



FY25 Sustainability Report



Supporting better communities
through life's essentials.



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A Message from our Chair and CEO

Region made strong progress in FY25 towards our sustainability targets and deepened our commitment to supporting Australian communities with convenient access to life’s essentials.

Sustainability remains a fundamental part of our long-term strategy, embedded in how we operate and grow. Our investment in solar photovoltaic (PV) generation continues to play a central role in our sustainability strategy. In FY25, we installed 5.6MW of solar PV generation, bringing our total capacity in operation to 21.7MW across 33 centres. With a further 3.3MW in design or under construction, we are well on track to meet our 25MW solar PV installed, under construction or in design target by FY26.

We have also reaffirmed our goal of achieving Net Zero Scope 1 and 2 greenhouse gas (GHG) emissions by FY30. This has been incorporated into our strategy and provides a clear path towards a lower-carbon operation. Following the carbon footprint assessment completed in FY24, which included Scope 3 GHG emissions, we are now using these insights to refine our approach to measuring and managing our broader environmental impact.

As the country’s largest owner of neighbourhood and convenience-based shopping centres, we acknowledge the physical and transitional risks of climate change for our business and stakeholders. In line with the Australian Government’s climate commitments, we support the Paris Agreement and efforts to limit global warming to below 2°C. This FY25 Sustainability Report outlines our progress in aligning with the Australian Sustainability Reporting Standards (ASRS), which we will report under from FY27.

An emissions reduction target was included in the FY25 executive Short-Term Incentive Plan (STIP) and has been continued in the FY26 STIP.

Sustainability also means creating meaningful social impact. A standout this year was Marketown Shopping Centre winning the Shopping Centre Council of Australia (SCCA) Community (Small) Award for *Little Hands Wise Hearts — An Intergenerational Journey*, a campaign that connected local pre-schoolers and aged care residents through weekly play, stories and song. As part of the award, Marketown directed a \$5,000 community grant to Soul Hub, a Newcastle charity supporting vulnerable people with holistic care.

Through targeted community programs, our partnership with The Smith Family, and ongoing efforts to support employee wellbeing and inclusion, we remain focused on delivering meaningful social and environmental value. We’re proud of the progress made this year and grateful to our employees, partners, tenants and investors whose support helps us build a more sustainable future.



Steve Crane
Chair



Anthony Mellowes
Chief Executive Officer




About Us


Region Group is an internally managed real estate investment trust (REIT), with 100 shopping centres under management, of which 87 are directly owned and 13 are owned by the Metro Fund*.

This report encompasses all directly owned retail centres. Our convenience-based retail centres are in urban and regional neighbourhoods across all states and territories and are visited by millions of people every year. Our purpose is supporting better communities through life's essentials. To achieve this, we believe in owning retail centres that are economically and environmentally sustainable. Our centres, directly and indirectly, provide employment for thousands of people and help support the economic resilience of their local communities. Across every retail centre, our teams strive to ensure Region Group retail centres serve an essential role in their communities: working together with local people on local issues, supporting community initiatives and volunteering in community projects.


FY25 SUSTAINABILITY HIGHLIGHTS




\$9.7M
investment in solar PV generation, representing 5.6MW of new solar PV capacity




21.7MW
of solar PV across 33 sites installed and operational by the end of FY25




6
retail centre climate change impact assessments completed




40:40:20
gender balance maintained (directors and total employees)



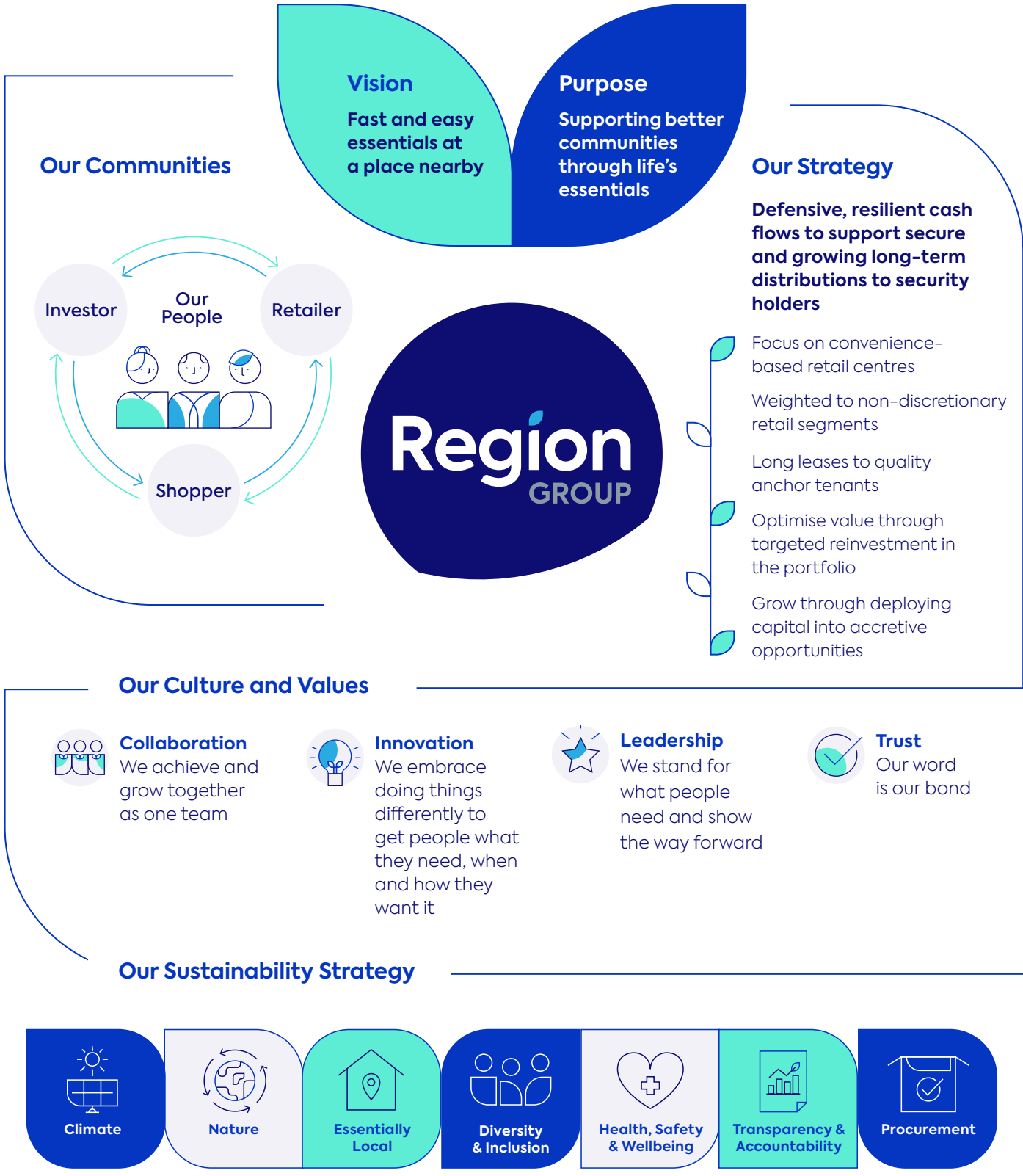
ASRS
working towards reporting under ASRS by the FY27 mandatory deadline



196
students supported through our partnership with The Smith Family



943
Stronger Communities events or initiatives held

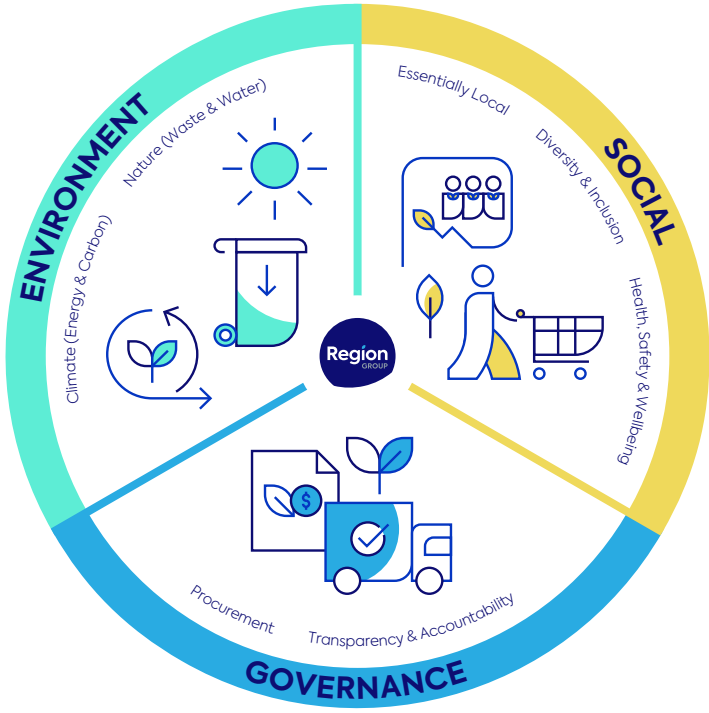


*Includes SCA Metro Convenience Shopping Centre Fund (Metro Fund 1) and Matrix Trust (Metro Fund 2)



Our Sustainability Strategy and Approach

The following three pillars underpin our sustainability strategy and approach, demonstrating Region Group’s values and commitment to delivering positive change in the wider environment and local communities we serve:



Environment

We continue to progress towards our sustainability targets with further investment in solar PV generation made in FY25.

We have a target of 25MW of solar PV installed, under construction or in design by FY26, and we are currently on track to meet the target.

At the same time, we are rolling out embedded networks at a number of sites, thereby improving data availability for our Scope 3 GHG emissions reporting and providing access for retail partners to green energy.

Social

We are also proud of the impact we have made in partnership with The Smith Family to improve the lives of young Australians. Over the last five years, 128 students have received sponsorship annually as part of the *Learning for Life* program, with support extending to many other students through mentoring programs, birthday cards and the donation of Christmas gifts, laptops and other fundraising events. For child protection purposes and to ensure the privacy of the students we support, in FY25, we also undertook digital student profile checking. Additionally, in FY25, we invited all staff to join the Dream Run —The Smith Family’s month-long fitness and fundraising event.

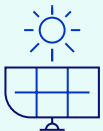









Governance

We have made significant progress on our ASRS implementation, including the development of a Climate Risks and Opportunities Register and the commencement of our climate scenario analysis. Our Management Sustainability Steering Committee continues to lead the strategic direction and implementation efforts, with oversight provided by the Audit, Risk Management and Compliance Committee (ARMCC) to ensure accountability and transparency.





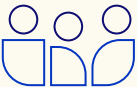











FY25 PROGRESS UPDATE

This table details our progress against the sustainability commitments made by Region Group in the FY24 Sustainability Report.


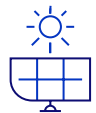








Sustainability Pillar	FY25 Commitment	Status	Comment
ENVIRONMENT			
Climate (Energy & Carbon) 	Complete six additional property climate change impact assessments with scenario analysis in FY25 of impacts from temperature increases.		Six detailed retail centre climate change impact assessments have been completed, bringing our total assessments to 25 or approximately 30% of our portfolio.
	Continue our solar PV program, targeting 2.2MW in FY25 installed, commenced construction or in design.		5.6MW of solar PV was completed and became operational during FY25, bringing our total completed to 21.7MW. There is an additional 3.3MW in design or under construction. We are on track to achieve 25MW in design, under construction or installed by FY26. This reflects a refinement of our original target of 25MW installed by FY26 to allow for a temporary pause in new installations while we assess the most effective approach to our solar rollout based on our prior years installations and operations.
	Investigate electrification at four of our highest gas usage sites.		We are working in partnership with an experienced engineering consulting company to explore electrification pathways for four of our sites with the highest gas usage. This work will guide our next steps as we continue to reduce our reliance on fossil fuels and support our long-term sustainability goals.
	Start developing a roadmap to reduce electricity consumption through remote monitoring.		We are working in partnership with an experienced engineering consulting company to implement the findings from the pilot we conducted at Auburn Shopping Centre which was completed in FY24.
Nature (Waste & Water) 	Investigate ways to enhance waste management and reduce landfill waste using our waste platform to improve data accuracy and implement further diversion strategies.		Region has worked with Gurru to analyse our waste streams. Further investigation will take place in FY26 to determine how we can further divert waste away from landfill.
	Improve our understanding of the impacts our operations have on nature.		During our investigations we identified three primary areas where Region's activities have the greatest impact on nature, being water usage, waste management and impacts from developments. These investigations helped improve our understanding which will assist with future reporting and planning.
SOCIAL			
Essentially Local 	Forgoing space valued at \$350,000 for volunteering and fundraising activities.		Over \$286,000 of space donated by way of foregone rent. \$178,000 of items have been donated. Region has provided facilitation of donations through our retail centres. 777 donated hours — centre management teams donating time to Essentially Local causes within their community. Refer to the Essentially Local highlights page for more information on events that took place during the year.

 COMPLETE  ON PROGRAM  FURTHER WORK REQUIRED

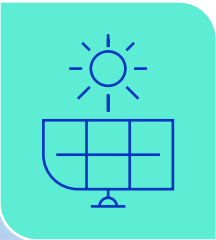
Sustainability Pillar	FY25 Commitment	Status	Comment
Essentially Local 	~80% of Local Community Engagement Program (LCEP) initiatives support top five social and environmental issues facing Australian communities.		The LCEP focuses on identifying local social and environmental needs, then responding through targeted activations and partnerships. Examples in FY25 included: Celebrating Community Through Art at Kwinana Marketplace; Empowering Education and Community: A Sustainable Start to the School Year at Marketplace Raymond Terrace; and Supporting Local: "Sweeten the Season" across 24 centres, and Coffee with a Cop continues.
	100% of staff are offered volunteering opportunities.		During the year, everyone was provided with one day of volunteer leave and opportunities were arranged to volunteer with The Smith Family, The Salvation Army and OzHarvest.
	Sponsor 128 students through The Smith Family's Learning for Life program.		Currently supporting 128 students through The Smith Family's <i>Learning for Life</i> program.
Diversity & Inclusion 	Maintain 40:40:20 gender diversity target.		We have maintained a 40:40:20 gender diversity split across all employees and at the director level.
	Improve our return-to-work program.		We have launched a return-to-work initiative post parental leave, starting one month before return and extending through the first month post-return. This is focused on information sharing, expectation setting and early barrier identification. This will be trialled with our first employee returning from parental leave.
	Maintain minimal gender pay gap.		Minimal gender pay gap maintained through FY25.
Health, Safety & Wellbeing 	Achieve 80% participation rate in our wellbeing survey.		We achieved an 85% participation rate in our wellbeing survey.
	Promote mental health awareness through R U OK? events and wellbeing programs.		An R U OK? morning tea was hosted at our corporate office to encourage the discussion of mental health and the support tools and services that are available. A Movember campaign, which supports mental health and prostate cancer, was held in November 2024 with over \$1,000 raised.
GOVERNANCE			
Transparency, Accountability & Procurement 	Commence the next stage of our ASRS implementation.		We have made progress on our ASRS implementation with specific focus being on identifying our climate risks and opportunities, updating relevant governance policies to include climate oversight and have commenced the development of our scenario analysis.
	Enhance the procurement process to include modern slavery requirements in the selection criteria.		The supplier selection scoring matrix had specific components relating to modern slavery against which potential suppliers were scored. The procurement process for cleaning and security was completed and modern slavery clauses were included in the newly awarded contracts.

Sustainability Strategy

The following table summarises our future goals

	PILLAR	GOALS	WHY
 ENVIRONMENT	 CLIMATE (ENERGY & CARBON)	Achieve Net Zero GHG emissions for Scope 1 and 2 by FY30 while enhancing the resilience of our properties to environmental changes. For Scope 3 GHG emissions, supporting our tenants in reducing emissions within their operational control	To mitigate any adverse environmental effects while also reducing electricity costs and enhancing the climate resilience of our properties
	 NATURE (WASTE & WATER)	Implement waste reduction and recycling programs to minimise the amount of waste sent to landfill and promote circular economy principles Implement water conservation measures to reduce water usage and minimise the impact on local ecosystems	To mitigate any adverse environmental effects while also reducing waste and water costs and enhancing the climate resilience of our properties
 SOCIAL	 ESSENTIALLY LOCAL	Be a trusted and positive contributor to the communities in which we operate	To build meaningful relationships with residents, businesses and local organisations to support community prosperity and create long-term value for all of our stakeholders
	 DIVERSITY & INCLUSION	Maintain a gender diverse workforce and maintain a minimal gender pay gap	To obtain diversity of thought and establish a sense of belonging, making employees feel more connected and productive
	 HEALTH, SAFETY & WELLBEING	Nurture a work environment and culture that allows our people to thrive and grow	To ensure the wellbeing and safety of our employees while offering appropriate avenues for skill development to boost productivity
 GOVERNANCE	 TRANSPARENCY & ACCOUNTABILITY	Dedicate sufficient resources to integrate climate risks and opportunities into the business and ensure employees and the Board are appropriately skilled to manage mandatory reporting requirements and evolving investor expectations	To ensure transparency and accountability of our climate performance
	 PROCUREMENT	Have a positive impact on our supply chain	To ensure our procurement approach does not adversely affect vulnerable individuals and also incorporates considerations around climate risk

ENVIRONMENT



Climate (Energy & Carbon)

We are playing our part to transition to a Net Zero world

CONTEXT

Reducing energy and carbon is business critical

Action on energy usage and carbon emissions is no longer just about doing good. The reduction of carbon emissions plays a key role in slowing climate change and therefore reducing exposure to climate risks.

OUR APPROACH

Our role in reducing carbon and climate risks

At Region, we accept that climate change is happening and is influenced by human activity. We recognise the need to play our part in reducing carbon emissions and energy usage, to help reduce the climate risks to our centres and local communities.

GOALS

Achieving Net Zero Scope 1 and 2 GHG emissions by FY30 while enhancing the resilience of our centres to environmental changes. For Scope 3 GHG emissions, supporting our retail partners in reducing emissions within their operational control.

WHY

To mitigate any adverse environmental effects while also reducing costs and enhancing the climate resilience of our centres.

OUR TARGETS

Increase solar PV generation capacity to meet our 25MW target

Continue our shift towards renewable energy 25MW of solar PV generation capacity in design, under construction or installed by FY26

Optimise our existing solar PV generation

Review current infrastructure to enhance operational effectiveness

100% LED lighting

Continue to install LED lighting in new centre acquisitions

Increase resilience of our centres

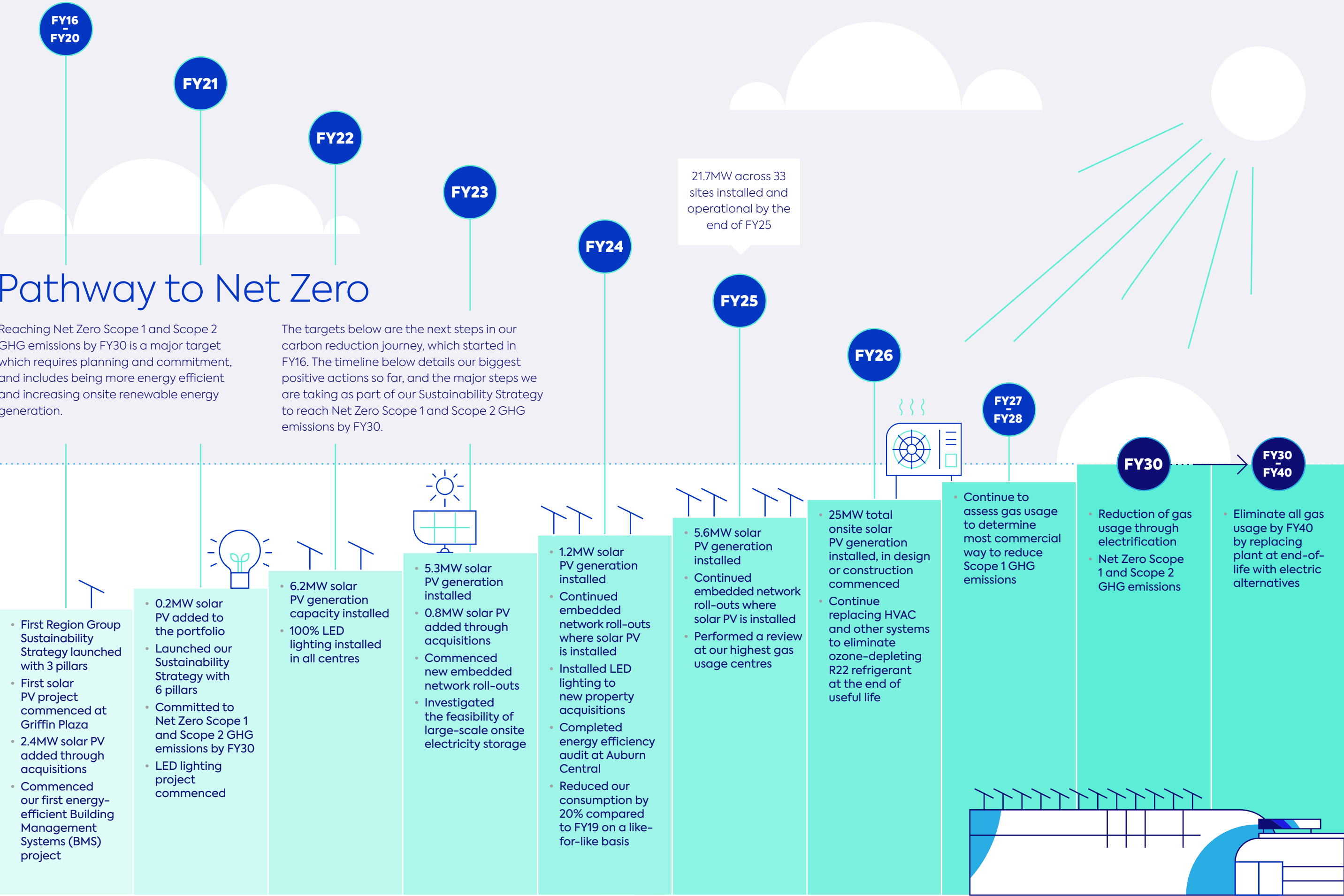
Develop and implement business continuity plans for high-risk centres

Reduce gas usage

Assess our gas usage to determine the most commercial way to reach our Net Zero Scope 1 and 2 GHG emissions target by FY30

Climate change assessments

Continue to complete retail centre climate change impact assessments for existing retail centres and all acquisitions with scenario analysis of impacts from temperature increases





OUR PROGRESS IN FY25

Our continued investment in solar PV generation

Prioritising solar PV generation is a key part of our strategy to achieve Net Zero Scope 1 and 2 GHG emissions by FY30. By generating our own solar power, both Region and our retail partners can depend less on grid electricity and helping reduce future energy expenses.

During FY25, we invested \$ 9.7million and completed the installation of 5.6MW of generation capacity across six sites: Lavington Square, Lilydale Marketplace, Pakenham Central Marketplace, Goonellabah Shopping Centre, Muswellbrook Fair and Sturt Mall.

This brings our solar PV generation capacity to 21.7MW across 33 sites and with a further 3.3MW of solar in design or under construction, we are on schedule to reach our 25MW of solar PV in design, under construction or installed target by FY26. These systems have been sized and designed against the historical house power consumption and the forecast energy consumption of the tenancy mix on the future embedded networks.

Embedded network roll-out

We are continuing the roll-out of embedded networks at locations equipped with solar PV. Setting up an embedded network involves extensive groundwork, including securing agreement from specialty retail partners and obtaining approvals from the Australian Energy Regulator (AER), a process that usually takes around nine months to complete.

As we grow our embedded network footprint and bring more specialty retail partners on board, Region is deepening its dedication to sustainability. These networks allow us to offer electricity at reduced rates, delivering direct savings to our partners while encouraging their participation in our broader sustainability efforts.

Bringing additional retail partners into these networks also allows us to monitor energy use more accurately. The insights gathered will significantly strengthen our Scope 3 GHG emissions reporting by giving us the tools to measure and manage the indirect emissions linked to our retail partners’ energy consumption.



Lavington Square, NSW

In FY25, we rolled out embedded networks at three sites where solar PV was installed: Muswellbrook Fair, Sturt Mall and Lavington Square.

Net Zero update

In FY21, we set our initial target to be Net Zero Scope 1 and 2 GHG emissions by FY30 based on our portfolio at that time. In FY24, we reviewed our Net Zero Scope 1 and 2 GHG emissions target and confirmed that our goal of installing 25MW of solar PV capacity was still appropriate to reach this goal. We will review this target again closer to FY30 to account for any portfolio changes as this is the year we have committed to be Net Zero for Scope 1 and 2 GHG emissions.

This approach helps ensure our targets stay aligned with our current operations and long-term strategy, strengthening our commitment to cutting GHG emissions and building a more sustainable future. By continuously reviewing and refining our objectives in response to changing business conditions, we aim to uphold transparency and accountability in our sustainability journey, while making progress towards our Net Zero Scope 1 and 2 GHG emissions target.

Through our continued investment in renewable energy, we are reducing our dependence on traditional power sources and actively shrinking our carbon footprint.

We have intensified our efforts to assess our Scope 1 GHG emissions footprint with the aim of achieving Net Zero GHG emissions in this category. We have previously identified centres within our portfolio that exhibit the highest gas usage and began to audit these in FY25. These audits indicated that further investigation and analysis are required to develop the most effective and economically feasible pathways for electrification.

We began phasing out R22 refrigerants in FY20 and have since continued replacing them with low global warming potential (GWP) alternatives as HVAC equipment reaches the end of its operational life. To achieve progress towards our FY30 Net Zero Scope 1 and 2 GHG emissions target, we also anticipate this will require us to purchase carbon credits to offset Scope 1 GHG emissions at sites where gas is still in use.

Climate change impact assessments

During FY25 we completed climate risk assessments at six centres, bringing the total conducted since FY22 to 25 retail centres or around 30% of our portfolio. These assessments reflect our awareness of the growing volatility and risks that climate change presents to our varied site portfolio. Recognising that climate impacts differ across locations, we have assessed risk using the high-emissions Representative Concentration Pathway (RCP) 8.5 scenario, as outlined by the Intergovernmental Panel on Climate Change (IPCC). Drawing on publicly available data from the CSIRO and the Bureau of Meteorology’s Climate Change in Australia portal, we have modelled projections for both 2030 (1.5°C–2°C warming) and 2090 (3°C warming). These insights will be instrumental in shaping our long-term strategies to improve the resilience and sustainability of our operations.

The six climate risk assessments were performed on Sturt Mall, Chancellor Park, Marketplace Warner, Meadow Mews Plaza, New Town Plaza and Wonthaggi Plaza. These assessments revealed that the inundation of buildings and infrastructure due to extreme rainfall poses a risk across the assessed

centres. Furthermore, ensuring safe and reliable access for both customers and tenants during extreme weather events has been highlighted as a risk due to climate change.

As a result of the risk assessments that we have performed over the past four years, Region has established the following targets to strengthen our resilience to climate-related risks.

- **Identify high-risk centres for Business Continuity Plans (BCPs).** These plans will ensure operational continuity and resilience during extreme weather events and other climate-related challenges. In FY25, we identified five high-risk centres more prone to climate change and weather events.
- **Implement BCPs for high-risk centres:** BCPs for identified high-risk centres will be executed and refined, ensuring they are robust and aligned with our resilience objectives.
- **Establish internal information exchange between retail centres:** An internal exchange program will be implemented for centres to exchange insights, lessons learned and effective controls for responding to climate-related risks. This knowledge-sharing initiative aims to enhance preparedness and response capabilities across our portfolio.



Sturt Mall, NSW

Climate Exposure Analysis

Weather zones

Zone 1



Zone 2




Zone 3




Zone 4




Key




Heat




Bushfire




Drought




Storms




Extreme rainfall and flooding



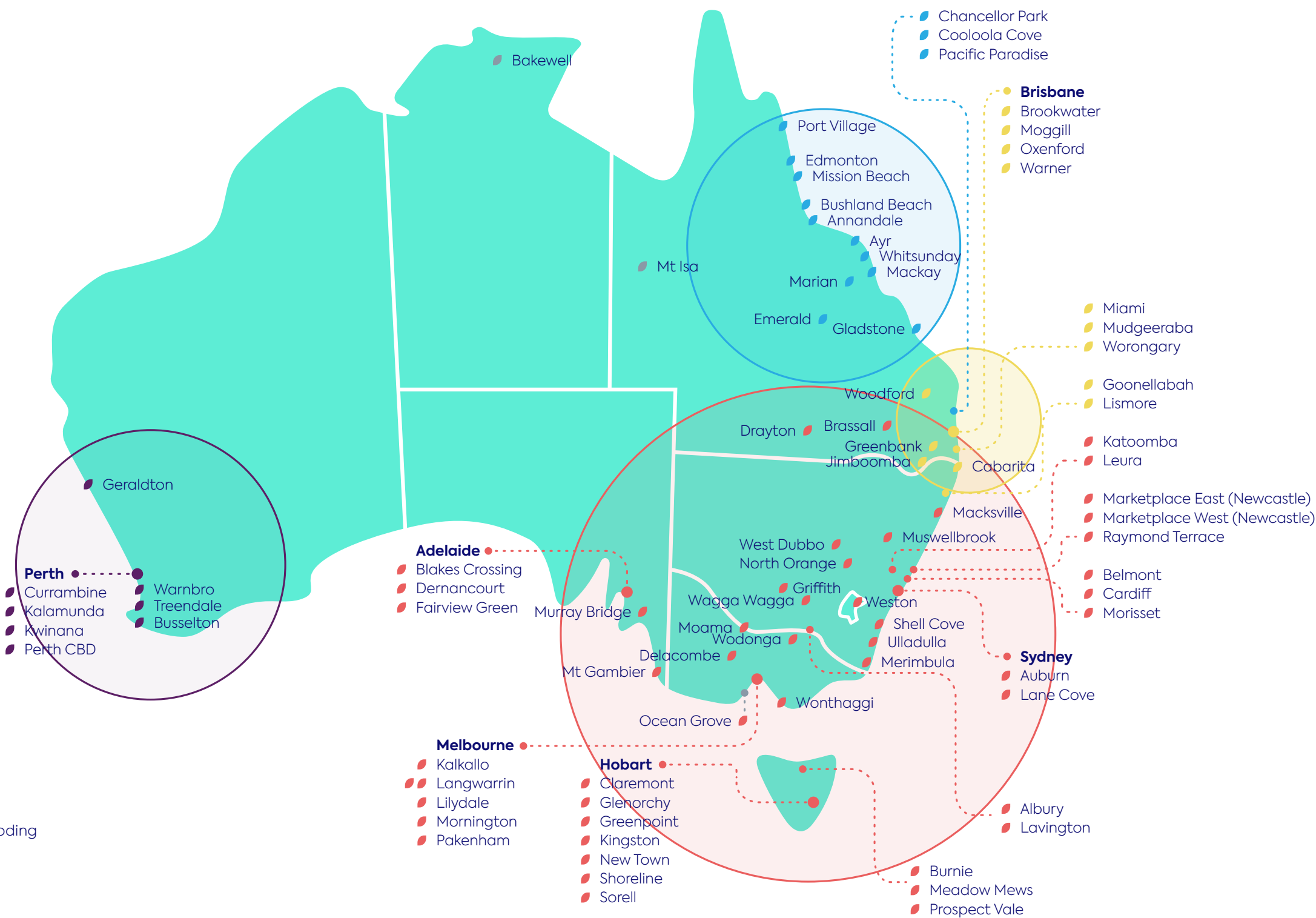
Coastal inundation



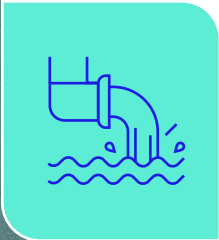
Cyclones



Extreme cyclones



ENVIRONMENT



Nature (Water & Waste)

We believe in using all resources responsibly and efficiently

CONTEXT

Water and waste management are vital for business and communities

As one of the driest continents on earth, protecting Australia’s water resources has never been more important. The property and retail sectors can produce a significant amount of waste if processes are not managed effectively.

OUR APPROACH

Long-term efficiency plans

Region recognises the need to mitigate any adverse environmental effects while also reducing waste and water costs and enhancing the climate resilience of our centres.

We also recognise the need to create long-term circular economy approaches for reducing waste and increasing reuse and recycling.

GOALS

- To implement waste reduction and recycling programs to minimise the amount of waste sent to landfill and promote circular economy principles.
- To implement water conservation measures to reduce water usage and minimise the impact on local ecosystems.

WHY

To mitigate any adverse environmental effects while also reducing waste and water costs and enhancing the climate resilience of our retail centres.

OUR TARGETS

Nature

We have begun to understand our environmental impact on local ecosystems. We will continue to monitor our impacts on nature.

Environmentally friendly materials

Encourage tenants to use environmentally friendly materials.

Circular economy

Encourage suppliers, contractors and retailers to adopt circular economy principles by promoting reuse, recycling or refurbishment of products and materials.



OUR PROGRESS IN FY25

Waste platform

Region worked with Gurru in FY25 to analyse our waste streams per centre. This has helped us to determine how much of our waste is diverted away from landfill and will inform our ability to set a target for landfill diversion.



Minimise single-use plastics

We have made significant progress in minimising single-use plastics at our corporate office as part of our ongoing commitment to sustainability. Through concerted efforts, we have phased out a significant portion of disposable plastics in our daily operations. By implementing alternative solutions, such as reusable materials and biodegradable alternatives, we have significantly minimised our plastic footprint while promoting a culture of sustainability within our workplace.

Promoting the circular economy through reuse of fit-out materials

To strengthen our commitment to the circular economy, where a fit out is in good condition, we work with our retail partners to reuse elements of the fit out and materials to reduce our contribution to landfill. In FY25, we have had instances where retail partners have minimised waste by refreshing signage, applying selective paint updates and enhancing cladding. This not only lessens landfill waste but also speeds up the fit-out timeline, enabling retail partners to start operating sooner.

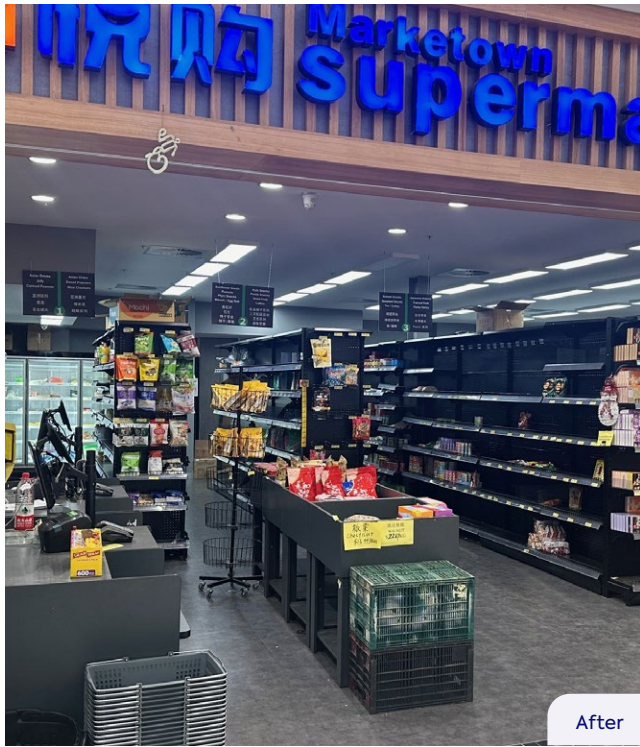
Water usage

Region is piloting the installation of retail partner water meters to gain more accurate insights into water consumption across our assets. This will help us identify opportunities to improve efficiency, reduce overall usage in common areas and support more sustainable water management practices.

YG Supermarket – Marketown West, NSW



Before



After

BEFORE AND AFTER

Kai Fan – Marketown West, NSW



Before



After

Kokobella – Marian Town Centre, QLD



Before



After

SOCIAL



Essentially Local

Together, we build thriving communities

CONTEXT

Our success is directly tied to that of our communities

With 87 shopping centres owned across all states and territories, our performance is significantly influenced by the economic sustainability of our communities. We operate in some areas where economic and other social challenges are present, and where job opportunities make a real difference to people’s lives.

OUR APPROACH

Helping the communities we love to thrive

We recognise the essential role our centres play in the economic success of the communities where we operate. We also understand how important it is to our communities that we partner and volunteer through a range of projects and participation.

GOALS

Be a trusted and positive contributor to the communities we operate in.

WHY

To build meaningful relationships with residents, businesses and local organisations to support community prosperity and create long-term value for all our stakeholders.

OUR TARGETS

Work together

Continue working together with our charity partner to increase our efforts to build strong, sustainable communities.

Encourage 100% employee participation in volunteering

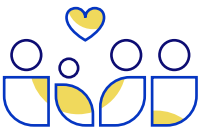
Staff continue to have the opportunity to participate in a variety of volunteering activities through the provision of volunteer leave and corporate volunteer opportunities.

Initiatives that address local community needs

Continue to engage with Local Community Engagement Program (LCEP) initiatives that support the biggest social and environmental issues facing Australian communities, i.e. cost of living and homelessness, health and wellbeing, climate change, racism and discrimination and domestic violence.

Contribute space

Continue to allocate vacant store space for community volunteering and fundraising activities.



943

Stronger Communities events held (up from 844 in FY24)



196 students

supported through our partnership with The Smith Family



OUR PROGRESS IN FY25

FY25 Essentially Local

Our purpose is supporting better communities through life’s essentials. Over the past 12 months, we have further embedded this purpose through our *Better Together* partnership with Knight Frank Australia. Together, we have continued to implement the LCEP across our portfolio of convenience-based retail centres.

This program identifies local social and environmental needs, then responds through targeted activations and partnerships. Each initiative is designed to create deeper connections with the communities we serve and drive meaningful, place-based impact.

By using our retail centres as platforms for engagement, we’re turning everyday retail spaces into hubs that support wellbeing, inclusion and local prosperity.

Some key events and initiatives have been:

Creating lasting community impact at Marketown Shopping Centre

In FY25, Marketown Shopping Centre received national recognition at the Shopping Centre Council of Australia (SCCA) Marketing Awards,

winning the Community (Small) category for its community initiative *Little Hands Wise Hearts — An Intergenerational Journey*.

The initiative brought together residents from Scenic Lodge aged care and pre-schoolers from Montessori Academy (a Marketown retail partner) for a five-week series of play, storytelling and song. Delivered in partnership with Anglican Care Newcastle and Montessori Academy, it was the first program of its kind in the region, designed to foster meaningful connections between generations and promote empathy and wellbeing.

As part of the award, Marketown was invited to nominate a local not-for-profit to receive a \$5,000 community grant from the SCCA. The centre selected Soul Hub, a Newcastle-based charity that supports vulnerable community members through holistic, person-centred care.

The success of this initiative reflects Region’s commitment to ensuring its retail centres are places that strengthen the communities they serve. By collaborating with retail and local partners, Marketown has demonstrated how thoughtful, place-based programs can deliver enduring social value.

Celebrating community through art at Kwinana Marketplace

Kwinana Marketplace was proud to unveil a large-scale mural by a local artist painted on the external wall of the retail centre. This project reflects Region Group’s and Knight Frank Australia’s commitment to community connection, cultural enrichment, and placemaking through art.

The work features six local figures who embody a story of connection to Kwinana’s industries, education and heritage, including:

- A First Nations parent and child, symbolising family, resilience and the dreams of the next generation. This piece was created with cultural sensitivity and community consultation to ensure authenticity and respect.
- A standout Gilmore College graduate and current Mineral Resources apprentice. She represents the promise and determination of Kwinana’s youth.
- Lisa Doomen, a science teacher and Gilmore alum, who has spent eight years supporting the region’s most vulnerable students. Her passion for education and environmental advocacy makes her a pillar in the community.
- A veteran locomotive driver for Aurizon, who has worked the railways since 1989. Nelson Bettencourt’s story reflects Kwinana’s multicultural fabric and the essential role of transport in industry.
- Tom O’Donnell, who dedicated 20 years to BP Kwinana and many more to local charities. His portrait is a personal tribute to the quiet strength of working-class families.

These portraits were painted on-site and transformed a blank wall into a meaningful and lasting contribution to the townscape. The artist’s deep understanding of Kwinana — having grown up with the Hub as his local centre and having taught at Gilmore College — ensures the project will continue to resonate strongly with the community into the future.

To mark the mural’s completion, Kwinana Marketplace hosted a launch event and art exhibition in the centre. The celebration featured local artists, providing a platform to showcase creative talent from the local community.

This initiative goes beyond beautification. It highlights lived experience; it connects retail, culture



The mural at Kwinana Marketplace, WA

and community; and, most importantly, it honours the people who make Kwinana the strong, proud and diverse place it is today.

Empowering education and community: a sustainable start to the school year

Marketplace Raymond Terrace launched two high-impact campaigns in January 2025 — *Uniform Exchange* and *Packed with Love* — as part of a broader Back to School initiative that placed community at the heart of sustainability.

The response from the community, local schools, retailers and shoppers was overwhelmingly positive. So much so, that the Uniform Exchange campaign returned in June to collect winter clothing for local families in need.

Both initiatives delivered strong outcomes that included: direct support to disadvantaged families; increased shopper and school engagement; retailer participation across key categories; and reinforcement of the centres’ role as a local community hub. These campaigns demonstrated a practical and scalable model for community engagement, while aligning sustainability priorities and driving foot traffic to participating retailers.



Members from Soul Hub receiving the \$5,000 community grant from Region and Knight Frank.



OUR PROGRESS IN FY25

Uniform Exchange

The Uniform Exchange Program encouraged locals to donate pre-loved school uniforms. In total, over 470 items were collected and redistributed to five local schools, supporting families experiencing financial hardship.

To thank donors and drive participation, shoppers received a \$20 gift voucher redeemable at participating retailers. This created a strong circular benefit — supporting both community and retailers.

Packed with Love

Running alongside the exchange, the Packed with Love event transformed the retail centre into a vibrant, interactive experience. Over 350 children took part in decorating and packing their own lunch boxes with healthy items donated by Woolworths and Baker’s Delight.

This simple act encouraged independence and school readiness in a fun and meaningful way. For every child who participated, an additional lunch box was

donated to the Raymond Terrace Positive Behaviour for Learning Program, supporting nine local schools and ensuring no child was left behind. In total, 400 lunch boxes were distributed to local schools.

Joondalup Festival 2025– Spray It Forward

Currambine Central proudly partnered with the 2025 Joondalup Festival — the region’s largest cultural celebration. Hosted by the City of Joondalup, the festival brings together art, music and performance, offering inclusive and engaging experiences that reflect the unique spirit of the area.

Currambine Central was a key program partner, sponsoring and hosting Spray it Forward — a vibrant two-day street art celebration held in the retail centre car park. The activation featured live street art by some of Perth’s leading aerosol artists. The community was invited to watch the art unfold, meet the creators and enjoy a packed schedule of free family activities. The partnership delivered strong local engagement, amplified community reach and strengthened Currambine Central’s connection with the people who live, work and play in the region.

Supporting Local: Sweeten the Season

During the Christmas period, our centres continued to demonstrate a strong commitment to local communities with the launch of the “Sweeten the Season” initiative. Designed to support both retailers and community groups, the initiative ran for two weeks in December, across 24 participating retail centres.

The campaign incentivised in-centre shopping with a scratch card reward system. Each purchase gave customers the chance to win instant prizes or allocate a donation to one of three local community organisations, reinforcing our investment in the communities we serve.

“Sweeten the Season” successfully combined community engagement with commercial outcomes. It strengthened customer loyalty, increased foot traffic and delivered tangible value of just over \$58,000 in donations to local community groups.

This campaign reinforced our ongoing commitment to making our centres active contributors to their local communities.



Coffee with a Cop

Coffee with a Cop continues to gain momentum across our portfolio. This simple initiative has grown into a valued touchpoint between local police and the communities they serve.

These sessions are held in our cafés and restaurants, providing a relaxed and neutral setting where the local community feels comfortable having honest conversations. The informal environment encourages community members to engage directly with police officers — asking questions, raising local concerns and learning more about the role of police in their neighbourhood.

The program breaks down barriers and builds trust. It gives residents direct access to police officers in a non-enforcement setting, which fosters greater transparency and connection. For police, it’s a chance to hear firsthand about the issues affecting local communities and to be seen as approachable and invested.

By creating space for these interactions, Coffee with a Cop strengthens relationships, improves

public confidence and supports a safer, more connected community.

Hope in a Suitcase

Across Southern Queensland, 13 of our retail centres proudly supported the community charity Hope in a Suitcase — a volunteer-run initiative that provides children entering foster care with a suitcase filled with essential items. Founded in 2018, Hope in a Suitcase operates across New South Wales, Queensland, Victoria and Tasmania, fully powered by volunteers and public donations. Each suitcase is packed with new clothing, toiletries, books and comfort items, tailored by age and gender.

These suitcases offer more than just necessities. They give children a sense of dignity, stability and hope during what can be a traumatic time.

Through strong centre participation, local engagement and retailer support, these retail centres helped raise awareness and collect much-needed donations for this cause. In FY25, the tangible impact of this initiative included:

- \$43,000 in donated centre space to host donation points and promotional activities
- \$8,000 worth of donated goods collected from shoppers and local partners
- Campaign visibility across 13 retail centres, helping build community awareness and participation

This campaign highlights the strength of grassroots collaboration between retail centres, retailers and the community. It reflects our commitment to social impact and shows how even small actions – a pair of socks, a toothbrush, a book – can create meaningful change.

We’re proud to support Hope in a Suitcase and will continue to champion causes that directly benefit the most vulnerable members of our communities.

FY25 quantifiable measures across the retail centres

- Over \$286,000 of space donated by way of foregone rent.
- \$178,000 of items donated provided facilitation of donations through our retail centres.
- 777 donated hours — centre management teams donating time to causes within their community.



Packed with Love activity at MarketPlace Raymond Terrace, NSW



OUR PROGRESS IN FY25



Above and below: Members of the Region team volunteering at The Salvation Army's Streetlevel Mission



Members of the Region team volunteering at OzHarvest

Safety at our centres

Ensuring a safe environment for our retail partners, customers and contractors remains a key priority. In FY25, Region awarded new national contracts for cleaning and security services, marking a key milestone in enhancing our service and operational delivery across the Region Group portfolio.

To support safety, we also conduct regular safety and risk assessments, including independent audits carried out by qualified external firms. These reviews help reduce the risk of injury and ensure that all contractors working on-site are properly trained, qualified and inducted.

Acknowledging the importance of contractor and customer safety, Knight Frank Australia Pty Ltd, who provides property management services to Region, have additional measures in place to support safety. This includes safety briefings, on-site safety training, and the power to implement stop work orders.

All safety incidents are taken seriously and are documented through our formal incident reporting system.

Corporate volunteering

As part of our commitment to making a positive impact, our Region team has the opportunity to take volunteer leave so they can take part in a volunteering initiative aligned with their, and our, sustainability goals and values. These opportunities not only offer a practical way to help build stronger communities but also allow our people to connect and collaborate in meaningful ways, creating shared experiences while making a difference.

This year, Region employees volunteered with OzHarvest and participated in Woolies Walks events in New South Wales and Victoria. In addition, several groups volunteered at The Salvation Army's Streetlevel Mission in Sydney, preparing meals and assisting in the opportunity shop to support those doing it tough.



Learn today, change tomorrow.

The Smith Family

Since 2020, Region has partnered with The Smith Family — a national children's education charity with a vision of a world where every child has the opportunity to change their future, no matter what their circumstances.

The Smith Family believes that education is one of the most powerful change agents. They work with children and young people to overcome educational inequality caused by poverty — so they can thrive now and into their futures. Region is currently supporting the education of 128 students in *Learning for Life*, The Smith Family's core program.

Since our collaboration began in 2020, Region has proudly invested around \$80,000 per year to support the education of young Australians facing disadvantage. This ongoing partnership underscores our dedication to creating meaningful changes and fostering opportunities for a brighter future within the communities we serve.



Financial and fundraising

\$87,000 in total donated — through partnership funds, staff donations and workplace giving



Lives impacted

196 lives directly impacted — through *Learning for Life* sponsorship, fundraising and workplace giving

SOCIAL



Diversity & Inclusion

We embrace the diversity of Australia

CONTEXT

A growing issue that businesses need to address

We operate in a multicultural society. However, much work is still to be done to achieve equity and inclusion across all dimensions of human diversity.

OUR APPROACH

Taking objective action to reflect our communities

Our shopping centres serve Australians of every background, and it is important to Region that this diversity is reflected in our workforce. To achieve this, we need to ensure fair and positive recruitment, leadership and promotion processes, along with sound work conditions and benefits.

GOALS

Maintain a gender diverse workforce and maintain a minimal gender pay gap.

WHY

To achieve diversity of thought and establish a sense of belonging, making employees feel more connected and productive.

OUR TARGETS

Diversity representation

Continue 40:40:20 gender split for roles throughout the organisation.

Improved return-to-work program

Implement the updated and improved parental leave return-to-work program to include those who have returned from parental leave or extended leave.

Diversity in recruitment

Continue to ensure diversity in recruitment through training, diverse interviewers and diverse candidate short lists.

Celebration and recognition

Continue initiatives that actively celebrate and recognise days/weeks of importance in relation to diversity and inclusion such as International Women’s Day and NAIDOC Week.



OUR PROGRESS IN FY25

Diversity representation

40:40:20 target

We continue to maintain the 40:40:20 gender representation target, across all roles in the organisation, through proactive talent-sourcing practices that support a broader and more diverse talent pipeline, and are proud to report that in FY25, we achieved this target across all levels of our workforce. This commitment to a 40:40:20 ratio underscores our belief in creating an inclusive environment where everyone feels valued and respected. By achieving and maintaining this gender diversity target, we strive to foster a culture that embraces diverse perspectives, enhances decision-making processes and promotes equal opportunities for career advancement. It also enhances our ability to better serve our diverse customer base.

Centralised recruitment

We are further strengthening our centralised recruitment function to ensure consistent and equitable candidate experience, from application through to onboarding. In addition to embedding diverse interview practices, we are focused on enhancing our capability to collect data and insights that deepen our understanding of impact and highlight areas for improvement.

Talent acquisition metrics

Enhancing our talent acquisition metrics will provide valuable data-driven insights into the effectiveness of our recruitment efforts. This will enable Region to identify and address potential biases, supporting the development of a more diverse workforce. By closely tracking key indicators, we can proactively spot challenges and opportunities, fine tune our sourcing strategies, and elevate the candidate experience — ultimately contributing to a more inclusive and representative talent pool.

Employee Value Proposition

We have begun the process of defining and implementing our Employee Value Proposition (EVP). Our goal is to integrate the EVP with our diversity and inclusion efforts within recruitment practices. This alignment will strengthen our overall talent

strategy by clearly demonstrating our commitment to fostering a welcoming and inclusive workplace.

By promoting an inclusive EVP, we can effectively communicate our values and attract candidates who align with our culture, vision and long-term mission. This approach not only supports a more diverse candidate pool but also ensures a stronger connection between prospective employees and Region’s future direction.

Return-to-work initiative

We have also introduced a parental leave return-to-work initiative over a month pre, upon and post-return to help employees quickly acclimatise to changes in the organisation and to ensure they are informed, supported and engaged. The focus is on sharing relevant information and changes, clarifying expectations and addressing barriers to return within the first couple of months. This initiative will be trialled with the next suitable employee returning to work from parental leave.



NAIDOC morning tea



International Women's Day

Diversity & Inclusion Policy

Region recognises the value of a diverse employee base and is committed to creating and maintaining an environment where diverse backgrounds and experiences are encouraged. This commitment is outlined in our Diversity & Inclusion Policy which is reviewed and approved annually by the Board.

Directors	As at 30/6/25	
Female	4	50%
Male	4	50%
Total	8	

All Staff	As at 30/6/25	
Female	49	60%
Male	33	40%
Total	82	

Brews and Buddies

In FY25, Region’s Wellbeing Champions launched *Brews and Buddies* — a relaxed initiative aimed at fostering connection and collaboration across teams and functions. New employees are paired with existing team members for a casual coffee and breakfast catch-up, supported by a small employer contribution to cover the cost of their drinks and meal.

To encourage meaningful conversations, each pair is provided with a set of conversation starters to help break the ice. The initiative offers a simple yet impactful way to take a break, meet someone new and build stronger, more connected relationships across the organisation.

International Women’s Day (IWD)

Region celebrated IWD by running a fun and inspiring quiz that invited team members to connect with the incredible women they work with. Participants matched achievements to their colleagues — like running marathons or starting a business — with prizes from women-led brands awarded for the most diverse entries.

SOCIAL



Health, Safety & Wellbeing

We promote active, healthy and well lifestyles

CONTEXT

Our properties perform better when our people are healthy and well

Maintaining physical and mental health is essential for driving positive outcomes in people’s lives and careers. We prioritise creating a safe, supportive and healthy work environment for our people to enhance job satisfaction and foster long-term resilience.

OUR APPROACH

Providing well places that positively impact people

At Region, we recognise that the health, safety and wellbeing of our people are critical to our continued growth. We proactively implement health and safety measures, invest in wellbeing programs and foster an inclusive work environment to ensure our people thrive.

GOALS

Nurture a work environment and culture that allows our people to thrive and grow.

WHY

To ensure the wellbeing and safety of our employees, while offering appropriate avenues for skill development to boost productivity.

OUR TARGETS

R U OK?

Continue hosting events throughout the year to promote R U OK? and other mental health initiatives.

Health and Wellbeing Survey

Achieve a participation rate of 80% in our wellbeing survey to allow us to prioritise physical, mental and emotional health.

Flu vaccinations

Continue to offer free flu vaccinations for employees.

Wellbeing programs

Continue access to wellbeing programs for staff including Region Group ClassPass membership program.

Active commuting

Continue to encourage active commuting with end-of-trip facilities.

Ergonomically designed workspaces

Continue providing ergonomically designed workspaces in the corporate office, and provide guidance on ergonomic and healthy work environments for the home.



OUR PROGRESS IN FY25

Our commitment to wellbeing

At Region, we recognise that the health, safety and wellbeing of our people are fundamental to our long-term success. Our focus extends beyond employees to include tenants, retail centre visitors and customers, reflecting our broader community focus.

Supporting mental and physical health

We actively work to deepen our understanding of what wellbeing means to our people, recognising that strong physical and mental health underpins both personal and professional fulfilment. Our support includes participation in international and national awareness initiatives such as *R U OK? Day* and providing tools and resources that encourage open, meaningful conversations.

To reinforce this, we promote mental health first aid and normalise honest dialogue to build a culture of trust and support. These initiatives not only mark important moments on the calendar but also foster a more inclusive and connected workplace.

Wellbeing-focused spaces

Our corporate office features a multi-use room designed to support relaxation, mindfulness and recovery — contributing to a healthier work/life balance. We have also enhanced breakout areas to encourage collaboration, creativity, and social interaction. These thoughtfully designed spaces support various work styles, creating a dynamic and engaging work environment.

Mental health support during change

During periods of organisational change, we have prioritised wellbeing through clear communication and accessible support services. In the Sydney office, for example, staff were offered onsite and dedicated phone support. Additionally, we provided access to free, confidential counselling and mental health services through a comprehensive list of relevant support organisations.

Change communication and employee empowerment

We have refined our change communication practices to ensure transparency, kindness and

empowerment. By proactively anticipating employee needs and clearly communicating changes, we foster stronger relationships and help our people feel informed, valued and ready to move forward together. These practices are aimed at enhancing trust, improving resilience and supporting better health outcomes.

Feedback and continuous improvement

To create a feedback loop, we amended the Health and Wellbeing Survey to align with recent organisational changes. Designed to gather insights on the effectiveness of both our change efforts and wellbeing initiatives, the survey guides future decisions. We achieved an 85% participation rate, enabling us to continuously improve our support practices and outcomes.

Employee awards

Recognition plays a vital role in supporting holistic employee wellbeing by reducing stress, fostering a sense of belonging and boosting morale. Employees who feel appreciated are more likely to experience improved mental and physical health. We continue

to value and acknowledge our people through public and private recognition, including our formal rewards and recognition program — most notably, the *Phil Clark Award*, which provides educational development experiences abroad. This was awarded in December 2024 to one of our Regional Design and Delivery Managers for their exceptional collaborative spirit and unwavering willingness to help others.

Safety of our staff

We are committed to ensuring we provide physically and psychologically safe and healthy environments for all employees. We perform an annual wellbeing survey to better understand levels of psychological safety within our business. This survey of employees showed that psychological safety is not a significant area of concern; however, we will remain focused on strengthening this aspect of our culture. During FY25, we had three mental health first aiders to support a positive health environment. The mental health first aiders are trained to work collaboratively with their peers to help recognise signs of distress, listen to concerns and refer colleagues who could benefit from additional support.



R U OK? Day



R U OK? Day



Region 2024 Staff Conference

GOVERNANCE



Transparency & Accountability

We are committed and open in our climate responsibilities

CONTEXT

Integrating sustainability reporting into our strategy

With the introduction of sustainability reporting standards and mandatory reporting requirements, we recognise the imperative to provide clear and comprehensive disclosures related to our climate risks and opportunities. Embracing transparency ensures stakeholders have access to accurate information.

OUR APPROACH

Proactive preparation and improving disclosure

We recognise the importance of being proactive to effectively manage our climate risks and capitalise on opportunities that arise. By implementing robust controls and systems, we ensure that we have comprehensive data at our disposal, enabling us to meet our commitments to transparency and accountability in our climate-related disclosures.

GOALS

Dedicate sufficient resources to integrate climate risks and opportunities into the business and ensure employees and the Board are appropriately skilled to manage mandatory reporting requirements and evolving investor expectations.

WHY

To ensure transparency and accountability of our climate performance.

OUR TARGETS

Fully align with ASRS by FY27

Progress the implementation of ASRS to ensure alignment by FY27, including the integration of climate considerations across governance, strategy, risk management, and metrics and targets.



OUR PROGRESS IN FY25



Marketplace Warner, QLD



Sturt Mall, NSW

ASRS Roadmap

We have embarked on our journey towards mandatory reporting in alignment with the ASRS. To comprehensively assess our preparedness, in FY24 we conducted a gap analysis on our current disclosure against ASRS S1 and S2. As a group 2 reporting entity, with the first mandatory reporting year set for FY27, this process has been instrumental in identifying critical areas where we need to focus our efforts. By addressing these priorities early, we are ensuring that our systems, practices and data management processes are robust and aligned with regulatory requirements, enabling us to meet our obligations effectively and transparently.

The gap analysis findings gave us a clear roadmap to ensuring compliance and readiness for assurance by FY27. In FY25, our focus included the development of a comprehensive climate risk and opportunities register, addressing both physical and transition risks. We are also in the process of reviewing our governance policies to explicitly incorporate climate considerations and evolving climate expectations.

Further, we enhanced our Enterprise Risk Management Framework by integrating climate-related risk appetite statements and began developing a Climate Risk Management Handbook. This handbook is designed to support consistent and effective assessment and evaluation of climate risks in line with our overarching enterprise risk approach.

Additionally, we commenced work on climate scenario development, including a low-emissions pathway and a high-emissions scenario. Once finalised, these scenarios will form the basis for a detailed scenario analysis to support our climate resilience planning.

Management Sustainability Steering Committee

The Sustainability Steering Committee plays a pivotal role in driving our sustainability strategy. Comprised of senior management from all areas of our organisation, the committee is tasked with developing and monitoring our sustainability strategy. This includes identifying and addressing climate-related risks and opportunities, and ensuring proactive measures are in place to mitigate impacts.

Crucially, the committee supports the delivery of our sustainability targets, overseeing initiatives aimed at reducing our environmental footprint and enhancing social responsibility.

Regular reporting to the ARMCC ensures transparency and accountability in our sustainability efforts.

Scope 3 GHG emissions

We have initiated an assessment of our Scope 3 GHG emissions, and while we are in the early stages of this process, we have begun identifying the significant contributors to our Scope 3 GHG emissions across our operations. Our next steps involve analysing 15 categories outlined in the GHG Protocol to pinpoint those most material to our business. This analysis will pave the way for us to establish meaningful targets aimed at reducing our Scope 3 GHG emissions.

This initiative plays a key role in our alignment with the ASRS, which will require the disclosure of Scope 3 GHG emissions in our reporting from FY28 onwards.

By proactively identifying and addressing these emissions, we are strengthening our approach to environmental responsibility while aligning with global best practices in sustainability reporting.

We remain committed to transparency and ongoing improvement as we work towards our sustainability goals.

Specialty leases

We maintained clauses in our specialty leases requesting that tenants use their best endeavours to assist us in fulfilling our sustainability commitments. Additionally, our tenants will be instrumental to our reporting of Scope 3 GHG emissions and will be required to provide Region with their sustainability data should the data be available.

Ratings and benchmarks

We recognise the importance of ratings and benchmarks to help the industry compare and improve its overall progress in sustainability performance. We prioritise the reporting of Global Real Estate Sustainability Benchmark (GRESB) and Green Star, as well as National Australian Built Environment Rating System (NABERS) for our corporate office. Our GRESB score is in line with our peer group average and we achieved a NABERS 5.5 star rating.



Bentons Square, VIC

GOVERNANCE



Procurement

We nurture our supply chain to be fair, local and inclusive

CONTEXT

Embracing sustainable procurement

As a retail centre owner with a national footprint, embedding procurement within our sustainability strategy aligns with our purpose of supporting better communities through life’s essentials. We recognise the importance of fostering fair labour practices, promoting diversity and inclusion among suppliers, and contributing positively to local economies where our retail centres are located.

OUR APPROACH

Long-term efficiency plans

We recognise the need to enhance our procurement approach by applying a sustainability lens to our procurement policies. As we implement our strategy, we aim to integrate ethical practices and sustainability criteria into our procurement processes. This includes partnering with suppliers who share our commitment to environmental stewardship, fair labour practices and diversity.

This approach ensures that our procurement decisions positively impact the communities we serve.

GOALS

Have a positive impact on our supply chain.

WHY

To ensure that Region’s procurement approach does not adversely affect vulnerable individuals and incorporates considerations around climate risk.

OUR TARGETS

Modern slavery

Continue to include modern slavery requirements as part of the selection criteria in all procurement processes and service contracts.

Approach to centre upgrades

Formulate a strategy to integrate climate principles into our retail centre upgrade pipelines.

Establish procurement criteria

Establish transparent guidelines for our suppliers concerning their climate performance.

Waste reduction

Work towards reducing waste generated from procurement activities by choosing suppliers that minimise packaging.

Community engagement

Support suppliers that engage with local communities positively, such as through employment opportunities, skills development and charitable contributions.



OUR PROGRESS IN FY25

Modern slavery

We have zero tolerance for modern slavery. In line with the Modern Slavery Act 2018, we released our 2024 Modern Slavery Statement in December 2024. This provides insight into modern slavery risks across our operations and supply chains and details our actions in response. Our 2025 statement will be released in late 2025. Our Supplier Code of Conduct clearly details obligations regarding modern slavery and related human rights conduct.

New cleaning and security contracts awarded

In FY25, Region awarded new national contracts for cleaning and security services, marking a key milestone in enhancing our service and operational

delivery across the Region Group portfolio. The supplier selection process included specific modern slavery criteria within the evaluation matrix, ensuring potential suppliers were assessed on their approach to managing these risks. Modern slavery clauses were embedded in the new cleaning and security contracts.

Responsible procurement

We have a comprehensive Procurement Policy and Supplier Code of Conduct as well as our Outsourcing Policy to ensure we monitor unethical conduct.

Our Corporate Governance is outlined [on our website](#).



Delacombe Town Centre, VIC



	ABSOLUTE*				LIKE-FOR-LIKE**		
REGION GROUP SHOPPING CENTRE CONSUMPTION	FY2022	FY2023	FY2024	FY2025	FY2024	FY2025	12-MONTH CHANGE
Electricity consumption from the grid (MWh)	30,202	30,777	29,053	24,289	28,684	23,326	(19%)
Gas consumption (MWh)	5,285	6,317	5,826	6,540	5,613	6,056	8%
Water consumption (litres)	673,791	698,356	712,560	584,416	632,913	567,579	(10%)
Waste consumption (non-hazardous) (tonnes)	13,003	11,962	11,609	10,980	10,198	10,917	7%
REGION GROUP CORPORATE OFFICE CONSUMPTION							
Electricity consumption (MWh) ^a	30	32	76	79	76	79	3%
Paper consumption (reams)	604	166	191	178	191	178	(7%)
REGION GROUP SCOPE 1, SCOPE 2 AND SCOPE 3 EMISSIONS (TONNES CO2-e)							
Greenhouse gas emissions – Scope 1 (gas use at centres)	980	1,172	1,081	1,213	1,041	1,123	8%
Greenhouse gas emissions – Scope 2 (electricity at centres and corporate office)	19,719	18,726	18,039	14,336	17,742	13,677	(23%)
Greenhouse gas emissions – total (Scope 1 and Scope 2 only)	20,699	19,898	19,120	15,549	18,783	14,800	(21%)
Greenhouse gas emissions – Scope 3 (business flights)	23	101	148	203	148	203	38%
Greenhouse gas emissions – Scope 3 (retailer energy consumption data obtained from embedded networks where installed and only tenants that share their energy consumption data annually)	121,092	116,257	106,816 ^b	100,579	98,635	100,351	2%

* Absolute figures include all properties owned during the year (including part years where applicable)

** Like-for-like figures include the same shopping centres in the calculation from FY24

^a Corporate office electricity consumption has increased due to the occupation of another level in FY24 and increased office attendance post COVID-19

^b The FY24 figure has been restated to reflect updated measurement techniques



Data Validation



Lilydale Marketplace, VIC

CUNDALL

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4 August 2025

Our Ref: 1044784-LET-SY-001

Region Group Sustainability Data Validation FY23-24 and FY24-25

Cundall were engaged by Region Group to prepare and verify sustainability data for the portfolio GRESB FY23-24 submission, Green Star Performance certified ratings and the NABERS Energy rating for the corporate head office.

Cundall's certified accreditations include:

- Green Star Accredited Professional
- Green Star Performance Assessor
- NABERS Assessor and NABERS Independent Auditor
- Commercial Building Disclosure Accredited Professional
- Certified Energy Manager (CEM) – Energy Efficiency Council
- Certified Measurement & Verification Professional – Energy Efficiency Council
- Registered Consultant – Climate Active Carbon Neutral Standard

Cundall has a ISO9001:2015 third party certified Quality Assurance system that is applied to all of our projects including GRESB, Green Star Performance and NABERS ratings. Our QA system is currently certified by BSI (certificate number FS 603864).

During the engagement Cundall completed validation of Region Group's sustainability data for:

- GRESB reporting (FY23-24) - energy, water and waste for the retail portfolio
- Green Star Performance certification - energy and water for the retail portfolio
- NABERS Energy rating - corporate office in Sydney

Validations were completed in accordance the above accreditations and data validation requirements for accuracy, coverage and reporting including:

- Comparison of consumption data for each individual site against consumption in previous years to identify any outliers that may indicate issues with the data requiring further investigation. This included validation of the cause of the outliers via information supplied by Region Group and Knight Frank Australia.
- A comparison of new site consumption against similar existing centres and benchmarks to identify potential outliers that may indicate issues with the data requiring further investigation.

As per the above authority and accreditation, the Region Group sustainability data on pages 47 and 48 has been verified and validated by Cundall. The quality checks described above and performed by Cundall do not constitute a formal validation or assurance audit.

Yours sincerely
For and on behalf of
Cundall Johnston and Partners Pty Ltd

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Kallo Town Centre, VIC

Key Metrics Tracker

	FY23	FY24	FY25
Solar PV (completed or acquired)	6.1MW	1.2MW	5.6MW
Climate risk assessments			
– Complete during the year	7	6	6
– Cumulative	13	19	25
NABERS rating for our Corporate Office ¹	5.5 Star	5.5 Star	5.5 Star
GRESB score	Above average	In line with average	TBD
Students supported through The Smith Family	128	208	196
Community events or initiatives held	555	844	943
Workforce by gender			
– All employees	60% F 40% M	56% F 44% M	60% F 40% M
– Board of Directors	37% F 63% M	43% F 57% M	50% F 50% M
– Non-Executive Directors	50% F 50% M	50% F 50% M	57% F 43% M
Wellbeing survey participation	70%	65%	85%
Centre management time donated to an Essentially Local cause	N/A	798 Hours	777 Hours
Space donated as a value of forgone rent	N/A	\$360,000	\$286,000
Value of donated items facilitated by our shopping centres	N/A	\$42,000	\$178,000

¹ NABERS rating applicable to level 5 only as level 6 was not yet eligible to be NABERS rated



Disclaimer

This report has been prepared by Region RE Limited (ABN 47 158 809 851) as Responsible Entity of Region Management Trust (ARSN 160 612 626) (Management Trust) and responsible entity of Region Retail Trust (ARSN 160 612 788) (Retail Trust) (together, Region Group or the Group). This report should be read in conjunction with the Financial Report published in the same year. Information contained in this report is current as at the date of release. This report is provided for information purposes only and has been prepared without taking account of any particular reader's financial situation, objectives or needs. Nothing contained in this report constitutes investment, legal, tax or other advice. Accordingly, readers should, before acting on any information in this report, consider its appropriateness, having regard to their objectives, financial situation and needs, and seek the assistance of their financial or other licensed professional adviser before making any investment decision. This report does not constitute an offer, invitation, solicitation or recommendation with respect to the subscription for, purchase or sale of any security, nor does it form the basis of any contract or commitment. Except as required by law, no representation or warranty, express or implied, is made as to the fairness, accuracy or completeness of the information, opinions and conclusions, or as to the reasonableness of any assumption, contained in this report. The forward looking statements included in this report involve subjective judgment and analysis and are subject to significant uncertainties, risks and contingencies, many of which are outside the control of, and are unknown to, the Group. In particular, they speak only as of the date of these materials, they assume the success of the Group's business strategies, and they are subject to significant regulatory, business, competitive and economic uncertainties and risks. Actual future events may vary materially from forward looking statements and the assumptions on which those statements are based. Given these uncertainties, readers are cautioned not to place undue reliance on such forward looking statements. Past performance is not a reliable indicator of future performance. By reading this report and to the extent permitted by law, the reader releases each entity in the Group and its affiliates, and any of their respective directors, officers, employees, representatives or advisers from any liability (including, without limitation, in respect of direct, indirect or consequential loss or damage or loss or damage arising by negligence) arising in relation to any reader relying on anything contained in or omitted from this report. The Group, or persons associated with it, may have an interest in the securities mentioned in this report, and may earn fees as a result of transactions described in this report or transactions in securities in RGN. All values are expressed in Australian dollars unless otherwise indicated. All references to "securities" are to a stapled RGN security comprising one security in the Region Retail Trust and one security in the Region Management Trust. This document has been authorised to be given to the ASX by the Board of RGN.