Sustainability Policy

Purpose

Growthpoint Properties Australia (**Growthpoint**) is committed to conducting business responsibly, ethically and transparently while creating long-term value for securityholders and other stakeholders.

Growthpoint recognises that sustainability contributes to long-term business performance, risk management, resilience, access to capital and stakeholder trust. We believe that integrating sustainability considerations into governance, investment decisions, asset management activities, procurement practices and stakeholder relationships supports the long-term success of our business.

This Policy outlines Growthpoint's sustainability commitments and provides the framework through which our Sustainability Strategy is implemented.

Policy application

All employees and officers of Growthpoint, its subsidiaries and anyone otherwise controlled by Growthpoint must comply with this policy.

Growthpoint encourages its business partners to support the principles contained within this Policy and align with its sustainability expectations where appropriate. Expectations for suppliers, contractors and service providers are further outlined in Growthpoint's Supply Chain Sustainability Guidelines.

Sustainability approach

Growthpoint's Sustainability Strategy aims to create long-term value for stakeholders by future-proofing our assets and operations.

Our approach is guided by three interconnected strategic pillars:

Pillar	Description	Principles
Responsible	Maintaining transparency and accountability while embedding sustainability into governance and decision-making	• Integrating sustainability considerations into governance, investment and asset management decisions. • Maintaining transparency through sustainability reporting, disclosure and participation in recognised sustainability benchmarks and rating frameworks. • Implementing sustainability plans for relevant managed funds and new investment opportunities where appropriate. • Incorporating sustainability considerations into procurement and supplier engagement activities.
Resilient	Minimising environmental impacts while improving asset efficiency, operational	• Maintaining net zero emissions performance while progressing our long-term decarbonisation ambition. • Improving asset sustainability, operational efficiency and environmental performance across the portfolio.

Growthpoint Properties Australia Limited ACN 124 093 901 (**GPAL** or the **Company**) being the responsible entity for the Growthpoint Properties Australia Trust ARSN 120 121 002 (**GPAT** or the **Trust** and, together with the Company and their controlled entities, **Growthpoint Properties Australia** or the **Group**)

	performance and climate resilience	• Supporting waste diversion and resource recovery outcomes in operations and major projects where feasible. • Integrating climate-related risk and adaptation considerations into investment decisions and asset management activities. • Considering biodiversity enhancement opportunities in capital projects and asset improvement initiatives where feasible. • Monitoring environmental performance through recognised measures including energy and water benchmarks.
Engaged	Delivering an elevated experience for our tenants and supporting an engaged, inclusive and high-performing workforce	• Supporting healthy, safe and comfortable environments for tenants, employees and visitors through the effective management of indoor environmental quality. • Maintaining strong tenant engagement and customer satisfaction outcomes. • Supporting employee engagement, inclusion and wellbeing. • Supporting community partnerships, social enterprise engagement and reconciliation initiatives that align with Growthpoint's values and business objectives.

Further information regarding Growthpoint's sustainability priorities, targets, commitments and performance is available in our Sustainability Report and other sustainability disclosures.

Stakeholder engagement

Growthpoint recognises the importance of engaging with stakeholders to understand evolving expectations, identify emerging risks and opportunities, and support informed decision-making.

Key stakeholders include:

- securityholders and providers of capital;
- investment partners;
- employees and officers;
- tenants and customers;
- suppliers and service providers;
- local communities;
- industry associations and peak bodies;
- government, regulators and policymakers; and
- our broader value chain.

Growthpoint is committed to maintaining regular and meaningful engagement with stakeholders and considering stakeholder perspectives when developing and implementing sustainability initiatives.

Responsible investment and funds management

As a property owner and fund manager, Growthpoint recognises its responsibility to create long-term value for investors while appropriately managing sustainability-related risks and opportunities.

Growthpoint is committed to:

- integrating sustainability considerations into investment evaluation, acquisition, ownership and management activities;
- considering climate resilience, environmental performance, tenant outcomes and operational efficiency in investment decision-making;
- implementing fit-for-purpose sustainability plans for relevant managed funds and new investment opportunities where appropriate;
- monitoring and reporting material sustainability performance indicators;
- using recognised sustainability benchmarks, certifications and ratings to assess performance;
- engaging with investors and other stakeholders on material sustainability matters;
- supporting sustainable asset management practices that contribute to long-term asset value; and
- continually improving sustainability performance across managed portfolios where feasible and appropriate.

Roles and responsibilities

The Board has overall oversight of sustainability-related matters and approval of this Policy. The Audit, Risk and Compliance Committee assists the Board in fulfilling its sustainability-related oversight responsibilities in accordance with its Charter. Management is responsible for implementing this Policy and the Sustainability Strategy, monitoring performance and reporting to the Board and Audit, Risk and Compliance Committee. All employees are responsible for supporting the objectives of this Policy through their actions and decision-making.

Monitoring and reporting

Growthpoint's compliance with this Policy will be monitored by management and performance will be reported through appropriate internal and external reporting and disclosure processes, including regulatory and voluntary sustainability disclosures.

Training and awareness

This Policy is communicated to employees through induction, training and internal communication processes and is available through Growthpoint's internal policy register and website.

Related policies and documents

This Policy should be read in conjunction with Growthpoint’s Code of Conduct, Diversity, Equity and Inclusion Policy, Whistleblower Policy and Supply Chain Sustainability Guidelines.

Policy Review

This policy will be periodically reviewed, at least every three years, to ensure that it is operating effectively to meet the needs of Growthpoint or earlier in response to any significant operational or regulatory developments.

Policy approval date

13 August 2026 by the Board.