

## Scope

Investa ('Investa') is committed to conduct that is ethical, legal, and professional and to the principles of sustainability encompassing environmental, social and governance (ESG) dimensions.

This policy sets out Investa's commitment to consider sustainability in every aspect of its business platform to enable its investments to positively impact people and the planet.

## Key Principles

At Investa, we are committed to transform the future of real estate through ESG. Across our business platform, we are reimagining the way we live and work, helping to regenerate our built environment, and building a more resilient business for the future.

Transforming the future of real estate means developing resilient buildings and business practices that create a net-positive impact on our environment and the communities in which we operate.

To transform tomorrow, Investa seeks to build the capacity of our employees, customers and suppliers to identify, analyse and address sustainability challenges.

Our focus is to deliver sustainable buildings, thriving communities and a resilient business now and into the future. We establish strategic frameworks to meet the needs of our current and future stakeholders and partners for the benefit of people and the planet.

This policy sets out Investa's commitment to ensuring sustainability is considered in every aspect of business operations.

Integration of our principles helps our business to:

- Maintain its global leadership position in ESG performance, and Responsible Investment
- Minimise risk to investors in order to attract and maintain global investment
- Achieve competitive advantage
- Drive tenant and investor engagement and provide exceptional customer experiences
- Position Investa as a strategic property partner of choice
- Attract, retain, develop and inspire Investa's people and culture to thrive
- Operate at the highest level of integrity
- Continue to provide superior long-term returns across a range of financial, social and environmental performance benchmarks.

## Objectives

We will meet these commitments by:

### Environment

- Identifying, assessing and mitigating climate change risk and incorporating resilience and adaptation measures into our investment approach
- Minimising our carbon footprint, through responsible management of resources, optimal operation of our buildings, enhancing energy efficiency and improving water efficiency
- Promoting the efficient use, reuse and recycling of resources, and minimising waste and pollution
- Protecting, restoring and where possible enhancing ecological biodiversity systems and environments in the regions in which we operate
- Investing in a low carbon economy through our net zero pathways, our renewable energy strategy, use of smart building technology and engaging with our customers to collaboratively transition to a low carbon economy
- Specifying the use of materials that are safe and where possible, specifying the use of materials that are recycled or reused, have low embodied energy and minimise resource depletion.

### Social

- Investing in our people by providing them with the skills, awareness and leadership to thrive, engage and achieve our sustainability responsibilities so they may make a sustainable and innovative impact inside and outside the business
- Be a market leader in innovation in the management and operation of our business, people and assets
- Engaging with our communities in creating positive change and adoption of sustainability practices
- building a shared future where we listen to, learn from and build genuine partnerships with First Nations peoples and communities so that all Australians have equal opportunity to thrive.
- Creating a workplace in which diversity and inclusion in all its forms is recognised, embraced and respected.
- Prioritising a connected culture that strongly aligns with our purpose, goals and the best interests of our stakeholders
- Protecting and enhancing the health, safety, inclusion and wellbeing of our people, tenants and communities

### Governance

- Adhering to the highest ethical, legal and professional standards during the procurement of goods, materials and services, and management of our supply chain. Working with our partners and suppliers, investors and customers to mitigate supply chain risk
- Committing to monitor, review and transparently report on the sustainability performance of the business that demonstrates Investa's ESG performance in accordance with regulatory and voluntary reporting frameworks and progressing reporting disclosures towards the Taskforce for Climate Related Financial Disclosure (TCFD) reporting framework
- Adhering to Investa's Sustainable Responsible Investment Guidelines which seeks to incorporate environmental, social and corporate governance (ESG) matters into investment decision-making and ownership practices

Investa will meet these policy commitments through implementation of the Transform Tomorrow sustainability framework strategies, targets and baseline metrics and will report on our progress annually.

Investa will partner with our key stakeholders, including employees, investors and tenants to integrate our commitments in our day-to-day business operations. Investa will continue to work and collaborate with our suppliers, industry groups and government to continue to develop best practice sustainability management.

## Roles and Responsibilities

The Audit & Operational Risk Committee (IOMH AORC), a sub-committee of the Investa Office Management Holdings Pty Ltd (IOMH) Board, guides the implementation, operation and effectiveness of Investa's sustainability policy and performance.

In consultation with our Directors, CEO, COO and Group Executive, the General Manager Corporate Sustainability will assume responsibility for the direction of Investa's sustainability strategies.

## Policy Information

This policy must be reviewed by the IOMH AORC at least every 2 years, and more frequently if required.

## Policy Information

**Responsibility:** General Manager, Corporate Sustainability

**Date Created:** 30 June 2016

**Date Last Reviewed:** Approved by IOMH AORC on 16 May 2022