BOARD SUSTAINABILITY COMMITTEE CHARTER

1. Authority

The Board Sustainability Committee is accountable to and acts primarily as a delegated committee of the Dexus Funds Management Limited (“DXFM”) Board (“Board”). The Committee does not, of itself, have the power or authority of the Board.

2. Background

The Board has established the Board Sustainability Committee to assist it in considering material environmental and social issues relevant to Dexus (and the Group).

Acknowledging that Dexus acts as property manager for entities within the group, and third-party capital partners, the Committee also oversees platform environmental and social strategy and initiatives.

The Committee assists in the development and approval of the Dexus Group wide approach to sustainability, which creates the guiding framework for Funds Management teams and relevant Responsible Entity Boards within the group to address sustainability as it relates to those funds.

The Committee’s oversight of environmental and social activities for the Dexus platform does not abrogate the responsibility of the relevant Fund boards in the management of these initiatives for their respective funds/portfolios.

The role of the Committee is to support the Board in:

- understanding the expectations of key Dexus stakeholders
- understanding how Dexus’s ability to create value is impacted by environmental and social issues
- monitoring external environmental and social trends and understanding associated risks and opportunities

The Board Sustainability Committee works with other Board delegated committees to assist the Board in fulfilling its responsibilities.

3. Responsibilities of the Committee

The Board Sustainability Committee is responsible for the following:

- Review and recommend to the Board for approval:
    - Dexus’s sustainability disclosures including the Sustainability Performance Pack, the group’s ESG achievements and public commitments at least annually
    - Dexus’s Sustainability Strategy

- Review:
    - progress against public commitments
    - the participation, performance and results of key environmental, social and governance (ESG) global benchmarks
    - the adequacy of Management’s approach in the identification and management of environmental risks and opportunities, including climate related issues

- Oversee:
    - the delivery of Group environmental and sustainability initiatives and commitments, including performance, challenges and opportunities
    - the delivery of the group’s climate resilience strategy and disclosures

- Consider emerging environmental and social issues to understand their materiality with regard to Dexus’s long term value creation

- In consultation with the Board Audit Committee, approve sustainability and climate related disclosures to ensure compliance with the ASRS regulations and AUASB standards

The Committee acknowledges that the Board Risk Committee reviews the adequacy of Management's approach in the identification and management of environmental risks and opportunities, including climate-related issues.

Social

- Review and recommend to the Board for approval:
  - Dexus's Modern Slavery Statement

- Review:
  - the effectiveness of the Group's initiatives and policies that support human rights (including the abolition of modern slavery) in Dexus's operations and supply chain

- Oversee:
  - the implementation of Group social sustainability initiatives and commitments, including performance, challenges and opportunities, with a view to assessing their effectiveness in delivering social impact
  - the implementation of Dexus's Reconciliation Action Plan
  - the Group's policies and initiatives to ensure appropriate safeguards are in place for dealing fairly and ethically with third-party capital partners, suppliers and other stakeholders

The Committee will have oversight of the process for identification of material risks in the areas of remit of the Committee and the adequacy and effectiveness of the controls in place to mitigate those risks.

The Committee acknowledges that the Board People & Remuneration Committee has oversight of Dexus's inclusion, diversity and general people & culture practices and related frameworks. The Committee will keep abreast of key areas of focus.

The Committee will review findings of relevant internal audits where the audit relates to a Board Sustainability Committee key risk.

4. Membership

Members are appointed by the Board and the Committee will at all times include a minimum of three Non-executive Independent Directors (one of which will be the Committee Chair).

If the Chair of the Committee is not present, the members present must elect one of themselves who is also an independent director to chair the meeting.

The Committee, at its discretion, has direct access to Management.

Membership will be reviewed by the Board Nomination & Governance Committee at least once every three years.

5. Invitation

The following will be invited to each Committee meeting:

- Chief Financial Officer
- Head of Sustainability

All Non-executive Directors have a standing invitation to attend any (and all) Board delegated Committee meetings.

6. Meetings

The Committee will meet at least four times a year and additionally as required.

A quorum for a meeting of the Committee is two members, and decisions are carried by a simple majority of members present.

Each standard meeting includes a Members' only session (if requested), led by the Chair. Committee papers are provided to members electronically at least five business days prior to the meeting.

Members can request the attendance of any employee, contractor or service provider (with or without the presence of Management).

Twice a year, the Board Audit Committee and Board Sustainability Committee will meet jointly to address sustainability and climate related disclosures.

Once a year, the Board Risk Committee and Board Sustainability Committee will meet jointly to address sustainability and climate related risks.

7. The role of the Chair

The Chair of the Committee is responsible for leading the Committee, facilitating the effective contribution of all members, and promoting constructive and respectful relations between members, and between the Committee and Management.

8. Secretary

The Committee Secretary is responsible for:

- Ensuring meeting packs are distributed at least five business days prior to the scheduled meeting
- Minutes are drafted and provided to the Chair within 10 business days of the scheduled meeting (and tabled at the next scheduled meeting for approval)
- Action Items are recorded and addressed by Management in a timely manner

9. Independent advice

Should a member wish to seek independent professional advice that they believe is necessary to discharge their responsibility as a member of the Committee, the matter is to be initially referred to the Chair.

Where the Chair determines it is appropriate that advice be sought by the member, Dexus will pay for such advice. To ensure all members are equally apprised, the advice will be provided to all members of the Committee and the Board.

10. Review of Charter

The Committee will review this Charter regularly and at least annually.

The Board approved this Charter on 29 July 2026.