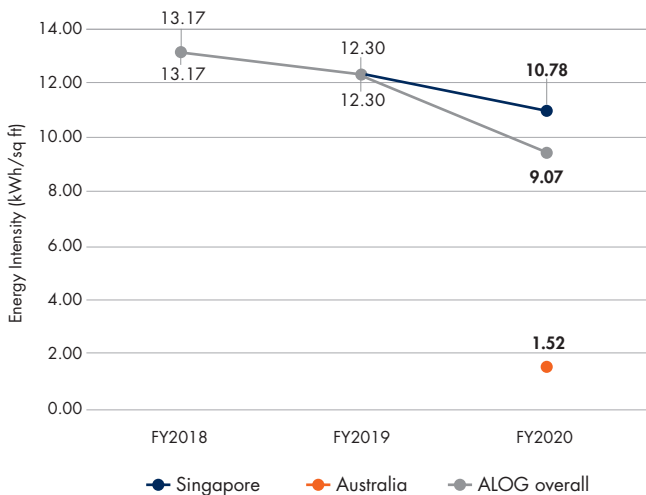
MULTI-TENANTED ASSETS ENERGY CONSUMPTION



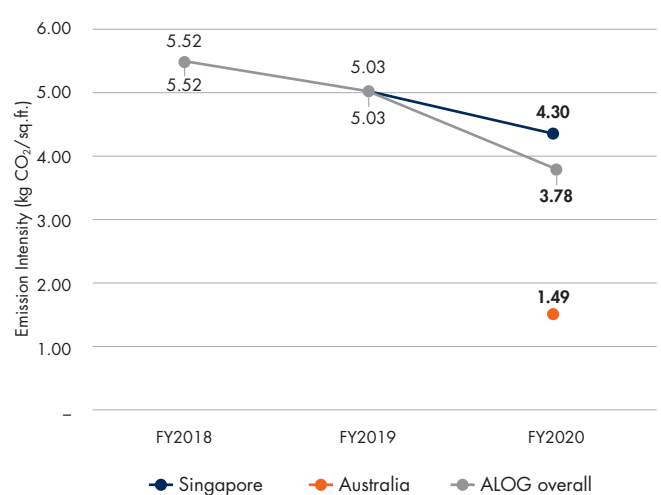
MULTI-TENANTED ASSETS SCOPE 2 GHG EMISSIONS (Market-based)



MULTI-TENANTED ASSETS ENERGY INTENSITY



MULTI-TENANTED ASSETS SCOPE 2 GHG EMISSIONS INTENSITY (Market-based)



Although the target set of 3% reduction in carbon emission intensity for multi-tenanted buildings in Singapore from FY2018 baseline has been achieved, the Manager will continue monitoring the performance of both Singapore and Australia assets and review the target next year, as more properties are added to the reporting scope. In consuming

1.2 million kWh of solar energy in FY2020, ALOG is also on track in achieving the target of at least 1.5 million kWh green energy consumption by FY2023. Nevertheless, ALOG will continue to work with tenants to enhance energy efficiencies, in view of their business needs and usage.

Methodological Review

This section explains the key definitions and methodologies applied for ALOG's sustainability report. These are adapted in the context of the GRI Standards Glossary and the

Reporting Requirements, Recommendations and Guidance set out in the respective disclosures and various authoritative intergovernmental instruments.

SOCIAL

Employee

Employees are defined as individuals who are in an employment relationship with the Manager.

New hires and turnover

Employee movement within each financial year is recorded and presented as at year-end headcount.

New hires are defined as new employees that have joined the Manager during the year.

Turnover is defined as all employees that have left the Manager voluntarily, or due to dismissal, retirement or death in service during the year.

Training hours

Average training hours per employee is the total number of training hours provided to employees, relative to the total number of employees, during the year.

Average training hours per female / male employee is the total number of training hours provided to female / male employees, relative to the total number of female / male employees, during the year.

Average training hours per employee category is the total number of training hours provided to each category of employees, relative to the total number of employees in the category, during the year.

ENVIRONMENT

Consolidation approach

The equity share approach, as outlined in the GHG Protocol Corporate Standard, is used to determine organisational boundaries for ALOG's environmental reporting.

For GRESB 2021 submission, the whole building energy consumption, water consumption, GHG emissions and waste generation data are summarised below:

Energy consumption within the organisation

Purchased electricity is a significant form of energy that ALOG's properties consume and it is expressed in gigawatt hours (symbol: GWh).

Energy intensity

The ratio of energy consumed relative to total occupied area (including common floor area) in square feet (symbol: kWh/sq ft).

GHG emissions

This report discloses indirect Scope 2 GHG emissions for ALOG's properties.

Scope 2 GHG emissions are emissions that result from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organisation. In the scope of reporting, this only relates to purchased electricity and is expressed in kilotonnes of CO₂. With the adoption of onsite solar energy in our operations, we used both location- and market-based methods to calculate Scope 2 GHG emissions. The location-based method reflects the GHG emissions of the grids on which energy consumption occurs, whereas the market-based method accounts for the amount of solar energy we consumed through contractual agreements with SembCorp Industries. In Singapore, the emission factor used for GHG emissions in FY2020 is the grid emission factors for 2019 (Operating Margin: 0.4085 kg CO₂/kWh) which is the latest estimate, obtained from *Singapore Energy Statistics 2020* published by the Energy Market Authority of Singapore. The emission factor used for GHG emissions in FY2018 and FY2019 is based on the 2018 grid emissions factor (Operating Margin: 0.4188 kg CO₂/kWh) published in *Singapore Energy Statistics 2019*. For assets in Australia, state-level grid emission factors are taken from *Australian National Greenhouse Accounts* published in October 2020.

GHG emission intensity

This is the ratio of GHG emissions relative to total occupied area (including common floor area) in square feet (symbol: kg CO₂/sq ft).

Property type	Total energy consumption (MWh)	Total on-site and off-site renewable energy consumption (MWh)	Market-based Scope 2 GHG emissions (tonnes of CO ₂)	Location-based Scope 2 GHG emissions (tonnes of CO ₂)	Total water consumption (cubic meter)	Total waste generated (tonnes)
Industrial: Distribution Warehouse	61,973	1,200	26,533	27,023	121,043	1,343

GRI Content Index

Topic	GRI Standards	Disclosure Number	Disclosure Title	Report Section	Page Number	
General Disclosure	GRI 102: General Disclosure 2016	Organisational Profile				
		102-1	Name of the organisation	About ARA LOGOS Logistics Trust	2	
		102-2	Activities, brands, products, and services	About ARA LOGOS Logistics Trust	2	
		102-3	Location of headquarters	The address of the REIT Manager is as follows: ARA LOGOS Logistics Trust Management Limited 50 Collyer Quay, #05-05 OUE Bayfront, Singapore 049321 Tel: (65) 6491 0088 Fax: (65) 6491 0050	-	
		102-4	Location of operations	About ARA LOGOS Logistics Trust	2	
		102-5	Ownership and legal form	About ARA LOGOS Logistics Trust	2	
		102-6	Markets served	About ARA LOGOS Logistics Trust	2	
		102-7	Scale of the organisation	About ARA LOGOS Logistics Trust	2	
				Employee Profile	19	
		102-8	Information on employees and other workers	Employee Profile	19	
		102-9	Supply chain	Quality of Suppliers	15	
		102-10	Significant changes to the organisation and its supply chain	On 5 March 2020, ARA announced the completion of the acquisition of a majority stake in LOGOS, and LOGOS will now operate as ARA's global logistics real estate platform. As part of the transaction, ARA has successfully transferred its holdings in the Manager and ARA LOGOS Logistics Trust (formerly known as Cache Logistics Trust) to LOGOS and will continue to retain control of the Manager via LOGOS.	-	
		102-11	Precautionary Principle or approach	Risk Management	14	
		102-12	External initiatives	None	-	
		102-13	Membership of associations	Stakeholder Engagement	7	
		Strategy				
		102-14	Statement from senior decision-maker	Board Statement	3	
Ethics & Integrity						
102-16	Values, principles, standards, and norms of behavior	Vision, Mission and Values	2			

Topic	GRI Standards	Disclosure Number	Disclosure Title	Report Section	Page Number	
General Disclosure	GRI 102: General Disclosure 2016	Governance				
		102-18	Governance structure	Refer to Corporate Governance report in the FY2020 Annual Report	–	
				Sustainability Governance	11	
		102-22	Composition of the highest governance body and its committee	Refer to Corporate Governance report in the FY2020 Annual Report	–	
		102-23	Chair of the highest governance body	Refer to Corporate Governance report in the FY2020 Annual Report	–	
		102-24	Nominating and selecting the highest governance body	Refer to Corporate Governance report in the FY2020 Annual Report	–	
		102-25	Conflicts of interest	Refer to Corporate Governance report in the FY2020 Annual Report	–	
		102-29	Identifying and managing economic, environmental, and social impacts	Materiality Assessment	8	
		102-32	Highest governance body's role in sustainability reporting	Board Statement	3	
				Sustainability Governance	11	
		Stakeholder Engagement				
		102-40	List of stakeholder groups	Stakeholder Engagement	5–7	
		102-41	Collective bargaining agreements	Due to the Manager's small number of employees, a collective bargaining agreement is not feasible.	–	
		102-42	Identifying and selecting stakeholders	Materiality Assessment	8	
		102-43	Approach to stakeholder engagement	Stakeholder Engagement	5–7	
		102-44	Key topics and concerns raised	Stakeholder Engagement	5–7	
		Reporting Practice				
		102-45	Entities included in the consolidated financial statements	About This Report Please refer to Pg 107–110 of ALOG's FY2020 Annual Report.	4	
		102-46	Defining report content and topic Boundaries	Materiality Assessment	8–10	
		102-47	List of material topics	Materiality Assessment	8–10	

GRI Content Index

Topic	GRI Standards	Disclosure Number	Disclosure Title	Report Section	Page Number
GRI 102: General Disclosure 2016	General Disclosure	102-48	Restatements of information	In FY2020, following restatements of information were made: 1. Total energy consumption previously disclosed in FY2019 report as 49.8 GWh in 2019 has been restated as 50.67 GWh due to a correction of electricity consumption data. As a result, the total energy intensity previously disclosed in FY2019 report as 12.1 kWh/sq ft in 2019 has been restated as 12.30 kWh/sq ft. 2. Total 2019 market-based Scope 2 GHG emissions and intensity, previously disclosed in FY2019 report as 20.4 kilotonnes of CO ₂ and 4.95 kgCO ₂ /sq ft, have been restated as 20.75 kilotonnes of CO ₂ and 5.03 kgCO ₂ /sq ft respectively due to a correction in electricity consumption data. Similarly, total 2019 location-based Scope 2 GHG emissions, previously disclosed in FY2019 report as 20.9 kilotonnes of CO ₂ , has been restated as 21.22 kilotonnes of CO ₂ for the same reasons.	23-24
		102-49	Changes in reporting	About This Report	4
		102-50	Reporting period	About This Report	4
		102-51	Date of most recent report	ARA LOGOS Logistics Trust's third Sustainability Report for FY2019 was published in May 2020.	-
		102-52	Reporting cycle	ARA LOGOS Logistics Trust publishes sustainability reports on an annual cycle.	-
		102-53	Contact point for questions regarding the report	About This Report	4
		102-54	Claims of reporting in accordance with the GRI Standards	About This Report	4
		102-55	GRI content index	GRI Content Index – Core Option	26-31
		102-56	External assurance	About This Report	4
Corporate Governance	GRI 103: Management Approach 2016	Management approach			
		103-1	Explanation of the material topic and its boundary	Materiality Assessment	9
		103-2	The management approach and its components	Upholding Strong Governance	11-14
	103-3	Evaluation of the management approach	Upholding Strong Governance	11-14	
	GRI 205: Anti-Corruption 2016	Topic-specific disclosure			
205-3	Confirmed incidents of corruption and actions taken	Ethical Business Conduct	14		

Topic	GRI Standards	Disclosure Number	Disclosure Title	Report Section	Page Number	
Energy Consumption and Carbon Footprint	GRI 103: Management Approach 2016	Management approach				
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		103-2	The management approach and its components	Managing Environmental Impacts	23	
		103-3	Evaluation of the management approach	Managing Environmental Impacts	23	
		GRI 302: Energy 2016	Topic-specific disclosure			
			302-1	Energy consumption within the organisation	Energy and Climate Change	23-24
	GRI G4 Construction and Real Estate Sector Disclosures	Sector specific indicators				
		CRE 1	Building energy intensity	Energy and Climate Change	23-24	
	GRI 103: Management Approach 2016	Management approach				
		103-1	Explanation of the material topic and its boundary	Materiality Assessment	9	
		103-2	The management approach and its components	Managing Environmental Impacts	23	
		103-3	Evaluation of the management approach	Managing Environmental Impacts	23	
		GRI 305: Emissions 2016	Topic-specific disclosure			
			305-2	Energy indirect greenhouse gas (GHG) emissions (scope 2)	Energy and Climate Change	23-24
GRI G4 Construction and Real Estate Sector Disclosures	Sector specific indicators					
	CRE 3	Greenhouse gas emissions intensity from buildings	Energy and Climate Change	23-24		
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		103-1	Explanation of the material topic and its boundary	Materiality Assessment	9	
		103-2	The management approach and its components	Upholding Strong Governance	11-14	
	103-3	Evaluation of the management approach	Upholding Strong Governance	11-14		
	GRI 307: Environmental Compliance 2016	Topic-specific disclosure				
307-1	Non-compliance with environmental laws and regulations	Regulatory Compliance	13			

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		103-2	The management approach and its components	Human Capital	18–20
	GRI 401: Employment 2016	Topic-specific disclosure			
		401-1	New employee hires and employee turnover	Employee Profile	19
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Well-being	20
Occupational Health and Safety	GRI 103: Management Approach 2016	Management approach			
		103-1	Explanation of the material topic and its boundary	Materiality Assessment	9
		103-2	The management approach and its components	Occupational Health and Safety	22
	GRI 403: Occupational Health and Safety 2018	103-3	Evaluation of the management approach	Occupational Health and Safety	22
		403-1	Occupational health and safety management system	Occupational Health and Safety	22
		403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	22
		403-3	Occupational health services	Not applicable as employees of the Manager are not exposed to significant occupational health hazards.	–
		403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	22
		403-5	Worker training on occupational health and safety	Occupational Health and Safety	22
		403-6	Promotion of worker health	Occupational Health and Safety	22
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	22
Topic-specific disclosure					
403-9	Work-related injuries	Occupational Health and Safety	22		
Talent Development	GRI 103: Management Approach 2016	Management approach			
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		103-2	The management approach and its components	Talent Development	21
	GRI 404: Training and Education 2016	Topic-specific disclosure			
		103-3	Evaluation of the management approach	Talent Development	21
		404-1	Average hours of training per year per employee	Talent Development	21
404-3	Percentage of employees receiving regular performance and career development reviews	Talent Development	21		

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		103-2	The management approach and its components	Tenant and Visitor Health, Safety and Security	16-17
	103-3	Evaluation of the management approach	Tenant and Visitor Health, Safety and Security	16-17	
	GRI 416: Customer Health and Safety 2016	Topic-specific disclosure			
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Tenant and Visitor Health, Safety and Security	16-17	
Security of Information	GRI 103: Management Approach 2016	Management approach			
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		103-2	The management approach and its components	Security of Information	17
	103-3	Evaluation of the management approach	Security of Information	17	
	GRI 418: Customer Privacy 2016	Topic-specific disclosure			
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Security of Information	17	
Corporate Governance	GRI 103: Management Approach 2016	Management approach			
		103-1	Explanation of the material topic and its boundary	Materiality Assessment	9
		103-2	The management approach and its components	Upholding Strong Governance	11-14
	103-3	Evaluation of the management approach	Upholding Strong Governance	11-14	
	GRI 419: Socioeconomic Compliance 2016	Topic-specific disclosure			
	419-1	Non-compliance with laws and regulations in the social and economic area	Regulatory Compliance	13	
Quality of Assets and Services	GRI 103: Management Approach 2016	Management approach			
		103-1	Explanation of the material topic and its boundary	Materiality Assessment	9
		103-2	The management approach and its components	Quality of Assets and Services	15
	103-3	Evaluation of the management approach	Quality of Assets and Services	15	



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