VICINITY
CENTRES

2024 Annual Report –

Sustainability
Supplement

Contents

Chadstone, VIC

Acknowledgement of Country

Vicinity Centres acknowledges the Traditional Custodians of the land and pays respect to Elders past and present.

As a business that operates in many locations across the nation, we recognise and respect the cultural heritage, beliefs, and relationship with the land, which continue to be important to the Traditional Custodians living today.

About this Supplement

This Sustainability Supplement should be read in addition to the 2024 Annual Report. The Annual Report is a summary of Vicinity Centres' operations, activities and financial position as at 30 June 2024. In this report, references to 'Vicinity', 'Group', 'Company', 'we', 'us' and 'our' refer to Vicinity Centres unless otherwise stated. References in this report to a 'year' and 'FY24' refers to the financial year ended 30 June 2024 unless otherwise stated. References to sustainability throughout Vicinity's reporting suite, encompass Vicinity's environmental, social and governance (**ESG**) related disclosures. All dollar amounts are expressed in Australian dollars (**AUD**) unless otherwise stated. More information, particularly latest Company announcements, can be found on Vicinity's website.

The following symbols are used in this report to cross-refer to more information on a topic:

Additional information available on vicinity.com.au

Additional information within Vicinity's 2024 Annual Report located in the Financial Results section of our website
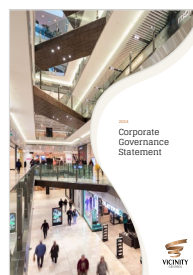
Financial Results

Reporting suite

The 2024 Sustainability Supplement forms part of Vicinity's broader reporting suite in relation to Vicinity's financial and non-financial performance for FY24 including:
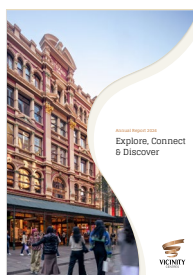
2024 Annual Report

2024 Corporate Governance Statement

2024 Modern Slavery Statement (to be released December 2024)

2024 Annual Results Direct Portfolio Property Book

2024 Annual Results Investor Presentation

Disclaimer: This Supplement contains forward-looking statements, including statements, indications, and guidance regarding future performance. The forward-looking statements are based on information available to Vicinity Centres as at the date of this Supplement (20 August 2024). These forward-looking statements are not guarantees or predictions of future results or performance expressed or implied by the forward-looking statements and involve known and unknown risks, uncertainties, assumptions and other factors, many of which are beyond the control of Vicinity Centres. The actual results of Vicinity Centres may differ materially from those expressed or implied by these forward-looking statements, and you should not place undue reliance on such forward-looking statements. Except as required by law or regulation (including the ASX Listing Rules), we do not undertake to update these forward-looking statements.

Our approach to
sustainability

Reporting

Vicinity's sustainability data is reported annually, and the portfolio covers all assets under Vicinity's management (direct and managed assets, including corporate offices).

Information in this report has been prepared in accordance with the Global Reporting Initiative (**GRI**) Standard at a core level.

Ernst & Young (**EY**) has been engaged to perform a limited assurance review of selected sustainability disclosures within this report. The findings from EY's assurance procedures are reported to Vicinity Centres' Audit Committee.

Vicinity is preparing for reporting under the *Australian Sustainability Reporting Standards* climate reporting requirements from FY26. In anticipation of the requirement for Vicinity to report against these standards, Vicinity has integrated the sustainability and annual reports for the FY24 reporting period.
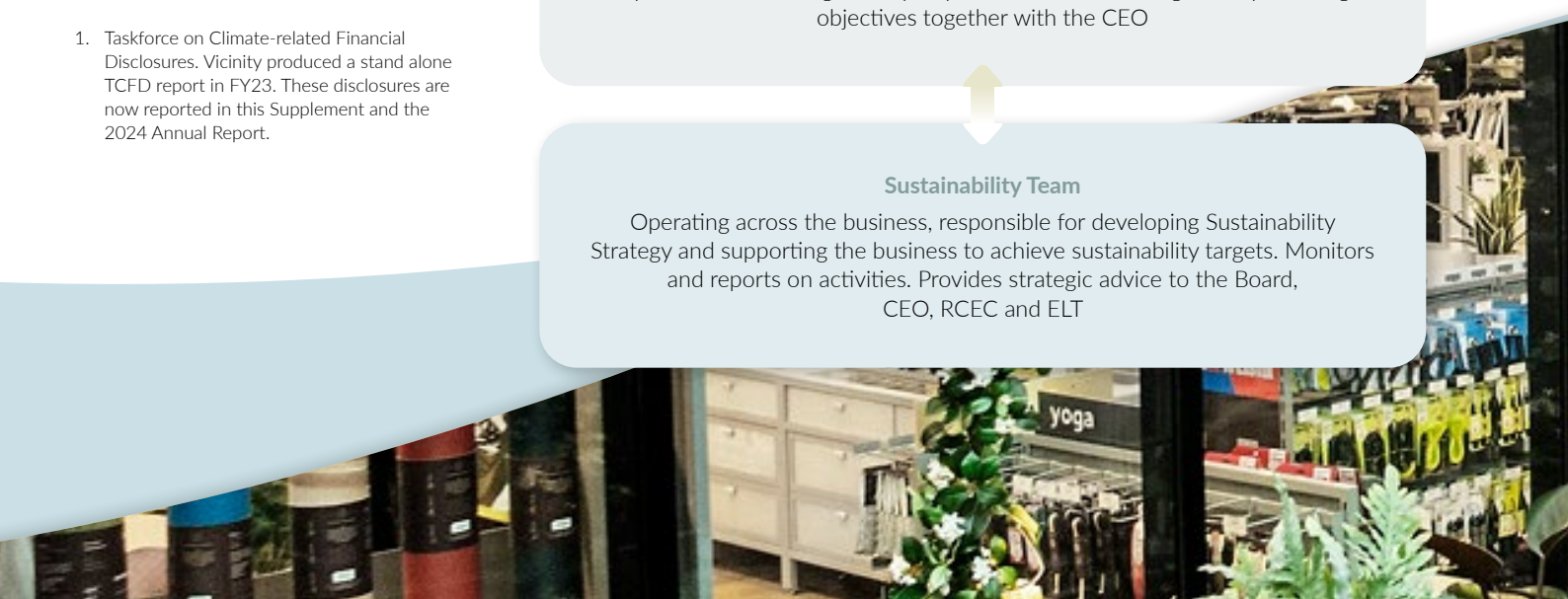
Vicinity reports annually against the National Greenhouse and Energy Reporting Scheme's compliance reporting framework and discloses in line with recommendations of the TCFD[1] annually, which places the business in a good position to disclose against the *Australian Sustainability Reporting Standards.*

1. Taskforce on Climate-related Financial Disclosures. Vicinity produced a stand alone TCFD report in FY23. These disclosures are now reported in this Supplement and the 2024 Annual Report.

Governance

Vicinity's Sustainability team reports to the Chief Legal, Risk & ESG Officer, who is a member of Vicinity's Executive Leadership Team (**ELT**). The execution of the Sustainability Strategy is overseen by Vicinity's Risk, Compliance and ESG Committee, while the Audit Committee oversees Vicinity's public sustainability disclosures.

Sustainability governance structure

Board of Directors
Responsible for demonstrating leadership, providing strategic direction and overseeing the effective management and performance of Vicinity on behalf of Vicinity's securityholders

Risk, Compliance and ESG Committee (RCEC)
Oversees Vicinity's risk and compliance management frameworks, and approach to ESG and sustainability

Audit Committee
Oversees financial governance and risks and the integrity of financial reporting and internal control processes

Chief Executive Officer (CEO)
Responsible for the day-to-day management of Vicinity and implementation of Vicinity's strategic objectives

Executive Leadership Team
Responsible for running Vicinity's operations and delivering Vicinity's strategic objectives together with the CEO

Sustainability Team
Operating across the business, responsible for developing Sustainability Strategy and supporting the business to achieve sustainability targets. Monitors and reports on activities. Provides strategic advice to the Board, CEO, RCEC and ELT

Materiality

Our business operates in an environment that changes constantly and it is important that we anticipate and adapt to these changes, managing our risks and leveraging opportunities.

An external assessment of materiality was undertaken during FY22, to consider material economic, environmental, and social matters and to update our understanding and evolving expectations of Vicinity.

In June 2024, Vicinity undertook a double materiality assessment which identified those ESG topics of most interest to our internal and external stakeholders and assessed both the ESG impact and financial materiality of these topics. The results of this assessment will inform our ESG disclosures in FY25, as well as the refresh of our Sustainability Strategy.

This process involved engaging with a range of internal and external stakeholders.

Stakeholder materiality process

STEP ONE

Identify and benchmark
We identified the 'sustainability landscape' for Vicinity through the review of a range of sources to understand Vicinity's current context, risks and opportunities related to sustainability. We then benchmarked our current state against our peers to assess any strengths and weaknesses.

STEP TWO

Stakeholder engagement
We analysed insights and issues from a range of internal and external sources and stakeholders, including management roles, our ELT and investor feedback, to elicit perspectives on significant ESG topics for Vicinity.

STEP THREE

Analysis and validation
We analysed the topics identified in both the sustainability landscape review and the stakeholder engagement sessions. Each topic was assessed, based on the level of stakeholder concern or interest, level of risk or scale of opportunity and our impact on the environment, economy, and society in relation to each topic. A validation workshop was held with members of the ELT and the Sustainability team to confirm the material ESG topics and their priority.

Emporium Melbourne, VIC

Our approach to sustainability

Material sustainability themes

Through our detailed materiality assessment, we identified the ESG topics of most concern or interest to Vicinity's stakeholders to be:

— Vicinity's response to risks and opportunities arising from climate change adaptation and mitigation,

— Diversity and inclusion, and

— Responding to changing retail market conditions, trends, and consumer preferences.
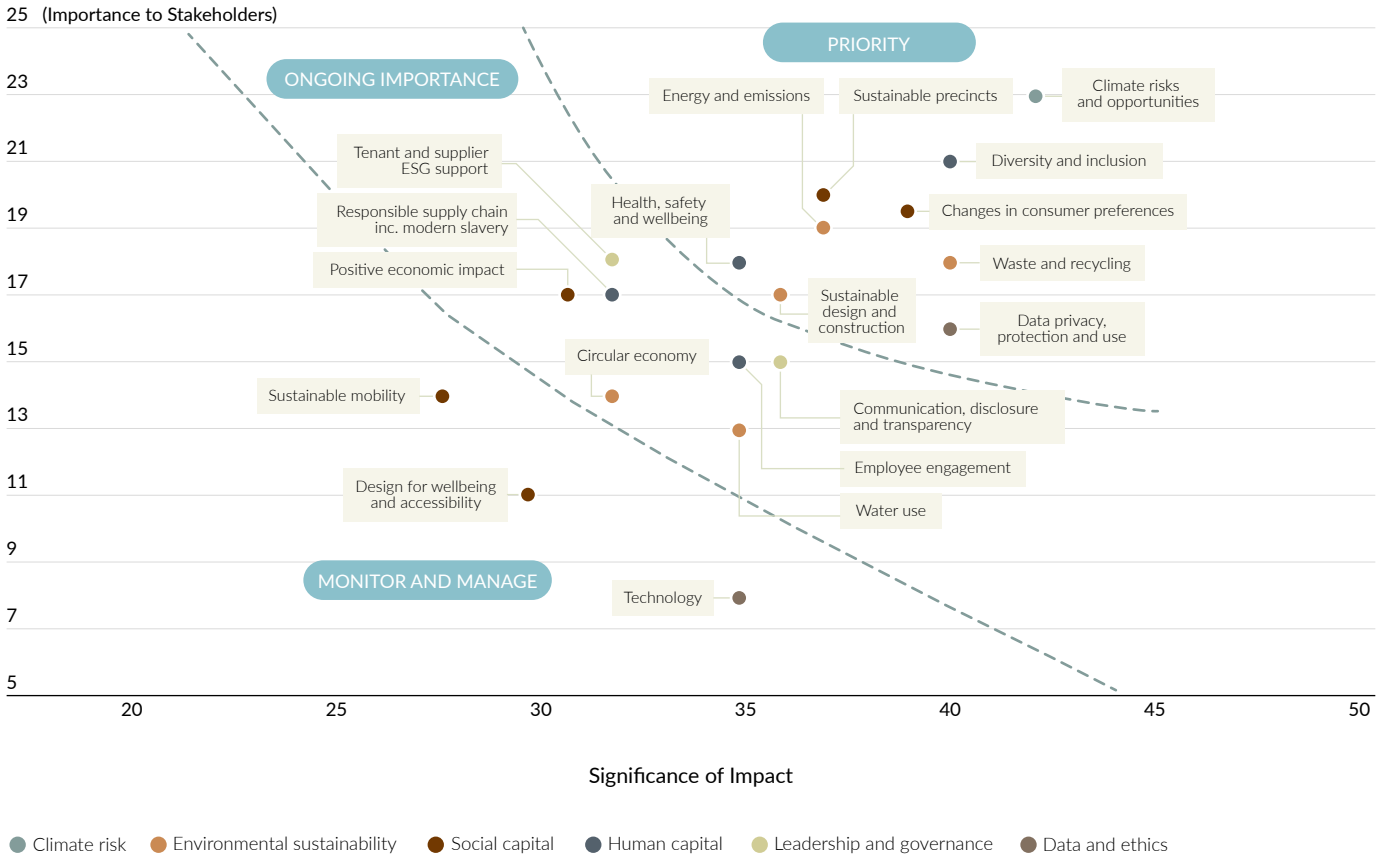
The scoring method to determine material issues and their prioritisation was generated throughout the materiality process. Each material theme is ranked according to 'Importance to Stakeholders' and 'Significance of Impact' with scoring provided to each topic based on an agreed upon criteria. This included mentions from research, peer benchmarking, investor feedback, internal stakeholder interviews, ELT stakeholder interviews, as well as questions derived from GRI materiality tests.

Oakleigh Central, VIC

Materiality and the United Nations Sustainable Development Goals alignment

Vicinity's identified material issues were considered through an extensive peer review and stakeholder engagement process. Where possible, key United Nations Sustainable Development Goals (**SDGs**)[1] were provided for material topics as a way to align our efforts to contribute to global sustainable development. Leveraging these SDGs allows us to demonstrate our awareness of economic, environmental, and social impacts, and frame the communication of our sustainability journey.

Thematic area	SDG alignment	Material topic	Description
Climate risk	**SDG 9:** Industry, innovation and infrastructure **SDG 11:** Sustainable cities and communities **SDG 13:** Climate action	Climate risks and opportunities	Understanding and managing the potential risks and opportunities related to climate change across Vicinity's value chain, including both physical and transition risks of climate change. 1. **Physical:** resilience of centres and infrastructure to physical risks of climate change, both acute and chronic, and supporting customers and communities to be resilient to climate impacts. Opportunity for centres to act as a refuge during extreme weather events. 2. **Transition:** addressing risks associated with the transition to a lower carbon economy, including significant changes in the local economic environment/retail catchments, and policy, technology, and market risks and opportunities. Transparent disclosure of climate-related financial impacts in line with the TCFD recommendations.
Environmental sustainability	**SDG 12:** Responsible consumption and production	Energy and emissions	Reducing core operations emissions (Scope 1, Scope 2 and Scope 3) through energy management and efficiency initiatives, uptake of renewable energy across centres and the use of clean technologies (including solar and battery storage). Benefits and opportunities for flow on effects to tenant/retailer emission reduction.
	SDG 12: Responsible consumption and production	Water use	Minimising use of potable water through effective water management, water efficiency enhancements and implementing design features for collecting and reusing water.
	SDG 12: Responsible consumption and production	Waste and recycling	Reducing natural resource consumption through minimising waste, recycling and reuse. Opportunities to provide consumer/community education on waste disposal and recycling and supporting retailers to reduce their waste and recycle appropriately.
	SDG 12: Responsible consumption and production	Circular economy	Supporting a cyclical business model for the use of goods, including reusing and recycling existing materials and products into new products. Incorporating circular economy principles into the building design and construction process. Providing cyclical recycling receptacles. Using non-virgin resources wherever possible in development and day-to-day running of centres.
	SDG 9: Industry innovation and Infrastructure **SDG 12:** Responsible consumption and production **SDG 17:** Partnerships for the goals	Sustainable design and construction	Supporting the use of low emissions, low impact technologies in building and construction, and implementing circular economy principles in centres and in building design. Minimising impacts on the natural environment and ecosystems, preserving biodiversity and natural habitats where possible. Incorporating nature and green spaces into building design.

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1. Refer to sdgs.un.org for more information.

Our approach to sustainability

Thematic area	SDG alignment	Material topic	Description
Social impact	**SDG 11:** Sustainable cities and communities	Design for wellbeing and accessibility	Designing retail spaces to be accessible for people of all abilities, and providing spaces where consumers can seek positive physical and mental wellbeing outcomes. This includes designing and making centres healthy, amenable, safe, accessible and inclusive.
	SDG 8: Decent work and economic growth **SDG 9:** Industry, innovation and infrastructure **SDG 11:** Sustainable cities and communities **SDG 17:** Partnerships for the goals	Sustainable precincts (community hubs and consumer experience)	Providing centres, including multi-use precincts, that create the heart of a community for consumers outside of the retail offerings, reflect the values of the community in which they are situated, and provide dedicated space for community activities. Providing a safe space that supports community cohesion. Supporting and investing in social issues of significant concern in local communities (e.g. liveability, feelings of safety, marginalised groups support and inclusion, and mental and physical wellbeing).
	SDG 11: Sustainable cities and communities **SDG 12:** Responsible consumption and production	Sustainable mobility	Includes charging stations for vehicles, increased public transport, bicycle infrastructure, rideshare access, and accessible and inclusive parking.
	No SDG alignment	Changes in consumer preferences	Understanding the shift in consumer preferences towards omni-channel shopping, and creating spaces and experiences that cannot be replicated in online-only retailing. Consider the consumer shift away from 'fast fashion' and a rise in 'anti-consumerism' and 'conscious consumerism', and emerging opportunity to align tenants/retailers with Vicinity's own values and the values of its customers.
	SDG 8: Decent work and economic growth	Positive economic impact	Direct and indirect employment that flows from Vicinity's operations; Vicinity's role in proactively supporting local/social/Indigenous employment (direct and through procurement).

The Galeries, NSW

Thematic area	SDG alignment	Material topic	Description
Human capital	No SDG alignment	Health, safety and wellbeing	Managing the health and safety of our employees and contractors, and maintaining a workplace culture of safety. Raising awareness of and supporting the physical and mental health and wellbeing of our employees and contractors.
	SDG 5: Gender equality **SDG 8:** Decent work and economic growth **SDG 10:** Reduced inequalities	Diversity and inclusion	Creating an inclusive environment and culture that celebrates and supports all forms of diversity (including gender, LGBTIQA+, people with disabilities, ethnic diversity), and respects Indigenous cultural heritage for our employees and contractors. How Vicinity reflects the communities in which it operates through its staff and centre initiatives.
	SDG 5: Gender equality **SDG 8:** Decent work and economic growth **SDG 10:** Reduced inequalities **SDG 17:** Partnerships for the goals	Responsible supply chain including modern slavery	Respecting human rights, upholding labour standards and laws in the workplace, and proactively taking action against modern slavery across our operations and supply chains, including supporting our suppliers.
	No SDG alignment	Employee engagement	Providing training and development opportunities, appropriate remuneration and supporting flexible working for our employees.
Leadership and governance	**SDG 13:** Climate action	Community, disclosure and transparency	Communicating Vicinity's ESG achievements and initiatives internally and externally, especially to investors and customers. Reporting on, anticipating, and responding to ESG risks and opportunities across the business and operating context, through comprehensive reporting avenues and risk management.
	No SDG alignment	Tenant and supplier ESG support	Working with tenants and suppliers to improve their ESG outcomes, including reducing their impact on the environment, embracing circular economy principles, addressing waste and recycling, and engaging on social issues. Using our status as landlord and place maker to advocate for sustainability and guiding our tenants and suppliers to align with our sustainability values.
Data ethics	No SDG alignment	Data privacy, protection and use	Responsible and transparent use of data, adequate protection in place to reduce the risk of cyber attack.
	No SDG alignment	Technology	Investment in new technologies and using available data responsibly to improve the customer and retailer experience.

Our approach to sustainability

Stakeholder engagement

In delivering our strategy, we are also focused on creating mutually beneficial outcomes for our stakeholders, as contributors to our value chain. We regularly engage with our stakeholders to understand their requirements and experience when dealing with Vicinity as a partner.

Vicinity is an active participant in a range of ESG-related forums to contribute learnings to, to better understand, and to collaborate on addressing, common stakeholder themes. These include collaborating with our peers through our participation in the Property Council of Australia's (**PCA**) National Sustainability Roundtable, Social Sustainability Roundtable and other PCA working groups, and providing guidance on Green Star expert reference panels in conjunction with the Green Building Council of Australia.

Vicinity also actively contributes to ESG policies and practices via other industry bodies including but not limited to: Governance Institute of Australia, Australian Institute of Company Directors, Australasian Investor Relations Association, Australian Shareholders Association and Shopping Centre Council of Australia.

We actively participate in the United Nations Global Compact (**UNGC**) and submitted our second Communication on Progress (**COP**) which reports our actions in support of the UNGC's ten principles on labour practices, environment, human rights, and anti-corruption.

In addition to a wide range of direct and indirect engagement, Stakeholder issues are identified through regular independent stakeholder materiality analyses. The analyses provides valuable feedback to Vicinity, and ensures that our strategy remains fit for purpose, while also highlighting areas where Vicinity can collaborate for win/win outcomes, or alternatively identify areas of potential material sustainability-related risks.

Northland, VIC

The following table outlines how we engage with, and key interest areas of, a number of our key stakeholders.

	Consumers and local communities	Suppliers and contractors	Retailers
How we engage	— Through centre management offices and customer services desks — Direct engagement (through focus groups, one-on-one interviews) and third-party research organisations — Social media and centre websites — Community engagement in development projects — Community engagement at our centres	— Managing contracts and performance at national and centre level through our supplier relationship framework — Development Project Control Group meetings for approved development projects — One-on-one meetings	— Initially through national and centre leasing teams — Ongoing engagement with centre management teams — Strategic meetings with key members of the senior leadership team
Material interests	— Providing convenient and engaging shopping experiences — Appropriate tenant mix to service consumers' wants and needs — Facilitating human connections — Supporting local communities through targeted community investment	— Building collaborative and mutually beneficial partnerships — Embracing innovation to meet operational and sustainability objectives — Enhancement of approach to identifying and addressing modern slavery issues within the supply chain — Active management of resource and capacity planning to provide maximum flexibility within the supply chain	— Ongoing tenant engagement and retention — Data and insights into consumers — Strong engagement with centre management — Access to marketing and other services to help retailers succeed
Strategic pillars			
Our response	Understand our consumers' wants, needs and behaviours to shape meaningful places where communities connect Our communities – page 34 Our customers – page 30	Create long-term relationships with a view to making a positive impact on our communities and the environment Our strategy – page 10 Our suppliers – page 36 2024 Corporate Governance Statement	Partner with our retailers to understand how we can support the success of their retail operations Our climate and environmental initiatives – page 38 Our customers – page 30

Enhance the investment portfolio   Deliver property excellence   Maintain strong financial stewardship   Enable good business

Our approach to sustainability

	Strategic partners	Securityholders	Our people
How we engage	— Annual Joint Venture partner survey — Quarterly property performance review meetings; annual budget and Vision Strategy Action meetings — Six-weekly development update meetings; Project Control Group meetings for approved development projects — Monthly and quarterly reports on our sustainability policies, practices, and performance — Site visits and one-on-one meetings — Annual Report — Materiality reviews	— Annual General Meeting — Annual Report and Corporate Governance Statement — Annual and half yearly results briefings — ASX announcements — Investors website page — Direct email communications — Meetings with major institutional investors	— Town Halls — Business leadership team forums — Annual employee engagement and pulse surveys, which include diversity and inclusion questions — Workplace Psychological Safety Index survey and focus groups — Regular updates on the Intranet — Performance reviews and development plan meetings
Material interests	— Deliver stable and growing returns — Creation of community hubs and experiences that respond to changing consumer trends and supporting retailers to succeed — Alignment in strategy, objectives, and transparency in reporting — Delivering on investment objectives	— Maintaining a strong financial position — Strengthening portfolio composition — Creation of community hubs and experiences that respond to changing consumer trends as well as supporting retailers to succeed — Disciplined delivery of our development pipeline — Maintaining a strong reputation through regular and transparent disclosure — Managing ESG-related risks and opportunities such as climate change, modern slavery, data privacy and cyber security	— A sense of belonging at Vicinity — Learning and career development opportunities — Flexibility to balance professional and personal needs to ensure health and wellbeing — Ongoing development and career opportunities to perform in existing and future roles — Timely and transparent communication in relation to Vicinity's strategy and goals
Strategic pillars	(icons)	(icons)	(icon)
Our response	Ensuring stable and growing returns through successful asset management and development project delivery Our communities – page 34 Our customers – page 30 2024 Corporate Governance Statement	Providing regular and transparent disclosure on our risks, opportunities, performance, and achievements Our strategy – page 10 Our operating and financial review – page 10 Our customers – page 30 Our suppliers – page 36 2024 Corporate Governance Statement	Creating a diverse and inclusive workplace, ensuring our people have the tools and resources to balance life and work commitments, and enabling them to develop meaningful careers Our people – page 26 2024 Corporate Governance Statement

Enhance the investment portfolio   Deliver property excellence   Maintain strong financial stewardship   Enable good business

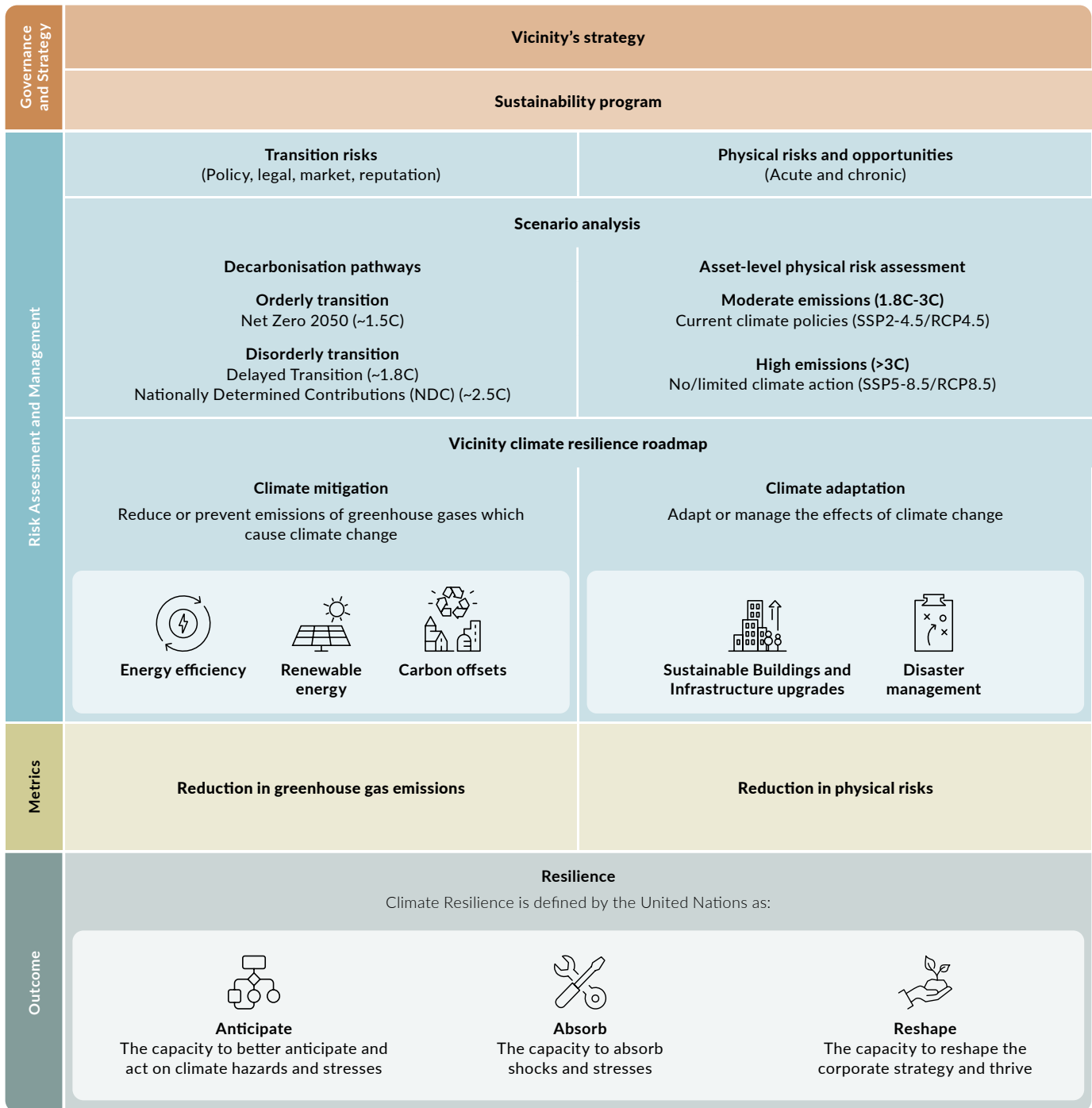|	Government and regulators	Industry groups	Community groups
How we engage	— Compliance reporting — Site visits — One-on-one meetings	— Active participation in industry working groups and roundtables — One-on-one meetings — Participation in annual sustainability assessments	— National and local partnerships and sponsorships — Regular liaison through centre management and corporate offices
Material interests	— Proactive and transparent communication with Local, State and Federal Governments — Collaborative partnerships that support local jobs and economic development — Providing a safe environment for customers and communities	— Creating engaging experiences and community hubs to support local communities — Responding to industry-wide issues such as modern slavery risks — Understanding commercial realities of industry issues — Improving sustainability performance, particularly in relation to climate change risks and opportunities, and waste management	— Supporting local communities and providing jobs directly and indirectly through partnerships — Centres acting as a place of interaction that can offer an opportunity to build social connections — Direct and in-kind contributions to address community issues
Strategic pillars	⬤ ⬤ ⬤	⬤ ⬤ ⬤	⬤ ⬤ ⬤
Our response	Engage with government and regulators in an open, transparent, and constructive manner. At a local level, we partner with councils to address economic and social issues in our communities 📖 Our communities – page 34	Engage with industry groups to learn, share our experiences, and find collaborative solutions to issues impacting the industry 📖 Our communities – page 34	Shape better communities through our strategic community investment program which focuses on addressing youth disengagement and unemployment 📖 Our communities – page 34

🏢 Enhance the investment portfolio   ❄ Deliver property excellence   🌱 Maintain strong financial stewardship   🤲 Enable good business

Rockingham Centre, WA – Indigenous-owned business expo

Our approach to
managing climate change

Our approach to assessing and responding to climate-related risk and opportunities continues to be managed via the same governance structure for managing our material ESG risks and opportunities. This structure is outlined below.

Governance and Strategy		
Vicinity's strategy		
Sustainability program		

Risk Assessment and Management

Transition risks (Policy, legal, market, reputation)	**Physical risks and opportunities** (Acute and chronic)

Scenario analysis

Decarbonisation pathways	**Asset-level physical risk assessment**
Orderly transition Net Zero 2050 (~1.5C)	**Moderate emissions (1.8C-3C)** Current climate policies (SSP2-4.5/RCP4.5)
Disorderly transition Delayed Transition (~1.8C) Nationally Determined Contributions (NDC) (~2.5C)	**High emissions (>3C)** No/limited climate action (SSP5-8.5/RCP8.5)

Vicinity climate resilience roadmap

Climate mitigation Reduce or prevent emissions of greenhouse gases which cause climate change	**Climate adaptation** Adapt or manage the effects of climate change
Energy efficiency Renewable energy Carbon offsets	Sustainable Buildings and Infrastructure upgrades Disaster management

Metrics

Reduction in greenhouse gas emissions	**Reduction in physical risks**

Outcome

Resilience
Climate Resilience is defined by the United Nations as:

Anticipate The capacity to better anticipate and act on climate hazards and stresses	**Absorb** The capacity to absorb shocks and stresses	**Reshape** The capacity to reshape the corporate strategy and thrive

Climate risks and opportunities

Vicinity reviews its climate-related risks and opportunities and scenario analysis regularly, with the latest reviews undertaken in FY23.

The table below summarises the transition and physical climate risks and opportunities identified and scenario analysis outcomes.

Transition risks and opportunities

Risk/opportunity	Results and impact	Potential response
Climate change policy and related regulations Building regulations (in respect to meeting climate targets) will continually strengthen and become more stringent between 2030 and 2050, requiring buildings to be more energy efficient	— **Delayed transition:** Building regulations and standards expected to steadily become more stringent to Net Zero 2050 — **Nationally determined contributions scenario:** Poor climate ambitions result in limited regulatory requirements	— Vicinity should voluntarily improve the energy performance of buildings to counter future policy
Decarbonisation, energy and operating costs Vicinity has the opportunity to reduce operating costs, including energy costs, by 2040 from taking action before 2030 to mitigate and adapt to climate change	— If Vicinity's decarbonisation is strong, Vicinity's projected energy consumption is expected to decline by 34% from baseline 2019 levels to 2040 — If Vicinity's decarbonisation is limited, Vicinity's yearly operating costs are projected to increase	— Vicinity should voluntarily improve the energy performance of buildings to realise costs savings
Shortage of low carbon construction materials By 2030, 2040 and 2050, increasing ambition to reduce embodied emissions in line with societal demand and regulatory requirements will affect the availability of low carbon construction materials for Vicinity	— A shortage of low carbon construction materials is expected under a net zero scenario by 2050	— To secure relevant supply, Vicinity should focus on key stakeholders (e.g. including embodied carbon specifications requirements for input materials in tenders; screening delivery partners based on their previous experience in delivering low embodied carbon projects)
Increase demand for renewables By 2030, 2040 and 2050, there may be an increased demand/pressure from tenants and delivery partners for Vicinity to provide green power/renewable energy	— Vicinity's tenants are already demanding the option to use green power/renewable energy; many have net zero targets — Tenants' commitment to set emissions targets will continue to grow — If Vicinity decided to wait for the grid to decarbonise, it might lose tenants to competitors	— Vicinity should provide renewable energy to its tenants in the next decade — Vicinity should collaborate with delivery partners to achieve net zero targets

Our approach to managing climate change

Physical risks and opportunities

Risk/opportunity	Results and impact	Potential response
Wet and windy Extreme rain frequency and intensity Tropical cycle frequency and intensity Storms and lightning frequency and intensity Extreme wind frequency	— **WA cyclones by 2050:** Intensity increase by 6% and rain rate by 19%; storm tracks shift southward — **2050 QLD:** CAl4/5 cyclones increase by 7% and rain rate decrease in frequency — **QLD, NSW and VIC by 2030:** Extreme rain events 10% more frequent and 5% more intense — **Eastern AUS:** Storms and lightning increase in intensity and frequency; storm tracks shift southward	Further work needs to be done to understand, quantify and qualify impacts at centres. The roadmap overleaf with Deloitte details our next steps.
Hot and dry Bushfire Extreme heat	— **South-eastern AUS and WA – extreme heat and fire weather by 2030:** About a quarter of Vicinity's shopping centres experience at least six extra days over 35°C and very high fire weather days — **Footfall future impacts by 2030:** Assuming customer behaviour and footfall trends in the recent past, the average footfall across all Vicinity's shopping centres increases due to increases in hot days over 35°C, and decreases annually due to extreme rain events	Further work needs to be done to understand, quantify and qualify impacts at centres. The roadmap overleaf with Deloitte details our next steps.

Chadstone, VIC

Climate adaptation and resilience

Vicinity developed a high level Adaptation Roadmap that identifies key actions and timeframes to support Vicinity becoming more resilient in the face of a changing climate.

The roadmap was developed with the help of Deloitte and internal stakeholders, to identify key barriers, needs, capital and challenges to realise climate-related opportunities and build on climate resilience.

We acknowledge that further work is required in this space, especially in better understating the financial implications of transitional and physical risks, and associated mitigation solutions.

A high-level summary of the Roadmap is presented below:

| Business Strategy and Partnerships |
| Risk Management |
| Data and Systems Intelligence |
| People, Talent and Capability |
| Building Design and Maintenance |

— Marketing and reputation opportunities for communicating climate action potentially attracts major tenants and talent, whilst also gaining Green Star credits

— Acknowledging many Vicinity shopping centres are informal refuges and considering how this can increase revenue, particularly with rising temperatures

— Engaging, collaborating and partnering with major tenants, Joint Venture partners, and retail peers on low emission and sustainable actions that they are concurrently considering

— Enhancing data systems and analytics to quantify financial climate impacts to be used in climate reporting, business cases for mergers and acquisitions, and internal and securityholder communications

Annexure A
2024 GRI Content Index

GRI Index

Statement of use	Vicinity Centres has reported the information cited in this GRI content index for the period 1 July 2023 to 30 June 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

Vicinity Centres reports non-financial data with reference to the GRI Standards. In FY24, we are reporting with reference to GRI's Universal 2021 standards. A summary table shows where content for each GRI indicator can be found within Vicinity's 2024 Annual Results reporting suite, externally facing documents or through additional responses. Where appropriate, we have also mapped against the Ten Principles of the UN Global Compact.

GRI standard	Disclosure	Location or response	UNGC COP[1]
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-1 Organisational details	Vicinity Centres operates under a stable structure comprising Vicinity Limited (**the Company**) and Vicinity Centres Trust (**the Trust**) (collectively **the Group**). The Stapling Deed entered into by the Company and the Trust ensures that shares in the Company and units in the Trust are 'stapled' together and are traded collectively on the Australian Securities Exchange (**ASX**) under the code 'VCX'. For financial reporting purposes, the Company has been identified as the parent entity of the Group. Vicinity's Headquaters is located at Tower One, Level 4, 1341 Dandenong Road, Chadstone Victoria 3148, with regional offices in Sydney, Brisbane, Adelaide and Perth. Vicinity's operations are in Australia. 📖 Introduction – page 01	
	2-2 Entities included in the organisation's sustainability reporting	📖 Introduction – page 01 📖 Financial statements – page 98	
	2-3 Reporting period, frequency and contact point	FY24 refers to 1 July 2023 to 30 June 2024. Vicinity reports annually with a financial year ending 30 June. The publication date for FY24 is 20 August 2024. For questions please reach out to investor.relations@vicinity.com.au or sustainability@vicinity.com.au 📖 Introduction – page 01 📖 Financial statements – page 98	

1. The UN Global Compact Communication on Progress Guidebook was used to map Vicinity's GRI disclosures against the UN Global Compact Principles.

GRI standard	Disclosure	Location or response	UNGC COP[1]
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-4 Restatements of information	FY24 Sustainability Performance Pack – Key Information Sustainability Reporting	
	2-5 External assurance	Statement from the Independent Assurers – page 145	**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery
	2-6 Activities, value chain and other business relationships	Vicinity's business strategy is referenced throughout the body of the 2024 Annual Report. Chairman and CEO letter – page 04 Operating and financial review – page 10	
	2-7 Employees	FY24 Sustainability Performance Pack – Our People Sustainability Reporting	
	2-8 Workers who are not employees	Not applicable	
	2-9 Governance structure and composition	2024 Sustainability Supplement – Governance – page 02 Governance – page 50 2024 Corporate Governance Statement	**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights **Principle 7:** Businesses should support a precautionary approach to environmental challenges **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery
	2-10 Nomination and selection of the highest governance body	Governance – page 50 2024 Corporate Governance Statement	
	2-11 Chair of the highest governance body	Governance – page 50 2024 Corporate Governance Statement	

1. The UN Global Compact Communication on Progress Guidebook was used to map Vicinity's GRI disclosures against the UN Global Compact Principles.

Annexure A: 2024 GRI Content Index

GRI standard	Disclosure	Location or Response	UNGC COP¹
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	📖 Governance – page 50 ↖ 2024 Corporate Governance Statement	**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights **Principle 7:** Businesses should support a precautionary approach to environmental challenges **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery
	2-13 Delegation of responsibility for managing impacts	2024 Sustainability Supplement – Governance – page 02 2024 Corporate Governance Statement – Environmental and Social Risks ↖ Corporate Governance	**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights **Principle 7:** Businesses should support a precautionary approach to environmental challenges **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery
	2-14 Role of the highest governance body in sustainability reporting	Vicinity's Board, being our highest governing body, reviews all information within the 2024 Annual Results reporting suite, including the material topics disclosed. 📖 2024 Sustainability Supplement – Governance – page 02 📖 2024 Sustainability Supplement – Materiality – page 03	**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights **Principle 7:** Businesses should support a precautionary approach to environmental challenges
	2-15 Conflicts of interest	Conflicts of Interest Policy ↖ Corporate Governance	
	2-16 Communication of critical concerns	The Board has established the Risk, Compliance and ESG Committee, Audit Committee, Remuneration and Human Resources Committee and Nominations Committee to assist it in fulfilling its corporate governance responsibilities. There are reporting mechanisms in place to ensure material issues are reported to the Board and each Committee to the extent relevant to their remits as set out in their Charters. In particular, the Risk, Compliance and ESG Committee receives quarterly Sustainability and health, safety, environment and wellbeing reporting, and supports the Board in overseeing Vicinity's risk management framework, including management of the key sustainability and environmental risks that have been identified. ↖ 2024 Corporate Governance Statement	

1.   The UN Global Compact Communication on Progress Guidebook was used to map Vicinity's GRI disclosures against the UN Global Compact Principles.

GRI standard	Disclosure	Location or response	UNGC COP[1]
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	The Board receives regular updates on the key sustainability issues facing the business. In addition, briefings or education sessions on relevant topics are facilitated by management or external presenters to ensure Directors are appropriately informed about key issues relevant to Vicinity and to support the Directors with the effective discharge of their obligations. These sessions may relate to strategic matters, including material and/or emerging risks, or other important matters including ESG developments. 2024 Corporate Governance Statement	
	2-18 Evaluation of the performance of the highest governance body	2024 Corporate Governance Statement	
	2-19 Remuneration policies	Remuneration report – page 68	
	2-20 Process to determine remuneration	Vicinity has a Remuneration and Human Resources Committee which assists the Board in fulfilling its corporate governance responsibilities in relation to the remuneration framework, remuneration and performance of the CEO as well as the ELT and remuneration disclosures. Remuneration report – page 68	
	2-21 Annual total compensation ratio	Not reported in FY24	
	2-22 Statement on sustainable development strategy	Chairman and CEO letter – page 04	**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights **Principle 7:** Businesses should support a precautionary approach to environmental challenges
	2-23 Policy commitments	Vicinity's policy commitments for responsible business conduct are described throughout this report. Policies which are published externally can be found on the Corporate Governance page of Vicinity's website. Corporate Governance	**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights **Principle 2:** Make sure that they are not complicit in human rights abuses **Principle 7:** Businesses should support a precautionary approach to environmental challenges **Principle 8:** Undertake initiatives to promote greater environmental responsibility **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery

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Annexure A: 2024 GRI Content Index

GRI standard	Disclosure	Location or response	UNGC COP[1]
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Vicinity's policy commitments for responsible business conduct are described throughout the 2024 Annual Report and Sustainability Supplement. Policies which are published externally can be found on the Corporate Governance page of Vicinity's website. ↖ Corporate Governance ↖ Financial Results	**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights **Principle 2:** Make sure that they are not complicit in human rights abuses
	2-25 Processes to remediate negative impacts	Whistleblower Policy 2024 Corporate Governance Statement 2024 Sustainability Supplement – Stakeholder engagement – page 08 ↖ 2023 Modern Slavery Statement[2] ↖ Corporate Governance ↖ Sustainability Reporting	
	2-26 Mechanisms for seeking advice and raising concerns	Code of Conduct Policy Whistleblower Policy 2024 Corporate Governance Statement ↖ Corporate Governance	**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining **Principle 7:** Businesses should support a precautionary approach to environmental challenges **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery
	2-27 Compliance with laws and regulations	There were no significant instances of non-compliance with laws and regulations during FY24.	
	2-28 Membership associations	2024 Sustainability Supplement – Stakeholder engagement – page 08	
	2-29 Approach to stakeholder engagement	2024 Sustainability Supplement – Stakeholder engagement – page 08	**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights **Principle 6:** The elimination of discrimination in respect of employment and occupation

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2. 2024 Modern Slavery Statement to be released December 2024.

GRI standard	Disclosure	Location or response	UNGC COP[1]
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	Vicinity respects and is guided by Fair Work Australia and the *Fair Work Act 2009* on individuals rights to freely join and/or form a trade union of their choice and their right to collective bargaining.	**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining **Principle 4:** The elimination of all forms of forced and compulsory labour **Principle 6:** The elimination of discrimination in respect of employment and occupation
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2024 Sustainability Supplement – Materiality – page 02 📖 Materiality – page 24	**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights **Principle 2:** Make sure that they are not complicit in human rights abuses **Principle 4:** The elimination of all forms of forced and compulsory labour **Principle 5:** The effective abolition of child labour **Principle 6:** The elimination of discrimination in respect of employment and occupation **Principle 7:** Businesses should support a precautionary approach to environmental challenges **Principle 8:** Undertake initiatives to promote greater environmental responsibility **Principle 9:** Encourage the development and diffusion of environmentally friendly technologies **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery
	3-2 List of material topics	2024 Sustainability Supplement – Materiality – page 02 📖 Materiality – page 24	**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights **Principle 2:** Make sure that they are not complicit in human rights abuses

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Annexure A: 2024 GRI Content Index

GRI Standard	Disclosure	Location or response	UNGC COP[1]
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-3 Management of material topics	Vicinity's management of its material topics described throughout the 2024 Annual Report and Sustainability Supplement. 2024 Sustainability Supplement – Materiality – page 02 📖 Materiality – page 24	**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights **Principle 2:** Make sure that they are not complicit in human rights abuses **Principle 4:** The elimination of all forms of forced and compulsory labour **Principle 5:** The effective abolition of child labour **Principle 6:** The elimination of discrimination in respect of employment and occupation **Principle 7:** Businesses should support a precautionary approach to environmental challenges **Principle 8:** Undertake initiatives to promote greater environmental responsibility **Principle 9:** Encourage the development and diffusion of environmentally friendly technologies **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery
ECONOMIC PERFORMANCE			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	📖 Tax transparency – page 58 📖 Financial report – page 64	
	201-2 Financial implications and other risks and opportunities due to climate change	2024 Sustainability Supplement – our approach to managing climate change – page 12 📖 Our climate and environmental initiatives – page 38	**Principle 7:** Businesses should support a precautionary approach to environmental challenges **Principle 8:** Undertake initiatives to promote greater environmental responsibility **Principle 9:** Encourage the development and diffusion of environmentally friendly technologies
ANTI-CORRUPTION			
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	In FY24, 99% of employees were trained in policies relating to Vicinity's Code of Conduct (ELT: 100%). Training on the anti-corruption policies is completed annually and is a requirement for all employees across the organisation.	**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery

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GRI standard	Disclosure	Location or response	UNGC COP[1]
TAX			
GRI 207: Tax 2019	207-1 Approach to tax	Tax transparency – page 58	
	207-2 Tax governance, control, and risk management	Tax transparency – page 58	
	207-3 Stakeholder engagement and management of concerns related to tax	Tax transparency – page 58	
	207-4 Country-by-country reporting	Tax transparency – page 58	
ENERGY			
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	FY24 Sustainability Performance Pack – our climate and environment FY24 Sustainability Reporting Criteria Our climate and environmental initiatives – page 38 Sustainability Reporting	**Principle 7:** Businesses should support a precautionary approach to environmental challenges **Principle 8:** Undertake initiatives to promote greater environmental responsibility **Principle 9:** Encourage the development and diffusion of environmentally friendly technologies
	302-3 Energy intensity	FY24 Sustainability Performance Pack – our climate and environment FY24 Sustainability Reporting Criteria Our climate and environmental initiatives – page 38 Sustainability Reporting	
	302-4 Reduction of energy consumption	FY24 Sustainability Performance Pack – our climate and environment FY24 Sustainability Reporting Criteria Our climate and environmental initiatives – page 38 Sustainability Reporting	
WATER AND EFFLUENTS			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	FY24 Sustainability Performance Pack – our climate and environment FY24 Sustainability Reporting Criteria Our climate and environmental initiatives – page 38 Sustainability Reporting	**Principle 7:** Businesses should support a precautionary approach to environmental challenges **Principle 8:** Undertake initiatives to promote greater environmental responsibility **Principle 9:** Encourage the development and diffusion of environmentally friendly technologies
	303-5 Water consumption	FY24 Sustainability Performance Pack – our climate and environment FY24 Sustainability Reporting Criteria Our climate and environmental initiatives – page 38 Sustainability Reporting	

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Annexure A: 2024 GRI Content Index

GRI standard	Disclosure	Location or response	UNGC COP[1]
EMISSIONS			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	FY24 Sustainability Performance Pack – our climate and environment FY24 Sustainability Reporting Criteria 📖 Our climate and environmental initiatives – page 38 ↖ Sustainability Reporting	**Principle 7:** Businesses should support a precautionary approach to environmental challenges **Principle 8:** Undertake initiatives to promote greater environmental responsibility
	305-2 Energy indirect (Scope 2) GHG emissions	FY24 Sustainability Performance Pack – our climate and environment FY24 Sustainability Reporting Criteria 📖 Our climate and environmental initiatives – page 38 ↖ Sustainability Reporting	
	305-3 Other indirect (Scope 3) GHG emissions	FY24 Sustainability Performance Pack – our climate and environment FY24 Sustainability Reporting Criteria 📖 Our climate and environmental initiatives – page 38 ↖ Sustainability Reporting	
	305-4 GHG emissions intensity	FY24 Sustainability Performance Pack – our climate and environment FY24 Sustainability Reporting Criteria 📖 Our climate and environmental initiatives – page 38 ↖ Sustainability Reporting	
	305-5 Reduction of GHG emissions	FY24 Sustainability Performance Pack – our climate and environment FY24 Sustainability Reporting Criteria 📖 Our climate and environmental initiatives – page 38 ↖ Sustainability Reporting	
WASTE			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	FY24 Sustainability Performance Pack – our climate and environment FY24 Sustainability Reporting Criteria 📖 Our climate and environmental initiatives – page 38 ↖ Sustainability Reporting	**Principle 7:** Businesses should support a precautionary approach to environmental challenges **Principle 8:** Undertake initiatives to promote greater environmental responsibility
	306-2 Management of significant waste-related impacts	FY24 Sustainability Performance Pack – our climate and environment FY24 Sustainability Reporting Criteria 📖 Our climate and environmental initiatives – page 38 ↖ Sustainability Reporting	

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GRI standard	Disclosure	Location or response	UNGC COP[1]
WASTE			
GRI 306: Waste 2020	306-3 Waste generated	FY24 Sustainability Performance Pack – our climate and environment FY24 Sustainability Reporting Criteria 📖 Our climate and environmental initiatives – page 38 ↖ Sustainability Reporting	**Principle 7:** Businesses should support a precautionary approach to environmental challenges **Principle 8:** Undertake initiatives to promote greater environmental responsibility
SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Vicinity has various initiatives in place to identify and address modern slavery risk in our supply chain. When onboarding new suppliers, we require them to complete our Supplier Sustainability Assessment Questionnaire to assess their ESG performance, adherence to laws and regulations and modern slavery risk. Vicinity requires all suppliers to agree to adhere to our Supplier Code of Conduct. 📖 Our suppliers – page 36 ↖ 2023 Modern Slavery Statement[2] ↖ Corporate Governance	
	308-2 Negative environmental impacts in the supply chain and actions taken	For all head contractors engaged on developments, supplier questionnaires are completed as part of the tender process. As part of monthly project reporting, head contractors are required to report against the social and environmental criteria outlined within their contracts to our development teams. ↖ 2023 Modern Slavery Statement[2]	
EMPLOYMENT			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	FY24 Sustainability Performance Pack – our people 📖 Our people – page 26 ↖ Sustainability Reporting	
	401-3 Parental leave	FY24 Sustainability Performance Pack – our people ↖ Sustainability Reporting	

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2. 2024 Modern Slavery Statement to be released December 2024.

Annexure A: 2024 GRI Content Index

GRI standard	Disclosure	Location or response	UNGC COP[1]
OCCUPATIONAL HEALTH AND SAFETY			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	📖 Working safer, healthier together – page 29	**Principle 4:** The elimination of all forms of forced and compulsory labour
	403-3 Occupational health services	📖 Working safer, healthier together – page 29	**Principle 6:** The elimination of discrimination in respect of employment and occupation
	403-4 Worker participation, consultation, and communication on occupational health and safety	📖 Working safer, healthier together – page 29	
	403-5 Worker training on occupational health and safety	📖 Working safer, healthier together – page 29	
	403-6 Promotion of worker health	📖 Working safer, healthier together – page 29	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	📖 Working safer, healthier together – page 29	
	403-8 Workers covered by an occupational health and safety management system	In partnership with the business, the Health, Safety, Environment and Wellbeing (**HSEW**) team manages risks and is focused on improving health, safety, environmental and wellbeing performance. The HSEW Management System is aligned to ISO 45001 and ISO 14001, and its scope includes all of Vicinity's operations, assets, and our team members spanning all work activities. 📖 Working safer, healthier together – page 29	
	403-9 Work-related injuries	FY24 Sustainability Performance Pack – our people 📖 Working safer, healthier together – page 29 🔖 Sustainability Reporting	
TRAINING AND EDUCATION			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	FY24 Sustainability Performance Pack – our people 🔖 Sustainability Reporting	**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights
	404-3 Percentage of employees receiving regular performance and career development reviews	FY24 Sustainability Performance Pack – our people 📖 Our people – page 26 🔖 Sustainability Reporting	**Principle 2:** Make sure that they are not complicit in human rights abuses

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GRI standard	Disclosure	Location or response	UNGC COP[1]
DIVERSITY AND EQUAL OPPORTUNITY			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	FY24 Sustainability Performance Pack – our people 📖 Our people – page 26 ↖ Sustainability Reporting	**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights **Principle 6:** The elimination of discrimination in respect of employment and occupation
	405-2 Ratio of basic salary and remuneration of women to men	FY24 Sustainability Performance Pack – our people 📖 Our people – page 26 ↖ Sustainability Reporting	
LOCAL COMMUNITIES			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	📖 Our communities – page 34 📖 Our suppliers – page 36	
SUPPLIER SOCIAL ASSESSMENT			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Vicinity has various initiatives in place to identify and address modern slavery risk in our supply chain. When onboarding new suppliers, we require them to complete our Supplier Sustainability Assessment Questionnaire to assess their ESG performance, adherence to laws and regulations and modern slavery risk. Vicinity requires all suppliers to agree to adhere to our Supplier Code of Conduct. 📖 Our suppliers – page 36 ↖ 2023 Modern Slavery Statement[2] ↖ Corporate Governance	
	414-2 Negative social impacts in the supply chain and actions taken	For all head contractors engaged on developments, supplier questionnaires are completed as part of the tender process. As part of monthly project reporting, head contractors are required to report against the social and environmental criteria outlined within their contracts to our development teams. ↖ 2023 Modern Slavery Statement[2]	

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Annexure A: 2024 GRI Content Index

GRI standard	Disclosure	Location or response	UNGC COP[1]
GRI 415: PUBLIC POLICY 2016			
GRI 415: Public Policy 2016	415-1 Political contributions	Vicinity engages with Local, State and Federal Governments through direct communication, industry group participation and submissions. Vicinity does not make political donations at any level of government, including during FY24, in accordance with Vicinity's Code of Conduct and our Anti-Bribery and Corruption Policy, which can be found in the Corporate Governance section of our website. ◉ Corporate Governance	
CUSTOMER PRIVACY			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	If there is a notable data breach, it is reported to the Office of the Australian Information Commissioner.	

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Harbour Town Premium Outlets, QLD

VICINITY
CENTRES