

## Modern Slavery Statement FY25

Unlock potential  
Create tomorrow

dexus





**Dexus is committed to fostering an environment in which employees, suppliers and other stakeholders in the community feel safe, supported and protected, and their human rights are respected.**

We encourage people to speak up with any modern slavery or broader human rights concerns relating to our operations or supply chain. People can raise any concerns to our independent, confidential and secure disclosure management service provider below. They will be protected under our Whistleblower Policy.

**yourcall**

Online: visit <https://yourcall.com.au/> and click on the "make a report" button using DEXU5000 as the organisation ID.

Call: 1300 790 228 using Dexus's ID: DEXU5000 between 9:00am and midnight (AEST) Monday–Friday (excluding public holidays).

Further information on our incident reporting and response mechanisms has been provided on page 22 of this statement.



Horizon 3023, Vic

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## Acknowledgement of Country

Dexus acknowledges the Traditional Custodians of the Lands on which our business and assets operate, and recognises their ongoing contribution to Land, waters and community.

We pay our respects to First Nations Elders past and present.

**Artist** – Amy Allerton, Indigico Creative, a Gumbaynggir Bundjalung and Gamilaraay woman

**Artwork** – *The Places Where We Thrive*

**Artwork description** – The artwork tells the story of a vision for our communities, both large and small, where they are all thriving and strong as they build lives, homes and legacies for present and future generations. Every community is connected by spirit and by country, surrounded by flourishing waterways and vibrant land that is enriched and cared for by its people. Communities are empowered to unlock potential and find new ways to build and expand, as they dream and innovate to create tomorrow.



## » CEO & Chair message

**At Dexus, our purpose is to unlock potential, create tomorrow. We have a commitment to respect human rights, including the right to freedom from slavery.**

This commitment is core to creating a sustainable tomorrow and delivering long-term value for our people, customers, investors and communities.

We are pleased to present our Modern Slavery Statement (Statement) for FY25, in accordance with Australia's *Modern Slavery Act 2018* (Cth). This latest Statement demonstrates our progress in understanding and addressing modern slavery risks across our operations and supply chain.

Modern slavery remains a pervasive global issue, often concealed in plain sight and deeply embedded within global supply chains.

As a leading Australasian real asset group, we are committed to collaborating with our partners to minimise the risks of modern slavery in our operations, investments and complex value chain.

We know that our sector is characterised by long, multi-tiered value chains that often span numerous industries and geographies. Property and construction rely on complex supply chains, subcontracting, and physical labour, increasing the risk of modern slavery. With this inherent complexity, it is essential that we build a clear understanding of our supply chains to identify potential risks and uphold our commitment to ethical and responsible business practices.

We continued our collaboration with the Property Council of Australia's (PCA) modern slavery working group in FY25, which launched the guide 'Impact Metrics for Addressing Modern Slavery in Property and Construction'. This framework helps organisations in the property and construction industry understand and measure the effectiveness of their modern slavery risk management efforts. This guide reflects a proactive approach to improving our response to modern slavery across the industry.

During the reporting period, we expanded our supplier risk screening, with almost 1500 suppliers screened for modern slavery risks, representing 82% of Dexus's total supplier spend. This is an increase of 25% compared to FY24, with an additional 300 suppliers screened. The screening identifies high inherent modern slavery risks in our supply chain for further assessment.

We also assessed 108 of our preferred suppliers through the global sustainability intelligence platform EvoVadis, representing 57% of our operational spend (an increase on 46% in FY24). This included suppliers operating in sectors with higher modern slavery risks, such as cleaning, security and construction. From this process, corrective actions were identified, largely related to improvements in policies and reporting.

We continued our modern slavery internal audit program for the fourth consecutive year, with an external consultancy examining, evaluating and monitoring the adequacy and effectiveness of our governance, risk management, financial and operational controls. The focus of this year's audit was assessing the processes and controls in place to identify and manage modern slavery risks across small capital projects. Overall, it was found that Dexus's Anti-Modern Slavery Framework and our procurement controls provide a sound control environment to effectively manage modern slavery risks. However, opportunities were identified to further expand our program to assess supply chain risks deeper in the supply chain, particularly relating to the provision of raw materials on construction projects.

Looking ahead, we remain committed to addressing the complex and evolving challenge of modern slavery. We will continue to strengthen our controls, systems, and governance frameworks to enhance the effectiveness of our risk management approach. Collaboration remains central to our efforts, and we welcome ongoing engagement with business partners, suppliers, industry bodies, and peers to drive meaningful and lasting change across the sector.

We are monitoring the outcomes of the Australian Government's review of the Modern Slavery Act, including any potential changes to the legislation. We look forward to working with our business partners, suppliers, peers and other stakeholders to implement any changes that are enacted as a result of the review.

This Statement is made pursuant to Australia's *Modern Slavery Act 2018* and was approved by the Dexus Board on 17th December 2025 on behalf of all reporting entities covered by this statement.



**Warwick Negus**  
Chair, Dexus Funds Management Limited  
17th December 2025



**Ross Du Vernet**  
Chief Executive Officer  
17th December 2025

Warwick Negus (Left), Chair and Ross Du Vernet (Right), Group Chief Executive Officer & Managing Director.



## About our Statement

This Modern Slavery Statement is made pursuant to section 14 of the Commonwealth *Modern Slavery Act 2018* (the Act). The Statement is provided by Dexus Funds Management Limited as responsible entity for Dexus and covers its wholly owned subsidiaries and those joint ventures and funds that Dexus manages. As such, the processes, systems and policies outlined in this Statement apply to all assets managed by Dexus where we have operational control. For assets where we have a minority interest and do not have operational control, we seek to influence, work with and support our partners to mitigate the risk of exposure to modern slavery. Further information about these entities and our structure is set out in the section 'How we operate and what we source'. Appendix B lists the reporting entities covered by this Statement.

In accordance with the Act, this Statement sets out the steps we have taken between 1 July 2024 and 30 June 2025 (FY25) to identify, manage and mitigate the risks of modern slavery practices in our operations and supply chain. Any reference in this report to a 'year' relates to the financial year ended 30 June 2025. Unless otherwise stated, any figures or statistics relate to the year ended 30 June 2025.

This Statement includes reference to actions undertaken prior to the FY25 reporting period to provide historical context for our current position in understanding and managing modern slavery risks.

Unless otherwise stated, references to 'Dexus's 'the group', 'we', 'us' and 'our' refer to Dexus comprising the ASX listed entity and the funds management business. This Statement was developed in consultation with all reporting entities as well as engagement with owned and controlled entities. This process involved key business units contributing to and reviewing the draft statement, as well as engagement with relevant Boards. It has been approved by the Dexus Funds Management (DXFM) Board on behalf of each reporting entity.

In the process of developing this Statement, Dexus management engaged and received endorsement from the Board Sustainability Committee on behalf of Dexus. Dexus management engaged and consulted with the Boards of Dexus Funds Management Limited, Dexus Wholesale Property Limited, Dexus Wholesale Funds Limited, Dexus Capital Funds Management Ltd and Dexus Asset Management Limited.

At Dexus, we are committed to continuously strengthening our approach to identifying and managing modern slavery risks, as well as reporting on our progress. The below infographic highlights how we have strengthened our level of disclosure in our Statement since our previous FY24 report. More information about the evolution of our response and future priorities is set out on page 3.

### 2024

Our FY24 Modern Slavery Statement built on our previous statements by:

- Explaining how we embedded management of modern slavery risks into our day-to-day operations
- Expanding the breadth of our risk screening and risk assessments in the supply chain
- Providing new case studies to highlight our actions, key takeaways and plans for future work
- Providing greater detail about our approach to assessing effectiveness

### 2025

Our new FY25 Modern Slavery Statement builds on our previous statements by:

- Explaining how we have expanded the number of suppliers screened for modern slavery risks
- Providing progress updates on actions taken under each of the key focus areas of our Anti-Modern Slavery Framework
- Explaining how we have further embedded consideration of modern slavery risks into our key decision-making processes
- Including a case study that demonstrates our processes and controls in action

## Our progress and future plans

### Our future plans

- |  |   |
|--|---|
| <p><b>FY26</b></p> <ul style="list-style-type: none"> <li>– Develop a modern slavery roadmap to identify and prioritise the modern slavery risk mitigation activities required to strengthen management of emerging modern slavery risks over the next three to five years</li> <li>– Develop and deliver tailored anti-modern slavery training for key roles positioned to identify and manage risk such as procurement, operations, asset management and developments</li> </ul> | <ul style="list-style-type: none"> <li>– Continue to contribute to the Property Council of Australia Modern Slavery Working Group, and work with our industry peers on implementation of best practice to identify, prevent and remedy modern slavery</li> <li>– Review the PCA's Indicators of Vulnerability guide and integrate relevant aspects into our onsite induction process</li> </ul> |
|--|---|

### Our progress

- |   |   |
|---|---|
| <p><b>FY25</b></p> <ul style="list-style-type: none"> <li>– Expanded our use of the global sustainability intelligence platform EcoVadis, to expand the reach of our risk screening and our supplier-specific risk assessment and engagement</li> <li>– Introduced a Supplier Management Framework incorporating modern slavery risk management</li> <li>– Conducted an internal audit to assess the processes and controls in place to identify and manage modern slavery risks across small capital projects</li> </ul>   | <ul style="list-style-type: none"> <li>– Rolled out updated modern slavery training to all Dexu employees to provide tailored guidance to what to do if they suspect an incident of modern slavery</li> <li>– Updated our Anti-Modern Slavery Management Framework to reflect our integrated business following the acquisition of AMP Capital</li> <li>– Entered into new three-year cleaning contracts with a requirement for suppliers to be pre-qualified with the Cleaning Accountability Framework (CAF) by end of FY26. As a result, in excess of 85% of our spend on cleaning services across our portfolio is with CAF pre-qualified suppliers.</li> </ul>   |
| <p><b>FY24</b></p> <ul style="list-style-type: none"> <li>– Expanded and embedded our partnership with EcoVadis to leverage their global supplier sustainability ratings methodology across our preferred suppliers. We assessed 86 of our preferred suppliers through EcoVadis, representing approximately 46% of supplier operational expenditure (an increase on 39% in FY23). This included suppliers operating in sectors with higher modern slavery risks, such as cleaning, security and construction</li> <li>– Used our Rapid Global Contractor Management System (CMS) to issue annual workforce survey to 4518 individual workers in our supply chain, an increase of 50% on FY23. This improved the accessibility of the survey for workers and resulted in an additional 116 responses compared to the previous survey, bringing our total responses to 568 in FY24</li> </ul> | <ul style="list-style-type: none"> <li>– Conducted an internal modern slavery audit with an external service provider for the third year. This involved examining, evaluating and monitoring the adequacy and effectiveness of governance, risk management, financial and operational controls designed to manage modern slavery and focused on our highest risk service categories, including security and cleaning</li> <li>– Completed a new risk screening program covering 70% (by spend) of our suppliers<sup>1</sup> for modern slavery and human rights. This enabled us to find inherent modern slavery risks in our supply chain for further assessment</li> <li>– Maintained CAF certification at 5 Martin Place Sydney and Macquarie Shopping Centre Ryde</li> <li>– Published our first Responsible Investment Policy, which guides investment decision-making across our business, including consideration of the risk of exposure to modern slavery in our investment portfolio</li> </ul> |
| <p><b>FY23</b></p> <ul style="list-style-type: none"> <li>– Delivered strategic board briefing on modern slavery</li> <li>– Developed Modern Slavery Incident Response Plan</li> <li>– Expanded our use of EcoVadis to review human rights risks with our major suppliers and collaborated with suppliers to enhance their management of modern slavery risks</li> <li>– Embedded our due diligence of suppliers for real estate developments by including modern slavery into the Development Excellence Method</li> </ul>   | <ul style="list-style-type: none"> <li>– Updated modern slavery awareness posters for use at managed assets including New Zealand</li> <li>– Collaborated with John Holland to assess potential risks for Waterfront Brisbane development</li> <li>– Achieved CAF certification of 5 Martin Place</li> <li>– Expanded the reach of our worker voice survey via the Rapid Global Contractor Management System (CMS)</li> </ul>   |
| <p><b>FY22</b></p> <ul style="list-style-type: none"> <li>– Updated design consultancy agreements to require design consultants to consider modern slavery in the supply chain when specifying project materials</li> <li>– Delivered multi-language modern slavery awareness training to all workers of on site service suppliers</li> <li>– Inducted employees from the APN property transaction on Dexu's approach to managing modern slavery risk</li> <li>– Collaborated with two building co-owners to discuss and enhance our approach to modern slavery risk management</li> </ul>  | <ul style="list-style-type: none"> <li>– Commenced identification and assessment of high-risk Tier 2 suppliers</li> <li>– Engaged EcoVadis to conduct ESG audits on our supply chain</li> <li>– Reviewed our tender evaluation form to increase weighting of modern slavery and human rights in our assessment</li> <li>– Completed KPMG's independent review of two high-risk vendors</li> </ul>   |

Details on previous years' achievements can be found in prior Modern Slavery Statements.

1. This applies to 70% if our Tier 1 suppliers, who are those we have a direct contractual relationship with.



## How we operate and what we source

### Who we are

Dexus is a leading Australasian fully integrated real asset group, managing a high-quality Australasian real estate and infrastructure portfolio valued at \$50.1 billion.

#### The Dexus Platform includes the Dexus listed portfolio and the funds management business.

The \$14.5 billion listed portfolio includes direct and indirect ownership of office, industrial, retail, healthcare, infrastructure, alternatives and other investments. We manage a further \$35.6 billion of investments in our funds management business which connects third party capital with exposure to quality sector specific and diversified real asset products. The funds within this business have a strong track record of delivering performance and benefit from Dexus's Platform capabilities. The Platform's \$13.3 billion real estate development pipeline provides the opportunity to grow both the listed and funds' portfolios and enhance future returns.

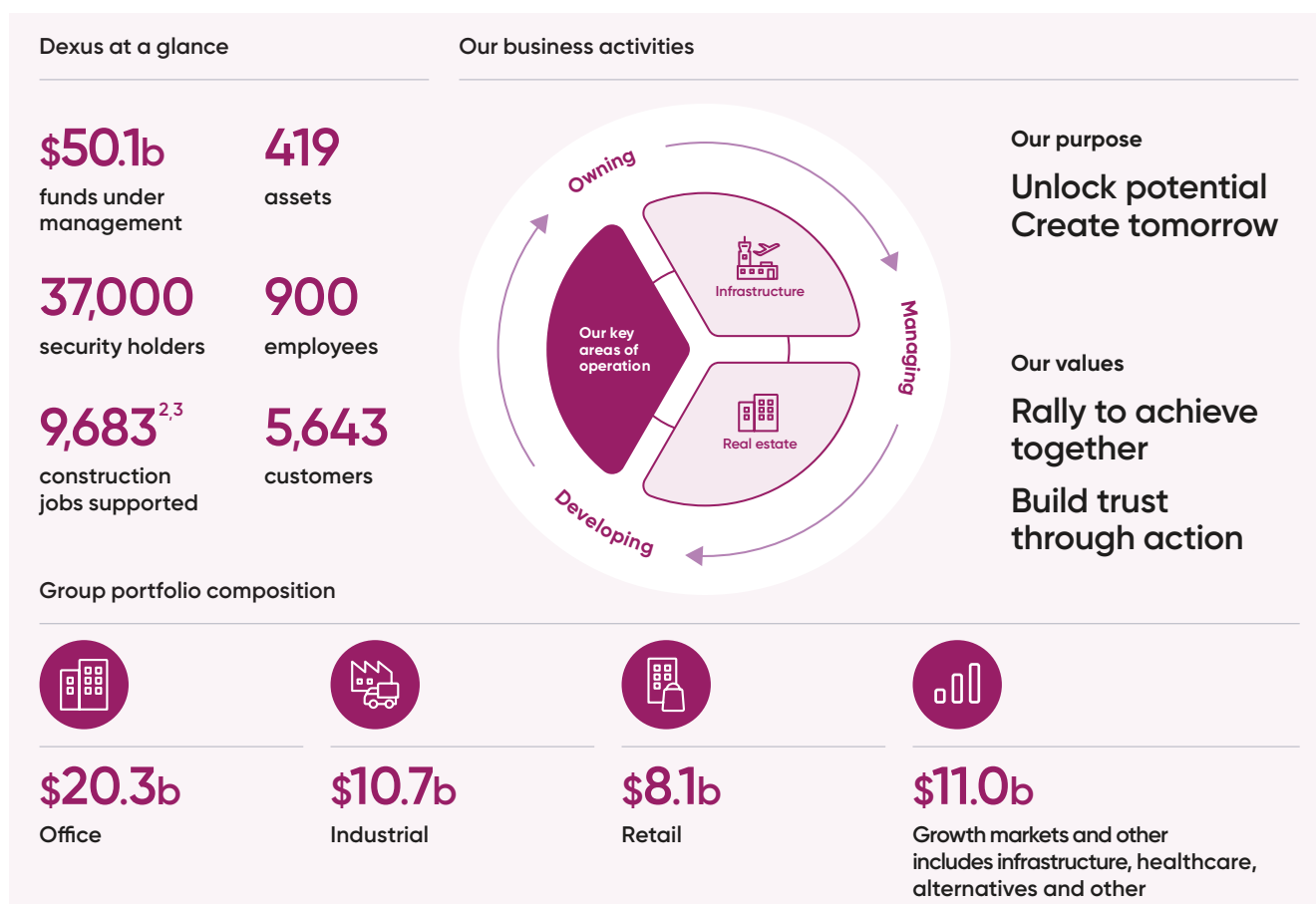
We are deeply connected to our purpose; **unlock potential, create tomorrow**, reflecting our unique ability to create value for our people, customers, investors and communities over the long term.

Sustainability is embedded into the way we do business, focusing on the three priority areas of Customer Prosperity, Climate Action and Enhancing Communities. These priority areas target what matters most, amplifying our sustainability impact and aiming to unlock greater commercial value by harnessing the full potential of our core business activities and assets.

Dexus is listed on the Australian Securities Exchange (trading code: DXS) and is supported by more than 37,000 investors from 26 countries. With more than four decades of expertise in real asset investment, funds management, asset management and development, we have a proven track record in capital and risk management and delivering returns for investors.

### How we are structured

Dexus comprises two stapled head trusts, Dexus Property Trust (ARSN 648 526 470) and Dexus Operations Trust (ARSN 110 521 223). Dexus Funds Management Limited ('DXFM') (ACN 060 920 783) is the responsible entity of both stapled head trusts. DXFM is a wholly owned subsidiary of Dexus Holdings Pty Limited (which is ultimately owned by the Dexus Operations Trust). Appendix C provides a diagram of our corporate structure and a list of our funds under management.



2. REMPLAN is used to model the potential economic benefits associated with Dexus's committed developments. REMPLAN is an Input Output model that captures inter-industry relationships within an economy. The multipliers and jobs data are provided by Urbis.

3. An estimation of all direct and indirect jobs created over the life of the construction phase of the projects in the Dexus Platform committed development pipeline. This is calculated using standard industry jobs per square metre benchmarks and regional employment multipliers for NSW.

## How we operate

Our key business activities of owning, managing and developing quality real estate and infrastructure assets seek to deliver superior risk-adjusted returns from each asset on the Dexus platform. Our real asset portfolio spans major cities across Australia and New Zealand. We directly manage our modern slavery response for assets where we have majority ownership or retain operational control. For assets where we have a minority interest and do not have operational control, we seek to influence, work with and support our partners to mitigate the risk of exposure to modern slavery.

### Owning

Dexus invests its balance sheet capital directly and indirectly into a portfolio of high-quality assets (investment portfolio). Dexus's investment portfolio<sup>4</sup> is the largest driver of financial value for Dexus Security holders.

The investment portfolio primarily comprises ownership interests in high-quality office and industrial assets and includes interests in third party funds that are managed by Dexus.

The investment portfolio will become more diversified over time as we invest alongside partners into a broader opportunity set. As of 30 June 2025, Dexus's investment portfolio was valued at \$14.5 billion.

For our portfolio investments with management teams, the investee company is responsible for ensuring regulatory obligations in relation to modern slavery are met, with the board of that company approving its published annual Modern Slavery Statement. Dexus will use its leverage as an investor to influence investee assets to improve practices in relation to modern slavery, including maintaining compliance with modern slavery regulations and adopting risk management controls.

**Example:** Designed by Harry Seidler, 25 Martin Place located in the heart of Sydney's thriving CBD offers 67 levels of high-quality A-grade office space and a newly transformed retail, theatre and dining precinct. Co-owned by Dexus and Dexus Wholesale Property Fund, 25 Martin Place three storey dining precinct showcases a mix of local and international dining including bars, fine dining, casual cafes in an al fresco setting, and world class entertainment at the Theatre Royal. Revitalisation of the theatre and dining precinct positively contributes to the city's cultural and business landscape.

### Managing

We manage a \$50.1 billion Australasian real estate and infrastructure portfolio comprising directly held investments and \$35.6 billion of funds under management on behalf of third-party capital partners. In the real estate portfolio, our active management approach maximises value from the assets we manage through strategic leasing, enhancing customer diversification and capitalising on the stage of the cycle that we are in. The infrastructure portfolio is supported by our deep sector knowledge and capabilities across investments in the transport, energy, social and health sectors on behalf of third-party capital.

With a proven track record, Dexus seeks to deliver sustainable investment performance, reinforcing our aspiration of being a partner of choice.

**Example:** ASCEND Industrial Estate at Jandakot Airport is one of Perth's most well-connected industrial estates. Part of the Jandakot Airport precinct, the estate spans 620 hectares and comprises 54 properties and circa 56 hectares of developable land. On completion, the remaining development of ASCEND Industrial Estate will deliver 263,000 square metres of premium industrial space. ASCEND Industrial Estate at Jandakot Airport is co-owned by Dexus (33.4%), Dexus Industria REIT (33.3%) and Cbus Super (33.3%).

### Developing

Development is a key driver of future growth and portfolio enhancement across our platform. We pursue development opportunities that align to our strategy and that of our capital partners, which will improve portfolio quality and resilience and enhance future returns through leveraging our integrated real asset platform. The Dexus platform has a \$13.3 billion real estate development pipeline comprising committed and uncommitted projects across Australian major cities that support long-term growth for Dexus and our third-party capital partners.

**Example:** Waterfront Brisbane is a major city-shaping project that is transforming the Eagle Street Pier and the Waterfront Place precinct. The project comprises two new office towers, a riverfront retail precinct and expanded public space. Co-owned by Dexus and Dexus Wholesale Property Fund, the transformational project will deliver a global-standard business and tourist destination that maximises its prime riverside location with enhanced open spaces and amenity and a revitalised premier waterfront dining hub.

4. 83% of Funds from Operations (FFO) from investment portfolio for the financial year ended 30 June 2025.

## How we operate and what we source continued

### Our workforce

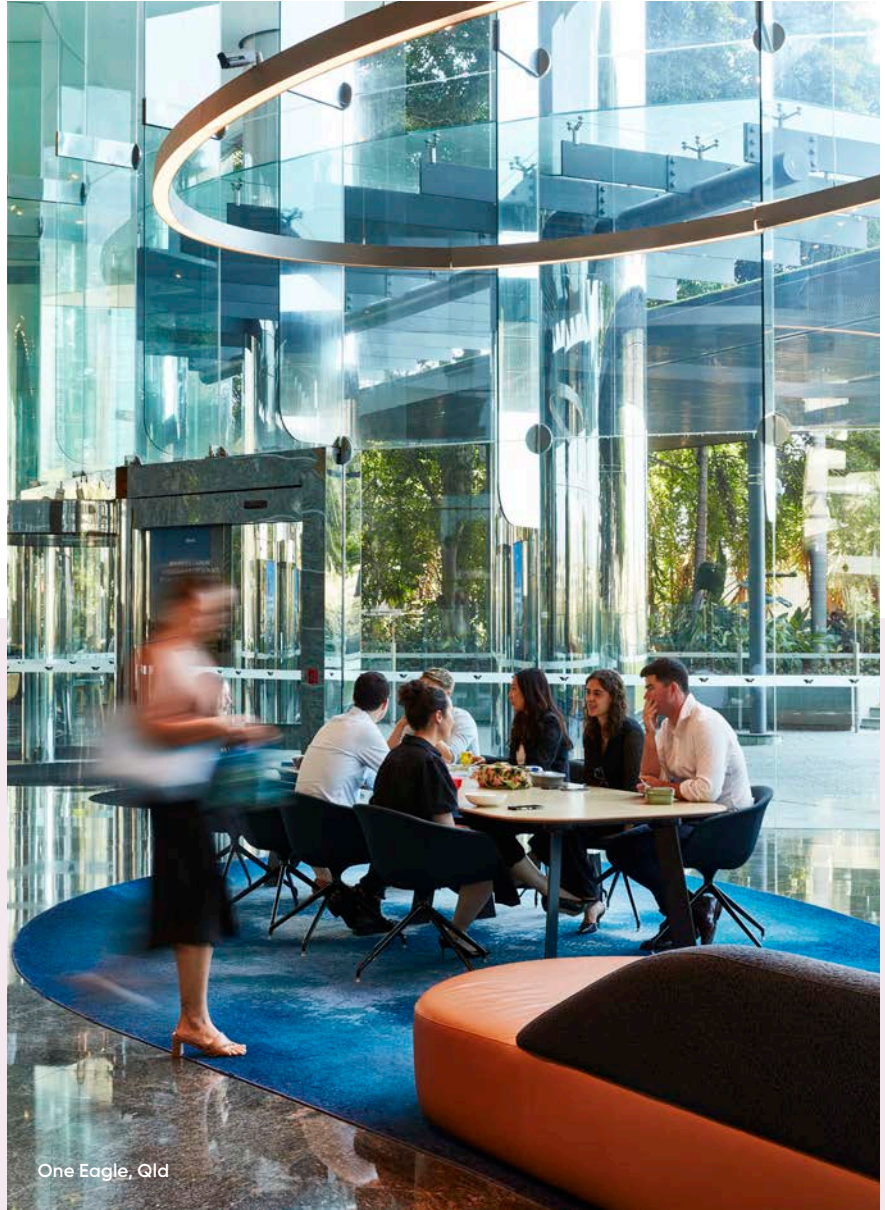
Our people are central to what we do, and their knowledge and expertise are key to how we create value for all our stakeholders. Our employees work across functions including leasing, property management, development management, funds management (including infrastructure) and corporate functions. All employees are based either at Dexus office locations (in Sydney, Melbourne, Brisbane, Perth, Singapore, Wellington or Auckland) or on site at properties within the portfolio.

#### Our direct workforce

Our direct workforce comprises 900 employees across Australia, New Zealand and Singapore

# 100%

of employees are free to **associate with unions and engage** in protected industrial activity

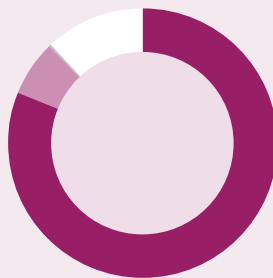


One Eagle, Qld



● 515  
Female employees

● 385  
Male employees



● 829  
Full time employees

● 66  
Part time employees

● 5  
Casual employees

● 119  
Contingent workers<sup>5</sup>

5. Corporate contractors, agency temps, or consultants that performed work on a time and material basis (e.g. a project with a defined beginning and end date). A 'corporate contractor' is an individual contracted by Dexus to perform work prescribed by Dexus, usually at a Dexus corporate office location. Corporate contractors generally cannot be replaced with a new individual performing the same work, without terminating the existing contract and creating a new contract for the individual. Using terminology within the reporting standard GRI 403: Occupational Health and Safety 2018, corporate contractors are characterised by Dexus having both control of work and control of the workplace.



## What we source

We source a wide range of goods and services from a diverse range of suppliers to support our operations.

During the reporting period, we partnered with over 2900 Tier 1 suppliers<sup>6</sup> across our operations.

Our suppliers cover multiple areas of the supply chain to support our core operating sectors. Our total spend with these Tier 1 suppliers during this period was \$1.7 billion.

### Dexus supply chain<sup>7</sup>



Office suppliers

1,409



Industrial suppliers

551



Retail suppliers

1,004



Healthcare suppliers

186



Corporate Suppliers<sup>8</sup>

751

## Procurement spend breakdown

Dexus partnered with over 2,900 suppliers in FY25 for the supply of several spend categories including building and construction services, electrical, plumbing, fire and mechanical services, professional services and cleaning. The allocation of our supplier spends, and the associated potential environmental and social risks before controls are applied are highlighted below. While we are focused on addressing modern slavery in the medium to high-risk supply categories where we have operational control, such as cleaning and facilities management for our managed assets, where we don't have operational control (such as building and construction), we manage risks through our contractual requirements, governance systems and processes and by working collaboratively with our supply chain partners.

FY25 operational procurement spend breakdown	%	Environmental and social risk rating (key risks)
Building and construction	35.0	High (safety, product country of origin human rights, worker skill levels, appropriate wages and benefits, subcontracting, corruption). While we do not have operational control at our development sites, we seek to reduce the risks of modern slavery by influencing and supporting our partners through governance systems and processes, including contractual requirements.
Electrical, plumbing, fire and mechanical	14.0	Medium (carbon emissions, energy use, safety, working in confined spaces, modern slavery, accreditation systems)
Cleaning and waste removal	14.0	Medium (appropriate wages and benefits, migrant labour, safe handling of chemicals, waste environmental impacts)
Facility and property management expenses	12.0	Medium (energy, waste, information management, working conditions, diversity and discrimination, corruption)
Electricity, gas and energy supply	8.0	High (greenhouse gas emissions, land degradation, price and supply reliability and forced labour in the production of solar panel raw materials)
Security services	7.0	Medium (safety, worker skill levels, public relations)
Financial and professional services	4.0	Medium (energy, waste, information management, working conditions, diversity and discrimination, corruption)
General maintenance	3.0	Low
Marketing	1.0	Low (waste, corruption, energy use)
Landscaping and external environment	1.0	Medium (product country of origin human rights, product recyclability, worker skill levels, appropriate wages and benefits, safety)
Consumables	1.0	Low (waste, product country of origin human rights)
Technology	0.4	Medium (energy use, modern slavery, waste)

6. Our Tier 1 suppliers are those we have a direct contractual relationship with.

7. Suppliers are engaged across multiple sectors and operations.

8. Includes suppliers linked to Dexus Holdings that are not currently assigned to any sector.

## How we operate and what we source continued

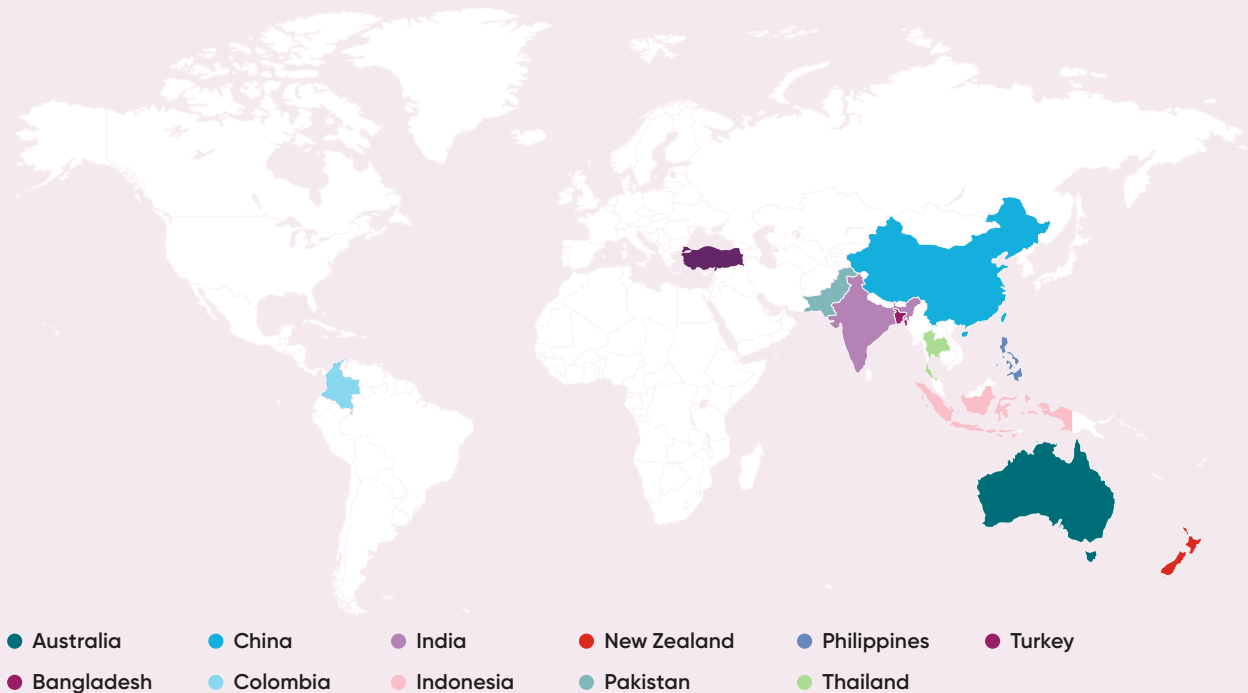


### Location of our suppliers

During FY25, the majority of our procurement spend (by value) with Tier 1 suppliers was with Australian-based suppliers. We recognise that these suppliers may have operations or procure materials and services from outside Australia.

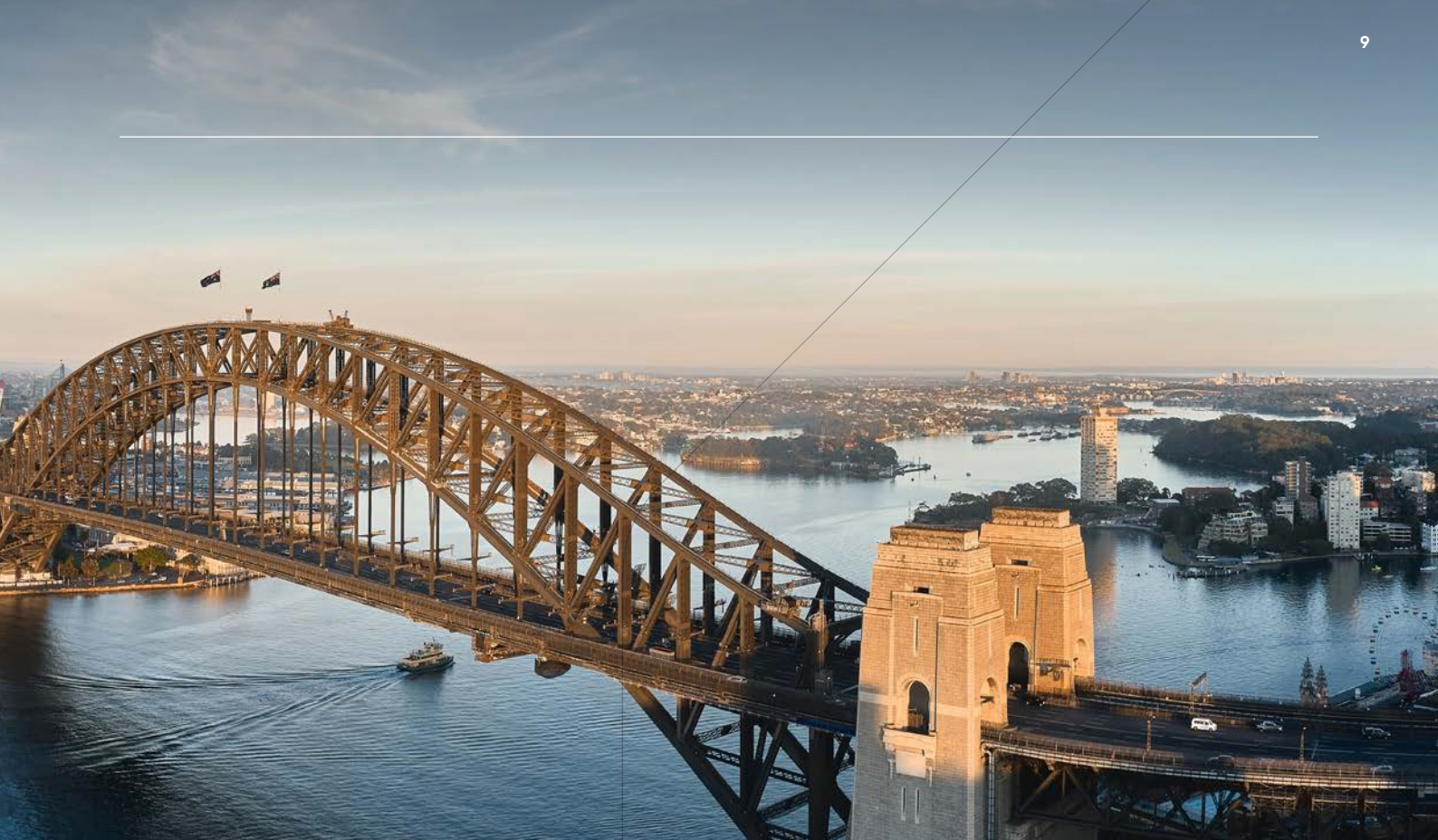
For example, construction materials used on development projects may be sourced from overseas, or include components produced overseas.

The map below outlines the locations our suppliers source materials from as indicated in their response to the Property Council of Australia's Informed365 supplier due diligence questionnaire. We acknowledge that some of these countries have elevated risks of modern slavery.<sup>9</sup>



9. International Labour Organization (ILO), Walk Free and the International Organization for Migration (IOM), *Global Estimates of Modern Slavery: Forced Labour and Forced Marriage*, Geneva, September 2022, <https://www.walkfree.org/reports/global-estimates-of-modern-slavery-2022/>





## Supply chain spotlight: understanding our supply chain beyond Tier 1

We recognise that the likelihood of modern slavery occurring in our supply chain is likely to be higher beyond our Tier 1 suppliers. For example, there is likely to be modern slavery risks associated with the sourcing of materials used in capital works and development projects. These materials can have complex supply chains that involve large numbers of sub-suppliers operating in multiple countries. The adjacent infographic outlines, at an indicative level, the various tiers that may be involved in the procurement of key materials such as concrete.

While we do not have operational control of construction activities at our development sites, we seek to influence and support our partners to mitigate the risk of exposure to modern slavery. We do this through our suite of comprehensive governance systems and processes, including contractual requirements with our supply chain and builder partners.

**SOURCING RAW MATERIALS, INCLUDING AGGREGATE**

**REFINING MATERIALS TO MAKE CEMENT**

**PRODUCTION AND STORAGE OF CEMENT**

**CEMENT USED TO DEVELOP READY-MIXED OR  
PRECAST CONCRETE**

**DELIVERY TO DEVELOPMENT SITES**

## Modern slavery risks in our operations and supply chain

The real estate and infrastructure sectors present a range of modern slavery risks. This includes potential risks linked to sourcing of construction materials from overseas through to risks associated with the provision of property management services in Australia and New Zealand.

During the reporting period, the key methods we used to identify and assess potential modern slavery risks across our operations and supply chains included:

- Our supply chain management framework and the leadership of key functions
- Our embedded procedures, systems and templates, such as the supply chain sustainability risk assessment.

Through these processes, responsibility for risk assessment and other elements of our modern slavery response is embedded with the applicable functional areas across the business.

### Understanding our modern slavery risk factors

Our understanding of our modern slavery risk exposure is shaped by a range of influences, including the United Nations Guiding Principles (UNGPs). The visual below provides a continuum of exploitation (based on UNGPs) applied to the property development and management sector, using hypothetical examples.<sup>10</sup>

We recognise that unsafe working conditions may signal or precede modern slavery. Risks of modern slavery practices occurring in Australia may be impacted by factors such as high levels of subcontracting and could involve practices such as dangerous working conditions, lack of adequate PPE, discrimination, withholding pay and debt bondage.

We also recognise that modern slavery occurs at the most serious end of the continuum of exploitation. Sourcing from high-risk geographies may be more likely to occur deep in our extended supply chain. A particular risk includes the sourcing of construction raw materials from high-risk geographies, which may involve higher risks of modern slavery practices such as the worst forms of child labour.

Further, our exposure to modern slavery risk factors may evolve over time due to external drivers such as political unrest, humanitarian crises, and environmental factors, which may place added pressures on global supply chains. Internal changes, such as entry into new business areas can also affect our modern slavery risk profile.

While we discuss a broad range of modern slavery risks in this Statement, we prioritise our risk mitigation efforts on sectors which may involve higher risks of modern slavery including cleaning, security, property management and construction.

Decent work	Dangerous or substandard working conditions	Modern slavery
<p><b>Workers' rights are respected</b></p> <p>Work takes place in a safe and secure environment.</p> <p>Workers are treated fairly and equally.</p> <p>Workers are free to join unions should they choose to do so.</p> <p>Workers are paid fairly for their work, in line with, or above legislated requirements.</p> <p>Workers are provided with employment contracts.</p> <p>Migrant workers are given work within their visa requirements.</p>	<p><b>Workers' rights are not fully respected</b></p> <p>Workers on construction sites are not provided with adequate PPE and exposed to dangerous working conditions.</p> <p>Subcontracted security workers experience discrimination and harassment.</p> <p>Cleaning workers are restricted from joining a trade union by their employer.</p> <p>Outsourced design workers overseas are intentionally not paid their full entitlements and required to work excessive hours.</p> <p>Migrant workers processing construction materials overseas are not provided with written contracts or timesheets and work illegally in breach of their visa conditions.</p>	<p><b>Workers are subjected to serious exploitation, including grave human rights abuses</b></p> <p>Migrant workers on construction sites have personal documents such as passports confiscated by their employer to force them to work.</p> <p>Children overseas are used to mine minerals used in electronic components for IT equipment.</p> <p>A cleaning provider forces migrant workers to repay excessive and illegal recruitment fees, forcing them into debt bondage.</p> <p>Workers in manufacturing supply chains are forced to work excessive hours and restricted from leaving the factory compound outside working hours.</p> <p>Workers on temporary visas in Australia are threatened with physical harm and deportation to coerce them into working illegally.</p>

10. Source: Pillar 2, based on content from United Nations Guiding Principles on Business and Human Rights.



## Potential modern slavery risks in our direct operations

We work to understand our potential involvement in modern slavery risks using the UNGPs. The UNGPs are the recognised global standard for preventing and addressing business-related human rights harm, including modern slavery. They explain that companies can be involved in human rights harm such as modern slavery in three ways: by causing harm, contributing to the harm, or where they are directly linked to the harm.

We consider that the risk of modern slavery occurring in our direct operations is low, due to the workplace protections we have in place and the nature of our workforce. Our employees are skilled white-collar professionals and are primarily located in Australia and New Zealand. We do not engage employees from groups which may be considered more vulnerable to modern slavery, including seasonal workers, lower skilled workers (including from overseas) or workers under the age of 18. While we may engage some temporary workers or foreign workers holding valid visas, this is generally for skilled roles. We do not charge recruitment fees to our employees.

All Dexus employees receive written contracts outlining their conditions of employment (including salary and working hours) and earn wages in line with, or above Australian legal minimum requirements.



Dexus employees are also free to associate with a union and enter into collective bargaining agreements. As part of employee onboarding, we use a human rights due diligence process including an identity and visa status check during the recruitment process. We also provide training to our employees about modern slavery (see page 21).

However, we recognise there is a risk that we may contribute or be directly linked to modern slavery in our direct operations, including through our property management operations.

Australia's *Modern Slavery Act 2018* focuses on identifying and reporting modern slavery risks in operations and supply chains. Looking more broadly across our value chain, we acknowledge that tenants can introduce modern slavery risks through their supply chains and business activities.

Tenants in high-risk sectors such as retail and hospitality pose elevated modern slavery risks due to reliance on vulnerable labour, creating potential reputational exposure for Dexus under the 'directly linked' principle of the UNGPs. Looking forward, we will look to leverage our landlord role to influence prospective and current tenants through tailored, risk-based awareness and mitigation strategies.

We could also be directly linked to modern slavery in our broader supply chains, such as where we procure products made with components or raw materials produced through modern slavery.

## Applying the continuum of involvement to the real estate and infrastructure sector

### Cause

#### Risks that a business' activities may directly result in modern slavery practices occurring

A construction subcontractor could cause modern slavery if it recruits and exploits lower skilled workers through modern slavery practices such as debt bondage.

### Contribute

#### Risks that a business' activities (including omissions) may enable or facilitate modern slavery occurring

A property manager could contribute to modern slavery if it was aware of credible allegations that a service provider was exploiting its workers used on site but did not take action to address the situation.

A head contractor could contribute to modern slavery if it set cost and timing deadlines for completion of a development project that could only be achieved if subcontractors exploited their workers.

### Directly linked

#### Risks that a business may be connected to modern slavery through the activities of another entity, such as a supplier or sub-supplier

A real estate and infrastructure investor could be directly linked to modern slavery if it finances a renewable energy project which is developed using solar assets manufactured with materials produced through modern slavery.

## Modern slavery risks in our operations and supply chain continued

### Potential modern slavery risk areas in our operations and supply chain

The following table sets out key potential modern slavery risk areas across our operations and supply chain. A range of tools inform our understanding of these risks, including periodic group-wide supply chain risk assessments, independent reviews of suppliers in high-risk sectors, direct engagement with selected suppliers, collaboration with industry and multi-stakeholder groups and use of third-party risk assessment tools. Under our Supplier Code of Conduct, we also require our suppliers to take their own steps to identify and assess modern slavery risks.

In line with the continuum of involvement outlined above, we consider our relationship to the following potential modern slavery risks to be directly linked. However, we recognise that we could potentially contribute to modern slavery in some circumstances if we do not have appropriate controls in place or if our controls are not effective.



Bayfair Shopping Centre, NZ

### Modern slavery risk factors<sup>11</sup>



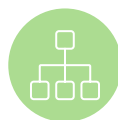
Reliance on base-skilled labour



Reliance on temporary and/or migrant labour



Links to high risk geographies



High levels of subcontracting



Complex supply chains



Difficulties monitoring working conditions



Unsafe working conditions



Inadequate training for workers



Intentional underpayment of workers



Procurement of high risk materials



Use of third party labour hire agencies



Strong pricing competition

11. Source: Pillar 2, based on content from United Nations Guiding Principles on Business and Human Rights.



## Potential modern slavery risks in our operations

### Why is this a risk area?

#### Building operations



Building operations may be a potential risk area for modern slavery, including due to reliance on subcontracted service providers. Engaging service providers for activities such as cleaning and security, landscaping, waste management, and installation and maintenance may reduce visibility over workers' employment conditions and treatment. Workers in these sectors may also be low skilled and employed by contractors on a temporary basis.

#### Business operations



Business operations may be a potential risk area for modern slavery, including where subcontracting occurs to suppliers in higher risk countries overseas. For example, services such as IT support or design services may be subcontracted to a contractor which uses workers in countries where there is a higher reported prevalence of modern slavery.

#### Construction and development labour



There are known modern slavery risks in the construction sector, including as recognised by the Australian Government in its own Modern Slavery Statement<sup>12</sup>. Subcontracted workers providing construction labour in Australia and New Zealand (particularly lower skilled trades) may be vulnerable to exploitation, including modern slavery.

### Hypothetical example of modern slavery risk

#### Example

A service provider illegally outsources services to a subcontractor who exploits migrant workers through forced labour.

#### Example

A contractor providing IT support services operates an offshore contact centre staffed by workers recruited through a labour hire agency. The workers are charged excessive recruitment fees by the labour hire agency they cannot repay and are exploited through debt bondage.

#### Example

Subcontracted base skilled workers used on a development project are working illegally and are exploited through forced labour by their employer, who threatens to harm their families overseas if they seek assistance.

## Potential modern slavery risks in our supply chains

### Why is this a risk area?

#### Construction materials



There are known risks of modern slavery associated with the manufacturing and sourcing of certain construction materials, including where these involve raw materials sourced from higher risk countries for modern slavery. Complex global supply chains can also reduce our visibility of sourcing practices.

#### Corporate procurement



There may be risks of modern slavery and broader labour exploitation in the procurement of corporate goods such as office supplies, merchandise, travel for employees, and corporate catering. These categories can involve lower skilled workers and manufacturing in higher risk countries.

#### Transport and logistics



The transport and logistics sectors may pose risks for modern slavery including due to difficulties monitoring working conditions. Workers such as seafarers may be particularly vulnerable to exploitation due to their isolated working environments.

### Hypothetical example of modern slavery risk

#### Examples

Timber used for framing on sites by development contractors could be logged overseas by companies operating illegally and exploiting local workers through forced labour.

Forced labour is a known risk in the solar panel supply chain, particularly in the production of polysilicon and other raw materials sourced from regions with poor labour standards or coercive labour programs.

#### Example

A catering company contracted to provide services for a business conference uses a labour hire agency to recruit additional staff. The staff are being exploited through debt bondage by the labour hire company, which is requiring them to repay excessive recruitment fees.

#### Example

Workers on board shipping vessels that are used to transport construction materials are forced to continue working after the expiry of their contract and are not permitted to leave the vessel.

## Potential modern slavery risks in our value chain

### Why is this a risk area?

#### Tenant operations



Workers engaged by our tenants in some contexts, such as retail assets, could be vulnerable to exploitation, including where these workers are recruited from vulnerable demographics such as international students.

### Hypothetical example of modern slavery risk

#### Example




A pop up kiosk in a shopping centre engages international students, who are coerced into working more hours than permitted under their visas. The kiosk owner then significantly reduces the students' pay and requires them to work significant additional hours and threatens them with deportation if they complain.

12. Commonwealth Modern Slavery Statement 2021–22 Statement #2022–2853 (modernslaveryregister.gov.au).

## How we assess and address our modern slavery risks

In accordance with the Dexus Risk Management Policy, Dexus periodically assesses the organisation's key risks with consideration given to the external and internal operating environment. This includes Sustainability and Climate risk, as well as Third Party Supplier Management risk, each of which help inform the monitoring of modern slavery practices at Dexus. Each key risk is monitored and reported on a quarterly basis to the Executive Team, Board Risk & Compliance Committee and/or the relevant Fund Boards.

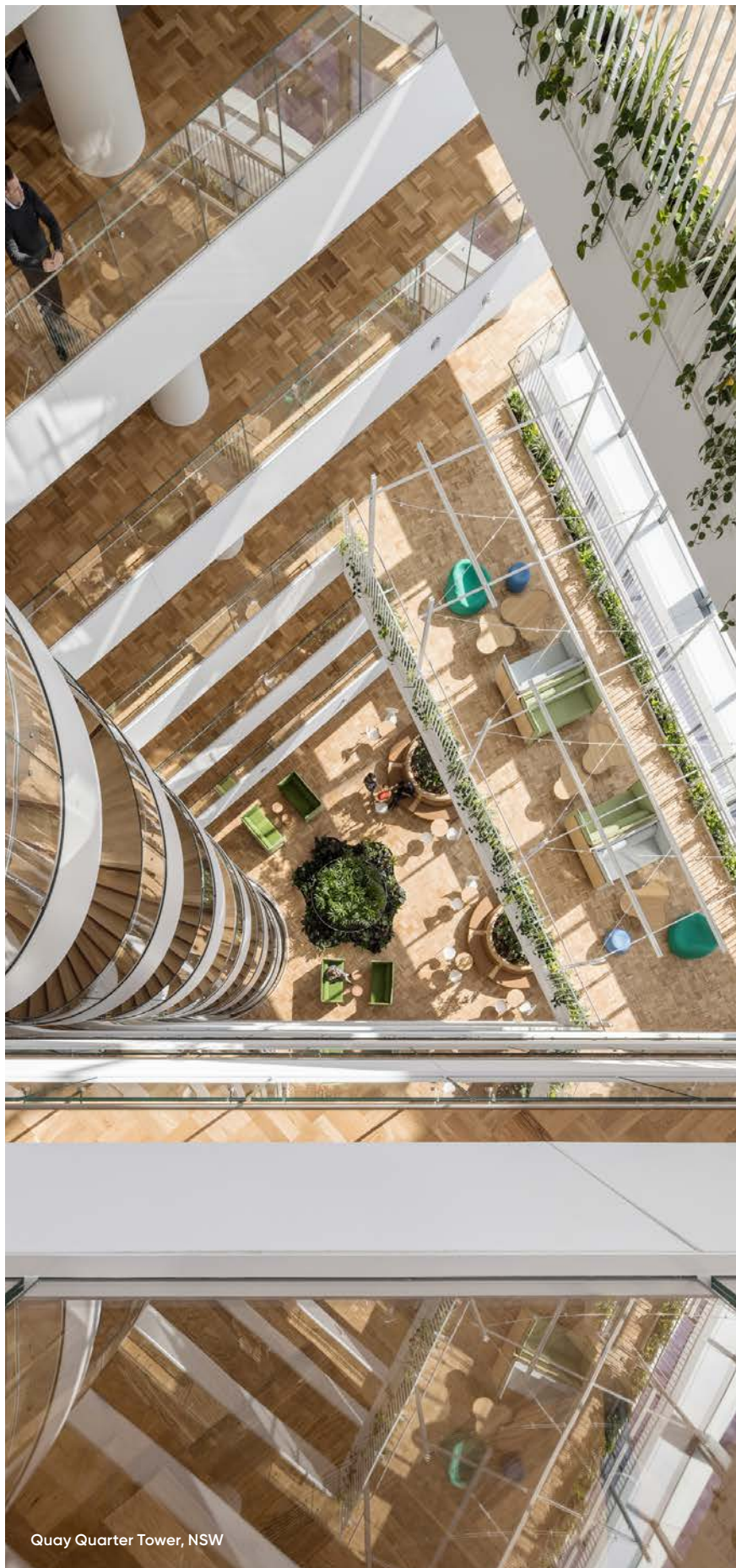
Our approach to assessing and addressing modern slavery risks in our operations and supply chain is guided by our Anti-Modern Slavery Management Framework (Framework). During FY25, we continued to progress initiatives across the Framework's seven key focus areas. The table below outlines each of the focus areas, our key aims, and key actions progressed during the reporting period. Further detail is set out on the following pages.

Focus area		Key aims	FY25 key actions
<b>1</b> <b>Leadership and culture</b>		Fostering a culture of best practice and continuous improvement to strengthen our approach to managing modern slavery and broader human rights risks across our supply chain, operations, third party capital partners, investors, and customers	<ul style="list-style-type: none"> <li>Updated our Anti-Modern Slavery Management Framework to reflect our integrated business following the acquisition of AMP Capital</li> </ul>
<b>2</b> <b>Legal and compliance</b>		Applying a high standard of governance by ensuring expectations and standards are well understood and embedded into policies, procedures and contracts applicable to our operations and supply chain	<ul style="list-style-type: none"> <li>Continued to embed modern slavery criteria in supplier selection processes and updated our supplier standards through our Procurement Excellence method</li> </ul>
<b>3</b> <b>Supply chain engagement</b>		Partnering with current and potential suppliers to reduce risk through monitoring  Applying responsible purchasing practices to all supplier engagements	<ul style="list-style-type: none"> <li>Continued our risk screening program to understand inherent risk across our Tier 1 supplier base</li> <li>Conducted due diligence of all identified material suppliers</li> <li>Continued our supply chain monitoring with EcoVadis supplier sustainability ratings methodology</li> <li>Continued to assess suppliers through the Property Council of Australia's Informed365 tool</li> <li>Continued our supply chain workforce survey via Rapid Global (Contractor Management System) to assess workers' understanding of Dexus's and suppliers' modern slavery approaches</li> <li>Continued our modern slavery internal audit program with an audit of the processes and controls in place to identify and manage modern slavery risks across small capital projects</li> <li>Continued to include modern slavery in our contractor spot check process</li> </ul>



Focus area		Key aims	FY25 key actions
<b>4</b> <b>Knowledge and capability</b>		<p>Training programs that build capability and educate relevant decision-makers, Dexus employees, and the supply chain, to effectively implement policies, standards and strategies</p> <p>Enabling our supply chain and their workforces to identify practices which do not conform to Dexus's standards and expectations</p>	<ul style="list-style-type: none"> <li>– Rolled out updated modern slavery training to all Dexus employees to provide tailored guidance on what to do if they suspect an incident of modern slavery</li> <li>– All new Dexus employees continued to engage in modern slavery training as a part of the onboarding experience</li> </ul>
<b>5</b> <b>Collaboration and stakeholder engagement</b>		<p>Active collaboration with third party capital partners, investors, suppliers and customers to enhance modern slavery risk management</p> <p>Engaging with policy makers, workers' rights organisations, local NGOs and industry initiatives to increase effectiveness of actions</p>	<ul style="list-style-type: none"> <li>– Collaborated with our major suppliers to assess potential modern slavery risks and identify corrective action plans to help address modern slavery risks</li> <li>– Continued to collaborate with peers through the Property Council of Australia Modern Slavery Working Group on industry initiatives such as Indicators of Vulnerability</li> <li>– Collaborated across all our reporting entities which operate to common policies and standards. All Dexus entities follow the Anti-Modern Slavery Framework and work together to manage a common response to modern slavery risks across Dexus</li> </ul>
<b>6</b> <b>Incident management (including remediation)</b>		<p>Ensuring appropriate grievance mechanisms and remediation procedures are implemented and available to Dexus's employees, supply chain and their workforces, and relevant stakeholders to ensure incidents are identified, remediated, and publicly disclosed</p>	<ul style="list-style-type: none"> <li>– Continued our Modern Slavery Incident Response Plan, which informs our approach to investigating and where appropriate, remediating modern slavery incidents</li> <li>– During the reporting period, we did not identify any incidents of modern slavery in our operations or supply chain</li> </ul>
<b>7</b> <b>Monitoring effectiveness and reporting</b>		<p>Reporting framework and evaluation methods are in place to provide oversight, accountability, and measure governance effectiveness, including in line with the Modern Slavery Act</p>	<ul style="list-style-type: none"> <li>– Screened modern slavery risks in 1,479 suppliers, representing 82% of our total spend</li> <li>– Assessed 108 of our preferred suppliers, representing 57% of our operational spend</li> <li>– Requested corrective actions from our supply chain via the EcoVadis platform, largely relating to improvements to policies and reporting on modern slavery</li> <li>– Surveyed 518 suppliers through Informed365, representing 37% of our operational supply base</li> <li>– Engaged 3,623 supplier and supplier sub-contractor individual staff directly via Rapid Global (Contractor Management System)</li> <li>– Received 679 Supplier Attestations with respect to commitments to compliance with Dexus Supplier Code of Conduct</li> </ul>

## How we assess and address our modern slavery risks continued



Quay Quarter Tower, NSW

### 1 Leadership and culture

People are fundamental to any business, and our leadership and culture provide the foundation for our modern slavery risk management. We work to embed respect for human rights (including the right to freedom from slavery) into our culture and the way we work.

All business units are responsible for strategic and operational initiatives to identify and address modern slavery risks in our operations and supply chain.

The process of embedding our Anti-Modern Slavery Framework across the business demonstrates Dexus's proactive stance on modern slavery, recognising that the identification and management of modern slavery risks is a collective responsibility shared by all Dexus business units.

In FY25, we updated our Anti-Modern Slavery Management Framework to reflect our integrated business following the acquisition of AMP Capital.

### 2 Legal and compliance

During the reporting period, we continued to work to ensure our expectations and standards on modern slavery are well understood and embedded into policies, procedures and contracts applicable to our operations and supply chain. This included continuing to address modern slavery through tender processes and contract clauses and exploring scope to integrate modern slavery into our investment processes.

We communicate our expectations and environmental, social and governance (ESG) requirements to all suppliers and require each one to operate in line with our Supplier Code of Conduct. The expectation is that all suppliers understand Dexus's procurement requirements and commitments outlined in our Sustainable Procurement Procedure and [Supplier Code of Conduct](#).



### Supplier assessment processes

We seek to conduct due diligence on suppliers both before and during our engagement to understand human rights risk exposure and any potential breaches. Our supplier assessment process considers labour practices, social, environmental and broader human rights issues.

We incorporate modern slavery and broader human rights considerations into our selection processes and include requirements regarding modern slavery and broader human rights in our service agreements. Specifically, all suppliers engaged for material corporate services, operational services and major developments must be pre-qualified against anti-modern slavery criteria.

The Development Excellence Method (DEM) is applied to all Dexus-managed development projects and guides suppliers to respond to a modern slavery questionnaire and commit to addressing modern slavery risks in contractual clauses.

Prior to selecting principal contractors, modern slavery risks are mitigated through design consultancy agreements, which include an obligation to take due care to avoid materials from supply chains linked to modern slavery.

### Contractual clauses

Dexus supply contracts impose specific requirements on suppliers in regard to modern slavery, including the right to audit the supplier's business, interview the supplier's workers, and the supplier's responsibility to investigate the practices within their supply chain to identify modern slavery risk. Addendums have also been added to existing contracts.

### Annual attestations for property service providers

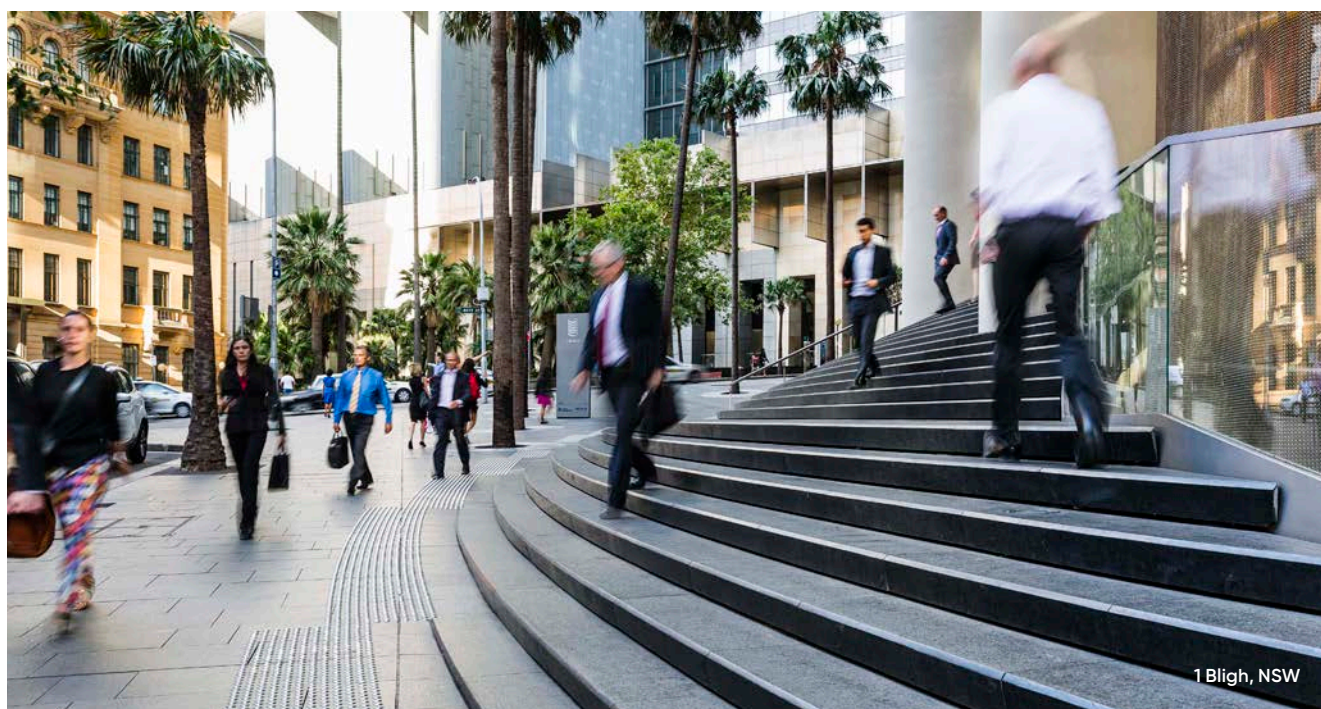
Our relevant policies and processes are proactively communicated to suppliers on an annual basis, including suppliers in higher risk sectors. Property services can involve a range of modern slavery risks and onsite service providers are required to annually attest via our Contractor Management System (CMS), provided by Rapid. This requires attesting to their compliance to our Supplier Code of Conduct, report any deviations from the Code and formally identify their subcontractors (our Tier 2 suppliers). The Code of Conduct was updated in November 2022 confirming modern slavery is one of seven principles we require suppliers to comply with.

### Incorporating modern slavery considerations into investment processes

In FY24, we published our first Responsible Investment Policy, which guides investment decision-making across our business, including consideration of the risk of exposure to modern slavery in our investment portfolio.

In accordance with this policy, we are committed to making responsible investment decisions on behalf of our capital investors and securityholders. Our aim is to incorporate and manage material ESG issues in the same balanced way we do other key risks. This includes the risk of exposure to modern slavery in the operations and supply chains of the real assets that we invest in.

All Dexus-managed assets manage modern slavery risks in compliance with the [Dexus Anti-Modern Slavery Management Framework](#). Where a Dexus investee asset is externally managed, Dexus will monitor the asset's potential exposure to modern slavery through investment due diligence and ongoing engagement. Where we have identified indirect exposure to modern slavery or insufficient controls to mitigate the risk of such exposure, we will engage with the manager to conduct remediation and improve relevant controls and processes. More information can be found in Section 3 ('Ethical considerations') of the Dexus Responsible Investment Policy.





## How we assess and address our modern slavery risks continued

### 3 Supply chain engagement

Building and maintaining productive working relationships with our suppliers and allowing individual workers to have an independent voice are key to helping us manage modern slavery risks. Supplier relationships enable us to clearly convey our expectations around modern slavery risk management and support our suppliers to better understand and manage potential risks. Direct contact with individuals provides workers the opportunity to confidentially voice their concerns.

During the reporting period, we have matured the monitoring of modern slavery risks in our supply chain across six programs. These programs provide a comprehensive means to identify, monitor and manage modern slavery.

Program		Supply chain engagement – snapshot of practice
<b>1 Risk screening program</b>	Broad screening risk across most of our supply base; using EcoVadis IQ	<b>1,479</b> suppliers were screened for modern slavery risks representing 82% of Dexus total supplier spend
<b>2 Supplier pre-qualification</b>	Broad screening and assessing risk across most of our operational suppliers; using the Property Council of Australia's Modern Slavery Pre-Qualification supplier questionnaires (Informed 365)	<b>518</b> suppliers surveyed through the Property Council of Australia's Modern Slavery Pre-Qualification Program Informed365, representing 37% of our operational spend
<b>3 Risk management base standard program</b>	Broad due diligence monitoring of suppliers that they meet base standards; using our Contractor Management System (Rapid), for suppliers directly coming into the properties we manage	<b>679</b> supplier attestations that they comply with Dexus's Supplier Code of Conduct
<b>4 Risk assessment deep dives</b>	Deep dives on our largest real estate suppliers; partnering with EcoVadis to enhance supplier risk assessment and engagement	<b>108</b> of our preferred suppliers assessed, representing 57% of our operational spend  <b>95</b> corrective actions requested from our supply chain via EcoVadis platform, largely relating to improvements to policies and reporting on modern slavery
<b>5 Individual worker program</b>	Direct interaction with workers; using our Contractor Management System (Rapid), to undertake our supply chain workforce survey	<b>3,623</b> direct workers engaged (supplier and supplier sub-contractor individual staff) directly via Rapid, with 358 completing surveys
<b>6 Third Party Due Diligence</b>	Continued our modern slavery internal audit program for the fourth consecutive year.  In FY25, entered into new three-year cleaning contracts with suppliers to be CAF pre-qualified by end of FY26. In excess of 85% of our spend on cleaning services across our portfolio is with CAF prequalified suppliers.	<b>1</b> audit completed and a modern slavery risk assessment conducted for all our cleaning suppliers as part of a competitive sourcing exercise

## 1. Risk screening program

In FY24, we introduced a new program to understand if there are potential modern slavery risks within our supply chain that need further investigation. The program is an expansion of our partnership with the global sustainability intelligence platform EvoVadis, to provide broad ESG risk screening. In FY25, 1479 suppliers were screened for modern slavery risks, representing 82% of Dexu total supplier spend. This represents a 25% increase in the number of suppliers assessed compared to FY24, with an additional 300 suppliers assessed.

The risk screening identifies high inherent modern slavery risks, using the EcoVadis IQ Plus tool to review public documents with standard industry and country risks.

In FY25, no suppliers were identified as having a high inherent modern slavery risk.

## 2. Supplier pre-qualification

We continued to conduct supplier due diligence on modern slavery with a pre-qualification questionnaire through the shared Informed365 platform. The platform asks suppliers about actions they are taking to assess and address human rights and modern slavery risks, across their operations and supply chains. The prequalification process acknowledges that our suppliers work with other property companies and are asked to complete numerous modern slavery questionnaires. This platform allows for suppliers to complete a questionnaire once and share their responses with other PCA members.

The questionnaire covers a significant proportion of Dexu's operational suppliers providing real estate services, with 518 suppliers completing questionnaires through Informed365.

In addition, in FY25 we commenced assessing cleaning suppliers' prequalification with the Cleaning Accountability Framework (CAF). We entered into new three-year contracts with cleaning suppliers across our Office, Industrial, and Health portfolios, with these partnerships designed to align with our sustainability strategy and reflect our commitment to ethical labour practices.

Recognising the prevalence of modern slavery risks in the cleaning industry, we assessed suppliers' pre-qualification with CAF as a part of this process. CAF is an Australian initiative that promotes transparency and ethical standards in the cleaning sector by working with property owners, contractors, and unions to ensure fair wages, safe working conditions, and responsible procurement. The CAF prequalification process assesses a contractor's systems and labour practices to ensure they meet these standards.

During the contract award process, we evaluated each supplier's engagement with CAF, including any audits or prequalification steps already undertaken. Preference was given to suppliers who were already CAF prequalified suppliers or suppliers who were committed to completing a CAF prequalification by the end of FY26.

As a result, more than 85 percent of our cleaning spend in FY25 was directed to CAF prequalified suppliers across our portfolio. We expect this figure to rise above 90 percent in FY26 as additional suppliers complete the prequalification process. This approach strengthens our partnerships and embeds ethical standards into our procurement decisions, reinforcing our commitment to sustainability and the protection of vulnerable workers.

## 3. Risk management base standard program

On an annual basis, all preferred suppliers and significant other contracted suppliers are requested to attest that they follow the Dexu Supplier Code of Conduct. In FY25, 679 suppliers completed this attestation.

Beyond attestation, we monitor the performance of major contracts through the management of insurances, licences and induction training via the Contractor Management System (Rapid). All contractors are required to complete on-site inductions through Rapid when they arrive on-site, and our contractors review and respond to modern slavery questions through this process. This also ensure that all contractors coming on-site are aware of the Dexu Whistleblower procedures and their ability to access the YourCall line. Information about YourCall is featured on page 22 of this statement.

In addition, Dexu regularly reviews external reports and media coverage where suppliers are identified as being linked to modern slavery. Where these links can be verified, suppliers are considered to be non-compliant to our base standards.

## How we assess and address our modern slavery risks continued

### 4. Risk assessment program

During the reporting period, we have continued to expand and embed our partnership with EcoVadis enabling us to leverage their global supplier sustainability ratings methodology across our preferred suppliers. EcoVadis enables us to proactively identify risks and opportunities within our supply chain via evidence-based supplier scorecards, independently verified by EcoVadis experts, and provides us with an insight into the potential risk level of our largest suppliers. Suppliers also benefit from access to academy training materials that support their continuous improvement, including on topics such as labour and human rights, ethics and sustainable procurement impacts.

During the reporting period, 108 of our preferred suppliers were assessed by EcoVadis, which relates to approximately 57% of supplier operational expenditure across our platform. To date, we have focused on strategic suppliers with higher ESG risks. This includes suppliers operating in sectors which may involve higher modern slavery risks, such as cleaning, security, property management and construction.

Addressing modern slavery is an ongoing challenge and our use of EcoVadis goes beyond the use of a survey tool. We embed the use of EcoVadis into our supplier management framework, using the survey results to identify action plans and regularly review those with suppliers in supplier management meetings.

Across the 108 suppliers assessed, the platform identified 95 high priority corrective actions related to modern slavery risks, such as lack of supporting documentation (policies, procedures, reporting, etc). The supplier scorecards and corrective actions produced through EcoVadis provide focus for our engagement with suppliers and as part of our quarterly performance and assurance reviews, we monitor progress with the supplier as they address these corrective actions. Further, the EcoVadis platform is an open collaboration platform, so supplier updates on corrective actions are visible to all the suppliers' customers.

FY25 represented the third year of our assessment program through EcoVadis, with 77 of the 108 suppliers being assessed more than once. This provides an opportunity to review the impact of our collaboration with these suppliers over time. Between first and last assessments, 60% of participating suppliers improved their average score for labour and human rights, with an average improvement of 7.5%. This provides validation of the effectiveness of our supplier management approach in supporting Dexus to manage the modern slavery risks in our supply chain.

### 5. Individual worker program

Dexus understands that individual workers are vulnerable to modern slavery, so it is important to give individual workers a voice. Our annual workforce survey enables us to seek confidential feedback directly from individual workers from our property service providers and their sub-contractors, which include higher risk sectors such as cleaning, security and landscaping. This program expands our modern slavery assessment processes to sub-contractors that Dexus does not directly contract with. The survey is non-compulsory.

This year, we used our Rapid Global Contractor Management System (CMS) to issue the survey to 3623 individual workers in our supply chain.

Key survey results included a high awareness of options for individuals to use the whistleblower support line, with 91% of respondents comfortable in reporting issues and grievances.

In addition to our annual survey, we run our contractor spot check process that includes an assessment of potential indicators of modern slavery.

Our contractor spot check process involves engagement with individuals from selected service providers across our managed property assets. These monthly spot checks are undertaken as part of our evaluation of the suppliers' performance and in FY25, we conducted 1,218 spot checks.

To support our ability to identify potential modern slavery incidents, we include a question in the spot check procedure on whether engagement with the contractor has identified any modern slavery red flags, such as the worker's freedom being restricted, use of coercion or evidence of debt bondage. If a concern were to be identified, it would be flagged and escalated internally for further investigation.

### 6. Third Party Audit Program

We work with third parties to provide an independent, objective assurance and consulting activity designed to add value and improve our operations.





## 4 Knowledge and capability

As the first 'line of defence' in managing modern slavery in our operations and supply chain, it is important that our employees have a strong understanding of modern slavery, including how to identify possible instances of modern slavery or broader human rights harm and safely raise these concerns.

We rolled out updated modern slavery to all Dexus employees in FY25 to provide tailored guidance on how to identify an incident of modern slavery and how to report it within Dexus. Modern slavery training information is also integrated into our employee induction program which is mandatory for new starters.

We continued to implement our multi-lingual awareness training course for on-site service providers. The training is provided in seven languages to acknowledge that English is not the first language of many of our key supplier workforces. Importantly, the training provides our on-site workers with information on our position on modern slavery and human rights, Fair Work Australia and its role, the rights of employees, information on how to spot the signs of modern slavery and how to report modern slavery grievances or seek advice through our confidential whistleblower service. This training is integrated in our national on-site induction programme, which is compulsory for all workers, to ensure all services workers on our sites have access to the training. In FY25, 91% of workers responded that they are adequately trained in sustainability including modern slavery.

In addition, during the reporting period, an online course titled: "Modern Slavery – How You Can Help" was made available by CBRE (Dexus's Facility Manager) to its staff on Dexus sites. This course explains modern slavery red flags and how to report concerns, with a knowledge test to check understanding. All relevant CBRE staff at Dexus sites completed the training during FY25.

Suppliers assessed via the EcoVadis platform also benefit from access to academy training materials on Labour and Human Rights practices. These materials cover topics such as policy and reporting, diversity and inclusion, employee health and safety, child and forced labour prevention and working conditions. The courses are currently provided in nine languages. We review the use of these academy resources in regular supplier governance forums and over 90% of Dexus suppliers assessed in EcoVadis have accessed these resources.

## 5 Collaboration and stakeholder engagement

Collaboration is key to effectively addressing modern slavery and driving meaningful change. As part of our modern slavery response, we focus on collaboration across three streams: collaboration with individual suppliers and business partners; collaboration with industry peers; and collaboration across Dexus.

### Collaboration with individual suppliers and business partners



This helps implement targeted risk management actions. During the reporting period, Dexus has continued to collaborate with multiple suppliers, develop action plans, and monitor progress, resulting in an overall increase in EcoVadis supplier maturity level for labour and human rights. As a result, over 50% of reassessed suppliers have now been achieved a labour and human rights maturity level of Advanced or Outstanding, compared to 21% when first assessed.

### Collaboration with industry peers



This supports a consistent approach to issues such as supplier engagement across our sector.

During the reporting period, we continued to participate in the Property Council of Australia's Modern Slavery Working Group. This group provides a collaborative approach to building supplier capacity and reducing the burden on suppliers with multiple assessment requests.

### Collaboration across Dexus



Dexus manages modern slavery in a consistent manner across all the entities and funds within the Group. Our anti-modern slavery governance framework oversees consistency and collaboration in our Group approach to managing modern slavery risks.

## How we assess and address our modern slavery risks continued

### 6 Incident management (including remediation)

In line with our commitment to respect human rights (including the right to freedom from slavery), we have processes in place to identify, and where appropriate, remediate potential modern slavery incidents. These are underpinned by our Modern Slavery Incident Response Plan.

We could become aware of a modern slavery incident through a range of formal and informal channels, including our Whistleblower mechanism. The Dexus Whistleblower Policy specifies reporting channels available to stakeholders to raise concerns safely and anonymously about issues such as modern slavery in our operations and supply chain. This includes an independent third party (Your Call) mechanism to encourage, protect and support the reporting of incidents, which is available to all Dexus employees and employees of Tier 1 suppliers. The policy is also available on the Dexus website. Your Call employees are trained in modern slavery and upon request, can engage third-party interpreters in approximately 150 languages. The Whistleblower Policy specifically identifies modern slavery as a type of reportable conduct that should be reported.

Under our Supplier Code of Conduct, we also require our suppliers to 'provide workers with a formalised grievance procedure' and to notify us if they suspect there has been a potential or actual breach of modern slavery or broader human rights within their operations or supply chains.

During the reporting period, we did not receive any disclosures through our whistleblower mechanism or other channels in relation to modern slavery. However, we are aware that modern slavery is a widespread and often hidden issue which may exist in our operations or supply chain and that there may be a range of barriers that prevent people affected by modern slavery from raising concerns.

## MODERN SLAVERY HAPPENS IN AUSTRALIA

Anyone can be a victim of modern slavery, it could be you, or someone you know. All workers in Australia have basic rights that are protected by law.

### Learn to spot the signs

Victims of modern slavery may:

- be forced to work with little or no pay
- have no passport or visa, or mention someone else is holding their passport
- work excessive hours, have few or no breaks, and/or with no employment contract
- be prevented by others from travelling to work by their own means.

### Who can you tell?

If you think you or someone you know may be a victim of modern slavery, please let us know by contacting our free confidential reporting service, Your Call.

Call

**1300 798 101**

Website

**your-call.com.au**

For information on your basic rights as a worker

**www.fairwork.gov.au**

Scan to learn more

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**dexus**

### Modern slavery posters

To help raise awareness about modern slavery and how to seek assistance, we have deployed posters across our Australian and New Zealand managed assets and development sites.

Each poster includes information about modern slavery red flags, contact details for the Your Call mechanism and a link to information about workplace rights from the Australian Fair Work Ombudsman. The poster also includes a QR Code which links to copies of the posters in six selected languages: Portuguese; Thai; Nepalese; Spanish; Sinhalese; and Tamil.

Posters are located in key areas such as breakrooms and security offices and our monthly site inspections include a prompt to check that posters are displayed.

## How we assess our effectiveness

Assessing the effectiveness of our actions to manage modern slavery risks helps us to understand the impact of our actions, test whether our response is fit for purpose and identify opportunities for improvement.

We understand the core components of an effective modern slavery response to include meaningful action across our seven focus areas.

These focus areas range from leadership and culture through to incident management (including remediation) and cover the key stages involved in modern slavery risk management.

As outlined below, the seventh focus area of our Anti-Modern Slavery Management Framework relates to monitoring effectiveness and reporting, which underscores the importance we place on tracking our performance.

### 7 Monitoring effectiveness and reporting

We have embedded responsibility for monitoring our effectiveness into our governance structure, which is outlined below.

## Dexus anti-modern slavery governance framework

### Dexus Board

Ultimate responsibility for the safety of Dexus's people, customers and communities, with oversight of compliance with modern slavery regulations

### Board Sustainability Committee

Oversight of Dexus's approach to managing modern slavery risk

### Board People and Remuneration Committee

Oversight of Dexus's approach to managing modern slavery risk in the Dexus workforce

### Board Risk Committee

Oversight of the inclusion of modern slavery considerations into Dexus's approach to risk management

### Executive Committee

Executive-level management committee with ultimate responsibility for managing modern slavery risk in Dexus's operations and supply chain, and ensuring remediation of incidents of modern slavery that occur

## Dexus operations and supply chain

### People and Culture team

- Responsible for developing and implementing Dexus's approach for identifying and managing modern slavery risk in our own workforce
- The **Chief People Officer** is a member of the Executive Committee and reports to the Board People and Remuneration Committee

### Dexus business units

All Dexus business units are responsible for strategic and operational initiatives to identify and address modern slavery risks in our operations and supply chain. The process of embedding the Anti-Modern Slavery Management Framework across the business demonstrates Dexus's proactive stance on modern slavery, recognising that the identification and management of modern slavery risks is a collective responsibility shared by all Dexus business units.








### Head of Governance

Responsible for receiving, investigating, and leading the resolution of grievances relating to modern slavery in Dexus operations and supply chain (including anonymous disclosures made under the Dexus Whistleblower Policy). The Head of Governance reports to the General Counsel and separately to the Dexus Board.



## How we assess our effectiveness continued

We use a range of evaluation metrics and methods to assess our effectiveness and continuously improve our approach to managing modern slavery risks. The below table sets out our seven key focus areas from our Anti-Modern Slavery Management Framework and our corresponding key measures of effectiveness.

Focus area	How we assess our effectiveness in this area	
<b>1</b> <b>Leadership and culture</b>		<ul style="list-style-type: none"> <li>– We review and update our Anti-Modern Slavery Management Framework bi-annually, or more frequently as required</li> </ul>
<b>2</b> <b>Legal and compliance</b>		<ul style="list-style-type: none"> <li>– We assess the effectiveness of our response by reviewing our assessment rating on the EcoVadis platform on a three-year cycle. In 2025, we achieved a score of 84/100, placing us within the top 1% of respondents globally</li> </ul>
<b>3</b> <b>Supply chain engagement</b>		<ul style="list-style-type: none"> <li>– We monitor trends in reporting through our supply chain workforce survey</li> <li>– We screen all our preferred suppliers and over 1400 suppliers, comprising 82% of our spend, for modern slavery risk</li> <li>– We review changes to our supplier risk profile through EcoVadis, including suppliers' progress in addressing corrective actions</li> </ul>
<b>4</b> <b>Knowledge and capability</b>		<ul style="list-style-type: none"> <li>– We track completion rates for relevant training and monitor any feedback received from participants</li> <li>– Suppliers assessed in EcoVadis also benefit from access to academy training materials including Human Rights and modern slavery</li> </ul>
<b>5</b> <b>Collaboration and stakeholder engagement</b>		<ul style="list-style-type: none"> <li>– We participate in external stakeholder forums to help us understand how our response compares to peers and identify opportunities for improvement</li> </ul>
<b>6</b> <b>Incident management (including remediation)</b>		<ul style="list-style-type: none"> <li>– We monitor the extent to which property services contractors' workers are aware of how to safely report modern slavery concerns through our supply chain workforce survey and Your Call</li> <li>– We track the nature and volume of reports through our whistleblower mechanism to help us understand whether the mechanism is trusted and accessible to stakeholders (even if the mechanism is not used to make modern slavery specific complaints)</li> </ul>
<b>7</b> <b>Monitoring and reporting</b>		<ul style="list-style-type: none"> <li>– We review third party reports on key issues such as working conditions for cleaners as well as third party benchmarks of modern slavery reporting to help us identify good practice actions we can implement in our operations and supply chain to increase the effectiveness of our response</li> <li>– An audit program is maintained to provide an independent review with one audit completed in FY25</li> </ul>



240 St Georges Terrace, WA

## Case Study

### Assessing modern slavery for small capital projects

As part of our commitment to sustainability principles, we have engaged an external service provider for four consecutive years to conduct an annual internal audit of our processes for identifying and managing modern slavery risks across our portfolio.

The focus of this year's audit was assessing the processes and controls in place to identify and manage modern slavery risks across small capital projects with expenditure less than \$5 million.

Overall, it was found that Dexus's Anti-Modern Slavery Framework provides a sound control environment. Our mature procurement processes are key to managing risks by ensuring suppliers are assessed, informed, and that appropriate contracts are in place to manage the risks.

In practice, we know that our tier-1 suppliers often engage tier-2 subcontractors who do not maintain a direct relationship with Dexus. While the audit found that our procurement controls effectively manage the risks associated with primary contractors, it highlighted potential exposure deeper in the supply chain, particularly through the provision of high inherent risk goods and raw materials to the principal contractor. While our existing contracts place responsibility on principal suppliers, it was found that there's an opportunity to strengthen visibility and oversight of the modern slavery risks in our value chain.

We know that this issue is common across the property industry, which has a complex and deep supply chain. While we do not have operational control of construction activities at our development sites, we seek to influence and support our partners to mitigate the risk of exposure to modern slavery. As we refine our modern slavery response going forward, we will consider opportunities to further expand our understanding of our tier 2 suppliers in high-risk categories.

Overall, the modern slavery audit demonstrated Dexus's ongoing commitment to improving modern slavery risk management across the organisation, including for small capital works projects.

## Other relevant information: related policies

Dexus's modern slavery and human rights management approach is underpinned by policies and procedures that assist with identifying modern slavery issues in our business operations and supply chain. All policies can be accessed by Dexus employees on Dexus's intranet.

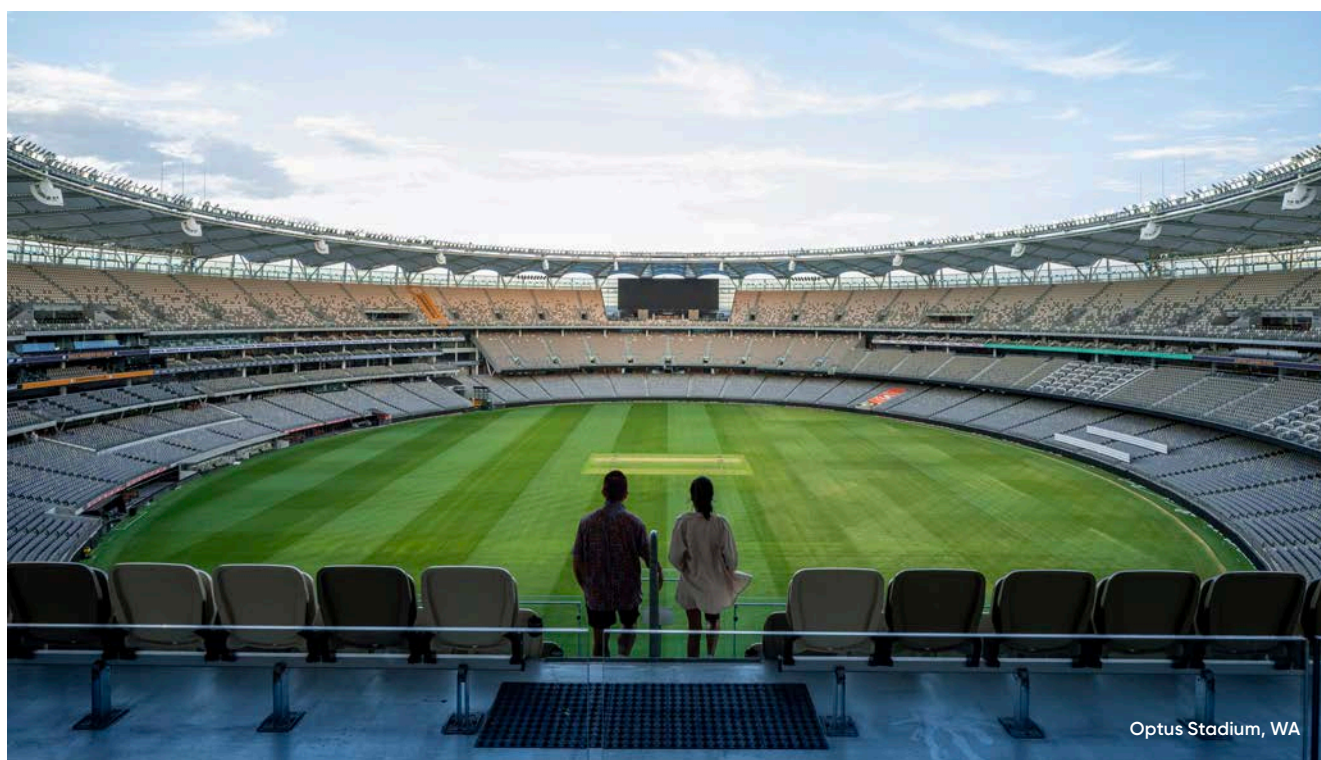
The below table outlines these policies and procedures, including how each document is communicated internally and externally, where applicable.

Policy/ procedure	Purpose	Implementation action
<b>Human Rights Policy</b>	Sets out Dexus's commitments regarding internationally recognised human rights and provides a framework for how Dexus will uphold human rights within our operations and throughout our value chain.	<p><b>Direct employees:</b> required to read and acknowledge as part of our all staff online modern slavery training module.</p> <p><b>Suppliers:</b> we expect our suppliers to comply with all applicable laws and to respect internationally recognised human rights wherever they operate, and we expect all suppliers with whom we have a contractual agreement to comply with the Dexus Supplier Code of Conduct and the Human Rights Policy.</p>
<b>Anti-Modern Slavery Management Framework</b>	Articulates our approach to managing modern slavery harm and other related human rights risk in our operations and supply chain.	On the Dexus website for suppliers and other stakeholders and Dexus internal intranet for direct employees.
<b>Sustainable Procurement Procedure and Supplier Code of Conduct</b>	Sets expectations for 'all organisations within our supply chain' (including suppliers, contractors and sub-contractors) in relation to human rights and responsible sourcing, including modern slavery. This includes complying with applicable local and international laws and standards relating to issues such as modern slavery, safe and ethical work practices and freedom of association. The Supplier Code also sets out specific requirements in relation to human rights (including modern slavery and child labour), including taking steps to identify and assess modern slavery risks and providing workers with a formalised grievance procedure.	<p>Publicly available on the Dexus website for suppliers and other stakeholders, and available on the Dexus internal intranet for direct employees.</p> <p>All new suppliers acknowledge and accept Dexus's Supplier Code of Conduct when they complete our new vendor registration. Suppliers confirm this by accepting our purchase order and signing our contract terms and conditions. On site property service providers are required to attest compliance on an annual basis.</p>
<b>Employee Code of Conduct</b>	Outlines policies and guidelines of how we expect our people (including permanent, fixed term, casual and temporary employees, directors, contractors, and service providers) to behave towards each other, our customers, and the broader community. References our Human Rights Policy and includes details of the Your-Call Disclosure Management Service.	All employees are required to read and attest to the Employee Code of Conduct on an annual basis.
<b>Whistleblower Policy</b>	Provides a mechanism to encourage, protect and support the reporting of incidents of misconduct, inappropriate behaviour or any other conduct inconsistent with our values or policies. The Policy also seeks to ensure those people who report a concern can do so without being subject to detrimental treatment.	<p>All employees and Whistleblower Protection Officers are required to undertake regular training and the successful completion of this training is compulsory.</p> <p>A separate Policy exists for NZ Operations.</p>
<b>Risk Management Policy</b>	Sets out our expectation that all employees are required to understand, promote and be responsible for ensuring that internal controls are in place to effectively manage risks that apply to activities within their day-to-day responsibility, including risks associated with business decisions, processes, systems, or people and external events.	Publicly available on the Dexus website for suppliers and other stakeholders, and available to all employees on the Dexus intranet. Employees are required to successfully complete regular training to support their awareness of and ability to execute their risk management responsibilities.



Policy/ procedure	Purpose	Implementation action
<b>Responsible Investment Policy</b>	Outlines our approach to responsible investment.	Publicly available on the Dexus website for all stakeholders. Applies to investment activity across the Dexus platform.
<b>Procurement Excellence Method</b>	Outlines our procurement process and ensures all engagements are assessed fairly.	Available to all employees on the Dexus intranet.
<b>Embargo Procedure</b>	Outlines the circumstances in which a contractor or service provider will be placed on an embargo list as well as the process to periodically review the list.	Available to all employees on the Dexus intranet.
<b>Recruitment Policy</b>	Outlines Dexus's approach and principles in relation to recruitment.	Available to all employees on the Dexus intranet.
<b>Work Health, Safety and Wellbeing Statement</b>	Outlines Dexus's commitment to Work Health, Safety and Wellbeing.	Publicly available on the Dexus website for suppliers and other stakeholders, and available on the Dexus internal intranet for direct employees.  Communicated through ongoing training such as online modules, risk roadshows and webinars.
<b>Stakeholder Engagement Guidelines</b>	Outlines our engagement objectives and typical engagement activities by stakeholder group.	Publicly available on the Dexus website for suppliers and other stakeholders, and available on the Dexus internal intranet for direct employees.
<b>Workplace Behaviour Policy</b>	Outlines our expectations around workplace behaviours and provide guidance on undesirable conduct, process to deal with undesirable conduct and consequences of breaching the policy.	Publicly available on the Dexus website and available to all employees on the Dexus intranet.
<b>FY25 Management Approach and Procedures</b>	Explains how Dexus manages the economic, environmental and social impacts related to its business.	Publicly available as part of Dexus's FY25 Annual Reporting suite.

Most of these policies are available on the Dexus website at: <https://www.dexus.com/our-impact/corporate-governance>



Optus Stadium, WA

## Appendices

### Appendix A: Mandatory reporting criteria

The below table sets out the Act's mandatory reporting criteria and where in our statement we have addressed each of these criteria.

Mandatory reporting criteria		Reference in this Statement	Page in Statement
<b>Criterion 1</b>	Identify the reporting entity	About our Statement	2
<b>Criterion 2</b>	Describe the reporting entity's structure, operations, and supply chains	About our Statement	2
		How we operate and what we source	4–9
<b>Criterion 3</b>	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Modern slavery risks in our operations and supply chain	10–13
<b>Criterion 4</b>	Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes	How we assess and address our modern slavery risks	14–22
		Our progress and future plans	3
		Other relevant information: related policies	26–27
<b>Criterion 5</b>	Describe how the reporting entity assesses the effectiveness of these actions	How we assess our effectiveness	23–25
<b>Criterion 6</b>	Describe the process of consultation with any entities that the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement)	About our statement	2
<b>Criterion 7</b>	Provide any other relevant information	Other relevant information: related policies	26–27

### Appendix B: List of entities covered by this statement

The Statement is provided by Dexus Funds Management Limited as Responsible Entity for Dexus (ASX:DXS) (Dexus Property Trust (ARSN 648 526 470) and Dexus Operations Trust (ARSN 110 521 223)) and covers its wholly owned subsidiaries and those joint ventures and funds that Dexus manages. As such, the processes, systems and policies outlined in this Statement apply to all assets managed by Dexus where we have operational control. For assets where we have a minority interest and do not have operational control, we seek to influence, work with and support our partners to mitigate the risk of exposure to modern slavery.

Dexus articulates its corporate structure and its reporting entities with significant operations, are responsible entities or have consolidated revenue above the threshold. This provides a high level of visibility of Dexus's operations. Dexus no longer articulates its unlisted funds and joint ventures, which are managed by the entities on list shown below:

Dexus Funds Management Limited (Responsible Entity for the trusts comprising the ASX-listed entity DXS)

Dexus Wholesale Property Limited

Dexus Wholesale Funds Limited

Dexus Asset Management Limited (Responsible Entity for Dexus Industria REIT (ASX: DXI), Dexus Convenience Retail REIT (ASX: DXC) and other Funds)

Dexus RE Limited

Dexus Investment Management Limited

Dexus Property Services Pty Ltd

Dexus Projects Pty Ltd

Dexus Finance Pty Ltd

Dexus Holdings Pty Ltd

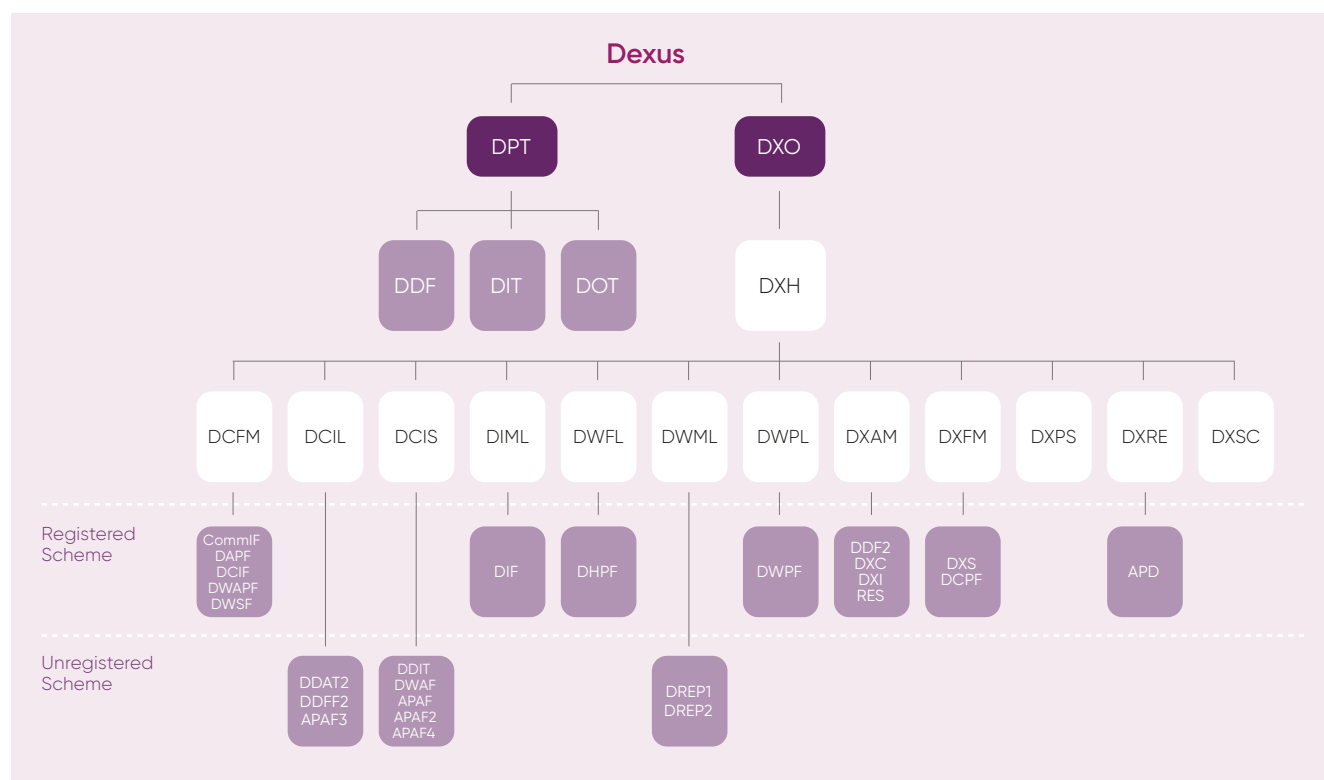
Dexus Operations Trust

Dexus Capital Funds Management Limited

Dexus Shopping Centres Pty Ltd

## Appendix C: Dexs's corporate structure

This provides a high-level indicative structure diagram of Dexs. Standard Dexs entity and fund abbreviations are used in the diagram, which are detailed below the diagram.



<b>DPT</b>	Dexus Property Trust
<b>DXO</b>	Dexus Operations Trust
<b>DDF</b>	Dexus Diversified Fund
<b>DIT</b>	Dexus Industrial Trust
<b>DOT</b>	Dexus Office Trust
<b>DXH</b>	Dexus Holdings Pty Limited
<b>DCFM</b>	Dexus Capital Funds Management Limited
<b>DCIL</b>	Dexus Capital Investors Limited
<b>DCIS</b>	Dexus Capital Investment Services Pty Ltd
<b>DIML</b>	Dexus Investment Management Limited
<b>DWFL</b>	Dexus Wholesale Funds Limited
<b>DWML</b>	Dexus Wholesale Management Limited
<b>DWPL</b>	Dexus Wholesale Property Limited
<b>DXAM</b>	Dexus Asset Management Limited
<b>DXFM</b>	Dexus Funds Management Limited
<b>DXPS</b>	Dexus Property Services Pty Limited
<b>DXRE</b>	Dexus RE Limited
<b>DXSC</b>	Dexus Shopping Centres Pty Ltd
<b>CommIF</b>	Dexus Community Infrastructure Fund
<b>DAPF</b>	Dexus Australian Property Fund
<b>DCIF</b>	Dexus Core Infrastructure Fund
<b>DWAPF</b>	Dexus Wholesale Australian Property Fund

<b>DWSF</b>	Dexus Wholesale Shopping Centre Fund
<b>DIF</b>	Dexus Industrial Fund
<b>DHPF</b>	Dexus Healthcare Property Fund
<b>DDF2</b>	Dexus Development Fund No. 2
<b>DXC</b>	Dexus Convenience Retail REIT
<b>DXI</b>	Dexus Industrial REIT
<b>RES</b>	Dexus Real Estate Securities Funds (incl. DXAF, DXARF, and DXGRF)
<b>DXS</b>	Dexus
<b>DCPF</b>	Dexus Core Property Fund
<b>APD</b>	APD Trust
<b>DDAT2</b>	Dexus DREP2 Aggregation Trust
<b>DDFF2</b>	Dexus DREP2 Feeder Fund
<b>APAF</b>	Australian Pacific Airport Funds
<b>APAF2</b>	Australian Pacific Airport Funds No. 2
<b>APAF3</b>	Australian Pacific Airport Funds No. 3
<b>APAF4</b>	Australian Pacific Airport Funds No. 4
<b>DDIT</b>	Dexus Diversified Infrastructure Trust
<b>DWAF</b>	Dexus Wholesale Airport Fund
<b>DWPf</b>	Dexus Wholesale Property Fund
<b>DREP1</b>	Dexus Real Estate Partnership
<b>DREP2</b>	Dexus Real Estate Partnership 2



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