

Dexus (ASX: DXS)

ASX release



20 August 2024

2024 Sustainability Data Pack

Dexus releases its 2024 Sustainability Data Pack, which includes the:

- Sustainability Performance Data Pack (also available in xls)
- GRI and SASB Indexes
- Sustainability Assurance Statement and Reporting Criteria

This report should be read in conjunction with Dexus's 2024 Annual Report and the 2024 Management Approach and Procedures.

Authorised by the Board of Dexus Funds Management Limited

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About Dexus

Dexus (ASX: DXS) is a leading Australasian fully integrated real asset group, managing a high-quality Australasian real estate and infrastructure portfolio valued at \$54.5 billion. The Dexus platform includes the Dexus investment portfolio and the funds management business. We directly and indirectly own \$14.8 billion of office, industrial, retail, healthcare, infrastructure and alternatives. We manage a further \$39.7 billion of investments in our funds management business which provides third party capital with exposure to quality sector specific and diversified real asset products. The funds within this business have a strong track record of delivering performance and benefit from Dexus's capabilities. The platform's \$16.1 billion real estate development pipeline provides the opportunity to grow both portfolios and enhance future returns. We believe that the strength and quality of our relationships will always be central to our success and are deeply connected to our purpose Unlock potential, create tomorrow. Our sustainability approach is focused on the priority areas where we believe we can make significant impact: Customer Prosperity, Climate Action and Enhancing Communities. Dexus is supported by more than 37,000 investors from 23 countries. With four decades of expertise in real estate and infrastructure investment, funds management, asset management and development, we have a proven track record in capital and risk management and delivering returns for investors. www.dexus.com

Dexus Funds Management Limited ABN 24 060 920 783, AFSL 238163, as Responsible Entity for Dexus (ASX: DXS) (Dexus Property Trust ARSN 648 526 470 and Dexus Operations Trust ARSN 110 521 223)
Level 30, 50 Bridge Street, Sydney NSW 2000





FY24 Sustainability Data Pack

| | | | |
|--|--|--|---|
| <p>Commitments Update Commitments Update</p> <p>Sustained Value DXS Financial Performance DXS Portfolio Snapshot DXS Capital Management</p> <p>Portfolio Summary DXS Portfolio Dexus Industria REIT (DXI) Dexus Convenience Retail REIT (DXC)</p> | <p>People & Capabilities Our Workforce Diversity and Inclusion Work Health and Safety Recruitment and Retention Human Capital Development Engagement and Flexible Work Remuneration</p> | <p>Customer Prosperity Customer Experience</p> <p>Climate Action Energy Water Air Emissions GHG Emissions Progress Towards Commitments</p> <p>Enhancing Communities Community Investments</p> | <p>Foundations Green Building Certifications Materials Supply Chain</p> <p>Disclosure Frameworks GRI Index SASB Index</p> |
|--|--|--|---|

Dexus Annual Reporting Suite

The FY24 Sustainability Data Pack should be read in conjunction with the FY24 Annual Report and FY24 Sustainability Management Approach and Procedures. These documents are prepared in alignment 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.

FY24 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.

FY24 Sustainability Management Approach and Procedures - how we respond to, manage and evaluate our material ESG matters.

FY24 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/2024-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 and present, 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.

Sustained Value

| FY24 commitment | Status | FY24 progress |
|--|--------|--|
| Barring unforeseen circumstances for the 12 months ended 30 June 2024: - Dexus expects distributions of circa 48.0 cents per security, below the 51.6 cents per security delivered in FY23, predominantly driven by lower trading profits - AFFO excluding trading profits is expected to be broadly in line with that delivered in FY23 | ● | For the 12 months ended 30 June 2024, Dexus delivered: - AFFO and distributions of 48.0 cents per security, in line with guidance - AFFO excluding trading profits of \$506.0 million, 0.2% above that delivered in FY23 |
| Maintain a strong and diversified balance sheet. | ● | Dexus maintained a strong balance sheet with pro forma gearing (look-through) at 32.0%, towards the lower end of our target range of 30–40%, while maintaining a conservative debt maturity profile and hedging levels. |

FY25 commitment

Barring unforeseen circumstances, for the 12 months ending 30 June 2025⁽¹⁾, Dexus expects AFFO of circa 44.5–45.5 cents per security and distributions of circa 37.0 cents per security.

Focus areas

Maintain a strong and diversified balance sheet.

● Achieved ○ Not achieved ● Progressed

(1). Based on current expectations relating to asset sales, performance fees and trading profits, and subject to no material deterioration in conditions.

People & Capabilities

| FY24 commitment | Status | FY24 progress |
|---|--------|--|
| Continued commitment to gender equity and progress against our gender diversity targets including to achievement of gender balance (40:40:20) in senior management and executive roles by FY25. | ● | Female representation across senior management and executive roles was 34.2% at 30 June 2024. We remain committed to our target and are reviewing our approach to achieving meaningful long-term change. |
| Focus areas | | |
| Embed the new values and behaviours into business operations and ways of working. | | Launched a new Dexus purpose and values following consultation with the Board and a diverse range of employee groups. Commenced embedding our culture in an interactive way with our people. |
| Enhancing our approach to employee wellbeing, including education and benefits. | | Conducted an external review of wellbeing practices and psychosocial risk and embarked on an action plan endorsed by the Board and Executive Committee. |

FY25 commitment

Continued commitment to gender equity and our gender diversity targets including the achievement of gender balance (40:40:20) in senior management and executive roles by FY25.

Focus areas

Enhance our approach to employee wellbeing and psychosocial risk.

Refine our approach to inclusion and diversity.

● Achieved ○ Not achieved ● Progressed

Customer Prosperity

| FY24 commitment | Status | FY24 progress |
|--|--------|--|
| Maintain a Customer Net Promoter Score for the platform office, industrial and health portfolios at or above +40. | ● | Achieved a Customer Net Promoter Score for the platform office, industrial and health portfolios of +44, driven by a focus on customer experience and engagement programs informed by the 2023 Customer Survey. |
| Through initiatives that enhance occupant health and wellbeing, deliver an average 5 star NABERS Indoor Environment rating across the platform's office portfolio by FY25. | ● | On track to achieve FY25 target with 5.2 star portfolio average NABERS Indoor Environment rating measured across 91% of our office portfolio in FY24. |
| Continue to support customer wellbeing by delivering initiatives such as a WELL health and safety portfolio certification. | ● | Maintained WELL Health & Safety rating across 36 Dexus owned and managed office assets. We transitioned to the WELL at scale offering to aggregate and centralise our delivery of health and wellbeing initiatives and certifications across the platform. |

FY25 commitment

Maintain a Customer Net Promoter Score for the platform office, industrial and health portfolios at or above +40.

Deliver on our FY21 target to achieve an average 5 star NABERS Indoor Environment rating across the platform office portfolio by FY25 through initiatives that enhance occupant health and wellbeing.

Focus areas

Greenkey® customer program expanded to more parts of the platform.

● Achieved ○ Not achieved ● Progressed

Climate Action

| FY24 commitment | Status | FY24 progress |
|---|--------|---|
| Ongoing commitment to reduce energy intensity by 10% across the platform managed office portfolio by FY25 against a 2019 baseline. | ● | Office energy intensity remains steady at 10.0% below the 2019 baseline as gains from energy efficiency activities are balanced by increasing levels of physical occupancy and influenced by changes to the portfolio under management. |
| Ongoing commitment to reduce water intensity by 10% across the platform managed office portfolio by FY25 against a 2019 baseline. | ● | Office water intensity rose by 15.4% year-on-year and remains 23.2% below the 2019 baseline as water management savings are offset by higher levels of physical occupancy and influenced by changes to the portfolio under management. |
| Focus areas | | |
| Looking beyond net zero to amplify impact across our value chain including our 1.5- degree decarbonisation journey and 2030 goals. | | Achieved and maintained net zero on scope 1 and 2 (and operational scope 3) emissions for our platform managed portfolio since FY22. Our decarbonisation initiatives continue as we amplify impact across our value chain. ⁽¹⁾ |
| Having achieved 100% sourcing of electricity from renewable sources in FY22, we aim to maintain this to 2030 and beyond across the platform's managed portfolio as a RE100 signatory. | | Maintained sourcing of 100% renewable electricity purchasing for our platform managed portfolio and advancing uptake of energy efficiency, electrification, solar and battery storage. |

● Achieved ○ Not achieved ● Progressed

(1). In line with Climate Active Carbon Neutral Standard for Organisations, net emissions for the year ended 30 June 2024 include offsets purchased and allocated for retirement during the year and up to the date of this report.

| FY25 commitment |
|--|
| Deliver on our FY21 commitment to reduce energy intensity by 10% across the platform managed office portfolio by FY25 against a 2019 baseline. |
| Deliver on our FY21 commitment to reduce water intensity by 10% across the platform managed office portfolio by FY25 against a 2019 baseline. |
| Continue to maintain net zero on scope 1 and 2 (and operational scope 3) emissions for our platform managed portfolio. |
| Focus areas |
| Establish the next iteration of our Climate Transition Action Plan to support our 1.5-degree decarbonisation journey across our value chain. |
| Continue to procure 100% of electricity from renewable sources across the platform's managed portfolio in line with our RE100 signatory commitments. |

Enhancing Communities

| Focus areas | Status | FY24 progress |
|--|--------|--|
| Develop a revised community investment approach as part of the Enhancing Communities priority area in the new Dexus Sustainability Strategy. | ● | Developed an Enhancing Communities roadmap with a proposed social value theme and a draft partnership framework. Reviewed our existing processes for social data, improving our measurement coverage and capability. |

● Achieved ○ Not achieved ● Progressed

| FY25 Focus areas |
|---|
| Finalisation of Social Value theme, community partnership framework and aligned community partner(s). |
| Development of group-wide social value goal and measurement framework. |

Foundations

| FY24 commitment | Status | FY24 progress |
|---|--------|---|
| Continue to progress the delivery of our Reflect RAP and set the next Dexus RAP. | ● | We launched our second RAP which was endorsed by Reconciliation Australia. The new Reflect RAP aligns to Dexus's purpose, values, core business and priorities. |
| Implement EcoVadis supplier verification across preferred suppliers, targeting coverage of 80% of preferred supplier spend engaged on the platform by FY24. | ● | Achieved coverage of 100% of our preferred supplier spend with EcoVadis supplier verification. |
| Achieve a 4 star NABERS Waste average rating across our platform office portfolio by FY25. | ● | Achieved a 3.5 star average as at 30 June 2024. |

● Achieved ○ Not achieved ● Progressed

| FY25 commitment |
|---|
| Continue to implement ESG risk screening and assessment programs using EcoVadis, targeting risk assessments for over 100 key suppliers. |
| Deliver on our FY21 commitment to achieve a 4 star NABERS Waste average rating across the platform office portfolio by FY25. |

Financial highlights

| Key metrics | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|--|---------|---------------------|---------|---------|---------------------|---------------------|
| Net profit after tax (\$m) | 1,281.0 | 927.7 | 1,138.4 | 1,615.9 | -752.7 | -1,583.8 |
| Adjusted Funds From Operations (\$m) | 517.2 | 550.5 | 561.7 | 572.2 | 555.0 | 516.3 |
| Adjusted Funds From Operations (cents per security) | 50.3 | 50.3 | 51.8 | 53.2 | 51.6 | 48.0 |
| Adjusted Funds From Operations per security growth (%) | 5.5 | 0.0 | 3.0 | 2.7 | -3.0 | -7.0 |
| Funds From Operations (\$m) | 681.5 | 730.2 | 717.0 | 757.6 | 738.5 | 703.4 |
| Funds From Operations (cents per security) | 66.3 | 66.7 | 66.1 | 70.4 | 68.7 | 65.4 |
| Distribution (cents per security) | 50.2 | 50.3 | 51.8 | 53.2 | 51.6 | 48.0 |
| Return on Contributed Equity (%) | 10.1 | 9.0 | 8.3 | 9.7 | 8.0 | 4.0 |
| NTA per security (\$) | 10.48 | 10.86 | 11.42 | 12.28 | 10.88 | 8.97 |
| Gearing (look-through) ⁽¹⁾ (%) | 24.0 | 24.3 ⁽²⁾ | 26.7 | 26.9 | 27.9 ⁽³⁾ | 32.0 ⁽⁴⁾ |
| Average maturity of debt (years) | 6.7 | 6.9 | 6.2 | 5.5 | 5.1 | 4.8 |
| Total security holder return (%) | 39.4 | -25.7 | 22.0 | -12.3 | -6.3 | -11.2 |

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

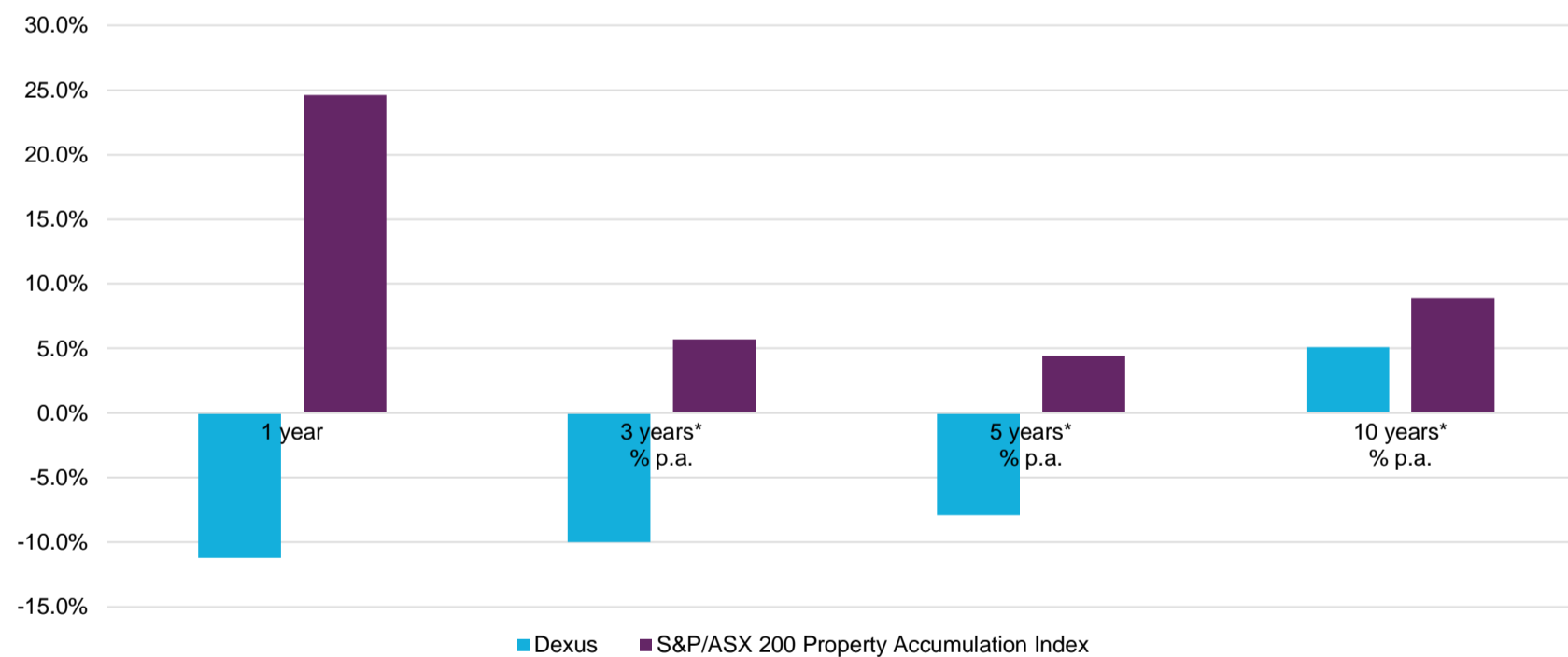
(2). Pro forma including proceeds and payments for transactions post 30 June 2020 that were expected to settle before 30 September 2020. Look-through gearing at 30 June 2020 was 26.3%.

(3). Pro forma gearing including proceeds and payments for transactions post 30 June 2023 that settled before 16 August 2023. Look-through gearing was 30.3% at 30 June 2023.

(4). Pro forma gearing includes committed transactions post 30 June 2024. Look-through gearing as at 30 June 2024 was 32.6%. Pro forma look-through gearing including Dexus's share of equity accounted co-investments in pooled funds was 33.3% as at 30 June 2024.

Dexus total return data (%)

| | 1 year | 3 years* % p.a. | 5 years* % p.a. | 10 years* % p.a. |
|---|---------|--------------------|--------------------|---------------------|
| Dexus | -11.20% | -10.00% | -7.90% | 5.10% |
| S&P/ASX 200 Property Accumulation Index | 24.60% | 5.70% | 4.40% | 8.90% |



* Annual compound returns.

Dexus portfolio snapshot

| Key metrics | | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|--------------------------------------|---|---------------------|-----------------------|---------------------|---------------------|-----------|---------------------|
| Portfolio value (\$A) | Dexus portfolio | \$15.6bn | \$16.5bn | \$17.5bn | \$18.4bn | \$17.4bn | \$14.8bn |
| | Office | \$13.2bn | \$14.2bn | \$14.0bn | \$13.3bn | \$12.3bn | \$9.8bn |
| | Industrial | \$2.3bn | \$2.2bn | \$3.0bn | \$4.3bn | \$4.1bn | \$3.6bn |
| | Healthcare | \$0.1bn | \$0.1bn | \$0.5bn | \$0.6bn | \$0.4bn | \$0.4bn |
| | Retail | - | - | - | \$0.1bn | \$0.2bn | \$0.4bn |
| | Other ⁽¹⁾ | - | - | - | \$0.1bn | \$0.4bn | \$0.6bn |
| Net lettable area (sqm) | Dexus portfolio | 3,045,759 | 3,157,733 | 3,390,818 | 3,912,940 | 4,439,694 | 4,061,892 |
| | Office | 1,546,264 | 1,614,907 | 1,475,836 | 1,368,977 | 1,584,645 | 1,350,493 |
| | Industrial | 1,447,539 | 1,474,970 | 1,842,023 | 2,543,963 | 2,855,049 | 2,711,399 |
| | Healthcare | 51,956 | 67,856 | 72,959 | - | - | - |
| Funds From Operations ⁽²⁾ | Office | \$610.5m | \$671.4m | \$658.3m | \$655.6m | \$597.6m | \$554.2m |
| | Industrial | \$137.3m | \$124.2m | \$122.2m | \$152.4m | \$163.5m | \$140.7m |
| | Co-investments in pooled funds ⁽⁷⁾ | - | - | \$8.1m | \$29.1m | \$35.9m | \$70.3m |
| Like-for-like income growth | Office | 3.40% | 2.4% ⁽³⁾ | 2.3% ⁽³⁾ | 2.7% ⁽³⁾ | 5.6% | 0.5% ⁽⁸⁾ |
| | Industrial | 8.0% ⁽⁴⁾ | (2.1)% ⁽⁶⁾ | 3.7% ⁽⁶⁾ | 3.1% ⁽⁵⁾ | 2.4% | 3.9% |
| Occupancy (by income) | Office | 98.0% | 96.5% | 95.2% | 95.6% | 95.9% | 94.8% |
| | Industrial | 97.0% | 95.6% | 97.7% | 98.1% | 99.4% | 96.8% |
| Occupancy (by area) | Office | 97.8% | 96.6% | 94.6% | 95.2% | 95.3% | 94.7% |
| | Industrial | 98.8% | 97.9% | 98.7% | 99.0% | 99.7% | 97.3% |
| Lease duration (by income) | Office | 4.4 years | 4.2 years | 4.6 years | 4.7 years | 4.8 years | 4.7 years |
| | Industrial | 4.7 years | 4.1 years | 4.4 years | 4.7 years | 4.8 years | 4.3 years |
| Weighted average capitalisation rate | Dexus portfolio | 5.26% | 5.05% | 4.91% | 4.64% | 5.11% | 5.87% |
| | Office | 5.15% | 4.97% | 4.91% | 4.75% | 5.21% | 6.01% |
| | Industrial | 5.92% | 5.66% | 4.92% | 4.29% | 4.76% | 5.45% |
| 1-year total return | Office | 10.60% | 7.50% | 5.70% | 7.10% | -5.20% | -11.20% |
| | Industrial | 12.90% | 11.80% | 23.50% | 18.90% | 5.20% | 1.00% |

(1). Includes investments in Infrastructure, alternatives, trading and real estate securities investments.

(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.

(8). Excludes rent relief and provision for expected credit losses. Including these impacts: Effective -0.9% and Face 1.0%.

Capital management

| Key metrics | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|---|-----------|----------------------|-----------|-----------|----------------------|----------------------|
| Cost of debt ⁽¹⁾ | 4.0% | 3.4% | 3.2% | 2.7% | 3.7% | 4.1% |
| Average maturity of debt | 6.7 years | 6.9 years | 6.2 years | 5.5 years | 5.1 years | 4.8 years |
| Hedged debt (including caps) ⁽²⁾ | 74% | 78% | 81% | 65% | 86% | 92% |
| Gearing (look-through) ⁽³⁾ | 24.0% | 24.3% ⁽⁴⁾ | 26.7% | 26.9% | 27.9% ⁽⁵⁾ | 32.0% ⁽⁶⁾ |
| Headroom ⁽⁷⁾ | \$1.0bn | \$1.6bn | \$1.1bn | \$1.9bn | \$2.5bn | \$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%.

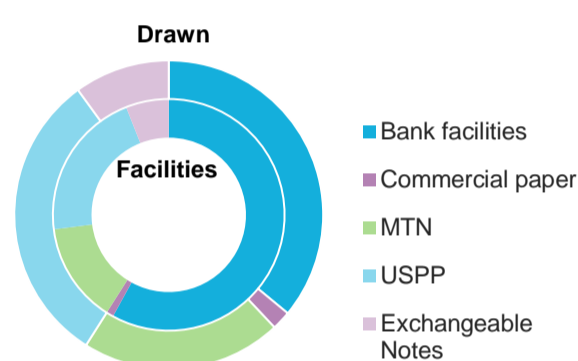
(5). Pro forma including proceeds and payments for transactions post 30 June 2023 that settled before 16 August 2023. Look-through gearing was 30.3% at 30 June 2023.

(6). Pro forma gearing includes committed transactions post 30 June 2024. Look-through gearing as at 30 June 2024 was 32.6%.

(7). Undrawn facilities plus cash.

Diversified mix of debt

| Type of Debt | Facilities | Drawn |
|--------------------|------------|-------|
| Bank facilities | 58% | 36% |
| Commercial paper | 1% | 2% |
| MTN | 14% | 21% |
| USPP | 21% | 31% |
| Exchangeable Notes | 6% | 10% |

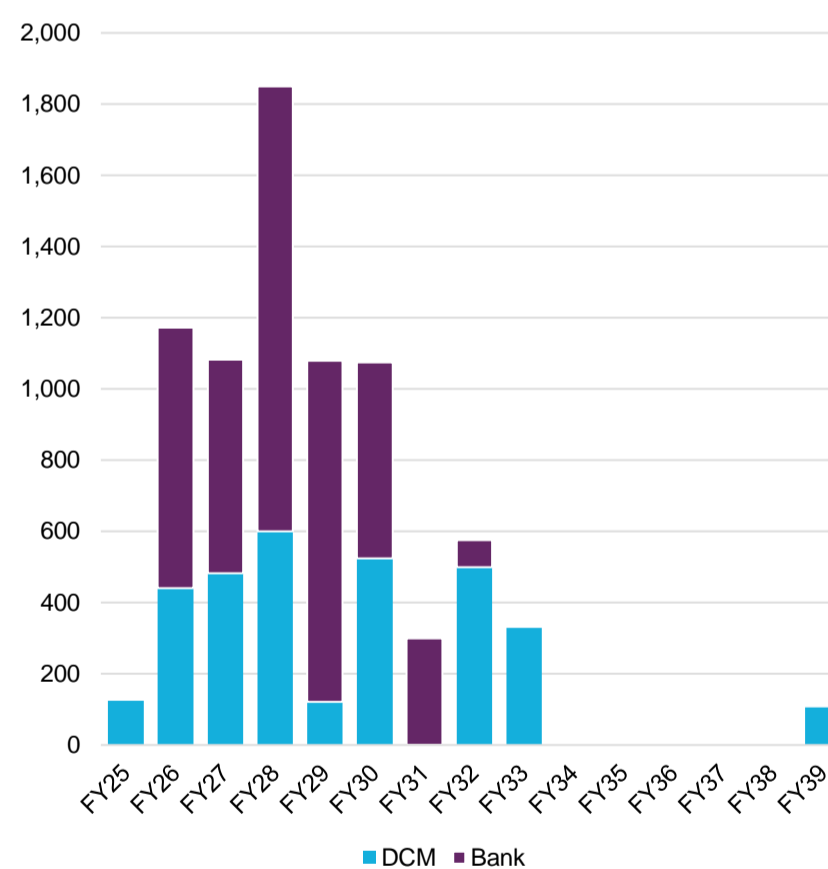


Drawn basis
36% Bank debt drawn
64% Debt capital markets

Facility basis
58% Bank debt facilities
42% Debt capital markets

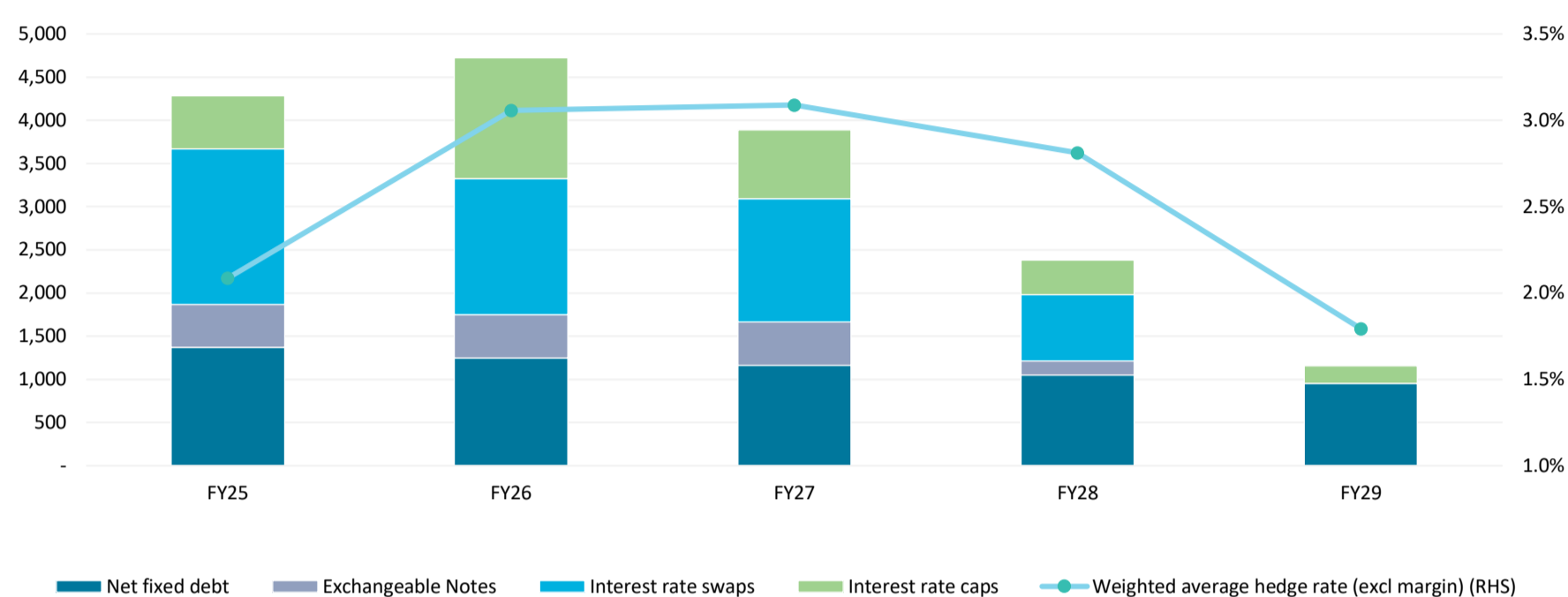
Debt maturity profile

| \$m | DCM | Bank |
|------|-----|-------|
| FY25 | 125 | - |
| FY26 | 440 | 732 |
| FY27 | 482 | 600 |
| FY28 | 600 | 1,250 |
| FY29 | 121 | 958 |
| FY30 | 524 | 550 |
| FY31 | - | 300 |
| FY32 | 500 | 75 |
| FY33 | 329 | - |
| FY34 | - | - |
| FY35 | - | - |
| FY36 | - | - |
| FY37 | - | - |
| FY38 | - | - |
| FY39 | 105 | - |



Hedged profile

| | Net fixed debt | Exchangeable Notes | Interest rate swaps | Interest rate caps | Weighted average hedge rate (excl margin) |
|------|----------------|--------------------|---------------------|--------------------|---|
| FY25 | 1,370 | 500 | 1,800 | 617 | 2.1% |
| FY26 | 1,247 | 500 | 1,580 | 1,400 | 3.1% |
| FY27 | 1,163 | 500 | 1,428 | 800 | 3.1% |
| FY28 | 1,047 | 167 | 767 | 400 | 2.8% |
| FY29 | 955 | - | - | 200 | 1.8% |



Debt facilities⁽¹⁾

| | Facility limit (A\$m) | Drawn (A\$m) | Maturity dates | Currency | |
|---|-----------------------|--------------|----------------|-----------------|------|
| Bilateral bank debt | 450 | 400 | FY26 | A\$ | |
| | 600 | 500 | FY27 | A\$ | |
| | 1,250 | 8 | FY28 | A\$ | |
| | 875 | 198 | FY29 | A\$ | |
| | 550 | 83 | FY30 | A\$ | |
| | 300 | 200 | FY31 | A\$ | |
| Commercial paper ⁽²⁾ | 75 | 75 | FY32 | A\$ | |
| | 100 | 100 | 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 | 276 | 276 | Jul-25 - Jul-28 | US\$ |
| | Series 2 | 191 | 191 | Feb-25 - Feb-27 | US\$ |
| | Series 3 | 286 | 286 | Dec-24 - Dec-26 | US\$ |
| | Series 4 (A\$) | 100 | 100 | Jun-28 | A\$ |
| | Series 5 | 503 | 503 | Nov-29 - Nov-32 | US\$ |
| | Series 5 (A\$) | 150 | 150 | Nov-29 - Nov-32 | A\$ |
| Series 6 (A\$) | 75 | 75 | Oct-38 | A\$ | |
| Exchangeable notes | 500 | 500 | Nov-27 | A\$ | |
| Subtotal | 7,326 | 4,689 | | | |
| Currency translation and fair value adjustments | 278 | 278 | | | |
| Deferred borrowing costs and debt modifications | (19) | (19) | | | |
| Exchangeable Notes adjustments | (38) | (38) | | | |
| Total interest-bearing liabilities | 7,547 | 4,910 | | | |
| Bank guarantees facilities (including utilised) | | (175) | | | |
| Cash | | 54 | | | |
| Headroom including cash | | 2,516 | | | |

(1). Does not include debt facilities in equity accounted investments or Dexus'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.

Workforce statistics

| By employment type (FTEs) | Gender | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|--|------------|--------------|--------------|--------------|--------------|---------------|---------------|
| Permanent full-time | Female | 216.0 | 236.8 | 240.0 | 269.0 | 495.4 | 464.0 |
| | Male | 207.0 | 228.0 | 225.0 | 286.0 | 447.0 | 402.0 |
| | All | 423.0 | 464.8 | 465.0 | 555.0 | 942.4 | 866.0 |
| Fixed term full-time | Female | 27.0 | 15.0 | 15.0 | 18.0 | 28.0 | 18.0 |
| | Male | 11.0 | 12.0 | 13.0 | 14.0 | 14.0 | 6.0 |
| | All | 38.0 | 27.0 | 28.0 | 32.0 | 42.0 | 24.0 |
| Permanent part-time | Female | 31.3 | 27.3 | 26.3 | 29.3 | 49.6 | 49.4 |
| | Male | 0.0 | 0.8 | 0.9 | 0.9 | 2.3 | 3.2 |
| | All | 31.3 | 28.1 | 27.2 | 30.2 | 51.9 | 52.6 |
| Fixed term part-time | Female | 4.8 | 2.4 | 2.8 | 1.4 | 4.5 | 3.4 |
| | Male | 0.0 | 1.4 | 0.0 | 0.0 | 1.2 | 0.0 |
| | All | 4.8 | 3.8 | 2.8 | 1.4 | 5.7 | 3.4 |
| Contractor | Female | - | - | - | - | - | - |
| | Male | - | - | - | - | - | - |
| | All | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Casual | Female | 12.2 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0009 |
| | Male | 7.6 | 1.8 | 0.0 | 0.8 | 0.0 | 0.0018 |
| | All | 19.8 | 2.8 | 0.0 | 0.8 | 0.0 | 0.0027 |
| Total workforce | Female | 291.3 | 282.5 | 284.1 | 317.7 | 577.5 | 534.8 |
| | Male | 225.6 | 244.0 | 238.9 | 301.7 | 464.5 | 411.2 |
| | All | 516.9 | 526.5 | 523.0 | 619.4 | 1042.0 | 946.0 |
| Contingent workers ⁽¹⁾ | All | 54.4 | 49.0 | 53.2 | 95.9 | 104.6 | 142.0 |

| Workforce by Location (%) | Gender | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|---------------------------|------------|-----------|-----------|-----------|-----------|-------------|-------------|
| Australia | | | | | | | |
| NSW | Female | 46 | 46 | 45 | 40 | 43.4 | 44.8 |
| | Male | 36 | 39 | 38 | 37 | 35.1 | 33.5 |
| | All | 82 | 85 | 83 | 77 | 78.5 | 78.3 |
| QLD | Female | 4 | 3 | 3 | 4 | 3.7 | 4.5 |
| | Male | 4 | 3 | 3 | 3 | 2.6 | 2.6 |
| | All | 8 | 6 | 6 | 7 | 6.3 | 7.2 |
| VIC | Female | 5 | 4 | 5 | 7 | 4.4 | 3.8 |
| | Male | 3 | 4 | 5 | 7 | 4.7 | 4.8 |
| | All | 8 | 8 | 10 | 14 | 9.1 | 8.6 |
| WA | Female | 1 | 1 | 1 | 1 | 1.4 | 1.2 |
| | Male | 1 | 1 | 1 | 1 | 0.8 | 0.7 |
| | All | 2 | 2 | 2 | 2 | 2.2 | 2.0 |
| SA | Female | – | – | – | – | – | 0.0 |
| | Male | – | – | – | – | – | 0.11 |
| | All | – | – | – | – | – | 0.11 |
| New Zealand | | | | | | | |
| Auckland | Female | – | – | – | – | 2.3 | 2.1 |
| | Male | – | – | – | – | 1.2 | 1.4 |
| | All | – | – | – | – | 3.5 | 3.5 |
| Wellington | Female | – | – | – | – | 0.3 | 0.1 |
| | Male | – | – | – | – | 0.1 | 0.2 |
| | All | – | – | – | – | 0.4 | 0.3 |
| Other | | | | | | | |
| Singapore | Female | – | – | – | – | – | 0.00 |
| | Male | – | – | – | – | – | 0.09 |
| | All | – | – | – | – | – | 0.09 |

(1). 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 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|--|------------|--------|--------------|--------------|--------------|--------------|----------------|--------------|
| All employees (FTE) | Female | | 291.3 | 282.5 | 284.1 | 317.7 | 577.5 | 534.8 |
| | Male | | 225.6 | 244.0 | 238.9 | 301.7 | 466.5 | 411.2 |
| | All | | 516.9 | 526.5 | 523.0 | 619.4 | 1,044.0 | 946.0 |
| All employees (Headcount) | Female | | 310 | 300 | 307 | 338 | 607 | 554 |
| | Male | | 229 | 252 | 252 | 309 | 472 | 418 |
| | All | | 539 | 552 | 559 | 647 | 1,079 | 972 |
| Gender diversity in management (number) ^(1,2) | | Gender | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
| Employees in senior management (Headcount) | Female | | 50 | 49 | 52 | 59 | 75 | 43 |
| | Male | | 84 | 89 | 98 | 105 | 121 | 71 |
| | All | | 134 | 138 | 150 | 164 | 196 | 114 |
| Employees in executive team (Headcount) | Female | | 2 | 2 | 3 | 3 | 16 | 11 |
| | Male | | 6 | 6 | 7 | 6 | 43 | 33 |
| | All | | 8 | 8 | 10 | 9 | 59 | 44 |
| Employees at all management levels (Headcount) | Female | | 157 | 156 | 160 | 189 | 162 | 160 |
| | Male | | 151 | 177 | 178 | 227 | 229 | 216 |
| | All | | 308 | 333 | 338 | 416 | 391 | 376 |

Gender diversity (%)

| Dexus workforce by gender (%) | | Gender | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|---|--------|--------|------|------|------|------|------|------|
| All employees (FTE) | Female | | 56.0 | 54.0 | 54.0 | 51.0 | 55.0 | 56.6 |
| | Male | | 44.0 | 46.0 | 46.0 | 49.0 | 45.0 | 43.4 |
| All employees (Headcount) | Female | | 58.0 | 54.0 | 55.0 | 52.0 | 56.0 | 57.0 |
| | Male | | 42.0 | 46.0 | 45.0 | 48.0 | 44.0 | 43.0 |
| Gender diversity in management (%) ^(1,2) | | Gender | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
| Employees in senior management (Headcount) | Female | | 37.0 | 36.0 | 34.7 | 36.0 | 38.3 | 37.7 |
| | Male | | 63.0 | 64.0 | 65.3 | 64.0 | 61.7 | 62.3 |
| Employees in executive team (Headcount) | Female | | 25.0 | 25.0 | 30.0 | 33.0 | 27.1 | 25.0 |
| | Male | | 75.0 | 75.0 | 70.0 | 67.0 | 72.9 | 75.0 |
| Employees across all management (Headcount) | Female | | 51.0 | 47.0 | 47.0 | 45.0 | 41.4 | 42.6 |
| | Male | | 49.0 | 53.0 | 53.0 | 55.0 | 58.6 | 57.4 |
| Board gender diversity (%) | | Gender | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
| Percentage of Non-Executive Directors | Female | | 43.0 | 37.5 | 42.9 | 43.0 | 71.4 | 57.0 |
| | Male | | 57.0 | 62.5 | 57.1 | 57.0 | 28.6 | 43.0 |

(1). 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). FY24 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 of the reporting year, produced by Dexus People and Culture.

Cultural diversity

| Main cultural / ethnic identity | Gender | FY21 | FY22 | FY23 | FY24 |
|-----------------------------------|--------|------|------|------|------|
| % of survey respondents | | | | | |
| Australian | All | 60.5 | 56.9 | 43.7 | 47.9 |
| British | All | 4.1 | 6.7 | 7.0 | 4.6 |
| Chinese Asian | All | 3.1 | 5.4 | 7.2 | 6.6 |
| Multi-ethnic | All | 3.1 | 4.0 | 5.3 | 4.2 |
| Mainland South East Asia | All | 3.8 | 3.3 | 3.6 | 3.9 |
| New Zealander | All | 2.3 | 2.3 | 4.7 | 3.9 |
| Southern Asian | All | 2.3 | 1.9 | 2.6 | 1.7 |
| Western European | All | 2.0 | 1.7 | 1.6 | 1.1 |
| Eastern European | All | 1.0 | 1.7 | 1.6 | 0.9 |
| Southern European | All | 1.3 | 1.5 | 1.6 | 1.5 |
| Maritime South East Asian | All | 0.8 | 1.5 | 3.2 | 1.9 |
| Southern and East African | All | 1.0 | 1.1 | 1.2 | 0.5 |
| Other | All | 1.8 | 0.8 | 1.4 | 1.9 |
| Irish | All | 2.0 | 0.8 | 1.4 | 0.9 |
| North African and Middle Eastern | All | 0.3 | 0.8 | 0.3 | 0.5 |
| Arab | All | 0.8 | 0.6 | 1.4 | 1.3 |
| Northern European | All | 0.5 | 0.6 | 0.4 | 0.2 |
| Other North East Asian | All | 0.3 | 0.6 | 1.1 | 1.1 |
| Southern Eastern European | All | 0.3 | 0.6 | 1.2 | 0.8 |
| South American | All | 0.0 | 0.2 | 0.5 | 0.5 |
| North American | All | 0.8 | 0.2 | 0.5 | 0.5 |
| Jewish | All | 0.3 | – | 0.3 | 0.0 |
| Polynesian | All | – | – | – | 0.2 |
| Aboriginal/Torres Strait Islander | All | – | – | – | 0.6 |
| Melanesian & Papuan | All | – | – | – | 0.1 |
| Maori | All | – | – | – | 0.2 |
| Central Asian | All | – | – | – | 0.1 |
| Prefer Not to Say | All | – | – | – | 12.5 |

Commentary

Data is sourced from Dexu's May 2024 internal employee Census survey, which asked employees "How would you describe your own MAIN identity in cultural/ethnic terms?" Of the 978 employees invited to respond to the survey, 879 (90%) 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 | FY24 |
|---|--------|------|------|------|------|
| % of survey respondents | | | | | |
| Australia | All | 69.2 | 68.2 | 60.1 | 60.3 |
| Other country not listed | All | 3.6 | 4.4 | 4.4 | 2.5 |
| Chinese Asia (includes Mongolia) | All | 2.3 | 3.3 | 6.2 | 5.2 |
| New Zealand | All | 3.1 | 2.5 | 4.9 | 4.0 |
| Southern and East Africa | All | 1.0 | 2.5 | 2.6 | 1.5 |
| Southern Asia | All | 2.8 | 2.1 | 3.0 | 2.1 |
| Maritime South-East Asia | All | 1.8 | 1.3 | 2.9 | 2.0 |
| Mainland South-East Asia | All | 1.8 | 1.3 | 1.8 | 2.0 |
| Ireland | All | 0.5 | 0.8 | 0.8 | 0.7 |
| Western Europe | All | 1.3 | 0.8 | 0.9 | 0.8 |
| Eastern Europe | All | 0.8 | 0.4 | 0.5 | 0.5 |
| South America | All | 0.5 | 0.4 | 0.7 | 0.6 |
| Japan and the Koreas | All | 0.3 | 0.4 | 0.5 | 0.5 |
| United Kingdom, Channel Islands and Isle of Man | All | 4.6 | 0.4 | 3.7 | 4.1 |
| Middle East | All | – | 0.2 | 0.1 | 0.8 |
| South Eastern Europe | All | – | 0.2 | 0.4 | 1.5 |
| Northern America | All | 0.8 | 0.2 | 0.8 | 0.8 |
| Northern Europe | All | 0.5 | – | 0.3 | 0.1 |
| North Africa | All | 0.3 | – | 0.1 | 0.0 |
| Melanesia | All | – | – | 0.1 | 0.1 |
| Prefer not to say | All | – | – | – | 10.1 |

Commentary

Data is sourced from Dexu's May 2024 internal employee Census survey, which asked employees "Which country were you born in?" Of the 978 employees asked to respond to the survey, 871 (89%) employees provided a response to this question (including employees who selected "Prefer not to say").

Age diversity

| Employee age range (% by headcount) | Gender | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|-------------------------------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Employees under 30 years old | Female | 15.0 | 13.0 | 13.0 | 12.0 | 10.3 | 10.8 |
| | Male | 6.0 | 8.0 | 9.0 | 10.0 | 6.9 | 6.2 |
| | All | 21.0 | 21.0 | 22.0 | 23.0 | 17.2 | 17.0 |
| Employees 30 to 50 years old | Female | 37.0 | 36.0 | 36.0 | 34.0 | 36.9 | 38.0 |
| | Male | 30.0 | 31.0 | 28.0 | 29.0 | 28.4 | 27.7 |
| | All | 66.0 | 66.0 | 64.0 | 63.0 | 65.3 | 65.7 |
| Employees over 50 years old | Female | 6.0 | 6.0 | 6.0 | 6.0 | 8.2 | 8.2 |
| | Male | 7.0 | 7.0 | 8.0 | 9.0 | 9.4 | 9.1 |
| | All | 13.0 | 13.0 | 14.0 | 15.0 | 17.6 | 17.3 |

Leave and absenteeism

| Metric | Gender | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|---|--------|-------|-------|-------|-------|-------|--------|
| Leave days taken (days) | | | | | | | |
| Annual leave | All | 6,976 | 7,666 | 7,611 | 8,147 | 9,990 | 15,273 |
| Long service leave | All | 108 | 61 | 113 | 66 | 268 | 310 |
| Parental leave unpaid | All | 771 | 2,234 | 2,425 | 2,790 | 2,351 | 2,368 |
| Parental leave paid | All | 1,317 | 1,291 | 1,862 | 1,957 | 3,061 | 7,600 |
| Sick and carer's leave | All | 1,327 | 1,274 | 1,256 | 1,938 | 1,931 | 3,499 |
| 'Dexus days' | All | 1,571 | 1,903 | 2,172 | 1,827 | 1,737 | 2,550 |
| Leave without pay | All | 296 | 312 | 92 | 380 | 519 | 1,108 |
| Other leave | All | 205 | 266 | 301 | 379 | 188 | 386 |
| Absenteeism | | | | | | | |
| Absentee Rate (sick days lost per FTE) ⁽¹⁾ | All | 2.6 | 2.4 | 2.4 | 3.1 | 1.9 | 3.7 |

(1). FY24 data has been 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 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|--|--------|------|-----------|-----------|-----------|-----------|-----------|
| Dexus employee WHS incidents | | | | | | | |
| Recorded injuries | All | 19 | 5 | 10 | 21 | 8 | 19 |
| Lost-time injuries/diseases | All | 0 | 0 | 2 | 0 | 0 | 3 |
| Cases of work-related ill health | All | 0 | 0 | 1 | 0 | 0 | 0 |
| Fatalities | All | 0 | 0 | 0 | 0 | 0 | 0 |
| Lost Time Injury Incidence Rate (LTIIR) | All | 0 | 0 | 0.38 | 0 | 0 | 0.32 |
| Lost Time Injury Frequency Rate (LTIFR) ⁽¹⁾ | All | 0 | 0 | 2.10 | 0 | 0 | 1.58 |
| Occupational disease rate (occurrences per million hours worked) | All | 0 | 0 | 0 | 0 | 0 | 0.00 |
| Lost day rate (days lost per million hours worked) | All | 0 | 0 | 68.14 | 0 | 0 | 64.85 |
| Site-based contractor WHS incidents⁽²⁾ | | | | | | | |
| Recorded injuries | All | – | 21 | 20 | 35 | 62 | 55 |
| Lost time injuries | All | – | 10 | 0 | 6 | 3 | 1 |
| Fatalities | All | – | 0 | 0 | 0 | 0 | 0 |
| LTIFR | All | – | 2.99 | 0 | 2.26 | 1.04 | 0.30 |
| Recorded hours worked | All | – | 3,343,131 | 2,382,271 | 2,657,742 | 2,889,757 | 3,329,740 |
| Employee relations matters | | | | | | | |
| Fraud, bribery and corruption | All | 0 | 0 | 0 | 0 | 0 | 0 |
| Discrimination | All | 0 | 0 | 0 | 0 | 1 | 0 |
| Privacy | All | 0 | 1 | 0 | 1 | 4 | 0 |
| Other Whistleblower matters | All | 1 | 0 | 0 | 0 | 3 | 2 |
| Other Employee Code of Conduct breaches | All | 0 | 5 | 6 | 7 | 5 | 12 |

(1). FY24 data has been independently assured.

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

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) | The number of days lost to injuries/diseases for each one million hours worked is calculated as follows: $LDR = \frac{\text{Days lost due to injuries/diseases}}{\text{number of hours worked}} \times 1,000,000$ |
| Lost Time Injury Frequency Rate (LTIFR) | The number of occurrences of injury or disease for each one million hours worked is calculated as follows: $LTIFR = \frac{\text{number of lost time injuries/diseases}}{\text{number of hours worked}} \times 1,000,000$ |
| Lost Time Injury Incidence Rate (LTIIR) | The number of occurrences of injury/disease for each one hundred full time equivalent employees is calculated as follows: $LTIIR = \frac{\text{number of lost time injuries/diseases}}{\text{number of full-time equivalent employees}} \times 100$ |
| 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) | Is defined as the number of workers who were employed by Dexus as recorded at 30 June of the reporting year. 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. |
| Number of workers | Is defined as the number of workers who were employed by Dexus as recorded at 30 June of the reporting year. 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. |
| 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. The number of occurrences of occupational diseases for each one million hours worked is calculated as follows: $ODR = \frac{\text{number of occurrences of occupational diseases}}{\text{number of hours worked}} \times 1,000,000$ |
| 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 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|--|------------|------------|------------|------------|------------|------------|------------|
| New hires | | | | | | | |
| Total number of new hires | Female | 173 | 144 | 164 | 208 | 376 | 118 |
| | Male | 108 | 111 | 130 | 169 | 255 | 68 |
| | All | 281 | 255 | 294 | 377 | 631 | 186 |
| 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 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|--------------------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-------------|
| Executive management | Female | 0 | 0 | 0 | 0 | 0 | 0 |
| | Male | 0 | 0 | 0 | 7 | 7 | 3 |
| Senior management | Female | 9 | 4 | 13 | 13 | 5 | 14 |
| | Male | 13 | 3 | 5 | 14 | 12 | 7 |
| Middle management | Female | 12 | - | 13 | 20 | 13 | 11 |
| | Male | 7 | 12 | 8 | 7 | 14 | 13 |
| Professional/technical | Female | 16 | 13 | 11 | 24 | 11 | 14 |
| | Male | 19 | 5 | 14 | 22 | 15 | 25 |
| Administration/operations | Female | 20 | 21 | 15 | 25 | 25 | 36 |
| | Male | 11 | 15 | - | 13 | 16 | 14 |
| Total voluntary turnover by gender | Female | 15 | 12 | 12 | 22 | 18 | 15.8 |
| | Male | 14 | 6 | 8 | 16 | 19 | 15.3 |
| Total voluntary turnover | All | 14 | 9 | 10 | 19 | 18 | 15.6 |
| All turnover (%) | | | | | | | |
| All turnover | Female | 23 | 37 | 19 | 28 | 25 | 29 |
| | Male | 19 | 21 | 18 | 20 | 26 | 27 |
| | All | 21 | 30 | 18 | 24 | 25 | 28 |
| Key talent retention rate (%) | | | | | | | |
| Key talent retention | All | – | 95 | 100 | 100 | 94 | 90 |

Parental Leave

| Parental leave retention rates | Gender | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|--|------------|------------|------------|------------|------------|--------------|------------|
| Employees entitled to take parental leave | Female | 276 | 282 | 241 | 307 | 563 | 551 |
| | Male | 218 | 238 | 197 | 287 | 450 | 411 |
| | All | 494 | 520 | 438 | 594 | 1,013 | 962 |
| Employees that took parental leave in reporting year ⁽¹⁾ | Female | 23 | 30 | 41 | 39 | 58 | 48 |
| | Male | 5 | 16 | 23 | 23 | 32 | 47 |
| | All | 28 | 46 | 64 | 62 | 90 | 95 |
| Returned to work in reporting year after parental leave ⁽¹⁾ | Female | 21 | 29 | 38 | 35 | 57 | 39 |
| | Male | 5 | 16 | 23 | 23 | 31 | 43 |
| | All | 26 | 45 | 61 | 58 | 88 | 82 |

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

| Parental leave retention rates | Gender | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|---|--------|------|------|------|------|------|------|
| Return to work rate (%) | Female | 91 | 97 | 93 | 90 | 98 | 95 |
| | Male | 100 | 100 | 100 | 100 | 97 | 95 |
| Returned to work after parental leave and remained at Dexus after 12 months (%) | Female | 100 | 90 | 6 | 16 | 54 | 81 |
| | Male | 100 | 100 | 14 | 16 | 29 | 64 |

Commentary and methodology

The turnover calculation is a count of voluntary departures divided by the count of employees as at 30 June of the reporting 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 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|--|---------------|---------------|---------------|---------------|--------------|--------------|---------------|
| Training hours by work category | | | | | | | |
| Executive management | Female | 145 | 139 | 222 | 145 | 454 | 486 |
| | Male | 644 | 481 | 583 | 249 | 1,042 | 1,034 |
| Senior management | Female | 1,205 | 1,187 | 1,410 | 943 | 684 | 853 |
| | Male | 1,891 | 1,966 | 2,649 | 1,142 | 794 | 1,019 |
| Middle management | Female | 550 | 689 | 727 | 580 | 586 | 2,071 |
| | Male | 582 | 555 | 487 | 1,252 | 1,091 | 1,471 |
| Professional/technical | Female | 2,590 | 3,331 | 3,097 | 1,461 | 2,291 | 2,747 |
| | Male | 1,404 | 2,245 | 1,964 | 1,630 | 1,861 | 1,578 |
| Administration/operations | Female | 1,059 | 1,153 | 1,101 | 827 | 655 | 623 |
| | Male | 308 | 527 | 405 | 246 | 273 | 243 |
| Total | Female | 5,549 | 6,499 | 6,557 | 3,956 | 5,060 | 6,781 |
| | Male | 4,829 | 5,774 | 6,088 | 4,519 | 4,670 | 5,345 |
| | Total | 10,378 | 12,273 | 12,645 | 8,475 | 9,730 | 12,125 |

| Metric | Gender | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|--|---------------|-----------|-----------|-----------|-----------|--------------|--------------|
| Average training hours by work category | | | | | | | |
| Executive management | Female | 48 | 46 | 56 | 48 | 28.39 | 44.16 |
| | Male | 54 | 34 | 42 | 17 | 24.22 | 30.41 |
| Senior management | Female | 19 | 27 | 29 | 17 | 11.59 | 20.51 |
| | Male | 26 | 26 | 32 | 13 | 10.18 | 14.36 |
| Middle management | Female | 23 | 23 | 24 | 13 | 6.72 | 20.26 |
| | Male | 21 | 24 | 19 | 27 | 10.09 | 13.28 |
| Professional/technical | Female | 17 | 22 | 20 | 9 | 6.50 | 9.02 |
| | Male | 16 | 20 | 19 | 13 | 8.77 | 9.23 |
| Administration/operations | Female | 16 | 23 | 16 | 10 | 7.11 | 8.27 |
| | Male | 12 | 24 | 14 | 8 | 8.79 | 10.32 |
| Average training hours by gender | Female | 19 | 23 | 21 | 12 | 7.70 | 12.68 |
| | Male | 21 | 24 | 24 | 15 | 10.70 | 13.03 |

| Metric | Gender | FY19 | FY20 | FY21 | FY22 | FY23 ⁽¹⁾ | FY24 |
|--|--------|-------|-------|-------|-------|---------------------|-------|
| Hours of internal and external training | | | | | | | |
| Internal | All | 3,760 | 2,820 | 3,251 | 955 | 2,538 | 3,731 |
| External | All | 2,389 | 2,361 | 747 | 3,356 | 4,910 | 3,992 |
| Hours of compliance training | All | 4,228 | 7,094 | 8,648 | 4,169 | 2,282 | 4,402 |

| Metric | Gender | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|----------------------------|--------|------|------|------|------|------|------|
| Data reviews | | | | | | | |
| Data reviews performed (%) | Female | 100 | 100 | 100 | 100 | 100 | 100 |
| | Male | 100 | 100 | 100 | 100 | 100 | 100 |

(1). During the year (FY23), 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 | FY19 | FY20 | FY21 | FY22 | FY23 ⁽⁵⁾ | FY24 |
|--|--------|-------------------|------|------|-------------------|---------------------|------|
| Employee engagement | | | | | | | |
| Survey participation rate ⁽¹⁾ (%) | All | 75 | 74 | 70 | 84 | 80 | 87 |
| Engagement rate ^(2, 3) (%) | All | 81 ⁽²⁾ | 83 | 71 | 70 ⁽³⁾ | 70 | 61 |
| Employee Net Promoter Score ⁽⁴⁾ | All | 40 | 61 | 43 | 33 ⁽⁴⁾ | – | – |

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

Remuneration ratios

| Metric | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|--|-------|-------|-------|-------|-------|-------|
| Gender pay ratio (base salary)⁽¹⁾ by employee band (Male:Female) | | | | | | |
| Executive management | 1.1:1 | 0.9:1 | 0.9:1 | 1:1 | 0.9:1 | 0.9:1 |
| Senior management | 1:1 | 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 |
| Professional/technical | 1.1:1 | 1.1:1 | 1.1:1 | 1:1 | 1:1 | 1:1 |
| Administration/operations | 1.2:1 | 1:1 | 1:1 | 1:1 | 1:1 | 0.9:1 |

| Metric | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|--|----------------------|--------|----------------------|--------|--------|--------|
| CEO/Employee compensation ratio | | | | | | |
| Ratio of the CEO total annual compensation to the median employee total annual compensation | 36.3:1 | 33.9:1 | 41.6:1 | 39.6:1 | 24.6:1 | 24.9:1 |
| Ratio of the percentage increase in CEO total annual compensation to the percentage increase in median | 14:-2 ⁽²⁾ | 0:7 | 21:-2 ⁽²⁾ | 0:5 | 0:03 | 0:04 |

(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

| | FY19 | FY20 | FY21 | FY22 ⁽¹⁾ | FY23 | FY24 |
|--|------|------|------|---------------------|------|------|
| Surveyed overall satisfaction with Property Management Team (score out of 10) | | | | | | |
| Office | 8.6 | 8.6 | 8.6 | 8.6 | 8.6 | 8.7 |
| Industrial | 8.6 | 8.8 | 8.3 | 7.9 | 7.5 | 8.0 |
| Healthcare | - | - | - | | 8.6 | 9.0 |
| Retail | 8.2 | 8.2 | 8.7 | - | - | 8.5 |
| Net Promoter Score (score between -100 and +100) | | | | | | |
| Office | 46 | 47 | 49 | 47 | 50 | 55 |
| Industrial | 45 | 63 | 31 | 20 | 4 | 15 |
| Healthcare | - | - | - | | 38 | 56 |
| Retail | 27 | 39 | 24 | - | - | 26 |
| Survey participation rate (%) | | | | | | |
| Office | 48 | 42 | 54 | 54 | 58 | 62 |
| Industrial | 46 | 27 | 25 | 29 | 44 | 55 |
| Healthcare | - | - | - | | 68 | 82 |
| Retail | 78 | 79 | 83 | - | - | 85 |

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

Green leases

| Take-up of green leases within new lease agreements (%) | FY19 | FY20 | FY21 | FY22 | FY23 ⁽¹⁾ | FY24 |
|--|-----------|-----------|-----------|-----------|---------------------|-----------|
| Office | 92 | 98 | 93 | 95 | 96 | 83 |
| Industrial | 62 | 88 | 95 | 97 | 97 | 88 |
| Healthcare | - | - | - | 100 | 95 | 100 |
| Total portfolio | 90 | 97 | 96 | 96 | 96 | 85 |

(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.

Community contribution

| | | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|--|---|------------------|------------------|----------------|----------------|----------------|------------------|
| Donation Type | Description | | | | | | |
| Corporate partnerships and donations (\$) | Strategic community partnerships and donations to charities, community organisations and social enterprises | 263,118 | 455,065 | 196,334 | 497,662 | 424,494 | 506,206 |
| Community programs at our assets ⁽¹⁾ | Investment in local community programs, activations and sponsorships at our assets | - | - | - | - | - | 737,376 |
| Employee volunteering activities (\$) | Financial contribution to charities and community organisations to provide Dexus employees with volunteering opportunities | 147,189 | 44,916 | 21,231 | 58,172 | 57,526 | 25,922 |
| Dollar value of time spent volunteering ⁽²⁾ | The value of the time Dexus employees spent volunteering with community organisations in FY24 | - | - | - | - | - | 67,344 |
| In-kind support (\$) ⁽³⁾ | Support to not-for-profit organisations or community groups and includes the value of space provided in the building at discounted or no charge | 794,729 | 632,544 | 614,237 | 397,591 | 1,394 | 4,466 |
| Management Cost ⁽⁴⁾ | Operating expenses associated with running the Enhanced Communities program | - | - | - | - | 4,922 | 440,836 |
| Total (\$) | | 1,205,035 | 1,132,525 | 831,802 | 809,005 | 488,336 | 1,782,150 |

| Other Community Contributions | | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|---|---|-------|------|------|------|---------|---------|
| Leverage ⁽⁵⁾ | Community contributions by Dexus customers and communities through initiatives facilitated by Dexus | - | - | - | - | 149,513 | 142,228 |
| Dexus volunteering program (hours) ⁽⁶⁾ | | 1,711 | 493 | 220 | 621 | 593 | 732 |

FY24 data has been independently assured.

(1). Commenced reporting in FY22. In FY24, data capture process has been enhanced to more accurately reflect the scope of social programs activated across the portfolio.

(2). Commenced reporting in FY24.

(3). 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.

(4). Reported Management Costs increased in FY24 in line with industry standard to capture and report the costs of running strategic social programs, including employee costs.

(5). Prior to FY24, Leverage was reported under Community Contribution. In FY24, Leverage has been reported under 'Other Community Contributions' to acknowledge that the contributions are from non-Dexus parties. Updated numbers have been reflected in the table.

(6). 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.

Climate Action

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 2024, 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 2024 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 Trifouride NF ₃ and CFCs/HFCs). 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 |
| HFCs | 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 | FY24 |
|---|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Scope 1 & 2 greenhouse gas emissions (t CO₂-e) – Group managed portfolio | | | | | | | |
| Scope 1 ⁽¹⁾ | 18,943 | 17,743 | 17,299 | 15,741 | 12,774 | 12,111 | 10,360 |
| Scope 2 (location-based) ⁽¹⁾ | 131,218 | 127,353 | 117,610 | 98,042 | 93,711 | 87,033 | 104,093 |
| Subtotal Scope 1 & 2 | 150,161 | 145,096 | 134,910 | 113,783 | 106,485 | 99,144 | 114,453 |
| Scope 3 greenhouse gas emissions (t CO₂-e) – Group managed portfolio ⁽⁴⁾ | | | | | | | |
| 1. Purchased goods and services ⁽¹⁾ | 258 | 706 | 289 | 292 | 293 | 540 | 635 |
| 3. Fuel- and energy-related activities (not included above) | 19,044 | 16,840 | 14,492 | 12,351 | 11,263 | 10,800 | 12,756 |
| 5. Waste generated in operations | 17,337 | 15,863 | 13,096 | 8,892 | 9,958 | 14,842 | 23,979 |
| 6. Business travel | 1,039 | 1,095 | 35 | 35 | 309 | 1,054 | 1,742 |
| 7. Employee commuting | 561 | 528 | 297 | 297 | 137 | 203 | 446 |
| Subtotal Scope 3 | 38,239 | 35,033 | 28,209 | 21,867 | 21,959 | 27,439 | 39,557 |
| Total Scopes 1, 2 & 3 | 188,400 | 180,129 | 163,119 | 135,650 | 128,444 | 126,583 | 154,010 |
| Energy and water consumption | | | | | | | |
| Total net energy consumption (GJ) ⁽¹⁾ | 723,645 | 689,530 | 641,688 | 563,629 | 576,658 | 592,281 | 689,670 |
| Total net energy consumption (MWh) | 201,013 | 191,536 | 178,247 | 156,564 | 160,183 | 164,523 | 191,575 |
| Water consumption (kL) ⁽¹⁾ | 1,771,962 | 1,727,757 | 1,518,274 | 1,090,135 | 1,043,160 | 1,333,324 | 1,921,304 |
| Waste and recycling | | | | | | | |
| Waste to Landfill (tonnes) | 10,522 | 9,700 | 8,054 | 5,201 | 5,038 | 7,778 | 12,841 |
| Recycling (tonnes) ⁽²⁾ | 7,022 | 6,383 | 4,939 | 2,947 | 2,939 | 5,038 | 8,349 |
| Total waste (tonnes)⁽²⁾ | 17,544 | 16,084 | 12,993 | 8,148 | 7,977 | 12,816 | 21,190 |
| Diversion (%) | 40% | 40% | 38% | 36% | 37% | 39% | 39% |
| Waste data coverage across office and retail portfolio | 99% | 100% | 100% | 100% | 98% | 97% | 97% |
| Waste data coverage across entire portfolio ⁽³⁾ | 72% | 69% | 68% | 69% | 62% | 61% | 64% |

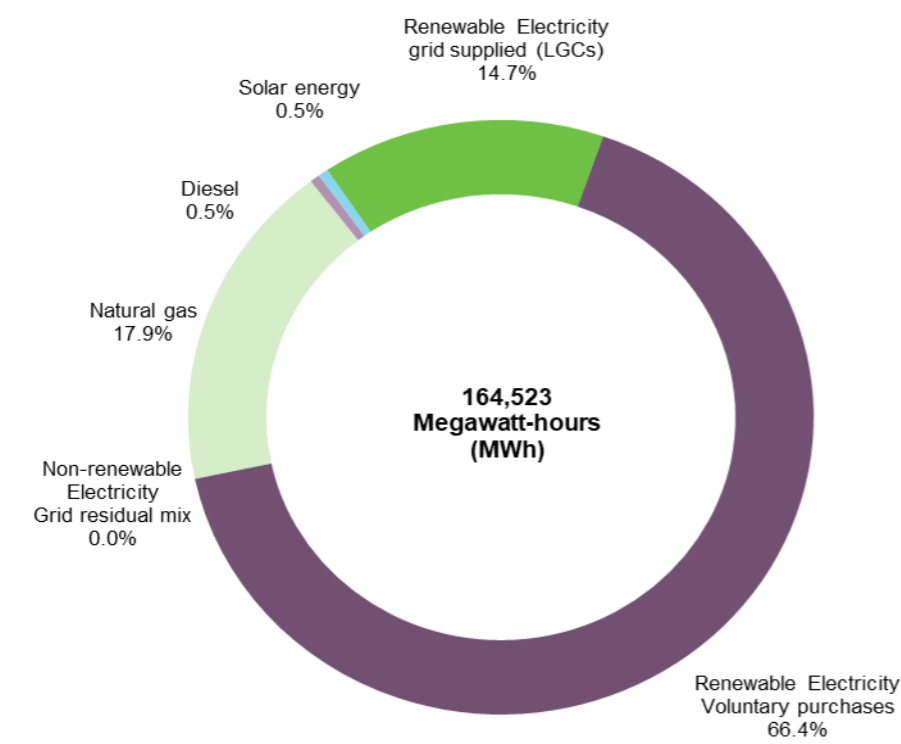
(1). Data is independently assured.

(2). Excludes secure paper.

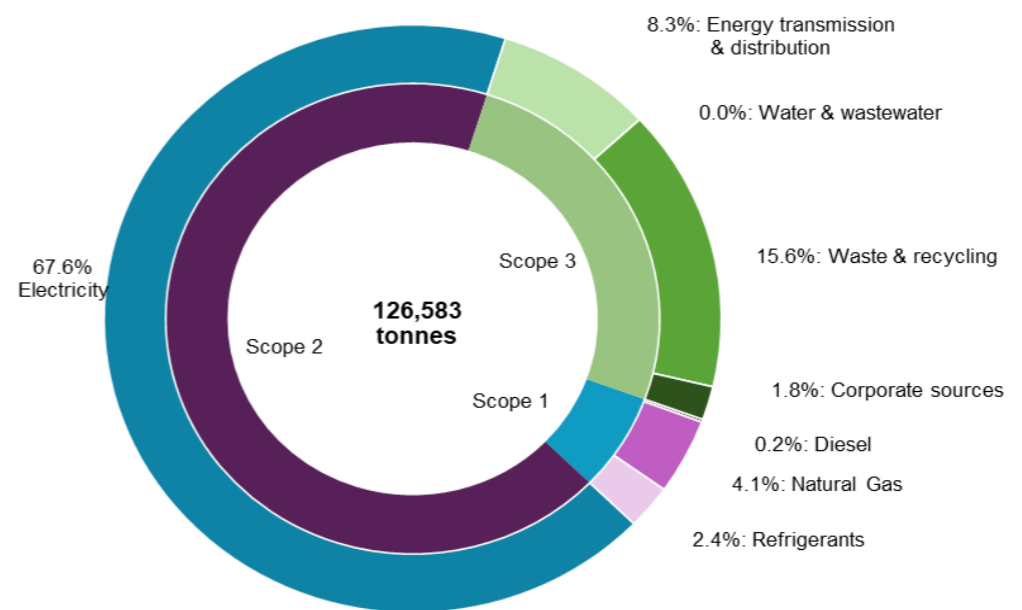
(3). Coverage by net lettable area across Dexus-managed office, retail, industrial, healthcare and convenience retail properties.

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

FY24 net energy use by source (MWh)



FY24 GHG emissions by source (location-based)



Energy

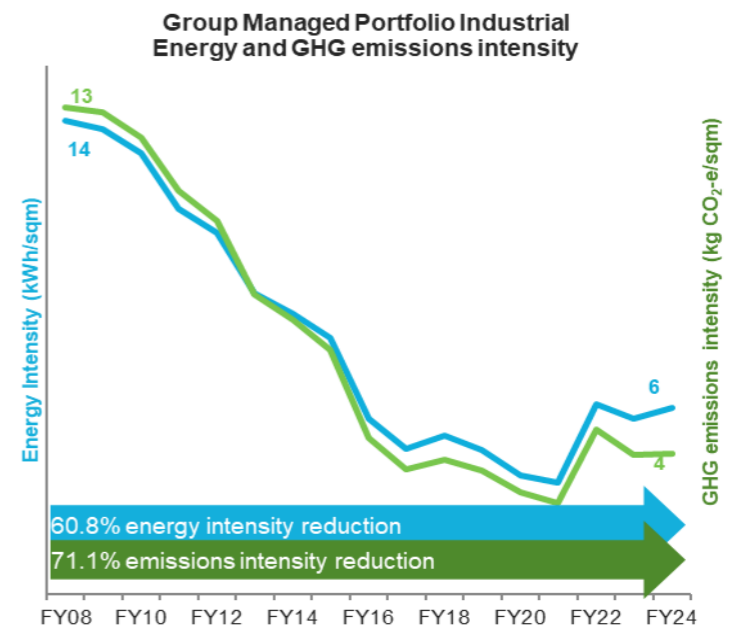
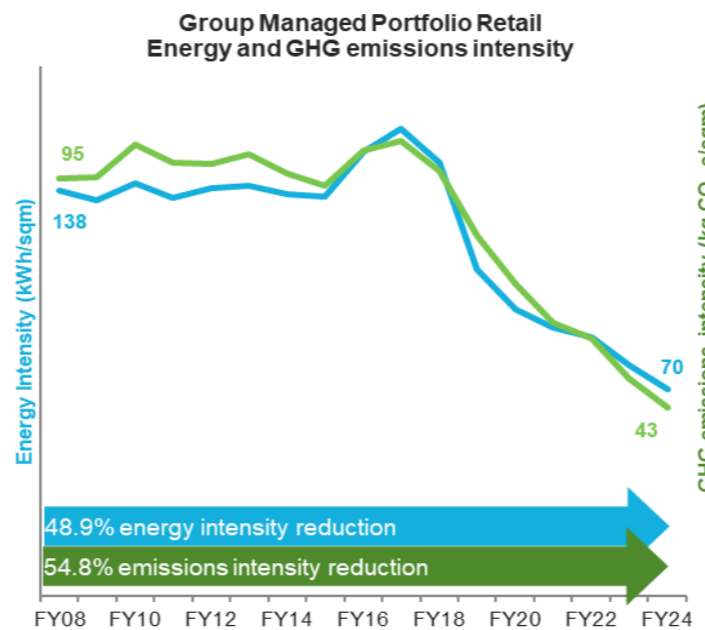
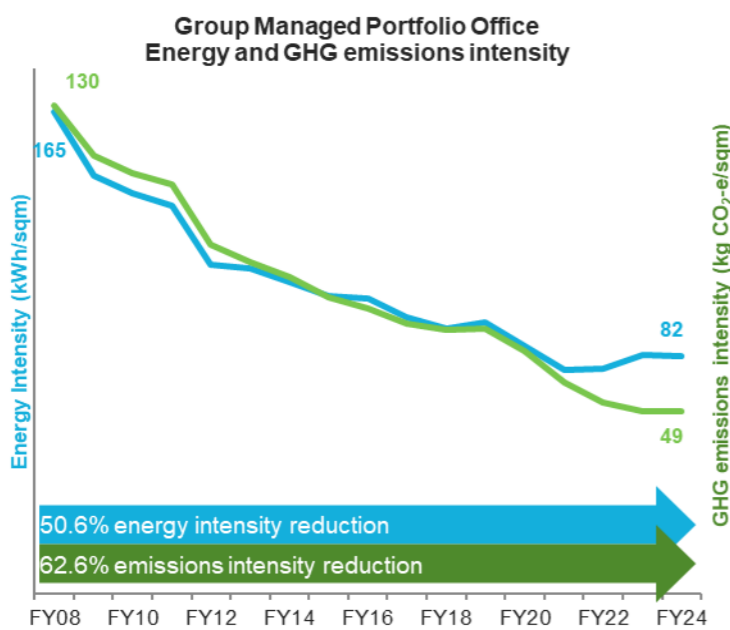
Energy consumption by source (MWh)

| Boundary: | | Group-Managed portfolio including corporate offices | | | | | | | Like-for-like | | |
|---|--|---|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------------|
| Sub-category | Metric | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | FY23 | FY24 | 12 Month Change % |
| Non-renewable energy (MWh) | Natural Gas | 45,942 | 38,168 | 35,757 | 36,195 | 41,360 | 41,036 | 34,362 | 33,976 | 27,281 | -20% |
| | Diesel | 1,303 | 1,705 | 1,030 | 1,078 | 1,825 | 1,456 | 995 | 1,308 | 791 | -40% |
| | Grid Non-renewable electricity | 126,387 | 117,985 | 104,995 | 83,385 | 0 | 0 | 0 | 0 | 0 | |
| | Total non-renewable electricity | 173,631 | 157,858 | 141,782 | 120,658 | 43,185 | 42,492 | 35,358 | 35,285 | 28,072 | -20% |
| Renewable energy (MWh) | Grid renewables | 27,089 | 33,383 | 36,152 | 34,769 | 115,287 | 120,226 | 155,229 | 95,155 | 101,813 | 7% |
| | Onsite generation consumed | 292 | 295 | 276 | 1,020 | 1,711 | 1,804 | 988 | 683 | 744 | 9% |
| | Total renewable | 27,381 | 33,678 | 36,427 | 35,789 | 116,998 | 122,030 | 156,217 | 95,838 | 102,557 | 7% |
| Total net energy use (MWh) | | 201,013 | 191,536 | 178,209 | 156,448 | 160,183 | 164,523 | 191,575 | 131,123 | 130,629 | 0% |
| Statistics (%) | Data coverage by area | 96% | 97% | 100% | 100% | 98% | 99% | 98% | 100% | 100% | 0% |
| | Proportion of energy from renewable sources (%) | 14% | 18% | 20% | 23% | 73% | 74% | 82% | 73% | 79% | 7% |
| | Percentage of net electricity consumption (kWh) sourced from renewables (%) ⁽⁵⁾ | 18% | 22% | 26% | 30% | 100% | 100% | 100% | 100% | 100% | 0% |
| Renewable and non-renewable energy generation (MWh) | Used onsite | 2,167 | 1,886 | 691 | 1,587 | 2,668 | 2,497 | 1,483 | 1,316 | 1,156 | -12% |
| | Used by customers | 0 | 0 | 0 | 0 | 121 | 62 | 56 | 62 | 56 | -10% |
| | Used offsite via energy network | 0 | 30 | 286 | 2,027 | 3,048 | 2,611 | 1,711 | 2,210 | 1,711 | -23% |
| | Total energy production | 2,167 | 1,915 | 977 | 3,615 | 5,837 | 5,170 | 3,249 | 3,588 | 2,923 | -19% |

(5). FY24 data has been independently assured.

Energy intensity (kWh/sqm)

| Boundary: | | Group-Managed portfolio | | | | | | | Like-for-like | | |
|----------------------------|--------------------|-------------------------|------|------|------|------|------|------|---------------|------|-------------------|
| Sub-category | Metric | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | FY23 | FY24 | 12 Month Change % |
| Energy Intensity (kWh/sqm) | Office | 91 | 93 | 85 | 77 | 77 | 82 | 82 | 81 | 82 | 1% |
| | Retail | 147 | 111 | 98 | 91 | 88 | 79 | 70 | 103 | 95 | -8% |
| | Industrial | 4.8 | 4.4 | 3.6 | 3.4 | 5.8 | 5.3 | 5.6 | 3.0 | 2.8 | -6% |
| | Healthcare | | | | 75 | 102 | 112 | 99 | 134 | 127 | -5% |
| | Convenience Retail | | | | | 7 | 10 | 12 | 10 | 12 | 25% |



Energy consumption by sector

| Sector | Office assets under operational control | | | | | | | | Like-for-like | | |
|---|---|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------------|
| Sub-category | Metric | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | FY23 | FY24 | 12 Month Change % |
| Non-renewable energy (MWh) | Natural Gas | 29,469 | 30,656 | 28,595 | 30,858 | 34,154 | 34,396 | 27,035 | 29,178 | 23,622 | -19% |
| | Diesel | 1,261 | 1,666 | 976 | 997 | 1,658 | 1,235 | 725 | 1,194 | 700 | -41% |
| | Grid Non-renewable electricity | 98,218 | 94,457 | 84,082 | 68,586 | 0 | 0 | 0 | 0 | 0 | |
| | Total non-renewable electricity | 128,947 | 126,779 | 113,653 | 100,441 | 35,812 | 35,631 | 27,760 | 30,372 | 24,321 | -20% |
| Renewable energy (MWh) | Grid renewables | 22,064 | 28,451 | 31,260 | 31,315 | 92,276 | 91,809 | 101,648 | 80,663 | 87,299 | 8% |
| | Onsite generation consumed | 247 | 250 | 231 | 295 | 280 | 360 | 323 | 360 | 323 | -10% |
| | Total renewable | 22,310 | 28,701 | 31,491 | 31,610 | 92,556 | 92,168 | 101,971 | 81,023 | 87,622 | 8% |
| Total net energy use (MWh) | | 151,258 | 155,480 | 145,144 | 132,051 | 128,368 | 127,799 | 129,731 | 111,395 | 111,944 | 0% |
| Statistics (%) | Data coverage by area | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 0% |
| | Proportion of energy from renewable sources (%) | 15% | 18% | 22% | 24% | 72% | 72% | 79% | 73% | 78% | 8% |
| | Proportion of electricity sourced from renewables (%) | 19% | 23% | 27% | 32% | 100% | 100% | 100% | 100% | 100% | 0% |
| Renewable and non-renewable energy generation (MWh) | Used onsite | 2,105 | 1,825 | 624 | 830 | 1,170 | 964 | 709 | 947 | 699 | -26% |
| | Used by customers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Used offsite via energy network | 0 | 30 | 264 | 244 | 192 | 57 | 59 | 57 | 59 | 3% |
| | Total energy production | 2,105 | 1,855 | 888 | 1,074 | 1,362 | 1,021 | 768 | 1,004 | 758 | -25% |

| Sector | Retail assets under operational control | | | | | | | | Like-for-like | | |
|---|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|-------------------|
| Sub-category | Metric | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | FY23 | FY24 | 12 Month Change % |
| Non-renewable energy (MWh) | Natural Gas | 16,382 | 7,402 | 7,061 | 4,977 | 5,533 | 4,453 | 4,788 | 3,661 | 2,749 | -25% |
| | Diesel | 11 | 8 | 11 | 19 | 28 | 100 | 112 | 12 | 9 | -19% |
| | Grid Non-renewable electricity | 24,586 | 19,965 | 17,454 | 10,808 | 0 | 0 | 0 | 0 | 0 | |
| | Total non-renewable electricity | 40,979 | 27,375 | 24,526 | 15,804 | 5,561 | 4,553 | 4,901 | 3,673 | 2,759 | -25% |
| Renewable energy (MWh) | Grid renewables | 4,386 | 4,185 | 4,082 | 2,523 | 14,129 | 19,476 | 42,974 | 9,272 | 9,628 | 4% |
| | Onsite generation consumed | 45 | 45 | 45 | 717 | 933 | 989 | 110 | | | |
| | Total renewable | 4,431 | 4,230 | 4,127 | 3,240 | 15,062 | 20,465 | 43,085 | 9,272 | 9,628 | 4% |
| Total net energy use (MWh) | | 45,410 | 31,605 | 28,654 | 19,043 | 20,622 | 25,018 | 47,985 | 12,944 | 12,387 | -4% |
| Statistics (%) | Data coverage by area | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 0% |
| | Proportion of energy from renewable sources (%) | 10% | 13% | 14% | 17% | 73% | 82% | 90% | 72% | 78% | 9% |
| | Proportion of electricity sourced from renewables (%) | 15% | 17% | 19% | 23% | 100% | 100% | 100% | 100% | 100% | 0% |
| Renewable and non-renewable energy generation (MWh) | Used onsite | 49 | 48 | 49 | 724 | 944 | 1,029 | 155 | 5 | 4 | -19% |
| | Used by customers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Used offsite via energy network | 0 | 0 | 22 | 1,776 | 1,869 | 1,563 | 1,008 | 1,162 | 1,008 | -13% |
| | Total energy production | 49 | 48 | 71 | 2,500 | 2,812 | 2,593 | 1,163 | 1,166 | 1,011 | -13% |

| Sector | Industrial assets under operational control | | | | | | | | Like-for-like | | |
|---|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|-------------------|
| Sub-category | Metric | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | FY23 | FY24 | 12 Month Change % |
| Non-renewable energy (MWh) | Natural Gas | 91 | 110 | 101 | 160 | 1,038 | 1,102 | 802 | 51 | 54 | 5% |
| | Diesel | 31 | 31 | 43 | 61 | 112 | 93 | 88 | 75 | 64 | -14% |
| | Grid Non-renewable electricity | 2,953 | 2,881 | 2,731 | 2,858 | 0 | 0 | 0 | 0 | 0 | |
| | Total non-renewable electricity | 3,075 | 3,022 | 2,875 | 3,079 | 1,150 | 1,194 | 889 | 126 | 118 | -6% |
| Renewable energy (MWh) | Grid renewables | 527 | 604 | 639 | 667 | 6,515 | 6,212 | 7,114 | 3,476 | 3,189 | -8% |
| | Onsite generation consumed | 0 | 0 | 0 | 0 | 299 | 249 | 353 | 118 | 219 | 86% |
| | Total renewable | 527 | 604 | 639 | 667 | 6,814 | 6,462 | 7,467 | 3,593 | 3,407 | -5% |
| Total net energy use (MWh) | | 3,602 | 3,626 | 3,514 | 3,746 | 7,965 | 7,656 | 8,356 | 3,719 | 3,526 | -5% |
| Statistics (%) | Data coverage by area | 86% | 90% | 100% | 100% | 95% | 98% | 96% | 100% | 100% | 0% |
| | Proportion of energy from renewable sources (%) | 15% | 17% | 18% | 18% | 86% | 84% | 89% | 97% | 97% | 0% |
| | Proportion of electricity sourced from renewables (%) | 15% | 17% | 19% | 19% | 100% | 100% | 100% | 100% | 100% | 0% |
| Renewable and non-renewable energy generation (MWh) | Used onsite | 12 | 13 | 17 | 24 | 344 | 286 | 388 | 148 | 245 | 66% |
| | Used by customers | 0 | 0 | 0 | 0 | 121 | 62 | 56 | 62 | 56 | -10% |
| | Used offsite via energy network | 0 | 0 | 0 | 7 | 988 | 991 | 644 | 991 | 644 | -35% |
| | Total energy production | 12 | 13 | 17 | 32 | 1,453 | 1,339 | 1,088 | 1,200 | 945 | -21% |

| Sector | Healthcare assets under operational control | | | | | | | | Like-for-like | | |
|---|---|------|------|------|------------|--------------|--------------|--------------|---------------|--------------|-------------------|
| Sub-category | Metric | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | FY23 | FY24 | 12 Month Change % |
| Non-renewable energy (MWh) | Natural Gas | | | | 200 | 635 | 1,086 | 1,737 | 1,086 | 856 | -21% |
| | Diesel | | | | 1 | 27 | 28 | 71 | 28 | 18 | -37% |
| | Grid Non-renewable electricity | | | | 481 | 0 | 0 | 0 | 0 | 0 | |
| | Total non-renewable electricity | | | | 682 | 662 | 1,114 | 1,808 | 1,114 | 874 | -22% |
| Renewable energy (MWh) | Grid renewables | | | | 112 | 1,297 | 1,523 | 2,529 | 1,459 | 1,358 | -7% |
| | Onsite generation consumed | | | | 9 | 199 | 206 | 202 | 206 | 202 | -2% |
| | Total renewable | | | | 121 | 1,496 | 1,729 | 2,731 | 1,665 | 1,560 | -6% |
| Total net energy use (MWh) | | | | | 803 | 2,158 | 2,843 | 4,539 | 2,779 | 2,434 | -12% |
| Statistics (%) | Data coverage by area | | | | 100% | 100% | 100% | 100% | 100% | 100% | 0% |
| | Proportion of energy from renewable sources (%) | | | | 15% | 69% | 61% | 60% | 60% | 64% | 7% |
| | Proportion of electricity sourced from renewables (%) | | | | 20% | 100% | 100% | 100% | 100% | 100% | 0% |
| Renewable and non-renewable energy generation (MWh) | Used onsite | | | | 9 | 210 | 217 | 230 | 217 | 209 | -4% |
| | Used by customers | | | | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Used offsite via energy network | | | | 0 | 0 | 0 | 0 | 0 | 0 | -43% |
| | Total energy production | | | | 9 | 210 | 217 | 230 | 217 | 209 | -4% |

| Sector | Convenience Retail assets under operational control | | | | | | | | Like-for-like | | |
|---|---|------|------|------|------------|------------|------------|------------|---------------|------------|-------------------|
| Sub-category | Metric | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | FY23 | FY24 | 12 Month Change % |
| Non-renewable energy (MWh) | Natural Gas | | | | | | | | | | |
| | Diesel | | | | | | | | | | |
| | Grid Non-renewable electricity | | | | | 0 | 0 | 0 | 0 | 0 | |
| | Total non-renewable electricity | | | | | 0 | 0 | 0 | 0 | 0 | 0 |
| Renewable energy (MWh) | Grid renewables | | | | | 200 | 256 | 310 | 256 | 310 | 21% |
| | Onsite generation consumed | | | | | | | | | | |
| | Total renewable | | | | | 200 | 256 | 310 | 256 | 310 | 21% |
| Total net energy use (MWh) | | | | | 200 | 256 | 310 | 256 | 310 | 21% | |
| Statistics (%) | Data coverage by area | | | | | 98% | 89% | 89% | 89% | 89% | 0% |
| | Proportion of energy from renewable sources (%) | | | | | 100% | 100% | 100% | 100% | 100% | 0% |
| | Proportion of electricity sourced from renewables (%) | | | | | 100% | 100% | 100% | 100% | 100% | 0% |
| Renewable and non-renewable energy generation (MWh) | Used onsite | | | | | 0 | 0 | 0 | 0 | 0 | |
| | Used by customers | | | | | 0 | 0 | 0 | 0 | 0 | |
| | Used offsite via energy network | | | | | 0 | 0 | 0 | 0 | 0 | |
| | Total energy production | | | | | 0 | 0 | 0 | 0 | 0 | 0 |

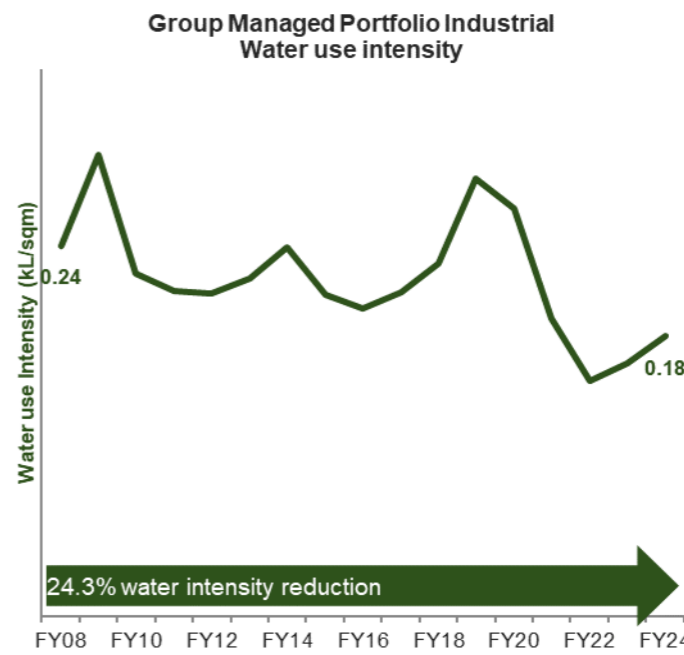
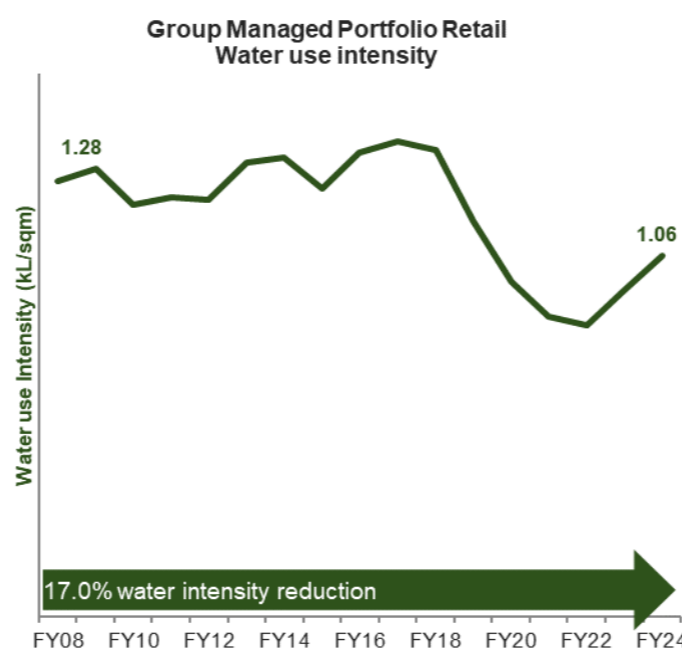
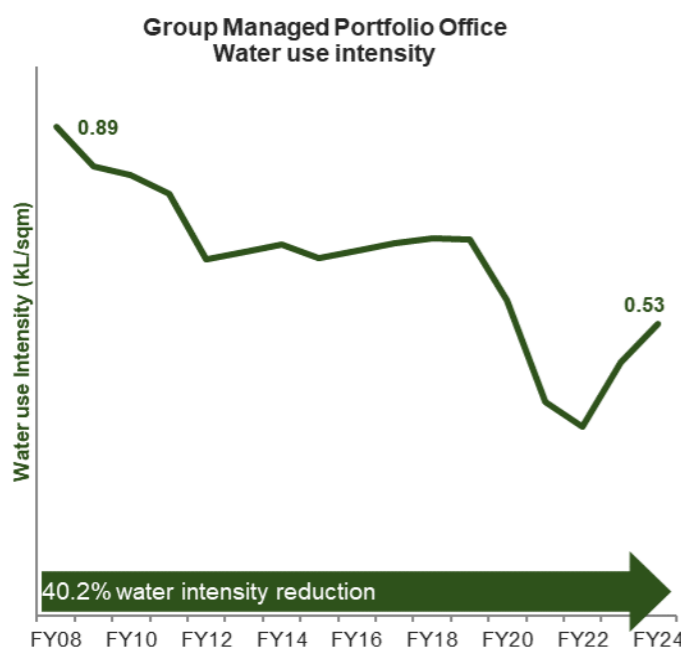
Water

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 | FY24 | FY23 | FY24 | 12 Month Change % |
| Potable Water (kL) | Water withdrawn from local utilities | 1,761,394 | 1,722,942 | 1,510,721 | 1,068,216 | 1,024,519 | 1,314,807 | 1,903,033 | 1,005,303 | 1,085,526 | 8% |
| | Externally sourced recycled water | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Onsite greywater | 10,568 | 4,815 | 7,553 | 21,919 | 18,641 | 18,518 | 18,271 | 18,518 | 18,271 | -1% |
| | Total non-potable water | 10,568 | 4,815 | 7,553 | 21,919 | 18,641 | 18,518 | 18,271 | 18,518 | 18,271 | -1% |
| | Total water use (kL) | 1,771,962 | 1,727,757 | 1,518,274 | 1,090,135 | 1,043,160 | 1,333,324 | 1,921,304 | 1,023,821 | 1,103,797 | 8% |
| Statistics (%) | Data coverage by area | 100% | 99% | 98% | 100% | 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% | 1.0% | 1.8% | 1.7% | -8% |

Water intensity (kL/sqm)

| Boundary: | | Group-Managed portfolio | | | | | | | Like-for-like | | |
|--------------------------|--------------------|-------------------------|------|------|------|------|------|------|---------------|------|-------------------|
| Sub-category | Metric | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | FY23 | FY24 | 12 Month Change % |
| Water Intensity (kL/sqm) | Office | 0.69 | 0.69 | 0.58 | 0.40 | 0.36 | 0.47 | 0.54 | 0.49 | 0.53 | 9% |
| | Retail | 1.37 | 1.17 | 0.99 | 0.89 | 0.86 | 0.96 | 1.06 | 1.09 | 1.06 | -2% |
| | Industrial | 0.23 | 0.28 | 0.26 | 0.19 | 0.15 | 0.16 | 0.18 | 0.14 | 0.16 | 11% |
| | Healthcare | | | | 0.31 | 0.44 | 0.53 | 0.51 | 0.51 | 0.66 | 30% |
| | Convenience Retail | | | | | 0.78 | 1.18 | 1.07 | 1.18 | 1.07 | -10% |



Water consumption by sector

| Sector | | Office assets under operational control | | | | | | | Like-for-like | | |
|------------------------|---|---|------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------------|
| Sub-category | Metric | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | FY23 | FY24 | 12 Month Change % |
| Potable Water (kL) | Water withdrawn from local utilities | 1,142,668 | 1,144,232 | 980,810 | 669,619 | 570,957 | 720,374 | 844,369 | 647,775 | 706,167 | 9% |
| Non-potable water (kL) | Externally sourced recycled water | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Onsite greywater | 10,568 | 4,815 | 7,553 | 21,919 | 18,641 | 18,518 | 18,271 | 18,518 | 18,271 | -1% |
| | Total non-potable water | 10,568 | 4,815 | 7,553 | 21,919 | 18,641 | 18,518 | 18,271 | 18,518 | 18,271 | -1% |
| | Total waster use (kL) | 1,153,236 | 1,149,046 | 988,363 | 691,538 | 589,598 | 738,892 | 862,640 | 666,292 | 724,438 | 9% |
| Statistics (%) | Data coverage by area | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 0% |
| | Proportion of water from recycled/reused sources (%) | 1% | 0% | 1% | 3% | 3% | 3% | 2% | 3% | 3% | -9% |

| Sector | Retail assets under operational control | | | | | | | | Like-for-like | | |
|------------------------|---|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------------|
| Sub-category | Metric | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | FY23 | FY24 | 12 Month Change % |
| Potable Water (kL) | Water withdrawn from local utilities | 423,834 | 332,269 | 289,959 | 185,072 | 201,668 | 306,559 | 726,979 | 136,849 | 138,806 | 1% |
| Non-potable water (kL) | Externally sourced recycled water | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Onsite greywater | | | | | | | | | | |
| | Total non-potable water | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Total waster use (kL) | 423,834 | 332,269 | 289,959 | 185,072 | 201,668 | 306,559 | 726,979 | 136,849 | 138,806 | 1% |
| Statistics (%) | Data coverage by area | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 0% |
| | Proportion of water from recycled/reused sources (%) | 0% | 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 | FY24 | FY23 | FY24 | 12 Month Change % |
| Potable Water (kL) | Water withdrawn from local utilities | 194,892 | 246,441 | 239,952 | 210,163 | 219,117 | 238,506 | 277,062 | 174,375 | 196,510 | 13% |
| Non-potable water (kL) | Externally sourced recycled water | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Onsite greywater | | | | | | | | | | |
| | Total non-potable water | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Total waster use (kL) | 194,892 | 246,441 | 239,952 | 210,163 | 219,117 | 238,506 | 277,062 | 174,375 | 196,510 | 13% |
| Statistics (%) | Data coverage by area | 100% | 96% | 94% | 100% | 100% | 100% | 100% | 100% | 100% | 0% |
| | Proportion of water from recycled/reused sources (%) | 0% | 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 | FY24 | FY23 | FY24 | 12 Month Change % |
| Potable Water (kL) | Water withdrawn from local utilities | | | | 3,361 | 9,261 | 13,617 | 23,272 | 10,554 | 12,692 | 20% |
| Non-potable water (kL) | Externally sourced recycled water | | | | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Onsite greywater | | | | | | | | | | |
| | Total non-potable water | | | | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Total waster use (kL) | | | | 3,361 | 9,261 | 13,617 | 23,272 | 10,554 | 12,692 | 20% |
| Statistics (%) | Data coverage by area | | | | 100% | 100% | 100% | 100% | 100% | 100% | 0% |
| | Proportion of water from recycled/reused sources (%) | | | | 0% | 0% | 0% | 0% | 0% | 0% | |

| Sector | Convenience Retail assets under operational control | | | | | | | | Like-for-like | | |
|------------------------|---|------|------|------|------|---------------|---------------|---------------|---------------|---------------|-------------------|
| Sub-category | Metric | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | FY23 | FY24 | 12 Month Change % |
| Potable Water (kL) | Water withdrawn from local utilities | | | | | 23,516 | 35,750 | 31,350 | 35,750 | 31,350 | -12% |
| 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 waster use (kL) | | | | | 23,516 | 35,750 | 31,350 | 35,750 | 31,350 | -12% |
| Statistics (%) | Data coverage by area | | | | | 100% | 100% | 100% | 100% | 100% | 0% |
| | Proportion of water from recycled/reused sources (%) | | | | | 0% | 0% | 0% | 0% | 0% | |

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 | FY24 |
|---|------|------|------|------|------|------|------|
| Nitrogen Oxides (NO _x) | 25.8 | 25.1 | 18.6 | 19.5 | 26.7 | 24.5 | 18.1 |
| Carbon Monoxide (CO) | 7.0 | 7.4 | 4.9 | 5.1 | 7.8 | 6.8 | 4.7 |
| Sulphur Dioxide (SO _x) | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 |
| Particulate matter ≤ 2.5 micrograms per cubic metre | 1.2 | 1.2 | 0.9 | 0.9 | 1.3 | 1.2 | 0.9 |
| Particulate matter ≤ 10 micrograms per cubic metre | 1.3 | 1.2 | 0.9 | 0.9 | 1.3 | 1.2 | 0.9 |
| Volatile organic compounds (VOCs) | 1.0 | 1.0 | 0.7 | 0.8 | 1.1 | 1.0 | 0.7 |

Greenhouse gas emissions by gas type

| Greenhouse gas emissions (t CO ₂ -e) | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Direct greenhouse gas emissions | | | | | | | |
| Carbon dioxide (CO ₂) | 8,829 | 7,492 | 6,876 | 6,969 | 8,112 | 7,960 | 6,609 |
| Methane (CH ₄) | 17 | 14 | 13 | 13 | 16 | 15 | 13 |
| Nitrous oxide (N ₂ O) | 6 | 5 | 5 | 5 | 6 | 5 | 4 |
| Chlorofluorocarbons (CFCs) & hydrofluorocarbons (HCFCs) | 10,091 | 10,232 | 10,406 | 8,754 | 4,640 | 4,130 | 3,733 |
| Sulphur hexafluoride (SF ₆) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Perfluorocarbon (PFC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Nitrogen trifluoride (NF ₃) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Scope 1 GHG emissions | 18,943 | 17,743 | 17,299 | 15,741 | 12,774 | 12,111 | 10,360 |
| Indirect greenhouse gas emissions | | | | | | | |
| Scope 2 location-based GHG emissions | 131,218 | 127,353 | 117,610 | 98,042 | 93,711 | 87,033 | 104,093 |
| Scope 3 location-based GHG emissions | 38,239 | 35,033 | 28,209 | 21,867 | 21,959 | 27,439 | 39,557 |
| Scope 1, 2 & 3 location-based GHG emissions | 188,400 | 180,129 | 163,119 | 135,650 | 128,444 | 126,583 | 154,010 |

Greenhouse gas emissions

Net-greenhouse gas emissions inventory

| Metric | | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|---|-----|---------|---------|---------|---------|---------|---------|
| Grid-purchased electricity | | | | | | | |
| Renewable Electricity – Direct voluntary renewable electricity purchases supported by an energy attribute certificate | GJ | 25,743 | 33,940 | 45,009 | 337,877 | 352,210 | 457,685 |
| | MWh | 7,151 | 9,428 | 12,502 | 93,855 | 97,836 | 127,135 |
| Renewable Electricity – Renewable energy portion of grid-purchases (LGCs) via Energy Retailers in line with Australia's Renewable Energy Target (RET) | GJ | 94,435 | 96,342 | 80,577 | 77,154 | 80,604 | 101,139 |
| | MWh | 26,232 | 26,762 | 22,383 | 21,432 | 22,390 | 28,094 |
| Non-renewable Electricity – Balance of grid-purchases via Energy Retailers accounted using grid residual mix emission factors | GJ | 424,744 | 377,983 | 300,186 | 0 | 0 | 0 |
| | MWh | 117,985 | 104,995 | 83,385 | 0 | 0 | 0 |
| Total grid-purchased electricity consumption | GJ | 544,923 | 508,265 | 425,772 | 415,032 | 432,814 | 558,825 |
| | MWh | 151,367 | 141,185 | 118,270 | 115,287 | 120,226 | 155,229 |

Market-based GHG emissions

| Market-based GHG emissions (t CO ₂ -e) ⁽²⁾ | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | |
|--|----------------|----------------|----------------|---------------|---------------|---------------|--|
| Scope 1 GHG emissions (t CO ₂ -e) | 17,743 | 17,299 | 15,741 | 12,774 | 12,111 | 10,360 | |
| Scope 2 market-based GHG emissions (t CO ₂ -e), comprising: | 120,034 | 107,933 | 85,400 | - | 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> | 120,034 | 107,933 | 85,400 | - | 0 | 0 | |
| Scope 3 GHG market-based emissions (t CO ₂ -e) | 34,166 | 27,146 | 20,426 | 11,890 | 17,915 | 27,876 | |
| Scope 1, 2 & 3 market-based GHG emissions (t CO₂-e) | 171,944 | 152,379 | 121,567 | 24,664 | 30,026 | 38,236 | |
| Voluntary offsetting | | | | | | | |
| Voluntary carbon offsets units surrendered by Dexus ⁽¹⁾ | - | 5,000 | 5,801 | 24,664 | 30,026 | 38,236 | |
| Net GHG emissions (t CO ₂ -e) ^{(2) (3)} | 171,944 | 147,379 | 115,766 | 0 | 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). FY24 data independently assured.

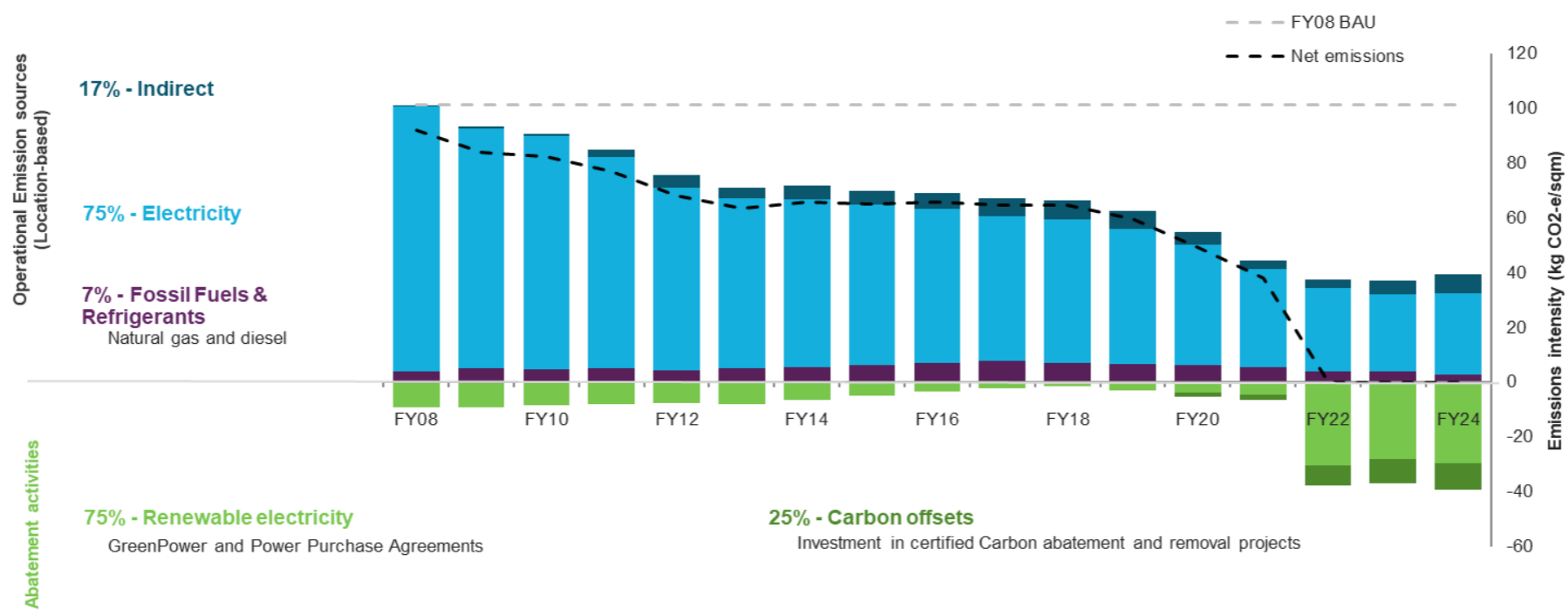
(3). In line with Climate Active Carbon Neutral Standard for Organisations, net emissions for the year ended 30 June 2024 include offsets purchased and allocated for retirement during the year and up to the date of this report.

Net greenhouse gas emissions intensity chart ⁽⁴⁾

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, 75% has been avoided by sourcing renewable electricity and the final 25% has been balanced through carbon offsets.

(4). In line with Climate Active Carbon Neutral Standard for Organisations, net emissions for the year ended 30 June 2024 include offsets purchased and allocated for retirement during the year and up to the date of this report.



Carbon offsets

The table below outlines Dexus's offsetting activities relating to its FY24 Group inventory, which includes offsets purchased and allocated for retirement during the year and up to the date of this report.

| Project Type | Location | Project Name | Unit Type | Vintage | Units |
|---|-----------|---|-----------|---------|---------------|
| Domestic units - retired for the FY24 period | | | | | |
| Carbon removal - Environmental Plantings | WA | Carbon Conscious Carbon Capture Project 1 | ACCU | 2022/23 | 8,866 |
| | WA | Nyaliga Fire Project | ACCU | 2021/22 | 2,872 |
| | QLD | Strathburn Station | ACCU | 2021/22 | 487 |
| | WA | North Kimberley Pastoral Lease Carbon Abatement | ACCU | 2021/22 | 587 |
| Carbon avoidance - Savanna Fire Management | WA | Mt Mulgrave Savanna Burning Project | ACCU | 2022/23 | 303 |
| | NT | Jawoyn Fire Project | ACCU | 2021/22 | 5,539 |
| | NT | Tiwi Islands Savanna Burning for Greenhouse Gas Abatement | ACCU | 2022 | 6,414 |
| | NT | Tiwi Islands Savanna Burning for Greenhouse Gas Abatement | ACCU | 2019 | 2,265 |
| Domestic units - retired for prior periods | | | | | |
| Carbon removal - Environmental Plantings | WA | Carbon Conscious Carbon Capture Project 1 | ACCU | 2022/23 | 771 |
| Carbon avoidance - Savanna Fire Management | WA | Mt Mulgrave Savanna Burning Project | ACCU | 2022/23 | 29 |
| | NT | Tiwi Islands Savanna Burning for Greenhouse Gas Abatement | ACCU | 2019 | 792 |
| Total domestic units | | | | | 28,925 |
| International units - retired for the FY24 period | | | | | |
| Carbon Removal - Afforestation, Reforestation, or Revegetation (ARR) | Uruguay | Guanare Forest Plantations | VCU | 2018 | 8,311 |
| Carbon Avoidance - Agriculture Forestry and Other Land Use | Indonesia | Katingan Peatland Restoration and Conservation Project | VCU | 2018 | 2,266 |
| International units - retired for prior periods | | | | | |
| Carbon Avoidance - Agriculture Forestry and Other Land Use | Indonesia | Katingan Peatland Restoration and Conservation Project | VCU | 2018 | 234 |
| Total international units | | | | | 10,811 |
| Total domestic and international offset units | | | | | 39,736 |
| Carbon Offset Retirement Summary ⁽¹⁾ | | | | | Units |
| Offsets allocated for retirement against the FY24 period (from above) | | | | | 37,910 |
| Offsets banked in prior years and allocated to FY24 | | | | | 1,897 |
| Total offset units allocated against FY24 Group Inventory | | | | | 39,807 |
| Offsets required to balance Scope 1, 2 & 3 market-based GHG emissions to achieve net zero emissions in FY24 | | | | | 38,236 |
| Offsets allocated in excess of FY24 Group Inventory | | | | | 1,571 |
| Additional retirements | | | | | |
| Additional retirements allocated against prior years (from above) | | | | | 1,826 |

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

Progress towards commitments

Maintain net zero (t CO₂-e)

Dexus has committed to continue to maintain net zero on scope 1 and 2 (and operational scope 3) emissions for our platform managed portfolio.

| Net zero by 2022 progress (t CO ₂ -e) | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|--|----------------|----------------|----------------|----------------|----------|----------|----------|
| Total Scope 1 & 2 market-based GHG emissions | 146,360 | 137,778 | 125,233 | 101,141 | 12,774 | 12,111 | 10,360 |
| Scope 3 market-based GHG emissions | 37,696 | 34,166 | 27,146 | 20,426 | 11,890 | 17,915 | 27,876 |
| Voluntary abatement via Certified offsets | 0 | 0 | -5,000 | -5,801 | -24,664 | -30,026 | -38,236 |
| Total net greenhouse gas emissions ⁽¹⁾ | 184,057 | 171,944 | 147,379 | 115,766 | 0 | 0 | 0 |

(1). In line with Climate Active Carbon Neutral Standard for Organisations, net emissions for the year ended 30 June 2024 include offsets purchased and allocated for retirement during the year and up to the date of this report.

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 | FY24 | FY30 target |
|---|------------------|------------------|------------------|------------------|------------------|------------------|------------------|-------------|
| Dexus Scope 1 emissions (t CO ₂ -e) | 18,943 | 17,743 | 17,299 | 15,741 | 12,774 | 12,111 | 10,360 | |
| Dexus Scope 2 market-based emissions (t CO ₂ -e) | 127,417 | 120,034 | 107,933 | 85,400 | 0 | 0 | 0 | |
| Dexus Scope 1 & 2 market-based emissions (t CO ₂ -e) | 146,360 | 137,778 | 125,233 | 101,141 | 12,774 | 12,111 | 10,360 | 44,396 |
| Net lettable area (sqm) | 2,843,921 | 2,886,520 | 2,984,447 | 3,051,320 | 3,410,899 | 3,427,468 | 3,904,348 | |

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 | FY24 | FY30 target |
|---|------|------|------|------|------|------|------|-------------|
| Proportion of electricity needs sourced from renewables | 18% | 22% | 26% | 30% | 100% | 100% | 100% | 100% |

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 | FY24 | FY25 target |
|--------------------------------|------|------|------|------|------|------|-------------|
| Group office portfolio average | - | - | 4.7 | 4.9 | 4.8 | 5.2 | 5.0 |
| Net lettable area covered (%) | - | - | 65% | 70% | 84% | 91% | |

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

In FY21, 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 | FY24 | FY25 target |
|--------------------------------|------|------|------|------|------|------|-------------|
| Group office portfolio average | - | 2.7 | 2.7 | 3.0 | 3.3 | 3.5 | 4.0 |
| Net lettable area covered (%) | - | - | 70% | 70% | 79% | 84% | |

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 | FY24 | FY23 | FY24 | | |
| Energy consumption (MWh) | | | | | | | | | |
| Non-renewable energy | Natural gas | 23,211 | 16,935 | 19,820 | 17,660 | 12,512 | 14,345 | 11,696 | -18.5% |
| | Diesel | 182 | 472 | 734 | 471 | 360 | 431 | 345 | -20.0% |
| | Electricity – grid-purchases | 74,290 | 38,402 | 0 | 0 | 0 | 0 | 0 | |
| Total non-renewable energy consumption | | 97,683 | 55,810 | 20,554 | 18,130 | 12,872 | 14,777 | 12,041 | -18.5% |
| Renewable energy | Electricity – GreenPower and LGC purchases | 10,831 | 16,926 | 51,506 | 48,191 | 46,737 | 40,739 | 44,022 | 8.1% |
| | Solar energy | 0 | 132 | 176 | 222 | 252 | 222 | 252 | 13.3% |
| Total renewable energy consumption | | 10,831 | 17,058 | 51,682 | 48,413 | 46,989 | 40,961 | 44,274 | 8.1% |
| Total energy consumption | | 108,514 | 72,868 | 72,235 | 66,543 | 59,861 | 55,738 | 56,315 | 1.0% |
| Percent electricity from renewable sources | | 13% | 31% | 100% | 100% | 100% | 100% | 100% | 0.0% |
| Percent energy use from renewable sources | | 10% | 23% | 72% | 73% | 78% | 73% | 79% | 7.0% |
| Water (kL or cubic metres) | | | | | | | | | |
| Potable water from water authorities | | 619,078 | 469,006 | 387,611 | 423,646 | 410,291 | 369,832 | 397,081 | 7.4% |
| Recycled water recovery | | 0 | 13,954 | 12,281 | 11,724 | 11,817 | 11,724 | 11,817 | 0.8% |
| Total water consumption incl. recycled water | | 619,078 | 482,960 | 399,891 | 435,370 | 422,109 | 381,556 | 408,899 | 7.2% |
| Percent water use from recycled sources | | 0% | 3% | 3% | 3% | 3% | 3% | 3% | 0.0% |
| Waste and recycling (tonnes) | | | | | | | | | |
| Waste to landfill | | 1,513 | 1,990 | 1,689 | 1,991 | 1,697 | 1,806 | 1,632 | -9.6% |
| Recycled waste | | 1,665 | 1,210 | 1,091 | 1,415 | 1,254 | 1,311 | 1,240 | -5.5% |
| Total waste | | 3,178 | 3,199 | 2,780 | 3,406 | 2,952 | 3,117 | 2,872 | -7.9% |
| Diversion from landfill | | 52% | 38% | 39% | 42% | 42% | 42% | 43% | 2.6% |
| Percent waste data coverage (office & retail) | | 69% | 100% | 100% | 99% | 98% | 99% | 99% | -0.4% |
| Greenhouse gas emissions (t CO₂-e) | | | | | | | | | |
| Scope 1 | | 4,335 | 6,951 | 5,441 | 4,651 | 3,462 | 3,811 | 2,915 | -23.5% |
| Scope 2 – location-based | | 78,702 | 45,551 | 41,729 | 34,941 | 31,782 | 29,000 | 29,977 | 3.4% |
| Scope 3 – location-based GHG emissions | | 14,521 | 9,180 | 8,427 | 8,166 | 7,218 | 7,190 | 6,922 | -3.7% |
| Scope 2 – market-based | | 70,581 | 38,965 | 0 | 0 | 0 | 0 | 0 | |
| Scope 3 – market-based GHG emissions | | 13,096 | 8,435 | 4,101 | 4,633 | 3,960 | 4,155 | 3,820 | -8.1% |
| Total Scope 1, 2 & 3 location-based GHG emissions | | 97,558 | 61,681 | 55,597 | 47,759 | 42,462 | 40,002 | 39,814 | -0.5% |
| Total Scope 1, 2 & 3 market-based GHG emissions | | 88,011 | 54,351 | 9,542 | 9,284 | 7,422 | 7,966 | 6,736 | -15.4% |
| Adjustments due to voluntary offsets surrendered by Dexus | | 0 | -189 | -9,542 | -9,284 | -7,422 | -7,966 | -6,736 | 0.0% |
| Total net greenhouse gas emissions | | 88,011 | 54,163 | 0 | 0 | 0 | 0 | 0 | |
| Equity – accounted lettable area under landlord control (annual weighted average square metres) | | | | | | | | | |
| Office | | 528,437 | 881,193 | 843,494 | 752,016 | 674,822 | 659,450 | 657,693 | -0.3% |
| Retail | | 9,459 | 41,797 | 42,809 | 26,761 | 12,050 | 11,989 | 12,050 | 0.5% |
| Industrial | | 394,517 | 401,387 | 450,878 | 430,007 | 370,726 | 326,340 | 317,041 | -2.8% |
| Healthcare | | 0 | 2,676 | 5,272 | 5,180 | 9,118 | 5,180 | 4,786 | -7.6% |

(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 FY23 and FY24 periods.

Dexus portfolio – Energy and emissions productivity

| Energy and emissions productivity (market-based) | | | | | |
|--|--------------------------|--------|---------|---------|---------|
| | Base year ⁽¹⁾ | FY21 | FY22 | FY23 | FY24 |
| Revenue (\$m) ⁽²⁾ | 702 | 1,378 | 1,324 | 1,304 | 1,352 |
| Energy productivity (\$m revenue per GJ consumed) | 1,798 | 5,251 | 5,092 | 5,444 | 6,274 |
| Scope 1 & 2 emissions productivity (\$m revenue/t.CO ₂ -e) | 9,373 | 30,000 | 243,373 | 280,383 | 390,490 |
| Scope 1, 2 & 3 emissions productivity (\$m revenue/t.CO ₂ -e) | 7,979 | 25,344 | 138,769 | 140,471 | 182,165 |

(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 | All assets | | | | | Like-for-like ⁽²⁾ | | 12 month change |
|---|--------------------------|------|------|------|------|------------------------------|------|-----------------|
| | Base year ⁽¹⁾ | FY21 | FY22 | FY23 | FY24 | FY23 | FY24 | |
| Listed Office portfolio | | | | | | | | |
| Energy consumption (kWh/sqm) | 169 | 77 | 77 | 81 | 81 | 79 | 81 | 2% |
| Water consumption (kL/sqm) | 0.86 | 0.38 | 0.32 | 0.41 | 0.49 | 0.43 | 0.49 | 15% |
| Scope 1 & 2 emissions (kgCO ₂ -e/sqm) | 134 | 56 | 51 | 48 | 47 | 47 | 47 | 2% |
| Scope 1 & 2 market based emissions (kgCO ₂ -e/sqm) | 118 | 48 | 6 | 5 | 4 | 5 | 4 | -21% |
| Waste diversion from landfill (%) | | 38% | 40% | 40% | 41% | 40% | 42% | 4% |
| Listed Retail portfolio | | | | | | | | |
| Energy consumption (kWh/sqm) | 1,362 | 67 | 71 | 68 | 119 | 139 | 119 | -14% |
| Water consumption (kL/sqm) | 8.54 | 0.65 | 0.71 | 0.83 | 1.53 | 1.60 | 1.53 | -4% |
| Scope 1 & 2 emissions (kgCO ₂ -e/sqm) | 712 | 41 | 42 | 36 | 60 | 72 | 60 | -17% |
| Scope 1 & 2 market based emissions (kgCO ₂ -e/sqm) | 712 | 41 | 8 | 9 | 11 | 19 | 11 | -44% |
| Waste diversion from landfill (%) | | 38% | 37% | 60% | 54% | 62% | 54% | -12% |
| Listed Industrial portfolio | | | | | | | | |
| Energy consumption (kWh/sqm) | 16 | 5 | 7 | 8 | 8 | 4 | 4 | -1% |
| Water consumption (kL/sqm) | 0.22 | 0.26 | 0.18 | 0.20 | 0.16 | 0.20 | 0.16 | -19% |
| Scope 1 & 2 emissions (kgCO ₂ -e/sqm) | 14 | 4 | 5 | 5 | 6 | 3 | 2 | -15% |
| Scope 1 & 2 market based emissions (kgCO ₂ -e/sqm) | 14 | 4 | 0 | 1 | 1 | 0 | 0 | -50% |
| Healthcare portfolio | | | | | | | | |
| Energy consumption (kWh/sqm) | | 75 | 102 | 134 | 121 | 134 | 127 | -5% |
| Water consumption (kL/sqm) | | 0.31 | 0.44 | 0.51 | 0.53 | 0.51 | 0.66 | 30% |
| Scope 1 & 2 emissions (kgCO ₂ -e/sqm) | | 48 | 56 | 65 | 42 | 65 | 57 | -12% |
| Scope 1 & 2 market based emissions (kgCO ₂ -e/sqm) | | 48 | 7 | 13 | 9 | 13 | 9 | -35% |

(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 FY23 and FY24 periods.

Dexus portfolio - NABERS

| NABERS portfolio average (star) ⁽¹⁾ | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|---|------|------|------|------|------|------|------|
| Dexus listed office portfolio | | | | | | | |
| NABERS Energy with GreenPower | 4.9 | 5.0 | 5.0 | 5.1 | 5.3 | 4.9 | 4.9 |
| NABERS Energy | 4.7 | 4.8 | 4.8 | 5.0 | 5.0 | 4.9 | 4.9 |
| NABERS Water | 3.6 | 3.6 | 3.7 | 4.5 | 4.8 | 4.6 | 4.3 |
| NABERS Waste ⁽²⁾ | – | – | 2.6 | 2.6 | 2.9 | 3.3 | 3.4 |
| NABERS Indoor Environment ⁽²⁾ | – | – | 4.1 | 4.8 | 4.9 | 4.7 | 5.2 |
| Dexus listed retail portfolio (star)⁽¹⁾ | | | | | | | |
| NABERS Energy with GreenPower | 2.0 | 2.0 | 2.5 | 3.0 | 4.0 | 3.5 | 4.5 |
| NABERS Energy | 2.0 | 2.0 | 2.5 | 3.0 | 4.0 | 3.5 | 4.5 |
| NABERS Water | | 2.0 | 2.0 | 2.0 | 3.5 | 2.0 | 5.0 |

Dexus portfolio - Green Star Performance

| Green Star Performance average (star) ⁽¹⁾ | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|--|------|------|------|------|------|------|------|
| Dexus listed portfolio - All sectors | 2 | 2 | 5 | 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 | Absolute | | | | | Like-for-like ⁽²⁾ | | 12 month change |
|--|--|---------------------|---------------|---------------|---------------|------------------------------|---------------|-----------------|
| | FY20 ⁽¹⁾ | FY21 ⁽¹⁾ | FY22 | FY23 | FY24 | FY23 | FY24 | |
| Energy consumption (MWh) | | | | | | | | |
| Non-renewable energy | Natural gas | 107 | 146 | 220 | 245 | 0 | 0 | 0 |
| | Diesel | 0 | 0 | 23 | 7 | 3 | 2 | 3 |
| | Electricity – grid-purchases | 1,636 | 1,773 | 0 | 0 | 0 | 0 | 0 |
| Total non-renewable energy consumption | | 1,743 | 1,919 | 244 | 252 | 3 | 2 | 3 |
| Renewable energy | Electricity – GreenPower and LGC purchases | 383 | 414 | 2,144 | 1,249 | 474 | 775 | 474 |
| | Solar energy | 135 | 150 | 308 | 213 | 119 | 118 | 119 |
| Total renewable energy consumption | | 518 | 564 | 2,452 | 1,461 | 593 | 892 | 593 |
| Total energy consumption | | 2,261 | 2,483 | 2,696 | 1,713 | 596 | 894 | 596 |
| Percent electricity from renewable sources | | | 24% | 100% | 100% | 100% | 100% | 100% |
| Percent energy use from renewable sources | | | 23% | 91% | 85% | 100% | 100% | 100% |
| Water (kL or cubic metres) | | | | | | | | |
| Potable water from water authorities | | 14,382 | 20,077 | 18,907 | 13,814 | 10,639 | 9,312 | 10,639 |
| Recycled water recovery | | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total water consumption incl. recycled water | | 14,382 | 20,077 | 18,907 | 13,814 | 10,639 | 9,312 | 10,639 |
| Percent water use from recycled sources | | | 0% | 0% | 0% | 0% | 0% | 0% |
| Waste and recycling (tonnes) | | | | | | | | |
| Waste to landfill | | 232 | 36 | 229 | 283 | 164 | 277 | 164 |
| Recycled waste | | 481 | 62 | 49 | 74 | 94 | 28 | 94 |
| Total waste | | 713 | 98 | 278 | 358 | 258 | 305 | 258 |
| Diversion from landfill | | 67% | 63% | 18% | 21% | 36% | 9% | 36% |
| Percent waste data coverage (office & retail) | | | | | | | | |
| Greenhouse gas emissions (t CO₂-e) | | | | | | | | |
| Scope 1 | | 20 | 27 | 146 | 209 | 259 | 123 | 259 |
| Scope 2 – location-based | | 1,635 | 1,763 | 1,693 | 896 | 333 | 550 | 333 |
| Scope 3 – location-based GHG emissions | | 644 | 293 | 565 | 567 | 363 | 499 | 363 |
| Scope 2 – market-based | | 1,635 | 1,763 | 191 | 0 | 0 | 0 | 0 |
| Scope 3 – market-based GHG emissions | | 644 | 293 | 389 | 430 | 299 | 390 | 299 |
| Total Scope 1, 2 & 3 location-based GHG emissions | | 2,298 | 2,083 | 2,404 | 1,672 | 955 | 1,171 | 955 |
| Total Scope 1, 2 & 3 market-based GHG emissions | | 2,298 | 2,083 | 726 | 639 | 558 | 513 | 558 |
| Adjustments due to voluntary offsets surrendered by Dexus | | 0 | 0 | -726 | -639 | -558 | -513 | -558 |
| Total net greenhouse gas emissions | | 2,298 | 2,083 | 0 | 0 | 0 | 0 | 0 |
| Equity – accounted lettable area under landlord control (annual weighted average square metres) | | | | | | | | |
| Industrial | | 58,947 | 63,912 | 65,606 | 50,138 | 39,541 | 39,701 | 39,541 |

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

(2). Properties under landlord control for FY23 and FY24 periods.

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

| Energy and emissions productivity (market-based) | | | | | |
|--|---------------------|---------------------|---------|---------|---------|
| | FY20 ⁽¹⁾ | FY21 ⁽¹⁾ | FY22 | FY23 | FY24 |
| Revenue (\$m) ⁽²⁾ | - | 66 | 96 | 105 | 102 |
| Energy productivity (\$m revenue per GJ consumed) | - | 7,385 | 9,891 | 17,024 | 47,537 |
| Scope 1 & 2 emissions productivity (\$m revenue/t.CO ₂ -e) | - | 36,868 | 284,888 | 502,424 | 393,939 |
| Scope 1, 2 & 3 emissions productivity (\$m revenue/t.CO ₂ -e) | - | 31,690 | 132,242 | 164,253 | 182,768 |

(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 | FY24 |
|---|---------------------|---------------------|------|------|------|
| DXI Industrial portfolio | | | | | |
| Energy consumption (kWh/sqm) | 38.4 | 38.8 | 41.1 | 34.2 | 15.1 |
| Water consumption (kL/sqm) | 0.24 | 0.31 | 0.29 | 0.28 | 0.27 |
| Scope 1 & 2 emissions (kgCO ₂ -e/sqm) | 28.1 | 28.0 | 28.0 | 22.0 | 15.0 |
| Scope 1 & 2 market based emissions (kgCO ₂ -e/sqm) | 28.1 | 28.0 | 5.1 | 4.2 | 6.5 |

(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 | FY24 |
|--|------|---------------------|------|------|------|
| DXI Industrial business park portfolio | | | | | |
| NABERS Energy with GreenPower | - | 4.5 | 5.0 | 4.9 | 4.9 |
| NABERS Energy | - | 4.5 | 5.0 | 4.9 | 4.9 |
| NABERS Water | - | 4.6 | 4.1 | 4.9 | 4.8 |

Dexus Industria REIT (DXI) portfolio – Green Star Performance

| Green Star Performance average (star) ⁽¹⁾ | FY20 | FY21 | FY22 | FY23 | FY24 |
|--|------|------|------|------|------|
| DXI Industrial business parks | - | - | - | 3 | 3 |

(1). As at 30 June of the reporting year.

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

Dexus Convenience Retail REIT (DXC)

Dexus Convenience REIT portfolio – Absolute inventory

| Metric | | FY22 | FY23 | FY24 |
|--|--|---------------|---------------|---------------|
| Energy consumption (MWh) | | | | |
| Non-renewable energy | Natural gas | 0 | 0 | 0 |
| | Diesel | 0 | 0 | 0 |
| | Electricity – grid-purchases | 0 | 0 | 0 |
| Total non-renewable energy consumption | | 0 | 0 | 0 |
| Renewable energy | Electricity – GreenPower and LGC purchases | 200 | 256 | 310 |
| | Solar energy | 0 | 0 | 0 |
| Total renewable energy consumption | | 200 | 256 | 310 |
| Total energy consumption | | 200 | 256 | 310 |
| Percent electricity from renewable sources | | 100% | 100% | 100% |
| Percent energy use from renewable sources | | 100% | 100% | 100% |
| Water (kL or cubic metres) | | | | |
| Potable water from water authorities | | 23,516 | 35,750 | 31,350 |
| Recycled water recovery | | 0 | 0 | 0 |
| Total water consumption incl. recycled water | | 23,516 | 35,750 | 31,350 |
| Percent water use from recycled sources | | 0% | 0% | 0% |
| Waste and recycling (tonnes) | | | | |
| Waste to landfill | | 175 | 278 | 367 |
| Recycled waste | | 126 | 144 | 163 |
| Total waste | | 301 | 422 | 530 |
| Diversion from landfill | | 42% | 34% | 31% |
| Percent waste data coverage | | | | |
| Greenhouse gas emissions (t CO₂-e) | | | | |
| Scope 1 | | 0 | 0 | 0 |
| Scope 2 – location-based | | 160 | 187 | 225 |
| Scope 3 – location-based GHG emissions | | 326 | 509 | 636 |
| Scope 2 – market-based | | 0 | 0 | 0 |
| Scope 3 – market-based GHG emissions | | 303 | 473 | 592 |
| Total Scope 1, 2 & 3 location-based GHG emissions | | 486 | 696 | 861 |
| Total Scope 1, 2 & 3 market-based GHG emissions | | 303 | 473 | 592 |
| Adjustments due to voluntary offsets surrendered by Dexus | | -303 | -473 | -592 |
| Total net greenhouse gas emissions | | 0 | 0 | 0 |
| Equity – accounted lettable area under landlord control (annual weighted average square metres) | | | | |
| Convenience Retail | | 30,029 | 30,320 | 29,404 |

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

| Energy and emissions productivity (market-based) | | | |
|--|-------------|-------------|-------------|
| | FY22 | FY23 | FY24 |
| Revenue (\$m) ⁽¹⁾ | 55 | 59 | 57 |
| Energy productivity (\$m revenue per GJ consumed) | 76,426 | 63,993 | 51,042 |
| Scope 1 & 2 emissions productivity (\$m revenue/t.CO ₂ -e) | 0 | 0 | 0 |
| Scope 1, 2 & 3 emissions productivity (\$m revenue/t.CO ₂ -e) | 181,633 | 124,766 | 96,258 |

(1). Total Operating Segment Revenue.

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

| | FY22 | FY23 | FY24 |
|---|-------------|-------------|-------------|
| Convenience Retail portfolio | | | |
| Energy consumption (kWh/sqm) | 6.8 | 9.5 | 11.9 |
| Water consumption (kL/sqm) | 0.78 | 1.18 | 1.07 |
| Scope 1 & 2 emissions (kgCO ₂ -e/sqm) | 5.4 | 6.9 | 8.6 |
| Scope 1 & 2 market based emissions (kgCO ₂ -e/sqm) | 0.0 | 0.0 | 0.0 |
| Waste diversion from landfill (%) | 0% | 0% | 0% |

Green building certification - portfolio averages

NABERS

| NABERS portfolio average (star) ⁽¹⁾ | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|--|------|------|------|------|------|------|------|
| Dexus group office portfolio | | | | | | | |
| NABERS Energy with GreenPower | 4.9 | 5.0 | 5.0 | 5.1 | 5.3 | 4.9 | 4.9 |
| NABERS Energy | 4.7 | 4.8 | 4.8 | 5.0 | 5.0 | 4.9 | 4.9 |
| NABERS Water | 3.6 | 3.5 | 3.7 | 4.5 | 4.7 | 4.5 | 4.2 |
| NABERS Waste ⁽²⁾ | – | – | 2.7 | 2.7 | 3.0 | 3.3 | 3.5 |
| NABERS Indoor Environment ⁽²⁾ | – | – | 4.0 | 4.7 | 4.9 | 4.8 | 5.2 |

| Dexus group retail portfolio (star) ⁽¹⁾ | | | | | | | |
|--|-----|-----|-----|-----|-----|-----|-----|
| NABERS Energy with GreenPower | 3.4 | 3.8 | 4.0 | 4.3 | 4.6 | 4.6 | 4.7 |
| NABERS Energy | 3.4 | 3.8 | 4.0 | 4.3 | 4.6 | 4.6 | 4.7 |
| NABERS Water | 3.5 | 3.5 | 3.6 | 3.6 | 3.8 | 3.5 | 3.3 |

Green Star Performance

| Green Star Performance average (star) ⁽¹⁾ | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|--|------|------|------|------|------|------|------|
| Group | 2 | 2 | 4 | 4 | 4 | 4 | 4 |
| Office | 2 | 2 | 5 | 5 | 5 | 5 | 5 |
| Retail | 1 | 1 | 3 | 3 | 3 | 3 | 3 |
| Industrial ⁽³⁾ | - | - | - | 3 | 2 | 3 | 3 |
| Healthcare ⁽³⁾ | - | 2 | 2 | 3 | 3 | 2 | 3 |

(1). As at 30 June of the reporting year.

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

(3). Selected assets only.

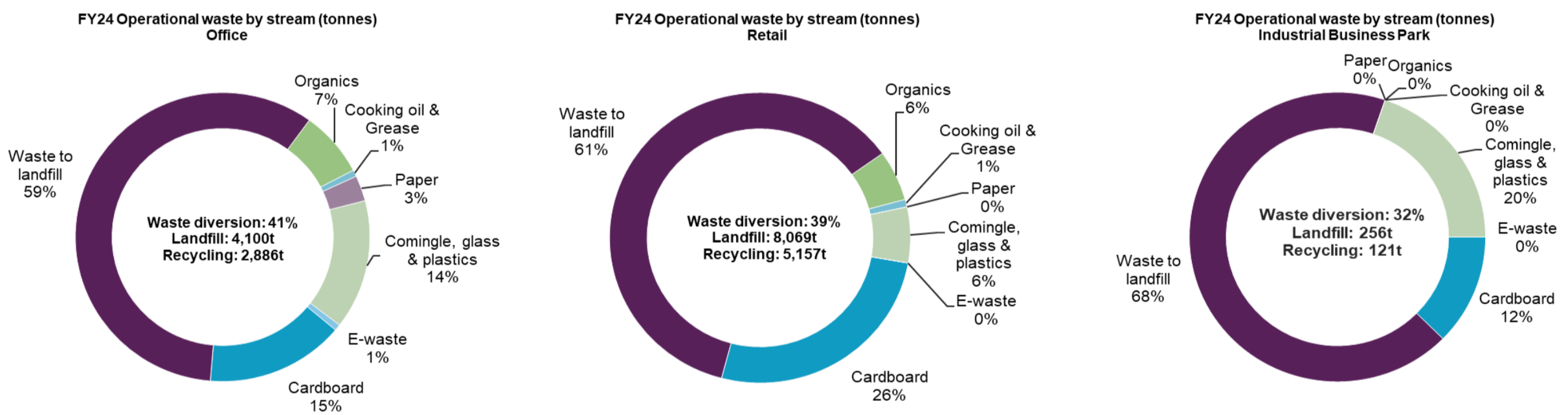
Materials

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 | FY24 | FY23 | FY24 | 12 Month Change % |
| Recycling (t) | Cardboard | 2,698 | 2,713 | 2,263 | 1,586 | 1,575 | 2,490 | 4,542 | 1,607 | 1,559 | -3% |
| | Paper | 1,278 | 780 | 396 | 120 | 122 | 184 | 205 | 159 | 180 | 13% |
| | Comingle | 2,278 | 1,899 | 1,354 | 923 | 1,033 | 1,542 | 1,925 | 1,348 | 1,298 | -4% |
| | Organics and used cooking oil | 302 | 515 | 555 | 275 | 174 | 685 | 1,417 | 346 | 409 | 18% |
| | E-waste | 63 | 80 | 48 | 38 | 29 | 57 | 48 | 40 | 44 | 8% |
| | Other | 403 | 396 | 323 | 6 | 7 | 81 | 212 | 17 | 12 | -29% |
| | Total recycling | | 7,022 | 6,383 | 4,939 | 2,947 | 2,939 | 5,038 | 8,349 | 3,518 | 3,502 |
| Waste (t) | Waste sent to landfill | 10,522 | 9,700 | 8,054 | 5,201 | 5,038 | 7,778 | 12,841 | 5,346 | 5,015 | -6% |
| Total waste and recycling (t) | | 17,544 | 16,084 | 12,993 | 8,148 | 7,977 | 12,816 | 21,190 | 8,864 | 8,517 | -4% |
| Statistics (%) | Data coverage by area | 72% | 69% | 68% | 69% | 62% | 61% | 64% | 61% | 60% | -1% |
| | Proportion of waste diverted from landfill (%) | 40% | 40% | 38% | 36% | 37% | 39% | 39% | 40% | 41% | 4% |

Operational waste and recycling intensity (kg/sqm)

| Boundary: Group-Managed portfolio | | | | | | | | Like-for-like | | | |
|--|--------------------|------|------|------|------|------|------|---------------|------|------|-------------------|
| Sub-category | Metric | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | FY23 | FY24 | 12 Month Change % |
| Total waste and recycling Intensity (kg/sqm) | Office | 6.9 | 6.5 | 4.9 | 3.0 | 2.7 | 4.5 | 4.5 | 4.7 | 4.4 | -8% |
| | Retail | 20.5 | 18.4 | 15.6 | 14.5 | 14.4 | 17.6 | 20.5 | 18.4 | 18.8 | 3% |
| | Industrial | 1.2 | 3.7 | 1.3 | 0.0 | 1.3 | 1.8 | 1.6 | 1.6 | 1.4 | -13% |
| | Healthcare | | | | 2.2 | 2.6 | 3.9 | 3.7 | 3.9 | 3.7 | -4% |
| | Convenience Retail | | | | | 39.2 | 31.9 | 38.6 | 31.9 | 38.6 | 21% |
| Waste to landfill Intensity (kg/sqm) | Office | 3.8 | 3.7 | 2.9 | 1.9 | 1.6 | 2.7 | 2.6 | 2.8 | 2.5 | -12% |
| | Retail | 14.2 | 12.2 | 10.5 | 9.6 | 9.5 | 10.4 | 12.5 | 9.7 | 11.2 | 15% |
| | Industrial | 1.0 | 3.0 | 1.1 | 0.0 | 1.1 | 1.4 | 1.1 | 1.4 | 0.9 | -38% |
| | Healthcare | | | | 1.6 | 1.9 | 2.8 | 2.6 | 2.8 | 2.6 | -8% |
| | Convenience Retail | | | | | 22.7 | 21.0 | 26.8 | 21.0 | 26.8 | 28% |



Operational waste and recycling by sector

| Sector: Office assets under operational control | | | | | | | | Like-for-like | | | |
|---|--|---------------|---------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|-------------------|
| Sub-category | Metric | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | FY23 | FY24 | 12 Month Change % |
| Recycling (t) | Cardboard | 1,662 | 1,706 | 1,372 | 868 | 699 | 1,020 | 1,053 | 958 | 963 | 0% |
| | Paper | 1,277 | 780 | 396 | 120 | 122 | 182 | 200 | 158 | 175 | 11% |
| | Comingle | 1,874 | 1,546 | 1,070 | 646 | 732 | 1,106 | 1,010 | 1,028 | 898 | -13% |
| | Organics and used cooking oil | 302 | 515 | 555 | 275 | 172 | 396 | 564 | 346 | 408 | 18% |
| | E-waste | 59 | 78 | 48 | 38 | 29 | 47 | 48 | 40 | 44 | 8% |
| | Other | 4 | 6 | 6 | 6 | 7 | 18 | 12 | 17 | 12 | -29% |
| | Total recycling | | 5,178 | 4,631 | 3,447 | 1,953 | 1,760 | 2,770 | 2,886 | 2,547 | 2,499 |
| Waste (t) | Waste sent to landfill | 6,279 | 6,145 | 4,937 | 3,229 | 2,707 | 4,223 | 4,100 | 3,848 | 3,367 | -12% |
| Total waste and recycling (t) | | 11,457 | 10,776 | 8,385 | 5,181 | 4,468 | 6,993 | 6,986 | 6,395 | 5,866 | -8% |
| Statistics (%) | Data coverage by area | 100% | 100% | 100% | 100% | 100% | 99% | 98% | 99% | 99% | 0% |
| | Proportion of waste diverted from landfill (%) | 45% | 43% | 41% | 38% | 39% | 40% | 41% | 40% | 43% | 7% |

| Sector | | Retail assets under operational control | | | | | | | Like-for-like | | |
|--------------------------------------|--|---|--------------|--------------|--------------|--------------|--------------|---------------|---------------|--------------|-------------------|
| Sub-category | Metric | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | FY23 | FY24 | 12 Month Change % |
| Recycling (t) | Cardboard | 1,036 | 1,007 | 891 | 717 | 712 | 1,298 | 3,304 | 487 | 428 | -12% |
| | Paper | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Comingle | 386 | 335 | 279 | 270 | 269 | 391 | 799 | 282 | 287 | 2% |
| | Organics and used cooking oil | 1 | 0 | 0 | 0 | 0 | 251 | 853 | 0 | 0 | |
| | E-waste | 0 | 0 | 0 | 0 | 0 | 9 | 0 | 0 | 0 | |
| | Other | 399 | 390 | 316 | 0 | 0 | 64 | 201 | 0 | 0 | |
| | Total recycling | | 1,823 | 1,732 | 1,487 | 988 | 981 | 2,014 | 5,157 | 769 | 715 |
| Waste (t) | Waste sent to landfill | 4,171 | 3,470 | 3,084 | 1,953 | 1,876 | 2,891 | 8,069 | 867 | 1,048 | 21% |
| Total waste and recycling (t) | | 5,994 | 5,202 | 4,571 | 2,940 | 2,856 | 4,905 | 13,226 | 1,636 | 1,763 | 8% |
| Statistics (%) | Data coverage by area | 95% | 100% | 100% | 97% | 84% | 87% | 94% | 71% | 72% | 1% |
| | Proportion of waste diverted from landfill (%) | 30% | 33% | 33% | 34% | 34% | 41% | 39% | 47% | 41% | -14% |

| Sector | | Industrial assets under operational control | | | | | | | Like-for-like | | |
|--------------------------------------|--|---|------------|-----------|----------|------------|------------|------------|---------------|------------|-------------------|
| Sub-category | Metric | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | FY23 | FY24 | 12 Month Change % |
| Recycling (t) | Cardboard | 0 | 0 | 0 | 0 | 34 | 33 | 47 | 24 | 31 | 29% |
| | Paper | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Comingle | 17 | 18 | 4 | 0 | 20 | 19 | 74 | 13 | 73 | 464% |
| | Organics and used cooking oil | 0 | 0 | 0 | 0 | 2 | 37 | 0 | 0 | 0 | |
| | E-waste | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Total recycling | | 21 | 21 | 4 | 0 | 55 | 89 | 121 | 37 | 103 |
| Waste (t) | Waste sent to landfill | 71 | 86 | 33 | 2 | 241 | 327 | 256 | 295 | 184 | -38% |
| Total waste and recycling (t) | | 93 | 107 | 38 | 2 | 296 | 416 | 377 | 331 | 287 | -13% |
| Statistics (%) | Data coverage by area | 9% | 3% | 3% | 15% | 16% | 16% | 15% | 17% | 17% | -1% |
| | Proportion of waste diverted from landfill (%) | 23% | 19% | 12% | 10% | 19% | 21% | 32% | 11% | 36% | 225% |

| Sector | | Healthcare assets under operational control | | | | | | | Like-for-like | | |
|--------------------------------------|--|---|------|------|-----------|-----------|-----------|-----------|---------------|-----------|-------------------|
| Sub-category | Metric | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | FY23 | FY24 | 12 Month Change % |
| Recycling (t) | Cardboard | | | | 0 | 4 | 8 | 2 | 8 | 2 | -69% |
| | Paper | | | | 0 | 0 | 1 | 5 | 1 | 5 | 249% |
| | Comingle | | | | 6 | 13 | 12 | 14 | 12 | 14 | 17% |
| | Organics and used cooking oil | | | | 0 | 0 | 0 | 0 | 0 | 0 | -61% |
| | E-waste | | | | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Other | | | | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Total recycling | | | | 6 | 17 | 21 | 21 | 21 | 21 | 21 |
| Waste (t) | Waste sent to landfill | | | | 17 | 39 | 59 | 50 | 59 | 50 | -15% |
| Total waste and recycling (t) | | | | | 24 | 56 | 80 | 71 | 80 | 71 | -11% |
| Statistics (%) | Data coverage by area | | | | 100% | 100% | 81% | 42% | 100% | 100% | 0% |
| | Proportion of waste diverted from landfill (%) | | | | 27% | 30% | 26% | 30% | 26% | 30% | 14% |

| Sector | | Convenience Retail assets under operational control | | | | | | | Like-for-like | | |
|--------------------------------------|--|---|------|------|------------|------------|------------|------------|---------------|------------|-------------------|
| Sub-category | Metric | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | FY23 | FY24 | 12 Month Change % |
| Recycling (t) | Cardboard | | | | | 126 | 130 | 136 | 130 | 136 | 4% |
| | Paper | | | | | 0 | 0 | 0 | 0 | 0 | |
| | Comingle | | | | | 0 | 14 | 27 | 14 | 27 | 100% |
| | Organics and used cooking oil | | | | | 0 | 0 | 0 | 0 | 0 | |
| | E-waste | | | | | 0 | 0 | 0 | 0 | 0 | |
| | Other | | | | | 0 | 0 | 0 | 0 | 0 | |
| | Total recycling | | | | | 126 | 144 | 163 | 144 | 163 | 163 |
| Waste (t) | Waste sent to landfill | | | | 175 | 278 | 367 | 278 | 367 | 367 | 32% |
| Total waste and recycling (t) | | | | | 301 | 422 | 530 | 422 | 530 | 530 | 26% |
| Statistics (%) | Data coverage by area | | | | | 26% | 44% | 47% | 44% | 47% | 7% |
| | Proportion of waste diverted from landfill (%) | | | | | 42% | 34% | 31% | 34% | 31% | -10% |

Supply chain

Procurement and supply chain monitoring

| Procurement and supply chain summary | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 |
|---|-------|-------|-------|-----------------|-----------------|-----------------|
| Spend Summary | | | | | | |
| Total supplier spend (\$) ⁽¹⁾ | | | | \$1,157,000,000 | \$1,200,000,000 | \$1,612,897,395 |
| Total supplier operational spend (\$) ⁽²⁾ | | | | | | \$587,443,098 |
| Supplier Summary | | | | | | |
| Total suppliers - number of suppliers ⁽³⁾ | | | | 1,576 | 2,500 | 3,892 |
| Critical suppliers - number of suppliers ⁽⁴⁾ | 96 | 175 | 94 | 90 | 59 | 48 |
| Critical suppliers % of operational spend | 38% | 37% | 44% | 38% | 60% | 35% |
| Supplier assessment and monitoring | | | | | | |
| Supplier engagement program⁽⁵⁾ | | | | | | |
| Supplier Net Promoter Score (NPS) | 66 | 51 | 66 | 75 | 54 | 49 |
| Risk screening program⁽⁶⁾ | | | | | | |
| 3rd Party ESG Risk Screening (via EcoVadis) - number of suppliers | | | | | | 1,179 |
| 3rd Party ESG Risk Screening % of total spend (%) | | | | | | 70% |
| Risk management base standards program⁽⁷⁾ | | | | | | |
| Supplier attestations complying to Dexus supplier code of conduct - number of suppliers | | | | | 785 | 847 |
| Supplier attestations % of operational spend | | | | | | 58% |
| Potential suppliers rejected due to failure to demonstrate adequate compliance to base standards - number of suppliers | | | | 24 | 24 | 23 |
| Risk assessment program⁽⁸⁾ | | | | | | |
| 3rd Party ESG Assessment (via EcoVadis) - number of suppliers | | | | | 68 | 86 |
| 3rd Party ESG Assessment % of operational spend (%) | | | | | 39% | 46% |
| Overall performance score of Dexus suppliers vs EcoVadis Global benchmark - all industries (Index, Benchmark =100) | | | | | 123 | 127 |
| Overall performance score of Dexus suppliers vs EcoVadis Global benchmark - Real Estate (Index, Benchmark =100) | | | | | 103 | 106 |
| Environment performance score of Dexus suppliers vs EcoVadis Global benchmark - Real Estate (Index, Benchmark =100) | | | | | 101 | 104 |
| Labour & Human Rights performance score of Dexus suppliers vs EcoVadis Global benchmark - Real Estate (Index, Benchmark =100) | | | | | 105 | 107 |
| Sustainable Procurement performance score of Dexus suppliers vs EcoVadis Global benchmark - Real Estate (Index, Benchmark =100) | | | | | 92 | 102 |
| Ethics performance score of Dexus suppliers vs EcoVadis Global benchmark - Real Estate (Index, Benchmark =100) | | | | | 97 | 100 |
| 3rd Party ESG Assessment - re-assessments (via EcoVadis) - number of suppliers | | | | | | 35 |
| 3rd Party ESG Assessment - re-assessment change (via EcoVadis, %) | | | | | | 4% |
| Total number of suppliers supported in corrective action plan implementation - number of suppliers | | | | | 45 | 82 |
| Total corrective actions (High in EcoVadis) - number of actions | | | | | 427 | 745 |
| Total corrective actions completed (High in EcoVadis) - number of actions | | | | | 35 | 36 |
| Modern slavery corrective actions (High in EcoVadis) - number of actions | | | | | 39 | 67 |
| Individual worker programs⁽⁹⁾ | | | | | | |
| Supplier and supplier sub-contractor individual workplace survey invitations (via Rapid) - number of surveys | | 1,169 | 2,617 | 1,929 | 3,038 | 4,518 |
| Supplier and supplier sub-contractor individual survey completed (via Rapid) - number of surveys | | 678 | 463 | 303 | 452 | 568 |
| Supplier and supplier sub-contractor comfortable they are adequately trained in modern slavery (via Rapid, %) | | | 89% | 90% | 95% | 93% |
| Grievance process comfort factor in reporting issues (via Rapid, %) | | | 86% | 88% | 92% | 92% |
| Contractor monitoring spot checks conducted - number of surveys | 1,163 | 1,150 | 1,357 | 1,415 | 1,308 | 1,409 |
| Contractor monitoring coverage of operational spend (%) | 41% | 36% | 43% | 48% | 46% | 51% |
| Modern Slavery PCA programs⁽¹⁰⁾ | | | | | | |
| 3rd Party Modern Slavery Surveys completed (via Informed 365) - number of suppliers | | | | | | 393 |
| 3rd Party Modern Slavery Assessments % of operational spend (%) | | | | | | 59% |
| Supplier Risk Third Party Audit Program⁽¹¹⁾ | | | | | | |
| Supplier risk based audits - number of audits | | | | 4 | 5 | 5 |
| Modern Slavery based audits - number of audits | | | | 3 | 2 | 3 |

Procurement and supply chain monitoring (continued)

Commentary and methodology

- (1). Total supplier spend is the total procurable spend from Dexus's financial system. It excludes spend with non-Suppliers including Government Departments, utility companies, leasing agents and investment managers.
- (2). Operational spend is a sub-set of total supplier spend related to the management of assets.
- (3). Total suppliers are the active number of suppliers in our financial system, Yardi. Suppliers have records at payment level, which is higher than a tax id count.
- (4). Critical suppliers are material outsourced suppliers whose failure could significantly impact the operations of the business. Critical suppliers are retained on a centralised Supplier List. In FY24, we updated the definition to be risk based against new defined thresholds and now consider critical suppliers across all of Dexus. So the % of spend is against total spend in FY24, while it is against operational spend for FY23 and previous years.
- (5). Net Promoter Score is based on a range of -100 to +100 using supplier feedback via a survey.
- (6). Risk screening was introduced in FY24 to take a risk based approach to screening sustainability risks, using EcoVadis IQ. Very high and high risk suppliers have a further risk assessment process.
- (7). Suppliers attesting that they follow the Dexus Supplier Code of conduct on an annual basis, meeting the Dexus pre-qualification standard, using supplier responses in Rapid.
- (8). Risk assessments are evidence-based and validated assessments of sustainability risks, using EcoVadis Survey. The assessments are a starting point to collaborate with suppliers to implement corrective actions to enhance their management of sustainability risks.
- (9). Individuals who work on-site at Dexus managed assets are engaged in surveys and spot checks using Rapid.
- (10). Risk assessments using supplier self-reporting focused on modern slavery in a consistent manner with the Property industry coordinated through the industry body, the Property Council of Australia (PCA, using Informed365 tool).
- (11). In depth internal audits focused on risks in the supply chain, including the sub-set of modern slavery audits, as completed by a Big 4 accounting firm or independent certifying body.

Operational procurement spend breakdown

| Operational procurement spend breakdown | % | Environmental and social risk rating (key risks) |
|---|-------|---|
| Building & Construction | 61.4% | High (safety, product country of origin human rights, product recyclability, worker skill levels, appropriate wages and benefits, subcontracting, modern slavery, corruption) |
| Financial & Professional Services | 7.3% | Medium (energy, waste, information management, working conditions, diversity and discrimination, corruption) |
| Administrative and support activities | 6.1% | Low |
| Electrical, Plumbing, Fire and Mechanical | 5.7% | Medium (carbon emissions, energy use, safety, working in confined spaces, modern slavery, accreditation systems) |
| Cleaning and Waste Removal | 5.5% | Medium (appropriate wages and benefits, migrant labour, safe handling of chemicals, waste environmental impacts) |
| Facility & Property Management Expenses | 5.3% | Medium (energy, waste, information management, working conditions, diversity and discrimination, corruption) |
| Security Services | 2.7% | Low (safety, worker skill levels, public relations) |
| Electricity, Gas and Energy Supply | 2.4% | Medium (greenhouse gas emissions, land degradation, price and supply reliability) |
| Technology | 1.1% | Medium (energy use, modern slavery, waste) |
| General Maintenance | 0.9% | Low |
| Marketing | 0.8% | Low (waste, corruption, energy use) |
| Consumables | 0.3% | Low (waste, product country of origin human rights) |
| Landscaping and external environment | 0.3% | Medium (product country of origin human rights, product recyclability, worker skill levels, appropriate wages and benefits, safety) |
| Travel and Accommodation | 0.2% | Medium (energy and water use, employee safety, waste) |

Commentary and methodology

Breakdown of total supplier spend by category. Spend data is assigned a spend category based on the financial account code attributed to the spend item. Risk ratings are based on the 3rd party ESG assessments that identifies and categorises the environmental risks relevant to our geographical operations and the types of products and services we procure.



FY24 GRI Content Index

Standard Disclosures

| Number | Disclosure | Reference | Remarks/Omissions |
|--------|--|---|--|
| 102-29 | Identifying and managing economic, environmental, and social impacts | Annual Report – pages 20-25 – Key risks Annual Report – pages 18-19 – Materiality review Management Approach and Procedures – entire document Corporate Governance Statement – page 17 – Principle 7 – Recognise and manage risk | |
| 102-30 | Effectiveness of risk management processes | Annual Report – pages 20-25 – Key risks Management Approach and Procedures – 1.0 Corporate Governance – Risk Management Framework Corporate Governance Statement – page 17 – Principle 7 – Recognise and manage risk | |
| 102-31 | Review of economic, environmental, and social topics | Annual Report – pages 82-89 – Governance Corporate Governance Statement – page 17 – Principle 7: Recognise and manage risk Annual Report – pages 18-19 – Materiality review | |
| 102-32 | Highest governance body's role in sustainability reporting | Corporate Governance Statement – page 12 – 3.5 Sustainability and responsible investment | The 2024 Annual Report has been reviewed and approved by senior executives and managers across relevant business units. |
| 102-33 | Communicating critical concerns | Management Approach and Procedures – 1.0 Corporate Governance – 1.6 Operational practices Corporate Governance Statement – page 17 – Principle 7: Recognise and manage risk | |
| 102-34 | Nature and total number of critical concerns | Annual Report – pages 31, 39, 53, 59, 63, 73, 77 – Board Focus Annual Report – pages 20-25 – Key risks Annual Report – pages 18-19 – Materiality review | |
| 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 | |
| 102-37 | Stakeholders' involvement in remuneration | Annual Report – pages 53, 90 – Board Focus & Remuneration Report 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 Data Pack – People & Capabilities – Remuneration | |
| 102-39 | Percentage increase in annual total compensation ratio | Sustainability Data Pack – People & Capabilities – Remuneration | |
| 102-40 | List of stakeholder groups | Dexus Website – www.dexus.com/corporategovernance - Stakeholder Engagement Guidelines | |
| 102-41 | Collective bargaining agreements | Sustainability Data Pack – People & Capabilities – Recruitment and Retention | |
| 102-42 | Identifying and selecting stakeholders | Annual Report – pages 18-19 – Materiality review Management Approach and Procedures – 6.0 Leading Cities – 6.5 Stakeholder engagement | |
| 102-43 | Approach to stakeholder engagement | Annual Report – pages 18-19 – Materiality review Management Approach and Procedures – 6.0 Leading Cities - 6.5 Stakeholder engagement Dexus website – Discover Dexus – Sustainability – Sustainability performance | |
| 102-44 | Key topics and concerns raised | Annual Report – pages 18-19 – Materiality review | |
| 102-45 | Entities included in the consolidated financial statements | Annual Report – Cover - page 1 – About this report Annual Report – pages 18-19 – Materiality review | |
| 102-46 | Defining report content and topic boundaries | Management Approach and Procedures – 1.0 Corporate governance, 2.0 Customer Prosperity, 3.0 Climate Action, 4.0 Enhancing Communities, 5.0 Thriving People, 6.0 Leading Cities, 7.0 Enriched Environment, 8.0 Supply Chain | |
| 102-47 | List of material topics | Annual Report – pages 18-19 – Materiality review | |
| 102-48 | Restatements of information | Sustainability Data Pack – Climate Action | |
| 102-49 | Changes in reporting | | |
| 102-50 | Reporting period | | Fiscal Year 2024 (1 July 2023 – 30 June 2024) |
| 102-51 | Date of most recent report | | Fiscal Year 2023 (1 July 2022 – 30 June 2023) |
| 102-52 | Reporting cycle | Annual Report – Cover – page 1 – About this report | Reporting Cycle is annual, period ending 30 June 2024. |
| 102-53 | Contact point for questions regarding the report | Annual Report – page 191 – Making Contact Dexus Website – https://www.dexus.com/get-in-touch Annual Report – page 201 – Report Scope | |
| 102-54 | Claims of reporting in accordance with the GRI Standards | Annual Report – pages 18-19 – Materiality review Management Approach and Procedures – page 1 | |
| 102-55 | GRI content index | Sustainability Data Pack – GRI Index | |
| 102-56 | External assurance | Annual Report – page 201 – Report Scope Annual Report – pages 194-5 – Integrated Report Content Elements Index Dexus Website – Sustainability Assurance Statement Corporate Governance Statement – page 14 – 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 2024 Sustainability Data as reported in the 2024 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 18-19 – Materiality review Management Approach and Procedures – 2.0 Customer Prosperity and 4.0 Enhancing Communities | |
| | 103-2 | The management approach and its components | Management Approach and Procedures – 2.0 Customer Prosperity and 4.0 Enhancing Communities Management Approach and Procedures – 8.0 Supply Chain | |
| | 103-3 | Evaluation of the management approach | Management Approach and Procedures – 2.0 Customer Prosperity, 4.0 Enhancing Communities and 8.0 Supply Chain Sustainability Data Pack – Customer Experience, Supply chain, Community Investments | |
| GRI 201: Economic Data 2016 | 201-1 | Direct economic value generated and distributed | Annual Report – pages 2-3 – FY24 highlights Annual Report – pages 30-37 – Financial Performance Annual report – page 131 – Changes in Equity Annual report – page 132 – Cash Flows Corporate Governance Statement – page 18 – Principle 8: Remunerate fairly and responsibly Sustainability Data Pack – Customer Experience, Supply chain, Community Investments | |
| | 201-2 | Financial implications and other risks and opportunities due to climate change | Annual Report – pages 20-25 – Key risks Sustainability Data Pack – Climate Action – Performance towards commitments Management Approach and Procedures – 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 FY24 Dexus provided superannuation contributions at the legislated contribution rate of 11%, unless elected at a higher rate by an employee as part of a voluntary contribution. |
| | 201-4 | Financial assistance received from government | Sustainability Data Pack – Climate Action – 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 | Management Approach and Procedures – 6.0 Leading Cities Management Approach and Procedures – 2.0 Customer Prosperity and 4.0 Enhancing Communities | |
| GRI 204: Procurement Practice 2016 | 204-1 | Proportion of spending on local suppliers | Sustainability Data Pack – Supply Chain | |
| GRI 205: Anti-Corruption 2016 | 205-1 | Operations assessed for risks related to corruption | Management Approach and Procedures – 1.0 Corporate governance – Risk Team Corporate Governance Statement – page 17 – Principle 7: Recognise and manage risk – 7.2 Risk management | |
| | 205-2 | Communication and training about anticorruption policies and procedures | Management Approach and Procedures – 1.0 Corporate governance – Conflicts of interest Sustainability Data Pack – People & Capabilities Corporate Governance Statement – page 10 – Principle 2: Structure the Board to be effective and add value – 2.8 Access to training and information Corporate Governance Statement – page 11 – Principle 3: Instil a culture of acting lawfully, ethically, and responsibly Corporate Governance Statement – page 17 – Principle 7: Recognise and manage risk – 7.2 Risk management | |
| | | | Dexus website – Corporate Governance – Policies - Employee Code of Conduct | |
| 205-3 | Confirmed incidents of corruption and actions taken | Sustainability Data Pack – People & Capabilities – 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 FY24 |

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 20–25 – Key risks Annual Report – pages 18-19 – Materiality review Management Approach and Procedures – 5.0 Thriving People Management Approach and Procedures – 2.0 Customer Prosperity | |
| | 103-2 | The management approach and its components | Annual Report – pages 6-9 – Chair and CEO review Annual Report – pages 20-25 – Key risks Management Approach and Procedures – 5.0 Thriving People Management Approach and Procedures – 2.0 Customer Prosperity – Maintaining safe buildings for customers, occupants and visitors Management Approach and Procedures – 2.0 Customer Prosperity - 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 – Thriving people Sustainability Approach and Data Pack – People & Capabilities – Work, Health, and Safety Management Approach and Procedures – 2.0 Customers Prosperity | |
| 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 – Thriving People: 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 | Management Approach and Procedures – 5.0 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 20–25 – Key risks Annual Report – pages 18-19 – Materiality review Management Approach and Procedures – 7.0 Enriched Environment | |
| | 103–2 | The management approach and its components | Management Approach and Procedures – 7.0 Enriched Environment | |
| | 103–3 | Evaluation of the management approach | Sustainability Data Pack – Climate Action Management Approach and Procedures – 7.0 Enriched Environment – 7.7 Evaluation and continuous improvement | |
| GRI 302: Energy 2016 | 302–1 | Energy consumption within the organisation | Sustainability Data Pack – Climate Action – 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 Data Pack – Climate Action – Energy | |
| | 302–4 | Reduction of energy consumption | Sustainability Data Pack – Climate Action – Energy Management Approach and Procedures – 7.0 Enriched Environment | |
| | 302–5 | Reductions in energy requirements of products and services | Sustainability Data Pack – Foundations – Green Building Certifications Management Approach and Procedures – 7.0 Enriched Environment | |
| GRI 303: Water and Effluents 2018 | 303–1 | Interactions with water as a shared resource | Management Approach and Procedures – 7.0 Enriched Environment – Water use | |
| | 303–2 | Management of water discharge-related impacts | Management Approach and Procedures – 7.0 Enriched Environment – Water use | |
| | 303–3 | Water withdrawal | Sustainability Data Pack – Climate Action – Water Management Approach and Procedures – 7.0 Enriched Environment – Water use | |
| | 303–4 | Water discharge | Management Approach and Procedures – 7.0 Enriched Environment – Water use | |
| | 303–5 | Water consumption | Sustainability Data Pack – Climate Action – Water | |
| GRI 306: Effluents and Waste 2016 | 306-3 | Significant spills | Management Approach and Procedures – 7.0 Enriched Environment – Hazardous Waste | |
| | 306–1 | Waste generation and significant waste-related impacts | Management Approach and Procedures – 7.0 Enriched Environment – Waste Management | |
| | 306–2 | Management of significant waste-related impacts | Management Approach and Procedures – 7.0 Enriched Environment – Waste Management | |
| GRI 306: Waste 2020 | 306–3 | Waste generated | Sustainability Data Pack – Foundations – Materials, FY24 Operational waste and Recycling by stream | |
| | 306–4 | Waste diverted from disposal | Sustainability Data Pack – Foundations – Materials, FY24 Operational waste and Recycling by stream Management Approach and Procedures – 7.0 Enriched Environment - 7.5 Resource efficiency | |
| | 306–5 | Waste directed to disposal | Sustainability Data Pack – Foundations – Materials, FY24 Operational waste by stream | |
| GRI 308: Supplier Environmental Assessment 2016 | 308–1 | New suppliers that were screened using environmental criteria | Management Approach and Procedures – 8.0 Supply Chain | |
| | 308–2 | Negative environmental impacts in the supply chain and actions taken | Sustainability Data Pack – Foundations – Supply Chain Management Approach and Procedures – 8.0 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 20-25 – Key risks Annual Report – pages 18-19 – Materiality review Management Approach and Procedures – 7.0 Enriched Environment | |
| | 103-2 | The management approach and its components | Sustainability Data Pack – Climate Action Management Approach and Procedures – 7.0 Enriched Environment | |
| | 103-3 | Evaluation of the management approach | Sustainability Data Pack – Climate Action Management Approach and Procedures – 7.0 Enriched Environment – 7.7 Evaluation and continuous improvement | |
| GRI 305: Emissions 2016 | 305-1 | Direct (Scope 1) GHG Emissions | Sustainability Data Pack – Climate Action – Greenhouse gas emissions by gas type | |
| | 305-2 | Energy indirect (Scope 2) GHG Emissions | Sustainability Data Pack – Climate Action – Greenhouse gas emissions by gas type | |
| | 305-3 | Other indirect (Scope 3) GHG Emissions | Sustainability Data Pack – Climate Action – Greenhouse gas emissions by gas type | |
| | 305-4 | GHG Emissions intensity | Sustainability Data Pack – Climate Action – GHG Emissions | |
| | 305-5 | Reduction of GHG emissions | Sustainability Data Pack – Climate Action – GHG Emissions Management Approach and Procedures – 7.0 Enriched Environment | |
| | 305-6 | Emissions of ozone-depleting substances (ODS) | Sustainability Data Pack – Climate Action – Air emissions | |
| | 305-7 | Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions | Sustainability Data Pack – Climate Action – Air emissions | |
| GRI 306: Waste 2020 | 306-1 | Waste generation and significant waste-related impacts | Management Approach and Procedures – 7.0 Enriched Environment – Waste management | |
| | 306-2 | Management of significant waste-related impacts | Management Approach and Procedures – 7.0 Enriched Environment – Waste management | |
| | 306-3 | Waste generated | Sustainability Data Pack – Foundations – Materials | |
| | 306-4 | Waste diverted from disposal | Sustainability Data Pack – Foundations – Materials Management Approach and Procedures – 7.0 Enriched Environment – Waste management | |
| | 306-5 | Waste directed to disposal | Sustainability Data Pack – Foundations – Materials | |

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 20-25 – Key risks Annual Report – pages 18-19 – Materiality review Management Approach and Procedures – 5.0 Thriving People | |
| | 103-2 | The management approach and its components | Sustainability Data Pack – People & Capabilities Management Approach and Procedures – 5.0 Thriving People | |
| | 103-3 | Evaluation of the management approach | Sustainability Data Pack – People & Capabilities Management Approach and Procedures – 5.0 Thriving People | |
| GRI 401: Employment 2016 | 401-1 | New employee hires and employee turnover | Sustainability Data Pack – People & Capabilities – Recruitment and Retention Management Approach and Procedures – 5.0 Thriving People | 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. |
| | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | Dexus website – Careers – Life at Dexus | 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 Data Pack – People & Capabilities – Recruitment and Retention Management Approach and Procedures – 5.0 Thriving People | |
| GRI: Labour Management Relations 2016 | 402-1 | Minimum notice periods regarding operational changes | Management Approach and Procedures – 5.0 Thriving People | |
| GRI 403: Occupational Health and Safety 2018 | 403-1 | Occupational health and safety management system | Management Approach and Procedures – 5.0 Thriving People | |
| | 403-2 | Hazard identification, risk assessment, and incident investigation | Management Approach and Procedures – 5.0 Thriving People Management Approach and Procedures – 7.0 Enriched Environment | |
| | 403-3 | Occupational health services | Management Approach and Procedures – 5.0 Thriving People | |
| | 403-4 | Worker participation, consultation, and communication on occupational health and safety | Management Approach and Procedures – 5.0 Thriving People | |
| | 403-5 | Worker training on occupational health and safety | Management Approach and Procedures – 5.0 Thriving People | |
| | 403-6 | Promotion of worker health | Management Approach and Procedures – 5.0 Thriving People | |
| | 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Management Approach and Procedures – 2.0 Customers Prosperity; 4.0 Enhancing Communities | |
| | 403-8 | Workers covered by an occupational health and safety management system | Sustainability Data Pack – People & Capabilities – Work Health and Safety Management Approach and Procedures – 5.0 Thriving People | |
| | 403-9 | Work-related injuries | Management Approach and Procedures – 5.0 Thriving People | |
| | 403-10 | Work-related ill health | Sustainability Data Pack – People & Capabilities – Work Health and Safety | Dexus employees are not involved in occupational activities that have a high incidence or high risk of specific diseases. |
| GRI 404: Training and Education 2016 | 404-1 | Average hours of training per year per employee | Sustainability Data Pack – People & Capabilities – Human Capital Development | |
| | 404-2 | Programs for upgrading employee skills and transition assistance programs | Sustainability Data Pack – People & Capabilities – Human Capital Development Management Approach and Procedures – 5.0 Thriving People – Learning and Development; Leadership Development | |
| | 404-3 | Percentage of employees receiving regular Data and career development reviews | Sustainability Data Pack – People & Capabilities – Human Capital Development | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 | Diversity of governance bodies and employees | Sustainability Data Pack – People & Capabilities – Diversity and Inclusion | |
| | 405-2 | Ratio of basic salary and remuneration of women to men | Sustainability Data Pack – People & Capabilities – Remuneration | |
| GRI 406: Non-discrimination 2016 | 406-1 | Incidents of discrimination and corrective actions taken | Sustainability Data Pack – People & Capabilities – Work Health and Safety – Employee relations matters | |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Sustainability Data Pack – People & Capabilities – Recruitment and Retention | |
| | 407-2 | Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining | Sustainability Data Pack – People & Capabilities – Recruitment and Retention | |
| | 407-3 | Incidents of discrimination and corrective actions taken | Sustainability Data Pack – People & Capabilities – Work Health and Safety – Employee relations matters | |
| GRI 410: Security Practices | 410-1 | Security personnel trained in human rights policies or procedures | Management Approach and Procedures – 8.0 Supply Chain | |

FY24 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 Data Pack – Energy | |
| | | | by floor area | Sustainability 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 Data Pack – GHG Emissions and Energy | |
| | | | Percentage (%) | Sustainability 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 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 Data Pack – Green Building Certifications | Not reported | |
| Description of how building energy management considerations are integrated into property investment analysis and operational strategy | IF-RE-130a.5 | n/a | Management Approach and Procedures – 7.0 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 Data Pack – Water | (2) Not reported |
| | | | by floor area | Sustainability 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 Data Pack – Water | (2) Not reported |
| | | | Percentage (%) | Sustainability 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 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 | Management Approach and Procedures – 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 | Management Approach and Procedures – 2.0 Customer Prosperity; 3.0 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 | Management Approach and Procedures – 3.0 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 – Leading cities – pages 5, 43, 45, 47-49 | |
| | Leasable floor area, by property subsector | IF-RE-000.B | Square feet (ft2) | Annual report – Leading cities – pages 43, 45, 47-49 | |
| | 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 6, 16, 21 Office and Industrial only | |

Sustainability Assurance Statement and
Reporting Criteria
2024

dexus





To the Directors of Dexus Holdings Pty Limited

Independent Limited Assurance Report on selected ESG Subject Matter in the Dexus 2024 Annual Report and within the Dexus 2024 Sustainability Performance Data Pack

The Board of Directors of Dexus Holdings Pty Limited ('Dexus') engaged us to perform an independent limited assurance engagement in respect of the selected ESG Subject Matter listed below in the Dexus 2024 Annual Report and the Dexus 2024 Sustainability Performance Data Pack (the 'Reports') for the year ended 30 June 2024 (the 'Subject Matter').

Subject Matter and Criteria

The Subject Matter for the year ended 30 June 2024 (unless otherwise specified below) and the Criteria are as set out below:

Emissions and Energy

- Total Scope 1 greenhouse gas (GHG) emissions – 10,360 tCO₂-e
- Total Scope 2 location-based GHG emissions – 104,093 tCO₂-e
- Total Scope 2 market-based GHG emissions - 0 tCO₂-e
- Total Scope 3 location-based GHG emissions – 39,557 tCO₂-e
- Total Scope 3 market-based GHG emissions – 27,876 tCO₂-e
- Total net GHG emissions (Scope 1, 2 & 3 market-based emissions) - 0 tCO₂-e
- Total net energy consumption – 689,670 GJ
- Percentage of net electricity consumption (kWh) sourced from renewables (%) - 100%
- Total water consumption – 1,921,304 kL
- Total waste to landfill – 12,841 tonnes
- Total recycling – 8,349 tonnes

HR indicators (%)

- Percentage of female employees as at 30 June 2024 (FTE) - 56.6%
- Percentage of females in senior management 30 June 2024 (headcount) – 37.7%
- Percentage of female non-executive directors 30 June 2024 - 57.0%
- Absentee rate (sick days lost per FTE) - 3.7

Safety indicators

- Lost time injury frequency rate (LTIFR) - 1.58
- Fatalities - 0
- Site-based Contractors Lost time injury frequency rate (LTIFR) - 0.30
- Site-based Contractors Fatalities - 0

The criteria used by Dexus to prepare the Subject Matter Information was prepared by Dexus management and is titled 2024 Reporting Criteria, included as Appendix 1 to our Limited Assurance Report (the 'Criteria') and is published on DEXUS' website (*Discover Dexus, Sustainability* section), as at the date of this report.

The maintenance and integrity of the Dexus' website is the responsibility of 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 or Criteria when presented on the Dexus' website.



Our assurance conclusion is with respect to the year ended or as at 30 June 2024 and does not extend to information in respect of earlier periods or to any other information included in, or linked from, the Reports including any images, audio files or videos.

Responsibilities of management

Management is responsible for the preparation of the Subject Matter 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;
- ensuring that those criteria are relevant and appropriate to Dexus and the intended users; and
- designing, implementing and maintaining systems, processes and internal controls over information relevant to the preparation of the Subject Matter, which is free from material misstatement, whether due to fraud or error.

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 has not been prepared, in all material respects, in accordance with the Criteria, for the year ended or as at 30 June 2024 (as identified in the Subject Matter and Criteria section above).

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;
- obtained an understanding of the processes and controls for collecting and reporting the Subject Matter;



- performed analytical review procedures over the Subject Matter and obtained explanations from management regarding unusual or unexpected variations;
- reconciled the Subject Matter with underlying records on a sample basis;
- 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;
- 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 to assess that data had been appropriately measured, recorded, collated and reported;
- reviewed the Subject Matter to assess whether it has been prepared as described in the criteria; and
- considered the disclosure and presentation of the Subject Matter.

Dexus discloses Total Market Based net GHG emissions including a deduction from Dexus' emissions for the year ended 30 June 2024 of 38,236 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, with arrangements in place for their surrender). We have also considered whether the description of them disclosed in the Reports is a reasonable summary of the relevant contracts and related documentation as well as 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 38,236 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 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 evolving knowledge and information 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 has not been prepared, in all material respects, in accordance with the Criteria for the year ended or as at 30 June 2024 (as identified in the Subject Matter and Criteria section above).

Use and distribution of our report

We were engaged by the board of directors of Dexus to prepare this independent assurance report having regard to the criteria specified by Dexus and set out in this report. This report was prepared solely for Dexus to assist the directors in responding to their governance responsibilities by obtaining an independent assurance report in connection with the Subject Matter Information.

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

PricewaterhouseCoopers

PricewaterhouseCoopers

C. Mara

Caroline Mara
Partner

Sydney
19 August 2024



Appendix A - 2024 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 2024 Dexus Sustainability Performance Data Pack set out below.

| Section of Sustainability Reporting | Matter subject to assurance |
|--|--|
| Environment | - Total Scope 1 location-based greenhouse gas (GHG) emissions (t CO ₂ -e) |
| Group environmental summary | - Total Scope 2 location-based greenhouse gas (GHG) emissions (t CO ₂ -e) |
| | - Total Scope 2 market-based greenhouse gas (GHG) emissions (t CO ₂ -e) |
| | - Total Scope 3 location-based greenhouse gas (GHG) emissions (t CO ₂ -e) |
| | - Total Scope 3 market-based greenhouse gas (GHG) emissions (t CO ₂ -e) |
| | - Total Net Scope 1, 2 and 3 greenhouse gas (GHG) emissions (t CO ₂ -e) |
| | - Total Net energy consumed (electricity, natural gas, diesel, solar) (GJ) |
| | - Percentage of net electricity consumption (kWh) sourced from renewables (%) |
| | - Water consumed (kL) |
| | - Total waste (tonnes) |
| | Employees |
| Work statistics | - Percentage of female employees |
| Engagement and leave | - Percentage of females in senior management |
| Work health & safety, and discrimination | - Percentage of female non-executive directors |
| | - Absentee rate (days per employee) |
| | Safety indicators |
| | - 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 2024 Annual Report is consistent with that presented in the Sustainability Performance Data Pack.

- 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 2023 to 30 June 2024 |
| 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, 2024.</p> <p>The operations covered under the scope of reporting are consistent with Dexus's operation as a property business, being:</p> <ul style="list-style-type: none"> - Property investment including directly owned facilities and facilities managed on behalf of third-party investors. Property investment comprises: <ul style="list-style-type: none"> o Office facilities o Industrial facilities o Retail facilities o Healthcare facilities o Convenience Retail facilities o Hotel facilities - Occupied premises being Dexus occupied tenancies. <p>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.</p> <p>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 facility operator.</p> <p>Dexus is a member of Australia's Climate Active program and has developed its operational and emission source boundary in line with Climate Active Carbon Neutral Standard for Organisations.</p> <p>The below emission sources have been assessed against the Climate Active program's emissions relevance tests and identified as outside this organisation's direct operations boundary:</p> <ul style="list-style-type: none"> - Capital goods arising from property developments (building embodied energy & emissions), facility maintenance and repairs, capital expenditure and fit outs - Operational emissions from real estate and infrastructure investments managed by external facility managers - Downstream use of leased facilities from tenant operations - Upstream supply chain emissions from procurement of professional services <hr/> <p>Total Scope 1, 2 and 3 location-based GHG emissions</p> <p>Total Scope 1, 2, and 3 GHG emissions comprises emissions within the reporting boundary for Australia and New Zealand as calculated using the formula below:</p> $\text{Total Scope 1, 2, and 3 location based GHG emissions} = \text{Scope 1 GHG Emissions} + \text{Scope 2 location based GHG Emissions} + \text{Scope 3 location based GHG Emissions}$ <p>Where:</p> <p><i>Scope 1 GHG Emissions</i>, <i>Scope 2 location based GHG Emissions</i> and <i>Scope 3 location based GHG Emissions</i> are as defined within this criterion.</p> <p>'Scopes' are defined under the international reporting framework of the World Resources Institute/World Business Council for Sustainable Development reported in <i>The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard</i> and have been adopted by the NGERA.</p> |



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:

Total 1, 2, and 3 market based GHG emissions =
Scope 1 GHG Emissions + Scope 2 market based GHG Emissions + Scope 3 market based GHG Emissions

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 Dexu'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. Estimated data is applied based on Dexu'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 Dexu's operational control. Leakage is measured using 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, September 2023*, 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 Dexu'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, September 2023* and the New Zealand Government's *Aotearoa New Zealand Measuring emissions: A guide for organisations: 2024 detailed guide (May 2024)*.

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 Dexu'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, September 2023* and the New Zealand Government's *Aotearoa New Zealand Measuring emissions: A guide for organisations: 2024 detailed guide (May 2024)*.



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.
 - o In jurisdictions where a mandatory renewable electricity purchasing scheme exists, this involves retailers surrendering *electricity attribute certificates* equivalent to the relevant jurisdiction Renewable Power Percentage (RPP) for electricity consumed by Dexus. 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.

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. For Australian facilities, 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.

Renewable Power Percentage (RPP) – In jurisdictions where a mandatory renewable electricity purchasing scheme exists, including Australia's Renewable Energy Target, liable entities (i.e., electricity retailers) are required to surrender renewable energy attribute certificates (i.e. LGCs for the Australian scheme) equivalent to a published proportion (i.e. the RPP) on behalf of end users including Dexus each year. Retailers in turn include the surrender of energy attribute certificates 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.

| Approach to voluntary renewable electricity reporting | Jurisdiction | |
|---|---|--|
| | Australia | New Zealand |
| Market overview | Under the Renewable Energy Target (RET), liable entities (usually electricity retailers) are required to buy and surrender a certain number of renewable energy certificates to comply with their statutory reporting and surrender obligations. Some | Although statistics on the proportion of renewable electricity production is published by New Zealand Ministry of Business, Innovation and Employment ¹ , no mandatory scheme exists and energy retailers within New Zealand market are not |



industries and activities that are emissions-intensive trade-exposed (EITE) may be eligible for an exemption.

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.

Electricity source categorisation approach

Renewable electricity

| | | |
|--|---|--|
| Supplied renewables | The RPP is published annually by Australia's Clean Energy Regulator ² | RPP of zero (0%) is apply |
| Additional voluntary renewable electricity | Voluntary attributions up to the remaining (i.e. 1 – RPP) proportion of total usage | Voluntary attributions up to 100% of total usage |

Non-renewable electricity

Any remaining volumes

Any remaining volumes

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 |
|--|-------------------------|-------------------------|--|
| Jurisdiction - Australia | | | |
| 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. |
| Jurisdiction – New Zealand | | | |
| 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 |
| General methodology for facilities where the above approaches do not apply | | | |



| | | | |
|---|-----------------|---|--|
| Contracts for electricity, such as power purchase agreements (PPAs) not involving the instruments above, 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>

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:

Residual Mix Factor emissions coefficient =

$$\text{location based grid factor} \times (100\% - \text{RPP})$$
Residual Mix Factor emissions coefficient = 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, September 2023*.

Scope 3 'location-based' grid factors in Australia have been sourced from the *National Greenhouse Accounts (NGA) Factors, August 2023*.

Scope 2 and 3 'location-based' grid factors in New Zealand have been sourced from the New Zealand Government's *Aotearoa New Zealand Measuring emissions: A guide for organisations: 2024 detailed guide (May 2024). 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 Dexu 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' – Dexu operates rooftop solar photovoltaic (PV) systems that generate electricity from solar energy for consumption on-site by Dexu, its customers or exported to the grid.

For 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 that Dexus has the option to retire or transfer ownership of 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 the following nominated categories and emission sources that relate to Dexus's corporate operations and managed property portfolio.

The table below lists the data types included within the reported boundary, which have been categorised using guidance within the GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard ("Scope 3 Standard").

| Scope 3 emissions category | Included emission data sources, emissions factor and calculations |
|---|--|
| Category 1: Purchased goods and services | Emissions for corporate sources associated with operations of Dexus tenancies included in the boundary. Emissions factors have been sourced from the <i>Climate Active Inventory (version 8.0) circulated on 20 March 2023</i> . Sources included in the boundary are: <ul style="list-style-type: none"> - Telecommunications and use of Data Centres: Calculated using a spend method via the aggregation of invoices and/or appropriate records from the supplier of the service - IT Equipment and Office Equipment hire: Calculated using a spend method by the aggregation of invoices and/or appropriate records from the supplier of the service - Paper use including Carbon Neutral Paper: Calculated using the utilisation of weight-based records from the supplier of the consumable - Stationery: Calculated using a spend method by the aggregation of corporate spend records from Dexus's accounting system - Printing, Couriers: Calculated using spend method using invoice data and/or appropriate records from the supplier of the service - Hotel Accommodation: Calculated using room night records from all domestic and international business travel, and provided by Dexus's travel agent - Bus shuttle: Calculated using a distance-based method on annualised basis from the frequency and distance of the bus shuttle travel route - Food and beverage: Calculated using the aggregation of corporate spend records from Dexus's accounting system - Furniture: Calculated using the aggregation of corporate spend records from Dexus's accounting system |
| Category 3: transmission and distribution losses ("energy losses") | Energy consumed by Dexus: Data for energy losses is that used to calculate scope 1 and 2 emissions. Calculated according to the <i>National Greenhouse Accounts (NGA) Factors, August 2023</i> |



associated with energy use

Category 5: waste generated in operations

Waste and recycling: Data provided by waste contractors directly or collated by site managers from data provided by waste contractors.

- **Waste to landfill:** calculated according to the *National Greenhouse Accounts (NGA) Factors, August 2023*
- **Recycled waste:** 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.*

Water and Wastewater: Data sourced from water utilities or on-site water meters.

- Compiled in accordance with the *Climate Active Carbon Neutral Standard for Organisations, October 2022.*
- Emissions factors have been sourced 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'.

Category 6: business travel

Business travel, including flights, taxis. Personal car use, hire cars and parking: Derived from records from Dexus's travel agent which detail kilometres travelled on domestic and international flights. Personal car use is extracted from Dexus's employee expense records, and hire car and parking records are calculated using the aggregation of corporate spend records from Dexus's accounting system.

Compiled in accordance with the *Climate Active Carbon Neutral Standard for Organisations, October 2022.*

Emissions factors have been sourced from the *Climate Active Inventory (version 8.0) circulated on 20 March 2023.*

Category 7: Employee commuting

Employee Commuting and Working from Home:

Calculated using the information collected from a periodic Dexus employee commuting survey and extrapolated based on current FTE figures.

Compiled in accordance with the *Climate Active Carbon Neutral Standard for Organisations, October 2022.*

Emissions factors have been sourced from the *Climate Active Inventory (version 8.0) circulated on 20 March 2023.*

Estimated data is applied based on Dexus's methodology if billing data is unavailable at the time of reporting.

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:

Total Net 1, 2, and 3 GHG emissions =



Scope 1 GHG Emissions +Scope 2 market based GHG Emissions+Scope 3 market based GHG Emissions–GHG offsets

Where:

- 'GHG offsets' comprises carbon offsets or carbon credits equivalent offset units that have been retired and/or pending acceptance via the relevant registries as of the date of this report (20 August 2024), which are 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 combustion of natural gas or diesel, 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, September 2023*. 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 on-site or export off-site.

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:
 - **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



- 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.
- **Small scale rooftop solar systems:** Smaller solar PV systems that are not registered.
 - 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:

- Electricity consumed on site by Dexus
- Electricity consumed on site by Customers
- 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 off-site 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 off-site 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.

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, September 2023*.

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 'off-site' to a customer or a network.

Percentage of net electricity consumption (kWh) sourced from renewables (%) The percentage of net electricity consumed that is sourced from renewables is defined as the ratio of total primary electricity sourced from both on-site and off-site renewable sources over total primary electricity, and is calculated and aggregated across all facilities within the boundary as follows:

$$\text{Percentage of net electricity consumption sourced from renewables (\%)} = \frac{\text{Renewable electricity consumed on site (kWh)}}{\text{Total electricity consumed on site (kWh)}}$$



| | |
|--------------------------------|---|
| | <p>Where:</p> <p>Renewable electricity consumed on-site (kWh) – comprises on-site electricity usage from on-site solar photovoltaic systems (net of export to tenants or the grid) together with purchased electricity from renewable sources as per the definition within this criterion for <i>Scope 2 GHG market-based GHG emissions</i>.</p> |
| 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 facilities for which Dexus has operational control - Recycled water from on-site greywater and blackwater treatment systems <p>Water consumption excludes water use from on-site rainwater harvesting.</p> |
| 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 facilities 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 facilities 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 facilities 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 facilities, 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> |
| 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> <ul style="list-style-type: none"> - 30-minute interval electricity, natural gas and water metering data supplied by MP/MDA Metering Dynamics - Estimated data using an estimate that accounts for seasonal variances derived by: <ul style="list-style-type: none"> o Derived from an actual figure for the same period in the prior year, adjusted for the length of the gap o Derived from an actual figure for the prior month, adjusted for the length of the gap o Interpolation between two adjacent actual readings, adjusted for the length of the gap - Estimated data using the monthly average for the previous 12-month period. |

• **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 2023 to 30 June 2024 |
| Reporting boundary | <p>Unless otherwise stated below, the reporting boundary comprises employees ('Dexus workforce', 'Dexus employees') across facilities in Australia, New Zealand and other geographies which fall 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 employees who were employed by Dexus as recorded at 30 June 2024.</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 2024.</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 2024. Dexus offers employees flexible work arrangements and staff are employed under individual contracts that stipulate 38 hours per week for each full-time working 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> <p>Females in senior management (%)= number of female senior managers / total number of senior managers</p> <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> |
| <p>Percentage of female non-executive directors</p> | <p>The percentage of female non-executive directors is calculated as follows:</p> <p>Female non executive directors (%)= number of female non executive directors / total number of non executive directors</p> <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 2024</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> |
| <p>Absentee Rate</p> | <p>Absentee Rate (AR) – the number of sick leave and carers leave days per full time equivalent workers employed is calculated as follows:</p> <p>AR= number of Sick and Carers leave days / number of full time equivalent employees</p> <p>Where:</p> <p>Number of full-time equivalent employees – as defined above</p> |
| <p>Work health & safety definitions</p> | <p>Work health and safety (WH&S) incidents account for all recorded incidents pertaining to Dexus employees and includes contractors employed directly by Dexus.</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 the relevant section(s) 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> |
| <p>Lost Time Injury Frequency Rate (LTIFR)</p> | <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> <p>LTIFR= (number of lost time injuries / number of hours worked) × 1,000,000</p> <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> <p>FR =</p> <p>(number of fatalities / number of hours worked) ×1,000,000</p> |
| 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 relevant section(s) from the Global Reporting Initiative (GRI) Standards, site-based contractors are characterised by Dexu 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 relevant section(s) from the Global Reporting Initiative (GRI) Standards, site-based contractors are characterised by Dexu having control of the workplace, but not having control over the individual's work.</p> |

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