

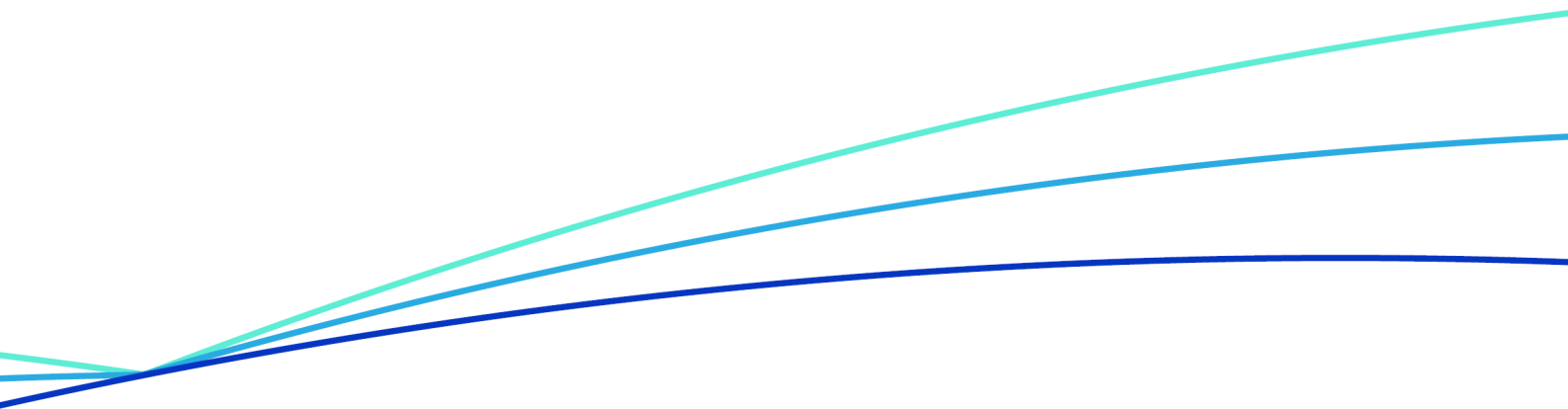


# Sustainability Steering Committee Charter

Region

Adopted with effect from July 2025

Last Reviewed in July 2025



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## 1. Introduction

This Charter sets out the responsibilities of the Sustainability Steering Committee of Region RE Limited as responsible entity for Region Management Trust and Region Retail Trust (“Region”).

## 2. Sustainability Steering Committee composition

- (a) The Sustainability Steering Committee (“**Committee**”) comprises of Region’s Chief Operating / Financial Officer and senior employees from across the business.
- (b) Senior managers in the Committee are from Human Resources, Legal, Finance, Risk, Property, Leasing, Developments, Brand and Communications and Sustainability business functions.

## 3. Sustainability Steering Committee meetings

- (a) The Committee meets on a quarterly basis and at such times as the Committee Chair or any member of the Committee may request.
- (b) A notice of each meeting must be forwarded to all Committee members prior to the date of the meeting.
- (c) Minutes and resolutions of the Committee must be maintained and distributed to all Committee members.

## 4. Board and Committees’ roles and responsibilities matrix

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| <b>Board</b>   | Approval of Region’s Sustainability Policy, Sustainability Budget and Sustainability Report   |
| <b>Investment Committee</b>                                      | Recommend to the Board the approval of significant sustainability expenditure or commitments<br><br>Review management’s climate risk assessment for acquisitions  |
| <b>Audit, Risk Management and Compliance Committee (“ARMCC”)</b> | Recommends to the Board the approval of Sustainability Policy and Sustainability Report<br><br>Oversee the integration of climate-related risks and opportunities into enterprise risk management and strategic frameworks, including scenario analysis outcomes. Review and approve climate-related goals and targets, and monitor Region’s performance against agreed climate-related goals and targets<br><br>Approval of Region’s Sustainability Strategy |
| <b>Sustainability Steering Committee</b>                         | Responsibilities include:<br><br>(a) developing and monitoring Region’s Sustainability Strategy and supporting the communication and delivery of sustainability targets, including those related to climate change mitigation and adaptation;<br><br>(b) identify and respond to climate-related issues based on research, evaluation or climate resilience   |

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| <ul style="list-style-type: none"> <li>actions and any other scenario analysis;</li> <li>(c) monitoring global climate trends including research &amp; geopolitical trends and improving capacity &amp; resourcing relating to climate risk;</li> <li>(d) reviewing and making recommendations to the ARMCC on Region's Sustainability Policy;</li> <li>(e) reviewing and making recommendations to the ARMCC on sustainability disclosures including Region's sustainability reporting, GRESB, ASRS and other;</li> <li>(f) reviewing significant sustainability expenditure or commitments;</li> <li>(g) ensuring good governance while monitoring Region's environmental and social commitments including Climate, Nature, health &amp; wellbeing, essentially local, diversity &amp; inclusion, procurement and transparency &amp; accountability;</li> <li>(h) sponsoring working groups which will make recommendations to the Committee on the following: <ul style="list-style-type: none"> <li>(i) Climate: mitigating any adverse environmental effects while also reducing electricity costs and enhancing the climate resilience of our assets and physical and transition climate considerations including risks and opportunities;</li> <li>(ii) Nature: mitigating any adverse environmental effects while also reducing</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>waste and water costs and enhancing the climate resilience of our assets;</li> <li>(iii) Essentially local: building relationships with residents, businesses and organisations to drive foot traffic;</li> <li>(iv) Health, Wellbeing and Safety: ensuring the well-being and safety of our employees, alongside offering appropriate avenues for skill development to boost productivity</li> <li>(v) Diversity &amp; Inclusion: obtaining diversity of thought and establishing a sense of belonging, making employees feel more connected and productive</li> <li>(vi) Procurement: ensuring that our companies procurements does not adversely affect vulnerable individuals;</li> <li>(vii) Transparency &amp; Accountability: ensuring transparency and accountability of our climate performance</li> </ul> |
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## 5. Review

The Committee will conduct an annual review of its performance and effectiveness by reference to this Charter and current best practice. The Committee is to refer any recommended changes to this Charter for approval by the ARMCC.