Growthpoint Properties Australia Trust ARSN 120 121 002
Growthpoint Properties Australia Limited ABN 33 124 093 901 AFSL 316409

FY23 sustainability report.

for the year ended 30 June 2023

space to thrive.

GROWTHPOINT PROPERTIES AUSTRALIA

What's **inside.**

Acknowledgement of Country

Growthpoint Properties Australia acknowledges the Traditional Custodians of Country throughout Australia and recognise their continued connection to land, water and community. We pay our respects to Elders past and present and extend that respect to all First Nations people.

104 Melbourne Street, South Brisbane, QLD

About this report

This is Growthpoint's eighth annual sustainability report (report) which details our sustainability approach, targets and performance for our Group-wide operations. Unless otherwise stated, all information in this report is for the period 1 July 2022 to 30 June 2023 (FY23). Any reference in this report to the 'year' relates to FY23.

This report has been approved by the Growthpoint Properties Australia Limited Board.

We have prepared this report with reference to the Global Reporting Initiative's (GRI) sustainability reporting standards. For further details on our disclosures, please refer to the GRI index on page 46.

WSP has provided limited assurance over select environmental data within this report. The Assurance Statement, including scope and findings, is available on page 51.

This report forms part of our FY23 sustainability reporting pack and should be read in conjunction with our Sustainability Databook, Modern Slavery Statement (to be published in late CY23) and sustainability related disclosures and relevant policy documents located on our website.

We welcome feedback on this report, to ensure we provide our stakeholders with the right information to make informed decisions. Please email your feedback to investor.relations@growthpoint.com.au.

Message from our Managing Director.

• MD message
Overview
Highlights
Net zero pathway
Our approach
Our framework
TCFD
Environment
Economic
People
Governance
Additional information

Timothy Collyer
Managing Director

I am delighted to present Growthpoint's eighth annual sustainability report, capturing our achievements in FY23 and the progress we have made against the targets in our sustainability framework.

FY23 was marked by significant accomplishments that supports our goal of creating value for Growthpoint and our stakeholders.

Moving forward on our net zero pathway

Growthpoint continued to make progress towards our 2025 net zero target[1] by successfully implementing a strategic energy procurement approach, including aligning us further with sustainable energy usage, and nearing completion of solar installations at seven operationally controlled office assets. This not only strengthens our commitment to reducing our environmental impact but also aligns us seamlessly with the global transition toward clean energy solutions.

Consistent NABERS performance

We are proud to share that we have maintained our portfolio's average NABERS Energy rating at 5.2 stars and our portfolio's average NABERS Water rating at 5.1 stars, while increasing our portfolio average NABERS Indoor Environment rating to 4.5 stars (FY22: 4.2 stars), reflecting our continued focus on sustainable resource management and building occupant comfort.

Cultural awareness enrichment

We embarked on a meaningful journey of cultural understanding, delivering two external Indigenous cultural awareness training sessions for all our dedicated employees. These sessions enriched our collective understanding and underscored our respect for Indigenous heritage.

1. Target applies to all scope 1 and scope 2 emissions from our 100% owned on balance sheet operationally controlled office assets and scope 1, scope 2 and some scope 3 emissions from our corporate activities.

Message from our Managing Director.

Above benchmark employee engagement

I am pleased to report that we achieved an engagement score of 74%, surpassing the Australian benchmark by 2%. This achievement highlights the alignment of our workforce with our values, ensuring that Growthpoint is a great place to work.

Climate change resilience

Acknowledging the pressing concerns around climate change, we embarked on a comprehensive physical climate change risk assessment, enhancing our preparedness to mitigate potential impacts and strengthen our resilience strategies.

Elevated tenant satisfaction

We have placed significant emphasis on enhancing tenant satisfaction, resulting in an increase in our tenant satisfaction score to 77/100 for our balance sheet assets. This achievement underscores our commitment to creating spaces that enrich tenant experiences.

Strengthened our modern slavery response

Our efforts to eradicate modern slavery in our supply chain led us to seamlessly integrate our fund operations and supply chains into our modern slavery program. Furthermore, we introduced enhanced modern slavery screening questions in the tender process for solar panel procurement. This exemplifies our commitment to transparent, ethical practices throughout our supply chain.

Integrated Funds Management

As part of the integration of the Funds Management business[1] into our operations, Growthpoint's Sustainability team established 12 integration targets. These targets, which cover the topics of governance and policy, budgeting, building certification, program delivery and reporting, have been instrumental in guiding the integration process, ensuring a seamless transition and effective alignment of sustainability processes between Growthpoint and Fortius.

A crucial aspect of our integration activities has been identifying the relevant targets within our Sustainability Framework and aligning them with funds management operations. By doing so, we have laid the foundation for cohesive integration activities that directly contribute to the achievement of our sustainability targets.

Continued GRESB excellence

Our commitment to sustainability performance is validated by our 2022 GRESB score, which increased by one point to 81/100. Retaining our Sector Leader Status in the regional peer group of Diversified – Office/Industrial underlines our dedication to sustainability leadership.

These achievements stand as testaments to the dedication of our team, partners, and stakeholders who share in our sustainability vision.

T.J. Collyer

Timothy Collyer
Managing Director

1. In September 2022, Growthpoint completed the acquisition of Fortius Funds Management Pty Ltd (Fortius).

Overview of Growthpoint.

MD message
• Overview
Highlights
Net zero pathway
Our approach
Our framework
TCFD
Environment
Economic
People
Governance
Additional information

As at 30 June 2023

Total properties
58

Property portfolio value
$4.8b

Third party FUM
$1.8b

Market capitalisation
$2.1b

Total employees*
62

Number of tenants
161

Number of investors
4440

* Excludes casual and contract employees.

What we do

Growthpoint provides space for you and your business to thrive. Since 2009, we've been investing in high-quality industrial and office properties across Australia.

Today, we have $6.6 billion total assets under management. We directly own and manage 58 high quality, modern office and industrial properties, valued at approximately $4.8 billion.

We manage a further $1.8 billion on behalf of third-party investors through our funds management business, which manages funds that invest in office, retail and mixed-use properties across value-add and opportunistic strategies.

We also retain a 15.5% securityholding in Dexus Industria REIT (ASX:DXI) valued at $126.5 million[1] as at 30 June 2023.

We actively manage our portfolio and invest in our existing properties, ensuring they meet our tenants' needs now and into the future. We are also focused on growing our property portfolio.

We are committed to operating in a sustainable way and reducing our impact on the environment. We are targeting net zero by 2025 across our 100% on balance sheet operationally controlled office assets and corporate activities.

Growthpoint Properties Australia (ASX: GOZ) is an internally managed real estate investment trust (REIT), listed on the ASX, and is part of the S&P/ASX 200. Moody's has issued us with an investment-grade rating of Baa2 for domestic senior secured debt.

How we do it

Our values underpin everything we do.

Respect: dealing with others openly, honestly and respectfully

Success: valuing performance, hard work and high standards

Inclusion: appreciating our diversity, heritage and perspectives

Integrity: doing the right thing for tenants, investors and team

Fun: enjoying work, being sociable and playing as a team

Who we do it for

Tenants, employees, Securityholders, debt providers, service providers and local communities.

1. Based on closing price of $2.58.

FY23 sustainability highlights.

MD message
Overview
• Highlights
Net zero pathway
Our approach
Our framework
TCFD
Environment
Economic
People
Governance
Additional information

Environment

Average NABERS Energy rating

5.2 stars

with 100% of eligible office portfolio rated

Average NABERS Water rating

5.1 stars

with 100% of eligible office portfolio rated

Average NABERS Indoor Environment rating

4.5 stars

with 94% of eligible office portfolio rated

Economic

$520m

of existing debt converted to sustainability linked loans (SLLs)

7

balance-sheet assets comprehensively assessed for climate-change risk

People

Employee engagement score[1]

74%

placing the Group 2% above the Australian benchmark

40%

of the Group's senior managers are women[2] (maintained at or above 40% since FY21)

Gender diversity (all employees)[3] 53% 47%

Increased tenant customer satisfaction rating[4] **to**

77%

FY22: 74%

Governance

81
100

GRESB
REAL ESTATE
sector leader 2022

CDP

B **Rating maintained**

1. The Group moved to a new survey provider for FY23, due to this, previous year results are not comparable.
2. Employees that report to an EMT member, excluding executive assistants.
3. Excludes casual and contract employees.
4. Tenant engagement survey conducted by property research specialists Brickfields using CSAT methodology.

Our pathway to **net zero.**

FY21

- ☑ **Announced target of net zero emissions by 2025**
- ☑ **Carbon intensity:** 39 kg CO2-e /sqm[1]

FY22

- ☑ **Completed three solar installations** (combined capacity: 259 kW, total portfolio solar: 10 assets)
- ☑ **Developed an energy strategy** to secure our medium-term energy needs
- ☑ **Carbon intensity:** 34 kg CO2-e /sqm[1,2]

FY23

- ☑ **Nearing completion on seven solar installations** (combined capacity: 458 kW, total portfolio solar: 17 assets)
- ☑ **Executed our renewable energy strategy**, including locking in GreenPower for the next five years
- ☑ **Conducted electrification feasibility assessments** for three commercial assets
- ☑ **Chiller upgrade projects** delivered at three assets
- ☑ **Carbon intensity:** 28 kg CO2-e /sqm[1,3]

FY24

- ☐ **Targeting one onsite solar installation** (capacity: 65kW, total portfolio solar: 18 assets)
- ☐ **Increase GreenPower** coverage to c.50% of electricity needs
- ☐ Develop our **carbon offset strategy**
- ☐ **Conduct electrification feasibility assessments** for three commercial assets
- ☐ **Carbon intensity target:** 14 kg CO2-e / sqm

FY25

- ☐ Target more commercially feasible onsite solar installations
- ☐ **Increase GreenPower coverage** to supply c.75% of our electricity needs
- ☐ Consider buying carbon offsets
- ☐ **Carbon intensity target:** 7 kg CO2-e / sqm

Expected target achievement

Completed | In progress | 1 July 2025

1. Market-based carbon intensity.
2. Based on re-stated FY22 data.
3. Pending audit as part of FY23 sustainability reporting.

Our approach to sustainability.

We believe by making our business more sustainable, we can meet the expectations of our stakeholders while fulfilling our primary objective of delivering consistent and growing income returns to our Securityholders.

At Growthpoint, we adopt a pragmatic and value-driven approach to sustainability, which is outlined in our Sustainability Policy and delivered via our sustainability framework. You can find the policy on our website, and our sustainability framework, which was introduced in FY22, on pages 9-11 of this report. The sustainability framework is the result of engagement with our stakeholders, and we continued to listen to their feedback to ensure our approach aligns with their expectations.

Since its implementation one year ago, our sustainability framework has driven performance improvements in various key areas. For instance, we have made substantial progress in decarbonisation efforts, reducing our direct carbon footprint and mitigating transitional climate change risks. Additionally, we have prioritised climate change resilience, taking measures to understand our risk exposure to acute and chronic physical changes in the climate.

We have also seen continued improvement in tenant satisfaction levels across the balance sheet portfolio. Our efforts to actively engage and communicate directly with our tenants have enabled us to gain valuable insights into their needs. This understanding has allowed us to tailor our approach and ensure the delivery of exceptional services that cater to their specific requirements.

As we move forward, we remain committed to actively driving sustainability improvements, collaborating with stakeholders, and embracing commercially feasible solutions to tackle sustainability issues important to our business and stakeholders.

Sustainability **framework.**

SUSTAINABLE DEVELOPMENT GOALS

7 AFFORDABLE AND CLEAN ENERGY | 8 DECENT WORK AND ECONOMIC GROWTH | 11 SUSTAINABLE CITIES AND COMMUNITIES | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION

Environment

Aligned to UN SDGs

7 11 12 13

	Targets	FY23 performance	FY24 goals
Decarbonisation	Seek to achieve net zero emissions target for our office assets and corporate activities (1 July 2025) Maintain an average 5 star NABERS Energy rating for our office assets[1] Disclose all relevant sources of Scope 3 GHG emissions	Executed energy procurement strategy, by entering energy contracts including GreenPower Nearing completion of seven onsite solar projects across our office portfolio Maintained our portfolio average NABERS Energy rating of 5.2 stars compared to FY22[2] Increased Scope 3 tenant electricity data coverage to 85% (FY22: 72%)	→ Undertake electrification feasibility assessments for three office assets → Develop a carbon offset strategy
Natural resource management	Maintain an average 4.5 star NABERS Water rating for our office assets Develop a Biodiversity Enhancement Plan for our operationally controlled office assets	Maintained our portfolio average NABERS Water rating of 5.1 stars compared to FY22[3]	→ Obtain NABERS Water ratings for all office assets → Ensure stormwater contamination risk is included in assessments for the office portfolio
Waste and circularity	Divert on average 35% of waste from landfill for our office assets[4]	Developed customised waste strategies for each office asset, with the aim to increase diversion rates and improve data accuracy Commenced including sustainability requirements in the scope of services in cleaning and waste removal contracts Commenced the process to update our House Rules with waste related clauses Achieved a 25% diversion rate (FY22: 23%)	→ Work with tenants to implement organic waste streams in their tenancies → Update scope of services in waste and cleaning contracts (where under our control) with clauses intended to improve diversion rates

1. All NABERS targets apply to our 100% owned on balance sheet office assets.
2. 100% portfolio coverage in FY23 (FY22: 100%).
3. 100% portfolio coverage in FY23 (FY22: 86%).
4. Target applies to our 100% owned on balance sheet operationally controlled office assets.

Sustainability **framework.**

Pillar	Focus area	Targets	FY23 performance	FY24 goals
Economic Aligned to UN SDGs 11 13	Climate change resilience	Develop a Climate Change Action Plan	Undertook a detailed physical climate change risk assessment across seven assets (office and industrial)	→ Scope relevant mitigation measures identified in the detailed physical climate change risk assessment → Undertake a climate change transition risk assessment
	Green and social economy	Implement a Reconciliation Plan Establish commercial relationships with at least five social enterprises and / or minority-led businesses	Delivered two externally facilitated Indigenous cultural awareness raising training sessions for all employees	→ Develop an internal reconciliation plan → Engage suitable social enterprises across Group-wide operations
People Aligned to UN SDGs 8 11 12 13	Tenant satisfaction	Establish and achieve a tenant satisfaction rating target Maintain a minimum average 4 star NABERS Indoor Environment rating for our office assets	Increased our tenant customer satisfaction rating to 77/100 (FY22: 74/100) for balance sheet assets Achieved a tenant customer satisfaction rating of 71/100 for fund assets Increased our portfolio average NABERS Indoor Environment rating to 4.5 stars (FY22: 4.2 stars)[1]	→ Establish suitable customer satisfaction (CSAT) targets for Group-wide operations → Implement a program to improve CSAT rating across Group-wide operations → Implement measures to proactively monitor temperature data to improve NABERS Indoor Environment ratings
	Employee engagement	Maintain an employee engagement score above the Australian benchmark[2] Have at least 30% of Directors of each gender on the Board (30 June 2023)[3] Maintain at least one female in the EMT and consider at least one female candidate for any new appointments to the EMT (ongoing)[4] Maintain at least 40% of employees for each gender across the Group (ongoing)	Achieved a 74% engagement score, 2% above the Australian benchmark Achieved 33.3% female Board representation Maintained one female member on the EMT since April 2018 Group-wide employee composition was 46.8% women and 53.2% men	→ Review and update (as necessary) diversity targets for the Group[5] → Implement career conversations program for all staff throughout FY24 on their work anniversary → Design and deliver a formal reward and recognition program

1. 94% portfolio coverage in FY23 (FY22: 87%).
2. In FY23, we adopted Culture Amp as our new employee engagement survey provider, leading to three changes. Firstly, the measurement of employee alignment has been excluded from the target due to Culture Amp's methodology. Secondly, a comparison to FY22 performance is not available as Culture Amp employs a different methodology to gauge employee engagement. Lastly, our performance is now benchmarked against the Australian benchmark rather than the benchmark group used by our previous survey provider, in alignment with Culture Amp's practices.
3. Where reasonably possible, having regard to business circumstances, vacancies arising, the Group's desire to appoint the best candidate and the need to maintain an appropriate mix of skills, experience and expertise on the Board
4. Where reasonably possible, having regard to business circumstances, recruitment opportunities arising, the Group's desire to appoint the best candidate and the need to maintain an appropriate mix of skills, experience and expertise on the EMT.
5. Revised diversity targets were approved by the Board on 25th July 2023 and were disclosed in our FY23 Corporate Governance Statement.

Sustainability **framework.**

	Targets	FY23 performance	FY24 goals
Responsible and sustainable supply chain	Comply with the Modern Slavery Act Set and achieve a rolling program of annual targets to ensure continual improvement in our approach to addressing modern slavery and how we measure effectiveness	Integrated fund operations and supply chains into our modern slavery program Implemented enhanced modern slavery screening questions (above already established due diligence procedures) in the tender process for solar panel procurement	→ Expand targeted risk assessment of suppliers involved in Growthpoint's decarbonisation strategy, including solar panels, electric vehicle charging and battery storage → Provide annual modern slavery training to roles responsible for procurement and expand training to include awareness of how to respond if a grievance arises → Review the process to provide periodic updates to the Audit, Risk and Compliance Committee (ARCC) on modern slavery actions and performance
Social impact	Implement a social investment strategy	Updated our Supply Chain Sustainability Guidelines to include expectations of suppliers in providing healthy (physical and mental) and safe working environment for all staff	→ Elevate our support of the Property Industry Foundation (PIF) and explore opportunities to increase participation in PIF events → Further develop and document our approach to social investment
Sustainability governance	Maintain a GRESB top 3 ranking in our regional sector peer group Refresh sustainability targets linked to executive incentive determination annually to align with our sustainability strategy priorities	Increased our 2022 GRESB score by one point to 81 and maintained Sector Leader Status in our peer group: Diversified – Office / Industrial	→ Implement actions to maintain, and where possible improve, our GRESB score → Review and update, as necessary, targets linked to executive remuneration
Communication & transparency	Publicly disclose our action plan to achieve our suite of 2026 sustainability targets	Performance against targets disclosed in this sustainability report	→ Disclose FY25 goals in our FY24 sustainability report

Governance

Aligned to UN SDGs

8 12

TCFD alignment.

Effectively managing climate risks is an integral component of our sustainability risk management approach. As part of our commitment to sustainability, we recognise that climate change presents significant challenges and opportunities. By proactively identifying, assessing, and mitigating climate-related risks across our operations and value chain, we strive to ensure the long-term resilience of our business while contributing to a more sustainable future.

This report contains information prepared with reference to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Our climate-related disclosures are intended to assist Securityholders and other stakeholders to understand the steps we are taking to manage transition and physical climate-change risks and opportunities.

Governance

Growthpoint's corporate governance structure ensures that climate-related issues are addressed appropriately at Board and management levels. Climate-related issues are incorporated into the Group's operations by embedding the sustainability framework across the Group through key business tools such as Asset ESG Plans and capital transaction due diligence checklists.

Management of climate-related risks and opportunities is integrated into the remuneration outcomes of the Executive Management Team (EMT) through inclusion of ESG-related targets in the short-term incentive performance criteria.

Policy for climate-related risks and opportunities

Growthpoint's approach to managing and disclosing climate-change risks and opportunities is guided by our Sustainability Policy. The Sustainability Policy outlines our commitment to:

- Reduce direct GHG emissions and achieve our target of net zero emissions by 1 July 2025
- Reduce indirect GHG emissions through use of low embodied carbon materials and collaboration with tenants
- Assess climate change risks and respond by implementing resilience and adaptation measures

To achieve the Policy objectives, Growthpoint regularly assesses climate-change risks and opportunities that are likely to impact our business and incorporates relevant findings into strategic and operational decision-making.

What is the TCFD?

The TCFD is a voluntary framework for climate-related financial disclosures that encourages organisations to provide consistent, comparable, reliable information to aid decision making for investors, debt providers and other stakeholders.

Core elements of the recommended climate-related financial disclosures

TCFD alignment.

Board and management oversight of climate-related risks and opportunities

The Board approves the Group's climate-related strategy and initiatives and receives annual updates on our progress against the net zero target.

The EMT has operational oversight of the sustainability strategy and implementation, led by the Sustainability Committee that includes a member of the EMT, ensuring Group-wide alignment and implementation.

Risk Management

The Board has overall responsibility for establishing the Group's risk management framework. This framework is designed to effectively manage all risks, including those related to climate factors. Moreover, the Board is tasked with approving the Group's climate-related strategy and initiatives.

The Board has established the ARCC, which is responsible for oversight of the risk management framework and how management monitor compliance with the Group's risk management policies and procedures. The ARCC reviews the adequacy of the risk management framework in relation to the risks faced by the Group and makes appropriate recommendations to the Board.

At the operational level, climate-related risks and opportunities are managed by the Projects and Sustainability team. This team regularly reviews and updates sustainability and climate-related risks within the risk management framework on a semi-annual basis.

During the year we engaged a specialist consultant to undertake an in-depth physical climate change risk assessment and high-level analysis of transitional risks for seven of our balance sheet assets. The basis for selecting these assets to be part of the risk assessment was their potentially high exposure to climate risks, geographical and asset class diversity, and value to the Growthpoint portfolio.

More information about transitional risks and physical risks are provided on pages 15-19 and 22-24, respectively.

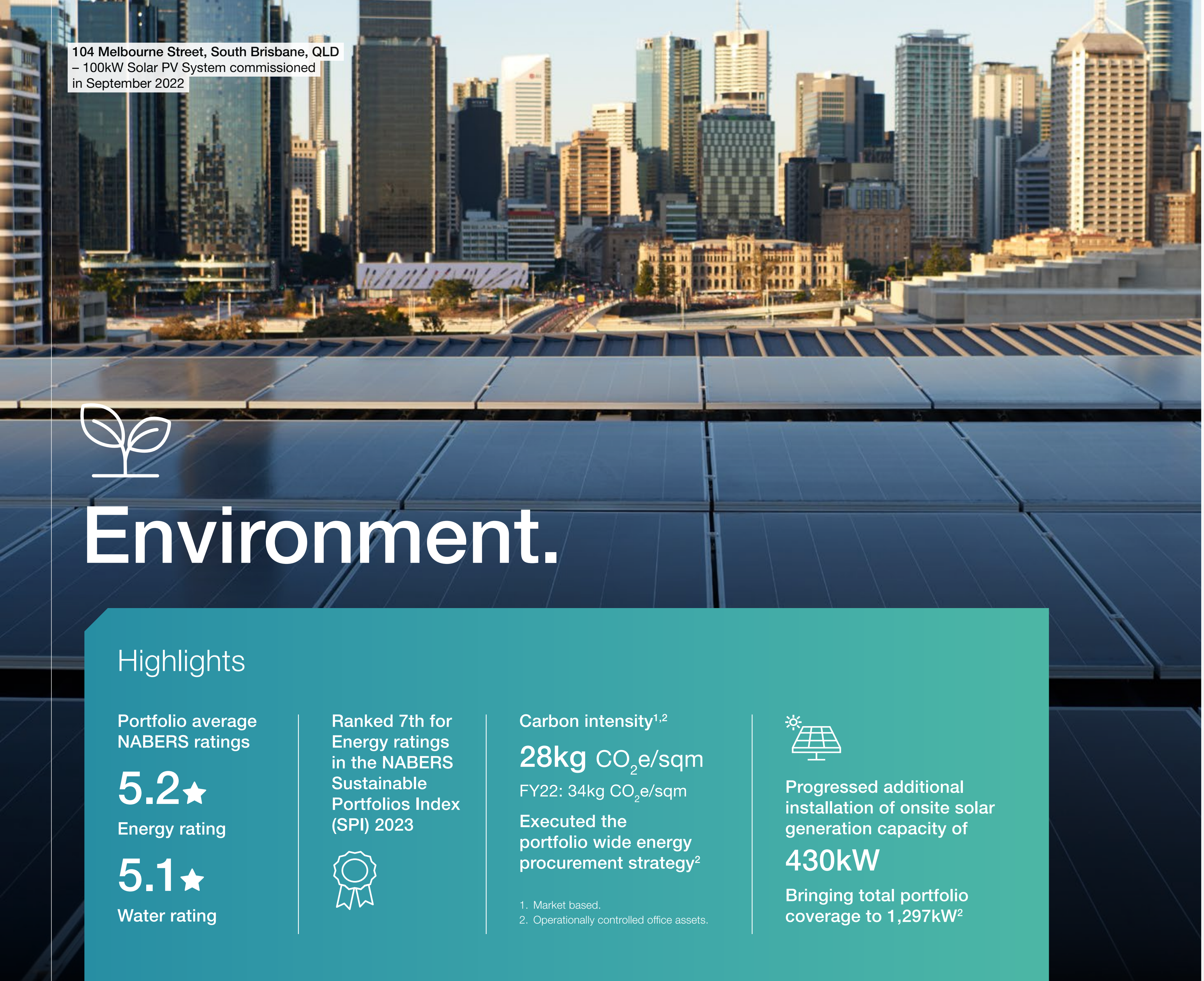
Strategy

Managing climate-related impacts are an integral part of our strategy. We recognise the important role that we can play in reducing our carbon footprint and making real contributions to addressing climate change. It is also 'good business' that will assist us in achieving our primary objective of delivering growing returns to Securityholders over the long term.

Strategic climate change related activities are channelled through two key areas – maintaining and growing a portfolio of highly-efficient buildings (transition risks) and building climate resilience across our portfolio (physical risks).

Metrics and targets

Our sustainability framework on pages 9-11 show our targets and progress to manage our performance under the focus areas 'Decarbonisation' and 'Climate change resilience'.



104 Melbourne Street, South Brisbane, QLD – 100kW Solar PV System commissioned in September 2022

Environment.

Highlights

Portfolio average NABERS ratings

5.2★

Energy rating

5.1★

Water rating

Ranked 7th for Energy ratings in the NABERS Sustainable Portfolios Index (SPI) 2023

Carbon intensity[1,2]

28kg CO_2e/sqm

FY22: 34kg CO_2e/sqm

Executed the portfolio wide energy procurement strategy[2]

1. Market based.
2. Operationally controlled office assets.

Progressed additional installation of onsite solar generation capacity of

430kW

Bringing total portfolio coverage to 1,297kW[2]

MD message
Overview
Highlights
Net zero pathway
Our approach
Our framework
TCFD
• **Environment**
Economic
People
Governance
Additional information

Environment.

Decarbonisation

FY23 targets:

- Seek to achieve net zero emissions target for our office assets and corporate activities (1 July 2025)
- Maintain an average 5 star NABERS Energy rating for our office assets[1]
- Disclose all relevant sources of Scope 3 GHG emissions

Approach and actions

In pursuit of our commitment to decarbonise our operations and reach our net zero emissions target by 1 July 2025, we have implemented a comprehensive approach that encompasses a range of activities. These initiatives enable us to gain a deeper understanding of our emissions profile, accurately measure our impact, and implement effective strategies to reduce our energy and emissions footprints.

Reducing energy consumption and minimising GHG emissions brings several significant advantages, particularly in terms of enhancing resilience against transitional climate change risks. Among these benefits is the ability to effectively address potential regulatory changes that could introduce stricter standards for building energy efficiency. By taking proactive measures to reduce our emissions, we not only demonstrate our commitment to sustainability but also position ourselves favourably to adapt to evolving regulations while upholding operational efficiency.

Moreover, our commitment to energy efficiency presents valuable opportunities for enhancing our portfolio. By meeting tenant expectations for energy efficient and sustainable buildings, we align with their own carbon reduction commitments. By providing such spaces, we not only support their objectives but also elevate the overall attractiveness and value of our properties[2].

Transition risk exposure

During the year, we made progress in addressing transitional risks associated with climate change. To enhance our understanding, we sought the guidance of a specialist consultant who conducted a high-level analysis of transitional risks for seven of our key balance sheet assets.

1. All NABERS targets apply to our 100% owned on balance sheet office assets.
2. Source: https://www.iea.org/reports/multiple-benefits-of-energy-efficiency/asset-values.


15 Green Square Close, Fortitude Valley, QLD – 66kW Solar PV System commissioned in September 2022

Environment.

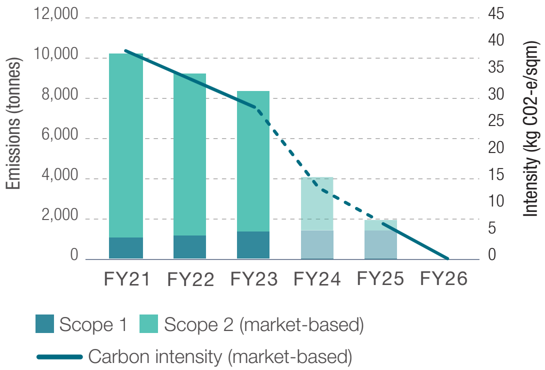
In FY24, we are committed to further expanding our efforts in this area. Our plans include conducting an in-depth transitional risk assessment across our entire balance sheet portfolio, aligning it with the framework provided by Representative Concentration Pathways (RCP). These pathways offer valuable guidance on the likelihood of transitional risks arising from climate change.

This comprehensive assessment will enable us to deepen our understanding of potential risks and opportunities related to climate change. By doing so, we aim to proactively manage these risks, align our strategies with the evolving climate landscape, and identify avenues for sustainable growth.

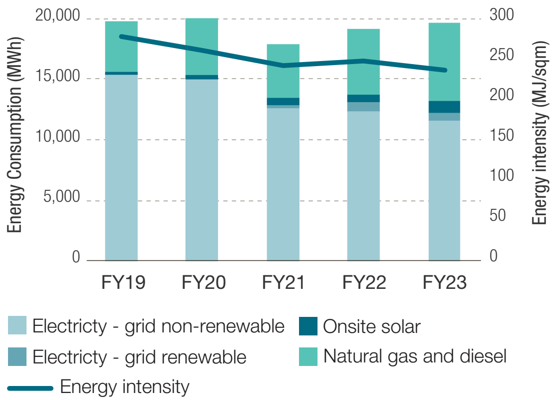
Reducing energy consumption and GHG emissions

During the year, we made significant strides in our commitment to improving energy efficiency and reducing GHG emissions for our operationally controlled office portfolio. We progressed the installation of seven onsite solar projects across the office portfolio, boasting a combined capacity of approximately 430 kW. These solar installations, to be commissioned in early FY24, are expected to reduce our emissions footprint and reliance on grid drawn electricity. Furthermore, the upgrade of chillers at three of our office assets will enhance the energy efficiency of our buildings, leading to energy savings.

Scopes 1 and 2 GHG emissions and intensity (market-based) – operationally controlled offices



Energy consumption by source and intensity – operationally controlled offices



In FY24, we will continue delivering impactful energy efficiency and GHG emissions reducing projects. Our focus will be on upgrades to lifts, variable speed drives, variable air volume controls, LED lighting and building management systems, which will help optimise energy usage and operational efficiency. Additionally, we have plans to install additional solar capacity at one office asset and undertake electrification feasibility assessments for three office assets.

Our ongoing energy monitoring program has been instrumental in identifying energy consumption anomalies and opportunities for improved operation of base building plant and equipment. By acting upon these findings, we aim to reduce energy consumption and operating costs.

We also partnered with tenants to deliver several projects that will improve energy efficiency and reduce emissions at our buildings. For more information on these projects, please see the Tenant satisfaction section on page 27.

Buying renewable energy

GreenPower will play a pivotal role in driving our net zero transition. During the period, we executed an energy procurement strategy, including GreenPower, to secure our medium-term energy requirements.

To ensure a progressive approach, we have adopted a phased purchasing plan. In FY24, we will procure approximately 50% of our

Environment.

GreenPower needs, which will increase to 75% in FY25, and full coverage in FY26 and beyond. By strategically implementing this step-up purchasing strategy, we are carefully integrating offsite renewable energy into our operations while actively reducing our carbon footprint and accelerating our progress towards achieving net zero emissions.

Performance

We measure our energy performance through three metrics: total energy usage, like-for-like energy use[1] and energy intensity. Key factors that influence energy consumption across the portfolio include portfolio changes (acquisitions and divestments), occupancy changes, and capital works and energy efficiency upgrades.

In FY23, total energy consumption increased by 2.8% (1,924 GJ) compared to FY22, attributed to:

- Acquisition of 165-169 Thomas Street, Dandenong, VIC in July 2022
- Full year of energy consumption inclusion for two assets acquired in FY22 – 2-6 Bowes Street, Canberra, ACT and 141 Camberwell Road, Hawthorn East, VIC
- Occupancy increase at Building 3, 570 Swan Street, Richmond, VIC (Botanicca 3)
- Tenants continuing to return to workplaces post-COVID-19 restrictions

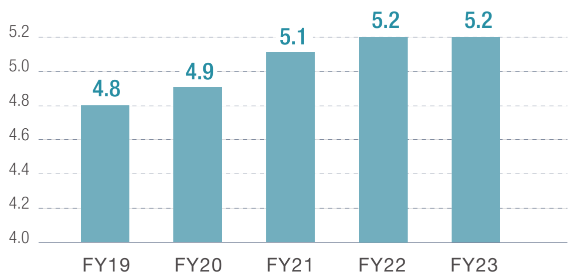
The increase in total energy use was partially offset by the sale of 333 Ann Street, Brisbane, QLD in January 2023.

In comparison, like-for-like energy usage for our operationally controlled assets decreased by 1.8% from FY22. This was primarily driven by a 6.4% reduction in like-for-like electricity consumption from the grid because of the following energy efficiency initiatives implemented during the year:

- Chiller upgrades at 100 Melbourne Street and 104 Melbourne Street, South Brisbane, QLD
- Solar system installations at three assets in Queensland, which were energised in September 2022 – 104 Melbourne Street and 52 Merivale Street in South Brisbane and 15 Green Square Close, Fortitude Valley
- Energy optimisation control strategies implemented at four assets in the SW1 Precinct in South Brisbane, Queensland
- An LED lighting upgrade at 15 Green Square Close, Fortitude Valley, QLD
- Variable speed drives upgrades at 100 Skyring Terrace, Brisbane, QLD
- Other capital works and building monitoring and anomaly resolutions

104 Melbourne Street, South Brisbane, QLD – Chillers upgraded in May 2023 to improve building energy efficiency

Portfolio average NABERS Energy rating (stars) – all offices



These energy efficiency initiatives implemented across the like-for-like assets were the key drivers for the reduction in energy intensity to 240 MJ/sqm for our entire operationally controlled office portfolio (FY22: 251 MJ/sqm).

1. Like-for-like energy use measures energy performance at assets where we have two full and consecutive years worth of data, including the current reporting year.

Environment.

The commissioning of three solar installations in September 2022 and the divestment of 333 Ann Street, Brisbane, QLD during the period contributed to a 15.6% decrease in location-based Scope 2 emissions. Similarly, market-based Scope 2 emissions decreased by 13.2% as a result of our growth in renewable energy consumption (11.7% from 10.2% in FY22) and further decarbonisation of the electricity grid.

Growthpoint maintains a high-average NABERS Energy rating of 5.2 stars. NABERS Energy ratings for our assets are provided in the **Sustainability Databook**.

During the year, we continued to work with our tenants to expand our coverage of tenant energy monitoring through the collection of tenant energy data. We now have 85% coverage of tenant energy data (by net lease area) across our entire balance sheet portfolio of office and industrial assets, compared to 72% coverage in FY22.

104 Melbourne Street, South Brisbane, QLD – 100kW Solar PV system commissioned in September 2022

Natural resource management

FY23 targets:

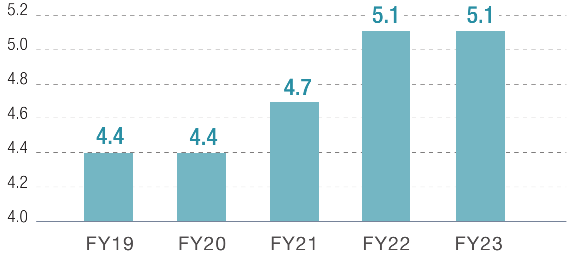
- Maintain an average 4.5 star NABERS Water rating for our office assets
- Develop a Biodiversity Enhancement Plan for our operationally controlled office assets

Approach and actions

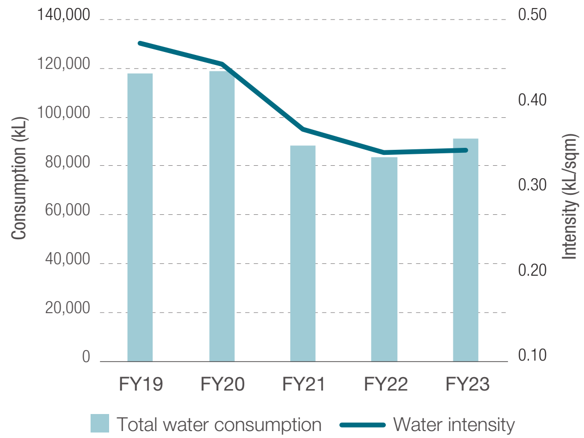
Our current natural resource management approach has primarily focused on reducing water consumption in our office portfolio, measured through NABERS Water ratings. This involves upgrading plant and fittings and optimising water use in buildings with sub-metering. Close monitoring aids in early leak detection, anomaly identification, and swift issue resolution to curb excess usage and operational costs.

In FY24, we plan to conduct a gap analysis of stormwater contamination risk in the scope of our Property Risk Assessments that are undertaken on a two-year cycle for our office assets. This aims to better recognise and address stormwater-related risks linked to our building operations.

Portfolio average NABERS Water rating (stars) – all offices



Water consumption and intensity – operationally controlled offices



MD message
Overview
Highlights
Net zero pathway
Our approach
Our framework
TCFD
• Environment
Economic
People
Governance
Additional information

Environment.

Performance

In FY23, water consumption increased 8.5% across our operationally controlled office portfolio, while water intensity remained unchanged at 0.31 kL/sqm. Factors that contributed to the increase in water use were the acquisition of 165-169 Thomas Street, Dandenong, VIC, full-year usage of assets acquired in FY22 and continued increase in occupancy post-COVID-19 restrictions. Mitigating factors included the divestment of 333 Ann Street, Brisbane, QLD and our ongoing water monitoring investment in the building optimisation program.

Growthpoint maintained a strong NABERS Water rating of 5.1 stars (compared to FY22). Refer to the **Sustainability Databook** for NABERS Water ratings of our assets.

Waste and circularity

FY23 targets:

- Divert on average 35% of waste from landfill for our office assets[1]

Approach and actions

Our approach to waste and circularity focuses on reducing operational waste across our office portfolio, with a specific focus on tenant waste. In FY23, we developed customised waste strategies for each office asset, aiming to minimise landfill-bound waste throughout our portfolio.

These tailored strategies encompass various actions, including the introduction of new waste streams, tenant and cleaning contractor education, updates to waste and cleaning contracts, revisions to House Rules, and conducting waste audits. In FY24, we will take concrete steps, such as working with tenants to introduce organic bins in their spaces and trialling an innovative organic waste recovery service in one of our office buildings. We are also seeking to include new clauses in our waste service provider agreements to obtain actual weight data and educating tenants on recycling.

A key benefit of successfully executing our waste strategy and increasing recycling rates is the active engagement of our tenants in an issue they consistently rank as important, as demonstrated by the FY23 tenant engagement survey. Collaborating with tenants, cleaners, and waste contractors is essential to the ongoing implementation of these waste strategy actions.

To effectively monitor and report on operational waste, recycling rates, and waste costs within our office portfolio, Growthpoint has established a robust waste monitoring and

1. Target applies to our 100% owned on balance sheet operationally controlled office assets.

Case Study: Introducing organics at Artarmon

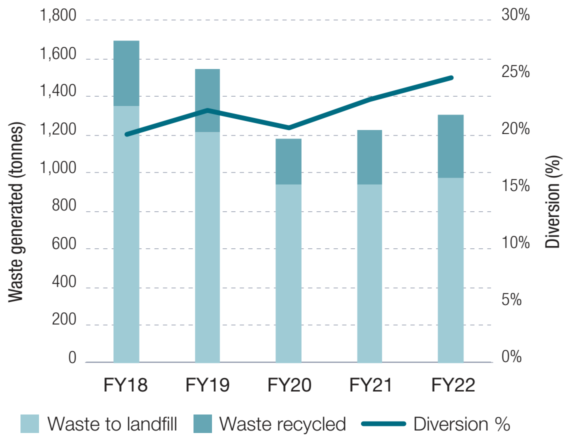
Starting in June 2023, we've successfully introduced organics waste collections at Building C, 219-247 Pacific Highway, Artarmon, NSW. This move has already diverted 50 kg of organic waste from landfills in the first month, helping us progress towards our office portfolio-wide 35% diversion target.

Organic waste, including food scraps and coffee grounds, often constitutes a significant portion of total waste. When left in landfills, it generates methane, over 25 times more potent than carbon dioxide in heat-trapping. By implementing organics waste collections in our buildings, we reduce greenhouse gas emissions, air and land pollution.

In FY24, we will collaborate with service providers and tenants to extend organics waste collections to nine more of our operationally controlled office buildings.

Environment.

Waste by type and diversion rate – all offices



reporting program. We have partnered with an independent third-party provider to collect and validate waste reports and invoices, conduct site inspections, and report data to Growthpoint's environmental management platform.

Performance

In the past year, we successfully diverted 25% of total waste from landfills, marking a slight improvement from 23% in FY22. This progress is primarily attributed to two factors: the full-year contributions of 141 Camberwell Road, Hawthorn East, VIC and Building 3, 570 Swan Street, Richmond, VIC (Botanicca 3), both of which achieved recycling rates above the portfolio average in FY23 (40% and 51%, respectively). Additionally, the divestment of 333 Ann Street, Brisbane, QLD further contributed to reduced landfill waste.

Recycling rates have remained relatively stable on a like-for-like basis, increasing to 22%, compared to 21% in FY22. Overall waste volume has increased by 6.2%, with a total of 1,302 tonnes of waste generated in FY23 compared to 1,226 tonnes in FY22. For detailed property-specific waste diversion rates, refer to the **Sustainability Databook**.

165-169 Thomas Street, Dandenong, VIC (GSO Dandenong)

Economic.

Highlights

Completed physical climate change risk assessments for seven assets

Delivered Group-wide Indigenous cultural awareness training

Converted $520 million of existing debt into sustainability linked loans

Economic.

Climate change resilience

FY23 targets:

- Develop a Climate Change Action Plan

Approach and actions

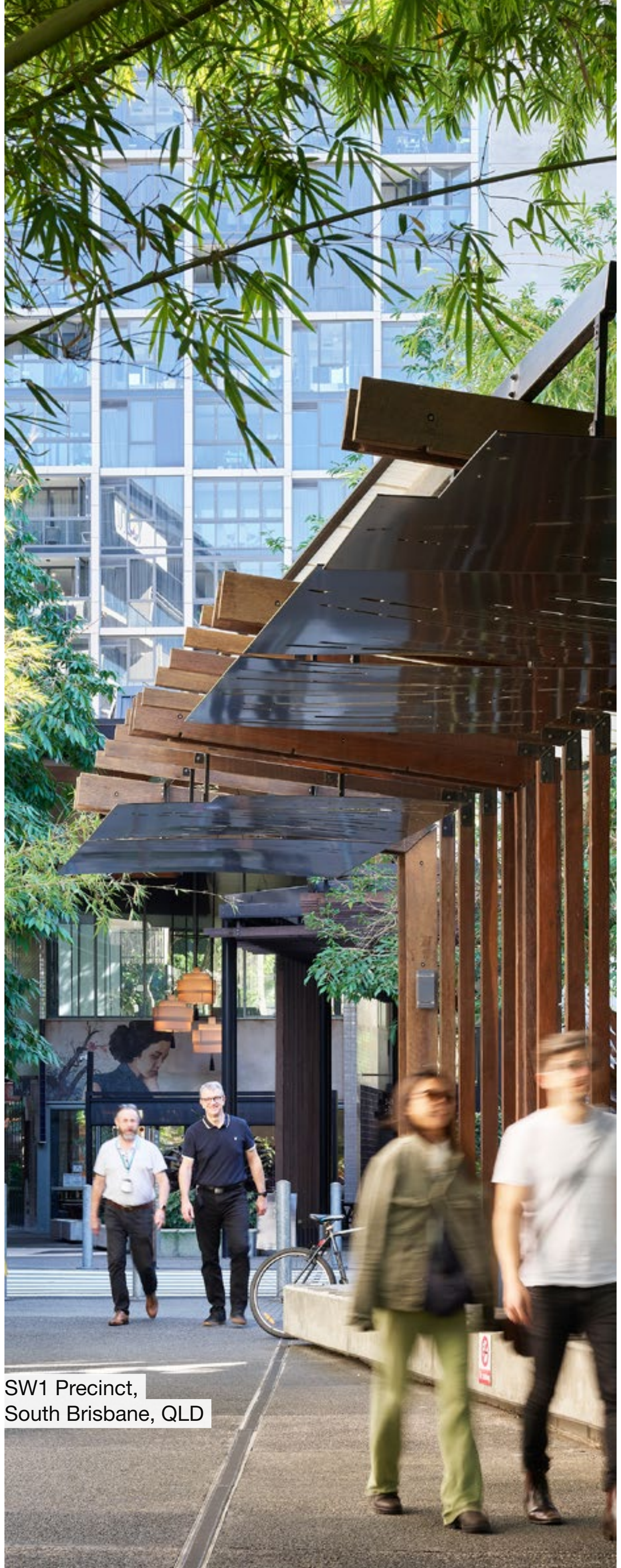
As a long-term asset class, real estate is inherently vulnerable to both acute and chronic physical impacts stemming from climate change. Recognising this, we are committed to enhancing our understanding of climate-related risks, integrating them into our investment decision-making processes, capital improvement strategies, and ultimately, safeguarding the value and longevity of our assets and bolstering the resilience of our portfolio.

Physical risk exposure

During the year we engaged a specialist consultant to undertake comprehensive physical climate change risk assessments for seven of our balance sheet assets (see following page for more details) to better understand the potential impacts of climate change on our operations and assets. The selection of these assets for assessment was based on several factors, including their potential susceptibility to climate risks, geographical and asset class diversity, and their value within the Growthpoint portfolio.

The risk assessments were performed in accordance with *AS 5334:2013 Climate Change Adaptation for Settlement and Infrastructure: A risk based approach* and Growthpoint's Risk Management Framework Policy and considered climate risk exposure under Emissions Scenario RCP8.5 for 2030 and 2050, based on IPCC AR5 (Intergovernmental Panel on Climate Change, Fifth Assessment Report).

Both acute shocks (extreme weather events such as storms, floods and heatwaves) and chronic stressors (long term and ongoing factors such as sea level rise, changing precipitation patterns and rising temperatures) were considered for determining physical impacts to the building's external surfaces, exposed physical assets, critical mechanical and electrical services and access requirements.



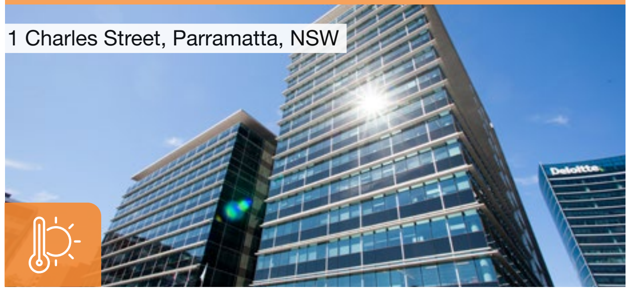
SW1 Precinct, South Brisbane, QLD

Economic.

Key risks and their impacts on our tenants and assets

Risk	Possible result	Potential impacts
Extreme rainfall Sea level rise	More frequent flood events	› Tenants may experience interrupted access to our assets and damage to electrical equipment › Reduced affordability and cover of insurance premiums for Growthpoint (and associated risk of losses)
Extreme temperatures	Increased frequency, severity and duration of days exceeding 35 degrees Celsius	› Increase in demand for electricity to power HVAC systems to maintain thermal comfort › Higher demand on wider electricity networks resulting in blackouts and power outages › Enhanced urban heat island effect causing heat stress and reduced occupant comfort
Storms	Increased frequency of hailstorms and storm events and increased wind intensity	› Damage to wider electricity networks leading to disruption of services › Damage to rooftop mechanical plant and equipment (including solar PV) › Increase in thunderstorm asthma events and falling vegetation or flying debris

Key climate risks for assessed assets


1 Charles Street, Parramatta, NSW


100 and 104 Melbourne Streets, 32 Cordelia Street and 52 Merivale Street, South Brisbane, QLD ((4 assets)


75 Dorcas Street, South Melbourne, VIC


599 Main North Road, Gepps Cross, SA

MD message
Overview
Highlights
Net zero pathway
Our approach
Our framework
TCFD
Environment
• Economic
People
Governance
Additional information

Economic.


32 Cordelia Street, South Brisbane, QLD (SW1 Precinct)

Adaptation and resilience

These risk assessments provided valuable insights into the specific risks we may face and help us to develop robust design and operational adaptation strategies to enhance our resilience. Building upon this foundation, in FY24, we will further investigate these strategies to identify commercially viable solutions that effectively mitigate physical climate risks. Our aim is to improve the long-term resilience of our assets while aligning with our commitment to sustainability. By actively exploring and implementing these strategies, we are proactively addressing climate-related challenges and positioning ourselves to adapt to a changing climate. This will not only help safeguard our business operations and those of our tenants, but also contribute to the overall sustainability of our company.

Ongoing portfolio-wide initiatives to improve resilience include:

- Invest in Climate Change Risk Assessments and Climate Change Adaptation Plans (where necessary) for material acquisitions and new developments
- Maintain a Flooding Risk Register across the portfolio to identify assets at high risk of flooding and invest in preventative adaptation measures where necessary
- Maintain Business Continuity and Disaster Recovery Planning policies to respond in the event of extreme weather events
- Invest in energy and building management systems to respond to higher energy requirements that may be required due to marginal temperature increases
- Maintain insurance coverage for climate-related events that lead to disruptions to our operations

Green and social economy

FY23 targets:

- Implement a Reconciliation Plan
- Establish commercial relationships with at least five social enterprises and / or minority-led businesses

Approach and actions

Growthpoint acknowledges the role it can play to impact and support the sustainable economy through better integrating environmental sustainability and socioeconomic equity within our business practices, and by doing so, improve our supplier diversity and enhance our social licence to operate.

Starting our reconciliation journey

In line with our commitment to fostering a diverse and inclusive workplace, in FY23 Growthpoint took the first steps of our reconciliation journey. We recognise the importance of cultural awareness and understanding in promoting reconciliation between Indigenous and non-Indigenous peoples. To start this journey, we delivered cultural awareness training across the Group, aimed at fostering mutual respect, appreciation, and knowledge of Indigenous cultures,

MD message
Overview
Highlights
Net zero pathway
Our approach
Our framework
TCFD
Environment
• **Economic**
People
Governance
Additional information

Economic.

histories, and perspectives.[1] This training will serve as a crucial stepping stone towards developing an in-house reconciliation plan in FY24, where we will outline specific actions and initiatives to further support Indigenous communities, advance reconciliation efforts, and ensure meaningful engagement.

Supporting sustainable procurement

This year we actively pursued sustainable procurement practices and engaged with socially responsible partners to achieve our sustainability objectives. For the move of our head office in Melbourne, we collaborated with Orana, a Supply Nation certified business. Their expertise and commitment to Indigenous economic development enabled us to execute the relocation while supporting Indigenous businesses and communities. Furthermore, we have initiated conversations with two organisations that each specialise in Indigenous development and youth employment as part of our ongoing efforts to explore social enterprise engagement opportunities within our asset operations. By fostering partnerships with these organisations, we aim to create positive social impact, promote diversity and inclusion, and contribute to the broader community through meaningful and sustainable economic opportunities.

Completing our first sustainable finance transaction

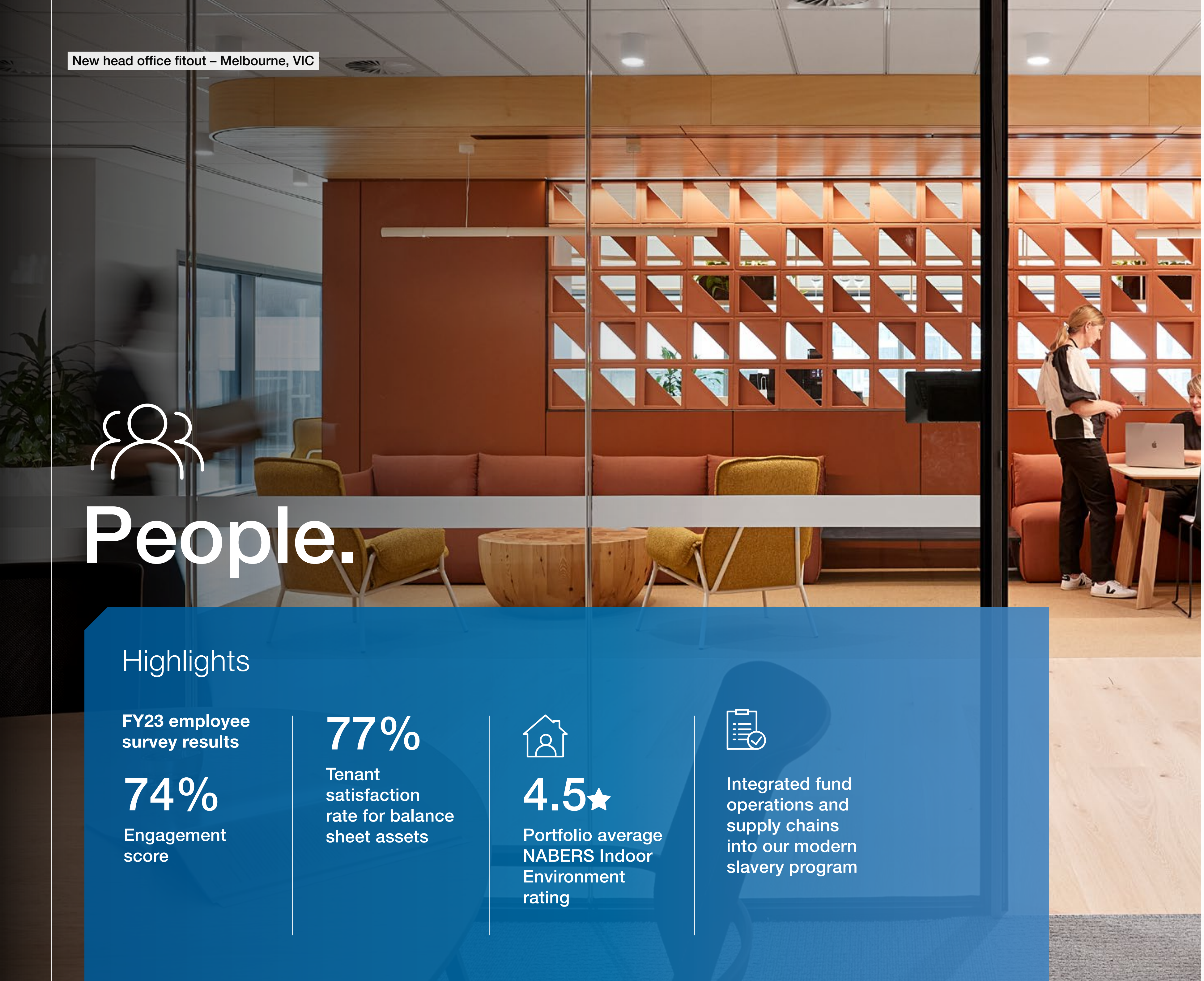
During the year, Growthpoint made significant progress towards integrating sustainability into our financial strategies by successfully converting $520 million of existing debt into sustainability linked loans (SLLs). These SLLs represent a milestone for Growthpoint and reinforce our commitment to sustainable practices while aligning our financial decisions with our sustainability goals.

The distinguishing feature of these SLLs is four key performance indicators (KPIs) that directly support Growthpoint's sustainability strategy. These KPIs focus on decarbonising Scope 1, Scope 2, and Scope 3 emissions, as well as performance measured by NABERS and GRESB. The interest margin of the SLLs is directly tied to the achievement of annual sustainability targets set for each of these KPIs.

To ensure the robustness and credibility of our sustainability commitments, Sustainalytics provided a second-party opinion affirming that the selected KPIs align with the core components of the Sustainability Linked Loan Principles 2023.

Further information can be found in the **media release** and the **Sustainable Debt Framework**.

1. The training program was delivered by Koorie Heritage Trust, who specialise in Indigenous cultural training.



New head office fitout – Melbourne, VIC

People.

Highlights

FY23 employee survey results

74% Engagement score

77% Tenant satisfaction rate for balance sheet assets

4.5★ Portfolio average NABERS Indoor Environment rating

Integrated fund operations and supply chains into our modern slavery program

People.

Tenant satisfaction

FY23 targets:

- Establish and achieve a tenant satisfaction rating target
- Maintain a minimum average 4 star NABERS Indoor Environment rating for our office assets[1]

Approach and actions

In FY23, as post-COVID-19 travel restrictions eased and people gradually returned to their workplaces, we had the opportunity to engage more directly with our tenants and building occupants, fostering face-to-face interactions. This increased level of engagement allowed our teams to strengthen relationships throughout the year and gain a better understanding of individual concerns and challenges as we transitioned out of the COVID-19 era.

As part of our ongoing efforts to engage with occupiers across our assets, we implemented a variety of initiatives to connect with people as they resumed their work routines. These initiatives included the introduction of coffee and gelato carts and organising plant giveaways for National Tree Day. Moreover, we actively coordinated and supported several charitable activities at our sites, such as Australia's Biggest Morning Tea, The Salvation Army Christmas Appeal, and R U OK Day. By implementing these types of initiatives, we not only connected with our tenants but also fostered a sense of community within our properties.

Enhancing tenant health and wellbeing

Growthpoint acknowledges the compelling research that highlights the significant impact of indoor environment quality on the health and wellbeing of building occupants. Moreover, our interactions with tenants and the feedback received through our annual survey consistently reaffirm that comfort and wellbeing rank among the top ESG issues to them and their businesses.

To effectively address these priorities, we have adopted the NABERS Indoor Environment rating tool as our primary metric for assessing the health and wellbeing performance of our buildings. This comprehensive rating system evaluates factors such as indoor air quality, lighting, acoustic conditions, and thermal comfort. The insights gained from these ratings inform our proactive management approach,

1. All NABERS targets apply to our 100% owned on balance sheet office assets.

104 Melbourne Street, South Brisbane, QLD – new fitout completed in early 2023, with 95% of previous fitout materials recycled or diverted from landfill

People.

allowing us to optimise the health and wellbeing outcomes for our tenants within our office assets.

Upgrading tenant amenities

During the year, tenant amenity upgrades and refurbishment works were completed across 11 office assets. Works included fit outs, end of trip facility modernisations and foyer refurbishments.

We understand that fit out projects can generate significant waste, and we collaborate with our construction partners to minimise their environmental impact. A prime example of our success is the fit out completed at 104 Melbourne Street, South Brisbane, QLD, which achieved a 95% recycling rate for materials like metal, aluminium, plasterboard, concrete, bricks, and other mixed waste.

We continued our ongoing program of removing aluminium composite cladding (ACP) across impacted sites in our portfolio. To reduce the environmental impact of these works, we partnered with a service provider to maximise recycling outcomes, with approximately 1.84 tonnes of ACP materials diverted from landfill.

Improving tenant satisfaction and reducing energy use through collaboration

Our Scope 3 emissions encompass the indirect carbon emissions originating from activities beyond our direct operational control. Among the various sources of our Scope 3 emissions, tenant energy consumption in our assets represents a significant portion, stemming from downstream activities.

To actively contribute to emissions reduction and enhance tenant satisfaction, we have implemented proactive measures. Our key initiatives include the installation of solar capacity across our tenant controlled industrial assets, with 3.9 MW of solar generation capacity installed to date. This includes a 330 kW solar PV system commissioned during the year at 120-132 Atlantic Drive, Keysborough, VIC, as part of our expansion project. Additionally, in FY23, we partnered with tenants to install approximately 1.8 MW of onsite solar energy capacity at 1-3 Pope Court, Beverley, SA, and 70 Distribution Street, Larapinta, QLD. Furthermore, we prioritised energy efficiency by upgrading lighting to LED solutions at industrial assets, with six upgrades completed during FY23. These improvements will result in reduced energy consumption, emissions, and operating costs for our tenants.

Looking ahead to FY24, we have plans in place for the installation of up to four solar systems at industrial assets, pending the successful completion of feasibility assessments and obtaining necessary approvals. These initiatives not only contribute to a reduction in emissions but also demonstrate our commitment to collaborative efforts with tenants to achieve sustainable and energy-efficient solutions.

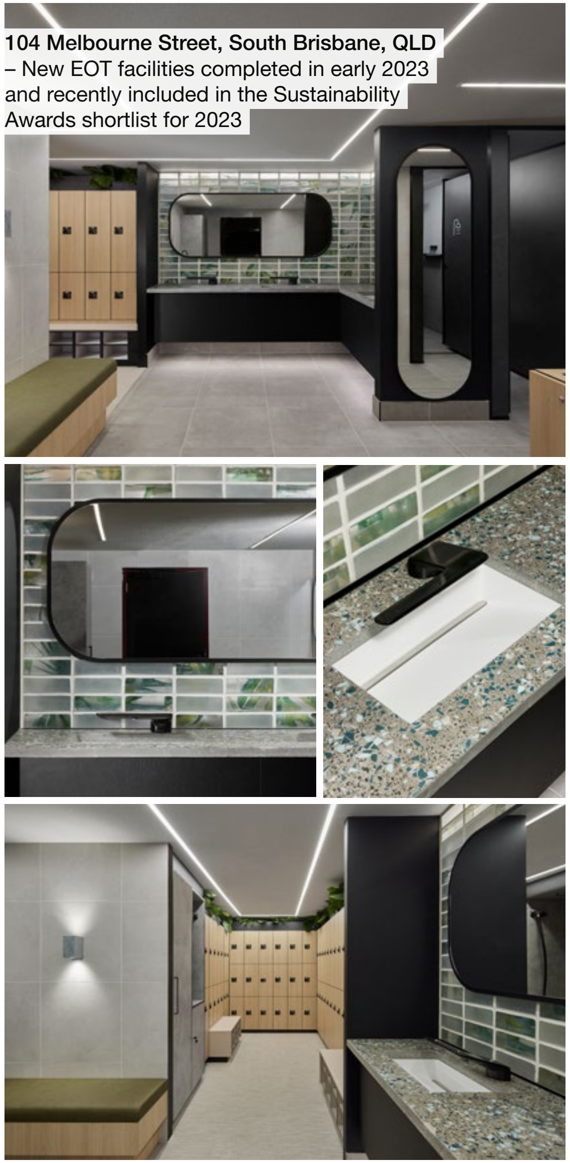
Case study: Rolling out electric vehicle charging stations

In response to the growing demand for sustainable transportation solutions and to support our tenants in their transition to electric vehicles, we began implementing a more structured plan to install electric vehicle (EV) charging stations at our properties across Australia. During FY23, we successfully installed five 7kW single-phase EV charging stations at 100 Skyring Terrace, Brisbane, QLD.

Encouraged by the positive response and the environmental benefit these will achieve, we are committed to expanding our EV charging infrastructure across our office and industrial assets in the coming years. In FY24, we will explore the feasibility of installing EV charging infrastructure at 22 buildings across our office and industrial portfolios.

The rollout of EV charging stations is an integral part of our sustainability framework, aligned with our target to improve tenant engagement and more broadly support the growing EV uptake among our tenants.

People.



104 Melbourne Street, South Brisbane, QLD – New EOT facilities completed in early 2023 and recently included in the Sustainability Awards shortlist for 2023

Performance

Tenant satisfaction score

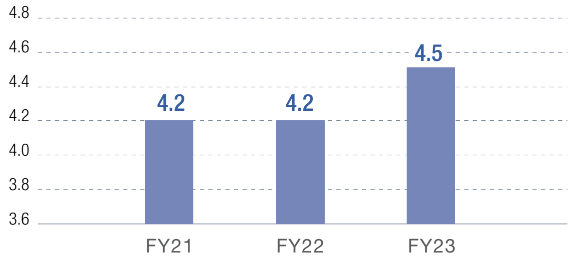
To continually understand and address the needs of our tenants, we actively sought feedback through our annual tenant satisfaction survey. In FY23, we observed a notable improvement in the tenant satisfaction score (CSAT) across our balance sheet portfolio, increasing from 74 (in FY22) to 77. Once again, these result showcased Growthpoint's strong performance in both the office and industrial sectors.

With the acquisition of the Funds Management business during the FY23 period, we took the opportunity to extend the survey to include the Funds Management portfolio. Across the Funds Management assets, the tenant satisfaction score (CSAT) was recorded at 71. This inclusion of the Funds Management portfolio and tenant group in the survey provided valuable insights and feedback, which will be utilised to ensure that we understand and actively work towards meeting tenants' needs.

Compared to FY22, the FY23 survey was distributed to a larger group of respondents and achieved a higher response rate (56% in FY23, compared to 46% in FY22). This increased level of responses provides us with confidence that the feedback received is a reliable reflection of the overall sentiment across our portfolio.

Key areas of strong performance highlighted in the survey include overall performance across our office assets, satisfaction with Growthpoint as a landlord, and the frequency of communication from building management teams. These positive outcomes affirm our commitment to delivering exceptional service and maintaining strong relationships with our tenants.

Portfolio average NABERS Indoor Environment rating (stars) – all offices



NABERS Indoor Environment

In FY23, we increased our average NABERS Indoor Environment rating to 4.5 stars, compared to 4.2 stars in FY22, while increasing our coverage to 94% of our office assets, compared to 87% in FY22. Individual asset performance for NABERS Indoor Environment ratings provide us with information to guide further operating improvements, ensuring our assets positively contribute to our tenant's health and wellbeing.

NABERS Indoor Environment ratings for our assets are provided in the Sustainability Databook.

MD message
Overview
Highlights
Net zero pathway
Our approach
Our framework
TCFD
Environment
Economic
• People
Governance
Additional information

People.

Employee engagement

FY23 targets:

- Maintain an employee engagement and alignment score in the top quartile of our benchmark group[1]
- Have at least 30% of Directors of each gender on the Board (30 June 2023)[2]
- Maintain at least one female in the EMT and consider at least one female candidate for any new appointments to the EMT (ongoing)[3]
- Maintain at least 40% of employees of each gender in the Group's workforce generally (ongoing)

Approach and actions

At Growthpoint, we are committed to building a team of professionals who not only possess the necessary qualifications but also align with our culture. We value personal qualities and recognise the importance of individual goals in contributing to the growth of our business. Our core values – respect, success, inclusion, integrity, and fun – form the foundation of our company, enabling us to establish trust and consistently achieve exceptional results.

We actively seek feedback, both formal and informal, as we strive to continuously enhance the employee experience. This feedback helps us refine our employee value proposition, improve core programs, strengthen attraction and retention initiatives, provide better professional development opportunities, and create meaningful social gatherings. By actively listening and responding to our employees, we foster a culture of growth, collaboration, and mutual support.

Focusing on diversity and inclusion

For FY23, our diversity performance was measured against three gender diversity targets. The first is a target of at least 30% of Directors of each gender on the Board by 30 June 2023. In April we achieved 33.3% of female directors on the Board.

The second gender diversity target is to maintain at least one female on the EMT and to consider at least one female candidate for any new appointments to the EMT. There has been a female member of the EMT since April 2018. During FY23, one new (male) appointment was made to the EMT resulting from the acquisition of Fortius in September 2022, where consideration of other candidates was not part of the transaction.

The third gender diversity target is to have at least 40% for each gender across the Group. As of 30 June 2023, Growthpoint had a workforce gender balance of 46.8% female to 53.2% male. This is a decrease from 51.3% female as of 30 June 2022. Growthpoint has maintained an above 40% female workforce for the last three years.

To mark International Women's day 2023 Jessica (Ika) Trijsburg joined us to speak on the subject of meaningful diversity, inclusion and better decision making. Ika is a recognised leader and practitioner in strategic

Case study: Parents@Work

Growthpoint launched its Parents@Work pilot program this year to provide support to parents returning to work after parental leave. We acknowledge the strong connection between supporting families during significant personal transitions and ensuring the retention and engagement of our employees. Parents@Work, used by five employees during the year, provides comprehensive support before, during and after parental leave. It facilitates connections with career, family and wellbeing experts, and grants access to online tools and tips for improved self-management.

1. In FY23, we adopted Culture Amp as our new employee engagement survey provider, leading to three changes. Firstly, the measurement of employee alignment has been excluded from the target due to Culture Amp's methodology. Secondly, a comparison to FY22 performance is not available as Culture Amp employs a different methodology to gauge employee engagement. Lastly, our performance is now benchmarked against the Australian benchmark rather than the benchmark group used by our previous survey provider, in alignment with Culture Amp's practices.
2. Where reasonably possible, having regard to business circumstances, vacancies arising, the Group's desire to appoint the best candidate and the need to maintain an appropriate mix of skills, experience and expertise on the Board.
3. Where reasonably possible, having regard to business circumstances, recruitment opportunities arising, the Group's desire to appoint the best candidate and the need to maintain an appropriate mix of skills, experience and expertise on the EMT.

People.

diversity, equity and inclusion. She shared her experiences and insights, illustrating the challenges and how much work there is still to do in this area.

Further information on Growthpoint's diversity data can be found in the **Sustainability Databook**.

Developing our employees

Fostering a culture of continuous learning and development is a cornerstone of our commitment to our employees' growth and success. The results of our engagement survey highlight the positive impact of our efforts with 87% of employees indicating they would recommend Growthpoint as a great place to work and 100% of employees having access to the learning and development needed to do their job well.

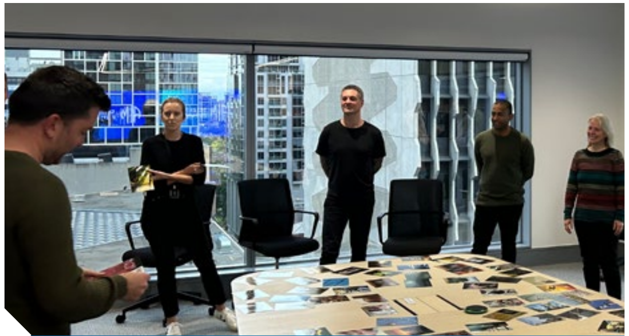
Throughout FY23, we embraced a comprehensive range of development opportunities for our employees. These included attending courses and conferences, one-on-one executive coaching programs, and the introduction of our career conversations program, ATTUNE. We also delivered the Coaching for High Performance course in partnership with the Australian Institute of Management.

Furthermore, several of our employees demonstrated their commitment to personal and professional growth by actively seeking additional opportunities within the industry. As a result, three of our employees were successful in securing committee roles within the Property Council of Australia (PCA). Growthpoint is now represented on the NSW Diversity, Equity, and Inclusion Committee, the VIC Diversity, Equity, and Inclusion Committee, and the VIC Futures Directions Committee.

In response to the Respect@Work bill we have rolled out training on Sexual Harassment to all employees, and our commitment to our Modern Slavery Statement was evidenced with the deployment of virtual training on this topic to all staff in June 2023 via a new online compliance training platform.

Supporting employees' wellbeing

Through our partnership with Pinnacle Health, we continue to educate our employees on various health and wellbeing topics. This program covered issues such as optimising mood and physical energy through nutrition, managing emotional wellbeing, and maintaining physical health. As part of our collaboration with Pinnacle Health Group, we provided employees with opportunities for health and skin checks, as well as flu vaccinations. Additionally, this year we introduced Executive Health Checks, a comprehensive health assessment specifically designed for our EMT to ensure they are effectively managing their health and wellbeing.



Case study: Coaching for high performance

During FY23, Growthpoint partnered with the Australian Institute of Management to conduct in-house training called 'Coaching for High Performance' for all people leaders. This course aimed to equip people managers with the knowledge and practical skills necessary to coach their team members effectively, enabling them to reach their goals and consistently perform at their best. The training emphasised essential interpersonal skills and introduced proven coaching frameworks. Eighteen employees participated in the course across our Sydney, Brisbane and Melbourne offices, gaining valuable models and tools to provide meaningful feedback and conduct outcome focused coaching sessions.

People.

In September 2022, we launched the 'Step into Spring!' challenge as a key initiative to promote physical wellbeing. This challenge involved internal teams competing to achieve the highest number of steps. Additionally, mental health remained a priority for us throughout the year, as we had 11 Mental Health First Aiders accredited across our offices. These individuals were equipped to provide support and assistance to colleagues who may be facing mental health challenges.

Performance

To measure our employee engagement, we conduct an annual engagement survey delivered by an independent third-party consultant. We are proud to maintain a high response rate, with 93% of eligible employees completing the survey. It is worth noting that as we transitioned to a new engagement survey provider this year, direct comparisons to previous year's performance are not available.

Employee engagement scores

The engagement factor plays a crucial role in understanding the positive emotional connection and thoughts that employees have towards Growthpoint. In FY23, we achieved an engagement score of 74%, exceeding the benchmark for Australia by two percentage points and one percentage point below the benchmark for Real Estate Australia at 75%.

Growthpoint employees attending inhouse training session, March 2023

Our positive engagement score can be attributed to the confidence employees have in the leaders at Growthpoint, as reflected in the satisfaction rate of 87%. Moreover, a significant majority of our workforce, 93%, expressed a high level of satisfaction with understanding how their work contributes to the company's goals.

As part of our commitment to continuous improvement, we identified development and promotional pathways as an area requiring attention based on feedback received last year. Consequently, our focused efforts in FY23 yielded 100% satisfaction rate regarding access to learning and development opportunities.

Case Study: Women and Men's Health Weeks 2022

Jean Hailes Women's Health Week, held in September 2022, aims to raise awareness and educate women about various aspects of women's health, including physical, emotional, and mental wellbeing. Throughout the week, a diverse range of activities and events are organised, both online and offline, to provide women with valuable information, resources, and support to make informed decisions about their health.

At Growthpoint, we actively participated in Women's Health Week by leveraging its resources. We also arranged for a guest speaker, Vicky Jamieson, to address our employees on the topic of women's hormones and their influence on wellbeing and performance, both in the workplace and at home. Additionally, Jean Hailes topical emails were shared with our staff throughout the week, fostering open and candid discussions about women's health in the workplace.

Men's Health Week was celebrated in November 2022. This dedicated week included informative emails on various health topics for men, and a guest speaker from the Prostate Cancer Foundation of Australia who provided insights on the early detection signs of prostate cancer and available options if diagnosed.

People.

FY22 Modern Slavery Statement

Our third Modern Slavery Statement was released in December 2022. Download a copy at growthpoint.com.au/corporate-governance

Responsible and sustainable supply chain

FY23 targets:

- Comply with the Modern Slavery Act
- Set and achieve a rolling program of annual targets to ensure continual improvement in our approach to addressing modern slavery and how we measure effectiveness

FY23 progress on modern slavery actions

Focus area	Achievements
Employee training	Delivered online modern slavery training to all staff via our human resources information system to recognise the risks and instances of modern slavery[1]
Integration of Funds Management business	Integrated the Funds Management business within Growthpoint's established operational practices and initiatives for modern slavery and undertook a review of their external property manager
Supply chain engagement	Implemented enhanced due diligence for solar panel procurement and high-risk suppliers identified by the FY22 supply chain deep dive risk assessment
Effective monitoring	Established a formal framework, including KPIs, to measure the effectiveness of our modern slavery mitigation strategies

Approach and actions

Growthpoint's supply chain comprises a diverse range of suppliers, contractors and other service providers who play vital roles in our corporate operations, asset management function, and development projects.

In our commitment to fostering best practices and driving sustainable performance across our supply chain, we have updated our Supply Chain Sustainability Guidelines. These guidelines outline our expectations for business partners, covering key areas such as ethical behaviour, anti-corruption and bribery prevention, whistleblower protection, compliance with local and national laws and regulations, and the eradication of modern slavery. Moreover, we require our suppliers to uphold occupational health and safety standards and proactively implement resource efficiency measures while adopting ethical approaches to water and waste management that align with the scale of their operations.

By adhering to our Supply Chain Sustainability Guidelines and partnering with suppliers who share our values, we can achieve several key benefits, including upholding our corporate integrity, safeguarding our reputation, mitigating legal risks, ensuring fair competition, and achieving sustainable growth.

Managing human rights and modern slavery risks

During the year, we further enhanced our approach to understanding and managing modern slavery risks in our operations and supply chain. The Group made progress against our FY23 published actions, summarised in the table above.

A key achievement during the year was the adoption of enhanced supplier due diligence procedures for the procurement of solar panels for seven solar installations across our commercial portfolio. Acknowledging the heightened risk of modern slavery in global solar supply chains, Growthpoint sought

1. The modern slavery training was delivered near the end of the reporting period. Employees that were on leave when the training was delivered completed it after 30 June 2023.

People.

Volunteer day at Fareshare – Melbourne team members

Volunteer day at Canice's Community Kitchen – Sydney team members

additional information from suppliers on the place of origin and manufacture of solar panel components, including polysilicon, to help guide our procurement of solar panels with potentially lower risk exposure of modern slavery.

As a result of the implementation of enhanced supplier due diligence procedures, we made the deliberate choice to procure solar panels that offered greater transparency regarding the origins of their components. We placed considerable importance on mitigating the risk of modern slavery and were willing to incur higher capital investment costs to uphold this commitment.

Following a thorough assessment of our supply chain risks, we identified suppliers within the lift, escalator, and air conditioning sectors as higher-risk entities. The majority of these suppliers are engaged by our external property managers, who act on behalf of Growthpoint. These suppliers undergo a pre-qualification process through screening procedures set by the property managers.

Furthermore, we took additional steps by requesting these suppliers to complete our pre-qualification questionnaire. This questionnaire serves to evaluate their awareness of modern slavery risks within their operations and supply chains, as well as the policies they have in place to mitigate such risks. Throughout the year, 28 suppliers successfully responded to our questionnaire. Notably, the responses received consistently met the expected standards, adequately aligning with the supplier's size and nature, and Growthpoint did not require any additional information or clarifications from the respondents.

With the acquisition of Fortius during the year, we welcomed our new funds management colleagues to the Growthpoint team. To ensure a comprehensive understanding of modern slavery, encompassing its various forms and Growthpoint's obligations under the Modern Slavery Act 2018, we introduced a new modern slavery training course accessible to all employees via our human resources information system.

Further details outlining our progress in managing modern slavery risks will be provided in our FY23 Modern Slavery Statement, which is scheduled for publication later in 2023.

Social impact

FY23 targets:

→ Implement a social investment strategy

Approach and actions

We continued our support for our key charity partner, the Property Industry Foundation (PIF). PIF works with the property and construction industry to create accommodation for homeless youth and provides ongoing support for homes where young people can rebuild their lives. This year, our support of PIF included:

- The Head of Projects & Sustainability providing technical expertise across different initiatives and as a member of the PIF Haven Home Committee in Victoria
- Hosting a charity darts event with some of our key contractors, subcontractors and suppliers for PIF's Hard Hat Day, raising almost $10,000 in funds for PIF

People.

Tour de PIF 2022 – our ‘GOZ flyers’ completed the 70km course and raised $17,666

Members of our Melbourne team participating in the PIF Steps for Homeless Youth in May 2023

- Participating in the Tour de PIF bike ride, raising $17,666 in funds for PIF
- Participating in the PIF Steps for Homeless Youth run / walk, raising $7,806 in funds for PIF

As we move into FY24, we remain committed to PIF. We will elevate our support and actively seek opportunities to amplify our involvement in PIF events, thereby making an even greater impact.

Other noteworthy charity initiatives during the year included:

- Continued support for the Cancer Council’s ‘Australia’s Biggest Morning Tea’. A fundraising event was held at our head office to help raise funds for an important cause
- Growthpoint staff spent time volunteering with FareShare (Melbourne) and Canice’s Community Kitchen (Sydney), preparing meals to support vulnerable members of the community
- Continued support for the Salvation Army Christmas Appeal at eight of our commercial assets and Melbourne and Sydney corporate offices. Gifts and other items were collected for adults and children facing hardship and additional donations were provided directly to the appeal

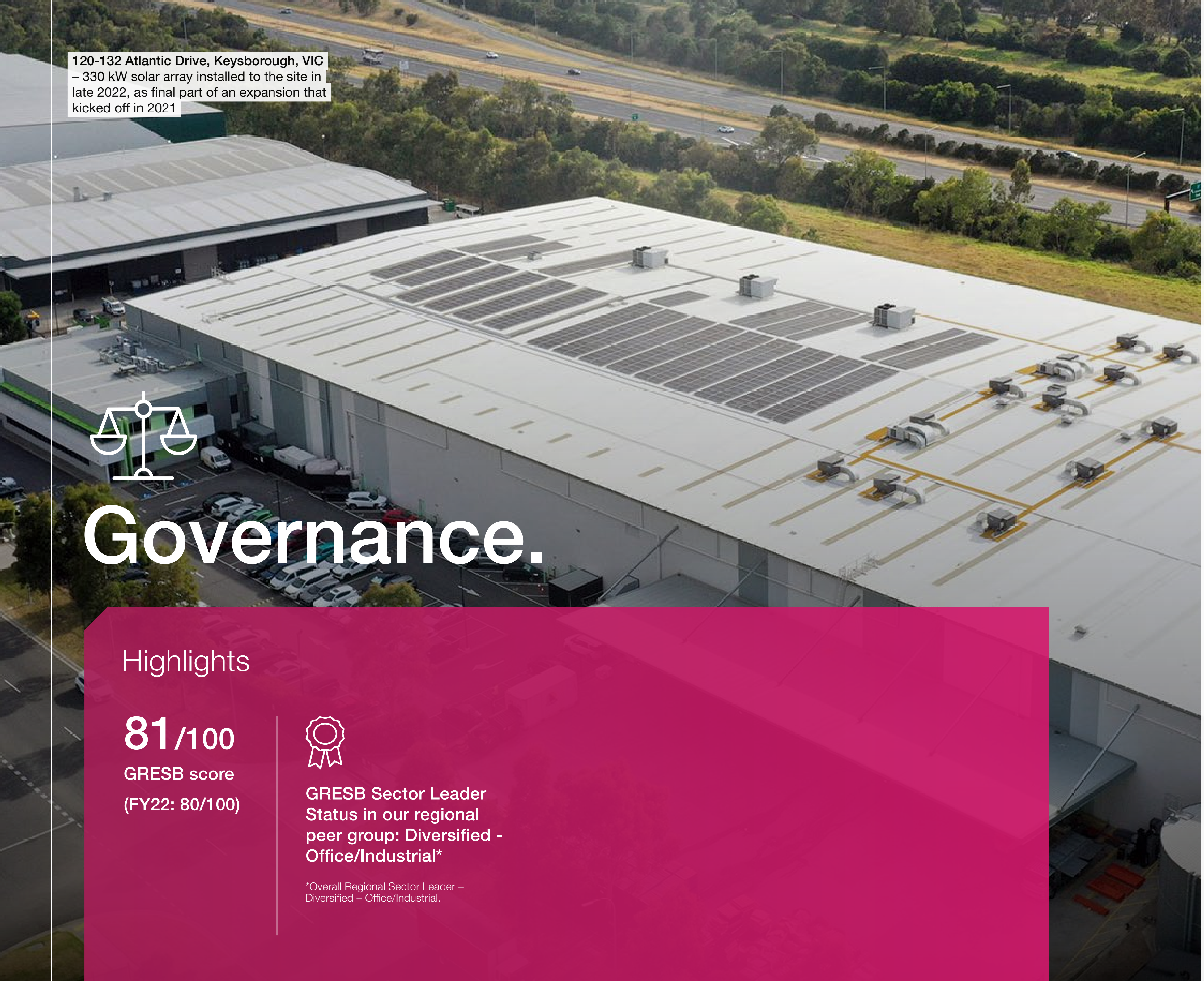
Growthpoint recognises the increasing importance of mental health and wellbeing and has taken steps to make this a priority within our operations and supply chain. In line with this commitment, during the year we updated our **Supply Chain Sustainability Guidelines** to emphasise the significance of maintaining a workplace health and safety management plan (or equivalent) that addresses both physical and psychological hazards. These plans should include comprehensive policies and procedures aimed at ensuring the safety and wellbeing of employees.

To ensure effective implementation of these guidelines, we have integrated them into various contractual agreements. Specifically, Growthpoint seeks to include the Guidelines as part of individual consultancy, service, and works agreements it directly enters into. Additionally, our external property managers, acting on behalf of Growthpoint, seek to incorporate these guidelines into the service agreements they procure.

By taking these proactive measures, we aim to foster a sustainable supply chain wherein all suppliers, contractors, sub-contractors, and service providers prioritise the mental health and overall wellbeing of their workforce. Through this collective effort, we strive to create a safer and healthier working environment for everyone involved in our supply chain.

In FY24, we are committed to enhancing our social investment strategy, building upon the strong foundation we have established in previous years. Our aim is to further develop and document our approach to social investment, as a natural progression towards greater impact and alignment with business objectives. This endeavour involves an evaluation of our current initiatives, partnerships, and community engagement practices.

This documentation will serve as a roadmap, guiding our decision-making processes and ensuring that our investments are well-targeted, effective, and sustainable over the long term.



120-132 Atlantic Drive, Keysborough, VIC – 330 kW solar array installed to the site in late 2022, as final part of an expansion that kicked off in 2021

Governance.

Highlights

81/100
GRESB score
(FY22: 80/100)

GRESB Sector Leader Status in our regional peer group: Diversified - Office/Industrial*

*Overall Regional Sector Leader – Diversified – Office/Industrial.

Governance.

This section provides an overview of Growthpoint's governance theme as it relates to our approach and effectiveness in managing our material sustainability focus areas outlined on page 11. For details on our broader governance practices, please refer to our FY23 Corporate Governance Statement which can be found on our website.

Sustainability governance

FY23 targets:

- Maintain a GRESB top 3 ranking in our regional sector peer group
- Refresh sustainability targets linked to executive incentive determination annually to align with our sustainability strategy priorities

Approach and actions

Our approach to sustainability governance encompasses several key components with the core objective of helping us be a more sustainable business which is congruent to creating shared value for Growthpoint and our stakeholders. The components, described below, are essential for effectively integrating sustainability across the Group and driving positive sustainability outcomes.

Board commitment

The Board has overall responsibility for approving and overseeing the Group's risk management framework for both financial and non-financial risks (including sustainability-related risks) and approves the Group's sustainability framework, including policies, targets and strategies. The ARCC assists the Board in discharging its responsibilities by monitoring the Group's overall risk management program.

The focus of management

The EMT is responsible for managing the Group's sustainability framework, including monitoring material risks and progress against sustainability targets. All five members of the EMT have specific ESG related performance targets as part of their short term incentive opportunity. These targets are disclosed on a yearly basis in Growthpoint's remuneration report in the Group's Annual Report.

Assisting the EMT, the Sustainability Committee is responsible for identification and management of sustainability initiatives and issues that are important to Growthpoint and its stakeholders. Members of the Sustainability Committee include the Chief Investment Officer (CIO) and representatives from the Asset Management, Investor Relations, People & Culture and Projects and Sustainability teams. The Sustainability Committee is chaired by our Sustainability Manager.

GRESB performance

GRESB REAL ESTATE sector leader 2022*

*Overall Regional Sector Leader – Diversified – Office/Industrial.

GRESB

2018	2019	2020	2021	2022
66	72	74	80	81

Sustainability Policy

Growthpoint's approach to managing and disclosing sustainability risks and opportunities is detailed in our Sustainability Policy which guides decision making across the Group. The Sustainability Policy supports the delivery of

MD message
Overview
Highlights
Net zero pathway
Our approach
Our framework
TCFD
Environment
Economic
People
• Governance
Additional information

Governance.

our framework and outlines our commitments and actions for key sustainability areas such as climate change, resource use, supply chain sustainability, tenant satisfaction and employee engagement so we can meet the needs of our business and stakeholders.

Sustainability framework integration

Growthpoint's sustainability framework was developed in consultation with external stakeholders and calibrated by key internal stakeholders to ensure integration into the overall corporate strategy and our operations. Achieving the targets outlined in the framework requires a concerted effort from multiple teams across the organisation, including Finance, Asset Management, People and Culture, Legal, Risk and Compliance, and Projects. The Projects and Sustainability team plays a pivotal role in providing leadership and guidance throughout this process.

To effectively operationalise sustainability across the Group, we have implemented key business tools such as Asset ESG Plans for our balance sheet assets. These plans serve as comprehensive documents that outline specific sustainability actions and targets for each financial year. The Sustainability team collaborates closely with internal Asset Managers and external Property Managers to deliver on these actions, ensuring progress is monitored and evaluated periodically.

Stakeholder engagement

Our stakeholders are groups and individuals that are impacted by, or could impact, our business operations and have an interest in our business. Engaging with stakeholders is crucial for understanding their concerns, expectations, and interests related to sustainability. We engage stakeholders, which may include Board members, tenants, debt providers, investors, service providers and industry peak bodies, when we refresh our assessment of material sustainability issues. In addition, Growthpoint regularly engages its stakeholders on sustainability matters through various avenues, including:

- **Employees** – an annual employee engagement survey that covers sustainability-related topics
- **Tenants** – an annual tenant engagement survey and periodic tenant meetings (via our property managers) that cover sustainability priorities and performance
- **Investors** – we regularly engage with investors via our AGM, investor roadshows and presentations, responding to ad hoc investor queries and an investor survey that includes sustainability related questions
- **Industry** – through memberships and ad hoc engagement with the Property Industry Foundation (PIF), GRESB and the Green Building Council of Australia (GBCA)
- **Suppliers** – ongoing monitoring and engagement on a range of sustainability issues, such as modern slavery

Risk management and compliance

Growthpoint has a dedicated Risk Identification Committee comprising the EMT. The Committee is focused on identifying, evaluating, assessing and managing material risks to the business and ratifying the outcomes of risk reviews undertaken with subject matter experts within the business. Management is responsible for the implementation of the Group's system of risk management and controls. Management reports to the ARCC and Board on a semi-annual basis, regarding the Group's key risks and the effectiveness of the controls in place to manage those risks. The Projects and Sustainability team reviews and updates sustainability risks within the risk management framework on a semi-annual basis.

Performance measurement and reporting

While our sustainability report is the main published source for depth and breadth of information on our sustainability approach and performance, the report forms part of a broader suite of reporting that includes:

- Annual report
- Annual Corporate Governance Statement
- Annual Modern Slavery Statement (FY22 Statement published in November 2022 and

Governance.

the FY23 Statement will be published by the end of CY23)

- Annual TCFD aligned disclosures (FY21 Statement published in August 2021 and the FY23 disclosures are included within this report)
- GRESB (detailed results are only available to investor members)

We also promote sustainability related activities on LinkedIn and through other communication channels with external stakeholders.

Internal capacity building

Growthpoint's Projects and Sustainability team regularly engages with teams across the business through formal and informal training and education programs to build internal capacity. Examples during the year include a sustainability integration presentation to all new employees following acquisition of the Funds Management business, Group-wide training covering topics such as waste and recycling, Indigenous cultural awareness raising and modern slavery, and the Projects and Sustainability team participating as guest presenters in team meetings. This helps develop a sustainability mindset throughout the Group and ensures that employees build on their knowledge and skills to contribute to sustainability initiatives.

Measuring, reporting and verifying

We adopt robust internal data measurement, reporting and verification procedures and processes that are managed by our Sustainability team. Energy billing data is validated by an external consultant prior to inputting to our data management system and select publicly disclosed environment data in this report is independently verified. These actions help ensure the accuracy of data in this report and add credibility and transparency to sustainability information.

Performance

GRESB Sector Leader

Our 2022 GRESB score increased by one point to 81/100 continuing our trend of ongoing improvement. Pleasingly, we retained Sector Leader Status in our regional peer group of Diversified – Office/Industrial. Our score is seven points higher than the GRESB average. Our performance across the three aspects of GRESB – Environmental, Social and Governance – is strong, exceeding or equalling GRESB averages and in line with benchmark averages.

CDP results consistently above Oceania average

Our commitment to action on climate issues has been reflected in our above average CDP rating of B. We have maintained this rating since 2017. Our CDP scorecards for the past six years are accessible on our website at growthpoint.com.au/sustainability

Communication and transparency

FY23 targets:

→ Publicly disclose our action plan to achieve our suite of 2026 sustainability targets

Approach and actions

Our sustainability framework includes 20 targets essential for tracking progress and measuring performance. This year's report provides a snapshot of proposed FY24 actions to progress towards our sustainability targets. Future reports will follow a similar format. For example, our FY24 report will list our proposed actions for FY25, and so forth.

15 Green Square Close, Fortitude Valley, QLD – 66kW Solar PV System commissioned in September 2022

Additional information.

Reporting criteria.

Operational control

Operational control determination

To establish operational control, Growthpoint adheres to the National Greenhouse and Energy Reporting Act 2007 (NGER Act) and its associated guidelines. We consider to have operational control of a property when we have the authority to introduce and implement operating, health and safety, and environmental policies for that property.

- **Office properties:** most office properties fall under Growthpoint's operational control except for single tenant office properties, where tenants are responsible for energy procurement and operational, health and safety, and environmental requirements.
- **Industrial properties:** at our industrial properties, tenants are responsible for all site-related laws and requirements, including operational, health and safety, and environmental aspects. As a result, all industrial properties are outside of Growthpoint's operational control.
- **Funds management properties:** All properties managed through our Funds Management business are under Growthpoint's operational control.
- **Corporate offices:** Growthpoint's corporate offices (leased tenancies) are within our operational control.

Reporting boundaries

The table below outlines reporting boundaries applied for each of the reporting schemes Growthpoint participates in.

Reporting Boundary name	Description	Reporting scheme	How is it used?
Operational Control	As defined in the Operational control section	Sustainability Report	**Operationally controlled assets** (including 100% owned on balance sheet and funds management assets) › We report 100% of energy, water and GHG emissions (scope 1 and scope 2) applicable to base building operations (landlord-controlled spaces). Base buildings operations generate immaterial quantities of waste and are therefore not separately reported › We report energy, water, waste and GHG emissions (scope 3) applicable to tenancies (tenant-controlled spaces), where data is made available to Growthpoint at the discretion of tenants **Non-operationally controlled assets** › We report energy, water, waste and GHG emissions (scope 3) applicable to whole building operations (tenant-controlled spaces), where data is made available to Growthpoint at the discretion of tenants

MD message
Overview
Highlights
Net zero pathway
Our approach
Our framework
TCFD
Environment
Economic
People
Governance
• Additional information

Reporting criteria.

Reporting Boundary name	Description	Reporting scheme	How is it used?
Equity share	Using the equity share approach, we report energy, water, waste and GHG emissions from asset operations according to our ownership share of that asset	GRESB	**100% owned on balance sheet assets** › For the purposes of GRESB reporting, all 100% owned on balance sheet assets are included within the reporting boundaries › We report 100% of energy, water and GHG emissions (scope 1 and scope 2) applicable to base building operations (landlord-controlled spaces). Base buildings operations generate immaterial quantities of waste and are therefore not separately reported › We report energy, water, waste and GHG emissions (scope 3) applicable to tenancies (tenant-controlled spaces), where data is made available to Growthpoint at the discretion of tenants **Funds management assets (variable equity share)** › Recently acquired funds management assets are currently excluded from our GRESB submission, as these are classified as a financial investment rather than real estate investment
		NABERS for office buildings	› **Sustainable Portfolios Index (SPI):** NABERS SPI ratings are assessed on a calendar year basis by the National Administrator. SPI ratings are weighted by the percentage of ownership for co-owned buildings › **Self-assessment:** Growthpoint self-assesses our portfolio average ratings at the end of each financial year for the purposes of sustainability reporting in accordance with the NABERS SPI methodology

Estimates and historical data

In our sustainability reporting, data gaps may arise due to various reasons, including billing cycles and potential delays in receiving consumption data from utility providers, service providers, or tenants.

When actual usage data is not available, we rely on a robust estimation process. These estimates are based on historical or subsequent performance data, ensuring that our approximations align as closely as possible with actual usage.

In the interest of providing accurate and transparent reporting, we update prior years' data to reflect the most current information available. As a result, there may be minor restatements to historical data in the interest of enhancing the accuracy and reliability of our disclosures.

Reporting criteria.

Greenhouse gas emissions reporting scope and methodology

Scope 1 activities

Material Scope 1 sources have been assessed and recorded in accordance with reportable sources outlined using the NGER legislative framework. For Growthpoint's operations, reportable Scope 1 sources are:

- Base building natural gas sourced directly from the pipeline
- Diesel consumption from stationary on-site generators
- Leakage of refrigerant gases used in base building air conditioners

Scope 1 emissions are calculated according to the NGER (Measurement) Determination 2008.

Scope 2 activities

The reporting of Scope 2 emissions has also been established in accordance with reportable sources outlined using the NGER legislative framework. For Growthpoint's operations, reportable Scope 2 sources are:

- Base building electricity consumption
- Consumption of electricity at Growthpoint's corporate offices

Location-based Scope 2 emissions are calculated in accordance with the NGER (Measurement) Determination 2008. Additionally, Growthpoint adopted a market-based emissions methodology to account for our renewable electricity purchases, as defined within the GHG Protocol Scope 2 Guidance.

Scope 3 activities

Growthpoint's Scope 3 emissions boundaries have been determined in accordance with the criteria for identifying relevant Scope 3 emissions, as established by the GHG Protocol. The inclusion (or exclusion) of Scope 3 emissions sources is informed by a materiality assessment undertaken by an independent consultant in FY22.

The table on the following page lists all Scope 3 emission source as established by the GHG Protocol, along with an assessment of their inclusion and relevance to Growthpoint's operations.

Reporting criteria.

Scope 3 source	Included in our Scope 3 boundary	Overview and rationale
Purchased goods & services	Yes	Includes reporting on embodied emissions from paper consumption. Does not include embodied emissions from other office consumables and advisory / consultancy services due to access to reliable embodied emissions information and the assessment that these sources are immaterial to Growthpoint's emissions profile.
Capital goods	No	Assessed as immaterial to Growthpoint's Scope 3 emissions profile.
Fuel- and energy-related activities (not included in Scopes 1 or 2)	Yes	Includes transmission and distribution losses and emissions from extraction and processing of input fuels (for all base building electricity and natural gas consumption for properties under Growthpoint's operational control, including Growthpoint corporate offices).
Upstream transportation & distribution	No	Assessed as immaterial to Growthpoint's Scope 3 emissions profile.
Waste generated in operations	Yes	Includes emissions from waste sent to landfill from tenant and base building activities at Growthpoint properties.
Business travel	Yes	Includes emissions from air travel, rental car hire and taxis, and hotel accommodation are included.
Employee commuting	No	Assessed as immaterial to Growthpoint's Scope 3 emissions profile.
Upstream leased assets	Yes	Includes emissions from base building operations of buildings where Growthpoint's corporate offices are located (where data is available)
Downstream transportation and distribution	Not applicable	Not relevant as Growthpoint does not produce end-use products.
Processing, use and end-of-life treatment of sold products	Not applicable	Not relevant as Growthpoint does not process sold products.

Reporting criteria.

Scope 3 source	Included in our Scope 3 boundary	Overview and rationale
Downstream leased assets	Yes	Includes emissions generated from tenant electricity consumption (both in Growthpoint's operationally controlled properties and whole building consumption in properties not under Growthpoint's operational control). Tenant emissions is assessed as material to Growthpoint's Scope 3 emissions profile.
Franchises	Not applicable	Not relevant as Growthpoint does not operate franchises.
Investments	Not applicable	Growthpoint's significant investments include our directly owned property portfolio and funds management business. Emissions associated with funds management assets are reported under the Scope 1 and 2 emissions categories. We also retain an equity investment in Dexus Industria REIT (ASX: DXI). Emissions associated with this investment are currently excluded from disclosures.

GRI index.

General disclosures

Growthpoint has reported the information cited in this GRI content index for the period 1 July 2022 to 30 June 2023 with reference to the GRI Standards.

GRI disclosure	Location of disclosure	Further information
2-1 Organisational details	Important information, page 2 Overview of Growthpoint, page 5 FY23 Sustainability Databook	
2-2 Entities included in the organisation's sustainability reporting	Important information, page 2	
2-3 Reporting period, frequency and contact point	About this report, page 2	
2-4 Restatements of information	Reporting criteria, page 42	
2-5 External assurance	Governance, page 39 Assurance statement, page 51-52	
2-6 Activities, value chain and other business relationships	Growthpoint website, homepage	growthpoint.com.au
2-7 Employees	FY23 Sustainability Databook	
2-8 Workers who are not employees	See further information	During FY23, Growthpoint engaged one contractor within the team of the Chief Operating Officer
2-9 Governance structure and composition	Governance, pages 37-39 FY23 Annual Report, pages 24-25	
2-10 Nomination and selection of the highest governance body	Board Charter, page 4	Available on the corporate governance section of the Growthpoint website
2-11 Chair of the highest governance body	FY23 Annual Report, page 24	
2-12 Role of the highest governance body in overseeing the management of impacts	Governance, pages 37-39 FY23 Annual Report, page 31	
2-13 Delegation of responsibility for managing impacts	Governance, pages 37-39 FY23 Annual Report, page 31	
2-14 Role of the highest governance body in sustainability reporting	Governance, pages 37-39	

GRI index.

GRI disclosure	Location of disclosure	Further information
2-15 Conflicts of interest	Conflicts of Interest Policy	Available on the corporate governance section of the Growthpoint website
2-16 Communication of critical concerns	FY23 Corporate Governance Statement, Complaints Handling Policy	Available on the corporate governance section of the Growthpoint website
2-17 Collective knowledge of the highest governance body	See further information	Growthpoint's Board is provided with regular updates on sustainability matters and is involved key decision making
2-18 Evaluation of the performance of the highest governance body	FY23 Corporate Governance Statement	Available on the corporate governance section of the Growthpoint website
2-19 Remuneration policies	FY23 Annual Report, pages 34-51	
2-20 Process to determine remuneration	FY23 Annual Report, pages 34-51	
2-21 Annual total compensation ratio	See further information	Not disclosed
2-22 Statement on sustainable development strategy	See further information	FY23 sustainability framework, pages 9-11, show our framework alignment with the SDGs
2-23 Policy commitments	Sustainability Policy	Available on the corporate governance section of the Growthpoint website
2-24 Embedding policy commitments	Governance, pages 37-39	
2-25 Processes to remediate negative impacts	Whistleblower Policy	Available on the corporate governance section of the Growthpoint website
2-26 Mechanisms for seeking advice and raising concerns	Whistleblower Policy	Available on the corporate governance section of the Growthpoint website
2-27 Compliance with laws and regulations	See further information	No significant fines or penalties have been imposed on the Group during FY23
2-28 Membership associations	Growthpoint website	growthpoint.com.au/sustainability
2-29 Approach to stakeholder engagement	Our approach to sustainability, page 8	
2-30 Collective bargaining agreements	See further information	Growthpoint employs a professional and skilled workforce and remuneration is determined annually on individual merit and benchmarking

GRI index.

Topic-specific disclosures

GRI disclosure	Location of disclosure	Further information
GRI 3: Material Topics 2021		
3-1 Process to determine material topics	Our approach to sustainability, page 8	
3-2 List of material topics	FY23 sustainability framework, pages 9-11	
3-3 Management of material topics	FY23 sustainability framework, pages 9-11	
GRI 201: Economic Performance 2016		
201-1 Direct economic value generated and distributed	FY23 Sustainability Databook	
201-2 Financial implications and other risks and opportunities due to climate change	Environment, pages 14-18 Economic, pages 22-24	
201-3 Defined benefit plan obligations and other retirement plans	See further information	The Group does not have any defined benefit plans in place
201-4 Financial assistance received from government	See further information	None received
GRI 207: Tax 2019		
207-1 Approach to tax	FY23 Annual Report, page 90	
GRI 302: Energy 2016		
302-1 Energy consumption within the organization	Environment, pages 14-18 FY23 Sustainability Databook	
302-2 Energy consumption outside of the organization	Environment, pages 14-18 FY23 Sustainability Databook	
302-3 Energy intensity	Environment, pages 14-18 FY23 Sustainability Databook	
302-4 Reduction of energy consumption	Environment, pages 14-18 FY23 Sustainability Databook	
302-5 Reductions in energy requirements of products and services	Environment, pages 14-18 FY23 Sustainability Databook	

GRI index.

GRI disclosure	Location of disclosure	Further information
GRI 303: Water and Effluents 2018		
303-5 Water consumption	Environment, pages 18-19 FY23 Sustainability Databook	
GRI 305: Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	Environment, pages 14-18 FY23 Sustainability Databook	
305-2 Energy indirect (Scope 2) GHG emissions	Environment, pages 14-18 FY23 Sustainability Databook	
305-3 Other indirect (Scope 3) GHG emissions	Environment, pages 14-18 FY23 Sustainability Databook	
305-4 GHG emissions intensity	Environment, pages 14-18 FY23 Sustainability Databook	
305-5 Reduction of GHG emissions	Environment, pages 14-18 FY23 Sustainability Databook	
GRI 306: Waste 2020		
306-1 Waste generation and significant waste-related impacts	Environment, page 19-20 FY23 Sustainability Databook	
306-2 Management of significant waste-related impacts	Environment, page 19-20 FY23 Sustainability Databook	
306-3 Waste generated	Environment, page 19-20 FY23 Sustainability Databook	
306-4 Waste diverted from disposal	Environment, page 19-20 FY23 Sustainability Databook	
306-5 Waste directed to disposal	Environment, page 19-20 FY23 Sustainability Databook	
GRI 401: Employment 2016		
401-1 New employee hires and employee turnover	FY23 Sustainability Databook	

GRI index.

GRI disclosure	Location of disclosure	Further information
GRI 404: Training and Education 2016		
404-1 Average hours of training per year per employee	FY23 Sustainability Databook	
404-3 Percentage of employees receiving regular performance and career development reviews	FY23 Sustainability Databook	
GRI 405: Diversity and Equal Opportunity 2016		
405-1 Diversity of governance bodies and employees	FY23 Sustainability Databook	

Assurance.

Our ref: PS201318.CYW.230907.Growthpoint Assurance Statement FY23_Rev01

7 September 2023

Katrina Itin
Sustainability Advisor
Growthpoint Properties Australia

Dear Katrina

WSP has conducted an independent third-party review of the greenhouse gas (GHG), energy, and water inventories for the 2023 financial year (FY23), for Growthpoint Properties Australia Limited, with the intention of providing limited assurance of its accuracy and completeness. Given that there are no verification standards specific to water, principles of GHG verification were adapted and applied. The scope of the review includes:

— Scope 1 and Scope 2 GHG emission sources including all energy sources – for operationally controlled assets and head office

— Scope 3 greenhouse gas emission sources for operationally controlled and non-operationally controlled assets, head office and non-operationally controlled tenant spaces, and other scope 3 sources (air travel, car rental, taxi fuel consumption and hotel accommodation)

— All water sources

WSP provided a "Review Findings" report for the GHG, energy, and water inventories to Growthpoint which lists in detail the specific review tasks completed and areas which have been identified for improvement. Growthpoint has addressed all requests for clarification and has completed all necessary corrective actions. The details of the scope of this assurance review can be found in Table 1.

Table 1 Assurance Scope

ASSURANCE PARAMETER	RELEVANT INVENTORY	SPECIFICATION
Calculation and Reporting Protocol	GHG and Energy	The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
	Water	Guidance adapted for water from: The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
Verification Standard	GHG and Energy	ISO 14064-3
	Water	Verification guidance adapted for water from: ISO 14064-3
Type of Assurance	GHG, Energy, and Water	Limited (as defined in ASAE3000)

Level 27, 680 George Street
Sydney NSW 2000
GPO Box 5394
Sydney NSW 2001

Tel: +61 2 9272 5100
Fax: +61 2 9272 5101
www.wsp.com

ASSURANCE PARAMETER	RELEVANT INVENTORY	SPECIFICATION
Organisational Boundary	GHG, Energy, and Water	Scope 1, 2, and 3 emission sources for Growthpoint Properties Australia Limited (including 'On Balance Sheet' assets and 'Funds' assets)
Geography	GHG, Energy, and Water	Australia
Inventory Period and Emissions Covered	GHG, Energy, and Water	July 1, 2022 to June 30, 2023
Scope 1 Operationally Controlled Assets	GHG	*On Balance Sheet assets:* 1,357 tonnes CO_2-e (all Scope 1 sources) *Funds assets:* 143 tonnes CO_2-e (all Scope 1 sources)
Scope 2 (Location – based) Operationally Controlled Assets and Head Office	GHG	*On Balance Sheet assets:* 9,060 tonnes CO_2-e (all Scope 2 sources) *Funds assets:* 8,615 tonnes CO_2-e (all Scope 2 sources)
Scope 2 (Market – based) Operationally Controlled Assets and Head Office	GHG	*On Balance Sheet assets:* 6,980 tonnes CO_2-e (all Scope 2 sources) *Funds assets:* 9,436 tonnes CO_2-e (all Scope 2 sources)
Scope 3[1] Purchased Goods and Services (Category 1)	GHG	*On Balance Sheet assets:* 0.1 tonnes CO_2-e
Scope 3 Fuel and Energy – Related Activities (Category 3)	GHG	*On Balance Sheet assets:* 1,359 tonnes CO2-e *Funds assets:* 1,604 tonnes CO_2-e
Scope 3 Waste Generated in Operations (Category 5)	GHG	*On Balance Sheet assets:* 1,270 tonnes CO_2-e *Funds assets:* 1,135 tonnes CO_2-e
Scope 3 Business Travel (Category 6)	GHG	224 tonnes CO_2-e
Scope 3 Upstream Leased Assets (Category 8)	GHG	65 tonnes CO_2-e
Scope 3 Downstream Leased Assets – Natural Gas (Category 13)	GHG	*On Balance Sheet assets:* 417 tonnes CO_2-e
Scope 3 Downstream Leased Assets – Electricity (Category 13)	GHG	*On Balance Sheet assets:* 53,217 tonnes CO_2-e

[1] Growthpoint has determined Scope 3 emission boundaries for its reporting in accordance with the criteria established by the GHG Protocol, and undertook a materiality assessment to determine material Scope 3 sources. The Scope 3 data reviewed during this process is as per the data provided by Growthpoint and may not cover all Scope 3 emissions associated with Growthpoint's operations.

Assurance.

ASSURANCE PARAMETER	RELEVANT INVENTORY	SPECIFICATION
Energy (electricity, natural gas and other liquid fuels and refrigerants)	GHG	See Table below
Water	Water	*On Balance Sheet assets:* 90,840 kL (operationally controlled office assets only) 194,234 kL (non-operationally controlled assets, based on data provided[2]) *Funds assets:* 86,396 kL
NABERS Self-Calculated Portfolio Ratings and Coverage	NABERS	*On Balance Sheet assets:* Portfolio Rating: NABERS Energy: 5.23 NABERS Water: 5.10 NABERS IE: 4.52 Portfolio Coverage: NABERS Energy: 100% NABERS Water: 100% NABERS IE: 94.1%
Supporting Documents Reviewed	GHG, Energy, and Water	Corporate inventories for GHG, Energy, Water, and NABERS Energy (electricity and natural gas) purchasing data Water purchasing data NABERS Rating Reports
Date Review Completed	GHG, Energy, and Water	06 September 2023

[2] The energy and water consumption reviewed during this process for Non-Operationally Controlled Assets is as per the data provided by Growthpoint and therefore may not include consumption for all Non-Operationally Controlled Assets.

Table 2 Energy Summary

PARAMETER	TOTAL ENERGY
Scope 1 Operationally Controlled Assets (Natural Gas)	*On Balance Sheet assets:* 6,411 MWh *Funds assets:* 771 MWh
Scope 1 Operationally Controlled Assets (Diesel)	*On Balance Sheet assets:* 53 MWh
Scope 2 (Location – based) Operationally Controlled Assets and Head Office	*On Balance Sheet assets:* Electricity – Grid – Non-Renewable: 11,629 MWh Electricity – Grid – Renewable (Green Power): 558 MWh Electricity – Renewable Energy Generated and Consumed Onsite (Solar): 990 MWh *Funds assets:* Electricity – Grid – Non-Renewable: 13,996 MWh Electricity – Grid – Renewable (Green Power): 518 MWh Electricity – Renewable Energy Generated and Consumed Onsite (Solar): 834 MWh
Scope 3 Tenancy Assets[3]	*On Balance Sheet assets:* Operationally Controlled Properties: Office: — Electricity: 12,046 MWh Non-operationally Controlled Properties: Office: — Electricity: 8,383 MWh — Natural Gas: 1,972 MWh Industrial: — Electricity: 51,976 MWh

ASSURANCE FINDING

Based on these review processes and procedures, WSP has no evidence that Growthpoint's FY23 GHG, energy, and water inventories are not materially correct, are not a fair representation of the corresponding data and information, or have not been prepared in accordance with the Greenhouse Gas Protocol.

PROFESSIONAL CONDUCT

WSP has conducted this limited assurance review in its capacity as an independent third party in accordance with the ISO 14065 International Standard, *Greenhouse gases — Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition*. ISO 14065 specifies the principles and requirements employed by WSP to make this GHG assertion. Members of the WSP Assurance Team have not contributed to the compilation of Growthpoint's FY23 GHG, energy, or

[3] The energy and water consumption reviewed during this process for Non-Operationally Controlled Assets is as per the data provided by Growthpoint and therefore may not include consumption for all Non-Operationally Controlled Assets.

Assurance.

water inventories and are not working with Growthpoint's FY23 GHG, energy, or water inventories beyond what is required of this assignment.

Yours sincerely

Jonathan Alexander
Associate - Sustainability, WSP
Audit Lead

PS201318.CYW.230907.Growthpoint Assurance Statement FY23_Rev01.docx | Page 5

MD message
Overview
Highlights
Net zero pathway
Our approach
Our framework
TCFD
Environment
Economic
People
Governance
• **Additional information**

Glossary.

Term	Definition
$ or dollar	Refers to Australian currency unless otherwise indicated
ASX	Australian Securities Exchange
b	billion
Carbon / GHG emissions	These terms are used interchangeably throughout this report. They refer to greenhouse gas emissions that contribute to climate change
Carbon offsets	Fully accredited and traded carbon credits from project activities that prevent, reduce or remove greenhouse gas emissions from being released into the atmosphere to compensate for emissions occurring elsewhere
CDP	A global climate change disclosure system
CY	Calendar year
Equity share	Consistent with the GHG Protocol definition, reflects the percentage owner-ship of an asset.
FY	Financial year
GHG	Greenhouse gas
GHG Protocol	The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard – guidance on accounting and reporting greenhouse gas emissions
GRESB	Global Real Estate Sustainability Benchmark
GreenPower	Government accredited renewable energy product
Green Star	An internationally recognised sustainability rating system issued by the Green Building Council in Australia
GRI	Global Reporting Initiative
Growthpoint or the Group	Growthpoint Properties Australia comprising the Company, the Trust and their controlled entities
HVAC	Heating, ventilation, and air conditioning
IE	Indoor Environment
kL	kilo litres
kWh	kilowatt hour unit of energy
m	million
MJ	Mega Joule unit of energy

Term	Definition
MWh	Equals 1,000 kilowatts of electricity generated per hour
NABERS	National Australian Built Environment Rating System. A national system for measuring environmental performance of buildings
NGER Act	National Greenhouse and Energy Reporting Act
PIF	Property Industry Foundation
Scope 1 emissions	Emissions related directly to Growthpoint's operations, released from sites or equipment under the operational control of Growthpoint (i.e. base building natural gas sourced directly from the pipeline consumed by facilities within Growthpoint's operational control)
Scope 2 emissions	Indirect emissions from purchased electricity, consumed in sites under Growthpoint operational control (i.e. base building electricity consumed by facilities within Growthpoint operational control; and consumption of electricity at Growthpoint's Head Office)
Scope 3 emissions	Indirect upstream and downstream activities used to support Growthpoint business operations (purchased goods, gas and electricity consumption, business travel, and tenant electricity and gas consumption). Materiality of scope 3 emission sources relevant to Growthpoint is based on the GHG Protocol Scope 3 Guidance approach to assessing materiality. Scope 3 emissions sources have been included or excluded based on the materiality assessment
sqm	square metres
TCFD	Task Force on Climate-related Financial Disclosures
tCO_2-e	Tonnes of carbon dioxide equivalents. The universal unit of measurement to indicate the global warming potential of greenhouse gases
UN SDGs	United Nations Sustainable Development Goals

growthpoint.com.au/sustainability

Contact us.

Retail Investors

Computershare
1300 665 792 (within Australia)
+61 (3) 9415 4366 (outside Australia)
webqueries@computershare.com.au

Institutional Investors

Investor Relations and Communications Manager
+61 (3) 8681 2933
investor.relations@growthpoint.com.au

Growthpoint Properties Australia

Level 18, 101 Collins Street, Melbourne VIC 3000
+61 (3) 8681 2900 | **growthpoint.com.au**

GROWTHPOINT
PROPERTIES AUSTRALIA