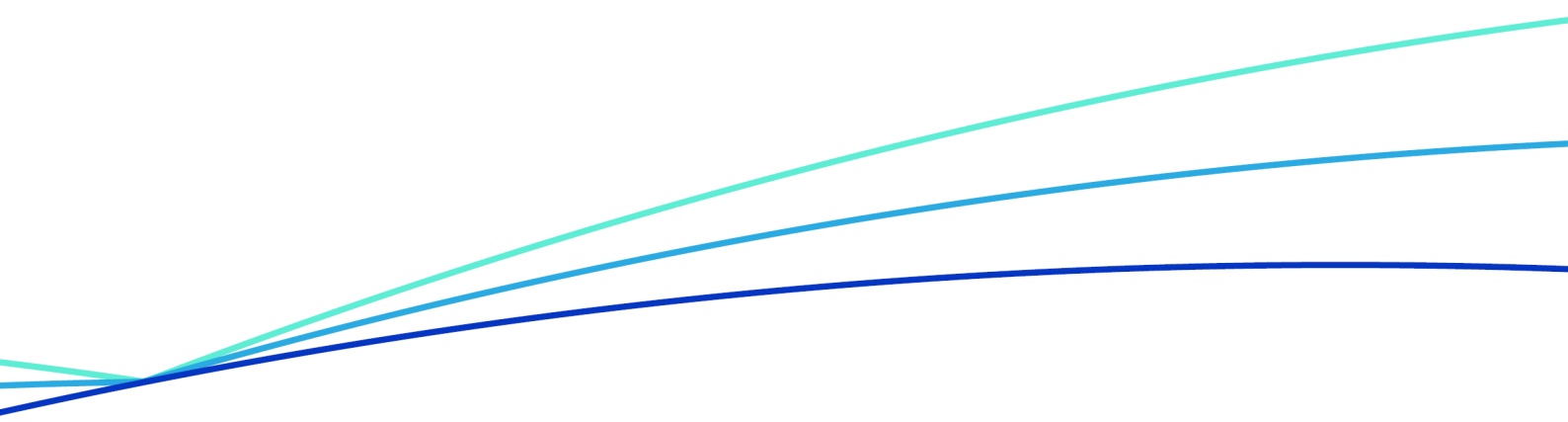




# Sustainability Policy



Owner	General Manager of Finance
Application	Region
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## 1. Introduction

Region comprises Region Management Trust, Region Retail Trust (together, Trusts), Region RE Limited (“**Region RE**”) and any entities owned and / or managed, either beneficially or legally, by the Trusts or the Responsible Entity (“**Region**”).

At Region, we believe in owning assets which are both economically and environmentally sustainable. Our centres, directly and indirectly, provide employment for thousands of Australians and help to support the economic resilience of these areas.

In addition, we work hard to ensure our centres play an integral role in its communities: working together with local people to ensure consistent consideration of local issues; running community initiatives; and volunteering in community projects.

This Policy underpins our sustainability commitments.

## 2. Scope

This Policy applies to all of Region’s operations.

## 3. Commitment

Region is targeting eight key areas of Environmental, Social and Governance (ESG) where we can have maximum impact while enhancing our economic sustainability in the communities we operate. The areas of focus are:

### 3.1 Environmental

#### i) **Climate (Energy & Carbon)**

At Region we accept that climate change is happening and is influenced by human activity. We recognise the need to play a significant part in reducing carbon emissions and energy usage. We

are committed to achieving net zero greenhouse gas emissions for Scope 1 and 2 by FY30 while enhancing the resilience of our assets to environmental changes. For scope 3 greenhouse gas emissions, we’re committed to supporting our tenants in reducing emissions within their operational control.

#### ii) **Nature (Waste & Water)**

Region recognises the need to work with tenants and the community to create long term approaches for waste reduction and recycling programs to minimise the amount of waste sent to landfills and promote circular economy principles. To maximise our water efficiency, implementing water conservation measures to reduce water usage and minimise the impact on local ecosystems.

### 3.2 Social

#### i) **Essentially Local**

Our centres play an important role in the economic success of the many communities where we operate. We also understand the importance of partnering and volunteering to assist communities through a range of projects and participation. Our goal is to foster trust and make meaningful contributions to the communities we operate and to build relationships with residents, businesses, and organisations while boosting foot traffic.

#### ii) **Diversity & Inclusion**

Our assets reach Australians of every background, and it is important to Region that our people reflect these diverse communities. To achieve this, we need to ensure fair and positive recruitment, leadership and promotion opportunities, along with sound work conditions and benefits. Our aim is to maintain a balanced gender representation with a

40:40:20 ratio and to reduce the gender pay gap to the minimum possible extent.

### iii) Health & Wellbeing

At Region we recognise that the health, safety and wellbeing of our people is critical to our continued growth. We're committed to nurturing a work environment and culture which allows our people to thrive

## 3.3 Governance

### i) Procurement

Our procurement practising can have a positive impact on our supply chain. We aim to ensure Region's procurement does not adversely affect vulnerable individuals.

### ii) Finance

Green and sustainable finance presents an opportunity to broaden the participants in our capital structure while fostering enhanced governance concerning climate and sustainability endeavours. We are continuously investigating this opportunity and strive to proceed with execution when the benefits surpass the costs.

### iii) Transparency & Accountability

The sustainability reporting environment is rapidly changing. Our investors, tenants, suppliers, and other stakeholders anticipate that we will allocate ample resources to embed ESG principles into our operations and equip our employees and board members with the necessary expertise. We are committed to fostering transparency and accountability in our ESG practices, diligently reporting our risks and opportunities in the short, medium and long term and subsequent impacts on the business, strategy and financial planning. This includes scenario analysis of impacts resulting from a temperature increase (up to 2.0C) and

integration of climate related risks into Region's overall risk management.

## 4. Approach

Region will take a transparent and measurable approach by targeting our efforts in eight key areas where we can have maximum impact while enhancing our economic sustainability in the communities we operate by:

- (a) Dedicating appropriate resources to ESG
- (b) Identifying potential ESG risks and opportunities
- (c) Engaging key stakeholders to understand and address relevant ESG issues.
- (d) Monitoring and disclosing its performance on sustainability.
- (e) Operating an environmental management system, including setting and reporting against targets.
- (f) Integrating sustainability into its day-to-day operations and culture whilst continuously improving.
- (g) Providing leadership in the communities in which its shopping centres are located.