

**THE WORLD
— AS WE —
KNOW IT HAS
CHANGED**

(This Sustainability Report has been extracted from the Annual Report 2020)

SUSTAINABILITY REPORT

BOARD STATEMENT

The Government has unveiled the Singapore Green Plan 2030 (or the Green Plan), a “whole-of-nation movement” to advance Singapore’s national agenda on sustainable development. The Green Plan charts concrete targets over the next ten years, strengthening Singapore’s commitments under the UN’s 2030 Sustainable Development Agenda and Paris Agreement.

Recently, new key targets were announced for the Green Plan. These include the development of over 130ha of new parks, and the enhancement of existing parks with more lush vegetation and natural landscapes by end of 2026. “80-80-80 by 2030” targets to have 80% of buildings in Singapore to be green by 2030.

Ho Bee Land would like to build upon what we have already done and strengthen ongoing efforts in support of the Green Plan. In this regard, we are happy to announce that we have been awarded a site, Biopolis Phase 6, to develop a mixed-use biomedical sciences and office development at one-north. Not only will this project be designed to achieve Green Mark Platinum Award set by the Building and Construction Authority (“BCA”), it will also be within the Buona Vista node of the Green Corridor. The Green Corridor is believed to be part of the Green Plan 2030 and we are glad to be contributing towards the national goal. When completed, the 12-storey development seeks to seamlessly fuse elements of nature, technology, and wellness into its community-focused design.

Since we started publishing our first Sustainability Report in 2017, we have been following the Global Reporting Initiative (“GRI”) standards 2016 to chart our journey towards more responsible Environmental, Social and Governance (“ESG”) practices. The framework is an internationally recognised reporting framework that matches Ho Bee Land’s sustainability disclosures closely.

The key ESG factors that were identified in previous years are still relevant in the current year and have been carefully incorporated in the formulation of our business strategies. One of our focuses is to ensure that our buildings and properties are sustainable and energy efficient. This would go towards helping to reduce our carbon footprint in the fight against climate change. Climate change has a significant impact on our planet and communities, and it is imperative that we do our part to help save the Earth.

We are therefore pleased to inform that our flagship development in Singapore, The Metropolis, continues to be Green Mark Platinum Certified, and its energy and water consumption during the year has been highly efficient. The water and power consumption declined by 37% and 11% respectively year-on-year in part due to the reduced activities in the development during the COVID-19 pandemic and in part due to our constant monitoring of our conservation efforts. We remain committed to minimising the environmental impact of our properties through the responsible consumption of water and energy resources in our operations.

In addition, following the green loans secured for The Metropolis and Ropemaker Place, London, in 2018, the Group has secured a S\$271 million green loan for the Biopolis Phase 6 development with three major banks acting as Green Loan advisers under the Group’s Green Finance Framework. The adoption of this Framework is another example of the Group’s initiatives towards meeting sustainable development goals.

The Board remains committed and will continue to adopt resilient and sustainable business practices in the pursuit to increase shareholders’ value.

We thank all our stakeholders for their continued support.

Board of Directors
Ho Bee Land Limited

**SUSTAINABILITY
REPORT**

ABOUT THIS REPORT

Ho Bee Land (“HBL”) publishes a sustainability report annually which outlines the Group’s commitment towards sustainable growth through the disclosure of selected performance and targets of significant assets of the Group. This year, we continue to provide our stakeholders’ insights to our Environmental, Social and Governance (“ESG”) practices and initiatives with reference to (GRI) Standards 2016. This report complies with the SGX-ST Listing Rules 711A and 711B.

In this report, we have also aligned factors we deemed material to relevant United Nations Sustainability Development Goals (“SDGs”). Through this shared blueprint towards the 2030 Agenda for Sustainable Development,

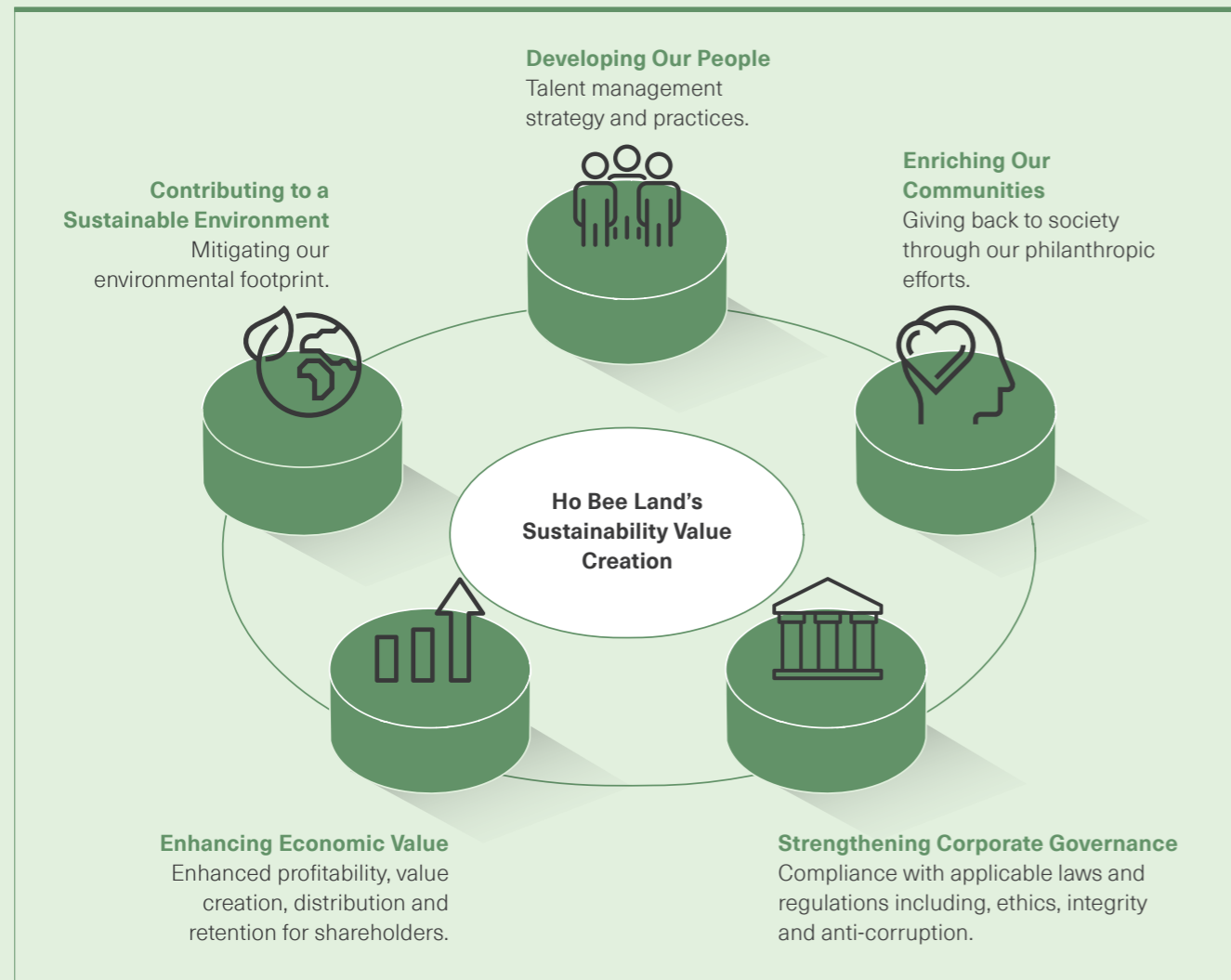
we hope to contribute to a better and more sustainable future for all.

All data in the Sustainability Report 2020 is presented in good faith and to the best of our knowledge. We have not obtained any independent assurance of the information reported for this report and may consider doing so in future as we progress through our sustainability journey.

We welcome your feedback on our sustainability report and performance. Please share your views with us at enquiries@hobee.com.

As part of HBL’s sustainability efforts, no hard copies of the report have been printed. The report, together with the previous editions are available at our corporate website at www.hobee.com.

Mission



Sustainability Integration

HBL provides a roadmap for employees to work towards the mission of “Ho Bee Land’s Sustainability Value Creation” through five pillars – Enhancing Economic Value, Contributing to a Sustainable Environment, Developing Our People, Enriching Our Communities and Strengthening Corporate Governance.







Sustainability Governance



**SUSTAINABILITY
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Stakeholder Engagement

Key stakeholders were identified based on their influence on the Group's business and the impact of our businesses on them. The Group engages stakeholders through various channels to identify and understand issues pertinent to them. Our approach towards stakeholder engagement is outlined in the table below:

Stakeholders	Key Topics Raised	Engagement Platforms	Frequency
 Investors/ Shareholders	<ul style="list-style-type: none"> Long-term value creation Strategy for growth Sustain profitability and enhance shareholder return Transparent reporting Sound corporate governance practices Active portfolio management 	<ul style="list-style-type: none"> Investor meetings Singapore Exchange announcements and press releases on our corporate website Email and phone channels Annual General Meeting 	<p>Throughout the year</p> <p>Annually</p>
 Customers -Tenants/ Home Buyers	<ul style="list-style-type: none"> Lease terms and facilities management Responsiveness to requests and feedback of tenants Data privacy 	<ul style="list-style-type: none"> Tenant meetings and feedback sessions to exchange ideas and updates on important initiatives and matters Networking sessions Established channels of communication for tenants and property-related issues 	<p>Throughout the year</p>
 Employees	<ul style="list-style-type: none"> Equitable remuneration Fair and competitive employment practices and policies Safe and healthy work environment Focus on employee development and well-being Performance 	<ul style="list-style-type: none"> Training and development Recreational and wellness activities Regular e-mailers, meetings, and town-halls sessions Induction programme for new employees Career development performance appraisals 	<p>Throughout the year</p> <p>Annually</p>
 Communities	<ul style="list-style-type: none"> Environmental and social impact Responsible and ethical business practices Contributions to communities 	<ul style="list-style-type: none"> Corporate volunteering Corporate giving and philanthropy activities through Ho Bee Foundation 	<p>Throughout the year</p>
 Government and Regulators	<ul style="list-style-type: none"> Environmental compliance Labour standard compliance Regulatory and SGX listing requirements 	<ul style="list-style-type: none"> On-site inspections Meetings and dialogue sessions Membership in industry associations Regulatory filings 	<p>Throughout the year</p>
 Business Partners/ Suppliers	<ul style="list-style-type: none"> Equitable treatment of business partners Regular and punctual payments upon enlistment of service 	<ul style="list-style-type: none"> Business partners/Supplier assessments Regular dialogue sessions with service providers and property managers Established channels of communication 	<p>Throughout the year</p>

Memberships and External Initiatives

Real Estate Developers' Association of Singapore (REDAS)
Singapore Chinese Chamber of Commerce and Industry (SCCCI)
Singapore Business Federation (SBF)

Material Environmental, Social and Governance (ESG) Factors

A materiality assessment exercise which took reference from the GRI Standards Materiality Principle was conducted while preparing our inaugural sustainability report for FY2017. Through the exercise, we have identified, prioritised and validated that the following ESG factors to be of significance to business operations and of interest to key stakeholders.

As an expansion of our sustainability commitments, we have now aligned our ESG efforts with 12 relevant Sustainable Development Goals (SDGs) out of the total of 17 SDGs as shown below:

Material Factors	GRI Standard Referenced	Impact Boundary	Sustainable Development Goals (SDG)
Enhancing Economic Value			
	<ul style="list-style-type: none"> Economic Performance (GRI 201) 	All business operations	 
Contributing to a Sustainable Environment			
	<ul style="list-style-type: none"> Energy (GRI 302) Water (GRI 303) 	Development and Investment properties	  
Developing Our People			
	<ul style="list-style-type: none"> Employment (GRI 401) Training and Development (GRI 404) 	Employees	  
Enriching Our Communities			
	<ul style="list-style-type: none"> Local Communities (GRI 413) 	Singapore	 
Strengthening Corporate Governance			
	<ul style="list-style-type: none"> Anti-Corruption (GRI 205) Environmental Compliance (GRI 307) Socioeconomic Compliance (GRI 419) 	All business operations	

The five ESG factors identified to be material to HBL are reviewed on an annual basis. For the financial year ended 31 December 2020, the Board is satisfied that there are no significant changes in these factors.

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Singapore has committed to reduce emissions in accordance with the Paris Agreement, pledging a reduction in emission intensity of 36% by 2030 from 2005 levels.

The BCA of Singapore also aims to have 80% of buildings in Singapore achieve the BCA Green Mark standard by 2030 to improve the overall energy efficiency of the buildings.

As a real estate developer, owner and manager, HBL is cognisant of the impact we create on the environment through our business and operational activities. We are strongly committed to do our part to proactively support environmentally friendly practices and respond to the needs of our stakeholders. We continue to seek to reduce our energy consumption and carbon emissions from electricity generation, as well as water consumption to play our part in fulfilling these targets. Development and management of energy and water efficient buildings reduce the Group's environmental footprint, and translate to cost savings for our customers and tenants.

HBL has adopted an Environmental Policy in 2017 which advocates sustainable environmental practices within the organisation. Besides guiding responsible environmental stewardship, the policy serves to promote the adoption of environmental best practices and safeguard compliance with all relevant environmental legislations.

The Metropolis

Conservation of energy and water contributes to our operational efficiency and long-term sustainability. Hence, we monitor our energy and water consumption patterns closely to ensure responsible usage.

We continued to adopt practicable energy and resource saving initiatives without compromising on the standard of maintenance or in our delivery of good service. We are committed to optimising our water usage and enhancing our assets towards becoming water-resilient in the future.

As property owner and manager, we are conscious of the role we play in engaging with our stakeholders to reduce and manage waste efficiently. In Singapore, we support the government's vision of transitioning to a Zero Waste Nation by collaborating with partners to enhance our recycling programmes while encouraging our tenants' participation.

Due to the COVID-19 outbreak early 2020, more people have started working from home. We had closed off two out of three car park levels during Phase 1 post circuit breaker. These parking spaces were reopened only in Phase 2 towards the end of the year. During the year, several COVID-19 measures were put in place. The Group saw further energy savings largely due to low demand and turning off of non-essential equipment during this period. The suspension of landscape services, water features as required from the authorities also contributed to the reduction in carbon footprint.

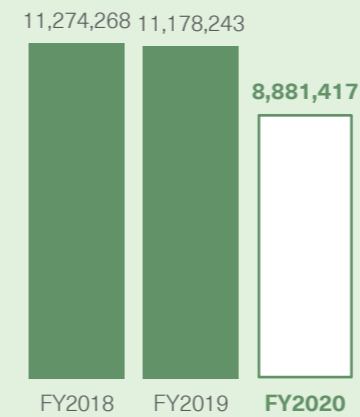
In FY2020, there was a reduction of our annual energy consumption in The Metropolis by 21% from the previous year (FY2019: 1% reduction). Our consumption of Domestic Water reduced by almost 43% (or about 26,600 cubic metres) (FY2019: 8% reduction) and NeWater reduced by almost 23% (or about 9,800 cubic metres) (FY2019: 3% increase).

Performance



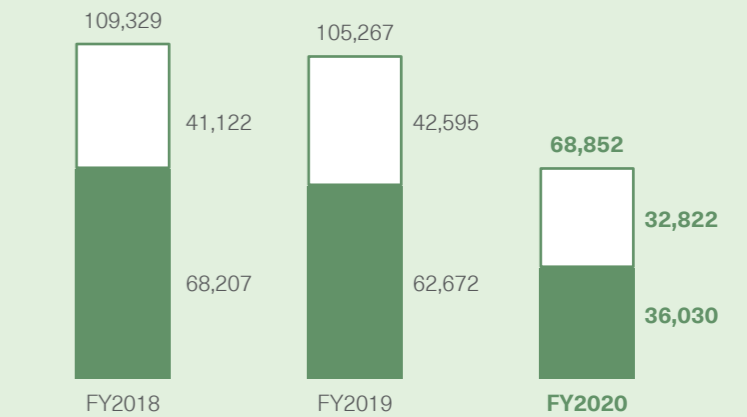
The total energy consumption within The Metropolis in FY2020 is 8,881,417 kWh mainly in electricity consumption. There is no heating, cooling or steam purchased or self-generated for consumption in The Metropolis. There is also no fuel consumption, whether from renewable or non-renewal sources.

Electricity Consumption
(kWh)



Total Water Consumption
(m³)

□ Newater ■ Domestic Water



**SUSTAINABILITY
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Going Green at The Metropolis

The Metropolis exemplifies HBL's commitment to building an environmentally sustainable business and delivering long-term value to its stakeholders. The property was designed to incorporate a range of innovative solutions that conserve energy and water, and reduce carbon dioxide emissions, thereby minimising the environmental impact of the building. This has earned The Metropolis the coveted Green Mark Platinum certification, which is the highest rating for energy efficient buildings, by the Building & Construction Authority (BCA) of Singapore.

The implemented green features as described below have helped reduce the overall energy consumptions:



Innovative building design

- Solar photovoltaic panel to harness the sunlight and generate clean, renewable energy
- Sun shading fins and double glazed low-e glass on windows
- Photocell sensors along the perimeter of the building to regulate lighting (photocell sensors will turn off lighting if there is sufficient daylighting at the perimeter)
- Pre-fitted tanks installed to harvest rainwater which is used for the auto-irrigation system
- A paper recycling chute was installed



Water efficiency features

- Water fittings are certified under the Public Utilities Board's "Excellent" and "Very Good" Water Efficiency Labelling Scheme (WELS) rating
- Private water meters have been installed to monitor rainwater harvested, water consumption, and to detect water leakages
- Automatic water efficient drip irrigation system
- NEWater used as makeup water for the cooling tower
- Collection of water from condensation of air-conditioners
- Sensors have been installed to stop the irrigation system during periods of rainfall



Energy efficiency features

- High efficiency plant system that achieves a 29% energy improvement over the national baseline standard
- Energy efficient lighting system such as the T5 fluorescent lighting with high frequency electronic ballast in all office and retail spaces
- Motion sensors in lavatories and stairwells
- Variable voltage variable frequency lifts and escalators which are also equipped with sleep mode feature
- Energy-efficient chiller plant with a system efficiency of 0.55 kW/RT and auto tube cleaning system



Other sustainable operations and management features

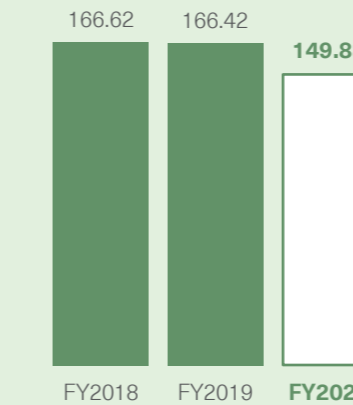
- Recycling bins are located at L1 and B1 for the collection of recyclables such as plastics, cans, paper, lamps or light tubes, and ad-hoc E-Waste (Electrical/ Electronic) recycling collection
- Provision of carpark guidance system
- Carbon monoxide sensors for basement carpark ventilation

Performance

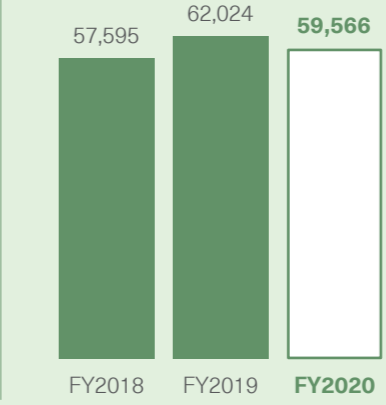


The Metropolis - Energy Saving Highlights:

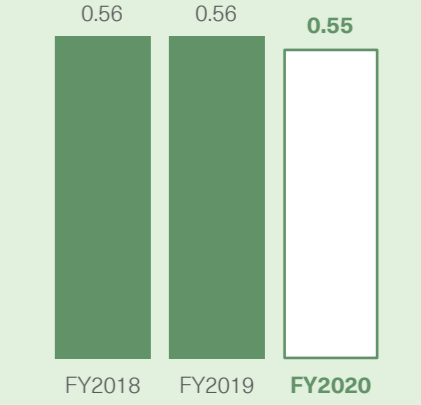
Energy Efficiency Index (EEI)
(kWh/yr/m²)



Renewable energy generated by Solar Photovoltaic technology
(kWh/yr)



System efficiency of the energy efficient chiller plant
(kW/RT)



Target



Maintain Green Mark Platinum Certification for The Metropolis.

In line with evolving business practices and stakeholder sentiments, the international real estate sector has seen a shift towards sustainable or green buildings in efforts to ensure environmental sustainability. HBL is committed to this endeavour and targets to achieve the BCA Green Mark Certification for all new developments in Singapore and equivalent certification for the Group's new developments in Australia.

Supply Chain Responsibility

We recognise that our operations are dependent on a reliable supply chain that ensures we are able to receive the goods and services we require. We engage with various contractors and consultants across our supply chain for supplies, fixtures, amenities, IT support and other services.

Our most critical suppliers undergo a high-level supplier assessment during the tender process.

At The Metropolis, we engage a number of SME and MNC contractors and suppliers. They carry out maintenance work on the facilities and supply the required fittings and other consumables. We are selective in the vendors that we work with, and they have to satisfy a set of pre-qualification criterion before we invite any vendors to participate in the tender/quotation for the provision of services. The work involved in the suppliers' engagement is mainly labour intensive, requiring work to be performed onsite.

There were no significant changes to our supply chain in FY2020.

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**Developing
Our People**

Human Capital Management

HBL believes that human capital is important to an organisation, because it is believed to increase productivity and thus profitability. The more we invest in our employees' education and training, the more productive and profitable our business should be.

Diversity & Inclusivity in the Workplace

Cultural diversity in the workplace happens when companies are open to hiring employees from different backgrounds, regardless of race, age, religion, and cultural background. HBL believes that having a diversified pool of employees brings about different benefits to our organisation.

A diversified workforce brings different talents, knowledge and skills to our organisation. Employees get to learn from their colleagues' experiences from a different perspective, thus lends themselves with higher-level goals, increased innovation with better result.

An inclusive workplace that understands our employees' needs, making them feel valued and respected, has a significant and positive impact on our employee retention. Companies that value diversity and inclusivity tend to appeal to the public and other talents in the market.

Diversity and inclusivity shall continue to be key priorities in the recruitment process as we expand the Group's businesses.

Training & Development

Training presents a prime opportunity to address gaps in our employees' job knowledge and skill sets, which is key to business growth. As part of our business continuity

plan, in-house trainings on telecommunications tools were organised to help the employees work from home during the pandemic.

Performance	
Many business practices, including workplace training and development, have changed dramatically since the global pandemic began. In FY2020, our target training participation rate was 90% but due to the pandemic, we only managed to achieve 75% with an average training of 12 hours for each staff.	

Target	
There will be training for our staff on how to further reduce waste and drive an even more eco-friendly work environment.	

Management supports employees' career development and discuss their plans through regular performance review to assess and provide feedback on their performance. During FY2020, 100% of employees had received a regular performance and career development review.

Welfare & Wellness

HBL is a strong advocate that a happy, vested team of employees is of immense value to the Company. On top of providing a good and safe office environment, HBL offers competitive salaries and staff benefits such as medical insurance and healthcare benefits to its employees.

All our staff are entitled to parental leave as long as they fulfil the entitlement eligibility. This will encourage and support shared parental responsibilities in taking care of their young children.

HBL will continue to invest in the welfare and wellness of the employees whenever possible and will maintain the camaraderie of all the employees.



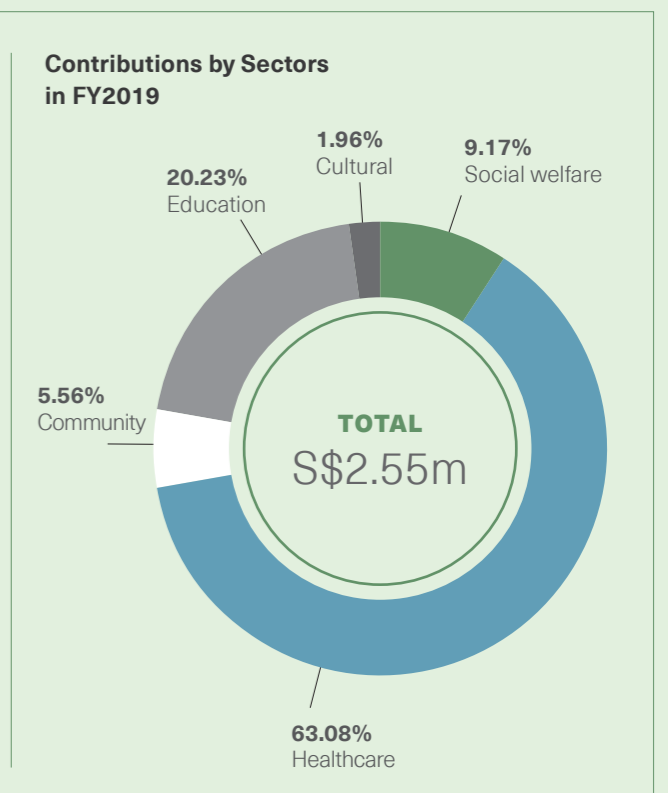
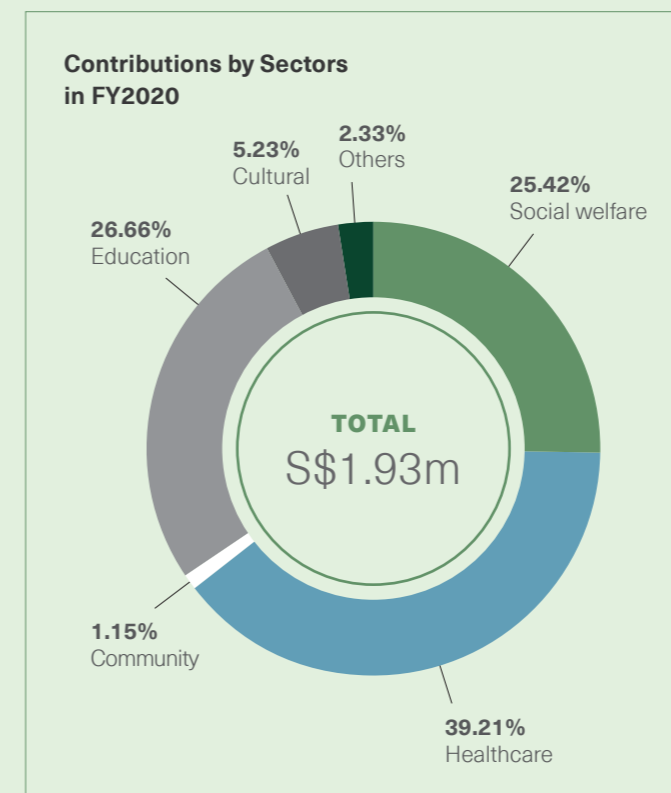
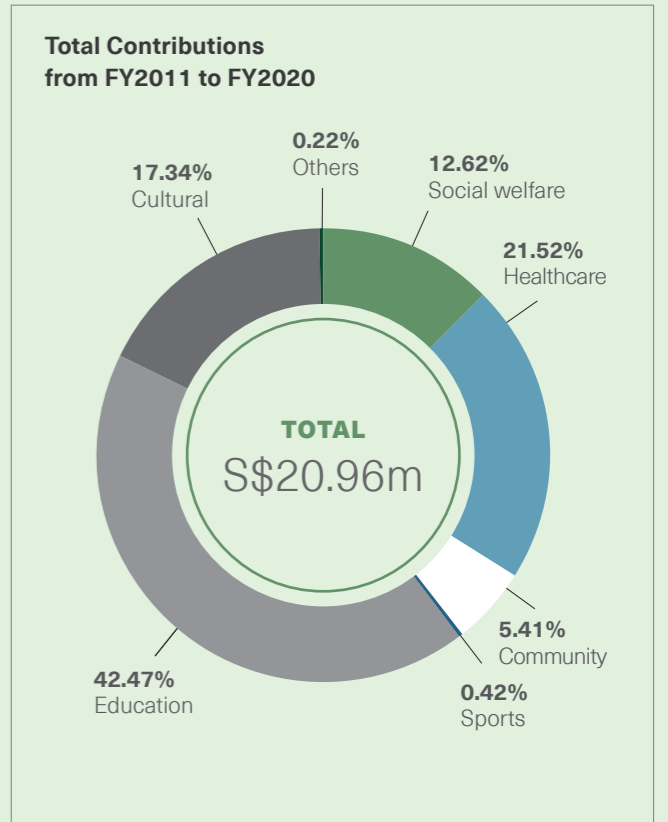
**Enriching Our
Communities**

Ho Bee Foundation

Ho Bee Foundation ("HBF") was set up in October 2010 to serve as the philanthropic arm of the Ho Bee Group.

Since its establishment, HBF has supported a wide range of charitable causes in education and skills training, community and social welfare, as well as healthcare, arts, and culture. In FY2020, the total amount of charitable donations disbursed by the Foundation was S\$1.93 million (FY2019: S\$2.55 million). To-date, the Foundation has donated S\$20.96 million (FY2019: S\$ 19.03 million since inception).

The following pie charts depict the percentage of contribution to the various sectors for (i) total contributions from FY2011 to FY2020, (ii) FY2020 and (iii) FY2019.



**SUSTAINABILITY
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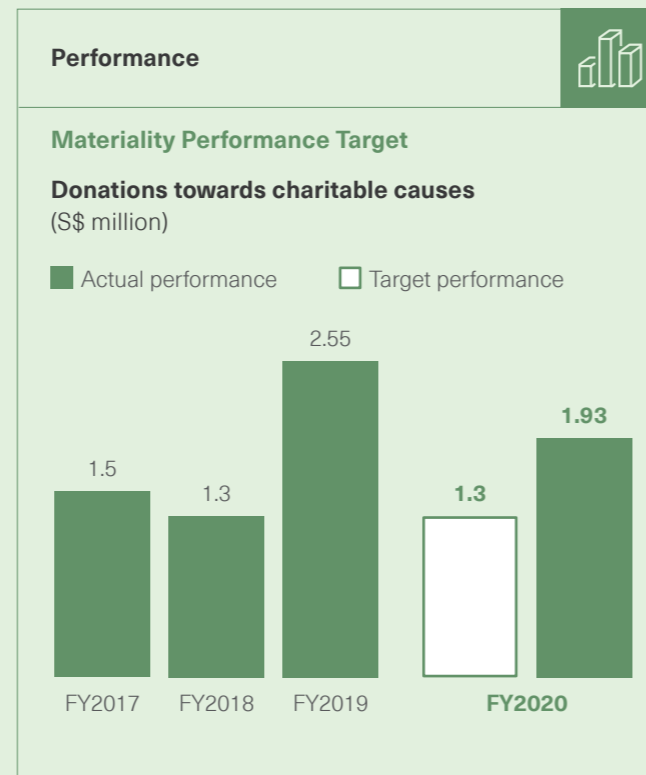
COVID-19

Despite unprecedented challenges and business impact from the COVID-19 pandemic, HBF remained strongly committed to serve the local community in needs.

On 20 May 2020, HBF announced the setting up of a S\$1.3 million COVID-19 Support Fund (“Fund”). The Fund was made up of a pledged contribution of S\$1.0 million from HBL and S\$300,000 from its Board of Directors and Senior Management.

On top of the Fund, HBF also supported the President’s Challenge 2020, a national movement led by the President to rally Singaporeans to build a caring and cohesive society together. In recognition of its philanthropic commitment during the challenging year, HBF was lauded at the President’s Challenge 2020 Appreciation Event held on 20 November.

For its giving efforts, HBF was also nominated for the President’s Volunteerism & Philanthropy Award 2020 Special Edition, organised by National Volunteerism and Philanthropy Centre.



Target

Maintain the target donation amount towards charitable causes.



HBL prides itself on its good corporate governance practices. We are committed to ensuring and maintaining a high standard of governance and business conduct to safeguard the interests of our stakeholders, thereby ensuring long-term value creation. Good corporate governance dictates that crisis management, anti-corruption, fraud prevention and compliance be placed high up on a company’s agenda. We will constantly develop robust corporate policies and internal processes to address these areas.

Anti-Corruption

HBL has established prudent policies and measures to promote and uphold integrity throughout the organisation. We have a zero-tolerance approach towards corruption and fraud. Included in the Ho Bee Land Staff Handbook is our Professional Conduct and Discipline guide. All employees are required to adhere to our corporate policies and standard operating procedures, which sets out the Group’s philosophy in running its business and acts as a benchmark of ethical behaviour for all staff to follow.

All employees are also required to submit an undertaking to safeguard official information, a declaration for software use policy, a declaration for the personal data protection notice, and a conflict-of-interest disclosure statement upon commencement of their employment with HBL.

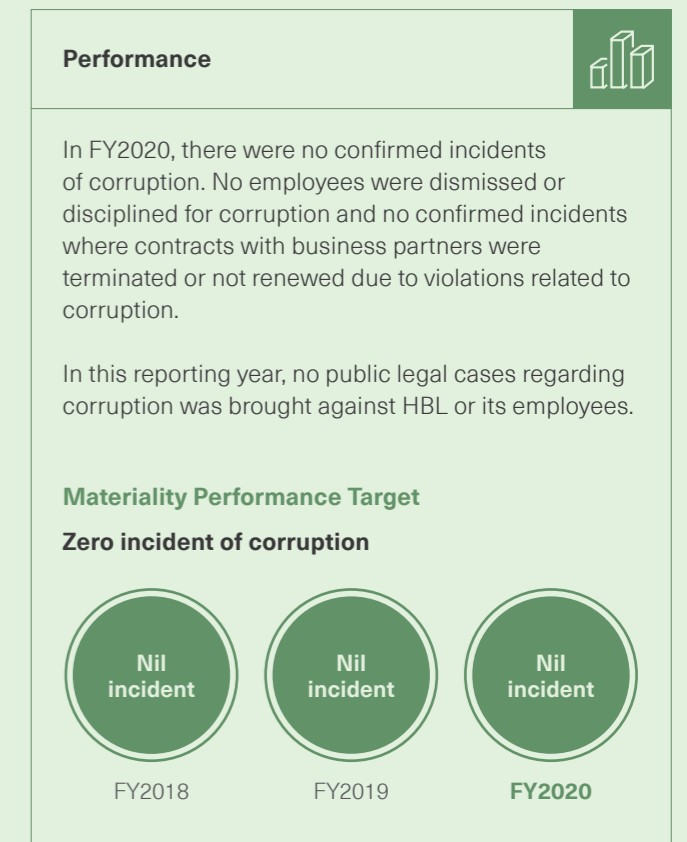
In light of the heightened cybersecurity risk, HBL takes a firm stance to safeguard vital company information and has crafted necessary policies and procedures for this purpose.

Whistle-blowing Policy

On recommendation by the Audit and Risk Committee, the Board approved an updated whistleblowing policy in line with the requirements of the Singapore Code of Governance 2018 on 9 November 2020. The updated policy has been communicated to all employees of the Group and may be found on our website at www.hobee.com.

The whistleblowing policy provides a transparent channel for employees and external parties to report concerns about possible fraud, improprieties in financial reporting and other matters. We empower our employees and external parties, such as contractors and tenants, to raise concerns in good faith about misconduct, fraudulent activities or malpractices in any matter related to the Group.

To ensure fair investigations, all reports are to be submitted to the Chairman of the Audit & Risk Committee (“ARC”) via email or by post. Reports deemed significant by the ARC Chairman after consultation with the Chairman of the Board will be duly investigated by an Investigation Committee. The Investigation Committee shall comprise independent members appointed by the ARC.



Target

Maintain a clean record with no incident of corruption for FY2021.

**SUSTAINABILITY
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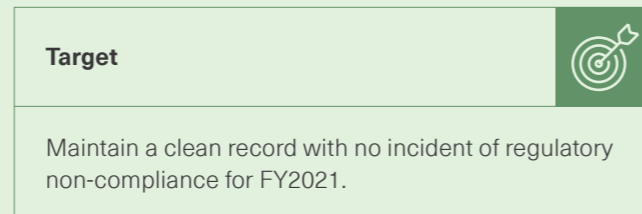
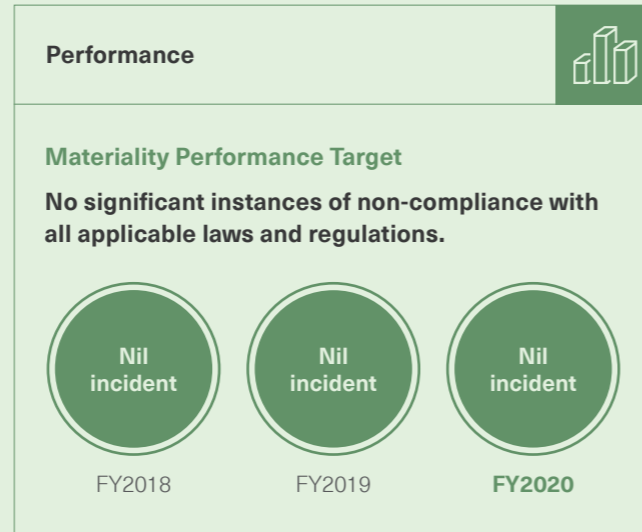
The Group takes reasonable steps to protect the confidentiality and identity of the Whistleblower, subject always to the prevailing laws and regulations. The Whistleblower acting in good faith shall be protected from any reprisal. If it is determined that the Whistleblower who is an employee experienced any form for reprisal as a consequence of his report, the ARC shall ensure that immediate action is taken to reinstate the employee to his former position and/or be fully compensated for any losses or damages suffered.

Compliance with Laws and Regulations

HBL adheres to the highest standards of corporate governance practices as guided by the Code of Corporate Governance 2018. We also abide by all applicable laws and regulations including the listing rules and regulations set out by SGX, and the MAS Securities and Futures Act.

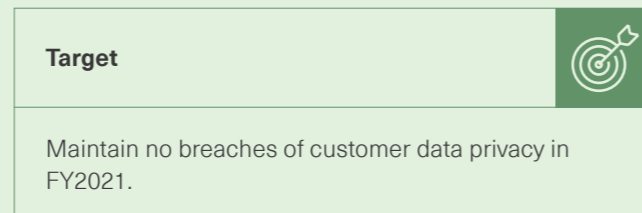
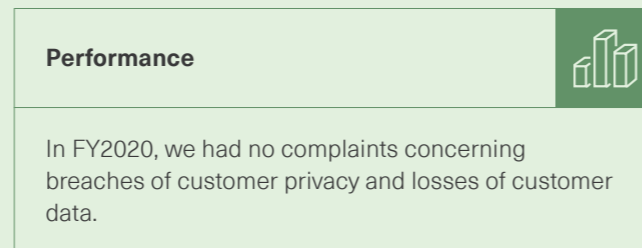
Our properties are subject to environmental laws and regulations, including the Building Control (Environmental Sustainability) Regulations administered by the BCA, as well as the Energy Conservation Act and Environment Protection and Management Act governed by the National Environment Agency (NEA).

Property Managers conduct regular checks within the buildings and ensure compliance with reporting requirements pertaining to the submission of environmental data. Properties are also subject to periodic environmental audits by the local authorities.



Customer Data Privacy

We collect personal data of customers across the property businesses and recognises the need to take utmost care in storing and handling this information. HBL continues to abide by strict guidelines under the Personal Data Protection Act (PDPA) and works closely with third-party real estate agents to ensure high standards of customer data privacy through all transactions.





Scan here to access
a digital copy of
Ho Bee Land's
Annual Report



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