

investa

Sustainability Report FY26

1 July 2025 - 30 June 2026

Transform Tomorrow with investa











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Acknowledgement of Country

Investa acknowledges the Traditional Owners of the lands and waterways on which we live, work and shape the built environment.

We recognise their enduring connection to Country - to land, skies and waters - and the deep cultural knowledge that has cared for these places for tens of thousands of years.

We honour First Nations peoples as the world's oldest continuous custodians of the built and natural environment, whose stories and design principles continue to shape how we create better places.

We pay our respects to Elders past and present, and extend that respect to all Aboriginal and Torres Strait Islander peoples.

As custodians of place in our cities, Investa commits to walking alongside First Nations peoples; embedding truth, culture and connection to Country in the places we manage and the communities we serve.

Artist: Bayadherra

Wuta gulpa gaka

"All welcome" in Yorta Yorta language

Click here for the artwork story

About this report

The FY26 Sustainability Report is the 23rd consecutive annual report detailing the Environmental, Social and Governance (ESG)-related business activities of Investa's management platform.

This report relates to the financial year ending 30 June 2026 and provides a summary overview of our Transform Tomorrow ESG Strategy approach and performance during this reporting period.

Aboriginal and Torres Strait Islander people are advised that this report contains names, images, artwork and references to deceased persons.

Reporting boundary

The scope of the FY26 Sustainability Report and corporate reporting suite is limited to the assets and activities within Investa Management Holdings (IMH) operational control, unless otherwise stated. This report does not include data for outside entities, such as customers, suppliers and contractors or data for buildings which are owned by Investa funds or mandates but not managed by Investa, unless otherwise stated.

Reporting frameworks

In preparing this report, we have had regard to the:

- Global Reporting Initiative (GRI) sustainability reporting standards, with details on our disclosures provided in the GRI Index,
- Australian Accounting Standards Board (AASB) S1 General Requirements for Disclosure of Sustainability-related Financial Information,
- AASB S2 Climate-related disclosures, and
- Taskforce for Nature-related Financial Disclosures (TNFD).

Selected metrics for this report have received Limited Assurance by PwC, as outlined on page 39 of this report.

This report is part of our ESG corporate reporting suite for FY26, which also includes:

- Investa FY26 Modern Slavery Statement (to be released in December 2026)
- Investa FY26 ESG Performance Data Pack.

General disclaimer

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Funds and managed investments under Investa management agreements[1]:

ICPF Investa Commercial Property Fund (ICPF)

$5.6b
assets under management (AUM)

IGO Investa Gateway Office (IGO)

$1.8b AUM

Investa office mandate clients

who have an investment management agreement with Investa.

$5.1b AUM

Living

$1.3b AUM
Indi buildings and Studio Living development

1. All figures correct as at 30 June 2026.



Letter from our CEO

Our purpose is to welcome the world to better places.

Reporting openly is something we've now done for 23 consecutive years. That accountability keeps our attention on the impact we can have in the communities in which we operate.

FY26 was a year of growth across our management platform. We opened 360 Queen Street, a joint venture office building in Brisbane, secured a new Sydney office mandate, opened our Indi Southbank and Indi Footscray Build to Rent buildings in Melbourne, and announced our first Studio Living development project in Sydney. Our 236 people support a platform managing A$15.4 billion* across the office and living sectors.

As our platform expands, so does our opportunity to shape the quality, resilience and inclusiveness of the places we create and manage.

Sitting alongside our corporate strategy Transform Tomorrow, our ESG strategy is built on three pillars: **Sustainable, Connected** and **Responsible**. This year we refreshed our approach through a double materiality assessment, and engaged with our equity and debt partners, our Board, our customers and our people to keep our focus commercially relevant and grounded in the issues that matter most.

Under the **Sustainable** pillar, we maintained net zero Scope 1 and 2 emissions across our managed office buildings, the buildings within our core managed funds (ICPF and IGO) and Indi operational buildings, in line with our net zero pathway, while continuing to procure 100% renewable electricity for our managed base buildings. A major focus remains decarbonising the buildings we manage by removing natural gas equipment and replacing it with electric.

This year we completed electrification plans for each of our managed office buildings and implemented low-carbon design approaches through selected capital works projects. 20% of Investa managed office buildings and 66% of Indi buildings are natural gas free.

Our nature program also grew: through the deployment of Rooftop Bees we now support up to 480,000 bees across four managed buildings, and our three Operation Crayweed sites are rebuilding marine habitat, with Lurline Bay off the coast of Sydney close to self-sustaining.

The **Connected** pillar is where our purpose is most visible. This year, 61% of our people volunteered, employee engagement reached 79% and our employee Net Promoter Score was 95%. Customer satisfaction reached 96% across our managed office buildings and 86% among Indi Sydney residents. We refreshed the Investa Sustainability School and – something I am very proud of – launched our inaugural First Nations Strategy, developed closely with our First Nations Reference Group.

Under the **Responsible** pillar, our core managed funds (ICPF and IGO) maintained their 5-star Global Real Estate Sustainability Benchmark (GRESB) ratings. We continue to maintain 5-star Principles for Responsible Investment (PRI) across all measures, since 2024. ICPF and IGO have also maintained 100% green debt and we extended green debt facilities across our Indi projects. Our diversity and inclusion efforts and our work in development and design were also recognised across various industry award and citation programs.[2]

Our work is not finished. Decarbonising the buildings we already manage, reducing their impacts on nature, deepening First Nations inclusion and delivering the homes and workplaces our cities need are long-dated challenges. We don't do any of this alone – our people, partners and customers make it possible.

Peter Menegazzo
Chief Executive Officer
Investa



100 Mount Street, North Sydney

All figures correct as at 30 June 2026.

2. Page 5 outlines our awards and citations.

FY26 highlights

Investa has achieved the following milestones:

Awards and recognition

Development and design awards

- **Parkline Place,** Winner, Council for Vertical Urbanism (CVU) Award of Excellence – Best Tall Building by Height, 100–199m; Façade Award; and Best Tall Building by Region, Oceania
- **Indi Sydney**
  - Gold, World Architecture News Awards – Residential
  - Winner, Australian Institute of Architects National Architecture Awards – Residential Architecture – Multiple Housing
- **120 Collins Street – XLCR,** Winner, Master Builders Association (MBA) VIC Excellence in Building and Construction – Excellence in Fitout $5M–$10M
- **39 Martin Place,** Winner, Master Builders Association (MBA) NSW Excellence in Building and Construction – Commercial Building over $150M
- **Martin Place Integrated Station Development**
  - Winner, The Urban Developer Awards for Industry Excellence – Excellence in Community Engagement
  - Winner, The Urban Developer Awards for Industry Excellence – The Urban Developer and Urban Land Institute (ULI) Award for Decarbonisation in Real Estate
  - Winner, The Urban Developer Awards for Industry Excellence – Development of the Year – Mixed–Use

Diversity and inclusion recognition

- Family Inclusive Workplaces – Family Friendly Workplace
- Workplace Gender Equality Agency (WGEA) – Employer of Choice for Gender Equality
- Australian Workplace Equality Index (AWEI) LGBTQ+ Inclusion Award - Australian LGBTQ+ Inclusion Award (Small Employer)

Sustainable

100%
net zero[3] scope 1 and 2 emissions continued to be achieved by managed office buildings, buildings in Investa core managed funds (ICPF and IGO) and Indi buildings

100%
managed office base buildings and Indi base buildings procure 100% renewable electricity

20%
of Investa managed offices and 66% of Indi buildings are fully electric

Electrification plans
prepared for 100% of Investa managed office buildings

100%
of managed office buildings and Indi buildings with climate resilience assessments

4
managed office buildings fitted with beehives, accommodating up to 480,000 bees

3. See Glossary for definition of net zero and boundary for this achievement.

Connected

>$67.8 million
invested in the community through health and wellbeing spaces and direct donations

61%
employees volunteering in the community

95%
employee Net Promoter Score (NPS)

79%
employee engagement

96%
office customer[4] satisfaction

86%
resident[5] satisfaction

4. Investa Office Customer Survey 2026.
5. Indi Sydney September 2025 Resident Survey.

Responsible

100%
green debt for our core managed funds (ICPF and IGO)

100%
green debt facilities on Indi developments

5-star
GRESB rated funds (ICPF and IGO) in 2025

5-star
PRI across Policy Governance and Strategy, Direct Real Estate, and Confidence-building Measures in 2024

Investa

Our business in numbers

$15.4b
AUM

29
buildings[6] across office and living sectors

236
team members across Australia

661
businesses that work in our buildings

6. 29 buildings are managed by IMH (including investment management and property management). Of these assets there are 20 office buildings under IMH operational control, and discussed in this report.



Indi Southbank, Melbourne

Investa is a diversified Australian real estate investment manager, developer and operator, with $15.4b AUM across the office and living sectors.

For more than 25 years, we have supported investors across a diverse range of portfolios and mandates, with a focus on sustainable performance – creating high-quality workplaces and homes in the cities in which we operate.

We take an end-to-end approach across the property lifecycle, from acquisition and development through to operations and asset management, enabling us to create long-term value for our investors, customers and communities.

Committed to our purpose: Welcoming the world to better places, our people are at the core of our performance. Our ESG Strategy, Transform Tomorrow is integrated and deployed under our four strategic pillars.

FY26 was a year of meaningful growth across both office and living sectors. We opened a new office building in Brisbane and secured a new Sydney office mandate. In living, we launched our Indi Southbank and Indi Footscray projects and announced our first Studio Living project in Sydney.

Purpose Why we exist	Welcoming the world to better places
Vision Strategic ambition	The team you want to work with in Australian real estate
Culture What sets us apart	Our people and the way we work together are our difference. We're people-first and entrepreneurial, with a strong service ethos.
What Our service offering	Providing real estate solutions that deliver sustainable outperformance
Sectors Where we operate	Office; Living
How Strategic pillars	Investment outperformance; Relationships matter; Creating opportunities; High-performance platform
Values Our behaviours	Trusted; Connected; All-in

All figures correct as at 30 June 2026.

Our managed buildings and living operations[7]



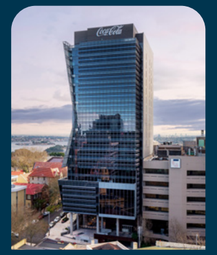
Office assets


1 Market Street, Sydney


6 O'Connell Street, Sydney


10-20 Bond Street, Sydney


39 Martin Place, Sydney


Coca-Cola Place, 40 Mount Street, North Sydney

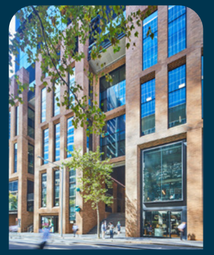

Sixty Martin Place, Sydney


100 Mount Street, North Sydney


105 Miller Street, North Sydney[8]


Deutsche Bank Place at 126 Phillip Street, Sydney


135 King Street, Sydney


Barrack Place at 151 Clarence Street, Sydney


201 Kent Street, Sydney


Parkline Place at 252 Pitt Street, Sydney


King + Kent, 347 Kent Street, Sydney


388 George Street, Sydney


420 George Street, Sydney

Living assets


120 Collins Street, Melbourne


522 Flinders Street, Melbourne


567 Collins Street, Melbourne


179 Turbot Street, Brisbane


259 Queen Street, Brisbane


Indi Sydney, Sydney


Indi Southbank, Melbourne


Indi Footscray, Melbourne

7. Managed buildings is defined in the Glossary.
8. Building divested in reporting year.

ESG Strategy

Our ESG Strategy, Transform Tomorrow is centred around our ambition to create positive impact today for a better tomorrow.

Transform Tomorrow is based on three central pillars:

- **Sustainable:** our environment pillar
- **Connected:** our social pillar
- **Responsible:** our governance pillar.

Transform Tomorrow

Creating positive impact[9] today for a better tomorrow

SUSTAINABLE

Working towards nature positive pathways[10] and net zero[10] emissions

Resilient and net zero carbon operations

Reducing carbon emissions in supply chain and value chain

Nature positive pathways, reducing carbon and impacts on natural resources and invest in the regeneration of nature

CONNECTED

Creating measurable positive social investment outcomes

People: connecting and engaging communities in our managed buildings

Place: creating wellbeing through our managed buildings and developments

Partnerships: responsible, connected and impactful partnerships with our supply chain, customers and community partners

RESPONSIBLE

Investment platform with measurable ESG impacts and outcomes

Transparent and transformational ESG governance

Managed investments with sustainable finance

Managed building and investment alignment with industry ESG frameworks

Leading the change from within

Investa Sustainability School | Sustainability Leaders Series

In FY26, we conducted a double materiality assessment to inform the evolution of Transform Tomorrow, reflecting the megatrends influencing our operating environment. Having regard to best practice frameworks,[11] the assessment considered both impact and financial materiality. This allows us to continue to integrate ESG considerations into our ESG Strategy, Transform Tomorrow, our corporate strategy and existing risk management framework in a commercially relevant and practical way.

Our assessment included researching and reviewing global and local megatrends, emerging regulations, and consulting with key stakeholders including our equity and debt partners, board members, tenant customers, executive committee and employees.

We identified three priority areas which are important to our key stakeholders and our business: **climate change and nature, people and communities and responsible investment.** Based on these outcomes, we have evolved our ESG Strategy, Transform Tomorrow to:

- Continue to emphasise climate change, with a focus on decarbonisation and resilience; and nature, specifically improving living systems and circularity;
- Continue our focus on people, communities and supply chain, creating positive outcomes for First Nations Peoples and continued investment in the living sector;
- Continue to focus on responsible investment across our managed buildings and investments, as we responsibly manage our owners' capital and expand into new sectors; and
- Refine our focus on technology across our managed buildings and operations, including the role of artificial intelligence in our operations and buildings.

9. At Investa we identify positive impact as seeking to create positive outcomes for the people, places, projects and processes across our business.
10. See Glossary for definition.
11. GRI Standards 2021, IFRS S1/S2, AASB S1.

The table below outlines how we have sought to address these priority areas within our three ESG pillars, which we expand on further in this report.

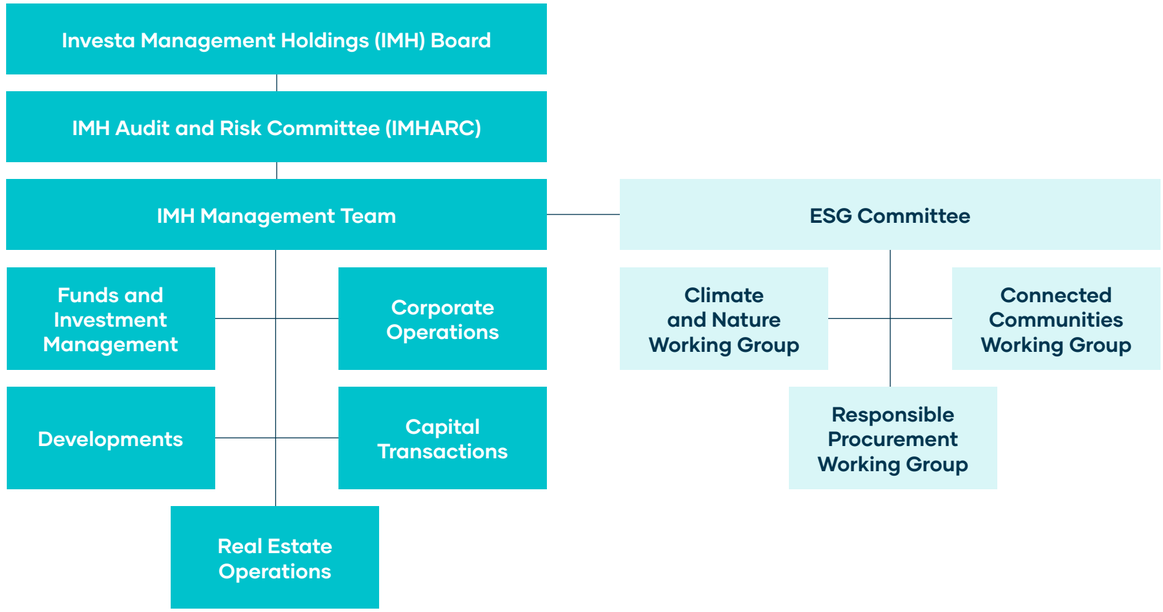
Pillar and key priority	Our focus areas	Our approach	Sustainable Development Goal (SDG)
Sustainable **Climate change and nature**	**Decarbonisation and the energy transition**	• Maintain net zero scope 1 and 2 emissions • Continue to implement our net zero pathway: • Ongoing planning for electrification of managed based buildings • Continue to procure 100% renewable electricity for our managed base buildings • Procure carbon offsets for residual scope 1 emissions which will reduce overtime with the decarbonisation of our managed base buildings • Build our understanding of our material scope 3 emissions associated with tenant emissions and construction emissions • Explore partnership opportunities with our supply chain	
	Climate resilience	• Enhance managed buildings' resilience to the physical impacts of climate change	
	Nature, biodiversity and circularity	• Develop and implement a water efficiency strategy • Develop a circularity and resource efficiency strategy for waste and supply chain in managed building operations • Contribute to the protection, restoration and improvement of natural living systems by assessing our impacts and developing a nature-positive pathway, with partners	
Connected **People and communities**	**Connection and inclusion** • Employee diversity, inclusion and engagement • Customer engagement • Physical and mental health and wellbeing	• Foster an inclusive and high-performing workplace and culture, targeting employee engagement score of >80% • Support the physical and mental wellbeing of our customers and employees • Create positive impact through our people and customers by volunteering in the community	
	Investing in communities and Australia's housing future • Community investment • Building housing supply and living sector options • Social impact in our managed buildings • Responsible procurement addressing human rights and equity in our supply chains	• Address inequalities in our society through community partnerships and monitoring our supply chain • Create sustainable, well-located quality housing to meet different market needs • Create positive social impact and support our communities through activations in our managed buildings • Monitor and assess our supply chain for responsible procurement practices, support human rights and address modern slavery risks in our supply chain through sustainable procurement practices	
	Reconciliation and First Nations partnerships • Advancing reconciliation action	• Drive recognition of Country, Culture and Community through our business, supply chain and managed buildings • Support social and First Nations enterprises in our direct and indirect supply chain	
Responsible **Responsible Investment**	**Responsible governance** • Collaborating on, and alignment with, sustainability frameworks	• Work with peak industry groups including PRI, Investor Group on Climate Change (IGCC), Green Building Council of Australia (GBCA) and the Property Council of Australia (PCA) on reviewing and developing ESG frameworks and disclosures • Have regard to national and international sustainability frameworks and ratings across our managed buildings and investments	
	Sustainable finance • Responsible capital allocation and sustainable management	• Maintain a risk-based approach to financial management	
	Technological evolution • Building technology • AI, demand and differentiation • Cyber and data privacy	• Continue to invest in enhancing ESG data and building and management performance • Adopt artificial intelligence under our two-tier AI governance framework – with human oversight, ethical principles and clear disclosure – to enhance operational performance and create value for our customers • Manage cyber security and data privacy through an integrated information security framework, aligned to the NIST Cybersecurity Framework 2.0 and supporting an ongoing uplift in cyber maturity	

Sustainability governance

Investa's governance supports the objectives of our funds and operations, incorporating risk management and oversight. This enables responsible and sustainable investment and operations to optimise performance.

Deutsche Bank Place at 126 Phillip Street, Sydney

Our governance structure




IMH Board

IMH Board

The **IMH Board** comprises four independent Non-Executive Directors and is responsible for the performance and operation of IMH. It works with management to:

- Approve our corporate and ESG strategy;
- Monitor our performance against our strategies;
- Oversee the operation of Investa's risk management framework (including sustainability related risks); and
- Monitor Investa's material risks and how they are managed.

The IMH Board also reviews and approves Investa's disclosures.

IMHARC

IMHARC is a subcommittee of the IMH Board and assists it in discharging its responsibilities in relation to areas including sustainability and risk management.

IMH Management Team

The IMH Board delegates the day-to-day responsibility of executing our overall business's corporate and ESG strategies to IMH management. Delivering the ESG strategy underpins IMH management's ESG-related performance criteria.

ESG Committee

The Chief Financial Officer (CFO) chairs Investa's **ESG Committee**, a management committee that includes the Chief Executive Officer (CEO) and Chief Operating Officer, Real Estate (COO). The Committee helps manage, monitor and oversee ESG management matters. It reviews and makes recommendations to the IMHARC, aligned with Investa's policies and risk appetite, regarding our ESG strategy, frameworks, policies and procedures. It also reviews Investa's ESG disclosures, including our annual Sustainability Report and Modern Slavery Statement and oversees progress against targets.



Executive Committee

ESG Working Groups

The IMH Management Team and the ESG Committee is further supported by **ESG Working Groups**, established to address specific ESG areas. Each working group is chaired by a member of the Executive Committee and includes employees from multiple business functions with expertise in each of the relevant subject matter areas. The working groups report and make recommendations to the ESG Committee.

The Climate and Nature Working Group addresses the climate and nature components of our ESG Strategy by:

- Supporting the development, implementation, and continuous improvement of Investa's climate and nature-related ESG Strategy, including integration in Investa's suite of policies;
- Reviewing progress against targets and contributing to climate and nature-related disclosures across mandatory and voluntary reporting frameworks;
- Collaborating with stakeholders, monitoring and reviewing peers' commitments, and identifying partnership opportunities to support a climate and nature action.

The Responsible Procurement Working Group guides responsible procurement, and human rights and modern slavery matters through:

- Governance of Human Rights Policy, Supplier Code of Conduct, and the Investa Modern Slavery Statement
- Responsible procurement, human rights and modern slavery initiatives and strategies across Investa managed buildings and investments.

In FY26, Investa combined the Thriving Communities Working Group and the Reconciliation Action Working Group into the **Connected Communities Working Group** to streamline overlapping responsibilities. The Connected Communities Working Group guides our community investment and First Nations strategies to:

- Drive employee engagement in the community;
- Drive positive social impact in the community through employees and our managed assets and developments;
- Monitor and oversee the implementation of giving and volunteering initiatives; and
- Monitor and oversee the implementation of the First Nations Strategy and First Nations inclusion across Investa's operations.

Investment: managed funds and mandates

Investa's managed funds and mandates have their own independent governance structures, detailed in their separate annual reporting. These committees and boards govern investment decision allocations, acquisitions, developments and operations across their respective fund or mandate.

In addition to the application of our Transform Tomorrow strategy to our operations and managed buildings, as an investment manager, we work with our managed investments and joint venture owners to understand their ESG ambitions and to support the development of their individual ESG strategies for their fund, mandate or building. Our management platform implements agreed ESG strategies through building level strategy asset planning.

Each business unit is responsible for delivering Investa's ESG Strategy in their day-to-day actions.



Parkline Place at 252 Pitt Street, Sydney

Sustainability policy framework

Investa's sustainability policy framework includes four core policies:

Sustainability Policy

Investa's Sustainability Policy, updated in October 2025, sets out our commitment to integrating sustainability in every aspect of our business platform, including our employees, to enable our investments to positively impact people and the planet. The policy was developed having regard to the United Nations Sustainable Development Goals, the Paris Climate Agreement, the Global Biodiversity Framework, the TNFD and Investa's Transform Tomorrow strategy. It outlines our commitments across three pillars:

- **Sustainable (environment):** decarbonising our managed buildings, enhancing building resilience to the physical impacts of climate change, improving water and resource efficiency and contributing to the protection, restoration and improvement of natural living systems.
- **Connected (social):** investing in people, community partnerships, diversity and inclusion, First Nations engagement, and ethical supply chains.
- **Responsible (governance):** transparent, ethical governance across our business operations and investment processes.

This policy also sets out Investa's commitment to managing our investments, operations, service providers and subcontractors in line with ecologically sustainable development principles – minimising the impacts of climate change and managing our nature impacts and dependencies. We will strive to continuously improve by monitoring and reviewing sustainable performance and demonstrating due diligence in the provision of our services. Delivering our ESG Strategy, Transform Tomorrow, will assist us in pursuing these commitments.

Human Rights Policy

Investa's Human Rights Policy, updated in October 2025, outlines our commitment to respecting human rights. Developed with regard for the United Nations Guiding Principles on Business and Human Rights, this policy provides a basis for embedding our responsibility to respect human rights across our operations and influencing positive outcomes through our business relationships.

We understand that our investments, operations, developments and business relationships may have an impact (both positive and negative) on a range of stakeholders. We are committed to embedding respect for human rights into our risk management and operational practices – and supporting our employees, customers, and suppliers, as well as the communities in which we operate.

Supplier Code of Conduct

Investa is committed to conducting its business in an ethical, legal, respectful and professional manner. We also integrate the principles of sustainability, encompassing ESG aspects into our business conduct. As a significant procurer of a range of goods and services (either for Investa or on behalf of our clients), we are committed to operating with the highest integrity. We are progressively integrating ESG aspects in the approach to procuring these good and services and managing our supply chain.

The Supplier Code of Conduct updated in October 2025, sets out the standards we require suppliers and their sub-tier suppliers to adhere to when working with us. It communicates our values and expectations and emphasises the importance of responsible workplace policies and practices.

It also sets out our expectations that suppliers will operate within the spirit and intent of the non-negotiable business principles. This year's review updated requirements for supplier training on modern slavery, anti-discrimination, environmental management, workplace health and safety and technology (cyber security and data privacy).

Responsible Investment Policy

Investa's Responsible Investment Policy, updated in October 2025, provides our overarching framework for responsible investment. It complements financial returns by seeking to incorporate ESG matters into investment decision-making and stewardship processes, consistent with our fiduciary duties as an investment manager.

Additional management policies that address ESG risks include:

- **Risk Management Policy:** guided by ISO 31000 - Risk Management, it covers our risk management approach, including broader ESG, climate and nature-related risks.
- **Safety Health and Environment Management System Framework (SHEMS):** certified to ISO 14001, and designed to guide the safety, health and environmental sustainability of our operations. It monitors ESG targets and indicators, as well as the environmental performance of our developments, building operations, upgrades, and corporate operations.

Investa's policies that form part of our sustainability policy framework can be found at investa.com.au/about/governance.



360 Queen Street, Brisbane

Sustainable

Investa is transforming our managed buildings beyond carbon emissions.

Key focus areas

Decarbonisation and energy transition: Continuing to maintain net zero scope 1 and 2 emissions, while progressively decarbonising our managed buildings and continuing to build our understanding of our material scope 3 emissions associated with tenant electricity and construction emissions.

Climate resilience: Enhancing our managed buildings' resilience to the physical impacts of climate change.

Nature biodiversity and circularity: Enhancing our buildings' operations to reduce their impacts on nature and contributing to the protection, restoration and improvement of natural living systems.



Indi Footscray, Melbourne

FY26 highlights

100%
net zero in scope 1 and 2 emissions for Investa managed office buildings and Investa core managed funds (ICPF and IGO)[12]

100%
net zero in scope 1 and 2 emissions for Indi buildings

100%
renewable electricity procurement maintained across Investa managed base buildings

5-star
base building NABERS Energy weighted average rating[13]

Maintained 100%
of managed buildings with climate resilience assessments[14]

40%
waste diversion across Investa managed buildings

480,000
bees pollinating nature across four managed buildings

Lurline Bay
one of our three Operation Crayweed restoration sites, is close to achieving self-sustaining population status

Climate change and nature

In FY26, we continued our commitment to address climate change and biodiversity loss and invest in a net zero emissions and nature positive future.

We continue to focus on our decarbonisation pathway and seek to make our managed buildings resilient to the impacts of climate change. Through our climate and nature strategy, we also seek to reduce the impacts of our buildings on nature and work with partners to regenerate natural environments.

Across our platform and managed buildings, we have sought to identify, assess, and manage climate and nature-related risks and opportunities with reference to:

- International Financial Reporting Standard (IFRS) S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures[15]
- Australian Sustainability Reporting Standards (ASRS)[16] including the AASB S1 General Requirements for Disclosure of Sustainability-related Financial Information (a voluntary standard) and AASB S2 Climate-related Disclosures (a mandatory standard)[16]
- The World Business Council for Sustainable Development (WBCSD) "The Roadmap to Nature Positive: Foundations for the built environment system"[17]
- TNFD.[18]

12. The Investa net zero boundary is outlined in the Glossary.
13. The NABERS Energy weighted average is calculated in accordance with "The Rules, Conducting a Portfolio Rating Version 1.7", NABERS, August 2025.
14. For Investa managed buildings as at 30 June 2026.
15. IFRS - IFRS Foundation.
16. Australian Accounting Standards Board.
17. The Roadmap to Nature Positive: Foundations for the built environment system – WBCSD.
18. TNFD, September 2023.

Decarbonisation and the energy transition

Investa's decarbonisation approach in FY26 has focused on implementing our ambitions, with a focus on embedding emissions reduction pathways into operations and capital works projects.



Our progress to date

2018 – 2019

- Set initial net zero targets and made our inaugural commitment to net zero scope in 1 and 2 emissions, and 40% tenant electricity reduction by 2040 from a 2015 base-year, in accordance with Science Based Target initiative (SBTi) 2018 framework[19]
- Committed to the Task Force on Climate-Related Financial Disclosures (TCFD).

2020 – 2023

- Committed to the World Green Building Council (WGBC) Net Zero Carbon Buildings Commitment and the UN Race to Zero
- Commenced measurement of scope 3 tenant and capital works emissions
- Commenced electrification and energy improvement plans for managed buildings
- Commenced electrification of managed developments
- Launched the Investa Sustainability School and Sustainability Leaders Series which included decarbonisation presentations and modules for employees[20]
- Established tenant sustainability committees and developed climate themed activations to educate how to reduce personal and business footprints.

2024

- Achieved net zero scope 1 and 2 emissions for our management platform and our managed office buildings in our core managed funds and received FY24 Climate Active certification[21]
- Procured 100% renewable electricity across managed base buildings
- Completed materiality assessment of scope 3 emissions for our managed platform and core managed funds
- Applied transition climate risk due diligence in new acquisitions
- Continued tracking scope 3 tenant and capital works emissions
- Prepared a net zero pathway for future office developments.

2025

- Maintained net zero scope 1 and 2 emissions for our management platform and managed office buildings in our core managed funds and received FY25 Climate Active certification[21]
- Achieved net zero scope 1 and 2 emissions for Indi Sydney
- Continued 100% renewable electricity procurement across managed base buildings for office and Indi buildings
- Developed electrification plans for 100% managed office buildings
- Developed climate model integrating transition and resilience plans
- Continued tracking scope 3 tenant and capital works emissions
- 62% of tenants (by NLA) had made public net zero or renewable electricity commitments.

2026

- Maintained 100% net zero in scope 1 and 2 emissions for our management platform and managed office buildings, Indi buildings and Investa core managed funds (ICPF and IGO)[22]
- Maintained 100% renewable electricity procurement for managed office base buildings and Indi base buildings
- Maintained 100% of managed office buildings with electrification/ decarbonisation and water improvement plans[23]
- 20% of Investa managed office and 66% of Indi buildings are fully electric
- Indi Footscray and Indi Southbank, both electric buildings, reached practical completion and commenced operations
- Developed low carbon briefs for capital works projects
- Reviewed Investa's net zero targets in line with new net zero frameworks
- 64% of tenants (by NLA) have made public net zero or renewable electricity commitments.

19. Refer to Investa's 2019 Sustainability Report for more details.
20. Refer to page 24 for further details.
21. Investa | Climate Active.
22. The Investa net zero boundary is outlined in the glossary.
23. For Investa managed buildings as at 30 June 2026.

Pathway to net zero emissions

This year, Investa maintained net zero in scope 1 and 2 emissions for managed office buildings within our core managed funds (ICPF and IGO), office mandates, corporate operations, and Indi buildings.

We continued to implement our four-step pathway to reduce scope 1 and 2 emissions in FY26, recording the following milestones.

Energy efficiency

Our managed buildings achieved 5.0-star NABERS Energy by average rating in FY26 – an improvement from 4.95-stars in FY25, due to energy efficiency projects and new acquisitions under Investa Management.[24]

These projects and acquisitions have also improved our energy intensity. In FY26, our managed office buildings achieved an average energy intensity of 68kWh/sqm/year – a 10% improvement from FY25 and 28% improvement from our 2019 baseline year.



420 George Street, Sydney

Electrification

20% of Investa managed office and 66% of Indi buildings are electric. The proportion of electric Indi buildings has increased with the completion of Indi developments in Melbourne's Southbank and Footscray. The proportion of fully electric buildings will increase as electrification plans, now completed for all Investa managed office buildings, are implemented.

Renewable electricity

To address scope 2 emissions, all (100%) of Investa managed office base buildings procured 100% renewable electricity through energy retailers. For NSW, we continued to procure large-scale Generation Certificates or renewable energy certificates (LGCs), primarily from the Stockyard Hill Wind Farm in Victoria. Indi base buildings also procure 100% renewable electricity through their retailer.

Residual emissions

To address residual scope 1 emissions (gas, diesel and refrigerants) for Investa managed buildings and corporate operations, we procured nature-based Australian Carbon Credit Units from the Tasmanian Land Conservancy's New Leaf and from Forest Farm projects.[25]

As we decarbonise our managed buildings, by removing gas equipment and replacing it with electric equipment, the requirement to offset residual emissions will reduce.

Scope 3 emissions

Scope 3 emissions comprise over 90% of Investa's emissions. Based on our 2024 material scope 3 assessment, our material scope 3 emissions include tenant electricity emissions (45%) and construction emissions from capital works and development (40%). This year we have continued to build our understanding of our scope 3 emissions in these areas as detailed below.

Tenant emissions

64% of our tenants (by NLA) have made public commitments to net zero emissions and renewable electricity,[26] representing a 2% increase from last year. To understand how tenants apply these commitments in our managed buildings, we have undertaken a targeted survey and engaged with them through our tenant sustainability committee meetings.

Construction emissions

This year, Investa developed low-carbon design briefs across key office capital works project typologies where design decisions can influence the embodied carbon. The briefs are intended to support integration of low embodied carbon outcomes and reporting into the feasibility, design and construction of capital works projects in our office assets.

Building on our low carbon measurement tools, we revised our low carbon briefs and piloted them on fitouts and bathroom and lobby upgrade projects across our managed office buildings. While we found opportunities to further reduce embodied carbon in future projects, the pilots revealed that carbon from our existing projects is already within low carbon benchmarks for these project types.[27]

24. This year we have followed the NABERS rules to calculate our managed buildings portfolio rating in accordance with "The Rules Conducting a Portfolio Rating Version 1.7 — August 2025, NABERS."
25. For further details see *Nature and Biodiversity* section in this report.
26. This information was derived from a review of all tenant public net zero and renewable electricity commitments.
27. These benchmarks were developed by our carbon consultant, Slattery for Investa, using a database from a wide range of existing office projects.



Indi Footscray, Melbourne



Physical climate risk and resilience

Our physical climate and resilience approach addresses physical climate risks associated with our managed buildings.

Our progress to date

2018 – 2023

- Completed geographic climate risk assessment for Sydney, Melbourne and Brisbane CBD areas
- Completed climate change adaptation plans for 100% of managed buildings
- Launched the Investa Sustainability School and Sustainability Leaders Series which included physical climate risk presentations and modules for employees
- Commenced tenant sustainability committees and annual Earth Hour activations to educate tenants on how to be resilient to climate change impacts.

2024

- Completed climate change risk assessments for new acquisitions and developments that reached practical completion
- Updated climate change adaptation plans with revised climate projections
- Continued tenant and employee engagement in climate resilience.

2025

- Commenced integrating climate risk into business risk management practices, including due diligence processes for assets
- Developed digital physical climate risk model
- Continued implementation of building-level climate change adaptation plans for managed buildings and managed developments
- Integrated climate change adaptation planning into strategic asset plans and energy budget forecasting
- Continued tenant and employee ESG engagement in climate resilience through building, tenant and employee activations.

2026

- Completed climate change adaptation plans for 100% of managed office and Indi buildings[28]
- Continued implementation of building-level climate change adaptation plans for managed buildings and managed developments
- Continued integration of climate risk assessments in asset due diligence
- Continued tenant and employee ESG engagement through building, tenant and employee activations.

28. This applies to Investa managed office buildings and to all Indi buildings as at 30 June 2026.
29. Investa's past climate and climate and nature disclosures can be found under previous reports at investa.com.au/esg/reports.
30. Derived from the sixth Intergovernmental Panel on Climate Change (IPCC) Assessment Report.

Investa's climate resilience approach in FY26 has focused on integrating additional climate scenarios into our climate model and undertaking climate change risk assessments for asset due diligence during acquisition.

We then prepared adaptation plans for newly acquired assets in our management and developed operational climate change adaptation plans for Indi Sydney, Indi Southbank and Indi Footscray.

Our climate-related approach

Our past climate and nature disclosures[29] outline our approach to:

- Defining our climate scenarios;
- The risks and opportunities associated with those scenarios;
- The application of our climate-related metrics to goals; and
- The inclusion of nature in these disclosures.

This year, to align with ASRS, we updated our climate-related risk and opportunities assessment to apply two climate scenarios[30] for physical and transition risks and opportunities. We also updated our low emissions scenario from SSP1-2.6 to SSP1-1.9. Our climate assessments were reviewed in line with our updated risk management framework.



120 Collins Street, Melbourne

Nature, biodiversity and circularity

We initially developed our nature strategy in 2023. To do this, we adopted the World Business Council for Sustainable Development's nature positive pathway for businesses,[31] which sets out steps for businesses to act, halt and reverse nature loss and contribute to a nature positive world.

We used these steps to develop our four-step pathway to nature positive:

1. Assess and measure our impact
2. Commit to meaningful targets
3. Transform the way we do business
4. Disclose our nature positive journey.

In 2024 we undertook a materiality assessment to understand our nature impacts and dependencies. Based on this assessment we have focused on the topics which are material and we have most control over. The material impacts and how we are seeking to reduce these impacts include our net zero pathway, waste reduction through circular economy principles, and enhancing water efficiencies to reduce water use. We are seeking regenerative nature outcomes, outside our building boundaries, through our nature partnerships. We recognise that nature is a concept that is evolving globally and we will continue to monitor development in this space.



Operation Crayweed volunteer day

Our progress to date

	2020 – 2023	2024	2025	2026
Circularity and waste	Completed circular economy strategy Commenced NABERS Waste ratings	Prepared NABERS Waste improvement plans for managed office buildings Commenced ongoing tenant engagement on waste practices in their tenancies	Diverted 38% of waste (by weight) from landfill Continued tenant and employee waste education programs	Diverted 40% of waste (by weight) from landfill Commenced implementation of dry waste streams in NSW managed office buildings
Water efficiency	Commenced water consumption and NABERS Water performance tracking	Prepared NABERS Water improvement plans for managed office buildings	Continued to implement waste management and water improvement plans for managed office buildings	Developed NABERS Water improvement plans for 100% managed office buildings[34]
Protection, restoration and improvement of natural living systems	Committed to nature positive pathway[32] Established nature partnership with Sydney Institute of Marine Science's (SIMS) and Operation Crayweed site at Lurline Bay.	Expanded SIMS partnership, with ICPF and IGO supporting two additional Operation Crayweed sites at Maroubra and Dee Why Undertook materiality assessment on the impacts, dependencies and future resilience of nature, relating to our managed investments Integrated research on the resilience of sea forests with warming sea levels through SIMS Operation Crayweed partnership Offset residual scope 1 emissions from managed buildings through the purchase of nature-based Australian Carbon Credit Units (ACCUs).	Adopted TNFD framework Completed transition and physical nature risks and opportunities assessment, with reference to the TNFD LEAP framework[33] Established nature partnership with Rooftop Bees Continued nature regeneration outcomes at our three Operation Crayweed project sites Installed our first beehives on 420 George Street, Sydney for pollination and nature regeneration through Rooftop Bees Continued to procure nature based ACCUs for residual emissions Integrated First Nations inclusion in managed developments and supply chain, as detailed in the Partnerships: Cultural recognition section of this report.	Commenced employee education on nature through the Sustainability Leaders Series and Sustainability School Installed beehives on Barrack Place at 151 Clarence Street, Sydney; 201 Kent Street, Sydney; and 120 Collins Street, Melbourne Continued to procure nature based ACCUs for residual emissions Progressed our commitment to a nature positive future through our nature partnerships with SIMS and Rooftop Bees.

31. Roadmap to Nature Positive – Foundations for all businesses, WBCSD, 2023.
32. See Glossary for Investa's definition of nature positive pathway.
33. Assessment undertaken for managed buildings and managed investments, value and supply chain. For more details, please refer to the Investa Sustainability Report 2025.
34. For Investa managed office buildings as at 30 June 2026.



420 George Street, Sydney

Circularity and waste

This year, we progressed our efforts to reduce waste to landfill, in our managed office buildings, by targeting key waste streams across our managed office buildings.

These included tenant waste within our office buildings, Investa corporate waste and waste generated through office fitout and de-fit works.

In FY26, Investa managed office buildings achieved 40% diversion rate (by weight) – a 2% improvement on FY25. Our NABERS Waste ratings, for our managed office buildings have also improved to 3.7-stars, up from 3.2-stars in FY25.



135 King Street, Sydney

This was achieved across our managed office buildings by:

- Continuing our tenant sustainability committee meetings and outlining waste diversions practices in their tenancies;
- Increasing our ongoing tenant education and engagement to promote correct waste and recycling behaviours;
- Conducting bin audits across base buildings to identify contamination issues and opportunities for improvement;
- Continuing our progressive implementation of dry waste stream in NSW assets;
- Strengthening waste monitoring governance through regular meetings with cleaners to track performance and drive continuous improvement, immediately rectifying contamination issues; and
- Continuing to work with retail tenants to determine the appropriate bins for their operations and providing training on the correct use of each waste stream.

The case studies (on page 19) outline our approach to improving waste diversion in our workplaces and supporting our tenants to divert disused office furniture.

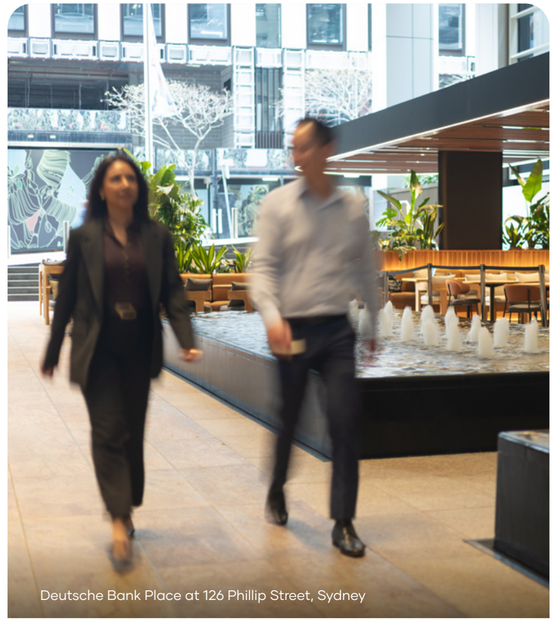
Water efficiency

During the year, Investa managed office buildings achieved a 4.2-stars NABERS Water average rating, an improvement compared to FY25 of 4-stars.[35]

Water intensity increased by 5% in FY26 to 504L/sqm, up from 476L/sqm in FY25, which can be attributed to increased occupancy in our buildings. However, water consumption remains lower than pre-COVID levels, due to enhanced water efficiency in our buildings.

This year, we continued implementing our NABERS Water improvement plans, through ongoing upgrading of water fixtures and fittings to enhance water efficiency.

35. This year we have followed the NABERS rules to calculate our managed office buildings portfolio rating in accordance with *The Rules Conducting a Portfolio Rating Version 1.7 — August 2025, NABERS.*



Deutsche Bank Place at 126 Phillip Street, Sydney

Case study: Sustain-a-bowl

In partnership with ReturnR, we launched Sustain-a-bowl Pantry for our employees in our Melbourne and Sydney offices to celebrate Plastic Free July in 2025.

The reusable container program aimed to reduce single-use packaging and improve waste stream quality.

After just one month, the program:

- Diverted over 1,000 takeaway containers and cups from landfill;
- Reduced landfill waste by 7.6kg in July 2025 (when compared to July 2024);
- Reduced mixed recycling waste stream contamination by 55% in July 2025 (compared to the average from April to June 2025); and
- Reduced organic waste stream contamination by 27% in July 2025 (compared to the average from April to June 2025).

This simple, accessible solution makes it easier for our employees to do the right thing. Cleaner waste streams show that our people are making more thoughtful choices, putting the right waste items into the right bins.









Case study: A second life for office furniture

When tenants move out, they often leave behind furniture and other fitout items.

Australia disposes of approximately 30,000 tonnes of commercial furniture annually, 95% of which is placed into landfill.[36] To address the growing challenge of commercial furniture waste, Investa facilitated a partnership, on behalf of the building owners with FF&3, a circular economy solutions provider, to rehome or repurpose furniture, fixtures and equipment items left by tenants at 1 Market Street and 6 O'Connell Street in Sydney.

In partnership with our owners, these projects created the following environmental impact:

1 Market Street, Sydney

- 197 products were given a second life including tables, workstations, chairs, storage units, technology, equipment and books
- Broke down 95% of items into raw materials (6.68 tonnes)
- 82% of items were diverted from landfill (by weight).

6 O'Connell Street, Sydney

- 48% of items rehomed
- 175 items were recycled from seating, workstations, storage and other equipment
- 92% landfill diversion rate was achieved through a combination of rehoming and recycling initiatives.

Giving back to the community

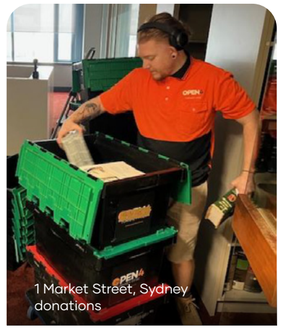
Both projects also delivered meaningful social outcomes.

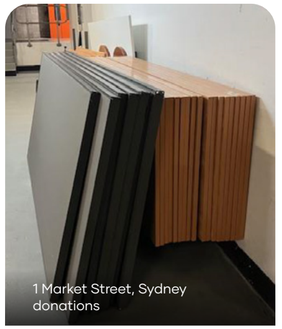
Our owners' donations from the 6 O'Connell Street building supported five charities, schools and community organisations, including Bandu, Narrabeen Sports High School and ReLove. These contributions helped create functional study, work and living spaces for First Nations youth, students and families in need. This enhanced learning environments, supporting community facilities and furnishing safe homes for vulnerable individuals.

At 1 Market Street, two high-value Eames tables were identified and donated to ReLove, enabling the charity to raise an estimated $2,000–$3,000 through resale. In addition, 200 law books were rehomed through Sydney Props, supporting reuse across film, theatre and staging productions.

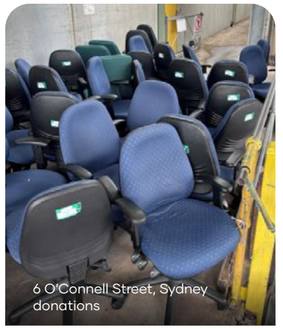
These projects demonstrate the effectiveness of a structured, circular approach to end of lease office de-fits.

36. Source: Australian Government Department of Climate Change, Energy, the Environment and Water, Sustainability ideas for furniture.


1 Market Street, Sydney donations


1 Market Street, Sydney donations


6 O'Connell Street, Sydney donations


6 O'Connell Street, Sydney donations

Nature biodiversity

Rooftop Bees

Investa's partnership with Rooftop Bees demonstrates how commercial office buildings can support biodiversity in Australian CBDs.

In FY26, beehives were installed on the rooftops of an additional three buildings in Sydney and Melbourne, resulting in a total of four beehives across our managed buildings. The hives support up to 480,000 bees and contribute to pollination across surrounding urban green spaces. And throughout the year they produced more than 238kg of honey.

Beyond environmental benefits, the program supports tenant and employee engagement through lobby activations and education on the important role bees play in healthy ecosystems.



420 George Street, Sydney

Operation Crayweed

Investa and our managed investments (ICPF and IGO) partnership with the SIMS Operation Crayweed projects is restoring critical marine habitat along the Sydney coastline and extending our nature-positive impact beyond the built environment.

The initiative focuses on re-establishing crayweed, supporting the recovery of biodiversity and the return of self-sustaining ecosystems. In addition, our employees have contributed through on-the-ground volunteering and assisting with monitoring and research activities.

SIMS regularly monitors and tops up planting across the three Investa Operation Crayweed sites. Key highlights from our projects this year include:







Lurline Bay

Lurline Bay is showing strong signs of success, with restored crayweed now growing into mature adult plants and new young crayweed establishing on the reef.

During the winter season of 2025, a total of 164 crayweed individuals were planted at Lurline Bay, over two planting days.

By January 2026, SIMS recorded 630 restored crayweed, including the first four adult plants. This is a positive sign that Lurline Bay's crayweed population is close to becoming self-sustaining.

South Maroubra

At South Maroubra, SIMS counted 261 young crayweed in January 2026, which include two generations (i.e. planting from 2024 and 2025). They also found healthy juvenile crayweed away from the planting mats, which demonstrates that the site is beginning to establish a restored population.

SIMS planted another 110 crayweed in June 2026, with Investa volunteers and Gamay Rangers contributing to the restoration effort.

SIMS is also testing ways to protect the crayweed from being eaten by marine animals, helping improve the chances of long-term restoration success.

Dee Why

At Dee Why, the project continued with two top-up plantings in winter 2025, adding 257 adult crayweed to support the restoration site.

In January 2026, SIMS found that new young crayweed had grown from the transplanted plants. While the site has faced challenges from swell and grazing by marine life, continued planting and monitoring are helping build the foundations for future recovery.

Biodiversity outcomes through carbon offset procurement

Investa offsets residual scope 1 base building emissions through nature-based ACCUs.

The ACCU projects we selected in FY26 in accordance with our quality procedures[37] contribute to habitat restoration and long-term conservation, in addition to carbon sequestration.

37. Our quality procedures for carbon offsets include a carbon offset procurement brief, which includes a quality index to assess carbon offset projects against key integrity criteria. The criteria considered include the permanence of the credits, whether projects are measurable and verifiable, project unique identifier and project's contribution to positive social and environment improvements. We also require the carbon offsets to be certified under the procurement of ACCUs methodology.



Brisbane CBD



1 Market Street, Sydney

Connected

Investa creates measurable positive social investment outcomes through our people, our managed investments and buildings, and our communities.

Key focus areas

Connection and inclusion:
Connecting and engaging communities in our buildings, including tenants, residents, customers and employees.

Investing in communities and Australia's housing future:
Creating positive social, cultural and wellbeing outcomes through our people and places, responsible procurement practices, community investment and the delivery of sustainable, high-quality and connected buildings and housing.

First Nations and reconciliation action:
Advancing reconciliation action.

FY26 highlights

93%
of Investa employees feel proud to work for Investa

79%
employee engagement score

96%
customer satisfaction among Investa's office customers,[38]
86% satisfaction among Indi residents[39]

>$67.8 million
invested in the community through health and wellbeing spaces and direct donations

61%
employees volunteer in the community

83%
eligible and actively engaged suppliers on our modern slavery due diligence platform

$2.2 million
First Nations procurement in our supply chain

38. Investa Office Customer Survey 2026.
39. Indi Sydney September 2025 Resident Survey.

People and communities

Welcoming the world to better places means creating environments where people feel connected, included and supported to thrive.

We bring this purpose to life by investing in our people's development and wellbeing, engaging our customers and residents, supporting communities, increasing the supply of sustainable and well-located housing, and using responsible procurement to promote human rights and equity across our supply chain.

Connection and inclusion

Connected and engaged employees

We are committed to fostering a diverse and inclusive workplace that enables everyone to thrive.

Our FY26 employee engagement survey found 93% of our team members feel proud to work for Investa – up from 91% in 2025. We achieved a 79% employee engagement score, 11% higher employee engagement than the Australian benchmark of 68%, and a 95% NPS.

The survey responses also show the impact of our commitment to diversity and inclusion:

- **85%** agreed that flexible work arrangements are not barriers to achieving career objectives
- **88%** agreed they have flexibility to balance work and other commitments
- **96%** agreed Investa actively takes steps to eliminate sexual harassment and gender-based harassment
- **91%** believe their manager demonstrates a commitment to gender equality in the workplace
- **94%** agreed their manager supports employees with family or caring responsibilities, regardless of gender.

Inclusion in action

We strive to create an environment where everyone feels safe, respected and able to bring their authentic selves to work each day, and our policies and practices reflect this.

LGBTQ+ inclusion

Investa maintained Gold status in the 2026 Australian Workplace Equality Index (AWEI), which recognised our continued commitment to LGBTQ+ inclusion. During the year, we launched our LGBTQ+ Inclusion Strategy and Action Plan 2026–2029 and continued to build awareness through employee learning, visible allyship and community events.

Events included:

- Wear it Purple Day, partnering with Rainbow Shoelace Project
- Pride in Diversity Sydney Roundtable
- Celebrating Sydney's Mardi Gras in our Sydney buildings and MidSumma in our Melbourne buildings
- Raising donations for Rainbow Families.



Gold status in AWEI


Wear it Purple Day

Family inclusive workplace

In FY26, Investa was re-certified as a Family Friendly Workplace for 2025-2027 and launched a new Family, Care and Wellbeing Policy to provide more flexible, inclusive support for our people's family, caring and wellbeing needs.

Additional support includes leave for:

- Carers
- Reproductive health
- Pet bereavement
- Key family milestones.

Events included:

- Bring your kids to work day
- Partnership with Genea Fertility
- Parents Network: Practical support for parents through CPR and First Aid for Kids, child nutrition workshops with Boob to Food, expert parenting sessions with Raising Thriving Kids, and opportunities to stay connected via Keep in Touch sessions.


Bring your kids to work day



Parents Network

Gender equity

Investa is firmly committed to driving gender equality through our business. We target 40:40:20 gender balance at all levels of leadership, where 40% are male, 40% are female, and 20% are any gender.

In FY26, we had:

48%
female managers

50%
female representation on our IMH Board

43%
female representation on our Executive leadership team.

Since 2019, we've maintained a WGEA Employer of Choice for Gender Equality citation, recognising our active commitment to achieving gender equality in our workplace. Making these commitments visible is an important part of our culture.

In FY26, we saw:

67%
of new fathers take primary carer parental leave

33%
clerical and administrative roles held by men

63%
of promotions awarded to women.

Pay equity

We've been actively working towards reducing our gender pay gap for several years through our Gender Equality Strategy and Action Plan. While we've made consistent progress, we know there is more to do, and we remain focused on taking steps towards achieving a zero gender pay gap. We continue to maintain a gender pay gap of zero for like-for-like roles and our results remain ahead of the real estate industry average. In FY26, we were pleased to see our average base salary gap reduce by 1% from 14.5% to 13.5%. On a total remuneration basis, however, our average pay gap slightly increased from 20.1% to 22.6%, in favour of men.

To learn more about the drivers of our gender pay gap and targeted actions to address this gap, please visit investa.com.au/our-gender-pay-gap.


388 George Street, Sydney



Lighting up at 567 Collins Street, Melbourne

16 Days of Activism

The annual 16 Days of Activism campaign calls for action to end gender-based violence around the world. In support of the UN Women Australia's 'Safe. Everywhere. Always. Campaign', we lit up five of our buildings in orange: Deutsche Bank Place at 126 Phillip Street, Sydney; Sixty Martin Place, Sydney; 39 Martin Place, Sydney; 120 Collins Street, Melbourne; and 567 Collins Street, Melbourne. We also took part in the PCA annual Tools Down event, encouraging meaningful conversation across our industry.

I'm a proud member of the Champions of Change Coalition – a group of property leaders committed to increasing awareness of gender-based violence, understanding its impact and strengthening the role workplaces play in both prevention and response to domestic, family and sexual violence.

Peter Menegazzo,
CEO, Investa

Employee health and wellbeing

Helping our people live their best and most productive lives is central to how we work.

We recognise that supporting both physical and mental wellbeing is vital to achieving this, so we run a range of relevant programs and initiatives throughout the year. We also provide employees wellbeing leave, giving people time off when they need to recharge, as well as financial wellbeing tools.

In FY26, our people looked after their physical and mental wellbeing through:



Mixed Nuts netball team



Tour de PIF

Physical wellbeing

From playing team sports to fundraising through active events, Investa employees participated in a range of events including:

- Tour de PIF – raising money for homeless young people through cycling, running or walking
- The Better Challenge – raising money for children with cancer, through hikes, half marathons and fun runs
- Investa's Mixed Nuts netball team.

Our partnership with Medibank offers employees a discount for private health insurance, as well as access to health and wellness webinars, skin checks and flu vaccinations to support preventative healthcare.

Mental wellbeing

Our wellbeing initiatives offer mental health support and raise awareness of important events and programs, including:

- Mindful May
- Movember
- Uprise Program, offering a range of mental health services, including wellbeing checks, therapy, coaching, and skills development through learning modules or webinars.

Throughout FY26, we promoted and actively participated in important events, such as Mindful May, Men's Health Week, Women's Health Week, R U OK? Day, Domestic and Family Violence Prevention Month, Movember and 16 Days of Activism against Gender-Based Violence.



Mindful May



Men's Health Week

Employee and worker safety

Employee and worker safety is a priority at Investa. Through our ISO 14001:2015 Safety, Health and Environment Systems (SHEMS) and processes and with the oversight of our SHEMS Committee, we achieved zero Class 1 incidents in FY26.[40]

40. Investa Workplace Health and Safety data is provided in the FY26 ESG Data Pack.

Learning and development

Leadership

In FY26, we continued to invest in building our leadership capability through targeted programs, including the Aspiring Leaders Program and the Senior Leaders Immersion Program. These programs support high-potential individuals preparing to step into leadership roles and build on the effectiveness and connectedness of our senior leaders.

Across both programs, we achieved a 40:40:20 gender balance, reinforcing our focus on inclusive leadership development at all levels of the organisation.



Aspiring Leaders Program



Senior Leaders Immersion Program

Continuous improvement and professional development

During FY26, all employees completed Investa's risk management training suite, covering key areas such as:

- Workplace conduct;
- Diversity and inclusion;
- Financial and corporate governance;
- ESG;
- Health;
- Safety and wellbeing; and
- Technology.

This includes targeted program content for people managers, focused on the real-world challenges and responsibilities they face in leading teams and making informed decisions.

As part of our focus on building future-ready capability, we have invested in uplifting AI literacy across the organisation. This includes providing targeted training sessions and sharing helpful tips and tricks that support our people to confidently adopt emerging technologies, enhancing productivity, and decision-making.

Throughout FY26, we continued to create opportunities for our people to come together and learn through initiatives such as our monthly Ask Me Anything series, including the annual My Career Week and a session on ESG. These programs bring employees together in practical sessions that build their understanding of our business and the broader industry. They also support career development across areas such as professional development, business acumen, governance, communication, influence and digital presence.

Sustainability education

Investa is turning our ESG strategy into everyday action by educating employees through the Sustainability School, Sustainability Leaders Series, and volunteering programs. These initiatives combine learning with real-world interactions to create behaviour change, building the knowledge and behaviours needed to create a better tomorrow.

The FY26 Sustainability Leaders Series brought together internal champions and external experts to share practical insights through sessions on the circular economy with FF&3, nature and biodiversity with Rooftop Bees, and climate physical risk and community resilience with Footy for Climate. These sessions are designed to challenge thinking and link strategy to everyday decisions.

Launched in 2022, the Investa Sustainability School was refreshed and relaunched in FY26 to better align with roles across the business and Investa's evolving sustainability priorities. The program provides structured learning with clear learning outcomes, helping build employee capability and sustainability knowledge across the business throughout the year.

The school focuses on topics such as net zero, modern slavery, and workplace wellbeing, while encouraging tangible action through volunteering and community programs.

This approach has strengthened employee understanding of ESG terminology, increased engagement, and helped embed sustainability into day-to-day decisions and behaviours – creating change at work and beyond. Employee feedback from our annual ESG survey indicates strong awareness and behavioural impact, with:

92%

of employees are aware of our reusable container scheme, Sustain-a-bowl Pantry

95%

of employees are confident in sorting waste correctly at work

78%

of employees are reporting that the Sustainability Leaders Series had either inspired them to make changes or increased their sustainability awareness.



Rooftop Bees



Circular economy with FF&3



Footy for Climate



FY26 500 Women in Property program

Mentoring

Investa is an active participant in the PCA industry development initiatives, including the 500 Women in Property program and the National Mentoring Program. In FY26, five high-potential female Investa employees joined the 500 Women in Property program, each supported by a sponsor (40% male and 60% female).

Six of our employees also participated in the PCA National Mentoring Program, which connects participants with mentors and mentees from across the broader property industry. The program had a 50:50 gender balance for both mentees and mentors.

In FY26, we were pleased to nominate one female employee to participate in the PCA Capital Transactions and Leasing Early Careers Program. The program aims to strengthen gender diversity across capital transactions and leasing within our industry by building capability, providing opportunity for industry exposure and creating connections with senior leaders.



PCA Inclusive Leadership Program

PCA Inclusive Leadership Program

Investa supported two employees to participate in the PCA Inclusive Leadership Mentoring Program in FY26. Delivered over six months, the program combines leadership development with cross-industry mentoring to strengthen inclusive leadership practices and foster meaningful sector-wide connections. This year we had three mentors (two female, one male) and two mentees participate in the program, with a 50:50 gender balance for mentees.

Wellbeing in our buildings

In FY26, we undertook a review of the community and health and wellbeing spaces across our managed office and Indi buildings

This review identified that in partnership with our owners, we manage over 19,500 sqm of wellbeing and community spaces, worth over $67.7 million in value, for our occupants and residents. People spend a significant part of their lives in our buildings, at both work and home, so the quality of these spaces plays an important role in supporting their health, wellbeing and connection.

We work with our owners to design community wellbeing into our managed buildings. And in FY26, we continued to deliver initiatives and programs that improve wellbeing outcomes for both employees and building occupants.

Wellbeing programs for employees are outlined on page 23 of this report, while the programs in our managed office buildings include Mindfulness May, R U OK? Day, Men's Health Week, yoga and Pilates classes.



End-of-trip facilities at 360 Queen Street, Brisbane

Building WELL for wellbeing

We're welcoming the world to better places through healthier, more supportive work and living environments. We have been a WELL at scale participant with the International WELL Building Institute (IWBI), since 2020, and we continue to demonstrate leadership in health and wellbeing.

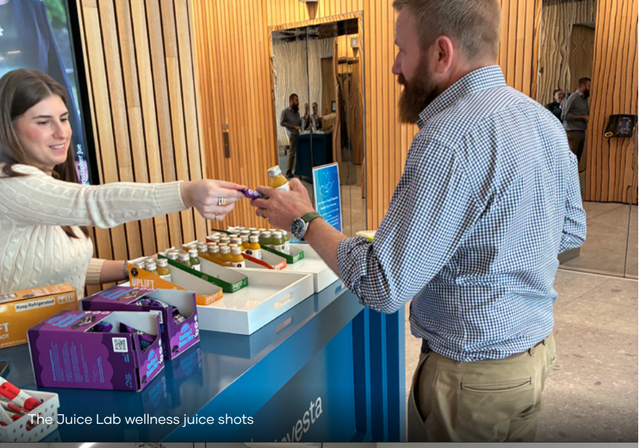
Today, Investa's engagement with the WELL rating tools spans 16 office buildings and 635,904 sqm and supports 45,069 occupants across Australia.

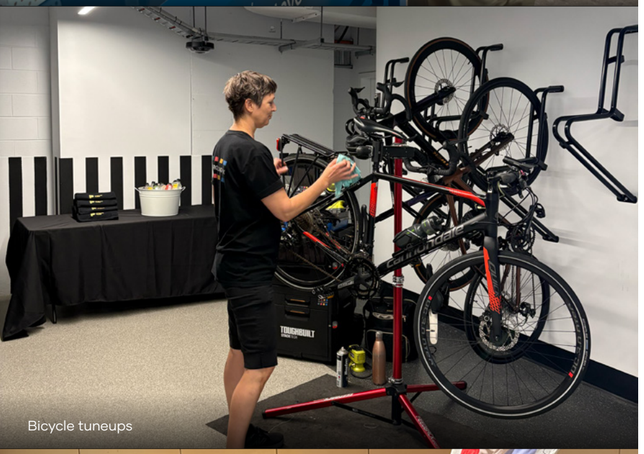
In FY26, our efforts were recognised by IWBI, receiving the WELL Materials Award for significant achievement within the Materials Concept of the WELL Standard. The following buildings (along with 567 Collins Street, Melbourne) achieved WELL Core v2 Platinum certification, IWBI's highest Core rating:

- 420 George Street, Sydney
- Parkline Place at 252 Pitt Street, Sydney
- Sixty Martin Place, Sydney
- Barrack Place at 151 Clarence Street, Sydney
- 39 Martin Place, Sydney
- Deutsche Bank Place at 126 Phillip Street, Sydney.

These results add to our existing WELL ratings across our managed buildings and reflect a strong focus on health and wellbeing across our managed buildings – from indoor air quality and material choices to initiatives that support connected, inclusive buildings.

Beyond certification, our approach embeds wellbeing into the everyday experience of our buildings through thoughtful design and activation. This includes end-of-trip facilities that encourage active movement, welcoming third spaces that foster connection and collaboration, and landscaped environments that support wellbeing, community and productivity.


The Juice Lab wellness juice shots


Bicycle tuneups


World Bee Day

Customer engagement

At Investa, we create places, experiences and communities that help our customers thrive at work and at home.

This year, we welcomed new customers across our managed investments, newly acquired office buildings, and our Indi Southbank and Indi Footscray Build to Rent communities.

Investa continues to achieve strong office tenant satisfaction outcomes, with tenant satisfaction of 96% in FY26, following a result of 97% in FY25. Sustainability remains a key area of focus, with 60% of tenants satisfied with Investa's ESG services and initiatives in FY26, following a result of 66% in the previous financial year. Our tenant surveys provide valuable insights that help us understand evolving needs, shape future sustainability programs, and continue delivering experiences and services that matter most to our customers.

We achieved an 86% resident satisfaction score through our inaugural Indi Sydney resident engagement survey in FY26. As more residents join our communities at Indi Southbank and Indi Footscray, we will conduct further engagement surveys across our Indi buildings to understand their experiences.

Our office tenants and Indi residents also received sustainability information to enhance the sustainable performance of their workplaces and homes through our sustainability toolkits, office sustainability workshops, and building activations across workplace and living communities.

Tenants and residents are increasingly looking for buildings that support their sustainability goals and address their social and environmental concerns. Our customer engagement initiatives, outlined below, aim to go one step further, creating communities focused on wellbeing, connection and sustainability, and raise awareness to encourage positive social and environmental actions.

Community activations in our buildings

This year, more than 3,500 occupants participated in a range of community activations in our managed buildings. The sustainability themed activations included:

Tackling climate action

We engage with our office customers annually to help them demonstrate their commitment to the planet as part of Earth Hour. This year, we switched off non-essential lighting across all buildings nationwide and encouraged our tenants to join the WWF Challenge 60 and give one hour to connect with nature and share nature-positive themed photography.

Staying mindful in May

Throughout Mindful May, we hosted a range of mindful activations designed to support wellbeing during the workday. Our workplace wellness activations included bicycle tuneups, yoga, puppy-yoga, Pilates, sound baths, meditation sessions, HIIT classes and wellness bundles complete with KIT Sleep products, The Juice Lab wellness juice shots and a treat from Springhill Farm.

We also celebrated *"May there be honey"* for World Bee Day. Activities including beeswax candle rolling and honey harvests showcased the amazing contribution of our tiny tenants from Rooftop Bees make to our health and wellbeing.

Re-thinking plastic waste

During Plastic Free July, our managed office building activations, in partnership with our retailers, supported tenants to improve their waste performance by reducing single-use plastic consumption. Customers purchasing food and beverages in reusable containers received a discount from our retail partners throughout July. As a result, our tenants diverted 1,100 single use items from landfill. Waste-wise workshops also informed our occupants of the importance of eliminating single-use plastics and keeping contaminants out of our recycling streams.

Second life for scraps

During National Recycling Week in November 2025, we launched a campaign focusing on the importance of keeping organic waste out of landfill and the value of composting for the environment. We also encouraged occupants to recycle through educational activations such as Waste-Wise Putt Putt and Insite competitions.

Our buildings: giving back to communities

In FY26, our office customers raised over:

$57,500
in donations

>780kg
of food, clothing and toy donations, supporting a range of charities.

Across our buildings, weekly flower auctions and building activations shared proceeds with a variety of causes aligned to our building activation programs, supporting:

- First Nations literacy through the Aboriginal Literacy Foundation
- Cancer research and support programs through Daffodil Day, The Better Challenge, McGrath Foundation, Australia's Biggest Morning Tea, Little Legs Foundation and National Breast Cancer Foundation
- Mental health through R U OK? Day, Black Dog Institute and Movember
- LGBTQ+ families through Rainbow Families and Wear it Purple
- Families of returned service personnel through the Legacy Foundation
- Women experiencing housing instability and domestic violence through Two Good Co., Dress for Success, UN Women Australia and Share the Dignity
- Children facing social and economic disadvantage through The Victorian Tennis Academy
- Homeless youth through The Property Industry Foundation
- Struggling Australians through The Salvos Christmas Appeal.

Sustainability workshops

Investa holds tenant sustainability committee workshops throughout the year across our managed office buildings.

These provide tenant representatives with insights into their building sustainability performance, and how they can support the further reduction of the building's carbon footprint. Suggested actions included energy efficiency and renewable electricity procurement for their workplace and diverting waste from landfill. Through these workshops, we also learn about our tenant's sustainability strategies and what is important to their businesses.

We share tenancy level waste performance metrics to encourage further progress on our waste diversion and circular economy strategy, as well as our responsible procurement approach. This includes assessing and addressing human rights and modern slavery risks and demonstrating the services social and First Nations suppliers undertake in their building's operations.



Sustainability committee workshops

Building housing supply

Today, we have three operating properties in the Indi portfolio: Indi Sydney, Indi Southbank and Indi Footscray.

These buildings deliver integrated living communities that combine sustainability, wellbeing and connection in well-located, vibrant locations. Providing 1,370 apartments across Sydney and Melbourne, our Indi communities embed sustainability into everyday living.

Living options and housing diversity

Across our three communities, Indi offers a diverse range of apartment typologies designed to support a broad mix of residents, including singles, couples, small families, as well as affordable housing (in Indi Sydney and Indi Southbank) that suits young professionals and key workers.







Indi Sydney	Indi Southbank	Indi Footscray
234 apartments	434 apartments	702 apartments
24 affordable homes	44 affordable homes	
1, 2 and 3-bedroom apartments	Studio, 1 and 2-bedroom apartments	Studio, 1, 2 and 3-bedroom apartments

Sustainability achievements

Indi Sydney	Indi Southbank	Indi Footscray
• 5-star Green Star Design and As Built v1.3 • 7-star NatHERS rating • Net zero (scope 1 and 2) emissions in FY26, with base building powered by 100% renewable electricity • Green debt framework	• Targeting 5-star Green Star Buildings v1 • 7-star NatHERS rating • Fully electric building • Achieved net zero (scope 1 and 2) emissions in FY26 with base building powered by 100% renewable electricity • Green debt framework	• Targeting 5-star Green Star Buildings v1 • 7.8-star average NatHERS rating • Fully electric building • Achieved net zero (scope 1 and 2) emissions for FY26 with base building powered by 100% renewable electricity • Green debt framework

Resident wellbeing and living experiences

Embedding wellbeing into the living experience is central to Indi's sustainability approach, creating connected communities that support both social and mental health outcomes.

Across the Indi portfolio, our building designs prioritise access to natural light, shared spaces and wellness-focused amenities, alongside active transport options such as secure bike storage and proximity to walking and cycling networks – encouraging residents to adopt low-impact, healthy lifestyles.

Indi residents have access to over 2,400 sqm of dedicated health and wellbeing and community spaces that are central to our community programs and resident experiences. These include gyms, yoga/Pilates studios, saunas, pools (Indi Sydney and Indi Southbank only), communal dining and lounge areas, outdoor terraces and co-working spaces.


Indi Southbank gym


Yoga at Indi Sydney


Indi Southbank wine tasting

At Indi Sydney, community connection is brought to life through an active and diverse resident experience program, with 90 events delivered since opening, in November 2024, including 65 in FY26 alone. The programs engage residents through a blend of fitness and wellbeing activities such as Fit & Fast, Build & Burn, Pilates, yoga, Zumba, Tai Chi and sound healing meditation. Social and creative experiences including pizza making, jewellery workshops, perfume and mosaic lamp making complement the physical activities. There are also a wide range of community-building events such as BBQs, pizza nights and custom events created from resident feedback such as the lively named 'Beats, Bites and Boba'. Additionally, activations coincide with local events such as the Vivid Festival, 'Vivid and Vino' and State of Origin screenings foster meaningful connections within the Indi Sydney community.

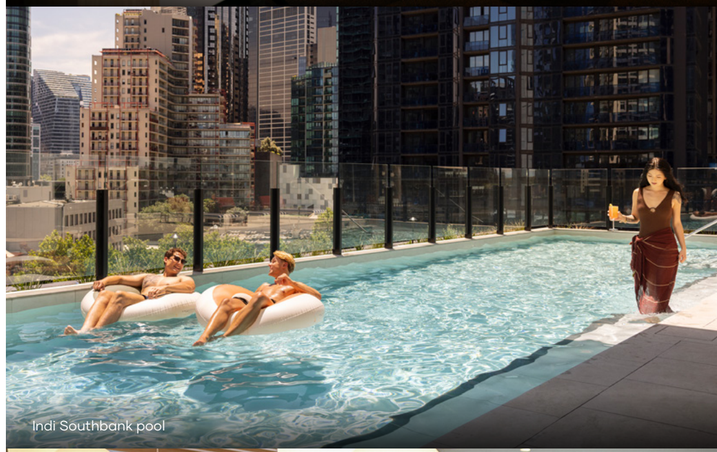
Similarly, Indi Southbank continues to build a strong sense of community through its growing program of 27 events since its opening in November 2025. Activities including yoga, Pilates, wine tastings, coffee carts offering free barista-made coffees, an F1 breakfast tapping into the proximity to the F1 Grand Prix track, beer tastings and terrarium workshops support both wellbeing and social connection.

Importantly, both Indi Sydney and Indi Southbank empower resident-led initiatives, including the Biggest Morning Tea fundraiser, Christmas lunch, National Pet Day celebrations and a resident buy-and-sell club that is coordinated via the Indi Resident App. These initiatives reinforce resident engagement and participation, strengthening community bonds and contributing to positive wellbeing outcomes.

At Indi Footscray, which opened in May 2026, collaboration with local creatives has been important to placemaking, helping embed the building within its cultural context and support local identity through initiatives such as the Indi Footscray mural.


Indi Sydney art class


Indi Footscray co-working space


Indi Southbank pool


Indi Sydney communal dining

Case study: Placemaking through art at Indi Footscray

In a suburb renowned for its creativity, diversity and vibrant arts culture, Indi Footscray demonstrates how public art can bridge the gap between new development and the established community.

Partnering with Juddy Roller, Investa transformed a blank 75-metre concrete wall on McNab Lane into a permanent public art destination, creating a cultural landmark that connects residents to place.

Juddy Roller curated six renowned artists from Australia, France and Italy, the 350 sqm mural celebrates Footscray's identity through local landmarks, flora and fauna, multicultural influences and First Nations storytelling. First Nations artist, the late Tommy Day III's depiction of Bunjil the Eagle, the creator spirit, anchors the work, while artists Lynn Bremner, Brolga, Minna Leunig, Millo and Seth Globepainter each contribute a distinct visual voice. Together, their work reflects the energy, diversity and creativity that define Footscray.

The Indi Footscray mural is part of the area's evolving creative fabric, enhancing the resident experience while contributing to the precinct's long-term cultural identity.



Untitled by Millo, Indi Footscray mural



Mirring by the late Tommy Day III, Indi Footscray mural



Footscray in Motion by Minna Leunig, Indi Footscray mural



The Painting Game by Seth, Indi Footscray mural

Sustainable living

Indi creates communities where sustainability is not only designed and built into the infrastructure, but also lived and experienced every day. These work together to reduce environmental impact while enhancing liveability.

Our Indi buildings have achieved or are targeting Green Star building ratings[41] by combining energy-efficient design, high-quality shared amenities and a curated program of resident engagement.

Sustainability Toolkits, developed for each Indi community and accessible via the Indi Resident App enable residents to live sustainably. These toolkits outline the sustainability features of the building and offer practical tips to help residents create a healthier, more sustainable home covering topics such as environmental living, transport, living healthy and community engagement.

Residents can also choose to opt in to access renewable electricity through our electricity retailer for their own apartment, via the building's embedded network.

41. Indi Sydney achieved 5-star Green Star Design and As Built v1.3. Indi Southbank and Indi Footscray are targeting 5-star Green Star Buildings ratings v1. See ESG data pack for more details.



Indi Central resident lounge at Indi Footscray

Investing in connected communities

In FY26, Investa developed its Social Value Matrix, which provides an overarching framework for identifying measurable, positive social investment outcomes across our managed office and Indi buildings, people and partnerships.

The matrix focuses on two interlinked pillars:

- **Wellbeing:** creating and managing places that enhance the health and wellbeing of our employees, customers, residents and surrounding communities
- **Inclusion:** investing in vulnerable communities through our people, places, supply chain and governance to strengthen community resilience and workplace inclusion.

The matrix is designed to guide investment and operational decisions toward tangible social outcomes across our commercial office, Build to Rent and corporate operations activities. It enables us to translate our social value ambition into commitments, programs and metrics we can track at both corporate and asset levels. It reflects our belief that great places go beyond financial returns – they enhance the health, resilience and inclusion of the employees, customers, residents and communities they serve.



201 Kent Street, Sydney

Our FY26 community investment achievements:

>$85,000
direct community investment

61%
of employees volunteered in their communities, contributing the equivalent of $87,000 in employee value

$67 million
in-kind value of community and wellbeing spaces provided for our customers across the managed office and Indi buildings

>18,000 sqm
in wellbeing and community spaces

Employees in the community

61% of Investa employees (an increase from 52% in FY25) have contributed their time to support a range of organisations, from restoring and cleaning up the environment to repurposing waste, and providing clothes and food to support communities in need.

A snapshot of our employees in the community

Restoring environment and nature







Total Environment Centre (AUSMAP)

Our volunteers took part in AUSMAP's "Scientist for a Day" program, documenting microplastic pollution, including recording 476 microplastics per sqm and 289 pieces of macro-debris.

Operation Crayweed

Investa volunteers joined SIMS and the Gamay Rangers at Investa's Operation Crayweed at Maroubra Beach. After learning about cultural and sea country practices from the Gamay Rangers, and coastal ecosystem decline from SIMS, our volunteers planted 110 crayweed and helped monitor 31 samples.

Lone Pine Koala Sanctuary

Our employees contributed 35 volunteer hours at Lone Pine Koala Sanctuary, helping remove invasive species and maintain wildlife habitat. Volunteers also had the chance to go behind the scenes and learn about the Sanctuary's conservation and animal care programs.

Supporting vulnerable communities



Property Industry Foundation (PIF)

Investa volunteers revitalised key spaces at the Glebe Youth Centre, a PIF partner, cleaning and building furniture to support community and music programs held at the centre for disadvantaged young people.

Investa employees also took part in the Tour de PIF and Hike the Night, walking, running and cycling to raise funds to help build homes for homeless youth.



Red Cross Blood Donation

Investa is proud to be part of the Lifeblood Team, with 55 employees actively donating blood and plasma to help save lives. In FY26, the team donated more than 40 times, helping the Australian Red Cross Lifeblood (ARCL) to potentially save more than 180 lives. Through initiatives like the Lifeblood morning tea, employees were encouraged to learn, connect and continue supporting the ARCL service, reinforcing a strong culture of giving across the business.



OzHarvest

Employees in Melbourne and Sydney volunteered with OzHarvest, supporting their mission to stop food waste, feed people in need, and protect the planet. The meals prepared were distributed to communities in need across Sydney and Melbourne.



The Rainbow Shoelace Project

Investa employees supported the LGBTIQ+ community through the Rainbow Shoelace Project as part of Wear It Purple Day. They came together at a morning tea to assemble 164 shoelace packs for school-aged children. Employees also heard directly from the project's founder, gaining insight into the impact of the initiative and the importance of visible allyship to build inclusion and strengthen a sense of belonging in schools.



Foodbank

Foodbank provides food and grocery relief to charities, schools and households across Australia. Over one day, Investa volunteers packed 780 Christmas hampers, moving 10,140 kg of food enough to create approximately 18,252 meals for individuals and families doing it tough across NSW.



Two Good Co.

Investa volunteers partnered with Two Good Co. to prepare 240 meals for women in homelessness and domestic violence shelters. Two Good Co. supports women rebuilding their lives through employment, training and access to essential services, with every meal contributing to dignity, independence and a fresh start.



Kids Giving Back

Kids Giving Back is a Sydney-based social enterprise and charity that creates volunteering opportunities to give back and build a strong sense of community. Investa volunteers prepared and packed over 290 meals, which were distributed to homeless shelters and community centres supporting vulnerable people across Sydney.

First Nations Strategy

In FY26, Investa launched its First Nations Strategy, a 10-year, place-based commitment that builds on our 2019 Reflect and 2022 Innovate Reconciliation Action Plans.

Co-created with our First Nations Reference Group, Connected Communities Working Group and our people, the Strategy embeds First Nations perspectives, partnerships and enterprise into how we design, develop and manage our $15.4 billion portfolio of 29 commercial and living assets.

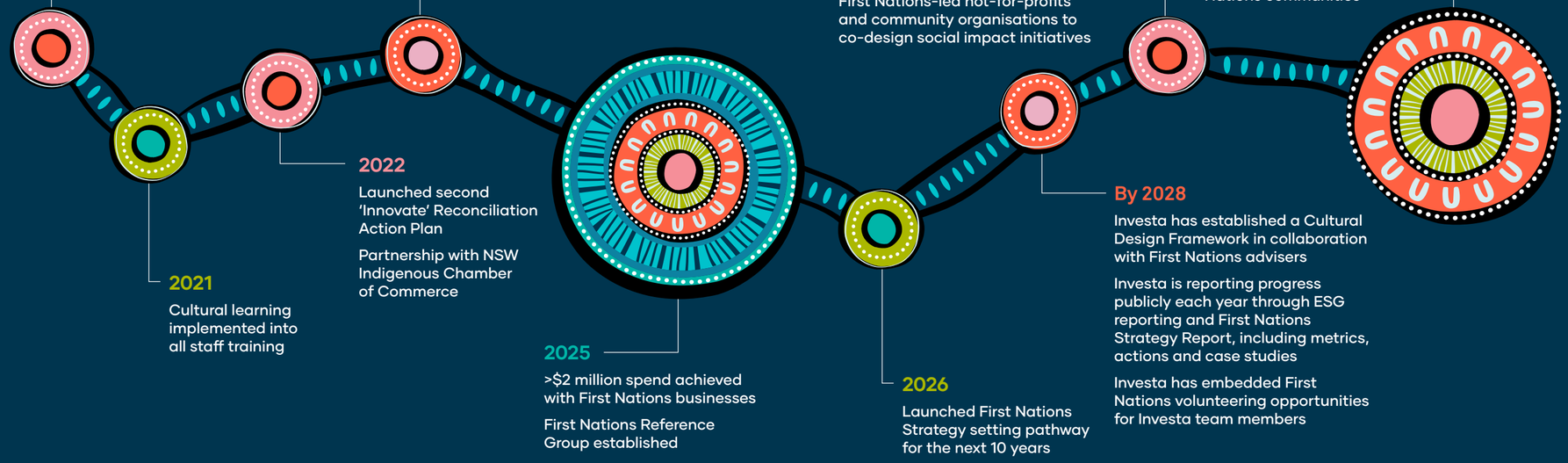
Guided by the principles of shared value, respect and authenticity, it is tailored to Investa's business and aims to create enduring economic, cultural and social value for all Australians, while supporting our purpose of welcoming the world to better places.

> **Our First Nations Strategy is a call to action for our entire organisation – grounded in Country, culture and community.**
>
> Peter Menegazzo, CEO, Investa

All figures correct as at 30 June 2026.

Pathway to 2035

Our journey to date and path into the future



2019
Launched first 'Reflect' Reconciliation Action Plan

2021
Cultural learning implemented into all staff training

2022
Launched second 'Innovate' Reconciliation Action Plan

Partnership with NSW Indigenous Chamber of Commerce

2024
$900,000 spend with First Nations businesses

120 Collins Street redevelopment incorporates First Nations history

2025
>$2 million spend achieved with First Nations businesses

First Nations Reference Group established

2026
Launched First Nations Strategy setting pathway for the next 10 years

By 2028
Investa has established a Cultural Design Framework in collaboration with First Nations advisers

Investa is reporting progress publicly each year through ESG reporting and First Nations Strategy Report, including metrics, actions and case studies

Investa has embedded First Nations volunteering opportunities for Investa team members

By 2032
Investa has embedded reconciliation measures into our supplier evaluation process

Investa has created culturally safe spaces in all managed assets, acknowledging Country, First Nations history and culture

Investa has partnered with First Nations-led not-for-profits and community organisations to co-design social impact initiatives

By 2035
Investa has incorporated First Nations cultural integration into our strategic asset planning process

Investa generates sustained multi-million-dollar First Nations economic activity annually across our portfolio

Investa has embedded long-term, genuine relationships with First Nations partners which generate shared value for Investa and First Nations communities

Artist: Bayadherra
Wuta gulpa gaka
"All welcome" in Yorta Yorta language
Click here for the artwork story

Building on the work in our Reconciliation Action Plans, the Investa First Nations Strategy has three strategic pillars.

Country

Embed cultural recognition and knowledge into the built environment.

Integrating First Nations design, language, storytelling and land-management knowledge into our developments and managed assets – creating culturally welcoming places and informing our nature-positive approach.

Metrics we will track

% of projects with First Nations design requirements; % of assets culturally welcoming; tenant partnerships for cultural activations.

FY26 achievements

- During NAIDOC Week 2025, our building communities were immersed in culture through art and music. We collaborated with Boomali artists Hayley Pigram, Graham Toomey and Taleena SImon who created original works at 420 George Street, Deutsche Bank Place at 126 Phillip Street, 388 George Street and 10-20 Bond Street. We also provided a platform for singer/songwriters Marcus Corowa, Earl Weir, Blanche (John Grant), Elena and Pirritu (Brett Lee) at 40 Mount Street, 420 George Street, Sixty Martin Place, King+Kent, 10-20 Bond Street, Barrack Place, Turbot Place, 120 Collins Street and 567 Collins Street.

Our First Nations Strategy is a living document – evolving as we learn, listen and grow together with First Nations peoples and communities. To find out more about our strategy please visit: investa.com.au/first-nations-investa

Culture

Embed cultural intelligence and mutual respect across our people, partners and places.

Building cultural capability across our 236 team members, customers, suppliers and investors through immersive learning, on-Country experiences and embedded reconciliation measures.

Metrics we will track

% team cultural awareness training completion; on-Country immersions; education opportunities co-delivered with tenants.

FY26 achievements

- First Nations Walking tour with Binowee Baynes, learning about First Nations and colonial history of Sydney Cove
- Gamay Rangers partnership with SIMS and engagement with employees on cultural practices in coastal Sydney regions
- During NAIDOC Week 2025, Bayadherra artists Luke and Sienna Tieri explained how their artwork, Wuta gulpa gaka, visually captures Investa's engagement with Aboriginal and Torres Strait Islander communities
- The Investa First Nations Reference Group presented on a panel with all employees, informing the development of our First Nations Strategy and approach
- 97.84% of our employees have completed cultural awareness training through Evolve Communities. In FY26, we launched an updated version of the training, strengthening the program's content and deepening opportunities for learning and cultural understanding.

Community

Create shared prosperity and participation through genuine partnership.

Scaling First Nations economic participation through diversified procurement, career pathways across the property ecosystem, and partnerships with First Nations-led not-for-profits and social enterprises.

Metrics we will track

Direct and indirect First Nations supplier spend; First Nations internships and employment opportunities; volunteering hours.

FY26 achievements

- $2.2 million in spend with First Nations businesses across our managed building supply chain, and our corporate business
- Our business partnership with Tika EQs supported the development of our First Nations Strategy
- While Mandura provides bathroom and stationary products to our buildings and corporate offices, a range of First Nations businesses also provide catering and support in our employee and customer engagement activations
- Investa managed office buildings collaborated with Ngali to bring our "Wutu Gulpa Gaka" artwork to life and incorporate into our Concierge uniforms. Ngali were able to translate the graphic artwork designed by Bayadherra into placement prints on ties and neck scarves for our Concierge team members – a tangible and visible way to support our trusted First Nations supplier network and demonstrate our commitment to our First Nations strategy.


Live painting at 20 Bond Street, Sydney


First Nations walking tour with Binowee Baynes


Live music by Pirritu (Brett Lee) at 120 Collins Street, Melbourne

Case study: Mirring – "Country"

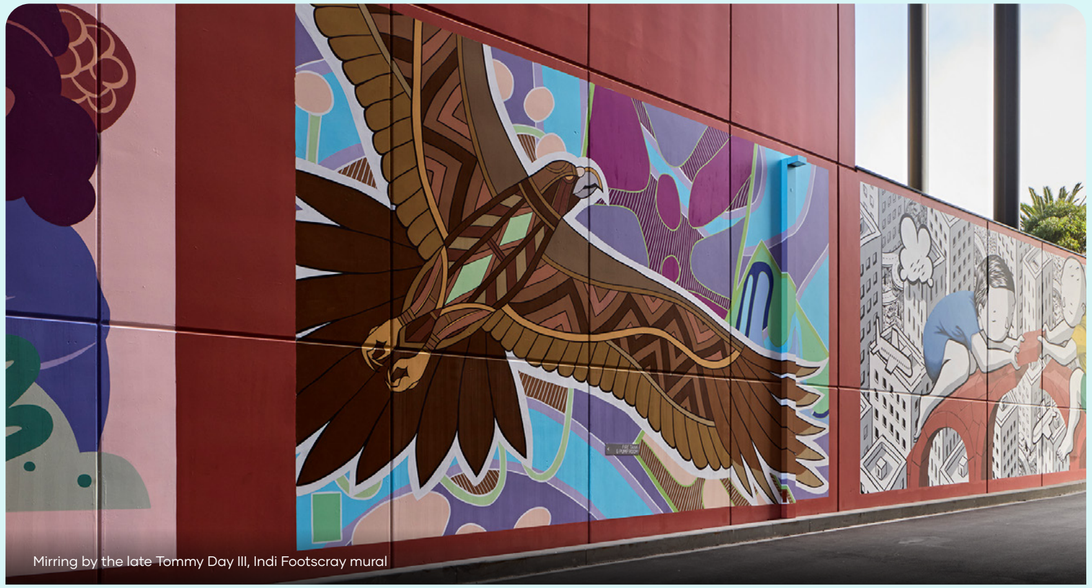
The late Tommy Day III, the artist behind Mirring – "Country" the mural at Indi Footscray, described the artwork:

"This artwork reflects my understanding of Country through my cultural lens, where land, water, sky and spirit are deeply connected. At the centre of the work is Bunjil the Eagle, the creator spirit, shown soaring across the composition. Bunjil represents the creation of Country and the responsibility to care for it. His wings stretch across the landscape, symbolising protection, guidance and the continuing presence of ancestral knowledge.

"Flowing through the artwork is the Maribyrnong River, depicted as the winding pathways of blue moving through the land. The river represents life, movement and connection. For generations waterways have carried stories, people and resources, shaping the rhythm of life on Country. The river's flowing form reflects the way Country is alive and always moving.

"The background shapes represent the origins of the volcanic plains that form this landscape. Layered colours and organic forms echo the ancient volcanic activity that shaped the land thousands of years ago. These patterns speak to the deep time and the powerful forces that created the ground beneath us.

"Together, these elements tell a story of creation and belonging. Bunjil in the sky, the river across the land and the volcanic plains beneath remind us that Country holds memory, story and spirit. The artwork honours the enduring relationship between people and Country, acknowledging that the land is not just a place, but a living presence that continues to guide and sustain community."



Mirring by the late Tommy Day III, Indi Footscray mural

Responsible procurement

At Investa, responsible procurement is central to taking a risk based approach and deliver value for our investors, customers and communities.

Our approach is guided by our Supplier Code of Conduct, Human Rights Policy and procurement policies, and overseen by our Responsible Procurement Working Group. We apply a risk-based due diligence framework, supported by Informed 365 and independent third-party audits, to identify, prevent and remediate supply chain impacts.

In FY26, we extended this approach across sustainable, social and First Nations procurement, progressing our pathway toward ISO 20400 alignment by 2030.

Supplier due diligence

We recognise that some suppliers operate in industry sectors or procure materials from geographies which have a higher risk of modern slavery. While we had no modern slavery incidents in the reporting year, we continued to engage with suppliers, that may have higher risks of modern slavery, through our due diligence practices.

This year, to further understand our supplier practices in our managed buildings, we engaged an independent third party, Bureau Veritas, to undertake audits on our capital works construction suppliers. These social audits built on previous cleaning and security contractor audits (in FY23/24) and involved interviewing our construction contractors. This allowed us to see firsthand how they apply their work practices in their offices and across construction sites in our managed buildings. The audits found our contractors demonstrate best practice in their governance and ethics, and environmental and social practices across our sites. We continue to engage with our construction contractors as part of our ongoing procurement processes and partnerships.



420 George Street, Sydney

In FY26, 100% of our eligible employees also completed our Modern Slavery e-learning modules. This year, we also expanded our Sustainability School's training suite by developing procurement lead training that provides a broader supplier risk focus on our due diligence and remediation actions.

We continued to participate in the Property Council of Australia's Modern Slavery Working Group where we contributed to the Federal Government consultation on the Modern Slavery Act 2018 reform process in 2025 and 2026. The working group also prepared the Indicators of vulnerability to modern slavery in property and construction guidelines to support the industry in addressing worker vulnerability. The guidelines build on previous publications prepared by the group and offer practical insights and indicators to support and protect workers, particularly those on Australian sites.

We have prepared a Modern Slavery Statement and disclosures since 2021 and will continue to disclose our Modern Slavery Statement annually as part of the Investa ESG reporting suite.

We continued to engage with our tenants and investors on our approach to responsible procurement through tenant sustainability committees, quarterly investor reports and tenant and investor due diligence surveys.

Responsible

The responsible pillar of our ESG strategy has the ambition of demonstrating measurable ESG impacts and outcomes aligned with our investments.

Key focus areas

- **Responsible investment:** Collaborating on, and alignment with, sustainability frameworks.
- **Sustainable finance:** Responsible capital allocation and sustainable finance management.
- **Technological evolution:** Integrating technology into our business and buildings.



Indi Footscray, Melbourne

FY26 highlights

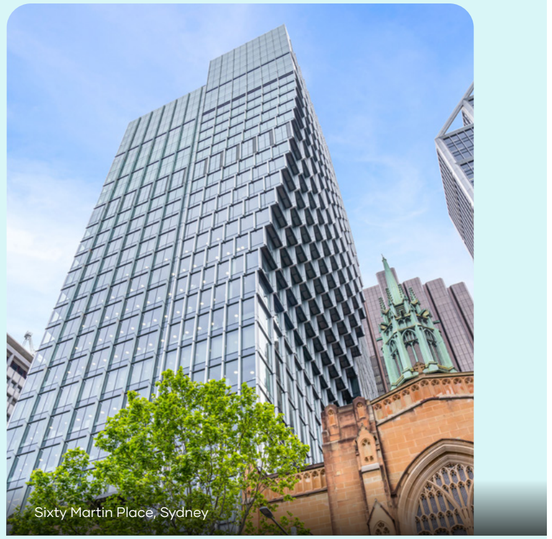
100%
green debt continued for our core managed funds (ICPF and IGO)

100%
green debt continued across our Indi buildings

>$3.9b
of green debt across our core managed funds and mandates

5-star
GRESB rating for ICPF and IGO funds

5-star
UN PRI score including in policy, governance and strategy, direct - real estate and confidence-building measures



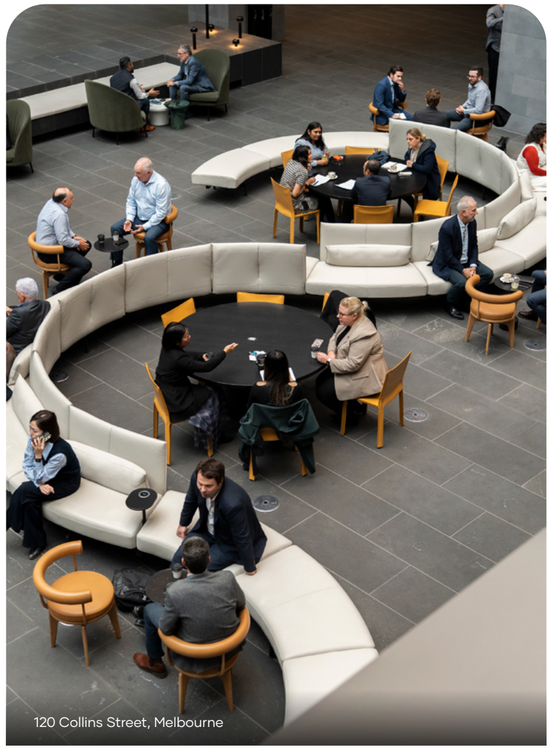
Sixty Martin Place, Sydney

Responsible investment

Investa's management platform and managed funds continue to achieve strong ESG ratings, including:

- 5-star in the UN PRI survey, across all categories applicable to Investa: policy, governance and strategy, direct - real estate, and confidence-building measures
- 5-star GRESB for ICPF and IGO.

Where available, we seek certification or alignment with third-party ESG benchmarks and ratings for our managed buildings, investment management practices and corporate operations.



120 Collins Street, Melbourne

Sustainable finance

Investa has secured >$3.9 billion in green debt across our core managed funds and mandates.

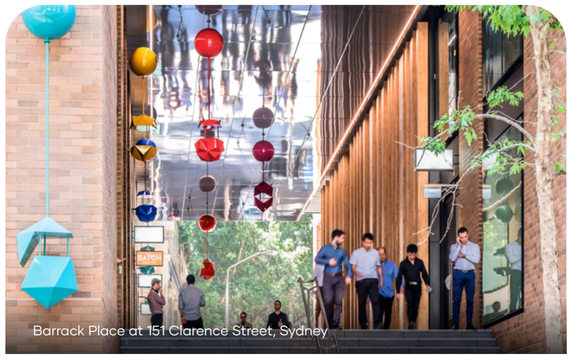
ICPF and IGO continue to hold 100% green debt[42]

Our managed funds' (ICPF and IGO) frameworks require green debt to be applied to low-carbon building projects that meet the commercial Low Carbon Buildings Criteria, as set out in the Climate Bond Initiative (CBI) standards. Buildings in the ICPF and IGO portfolios must maintain their portfolio emissions intensity below their respective CBI thresholds for the tenure of the debt instruments. In FY26, ICPF finalised a $250 million A$MTN bond issuance, which achieved CBI certification and contributed to ICPF's continued achievement of its 100% green debt.

Green debt metrics	ICPF performance	IGO performance
NLA and ownership weighted average emissions intensity – scope 1 and 2 (location based)[43, 44]	40.95kgCO_2 e/sqm/annum	38.29kgCO_2 e/sqm/annum
NLA and ownership weighted average emissions intensity – scope 1 and 2 (market based)[43, 44]	3.41kgCO_2 e/sqm/annum	3.54kgCO_2 e/sqm/annum
CBI threshold	49.29kgCO_2 e/sqm/annum	57.03kgCO_2 e/sqm/annum
% debt CBI certified	100%: $1.771 billion	100%: $1.11 billion

The green debt frameworks for both ICPF and IGO can be found at investa.com.au/esg/reports.


201 Kent Street, Sydney


Barrack Place at 151 Clarence Street, Sydney

42. Aligns with the ICMA Green Bond Principles and in the APLMA Green Loan Principles.
43. Assurance for these figures form part of a separate process, which is scheduled to conclude in October 2026.
44. The figures presented include scope 3 (transmission and distribution of energy) and exclude offsets aligned with the Climate Bonds Standard requirements.

Operational mandates

In FY26, our operational mandates' green debt frameworks require buildings to achieve both development and operational green building credentials. The green debt frameworks for our operational mandates can be found at investa.com.au/esg/reports.

Building	Green debt eligibility criteria targets (for the base building)
Parkline Place	• 6-star Green Star Design & As Built rating v1.3 • 5.5-star NABERS Energy rating • 3.5-star NABERS Water rating • Platinum WELL Building Standard v2 rating • Green Star Performance rating.
Indi Sydney	• 5-star Green Star Design & As Built rating v1.3, and/or • 30% BASIX Energy score, and/or • Green Star Performance rating, and/or • Any certification or standard relevant to the BTR sector specified in the GBCA industry guide titled 'Unlocking the value' dated November 2023 or any supplementary or subsequent paper published by the GBCA.

Managed development mandates

The green debt frameworks for our Indi developments, Indi Footscray and Indi Southbank, continued to focus on targeted green building ratings in design and construction.

Towards the end of the year, both managed developments moved into their operational phases. As operational assets, we intend to review their green debt frameworks in line with operational metrics.

The green debt frameworks for our managed developments can be found at investa.com.au/esg/reports.

Building	Green debt eligibility criteria targets (for the base building)
Indi Footscray	• 5-star Green Star Buildings v1 rating, and/or • 7-star NatHERS rating, minimum
Indi Southbank	• 5-star Green Star Buildings v1 rating, and/or • 7-star NatHERS rating, minimum

Technological evolution

Building technology and leveraging data

Investa continues to enhance its digital building capability by integrating connected systems, digital twins and structured data environments across Investa managed office buildings. Telemetry from HVAC, energy, access and other building systems is becoming increasingly consolidated into a unified integration layer, improving visibility, consistency and decision-making.

This data foundation enables practical energy optimisation applications, including improved visibility of energy demand and anomalies, thematic fault detection, and alignment with NABERS roadmaps. These insights support more proactive plant tuning, operational efficiency and better building performance outcomes. Digital twin technology further enhances this capability by contextualising live building data with asset and operational models, enabling deeper analysis and more targeted interventions across both individual assets and the broader managed office buildings.

Investa is also leveraging AI-enabled tools, including Copilot-based workflows, to generate operational insights and automate reporting. Initiatives such as AI-generated daily pre-start reports provide site teams with prioritised, actionable views of asset performance, faults and compliance activities.

Together, these initiatives reflect a continued uplift in our technology maturity. This allows us to increase integration, data quality and standardisation, supporting the transition toward more predictive, data-driven operations and improved sustainability outcomes.

ESG data and reporting

In FY26, we commenced a multi-phase ESG data transformation project to strengthen the foundation of our sustainability data. The project centred on our ESG data platform. Phase 1, now under way, focuses on consolidating environmental data – including scope 1 and 2 emissions and broader environmental performance – and extending coverage to social metrics and value-chain scope 3 data. The project supports our readiness for evolving disclosure expectations, including the AASB S2 climate-related disclosure requirements, and our ongoing reporting commitments to investors, lenders and rating agencies. We will continue this work through Phase 2 in FY27.

Artificial intelligence

AI tools are increasingly part of how our people work and operate and how our buildings are operated. We are pursuing the productivity and insight benefits of AI while managing the risks that come with the technology. Our Artificial Intelligence Use Policy establishes a two-tier governance framework:

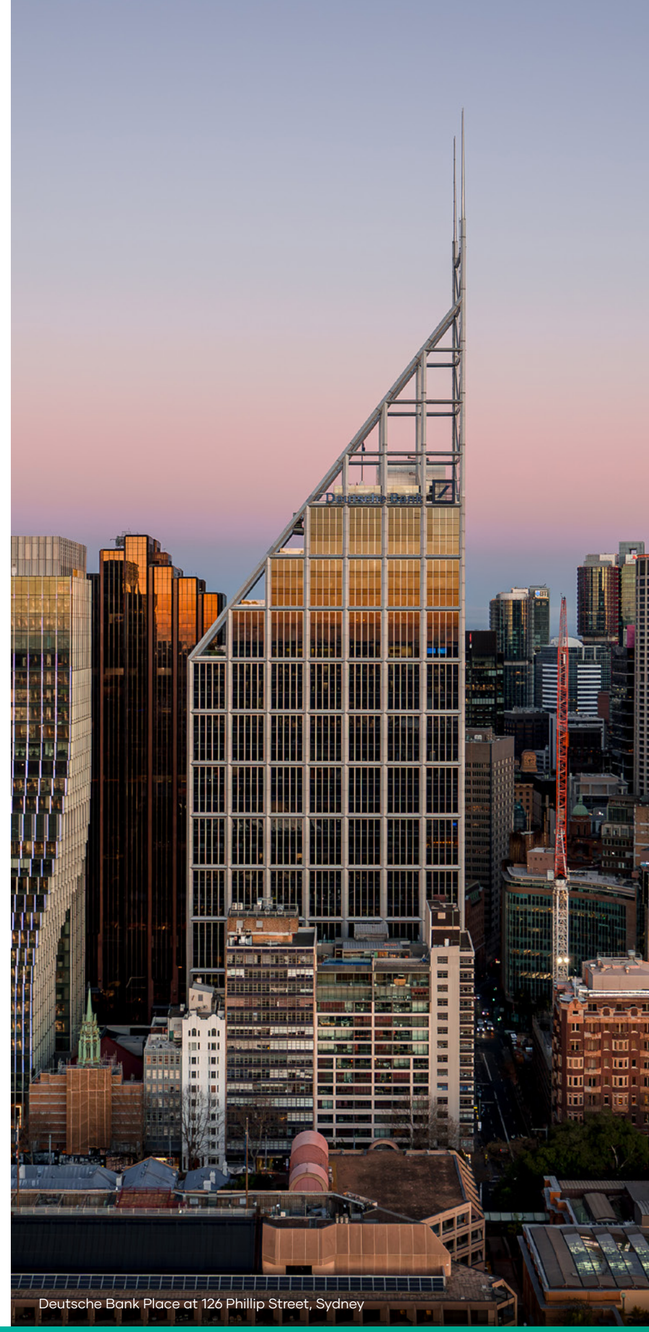
- **Tier 1 – Use of AI tools:** governs how employees use approved AI tools for day-to-day work, including rules on what information they can enter into tools based on its classification, and the human verification required before people rely on AI output.
- **Tier 2 – Building with AI:** applies where AI is embedded into Investa-built applications or business processes. This covers model and provider selection (including data residency and retention), human oversight, documentation of each AI capability, output monitoring, and disclosure where customers or employees interact with an AI capability.

Our approach is guided by principles of transparency, fairness, privacy and accountability, and requires meaningful human oversight where AI produces decisions or recommendations affecting individuals.

Cyber security

Across the corporate environment, our cyber security framework is aligned to the NIST Cybersecurity Framework 2.0, and our policies, standards and technical controls are designed to support an ongoing uplift in our cyber maturity. Information classification, data loss prevention, identity and access management, and the security obligations we impose on our IT suppliers are governed through a suite of policies and standards that are reviewed annually. Personal information held by Investa is protected through these same controls, supporting our obligations under the Privacy Act 1988 and the Australian Privacy Principles.

Our building cyber security program is now mature. Previously managed as discreet initiatives, our broad range of controls and processes are integrated into a unified system. This consolidation enables centralised monitoring, streamlined management, real-time status reporting, and prompt responses to emerging issues. This continued evolution significantly enhances both efficiency and resilience, reducing reliance on manual processes for identifying issues or managing routine tasks.



Deutsche Bank Place at 126 Phillip Street, Sydney

Glossary

The definitions adopted in this report are outlined below.

Term	Definition
Climate Active	Climate Active is an Australian Government program that supports national climate policy by driving voluntary climate action by Australian businesses. The brand represents Australia's collective effort to measure, reduce, and offset carbon emissions to lessen our negative impact on the environment. For more information visit: climateactive.org.au/what-climate-active.
Core managed funds	Investa Commercial Property Fund (ICPF) and Investa Gateway Office (IGO).
Green debt	Green bonds as defined under the ICMA Green Bond Principles and green loans as defined under the APLMA Green Loan Principles.
Indi buildings	Indi buildings are stabilised operational build to rent buildings called Indi Sydney, Indi Footscray and Indi Southbank.
Managed buildings	Buildings owned by Investa's managed investments, for which Investa (or its related bodies corporate) provide property management services. It does not include buildings owned by Investa's investment funds or mandates for which an external party provides property management services. Externally managed buildings and strata titled assets are excluded from performance in this report, unless specifically referred to.
Managed developments	Development projects where Investa provides development management services for our managed investments or external owners.
Managed investments	The fund and mandate clients for which Investa provides investment management services.
Materiality	Impact materiality: our impacts on the economy, environment, people and human rights. Financial materiality: sustainability-related risks and opportunities that may affect cash flows, access to finance or cost of capital.

Term	Definition
Nature positive pathway	For Investa, our nature positive pathway seeks to mitigate our material impacts on atmosphere (carbon emissions), water (water consumption), land (waste generation), and contributes to net-positive ecological outcomes through strategic nature partnerships.
Net zero	The balance between the amount of greenhouse gas produced and the amount removed from the atmosphere on a net annual basis. This definition is aligned with Climate Positive Buildings and our Net Zero Ambitions by the Green Building Council Australia, dated November 2021. Investa managed base buildings that have achieved net zero scope 1 and 2 emissions, in FY26, include: 1 Market Street, Sydney; 6 O'Connell Street, Sydney; 10-20 Bond Street, Sydney; 39 Martin Place, Sydney; Coca Cola Place at 40 Mount Street, North Sydney; Sixty Martin Place, Sydney; 100 Mount Street, North Sydney; 105 Miller Street, North Sydney; 120 Collins Street, Melbourne; Deutsche Bank Place at 126 Phillip Street, Sydney; 135 King Street, Sydney; Barrack Place at 151 Clarence Street, Sydney; 179 Turbot Street, Brisbane; 201 Kent Street, Sydney; Parkline Place at 252 Pitt Street, Sydney; 259 Queen Street, Brisbane; 347 Kent Street, Sydney; 388 George Street, Sydney; 420 George Street, Sydney; 522 Flinders Lane, Melbourne; 567 Collins Street, Melbourne Indi buildings that have also achieved net zero scope 1 and 2 include: Indi Sydney; Indi Southbank; Indi Footscray. See definitions for scope 1 and 2 emissions below in "scope 1, 2 and 3 emissions".
Operational control	The definition adoption is in alignment with Sections 11 – 11B of the National Greenhouse and Energy Reporting (NGER) Act 2007 and the Greenhouse Gas Protocol Corporate Standard A Corporate Accounting and Reporting Standard Revised Edition dated 2004. In general, where the entity has the authority to introduce and implement operating policies.

Term	Definition
Resilience	The ability to prepare for, recover from and adapt to nature and climate change impacts for current and projected scenarios, while maintaining the building's essential functions.
Scope 1, 2 and 3 emissions	The GHG Protocol Corporate Standard classifies a company's GHG emissions into three scopes: • Scope 1 emissions are direct emissions from owned or controlled sources, such as gas, diesel and refrigerants; • Scope 2 emissions are indirect emissions from the generation of purchased or acquired electricity, steam, heating, or cooling consumed by the reporting company; • Scope 3 emissions are all indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions. Investa's material scope 3 emissions, associated with our value chain and supply chain have been identified as tenant electricity emissions, embodied carbon in capital work and developments, which are included in the following emissions categories from the "Greenhouse gas protocol: Corporate value chain (scope 3) accounting and reporting standard": • Category 1 – Purchased goods and services • Category 13 – Downstream leased assets.
GRI Standards 2021	Global Reporting Index. It reflects the global best practices for sustainable reporting.
IFRS S1/S2	International Financial Reporting Standards' General Requirements for Disclosure of Sustainability-related Financial Information (S1) and Climate-related Disclosures (S2).
AASB S1/S2	Australian Accounting Standards Board's voluntary sustainability reporting standards (S1) and mandatory climate-related disclosure standards (S2).

Assurance statement

Independent practitioner's limited assurance report on Investa Management Holdings Pty Limited, Investa Commercial Property Fund and Investa Gateway Offices (together, "Investa") Selected Sustainability Information

To the Directors of Investa Management Holdings Pty Limited, Investa Commercial Property Fund, Investa Gateway Offices

Limited Assurance Conclusion

We have conducted a limited assurance engagement on the environmental, health and safety, and people sustainability metrics (together, the "Selected Sustainability Information") forming part of Investa Sustainability Report FY26 and Investa FY26 ESG Performance Data Pack for the year ended 30 June 2026 (the "Report").

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the accompanying Selected Sustainability Information for the year ended 30 June 2026 is not prepared, in all material respects, in accordance with the Reporting Criteria set out in Investa Sustainability Report FY26 and Investa FY26 ESG Performance Data Pack.

Selected Sustainability Information and Reporting Criteria

The Selected Sustainability Information and the Reporting Criteria are as set out in the tables below:

Environmental Metrics

Metric	IMH	IGO	ICPF
Net lettable area (m²)	715,218	186,728	482,571
Base building electricity consumption (MWh)	35,357	9,415	25,588
Base building electricity consumption intensity (kWh/m²)	53	50	53
Base building natural gas consumption (GJ)	36,715	13,416	31,944

Metric	IMH	IGO	ICPF
Base building natural gas consumption intensity (MJ/m²)	55	72	66
Whole of building water consumption (kL)	336,708	106,013	231,176
Whole of building water consumption intensity (L/m²)	504	568	479
Base building managed waste disposed to landfill (tonnes)	1,482	408	983

Metric	IMH	IGO	ICPF
Base building managed waste diverted from landfill (tonnes)	999	384	711
Base building managed waste diverted from landfill (%)	40%	49%	42%
Base building refrigerants (kg)	132	22	38
Base building diesel consumption (L)	931	0	8,040
Total emissions for Scope 1 and Scope 2 (market based) (tCO_2-e)	2,096	289	974
Total emissions for Scope 1 and Scope 2 (location based) (tCO_2-e)	25,535	3,546	10,356
Total emissions intensity for Scope 1 and Scope 2 (market based) ($kgCO_2$-e/m²)	3.14	3	4
Total emissions intensity for Scope 1 and Scope 2 (location based) ($kgCO_2$-e/m²)	38	40	21
Renewable energy procured (MWh)	35,357	9,415	25,588
Renewable energy generated and consumed on-site (MWh)	91	36	144
Renewable energy generated and exported on-site (MWh)	1	1	0

People Metrics

Gender composition of employees

Metric	FY26
Female (%)	52.12%
Male (%)	47.88%

Gender composition at management level based on role category

Metric	FY26
CEO (female) (%)	0%
Key Management Personnel (female) (%)	50%
General Manager (female) (%)	62.50%
Senior Management (female) (%)	44%
Other Management (female) (%)	48.53%
Professional (female) (%)	66.67%
Clerical & Administrative (female) (%)	63.64%
Technical / Trade (female) (%)	4.55%
Graduate (female) (%)	0%

Age range of employees

Metric	FY26
<25	2.54%
25-34	25.42%
35-44	37.29%
45-50	13.56%
Over 50	21.19%

Location of employees

Location	FY26
NSW	209
VIC	18
QLD	9

Gender composition across employment type

Metric	FY26
Full Time Permanent (female) (number)	105
Full Time Permanent (female) (%)	48.84%
Part Time Permanent (female) (number)	13
Part Time Permanent (female) (%)	92.86%
Fixed Term (female) (number)	5
Fixed Term (female) (%)	71.43%
Total (female) (number)	123
Total (female) (%)	52.12%

Other people metrics

Metric	FY26
Average tenure of employees (years)	5.82
Average median compa-ratio by gender (Female)	1.01
Return to work rate based on parental leave (%)	88%

Metric	FY26
Voluntary turnover of employees (%)	8.77%
Board composition by gender – IMH only (number of females)	2
Board composition by gender – IMH only (% of females)	50%
Employee performance reviews received by gender (%)	100%

Health & Safety Metrics

Metric	FY26
Total Recordable Injury Frequency Rate (CIFR)	2.1
Lost Time Injury Frequency Rate (LTIFR) (Operate)	2.6
Lost Time Injury Frequency Rate (LTIFR) (Corporate)	2.5

In preparing the Subject Matter, Investa applied the Criteria, as outlined in Sustainability Report FY26 and Investa FY26 ESG Performance Data Pack.

The maintenance and integrity of Group's website is the responsibility of Investa; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the reported Selected Sustainability Information or Reporting Criteria when presented on Investa's website.

Basis for Conclusion

We conducted our limited assurance engagement in accordance with Australian Standard on Sustainability Assurance 5000 *General Requirements for Sustainability Assurance Engagements* (ASSA 5000) issued by the Australian Auditing and Assurance Standards Board.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under this standard are further described in the *Practitioner's Responsibilities* section of our report.

We are independent of the Company in accordance with the applicable ethical requirements of APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* issued by the Accounting Professional & Ethical Standards Board Limited (November 2018 incorporating all amendments to June 2024) (the Code), that are relevant to our limited assurance of the Selected Sustainability Information. We have also fulfilled our other ethical responsibilities in accordance with the Code.

Our firm applies Australian Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other Matter – Comparative Information

Our limited assurance conclusion is on the Selected Sustainability Information for the year ended 30 June 2026 as mentioned in "Selected Sustainability Information and Reporting Criteria" section of this report and does not extend to comparative information for prior periods included in the FY26 ESG Performance Data Pack referred to in the FY26 Sustainability Report.

The assurance status of the comparative information is identified within the FY26 ESG Performance Data Pack. Certain FY23, FY24 and FY25 comparative information was subject to limited assurance by another practitioner, whose assurance reports dated 29 September 2023 (FY23), 12 November 2024 (FY24) and 16 September 2025 (FY25) respectively, each expressed an unmodified conclusion on that comparative information. The comparative information within the scope of those assurance engagements has been identified within the FY26 ESG Performance Data Pack. Our conclusion is not modified in respect of this matter, and we do not express a conclusion or any form of assurance on any comparative information.

Other Information

Management is responsible for the other information. The other information comprises the information included in the Investa Sustainability Report FY26 and Investa FY26 ESG Performance Data Pack and any other information included in, or linked from, the Investa Sustainability Report FY26 and Investa FY26 ESG Performance Data Pack,but does not include the Selected Sustainability Information and our assurance report thereon.

Our conclusion on the Selected Sustainability Information does not cover the other information, and we do not express any form of assurance conclusion thereon.

In connection with our assurance engagement on the Selected Sustainability Information, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the Selected Sustainability Information or our knowledge obtained in the assurance engagement, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities for the Selected Sustainability Information

Management of Investa are responsible for:

- Determining the appropriateness of the Selected Sustainability Information and the suitability of the Reporting Criteria for the evaluation and measurement of that information, including the selection and application of appropriate sustainability reporting methods and making assumptions and estimates that are reasonable in the circumstances,
- Designing, implementing and maintaining such internal control that management determines is necessary to enable the preparation of the Selected Sustainability Information, in accordance with the Reporting Criteria, that is free from material misstatement, whether due to fraud or error, and
- The preparation of the Selected Sustainability Information in accordance with the Reporting Criteria.

Inherent Limitations in Preparing the Selected Sustainability Information

Sustainability information may be subject to more inherent limitations than financial information, given both its nature and the methods used for determining, calculating, and estimating such information. Different acceptable methods have varying precision and can affect the comparability of sustainability information across entities and over time.

In addition, greenhouse gas emissions quantification is subject to inherent uncertainty, which arises because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

The market-based Scope 2 emissions and on-site and procured renewable electricity metrics reflect the Group's use of renewable energy certificates and contractual instruments, including large-scale generation certificates (LGCs). Our limited assurance procedures were directed at the existence and appropriate application of these instruments in the quantification of the Selected Sustainability Information and did not extend to assuring whether the underlying electricity was in fact generated from renewable sources. Accordingly, we express no conclusion on the renewable generation attributes represented by those instruments.

Practitioner's Responsibilities

Our objectives are to plan and perform the assurance engagement to obtain limited assurance about whether the Selected Sustainability Information is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Selected Sustainability Information. As part of a limited assurance engagement in accordance with ASSA 5000, we exercise professional judgement and maintain professional scepticism throughout the engagement. We also:

- Perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify and assess the risks of material misstatements, whether due to fraud or error, at the disclosure level but not for the purpose of providing a conclusion on the effectiveness of the entity's internal control.
- Design and perform procedures responsive to assessed risks of material misstatement at the disclosures level. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control, and
- Consider the suitability in the circumstances of Investa's use of the Reporting Criteria as the basis for the preparation of the Selected Sustainability Information.

Summary of the Work Performed

A limited assurance engagement involves performing procedures to obtain evidence about the Selected Sustainability Information. The nature, timing and extent of procedures selected depend on professional judgement, including the assessed risks of material misstatement at the disclosure level, whether due to fraud or error.

In conducting our limited assurance engagement, we:

- Conducted interviews with relevant personnel to understand the business, the reporting process, data sources, and the internal control environment relevant to the preparation of the Selected Sustainability Information;
- Evaluated whether the Reporting Criteria and the reporting boundaries have been applied appropriately and consistently in the preparation of the Selected Sustainability Information;
- Made enquiries of management regarding the key assumptions, estimation methodologies and, where relevant, emission and conversion factors applied (including those sourced from the National Greenhouse Gas Accounts 2025);
- Performed analytical review procedures over the Selected Sustainability Information and investigated variances and relationships that appeared inconsistent with our expectations;
- Tested, on a sample basis, the Selected Sustainability Information to underlying source data and relevant conversions and calculations to assess the accuracy and completeness of the data reported;
- Assessed the presentation and disclosure of the Selected Sustainability Information against the Criteria.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not express a reasonable assurance conclusion on the Selected Sustainability Information.

Use and distribution of our report

We were engaged by the Board of Directors of Investa to prepare this independent assurance report having regard to the Reporting Criteria specified by the directors and set out in this report. This report was prepared solely for Investa for the purpose of expressing our limited assurance conclusion on the selected Sustainability Information within Investa's Sustainability Report FY26 and Investa's FY26 ESG Performance Data Pack for the year ended 30 June 2026.

We accept no duty, responsibility or liability to anyone other than Investa in connection with this report or to Investa for the consequences of using or relying on it for a purpose other than that referred to above. We make no representation concerning the appropriateness of this report for anyone other than Investa and if anyone other than Investa chooses to use or rely on it they do so at their own risk.

This disclaimer applies to the maximum extent permitted by law and, without limitation, to liability arising in negligence or under statute and even if we consent to anyone other than Investa receiving or using this report.

PricewaterhouseCoopers

Scott Thompson
Partner

Melbourne
15 October 2026

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403-4	Worker participation, consultation, and communication on occupational health and safety		Health, safety and wellbeing Investa FY26 ESG data pack	23
403-5	Worker training on occupational health and safety		Health, safety and wellbeing Investa FY26 ESG data pack	24
403-6	Promotion of worker health		Health, safety and wellbeing	23-24
404	**Training and education 2016**			
404-2	Programs for upgrading employee skills and transition assistance programs		Learning and development	24

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405	**Diversity and equal opportunity 2016**			
405-1	Diversity of governance bodies and employees		Connection and inclusion Diversity and Inclusion Policy Equal Employment and Opportunity Policy Investa FY26 ESG data pack	21-22
408	**Child labor 2016**			
408-1	Operations and suppliers at significant risk for incidents of child labour	Governance C	Responsible procurement Investa FY26 Modern Slavery Statement Investa Supplier Code of Conduct	34
409	**Forced or compulsory labor 2016**			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Governance C	Responsible procurement Investa FY26 Modern Slavery Statement Investa Investa Supplier Code of Conduct Investa Human Rights Policy	34
413	**Local communities 2016**			
413-1	Operations with local community engagement, impact assessments, and development programs		Investing in connected communities First Nations Strategy	30-31 32-34
414	**Supplier social assessment 2016**			
414-1	New suppliers that were screened using social criteria	Governance C	Responsible procurement Investa FY26 Modern Slavery Statement	34
414-2	Negative social impacts in the supply chain and actions taken	Governance C	Responsible procurement Investa FY26 Modern Slavery Statement	34

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415	**Public policy 2016**			
415-1	Political contributions		Investa does not make political contributions	
416	**Customer health and safety 2016**			
416-1	Assessment of the health and safety impacts of product and service categories		Health, safety and wellbeing	23, 25
418	**Customer privacy 2016**			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		During the reporting period there were no substantiated complaints concerning breaches of customer privacy and losses of customer data	



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