



**PRIVATE RI REPORT**

**2021 PILOT**

**Dexus**

**Generated 2022-08-18**

# About this report

The PRI Reporting Framework helps to build a common language and industry standard for reporting responsible investment activities.

This **Private RI Report** is an export of your responses to the PRI Reporting Framework during the 2021 reporting period. It shows your responses to all completed indicators, even those you chose to keep private. It is designed for your internal review or – if you wish – to share with your stakeholders. The **Private RI Report** supports dialogue within your organisation, as well as with your clients, beneficiaries and other stakeholders if you chose to share it externally.

You will also receive a **Public RI Report**, which only includes responses to mandatory indicators and responses to voluntary indicators that you agreed to make public. Unlike this **Private RI Report**, the **Public RI Report** will be publicly available on the PRI website.

The information is presented exactly as it was reported. Where an indicator offered a multiple-choice response, all options that were available to select from are included for context. While presenting the information verbatim results in lengthy reports, the approach is informed by signatory feedback that signatories prefer that the PRI does not summarise the information.

## Context

In consultation with signatories, between 2018 and 2020 the PRI extensively reviewed the Reporting and Assessment processes and set the ambitious objective of launching in 2021 a completely new investor Reporting Framework, together with a new reporting tool.

We ran the new investor Reporting and Assessment process as a pilot in its first year, and such process included providing additional opportunities for signatories to provide feedback on the Reporting Framework, the online reporting tool and the resulting reports. The feedback from this pilot phase has been, and is continuing to be analysed, in order to identify any improvements that can be included in future reporting cycles.

## PRI disclaimer

This document presents information reported directly by signatories in the 2021 reporting cycle. This information has not been audited by the PRI or any other party acting on its behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented.

The PRI has taken reasonable action to ensure that data submitted by signatories in the reporting tool is reflected in their official PRI reports accurately. However, it is possible that small data inaccuracies and/or gaps remain, and the PRI shall not be responsible or liable for such inaccuracies and gaps.

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# Senior Leadership Statement (SLS)

## Senior leadership statement

### Our commitment

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection     | PRI Principle |
|-----------|-------------------|--------------|------------|------------|----------------|---------------|
| SLS 1 S1  | CORE              | N/A          | N/A        | PUBLIC     | Our commitment | GENERAL       |

- **Why does your organisation engage in responsible investment?**
- **What is your organisation’s overall approach to responsible investment?**
- **What are the main differences between your organisation’s approach to responsible investment in its ESG practice and in other practices, across asset classes?**

Dexus is passionate, agile and seeks to make a difference. Dexus recognises its impact on environmental, social and governance (ESG) issues, and is committed to addressing climate change, ensuring health and safety, combating modern slavery as well as efficiently using natural resources to create spaces where people thrive. Dexus understands that a strong approach to ESG issues underpins long-term performance while a weak approach can erode value or cause reputational damage, through increased exposures to ESG risks or an inability to effectively respond to change.

There is growing interest from investors and other stakeholders on ESG issues, with many mainstream investors incorporating ESG criteria into their investment decisions and calling for increasing levels of ESG disclosures. Dexus seeks to have a positive impact on global ESG objectives, such as the Paris Agreement and the Sustainable Development Goals.

Through its Sustainability Approach, Dexus integrates the management of material ESG issues across the property life cycle for its direct and funds portfolio. The group’s Sustainability Approach is aligned with its strategy through the overarching goal of delivering sustained value for its stakeholders. It incorporates the Principles for Responsible Investment (PRI) ‘six principles’ relating to responsible investment and active property management.

Dexus integrates ESG by systematically linking strategy and vision to actions and performance outcomes across five key objectives, through policies and governance frameworks, setting targets and embedding these into operations. The key objectives are:

- Delivering sustained value
- Contributing to leading cities
- Developing thriving people
- Building strong partnerships, future enabled customers and strong communities
- Enriching the environment.

Application of the Dexus Sustainability Approach is supported by a suite of ESG policies which are overseen by the Dexus Board ESG Committee, and where they relate to risk management activities, by the Dexus Board Risk Committee. Dexus's Sustainability Approach is applied across the organisation and incorporated into all investment decisions, meaning that there is no separate approach for ESG practices.

Dexus's policies inform all stakeholders of their legal and corporate responsibilities for ESG issues management. ESG management practices are integrated into day-to-day operations, developments and investment decision making, to enhance corporate performance and create sustained value.

Dexus's rigorous due diligence process is overseen by the Investment Committee, and ensures that ESG issues and their impacts are evaluated alongside other key investment metrics ensuring that ESG issues are systematically incorporated into investment decisions. This includes reviewing long-term asset plans and conducting appropriate environmental due diligence on acquisitions so that ESG risks can be identified and effectively managed.

## Annual overview

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection      | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-----------------|---------------|
| SLS 1 S2  | CORE              | N/A          | N/A        | PUBLIC     | Annual overview | GENERAL       |

- o Discuss your organisation's progress during the reporting year on the responsible investment issue you consider most relevant or material to your organisation or its assets.
- o Reflect on your performance with respect to your organisation's responsible investment objectives and targets during the reporting year. This might involve e.g. outlining your single most important achievement, or describing your general progress, on topics such as the following:
  - o refinement of ESG analysis and incorporation
  - o stewardship activities with investees and/or with policy makers
  - o collaborative engagements
  - o attainment of responsible investment certifications and/or awards

Delivering sustained value:

The Board ESG Committee was established early in FY20 to oversee the implementation of the group's ESG activities.

In FY20, Dexus participated in several investor ESG surveys, achieving the following recognition:

- Dexus was named the Global Industry Leader in the Dow Jones Sustainability Index (DJSI), outperforming 252 invited real estate companies.
- Dexus Office Trust was recognised by GRESB as the Global Sector Leader for listed office entities, ranking 1st globally across all listed asset classes/sectors while Dexus Wholesale Property Fund was ranked as the Overall Global Sector Leader for diversified office/retail entities.

- Dexus received an A+ rating for both the Strategy & Governance and the Direct Property modules in the PRI Assessment.
- Dexus earned a position on the CDP Climate A List.

#### Contributing to leading cities:

Cities deliver economic prosperity, and Dexus contributes to this prosperity through the delivery and management of world class properties that attract high calibre customers whose businesses support local, regional and national economies. The group's US\$7.3 billion development pipeline includes a number of city-shaping projects, which delivered US\$1.0 billion Gross Value Added (GVA) to the Australian economy and supported 9,227 construction jobs in FY20.

#### Developing thriving people:

In FY20, Dexus achieved a number of milestones towards creating a fulfilling, diverse and inclusive workplace. This included:

- Demonstrating a strong culture and engaged workforce by achieving a weighted average employee Net Promoter Score of +61, increasing from +40 in FY19.
- Making progress against the gender diversity target of 40% female representation across senior and executive management roles, achieving 36% in FY20.
- Being recognised as an Employer of Choice for Gender Equality by the Australian Workplace Gender Equality Agency for the third consecutive year.
- Recording zero fatalities and achieving a 100% safety audit score at Dexus workspaces.

#### Building strong partnerships and communities:

Developing strong partnerships with customers, local communities and suppliers has a valuable impact on the people in and around Dexus's buildings. In FY20 initiatives included:

- Supporting customers' needs through the COVID-19 pandemic, to ensure the health, safety and wellbeing of customers, employees and visitors to sites.
- Achieving a high customer Net Promoter Score of +50 and delivering a program of activations in the foyers of office properties.
- Rolling out the Property Council of Australia's modern slavery due diligence tool across 100 suppliers, with responses informing Dexus's key areas of focus.
- Contributing more than US\$755,000 in community investment through employee volunteering programs, in-kind support and corporate donations.

#### Enriching the environment:

During the year, Dexus continued to progress its 2030 net zero emissions target. FY20 environmental achievements included:

- Exceeding the environmental targets set in 2015, by delivering more than 1 million square metres of office space certified at a minimum 5 star NABERS Energy and 4 star NABERS Water rating.
- Establishing a renewable energy supply agreement covering base building services across the group's New South Wales office portfolio.

- Establishing an Indoor Air Quality Working Group to review air filtration and management strategies as well as support a safe return to the workplace.

## Next steps

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------|---------------|
| SLS 1 S3  | CORE              | N/A          | N/A        | PUBLIC     | Next steps | GENERAL       |

**What specific steps has your organisation outlined to advance your commitment to responsible investment in the next two years?**

Dexus will advance its commitment to creating sustained value by:

- Working towards its 2030 net zero emissions target through improving energy efficiency, increasing renewables, minimal offsets and continuing to advance the resilience of its portfolio against climate change impacts.
- Implementing healthy building initiatives and delivering an average 5 star NABERS Indoor Environment rating across the group office portfolio by 2025.
- Achieving its 40:40:20 gender diversity target by 30 June 2021 (40% female, 40% male and 20% any gender representation across senior and executive management roles).
- Leveraging the newly established Social Impact Working Group to drive social initiatives that deliver shared-value across Dexus's value chain and the communities where Dexus operates.

## Endorsement

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection  | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-------------|---------------|
| SLS 1 S4  | CORE              | N/A          | N/A        | PUBLIC     | Endorsement | GENERAL       |

**The Senior Leadership Statement has been prepared and/or reviewed by the undersigned and reflects our organisation-wide commitment and approach to responsible investment.**

Name

David Yates

Position

Executive General Manager, Investor Relations, Communications & Sustainability

Organisation's name

Dexus

© This endorsement is for the Senior Leadership Statement only and is not an endorsement of the information reported by Dexus in the various modules of the Reporting Framework. The Senior Leadership Statement is simply provided as a general overview of Dexus's responsible investment approach. The Senior Leadership Statement does not constitute advice and should not be relied upon as such, and is not a substitute for the skill, judgement and experience of any third parties, their management, employees, advisors and/or clients when making investment and other business decisions.

# Organisational Overview (OO)

## Organisational information

### Categorisation

| Indicator | Type of indicator | Dependent on       | Gateway to             | Disclosure | Subsection     | PRI Principle |
|-----------|-------------------|--------------------|------------------------|------------|----------------|---------------|
| OO 1      | CORE              | Signatory category | Multiple, see guidance | PUBLIC     | Categorisation | GENERAL       |

Select the type that best describes your organisation or the services you provide.

(O) Fund management

(1) This is our only (or primary) type

### Subsidiary information

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection             | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------------------|---------------|
| OO 2      | CORE              | N/A          | OO 2.1     | PUBLIC     | Subsidiary information | GENERAL       |

Does your organisation have subsidiaries that are also PRI signatories in their own right?

- (A) Yes
- (B) No

## Reporting year

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection     | PRI Principle |
|-----------|-------------------|--------------|------------|------------|----------------|---------------|
| OO 3      | CORE              | N/A          | N/A        | PUBLIC     | Reporting year | GENERAL       |

Indicate the year-end date for your reporting year.

|                          | Month | Day | Year |
|--------------------------|-------|-----|------|
| Reporting year end date: | June  | 30  | 2020 |

## Assets under management

### All asset classes

| Indicator | Type of indicator | Dependent on   | Gateway to | Disclosure | Subsection        | PRI Principle |
|-----------|-------------------|----------------|------------|------------|-------------------|---------------|
| OO 4      | CORE              | OO 4.1, OO 4.2 | N/A        | PUBLIC     | All asset classes | GENERAL       |

What were your total assets under management (AUM) at the end of the indicated reporting year? Provide the amount in USD.

(A) AUM of your organisation, including subsidiaries US\$ 21,964,491,793.00

(B) AUM of subsidiaries that are PRI signatories in their own right and excluded from this submission US\$ 0.00

(C) AUM subject to execution, advisory, custody, or research advisory only US\$ 0.00

## Asset breakdown

| Indicator | Type of indicator | Dependent on           | Gateway to             | Disclosure | Subsection      | PRI Principle |
|-----------|-------------------|------------------------|------------------------|------------|-----------------|---------------|
| OO 5      | CORE              | Multiple, see guidance | Multiple, see guidance | PUBLIC     | Asset breakdown | GENERAL       |

Provide a percentage breakdown of your total assets under management at the end of your indicated reporting year.

### Percentage of AUM

|                               |        |
|-------------------------------|--------|
| (A) Listed equity – internal  | 0.0%   |
| (B) Listed equity – external  | 0.0%   |
| (C) Fixed income – internal   | 0.0%   |
| (D) Fixed income – external   | 0.0%   |
| (E) Private equity – internal | 0.0%   |
| (F) Private equity – external | 0.0%   |
| (G) Real estate – internal    | 100.0% |
| (H) Real estate – external    | 0.0%   |
| (I) Infrastructure – internal | 0.0%   |
| (J) Infrastructure – external | 0.0%   |
| (K) Hedge funds – internal    | 0.0%   |
| (L) Hedge funds – external    | 0.0%   |
| (M) Forestry – internal       | 0.0%   |
| (N) Forestry – external       | 0.0%   |
| (O) Farmland – internal       | 0.0%   |

(P) Farmland – external 0.0%

(Q) Other – internal, please specify: 0.0%

(R) Other – external, please specify: 0.0%

(S) Off-balance sheet – internal 0.0%

(T) Off-balance sheet – external 0.0%

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection      | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-----------------|---------------|
| OO 5.2 RE | CORE              | OO 5, OO 5.1 | N/A        | PRIVATE    | Asset breakdown | GENERAL       |

**Provide a further breakdown of your real estate assets.**

**(A) Internal allocation**

(1) Retail 10.0%

(2) Office 73.0%

(3) Industrial 15.0%

(4) Residential 0.0%

(5) Hotel 0.0%

(6) Lodging, leisure and recreation 0.0%

(7) Education 0.0%

(8) Technology/science 0.0%

(9) Healthcare 2.0%

(10) Mixed use 0.0%

(11) Other, please specify:

0.0%

# Stewardship

## Private equity, real estate and infrastructure

| Indicator | Type of indicator | Dependent on | Gateway to             | Disclosure | Subsection                                     | PRI Principle |
|-----------|-------------------|--------------|------------------------|------------|--|---------------|
| OO 9 ALT  | CORE              | OO 5         | Multiple, see guidance | PUBLIC     | Private equity, real estate and infrastructure | 2             |

Does your organisation conduct stewardship activities in the following asset classes?

### (2) Real estate

(A) Through service providers

(C) Through internal staff

(D) Collaboratively

(E) We did not conduct stewardship activities for this asset class

# ESG incorporation

## Internally managed assets

| Indicator | Type of indicator | Dependent on           | Gateway to             | Disclosure | Subsection                | PRI Principle |
|-----------|-------------------|------------------------|------------------------|------------|---------------------------|---------------|
| OO 10     | CORE              | Multiple, see guidance | Multiple, see guidance | PUBLIC     | Internally managed assets | 1             |

For each internally managed asset class, select whether or not you incorporate ESG into your investment decisions.

(1) ESG incorporated into investment decisions

(2) ESG not incorporated into investment decisions

(K) Real estate



# Voluntary reporting

## Voluntary modules

| Indicator | Type of indicator | Dependent on           | Gateway to             | Disclosure | Subsection        | PRI Principle |
|-----------|-------------------|------------------------|------------------------|------------|-------------------|---------------|
| OO 14     | CORE              | Multiple, see guidance | Multiple, see guidance | PUBLIC     | Voluntary modules | GENERAL       |

The following modules are mandatory to report on as they account for 10% or more of your total AUM or are over USD 10 billion. The ISP (Investment and Stewardship Policy) module is always applicable for reporting.

(1) Yes, report on the module

ISP: Investment and Stewardship Policy



(G) Real estate



# ESG/sustainability funds and products

## Labelling and marketing

| Indicator | Type of indicator | Dependent on           | Gateway to             | Disclosure | Subsection              | PRI Principle |
|-----------|-------------------|------------------------|------------------------|------------|-------------------------|---------------|
| OO 16     | CORE              | Multiple, see guidance | Multiple, see guidance | PUBLIC     | Labelling and marketing | GENERAL       |

What percentage of your assets under management in each asset class are ESG/sustainability marketed funds or products, and/or ESG/RI certified or labelled assets? Percentage figures can be rounded to the nearest 5% and should combine internally and externally managed assets.

### Percentage

(F) Real estate

100.0%

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection              | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-------------------------|---------------|
| OO 16.1   | CORE              | OO 16        | ISP 52     | PUBLIC     | Labelling and marketing | GENERAL       |

What percentage of your total assets (per asset class) carry a formal ESG/RI certification or label? Percentage figures can be rounded to the nearest 5%.

### Coverage of ESG/RI certification or label:

(D) Real estate

100.0%

# Climate investments

## Asset breakdown

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection      | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-----------------|---------------|
| OO 17     | CORE              | N/A          | N/A        | PUBLIC     | Asset breakdown | GENERAL       |

What percentage of your assets under management is in targeted low-carbon or climate-resilient investments?

100.0%

## Other asset breakdowns

### Geographical breakdown

| Indicator | Type of indicator | Dependent on           | Gateway to | Disclosure | Subsection             | PRI Principle |
|-----------|-------------------|------------------------|------------|------------|------------------------|---------------|
| OO 18     | CORE              | Multiple, see guidance | N/A        | PRIVATE    | Geographical breakdown | GENERAL       |

What is the geographical breakdown of your organisation's assets under management by investment destination (i.e. where the investments are located)?

#### (7) Real estate

(A) Developed 100.0%

(B) Emerging 0.0%

(C) Frontier 0.0%

(D) Other 0.0%

## Real estate: Building type

| Indicator | Type of indicator | Dependent on | Gateway to        | Disclosure | Subsection                 | PRI Principle |
|-----------|-------------------|--------------|-------------------|------------|----------------------------|---------------|
| OO 24     | CORE              | OO 5         | RE 1, RE 9, RE 10 | PRIVATE    | Real estate: Building type | GENERAL       |

What is the percentage breakdown of your direct physical real estate assets by strategy?

### Percentage total of direct physical real estate AUM

(A) Standing investments 96.0%

(B) New construction 3.0%

(C) Major renovation 1.0%

## Real estate: Ownership level

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                   | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------------------------|---------------|
| OO 25     | CORE              | OO 5         | N/A        | PRIVATE    | Real estate: Ownership level | GENERAL       |

What is the percentage breakdown of your direct physical real estate assets by level of ownership?

(A) A majority stake (50% and above) (5) >75%

(B) A significant minority stake (between 10–50%) (2) 1–10%

(C) A limited minority stake (less than 10%) (1) 0%

## Real estate: Management type

| Indicator | Type of indicator | Dependent on | Gateway to             | Disclosure | Subsection                   | PRI Principle |
|-----------|-------------------|--------------|------------------------|------------|------------------------------|---------------|
| OO 26     | CORE              | OO 5         | Multiple, see guidance | PRIVATE    | Real estate: Management type | GENERAL       |

What is the percentage breakdown of your direct physical real estate assets based on who manages these assets?

(A) Directly by our organisation (4) 51–75%

(B) By external property managers that our organisation appoints (1) 0%

(C) By other investors or their property managers (2) 1–10%

(D) By a tenant(s) with operational control (3) 11–50%

## Investment and Stewardship Policy (ISP)

### Responsible investment policy & governance

#### Responsible investment policy

| Indicator | Type of indicator | Dependent on | Gateway to       | Disclosure | Subsection                    | PRI Principle |
|-----------|-------------------|--------------|------------------|------------|-------------------------------|---------------|
| ISP 1     | CORE              | N/A          | ISP 1.1, ISP 1.2 | PUBLIC     | Responsible investment policy | 1             |

Does your organisation have a formal policy or policies covering your approach to responsible investment? Your approach to responsible investment may be set out in a standalone guideline, covered in multiple standalone guidelines or be part of a broader investment policy. Your policy may cover various responsible investment elements such as stewardship, ESG guidelines, sustainability outcomes, specific climate-related guidelines, RI governance and similar.

- (A) Yes, we do have a policy covering our approach to responsible investment
- (B) No, we do not have a policy covering our approach to responsible investment

| Indicator | Type of indicator | Dependent on | Gateway to             | Disclosure | Subsection                    | PRI Principle |
|-----------|-------------------|--------------|------------------------|------------|-------------------------------|---------------|
| ISP 1.1   | CORE              | ISP 1        | Multiple, see guidance | PUBLIC     | Responsible investment policy | 1             |

What elements does your responsible investment policy cover? The responsible investment elements may be set out in one or multiple standalone guidelines, or they may be part of a broader investment policy.

- (A) Overall approach to responsible investment
- (B) Guidelines on environmental factors
- (C) Guidelines on social factors
- (D) Guidelines on governance factors
- (E) Approach to stewardship
- (F) Approach to sustainability outcomes
- (G) Approach to exclusions
- (H) Asset class-specific guidelines that describe how ESG incorporation is implemented
- (I) Definition of responsible investment and how it relates to our fiduciary duty
- (J) Definition of responsible investment and how it relates to our investment objectives
- (K) Responsible investment governance structure
- (L) Internal reporting and verification related to responsible investment
- (M) External reporting related to responsible investment
- (N) Managing conflicts of interest related to responsible investment
- (O) Other responsible investment aspects not listed here, please specify:  
  - Approach to incorporating ESG into real estate transactions and due diligence

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                    | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-------------------------------|---------------|
| ISP 1.2   | PLUS              | ISP 1        | N/A        | PUBLIC     | Responsible investment policy | 1             |

What mechanisms do you have in place to ensure that your policies are implemented in an aligned and consistent way across the organisation?

Dexus's Sustainability Approach guides how the group addresses ESG issues that are material to the business. Application of the sustainability approach is supported by a suite of ESG policies which are overseen by the Dexus Board ESG Committee, and where they relate to risk management activities, by the Dexus Board Risk Committee. Both the Dexus Board ESG Committee and Board Risk Committee report to the Dexus Board.

The Responsible Entity Boards are responsible for ensuring effective corporate governance and risk management, and for ensuring that they meet their fiduciary and statutory obligations to investors. This includes oversight of the integration of ESG considerations into strategy, risk management and statutory reporting.

Dexus's Group Management Committee oversees business operations including management of compliance, risk and sustainability. This Committee is supported by several management committees, including the Group ESG Committee which oversees the development and implementation of ESG policies and practices that support Dexus's business strategy. The Group ESG Committee oversees the activities of the following ESG-related working groups:

- Climate Resilience Working Group: Responsible for monitoring climate-related risks and opportunities relevant to the group and coordinating climate-related management activities
- Modern Slavery Working Group: Responsible for coordinating the group's approach to identifying, assessing and addressing modern slavery risk across Dexus's operations and supply chain
- Energy Procurement Working Group: Responsible for implementing a group-wide energy procurement approach and coordinating ongoing procurement practices for electricity and natural gas, while integrating a transition to clean energy
- Social Impact Working Group: Responsible for implementing the group's social sustainability strategy including customer and supply chain sustainability, and community contribution.

Implementation of ESG policies across the group portfolio is led by the Executive General Manager, Investor Relations, Communications and Sustainability, with day-to-day delivery of ESG policies, initiatives and actions managed by the following teams who together support the consistent implementation of ESG policies across the group's operations:

- Risk team – Responsibilities include overseeing Dexus's Risk Management Framework aligned to ISO 31000:2018, and the Workplace Health and Safety (WHS) and Environmental Management systems certified to ISO 45001:2018 and ISO 14001:2015, respectively
- Corporate Sustainability team – Responsibilities include resource efficiency, employee and industry engagement on sustainability, sustainable procurement, developing sustainability targets, carbon neutrality, building environmental ratings
- Office, Industrial, Retail and Healthcare property portfolio teams – Responsibilities include building operations, asset planning, customer (tenant) engagement and green leasing
- Developments and Capital Works teams – Responsibilities include integration of environmental initiatives into new developments, major refurbishments and customer fit-outs
- People and Culture team – Responsibilities include employee engagement, talent attraction and retention, learning and development, remuneration, inclusion and diversity, and employee health and wellbeing.

Dexus has a monitoring program to ensure ongoing compliance with relevant policies, procedures and agreements. The Compliance team oversees Dexus's Compliance Management Framework while the entire business is responsible for ensuring that their business procedures adhere to Dexus's policies. Results of the monitoring program are reported to the Group Risk Committee and Responsible Entity Boards. Furthermore, KPMG has been appointed to undertake Internal Audits for the group. These audits assess the ongoing effectiveness of key controls and results from these audits are reported to the Group Risk Committee and Responsible Entity Boards.

Dexus provides a range of training for employees addressing ESG topics, including:

- The Risk and Compliance teams promote an effective risk and compliance culture by conducting training of key policies and procedures, addressing issues such as bribery and conflicts of interest

- Employees are expected to conduct online learning and assessments to confirm their working knowledge of key policies including Human Rights, Modern Slavery, Environment and Biodiversity
- Dexus conducts annual Risk and Sustainability Roadshows for operational teams which includes presentation of ESG topics and Dexus's management response
- Through regular internal communications such as regular emails, intranet, all-staff updates and signage, Dexus staff are educated and kept informed of sustainability initiatives and projects
- Dexus organises an annual Creating Change event to raise internal awareness of Dexus's Sustainability Approach and how employees can contribute to Dexus's ESG approach.

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                    | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-------------------------------|---------------|
| ISP 2     | CORE              | ISP 1.1      | N/A        | PUBLIC     | Responsible investment policy | 6             |

**Indicate which of your responsible investment policy elements are publicly available and provide links.**

- (A) Overall approach to responsible investment. Add link(s):**  
[www.dexus.com/2020-sustainability-report](http://www.dexus.com/2020-sustainability-report) (refer to Dexus's Sustainability Approach and Procedures on pages 98-147);  
[www.dexus.com/discover-dexus/sustainability/sustainability-approach](http://www.dexus.com/discover-dexus/sustainability/sustainability-approach)
- (B) Guidelines on environmental factors. Add link(s):**  
[www.dexus.com/2020-sustainability-report](http://www.dexus.com/2020-sustainability-report) (refer to Dexus's Sustainability Approach and Procedures on pages 98-147);  
[www.dexus.com/discover-dexus/sustainability/sustainability-approach/enriched-environment](http://www.dexus.com/discover-dexus/sustainability/sustainability-approach/enriched-environment)
- (C) Guidelines on social factors. Add link(s):**  
[www.dexus.com/2020-sustainability-report](http://www.dexus.com/2020-sustainability-report) (refer to Dexus's Sustainability Approach and Procedures on pages 98-147);  
[www.dexus.com/discover-dexus/sustainability/sustainability-approach/future-enabled-customers-and-stong-communities](http://www.dexus.com/discover-dexus/sustainability/sustainability-approach/future-enabled-customers-and-stong-communities);  
[www.dexus.com/discover-dexus/sustainability/sustainability-approach/thriving-people](http://www.dexus.com/discover-dexus/sustainability/sustainability-approach/thriving-people)
- (D) Guidelines on governance factors. Add link(s):**  
[www.dexus.com/2020-sustainability-report](http://www.dexus.com/2020-sustainability-report) (refer to Dexus's Sustainability Approach and Procedures on pages 98-147);  
[www.dexus.com/discover-dexus/about-us/corporate-governance](http://www.dexus.com/discover-dexus/about-us/corporate-governance)
- (F) Approach to sustainability outcomes. Add link(s):**  
[www.dexus.com/2020-sustainability-report](http://www.dexus.com/2020-sustainability-report) (refer to Dexus's Sustainability Approach and Procedures on pages 98-147);  
[www.dexus.com/discover-dexus/sustainability/sustainability-approach](http://www.dexus.com/discover-dexus/sustainability/sustainability-approach)
- (H) Asset class-specific guidelines that describe how ESG incorporation is implemented. Add link(s):**  
[www.dexus.com/2020-sustainability-report](http://www.dexus.com/2020-sustainability-report) (refer to Dexus's Sustainability Approach and Procedures on pages 98-147)
- (J) Definition of responsible investment and how it relates to our investment objectives. Add link(s):**  
[www.dexus.com/2020-sustainability-report](http://www.dexus.com/2020-sustainability-report) (refer to Dexus's Sustainability Approach and Procedures on pages 98-147);  
[www.dexus.com/discover-dexus/sustainability/sustainability-approach](http://www.dexus.com/discover-dexus/sustainability/sustainability-approach)

- (K) Responsible investment governance structure. Add link(s):**  
[www.dexus.com/2020-sustainability-report](http://www.dexus.com/2020-sustainability-report) (refer to Dexus's Sustainability Approach and Procedures on pages 98-147);  
[www.dexus.com/discover-dexus/about-us/corporate-governance](http://www.dexus.com/discover-dexus/about-us/corporate-governance)
- (L) Internal reporting and verification related to responsible investment. Add link(s):**  
[www.dexus.com/2020-sustainability-report](http://www.dexus.com/2020-sustainability-report) (refer to Dexus's Sustainability Approach and Procedures on pages 98-147)
- (M) External reporting related to responsible investment. Add link(s):**  
[www.dexus.com/2020-sustainability-report](http://www.dexus.com/2020-sustainability-report) (refer to Dexus's Sustainability Approach and Procedures on pages 98-147)
- (N) Managing conflicts of interest related to responsible investment. Add link(s):**  
[www.dexus.com/2020-sustainability-report](http://www.dexus.com/2020-sustainability-report) (refer to Dexus's Sustainability Approach and Procedures on pages 98-147)
- (O) Other responsible investment aspects [as specified] Add link(s):**  
[www.dexus.com/2020-sustainability-report](http://www.dexus.com/2020-sustainability-report) (refer to Dexus's Sustainability Approach and Procedures on pages 98-147)
- (P) Our responsible investment policy elements are not publicly available

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                    | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-------------------------------|---------------|
| ISP 3     | CORE              | ISP 1.1      | N/A        | PUBLIC     | Responsible investment policy | 1             |

**What percentage of your total assets under management are covered by your policy elements on overall approach to responsible investment and/or guidelines on environmental, social and governance factors?**

- (A) Overall approach to responsible investment
- (B) Guidelines on environmental factors
- (C) Guidelines on social factors
- (D) Guidelines on governance factors

**AUM coverage of all policy elements in total:**

100.0%

| Indicator | Type of indicator | Dependent on           | Gateway to | Disclosure | Subsection                    | PRI Principle |
|-----------|-------------------|------------------------|------------|------------|-------------------------------|---------------|
| ISP 5     | CORE              | Multiple, see guidance | N/A        | PUBLIC     | Responsible investment policy | 1             |

What percentage of your total assets under management are covered by your asset class-specific guidelines that describe how ESG incorporation is implemented?

AUM Coverage:

(D) Real Estate 100.0%

## Governance

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------|---------------|
| ISP 6     | CORE              | N/A          | ISP 8      | PUBLIC     | Governance | 1             |

Do your organisation's board, chief-level staff, investment committee and/or head of department have formal oversight and accountability for responsible investment?

- (A) Board and/or trustees
- (B) Chief-level staff (e.g. Chief Executive Officer (CEO), Chief Investment Officer (CIO) or Chief Operating Officer (COO))
- (C) Investment committee
- (D) Other chief-level staff, please specify:  
  - Executive General Manager, Investor Relations, Communications & Sustainability
- (E) Head of department, please specify department:
- (F) None of the above roles have oversight and accountability for responsible investment

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------|---------------|
| ISP 7     | CORE              | N/A          | ISP 8      | PUBLIC     | Governance | 1             |

In your organisation, which internal or external roles have responsibility for implementing responsible investment?

- (A) Board and/or trustees
- (B) Chief-level staff (e.g. Chief Executive Officer (CEO), Chief Investment Officer (CIO) or Chief Operating Officer (COO))
- (C) Investment committee
- (D) Other chief-level staff [as specified]
- (E) Head of department [as specified]
- (F) Portfolio managers
- (G) Investment analysts
- (H) Dedicated responsible investment staff
- (I) Investor relations
- (J) External managers or service providers
- (K) Other role, please specify:  
 Senior Manager, Group Sustainability and Energy
- (L) Other role, please specify:
- (M) We do not have roles with responsibility for implementing responsible investment.

## People and capabilities

| Indicator | Type of indicator | Dependent on | Gateway to       | Disclosure | Subsection              | PRI Principle |
|-----------|-------------------|--------------|------------------|------------|-------------------------|---------------|
| ISP 8     | CORE              | ISP 6, ISP 7 | ISP 8.1, ISP 8.2 | PUBLIC     | People and capabilities | General       |

What formal objectives for responsible investment do the roles in your organisation have?

|  | (1) Board and/or trustees | (2) Chief-level staff               | (3) Investment committee            | (4) Other chief-level staff [as specified] | (6) Portfolio managers              |
|--|---------------------------|-------------------------------------|-------------------------------------|--|-------------------------------------|
| (A) Objective for ESG incorporation in investment activities | <input type="checkbox"/>  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/>        | <input checked="" type="checkbox"/> |

|  |  |   |                                     |  |                                     |
|--|--|---|-------------------------------------|--|-------------------------------------|
| (B) Objective for contributing to the development of the organisation's ESG incorporation approach   | <input checked="" type="checkbox"/>    | <input checked="" type="checkbox"/>                               | <input type="checkbox"/>            | <input checked="" type="checkbox"/>                                | <input type="checkbox"/>            |
| (C) Objective for contributing to the organisation's stewardship activities (e.g. through sharing findings from continuous ESG research or investment decisions) | <input type="checkbox"/>               | <input type="checkbox"/>  | <input type="checkbox"/>            | <input type="checkbox"/>   | <input type="checkbox"/>            |
| (D) Objective for ESG performance  | <input type="checkbox"/>               | <input checked="" type="checkbox"/>                               | <input type="checkbox"/>            | <input checked="" type="checkbox"/>                                | <input checked="" type="checkbox"/> |
| (E) Other objective related to responsible investment [as specified]   | <input type="checkbox"/>               | <input type="checkbox"/>  | <input type="checkbox"/>            | <input type="checkbox"/>   | <input type="checkbox"/>            |
| (F) Other objective related to responsible investment [as specified]   | <input type="checkbox"/>               | <input type="checkbox"/>  | <input type="checkbox"/>            | <input type="checkbox"/>   | <input type="checkbox"/>            |
| (G) No formal objectives for responsible investment exist for this role  | <input type="checkbox"/>               | <input type="checkbox"/>  | <input type="checkbox"/>            | <input type="checkbox"/>   | <input type="checkbox"/>            |
|  | <b>(7)<br/>Investment<br/>analysts</b> | <b>(8)<br/>Dedicated<br/>responsible<br/>investment<br/>staff</b> | <b>(9) Investor<br/>relations</b>   | <b>(10)<br/>External<br/>managers or<br/>service<br/>providers</b> | <b>(11) Other role</b>              |
| (A) Objective for ESG incorporation in investment activities   | <input checked="" type="checkbox"/>    | <input type="checkbox"/>  | <input type="checkbox"/>            | <input type="checkbox"/>   | <input checked="" type="checkbox"/> |
| (B) Objective for contributing to the development of the organisation's ESG incorporation approach   | <input type="checkbox"/>               | <input type="checkbox"/>  | <input type="checkbox"/>            | <input type="checkbox"/>   | <input checked="" type="checkbox"/> |
| (C) Objective for contributing to the organisation's stewardship activities (e.g. through sharing findings from continuous ESG research or investment decisions) | <input type="checkbox"/>               | <input type="checkbox"/>  | <input type="checkbox"/>            | <input type="checkbox"/>   | <input type="checkbox"/>            |
| (D) Objective for ESG performance  | <input checked="" type="checkbox"/>    | <input checked="" type="checkbox"/>                               | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/>                                | <input checked="" type="checkbox"/> |

(E) Other objective related to responsible investment [as specified]

(F) Other objective related to responsible investment [as specified]

(G) No formal objectives for responsible investment exist for this role

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection              | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-------------------------|---------------|
| ISP 8.1   | PLUS              | ISP 8        | N/A        | PUBLIC     | People and capabilities | General       |

**Describe the key responsible investment performance indicators (KPIs) or benchmarks that your organisation uses to compare and assess the performance of your professionals in relation to their responsible investment objectives.**

Dexus develops an annual Group Scorecard signed off by the Board covering key financial and non-financial objectives, which identifies focus areas for all staff and encourages greater collaboration through shared measures of success. The following is a selection of KPIs used (as appropriate) across the business to manage employee performance against ESG objectives:

- Delivery of environmental commitments: During FY20, Dexus achieved its 2020 NABERS Energy and NABERS Water targets set in 2015, delivering over 1,000,000 square metres of 5 star rated NABERS properties which furthered Dexus’s progress toward net zero emissions by 2030. Dexus also accelerated its investment in solar photovoltaics, including installations at select retail properties and discussions with industrial tenants for solar installations.
- Maintain customer Net Promoter Score (NPS) at or above +40: The customer NPS for the office and industrial portfolio increased to +50 in FY20 (from +46 in FY19).
- Maintain employee NPS at or above +40: Dexus achieved an average employee NPS of +61 in FY20 (+40 in FY19).
- Meet safety audit score and ensure zero fatalities from incidents: In FY20, there were zero fatalities and a safety audit score of 100% across Dexus’s corporate and management workplaces.
- Implementation of Program One: Program One is a multi-year technology systems upgrade and consolidation project to create effectiveness in data collection and reporting. Key Program One milestones were delivered during FY20.

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection              | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-------------------------|---------------|
| ISP 8.2   | CORE              | ISP 8        | N/A        | PUBLIC     | People and capabilities | General       |

Which responsible investment objectives are linked to variable compensation for roles in your organisation?

RI objectives linked to variable compensation for roles in your organisation:

**(1) Board and/or trustees**

(B) Objective for contributing to the development of the organisation's ESG incorporation approach

**(2) Chief-level staff (e.g. Chief Executive Officer (CEO), Chief Investment Officer (CIO) or Chief Operating Officer (COO))**

(A) Objective for ESG incorporation in investment activities

(B) Objective for contributing to the development of the organisation's ESG incorporation approach

(D) Objective for ESG performance

**(3) Investment committee**

(A) Objective for ESG incorporation in investment activities

**(4) Other chief-level staff**

(A) Objective for ESG incorporation in investment activities

(B) Objective for contributing to the development of the organisation's ESG incorporation approach

(D) Objective for ESG performance

**(6) Portfolio managers**

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(A) Objective on ESG incorporation in investment activities

---

(D) Objective for ESG performance

**(7) Investment analysts**

---

(A) Objective for ESG incorporation in investment activities

---

(D) Objective for ESG performance

**(8) Dedicated responsible investment staff**

---

(D) Objective for ESG performance

**(9) Investor relations**

---

(D) Objective for ESG performance

**(10) External managers or service providers**

---

(D) Objective for ESG performance

**(11) Other role**

---

(A) Objective for ESG incorporation in investment activities

---

(B) Objective for contributing to the development of the organisation's ESG incorporation approach

---

(D) Objective for ESG performance

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(G) We have not linked any RI objectives to variable compensation

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| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection              | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-------------------------|---------------|
| ISP 9     | CORE              | N/A          | N/A        | PUBLIC     | People and capabilities | General       |

How frequently does your organisation assess the responsible investment capabilities and training needs among your investment professionals?

- (A) Quarterly or more frequently
- (B) Bi-annually
- (C) Annually
- (D) Less frequently than annually
- (E) On an ad hoc basis
- (F) We do not have a process for assessing the responsible investment capabilities and training needs among our investment professionals

## Strategic asset allocation

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                 | PRI Principle |
|-----------|-------------------|--------------|------------|------------|----------------------------|---------------|
| ISP 10    | CORE              | N/A          | ISP 10.1   | PUBLIC     | Strategic asset allocation | 1             |

Does your organisation incorporate ESG factors into your strategic asset allocation?

- (A) We incorporate ESG factors into calculations for expected risks and returns of asset classes
- (B) We specifically incorporate physical, transition and regulatory changes related to climate change into calculations for expected risks and returns of asset classes
- (C) No, we do not incorporate ESG considerations into our strategic asset allocation
- (D) Not applicable, we do not have a strategic asset allocation process

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                 | PRI Principle |
|-----------|-------------------|--------------|------------|------------|----------------------------|---------------|
| ISP 10.1  | CORE              | ISP 10       | N/A        | PUBLIC     | Strategic asset allocation | 1             |

**For what proportion of assets do you incorporate ESG factors into your strategic asset allocation process?**

(A) We incorporate ESG factors into calculations for expected risks and returns of asset classes (1) for all of our assets

(B) We specifically incorporate physical, transition and regulatory changes related to climate change into calculations for expected risks and returns of asset classes (1) for all of our assets

## Climate change

### Public support

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection     | PRI Principle |
|-----------|-------------------|--------------|------------|------------|----------------|---------------|
| ISP 26    | CORE              | N/A          | N/A        | PUBLIC     | Public support | General       |

**Does your organisation publicly support the Paris Agreement?**

(A) Yes, we publicly support the Paris Agreement Add link(s) to webpage or other public document/text expressing support for the Paris Agreement:

<http://www.dexus.com/2020-sustainability-report>; <http://www.dexus.com/towards-climate-resilience>

(B) No, we currently do not publicly support the Paris Agreement

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection     | PRI Principle |
|-----------|-------------------|--------------|------------|------------|----------------|---------------|
| ISP 27    | CORE              | N/A          | N/A        | PUBLIC     | Public support | General       |

Does your organisation publicly support the Task Force on Climate-Related Financial Disclosures (TCFD)?

(A) Yes, we publicly support the TCFD Add link(s) to webpage or other public document/text expressing support for the TCFD:

<http://www.dexus.com/2020-sustainability-report>; <http://www.dexus.com/towards-climate-resilience>

(B) No, we currently do not publicly support the TCFD

## Governance

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------|---------------|
| ISP 28    | CORE              | N/A          | N/A        | PUBLIC     | Governance | General       |

How does the board or the equivalent function exercise oversight over climate-related risks and opportunities?

(A) By establishing internal processes through which the board or the equivalent function are informed about climate-related risks and opportunities. Specify:

Dexus's corporate governance framework supports a culture that understands the importance of sustainability and ensures that climate-related issues are addressed appropriately at board level. The Dexus Board oversees all strategic risks including climate change, with the Board ESG Committee overseeing the delivery of the group's climate resilience strategy and also being responsible for reviewing the adequacy of the group's approach in identifying and managing of environmental risks and opportunities, including climate-related issues. The Board Risk Committee oversees the group's enterprise risk management practices, risk appetite statement and key risk register (both of which include climate change risk).

The Board ESG Committee was established in 2019 and comprises three independent non-executive directors. The Board ESG Committee oversees the implementation of the Dexus Sustainability Approach, including its approach to managing climate-related issues across its property portfolio and funds management activities. The Board ESG Committee reports to the Dexus Board.

Climate change is a material issue for Dexus, and the Board ESG Committee is informed of climate-related risks and opportunities on a regular basis, along with planned and implemented actions to manage these issues. The Board ESG Committee meets quarterly to review and approve relevant corporate and compliance policies as well as review reports on ESG performance and climate-related risks, including active projects, achievements and performance metrics. The Board ESG Committee works closely with the Board Risk Committee on climate-related issues because of the inclusion of climate change in Dexus's Risk Appetite Statement and on Dexus's key risk register.

(B) By articulating internal/external roles and responsibilities related to climate. Specify:

The governance framework is applied to climate-related impacts across the Dexus group and specifies roles and responsibilities, including:

- Dexus Board: Ultimate oversight of Dexus's strategy, including the appetite for climate-related risks and opportunities and approach to managing climate-related issues across its property portfolio and funds management activities
- Board ESG Committee: Oversight of implementation of the Dexus Sustainability Approach, including its approach to addressing climate-related issues, and delivery of the group's environmental and sustainability initiatives and commitments, including performance, challenges and opportunities
- Board Risk Committee: Reviews management action to address risk tolerances exceeding measures set out in the Dexus Risk Appetite Statement, including those relating to climate change
- Group Management Committee: Leads and monitors the delivery of carbon reduction and climate resilience activities across the group
- Group ESG Committee and Group Risk Committee: Oversees the implementation of Dexus's climate resilience strategy, policies and practices including portfolio risk initiatives, linking these to business operations and corporate governance
- Climate Resilience Working Group: Cross functional group coordinating climate-related issue management across their respective teams, evaluating performance of initiatives and maintaining a current view of climate-related risks and opportunities
- Sustainability team: Responsible for day-to-day operationalisation of carbon reduction and climate resilience activities across the group, including regular review of climate-related risks and opportunities through scenario analysis
- Risk team: Oversees the group's Risk Management Framework which includes the risk appetite for climate change (and monitoring of relevant tolerances) and the inclusion of climate as a key risk; and are responsible for Dexus's Environmental Management System that is certified to ISO 14001:2015.

(C) By engaging with beneficiaries to understand how their preferences are evolving with regard to climate change. Specify:

(D) **By incorporating climate change into investment beliefs and policies. Specify:**

The Dexus Board sets the appetite for risk annually and climate-related issues are addressed in the group's Risk Appetite @ Dexus. Climate-related issues are also incorporated into the group's operations through integration of the Dexus Sustainability Approach into the group's strategy and through the consideration of climate change as a key risk.

Climate-related issues are considered as one of several risks and opportunities that guide decision making in line with Dexus's Risk Management Framework and overall strategy. The Dexus Risk Management Framework is aligned to the principles of ISO 31000:2018 and provides the foundation for employees to manage climate-related risks.

The Dexus Sustainability Approach is used as a lens to integrate ESG risks and opportunities (including climate-related impacts) into Dexus's property management and funds management activities. Climate-related issues are considered with reference to themes of Dexus's climate resilience strategy:

- Mitigating Dexus's impact through decarbonisation, energy efficiency and renewable energy
- Adapting to physical and transitional risks relevant to properties, people and operations, and leveraging climate change-related opportunities
- Influencing the value chain by engaging customers and suppliers to reduce climate impacts.

Climate change has been incorporated into relevant group policies and procedures to provide guidance to employees and inform all stakeholders of Dexus's commitment to managing climate-related issues. This includes Dexus's Environment Policy and Environmental Management System (certified to ISO 14001:2015), which apply across the group to properties under management as well as developments and transactions.

Dexus has a rigorous process for evaluating ESG risks and opportunities in investment decisions, including reviewing long-term asset plans and conducting environmental and climate-related due diligence on acquisitions so that climate risks are identified and effectively managed.

(E) **By monitoring progress on climate-related metrics and targets. Specify:**

Dexus sets measurable performance targets (annual and multi-year targets) to support the delivery of the Dexus Sustainability Approach, including targets associated with its approach to addressing climate change.

A cornerstone of Dexus’s climate resilience approach is its target to achieve net zero emissions across the group-managed portfolio by 2030. This ambition will be achieved through enhancing portfolio energy efficiency and targeting the use of 100% renewable energy by 2030. The Sustainability team reports quarterly to the Board ESG Committee regarding the status of progress against these key commitments as well as other environmental metrics that measure the group’s carbon reduction activities and key projects that form part of the group's climate resilience strategy.

The Executive General Manager, Investor Relations, Communications and Sustainability, and the Senior Manager, Group Sustainability and Energy present at Dexus Board meetings by invitation and at each quarterly Board ESG Committee meeting as a standing agenda item. The Sustainability team presents its Quarterly Sustainability Report which details progress and status on climate and sustainability targets at the Board ESG Committee meetings. The Sustainability team also reports on progress on its climate resilience roadmap (mitigation, adaptation, and influencing value chain). Post-meeting, the Board ESG Committee minutes are provided to the Dexus Board.

Annually the Dexus Board reviews and approves the risk appetite statement and related tolerances and metrics which includes climate change. The risk appetite metrics are then monitored quarterly and reported to the Group Risk Committee and Board Risk Committee, and by exception to the Board. Each key risk, including climate change risk, is reported on quarterly to these Committees, and discussed in detail on an annual basis at a minimum. Sustainability commitments are approved by the Dexus Board annually, or as required by exception.

(F) **By defining the link between fiduciary duty and climate risks and opportunities. Specify:**

Dexus recognises its fiduciary duty for ensuring effective governance and risk management procedures are implemented to integrate climate risks and opportunities across the group’s operations.

Specifically, the Dexus Board and the Dexus Responsible Entity Boards are responsible for ensuring effective corporate governance and risk management across the group’s property portfolio and funds management activities as well as ensuring that these Boards meet their fiduciary and statutory obligations to investors. This includes oversight of the integration of environmental, climate, social and governance considerations into strategy, risk management and statutory reporting.

The Investment Committee also recognises its fiduciary duty to act in the best interests of Dexus investors and third party capital partners. The Investment Committee uses a formal process and templates to collect and evaluate a wide range of data relating to climate risks, opportunities and impacts before approving or endorsing each investment decision.

(G) Other measures to exercise oversight, please specify:

(H) The board or the equivalent function does not exercise oversight over climate-related risks and opportunities

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------|---------------|
| ISP 29    | CORE              | N/A          | N/A        | PUBLIC     | Governance | General       |

**What is the role of management in assessing and managing climate-related risks and opportunities?**

(A) **Management is responsible for identifying climate-related risks/opportunities and reporting them back to the board or the equivalent function. Specify:**

At Dexus, management are:

- Executive level: Group Management Committee has overall management accountability for assessing and managing climate-related issues, governance and risk management programs.
- Senior Management level:
  1. Group ESG Committee/Group Risk Committee: Responsible for overseeing the implementation of Dexus's climate resilience strategy, policies and practices as well as overseeing portfolio risk initiatives and linking these to business operations and corporate governance.
  2. Property Executive Committee and Dexus/CBRE Strategic Management Committee: Operational accountability for managing climate-related issues, with support from the Sustainability and Risk teams
- Climate Resilience Working Group: Cross functional group whose responsibilities include maintaining a current view of climate-related risks and opportunities.

Climate-related impacts are identified through periodic group-wide climate change assessments, ongoing site risk audits and surveys, and industry and investor engagement. Climate change is considered within Dexus's Risk Appetite Statement and is listed on the Dexus key risk register and managed in accordance with the Dexus Risk Management Framework.

Annually the Dexus Board reviews and approves the risk appetite statement and related metrics. These metrics are monitored quarterly, reported to the Group Risk Committee and Board Risk Committee, and by exception to the Dexus Board. Each key risk, including climate, is reported quarterly to Group Risk Committee and Board Risk Committee, and discussed in detail on an annual basis at a minimum.

The Board ESG Committee is informed by management of climate-related impacts, along with planned and implemented actions to manage these issues. The Board ESG Committee meets quarterly to review and approve relevant policies, review reports on climate-related risks and ESG performance, including projects, achievements and performance metrics.

**(B) Management implements the agreed-upon risk management measures. Specify:**

The Dexus Board sets the appetite for risk annually and climate-related issues are addressed in the group's Risk Appetite @ Dexus. Climate-related risks are managed in accordance with the Dexus Risk Management Framework, which is aligned to the principles of ISO 31000:2018 and provides the foundation for employees to manage the risks inherent in achieving the group's strategy. Climate change is listed on the Dexus key risk register, which has resulted in the development of control measures and detailed discussion of climate risk at leadership and board levels.

Since 2011, Dexus has undertaken periodic portfolio-wide climate change risk assessments to understand the exposure of its portfolio to physical risks. Dexus also reviews property-specific scenario data and surveyed facility and operations managers to assess climate vulnerability at each property. Data is used to inform future investments and establish mitigation plans for existing investments. High risk properties undertake site-specific climate change risk assessments to evaluate significant climate-related vulnerabilities and adaptation action. Management of physical climate risks at the asset level has been integrated into the Dexus Environmental Management System (EMS) which is certified to ISO 14001:2015.

To support a comprehensive understanding of climate-related issues, Dexus has incorporated a wide range of scenarios into its climate risk management approach that are addressed in its Towards Climate Resilience report (available at <http://www.dexus.com/towards-climate-resilience>).

**(C) Management monitors and reports on climate-related risks and opportunities. Specify:**

The Group Management Committee has overall management accountability for assessing and managing climate-related issues, governance and risk management programs while the Group ESG Committee and Group Risk Committee are accountable for overseeing the implementation of Dexus's strategy in relation to climate change policies and risk practices across the group.

The Sustainability team reports monthly to the Group Management Committee regarding the status of progress against key Dexus environmental commitments, and climate resilience initiatives while the Risk team reports quarterly to the Group Risk Committee regarding progress of risk management programs, activities and impacts (including climate risk management).

The Executive General Manager, Investor Relations, Communications and Sustainability, and the Senior Manager, Group Sustainability and Energy present an ESG update in the form of a Quarterly Sustainability Report at the Group ESG Committee meetings as part of a standing agenda on a quarterly basis. The Sustainability team prepares the Quarterly Sustainability Report which details sustainability and climate resilience activities and achievements, progress and status of sustainability and climate-related targets as well as current or emerging trends that may influence strategy or decision making.

Dexus also publicly discloses its approach to addressing climate-related issues within its Annual Reporting Suite, in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. In addition, Dexus's Towards Climate Resilience report identifies opportunities for evolving its approach to managing climate-related issues and describes actions that Dexus can take to support its resilience across a range of climate scenarios. Dexus's Towards Climate Resilience report is available at <http://www.dexus.com/towards-climate-resilience>.

(D) Management ensures adequate resources, including staff, training and budget, are available to assess, implement and monitor climate-related risks/opportunities and measures. Specify:

Dexus provides adequate staffing via its dedicated Climate Resilience Working Group, its in-house Sustainability and Risk teams and through engaging external consultants. The working group provides cross-functional support while coordinating climate-related issues management across the group. The Sustainability team is responsible for day-to-day operationalisation of carbon reduction and climate resilience activities across the group, including regular review of climate-related risks and opportunities through scenario analysis. The Risk team oversees the group's Risk Management Framework and Environmental Management System which together ensure that climate and environmental risks are adequately addressed. These teams collaborate with business units to integrate climate-related risks and opportunities into business processes. Dexus also routinely engages external consultants to enhance Dexus's capabilities through their broad range of specialist experience and expertise.

Dexus provides adequate training to support employee understanding of climate-related impacts, including:

- The annual Risk and Sustainability Roadshows for operational teams where Dexus's climate resilience management approach has been presented to facility managers across Australia.
- The annual Creating Change internal event which helps raise internal awareness of Dexus's Sustainability Approach and how employees can contribute to addressing ESG and climate change issues in their roles.

Dexus provides adequate financial resources to support its approach to managing climate-related impacts. This includes asset-specific budgets for energy efficiency and emissions reduction activities, such as strategic improvement plans, capital expenditure budgets, GreenPower provisioning, waste management expenses, certification costs. Dexus also incurs portfolio-wide expenditure, relating to the physical risk assessments, environmental/climate risk inspections, climate scenario analysis, its carbon neutrality budget and cloud-based analytics platform.

(E) Other roles management takes on to assess and manage climate-related risks/opportunities, please specify:

(F) Our management does not have responsibility for assessing and managing climate-related risks and opportunities

# Strategy

| Indicator | Type of indicator | Dependent on | Gateway to             | Disclosure | Subsection | PRI Principle |
|-----------|-------------------|--------------|------------------------|------------|------------|---------------|
| ISP 30    | CORE              | N/A          | Multiple, see guidance | PUBLIC     | Strategy   | General       |

## Which climate-related risks and opportunities has your organisation identified within its investment time horizon(s)?

(A) **Specific financial risks in different asset classes. Specify:**

Access to new market revenue opportunities, particularly in the renewable sector, with the opportunity to leverage Australia's grid transformation and increases in distributed electricity generation to remove barriers and support the implementation of on-site renewable energy. There is ample opportunity for Dexus to deploy on-site solar photovoltaics (PV) across its industrial portfolio. Dexus's long term goal is to harness its extensive industrial rooftop space for the generation of electricity to unlock additional financial value for investors, tenants and Dexus. This will enhance existing revenue streams or create new ones as well as accommodate increasing demands from tenants for renewable energy and help facilitate the transition to a low- carbon economy in line with Dexus's target to achieve net zero emissions by 2030.

(B) **Specific sectors and/or assets that are at risk of being stranded. Specify:**

Risk of stranded assets differ by geographic location. A geospatial analysis was conducted as part of the portfolio-wide climate risk assessments that mapped Dexus's properties against their relevant climate zones and linked them to the different scenario outcomes. Changes in the severity of extreme weather events (such as bushfires, cyclones, hail and floods) varied for different geographic locations, highlighting geographical hotspots and differing acute risk exposure levels for Dexus's assets located in different cities across Australia. This in turn results in fluctuations in the risk of stranded assets differing by geographic location.

(C) **Assets with exposure to direct physical climate risk. Specify:**

Change in frequency and severity of extreme weather events such as bushfires, cyclones, hail and floods. These extreme weather changes may result in increased insurance premiums and have the potential to reduce availability of insurance for assets in locations of high risk. There is also the potential for increased operating expenses and other negative financial impacts, such as higher maintenance costs, shorter equipment lifespans, higher utility prices and higher council rates in addition to interruptions to tenant services which may lead to reduced rental revenue, lower building occupancy rates and risk of tenant legal proceedings.

(D) **Assets with exposure to indirect physical climate risk. Specify:**

Change in customer expectations, particularly government tenants, for high performing efficient buildings. This shift in customer preference enhances Dexus's competitive position, highlighting the strength of Dexus's office portfolio which achieved its 2020 target by delivering over 1,000,000 square metres of office space rated at minimum 5 star NABERS Energy. Dexus benefits from this change in consumer behaviour as government and some private sector customers currently require a minimum level of energy efficiency in their office tenancies, typically requiring their properties to achieve 4.5 star NABERS Energy ratings or higher. Exceeding these customer expectations results in lower vacancy, higher rental returns and higher property valuations.

(E) Specific sectors and/or assets that are likely to benefit under a range of climate scenarios. Specify:

(F) **Specific sectors and/or assets that contribute significantly to achieving our climate goals. Specify:**

Dexus is committed to achieving net zero emissions by 2030 and this ambition will be achieved through enhanced energy efficiency and increasing the use of renewable energy across its portfolio. Dexus optimises resource efficiency through targets and strategic improvement plans that direct investment to opportunities which enhance economic and environmental benefit. Dexus's office portfolio has a strong track record in improving its energy efficiency and reducing its carbon footprint, since Dexus first set NABERS portfolio targets in 2008. In 2020, this culminated in the office portfolio meeting its NABERS Energy target by delivering over 1,000,000 square metres of office space rated at 5 stars or above. This highlights the significant contribution that Dexus's office portfolio makes to mitigating the group's climate impacts through decarbonisation and energy efficiency in line with the group's 2030 net zero carbon target.

(G) Other climate-related risks and opportunities identified. Specify:

Changes to regulation and carbon policy frameworks along with changes to investor expectations: Unsupportive policy frameworks may reduce the capacity for Dexus, its customers, and supply chain to meet stakeholder expectations for emissions reductions. In addition, investor expectations on corporate climate change management may change, with some investors divesting businesses that exhibit high carbon intensity or that do not articulate a clear strategy for addressing climate change risks.

Supportive policy frameworks enable Dexus, its customers, and supply chain to reduce their carbon intensity and meet stakeholder expectations for emissions reductions. Further, supportive policy frameworks can increase investment in Australian companies by global investors seeking to invest in and support the low-carbon transition. This highlights the importance of monitoring and responding to emerging climate-related legislation, such as emissions taxes and tariffs on energy, to maintain compliance as well as manage any increases in operational costs and reporting obligations.

(H) We have not identified specific climate-related risks and opportunities within our organisation's investment time horizon

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------|---------------|
| ISP 30.1  | CORE              | ISP 30       | N/A        | PUBLIC     | Strategy   | General       |

For each of the identified climate-related risks and opportunities, indicate within which investment time-horizon they were identified.

|  | (1) 3–5 months                      | (2) 6 months to 2 years             | (3) 2–4 years                       | (4) 5–10 years                      |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| (A) Specific financial risks in different asset classes [as specified]   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| (B) Specific sectors and/or assets that are at risk of being stranded [as specified]                           | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| (C) Assets with exposure to direct physical climate risk [as specified]  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| (D) Assets with exposure to indirect physical climate risk [as specified]                                      | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| (F) Specific sectors and/or assets that contribute significantly to achieving our climate goals [as specified] | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

|  |                                     |                                     |                                     |                                     |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| (G) Other climate-related risks and opportunities identified [as specified]                                    | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
|  | (5) 11–20 years                     | (6) 21–30 years                     | (7) >30 years                       |                                     |
| (A) Specific financial risks in different asset classes [as specified]   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |                                     |
| (B) Specific sectors and/or assets that are at risk of being stranded [as specified]                           | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |                                     |
| (C) Assets with exposure to direct physical climate risk [as specified]  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |                                     |
| (D) Assets with exposure to indirect physical climate risk [as specified]                                      | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |                                     |
| (F) Specific sectors and/or assets that contribute significantly to achieving our climate goals [as specified] | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |                                     |
| (G) Other climate-related risks and opportunities identified [as specified]                                    | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |                                     |

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------|---------------|
| ISP 31    | CORE              | N/A          | N/A        | PUBLIC     | Strategy   | General       |

**Which climate-related risks and opportunities has your organisation identified beyond its investment time horizon(s)?**

**(A) Specific financial risks in different asset classes. Specify:**

Climate impacts on asset valuations. Assets decline in value (or do not realise earning potential) because they are emissions intensive and/or they are located in areas deemed to have high physical climate risk, (i.e. with high exposure to acute and/or chronic climate impacts). The financial impacts to returns from climate change relate to changes in income (rent risk), property valuation and saleability (valuation risk, stranded asset), changes in the availability and cost of capital (capital markets risk) as well as increased operating costs and capital expenditure (cost of adaptation and/or remediation, operating costs, insurability). Appropriate integration of climate-related issues into transaction processes may control for risks of asset value loss or mispricing.

**(B) Specific sectors and/or assets that are at risk of being stranded. Specify:**

Risk of stranded assets differ by geographic location. A geospatial analysis was conducted as part of the portfolio-wide climate risk assessments that mapped Dexus's properties against their relevant climate zones and linked them to the different scenario outcomes. Chronic changes to climate (such as rising mean temperature, heat stress and water stress) varied for different geographic locations, highlighting geographical hotspots and differing chronic risk exposure levels for Dexus's assets located in different cities across Australia. This in turn results in fluctuations in the risk of stranded assets differing by geographic location.

(C) **Assets with exposure to direct physical climate risk. Specify:**

Chronic changes to climate such as rising mean temperature and heat stress. Rising mean temperature can lead to increased operating and maintenance costs, particularly as indoor temperature must be maintained to meet occupant comfort requirements. Dexus's portfolio-level climate change risk modelling reviewed physical property risks against the IPCC's AR5 RCP8.5 scenario (likely worst-case scenario) using 2030 and 2070 time horizons. The assessment looked at chronic physical risks such as changes in the number of days expected to experience temperatures of more than 35 degrees Celsius in 2030 and the mean maximum temperature risk forecasts for 2030 and 2070 time horizons.

(D) **Assets with exposure to indirect physical climate risk. Specify:**

Ability of Dexus's supply chain to meet corporate aspirations and/or effectively address climate-related impacts. Climate impacts Dexus's tier 1 supply chain and creates advantages or disadvantages for suppliers based on their ability to meet Dexus's increasing sustainability preferences towards low- carbon products and services, to support Dexus's net zero by 2030 target. In addition, suppliers may face challenges to adapt their business model and operations to thrive in a low- carbon future scenario and/or to successfully operate in areas deemed to have high physical climate risk (i.e. adequately manage high exposure to acute and/or chronic climate impacts).

(E) Specific sectors and/or assets that are likely to benefit under a range of climate scenarios. Specify:

(F) **Specific sectors and/or assets that contribute significantly to achieving our climate goals. Specify:**

Investor expectations on corporate climate change management. Change in investor behaviour to divest from businesses that exhibit high carbon intensity or that do not articulate a clear strategy for addressing climate change risks. The opportunity exists to leverage change in investor preferences to enhance competitive position and improve access to capital. The trend will support Dexus's 2030 net zero carbon aspiration and so significantly contributes to achieving Dexus's climate goals.

(G) **Other climate-related risks and opportunities identified, please specify:**

Changes to social and demographic makeup of cities because of climate migration. There are socio-economic disruptions associated with extreme weather and longer-term climate shifts and mass migration contributes to notable demographic changes and political challenges. Property companies are required to provide buildings and spaces that can withstand climate extremes, while also supporting local communities impacted by climate change through product and service provision during times of need.

(H) We have not identified specific climate-related risks and opportunities beyond our organisation's investment time horizon

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------|---------------|
| ISP 32    | PLUS              | N/A          | N/A        | PUBLIC     | Strategy   | General       |

**Describe the impact of climate-related risks and opportunities on your organization's investment strategy, products (where relevant) and financial planning.**

Dexus's strategy, products, operating costs and financial planning is impacted by climate-related risks and opportunities as follows:

Short term transition risks and opportunities:

- Current regulation: Maintaining legal compliance to climate-related policy and legislation, which leads to associated increased compliance costs due to enhanced emissions reporting obligations.

- Emerging regulation: Monitoring and responding to emerging climate-related legislation such as, emissions taxes and tariffs on energy, to maintain compliance. The introduction of emissions taxes or increased energy tariffs may lead to increased operating costs.
- Market: Change in investor behaviour to divest from businesses that exhibit high carbon intensity or that do not articulate a clear strategy for addressing climate change risks. Dexus monitors investment sentiment and adapts its investor engagement strategy to leverage change in investor preferences to enhance competitive position and improve access to capital.
- Market: Dexus monitors customer expectations for impacts from changes in customer expectations, particularly government tenants, for high performing efficient buildings. This shift may lead to changes in building operations including procurement and capital works financial planning in response to customer expectations through which Dexus seeks to enhance its competitive position, resulting in higher occupancy and rental returns.

Short term physical risks and opportunities:

- Acute physical risks: Change in frequency and severity of extreme weather events such as bushfires, cyclones and floods. These extreme weather changes may contribute to increased expenditure related to property damage, may result in increased insurance premiums, and have the potential to reduce availability of insurance for assets in locations of high risk.

Medium term transition risks and opportunities:

- Technology: Existing and emerging technology can be applied to improve the efficiency of building operations. Technological change can increase Dexus's ability to monitor resource consumption and material flows in real time, resulting in better operational decisions to increase building performance. Smart data can improve customer sustainability engagement and whole building efficiency. Technological improvements to building plant equipment can increase resource efficiency when existing equipment reaches its end of life.
- Supply chain: Climate impacts Dexus's tier 1 supply chain and creates advantages or disadvantages for suppliers based on their ability to meet Dexus's increasing sustainability preferences towards low-carbon products and services, to support Dexus's net zero by 2030 target. In addition, suppliers may face challenges to adapt their business model and operations to thrive in a low-carbon future scenario, which for Dexus may result in changes in the costs of products and services, or limited product or service availability.
- Market: Dexus's product offering is impacted by access to new market revenue opportunities, particularly in the renewable sector, with the opportunity to leverage Australia's grid transformation and increases in distributed electricity generation by new market operations, which removes barriers and supports the implementation of on-site renewable energy.
- Value chain: Dexus's customer service offering is impacted by shifting market expectations to integrate scope 3 emissions, i.e. move towards a whole building approach for both climate mitigation and adaptation. The inclusion of occupant emissions into climate resilience strategy provides external certification opportunities, such as Dexus's science-based emissions target (approved by the Science Based Targets initiative in 2019) and Green Star credits. Enhancing occupant sustainability engagement on reducing their carbon footprint supports Dexus's net zero by 2030 target and provides Dexus with a point of difference in its customer service offering.

Medium-long term physical risks and opportunities:

- Chronic physical: Asset operational and financial planning is impacted by changes to climate such as rising mean temperature, heat stress and water stress. Rising mean temperature can lead to increased operating and maintenance costs, particularly as indoor temperature must be maintained to meet occupant comfort requirements. Water stress can lead to increased water costs (if water prices increase with increased scarcity) as well as loss of customers because a reliable and efficient water supply at a competitive price cannot be provided.

## Strategy: Scenario analysis

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                  | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-----------------------------|---------------|
| ISP 33    | CORE              | N/A          | ISP 33.1   | PUBLIC     | Strategy: Scenario analysis | General       |

Does your organisation use scenario analysis to assess climate-related investment risks and opportunities? Select the range of scenarios used.

- (A) An orderly transition to a 2°C or lower scenario
- (B) An abrupt transition consistent with the Inevitable Policy Response
- (C) A failure to transition, based on a 4°C or higher scenario
- (D) Other climate scenario, specify:
- (E) We do not use scenario analysis to assess climate-related investment risks and opportunities

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                  | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-----------------------------|---------------|
| ISP 33.1  | PLUS              | ISP 33       | N/A        | PUBLIC     | Strategy: Scenario analysis | General       |

Describe how climate scenario analysis is used to test the resilience of your organisation's investment strategy and inform investments in specific asset classes.

- (A) An orderly transition to a 2°C or lower scenario

In its Towards Resilience Report, Dexu describes the three scenarios it has developed to inform its climate resilience strategy, its acquisition strategy and physical property risk management activities.

The “Dedication and delivery” scenario limits global warming to below 2°C by 2100 and represents an orderly transition to a low-carbon economy based on the prioritisation of sustainable development and global collaboration. This is the dawn of the renewable energy internet, facilitated by decentralised energy grids, supportive policy and a strong carbon price. The sharing economy becomes mainstream, to drive waste reduction and resource efficiency. This scenario means that:

- By 2030: The property sector electricity demand reduces by 70%, there is rapid uptake of renewables and battery storage and a global carbon price is introduced
- By 2050: All buildings are net zero emissions, Australia’s electricity sector is carbon neutral and electric vehicles share of the market increases to 90%.

This “Dedication and delivery” scenario impacts the group’s investment strategy, development activities and operations as:

- Buildings must source 100% renewable energy and store it on-site for supply to the property and its surroundings
- There are opportunities to diversify revenue streams beyond rental income, to include energy provision, rental of fitout and workspace technology, and mobility services as part of a ‘space-as-a-service’ offering
- There are opportunities to coordinate broader economic activity through its buildings, leveraging their access to energy, transport, workspace and other utilities.

The key financial implications associated with the “Dedication and delivery” scenario are impacts to rental revenue and building valuations based on whether Dexu delivers properties that meet customer demand. Impacts to operating costs based on exposure to carbon pricing through use of non-renewable energy as well as opportunities for additional revenue streams based on renewable energy internet and sharing economy.

#### (B) An abrupt transition consistent with the Inevitable Policy Response

In its Towards Resilience Report, Dexu describes the three scenarios it has developed to inform its climate resilience strategy, its acquisition strategy and physical property risk management activities.

The Inevitable Policy Response is incorporated into the “Delay and disruption” scenario which tests the business’s strategy against a forceful policy response to climate change in the near term. The “Delay and disruption” scenario represents a disorderly transition to a low-carbon economy based on abrupt policy shifts that occur after years of delay. Business-as-usual continues in the early 2020s, until the growing momentum for climate action leads to a forceful but disorderly set of policy responses before 2030 for which financial markets are underprepared. The pre-2030 policy shock includes:

- Very high energy efficiency standards imposed on all buildings (new and existing)
- Significant incentives for renewable energy
- Global phase out of coal, Australian coal use and exports cease by 2050
- Sales bans on conventional vehicles
- National carbon prices with border carbon adjustments.

The policy shock causes rapid asset repricing and stranded assets, particularly across fossil fuel industries. There are flow-on impacts that lead to global economic losses as high as \$US4 trillion and there is rapid increase in demand for clean, efficient technologies and low-carbon energy sources based on policy interventions including carbon pricing.

This “Delay and disruption” scenario impacts the group’s investment strategy, development activities and operations as:

- Energy efficient buildings powered by renewable energy are less exposed to costs or penalties imposed by mandatory energy efficiency upgrades
- Customer mix will change, as traditional utility and energy customers are replaced with customers that have greater ‘carbon competitive advantage’
- Carbon intensity of the value chain becomes financially material.

The key financial implications associated with the “Delay and disruption” scenario include capital expenditure required to comply with energy efficiency standards, impacts to rental revenue based on asset repricing implications for affected industries across customer base as well as impacts to developments, capital and operational expenditures from carbon pricing.

#### (C) A failure to transition, based on a 4°C or higher scenario

In its Towards Resilience Report, Dexus describes the three scenarios it has developed to inform its climate resilience strategy, its acquisition strategy and physical property risk management activities.

The “Division and deterioration” scenario means global warming may exceed 3°C by 2100 and this scenario represents a failure to decarbonise. The mounting climate impacts lead to protectionism and a breakdown in international cooperation that stymies climate action. Governments deprioritise the low-carbon transition while stakeholders continue to mount pressure on business to fill the gap. There are socio-economic disruptions associated with extreme weather and longer-term climate shifts, threats to global supply chains from extreme weather events and breakdowns in international free trade agreements as well as mass migration which contributes to notable demographic changes and political challenges.

This “Division and deterioration” scenario impacts the group’s investment strategy, development activities and operations as:

- Corporates are increasingly expected to invest in emissions reductions and climate resilience without meaningful policy frameworks or public incentives
- Property companies are required to provide buildings and spaces that can withstand climate extremes, while also supporting local communities through product and service provision in times of need.

The key financial implications associated with the “Division and deterioration” scenario are impacts to valuations and capital expenditure requirements to enhance resilience, revenue and operational expenditure impacts from business continuity disruptions and need to provide community support along with development project delays and expenditure impacts from supply chain disruptions.

## Risk management

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection      | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-----------------|---------------|
| ISP 34    | PLUS              | ISP 30       | N/A        | PUBLIC     | Risk management | General       |

### Which risk management processes do you have in place to identify and assess climate-related risks?

(A) Internal carbon pricing. Describe:

(B) Hot spot analysis. Describe:

Since 2011, Dexus has undertaken periodic portfolio-wide climate risk assessments to understand the exposure of its portfolio to physical risks such as increasing frequency and severity of extreme weather, as well as longer-term shifts in climatic conditions.

The most recent risk assessment, completed in 2019, incorporated medium and long-term greenhouse gas emission scenarios (RCP 4.5 and RCP 8.5) from the Fifth Assessment Report of the Intergovernmental Panel on Climate Change, as well as climate projections from the CSIRO and the NSW Office of Environment and Heritage.

The RCP 8.5 scenario was chosen to identify high-impact climate-related outcomes, including the magnitude and specific locations where hazards are likely to occur. A geospatial analysis was conducted to map Dexus’s properties against their relevant climate zones and link to the scenario outcomes. Risk exposure was rated for each property using Dexus’s two-dimensional risk rating matrix, which assesses likelihood and consequence for each type of physical risk.

Dexus also reviewed property-specific scenario data including flood maps, and likely frequency and intensity of bushfires and storms to assess each property and identify hotspots in each geographical market. To sense-check these results, Dexus surveyed facility and operations managers to assess climate vulnerability at their properties. Analysis has informed the overall level of physical risk exposure across all existing properties and geographical hotspots. Data is used to inform future investments and establish mitigation plans for existing investments. High risk properties undertake site-specific climate change risk assessments to evaluate significant climate-related vulnerabilities and adaptation actions.

(C) Sensitivity analysis. Describe:

Dexus conducts periodic group-wide climate change risk assessments to determine the magnitude of climate risks across the portfolio. This involves desktop analysis of exposures to climate change related events and is supported by data from ongoing site risk management inspections and site survey data. To support a comprehensive understanding of climate-related issues, Dexus has incorporated a wide range of scenarios into its climate risk management approach. Properties which have been identified as high risk through the physical climate risk assessment, undertake site-specific climate risk assessments to evaluate significant climate-related vulnerabilities and adaptation actions. At the property level, natural catastrophe risks are assessed as part of Dexus's risk engineering audit regime which uses a risk adjusted approach to selecting sites to audit. The assessment process involves sensitivity analysis and determination of climate risk level based on the inherent risk with reference to recent and historical natural disaster events such as flood, cyclone, hurricane, windstorm and earthquake, geographical factors, while factoring in climate change projections and previous loss data.

Key climate risks are identified, site mitigation plans are developed and climate change adaptation initiatives are identified to enhance resilience at sites where vulnerabilities are identified. Initiatives are coordinated at the corporate level and managed at the property level. Climate resilience is considered across all properties through its integration into Dexus's Environmental Management System, which is certified to ISO 14001:2015. This provides a structured property risk management process for head office and site-based teams to evaluate sensitivities and vulnerability levels as well as develop adaptation plans and actions moving forward.

- (D) TCFD reporting requirements on external investment managers where we have externally managed assets. Describe:
- (E) TCFD reporting requirements on companies. Describe:
- (F) **Other risk management processes in place, please describe:**

Dexus's climate risk management approach includes a focus on mitigating its climate impacts through decarbonisation, energy efficiency and renewable energy. Dexus works to reduce its greenhouse gas emissions by:

- Tracking greenhouse gas emissions across the group portfolio and ongoing disclosure performance
- Setting continuous improvement targets (such as its 2030 net zero carbon target, its NABERS Energy program to improve energy efficiency and its RE100 commitment to source 100% renewable energy by 2030)
- Implementing energy efficiency and fuel switching projects
- Conducting ongoing energy management processes and initiatives across operations
- Generating energy onsite from renewable sources
- Purchasing accredited emission-free GreenPower
- Incorporating environmental performance and initiatives into new developments and investment decision making
- Maintaining carbon neutral certification for its corporate operations under the Climate Active Carbon Neutral Standard via participation in the Climate Active Australian Government Carbon Neutrality Program
- Actively participating in industry collaborations, including sustainability benchmark GRESB and the Sydney-based Better Buildings Partnership (BBP).

- (G) We do not have any risk management processes in place to identify and assess climate-related risks

| Indicator | Type of indicator | Dependent on           | Gateway to | Disclosure | Subsection      | PRI Principle |
|-----------|-------------------|------------------------|------------|------------|-----------------|---------------|
| ISP 35    | PLUS              | Multiple, see guidance | N/A        | PUBLIC     | Risk management | General       |

**In which investment processes do you track and manage climate-related risks?**

- (A) In our engagements with investee entities, and/or in engagements conducted on our behalf by service providers and/or external managers. Describe:
- (E) In the asset class benchmark selection process. Describe:
- (F) **In our financial analysis process. Describe:**

Dexus has a rigorous process for evaluating the ESG risks and opportunities relating to investment decisions. This includes reviewing long-term asset plans and conducting appropriate environmental and climate-related due diligence on acquisitions so that climate risks are identified and effectively managed.

The Investment Committee recognises its fiduciary duty to act in the best interests of Dexus and its third party capital partners and uses a formal process and templates to collect and evaluate a wide range of data relating to climate risks, opportunities and impacts before approving or endorsing each investment decision.

The due diligence process is used to identify ESG risks, such as exposure to physical climate risk, the ability to attract and meet tenants' demand based on asset energy performance and the capital expenditure required to align the asset to meet Dexus's sustainability targets over the short to medium-term. This process requires details on the potential acquisition's environmental performance, including NABERS and Green Star ratings, energy and water consumption, climate change impact research or assessments, building upgrade and improvement plans, past energy and water audits, environmental risk assessments or Initial Status Audits (ISA) along with costings required to implement upgrades to the property in line with the group's 2030 net zero carbon ambition.

Outcomes of the due diligence process influence Dexus's investment decisions. Material issues could lead to the abandonment of the potential investment, while less significant issues, risk and opportunities may influence the investment price or the terms of sale. Less significant issues may also present opportunities to reposition and add value to under-performing properties through environmental, carbon and climate resilience initiatives. However, if an investment fails to meet the ESG due diligence criteria, it may prevent an otherwise worthwhile transaction from proceeding.

(G) Other investment process(es). Describe:

For properties under management, climate resilience, environmental performance and reducing resource consumption is critical and is measured, monitored and managed to meet climate-related performance targets. Dexus is committed to operational efficiency across the property portfolio to deliver savings in resource consumption, reductions in greenhouse gas emissions and to meet the climate expectations of all stakeholders, now and in the future.

Energy is a significant operating cost and Dexus has allocated resources to track and benchmark performance and identify energy efficiency opportunities. Dexus benchmarks its energy efficiency performance against leading industry benchmarks, NABERS and Green Star. Dexus also analyses and implements operational efficiencies to reduce energy use and develops budgets that take into consideration forecast movements in energy prices which are driven, in part, by climate-related impacts. Dexus conducts group-wide procurement of electricity to reduce costs and manage this transitional climate risk.

As part of Dexus's climate resilience strategy, Dexus has taken advantage of options for onsite and offsite renewable energy to supply base building and tenant requirements. Dexus reduces its climate exposure through purchasing accredited emission-free GreenPower and by continuing to install solar photovoltaics (PV) at retail and industrial sites, with a view to achieving 100% renewable energy use across the group managed portfolio by 2030.

In line with the group's 2030 net zero carbon ambition, Dexus regularly reviews each property's strategic improvement plan (SIP) and builds climate-related capital expenditure and operational expenditure requirements into forward budgets in conjunction with overall asset planning.

(H) We are not tracking and managing climate-related risks in specific investment processes

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection      | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-----------------|---------------|
| ISP 36    | PLUS              | N/A          | N/A        | PUBLIC     | Risk management | General       |

**How are the processes for identifying, assessing and managing climate-related risks incorporated into your organisation's overall risk management?**

**(A) The risk committee or the equivalent function is formally responsible for identifying, assessing and managing climate risks.**

**Describe:**

The Dexus Board oversees all strategic risks including climate change, with the Board ESG Committee overseeing the group's approach to addressing climate-related issues while the Board Risk Committee oversees the group enterprise risk management practices and key risk register, which includes climate change.

The Board Risk Committee consists of four of the seven non-executive board members. The Board Risk Committee oversees the implementation of Dexus's Risk Management Framework which is aligned to the principles of ISO 31000:2018. The Committee oversees the group's risk management practices, including Work Health and Safety and Environmental Management.

The Group Risk Committee is accountable to and reports to the Group Management Committee and Board Risk Committee on the effectiveness of compliance and risk practices and the Audit Committee for internal audit. The Group Risk Committee oversees the group's risk management, compliance management and internal audit program. KPMG performs the activities of an Internal Audit function for the group, and reports to the Group Risk Committee and Board Audit Committee.

The Group Risk Committee fosters adherence to Dexus's policies, including those addressing ethical conduct and behaviour and champion a strong risk and compliance culture within the organisation. The Group Risk Committee is tasked with ensuring effective management of risks that have the potential to impact Dexus's strategy and outlook. As climate change is a key strategic risk to Dexus with potential impacts over the medium to long term, it is actively reviewed and managed within Dexus's Risk Management Framework.

**(B) Climate risks are incorporated into traditional risks (e.g. credit risk, market risk, liquidity risk or operational risk).**

**Describe:**

Dexus conducts periodic group-wide climate change risk assessments to determine the magnitude of climate risks across the portfolio. This involves desktop analysis of exposures and is supported by data from ongoing site risk management inspections and site survey data. Acute physical risks and extreme weather events are assessed as part of Dexus's risk engineering audit regime, which uses a risk adjusted approach when selecting sites to audit. Dexus also surveys facility and operations managers to assess climate vulnerability at each property.

Dexus's Sustainability and Risk teams identify, analyse and evaluate climate-related impacts, referencing the portfolio-wide climate change risk assessments, outcomes from the site audit program and site survey responses. A WHS&E risk register is maintained where environmental, financial and reputational risks, and health and safety concerns are evaluated, and management controls are established. Management of physical risks at the asset level has been integrated into the Dexus Environmental Management System (EMS) which is certified to ISO 14001:2015. This provides a structured climate risk management process for head office and site-based teams to evaluate vulnerability. Where vulnerabilities are identified, adaptation activities are integrated into asset plans to ensure prompt and appropriate actions are undertaken.

Dexus has an active management approach towards its energy procurement which helps progress the group's 2030 net zero emissions target, leveraging its scale to secure competitive pricing, load flexibility and renewable electricity supplies. In FY20, Dexus signed a renewable Energy Supply Agreement with Red Energy which is now supplying renewable energy to power the base building services of 40 properties across the group's New South Wales office portfolio. The business has since expanded its approach, commencing electricity tenders for its Victorian and Queensland portfolios.

**(C) Climate risks are prioritised based on their relative materiality, as defined by our organisation's materiality analysis.**

**Describe:**

**(D) Executive remuneration is linked to climate-related KPIs. Describe:**

Dexus develops an annual Group Scorecard signed off by the Board covering key financial and non-financial objectives, which identifies focus areas for all staff and encourages greater collaboration through shared measures of success. The Group Scorecard lists priorities by Sustainability Approach theme, including financial, portfolio, customer, people and capabilities, and environment.

For FY20, the Group Scorecard incorporated the delivery of Dexus's environmental commitments, including its target to deliver more than 1,000,000 square metres of office space rated to a minimum 5 star NABERS Energy rating. In FY20, Dexus met its NABERS Energy target set in 2015 which furthered Dexus's progress toward its net zero emissions by 2030 ambition.

**(E) Management remuneration is linked to climate-related KPIs. Describe:**

Dexus develops an annual Group Scorecard signed off by the Board covering key financial and non-financial objectives, which identifies focus areas for all staff and encourages greater collaboration through shared measures of success. The Group Scorecard lists priorities by Sustainability Approach theme, including financial, portfolio, customer, people and capabilities, and environment. Management and employees must determine how their role can support the achievement of priorities across each theme, and then set individual scorecards with at least one objective for each theme. The individual scorecards are then used as a basis for performance management and remuneration (e.g. short-term incentive), which means that employees are held accountable for delivering across each component of Dexus's approach to sustainability and responsible investment.

For FY20, the Group Scorecard incorporated the delivery of Dexus's environmental commitments, including its target to deliver more than 1,000,000 square metres of office space rated to a minimum 5 star NABERS Energy rating. In FY20, Dexus met its NABERS Energy target set in 2015 which furthered Dexus's progress toward its net zero emissions by 2030 ambition.

**(F) Climate risks are included in the enterprise risk management system. Describe:**

Climate-related risks are managed in accordance with the Dexus Risk Management Framework, which is aligned to the principles of ISO 31000:2018 and provides the foundation for employees to manage the risks inherent in achieving the group's strategy. Climate change is listed on the Dexus key risk register, which has resulted in the development of control measures and the detailed discussion of climate risk at leadership and Board levels.

Through integration of climate-related issues into Dexus's Risk Management Framework, climate-related risks and opportunities are identified and managed in a systematic and timely way to minimise the impact of undesirable events and to provide the ability to consider opportunities as they arise. Dexus's climate-related risks are assessed based on likelihood, consequence and effectiveness of controls which is used to determine a resulting overall risk evaluation.

The Dexus Risk Management Framework determines the likelihood criteria ranges from almost certain to rare. Almost certain is defined as the event is expected to occur several times a year, and rare is defined as the event is expected to occur in exceptional circumstances, i.e. every 5 to 20 years. The framework's consequence criteria range from catastrophic to insignificant and is broken down by the four main sources of risk faced by Dexus: strategic risks, operational risks, regulatory risks and financial risks.

**(G) Other methods for incorporating climate risks into overall risk management, please describe:**

Dexus takes a collaborative approach to managing its climate risks across the group's operations. For instance, the Climate Resilience Working Group collaboratively coordinates climate risk management across the group, meeting periodically to evaluate performance and maintain a current view of climate-related risks and opportunities. The working group has cross-functional representation from Strategy, Research, Sustainability, Risk, Governance, Investor Relations, Government Relations, Development, Asset Management and Technology teams.

Dexus's climate change resilience strategy not only involves mitigating its impact through decarbonisation, energy efficiency and renewable energy but also involves collaborating across its value chain, engaging with customers and suppliers to reduce their climate impacts as well as engaging with other key stakeholders. Dexus advocates for industry and government approaches to support broader adaptation to climate-related issues, such as the promotion of circular economy principles in waste management, changes to building code specifications, and incentives that support investment in low carbon initiatives.

Dexus also actively participates in industry collaboration as a way of enhancing its understanding of climate risks and climate resilience to enable a more comprehensive integration of climate risks across the business activities. For example, Dexus is a partner of the Green Building Council of Australia's (GBCA) Carbon Positive Roadmap for the built environment, a member of the Property Council of Australia's (PCA) National Sustainability Roundtable and has pledged its support for the World Green Building Council's Net Zero Carbon Buildings Commitment.

**(H) Processes for identifying, assessing and managing climate-related risks are not integrated into our overall risk management**

## Metrics and targets

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection          | PRI Principle |
|-----------|-------------------|--------------|------------|------------|---------------------|---------------|
| ISP 37    | PLUS              | N/A          | ISP 37.1   | PUBLIC     | Metrics and targets | General       |

### Have you set any organisation-wide targets on climate change?

- (A) Reducing carbon intensity of portfolios
- (B) Reducing exposure to assets with significant climate transition risks
- (C) Investing in low-carbon, energy-efficient climate adaptation opportunities in different asset classes
- (D) Aligning entire group-wide portfolio with net zero
- (E) Other target, please specify:
- (F) No, we have not set any climate-related targets

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection          | PRI Principle |
|-----------|-------------------|--------------|------------|------------|---------------------|---------------|
| ISP 37.1  | PLUS              | ISP 37       | N/A        | PUBLIC     | Metrics and targets | General       |

### Provide more details about your climate change target(s).

|   | (1) Absolute- or intensity-based      | (2) The timeframe over which the target applies: Years [Enter a value between 1 and 100] |
|---|---------------------------------------|--|
| (A) Reducing carbon intensity of portfolios   | (1) Absolute-Based                    | 5  |
| (C) Investing in low-carbon, energy-efficient climate adaptation opportunities in different asset classes | (2) Intensity-based                   | 13   |
| (D) Aligning entire group-wide portfolio with net zero  | (1) Absolute-Based                    | 12   |
|   | (3) Baseline year [between 1900–2020] | (4) Baseline amount  |
| (A) Reducing carbon intensity of portfolios   | 2015                                  | 108,986 t CO <sub>2</sub> -e   |

|   |   |   |
|---|---|---|
| (C) Investing in low-carbon, energy-efficient climate adaptation opportunities in different asset classes | 2017  | 0%  |
| (D) Aligning entire group-wide portfolio with net zero  | 2018  | 180,798 t CO2-e   |
|   | <b>(5) Target date dd/mm/yyyy</b>   | <b>(6) Target value/amount</b>  |
| (A) Reducing carbon intensity of portfolios   | 30/06/2020  | 98,087 t CO2-e  |
| (C) Investing in low-carbon, energy-efficient climate adaptation opportunities in different asset classes | 30/06/2030  | 100%  |
| (D) Aligning entire group-wide portfolio with net zero  | 30/06/2030  | 0   |
|   | <b>(7) Interim targets or KPIs used to assess progress against the target</b>                                       | <b>(8) Other details</b>  |
| (A) Reducing carbon intensity of portfolios   | 10% reduction in energy and emissions by 2020 against a 2015 like-for-like baseline                                 | Assets that have been under Dexus's operational control between FY15 and FY20   |
| (C) Investing in low-carbon, energy-efficient climate adaptation opportunities in different asset classes | Percentage count of eligible properties that are meeting the efficiency targets required by the Clean Energy Policy | Dexus Healthcare Property Fund has a Clean Energy Policy which specifies energy efficiency targets at an assets level   |
| (D) Aligning entire group-wide portfolio with net zero  | 1,000,000 square metres of minimum 5 star NABERS Energy ratings by 2020 and 70% Renewable Energy by 2025            | To achieve net zero emissions across Dexus's managed property portfolio by 2030 through energy efficiency and increasing renewables. The emissions boundary comprises all emissions sources |

## Metrics and targets: Transition risk

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                           | PRI Principle |
|-----------|-------------------|--------------|------------|------------|--------------------------------------|---------------|
| ISP 38    | PLUS              | N/A          | ISP 38.1   | PUBLIC     | Metrics and targets: Transition risk | General       |

What climate-related metric(s) has your organisation identified for transition risk monitoring and management?

- (A) Total carbon emissions
- (B) Carbon footprint
- (C) Carbon intensity
- (D) Weighted average carbon intensity
- (E) Implied temperature warming
- (F) Percentage of assets aligned with the EU Taxonomy (or similar taxonomy)
- (G) Avoided emissions metrics (real assets)
- (H) Other metrics, please specify:
  - █ Emissions Productivity Index
- (I) No, we have not identified any climate-related metrics for transition risk monitoring

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                           | PRI Principle |
|-----------|-------------------|--------------|------------|------------|--------------------------------------|---------------|
| ISP 38.1  | PLUS              | ISP 38       | N/A        | PUBLIC     | Metrics and targets: Transition risk | General       |

Provide details about the metric(s) you have identified for transition risk monitoring and management.

|                            | (1) Coverage of AUM                | (2) Purpose  |
|----------------------------|------------------------------------|--|
| (A) Total carbon emissions | (2) for the majority of our assets | Track total scope 1 & 2, plus scope 3 from energy, water & wastewater, waste and recycling and corporate travel and consumables for evaluating overall portfolio impacts of Dexus's managed assets |
| (B) Carbon footprint       | (3) for a minority of our assets   | Track corporate carbon footprint which equates to total scope 1,2 & 3 emissions for voluntary offsetting of Dexus's management operations under Australia's Carbon Neutral Program                 |

|   |                                    |  |
|---|------------------------------------|--|
| (C) Carbon intensity                        | (2) for the majority of our assets | Track ongoing change in intensity for group office portfolio (to account for portfolio changes) against internal targets and external benchmarks |
| (G) Avoided emissions metrics (real assets) | (2) for the majority of our assets | Understand avoided costs associated with energy and emissions reduction activities   |
| (H) Other metrics [as specified]            | (2) for the majority of our assets | Track economic output that is derived from each tonne of greenhouse gas emissions generated  |
|   | <b>(3) Metric unit</b>             | <b>(4) Methodology</b>   |
| (A) Total carbon emissions                  | t CO2-e                            | GHG Protocol, via the NGER Act and Australia's National Greenhouse Accounts  |
| (B) Carbon footprint                        | t CO2-e                            | National Carbon Offset Standard  |
| (C) Carbon intensity                        | kg CO2-e per sqm                   | Absolute emissions (calculated in accordance with GHG Protocol) divided by total square metres   |
| (G) Avoided emissions metrics (real assets) | t CO2-e                            | Cumulative scope 1 & 2 emissions avoided since FY08 by investing in energy efficiency across operations, developments and acquisitions           |
| (H) Other metrics [as specified]            | US\$ revenue per t CO2-e           | Scope 1, 2 & 3 absolute emissions (calculated in accordance with GHG Protocol) divided by total revenue in US\$                                  |
|   | <b>(5) Disclosed value</b>         |  |
| (A) Total carbon emissions                  | 150,618 t CO2-e                    |  |
| (B) Carbon footprint                        | 2,325 t CO2-e                      |  |
| (C) Carbon intensity                        | 65 kg CO2-e per sqm                |  |
| (G) Avoided emissions metrics (real assets) | 810,582 t CO2-e                    |  |

(H) Other metrics [as specified]

US\$11,540 per t CO2-e

## Metrics and targets: Physical risk

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                         | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------------------------------|---------------|
| ISP 39    | PLUS              | N/A          | ISP 39.1   | PUBLIC     | Metrics and targets: Physical risk | General       |

### What climate-related metric(s) has your organisation identified for physical risk monitoring and management?

- (A) Weather-related operational losses for real assets or the insurance business unit
- (B) Proportion of our property, infrastructure or other alternative asset portfolios in an area subject to flooding, heat stress or water stress
- (C) Other metrics, please specify:
  - Proportion of property portfolio with physical climate risk assessment integrated into ISO 14001 Environmental Management System (EMS)
- (D) Other metrics, please specify:
- (E) We have not identified any metrics for physical risk monitoring

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                         | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------------------------------|---------------|
| ISP 39.1  | PLUS              | ISP 39       | N/A        | PUBLIC     | Metrics and targets: Physical risk | General       |

### Provide details about the metric(s) you have identified for physical risk monitoring and management.

|  | (1) Coverage of AUM       | (2) Purpose   |
|--|---------------------------|---|
| (B) Proportion of our property, infrastructure or other alternative asset portfolios in an area subject to flooding, heat stress or water stress | (1) for all of our assets | Understand physical climate risk exposure of Dexus's property portfolio |
| (C) Other metrics [as specified]   | (1) for all of our assets | Track proportion of Dexus's portfolio with physical risk assessment     |
|  | (3) Metric unit           | (4) Methodology   |

|  |               |  |
|--|---------------|--|
| (B) Proportion of our property, infrastructure or other alternative asset portfolios in an area subject to flooding, heat stress or water stress | Not disclosed | A geospatial analysis was conducted to map Dexus properties against their relevant climate-zones and link to the scenario outcomes. Risk exposure was rated for each property from Low to High using Dexus's standard 2-dimensional risk rating matrix, which assesses likelihood (from almost certain to rare) and consequence (from insignificant to catastrophic) for each type of physical risk. The scenario analysis was supplemented with NARCLiM the highest resolution dataset available for Australia. |
|--|---------------|--|

|                                  |                |   |
|----------------------------------|----------------|---|
| (C) Other metrics [as specified] | Percentage (%) | Calculate percentage of portfolio with physical climate risk assessment integrated into ISO 14001 Environmental Management System (EMS) |
|----------------------------------|----------------|---|

**(5) Disclosed value**

|  |               |
|--|---------------|
| (B) Proportion of our property, infrastructure or other alternative asset portfolios in an area subject to flooding, heat stress or water stress | Not disclosed |
|--|---------------|

|                                  |      |
|----------------------------------|------|
| (C) Other metrics [as specified] | 100% |
|----------------------------------|------|

# Sustainability outcomes

## Set policies on sustainability outcomes

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                              | PRI Principle |
|-----------|-------------------|--------------|------------|------------|---|---------------|
| ISP 40    | CORE              | ISP 1.1      | N/A        | PUBLIC     | Set policies on sustainability outcomes | 1, 2          |

Where is your approach to sustainability outcomes set out? Your policy/guideline may be a standalone document or part of a wider responsible investment policy.

- (A) Our approach to sustainability outcomes is set out in our responsible investment policy
- (B) Our approach to sustainability outcomes is set out in our exclusion policy
- (C) Our approach to sustainability outcomes is set out in our stewardship policy
- (D) Our approach to sustainability outcomes is set out in asset class-specific investment guidelines
- (E) Our approach to sustainability outcomes is set out in separate guidelines on specific outcomes (e.g. the SDGs, climate or human rights)

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                              | PRI Principle |
|-----------|-------------------|--------------|------------|------------|---|---------------|
| ISP 41    | CORE              | ISP 1.1      | N/A        | PUBLIC     | Set policies on sustainability outcomes | 1, 2          |

Which global or regionally recognised frameworks do your policies and guidelines on sustainability outcomes refer to?

- (A) The SDG goals and targets
- (B) The Paris Agreement
- (C) The UN Guiding Principles on Business and Human Rights
- (D) The OECD Guidelines for Multinational Enterprises, including guidance on Responsible Business Conduct for Institutional Investors
- (E) Other frameworks, please specify:
- (F) Other frameworks, please specify:

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                              | PRI Principle |
|-----------|-------------------|--------------|------------|------------|---|---------------|
| ISP 42    | PLUS              | ISP 1.1      | N/A        | PUBLIC     | Set policies on sustainability outcomes | 1, 2          |

What are the main reasons that your organisation has established policies or guidelines on sustainability outcomes? Select a maximum of three options.

- (A) Because we understand which potential financial risks and opportunities are likely to exist in (and during the transition to) an SDG-aligned world
- (B) Because we see it as a way to identify opportunities, such as through changes to business models, across supply chains and through new and expanded products and services
- (C) Because we want to prepare for and respond to legal and regulatory developments, including those that may lead to stranded assets
- (D) Because we want to protect our reputation and licence-to-operate (i.e. the trust of beneficiaries, clients and other stakeholders), particularly in the event of negative sustainability outcomes from investments
- (E) Because we want to meet institutional commitments on global goals (including those based on client or beneficiaries' preferences), and communicate on progress towards meeting those objectives
- (F) Because we consider materiality over longer time horizons to include transition risks, tail risks, financial system risks and similar
- (G) Because we want to minimise negative sustainability outcomes and increase positive sustainability outcomes of investments

## Identify sustainability outcomes

| Indicator | Type of indicator | Dependent on | Gateway to             | Disclosure | Subsection                       | PRI Principle |
|-----------|-------------------|--------------|------------------------|------------|----------------------------------|---------------|
| ISP 43    | CORE              | N/A          | Multiple, see guidance | PUBLIC     | Identify sustainability outcomes | 1             |

Has your organisation identified the intended and unintended sustainability outcomes from any of its activities?

- (A) No, we have not identified the sustainability outcomes from our activities
- (B) Yes, we have identified one or more sustainability outcomes from some or all of our activities

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                       | PRI Principle |
|-----------|-------------------|--------------|------------|------------|----------------------------------|---------------|
| ISP 44    | CORE              | ISP 43       | ISP 44.1   | PUBLIC     | Identify sustainability outcomes | 1             |

What frameworks/tools did your organisation use to identify the sustainability outcomes from its activities? Indicate the tools or frameworks you have used to identify and map some or all of your sustainability outcomes.

- (A) The UN Sustainable Development Goals (SDGs) and targets
- (B) The Paris Agreement
- (C) The UN Guiding Principles on Business and Human Rights (UNGPs)
- (D) The OECD Guidelines for Multinational Enterprises, including guidance on Responsible Business Conduct for Institutional Investors
- (E) The EU Taxonomy
- (F) Other taxonomies (e.g. similar to the EU Taxonomy), please specify:
- (G) Other framework/tool, please specify:
  - Global Reporting Initiative (GRI)
- (H) Other framework/tool, please specify:
  - International Integrated Reporting Framework
- (I) Other framework/tool, please specify:

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                       | PRI Principle |
|-----------|-------------------|--------------|------------|------------|----------------------------------|---------------|
| ISP 44.1  | CORE              | ISP 44       | N/A        | PUBLIC     | Identify sustainability outcomes | 1             |

At what level(s) did your organisation identify the sustainability outcomes from its activities?

- (A) At the asset level
- (B) At the economic activity level
- (C) At the company level
- (D) At the sector level
- (E) At the country/region level
- (F) At the global level
- (G) Other level(s), please specify:
- (H) We do not track at what level(s) our sustainability outcomes were identified

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                       | PRI Principle |
|-----------|-------------------|--------------|------------|------------|----------------------------------|---------------|
| ISP 45    | CORE              | ISP 43       | SO 1       | PUBLIC     | Identify sustainability outcomes | 1             |

How has your organisation determined your most important sustainability outcome objectives?

- (A) Identifying sustainability outcomes that are closely linked to our core investment activities
- (B) Consulting with key clients and/or beneficiaries to align with their priorities
- (C) Assessing the potential severity (e.g. probability and amplitude) of specific negative outcomes over different timeframes
- (D) Focusing on the potential for systemic impacts (e.g. due to high level of interconnectedness with other global challenges)
- (E) Evaluating the potential for certain outcome objectives to act as a catalyst/enabler to achieve a broad range of goals (e.g. gender or education)
- (F) Analysing the input from different stakeholders (e.g. affected communities, civil society or similar)
- (G) Understanding the geographical relevance of specific sustainability outcome objectives
- (H) Other method, please specify:
- (I) We have not yet determined our most important sustainability outcome objectives

## Transparency & Confidence-Building Measures

### Information disclosed – ESG assets

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                         | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------------------------------|---------------|
| ISP 46    | CORE              | OO 16        | N/A        | PUBLIC     | Information disclosed – ESG assets | 6             |

For the majority of your ESG/sustainability marketed funds or products, and/or your ESG/RI certified or labelled assets, what information about your ESG approach do you (or the external investment managers/service providers acting on your behalf) include in material shared with clients, beneficiaries and/or the public? The material may be marketing material, information targeted towards existing or prospective clients or information for beneficiaries.

- (A) A commitment to responsible investment (e.g. that we are a PRI signatory)
- (B) Industry-specific and asset class-specific standards that we align with (e.g. TCFD, or GRESB for property and infrastructure)
- (C) Our responsible investment policy (at minimum a summary of our high-level approach)
- (D) A description of our investment process and how ESG is considered
- (E) ESG objectives of individual funds
- (F) Information about the ESG benchmark(s) that we use to measure fund performance
- (G) Our stewardship approach
- (H) A description of the ESG criteria applied (e.g. sectors, products, activities, ratings and similar)

- (I) The thresholds for the ESG criteria applied in our investment decisions or universe construction
- (J) A list of our main investments and holdings
- (K) ESG case study/example from existing fund(s)
- (L) We do not include our approach to ESG in material shared with clients/beneficiaries/the public for the majority of our ESG/sustainability marketed funds or products, and/or our ESG/RI certified or labelled assets

## Client reporting – ESG assets

| Indicator | Type of indicator | Dependent on           | Gateway to | Disclosure | Subsection                    | PRI Principle |
|-----------|-------------------|------------------------|------------|------------|-------------------------------|---------------|
| ISP 48    | CORE              | Multiple, see guidance | N/A        | PUBLIC     | Client reporting – ESG assets | 6             |

What ESG information is included in your client reporting for the majority of your ESG/sustainability marketed funds or products, and/or your ESG/RI certified or labelled assets?

- (A) Qualitative analysis, descriptive examples or case studies
- (B) Quantitative analysis or key performance indicators (KPIs) related to ESG performance
- (C) Progress on our sustainability outcome objectives
- (D) Stewardship results
- (E) Information on ESG incidents, where applicable
- (F) Analysis of ESG contribution to portfolio financial performance
- (G) We do not include ESG information in client reporting for the majority of our ESG/sustainability marketed funds or products, and/or our ESG/RI certified or labelled assets

## Information disclosed – All assets

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                         | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------------------------------|---------------|
| ISP 49    | CORE              | N/A          | N/A        | PUBLIC     | Information disclosed – All assets | 6             |

For the majority of your total assets under management, what information about your ESG approach do you (or the external managers/service providers acting on your behalf) include in material shared with clients, beneficiaries and/or the public? The material may be marketing material, information targeted towards existing or prospective clients or information for beneficiaries.

- (A) A commitment to responsible investment (e.g. that we are a PRI signatory)
- (B) Industry-specific and asset class-specific standards that we align with (e.g. TCFD, or GRESB for property and infrastructure)
- (C) Our responsible investment policy (at minimum a summary of our high-level approach)
- (D) A description of our investment process and how ESG is considered
- (E) ESG objectives of individual funds
- (F) Information about the ESG benchmark(s) that we use to measure fund performance

- (G) Our stewardship approach
- (H) A description of the ESG criteria applied (e.g. sectors, products, activities, ratings and similar)
- (I) The thresholds for the ESG criteria applied in our investment decisions or universe construction
- (J) A list of our main investments and holdings
- (K) ESG case study/example from existing fund(s)
- (L) We do not include our approach to ESG in material shared with clients/beneficiaries/the public for the majority of our assets under management

## Client reporting – All assets

| Indicator | Type of indicator | Dependent on           | Gateway to | Disclosure | Subsection                    | PRI Principle |
|-----------|-------------------|------------------------|------------|------------|-------------------------------|---------------|
| ISP 50    | CORE              | Multiple, see guidance | N/A        | PUBLIC     | Client reporting – All assets | 6             |

What ESG information is included in your client reporting for the majority of your assets under management?

- (A) Qualitative ESG analysis, descriptive examples or case studies
- (B) Quantitative analysis or key performance indicators (KPIs) related to ESG performance
- (C) Progress on our sustainability outcome objectives
- (D) Stewardship results
- (E) Information on ESG incidents where applicable
- (F) Analysis of ESG contribution to portfolio financial performance
- (G) We do not include ESG information in client reporting for the majority of our assets under management

## Frequency of client reporting – All assets

| Indicator | Type of indicator | Dependent on           | Gateway to | Disclosure | Subsection                                 | PRI Principle |
|-----------|-------------------|------------------------|------------|------------|--|---------------|
| ISP 51    | CORE              | Multiple, see guidance | N/A        | PUBLIC     | Frequency of client reporting – All assets | 6             |

For the majority of each asset class, how frequently do you report ESG-related information to your clients?

(D) Real estate

(1) Quarterly

## Confidence-building measures

| Indicator | Type of indicator | Dependent on | Gateway to             | Disclosure | Subsection                   | PRI Principle |
|-----------|-------------------|--------------|------------------------|------------|------------------------------|---------------|
| ISP 52    | CORE              | OO 16.1      | Multiple, see guidance | PUBLIC     | Confidence-building measures | 6             |

What verification has your organisation had regarding the information you have provided in your PRI Transparency Report this year?

- (A) We received third-party independent assurance of selected processes and/or data related to our responsible investment processes, which resulted in a formal assurance conclusion
- (B) We conducted a third-party readiness review and are making changes to our internal controls/governance or processes to be able to conduct an external assurance next year
- (C) The internal audit function team performed an independent audit of selected processes/and or data related to our responsible investment processes reported in this PRI report
- (D) Our board, CEO, other C-level equivalent and/or investment committee has signed off on our PRI report
- (E) Some or all of our funds have been audited as part of the certification process against a sustainable investment/RI label
- (F) We conducted an external ESG audit of our ESG/sustainability marketed funds or products (excluding ESG/RI certified or labelled assets)
- (G) We conducted an external ESG audit of our holdings to check that our funds comply with our RI policy (e.g. exclusion list or investee companies in portfolio above certain ESG rating)
- (H) We conducted an external ESG audit of our holdings as part of risk management, engagement identification or investment decision-making
- (I) Responses related to our RI practices documented in this report have been internally reviewed before submission to the PRI
- (J) None of the above

| Indicator | Type of indicator | Dependent on  | Gateway to | Disclosure | Subsection                   | PRI Principle |
|-----------|-------------------|---------------|------------|------------|------------------------------|---------------|
| ISP 53    | CORE              | ISP 52, OO 14 | N/A        | PUBLIC     | Confidence-building measures | 6             |

Which responsible investment processes and/or data did your organisation have third-party external assurance on?

- |                                       |  |
|---------------------------------------|--|
| (A) Investment and stewardship policy | (3) Processes and related data assured |
| <hr/>                                 |  |
| (F) Real estate                       | (3) Processes and related data assured |
| <hr/>                                 |  |

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                   | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------------------------|---------------|
| ISP 54    | CORE              | ISP 52       | ISP 54.1   | PUBLIC     | Confidence-building measures | 6             |

**What standard did your third-party external assurance provider use?**

- (A) PAS 7341:2020
- (B) **ISAE 3000 and national standards based on this**
- (C) Dutch Standard 3810N (Assurance engagements regarding sustainability reports)
- (D) RevR6 (Assurance of Sustainability)
- (E) IDW AsS 821 (Assurance Standard for the Audit or Review of Reports on Sustainability Issues)
- (F) Accountability AA1000 Assurance Standard (AA1000AS)
- (G) IFC performance standards
- (H) SSAE 18 and SOC 1
- (I) **Other national auditing/assurance standard with guidance on sustainability, please specify:**  
 ISO 14001:2015 Environmental Management Systems
- (J) Invest Europe Handbook of Professional Standards
- (K) ISAE 3402
- (L) AAF 01/06
- (M) AAF 01/06 Stewardship Supplement
- (N) ISO 26000 Social Responsibility
- (O) **ASAE 3410 Assurance Engagements on Greenhouse Gas Statements**
- (P) PCAF
- (Q) **NGERS audit framework (National Greenhouse and Energy Reporting)**
- (R) Auditor's proprietary assurance framework for assuring RI-related information
- (S) Other greenhouse gas emissions assurance standard, please specify:
- (T) None of the above

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                   | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------------------------|---------------|
| ISP 54.1  | PLUS              | ISP 54       | N/A        | PUBLIC     | Confidence-building measures | 6             |

**Attach your third-party external assurance provider's report that contains the assurance conclusion.**

File uploaded: [https://priassociation.eu.qualtrics.com/ControlPanel/File.php?F=F\\_2PvR3aABB9UU1PT](https://priassociation.eu.qualtrics.com/ControlPanel/File.php?F=F_2PvR3aABB9UU1PT)

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                   | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------------------------|---------------|
| ISP 55    | PLUS              | ISP 52       | N/A        | PUBLIC     | Confidence-building measures | 6             |

**Provide details of the third-party external assurance. Include details such as the level of assurance attained, who conducted it, limitations, the expertise of the assurer in the subject matter and/or usage of multiple standards.**

Dexus engaged PricewaterhouseCoopers (PwC) to provide limited assurance over select environmental and social data metrics within its 2020 Annual Reporting Suite. Limited assurance has been obtained for the 12 months to 30 June 2020. The Assurance Statement, and associated reporting criteria documents are available on pages 172-181 of the 2020 Sustainability Report (refer to <http://www.dexus.com/2020-sustainability-report>).

Dexus maintains an environmental management system which is certified against international standard ISO 14001:2015. This system and accompanying manual forms an integral part of the Dexus Environmental Management (EM) Program. The EM program has been designed to identify, assess and manage environmental and climate-related risks across its portfolio, specifically properties under management, developments and transactions, and to promote continual improvement.

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                   | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------------------------|---------------|
| ISP 58    | CORE              | ISP 52       | N/A        | PUBLIC     | Confidence-building measures | 6             |

**Who has reviewed/verified the entirety of or selected data from your PRI report?**

(A) Board and/or trustees (4) report not reviewed

(B) Chief-level staff (e.g. Chief Executive Officer (CEO), Chief Investment Officer (CIO) or Chief Operating Officer (COO)) (4) report not reviewed

(C) Investment committee (3) parts of the report

(D) Other chief-level staff, please specify:

Executive General Manager, Investor Relations, Communications & Sustainability (1) the entire report

(E) Head of department, please specify:

Head of Governance (1) the entire report

(F) Compliance/risk management team (3) parts of the report

(G) Legal team (4) report not reviewed

(H) RI/ ESG team (1) the entire report

(I) Investment teams (4) report not reviewed

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                   | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------------------------|---------------|
| ISP 59    | CORE              | ISP 52       | N/A        | PUBLIC     | Confidence-building measures | 6             |

**Which of the following ESG/RI certifications or labels do you hold?**

- (A) Commodity type label (e.g. BCI)
- (B) **GRESB**
- (C) Austrian Ecolabel (UZ49)
- (D) B Corporation
- (E) BREEAM
- (F) CBI Climate Bonds Standard
- (G) EU Ecolabel
- (H) EU Green Bond Standard
- (I) Febelfin label (Belgium)
- (J) FNG-Siegel Ecolabel (Germany, Austria and Switzerland)
- (K) Greenfin label (France)
- (L) ICMA Green Bond Principles
- (M) Le label ISR (French government SRI label)
- (N) Luxflag Climate Finance
- (O) Luxflag Environment
- (P) Luxflag ESG
- (Q) Luxflag Green Bond
- (R) Luxflag Microfinance
- (S) National stewardship code (e.g. UK or Japan), please specify:
- (T) Nordic Swan Ecolabel
- (U) Other SRI label based on EUROSIF SRI Transparency Code (e.g. Novethic), please specify:
- (V) People's Bank of China green bond guidelines
- (W) RIAA (Australia)
- (X) Towards Sustainability label (Belgium)
- (Y) **Other, please specify:**

GreenStar Design & As Built; Green Star Performance; NABERS (National Australian Built Environment Rating System); Climate Active Carbon Neutral Program; Workplace Gender Equality Agency; CDP Climate A List; Science Based Target initiative (SBTi)

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                   | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------------------------|---------------|
| ISP 62    | PLUS              | ISP 52       | N/A        | PUBLIC     | Confidence-building measures | 6             |

**Describe your organisation's approach to ensuring that your responsible investment processes are implemented as per your policies and guidelines. In your description please include the frequency of ensuring that your processes follow stated policies and include the choice of ESG fund audit, internal audit function and/or third-party external assurance.**

Dexus has a monitoring program to ensure ongoing compliance with ESG policies, procedures and agreements. The Compliance team oversees Dexus's Compliance Management Framework while the entire business is responsible for ensuring that its business procedures adhere to Dexus's policies. Results of the monitoring program are reported to the Group Risk Committee and the Responsible Entity Boards.

KPMG performs the activities of an Internal Audit function of the group. The internal audits assess the ongoing effectiveness of key controls and results are reported to the previously listed committees and boards as well as the Board Audit Committee.

The Risk team oversees Dexus's Risk Management Framework which is aligned to ISO 31000:2018 as well as the Workplace Health and Safety (WHS) and Environmental Management systems certified to ISO 45001:2018 and ISO 14001:2015, respectively. Dexus implements a robust property risk management program to appropriately manage hazards and risks relating to personal health and safety, building safety, environmental, security and insurance risk. Dexus maintains a comprehensive audit program across its properties which involves physical site inspections, regular risk audits, hazardous materials audits, risk assessment workshops, research and use of external benchmarking data, discussions with tenants/suppliers/contractors/regulators and collection/analysis of operational data. The outcomes of sustainability risk assessments are documented in property risk registers and are actioned to reduce ESG risks.

Dexus's rigorous due diligence process is overseen by the Investment Committee, which uses a formal process and templates to collect and evaluate a wide range of data relating to ESG risks, opportunities and impacts before approving or endorsing each investment decision.

# Real Estate (RE)

## Policy

### Investment guidelines

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection            | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-----------------------|---------------|
| RE 1      | CORE              | OO 24, OO 26 | N/A        | PUBLIC     | Investment guidelines | 1 to 6        |

What real estate-specific ESG guidelines are currently covered in your organisation's responsible investment policies?

- (A) Guidelines on our ESG approach to real estate depending on use (e.g. retail, education etc.)
- (B) Guidelines on our ESG approach to new construction
- (C) Guidelines on our ESG approach to major renovations
- (D) Guidelines on our ESG approach to standing real estate investments
- (F) Guidelines on our engagement approach related to tenants
- (G) Guidelines on our engagement approach related to construction contractors
- (H) Guidelines on excluding certain tenants based on responsible investment considerations
- (I) Our policies do not cover real estate-specific ESG guidelines

## Fundraising

### Commitments to investors

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection               | PRI Principle |
|-----------|-------------------|--------------|------------|------------|--------------------------|---------------|
| RE 2      | CORE              | N/A          | N/A        | PUBLIC     | Commitments to investors | 1, 4          |

For all of your funds that you closed during the reporting year, what type of formal responsible investment commitments did you make in Limited Partnership Agreements (LPAs) or side letters? (If you did not close any funds during this reporting year, refer to the last reporting year in which you did close funds.)

- (A) We incorporated responsible investment commitments in LPAs as a standard, default procedure
- (B) We added responsible investment commitments in LPAs upon client request
- (C) We added responsible investment commitments in side letters upon client request
- (D) We did not make any formal responsible investment commitments for the relevant reporting year

- (E) Not applicable as we have never raised funds
- (F) Not applicable as we have not raised funds in the last 5 years

# Pre-investment phase

## Materiality analysis

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection           | PRI Principle |
|-----------|-------------------|--------------|------------|------------|----------------------|---------------|
| RE 3      | CORE              | N/A          | RE 3.1     | PUBLIC     | Materiality analysis | 1             |

During the reporting year, how did you conduct ESG materiality analysis for your potential real estate investments?

- (A) We assessed materiality at the asset level, as each case is unique (1) for all of our potential real estate investments

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- (B) We performed a mix of property type and asset-level materiality analysis (4) for none of our potential real estate investments

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- (C) We assessed materiality according to property type only (4) for none of our potential real estate investments

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection           | PRI Principle |
|-----------|-------------------|--------------|------------|------------|----------------------|---------------|
| RE 3.1    | CORE              | RE 3         | N/A        | PUBLIC     | Materiality analysis | 1             |

During the reporting year, what tools, standards and data did you use in your ESG materiality analysis of potential real estate investments?

- (A) We used GRI Standards to inform our real estate materiality analysis
- (B) We used SASB to inform our real estate materiality analysis
- (C) We used climate risk disclosures such as the TCFD recommendations (or other climate risk analysis tools) to inform our real estate materiality analysis
- (D) We used geopolitical and macro-economic considerations in our real estate materiality analysis
- (E) Other, please specify:

## Due diligence

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection    | PRI Principle |
|-----------|-------------------|--------------|------------|------------|---------------|---------------|
| RE 4      | CORE              | N/A          | N/A        | PUBLIC     | Due diligence | 1             |

### During the reporting year, how did ESG factors affect the selection of your real estate investments?

|  |   |
|--|---|
| (A) ESG factors helped identify risks  | (1) for all of our potential real estate investments        |
| (B) ESG factors were discussed by the investment committee (or equivalent)   | (1) for all of our potential real estate investments        |
| (C) ESG factors helped identify remedial actions for our 100-day plans (or equivalent)   | (1) for all of our potential real estate investments        |
| (D) ESG factors helped identify opportunities for value creation   | (1) for all of our potential real estate investments        |
| (E) ESG factors led to the abandonment of potential investments  | (3) for a minority of our potential real estate investments |
| (F) ESG factors impacted investments in terms of price offered and/or paid by having an effect on revenue assumptions                              | (1) for all of our potential real estate investments        |
| (G) ESG factors impacted investments in terms of price offered and/or paid by having an effect on CAPEX assumptions                                | (1) for all of our potential real estate investments        |
| (H) ESG factors impacted investments in terms of price offered and/or paid by having an effect on OPEX assumptions                                 | (1) for all of our potential real estate investments        |
| (I) ESG factors impacted investments in terms of price offered and/or paid by having an effect on the cost of capital or discount rate assumptions | (4) for none of our potential real estate investments       |
| (J) Other, please specify:<br>n/a - text included as mandatory field   | (1) for all of our potential real estate investments        |

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection    | PRI Principle |
|-----------|-------------------|--------------|------------|------------|---------------|---------------|
| RE 5      | CORE              | N/A          | N/A        | PUBLIC     | Due diligence | 1             |

**Once material ESG factors have been identified, what processes do you use to conduct due diligence on these factors for potential investments?**

(A) We do a high-level/desktop review against an ESG checklist for initial red flags (1) for all of our potential real estate investments

(B) We send detailed ESG questionnaires to target properties (1) for all of our potential real estate investments

(C) We hire third-party consultants to do technical due diligence on specific issues (1) for all of our potential real estate investments

(D) We conduct site visits and in-depth interviews with management and personnel (1) for all of our potential real estate investments

(E) We incorporate actions based on the risks and opportunities identified in the due diligence process into our post-investment plans (1) for all of our potential real estate investments

(F) We incorporate ESG due diligence findings in all of our relevant investment process documentation in the same manner as for other key due diligence (e.g. commercial, accounting and legal) (1) for all of our potential real estate investments

(G) Our investment committee (or an equivalent decision-making body) is ultimately responsible for ensuring all ESG due diligence is completed in the same manner as for other key due diligence (e.g. commercial, accounting and legal) (1) for all of our potential real estate investments

(H) Other, please specify:  
 n/a - text included as mandatory field (1) for all of our potential real estate investments

# Construction and development

## Construction requirements

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                | PRI Principle |
|-----------|-------------------|--------------|------------|------------|---------------------------|---------------|
| RE 9      | CORE              | OO 24        | N/A        | PUBLIC     | Construction requirements | 1             |

What sustainability requirements do you currently have in place for all development projects and major renovations?

- (A) We require the management of waste by diverting construction and demolition materials from disposal
- (B) We require the management of waste by diverting reusable vegetation, rocks and soil from disposal
- (C) We require the minimisation of light pollution to the surrounding community
- (D) We require the minimisation of noise pollution to the surrounding community
- (E) We require the performance of an environmental site assessment
- (F) We require the protection of the air quality during construction
- (G) We require the protection and restoration of the habitat and soils disturbed during construction and/or during previous development
- (H) We require the protection of surface and ground water and aquatic ecosystems by controlling and retaining construction pollutants
- (I) We require the constant monitoring of health and safety at the construction site
- (J) Other, please specify:
- (K) We do not have sustainability requirements in place for development projects and major renovations

## Minimum building requirements

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                    | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-------------------------------|---------------|
| RE 10     | CORE              | OO 24        | N/A        | PUBLIC     | Minimum building requirements | 1             |

What minimum building requirements do you have in place for development projects and major renovations?

- (A) We require the implementation of the latest available metering and IoT technology (2) for the majority of our development projects and major renovations

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- (B) We require that the building be able to obtain a recognised green building certification for new buildings (1) for all development projects and major renovations

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|  |  |
|--|--|
| (C) We require the use of certified (or labelled) sustainable building materials   | (1) for all development projects and major renovations         |
| (D) We require the installation of renewable energy technologies where feasible  | (1) for all development projects and major renovations         |
| (E) We require that development projects and major renovations become net-zero carbon emitters within five years of completion of the construction | (4) for none of our development projects and major renovations |
| (F) We require water conservation measures   | (1) for all development projects and major renovations         |
| (G) We require common occupant health and well-being measures  | (1) for all development projects and major renovations         |
| (H) Other, please specify:<br>n/a - text included as mandatory field   | (1) for all development projects and major renovations         |

## Post-investment phase

### Monitoring

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------|---------------|
| RE 11     | CORE              | N/A          | N/A        | PUBLIC     | Monitoring | 1             |

During the reporting year, what ESG building performance data did you collect for your real estate assets?

#### Through metering

|                             |  |
|-----------------------------|--|
| (A) Electricity consumption | (2) for the majority of our real estate assets |
| (B) Water consumption       | (1) for all of our real estate assets          |
| (C) Waste production        | (4) for none of our real estate assets         |

#### Through another method

|                             |  |
|-----------------------------|--|
| (A) Electricity consumption | (2) for the majority of our real estate assets |
| (B) Water consumption       | (1) for all of our real estate assets          |
| (C) Waste production        | (2) for the majority of our real estate assets |

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------|---------------|
| RE 12     | CORE              | N/A          | N/A        | PUBLIC     | Monitoring | 1             |

**For the majority of the core KPIs that you tracked, how did you set targets across your real estate investments?**

- (A) We set targets to achieve incremental improvements based on past performance
- (B) We set targets using industry benchmarks/standards
- (C) We set targets against global benchmarks or thresholds (e.g. on climate change and/or the SDGs)
- (D) We did not set targets for the core ESG KPIs that we tracked
- (E) We did not set targets as we don't track core ESG KPIs

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------|---------------|
| RE 13     | CORE              | OO 26        | RE 13.1    | PUBLIC     | Monitoring | 1, 2          |

**What processes do you have in place to support meeting your ESG targets for your real estate investments?**

|   |  |
|---|--|
| (A) We use operational-level benchmarks to assess and analyse the performance of assets against sector performance              | (1) for all of our real estate investments |
| (B) We implement certified environmental and social management systems across our portfolio                                     | (1) for all of our real estate investments |
| (C) We make sufficient budget available to ensure that the systems and procedures needed to achieve the target are put in place | (1) for all of our real estate investments |
| (D) We hire external verification services to audit performance, systems and procedures   | (1) for all of our real estate investments |
| (F) We develop minimum health and safety standards  | (1) for all of our real estate investments |

(G) Other, please specify:

n/a - text included as mandatory field

(1) for all of our real estate investments

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------|---------------|
| RE 13.1   | PLUS              | RE 13        | N/A        | PUBLIC     | Monitoring | 1, 2          |

Describe up to two processes that you put in place during the reporting year to support meeting your ESG targets.

**Processes to support meeting ESG targets**

(A) Process 1

Through a collaborative culture and balanced scorecards that include a mix of financial and non-financial considerations, Dexus builds long-term supplier relationships that extend the reach of its sustainability aspirations. Dexus works with like-minded suppliers that deliver high-quality services and demonstrate a commitment to partnering to deliver Dexus's Sustainability Approach. Dexus's Sustainable Procurement Policy and Supplier Code of Conduct form the basis for its collaboration on addressing ESG issues within its supply chain. Dexus has implemented this through a structured procurement process, and awards contracts following rigorous tender selection process involving a balanced evaluation of financial and non-financial criteria. Dexus then works alongside its panel of preferred suppliers to deliver services, manage their performance outcomes, and gather feedback to enhance the health of these relationships. The enhanced consideration of sustainability also includes a standardised procedure for corrective action planning for supplier non-conformances. The standardisation will help Dexus track the prevalence of non-conformances across its portfolio and target supplier engagement activities accordingly to improve performance. **(response continued in row below)**

For instance, in the partnership with Dexus's office and industrial facility management partner CBRE, Dexus has enhanced how sustainability considerations are integrated into supplier performance management. A new supplier relationship management framework embeds sustainability objectives into supplier performance management and helps Dexus understand the engagement levels of supplier workforces. Key elements of the framework include:

- Sustainability compliance reviews including modern slavery audits, indigenous workforce engagement, alignment with Dexus's 40:40:20 gender diversity target (40% female, 40% male, 20% any gender), and environmental considerations such as waste management
- Incentives to outperform through objectives that identify leading practice, such as Good Environmental Choice Australia (GECA) certification and strong NABERS Waste ratings across the portfolio
- Surveys of supplier workforces to enable facility management teams to engage directly with onsite staff to understand their morale, any concerns, and continuous improvement ideas
- Contract health checks that include a focus on how suppliers have leveraged technology and innovation in the delivery of their services to Dexus.

Another example is the integration of sustainability into cleaning and waste management services. Cleaning and waste management is a key service that Dexus provides for its customers, and Dexus strives to maximise the quality of service provided by its cleaning contractors. Last year, Dexus conducted an extensive process to review its waste and cleaning service specifications and tender for services across its managed office properties nationally. In line with Dexus's sustainable procurement policy, tender responses were assessed across financial and non-financial metrics with a focus on maximising customer satisfaction, minimising environmental impacts through improved recycling and waste stewardship practices, as well as partnering with like-minded suppliers to deliver fair working conditions, appropriate wages and training opportunities for cleaning staff. Dexus also introduced measures to collaboratively manage the risk of modern slavery in its supply chain. **(response continued in row below)**

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The new contracts came into effect across the portfolio in early 2020 and are already resulting in an enhanced service for Dexus and its customers. One of the requirements has been the installation of scales to improve the accuracy of waste data collected by cleaning teams. Improvements to waste data will help Dexus engage with customers about waste management practices and benchmark property performance using the NABERS Waste tool.

Dexus recognises that the onset of the COVID-19 pandemic has presented challenges that may increase modern slavery risk factors across some areas of its supply chain. During the pandemic, Dexus has focused on ensuring its suppliers, most notably cleaning and security providers, are managing their workforces appropriately. Dexus has kept its portfolio operational throughout the COVID-19 pandemic, in turn minimising the risk of job losses across its cleaning and security contractor workforces. Where cleaning requirements were reduced at the request of customers, Dexus engaged with affected cleaning contractors to protect jobs where possible. Dexus also affirmed its expectations to suppliers that they uphold the highest standards of occupational health and safety with their workforces..

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Dexus leverages technological change for the long-term benefit of its workspaces, securing the relevant game changers that enhance the customer experience. Dexus's smart building blueprint relies on six interconnected pillars that are important to its customers, being safety, sustainability, productivity, experience, wellbeing and connectivity.

Dexus launched its smart building blueprint at 100 Mount Street, North Sydney, combining the latest technology in smart sensors and connectivity including a dedicated Internet of Things platform. The experience at 100 Mount Street demonstrated that one of the most beneficial outcomes of the new property technology is connectivity. Several customers opted to choose Dexus as their connectivity provider, demonstrating the opportunities to leverage technology to meet customer needs beyond simply providing workspace. **(response continued in row below)**

(B) Process 2

Other smart building blueprint initiatives rolled out include the installation of premium mobile phone technology at the MLC Centre in Sydney and biometric access technology at Gateway Sydney.

How people interact with buildings has vastly changed to concerns arising from the COVID-19 pandemic. Innovation led by the public demand for remote and touchless operations continues to drive the development of new products and solutions for buildings. Dexus is among the first in Australia, to create a fully integrated touchless experience in an office building. Gateway Sydney, now uses 3D fingerprint technology to scan occupants' handprints to create a unique algorithm, eliminating the need for office passes swiping across surfaces and the touching of lift buttons. **(response continued in row below)**

From car park boom gates, lift security, access to offices and end-of-trip facilities (including bike storage rooms, bathrooms and lockers), this biometric touchless technology creates a frictionless experience for customers.

Dexus determines the best use of technology not just for its suitability for one building, but its scalability across the portfolio. Dexus is assessing the feasibility of this integrated touchless technology at other buildings in its portfolio and in future developments. Through its scale, Dexus can improve commercial outcomes and ultimately offer a smooth and consistent experience for its customers..

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------|---------------|
| RE 14     | CORE              | N/A          | N/A        | PUBLIC     | Monitoring | 1, 2          |

**Post-investment, how do you manage material ESG-related risks and opportunities to create value during the holding period of your investments?**

(A) We develop property-specific ESG action plans based on pre-investment research, due diligence and materiality findings (1) for all of our real estate investments

(B) We adjust our ESG action plans regularly based on performance monitoring findings (1) for all of our real estate investments

(C) We hire external advisors to provide support with specific ESG value creation opportunities

(1) for all of our real estate investments

(D) Other, please specify:

n/a - text included as mandatory field

(1) for all of our real estate investments

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------|---------------|
| RE 15     | PLUS              | N/A          | N/A        | PUBLIC     | Monitoring | 1, 2          |

**Describe how your long-term ESG action plans are currently defined, implemented and monitored.**

As part of Dexus’s ambition to achieve net zero emissions and source 100% renewable energy by 2030, all Dexus-managed properties are on a trajectory to a net zero position for base building services. Dexus’s pathway to net zero emissions focuses on energy and resource efficiency, renewable energy and minimal offsets, and encompasses the following implementation and monitoring activities:

- Tracking emissions across the group portfolio and ongoing disclosure of performance
- Setting continuous improvement targets (such as the NABERS Energy targets to improve energy efficiency and the RE100 interim target of 70% renewable energy by 2025)
- Conducting ongoing energy management processes and initiatives across operations
- Implementing energy efficiency and fuel switching projects
- Generating energy onsite from renewable sources
- Purchasing accredited, emission-free GreenPower
- Incorporating environmental performance into new developments and investment decision making
- Maintaining carbon neutral certification for its corporate operations under the Climate Active Carbon Neutral Standard via participation in the Climate Active Australian Government Carbon Neutrality Program
- Actively participating in industry collaborations including the GRESB and the Sydney-based Better Buildings Partnership (BBP).

Dexus is also committed to working with its customers to reduce the emissions from customer-controlled spaces by 25% by 2030. To sustain continuous improvements in energy and water efficiency across the group property portfolio, Dexus uses smart meters to validate utility bills, identify consumption and report anomalies. Energy and water sub-metering has been installed in key office properties to deliver incremental efficiencies. Dexus engages with customers on sustainability upgrades in properties and how they can achieve efficiencies in their tenancies. Dexus collaborates with customers to improve their sustainability performance and awareness and drives improvements in customers’ energy efficiency through green building committees and other programs. These programs include involvement in the annual Earth Hour campaign and the NABERS Energy and Water ratings. Dexus undertakes initiatives to receive regular, open feedback from its customers as customer feedback helps to determine the important sustainability issues that keep property performance on the right track.

Through a collaborative culture and balanced scorecards that include a mix of financial and non-financial considerations, Dexus builds long-term supplier relationships that extend the reach of its sustainability aspirations. Dexus develops long-term partnerships that address sustainability impacts and create shared value. Dexus recognises the central role that suppliers play in optimising asset performance, managing risk and delivering customer amenity. Dexus seeks to form long-lasting relationships with suppliers who have proven track records to drive efficiency and consistency across all Dexus-managed properties. These long-term relationships help align business interests and present a greater opportunity for Dexus to embed its sustainability approach across its supply chain. Dexus has identified several opportunities to enhance the management of climate-related issues across its supply chain, including:

- Completing supplier risk management assessments that focus on supplier capacity to manage climate-related issues, and engage with suppliers where required to enhance their awareness and understanding
- Further integrating climate-related issues management into supplier engagement agreements as appropriate
- Preferencing low or net zero carbon products, and collaborating with suppliers to increase disclosure through reporting and Environmental Product Declarations
- Assessing its supply chain for risks and opportunities associated with the transition to a low carbon economy
- Understanding areas of the supply chain that may be exposed to international trade disruptions.

Dexus measures its success in environmental and climate performance outcomes through the completion of commitment milestones, achievement of targets, feedback from customers and employees, awards and external recognition, inclusion and rankings within sustainability and leadership indices, as well as benchmarking against leading industry standards. Environmental performance and climate resilience activities undergo ongoing review through:

- Live monitoring of building consumption by facility managers
- Monthly sustainability team meetings involving stakeholders from Dexus and its managing agents
- Monthly reporting of NABERS ratings activity and tracking of rolling portfolio targets
- Monthly review of energy and water billing data and investigation into adverse consumption trends
- Quarterly Board ESG Committee progress updates.

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------|---------------|
| RE 16     | CORE              | N/A          | N/A        | PUBLIC     | Monitoring | 1             |

**What proportion of your real estate assets have obtained an ESG/RI certification or label?**

- (A) All of our real estate assets have obtained an ESG/RI certification or label
- (B) The majority of our real estate assets have obtained an ESG/RI certification or label
- (C) A minority of our real estate assets have obtained an ESG/RI certification or label
- (D) None of our real estate assets have obtained an ESG/RI certification or label

# Stewardship

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection  | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-------------|---------------|
| RE 17     | CORE              | OO 26        | N/A        | PUBLIC     | Stewardship | 1, 2          |

**How does your property manager engage with tenants? (If you are a property manager, please report on your direct tenant engagement.)**

## Tenants with operational control

(A) We engage with real estate tenants through organising tenant events focused on increasing sustainability awareness, ESG training and guidance (3) for a minority of our buildings or properties

(B) We engage with real estate tenants on energy and water consumption and/or waste production (3) for a minority of our buildings or properties

(C) We engage with real estate tenants by offering green leases (1) for all of our buildings or properties

(D) We engage with real estate tenants through identifying collaboration opportunities that support net-zero targets (3) for a minority of our buildings or properties

(E) We engage with real estate tenants by offering shared financial benefits from equipment upgrades (3) for a minority of our buildings or properties

(F) Other, please specify:  
 Partnerships with external providers for sustainable benefits to customers (2) for the majority of our buildings or properties

## Tenants without operational control

(A) We engage with real estate tenants through organising tenant events focused on increasing sustainability awareness, ESG training and guidance (1) for all of our buildings or properties

(B) We engage with real estate tenants on energy and water consumption and/or waste production (1) for all of our buildings or properties

(C) We engage with real estate tenants by offering green leases (1) for all of our buildings or properties

|  |   |
|--|---|
| (D) We engage with real estate tenants through identifying collaboration opportunities that support net-zero targets | (3) for a minority of our buildings or properties   |
| (E) We engage with real estate tenants by offering shared financial benefits from equipment upgrades                 | (3) for a minority of our buildings or properties   |
| (F) Other, please specify:<br>Partnerships with external providers for sustainable benefits to customers             | (2) for the majority of our buildings or properties |

## Exit

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------|---------------|
| RE 18     | CORE              | N/A          | N/A        | PUBLIC     | Exit       | 4, 6          |

### During the reporting year, what responsible investment information has your organisation shared with potential buyers of real estate investments?

|  |   |
|--|---|
| (A) We shared our firm's high-level commitment to responsible investment (e.g. that we are a PRI signatory)  | (3) for a minority of our real estate investments |
| (B) We shared a description of what industry and asset class standards our firm aligns with (e.g. TCFD, GRESB)   | (4) for none of our real estate investments       |
| (C) We shared our firm's responsible investment policy (at minimum, a summary of key aspects and firm-specific approach)                               | (4) for none of our real estate investments       |
| (D) We shared our firm's ESG risk assessment methodology (topics covered, in-house and/or with external support)                                       | (4) for none of our real estate investments       |
| (E) We shared the outcome of our latest ESG risk assessment on the property(s)   | (1) for all of our real estate investments        |
| (F) We shared key ESG performance data on the property(s) being sold   | (1) for all of our real estate investments        |
| (G) Other, please specify:<br>Additional information on ESG-related topics as requested by the potential buyer (including property ESG certifications) | (1) for all of our real estate investments        |

# Reporting/Disclosure

## ESG portfolio information

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                | PRI Principle |
|-----------|-------------------|--------------|------------|------------|---------------------------|---------------|
| RE 19     | CORE              | N/A          | N/A        | PUBLIC     | ESG portfolio information | 6             |

During the reporting year, how did you report on core ESG data and targets to your investors or beneficiaries?

- (A) We reported in aggregate through a publicly disclosed sustainability report
- (B) We reported in aggregate through formal reporting to investors or beneficiaries
- (C) We reported at the property level through formal reporting to investors or beneficiaries
- (D) We reported through a limited partners advisory committee (or equivalent)
- (E) We reported back at digital or physical events or meetings with investors or beneficiaries
- (F) We did ad hoc or informal reporting on serious ESG incidents
- (G) Other, please specify:  
n/a - text included as mandatory field

(H) We did not report on core ESG data and targets to our investors or beneficiaries during the reporting year

## Sustainability Outcomes (SO)

# Set targets on sustainability outcomes

## Outcome objectives

| Indicator | Type of indicator | Dependent on | Gateway to   | Disclosure | Subsection         | PRI Principle |
|-----------|-------------------|--------------|--------------|------------|--------------------|---------------|
| SO 1      | PLUS              | ISP 45       | SO 1.1, SO 2 | PUBLIC     | Outcome objectives | 1             |

Has your organisation chosen to shape any specific sustainability outcomes?

- (A) Yes  
 (B) No

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection         | PRI Principle |
|-----------|-------------------|--------------|------------|------------|--------------------|---------------|
| SO 2      | PLUS              | SO 1         | SO 3       | PUBLIC     | Outcome objectives | 1             |

Please list up to 10 of the specific sustainability outcomes that your organisation has chosen to shape.

### Sustainability outcomes

- |                               |                                |
|-------------------------------|--------------------------------|
| (A) Sustainability Outcome #1 | Net zero carbon & clean energy |
| (B) Sustainability Outcome #2 | Occupant health & wellbeing    |
| (C) Sustainability Outcome #3 | Diversity & inclusion          |

## Target-setting process

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection             | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------------------|---------------|
| SO 3      | PLUS              | SO 2         | SO 3.1     | PUBLIC     | Target-setting process | 1             |

**Have you set any targets for your sustainability outcomes? Indicate how many targets you have set for each sustainability outcome.**

(A) Sustainability Outcome #1: (3) Two or more targets

(B) Sustainability Outcome #2: (2) One target

(C) Sustainability Outcome #3: (2) One target

| Indicator | Type of indicator | Dependent on | Gateway to             | Disclosure | Subsection             | PRI Principle |
|-----------|-------------------|--------------|------------------------|------------|------------------------|---------------|
| SO 3.1    | PLUS              | SO 3         | Multiple, see guidance | PUBLIC     | Target-setting process | 1             |

**For each sustainability outcome, name and provide a brief description of up to two of your targets and list the metrics or key performance indicators (KPIs) associated with them, the targets' deadlines and the percentage of your assets under management to which the targets apply.**

|   | Target name                            | Target description   |
|---|--|--|
| (A1) Sustainability Outcome #1:<br>(Target 1) | Net zero carbon aspirations            | Net zero carbon by 2030  |
| (A2) Sustainability Outcome #1:<br>(Target 2) | RE100 commitment and interim target    | 100% renewable energy by 2030 and 70% renewable energy by 2025         |
| (B1) Sustainability Outcome #2:<br>(Target 1) | NABERS Indoor Environment (IE) ratings | 5 star average NABERS IE rating for office portfolio                   |
| (C1) Sustainability Outcome #3:<br>(Target 1) | Gender diversity                       | 40% female representation across senior and executive management roles |

|   | KPIs/metrics  | Target deadline: Year |
|---|---|-----------------------|
| (A1) Sustainability Outcome #1:<br>(Target 1) | Total net carbon emissions                          | 2030                  |
| (A2) Sustainability Outcome #1:<br>(Target 2) | % renewable energy                                  | 2030                  |
| (B1) Sustainability Outcome #2:<br>(Target 1) | % office floor area with 5 star<br>NABERS IE rating | 2025                  |
| (C1) Sustainability Outcome #3:<br>(Target 1) | % female representation                             | 2021                  |

**Coverage: % of assets under management**

|  |     |
|--|-----|
| (A1) Sustainability Outcome #1: (Target 1) | 100 |
| (A2) Sustainability Outcome #1: (Target 2) | 100 |
| (B1) Sustainability Outcome #2: (Target 1) | 73  |
| (C1) Sustainability Outcome #3: (Target 1) | 100 |

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection             | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------------------|---------------|
| SO 4      | PLUS              | SO 3.1       | N/A        | PUBLIC     | Target-setting process | 1             |

**Which global goals (or other references) did your organisation use to determine your sustainability outcomes targets? Explain whether you have derived your target from global goals, e.g. by translating a global goal into a target at the national, regional, sub-national, sectoral or sub-sectoral level. Alternatively, explain why you have set your target independently from global goals.**

**Global goals/references**

|  |   |
|--|---|
| (A1) Sustainability Outcome #1: (Target 1) | Aligned with 1.5oC Paris Agreement & Science Based Targets Initiative                             |
| (A2) Sustainability Outcome #1: (Target 2) | Aligned with RE100 which is the Climate Group's global leadership initiative for renewable energy |

(B1) Sustainability Outcome #2: (Target 1)

Aligned with NABERS which is an industry standard used to benchmark building performance against peers

(C1) Sustainability Outcome #3: (Target 1)

Aligned with the Property Council of Australia's 40:40:20 campaign which is an industry approach for gender diversity

## Tracking progress

| Indicator | Type of indicator | Dependent on | Gateway to     | Disclosure | Subsection        | PRI Principle |
|-----------|-------------------|--------------|----------------|------------|-------------------|---------------|
| SO 5      | PLUS              | SO 3.1       | SO 5.1, SO 5.2 | PUBLIC     | Tracking progress | 1             |

### Does your organisation track intermediate performance and progress against your sustainability outcomes targets?

(A1) Sustainability Outcome #1: (Target 1)

(1) Yes

(A2) Sustainability Outcome #1: (Target 2)

(1) Yes

(B1) Sustainability Outcome #2: (Target 1)

(1) Yes

(C1) Sustainability Outcome #3: (Target 1)

(1) Yes

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection        | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-------------------|---------------|
| SO 5.1    | PLUS              | SO 5         | N/A        | PUBLIC     | Tracking progress | 1             |

### How does your organisation track intermediate performance and progress against your sustainability outcomes targets?

#### Please describe below:

(A1) Sustainability Outcome #1: (Target 1)

Dexus employs measures to assess, evaluate and improve asset environmental performance by monitoring consumption patterns based on billing/meter data, implementing strategic improvement plans, setting asset-level targets and monitoring NABERS or Green Star ratings. Management and the Board ESG Committee review performance against the environmental objectives on a quarterly basis while Dexus publicly reports on key environmental commitments in its annual reporting and half year disclosures.



(A1) Sustainability Outcome #1:  
(Target 1)

As at 30 June 2020, Dexus continued its progress towards its 2030 net zero emissions target, reducing the total net greenhouse gas emissions across its managed property portfolio by 17% to 150,618 t CO<sub>2</sub>-e (when compared to its 2018 baseline emissions of 180,798 t CO<sub>2</sub>-e). As at 30 June 2020, Dexus also delivered 1,053,157 square metres of office space across the group portfolio that was rated at a minimum 5 star NABERS Energy (outperforming by 5% the 1 million square metre target that was set in 2015).

Dexus is working towards its ambition to achieve net zero emissions across its managed portfolio by 2030 through improving energy efficiency, increasing the uptake of on-site and off-site renewables and the use of minimal offsets. Dexus improves the energy efficiency of its portfolio through the development of Strategic Improvement Plans at the property level, and benchmarking property performance using NABERS Energy and Green Star Performance ratings. **(response continued in row below)**

---

During the reporting year, Dexus met and exceeded its 2020 target of 1,000,000 square metres of office space rated at least 5 star NABERS Energy rating. Key current year projects that contributed to achieving the 2020 NABERS Energy target included: • Gateway Sydney increased its NABERS Energy rating from 4.5 to 5 stars, with the installation of a new chiller dedicated to the city retail component of the building. **(response continued in row below)**

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- 100 Harris Street, Pyrmont increased its NABERS Energy rating from 4.5 to 5 stars following a focus on operational efficiency combined with a new rooftop solar array
- 101 George Street, Parramatta improved its NABERS Energy rating from 5 to 5.5 stars following close collaboration between facility management teams and building management system and analytics contractors to rectify inefficiencies within the HVAC (heating, ventilation, and air conditioning) system, such as the chiller staging set points
- Governor Phillip Tower at 1 Farrer Place, Sydney achieved a 5 star NABERS Energy rating – a major milestone for a flagship Sydney asset – following a multi-year capital works program and building management system upgrade. Current year progress of increasing renewable energy use is discussed below. As a signatory to Australia’s carbon neutral program, Dexus offsets emissions associated with management activities conducted offsite to facilitate day-to-day property operation, such as leasing, property management, property finance, investor relations, legal, governance and sustainability functions..

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(A2) Sustainability Outcome #1:  
(Target 2)

During the reporting year, Dexus progressed towards its RE100 commitment of sourcing 100% renewable electricity by 2030. Dexus sourced 24% its electricity needs from renewable sources during the year ended 30 June 2020.

Dexus's goal is to operate high performing buildings powered by clean energy. Dexus is dedicated to increasing its use of renewable energy, and during the reporting year Dexus signed up to the RE100 initiative, committing to source 100% renewable electricity by 2030. An initial success on Dexus's trajectory to net zero emissions and its RE100 commitment was the commencement of its renewable Energy Supply Agreement with Red Energy in January 2020. The agreement is now supplying renewable energy to the base building services of 40 properties across the group's New South Wales office portfolio. **(response continued in row below)**

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The renewable energy is being sourced from a combination of offsite solar and wind projects. Dexus is also prioritising the delivery of on-site solar photovoltaics (PV) at its retail centres and industrial properties. During the reporting year, Dexus completed the installation of one of Australia's largest car park solar array at Willows Shopping Centre in Townsville. Shortly after the Willows solar PV system came online, Dexus also completed the installation of an additional 600kW solar array at Beenleigh Marketplace. **(response continued in row below)**

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Across the industrial portfolio, Dexus is responding to increasing customer interest in its Onsite Solar Renewables Program. The program is a working partnership between Dexus and its customers to unlock the value of industrial properties and share the financial and environmental benefits of renewable energy. Over the reporting year, Dexus launched the program at a pilot precinct in Quarrywest Industrial Estate, Greystanes. Interested customers have identified their ambitions for solar PV at their properties and provided consumption data to Dexus for size and capacity analysis. Dexus is progressing technical assessments of customer data, building structure and electrical infrastructure to build a compelling business case and partnership proposition with customers and third party capital partners..

(B1) Sustainability Outcome #2:  
(Target 1)

As at 30 June 2020, 35 properties representing 63% of group office floor area have been rated using NABERS IE, giving Dexus an understanding of property performance on acoustic quality, lighting quality, thermal comfort, and indoor air quality. Through a program of initiatives to enhance occupant health and wellbeing, Dexus is targeting an average 5 star NABERS IE rating across the group office portfolio by 30 June 2025. As at 30 June 2020, the average NABERS IE rating for the office portfolio was 4.0 stars.

A healthy indoor environment positively impacts occupant health and wellbeing, and ultimately customer productivity and satisfaction. The past year presented a unique set of indoor environment quality challenges related to Australia's catastrophic bushfire season and the COVID-19 pandemic. Australia experienced devastating bushfires across Queensland, New South Wales, Victoria, and the Australian Capital Territory between September 2019 and February 2020. The smoke and ash from these fires caused abnormally high levels of airborne pollutants across major metropolitan areas. **(response continued in row below)**

At various times, Australian cities recorded the poorest air quality globally. On days of poor outdoor air quality caused by the bushfires, Dexus tested the indoor air quality (IAQ) at select properties to evaluate the effectiveness of air filtration systems and management practices. Dexus also established a cross-functional IAQ working group to review IAQ monitoring, alerts and communications, air filter selection, operational procedures and mitigation strategies. The working group developed an action response matrix to coordinate outdoor air monitoring and management responses to reduce the ingress of polluted air on days of poor outdoor air quality. **(response continued in row below)**

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Since the onset of the COVID-19 pandemic in Australia, the IAQ working group has prioritised its review and testing of air filtration systems and is examining the capacity and capability of the existing ventilation systems in commercial buildings to manage external and internal air quality. This work is ongoing with the support of external providers and the Dexus operations team which is expected to result in further enhancements to air quality management procedures. Dexus built on the above activities and its regular audits on indoor environmental quality by continuing to progress the benchmarking of its office portfolio using NABERS Indoor Environment (NABERS IE) ratings..

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(C1) Sustainability Outcome #3:  
(Target 1)

Dexus continued its progress towards its 40:40:20 gender mix in senior and executive management roles by 30 June 2021 (40% female, 40% male, 20% any gender). As at 30 June 2020, Dexus recorded 36% female representation in senior and executive management roles.

Dexus is proud to have been recognised as an Employer of Choice for Gender Equality by the Workplace Gender Equality Agency for the third consecutive year. **(response continued in row below)**

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This recognition is a result of Dexus's active commitment towards workplace gender equality through organisation-wide programs, policies and initiatives that have contributed to the creation of a diverse and inclusive workplace, such as:

- Formal and informal flexible working arrangements
- Programs to support gender balanced representation at all levels of the organisation
- Robust processes to address gender pay equity
- Tailored parental leave policies to support use by all genders
- Initiatives to support parents on leave and returning to work, including the 'Dexus Dads' network
- Continuity of superannuation contributions to primary carers throughout the parental leave period
- Partnering in a STEM+ program at 100 Mount Street, North Sydney encouraging girls to pursue a career in property
- Reporting of gender equality metrics for senior management and the Board

Dexus was also recognised as a Top 100 company for gender quality globally by Equileap during the reporting year.. **(response continued in row below)**

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection        | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-------------------|---------------|
| SO 6      | PLUS              | SO 3.1       | SO 6.1     | PUBLIC     | Tracking progress | 2             |

Despite your organisation's efforts to make progress on your sustainability outcomes, there may be stakeholders who have been negatively affected by your organisation's activities. For each of your sustainability outcomes, indicate whether your organisation ensures that stakeholders who have been negatively affected are able to seek an effective remedy.

(A) Sustainability Outcome #1:

(1) Yes

(B) Sustainability Outcome #2:

(1) Yes

(C) Sustainability Outcome #3:

(1) Yes

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection        | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-------------------|---------------|
| SO 6.1    | PLUS              | SO 6         | N/A        | PUBLIC     | Tracking progress | 2             |

**How does your organisation ensure that stakeholders negatively affected by your activities are able to seek an effective remedy?**

**Please describe below:**

(A) Sustainability Outcome #1:

Dexus maintains policies and procedures to formally address grievances raised by stakeholders in relation to Dexus, its products or services, or the processes which Dexus uses for dealing with feedback itself. Stakeholders that are negatively affected by Dexus business activities are able to seek effective remedy through Dexus's grievance or complaints policies and procedures. **(response continued in row below)**

Any grievance escalated to the Head of Governance or Head of Compliance is addressed through grievance or complaints policies and procedures. A register of grievances is maintained and reported to the Board Risk Committee and the Board ESG Committee.

The following grievance mechanisms are used by Dexus:

- Investors and third party capital partners:
  1. Handling Investor Complaints Procedure
  2. Investor Complaints Policy
- Customers, suppliers and community:
  1. Handling Property Complaints Procedure
  2. Customer Complaints Policy
  3. Whistleblower Policy.

Dexus has also appointed an independent disclosure management service provider, Your-Call, to enable employees and contractors to report securely, anonymously, and confidentially information about dishonesty, fraud, unsafe environments, unethical and other inappropriate behaviour in the workplace..

(B) Sustainability Outcome #2:

Dexus maintains policies and procedures to formally address grievances raised by stakeholders in relation to Dexus, its products or services, or the processes which Dexus uses for dealing with feedback itself. Stakeholders that are negatively affected by Dexus business activities are able to seek effective remedy through Dexus's grievance or complaints policies and procedures. **(response continued in row below)**

---

Any grievance escalated to the Head of Governance or Head of Compliance is addressed through grievance or complaints policies and procedures. A register of grievances is maintained and reported to the Board Risk Committee and the Board ESG Committee.

The following grievance mechanisms are used by Dexus:

- Investors and third party capital partners:
  1. Handling Investor Complaints Procedure
  2. Investor Complaints Policy
- Customers, suppliers and community:
  1. Handling Property Complaints Procedure
  2. Customer Complaints Policy
  3. Whistleblower Policy.

Dexus has also appointed an independent disclosure management service provider, Your-Call, to enable employees and contractors to report securely, anonymously, and confidentially information about dishonesty, fraud, unsafe environments, unethical and other inappropriate behaviour in the workplace..

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(C) Sustainability Outcome #3:

To maintain a positive and productive work environment, Dexus has implemented a whistleblower policy and grievance procedure where employees who are negatively affected are able to seek effective remedy.

An important part of the program is the open and honest discussion of ethical issues. **(response continued in row below)**

---

Dexus encourages employees to raise problems with their manager. Should this not be possible for any reason, employees are encouraged to raise their concerns of possible breaches of law or procedure, irregularity, compliance issue, ethical issue or anything else of concern with any of the following representatives:

- Head of Governance
- Head of People and Culture
- General Counsel
- Dexus’s statutory auditors, PwC
- Dexus’s internal auditors, KPMG.

Dexus has also appointed an independent disclosure management service provider, Your-Call, to enable employees and contractors to report securely, anonymously and confidentially information about dishonesty, fraud, unsafe environments, unethical and other inappropriate behaviour in the workplace..

# Investors’ individual and collective actions shape outcomes

## Levers for shaping outcomes

| Indicator | Type of indicator | Dependent on | Gateway to      | Disclosure | Subsection                  | PRI Principle |
|-----------|-------------------|--------------|-----------------|------------|-----------------------------|---------------|
| SO 7      | PLUS              | SO 3.1       | SO 7.1 - SO 22, | PRIVATE    | Levers for shaping outcomes | 1, 2, 5       |

Which levers did your organisation or service providers/external investment managers acting on your behalf use to make progress on your sustainability outcomes during the reporting year?

|  | (1) Individually                    | (2) With other investors or stakeholders |
|--|-------------------------------------|--|
| (A) Asset allocation                                 | <input checked="" type="checkbox"/> | <input type="checkbox"/>                 |
| (B) Investee engagement including voting             | <input type="checkbox"/>            | <input type="checkbox"/>                 |
| (C) Systemic stewardship including policy engagement | <input type="checkbox"/>            | <input checked="" type="checkbox"/>      |

(D) None of the above



| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                  | PRI Principle |
|-----------|-------------------|--------------|------------|------------|-----------------------------|---------------|
| SO 7.1    | PLUS              | SO 7         | N/A        | PUBLIC     | Levers for shaping outcomes | 1, 2, 5       |

Considering all the levers you indicated in the previous question, indicate the overall budget you allocated specifically to shaping sustainability outcomes in the reporting year. This indicator refers to the budget dedicated exclusively to shaping sustainability outcomes. Please refer to the Explanatory notes for detailed guidance to determine what to include in the budget figure.

(A) Asset allocation

US\$ 8,200,000.00

(C) Systemic stewardship including policy engagement

US\$ 245,000.00

## Asset allocation

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection       | PRI Principle |
|-----------|-------------------|--------------|------------|------------|------------------|---------------|
| SO 8      | PLUS              | SO 7         | N/A        | PUBLIC     | Asset allocation | 1             |

Describe how your organisation used asset allocation specifically to make progress on your sustainability outcomes during the reporting year, excluding participation in structures involving other stakeholders, such as blended finance. Provide details on how you expect these measures to make a significant change to the cost and/or availability of capital to finance progress on your sustainability outcomes.

Please describe below:

(A) Sustainability Outcome #1:

Dexus uses strategic asset allocation to progress its sustainability targets through a number of measures, including a rigorous due diligence process, minimum standards for new developments, in-house research on long-term trends as well as industry leading benchmarks and strategic improvement plans which target specific operational performance outcomes. The due diligence process is used to identify ESG risks, the ability to attract and meet tenants' demand based on asset operational performance levels and the capital expenditure required to align the asset to meet Dexus's sustainability targets over the short to medium-term. Outcomes of the due diligence process influence Dexus's asset allocation as failure to meet the ESG criteria can prevent an otherwise worthwhile transaction from proceeding. Dexus has minimum standards for its new developments which includes the requirement that all new development obtain green building certifications, such as Green Star ratings. **(response continued in row below)**

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Dexus benchmarks its energy efficiency performance against the leading industry benchmarks, NABERS and Green Star. Each property's strategic improvement plan is regularly reviewed so that sustainability-related capital expenditure and operational expenditure requirements are built into forward budgets in conjunction with overall asset planning. The modelling that Dexus's Research team completes is structured around 'customer' (demographics), 'cities' (infrastructure and planning) and technology and its impact on the real estate sector. The research involves identifying long-term growth and risk trends to determine preferred markets/sectors to inform Dexus's investment strategy.

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(B) Sustainability Outcome #2:

Dexus uses strategic asset allocation to progress its sustainability targets through a number of measures, including a rigorous due diligence process, minimum standards for new developments, in-house research on long-term trends as well as industry leading benchmarks and strategic improvement plans which target specific operational performance outcomes. The due diligence process is used to identify ESG risks, the ability to attract and meet tenants' demand based on asset operational performance levels and the capital expenditure required to align the asset to meet Dexus's sustainability targets over the short to medium-term. Outcomes of the due diligence process influence Dexus's asset allocation as failure to meet the ESG criteria can prevent an otherwise worthwhile transaction from proceeding. **(response continued in row below)**

---

Dexus has minimum standards for its new developments which includes the requirement that all new development obtain green building certifications, such as Green Star (which includes targeting specific indoor air quality credits). Dexus also benchmarks the indoor environments of its properties using NABERS. Each property's strategic improvement plan is regularly reviewed so that sustainability-related capital expenditure and operational expenditure requirements are built into forward budgets in conjunction with overall asset planning. **(response continued in row below)**

---

Portfolio-wide reviews are also conducted on an as needs basis such as the air filtration systems review arising from Australia's catastrophic bushfire season and COVID-19 pandemic, with consequential operational expenditure being budgeted for. The modelling that Dexus's Research team completes is structured around 'customer' (demographics), 'cities' (infrastructure and planning) and technology and its impact on the real estate sector. The research involves identifying long-term growth and risk trends to determine preferred markets/sectors to inform Dexus's investment strategy..

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(C) Sustainability Outcome #3:

Asset allocation was dispersed across a number of initiatives to ensure the delivery of Dexus's gender diversity targets. Dexus has a People and Culture team dedicated specifically to delivering on its diversity targets, and as such, the proportion of their time dedicated to such initiatives represents asset allocation to deliver against this sustainability outcome. Allocated funds in this space ensures the achievement and delivery of requirements under the Workplace Gender Equality Agencies (WGEA) Employer of Choice for Gender Equality citation. In order to achieve this recognition, Dexus maintains key partner relationships and memberships with external partners to inform targets and best practice. **(response continued in row below)**

---

A key enabler of Dexus's gender diversity strategy is best practice policy, which is achieved through engagement with subject matter experts who advise on policy development and implementation. These policies and practices are supported by both internal and external programs, such as learning and development and social networking groups. Additionally, Dexus celebrates Days of Significance that align to its diversity targets, where thought leadership and progress to date is celebrated. Another component of Dexus's asset allocation used to progress its gender targets, includes the competitive policy entitlements that Dexus offers employees. This includes paid parental leave over and above the national employment standards together with superannuation continuation throughout the parental leave period..

| Indicator | Type of indicator | Dependent on           | Gateway to | Disclosure | Subsection       | PRI Principle |
|-----------|-------------------|------------------------|------------|------------|------------------|---------------|
| SO 10     | PLUS              | Multiple, see guidance | N/A        | PUBLIC     | Asset allocation | 1, 5          |

**In which asset classes did your organisation, or your external investment managers acting on your behalf, use asset allocation to make progress on your sustainability outcomes during the reporting year? For each asset class, indicate the proportion of assets under management that you dedicated to making progress on your sustainability outcomes.**

**(4) Real estate**

|                                |  |
|--------------------------------|--|
| (A) Sustainability Outcome #1: | (1) We used all of our AUM to advance our sustainability outcomes          |
| (B) Sustainability Outcome #2: | (2) We used the majority of our AUM to advance our sustainability outcomes |
| (C) Sustainability Outcome #3: | (3) We used a minority of our AUM to advance our sustainability outcomes   |

## Systemic stewardship including policy engagement

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                                       | PRI Principle |
|-----------|-------------------|--------------|------------|------------|--|---------------|
| SO 18     | PLUS              | SO 7         | N/A        | PUBLIC     | Systemic stewardship including policy engagement | 2, 5          |

Provide at least one example of how your organisation participated, either directly or via service providers or external investment managers acting on your behalf, in collaborative initiatives to engage policymakers in order to make progress on your sustainability outcomes.

### Example:

(A) Sustainability Outcome #1:

Dexus primarily engages with policy makers collaboratively through membership of industry bodies such as the Property Council of Australia (PCA), the Green Building Council of Australia (GBCA) and NABERS (National Australian Built Environment Rating System). Examples include: • Collaborating with NABERS on the Future of the NABERS Energy rating, considering whether to update the original benchmarks, how to treat market-based emissions, whether to include large-scale generation certificate (LGCs) and whether the benchmark should be an energy-based or emissions-based benchmark. • Collaborating with the GBCA by joining their early access program for the proposed Green Star for New Buildings rating tool for industrial facilities. **(response continued in row below)**

- Supporting engagement by the PCA on the review of the Commercial Building Disclosure (CBD) Program which considered whether to expand mandatory NABERS disclosure requirements.
- Supporting engagement by the PCA on Climate Active's consultation paper examining the accounting for electricity emissions (Climate Active is the Australian Government's Carbon Neutral program).
- Supporting engagement by the PCA advocating incorporation of climate change adaptation by the Federal Bushfire Royal Commission as well as promoting industry collaboration on climate change adaptation (such as the adaptation and resilience checklists developed for operational and facility managers). **(response continued in row below)**

Dexus conducts ongoing engagement with state/local government officials and policy makers on a needs basis. For example, Dexus engaged directly with the City of Sydney on their proposed development pathways standard for net zero energy buildings as well as engaging with Jemena, Australian Renewable Energy Agency (ARENA) and other key stakeholder as part of the Renewable Gas Users Group, exploring viable renewable gas alternatives as a transitional measure to displace traditional natural gas supply..

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(B) Sustainability Outcome #2:

Dexus primarily engages with policy makers collaboratively through membership of industry bodies, such as the Property Council of Australia (PCA), the Green Building Council of Australia (GBCA) and through the group's founding membership of the City of Sydney Better Buildings Partnership (BBP). Examples include: • Leading engagement with the PCA and Safe Work Australia on developing the guidelines for office buildings and workspaces during the easing of COVID-19 lockdown restrictions in Sydney, Brisbane and Perth, including issues such as lifting and end of trip facilities. • Collaborating with the PCA on the ongoing development of a social sustainability approach across the property industry, to apply to Dexus's communities and to the people within those communities. **(response continued in row below)**

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This includes the PCA's Collective Social Impact Framework which prioritises and sets industry goals on healthy places, inclusive communities, and responsible growth. • Supporting engagement by the PCA relating to the Federal Bushfire Royal Commission which considered air quality impacts, health and safety impacts as well as the resiliency of communities. • Engaging with the Modern Slavery Roundtable convened by the PCA to collaborate with industry peers to reduce modern slavery risk across the property industry, to continue to deploy the industry-wide supply chain due diligence tool and to input into the Cleaning Accountability Framework's (CAF) pilot certification scheme. **(response continued in row below)**

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Dexus conducts ongoing engagement with state/local government officials and policy makers on a needs basis to discuss and present its views regarding various issues including local and state planning, local infrastructure, community issues and environmental impacts of proposed developments. Dexus provides feedback and voices its concerns and opportunities regarding policies, standards, environmental planning instruments and controls..

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(C) Sustainability Outcome #3:

Dexus's people actively engage with the Property Council of Australia (PCA) through group initiatives and regular advocacy. Examples include: • Dexus employees play an active role in PCA Committees such as the Diversity and Inclusion Committee which is focussed on increasing the participation of women in the property industry and the number of women in leadership roles through providing and championing specific networking, professional development and mentoring opportunities • Dexus employees play an active role in the PCA People and Culture Committee. This Committee is focussed on challenging best practice for People and Culture strategy, including gender diversity across the property industry. **(response continued in row below)**

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- Dexus employees also engage in programs such as the PCA's 500 Women in Property and Future Directions programs, which align mentoring and creating opportunities for female property leaders of the future. • Dexus's CEO continued his role as a member of the Property Male Champions of Change, an initiative to drive greater gender equality in the property industry and increase the number of women in leadership roles. • Dexus is a signatory to the Panel Pledge which commits the business to only participate in gender balanced forums and panels for internal and external events, as well as encouraging Dexus's external partners, suppliers and conference organisers to adopt this approach. **(response continued in row below)**

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Dexus also collaborated with the Committee for Sydney, by joining the Innovation Fund Partnership which supports the Committee's goal to advance pragmatic and innovative solutions to make Sydney the best city in the world. The partnership has enabled the Committee to ramp up its research and advocacy program on areas including benchmarking Sydney's performance, reinvigorating Sydney's night time economy, designing a city for women and local government reform in Sydney's Central City..

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| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                                       | PRI Principle |
|-----------|-------------------|--------------|------------|------------|--|---------------|
| SO 19     | PLUS              | SO 7         | N/A        | PUBLIC     | Systemic stewardship including policy engagement | 2             |

Does your organisation have governance processes in place to ensure that your engagement with policymakers is aligned with your sustainability outcomes?

(1) Yes. Please describe:

(A) Sustainability Outcome #1:

Day to day activities are coordinated via Dexus’s in-house Sustainability Team in consultation with other business units as appropriate, such as the Risk, Governance, Developments, Research, property operations and facility management teams. The Sustainability Team meets monthly with minutes distributed to key internal stakeholders. The Sustainability Team reports to the Group ESG Committee and the Board ESG Committee, which monitor the team's activities for consistency against strategic objectives. The Dexus Investor Relations, Communications and Sustainability team coordinates and oversees the publication of all external documents. A formal, structured process involving a materials approvals database is applied for the review and approval of all announcements, presentations and publications by relevant subject experts. **(response continued in row below)**

The Dexus Investor Relations and Communications team manages engagement with public authorities and industry associations. Dexus engages with local, state and federal government officials and policy makers as needed, and aims to foster a constructive two-way dialogue that aligns Dexus and government interests and delivers a mutually beneficial outcome. Dexus’s involvement in industry associations is designed to contribute to a collective voice that champions the property industry’s role in delivering sustainable economic growth. Dexus engages with its stakeholders, including government and industry associations, in an ethical and transparent manner in accordance with its Stakeholder Engagement Guidelines. These guidelines identify key stakeholder groups and provides guidance on how Dexus engages with them, including how Dexus can contribute to industry reform and collaborate with peers, partners and suppliers to improve industry standards and enhance the benchmark for the Australian real estate sector..

(B) Sustainability Outcome #2:

Day to day activities are coordinated via Dexus's in-house Sustainability Team in consultation with other business units as appropriate, such as the Risk, Governance, Developments, Research, property operations and facility management teams. The Sustainability Team meets monthly with minutes distributed to key internal stakeholders. The Sustainability Team reports to the Group ESG Committee and the Board ESG Committee, which monitor the team's activities for consistency against strategic objectives. The Dexus Investor Relations, Communications and Sustainability team coordinates and oversees the publication of all external documents. A formal, structured process involving a materials approvals database is applied for the review and approval of all announcements, presentations and publications by relevant subject experts. **(response continued in row below)**

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(C) Sustainability Outcome #3:

Day to day activities are coordinated by the Dexus People and Culture (P&C) Team in consultation with business units and teams across the business as required. The P&C Team reports to the Group Management Committee and the Board People & Remuneration Committee, which monitor the team's activities for consistency against strategic objectives. The Dexus Investor Relations, Communications and Sustainability team coordinates and oversees the publication of all external documents. A formal, structured process involving a materials approvals database is applied for the review and approval of all announcements, presentations and publications by relevant subject experts. **(response continued in row below)**

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The Dexus Investor Relations and Communications team manages engagement with public authorities and industry associations. Dexus engages with local, state and federal government officials and policy makers as needed, and aims to foster a constructive two-way dialogue that aligns Dexus and government interests and delivers a mutually beneficial outcome. Dexus’s involvement in industry associations is designed to contribute to a collective voice that champions the property industry’s role in delivering sustainable economic growth. Dexus engages with its stakeholders, including government and industry associations, in an ethical and transparent manner in accordance with its Stakeholder Engagement Guidelines. These guidelines identify key stakeholder groups and provides guidance on how Dexus engages with them, including how Dexus can contribute to industry reform and collaborate with peers, partners and suppliers to improve industry standards and enhance the benchmark for the Australian real estate sector..

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                                       | PRI Principle |
|-----------|-------------------|--------------|------------|------------|--|---------------|
| SO 20     | PLUS              | SO 7         | N/A        | PUBLIC     | Systemic stewardship including policy engagement | 2, 4          |

**Provide an example of how your organisation or the service providers/external investment managers acting on your behalf contributed during the reporting year to a public policy development that will help make progress on your sustainability outcomes.**

**Example:**

(A) Sustainability Outcome #1:

Natural gas is a key contributor to Dexus’s direct carbon emissions and is used primarily for space heating, producing domestic hot water, and cooking. Although electrification is a long-term strategy, Dexus is currently investigating interim opportunities such as renewable gas alternatives.

Dexus is part of the Renewable Gas Users Group and has engaged with Jemena, Australian Renewable Energy Agency (ARENA) and other key stakeholder to explore viable renewable gas options as a transitional measure to displace traditional natural gas supply.

(B) Sustainability Outcome #2:

A top priority in dealing with the COVID-19 pandemic was to ensure the health, safety and wellbeing of customers, employees and people visiting Dexus's buildings. During the easing of lockdown restrictions, in Sydney, Brisbane and Perth, Dexus closely engaged with the Property Council of Australia (PCA) and Safe Work Australia on developing the guidelines for office buildings and workspaces, including issues such as lifting and end of trip facilities. The measures undertaken to ensure the safety of building occupants gave customers increased confidence to return to their workplaces safely and with confidence. **(response continued in row below)**

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Dexus also collaborated with the PCA on the ongoing development of a social sustainability approach across the property industry, specifically the PCA's Collective Social Impact Framework which prioritises and sets industry goals on healthy places, inclusive communities, and responsible growth. The healthy places pillar goals include a commitment to the wellbeing of all stakeholders, minimum standards for green and open spaces as well as collaboration between industry authorities and community on safe, resilient places and climate action. The engagement with the PCA highlights how Dexus is collaborating with industry peers and industry bodies to promote health and wellbeing outcomes for all stakeholders across the property sector..

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(C) Sustainability Outcome #3:

Dexus takes an active role in property industry advocacy, with 50 Dexus employees represented across multiple Property Council of Australia (PCA) committees, roundtables and working groups, contributing to discussions on topics such as social and environmental sustainability, diversity, and future directions. Dexus plays an active role in delivering on the PCA's strategic priorities for gender targets. Dexus's CEO continued his role as a member of the PCA's Property Male Champions of Change, an initiative to drive greater gender equality in the property industry and increase the number of women in leadership roles. In 2016, a 40:40:20 target was set by the PCA, a pledge that Dexus is signatory to. The 40% gender target was achieved for FY20, across all PCA committee groups, with 43% female representation across 1,820 committee roles. Dexus played a role in achieving and maintaining this target with 51% female representation by Dexus employees on these committees. This outcome supports the diversity agenda for the whole industry as it sets an example for property companies to aspire towards and achieve in the near future.

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| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                                       | PRI Principle |
|-----------|-------------------|--------------|------------|------------|--|---------------|
| SO 21     | PLUS              | SO 7         | N/A        | PUBLIC     | Systemic stewardship including policy engagement | 2, 5          |

Which of the following best describes your organisation's default position regarding collaborative initiatives to engage with policymakers in order to make progress on your sustainability outcomes?

- (A) We recognise that progress on sustainability outcomes suffers from a collective action problem, and, as a result, we actively prefer collaborative efforts
- (B) We collaborate when our individual efforts have been unsuccessful or are likely to be unsuccessful, i.e. as an escalation tool
- (C) We collaborate in situations where doing so would minimise resource cost to our organisation
- (D) We do not have a default position but collaborate on a case-by-case basis

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                                       | PRI Principle |
|-----------|-------------------|--------------|------------|------------|--|---------------|
| SO 22     | PLUS              | SO 7         | SO 22.1    | PUBLIC     | Systemic stewardship including policy engagement | 2, 5          |

During the reporting year, how did your organisation or the service providers/external investment managers acting on your behalf contribute to collaborative initiatives to engage with policymakers in order to make progress on your sustainability outcomes?

|                                     | (1) in all cases      | (2) in the majority of cases     | (3) in a minority of cases       | (4) in no cases       |
|-------------------------------------|-----------------------|----------------------------------|----------------------------------|-----------------------|
| (A) By leading coordination efforts | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| (B) By providing financial support  | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| (C) By providing pro bono advice    | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| (D) By providing pro bono research  | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> |
| (E) By providing pro bono training  | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> |

(F) By providing administrative support

(G) Other, please specify:

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                                       | PRI Principle |
|-----------|-------------------|--------------|------------|------------|--|---------------|
| SO 22.1   | PLUS              | SO 22        | N/A        | PUBLIC     | Systemic stewardship including policy engagement | 2, 5          |

**Please provide details of how you contributed to collaborative initiatives to engage with policymakers in order to make progress on your sustainability outcomes.**

**Please describe below:**

(A) By leading coordination efforts

A top priority in dealing with the COVID-19 pandemic was to ensure the health, safety and wellbeing of customers, employees and people visiting Dexus's buildings. During the easing of lockdown restrictions, in Sydney, Brisbane and Perth, Dexus closely engaged with the Property Council of Australia and Safe Work Australia on developing the guidelines for office buildings and workspaces, including issues such as lifting and end-of-trip facilities. An independent health expert was engaged to review the processes for end-of-trip facilities, bike storage rooms, lifts and lobbies, food courts and bathrooms to enable them to re-open. The measures undertaken to ensure the safety of building occupants gave customers increased confidence to return to their workplaces safely and with confidence.

(B) By providing financial support

Dexus is a member of various industry associations that promote best practice, advocate for policy reforms or otherwise enhance the property sector or geographical markets in which Dexus operates. Key industry memberships and sponsorships include: Property Council of Australia (PCA), Green Building Council of Australia (GBCA),GRESB (Global Real Estate Sustainability Benchmark), Better Buildings Partnership (BBP), RE100 (the Climate Group's global leadership initiative for renewable energy), Investor Group on Climate Change (IGCC), the Australasian Investor Relations Association, Committee for Sydney, Melbourne Chamber of Commerce, NSW Business Chamber, Urban Land Institute and the Asia Pacific Real Estate Association.

During FY20 Dexus contributed US\$245,000 to trade associations for memberships and event sponsorships. Dexus does not give any financial contributions to political parties or politicians.

(C) By providing pro bono advice

Dexus supported engagement by the Property Council of Australia (PCA) on the review of the Commercial Building Disclosure (CBD) Program and its enabling legislation - the Building Energy Efficiency Disclosure Act 2010 (the BEED Act). The review examined whether the CBD Program is effective in improving the energy efficiency of commercial office buildings and whether to expand the mandatory NABERS disclosure requirements to office tenancies, shopping centres, hotels and data centres. **(response continued in row below)**

Dexus collaborated extensively with NABERS on the Future of the NABERS Energy rating, including whether the original benchmarks should be updated, how to treat market-based emissions, whether to include large-scale generation certificate (LGCs) and whether the benchmark should be an energy-based or emissions-based benchmark.

Dexus also collaborated with Green Building Council of Australia (GBCA) during the reporting year by joining their early access program for the proposed Green Star for New Buildings rating tool for industrial facilities. The Coles avocado and banana ripening facility at Dexus's industrial estate at Truganina Victoria is targeting a 5 Star Green Star rating under the existing rating tool (Green Star Design & As Built) and as part of the early access program Dexus aligned its approach with draft credits from the New Buildings tool. Dexus's participation provided the GBCA with insights as to challenges and opportunities for further investigating when applying the draft New Buildings tool to industrial facilities.

These examples highlight Dexus's collaborative activities with the property industry's leading benchmarks, which together support the industry's efforts in reducing and mitigating environmental and climate impacts..

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(D) By providing pro bono research

The Dexus Research team provides thought leadership and insights which inform decision-making in the areas of strategy, investment, opportunity identification and development. Dexus's Research team contributes to the monthly Survey of Central Business District (CBD) Occupancy coordinated by the Property Council of Australia. This ongoing research study tracks occupancy rates within office buildings across major CBDs and metropolitan areas in Australia. This data is being used by the property sector to work with State and Federal governments in Australia to formulate strategies and policies which encourage the return of CBD workers to their offices and the rebuilding of CBD economies following disruptions caused by the COVID-19 pandemic.

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(E) By providing pro bono training

Dexus supported the GBCA in the development of an educational webinar featuring insights into Task Force on Climate-related Financial Disclosures (TCFD) and quantifying climate related risks. Dexus developed content for the webinar and participated in a live panel at no cost to the GBCA. The webinar was recorded and has subsequently been offered to GBCA members as a training module.

## Global stakeholders collaborate to achieve outcomes

### Tracking progress against global goals

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                             | PRI Principle |
|-----------|-------------------|--------------|------------|------------|--|---------------|
| SO 23     | PLUS              | SO 3.1       | N/A        | PUBLIC     | Tracking progress against global goals | 4             |

**Does your organisation engage with standard setters, reporting bodies or similar organisations to help track and communicate progress against global sustainability goals?**

(A) Yes. Please describe:

Dexus employees play an active role in the property industry through the Property Council of Australia’s (PCA) National Sustainability Roundtable and the GRESB Benchmark Committee as well as a number of other industry and ESG organisations. Dexus collaboratively engages with standard setters and reporting bodies through these committees. For instance, as part of the GRESB Benchmark Committee, Dexus provides commercial and technical input to GRESB regarding the content of its real estate assessment.

Dexus’s net zero emissions target is certified by the Science Based Targets Initiative (SBTi) and aligned with a global warming trajectory of under 1.5°C. The SBTi is a joint initiative by CDP, the United Nations Global Compact, the World Resources Institute and WWF that aims to help businesses pursue bolder solutions to climate change. Dexus engaged with the SBTi while verifying and certifying its science-based target.

Dexus is certified under the Australian Government’s Carbon Neutral program (Climate Active) and supports its continuation under a government-led governance arrangement. Dexus participates in industry consultation forums conducted by the Climate Active. For example, Dexus supported engagement by the PCA on Climate Active’s consultation paper examining the accounting for electricity emissions, which welcomed the efforts of Climate Active to align its certifications with the internationally recognised Greenhouse Gas (GHG) Protocol and to adopt a market-based accounting method for voluntary purchases of renewable energy.

Dexus publishes an integrated reporting suite at the end of each financial year that is aligned with the International Integrated Reporting Council <IR> Framework and the Global Reporting Initiative (GRI) Standards.

(B) No. Please describe why not:

| Indicator | Type of indicator | Dependent on | Gateway to | Disclosure | Subsection                             | PRI Principle |
|-----------|-------------------|--------------|------------|------------|--|---------------|
| SO 24     | PLUS              | SO 3.1       | N/A        | PUBLIC     | Tracking progress against global goals | 4             |

**Does your organisation contribute to public goods (such as research) or public discourse (such as media coverage) to make progress on global sustainability goals?**

**● (A) Yes. Please describe:**

The Dexus Research team provides thought leadership and insights which informs decision-making across the business. Dexus's Research team contributes to the monthly Survey of Central Business District (CBD) Occupancy coordinated by the Property Council of Australia. This ongoing research study tracks occupancy rates within office buildings across metropolitan areas in Australia. This data is being used by the property sector to work with State and Federal governments to formulate strategies and policies which encourage the rebuilding of CBD economies following the COVID-19 pandemic.

Dexus publishes research papers and provides insights on emerging market trends. For instance, Dexus's workspace insights hub, Prism, continued to engage customers, providing insights on trending topics impacting Australian workplaces. Dexus published 41 articles on Prism which were viewed over 19,000 times during the reporting year. During FY20, Six Ideas by Dexus (representing Dexus's workplace consultancy offering) launched a research study which aims to understand the working from home experience and the potential for remote working in the future.

Dexus is an active member of multiple industry committees that help shape public policy through advocacy. This includes membership with the Committee for Sydney, Brisbane Marketing and the Property Council of Australia's (PCA) National Cities Roundtable. For example, the PCA's National Cities Roundtable manages responses to strategic national policy issues and works to shape effective policy frameworks and efficient regimes for investment.

Dexus also regularly engages with industry and broader stakeholder communities through speaking engagements, presentations or panel representation, such as the 2019 Smart Buildings Summit (where Dexus presented on the rollout of its smart building blueprint) and the Green Building Council of Australia's Carbon Positive Partners Conference (where Dexus presented its journey to net zero emissions by 2030).

**○ (B) No. Please describe why not:**