

Why join Growthpoint?

We are passionate about our employees feeling engaged and motivated in their work. Every person employed by Growthpoint is hired both on their professional credentials and their fit within our high-performing and inclusive culture.

We value your personal qualities and aspirations as part of our team and how that adds value to Growthpoint. We will work with you to ensure you grow and keep learning as you evolve your professional journey.

Take the opportunity to extend yourself and make your mark by becoming part of our team.



Want to know more?
careers@growthpoint.com.au

Benefits of joining our team

Developing potential

As a member of our team, you will have the opportunity to work closely with senior managers and the executive management team and learn about the business outside of your core expertise

- **Personal development** – dedicated company budget for individual personal development. Continuous learning is a core offering at Growthpoint
- **Tiered talent management framework** – we work with you to guide your development to ensure you grow with our business and your professional aspirations - including Dare 2 Evolve and the GOZ Academy Series
- **Growthpoint Funded Study** – full or partial education fee support is available with up to 4 days p.a. of paid study leave
- **Education affiliations** – reduced price training through our affiliations with industry peak bodies. Bespoke courses arranged where required
- Other benefits include **networking opportunities, paid professional membership fees, regular lunch and learns, yearly staff conference and mentoring programs**
- Growthpoint is a proud supporter and participant of the 500 Women in Property program

Taking time out

- **Tenure-based paid leave** – employees gain an additional day of annual leave for each year of employment, up to a maximum of five days annually
- **Parental leave** – primary carers are entitled to 14 weeks of paid leave and secondary carers two weeks paid leave. Primary carers who become secondary carers are entitled to an additional 12 weeks of leave. Primary carers continue to receive full superannuation contributions during paid and unpaid parental leave for the 12 months
- **Parental leave transition program** – facilitated by expert parental leave coaches
- **Family and domestic violence leave** – 10 days of paid leave p.a. for employees experiencing domestic violence
- **Volunteer leave** – we encourage employees to give back to the community. All employees are eligible for two days of volunteer leave each year
- **Opportunity to recharge** with offices closed over the Christmas and the new year period

Benefits of joining our team



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Be well at work

- **Employee Assistance Program** – a free and confidential counselling service available for assistance with wellbeing in your work and home life
- **Health and wellbeing** – our Well Workplace program is facilitated by Medibank with access to health and wellbeing seminars, skin and health checks, annual flu shots and an annual company-wide fitness challenge. Growthpoint hosts both a women's and men's health week annually
- **Mental Health First Aiders** – Growthpoint has accredited Mental Health First Aiders in all offices
- **Contact officers** – trained staff members available to provide support for employees experiencing discrimination, bullying or harassment in the workplace
- **Fitness** – complimentary fitness and wellbeing classes available to employees working at or visiting our Melbourne office through RISE @ 101 Collins Street and regular group fitness classes are held in Sydney
- **Other benefits** – Adjustable desks for all employees, healthy snacks, fruit boxes delivered weekly and group training programs

How we work together

- **Annual employee conference** – opportunity for employees to engage in strategy and team building events that build connection and focus

- **Getting social** – we organise regular social events, volunteering days and group challenges to encourage our employees to socialise across teams
- **Volunteering** – we support the Property Industry Foundation (PIF) in making a tangible impact on homeless youth. We work with PIF in a number of ways, including through technical expertise on building projects and participation in fundraising events throughout the year
- **Hybrid working** arrangements on offer

Other benefits

- **Generous incentive arrangements** – short and long term incentives based on role
- **Employee Referral Program** – we love hiring great talent like you to join the Growthpoint team. Earn up to \$5,000 if your referral passes probation
- **Salary packaged electric vehicle subscription** – through Origin's 360 EV subscription model
- **Personal insurance** – automatic acceptance into corporate Life and TPD insurance up to 5 times your salary and own occupation
- **Employment Hero** – access to a range of member discounts and cashback programs
- **Salary sacrifice** towards superannuation
- **Devices provided** to support the requirements of your role
- **Opportunities to invest** in Growthpoint Funds products for tenured employees



Annual Staff Conference



Community volunteering days



Regular social events

creating value beyond real estate

Our vision is to create sustainable value in everything we do, by being the forward-thinking, trusted partner of choice.

Since 2009, we've been investing in high-quality Australian real estate. Our directly owned portfolio comprises modern, high-quality office and industrial properties. Through our funds management business, we also manage a portfolio of office, industrial, and retail assets for third-party wholesale syndicates and institutional investors.

\$5.4b

Assets under management^{1,2}

NABERS Energy rating

5.3

with 100% of eligible office portfolio rated¹

79%

Tenant customer satisfaction rating³

Achieved our Net Zero Target by 1 July 2025⁴

Our people are important to us



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FY25 employee engagement score

75%

placing the Group four percentage points above the January 2025 Real Estate Australia industry benchmark⁵

Gender diversity (all employees)



Growthpoint has maintained an above 40% female workforce for the last five years

Other results from our externally conducted, annual employee engagement survey

90%

of employees indicated they would recommend Growthpoint as a great place to work

90%

of employees indicated they know how their work directly contributes to the goals of Growthpoint

Our values underpin everything we do:



Success



Integrity



Respect



Fun

1. As at 31 December 2025.
2. Direct and third-party portfolio.
3. Tenant engagement survey conducted by property research specialists Brickfields.
4. Net zero emissions for all scope 1 and scope 2 emissions from our directly managed operationally controlled office assets and some scope 3 emissions from our corporate activities. Growthpoint has proactively purchased and retired carbon credits to offset the majority of our forecast FY26 greenhouse gas emissions that cannot be avoided or reduced. The remaining credits required to fully offset FY26 emissions will be purchased and retired upon finalisation of our FY26 accounts.
5. Tenant engagement survey conducted by property research specialists Brickfields.
6. Employee engagement survey conducted by the Culture Amp platform.

creating value beyond real estate

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