



FY23 Sustainability Data Pack

<p>Sustained Value DXS Financial Performance DXS Portfolio Snapshot DXS Capital Management</p>	<p>Thriving People Our Workforce Diversity and Inclusion Work Health and Safety Recruitment & Retention Human Capital Development Engagement and Flexible Work Remuneration</p>	<p>Enriched Environment Energy Water Materials Air Emissions GHG Emissions Green Building Certifications Progress Towards Commitments</p>	<p>Disclosure Frameworks GRI Index SASB Index</p>
<p>Portfolio Summary Dexus (DXS) Dexus Industria REIT (DXI) Dexus Convenience Retail REIT (DXC)</p>	<p>Future-enabled customers Customer Experience</p>	<p>Strong Communities Supply Chain Giving and Volunteering</p>	

Dexus Annual Reporting Suite

The FY23 Dexus Sustainability Data Pack should be read in conjunction with the FY23 Annual Report and FY23 Sustainability Management Approaches. These documents are prepared in adherence to the International Integrated Reporting Framework principles of materiality, stakeholder responsiveness, and reliability and completeness. They are also prepared in accordance with the GRI Standards and the SASB Real Estate Standards. Nominated metrics in this pack are third party assured where indicated.

FY23 Annual Report - Integrated report covering the key activities and Data outcomes for Dexus including our strategy, our integrated financial and non-financial Data, risk management, corporate governance, remuneration and our financial statements.

FY23 Sustainability Management Approaches - how we respond to, manage and evaluate our material ESG matters, together with GRI and SASB Indexes.

FY23 Sustainability Data Pack - comprehensive Sustainability datasets supporting our annual report, with disclosures on Data in the current year against previous periods, and disclosure of progress against targets.

To access these documents, visit www.dexus.com/2023-reporting-suite

Acknowledgement of Country

Dexus acknowledges the Traditional Custodians of the lands on which we operate and recognise their ongoing connection to land, waters and community. We pay our respects to First Nations Elders past, present and emerging, and remain committed to supporting reconciliation across our business.

Important notice

While every effort is made to provide accurate and complete information, Dexus does not warrant or represent that the information in this pack is free from errors or omissions or is suitable for your intended use. The information provided in this pack may not be suitable for your specific needs and should not be relied upon by you in substitution of you obtaining independent advice. Subject to any terms implied by law and which cannot be excluded, Dexus accepts no responsibility for any loss, damage, cost or expense (whether direct or indirect) incurred by you as a result of any error, omission or misrepresentation in this presentation. All information in this pack is subject to change without notice. This pack is not an offer or an invitation to acquire Dexus securities or any other financial products in any jurisdictions, and is not a prospectus, product disclosure statements or other offering document under Australian law or any other law. It is for information purposes only.



Financial highlights

Key metrics	FY18	FY19	FY20	FY21	FY22	FY23
Net profit after tax (\$m)	1,728.90	1,281.00	927.7	1,138.40	1,615.90	-752.70
Adjusted Funds From Operations (\$m)	485.5	517.2	550.5	561.7	572.2	555.0
Adjusted Funds From Operations (cents per security)	47.7	50.3	50.3	51.8	53.2	51.6
Adjusted Funds From Operations per security growth (%)	5.1	5.5	0.0	3.0	2.7	-3.0
Funds From Operations (\$m)	653.3	681.5	730.2	717	757.6	738.5
Funds From Operations (cents per security)	64.2	66.3	66.7	66.1	70.4	68.7
Distribution (cents per security)	47.8	50.2	50.3	51.8	53.2	51.6
Return on Contributed Equity (%)	7.6	10.1	9.0	8.3	9.7	8.0
NTA per security (\$)	9.64	10.48	10.86	11.42	12.28	10.88
Gearing (look-through) ⁽¹⁾ (%)	24.1	24	24.3	26.7	26.9 ⁽²⁾	27.9 ⁽³⁾
Average maturity of debt (years)	7.0	6.7	6.9	6.2	5.5	5.1
Total security holder return (%)	7.5	39.4	-25.7	22	-12.3	-6.3

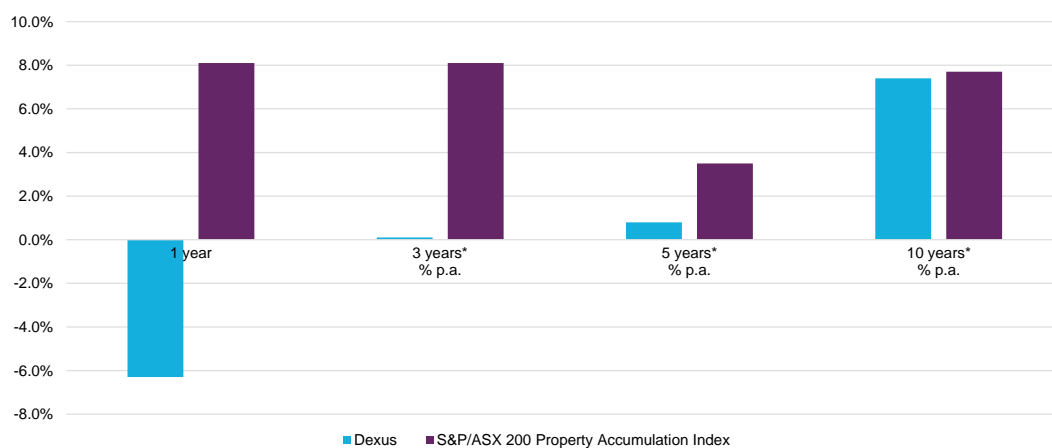
(1). Adjusted for cash and debt in equity accounted investments and excludes Dexus's share of co-investments in pooled funds.

(2). Look-through gearing including Dexus's share of co-investments in pooled funds was 27.8% as at 30 June 2022.

(3). In FY23, pro forma including proceeds and payments for transactions post 30 June 2023 that have settled before 16 August 2023. Excluding these impacts, look-through gearing is 30.3% at 30 June 2023. Look-through gearing including Dexus's share of co-investments in pooled funds is 31.7% at 30 June 2023.

Dexus total return data (%)

	1 year	3 years* % p.a.	5 years* % p.a.	10 years* % p.a.
Dexus	-6.30%	0.10%	0.80%	7.40%
S&P/ASX 200 Property Accumulation Index	8.10%	8.10%	3.50%	7.70%



Dexus portfolio snapshot

Key metrics		FY18	FY19	FY20	FY21	FY22	FY23
Portfolio value (\$A)	Dexus portfolio	\$13.3bn	\$15.6bn	\$16.5bn	\$17.5bn	\$18.4bn	\$17.4bn
	Office	\$11.0bn	\$13.2bn	\$14.2bn	\$14.0bn	\$13.3bn	\$12.3bn
	Industrial	\$2.2bn	\$2.3bn	\$2.2bn	\$3.0bn	\$4.3bn	\$4.1bn
	Healthcare	\$0.1bn	\$0.1bn	\$0.1bn	\$0.5bn	\$0.6bn	\$0.4bn
	Retail	-	-	-	-	\$0.1bn	\$0.2bn
	Other ⁽¹⁾	-	-	-	-	\$0.1bn	\$0.4bn
Net lettable area (sqm)	Dexus portfolio	2,869,403	3,045,759	3,157,733	3,390,818	3,912,940	4,439,694
	Office	1,495,238	1,546,264	1,614,907	1,475,836	1,368,977	1,584,645
	Industrial	1,322,557	1,447,539	1,474,970	1,842,023	2,543,963	2,855,049
	Healthcare	51,608	51,956	67,856	72,959	-	-
Funds From Operations ⁽²⁾	Office	\$603.8m	\$610.5m	\$671.4m	\$658.3m	\$655.6m	\$597.6m
	Industrial	\$132.7m	\$137.3m	\$124.2m	\$122.2m	\$152.4m	\$163.5m
	Co-investments in pooled funds ⁽⁷⁾	-	-	-	\$8.1m	\$29.1m	\$35.9m
Like-for-like income growth	Office	4.50%	3.40%	2.4% ⁽³⁾	2.3% ⁽³⁾	2.7% ⁽³⁾	5.6%
	Industrial	3.0%	8.0% ⁽⁴⁾	(2.1)% ⁽⁶⁾	3.7% ⁽⁶⁾	3.1% ⁽⁵⁾	2.4%
Occupancy (by income)	Office	96.0%	98.0%	96.5%	95.2%	95.6%	95.9%
	Industrial	98.3%	97.0%	95.6%	97.7%	98.1%	99.4%
Occupancy (by area)	Office	95.7%	97.8%	96.6%	94.6%	95.2%	95.3%
	Industrial	98.8%	98.8%	97.9%	98.7%	99.0%	99.7%
Lease duration (by income)	Office	4.6 years	4.4 years	4.2 years	4.6 years	4.7 years	4.8 years
	Industrial	4.8 years	4.7 years	4.1 years	4.4 years	4.7 years	4.8 years
Weighted average capitalisation rate	Dexus portfolio	5.52%	5.26%	5.05%	4.91%	4.64%	5.11%
	Office	5.37%	5.15%	4.97%	4.91%	4.75%	5.21%
	Industrial	6.40%	5.92%	5.66%	4.92%	4.29%	4.76%
1-year total return	Office	16.9%	10.6%	7.5%	5.7%	7.1%	-5.2%
	Industrial	13.6%	12.9%	11.8%	23.5%	18.9%	5.2%

(1). Includes investments in DREP1, real estate securities funds and from FY23 infrastructure.

(2). On 1 July 2014, the group adopted the Property Council of Australia definition of FFO. The Directors consider FFO to be a measure that reflects the underlying Data of the group. FFO comprises net profit/loss after tax attributable to stapled security holders, calculated in accordance with Australian Accounting Standards and adjusted for: property revaluations, impairments and reversal of impairments, derivative and foreign exchange mark-to-market impacts, fair value movements of interest bearing liabilities, amortisation of tenant incentives, gain/loss on sale of certain assets, straight line rent adjustments, non-FFO tax expenses, certain transaction costs, one-off significant items (including write off of IFRIC SaaS customisation expenses), amortisation of intangible assets, movements in right-of-use assets and lease liabilities, rental guarantees and coupon income.

(3). Including rent relief and provision for expected credit losses effective LFL growth was FY20 +2.4%, FY21 +0.9% and FY22 +4.4%.

(4). Excluding one-off income in FY19 was 2.5%.

(5). In FY22, LFL income excludes business parks, rent relief and provision for expected credit losses. Including business parks, effective LFL was 2.1% and face LFL was +4.0%. Including business parks, rent relief and provision for expected credit losses, effective LFL was +2.4% and face LFL was +4.1%.

(6). In FY20 and FY21 excluded rent relief and provision for expected credit losses, including those impacts effective LFL growth was FY20 +0.1%, FY21 +4.5%.

(7). Includes distribution income from Dexus's co-investment stakes in pooled funds and excludes joint venture and partnership income which is proportionately consolidated in Note 1 Operating Segments within Dexus's Financial Statements.

Capital management

Key metrics	FY18	FY19	FY20	FY21	FY22	FY23
Cost of debt ⁽¹⁾	4.2%	4.0%	3.4%	3.2%	2.7%	3.7%
Average maturity of debt	7.0 years	6.7 years	6.9 years	6.2 years	5.5 years	5.1 years
Hedged debt (including caps) ⁽²⁾	71%	74%	78%	81%	65%	86%
Gearing (look-through) ⁽³⁾	24.1%	24.0%	24.3% ⁽⁴⁾	26.7%	26.9% ⁽⁵⁾	27.9% ⁽⁶⁾
Headroom ⁽⁶⁾	\$0.9bn	\$1.0bn	\$1.6bn	\$1.1bn	\$1.9bn	\$2.5bn
S&P/Moody's credit rating	A-/A3	A-/A3	A-/A3	A-/A3	A-/A3	A-/A3

(1). Weighted average for the year, inclusive of fees and margins on a drawn basis.

(2). Average for the year.

(3). Adjusted for cash and debt in equity accounted investments, excluding Dexus's share of co-investments in pooled funds.

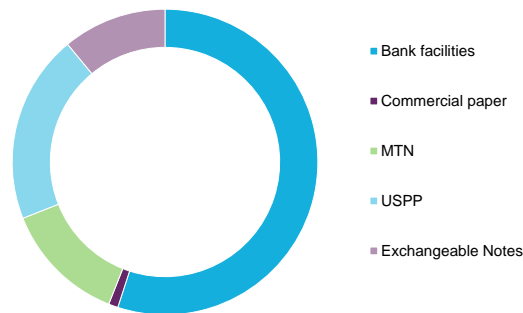
(4). Pro forma including proceeds and payments for transactions post 30 June 2020 that were expected to settle before 30 September 2020. Look-through gearing at 30 June 2020 was 26.3%.

(5). Look-through gearing including Dexus's share of co-investments in pooled funds was 27.8% at 30 June 2022.

(6). Pro forma including proceeds and payments for transactions post 30 June 2023 that have settled before 16 August 2023. Excluding these impacts, look-through gearing is 30.3% at 30 June 2023. Look-through gearing includes these impacts and Dexus's share of co-investments in pooled funds is 31.7% at 30 June 2023.

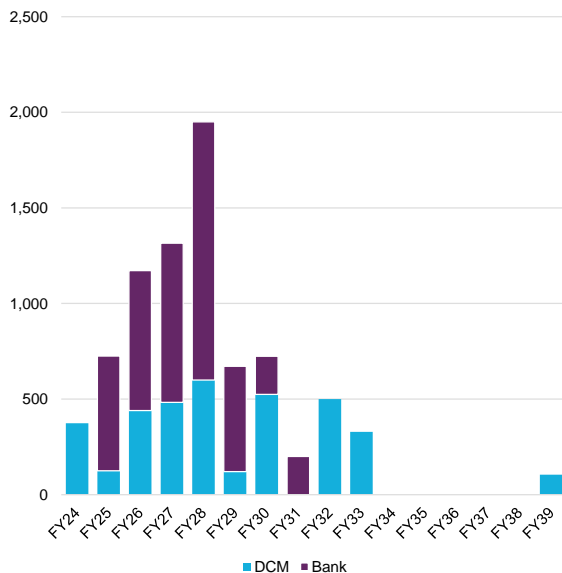
Diversified mix of debt

Type of Debt	Per cent
Bank facilities	55%
Commercial paper	1%
MTN	13%
USPP	20%
Exchangeable Notes	11%



Debt maturity profile⁽¹⁾

\$m	DCM	Bank
FY24	373.3	-
FY25	124.7	600.0
FY26	440.1	732.2
FY27	482.5	833.4
FY28	600.0	1,350.0
FY29	121.2	550.0
FY30	524.3	200.0
FY31	-	200.0
FY32	500.0	-
FY33	328.6	-
FY34	-	-
FY35	-	-
FY36	-	-
FY37	-	-
FY38	-	-
FY39	105	-

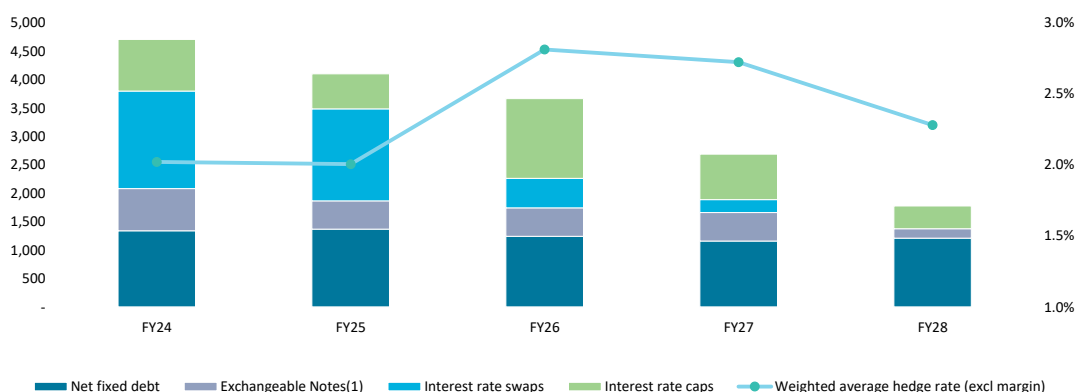


(1). FY24 includes \$325 million Exchangeable Notes based on investor put date.

Hedged profile

	Net fixed debt	Exchangeable Notes ⁽¹⁾	Interest rate swaps	Interest rate caps	Weighted average hedge rate (excl margin)
FY24	1,342.9	743.8	1,714.6	905.5	2.0%
FY25	1,370.0	500.0	1,616.6	616.7	2.0%
FY26	1,246.7	500.0	518.7	1,400.0	2.8%
FY27	1,163.3	500.0	227.8	800.0	2.7%
FY28	1,213.3	166.7	-	400.0	2.3%

(1). In FY24, \$325m series 1 Exchangeable Notes based on investor put date.



Debt facilities⁽¹⁾

	Facility limit (A\$m)	Drawn (A\$m)	Maturity dates	Currency	
Bilateral bank debt	600	150	FY25	A\$	
	450	13	FY26	A\$	
	750	-	FY27	A\$	
	1,350	425	FY28	A\$	
	550	550	FY29	A\$	
	200	200	FY30	A\$	
Commercial paper ⁽²⁾	200	200	FY31	A\$	
	100	78	FY26	A\$	
Medium term notes	185	185	FY26	A\$	
	130	130	FY27	A\$	
	200	200	FY30	A\$	
	500	500	FY32	A\$	
	30	30	FY39	A\$	
US senior notes (USPP) ⁽³⁾	Series 1	291	291	Jul-23 - Jul-28	US\$
	Series 2	225	225	Feb-24 - Feb-27	US\$
	Series 3	286	286	Dec-24 - Dec-26	US\$
	Series 4	100	100	Jun-28	A\$
	Series 5	503	503	Nov-29 - Nov-32	US\$
	Series 5	150	150	Nov-29 - Nov-32	A\$
Exchangeable notes ⁽⁴⁾	Series 6	75	75	Oct-38	A\$
	Series 1	325	325	Mar-24	A\$
	Series 2	500	500	Nov-27	A\$
Subtotal	7,700	5,116			
Currency translation and fair value adjustments	280	280			
Deferred borrowing costs and debt modifications	(23)	(23)			
Exchangeable Notes ⁽⁴⁾ adjustments	(63)	(63)			
Total interest-bearing liabilities	7,894	5,310			
Bank guarantees facilities (including utilised)		(175)			
Cash		124			
Headroom including cash		2,533			

(1). Does not include debt facilities in equity accounted investments or Dexu's share of co-investments in pooled funds.

(2). Based on maturity date of commercial paper standby facility.

(3). USPP US\$ amount shown at the cross-currency swap contract rate.

(4). Based on investor put date in FY24.

Workforce statistics

By employment type (FTEs)	Gender	FY18	FY19	FY20	FY21	FY22	FY23
Permanent full-time ⁽¹⁾	Female	181	216	236.8	240	269	495.4
	Male	176	207	228	225	286	447
	All	357	423	464.8	465	555	942.4
Fixed term full-time ⁽¹⁾	Female	14	27	15	15	18	28
	Male	13	11	12	13	14	14
	All	27	38	27	28	32	42
Permanent part-time ⁽¹⁾	Female	26.8	31.3	27.3	26.3	29.3	49.6
	Male	0	0	0.8	0.9	0.9	2.3
	All	26.8	31.3	28.1	27.2	30.2	51.9
Fixed term part-time ⁽¹⁾	Female	2	4.8	2.4	2.8	1.4	4.5
	Male	0	0	1.4	0	0	1.2
	All	2	4.8	3.8	2.8	1.4	5.7
Contractor	Female	–	–	–	–	–	–
	Male	–	–	–	–	–	–
	All	0	0	0	0	0	0
Casual	Female	8.4	12.2	1	0	0	0
	Male	5.8	7.6	1.8	0	0.8	0
	All	14.2	19.8	2.8	0	0.8	0
Total workforce	Female	232.2	291.3	282.5	284.1	317.7	577.5
	Male	194.8	225.6	244	238.9	301.7	464.5
	All	427	516.9	526.5	523	619.4	1042
Contingent workers⁽²⁾	All	49	54.4	49	53.2	95.9	104.6

Workforce by Location (%)	Gender	FY18	FY19	FY20	FY21	FY22	FY23
Australia							
NSW	Female	42	46	46	45	40	43.4
	Male	38	36	39	38	37	35.1
	All	80	82	85	83	77	78.5
QLD	Female	5	4	3	3	4	3.7
	Male	4	4	3	3	3	2.6
	All	9	8	6	6	7	6.3
VIC	Female	6	5	4	5	7	4.4
	Male	3	3	4	5	7	4.7
	All	9	8	8	10	14	9.1
WA	Female	1	1	1	1	1	1.4
	Male	1	1	1	1	1	0.8
	All	2	2	2	2	2	2.2
New Zealand							
Auckland	Female	–	–	–	–	–	2.3
	Male	–	–	–	–	–	1.2
	All	–	–	–	–	–	3.5
Wellington	Female	–	–	–	–	–	0.3
	Male	–	–	–	–	–	0.1
	All	–	–	–	–	–	0.4

(1). From FY18, Dexus separated reporting of permanent and fixed-term employees.

(2). Corporate contractors, agency temps or consultants that performed work on a time and materials basis (e.g. a project with a defined beginning and end date). A 'corporate contractor' is an individual contracted by Dexus to perform work prescribed by Dexus, usually at a Dexus corporate office location. Corporate contractors generally cannot be replaced with a new individual performing the same work, without terminating the existing contract and creating a new contract for the new individual. Using terminology within the reporting standard GRI 403: Occupational Health and Safety 2018, corporate contractors are characterised by Dexus having both control of work and control of the workplace.

Diversity and inclusion

Gender diversity (number of people)

Gender diversity in the workforce (number)	Gender	FY18	FY19	FY20	FY21	FY22	FY23
All employees (FTE)	Female	232.2	291.3	282.5	284.1	317.7	577.5
	Male	194.8	225.6	244	238.9	301.7	466.5
	All	427	516.9	526.5	523	619.4	1044
All employees (Headcount)	Female	249	310	300	307	338	607
	Male	199	229	252	252	309	472
	All	448	539	552	559	647	1079
Gender diversity in management (number) ^(1,2)	Gender	FY18	FY19	FY20	FY21	FY22	FY23
Employees in senior management (FTE)	Female	39.3	47.7	– ⁽¹⁾	–	–	–
	Male	77.8	83.8	–	–	–	–
	All	117.1	131.5	–	–	–	–
Employees in senior management (Headcount)	Female	41	50	49	52	59	75
	Male	78	84	89	98	105	121
	All	199	134	138	150	164	196
Employees in executive team (Headcount)	Female	–	2	2	3	3	16
	Male	–	6	6	7	6	43
	All	–	8	8	10	9	59
Employees at all management levels (Headcount)	Female	–	157	156	160	189	162
	Male	–	151	177	178	227	229
	All	–	308	333	338	416	391

Gender diversity (%)

Dexus workforce by gender (%)	Gender	FY18	FY19	FY20	FY21	FY22	FY23
All employees (FTE)	Female	54	56	54	54	51	55
	Male	46	44	46	46	49	45
All employees (Headcount)	Female	56	58	54	55	52	56
	Male	44	42	46	45	48	44
Gender diversity in management (%) ^(1,2)	Gender	FY18	FY19	FY20	FY21	FY22	FY23
Employees in senior management (FTE)	Female	34	–	–	–	–	–
	Male	66	64	–	–	–	–
Employees in senior management (Headcount)	Female	36	37	36	36	36	38.3
	Male	66	63	64	77.8	64	61.7
Employees in executive team (Headcount)	Female	–	25	25	30	33	27.1
	Male	–	75	75	70	67	72.9
Employees across all management (Headcount)	Female	–	51	47	47	45	41.4
	Male	–	49	53	53	55	58.6
Board gender diversity (%)	Gender	FY18	FY19	FY20	FY21	FY22	FY23
Percentage of Non-Executive Directors	Female	43	43	37.5	42.9	43	71.4
	Male	57	57	62.5	57.1	57	28.6

(1). Prior to FY19, Dexus reported on gender diversity in senior management based on FTE. From FY19, Dexus reports on gender diversity across a broader range of management levels based on headcount and will no longer provide reporting on gender diversity using FTE. The use of headcount is consistent with the standards used by the Australian Government Workplace Gender Equality Agency and with other diversity metrics reported by Dexus.

(2). FY23 data on gender diversity in senior management has been independently assured.

Commentary and methodology

All people data is taken from each year's headcount report as at 30 June, produced by Dexus People and Culture. 'Senior management' includes executive management and senior management positions within the Dexus workforce. Executive management and senior management positions include Dexus employees whose role is mapped to one of the following four occupational categories: 'CEO/head of business', 'KMP (key management personnel)', 'other executives/general managers', and 'senior managers', as outlined within worker classification guidance Standardised occupational categories of managers: February 2018 published by the Australian Government's Workplace Gender Equality Agency (WGEA). 'Non-Executive Directors' are independent directors of DXFM and does not include the CEO who is counted in the senior management team for the purposes of workforce reporting.

Cultural diversity

Main cultural / ethnic identity	Gender	FY21	FY22	FY23
% of survey respondents				
Australian	All	60.5	56.9	43.7
British	All	4.1	6.7	7
Chinese Asian	All	3.1	5.4	7.2
Multi-ethnic	All	3.1	4	5.3
Mainland South East Asia	All	3.8	3.3	3.6
New Zealandar	All	2.3	2.3	4.7
Southern Asian	All	2.3	1.9	2.6
Western European	All	2	1.7	1.6
Eastern European	All	1	1.7	1.6
Southern European	All	1.3	1.5	1.6
Maritime South East Asian	All	0.8	1.5	3.2
Southern and East African	All	1	1.1	1.2
Other	All	1.8	0.8	1.4
Irish	All	2	0.8	1.4
North African and Middle Eastern	All	0.3	0.8	0.3
Arab	All	0.8	0.6	1.4
Northern European	All	0.5	0.6	0.4
Other North East Asian	All	0.3	0.6	1.1
Southern Eastern European	All	0.3	0.6	1.2
South American	All	0	0.2	0.5
North American	All	0.8	0.2	0.5
Jewish	All	0.3	–	0.3
Polynesian	All	–	–	–
Aboriginal/Torres Strait Islander	All	–	–	–

Commentary

Data is sourced from Dexus's May 2022 internal employee Pulse survey, which asked employees "How would you describe your own MAIN identity in cultural/ethnic terms?" Of the 643 employees invited to respond to the survey, 522 (81%) employees provided a response to this question (including employees who selected "Prefer not to say").

Country of origin

Country / region of birth	Gender	FY21	FY22	FY23
% of survey respondents				
Australia	All	69.2	68.2	60.1
Other country not listed	All	3.6	4.4	4.4
Chinese Asia (includes Mongolia)	All	2.3	3.3	6.2
New Zealand	All	3.1	2.5	4.9
Southern and East Africa	All	1	2.5	2.6
Southern Asia	All	2.8	2.1	3
Maritime South-East Asia	All	1.8	1.3	2.9
Mainland South-East Asia	All	1.8	1.3	1.8
Ireland	All	0.5	0.8	0.8
Western Europe	All	1.3	0.8	0.9
Eastern Europe	All	0.8	0.4	0.5
South America	All	0.5	0.4	0.7
Japan and the Koreas	All	0.3	0.4	0.5
United Kingdom, Channel Islands and Isle of Man	All	4.6	0.4	3.7
Middle East	All	–	0.2	0.1
South Eastern Europe	All	–	0.2	0.4
Northern America	All	0.8	0.2	0.8
Northern Europe	All	0.5	–	0.3
North Africa	All	0.3	–	0.1
Melanesia	All	–	–	0.1

Commentary

Data is sourced from Dexus's May 2022 internal employee Pulse survey, which asked employees "Which country where you born in?" Of the 643 employees asked to respond to the survey, 522 (81%) employees provided a response to this question (including employees who selected "Prefer not to say").

Age diversity

Employee age range (% by headcount)	Gender	FY18	FY19	FY20	FY21	FY22	FY23
Employees under 30 years old	Female	12	15	13	13	12	10.3
	Male	7	6	8	9	10	6.9
	All	18	21	21	22	23	17.2
Employees 30 to 50 years old	Female	36	37	36	36	34	36.9
	Male	31	30	31	28	29	28.4
	All	68	66	66	64	63	65.25
Employees over 50 years old	Female	6	6	6	6	6	8.2
	Male	8	7	7	8	9	9.4
	All	14	13	13	14	15	17.55

Leave and absenteeism

Metric	Gender	FY18	FY19	FY20	FY21	FY22	FY23
Leave days taken (days)							
Annual leave	All	6,447	6,976	7,666	7,611	8,147	9,990
Long service leave	All	140	108	61	113	66	268
Parental leave unpaid	All	686	771	2,234	2,425	2,790	2,351
Parental leave paid	All	1,148	1,317	1,291	1,862	1,957	3,061
Sick and carer's leave	All	1,197	1,327	1,274	1,256	1,938	1,931
'Dexus days'	All	1,552	1,571	1,903	2,172	1,827	1,737
Leave without pay	All	256	296	312	92	380	519
Other leave	All	438	205	266	301	379	188
Absenteeism							
Absentee Rate (sick days lost per FTE) ⁽¹⁾	All	2.8	2.6	2.4	2.4	3.1	1.9

(1). FY23 data independently assured.

Commentary and methodology

Leave data is gathered for each reporting period from payroll system records. The data is consolidated into the categories displayed in the report as follows:

- Long service leave: Long service leave only
- Parental leave unpaid: Parental leave unpaid only
- Parental leave paid: Primary and non-primary paid parental leave
- Sick and carer's leave: Sick leave, carer's leave only
- Dexus Days: additional annual leave
- Leave without pay: Leave without pay only
- Other leave: Study leave, volunteer leave, jury duty, special bereavement or compassionate leave, and purchased leave

Definitions

Absentee Rate (AR) – the number of personal leave days per full time equivalent workers employed is calculated as follows: Absentee Rate = (Total number of Personal Leave days taken) / (Closing FTE)

Work health and safety

Metric	Gender	FY18	FY19	FY20	FY21	FY22	FY23
Dexus employee WHS incidents							
Recorded injuries	All	18	19	5	10	21	8
Lost-time injuries/diseases	All	1	0	0	2	0	0
Cases of work-related ill health	All	0	0	0	1	0	0
Fatalities	All	0	0	0	0	0	0
Lost Time Injury Incidence Rate (LTIR)	All	0.23	0	0	0.38	0	0
Lost Time Injury Frequency Rate (LTIFR) ⁽¹⁾	All	1.28	0	0	2.1	0	0
Occupational disease rate (occurrences per million hours worked)	All	0	0	0	0	0	0
Lost day rate (days lost per million hours worked)	All	7.7	0	0	68.14	0	0
Site-based contractor WHS incidents⁽²⁾							
Recorded injuries	All	–	–	21	20	35	62
Lost time injuries	All	–	–	10	0	6	3
Fatalities	All	–	–	0	0	0	0
LTIFR	All	–	–	2.99	0	2.26	1.04
Recorded hours worked	All	–	–	3,343,131	2,382,271	2,657,742	2,889,757
Employee relations matters							
Fraud, bribery and corruption	All	–	0	0	0	0	0
Discrimination	All	–	0	0	0	0	1
Privacy	All	–	0	1	0	1	4
Other Whistleblower matters	All	–	1	0	0	0	3
Other Employee Code of Conduct breaches	All	–	0	5	6	7	5
Employee relations matters	All	1	– ³	–	–	–	–

(1). FY23 data independently assured.

(2). Dexus commenced public reporting of site-based contractor WHS incidents in FY20.

(3). Prior to FY19, employee relations matters were reported collectively as per the 'employee relations matters' row at the bottom of the table. There is no reporting for employee relations matters from FY19 because the matters are now reported according to the more detailed categories provided.

Commentary and methodology

Work health and safety (WHS) incidents account for all recorded incidents pertaining to Dexus employees and includes corporate contractors. The system of rules applied in recording and reporting accident statistics include Australian Standard 1885.1 1990, Workplace injury and disease recording standard as well as definitions within GRI 403: Occupational Health and Safety 2018, from the Global Reporting Initiative (GRI) Standards.

Definitions for Work Health and Safety Metrics

Term	Description
Fatalities	Fatalities that occur as a result of an injury or disease occurrence.
Lost day rate (LDR)	<p>The number of days lost to injuries/diseases for each one million hours worked is calculated as follows:</p> $\text{LDR} = \frac{\text{Days lost due to injuries/diseases}}{\text{number of hours worked}} \times 1,000,000$
Lost Time Injury Frequency Rate (LTIFR)	<p>The number of occurrences of injury or disease for each one million hours worked is calculated as follows:</p> $\text{LTIFR} = \frac{\text{number of lost time injuries/diseases}}{\text{number of hours worked}} \times 1,000,000$
Lost Time Injury Incidence Rate (LTIIIR)	<p>The number of occurrences of injury/disease for each one hundred full time equivalent employees is calculated as follows:</p> $\text{LTIIIR} = \frac{\text{number of lost time injuries/diseases}}{\text{number of full-time equivalent employees}} \times 100$
Lost-time injuries/diseases	Those occurrences that resulted in a fatality, permanent disability or time lost from work of one day/shift or more and if the incident relates to a Dexus employee, is recorded via a WorkCover claim.
No lost-time injuries/diseases	A work-related injury or disease (including a permanent disability or a fatality) that results in one or more days absent from work (not including the day of injury) and is supported by a workers compensation certificate.
Number of Dexus employee hours worked in the period	Refers to the total scheduled number of hours worked by all Dexus employees as recorded at 30 June of each year. Dexus offers employees flexible work arrangements and staff are employed under individual contracts that stipulate 38 hours per week for each full-time employee. As Dexus does not track employee working hours and staff do not engage in overtime or shift work, Dexus has defined the 'number of hours worked' as 1,824 hours per annum (equal to 240 days x 7.6 hours) per full-time employee.
Number of full-time equivalent employees (FTEs)	<p>Is defined as the number of workers who were employed by Dexus as recorded at 30 June 2022.</p> <p>FTE data for the purpose of these statistics represents the active Dexus workforce, and is based on the metric 'Total FTE' as defined by the Australian Public Service Commission, as the number of full-time equivalent employees directly employed by the organisation at a point in time where part-time employees are converted to full-time equivalent based on the hours they work as a proportion of the hours for a full-time employee.</p>
Number of workers	<p>Is defined as the number of workers who were employed by Dexus as recorded at the end of 30 June 2022.</p> <p>Headcount data for the purpose of these statistics represents the active Dexus workforce and is based on the metric 'Total Headcount (ongoing)' as defined by the Australian Public Service Commission, as the number of ongoing employees directly employed by Dexus at the point in time described above.</p>
Occupational disease	A disease arising from the work situation or activity (such as stress or regular exposure to harmful chemicals), or from a work-related injury.
Occupational disease rate (ODR)	<p>The number of occurrences of occupational diseases for each one million hours worked is calculated as follows:</p> $\text{ODR} = \frac{\text{number of occurrences of occupational diseases}}{\text{number of hours worked}} \times 1,000,000$
Recorded injuries	Recorded incidents that resulted in lost time and/or for which first aid or medical treatment was administered. Prior to FY20, lost time injuries were not included in this number.
Site-based contractor	An individual employed by an organisation other than Dexus, who performs work as directed by their employer at an operational asset controlled by Dexus. In these situations, Dexus generally has a contract with the third-party organisation to provide a service (e.g. cleaning, security), and the third party organisation can select different individuals to provide the service without varying its contract with Dexus. Using terminology within the reporting standard GRI 403: Occupational Health and Safety 2018, site-based contractors are characterised by Dexus having control of the workplace, but not having control over the individual's work.

Recruitment

Metric	Gender	FY18	FY19	FY20	FY21	FY22	FY23
New hires							
Total number of new hires	Female	127	173	144	164	208	376
	Male	64	108	111	130	169	255
	All	191	281	255	294	377	631
Collective bargaining arrangements							
Percentage of total employees eligible for collective bargaining agreements	All	100	100	100	100	100	100
Number of employees employed under collective bargaining agreements ⁽¹⁾	All	-	-	-	-	-	-
Percentage of total employees covered by collective bargaining agreements ⁽¹⁾	All	-	-	-	-	-	-

(1.) Dexus does not have any collective agreements as all employees are employed under individual contracts which comply with the National Employment Standards (NES). All employees are covered by an Award or NES. These awards or standards clearly indicate that all employees are free to associate. Dexus places its employees on an individual agreement, which cannot under legislation, remove any rights an employee has under an award for NES.

Retention

Voluntary turnover rate (%)	Gender	FY18	FY19	FY20	FY21	FY22	FY23
Executive management	Female	0	0	0	0	0	0
	Male	17	0	0	0	7	7
Senior management	Female	8	9	4	13	13	5
	Male	3	13	3	5	14	12
Middle management	Female	41	12	-	13	20	13
	Male	21	7	12	8	7	14
Professional/technical	Female	15	16	13	11	24	11
	Male	22	19	5	14	22	15
Administration/operations	Female	18	20	21	15	25	25
	Male	4	11	15	-	13	16
Total voluntary turnover by gender	Female	16	15	12	12	22	18
	Male	13	14	6	8	16	19
Total voluntary turnover	All	15	14	9	10	19	18
All turnover (%)							
All turnover	Female	-	23	37	19	28	25
	Male	-	19	21	18	20	26
	All	1	21	30	18	24	25
Key talent retention rate (%)							
Key talent retention	All	-	-	95	100	100	94

Parental Leave

Parental leave retention rates	Gender	FY18	FY19	FY20	FY21	FY22	FY23
Employees entitled to take parental leave	Female	216.2	276	282	241	307	563
	Male	181.8	218	238	197	287	450
	All	398	494	520	438	594	1013
Employees that took parental leave in reporting year ⁽¹⁾	Female	14	23	30	41	39	58
	Male	7	5	16	23	23	32
	All	21	28	46	64	62	90
Returned to work in reporting year after parental leave ⁽¹⁾	Female	12	21	29	38	35	57
	Male	7	5	16	23	23	31
	All	19	26	45	61	58	88

(1). From FY19, Dexus reports parental leave and retention rates are based on headcount, prior years are based on FTE.

Parental leave retention rates	Gender	FY18	FY19	FY20	FY21	FY22	FY23
Return to work rate (%)	Female	86	91	97	93	90	98
	Male	100	100	100	100	100	97
Returned to work after parental leave and remained at Dexus after 12 months (%)	Female	92	100	90	6	16	54
	Male	100	100	100	14	16	29

Commentary and methodology

The turnover calculation is a count of voluntary departures divided by the count of employees as at 30 June in each year. All relevant headcount data is taken from the headcount reports produced by Dexus People and Culture at 30 June each year. The employee count reflects the total number of people employed by Dexus and accounts for circumstances such as flexible work arrangements and inactive employees on parental leave that are counted in full as departures.

Training and development

Metric	Gender	FY18	FY19	FY20	FY21	FY22	FY23
Training hours by work category							
Executive management	Female	222	145	139	222	145	454.25
	Male	689	644	481	583	249	1041.5
Senior management	Female	984	1,205	1,187	1,410	943	684.1
	Male	1785	1891	1966	2649	1142	794
Middle management	Female	462	550	689	727	580	585.65
	Male	582	582	555	487	1252	1,091
Professional/technical	Female	1,727	2,590	3,331	3,097	1,461	2,291
	Male	856	1404	2245	1964	1630	1,861
Administration/operations	Female	438	1059	1,153	1,101	827	655
	Male	263	308	527	405	246	272.5
Total	Female	3,833	5,549	6,499	6,557	3,956	5,060
	Male	4,175	4,829	5,774	6,088	4,519	4,670
	Total	8,008	10,378	12,273	12,645	8,475	9,730

Metric	Gender	FY18	FY19	FY20	FY21	FY22	FY23
Average training hours by work category							
Executive management	Female	111	48	46	56	48	28.39
	Male	57	54	34	42	17	24.22
Senior management	Female	26	19	27	29	17	11.59
	Male	27	26	26	32	13	10.18
Middle management	Female	29	23	23	24	13	6.72
	Male	24	21	24	19	27	10.09
Professional/technical	Female	14	17	22	20	9	6.5
	Male	12	16	20	19	13	8.77
Administration/operations	Female	9	16	23	16	10	7.11
	Male	11	12	24	14	8	8.79
Average training hours by gender	Female	17	19	23	21	12	7.7
	Male	21	21	24	24	15	10.7

Metric	Gender	FY18	FY19	FY20	FY21	FY22	FY23 ⁽¹⁾
Hours of internal and external training							
Internal	All	2,312	3,760	2,820	3,251	955	2,538
External	All	1,898	2,389	2,361	747	3,356	4,910
Hours of compliance training	All	3,798	4,228	7,094	8,648	4,169	2,282

Metric		FY18	FY19	FY20	FY21	FY22	FY23
Data reviews							
Data reviews performed (%)	Female	100	100	100	100	100	100
	Male	100	100	100	100	100	100

(1) During the year, compliance training courses were digitalised and streamlined, reducing the time to complete.

Commentary and methodology

Training data is taken from the training database at the end of each reporting year. Data is categorised and consolidated to provide training hours completed for each category. Data includes compliance training covering Human Rights issues as well as the Dexus Code of Conduct which addresses discrimination, harassment and bullying.

During the year, all employees received communication and completed training about policies and procedures related to fraud, anti-corruption and human rights. Employees are required to declare their compliance with Dexus's Code of Conduct on an annual basis. Anti-corruption policies and procedures are included as part of this compliance. Compliance training is compulsory for every employee.

Engagement and flexible working

Metric	Gender	FY18	FY19	FY20	FY21	FY22	FY23 ⁽⁷⁾
Employee engagement							
Survey participation rate ⁽¹⁾ (%)	All	82	75	74	70	84	80
Engagement rate ^(2,3) (%)	All	87	81 ⁽²⁾	83	71	70 ⁽³⁾	70
Employee Net Promoter Score ⁽⁴⁾	All	–	40	61	43	33 ⁽⁴⁾	–

Metric	Gender	FY18	FY19	FY20	FY21	FY22	FY23
Flexible working							
No. of formal flexible work arrangements ⁽⁵⁾	Female	75	102	11	110	58	83
	Male	16	38	45	29	26	9
No. of flexible/hybrid work arrangements ⁽⁶⁾	Female	–	–	–	–	17 ⁽⁵⁾	–
	Male	–	–	–	–	15 ⁽⁶⁾	–

(1). Engagement information is sourced directly from internal employee engagement surveys administered during the year. The figures reported above are an average of employee surveys administered during the reporting period.

(2). In FY19, Dexus began delivering employee engagement surveys at least twice annually, instead of a larger survey once every two years. Engagement scores reported in FY19 are thus not directly comparable to previous years and should not be considered indicative of a trend.

(3). In FY22, Dexus began measuring engagement on a new platform, Culture Amp. The FY22 engagement score is the aggregated measure of five questions, rather than three questions in previous years. The engagement score reported in FY22 are thus not directly comparable to previous years and should not be considered indicative of a trend.

(4). The Employee Net Promoter Score (eNPS) captured and reported up until FY22.

(5). The number of flexible work arrangements reported include formal agreements where employees have indicated that they work part-time, work remotely or flexibly according to an agreed schedule, job share, receive extended leave without pay for a period greater than one month, or purchase additional annual leave. The reported figures do not include informal flexible and hybrid work arrangements where employees work remotely or vary their hours of work on an ad hoc basis. All employees are eligible for informal flexible work arrangements and agree such arrangements with their managers as required.

(6). The number of flexible/hybrid working arrangements reported includes employees accessing ad-hoc flexibility, usually while still maintaining their normal workload.

(7). FY23 engagement scores reflect only Dexus employees prior to the AMPC integration.

Remuneration ratios

Metric	FY18	FY19	FY20	FY21	FY22	FY23
Gender pay ratio (base salary)⁽¹⁾ by employee band (Male:Female)						
Executive management	1:1	1.1:1	0.9:1	0.9:1	1:1	0.9:1
Senior management	1.2:1	1:1	1.1:1	1:1	1.1:1	1.1:1
Middle management	1.1:1	1:1	1:1	1:1	1:1	1:1
Professional/technical	1.1:1	1.1:1	1.1:1	1.1:1	1:1	1:1
Administration/operations	1.1:1	1.2:1	1:1	1:1	1:1	1:1

Metric	FY18	FY19	FY20	FY21	FY22	FY23
CEO/Employee compensation ratio						
Ratio of the CEO total annual compensation to the median employee total annual compensation	31.2:1	36.3:1	33.9:1	41.6:1	39.6:1	24.6:1
Ratio of the percentage increase in CEO total annual compensation to the percentage increase in median	3.3:1	14:-2 ⁽²⁾	0.7	21:-2 ⁽²⁾	0.5	0.03

(1). Salary represents an employee's package including fixed cash and superannuation. Category ratios are calculated by taking the average male salary and comparing it to the average female salary.

(2). In FY19 and FY20, the large increase in total number of employees resulted in an overall decrease to median employee total annual compensation based on FY18. This results in a ratio with a negative denominator that cannot be reduced further.

Customer experience

Customer survey

	FY18	FY19	FY20	FY21	FY22 ⁽¹⁾	FY23
Surveyed overall satisfaction with Property Management Team (score out of 10)						
Office	8.3	8.6	8.6	8.6	8.6	8.6
Industrial	8.3	8.6	8.8	8.3	7.9	7.5
Healthcare	-	-	-	-	-	8.6
Retail	7.8	8.2	8.2	8.7	-	-
Net Promoter Score (score between -100 and +100)						
Office	33	46	47	49	47	50
Industrial	28	45	63	31	20	4
Healthcare	-	-	-	-	-	38
Retail	-	27	39	24	-	-
Survey participation rate (%)						
Office	46	48	42	54	54	58
Industrial	45	46	27	25	29	44
Healthcare	-	-	-	-	-	68
Retail	79	78	79	83	-	-

(1). In FY22 we initiated customer surveys for customers in our healthcare portfolio.

Green leases

Take-up of green leases within new lease agreements (%) ⁽¹⁾	FY18	FY19	FY20	FY21	FY22	FY23
Office	97	92	98	93	95	96
Industrial	68	62	88	95	97	97
Healthcare	-	-	-	-	100	95
Total portfolio	91	90	97	96	96	96

(1). Excludes AMP Capital

Commentary

Dexus has a standard green lease clause in new leases across the portfolio and monitors the take-up of this clause by customers across each portfolio.

Supply chain

Procurement and supply chain monitoring

Procurement and supply chain monitoring	FY18	FY19	FY20	FY21	FY22	FY23
Critical suppliers	111	96	175	94	90	59
Critical suppliers % of operational spend	45	38	37	44	38	60
Supplier Net Promoter Score ⁽¹⁾	67	66	51	66	75	54
Supplier assessment and monitoring						
3rd Party ESG Assessments (via EcoVadis)						68
3rd Party ESG Assessments % of operational spend (%)						39
3rd Party Modern Slavery Assessments (via Informed 365)						258
3rd Party Modern Slavery Assessments % of operational spend (%)						35
Contractor monitoring spot checks conducted	1,190	1,163	1,150	1,357	1,415	1,308
Contractor monitoring coverage of operational spend (%)	39	41	36	43	1	46
Supplier management engagement assessment response rate (%)	35	68	70	31	11	9
Supplier management engagement assessment coverage of operational spend (%)	26	38	53	27	2	19
Supplier employee engagement assessment response rate (%)						15

(1). Net Promoter Score is based on a range of -100 to +100.

Commentary and methodology

Operational spend is defined as spend which is procured and voluntarily engaged. We define a critical supplier as a material outsourced supplier whose failure could significantly impact the operations of the business. Critical suppliers are retained on a centralised Supplier List

Operational procurement spend breakdown

Operational procurement spend breakdown	%	Environmental and social risk rating (key risks)
Capital Works	31	High (safety, product country of origin human rights, product recyclability, worker skill levels, appropriate wages and benefits, subcontracting)
Statutory fees and levies	25	Very low
Cleaning	8	High (appropriate wages and benefits, migrant labour, safe handling of chemicals, waste environmental impacts)
Facility managers & management expenses	5	Very low
Energy	5	Medium (greenhouse gas emissions, land degradation, price and supply reliability)
Security	4	Medium (safety, worker skill levels, public relations)
Electrical, fire protection and plumbing	4	Low
Mechanical & vertical transport	4	Medium (safety, working in confined spaces, accreditation systems)
Maintenance & other property expenses	4	Low
Legal, insurance and compliance	3	Low
Façade and grounds keeping	2	High (product country of origin human rights, product recyclability, worker skill levels, appropriate wages and benefits, safety)
Water	2	Medium
Marketing & leasing	1	Low
Other	2	

Commentary and methodology

Operational spend data relates to all non-development related spend with external providers and is collected from Dexus's financial system and assigned to a spend category based on the supplier name and the code attributed to the spend item. Risk ratings are based on a periodic group-wide supply chain sustainability risk assessment that identifies and categorises the environmental risks relevant to our geographical operations and the types of products and services we procure.

Community contribution

Volunteering and donations

	FY18	FY19	FY20	FY21	FY22	FY23 ⁽²⁾
Value donated or raised						
Corporate donations (\$)	296,078	263,118	455,065	196,334	353,242	278,574
Employee volunteering activities (\$)	74,858	147,189	44,916	21,231	58,172	57,526
In-kind support (\$)	626,596	794,729	632,544	614,237	253,171	1,394
Commercial initiatives ⁽¹⁾ (\$)	-	-	-	-	144,420	145,920
Management Cost	-	-	-	-	-	4,922
Leverage	-	-	-	-	-	149,513
Total (\$)	997,532	1,205,035	1,132,525	831,802	809,005	637,849

	FY18	FY19	FY20	FY21	FY22	FY23
Hours volunteered						
Dexus volunteering program (hours)	878	1,711	493	220	621	592.8

(1). Commenced reporting in FY22.

(2). In FY23 we saw a reduction in the amount of community investment due to changes in how we calculate and value space donated for community use, to align with our peers in the property sector. This approach moves away from reporting the lost revenue for providing space, to measuring the actual costs we have incurred in providing a space.

Charitable donations

Activities comprise:

- Financial contributions to nominated charities
- Direct financial contributions to nominated charities and not-for-profit organisations plus proceeds from fundraising events held by charitable organisations within Dexus-managed buildings and shopping centres
- Community sponsorships, advertising and promotions
- A dollar-for-dollar matching program
- The value of goods purchased for charity events and appeals
- In-kind support

Dexus offers in-kind support to not-for-profit organisations or community groups to support their cause/fundraising activities and includes the provision of goods or services and the value of space provided in the building at no charge.

Commercial initiatives

Refers to business-related activities in the community to directly support the success of the company in partnership with charities or community organisations.

Activities may include:

- Sponsorship of events, publications and activities that promote corporate brands or corporate identity
- Support for universities, and research and other charitable institutions related to the company's business
- Exceptional one-off gifts of property and other assets

Volunteering

Employee volunteering activities include:

- Volunteering leave taken in company time by Dexus employees to undertake community work
- Participation on charity committees/boards where the individual is acting in the capacity as a Dexus employee

Volunteer hours are calculated as the total full-time equivalent hours worked by employees in nominated community and charitable activities, capped at 7.6 hours per employee which is equivalent to Dexus's volunteering leave entitlement.

Enriched Environment

Resource consumption data preparation

Resource consumption data is derived from office, industrial, retail, convenience retail, hotels and healthcare properties owned or managed by Dexus for part or all of the 12 months ending 30 June 2023, with the inclusion of Dexus corporate tenancies.

Dexus has prepared its environmental dataset to fully align with the Greenhouse Gas Protocol, and the National Greenhouse and Energy Reporting Act and Climate Active Carbon Neutral Standard calculation methods and factors where applicable. Prior years' data has been updated to reflect current information where applicable, resulting in minor restatements. Repetition only occurs when there is an overlap of reporting periods. There may be small discrepancies in the totals in some tables due to rounding.

Like-for-like data has been based on a portfolio whereby operational control and data for energy and water was available for the full 24-month like-for-like period.

Reporting boundaries

Boundary Name and Description	Boundary Name and Use
<p>Dexus operational control for corporate reporting and carbon neutrality</p> <ul style="list-style-type: none"> – Group managed portfolio environmental metrics – Progress against commitments and Data targets – Achieving carbon neutrality under Australia's Climate Active Carbon Neutral program 	<p>Dexus has applied the principles contained within the National Greenhouse and Energy Reporting Act 2007 and its associated guidelines to determine the operational control of its properties across Australia. Dexus has operational control of a facility if it has the authority to introduce and implement any or all of the operating, health and safety and environmental policies for the facility.</p> <p>Where Dexus has operational control of a facility, it reports 100% of energy, water, waste and emissions applicable to base building operations. Dexus excludes energy consumption from tenant spaces where the tenant receives separately metered energy invoices and excludes whole facilities where they are leased to a single tenant occupying the entire premises.</p> <p>The boundary includes environmental data and emissions relating to Dexus's corporate operations, comprising Dexus regional office tenancies and proportion of corresponding base building services attributable to each tenancy, as well as corporate travel across all staff employed directly by Dexus nationally.</p> <p>This boundary also serves as Dexus's 'Organisation carbon neutral boundary' for the purposes of achieving carbon neutrality under Australia's Climate Active Carbon Neutral Standard.</p>
<p>Equity share boundary based on landlord control for fund reporting</p> <ul style="list-style-type: none"> – NABERS portfolio averages – Portfolio environmental metrics and intensities for: <ul style="list-style-type: none"> • Dexus (DXS) listed portfolio • Dexus Industria REIT (DXI) portfolio • Dexus Convenience Retail REIT (DXC) portfolio 	<p>'Landlord controlled' and 'tenant controlled' areas are defined by GRESB within its Real Estate Assessment Reference Guide. In essence, this boundary consists of reporting on all common area building spaces and services on all properties within a Dexus entity on an equity share basis, irrespective of whether Dexus or another landlord has operational control. The separation is defined between landlord and tenant, not between operators.</p> <p>Tenant spaces, and buildings that are wholly under the control of tenants (e.g. through triple net leases) are not reported.</p>

Location-based vs market-based emissions accounting

Dexus has traditionally reported its greenhouse gas emissions in accordance with NGER and the GHG Protocol using 'location-based' emissions accounting, whereby Scope 2 and Scope 3 emissions from electricity purchases are accounted for using published state-based electricity grid emissions factors.

In conjunction with Dexus's target to achieve and maintain net zero greenhouse gas (GHG) emissions from 2022, since 2018 Dexus has also adopted market-based emissions accounting as defined within the GHG Protocol Scope 2 Guidance. Market-based electricity emissions calculations take into account purchases of renewable energy directly via Power purchases Agreements or GreenPower and supplied via retailers in line with Australia's Renewable Energy Target.

Dexus has separated its electricity purchases between renewable electricity (direct purchases and indirect via retailers), which is accounted for as zero emissions, and remaining non-renewable electricity, which is deemed to be derived from fossil fuels, where emissions are accounted for by applying state-based 'residual mix factors'.

Residual mix factors representing the emissions from fossil fuel electricity generators are derived from the Scope 2 & 3 location-based factors above for each state, by scaling them for the proportion of electricity generated from fossil fuels by subtracting the Renewable Power Percentage (RPP) from total (or 100%) of electricity supplied. This approach assumes that the proportion of renewable energy is equitably distributed across Australia.

Refer to the Dexus 2023 Assurance Criteria for further details including the list of consumption and emission sources, and references for factors that have been applied.

Glossary

Term	Description
Carbon emissions	See GHG
Carbon offset	Fully accredited and traded carbon credits from programs such as The Gold Standard and the Verified Carbon Standard from project activities that prevent, reduce or remove greenhouse gas emissions from being released into the atmosphere to compensate for emissions occurring elsewhere.
Climate Active	Australia's Climate Active Carbon Neutral Program
CFCs	Chlorofluorocarbons (CFCs) are nontoxic, non-flammable chemicals containing atoms of carbon, chlorine, and fluorine. CFCs are believed to be a major cause of stratospheric ozone depletion.
Energy productivity	An indicator of the amount of economic output derived from each unit of energy consumed.
Emissions productivity	An indicator of the amount of economic output derived from each unit of greenhouse gas emissions.
ESC	Energy Savings Certificate (a tradeable certificate created from accredited savings under the ESS).
ESS	NSW Government Energy Savings Scheme
GBCA	Green Building Council of Australia
GHG	Greenhouse gas emissions, measured in equivalent tonnes of carbon dioxide (t CO ₂ -e) - (gases that contribute to climate change, the main ones being carbon dioxide CO ₂ , methane CH ₄ , nitrous oxides NO _x , sulphur oxides SO _x , Nitrogen Trifluoride NF ₃ and CFCs/HCFCs). Also referred to as carbon emissions.
GHG Protocol	The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard – guidance on accounting and reporting greenhouse gas emissions
Greenhouse Gas Protocol: Scope 2 Guidance	Guidance on accounting and reporting Scope 2 emissions
GreenPower	Emission-free electricity sourced via a certified GreenPower Product
Green Star	Green Star: an Australian sustainability rating tool and certification system for building design and construction, operation, fitouts and communities.
GRESB	Global Real Estate Sustainability Benchmark
HCFCs	Hydrochlorofluorocarbons (HCFCs) are compounds containing carbon, hydrogen, chlorine and fluorine. Industry and the scientific community view certain chemicals within this class of compounds as acceptable temporary alternatives to chlorofluorocarbons. The HCFCs have shorter atmospheric lifetimes than CFCs and deliver less reactive chlorine to the stratosphere where the "ozone layer" is found.
LGC	Large-scale generation certificate: a tradeable 'certificate of origin' generated from producing renewable energy in Australia
NABERS	National Australian Built Environment Rating System
NGER	National Greenhouse and Energy Reporting Act
NZ-EC	New Zealand Energy Certificate: a tradeable 'certificate of origin' generated from producing renewable energy in New Zealand.
RE100	Voluntary initiative for companies committed to sourcing 100% renewable power.
RPP	Renewable Power Percentage, published annually by Australia's Clean Energy Regulator.
SBT, SBTi	Science-based target, Science Based Targets initiative: a global partnership that promotes and defines best practice in emissions reductions and net-zero targets in line with climate science.
SIP	Strategic Improvement Plan, prepared by Dexus that capture energy, water and waste improvement opportunities and forecast a pathway towards resource efficiency targets.
TCFD	Task Force on Climate-related Financial Disclosures: a set of recommendations for voluntary, consistent climate-related financial risk disclosures for use by companies in providing information to investors, lenders, insurers, and other stakeholders.

Environmental summary - Group managed portfolio

Metric	FY18	FY19	FY20	FY21	FY22	FY23
Scope 1 & 2 greenhouse gas emissions (t CO₂-e) – Group managed portfolio						
Scope 1 ⁽¹⁾	18,943	17,742	17,298	15,744	12,924	12,346
Scope 2 (location-based) ⁽¹⁾	131,218	127,353	117,610	98,046	94,014	87,614
Subtotal Scope 1 & 2	150,161	145,095	134,909	113,790	106,938	99,960
Scope 3 greenhouse gas emissions (t CO₂-e) – Group managed portfolio⁽⁴⁾						
1. Purchased goods and services	258	706	289	292	293	540
3. Fuel- and energy-related activities (not included above)	19,044	16,840	14,492	12,352	11,291	10,906
5. Waste generated in operations	17,231	15,739	13,050	8,983	10,062	15,342
6. Business travel	1,039	1,095	35	35	309	1,054
7. Employee commuting	561	528	297	297	137	203
Subtotal Scope 3 ⁽¹⁾	38,134	34,909	28,163	21,959	22,092	28,046
Total Scopes 1, 2 & 3	188,295	180,004	163,071	135,749	129,030	128,006
Energy and water consumption						
Total net energy consumption (GJ) ⁽¹⁾	723,639	689,520	641,676	563,679	577,549	598,250
Total net energy consumption (MWh)	201,011	191,533	178,243	156,577	160,430	166,181
Water consumption (kL) ⁽¹⁾	1,767,434	1,721,631	1,513,123	1,097,064	1,060,491	1,345,439
Waste and recycling						
Waste to Landfill (tonnes)	10,450	9,615	8,021	5,261	5,089	8,015
Recycling (tonnes) ⁽²⁾	7,001	6,363	4,934	2,985	2,955	5,109
Total waste (tonnes)^(1,2)	17,451	15,977	12,955	8,246	8,045	13,124
Diversion (%)	40%	40%	38%	36%	37%	39%
Waste data coverage across office and retail portfolio	99%	100%	100%	100%	98%	97%
Waste data coverage across entire portfolio ⁽³⁾	72%	70%	69%	71%	63%	62%

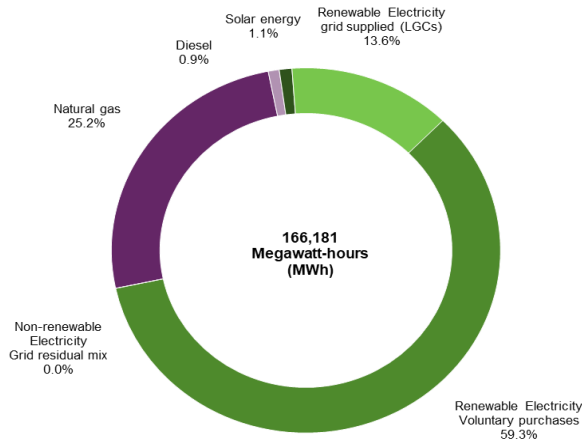
(1). FY23 data independently assured.

(2). Excludes secure paper.

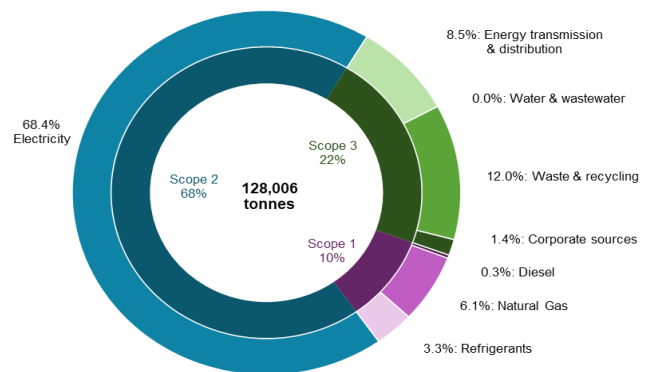
(3). Coverage by net lettable area across Dexus-managed office, retail, industrial, healthcare and convenience retail properties.

(4). Relates to operational and corporate emissions, and excludes Developments and Fitouts.

FY23 net energy use by source (MWh)



FY23 GHG emissions by source (location-based)



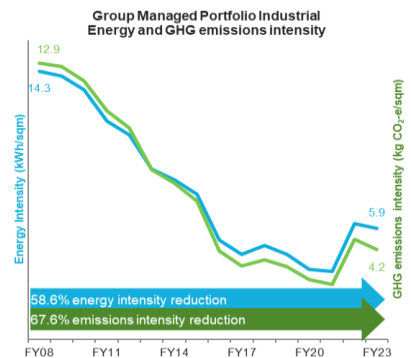
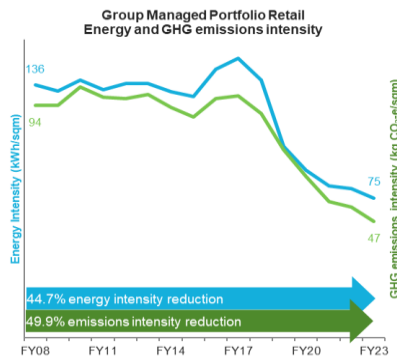
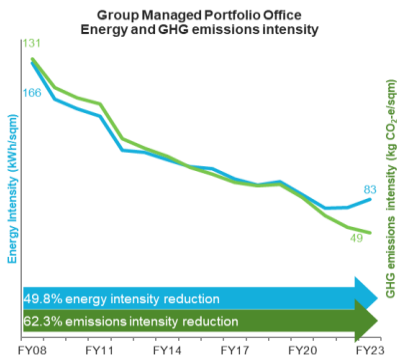
Energy

Energy consumption by source (MWh)

Boundary:		Group-Managed portfolio including corporate offices						Like-for-like		
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Non-renewable energy (MWh)	Natural Gas	45,942	38,168	35,757	36,195	41,223	41,913	39,918	39,735	0%
	Diesel	1,302	1,702	1,026	1,088	1,826	1,519	1,617	1,504	-7%
	Grid Non-renewable electricity	126,387	117,985	104,995	83,388	0	0	0	0	
	Total non-renewable electricity	173,630	157,855	141,778	120,671	43,049	43,432	41,535	41,239	-1%
Renewable energy (MWh)	Grid renewables	27,089	33,383	36,152	34,770	115,670	121,002	97,224	111,021	14%
	Onsite generation consumed	292	295	276	1,020	1,711	1,747	460	582	27%
	Total renewable	27,381	33,678	36,427	35,790	117,381	122,749	97,684	111,603	14%
	Total net energy use (MWh)	201,011	191,533	178,206	156,461	160,430	166,181	139,219	152,842	10%
Statistics (%)	Data coverage by area	96%	97%	100%	100%	98%	99%	100%	100%	0%
	Proportion of energy from renewable sources (%)	14%	18%	20%	23%	73%	74%	70%	73%	4%
	Proportion of electricity sourced from renewables (%)	18%	22%	26%	30%	100%	100%	100%	100%	0%
Renewable and non-renewable energy generation (MWh)	Used onsite	2,166	1,885	686	1,456	2,442	2,358	1,107	1,187	7%
	Used by customers	0	0	0	0	121	78	0	0	
	Used offsite via energy network	0	30	286	2,027	3,048	2,611	1,715	1,226	-28%
	Total energy production	2,166	1,914	972	3,483	5,611	5,047	2,822	2,414	-14%

Energy intensity (kWh/sqm)

Boundary:		Group-Managed portfolio						Like-for-like		
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Energy Intensity (kWh/sqm)	Office	92	94	86	78	78	83	82	84	3%
	Retail	138	103	90	81	80	75	102	79	-23%
	Industrial	5.0	4.5	3.7	3.6	6.2	5.9	4.7	5.0	7%
	Healthcare				75	102	112	102	134	31%
	Convenience Retail					12	17			



Energy consumption by sector

Sector		Office assets under operational control						Like-for-like		
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Non-renewable energy (MWh)	Natural Gas	29,469	30,656	28,466	30,603	33,700	34,798	32,636	32,998	1%
	Diesel	1,261	1,666	979	1,007	1,659	1,297	1,491	1,294	-13%
	Grid Non-renewable electricity	98,218	94,457	84,082	68,557	0	0	0	0	
	Total non-renewable electricity	128,947	126,779	113,527	100,167	35,360	36,095	34,127	34,292	0%
Renewable energy (MWh)	Grid renewables	22,064	28,451	31,260	31,308	92,194	91,544	80,607	85,596	6%
	Onsite generation consumed	247	250	231	295	280	356	261	356	36%
	Total renewable	22,310	28,701	31,491	31,603	92,474	91,900	80,869	85,952	6%
	Total net energy use (MWh)	151,258	155,480	145,018	131,770	127,833	127,996	114,995	120,244	5%
Statistics (%)	Data coverage by area	100%	100%	100%	100%	100%	100%	100%	100%	0%
	Proportion of energy from renewable sources (%)	15%	18%	22%	24%	72%	72%	70%	71%	2%
	Proportion of electricity sourced from renewables (%)	19%	23%	27%	32%	100%	100%	100%	100%	0%
Renewable and non-renewable energy generation (MWh)	Used onsite	2,105	1,825	622	698	944	878	858	877	2%
	Used by customers	0	0	0	0	0	0	0	0	
	Used offsite via energy network	0	30	264	244	192	57	192	57	-70%
	Total energy production	2,105	1,855	886	942	1,136	936	1,049	935	-11%

Sector		Retail assets under operational control						Like-for-like		
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Non-renewable energy (MWh)	Natural Gas	16,382	7,402	7,190	5,232	5,849	4,846	5,849	4,713	-19%
	Diesel	11	8	11	19	28	100	17	97	487%
	Grid Non-renewable electricity	24,586	19,965	17,454	10,836	0	0	0	0	
	Total non-renewable electricity	40,979	27,375	24,655	16,087	5,877	4,946	5,866	4,810	-18%
Renewable energy (MWh)	Grid renewables	4,386	4,185	4,082	2,530	14,204	19,984	9,610	17,622	83%
	Onsite generation consumed	45	45	45	717	933	989	0	21	
	Total renewable	4,431	4,230	4,127	3,246	15,137	20,973	9,610	17,642	84%
Total net energy use (MWh)		45,410	31,605	28,782	19,333	21,014	25,919	15,476	22,453	45%
Statistics (%)	Data coverage by area	100%	100%	100%	100%	100%	100%	100%	100%	0%
	Proportion of energy from renewable sources (%)	10%	13%	14%	17%	72%	81%	62%	79%	27%
	Proportion of electricity sourced from renewables (%)	15%	17%	19%	23%	100%	100%	100%	100%	0%
Renewable and non-renewable energy generation (MWh)	Used onsite	49	48	49	724	944	1,029	7	60	798%
	Used by customers	0	0	0	0	0	0	0	0	
	Used offsite via energy network	0	0	22	1,776	1,869	1,563	1,516	1,162	-23%
	Total energy production	49	48	71	2,500	2,812	2,592	1,523	1,221	-20%

Sector		Industrial assets under operational control						Like-for-like		
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Non-renewable energy (MWh)	Natural Gas	91	110	101	160	1,038	1,183	798	938	18%
	Diesel	29	29	37	61	112	93	83	84	2%
	Grid Non-renewable electricity	2,953	2,881	2,731	2,861	0	0	0	0	
	Total non-renewable electricity	3,074	3,019	2,869	3,082	1,150	1,276	881	1,022	16%
Renewable energy (MWh)	Grid renewables	527	604	639	668	6,909	6,813	4,879	5,459	12%
	Onsite generation consumed	0	0	0	0	299	197	0	0	
	Total renewable	527	604	639	668	7,209	7,010	4,879	5,459	12%
Total net energy use (MWh)		3,601	3,623	3,507	3,750	8,359	8,286	5,760	6,481	13%
Statistics (%)	Data coverage by area	86%	90%	100%	100%	96%	98%	100%	99%	-1%
	Proportion of energy from renewable sources (%)	15%	17%	18%	18%	86%	85%	85%	84%	-1%
	Proportion of electricity sourced from renewables (%)	15%	17%	19%	19%	100%	100%	100%	100%	0%
Renewable and non-renewable energy generation (MWh)	Used onsite	12	11	15	24	344	234	33	34	2%
	Used by customers	0	0	0	0	121	78	0	0	
	Used offsite via energy network	0	0	0	7	988	991	7	7	8%
	Total energy production	12	11	15	32	1,453	1,302	40	41	3%

Sector		Healthcare assets under operational control						Like-for-like		
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Non-renewable energy (MWh)	Natural Gas				200	635	1,086	635	1,086	71%
	Diesel				1	27	28	27	28	6%
	Grid Non-renewable electricity				481	0	0	0	0	
	Total non-renewable electricity				682	662	1,114	662	1,114	68%
Renewable energy (MWh)	Grid renewables				112	1,297	1,524	1,297	1,459	12%
	Onsite generation consumed				9	199	206	199	206	3%
	Total renewable				121	1,496	1,730	1,496	1,665	11%
Total net energy use (MWh)					803	2,158	2,844	2,158	2,779	29%
Statistics (%)	Data coverage by area				100%	100%	100%	100%	100%	0%
	Proportion of energy from renewable sources (%)				15%	69%	61%	69%	60%	-14%
	Proportion of electricity sourced from renewables (%)				20%	100%	100%	100%	100%	0%
Renewable and non-renewable energy generation (MWh)	Used onsite				9	210	217	210	217	3%
	Used by customers				0	0	0	0	0	
	Used offsite via energy network				0	0	0	0	0	
	Total energy production				9	210	217	210	217	3%

Sector		Convenience Retail assets under operational control						Like-for-like		
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Non-renewable energy (MWh)	Natural Gas									
	Diesel									
	Grid Non-renewable electricity					0	0	0	0	
	Total non-renewable electricity					0	0	0	0	
Renewable energy (MWh)	Grid renewables					196	250			
	Onsite generation consumed									
	Total renewable					196	250	0	0	
Total net energy use (MWh)						196	250	0	0	
Statistics (%)	Data coverage by area					97%	87%			
	Proportion of energy from renewable sources (%)					100%	100%			
	Proportion of electricity sourced from renewables (%)					100%	100%			
Renewable and non-renewable energy generation (MWh)	Used onsite					0	0	0	0	
	Used by customers					0	0	0	0	
	Used offsite via energy network					0	0	0	0	
	Total energy production					0	0	0	0	

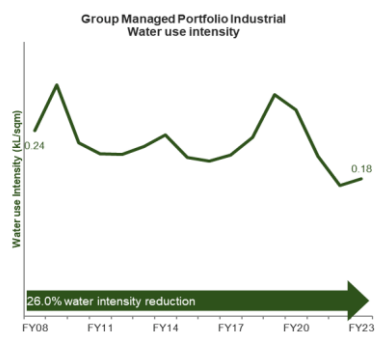
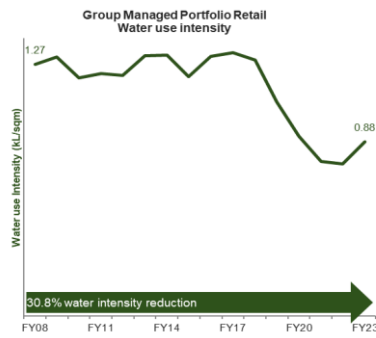
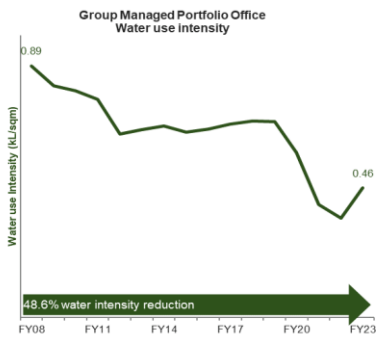
Water

Water consumption by source (kL or cubic metres)

Boundary:		Group-Managed portfolio including corporate offices						Like-for-like		
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Potable Water (kL)	Water withdrawn from local utilities	1,756,866	1,716,816	1,505,570	1,075,145	1,041,850	1,326,775	843,178	1,148,616	36%
Non-potable water (kL)	Externally sourced recycled water	0	0	0	0	0	0	0	0	
	Onsite greywater	10,568	4,815	7,553	21,919	18,641	18,664	18,641	18,664	0%
	Total non-potable water	10,568	4,815	7,553	21,919	18,641	18,664	18,641	18,664	0%
Total water use (kL)		1,767,434	1,721,631	1,513,123	1,097,064	1,060,491	1,345,439	861,819	1,167,280	35%
Statistics (%)	Data coverage by area	100%	99%	98%	100%	100%	100%	100%	100%	0%
	Proportion of water from recycled/reused sources (%)	0.6%	0.3%	0.5%	2.0%	1.8%	1.4%	2.2%	1.6%	-26%

Water intensity (kL/sqm)

Boundary:		Group-Managed portfolio						Like-for-like		
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Water Intensity (kL/sqm)	Office	0.70	0.70	0.59	0.41	0.36	0.47	0.37	0.47	28%
	Retail	1.29	1.08	0.91	0.78	0.77	0.88	0.86	0.92	7%
	Industrial	0.23	0.28	0.26	0.20	0.17	0.18	0.16	0.17	4%
	Healthcare				0.31	0.44	0.54	0.44	0.51	15%
	Convenience Retail					1.42	3.24			



Water consumption by sector

Sector		Office assets under operational control						Like-for-like		
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Potable Water (kL)	Water withdrawn from local utilities	1,142,668	1,144,305	981,874	674,756	572,663	705,319	502,474	654,220	30%
Non-potable water (kL)	Externally sourced recycled water	0	0	0	0	0	0	0	0	
	Onsite greywater	10,568	4,815	7,553	21,919	18,641	18,664	18,641	18,664	0%
	Total non-potable water	10,568	4,815	7,553	21,919	18,641	18,664	18,641	18,664	0%
Total water use (kL)		1,153,236	1,149,120	989,428	696,675	591,304	723,983	521,114	672,884	29%
Statistics (%)	Data coverage by area	100%	100%	100%	100%	100%	100%	100%	100%	0%
	Proportion of water from recycled/reused sources (%)	0.9%	0.4%	0.8%	3.1%	3.2%	2.6%	3.6%	2.8%	-22%

Sector		Retail assets under operational control						Like-for-like		
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Potable Water (kL)	Water withdrawn from local utilities	423,834	332,269	289,959	185,072	201,668	302,594	130,977	262,957	101%
Non-potable water (kL)	Externally sourced recycled water	0	0	0	0	0	0	0	0	
	Onsite greywater	10,568	4,815	7,553	21,919	18,641	18,664	18,641	18,664	0%
	Total non-potable water	10,568	4,815	7,553	21,919	18,641	18,664	18,641	18,664	0%
Total water use (kL)		423,834	332,269	289,959	185,072	201,668	302,594	130,977	262,957	101%
Statistics (%)	Data coverage by area	100%	100%	100%	100%	100%	100%	100%	100%	0%
	Proportion of water from recycled/reused sources (%)	0%	0%	0%	0%	0%	0%	0%	0%	

Sector		Industrial assets under operational control						Like-for-like		
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Potable Water (kL)	Water withdrawn from local utilities	190,364	240,242	233,736	211,955	234,741	250,762	200,466	220,944	10%
Non-potable water (kL)	Externally sourced recycled water	0	0	0	0	0	0	0	0	
	Onsite greywater									
	Total non-potable water	0	0	0	0	0	0	0	0	
	Total water use (kL)	190,364	240,242	233,736	211,955	234,741	250,762	200,466	220,944	10%
Statistics (%)	Data coverage by area	100%	95%	94%	100%	100%	100%	100%	100%	0%
	Proportion of water from recycled/reused sources (%)	0%	0%	0%	0%	0%	0%	0%	0%	

Sector		Healthcare assets under operational control						Like-for-like		
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Potable Water (kL)	Water withdrawn from local utilities				3,361	9,261	13,761	9,261	10,495	13%
Non-potable water (kL)	Externally sourced recycled water				0	0	0	0	0	
	Onsite greywater									
	Total non-potable water				0	0	0	0	0	
	Total water use (kL)				3,361	9,261	13,761	9,261	10,495	13%
Statistics (%)	Data coverage by area				100%	100%	100%	100%	100%	0%
	Proportion of water from recycled/reused sources (%)				0%	0%	0%	0%	0%	

Sector		Convenience Retail assets under operational control						Like-for-like		
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Potable Water (kL)	Water withdrawn from local utilities					23,516	54,339			
Non-potable water (kL)	Externally sourced recycled water					0	0	0	0	
	Onsite greywater									
	Total non-potable water					0	0	0	0	
	Total water use (kL)					23,516	54,339	0	0	
Statistics (%)	Data coverage by area					100%	100%			
	Proportion of water from recycled/reused sources (%)					0%	0%			

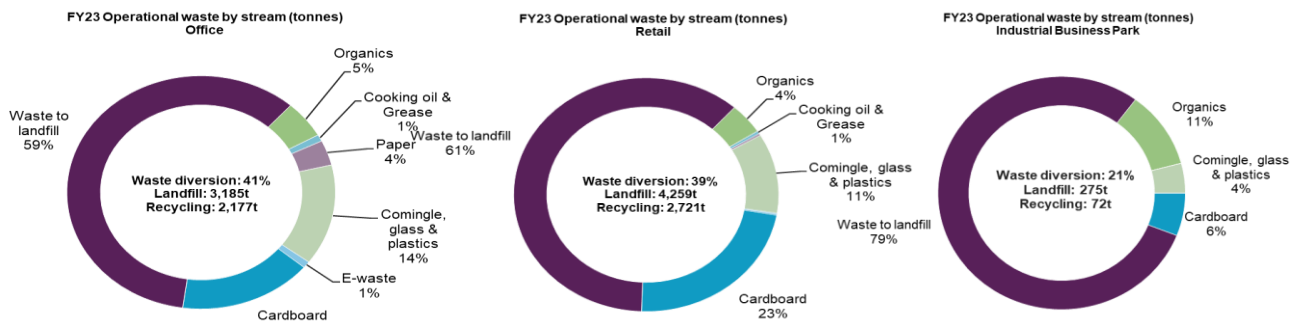
Materials

Operational waste and recycling by stream (tonnes)

Boundary: Group-Managed portfolio including corporate offices							Like-for-like			
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Recycling (t)	Cardboard	2,698	2,713	2,263	1,624	1,600	2,537	1,121	2,284	104%
	Paper	1,278	780	396	120	122	207	98	184	87%
	Comingle	2,261	1,881	1,350	923	1,022	1,542	925	1,493	61%
	Organics and used cooking oil	302	515	555	275	174	691	148	641	333%
	E-waste	59	78	49	38	30	65	28	65	131%
	Other	403	396	322	6	8	67	7	64	841%
	Total recycling		7,001	6,363	4,934	2,985	2,955	5,109	2,328	4,732
Waste (t)	Waste sent to landfill	10,450	9,615	8,021	5,261	5,089	8,015	3,447	7,005	103%
Total waste and recycling (t)		17,451	15,977	12,955	8,246	8,045	13,124	5,775	11,737	103%
Statistics (%)	Data coverage by area	72%	70%	69%	71%	63%	62%	61%	61%	0%
	Proportion of waste diverted from landfill (%)	40%	40%	38%	36%	37%	39%	40%	40%	0%

Operational waste and recycling intensity (kg/sqm)

Boundary: Group-Managed portfolio							Like-for-like			
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Total waste and recycling Intensity (kg/sqm)	Office	6.4	6.0	4.5	2.7	2.2	3.5	2.4	3.7	53%
	Retail	22.2	20.1	16.7	16.0	16.9	22.7	20.4	26.1	28%
	Industrial	0.0	0.0	0.0	0.0	1.2	1.5	0.0	0.0	
	Healthcare				0.1	1.1	2.7	1.1	2.7	134%
	Convenience Retail					70.5	39.8			
Waste to landfill Intensity (kg/sqm)	Office	3.5	3.4	2.7	1.7	1.3	2.1	1.4	2.2	50%
	Retail	14.8	13.0	11.1	10.4	11.0	13.8	12.0	15.6	30%
	Industrial	0.0	0.0	0.0	0.0	1.0	1.2	0.0	0.0	
	Healthcare				0.1	0.9	2.1	0.9	2.1	134%
	Convenience Retail					41.0	26.6			



Operational waste and recycling by sector

Sector: Office assets under operational control							Like-for-like			
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Recycling (t)	Cardboard	1,489	1,526	1,204	791	637	841	618	828	34%
	Paper	1,273	780	396	119	120	186	97	164	69%
	Comingle	1,637	1,329	931	501	495	747	471	735	56%
	Organics and used cooking oil	240	473	539	257	154	329	130	316	142%
	E-waste	59	78	49	38	30	49	28	49	75%
	Other	0	2	6	6	8	25	7	22	222%
	Total recycling		4,698	4,189	3,124	1,711	1,445	2,177	1,352	2,113
Waste (t)	Waste sent to landfill	5,802	5,650	4,483	2,844	2,184	3,185	2,041	3,072	50%
Total waste and recycling (t)		10,500	9,839	7,608	4,555	3,629	5,362	3,393	5,184	53%
Statistics (%)	Data coverage by area	100%	100%	100%	100%	100%	99%	100%	99%	-1%
	Proportion of waste diverted from landfill (%)	45%	43%	41%	38%	40%	41%	40%	41%	2%

Sector		Retail assets under operational control						Like-for-like		
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Recycling (t)	Cardboard	1,209	1,187	1,059	833	804	1,554	499	1,449	190%
	Paper	5	0	0	1	1	19	1	19	1314%
	Comingle	624	552	418	422	512	767	454	758	67%
	Organics and used cooking oil	62	42	16	18	17	325	17	325	1764%
	E-waste	0	0	0	0	0	16	0	16	
	Other	403	393	316	0	0	42	0	42	
	Total recycling	2,304	2,174	1,810	1,274	1,335	2,721	972	2,608	168%
Waste (t)	Waste sent to landfill	4,648	3,965	3,538	2,416	2,492	4,259	1,389	3,896	180%
	Total waste and recycling (t)	6,952	6,138	5,348	3,690	3,827	6,981	2,361	6,505	175%
Statistics (%)	Data coverage by area	95%	100%	100%	97%	86%	89%	76%	87%	15%
	Proportion of waste diverted from landfill (%)	33%	35%	34%	35%	35%	39%	41%	40%	-3%

Sector		Industrial assets under operational control						Like-for-like		
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Recycling (t)	Cardboard					28	21			
	Paper					0	0			
	Comingle					14	14			
	Organics and used cooking oil					2	37			
	E-waste					0	0			
	Other					0	0			
	Total recycling					45	72			
Waste (t)	Waste sent to landfill					222	275			
	Total waste and recycling (t)					266	347			
Statistics (%)	Data coverage by area					16%	16%			
	Proportion of waste diverted from landfill (%)					17%	21%			

Sector		Healthcare assets under operational control						Like-for-like		
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Recycling (t)	Cardboard					4	8	4	8	104%
	Paper					0	1	0	1	
	Comingle					1	1	1	1	39%
	Organics and used cooking oil					0	0	0	0	
	E-waste					0	0	0	0	
	Other					0	0	0	0	
	Total recycling					4	10	4	10	131%
Waste (t)	Waste sent to landfill					16	37	16	37	129%
	Total waste and recycling (t)					21	48	21	48	130%
Statistics (%)	Data coverage by area					86%	70%	86%	86%	0%
	Proportion of waste diverted from landfill (%)					22%	22%	22%	22%	1%

Sector		Convenience Retail assets under operational control						Like-for-like		
Sub-category	Metric	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23	12 Month Change %
Recycling (t)	Cardboard					126	114			
	Paper					0	0			
	Comingle					0	14			
	Organics and used cooking oil					0	0			
	E-waste					0	0			
	Other					0	0			
	Total recycling					126	128			
Waste (t)	Waste sent to landfill					175	258			
	Total waste and recycling (t)					301	386			
Statistics (%)	Data coverage by area					26%	58%			
	Proportion of waste diverted from landfill (%)					42%	33%			

Air emissions

Emissions to air

Dexus estimates it emitted the following air emissions through combustion of natural gas and diesel within generators, cogeneration engines and fire pumps.

Estimated air emissions (tonnes)	FY18	FY19	FY20	FY21	FY22	FY23
Nitrogen Oxides (NO _x)	25.8	25.1	18.6	19.5	26.7	24.5
Carbon Monoxide (CO)	7.0	7.4	4.9	5.1	7.8	6.8
Sulphur Dioxide (SO _x)	0.1	0.1	0.1	0.1	0.1	0.1
Particulate matter ≤ 2.5 m	1.2	1.2	0.9	0.9	1.3	1.2
Particulate matter ≤ 10 m	1.3	1.2	0.9	0.9	1.3	1.2
Volatile organic compounds (VOCs)	1.0	1.0	0.7	0.8	1.1	1.0

Greenhouse gas emissions by gas type

Greenhouse gas emissions (t CO ₂ -e)	FY18	FY19	FY20	FY21	FY22	FY23
Direct greenhouse gas emissions						
Carbon dioxide (CO ₂)	8,829	7,491	6,875	6,971	8,087	8,138
Methane (CH ₄)	17	14	13	13	15	16
Nitrous oxide (N ₂ O)	6	5	5	5	6	6
Chlorofluorocarbons (CFCs) & hydrofluorocarbons (HCFCs)	10,091	10,232	10,406	8,754	4,816	4,187
Sulphur hexafluoride (SF ₆)	0	0	0	0	0	0
Perfluorocarbon (PFC)	0	0	0	0	0	0
Nitrogen trifluoride (NF ₃)	0	0	0	0	0	0
Scope 1 GHG emissions	18,943	17,742	17,298	15,744	12,924	12,346
Indirect greenhouse gas emissions						
Scope 2 location-based GHG emissions	131,218	127,353	117,610	98,046	94,014	87,614
Scope 3 location-based GHG emissions	38,134	34,909	28,163	21,959	22,092	28,046
Scope 1, 2 & 3 location-based GHG emissions	188,295	180,004	163,071	135,749	129,030	128,006

Greenhouse gas emissions

Net-greenhouse gas emissions inventory

Metric		FY18	FY19	FY20	FY21	FY22	FY23
Grid-purchased electricity							
Renewable Electricity – Direct voluntary renewable electricity purchases supported by an energy attribute certificate	GJ	13,871	25,743	33,940	45,009	339,001	354,478
	MWh	3,853	7,151	9,428	12,502	94,167	98,466
Renewable Electricity – Renewable energy portion of grid-purchases (LGCs) via Energy Retailers in line with Australia's Renewable Energy Target (RET)	GJ	83,651	94,435	96,342	80,580	77,411	81,129
	MWh	23,236	26,232	26,762	22,383	21,503	22,536
Non-renewable Electricity – Balance of grid-purchases via Energy Retailers accounted using grid residual mix emission factors	GJ	454,992	424,744	377,983	300,198	0	0
	MWh	126,387	117,985	104,995	83,388	0	0
Total grid-purchased electricity consumption	GJ	552,514	544,923	508,265	425,786	416,412	435,607
	MWh	153,476	151,367	141,185	118,274	115,670	121,002

Market-based GHG emissions

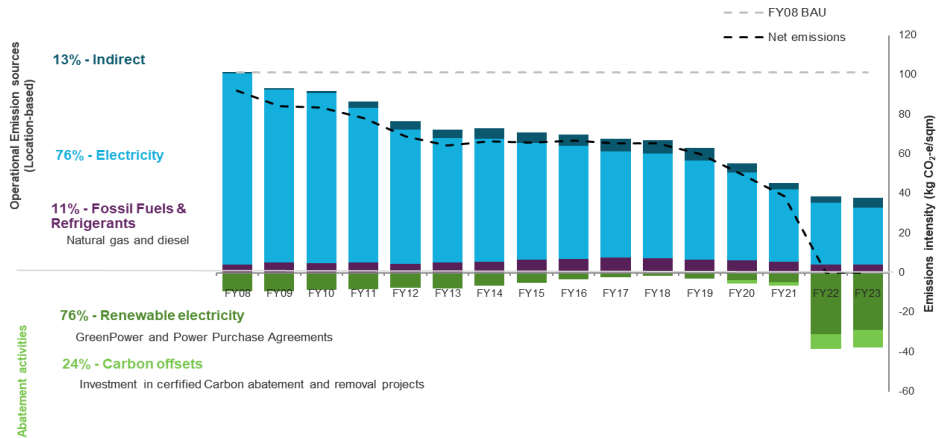
Market-based GHG emissions (t CO ₂ -e) ⁽²⁾	FY18	FY19	FY20	FY21	FY22	FY23	
Scope 1 GHG emissions (t CO ₂ -e)	18,943	17,742	17,298	15,744	12,924	12,346	
Scope 2 market-based GHG emissions (t CO ₂ -e), comprising:	127,417	120,034	107,933	85,404	0	0	
<i>Electricity – Renewable purchases accounted using source-based emission factor supported by an energy attribute certificate</i>	-	-	-	-	-	-	
<i>Electricity – grid-purchases accounted using grid residual mix emission factors</i>	127,417	120,034	107,933	85,404	0	0	
Scope 3 GHG market-based emissions (t CO ₂ -e)	37,591	34,042	27,100	20,518	11,992	18,464	
Scope 1, 2 & 3 market-based GHG emissions (t CO₂-e)	183,951	171,819	152,331	121,665	24,917	30,810	
Voluntary offsetting							
Voluntary carbon offsets units surrendered by Dexus ⁽¹⁾	-	-	5,000	5,801	24,917	30,810	
Net GHG emissions (t CO ₂ -e) ⁽²⁾	183,951	171,819	147,331	115,864	0	0	

(1). Offsets comprise eligible offset units, each relating to 1 tonne of carbon dioxide equivalent, recognised under Australia's Climate Active Carbon Neutral Standard.
 (2). FY23 data independently assured.

Net greenhouse gas emissions intensity chart

Dexus's Scope 1, 2, and 3 location-based operational emissions intensity (shown as bars above the x-axis) demonstrates continued reductions from ongoing investment in energy efficiency.

Of the remaining emissions for this reporting period, 76% has been avoided by sourcing renewable electricity and the final 24% has been balanced through carbon offsets.



Carbon offsets

Dexus has retired offsets from the following domestic and international projects.

Project Type	Location	Project Name	Unit Type	Vintage	Units
Domestic units					
Carbon removal - Environmental Plantings	WA	Western Farm Trees Restoration	ACCU	2021/22	13
	WA	Carbon Conscious Carbon Capture Project 1	ACCU	2021/22	46
Carbon avoidance - Savanna Fire Management	NSW	Nyaliga Fire Project	ACCU	2021/22	2,156
	WA	Bamboo Station	ACCU	2021/22	4,000
	QLD	Strathburn Station	ACCU	2021/22	2,813
	QLD	North Kimberley Pastoral Lease Carbon Abatement	ACCU	2021/22	113
	WA	Mt Mulgrave Savanna Burning Project	ACCU	2021/22	5,923
Carbon removal - Human Induced Regeneration	QLD	Jandra / Nulty Regeneration	ACCU	2020/21	24
	NSW	Darling River Eco Corridor #30	ACCU	2021/22	168
Total domestic units					15,256
International units					
Renewable Energy - Solar	India	Bundled Solar Power Project by Mahindra Susten Private Limited	VCU	2018	3,300
	China	Hebei Shangyi Dongshan Wind Farm Project	CER	2018	1,100
Renewable Energy - Wind	India	Bundled Wind Power Project in Madhya Pradesh Gujarat and Kerala by D.J. Malpani	VCU	2017	1,525
	Taiwan	EcoAustralia Projects (InfraVest Changbin & Taichung Wind Taiwan + Myamyn Conservation Australia)	VER	2017	1,275
Renewable Energy - Biomass	Cambodia	Production and dissemination of Ceramic Water Purifiers by Hydrologic in the Kingdom of Cambodia	VER	2016	150
Carbon Avoidance - Agriculture Forestry and Other Land Use	Indonesia	Rimba Raya Biodiversity Reserve Project	VCU	2014	150
	Brazil	Evergreen REDD+ Project	VCU	2020	2,780
Carbon Removal - Environmental Plantings	Uruguay	Guanare Forest Plantations	VCU	2018	12,189
Renewable Energy - Biomass	India	1.6 MW BUNDLED RICE HUSK BASED COGENERATION PLANT BY M/S MILK FOOD LIMITED (MFL) IN PATIALA (PUNJAB) & MORADABAD (U.P) DISTRICTS	VCU	2018	464
Carbon Avoidance - Agriculture Forestry and Other Land Use	Brazil	Jari Pará REDD+ Project	VCU	2016/17	359
Total international units					23,292
Total domestic and international offset units					38,548
Carbon Offset Retirement Summary ⁽¹⁾					Units
Offsets retired to achieve net zero emissions in FY23					30,810
Offsets retired in excess of FY23 Group Inventory					2,045
Subtotal offset units retired against FY23 Group Inventory					32,855
Additional retirements					
Offsets retired as a true-up against FY22 Group Inventory					716
Offsets retired during FY23 to relating AMP Capital properties and future banking					4,977
Subtotal additional offset units retired					5,693
Total offset units retired in FY23					38,548

(1). Each offset represents a reduction or removal of one tonne of carbon dioxide equivalent (CO₂-e).

Green building certification - portfolio averages

NABERS

NABERS portfolio average (star) ⁽¹⁾	FY17	FY18	FY19	FY20	FY21	FY22	FY23
Dexus group office portfolio							
NABERS Energy with GreenPower	4.8	4.9	5.0	5.0	5.1	5.3	4.9
NABERS Energy	4.6	4.7	4.8	4.8	5.0	5.0	4.9
NABERS Water	3.6	3.6	3.5	3.7	4.5	4.7	4.5
NABERS Waste ⁽²⁾	-	-	-	2.7	2.7	3.0	3.3
NABERS Indoor Environment ⁽²⁾	-	-	-	4.0	4.7	4.9	4.8

Dexus group retail portfolio (star) ⁽¹⁾							
NABERS Energy with GreenPower	3.5	3.4	3.8	4.0	4.3	4.6	4.6
NABERS Energy	3.5	3.4	3.8	4.0	4.3	4.6	4.6
NABERS Water	2.7	3.5	3.5	3.6	3.6	3.8	3.5

Green Star Performance

Green Star Performance average (star) ⁽¹⁾	FY17	FY18	FY19	FY20	FY21	FY22	FY23
Group	2	2	2	4	4	4	4
Office	2	2	2	5	5	5	5
Retail	1	1	1	3	3	3	3
Industrial ⁽³⁾	-	-	-	-	3	2	3
Healthcare	-	-	2	2	3	3	2

(1). As at 30 June each year.

(2). Dexus commenced publishing portfolio average ratings for NABERS Waste and NABERS Indoor Environment in FY20.

(3). Selected assets only.

Progress towards commitments

Net zero by 2022 progress (t CO₂-e)

In FY21, Dexus committed to achieve net zero emissions by FY22 across managed portfolio

Net zero by 2022 progress (t CO ₂ -e)	FY18	FY19	FY20	FY21	FY22	FY23
Total Scope 1 & 2 market-based GHG emissions	146,360	137,777	125,232	101,147	12,924	12,346
Scope 3 market-based GHG emissions	37,591	34,042	27,100	20,518	11,992	18,464
Voluntary abatement via Certified offsets	0	0	-5,000	-5,801	-24,917	-30,810
Total net greenhouse gas emissions	183,951	171,819	147,331	115,864	0	0

Scope 1 & 2 science-based target progress

In FY19, Dexus set a science-based target, certified by the Science Based Target Initiative (SBTi) and committed to reduce absolute scope 1 and 2 GHG emissions 70% and absolute scope 3 emissions 25% by 2030 from a 2018 base year.

Scope 1 & 2 science-based target progress	FY18	FY19	FY20	FY21	FY22	FY23	FY30 target
Dexus Scope 1 emissions (t CO ₂ -e)	18,943	17,742	17,298	15,744	12,924	12,346	
Dexus Scope 2 market-based emissions (t CO ₂ -e)	127,417	120,034	107,933	85,404	0	0	
Dexus Scope 1 & 2 market-based emissions (t CO₂-e)	146,360	137,777	125,232	101,147	12,924	12,346	44,396
Net lettable area (sqm)	2,813,767	2,856,294	2,954,079	2,988,338	3,354,038	3,365,628	

Progress: 100% of electricity needs sourced from renewables (RE100)

In FY20, Dexus became a signatory to RE100 and committed to source 100% of its electricity from renewable sources by 2030.

100% renewable electricity target	FY18	FY19	FY20	FY21	FY22	FY23	FY30 target
Proportion of electricity needs sourced from renewables	18%	22%	26%	30%	100%	100%	100%

Progress: Deliver an average 5 star NABERS Indoor Environment rating across the group office portfolio by FY25

In FY20, Dexus committed to deliver an average 5 star NABERS Indoor Environment rating across the group office portfolio by FY25, delivering initiatives to enhance occupant health and wellbeing.

NABERS Indoor Environment	FY19	FY20	FY21	FY22	FY23	FY25 target
Group office portfolio average	-	-	4.7	4.9	4.8	5.0
Net lettable area covered (%)	-	-	65%	70%	84%	>95%

Progress: Deliver an average 4 star NABERS Waste rating across the group office portfolio by FY25

In FY20, Dexus committed to deliver an average 4 star NABERS Waste rating across the group office portfolio by FY25.

NABERS Waste	FY19	FY20	FY21	FY22	FY23	FY25 target
Group office portfolio average	-	2.7	2.7	3.0	3.3	4.0
Net lettable area covered (%)	-	-	70%	70%	79%	>95%

Dexus (DXS) Portfolio

Dexus portfolio – Absolute and like-for-like inventories

Metric	Absolute				Like-for-like ⁽²⁾		12 month change	
	Base year ⁽¹⁾	FY21	FY22	FY23	FY22	FY23		
Energy consumption (MWh)								
Non-renewable energy	Natural gas	23,211	17,123	19,934	18,143	19,380	18,019	-7%
	Diesel	182	475	734	485	660	483	-27%
	Electricity – grid-purchases	74,290	38,388	0	0	0	0	
Total non-renewable energy consumption		97,683	55,986	20,669	18,628	20,040	18,502	-8%
Renewable energy	Electricity – GreenPower and LGC purchases	10,831	17,303	52,043	48,726	45,865	46,708	2%
	Solar energy	0	132	176	221	169	221	31%
Total renewable energy consumption		10,831	17,435	52,219	48,946	46,034	46,928	2%
Total energy consumption		108,514	73,421	72,887	67,574	66,073	65,430	-1%
Percent electricity from renewable sources		13%	31%	100%	100%	100%	100%	0%
Percent energy use from renewable sources		10%	24%	72%	72%	70%	72%	3%
Water (kL or cubic metres)								
Potable water from water authorities		619,078	474,539	395,415	417,974	342,311	392,369	15%
Recycled water recovery		0	13,954	12,281	11,774	12,281	11,774	-4%
Total water consumption incl. recycled water		619,078	488,494	407,696	429,747	354,591	404,142	14%
Percent water use from recycled sources		0.0%	2.9%	3.0%	2.7%	3.5%	2.9%	0%
Waste and recycling (tonnes)								
Waste to landfill		1,350	2,040	1,723	1,964	1,310	1,928	47%
Recycled waste		1,931	1,233	1,108	1,427	933	1,388	49%
Total waste		3,280	3,274	2,831	3,390	2,243	3,317	48%
Diversion from landfill		59%	38%	39%	42%	42%	42%	1%
Percent waste data coverage (office & retail)		68%	100%	100%	99%	100%	99%	-1%
Greenhouse gas emissions (t CO₂-e)								
Scope 1		4,335	7,018	5,594	4,745	5,229	4,621	-12%
Scope 2 – location-based		78,702	45,844	42,152	35,311	37,400	34,196	-9%
Scope 3 – location-based GHG emissions		14,521	9,299	8,542	8,176	7,317	7,970	9%
Scope 2 – market-based		70,581	38,967	0	0	0	0	
Scope 3 – market-based GHG emissions		13,096	8,521	4,173	4,613	3,444	4,505	31%
Total Scope 1, 2 & 3 location-based GHG emissions		97,558	62,161	56,288	48,232	49,946	46,787	-6%
Total Scope 1, 2 & 3 market-based GHG emissions		88,011	54,506	9,767	9,358	8,673	9,126	5%
Adjustments due to voluntary offsets surrendered by Dexus		0	-312	-9,767	-9,358	-8,673	-9,126	0%
Total net greenhouse gas emissions		88,011	54,194	0	0	0	0	
Equity – accounted lettable area under landlord control (annual weighted average square metres)								
Office		528,437	876,951	839,530	747,566	738,171	715,190	-3%
Retail		9,459	54,395	55,139	39,196	24,254	24,424	1%
Industrial		394,517	368,343	427,102	404,424	360,204	359,716	0%
Healthcare		0	2,676	5,272	5,180	5,272	5,180	-2%

(1) FY08 is the base year for energy, water and greenhouse gas emissions. FY12 is the base year for waste diversion from landfill.

(2) Properties under landlord control for FY22 and FY23 periods.

Dexus portfolio – Energy and emissions productivity

Energy and emissions productivity (market-based)					
	Base year ⁽¹⁾	FY21	FY22	FY23	
Revenue (\$m) ⁽²⁾	702	1,378	1,324	1,304	
Energy productivity (\$m revenue per GJ consumed)	1,798	5,212	5,047	5,361	2.98x energy productivity
Scope 1 & 2 emissions productivity (\$m revenue/t.CO ₂ -e)	9,373	29,956	236,702	274,869	29.33x emissions productivity
Scope 1, 2 & 3 emissions productivity (\$m revenue/t.CO ₂ -e)	7,979	25,272	135,573	139,365	17.47x emissions productivity

(1) FY08 is the base year for energy, water and greenhouse gas emissions. FY12 is the base year for waste diversion from landfill.

(2) Total Operating Segment Revenue

Dexus portfolio – Consumption/emissions on an intensity basis

Metric	Dexus portfolio				Like-for-like ⁽²⁾		12 month change
	Base year ⁽¹⁾	FY21	FY22	FY23	FY22	FY23	
Listed Office portfolio							
Energy consumption (MJ/sqm)	169	78	78	82	81	83	2%
Water consumption (kL/sqm)	0.86	0.39	0.33	0.40	0.34	0.40	20%
Scope 1 & 2 emissions (kgCO ₂ -e/sqm)	134	56	51	48	53	49	-7%
Scope 1 & 2 market based emissions (kgCO ₂ -e/sqm)	118	49	6	5	6	6	-13%
Waste diversion from landfill (%)		37%	39%	40%	39%	40%	0%
Listed Retail portfolio							
Energy consumption (MJ/sqm)	1,362	55	60	55	101	83	-18%
Water consumption (kL/sqm)	8.54	0.50	0.55	0.57	0.64	0.78	24%
Scope 1 & 2 emissions (kgCO ₂ -e/sqm)	712	32	34	27	47	40	-15%
Scope 1 & 2 market based emissions (kgCO ₂ -e/sqm)	712	32	7	7	14	12	-19%
Waste diversion from landfill (%)		40%	39%	46%	49%	46%	0%
Listed Industrial portfolio							
Energy consumption (MJ/sqm)	16	5	8	9	9	10	5%
Water consumption (kL/sqm)	0.22	0.29	0.20	0.22	0.21	0.23	7%
Scope 1 & 2 emissions (kgCO ₂ -e/sqm)	14.3	4.0	6.2	6.3	6.7	6.6	-1%
Scope 1 & 2 market based emissions (kgCO ₂ -e/sqm)	14.3	4.0	0.5	1.0	0.5	0.9	90%
Healthcare portfolio							
Energy consumption (MJ/sqm)		75	102	134	102	134	31%
Water consumption (kL/sqm)		0.31	0.44	0.51	0.44	0.51	15%
Scope 1 & 2 emissions (kgCO ₂ -e/sqm)		48	56	65	56	65	16%
Scope 1 & 2 market based emissions (kgCO ₂ -e/sqm)		48	7	13	7	13	81%

(1) FY08 is the base year for energy, water and greenhouse gas emissions. FY12 is the base year for waste diversion from landfill.

(2) Properties under landlord control for FY22 and FY23 periods.

Dexus portfolio - NABERS

NABERS portfolio average (star) ⁽¹⁾	FY18	FY19	FY20	FY21	FY22	FY23
Dexus listed office portfolio						
NABERS Energy with GreenPower	4.9	5.0	5.0	5.1	5.3	4.9
NABERS Energy	4.7	4.8	4.8	5.0	5.0	4.9
NABERS Water	3.6	3.6	3.7	4.5	4.8	4.6
NABERS Waste ⁽²⁾	–	–	2.6	2.6	2.9	3.3
NABERS Indoor Environment ⁽²⁾	–	–	4.1	4.8	4.9	4.7
Dexus listed retail portfolio (star)⁽¹⁾						
NABERS Energy with GreenPower	2.0	2.0	2.5	3.0	4.0	3.5
NABERS Energy	2.0	2.0	2.5	3.0	4.0	3.5
NABERS Water		2.0	2.0	2.0	3.5	2.0

Dexus portfolio - Green Star Performance

Green Star Performance average (star) ⁽¹⁾	FY18	FY19	FY20	FY21	FY22	FY23
Dexus listed portfolio - All sectors	2	2	5	5	5	5

(1). As at 30 June each year.

(2). Dexus commenced publishing portfolio average ratings for NABERS Waste and NABERS Indoor Environment in FY20.

Dexus Industria REIT (DXI)

Dexus Industria REIT portfolio – Absolute and like-for-like inventories

Metric	FY20 ⁽¹⁾	FY21 ⁽¹⁾	FY22	FY23
Energy consumption (MWh)				
Non-renewable energy				
Natural gas	107	146	220	245
Diesel	0	0	23	7
Electricity – grid-purchases	1,636	1,773	0	0
Total non-renewable energy consumption	1,743	1,919	244	252
Renewable energy				
Electricity – GreenPower and LGC purchases	383	414	2,144	1,121
Solar energy	135	150	308	197
Total renewable energy consumption	518	564	2,452	1,317
Total energy consumption	2,261	2,483	2,696	1,569
Percent electricity from renewable sources	24%	24%	100%	100%
Percent energy use from renewable sources	23%	23%	91%	84%
Water (kL or cubic metres)				
Potable water from water authorities	14,375	19,668	18,818	13,200
Recycled water recovery	0	0	0	0
Total water consumption incl. recycled water	14,375	19,668	18,818	13,200
Percent water use from recycled sources	0%	0%	0%	0%
Waste and recycling (tonnes)				
Waste to landfill	-	28	222	275
Recycled waste	-	58	45	72
Total waste	-	86	266	347
Diversion from landfill	-	67%	17%	21%
Percent waste data coverage	-	20%	79%	77%
Greenhouse gas emissions (t CO₂-e)				
Scope 1	20	27	146	209
Scope 2 – location-based	1,635	1,763	1,693	803
Scope 3 – location-based GHG emissions	644	281	554	537
Scope 2 – market-based	1,635	1,763	191	0
Scope 3 – market-based GHG emissions	644	281	378	419
Total Scope 1, 2 & 3 location-based GHG emissions	2,298	2,071	2,393	1,548
Total Scope 1, 2 & 3 market-based GHG emissions	2,298	2,071	715	628
Adjustments due to voluntary offsets surrendered by Dexus	0	-2,071	-715	-628
Total net greenhouse gas emissions	2,298	0	0	0
Equity – accounted lettable area under landlord control (annual weighted average square metres)				
Industrial	59,927	62,913	64,606	49,139

(1) Data collected under APN Property Group prior to Dexus ownership.

Dexus Industria REIT (DXI) portfolio – Energy and emissions productivity

Energy and emissions productivity (market-based)				
	FY20 ⁽¹⁾	FY21 ⁽¹⁾	FY22	FY23
Revenue (\$m) ⁽²⁾	-	66	93	105
Energy productivity (\$m revenue per GJ consumed)	-	7,339	9,579	18,545
Scope 1 & 2 emissions productivity (\$m revenue/t.CO ₂ -e)	-	36,642	275,742	501,372
Scope 1, 2 & 3 emissions productivity (\$m revenue/t.CO ₂ -e)	-	31,676	129,956	166,901

(1) Data collected under APN Property Group prior to Dexus ownership.

(2) Total Operating Segment Revenue

Dexus Industria REIT (DXI) portfolio – Consumption/emissions on an intensity basis

	FY20 ⁽¹⁾	FY21 ⁽¹⁾	FY22	FY23
DXI Industrial portfolio				
Energy consumption (MJ/sqm)	37.7	39.5	41.7	31.9
Water consumption (kL/sqm)	0.24	0.31	0.29	0.27
Scope 1 & 2 emissions (kgCO ₂ -e/sqm)	27.6	28.5	28.5	20.6
Scope 1 & 2 market based emissions (kgCO ₂ -e/sqm)	27.6	28.5	5.2	4.3

(1) Data collected under APN Property Group prior to Dexus ownership.

Dexus Industria REIT (DXI) portfolio – NABERS

NABERS portfolio average (star)⁽¹⁾	FY20	FY21 ⁽²⁾	FY22	FY23
DXI Industrial business park portfolio				
NABERS Energy with GreenPower	-	4.5	5.0	4.9
NABERS Energy	-	4.5	5.0	4.9
NABERS Water	-	4.6	4.1	4.9

Dexus Industria REIT (DXI) portfolio – Green Star Performance

Green Star Performance average (star)⁽¹⁾	FY20	FY21	FY22	FY23
DXI Industrial business parks	-	-	-	3

(1). As at 30 June each year.

(2). Data collected prior to acquisition of APN Property Group by Dexus.

Dexus Convenience Retail REIT (DXC)

Dexus Convenience REIT portfolio – Absolute and like-for-like inventories

Metric	FY22	FY23
Energy consumption (MWh)		
Non-renewable energy		
Natural gas	0	0
Diesel	0	0
Electricity – grid-purchases	0	0
Total non-renewable energy consumption	0	0
Renewable energy		
Electricity – GreenPower and LGC purchases	196	250
Solar energy	0	0
Total renewable energy consumption	196	250
Total energy consumption	196	250
Percent electricity from renewable sources	100%	100%
Percent energy use from renewable sources	100%	100%
Water (kL or cubic metres)		
Potable water from water authorities	23,516	54,339
Recycled water recovery	0	0
Total water consumption incl. recycled water	23,516	54,339
Percent water use from recycled sources	0%	0%
Waste and recycling (tonnes)		
Waste to landfill	175	258
Recycled waste	126	128
Total waste	301	386
Diversion from landfill	42%	33%
Percent waste data coverage	26%	58%
Greenhouse gas emissions (t CO₂-e)		
Scope 1	0	0
Scope 2 – location-based	156	183
Scope 3 – location-based GHG emissions	325	520
Scope 2 – market-based	0	0
Scope 3 – market-based GHG emissions	303	485
Total Scope 1, 2 & 3 location-based GHG emissions	482	703
Total Scope 1, 2 & 3 market-based GHG emissions	303	485
Adjustments due to voluntary offsets surrendered by Dexus	-303	-485
Total net greenhouse gas emissions	0	0
Equity – accounted lettable area under landlord control (annual weighted average square metres)		
Convenience Retail	16,588	16,771

Dexus Convenience Retail REIT (DXC) portfolio – Energy and emissions productivity

Energy and emissions productivity (market-based)	FY22	FY23
Revenue (\$m) ⁽¹⁾	55	59
Energy productivity (\$m revenue per GJ consumed)	78,683	65,854
Scope 1 & 2 emissions productivity (\$m revenue/t.CO ₂ -e)	-	-
Scope 1, 2 & 3 emissions productivity (\$m revenue/t.CO ₂ -e)	183,085	122,494

(1) Total Operating Segment Revenue

Dexus Convenience Retail REIT (DXC) portfolio – Consumption/emissions on an intensity basis

Convenience Retail portfolio	FY22	FY23
Energy consumption (MJ/sqm)	12	17
Water consumption (kL/sqm)	1.42	3.24
Scope 1 & 2 emissions (kgCO ₂ -e/sqm)	9.8	12.6
Scope 1 & 2 market based emissions (kgCO ₂ -e/sqm)	0.0	0.0
Waste diversion from landfill (%)	42%	33%

Dexus Convenience Retail REIT (DXC) portfolio – Consumption/emissions on an intensity basis

	FY22	FY23
Convenience Retail portfolio		
Energy consumption (MJ/sqm)	12	17
Water consumption (L/sqm)	1	3
Scope 1 & 2 emissions (kgCO ₂ -e/sqm)	10	13
Scope 1 & 2 market based emissions (kgCO ₂ -e/sqm)	0	0
Waste diversion from landfill (%)	42%	33%

Sustainability GRI Index and Assurance

dexus



FY23 GRI Content Index

Standard Disclosures

Number	Disclosure	Reference	Remarks/Omissions
102-29	Identifying and managing economic, environmental, and social impacts	Annual Report – pages 22-26 – Key risks Annual Report – pages 28-29 – Materiality assessment Sustainability Approach and Data Pack – entire document Corporate Governance Statement – page 16 – Principle 7 – Recognise and manage risk	
102-30	Effectiveness of risk management processes	Annual Report – pages 22-26 – Key risks Sustainability Approach and Data Pack – 1.0 Corporate Governance – Risk Management Framework Corporate Governance Statement – page 16 – Principle 7 – Recognise and manage risk	
102-31	Review of economic, environmental, and social topics	Annual Report – pages 74-81 – Board of Directors Corporate Governance Statement – page 16 – Principle 7: Recognise and manage risk Annual Report – pages 28-29 – Materiality assessment	
102-32	Highest governance body's role in sustainability reporting	Corporate Governance Statement – page 12 – Sustainability and responsible investment Corporate Governance Statement – page 12 – 3.5 Sustainability and responsible investment	The 2023 Annual Report has been reviewed and approved by senior executives and managers across relevant business units.
102-33	Communicating critical concerns	Sustainability Approach and Data Pack – 1.0 Corporate Governance – 1.6 Operational practices Corporate Governance Statement – page 17 – Principle 7 – Recognise and manage risk Annual Report – pages 23, 31, 41, 53, 59, 65, 78 – Board Focus	
102-34	Nature and total number of critical concerns	Annual Report – pages 22-26 – Key risks Annual Report – pages 28-29 – Materiality Assessment Annual Report – page 57 – Strengthening and aligning our approach to risk management	
102-35	Remuneration policies	Corporate Governance Statement – page 18 – Principle 8 – Remunerate fairly and responsibly	
102-36	Process for determining remuneration	Corporate Governance Statement – page 18 – Principle 8 – Remunerate fairly and responsibly Annual Report – pages 53 – Board Focus	
102-37	Stakeholders' involvement in remuneration	Corporate Governance Statement – page 18 – Principle 8 – Remunerate fairly and responsibly Corporate Governance Statement – page 16 – Principle 6 – Respect the rights of security holders	
102-38	Annual total compensation ratio	Sustainability Approach and Data Pack – Data Pack – Thriving People – Remuneration	
102-39	Percentage increase in annual total compensation ratio	Sustainability Approach and Data Pack – Data Pack – Thriving People – Remuneration	
102-40	List of stakeholder groups	Dexus Website – www.dexus.com/corporategovernance – Stakeholder Engagement Guidelines	
102-41	Collective bargaining agreements	Sustainability Approach and Data Pack – Data Pack – Thriving People – Recruitment and Retention	
102-42	Identifying and selecting stakeholders	Annual Report – pages 28-29 – Materiality Assessment Sustainability Approach and Data Pack – page 29 – Real assets – Stakeholder engagement	
102-43	Approach to stakeholder engagement	Annual Report – pages 28-29 – Materiality Assessment Sustainability Approach and Data Pack – 5.0 Real assets – 5.4 Stakeholder engagement Dexus website – Discover Dexus – Sustainability – Sustainability approach	
102-44	Key topics and concerns raised	Annual Report – pages 28-29 – Materiality Assessment	
102-45	Entities included in the consolidated financial statements	Annual Report – Cover Page 2 – Highlights Annual Report – pages 28-29 – Materiality Assessment	
102-46	Defining report content and topic boundaries	Sustainability Approach and Data Pack – 1.0 Corporate governance, 2.0 Customers and communities, 3.0 Strong communities, 4.0 Supply chain, 5.0 Real assets, 6.0 Thriving people, 7.0 Enriched environment, 8.0 Climate action	
102-47	List of material topics	Annual Report – pages 28-29 – Materiality Assessment	
102-48	Restatements of information	Sustainability Approach and Data Pack – Data Pack – Enriched Environment	
102-49	Changes in reporting		For FY23, Dexus combined its Annual Sustainability Report and Annual Financial Report and is presenting it as one a single Annual Report aligned with the Integrated Reporting Framework.
102-50	Reporting period		Fiscal Year 2023 (1 July 2022 – 30 June 2023)
102-51	Date of most recent report		Fiscal Year 2022 (1 July 2021 – 30 June 2022)
102-52	Reporting cycle	Annual Report – Cover – page 2 – About this report	Reporting Cycle is annual, period ending 30 June 2023.
102-53	Contact point for questions regarding the report	Annual Report – page 123 – Making Contact Dexus Website – https://www.dexus.com/get-in-touch	
102-54	Claims of reporting in accordance with the GRI Standards	Annual Report – page 129 – Report Scope Annual Report – pages 28-29 – Materiality Assessment Sustainability Approach and Data Pack – page 1	
102-55	GRI content index	Sustainability Approach and Data Pack – Data Pack – GRI Index	
102-56	External assurance	Annual Report – page 188 – Assurance over Integrated Report Annual Report – pages 174-179 – Independent Auditor's Report Dexus Website – Sustainability Assurance Statement Corporate Governance Statement – page 13 – Sub-Section: 4.1 Board Audit Committee Dexus Website – Selection and Appointment of External Auditors Policy	PwC is an independent auditor engaged by Dexus to audit Dexus's financial reports and provide an Independent Limited Assurance Report over key aspects of Dexus's 2023 Sustainability Data as reported in the 2023 Annual Report and in the online reporting suite on the Dexus website.

Material Topic Disclosures

Economic data and resilience

GRI Standard	Number	Disclosure	Reference	Remarks/Omissions
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Annual Report – pages 28-29 – Materiality Assessment Sustainability Approach and Data Pack – 2.0 Customers and Communities and 3.0 Strong communities	
	103-2	The management approach and its components	Sustainability Approach and Data Pack – 2.0 Customers and Communities and 3.0 Strong communities Sustainability Approach and Data Pack – 4.0 Supply Chain	
	103-3	Evaluation of the management approach	Sustainability Approach and Data Pack – Data Pack – Customer Experience, Supply chain, Giving and Volunteering Sustainability Approach and Data Pack – 4.0 Supply Chain	
	201-1	Direct economic value generated and distributed	Annual Report – pages 2-3 – FY23 highlights Annual Report – pages 30-73 – Financial Annual Results Presentation – page 66 Annual Report – page 39 Annual report – page 118 – Changes in Equity Annual report – page 119 – Cash Flows Corporate Governance Statement – page 18 – Principle 8 – Remunerate fairly and responsibly Sustainability Approach and Data Pack – Data Pack – Customer Experience, Supply chain, Giving and Volunteering	
	201-2	Financial implications and other risks and opportunities due to climate change	Annual Report – pages 22-26 – Key risks Sustainability Data Pack – Enriched Environment – Performance towards commitments Sustainability Approach and Data Pack – 7.0 Enriched Environment Dexus Website, Towards Climate Resilience – pages 19-21 – Climate-related issues	
GRI 201: Economic Data 2016	201-3	Defined benefit plan obligations and other retirement plans		Dexus does not operate a defined benefit superannuation scheme. Consistent with Australian legislation, superannuation contributions are made to superannuation funds selected by employees. Dexus contributes retirement provisions in line with Australia's employer superannuation guarantee requirements. In FY23 Dexus provided superannuation contributions at the legislated contribution rate of 10%, unless elected at a higher rate by an employee as part of a voluntary contribution.
	201-4	Financial assistance received from government	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – Energy	Dexus did not undertake any Energy Saving Certificates (ESCs) transactions, resulting in \$0 revenue for the year.
GRI 203: Indirect Economic Impacts 2016	203-2	Significant indirect economic impacts	Sustainability Approach and Data Pack – Data Pack – Leading Cities Sustainability Approach and Data Pack – Data Pack – Future Enabled Customers and Strong Communities	
GRI 204: Procurement Practice 2016	204-1	Proportion of spending on local suppliers	Sustainability Approach and Data Pack – Data Pack – Supply Chain	99.76% of operational expenditure for the group's managed portfolio are Australian-based suppliers. This includes Australian divisions of international companies.
	205-1	Operations assessed for risks related to corruption	Sustainability Approach and Data Pack – 1.0 Corporate governance – Risk Team Corporate Governance Statement – page 17 – Principle 7 – Recognise and manage risk – 7.2 Risk management	
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anticorruption policies and procedures	Sustainability Approach and Data Pack – 1.0 Corporate governance – Conflicts of interest Sustainability Approach and Data Pack – Data Pack – Thriving People Corporate Governance Statement – pages 5-10 – Principle 2 – Structure the Board to be effective and add value – 2.8 Access to training and information Corporate Governance Statement – pages 11-13 – Principle 3 – Instill a culture of acting lawfully, ethically, and responsibly Corporate Governance Statement – page 16 – Principle 7 – Recognise and manage risk – 7.2 Risk management	
	205-3	Confirmed incidents of corruption and actions taken	Sustainability Approach and Data Pack – Data Pack – Thriving people – Work health and safety – Employee relations matters	
GRI 206: Anti-Competitive Behaviour 2016	206-1	Legal actions for anticompetitive behaviour, anti-trust, and monopoly practices		There were no legal actions brought against Dexus for anti-competitive, anti-trust or monopoly practices in FY23

Customer engagement and experience

GRI Standard	Number	Disclosure	Reference	Remarks/Omissions
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Annual Report – pages 22-26 – Key risks Annual Report – pages 28-29 – Materiality Assessment Sustainability Approach and Data Pack – 6.0 Thriving People Sustainability Approach and Data Pack – 2.0 Customers and Communities	
	103-2	The management approach and its components	Annual Report – pages 6-9 – Chair and CEO review Annual Report – pages 22-26 – Key risks Sustainability Approach and Data Pack – 6.0 Thriving People Sustainability Approach and Data Pack – 2.0 Customer and Communities – Maintaining safe buildings for customers, occupants and visitors Sustainability Approach and Data Pack – 2.0 Customers and Communities - 2.2 Management framework and 2.3 Management practices	
	103-3	Evaluation of the Management Approach	Annual Report – pages 6-9 – Chair and CEO review Annual Report – pages 52-57 – People and capabilities Sustainability Approach and Data Pack – Data Pack – Thriving People – Work, Health, and Safety Sustainability Approach and Data Pack – 2.0 Customers and Communities	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Annual Report – page 52 – People and capabilities: Safety audit score across Dexus workspaces	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Approach and Data Pack – 6.0 Thriving People	

Asset environmental data and optimisation

GRI Standard	Number	Disclosure	Reference	Remarks/Omissions
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Annual Report – pages 22-26 – Key risks Annual Report – pages 28-29 – Materiality Assessment Sustainability Approach and Data Pack – 7.0 Enriched Environment	
	103-2	The management approach and its components	Sustainability Approach and Data Pack – 7.0 Enriched Environment	
	103-3	Evaluation of the management approach	Sustainability Approach and Data Pack – Data Pack – Enriched Environment Sustainability Approach and Data Pack – 7.0 Enriched Environment – 7.7 Evaluation and continuous improvement	
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – Energy	
	302-2	Energy consumption outside of the organisation		Information on upstream energy consumption outside Dexus's organisation boundary relates to energy consumed by suppliers providing products and services to Dexus. Dexus has engaged with key suppliers to request information about their energy consumption, but only a limited number of suppliers' energy data is available. Downstream energy consumption relates to energy consumption by tenants occupying Dexus buildings. Dexus collects data for tenants across a proportion of properties, however this data falls outside of the operational control boundary used for public disclosure.
	302-3	Energy intensity	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – Energy	
	302-4	Reduction of energy consumption	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – Energy Sustainability Approach and Data Pack – 7.0 Enriched Environment	
	302-5	Reductions in energy requirements of products and services	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – NABERS and Green Star Sustainability Approach and Data Pack – 7.0 Enriched Environment	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Sustainability Approach and Data Pack – 7.0 Enriched Environment – Water use	
	303-2	Management of water discharge-related impacts	Sustainability Approach and Data Pack – 7.0 Enriched Environment – Water use	
	303-3	Water withdrawal	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – Water Sustainability Approach and Data Pack – 7.0 Enriched Environment – Water use	
	303-4	Water discharge	Sustainability Approach and Data Pack – 7.0 Enriched Environment – Water use	
GRI 306: Effluents and Waste 2020	303-5	Water consumption	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – Water	
	306-3	Significant spills	Sustainability Approach and Data Pack – 7.0 Enriched Environment – Hazardous Waste	
	306-1	Waste generation and significant waste-related impacts	Sustainability Approach and Data Pack – 7.0 Enriched Environment – Waste Management Sustainability Approach and Data Pack – 7.0 Enriched Environment – Waste Management	
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	Sustainability Approach and Data Pack – 7.0 Enriched Environment – Waste Management	
	306-3	Waste generated	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – FY23 Operational waste and Recycling by stream	
	306-4	Waste diverted from disposal	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – FY23 Operational waste and Recycling by stream Sustainability Approach and Data Pack – 7.0 Enriched Environment - 7.5 Resource efficiency	
GRI 308: Supplier Environmental Assessment 2016	306-5	Waste directed to disposal	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – FY23 Operational waste by stream	
	308-1	New suppliers that were screened using environmental criteria	Sustainability Approach and Data Pack – 4.0 Supply Chain	
	308-2	Negative environmental impacts in the supply chain and actions taken	Sustainability Approach and Data Pack – Data Pack – Strong Communities – Supply Chain Sustainability Approach and Data Pack – 4.0 Supply Chain	In FY23, the business did not receive any complaints or grievances regarding negative environmental impact due to supplier and/or service provider activities.

Decarbonisation and circularity

GRI Standard	Number	Disclosure	Reference	Remarks/Omissions
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Annual Report – pages 22-26 – Key risks Annual Report – pages 28-29 – Materiality Assessment Sustainability Approach and Data Pack – 7.0 Enriched Environment	
	103-2	The management approach and its components	Sustainability Approach and Data Pack – Data Pack – Enriched Environment Sustainability Approach and Data Pack – 7.0 Enriched Environment	
	103-3	Evaluation of the management approach	Sustainability Approach and Data Pack – Data Pack – Enriched Environment Sustainability Approach and Data Pack – 7.0 Enriched Environment – 7.7 Evaluation and continuous improvement	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG Emissions	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – Greenhouse gas emissions by gas type	
	305-2	Energy indirect (Scope 2) GHG Emissions	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – Greenhouse gas emissions by gas type	
	305-3	Other indirect (Scope 3) GHG Emissions	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – Greenhouse gas emissions by gas type	
	305-4	GHG Emissions intensity	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – GHG Emissions	
	305-5	Reduction of GHG emissions	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – GHG Emissions Sustainability Approach and Data Pack – 7.0 Enriched Environment	
	305-6	Emissions of ozone-depleting substances (ODS)	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – Air emissions	
GRI 306: Waste 2020	305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – Air emissions	
	306-1	Waste generation and significant waste-related impacts	Sustainability Approach and Data Pack – 7.0 Enriched Environment – Waste management	
	306-2	Management of significant waste-related impacts	Sustainability Approach and Data Pack – 7.0 Enriched Environment – Waste management	
	306-3	Waste generated	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – FY23 Operational waste and Recycling by stream	
	306-4	Waste diverted from disposal	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – FY23 Operational waste and Recycling by stream Sustainability Approach and Data Pack – 7.0 Enriched Environment – Waste management	
306-5	Waste directed to disposal	Sustainability Approach and Data Pack – Data Pack – Enriched Environment – FY23 Operational waste and Recycling by stream		

Championing an inclusive and high performing culture

GRI Standard	Number	Disclosure	Reference	Remarks/Omissions
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Annual Report – pages 22-26 – Key risks Annual Report – pages 28-29 – Materiality Assessment Sustainability Approach and Data Pack – 6.0 Thriving People	
	103-2	The management approach and its components	Sustainability Approach and Data Pack – Data Pack – Thriving People Sustainability Approach and Data Pack – 6.0 Thriving People	
	103-3	Evaluation of the management approach	Sustainability Approach and Data Pack – Data Pack – Thriving People Sustainability Approach and Data Pack – 6.0 Thriving People	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Sustainability Approach and Data Pack – Data Pack – Thriving People – Recruitment and Retention	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Approach and Data Pack – 6.0 Thriving People Dexus website – Careers – Life at Dexus	Dexus offers several employee benefits in line with contemporary Australian market practice. Benefits are offered regardless of full-time or part-time employment status but may be pro-rated in the case of leave and life insurance benefits which are based on the employee's regular salary level. Temporary employees engaged via a labour hire agency or contracting agreement receive benefits from their primary employer, the cost of which is factored into the hourly rate or service fee paid by Dexus. Temporary employees are not eligible for the following benefits: leave benefits, life and disability insurance, membership to the corporate discount program, study assistance.
	401-3	Parental Leave	Sustainability Approach and Data Pack – Data Pack – Thriving People – Recruitment and Retention Sustainability Approach and Data Pack – 6.0 Thriving People	
GRI: Labour Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Sustainability Approach and Data Pack – 6.0 Thriving People	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Sustainability Approach and Data Pack – 6.0 Thriving People	
	403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Approach and Data Pack – 6.0 Thriving People Sustainability Approach and Data Pack – 7.0 Enriched Environment	
	403-3	Occupational health services	Sustainability Approach and Data Pack – 6.0 Thriving People	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Approach and Data Pack – 6.0 Thriving People	
	403-5	Worker training on occupational health and safety	Sustainability Approach and Data Pack – 6.0 Thriving People	
	403-6	Promotion of worker health	Sustainability Approach and Data Pack – 6.0 Thriving People	
	403-7	Research and innovation for occupational health and safety impacts directly linked by workers	Sustainability Approach and Data Pack – 2.0 Customers and Communities and 3.0 Strong communities	
	403-8	Workers covered by an occupational health and safety management system	Sustainability Approach and Data Pack – Data Pack – Thriving People – Work Health and Safety Sustainability Approach and Data Pack – 6.0 Thriving People	
	403-9	Work-related injuries	Sustainability Approach and Data Pack – 6.0 Thriving People	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Sustainability Approach and Data Pack – Data Pack – Thriving People – Human Capital Development	
	404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Approach and Data Pack – Data Pack – Thriving People – Human Capital Development Sustainability Approach and Data Pack – 6.0 Thriving People – Learning and Development	
	404-3	Percentage of employees receiving regular Data and career development reviews	Sustainability Approach and Data Pack – Data Pack – Thriving People – Human Capital Development	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Sustainability Approach and Data Pack – Data Pack – Thriving People – Inclusion and diversity	
	405-2	Ratio of basic salary and remuneration of women to men	Sustainability Approach and Data Pack – Data Pack – Thriving People – Remuneration	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Sustainability Approach and Data Pack – Data Pack – Thriving people – Work health and safety – Employee relations matters	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Suppliers and subcontractors which the right to freedom of association and collective bargaining is exercised by the organization in the reporting period intended to support rights to freedom of association and collective bargaining	Sustainability Approach and Data Pack – Data Pack – Thriving people – Recruitment and Retention	
	407-2	Incidents of discrimination and corrective actions taken	Sustainability Approach and Data Pack – Data Pack – Thriving people – Recruitment and Retention	
	407-3	Incidents of discrimination and corrective actions taken	Sustainability Approach and Data Pack – Data Pack – Thriving people – Work health and safety – Employee relations matters	
GRI 410: Security Practices	410-1	Security personnel trained in human rights policies or procedures	Sustainability Approach and Data Pack – 4.0 Supply Chain	

FY23 SASB Content Index

Topic	Accounting Metric	SASB Code	Unit of Measure	Disclosure Location (link to evidence or page #)	Comments	
Energy Management	Energy consumption data coverage as a percentage of total floor area, by property subsector	IF-RE-130a.1	Percentage (%)	Sustainability Approach and Data Pack – Data Pack – Energy		
			by floor area	Sustainability Approach and Data Pack – Data Pack – Energy		
	(1) Total energy consumed by portfolio area with data coverage (2) percentage grid electricity (3) percentage renewable, each by property subsector	IF-RE-130a.2	Gigajoules (GJ).	Sustainability Approach and Data Pack – Data Pack – GHG Emissions and Energy		
			Percentage (%)	Sustainability Approach and Data Pack – Data Pack – GHG Emissions and Energy		
	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	IF-RE-130a.3	Percentage (%)	Sustainability Approach and Data Pack – Data Pack – Energy		
Percentage of eligible portfolio that: (1) has obtained an energy rating and (2) is certified to ENERGY STAR®, by property subsector	IF-RE-130a.4	Percentage (%)	Sustainability Approach and Data Pack – Data Pack – NABERS and Green Star	Not reported		
Description of how building energy management considerations are integrated into property investment analysis and operational strategy	IF-RE-130a.5	n/a	Sustainability Approach and Data Pack – pages 45 and 47 – Enriched Environment			
Water Management	Water withdrawal data coverage as a percentage of: (1) total floor area and percentage (2) floor area in regions with High or Extremely High Baseline Water Stress, each by property subsector	IF-RE-140a.1	Percentage (%)	Sustainability Approach and Data Pack – Data Pack – Water	(2) Not reported	
			by floor area	Sustainability Approach and Data Pack – Data Pack – Water		
	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, each by property subsector	IF-RE-140a.2	Thousand Cubic meters (m3)	Sustainability Approach and Data Pack – Data Pack – Water	(2) Not reported	
			Percentage (%)	Sustainability Approach and Data Pack – Data Pack – Water		
	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	IF-RE-140a.3	Percentage (%)	Sustainability Approach and Data Pack – Data Pack – Water		
Description of water management risks and description discussion of strategies and practices to mitigate those risks	IF-RE-140a.4	n/a	Sustainability Approach and Data Pack – 7.0 Enriched Environment			
Management of Tenant Sustainability Impacts	1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area, by property subsector	IF-RE-410a.1	Percentage (%)		We offer green leases to tenants for a collaborative approach to sustainability. These do not contain cost-recovery clauses.	
			by floor area, Square feet (ft2)			
	Percentage of tenants that are separately metered or sub metered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	IF-RE-410a.2	Percentage (%)		Generally, tenants occupying premises are separately metered for grid electricity consumption, including where embedded electricity networks are in place for applicable assets. Water withdrawals at assets are generally metered at the whole of asset or site.	
Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	IF-RE-410a.3	n/a	Sustainability Approach and Data Pack – 8.0 Climate Action			
Climate Change Adaptation	Area of properties located in 100-year flood zones, by property subsector	IF-RE-450a.1	Square feet (ft2)		Not reported	
	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	IF-RE-450a.2	n/a	Sustainability Approach and Data Pack – 8.0 Climate Action		
Activity Metric	SASB Code	Unit of Measure	Dexus Metric of Qualitative Disclosure			
Real estate activity metrics	Number of assets, by property subsector	IF-RE-000.A	Number	Annual report – Real assets – pages 4, 44, 46, 48, 50 and 51		
	Leasable floor area, by property subsector	IF-RE-000.B	Square feet (ft2)	Annual report – Real assets – pages 44, 46, 48, 50, 51		
	Percentage of indirectly managed assets, by property subsector	IF-RE-000.C	Percentage (%) by floor area	Not reported		
	Average occupancy rate, by property subsector	IF-RE-000.D	Percentage (%)	Annual results Presentation – pages 20 and 24		



To the Directors of Dexus Funds Management Limited

Independent Limited Assurance Report on the preparation of the identified Subject Matter Information in the Dexus 2023 Annual Report and within the Dexus 2023 sustainability data pack in accordance with the reporting criteria

The Board of Directors of Dexus Funds Management Limited, the responsible entity of the Dexus Property Trust and the Dexus Operations Trust (the Trusts together form the Dexus stapled security and collectively are referred to as “Dexus”) engaged us to perform an independent limited assurance engagement in respect of the identified Subject Matter Information listed below in the Dexus 2023 Annual Report and the Dexus 2023 sustainability data pack for the year ended 30 June 2023 (the ‘Subject Matter Information’).

Subject Matter Information and Criteria

We assessed the Subject Matter Information against the Criteria. The Subject Matter Information needs to be read and understood together with the Criteria. The Subject Matter Information and the Criteria are as set out below:

- Total Scope 1 GHG emissions - **12,346 tCO₂-e**
- Total Scope 2 location-based GHG emissions - **87,614 tCO₂-e**
- Total Scope 2 market-based GHG emissions - **0 tCO₂-e**
- Total Scope 3 location-based GHG emissions - **28,046 tCO₂-e**
- Total Scope 3 market-based GHG emissions - **18,464 tCO₂-e**
- Total net GHG emissions (Scope 1, 2 & 3 market-based emissions) - **0 tCO₂-e**
- Total net energy consumption - **598,250 GJ**
- Total water consumption - **1,345,439 kL**
- Total waste to landfill - **8,015 tonnes**
- Total recycling - **5,109 tonnes**
- Percentage of female employees as at 30 June 2023 (FTE) - **55%**
- Percentage of females in senior management as at 30 June 2023 (headcount) - **38.3%**
- Percentage of female Non-Executive Directors as at 30 June 2023 - **71.4%**
- Absentee Rate (sick days lost per FTE) - **1.9**
- Lost time injury frequency rate (LTIFR) - **0**
- Fatalities - **0**
- Site-based Contractors Lost time injury frequency rate (LTIFR) - **1.04**
- Site-based Contractors Fatalities - **0**

The criteria used by Dexus to prepare the subject matter information was prepared by Dexus management and is titled 2023 Reporting Criteria presented at: <https://www.dexus.com/discover-dexus/sustainability/sustainability-reporting-library> and included as Appendix 1 to our Limited Assurance Report (the ‘Criteria’)

The maintenance and integrity of the Dexus website is the responsibility of the management; 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 Subject Matter Information or Criteria when presented on the Dexus website.



Our assurance conclusion is with respect to the year ended 30 June 2023 and does not extend to information in respect of earlier periods or to any other information included in, or linked from, the 2023 Dexus Annual Report and the Dexus 2023 sustainability data pack including any images, audio files or videos.

Responsibilities of management

Management is responsible for the preparation of the Subject Matter Information in accordance with the Criteria. This responsibility includes:

- determining appropriate reporting topics and selecting or establishing suitable criteria for measuring, evaluating and preparing the underlying Subject Matter Information;
- ensuring that those criteria are relevant and appropriate to Dexus Funds Management Limited and the intended users; and
- designing, implementing and maintaining systems, processes and internal controls over information relevant to the evaluation or measurement of the Subject Matter Information, which is free from material misstatement, whether due to fraud or error, against the Criteria.

Our independence and quality control

We have complied with the ethical requirements of the Accounting Professional and Ethical Standard Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* relevant to assurance engagements, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies Australian Standard on Quality Management ASQM 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 or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our responsibilities

Our responsibility is to express a limited assurance conclusion based on the procedures we have performed and the evidence we have obtained.

Our engagement has been conducted in accordance with the Australian Standard on Assurance Engagements (ASAE 3000) *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* and ASAE 3410 *Assurance Engagements on Greenhouse Gas Statements*. Those standards require that we plan and perform this engagement to obtain limited assurance about whether anything has come to our attention to indicate that the Subject Matter Information has not been prepared, in all material respects, in accordance with the Criteria, for the year ended 30 June 2023.

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 and 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 opinion.



In carrying out our limited assurance engagement we:

- made inquiries of the persons responsible for the Subject Matter Information;
- obtained an understanding of the processes and controls for collecting and reporting the Subject Matter Information;
- performed analytical review procedures over the Subject Matter Information and obtained explanations from management regarding unusual or unexpected variations;
- reconciled the Subject Matter Information with underlying records;
- agreed underlying records back to supporting third party documentation on a sample basis;
- assessed the reasonableness of any material estimates made in preparing the Subject Matter Information;
- assessed the appropriateness of the GHG emission factors applied in calculating the Total Scope 1, 2 and 3 GHG emissions and tested the arithmetical accuracy of the GHG emission calculations;
- tested the arithmetical accuracy of the net GHG emission calculations as well as the appropriateness of the market based emissions calculations;
- performed limited substantive testing on a sample basis of the Subject Matter Information to assess that data had been appropriately measured, recorded, collated and reported;
- reviewed the Subject Matter Information to assess whether it has been prepared as described in the criteria; and
- considered the disclosure and presentation of the Subject Matter Information.

Dexus discloses Total Market Based net GHG emissions (net GHG emissions) including an offset deduction from Dexus' emissions for the year ended 30 June 2023 of 30,810 tonnes of CO₂-e relating to offsets. We have performed procedures as to whether these offsets were acquired during the year (or when actual emissions are unknown before the year end up to the date of this report), as well as verifying their retirement with the relevant registries (or pending approval for retirement up until the date of this report). We have also considered whether the description of them disclosed is a reasonable summary of the relevant contracts and related documentation and have performed procedures over the calculation of net GHG emissions. We have not, however, performed any procedures regarding the external providers of these offsets, and express no conclusion about whether the offsets have resulted, or will result, in a reduction of 30,810 tonnes of CO₂-e.

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

Inherent limitations

Inherent limitations exist in all assurance engagements due to the selective testing of the information being examined. It is therefore possible that fraud, error or non-compliance may occur and not be detected. A limited assurance engagement is not designed to detect all instances of non-compliance of the Subject Matter Information with the Criteria, as it is limited primarily to making enquiries of management and applying analytical procedures.

Additionally, non-financial data may be subject to more inherent limitations than financial data, given both its nature and the methods used for determining, calculating and estimating such data. The



precision of different measurement techniques may also vary. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, evaluation and measurement techniques that can affect comparability between entities and over time. In addition, GHG quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

The limited assurance conclusion expressed in this report has been formed on the above basis.

Our limited assurance conclusion

Based on the procedures we have performed, as described under 'Our responsibilities', and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Subject Matter Information has not been prepared, in all material respects, in accordance with the Criteria as at or for the year ended 30 June 2023 (as identified in the Subject Matter Information and Criteria above).

Use and distribution of our report

We were engaged by the board of directors of Dexus Funds Management Limited on behalf of Dexus Funds Management Limited, the responsible entity of the Dexus Property Trust and the Dexus Operations Trust to prepare this independent assurance report having regard to the criteria specified by Dexus Funds Management Limited and set out in this report. This report was prepared solely for Dexus Funds Management Limited to assist the directors in responding to their governance responsibilities by obtaining an independent assurance report in connection with the Selected subject matter.

We accept no duty, responsibility or liability to anyone other than Dexus Funds Management Limited in connection with this report or to Dexus Funds Management Limited 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 Dexus Funds Management Limited and if anyone other than Dexus Funds Management Limited 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 Dexus Funds Management Limited receiving or using this report.

PricewaterhouseCoopers

PricewaterhouseCoopers

C. Mara

Caroline Mara
Partner

Sydney
15 August 2023

2023 reporting criteria



Criteria for reporting on selected information included within the scope for assurance

The following criteria were used by Dexus to prepare the selected subject matter assured by PricewaterhouseCoopers (PwC) included within the 2023 Dexus Sustainability Performance Pack set out below.

Section of Sustainability Reporting	Matter subject to assurance
Environment	<ul style="list-style-type: none"> – Total Scope 1 location-based greenhouse gas (GHG) emissions (t CO₂-e) – Total Scope 2 location-based greenhouse gas (GHG) emissions (t CO₂-e) – Total Scope 2 market-based greenhouse gas (GHG) emissions (t CO₂-e) – Total Scope 3 location-based greenhouse gas (GHG) emissions (t CO₂-e) – Total Scope 3 market-based greenhouse gas (GHG) emissions (t CO₂-e) – Total Net Scope 1, 2 and 3 greenhouse gas (GHG) emissions (t CO₂-e) – Total Net energy consumed (electricity, natural gas, diesel, solar) (GJ) – Water consumed (kL) – Total waste (tonnes)
Employees	<ul style="list-style-type: none"> – HR Indicators <ul style="list-style-type: none"> – Percentage of female employees – Percentage of females in senior management – Percentage of female non-executive directors – Absentee rate (days per employee) – Safety indicators <ul style="list-style-type: none"> – Lost time injury frequency rate – Fatalities – Site-based contractors Lost time injury frequency rate – Site-based contractor fatalities

Dexus believes that underlying data presented for other areas of the 2023 Annual Report is sound.

Parameters used in the preparation of the subject matter – Group environmental inventory

Dexus applied the following parameters in calculating the reported GHG emissions, energy and water consumption data, and waste data described above:

Item	Description
Reporting period	1 July 2022 to 30 June 2023
Reporting boundary	<p>Unless otherwise stated, Dexus applied the principles contained within the <i>National Greenhouse and Energy Reporting Act 2007</i> (NGERA) and its associated guidelines. Unless otherwise stated below, the reporting boundary comprises those facilities in Australia and New Zealand which fall under the operational control of members of the group of which Dexus Holdings Limited is the controlling corporation for part of or all the 12 months ending June 30, 2023.</p> <p>The operations covered under the scope of reporting are consistent with Dexus's operation as a property business, being:</p>



1. **Property investment** including directly owned assets and assets managed on behalf of third-party investors. Property investment comprises:
 - a. Office assets
 - b. Industrial assets
 - c. Retail assets
 - d. Healthcare assets
 - e. Convenience Retail assets
 - f. Hotel assets
2. **Occupied premises** being Dexus occupied tenancies.

Property development is excluded from the boundary of operational control for Australia and New Zealand. Operational control of the development site is handed over at Practical Completion of the development.

Infrastructure investments are excluded from the boundary of operational control for Australia and New Zealand, as operational control is determined to be the responsibility of the external asset operator.

Total Scope 1, 2 and 3 location-based GHG emissions

Total Scope 1, 2, and 3 GHG emissions comprises emissions within the reporting boundary for Australia as calculated using the formula below:

$$\begin{aligned} & \textit{Total Scope 1, 2, and 3 location based GHG emissions} \\ &= \textit{Scope 1 GHG Emissions} + \textit{Scope 2 location based GHG Emissions} \\ &+ \textit{Scope 3 location based GHG Emissions} \end{aligned}$$

Where:

Scope 1 GHG Emissions, *Scope 2 location based GHG Emissions* and *Scope 3 location based GHG Emissions* are as defined within this criterion.

'Scopes' are defined under the international reporting framework of the World Resources Institute/World Business Council for Sustainable Development reported in *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard* and have been adopted by the NGERA. Reporting is in alignment with the NGERA and its associated guidelines with the exception of Scope 3 GHG emissions as described below. GHG are measured in carbon dioxide equivalents and expressed in tonnes (tCO₂-e).

Total Scope 1, 2 and 3 market-based GHG emissions

Total Scope 1, 2, and 3 GHG market-based emissions comprises emissions within the reporting boundary for Australia and New Zealand as calculated using the formula below:

$$\begin{aligned} & \textit{Total 1, 2, and 3 market based GHG emissions} \\ &= \textit{Scope 1 GHG Emissions} + \textit{Scope 2 market based GHG Emissions} \\ &+ \textit{Scope 3 market based GHG Emissions} \end{aligned}$$

Where:

Scope 1 GHG Emissions, *Scope 2 market based GHG Emissions* and *Scope 3 market based GHG Emissions* are as defined within this criterion.

'Scopes' are defined under the international reporting framework of the World Resources Institute/World Business Council for Sustainable Development reported in *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard* and have been adopted by the NGERA. GHG are measured in carbon dioxide equivalents and expressed in tonnes (tCO₂-e).

Scope 1 GHG emissions

Scope 1 emissions (direct emissions) comprise GHG emission under associated with fuel combustion and use of hydrofluorocarbons for the following sources:

- **Natural gas** (used for heating air and water). Natural gas data is derived from supply authority billing. Meter data and/or estimated data is applied based on Dexus's methodology, set out below, if billing data is unavailable at the time of reporting.
- **Diesel Oil (Diesel)**. Diesel data is collected from site operations managers and is sourced from delivery invoices for diesel purchases and periodic diesel tank level readings. Billing data and/or estimated data is applied based on Dexus's methodology if billing data is unavailable at the time of reporting.
- **Refrigerant gases** (used within air conditioning equipment). The data for refrigerant gases is derived from a refrigerant register that lists all equipment under Dexus operational control. Leakage is measured via equipment maintenance records of refrigerant top-ups or by applying an annual leakage rate as defined with the *National Greenhouse and Energy Reporting (Measurement) Determination, July 2022*, with global warming potentials relative to CO₂ aligned with the IPCC Fifth Assessment Report (2014).



- **Gasoline (other than for use as fuel in an aircraft).** Gasoline data is collected from site operations managers and is sourced from invoices for purchases. Billing data and/or estimated data is applied based on Dexus's methodology if billing data is unavailable at the time of reporting.

Scope 1 emissions have been calculated according to the Australian Government's *National Greenhouse and Energy Reporting (Measurement) Determination, July 2022* and the New Zealand Government's *Measuring emissions: A guide for organisations: 2022 detailed guide, August 2022*.

Scope 2 location-based GHG emissions
 Scope 2 location-based GHG emissions comprise indirect GHG emissions associated with grid-purchased electricity used for lighting and power. The data is provided by supply authority billing. Meter and/or estimated data is applied based on Dexus's methodology if billing data is unavailable at the time of reporting.
 Scope 2 emissions have been calculated using published average grid emission factors according to the Australian Government's *National Greenhouse and Energy Reporting (Measurement) Determination, July 2022* and the New Zealand Government's *Measuring emissions: A guide for organisations: 2022 detailed guide, August 2022*.

Scope 2 GHG market-based GHG emissions
 Scope 2 GHG market-based emissions comprise indirect GHG emissions associated with grid-purchased electricity used for lighting and power. The data is provided by supply authority billing. Meter and/or estimated data is applied based on Dexus's methodology if billing data is unavailable at the time of reporting.
 'Market-based' Scope 2 emissions involve separate accounting for any type of energy or energy attributed to a purchase via a contractual instrument, using source-based scope 2 emission factors evidenced by electricity attribute certificates, as defined within *The Greenhouse Gas Protocol: Scope 2 Guidance*.

Dexus has separated its electricity purchases into three categories for emissions calculations:

Renewable electricity:

- **'Supplied renewable electricity'** supplied as a proportion of total grid purchases from energy retailers within electricity supply arrangements, which involves retailers surrendering Large Scale Generation Certificates (LGCs) for electricity consumed by Dexus in line with Australia's Renewable Energy Target (RET). These are evidenced by electricity supply agreements and tax invoices for supply of electricity, as defined below
- **'Additional voluntary renewable electricity'** purchases made by Dexus that can be accounted using source-based scope emission factors evidenced by *electricity attribute certificates* obtained and surrendered by or on behalf of Dexus, as defined below

Non-renewable electricity:

- **'Remaining electricity'** which is deemed to be derived from fossil fuels, where emissions are accounted for by applying state-based 'residual mix factors', as defined below

Where:

Electricity supply agreements and tax invoices – agreements between Dexus and electricity retailers for the supply of electricity, and subsequent invoices issued that state the volume of electricity consumed. These agreements and tax invoices include details for the sourcing of LGCs in line with retailer requirements under the RET, with Dexus being the end-consumer of electricity.

Energy attribute certificates – instruments have been developed to track energy production information (or its "attributes") separately from actual energy delivery. These instruments typically flow from energy generation facilities to energy suppliers and ultimately energy consumers to support consumer claims about the type of energy used and its related attributes.

Dexus recognises the following schemes and certificates as energy attribute certificates and has applied the nominated GHG emission coefficients listed in the table below for quantities of electricity purchased and consumed, or volumes of certificates that retired under these schemes.

Energy attribute certificate scheme	Scope 2 emission factor	Scope 3 emission factor	Evidence
GreenPower – electricity generated under the National GreenPower Accreditation Program (https://www.greenpower.gov.au/)	0	0	Tax invoices for the purchase of GreenPower with retirement managed by the GreenPower provider
Large Scale Generation Certificates (LGCs) created by accredited renewable energy power stations under Australia's Renewable Energy Target, administered by the Clean Energy Regulator	0	0	Electricity tax invoices for 'bundled LGCs', supported by electricity contracts Tax invoices for the purchase of additional LGCs and records of retirements of certificates in their relevant registries.

New Zealand Energy Certificates (NZ-ECs) under the New Zealand Energy Certificate System, created by existing renewable electricity generators in New Zealand and administered by administered by the New Zealand Body for Certificate Issuance (NZBCI).	0	0	NZ-EC purchase agreement with New Zealand electricity retailers Statement of Position issued by Certified Energy Records in the NZECS Registry
Contracts for electricity, such as power purchase agreements (PPAs) not involving GreenPower nor LGCs, and contracts from specified sources, where electricity attribute certificates do not exist or are not required for a usage claim.	Source specific	State-based coefficients as per location-based accounting	Tax invoices or other equivalent energy attribute certificate.



¹ For GreenPower and LGCs, a scope 3 emission factor = 0 is applied as losses are taken into account in the creation of LGC's in accordance with the GreenPower Program Rules Version 10, page 14 and <http://www.cleanenergyregulator.gov.au/RET/Scheme-participants-and-industry/Power-stations/Large-scale-generation-certificates/Large-scale-generation-certificate-eligibility-formula>

Renewable Power Percentage (RPP) – The renewable power percentage represents the number (or percentage) of LGCs each liable entity (i.e., electricity retailer) is required to surrender each year. Retailers in turn include the surrender of LGCs in electricity contracts, and as the end consumer of electricity, organisations like Dexus are receiving a proportion of total electricity in line with the RPP. Dexus is applying the RPP as a close proxy for the national proportion of renewable energy supplied to consumers via their electricity arrangements.

For reporting of assets in Australia:

The RPP is published annually by Australia's Clean Energy Regulator:

<http://www.cleanenergyregulator.gov.au/RET/Scheme-participants-and-industry/the-renewable-power-percentage>

For reporting of assets in New Zealand:

Although statistics on the proportion of renewable electricity production is published by New Zealand Ministry of Business, Innovation and Employment (<https://www.mbie.govt.nz/building-and-energy/energy-and-natural-resources/energy-statistics-and-modelling/energy-statistics/electricity-statistics/>), energy retailers within New Zealand market are not mandated to purchase energy attribute certificates for a proportion of their electricity from renewables, which requires consumers to purchase energy attribute certificates equivalent to 100% of their consumption.

For this reason, Dexus has assumed that the **RPP for New Zealand = 0**.

Market-based 'residual mix' factors – emissions factors relating to fossil fuel electricity generators, and are derived from the published state-based grid emissions factors (location-based factors), and scaled for the proportion of electricity generated from fossil fuels by subtracting the Renewable Power Percentage (RPP) from total (or 100%) of electricity supplied, as follows:

$$\text{Residual Mix Factor emissions coefficient} = \frac{\text{location based grid factor}}{(100\% - RPP)}$$

Scope 2 'location-based' grid factors in Australia have been sourced from the *National Greenhouse and Energy Reporting (Measurement) Determination, July 2022*.

Scope 3 'location-based' grid factors in Australia have been sourced from the *National Greenhouse Accounts (NGA) Factors, November 2022*.

Scope 2 and 3 'location-based' grid factors in New Zealand have been sourced from the New Zealand Government's *Measuring emissions: A guide for organisations: 2022 detailed guide, August 2022, Tables 9 & 12*.

This approach has been adopted from the *Property Council Scope 2 workbook, v1 28 June 2019* published by the Property Council of Australia, however the calculations are applied individually to each state-based factor, rather than using a national approach.

This deviation has been adopted to maintain consistency with location-based reporting – noting that once the RPP is used to separate grid-supplied electricity into renewable and non-renewable, this approach results in equivalent emissions, should an organisation not make any additional voluntary renewable energy purchases.

Within this approach:

- Electricity attribute certificates acquired directly by Dexus and surrendered are deemed to be additional to those surrendered to meet RET obligations in Australia, or similar schemes in other jurisdictions
- Given the interconnected nature of the National Electricity Market, it is assumed that the proportion of renewable energy is equitably distributed across Australia, including Western Australia



Emissions accounting for ‘accredited power stations’ – Dexus operates rooftop solar photovoltaic (PV) systems that generate electricity from solar energy for consumption on-site by Dexus, its customers or exported to the grid.

In some properties, the solar PV system has been registered as an Accredited Power Station as defined in Australia’s *Renewable Energy (Electricity) Act 2000* and is eligible to create LGCs based on eligible electricity generated.

For the LGCs created, Dexus acknowledges that, as the energy attribute certificate, the LGCs created carry the applicable renewable energy benefit and has the option to retire or transfer these LGCs.

To avoid double-counting of renewable benefits (i.e. claiming solar and retiring LGCs), Dexus accounts for all electricity generated from accredited power stations as being 100% exported to the electricity grid and is substituted by an equivalent amount of ‘grid sourced’ electricity as an incoming supply to the property. The substituted electricity is accounted for using the market-based emissions methodology above, and in order to claim any renewable benefit, Dexus surrenders the equivalent LGCs or NZ-ECs with the Clean Energy Regulator (in Australia) or Certified Energy (in New Zealand) respectively.

Scope 3 location based GHG emissions

Scope 3 location-based emissions (other indirect emissions) comprise GHG associated with transmission and distribution losses (“energy losses”) associated with energy use, waste sent to landfill, recycled waste, and water/wastewater use, and emissions from corporate operations including office paper use, corporate travel and employee commuting.

Data sources:

- Data for energy losses is that used to calculate scope 1 and 2 emissions.
- Data for waste to landfill and recycled waste is provided by waste contractors directly or collated by site managers from data provided by waste contractors. Estimated data is applied based on Dexus’s methodology if billing data is unavailable at the time of reporting.
- Data for water consumption is provided by water utilities. Estimated data is applied based on Dexus’s methodology if billing data is unavailable at the time of reporting.
- Data for corporate operations has been compiled in accordance with the *Climate Active Carbon Neutral Standard for Organisations, October 2022*.

Emissions factors and calculations:

- Scope 3 emissions for energy and waste to landfill have been calculated according to the *National Greenhouse Accounts (NGA) Factors, November 2022*
- Scope 3 emissions for recycled waste have been calculated according to *Department of Sustainability, Environment, Water, Population and Communities: A study into commercial & industrial (C&I) waste and recycling in Australia by industry division: 2013, Table 21: Greenhouse gas impacts of landfilling and recycling materials*.
- Scope 3 emissions for water/wastewater have been calculated using factors derived from the *Climate Active Inventory (version 8.0) circulated on 20 March 2023*, referencing the regional factor for the emission source ‘Water supply and wastewater treatment’.
- Emissions for corporate sources included in the boundary have been calculated according to the *Climate Active Inventory (version 8.0) circulated on 20 March 2023*. Corporate sources included in the boundary are:
 - o Telecommunications and use of Data Centres:
 - Calculated via spend method via the aggregation of invoices and/or appropriate records from the supplier of the service
 - o IT Equipment and Office Equipment hire:
 - Calculated via spend method via the aggregation of invoices and/or appropriate records from the supplier of the service
 - o Paper use including Carbon Neutral Paper:
 - Calculated via the utilisation of weight-based records from the supplier of the consumable
 - o Stationery:
 - Calculated via spend method via the aggregation of corporate spend records from Dexus’s accounting system
 - o Employee Commuting and Working From Home:



- Calculated via the information collected from a periodic Dexus employee commuting survey and extrapolated based on current FTE figures
 - Business travel, including flights, taxis. Personal car use, hire cars and parking:
 - Business travel is calculated via the provision of records from Dexus's travel agent which detail kilometres travelled on domestic and international flights. Air travel is based on distance method. Personal car use is calculated via distance-method using Dexus's employee records. Hire car and parking records are calculated via spend method via the aggregation of corporate spend records from Dexus's accounting system
 - Printing, Couriers:
 - Calculated via spend method via the aggregation of invoices and/or appropriate records from the supplier of the service
 - Hotel Accommodation:
 - Hotel accommodation is calculated via activity method based on room night records from all domestic and international business travel, and provided by Dexus's travel agent
 - Bus shuttle:
 - Calculated via a distance-based method on annualised basis from the frequency and distance of the bus shuttle travel route
 - Food and beverage:
 - Calculated via spend method via the aggregation of corporate spend records from Dexus's accounting system
 - Furniture:
 - Calculated via spend method via the aggregation of corporate spend records from Dexus's accounting system

Scope 3 market based GHG emissions As per the definition above, except that a scope 3 residual mix factor is used to calculate emissions for non-renewable electricity, in line with the Scope 2 market based GHG emissions definition. For GreenPower, LGCs and NZ-ECs, a scope 3 emission factor = 0 is applied as losses are taken into account in the creation of LGC's in accordance with the GreenPower Program Rules Version 10, page 14 and <http://www.cleanenergyregulator.gov.au/RET/Scheme-participants-and-industry/Power-stations/Large-scale-generation-certificates/Large-scale-generation-certificate-eligibility-formula>

Total Net Scope 1, 2 and 3 GHG emissions Total Net Scope 1, 2, and 3 GHG emissions comprises emissions within the reporting boundary for Australia and New Zealand as calculated using the formula below:

$$\begin{aligned} \text{Total Net 1, 2, and 3 GHG emissions} \\ = \text{Scope 1 GHG Emissions} + \text{Scope 2 market based GHG Emissions} \\ + \text{Scope 3 market based GHG Emissions} - \text{GHG offsets} \end{aligned}$$

Where:

- 'GHG offsets' comprises carbon offsets or carbon credits equivalent offset units that have been retired and/or offered for pending acceptance via the relevant registries eligible under the Climate Active Carbon Neutral Standard for Organisations, administered by the Australian Department of Climate Change, Energy, the Environment and Water.
- The Climate Active Carbon Neutral Standard for Organisations provides a list of eligible offset units that have been assessed as meeting the Standard's offsets integrity principles. These principles are designed to ensure that eligible offset units represent genuine and credible emission reductions.
- GHG offsets are created by eligible projects under recognised schemes and each offset represents 1 tonne of abated or avoided carbon dioxide equivalent.
- GHG offsets are created and tracked through market registers.
- 'Scopes' are defined under the international reporting framework of the World Resources Institute/World Business Council for Sustainable Development reported in The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard and have been adopted by the NGERA.

Reporting is in alignment with the NGERA and its associated guidelines with the exception of Scope 3 GHG emissions as described above. GHG are measured in carbon dioxide equivalents and expressed in tonnes (tCO₂-e).

Energy consumed

Energy consumed comprises primary energy sources, namely natural gas, diesel and electricity purchased by Dexus for facilities within the reporting boundary for Australia and New Zealand. Energy consumed also comprises secondary electricity that is generated from conversion of solar energy, and natural gas or diesel via combustion, for consumption within the facility. Energy consumed is calculated as a total figure converting measured usage to gigajoules using the methods and conversion factors specified within the *National Greenhouse and Energy Reporting (Measurement) Determination, July 2022*. Energy consumption has been based on quantities invoiced or metered by suppliers or Dexus. Estimates are used when billing data is unavailable and these are based on Dexus’s methodology, drawing from secondary sources such as meter data or based on seasonal historical estimates.



Energy produced

Energy produced comprises energy captured from natural sources and the manufacture of energy from transformation from another fuel source within Dexus for facilities within the reporting boundary for subsequent consumption onsite or export offsite.

Energy produced comprises:

- **Electricity production from solar radiation (solar PV).** The data for electricity production from solar radiation is derived from site-based sub meters. Estimated data is applied based on Dexus’s methodology if meter data is unavailable at the time of reporting.
 - o Dexus measures and reports on total energy produced, separated into the following end-use consumption outcomes:
 - Electricity consumed on site by Dexus
 - Electricity consumed on site by Customers
 - Electricity exported to the grid
 - o Dexus delineates between LGC-producing and non-LGC-producing systems as follows:
 - a. **Accredited Power Stations:** Larger solar PV systems that are registered as an Accredited Power Station as defined in Australia’s Renewable Energy (Electricity) Act 2000 are eligible to create LGCs based on eligible electricity generated
 - i. Dexus applies a ‘grid-first’ approach and accounts for all electricity generated from accredited power stations as being 100% exported to the electricity grid and is substituted by an equivalent amount of ‘grid sourced’ electricity as an incoming supply to the property.
 - b. **Small scale rooftop solar systems:** Smaller solar PV systems that are not registered.
 - i. Dexus applies a ‘site-first’ approach’ whereby solar electricity is metered and recorded as ‘Solar Electricity’. Where an embedded network is operates at the property, solar benefit attributed to Dexus first, then its customers and then the grid on an annual net-basis
- Dexus measures and reports on total energy produced, separated into the following end-use consumption outcomes:
 - o Electricity consumed on site by Dexus
 - o Electricity consumed on site by Customers
 - o Electricity exported to the grid

Solar energy end-use	Accredited power station	Small scale rooftop solar system
Electricity consumed on site by Dexus	0%	Variable based on metering, with benefit attributed first to Dexus on an annual net basis
Electricity consumed on site by Customers (exported offsite but not to a network)	0%	Variable based on metering, with remaining on-site benefit attributed to customers on an annual net basis
Electricity exported off-site to a network	100% & matched by an equivalent amount of grid-electricity	Variable – remaining excess production exported offsite as measured by property gate electricity meters

- **Electricity production from thermal generation (cogeneration and diesel generators).** Data for electricity production from thermal generation is derived direct measurement or from incoming natural gas or diesel utility data that is multiplied by



efficiency factors of 32% for natural gas and 40% for diesel, which represent the estimated electricity yield. Estimated data is applied based on Dexus's methodology if meter data is unavailable at the time of reporting.

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Energy produced is calculated as a total figure converting measured usage to gigajoules using the methods and conversion factors specified within the *National Greenhouse and Energy Reporting (Measurement) Determination, July 2022*.

Total net energy consumed	Total net energy consumed is defined as the energy consumed minus the energy produced within the reporting boundary. Net energy consumed excludes energy that is produced and exported 'offsite' to a customer or a network.
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Water consumption	<p>Water consumption is based on quantities invoiced or metered by suppliers.</p> <p>Water consumption comprises:</p> <ul style="list-style-type: none"> – Water purchased by Dexus from local water authorities and suppliers for assets for which Dexus has operational control – Recycled water from onsite greywater and blackwater treatment systems <p>Water consumption excludes water use from onsite rainwater harvesting.</p>
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Total waste	<p>Total waste is based on volume or weight quantities invoiced by waste contractors.</p> <p>Total waste comprises:</p> <ul style="list-style-type: none"> – Waste measured in weight that is sent to landfill by waste and cleaning contractors on behalf of Dexus and our customers for office and retail assets for which Dexus has operational control. – Recycling measured in weight that is diverted from landfill by waste and cleaning contractors on behalf of Dexus and our customers for office and retail assets for which Dexus has operational control. – Where waste and recycling data is based off volumes rather than actual weights, waste contractors use a predetermined density factor to report to Dexus in weight. Waste contractors may apply different density factors based on their historical analysis of different waste collection practices employed at Dexus facilities. For example, there may be variations in bin size and average bin fullness across different facilities. <p>Total waste excludes waste to landfill and recycling for Industrial, Convenience Retail and Healthcare assets where Dexus does not have operational control over waste collection. Where Dexus has operational control over waste collection at Industrial Business Parks, Industrial, Convenience Retail and Healthcare assets, total waste is reported.</p> <p>Furthermore, waste data may be not available for all office and retail facilities. The site area of those facilities that have been reported represents 100% of the total lettable area of retail and office facilities within the reporting boundary.</p>
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Data confidence and estimation	<p>Where primary data such as utility invoices have not been received, estimates are applied using the following prioritised data methodology:</p> <ol style="list-style-type: none"> 1. 30-minute interval electricity, natural gas and water metering data supplied by MP/MDA Metering Dynamics 2. Estimated data using an estimate that accounts for seasonal variances derived by: <ol style="list-style-type: none"> a. Derived from an actual figure for the same period in the prior year, adjusted for the length of the gap b. Derived from an actual figure for the prior month, adjusted for the length of the gap c. Interpolation between two adjacent actual readings, adjusted for the length of the gap 3. Estimated data using the monthly average for the previous 12-month period.
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Parameters used in the preparation of the subject matter - Employees

Dexus applied the following parameters in calculating the reported workforce diversity statistics, absenteeism and safety statistics described above:

Item	Description
Reporting period	1 July 2022 to 30 June 2023
Reporting boundary	Unless otherwise stated below, the reporting boundary comprises employees ('Dexus workforce', 'Dexus employees') across facilities in Australia and New Zealand which fall



	<p>under the operational control of members of the group of which Dexus Holdings Limited is the controlling corporation.</p> <p>The 'Dexus workforce' or 'Dexus employees' includes staff employed full-time, part-time, on fixed term contracts and on a casual basis and excludes independent consultants/service providers and temporary staff sourced via external agencies.</p>
Number of workers	<p>Number of workers - Is defined as the number of workers who were employed by Dexus as recorded at 30 June 2023.</p> <p>Headcount data for the purpose of these statistics represents the active Dexus workforce and is based on the metric 'Total Headcount (ongoing)' as defined by the Australian Public Service Commission (https://legacy.apsc.gov.au/appendix-common-workforce-metrics), as the number of <i>ongoing</i> employees directly employed by Dexus at the point in time described above.</p>
Number of full-time equivalent employees	<p>Number of full-time equivalent employees (FTEs) - Is defined as the number of workers who were employed by Dexus as recorded at 30 June 2023.</p> <p>FTE data for the purpose of these statistics represents the whole Dexus workforce, and is based on the metric 'Total FTE' as defined by the Australian Public Service Commission (https://legacy.apsc.gov.au/appendix-common-workforce-metrics), as the number of full-time equivalent employees directly employed by the organisation at a point in time where part-time employees are converted to full-time equivalent based on the hours they work as a proportion of the hours for a full-time employee.</p>
Number of hours worked	<p>Number of hours worked in the period - Refers to the total scheduled number of hours of all Dexus employees as recorded at 30 June 2023. Dexus offers employees flexible work arrangements and staff are employed under individual contracts that stipulate 38 hours per week for each full-time employee. As Dexus does not track employee working hours and staff do not engage in overtime or shift work, Dexus has defined the 'number of hours worked' as 1824 hours per annum (equal to 240 days x 7.6 hours) per full-time employee.</p>
Percentage of female employees	<p>The percentage of female full time equivalent workers employed is calculated as follows:</p> $\text{Female employees (\%)} = \frac{\text{number of female full time equivalent workers}}{\text{total number of full time equivalent workers}}$ <p>Where:</p> <p>Number of full-time equivalent workers – as defined above</p> <p>Number of female full time equivalent workers – A subset of the number of full time equivalent workers defined above who identify themselves as female</p>
Percentage of females in senior management	<p>'Senior Management team' includes <i>executive management and senior management positions</i> within the Dexus workforce.</p> <p>Where:</p> <p>Executive management and senior management positions include Dexus employees whose role is mapped to one of the following four occupational categories: 'CEO/head of business', 'KMP (key management personnel)', 'other executives/general managers', and 'senior managers', as outlined within worker classification guidance <i>Standardised occupational categories of managers: February 2018</i> published by the <i>Australian Government's Workplace Gender Equality Agency (WGEA)</i>. Refer to: https://www.wgea.gov.au/sites/default/files/standardised-categories-managers.pdf</p> <p>The percentage of females in senior management is calculated as follows:</p> $\text{Females in senior management (\%)} = \frac{\text{number of female senior managers}}{\text{total number of senior managers}}$ <p>Where:</p> <p>Number of senior managers – A subset of the total number of workers with a 'Senior Management team' corporate title as defined above</p> <p>Number of female workers – A subset of the number of senior managers defined above who identify themselves as female</p>
Percentage of female non-executive directors	<p>The percentage of female non-executive directors is calculated as follows:</p> $\text{Female non executive directors (\%)} = \frac{\text{number of female non executive directors}}{\text{total number of non executive directors}}$



	<p>Where:</p> <p>Number of non-executive directors – The total number of non-executive directors of Dexus Holdings Limited as recorded at 30 June 2023</p> <p>Number of female non-executive directors – A subset of the number of non-executive directors defined above who identify themselves as female</p>
Absentee Rate	<p>Absentee Rate (AR) – the number of sick leave and carers leave days per full time equivalent workers employed is calculated as follows:</p> $AR = \frac{\text{number of Sick and Carers leave days}}{\text{number of full time equivalent employees}}$ <p>Where:</p> <p>Number of full-time equivalent employees – as defined above</p>
Work health & safety definitions	<p>Work health and safety (WH&S) incidents account for all recorded incidents pertaining to Dexus employees and includes contractors employed directly by Dexus. All reported incidents in FY21 related to personal injury.</p> <p>The system of rules applied in recording and reporting accident statistics include <i>Australian Standard 1885.1 1990</i>, Workplace injury and disease recording standard as well as definitions within disclosure 403-2 and 403-9 from <i>GRI 403: Occupational Health and Safety 2018</i>, from the Global Reporting Initiative (GRI) Standards.</p> <p>No lost-time injuries/diseases – Those occurrences which were not lost-time injuries/diseases and for which first aid and/or medical treatment was administered</p> <p>Lost-time injuries/diseases – A work-related injury or disease (including a permanent disability or a fatality) that results in one or more days absent from work (not including the day of injury) and is supported by a workers compensation certificate.</p> <p>Occupational disease – A disease arising from the work situation or activity (such as stress or regular exposure to harmful chemicals), or from a work-related injury</p> <p>Fatalities – Fatalities that occur due to an injury or disease occurrence arising from the work situation or activity</p>
Lost Time Injury Frequency Rate (LTIFR)	<p>Lost Time Injury Frequency Rate (LTIFR) - the number of occurrences of injury or disease for each one million hours worked is calculated as follows:</p> $LTIFR = \frac{\text{number of lost time injuries/diseases}}{\text{number of hours worked}} \times 1,000,000$ <p>Where:</p> <p>Number of lost time injuries/diseases – the number of lost-time injuries/diseases recorded during the reporting period as defined above</p> <p>Number of hours worked in the period – as defined above</p>
Fatalities Rate	<p>Fatalities Rate (FR) - the rate of fatalities due to work-related injury is calculated as follows:</p> $FR = \frac{\text{number of fatalities}}{\text{number of hours worked}} \times 1,000,000$
Site-based Contractors Lost Time Injury Frequency Rate	<p>Site-Based Contractors Lost Time Injury Frequency Rate– calculated using the same approach as for Lost Time Injury Frequency Rate and applied across site-based contractors.</p> <p>Using terminology within the <i>GRI 403: Occupational Health and Safety 2018</i> reporting standard, site-based contractors are characterised by Dexus having control of the workplace, but not having control over the individual's work.</p>
Site-based Contractors Fatalities Rate	<p>Site-Based Contractors Fatalities Rate– calculated using the same approach as for Fatalities Rate and applied across site-based contractors.</p> <p>Using terminology within the <i>GRI 403: Occupational Health and Safety 2018</i> reporting standard, site-based contractors are characterised by Dexus having control of the workplace, but not having control over the individual's work.</p>

13 August 2023

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