Diversity Target

In 2025, we refreshed the Dexus Diversity and Inclusion Strategy. Our new strategy was shaped by feedback from all levels of the organisation, and centres around everyday inclusion. To us, everyday inclusion means having a work environment where people feel safe to be themselves, openly share and respect each other's ideas, and make decisions that are fair and informed by diverse perspectives.

Gender equality remains a specific focus within this broader approach, supported by a gender action plan embedded across the employee lifecycle. Progress is monitored by management and the Board through bi-annual gender equality dashboard and other key people metrics.

In 2026, Dexus achieved its gender equality target of 40% female, 40% male and 20% any gender in senior management roles (40:40:20). Dexus is committed to maintaining and progressing gender representation in Senior Management and Executive levels.

Progress and Targets

	30 June 2024	30 June 2025	30 June 2026	FY27 Target
Women on the Dexus Funds Management Limited Board	57%	57%	43%	33%
Women on the Dexus Asset Management Limited Board	75%	75%	60%	33%
Women in Senior Management and Executive levels	34%*	38%	41.4%	40%

Note:

- "Board" has been defined as Non-Executive Directors. "Senior Management" includes all employees who have General Manager or equivalent level responsibility.
- "Executive" includes all employees whose role is mapped to one of the following occupational categories: 'CEO/head of business', 'KMP (Key Management Personnel)' and 'Other executives/general managers', as outlined within the Australian Government's Workplace Gender Equality Agency (WGEA) occupational categories of managers.