

Environment Policy

1. Purpose

At Dexus, our sustainability aspiration is to unlock the potential of real assets to create lasting positive impact and a more sustainable tomorrow. The Dexus Environment Policy applies across our platform and aims to inform the way we treat environmental considerations in our operations and investments.

2. Context

Dexus acknowledges the impact that ESG-related risks and opportunities can have on the value of the assets we invest in and the financial success of our business. We recognise our duty of care to our stakeholders: investors, customers, employees, and the wider community, to sustain and protect the environment. Dexus also acknowledges the opportunity we have to influence stakeholders to drive better sustainability outcomes, including through our responsible investment activity. Dexus is committed to meeting regulatory requirements while driving sustainability outcomes through our direct action and influence.

Dexus Sustainability Strategy



The Dexus Sustainability Strategy supports Dexus’s strategic objectives of delivering resilient income streams and being an investor manager of choice, while prioritising and focusing effort on the issues that are most material to Dexus to drive greater sustainability impact in a targeted and effective way. The Dexus Sustainability Strategy elevates environmental considerations as a key area of focus through our prioritisation

of Climate Action, as well as through our Sustainability Foundations (including Nature, Circularity, and Governance and Reporting).

3. Alignment with societal goals

We support the United Nations Sustainable Development Goals (SDGs) which align with our stakeholders' expectations for Dexus to develop and manage assets that make a positive environmental impact. Through this policy and our actions, we will continue to contribute to the following SDGs and their related targets:



By 2030, increase substantially the share of renewable energy in the global energy mix



By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.



By 2030, achieve the sustainable management and efficient use of natural resources.

By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.



Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

4. Coverage

This policy covers all activities under Dexus's operational control, including assets under management, transactions, developments and corporate tenancies. Where Dexus does not have operational control, the activities under Section 6 "Portfolio Investments" apply. This policy applies to all Dexus employees, external facility managers and service providers, acknowledging that stakeholders of this policy include customers, visitors and local communities.

Dexus seeks to collaborate with stakeholders to achieve sustainability outcomes, targeting a long-term environmental stewardship approach.

5. Policy commitments

We aim to protect and sustain the environment by maximising resource productivity to reduce environmental impacts in a financially sustainable manner. Dexus is committed to maintaining compliance with environmental legislation and regulation, and going further by:

1. Integrating climate risk, resilience and adaptation into investment decision making and operations
2. Looking for opportunities to improve our environmental performance through setting targets to minimise the consumption of energy and water, and reduce waste generation
3. Operating existing property managed assets to achieve net-zero greenhouse gas emissions in operation, and for new acquisitions, accelerating their transition towards this goal by working with investment partners on improving energy efficiency, increasing on-site and off-site renewables and offsetting remaining emissions
4. Reviewing upfront carbon emissions within developments, fit outs and procurement to identify and progress decarbonisation opportunities
5. Targeting 100% of our electricity needs being sourced from renewable sources by 2030 while minimising resource-related operating costs and reducing exposure to volatility in energy prices, and working with our customers to support their decarbonisation efforts through a transition towards cleaner energy sources
6. Transitioning towards circular economy economic principles for the procurement, use and end of life treatment of materials that minimise the disposal of materials in landfill by maximising stream

- segregation and down and upstream stewardship, to produce recycled materials that can be reused within new products
7. Maintaining a healthy indoor environment to maximise occupants' health, wellbeing and productivity
 8. Maintaining and enhancing biodiversity at our sites, as described within Dexus's Biodiversity Policy
 9. Minimising potential environmental impacts from our upstream supply chain, as outlined within Dexus's Sustainable Procurement Policy
 10. Working with customers through 'green lease' commitments within leases which consist of mutual commitments to manage and operate their tenancies to minimise environmental impacts from operations, installation, and removal of fit outs
 11. Maintaining effective disclosure on environmental performance within regulatory and voluntary reporting, and disclosing our approach to managing climate-related risks and opportunities in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the Australian Sustainability Reporting Standards (ASRS).

6. Implementation

Environmental management system

Dexus will maintain a detailed environmental management system, certified against international standard ISO 14001, for the environmental management of our portfolio across the asset life cycle. Through this system Dexus will:

- Facilitate the identification and implementation of legislative requirements and best practices. Dexus expects ongoing compliance with relevant legislation and regulations
- Strive to continually improve our environmental performance and minimise our environmental footprint
- Aim to deliver a positive impact on biodiversity and have integrated biodiversity management within our organisational strategy
- Ensure that all employees, agents, contractors, service providers and customers are aware of the impact of their actions on the environment, and they
 - use reasonable endeavours to ensure that they are appropriately trained and motivated to conduct their activities in an environmentally responsible manner, and
 - comply with or exceed the requirements of relevant environmental legislation and Dexus's commitment to improving our environmental performance
- Seek to ensure our environmental programs are successful and we meet our environmental obligations
- Identify, manage and monitor potential risks and opportunities presented by climate change at our property managed assets
- Actively promote and develop initiatives to improve the environmental performance and reduce the environmental impact of our portfolio
- Actively involve and take into consideration the views of interested parties
- Provide transparent monitoring and reporting of our environmental performance
- Ensure that this Policy and Dexus's Environment Statement is available to the public, customers, agents, contractors, service providers, suppliers and other interested stakeholders

Property managed assets

Dexus will integrate environmental sustainability practices and initiatives within property operations in order to meet the goals above.

Key activities as applicable include:

- Across the Group's property managed portfolio, Dexus will set and monitor performance against environmental management performance goals, and report on progress against those goals annually within our Annual Reporting suite.
- Adopt portfolio-wide resource efficiency program that is integrated within asset planning and operations
- Benchmark building performance using industry tools such as Green Star performance and NABERS performance, targeting leading environmental performance
 - Assess climate-related risks and opportunities, related to physical climate impacts and the transition to a low carbon economy, and implement appropriate mitigation and adaptation actions
 - Reducing emissions by evaluating and pursuing opportunities to incorporate renewables across all property managed assets and influencing our customers, assets and investment partners to decarbonise where we do not have operational control

Transactions and developments

Dexus will assess environmental exposures and operational performance during our investment acquisition and planning approvals processes. Key activities as applicable will include:

- Assessing each asset's physical environmental exposures and risks prior to acquisition as part of our investment due diligence process
- Integrating environmental considerations and risks into our investment decision making process, taking into consideration Dexus's long term climate resilience and carbon emission reduction goals
- Reviewing the environmental implications for proposals to change land use
- Integrating internal environmental comfort and safety considerations into design proposals, to promote occupant wellbeing

Across our developments, Dexus is committed to designing for operational efficiency whilst targeting net zero emissions from operations and reducing embodied carbon in material selection. Key activities as applicable including:

- Adopting the Dexus Sustainable Development Standard across all new projects
- Adopting a circular economy design approach from demolition, construction to operations, prioritising low carbon design decisions within key projects
- Incorporating sustainable design within new developments targeting efficient operation, leveraging best practice tools such as Green Star, WELL and LEED
- Establishing minimum energy, water, indoor environment and waste performance in design benchmarks

Portfolio Investments

For assets that Dexus does not operationally manage (portfolio investments), Dexus recognises our responsibility to influence the Boards and management teams of the companies and assets we invest in, where improvements in sustainability performance or risk management may contribute to business and investment performance outcomes. Where Dexus holds an investment in an asset but does not hold operational control and in accordance with the Dexus Responsible Investment Policy, we will:

- Monitor companies and assets in which we invest and encourage improved recognition of environmental considerations in business policies, practices and disclosures.
- In line with our own policies and guidelines, seek to influence improvement in sustainability performance by assets, by actively engaging them on their own approaches to managing material sustainability risks and opportunities.
- Engage and collaborate with our service providers, external managers and business partners to understand their processes for considering sustainability issues within the services they provide or investments they manage on our behalf.

7. Engaging with stakeholders

While management plays a key role in responsible environmental management, success can only be achieved when responsibility is shared between management, employees, customers, contractors and service providers.

Dexus collaborates across its value chain and conducts ongoing activities to manage and improve environmental performance. Key stakeholders include external managers, co-owners, customers, employees, facility management and suppliers. Key activities include:

- Conducting training and information sessions for customers to improve their understanding of Dexus's sustainability goals, their current performance, and improvement opportunities
- Identifying opportunities to work with customers to improve their sustainability performance
- Supporting industry innovation regarding uptake of clean energy, energy efficiency and environmental stewardship initiatives and technology
- Collaborating with suppliers and service providers, as per Dexus's Supplier Code of Conduct, to adhere to Dexus's environmental goals and implement appropriate practices as per this policy
- Training our employees to understand the importance of resource efficiency and greenhouse gas emission reduction and continue to raise awareness of risks and opportunities for our business
- Engaging with and influencing our external managers and co-owners on how to improve asset sustainability performance, in accordance with the Dexus Responsible Investment Policy

Version	Document Owner	Author	Approving Authority	Approved Date
1	Compliance	Paul Wall	Head of Risk & Compliance	3 February 2016
2	Compliance	Rob Sims	Head of Governance	7 February 2017
3	Compliance	Rob Sims	Head of Governance	15 January 2019
4	Sustainability	Rob Sims	GMC	18 February 2019
5	Sustainability	Rob Sims	GMC	9 March 2020
6	Sustainability	Rob Sims	GMC	25 June 2021
7	Sustainability	Rob Sims	CEC	24 August 2022
8	Sustainability	Andrew Dundas	CEO & COO	14 May 2024

Environment Statement

At Dexus, we aim to protect and sustain the environment by maximising resource productivity to reduce environmental impacts in the development, property management and refurbishment of assets and create adaptive, enduring and inspiring places for future generations.

We recognise we have a duty of care to our stakeholders: investors, customers, employees, agents and the wider community, to sustain and protect the environment during the management of our property managed portfolio.

We support the United Nations Sustainable Development Goals which align with our stakeholders' expectations for Dexus to develop and manage properties that make a positive environmental impact.

Further, we understand the increasing environmental and social challenges caused by climate-related impacts to the environment and their effects on our communities, and we recognise our role to limit those long-term effects of human-induced climate change in line with the goals of the Paris Agreement.

We seek to enhance climate resilience by minimising our greenhouse gas emissions impact, adapting for change and influencing across our value chain. Dexus is committed to transitioning to a low carbon future through the group's target to maintain net-zero greenhouse gas emissions across our property managed portfolio. This is supported by a further commitment to source 100% of electricity needs from renewable energy providers or sources by 2030.

Through our Environment Policy which supports this statement, Dexus is committed to maintaining ongoing compliance with environmental legislation and regulation, and going further by:

1. Integrating climate risk, resilience and adaptation into investment decision making and operations through a detailed environmental management system, certified against international standard ISO 14001, for the environmental management of our portfolio across the property life cycle
2. Continually improving our environmental performance by setting targets to minimise the consumption of energy and water, reduce waste generation and reduce embedded carbon across our portfolio
3. Operating existing property managed assets to achieve net-zero greenhouse gas emissions in operation, and for new acquisitions, accelerating their transition towards this goal by working with investment partners on improving energy efficiency, increasing on-site and off-site renewables and offsetting remaining emissions
4. Targeting 100% of our electricity needs from renewable sources by 2030 while minimising resource-related operating costs and reducing exposure to volatility in energy prices
5. Integrate circular economy principles for resource use, material selection, procurement and waste management
6. Maintaining and enhancing biodiversity at our sites, as described within Dexus's Biodiversity Policy
7. Minimising potential environmental impacts from our supply chain, as outlined within Dexus's Sustainable Procurement Policy
8. Offer customer solutions that mitigate and minimise the environmental impacts associated with their tenancy. This includes offering green leases and using sustainable practices for the installation and removal of fitouts
9. Maintaining effective disclosure on environmental performance within regulatory and voluntary reporting, and disclosing our approach to managing climate-related risks and opportunities in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the Australian Sustainability Reporting Standards (ASRS)

We believe that teamwork is essential in everything we do. While management plays a key role in the responsible environmental management of our property managed assets, success can only be achieved when responsibility is shared between management, employees, customers, contractors and service providers.



Melanie Bourke
Chief Operating Officer
14 May 2024



Ross Du Vernet
Chief Executive Officer
14 May 2024