

Diversity Target



In 2010 we formalised our diversity policy to reflect our belief that diversity is a competitive advantage for our investors. Since then, we have made public commitments and set objectives to achieve gender equity including balanced gender representation on our boards and in our workforce. In 2017, we achieved our combined female participation target in senior leadership roles and the Dexus Board (excluding Executive Directors) of at least 33%.

In February 2018, Dexus revisited our diversity targets and agreed a new gender equity target of 40% female, 40% male and 20% any gender in senior management roles by 30 June 2021 (40/40/20 target). Dexus continues to monitor and report its actual diversity profile in both senior management and Board. Dexus remains committed to advancing gender equality and intends to achieve the 40:40:20 target at senior and executive management levels by the end of FY23.

In August 2021, Dexus acquired the stapled securities in APN. The APN FM Limited Board (now Dexus Asset Management Limited Board), is comprised of four independent directors (including one female) and one executive director. The APN FM Board has previously reported a target of 30% female non-executive directors by FY25. The Board has since reviewed its target, to be in line with Dexus's target of 33% female non-executive directors by FY23.

"Board" has been defined as Non-Executive Directors.

"Senior Management" has been defined as CEO, members of the Group Management Committee (Executive Bands 2 and 3), Heads of (Executive Band 1), and Senior Managers (Manager Band 3). This definition is consistent with the Workplace Gender Equality Agency (WGEA) definition for reporting workforce demographics.

Progress and Targets

	30 June 2019	30 June 2020	30 June 2021	FY23 Target
Women on the Dexus Board	43%	38%	43%	33%
Women on the Dexus Asset Management Limited Board	25%	25%	25%	33%
Women in Senior Management	37%	36%	35%	40%

We continue to support and encourage diversity at all levels including the Boards, the senior management team and throughout our organisation. The Dexus Board and Management oversee progress towards the achievement of our diversity objectives, including regular monitoring of key workforce demographics.