

Dexus (ASX: DXS)

ASX release



20 August 2025

2025 Sustainability Data Pack

Dexus releases its 2025 Sustainability Data Pack, which includes the:

- Sustainability Performance Data Pack (also available in xls)
- Reporting Criteria, GRI and SASB Indexes

This report should be read in conjunction with Dexus's 2025 Annual Report and the 2025 Management Approach and Procedures available at www.dexus.com/sustainability.

Authorised by the Board of Dexus Funds Management Limited

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About Dexus

Dexus (ASX: DXS) is a leading Australasian fully integrated real asset group, managing a high-quality Australasian real estate and infrastructure portfolio valued at \$50.1 billion. The Dexus Platform includes the Dexus listed portfolio and the funds management business. The \$14.5 billion listed portfolio includes direct and indirect ownership of office, industrial, retail, healthcare, infrastructure, alternatives and other investments. We manage a further \$35.6 billion of investments in our funds management business which connects third party capital with exposure to quality sector specific and diversified real asset products. The funds within this business have a strong track record of delivering performance and benefit from Dexus's Platform capabilities. The Platform's \$13.3 billion real estate development pipeline provides the opportunity to grow both the listed and funds' portfolios and enhance future returns. We are deeply connected to our purpose **unlock potential, create tomorrow**, reflecting our unique ability to create value for our people, customers, investors and communities over the long term. Our sustainability approach focuses on the priority areas where we believe we can make the most impact: Customer Prosperity, Climate Action and Enhancing Communities. Dexus is supported by more than 37,000 investors from 26 countries. With more than four decades of expertise in real asset investment, funds management, asset management and development, we have a proven track record in capital and risk management and delivering returns for investors. www.dexus.com

Dexus Funds Management Limited ABN 24 060 920 783, AFSL 238163, as Responsible Entity for Dexus (ASX: DXS) (Dexus Property Trust ARSN 648 526 470 and Dexus Operations Trust ARSN 110 521 223)
Level 30, 50 Bridge Street, Sydney NSW 2000

Sustainability Data Pack 2025

Unlock potential
Create tomorrow

dexus



FY25 Sustainability Data Pack

Commitments Update Commitments Update	People & Capabilities Our Workforce Diversity and Inclusion Work Health and Safety Recruitment and Retention Human Capital Development Engagement and Flexible Work Remuneration	Customer Prosperity Customer Experience	Foundations Green Building Certifications Materials Supply Chain
Financial Performance DXS Financial Performance DXS Portfolio Snapshot DXS Capital Management		Climate Action Environment Summary Energy Water Air Emissions Renewables & Offsets GHG Emissions Progress Towards Commitments	Reporting Criteria 2025 Reporting Criteria
Portfolio Summary DXS Portfolio Dexus Industria REIT (DXI) Dexus Convenience Retail REIT (DXC)		Enhancing Communities Community Investments	Disclosure Frameworks GRI Index SASB Index

Dexus Annual Reporting Suite

<p>The FY25 Sustainability Data Pack should be read in conjunction with the FY25 Annual Report, FY25 Sustainability Management Approach and Procedures and the Dexus Climate Transition Action Plan. These documents are prepared in alignment to the International Integrated Reporting Framework principles of materiality, stakeholder responsiveness, and reliability and completeness. They are also prepared in accordance with the GRI Standards and the SASB Real Estate Standards. Nominated metrics in this pack are third party assured where indicated.</p> <p>FY25 Annual Report - Integrated report covering the key activities and Data outcomes for Dexus including our strategy, our integrated financial and non-financial Data, risk management, corporate governance, remuneration and our financial statements.</p> <p>FY25 Sustainability Management Approach and Procedures - how we respond to, manage and evaluate our material ESG matters.</p> <p>FY25 Sustainability Data Pack - comprehensive Sustainability datasets supporting our annual report, with disclosures on Data in the current year against previous periods, and disclosure of progress against targets.</p> <p>To access these documents, visit www.dexus.com/dxs.</p>

Acknowledgement of Country

<p>Dexus acknowledges the Traditional Custodians of the Lands on which we operate and recognise their ongoing connection to Land, waters and community. We pay our respects to First Nations Elders past and present, and remain committed to supporting reconciliation across our business.</p>
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Important notice

<p>While every effort is made to provide accurate and complete information, Dexus does not warrant or represent that the information in this pack is free from errors or omissions or is suitable for your intended use. The information provided in this pack may not be suitable for your specific needs and should not be relied upon by you in substitution of you obtaining independent advice. Subject to any terms implied by law and which cannot be excluded, Dexus accepts no responsibility for any loss, damage, cost or expense (whether direct or indirect) incurred by you as a result of any error, omission or misrepresentation in this presentation. All information in this pack is subject to change without notice. This pack is not an offer or an invitation to acquire Dexus securities or any other financial products in any jurisdictions, and is not a prospectus, product disclosure statements or other offering document under Australian law or any other law. It is for information purposes only.</p>
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Financial Performance

FY25 commitment	Status	FY25 progress
Barring unforeseen circumstances, for the 12 months ending 30 June 2025, Dexus expects AFFO of 44.5-45.5 cents per security and distributions of 37.0 cents per security.	●	For the 12 months to 30 June 2025, Dexus delivered in line with guidance - AFFO of 45.0 cents per security - Distribution of 37.0 cents per security
Focus areas		
Maintain a strong and diversified balance sheet.		Dexus maintained a strong balance sheet with gearing (look-through) of 31.7%, towards the lower end of our target range of 30–40%, while maintaining a conservative debt maturity profile and hedging levels.

● Achieved ○ Not achieved ● Progressed

(1). Based on current expectations relating to asset sales, performance fees and trading profits, APAC litigation assumptions, and subject to no material deterioration in conditions.

People & Capabilities

FY25 commitment	Status	FY25 progress
Continued commitment to gender equity and our gender diversity targets including the achievement of gender balance (40:40:20) in senior management and executive roles by FY25.	○	Increased female representation across senior management and executive roles to 37.8% at 30 June 2025. We remain committed to our target and have extended the 40:40:20 target to FY27 to ensure we achieve meaningful long-term change.
Focus areas		
Enhance our approach to employee wellbeing and psychosocial risk.		Launched a new wellbeing and psychosocial risk framework, including a refreshed employee support model. Refreshed key people policies, enhanced psychosocial risk reporting and upskilled the Board and Executive Committee.
Refine our approach to inclusion and diversity.		Enhanced our parental leave policy, talent and performance management and mobility strategies following CEO gender roundtable sessions and an employee survey. Uplifted tracking and monitoring of progress against internal metrics across the employee lifecycle.

● Achieved ○ Not achieved ● Progressed

Customer Prosperity

FY25 commitment	Status	FY25 progress
Maintain a Customer Net Promoter Score for the platform office, industrial and health portfolios at or above +40.	●	Achieved a Customer NPS of +41, above the target of +40 for the Platform office, industrial and healthcare portfolios.
Deliver on our FY21 target to achieve an average 5 star NABERS Indoor Environment rating across the platform office portfolio by FY25 through initiatives that enhance occupant health and wellbeing.	●	Achieved a 5.6 Star portfolio average NABERS Indoor Environment rating measured across 92% of the Platform office portfolio.
Focus areas		
Greenkey® customer program expanded to more parts of the platform.		Focused on the implementation of GreenKey® at Waterfront Brisbane, with GreenKey® included in fitout manuals, and expanded leasing documentation to enable engagement with all new customers.

● Achieved ○ Not achieved ● Progressed

FY26 commitment

Barring unforeseen circumstances for the 12 months ending 30 June 2026⁽¹⁾, Dexus expects AFFO of 44.5-45.5 cents per security and distributions of 37.0 cents per security.

Focus areas

Maintain a strong and diversified balance sheet.

FY26 commitment

Continued commitment to gender equity and to our gender diversity targets, including progressing the commitment to achieve gender balance (40:40:20) in senior management and executive roles by FY27.

Focus areas

Enhance leadership capability.

Refresh and embed our Inclusion and Diversity strategy.

FY26 commitment

Maintain a Customer NPS at or above +50 for office and achieve year-on-year improvements for industrial, healthcare and retail from a FY25 baseline.






Maintain a 5 Star portfolio average NABERS Indoor Environment rating for the Platform office portfolio.

Progress four sustainability-linked customer programs by FY27, including a waste program and access to renewable energy program in FY26.

Focus areas

Deliver expanded Forever Fitout and GreenKey® programs by FY27.

Climate Action



FY25 commitment	Status	FY25 progress
Establish the next iteration of our Climate Transition Action Plan to support our 1.5- degree decarbonisation journey across our value chain.		Published the Dexus CTAP including new Climate Action aspirations in June 2025.
Deliver on our FY21 commitment to reduce energy intensity by 10% across the platform managed office portfolio by FY25 against a 2019 baseline.		Office energy intensity improved by 10.7% against the 2019 baseline.
Deliver on our FY21 commitment to reduce water intensity by 10% across the platform managed office portfolio by FY25 against a 2019 baseline.		Office water intensity improved by 24.4% against the 2019 baseline.
Continue to maintain net zero on Scope 1 and 2 (and some Scope 3) emissions for our platform managed portfolio.		Maintained net zero emissions across our Scope 1, 2 and Scope 3 emissions. We will continue to prioritise reducing emissions and our reliance on offsets, in support of our 2040 absolute zero aspiration.
Continue to procure 100% of electricity from renewable sources across the platform's managed portfolio in line with our RE100 signatory commitments.		Sourced 100% of common area electricity from renewables in FY25 to meet our RE100 commitment since 2022.




 Achieved  Not achieved  Progressed

(1). In line with Climate Active Carbon Neutral Standard for Organisations, net emissions for the year ended 30 June 2025 include offsets purchased, retired (majority) and allocated for retirement during the year and up to the date of this report.

FY26 commitment
Progress asset decarbonisation strategies for assets.
Maintain net zero on Scope 1 and 2 for the Platform-managed portfolio year-on year.
Continue to procure 100% of electricity from renewable sources across the Platform's managed portfolio in line with our RE100 signatory commitments.
Enhance integration of climate risk assessment and impact quantification into Dexus business processes.
Enhance understanding of climate physical risks and adaptation actions by conducting site climate risk assessments across 15 assets.



Enhancing Communities

Focus areas	Status	FY25 progress
Finalisation of Social Value theme, community partnership framework and aligned community partner(s).		Defined our social value theme: Creating local connections for healthy hearts and minds. Developed a community partnership framework and formed three-year national partnerships with Black Dog Institute and headspace.
Development of group-wide social value goal and measurement framework.		Developed a group-wide social value aspiration, to create half a million cumulative local connections for healthy hearts and minds by 2030. A measurement framework has been developed, to be tested and refined in FY26.

 Achieved  Not achieved  Progressed

FY26 Commitments
Deliver two national community partner campaigns that create over 10,000 local connections for healthy hearts and minds
Develop an inaugural innovation partnership aligned to our social value theme.

Foundations

FY25 commitment	Status	FY25 progress
Deliver on our FY21 commitment to achieve a 4 star NABERS Waste average rating across the platform office portfolio by FY25.		Achieved a 4.2 Star NABERS Waste average rating across the Platform office portfolio as at 30 June 2025.
Continue to implement ESG risk screening and assessment programs using EcoVadis, targeting risk assessments for over 100 key suppliers.		Completed 108 key supplier risk assessments in FY25, with a further 18 assessments in progress.

 Achieved  Not achieved  Progressed

FY26 commitment
Implement ASRS reporting framework requirements for Dexus and deliver compliant disclosures for FY26. In addition, position the Platform's applicable funds captured by ASRS requirements to deliver compliant reports in the following years.
All material and key suppliers to complete a Carbon Risk Assessment by FY27.

Financial highlights

Key metrics	FY21	FY22	FY23	FY24	FY25
Net profit after tax (\$m)	1,138.4	1,615.9	-752.7	-1,583.8	136.1
Adjusted Funds From Operations (\$m)	561.7	572.2	555.0	516.3	483.9
Adjusted Funds From Operations (cents per security)	51.8	53.2	51.6	48.0	45.0
Adjusted Funds From Operations per security growth (%)	3.0	2.7	-3.0	-7.0	-6.3
Funds From Operations (\$m)	717.0	757.6	738.5	703.4	677.2
Funds From Operations (cents per security)	66.1	70.4	68.7	65.4	63.0
Distribution (cents per security)	51.8	53.2	51.6	48.0	37.0 ⁽⁴⁾
Return on Contributed Equity (%)	8.3	9.7	8.0	4.0	7.0
NTA per security (\$)	11.42	12.28	10.88	8.97	8.81
Gearing (look-through) ⁽¹⁾ (%)	26.7	26.9	27.9 ⁽²⁾	32.0 ⁽³⁾	31.7
Average maturity of debt (years)	6.2	5.5	5.1	4.8	4.3
Total security holder return (%)	22.0	-12.3	-6.3	-11.2	8.4

(1). Adjusted for cash and debt in equity accounted investments and excludes Dexus's share of co-investments in pooled funds.

(2). Pro forma gearing including proceeds and payments for transactions post 30 June 2023 that settled before 16 August 2023. Look-through gearing was 30.3% at 30 June 2023.

(3). Pro forma gearing includes committed transactions post 30 June 2024. Look-through gearing as at 30 June 2024 was 32.6%.

(4). Distribution policy to pay out in line with AFFO was updated to 80–100% of AFFO from FY25, announced at the FY24 result.

Dexus total return data (%)

	1 year	3 years* % p.a.	5 years* % p.a.	10 years* % p.a.
Dexus	8.40%	-3.40%	-0.70%	4.40%
S&P/ASX 200 Property Accumulation Index	14.00%	15.40%	12.40%	8.30%

* Annual compound returns.

Dexus portfolio snapshot

Key metrics		FY21	FY22	FY23	FY24	FY25
Portfolio value (\$A)	Dexus portfolio	\$17.5b	\$18.4b	\$17.4b	\$14.8b	\$14.5b
	Office	\$14.0b	\$13.3b	\$12.3b	\$9.8b	\$9.7b
	Industrial	\$3.0b	\$4.3b	\$4.1b	\$3.6b	\$3.6b
	Healthcare	\$0.5b	\$0.6b	\$0.4b	\$0.4b	\$0.4b
	Retail	-	\$0.1b	\$0.2b	\$0.4b	\$0.4b
	Other ⁽¹⁾	-	\$0.1b	\$0.4b	\$0.6b	\$0.4b
Net lettable area (sqm)	Dexus portfolio	3,390,818	3,912,940	4,439,694	4,061,892	4,098,816
	Office	1,475,836	1,368,977	1,584,645	1,350,493	1,294,486
	Industrial	1,842,023	2,543,963	2,855,049	2,711,399	2,804,330
	Healthcare	72,959	-	-	-	-
Funds From Operations ⁽²⁾	Office	\$658.3m	\$655.6m	\$597.6m	\$554.2m	\$548.0m
	Industrial	\$122.2m	\$152.4m	\$163.5m	\$140.7m	\$127.7m
	Co-investments in pooled funds ⁽⁶⁾	\$8.1m	\$29.1m	\$35.9m	\$70.3m	\$68.5m
Like-for-like income growth	Office	2.3% ⁽⁷⁾	2.7% ⁽³⁾	5.6% ⁽³⁾	0.5% ⁽³⁾	2.0% ⁽⁷⁾
	Industrial	3.7% ⁽⁴⁾	3.1% ⁽⁵⁾	2.4% ⁽⁴⁾	3.9% ⁽⁴⁾	(1.0)% ⁽⁷⁾
Occupancy (by income)	Office	95.2%	95.6%	95.9%	94.8%	92.3%
	Industrial	97.7%	98.1%	99.4%	96.8%	96.2%
Occupancy (by area)	Office	94.6%	95.2%	95.3%	94.7%	91.7%
	Industrial	98.7%	99.0%	99.7%	97.3%	97.4%
Lease duration (by income)	Office	4.6 years	4.7 years	4.8 years	4.7 years	4.2 years
	Industrial	4.4 years	4.7 years	4.8 years	4.3 years	4.5 years
Weighted average capitalisation rate	Dexus portfolio	4.91%	4.64%	5.11%	5.90%	6.03%
	Office	4.91%	4.75%	5.21%	6.05%	6.18%
	Industrial	4.92%	4.29%	4.76%	5.45%	5.56%
1-year total return	Office	5.70%	7.10%	-5.20%	-11.20%	2.00%
	Industrial	23.50%	18.90%	5.20%	1.00%	8.00%

(1). Includes investments in Infrastructure, alternatives, trading and real estate securities investments.

(2). On 1 July 2014, the group adopted the Property Council of Australia definition of FFO. The Directors consider FFO to be a measure that reflects the underlying Data of the group. FFO comprises net profit/loss after tax attributable to stapled security holders, calculated in accordance with Australian Accounting Standards and adjusted for: property revaluations, impairments and reversal of impairments, derivative and foreign exchange mark-to-market impacts, fair value movements of interest bearing liabilities, amortisation of tenant incentives, gain/loss on sale of certain assets, straight line rent adjustments, non-FFO tax expenses, certain transaction costs, one-off significant items, amortisation of intangible assets, movements in right-of-use assets and lease liabilities, rental guarantees and coupon income.

(3). Excludes rent relief and provision for expected credit losses. Including these impacts effective LFL growth was FY22: +4.4%, FY23 +8.3% and FY24 -0.9%, and face LFL growth was FY22: +3.0%, FY23 +8.9% and FY24 +1.0%

(4). Excludes rent relief and provision for expected credit losses. Including these impacts, effective LFL growth was FY21 +4.5%, FY23 +4.0% and FY24 +3.5%, and face LFL growth was FY21 +2.2%, FY23 +4.3% and FY24 +3.9%.

(5). Excludes business parks, rent relief and provision for expected credit losses. Including business parks, effective LFL was 2.1% and face LFL was +4.0%. Including business parks, rent relief and provision for expected credit losses, effective LFL was +2.4% and face LFL was +4.1%.

(6). Includes distribution income from Dexus's co-investment stakes in pooled funds and excludes joint venture and partnership income which is proportionately consolidated in Note 1 Operating Segments within Dexus's Financial Statements.

(7). Includes provision for expected credit losses.

Capital management

Key metrics	FY21	FY22	FY23	FY24	FY25
Cost of debt ⁽¹⁾	3.2%	2.7%	3.7%	4.1%	4.2%
Average maturity of debt	6.2 years	5.5 years	5.1 years	4.8 years	4.3 years
Hedged debt (including caps) ⁽²⁾	81%	65%	86%	92%	86%
Gearing (look-through) ⁽³⁾	26.7%	26.9%	27.9% ⁽⁴⁾	32.0% ⁽⁵⁾	31.7%
Headroom ⁽⁶⁾	\$1.1b	\$1.9b	\$2.5b	\$2.5b	\$3.0b
S&P/Moody's credit rating	A-/A3	A-/A3	A-/A3	A-/A3	A-/A3

(1). Weighted average for the year, inclusive of fees and margins on a drawn basis.

(2). Average for the year.

(3). Adjusted for cash and debt in equity accounted investments, excluding Dexus's share of co-investments in pooled funds.

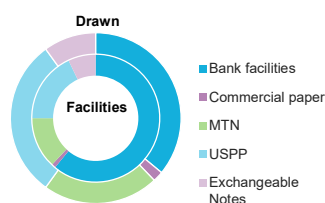
(4). Pro forma including proceeds and payments for transactions post 30 June 2023 that settled before 16 August 2023. Look-through gearing was 30.3% at 30 June 2023.

(5). Pro forma gearing includes committed transactions post 30 June 2024. Look-through gearing was 32.6% as at 30 June 2024.

(6). Undrawn facilities plus cash.

Diversified mix of debt

Type of Debt	Facilities	Drawn
Bank facilities	61%	36%
Commercial paper	1%	2%
MTN	13%	22%
USPP	18%	30%
Exchangeable Notes	7%	10%



Drawn basis

36% Bank debt drawn

64% Debt capital markets

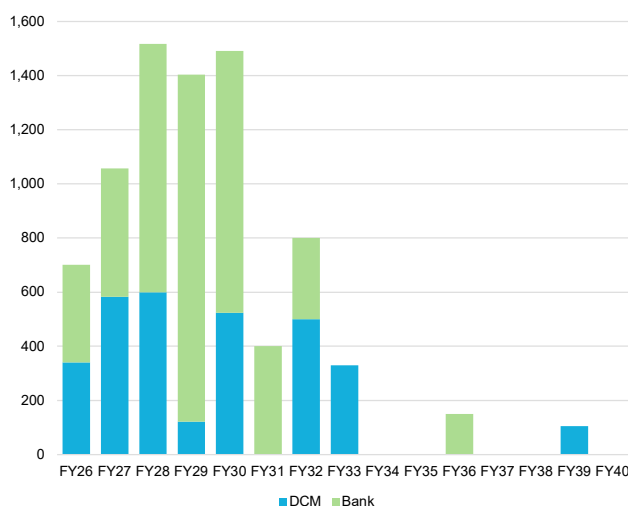
Facility basis

61% Bank debt facilities

39% Debt capital markets

Debt maturity profile

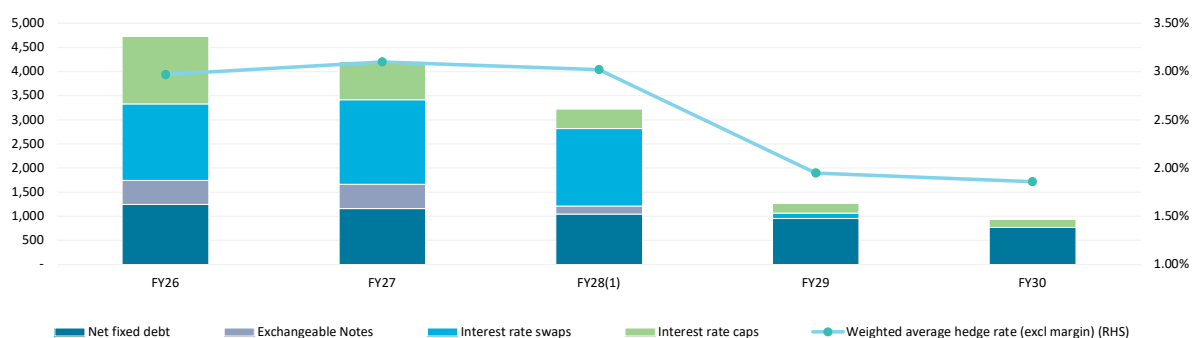
\$m	DCM	Bank
FY26	340	361
FY27	583	475
FY28	600	917
FY29	121	1,283
FY30	524	968
FY31	-	400
FY32	500	300
FY33	329	-
FY34	-	-
FY35	-	-
FY36	-	150
FY37	-	-
FY38	-	-
FY39	105	-
FY40	-	-



Hedged profile

	Net fixed debt	Exchangeable Notes	Interest rate swaps	Interest rate caps	Weighted average hedge rate (excl margin)
FY26	1,247	500	1,584	1,400	2.97%
FY27	1,163	500	1,749	800	3.10%
FY28 ⁽¹⁾	1,046	167	1,611	400	3.02%
FY29	955	-	114	200	1.95%
FY30	772	-	-	158	1.86%

(1). Excluding an option that could result in additional hedging of \$200m in FY28.



Debt facilities⁽¹⁾

		Facility limit (A\$m)	Drawn (A\$m)	Maturity (dates)	Currency
Bilateral bank debt		100	-	FY26	A\$
		475	270	FY27	A\$
		900	162	FY28	A\$
		1,200	278	FY29	A\$
		925	238	FY30	A\$
		400	200	FY31	A\$
		300	75	FY32	A\$
		150	150	FY36	A\$
Commercial paper ⁽²⁾		100	79	FY27	A\$
Medium term notes		185	185	FY26	A\$
		130	130	FY27	A\$
		200	200	FY30	A\$
		500	500	FY32	A\$
		30	30	FY39	A\$
US senior notes (USPP) ⁽³⁾	Series 1	276	276	Jul-25 - Jul-28	US\$
	Series 2	124	124	Feb-27	US\$
	Series 3	229	229	Dec-26	US\$
	Series 4 (A\$)	100	100	Jun-28	A\$
	Series 5	503	503	Nov-29 - Nov-32	US\$
	Series 5 (A\$)	150	150	Nov-29 - Nov-32	A\$
	Series 6 (A\$)	75	75	Oct-38	A\$
Exchangeable notes		500	500	01-Nov-27	A\$
Subtotal		7,552	4,454		
Currency translation and fair value adjustments		305	305		
Deferred borrowing costs and debt modifications		-17	-17		
Exchangeable Notes adjustments		-22	-22		
Total interest-bearing liabilities		7,818	4,720		
Bank guarantees facilities (including utilised)			-175		
Cash			65		
Headroom including cash			2,988		

(1). Does not include debt facilities in equity accounted investments or Dexu's share of co-investments in pooled funds.

(2). Based on maturity date of commercial paper standby facility.

(3). USPP US\$ amount shown at the cross-currency swap contract rate.

People & Capabilities

Workforce statistics

By employment type (FTEs)	Gender	FY21	FY22	FY23	FY24	FY25
Permanent full-time	Female	240	269	495	464	435
	Male	225	286	447	402	366
	All	465	555	942	866	801
Fixed term full-time	Female	15	18	28	18	15
	Male	13	14	14	6.0	13
	All	28	32	42	24.0	28
Permanent part-time	Female	26	29	50	49	45
	Male	0.9	0.9	2.3	3.2	1.2
	All	27	30	52	53	47
Fixed term part-time	Female	2.8	1.4	4.5	3.4	2.7
	Male	0	0	1.2	0.0	0.6
	All	2.8	1.4	5.7	3.4	3.3
Contractor	Female	—	—	—	—	0
	Male	—	—	—	—	0
	All	0	0	0	0	0
Casual	Female	0	0	0	0	0
	Male	0	0.8	0	0	0
	All	0	0.8	0	0	0
Total workforce	Female	284	318	578	535	498
	Male	239	302	465	411	381
	All	523	619	1042	946	879
Contingent workers ⁽¹⁾	All	53	96	105	142	119

Workforce by Location (%)	Gender	FY21	FY22	FY23	FY24	FY25
Australia						
NSW	Female	45	40	43	45	46
	Male	38	37	35	34	34
	All	83	77	79	78	80
QLD	Female	3.0	4.0	3.7	4.5	4.3
	Male	3.0	3.0	2.6	2.6	2.8
	All	6.0	7.0	6.3	7.2	7.1
VIC	Female	5.0	7.0	4.4	3.8	3.5
	Male	5.0	7.0	4.7	4.8	4.3
	All	10	14	9.1	8.6	7.8
WA	Female	1.0	1.0	1.4	1.2	1.5
	Male	1.0	1.0	0.8	0.7	0.5
	All	2.0	2.0	2.2	2.0	2.0
SA	Female	—	—	—	0.0	0.0
	Male	—	—	—	0.1	0.0
	All	—	—	—	0.1	0.0
New Zealand						
Auckland	Female	—	—	2.3	2.1	1.9
	Male	—	—	1.2	1.4	1.1
	All	—	—	3.5	3.5	3.0
Wellington	Female	—	—	0.3	0.1	0.0
	Male	—	—	0.1	0.2	0.1
	All	—	—	0.4	0.3	0.1
Other						
Singapore	Female	—	—	—	0.00	0.0
	Male	—	—	—	0.09	0.1
	All	—	—	—	0.09	0.1

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

Diversity and inclusion

Gender diversity (number of people)

Gender diversity in the workforce (number)	Gender	FY21	FY22	FY23	FY24	FY25
All employees (FTE)	Female	284	318	578	535	498
	Male	239	302	467	411	381
	All	523	619	1044	946	879
All employees (Headcount)	Female	307	338	607	554	515
	Male	252	309	472	418	385
	All	559	647	1079	972	900
Gender diversity in management (number)	Gender	FY21	FY22	FY23	FY24	FY25
Employees in senior management (Headcount)	Female	52	59	75	43	42
	Male	98	105	121	71	59
	All	150	164	196	114	101
Employees in executive team (Headcount)	Female	3	3	16	11	12
	Male	7	6	43	33	30
	All	10	9	59	44	42
Employees at all management levels (Headcount)	Female	160	189	162	160	159
	Male	178	227	229	216	192
	All	338	416	391	376	351

Gender diversity (%)

Dexus workforce by gender (%)	Gender	FY21	FY22	FY23	FY24	FY25
All employees (FTE) ⁽¹⁾	Female	54	51	55	57	57
	Male	46	49	45	43	43
All employees (Headcount)	Female	55	52	56	57	57
	Male	45	48	44	43	43
Gender diversity in management (%)	Gender	FY21	FY22	FY23	FY24	FY25
Employees in senior management (Headcount) ⁽¹⁾	Female	35	36	38	38	42
	Male	65	64	62	62	58
Employees in executive team (Headcount)	Female	30	33	27	25	29
	Male	70	67	73	75	71
Employees across all management (Headcount)	Female	47	45	41	43	45
	Male	53	55	59	57	55
Board gender diversity (%) ⁽¹⁾	Gender	FY21	FY22	FY23	FY24	FY25
Percentage of Non-Executive Directors	Female	43	43	71	57	57
	Male	57	57	29	43	43

(1). FY25 data has been independently assured.

Commentary and methodology

All people data is taken from each year's headcount report as at 30 June of the reporting year, produced by Dexus People and Culture. 'Senior management' includes executive management and senior management positions within the Dexus workforce. Executive management and senior management positions include Dexus employees whose role is mapped to one of the following four occupational categories: 'CEO/head of business', 'KMP (key management personnel)', 'other executives/general managers', and 'senior managers', as outlined within worker classification guidance Standardised occupational categories of managers: February 2018 published by the Australian Government's Workplace Gender Equality Agency (WGEA). 'Non-Executive Directors' are independent directors of DXFM and does not include the CEO who is counted in the senior management team for the purposes of workforce reporting.

Cultural diversity

Main cultural / ethnic identity	Gender	FY21	FY22	FY23	FY24	FY25
% of survey respondents						
Australian	All	60.5	56.9	43.7	47.9	54.4
British	All	4.1	6.7	7.0	4.6	4.1
Chinese Asian	All	3.1	5.4	7.2	6.6	5.4
Multi-ethnic	All	3.1	4.0	5.3	4.2	2.6
Mainland South East Asia	All	3.8	3.3	3.6	3.9	3.3
New Zealander	All	2.3	2.3	4.7	3.9	3.6
Southern Asian	All	2.3	1.9	2.6	1.7	3.3
Western European	All	2.0	1.7	1.6	1.1	1.4
Eastern European	All	1.0	1.7	1.6	0.9	1.3
Southern European	All	1.3	1.5	1.6	1.5	2.2
Maritime South East Asian	All	0.8	1.5	3.2	1.9	2.3
Southern and East African	All	1.0	1.1	1.2	0.5	0.0
Other	All	1.8	0.8	1.4	1.9	2.2
Irish	All	2.0	0.8	1.4	0.9	1.0
North African and Middle Eastern	All	0.3	0.8	0.3	0.5	0.0
Arab	All	0.8	0.6	1.4	1.3	1.2
Northern European	All	0.5	0.6	0.4	0.2	0.0
Other North East Asian	All	0.3	0.6	1.1	1.1	0.8
Southern Eastern European	All	0.3	0.6	1.2	0.8	0.9
South American	All	0.0	0.2	0.5	0.5	0.8
North American	All	0.8	0.2	0.5	0.5	0.0
Jewish	All	0.3	–	0.3	0.0	0.0
Polynesian	All	–	–	–	0.2	0.0
Aboriginal/Torres Strait Islander	All	–	–	–	0.6	0.0
Melanesian & Papuan	All	–	–	–	0.1	0.0
Maori	All	–	–	–	0.2	0.0
Central Asian	All	–	–	–	0.1	0.0
Prefer Not to Say	All	–	–	–	12.5	9.5

Commentary

Data is sourced from Dexu's May 2025 internal employee Census survey, which asked employees "How would you describe your own MAIN identity in cultural/ethnic terms?" Of the 894 employees invited to respond to the survey, 783 (88%) employees provided a response to this question (including employees who selected "Prefer not to say").

Country of origin

Country / region of birth	Gender	FY21	FY22	FY23	FY24	FY25
% of survey respondents						
Australia	All	69.2	68.2	60.1	60.3	62.2
Other country not listed	All	3.6	4.4	4.4	2.5	3.2
Chinese Asia (includes Mongolia)	All	2.3	3.3	6.2	5.2	4.5
New Zealand	All	3.1	2.5	4.9	4.0	4.1
Southern and East Africa	All	1.0	2.5	2.6	1.5	1.4
Southern Asia	All	2.8	2.1	3.0	2.1	4.3
Maritime South-East Asia	All	1.8	1.3	2.9	2.0	1.8
Mainland South-East Asia	All	1.8	1.3	1.8	2.0	2.3
Ireland	All	0.5	0.8	0.8	0.7	1.0
Western Europe	All	1.3	0.8	0.9	0.8	1.5
Eastern Europe	All	0.8	0.4	0.5	0.5	0.6
South America	All	0.5	0.4	0.7	0.6	0.6
Japan and the Koreans	All	0.3	0.4	0.5	0.5	0.0
United Kingdom, Channel Islands and Isle of Man	All	4.6	0.4	3.7	4.1	3.8
Middle East	All	–	0.2	0.1	0.8	0.0
South Eastern Europe	All	–	0.2	0.4	1.5	0.0
Northern America	All	0.8	0.2	0.8	0.8	0.0
Northern Europe	All	0.5	–	0.3	0.1	0.0
North Africa	All	0.3	–	0.1	0.0	0.0
Melanesia	All	–	–	0.1	0.1	0.0
Prefer not to say	All	–	–	–	10.1	8.6

Commentary

Data is sourced from Dexu's May 2025 internal employee Census survey, which asked employees "How would you describe your own MAIN identity in cultural/ethnic terms?" Of the 894 employees invited to respond to the survey, 783 (88%) employees provided a response to this question (including employees who selected "Prefer not to say").

Age diversity

Employee age range (% by headcount)	Gender	FY21	FY22	FY23	FY24	FY25
Employees under 30 years old	Female	13	12	10	11	10
	Male	9.0	10.0	6.9	6.2	6.9
	All	22	23	17	17	17
Employees 30 to 50 years old	Female	36	34	37	38	40
	Male	28	29	28	28	28
	All	64	63	65	66	69
Employees over 50 years old	Female	6.0	6.0	8.2	8.2	6.6
	Male	8.0	9.0	9.4	9.1	7.8
	All	14	15	18	17	14

Leave and absenteeism

Metric	Gender	FY21	FY22	FY23	FY24	FY25
Leave days taken (days)						
Annual leave	All	7,611	8,147	9,990	15,273	15,677
Long service leave	All	113	66	268	310	344
Parental leave unpaid	All	2,425	2,790	2,351	2,368	3,108
Parental leave paid	All	1,862	1,957	3,061	7,600	7,064
Sick and carer's leave	All	1,256	1,938	1,931	3,499	4,017
'Dexus days'	All	2,172	1,827	1,737	2,550	3,387
Leave without pay	All	92	380	519	1,108	987
Other leave	All	301	379	188	386	706
Absenteeism						
Absentee Rate (sick days lost per FTE) ⁽¹⁾	All	2.4	3.1	1.9	3.7	4.6

(1). FY25 data has been independently assured.

Commentary and methodology

Leave data is gathered for each reporting period from payroll system records. The data is consolidated into the categories displayed in the report as follows:

- Long service leave: Long service leave only
- Parental leave unpaid: Parental leave unpaid only
- Parental leave paid: Primary and non-primary paid parental leave
- Sick and carer's leave: Sick leave, carer's leave only
- Dexus Days: additional annual leave
- Leave without pay: Leave without pay only
- Other leave: Study leave, volunteer leave, jury duty, special bereavement or compassionate leave, and purchased leave

Definitions

Absentee Rate (AR) – the number of personal leave days per full time equivalent workers employed is calculated as follows: $\text{Absentee Rate} = (\text{Total number of Personal Leave days taken}) / (\text{Closing FTE})$.

Work health and safety

Metric	Gender	FY21	FY22	FY23	FY24	FY25
Dexus employee WHS incidents						
Recorded injuries	All	10	21	8	19	15
Lost-time injuries/diseases	All	2	0	0	3	0
Cases of work-related ill health	All	1	0	0	0	1
Fatalities ⁽¹⁾	All	0	0	0	0	0
Lost Time Injury Incidence Rate (LTIIR)	All	0.4	0.0	0.0	0.3	0.0
Lost Time Injury Frequency Rate (LTIFR) ⁽¹⁾	All	2.1	0.0	0.0	1.6	0.0
Lost day rate (days lost per million hours worked)	All	68	0	0	65	0
Site-based contractor WHS incidents						
Recorded injuries	All	20	35	62	55	52
Lost time injuries	All	0	6	3	1	8
Fatalities ⁽¹⁾	All	0	0	0	0	0
LTIFR ⁽¹⁾	All	0.0	2.3	1.0	0.3	2.6
Recorded hours worked	All	2,382,271	2,657,742	2,889,757	3,329,740	3,080,717
Employee relations matters						
Confirmed fraud, bribery and corruption matters	All	0	0	0	0	0
Confirmed discrimination matters	All	0	0	1	0	0
Confirmed privacy breaches	All	0	1	4	0	0
Reported other Whistleblower matters ⁽²⁾	All	0	0	3	2	2
Reported other Employee Code of Conduct breaches ⁽²⁾	All	6	7	5	12	7

(1). FY25 data has been independently assured.

(2). Employees and other stakeholders are encouraged to raise their concerns of possible breaches of law or procedure, irregularity, compliance issue, ethical issue or anything else of concern and our Whistleblower program offers protection, confidentiality, and assistance. Reported matters are investigated in a thorough, fair and independent manner in accordance with Dexus policies aligned with best practice.

Commentary and methodology

Work health and safety (WHS) incidents account for all recorded incidents pertaining to Dexus employees and includes corporate contractors. The system of rules applied in recording and reporting accident statistics include Australian Standard 1885.1 1990, Workplace injury and disease recording standard as well as definitions within GRI 403: Occupational Health and Safety 2018, from the Global Reporting Initiative (GRI) Standards.

Definitions for Work Health and Safety Metrics

Term	Description
Fatalities	Fatalities that occur as a result of an injury or disease occurrence.
Lost day rate (LDR)	The number of days lost to injuries/diseases for each one million hours worked is calculated as follows: $\text{LDR} = \frac{\text{Days lost due to injuries/diseases}}{\text{number of hours worked}} \times 1,000,000$
Lost Time Injury Frequency Rate (LTIFR)	The number of occurrences of injury or disease for each one million hours worked is calculated as follows: $\text{LTIFR} = \frac{\text{number of lost time injuries/diseases}}{\text{number of hours worked}} \times 1,000,000$
Lost Time Injury Incidence Rate (LTIIR)	The number of occurrences of injury/disease for each one hundred full time equivalent employees is calculated as follows: $\text{LTIIR} = \frac{\text{number of lost time injuries/diseases}}{\text{number of full-time equivalent employees}} \times 100$
Lost-time injuries/diseases	A work-related injury or disease (including a permanent disability or a fatality) that results in one or more days absent from work (not including the day of injury) and is supported by a workers compensation medical certificate.
No lost-time injuries/diseases	Those occurrences which were not lost-time injuries/diseases and for which first aid and/or medical treatment was administered.
Number of Dexus employee hours worked in the period	Refers to the total scheduled number of hours worked by all Dexus employees as recorded at 30 June of each year. Dexus offers employees flexible work arrangements and staff are employed under individual contracts that stipulate 38 hours per week for each full-time employee. As Dexus does not track employee working hours and staff do not engage in overtime or shift work, Dexus has defined the 'number of hours worked' as 1,824 hours per annum (equal to 240 days x 7.6 hours) per full-time employee.
Number of full-time equivalent employees (FTEs)	Is defined as the number of workers who were employed by Dexus as recorded at 30 June of the reporting year. FTE data for the purpose of these statistics represents the active Dexus workforce, and is based on the metric 'Total FTE' as defined by the Australian Public Service Commission, as the number of full-time equivalent employees directly employed by the organisation at a point in time where part-time employees are converted to full-time equivalent based on the hours they work as a proportion of the hours for a full-time employee.
Number of workers	Is defined as the number of workers who were employed by Dexus as recorded at 30 June of the reporting year. Headcount data for the purpose of these statistics represents the active Dexus workforce and is based on the metric 'Total Headcount (ongoing)' as defined by the Australian Public Service Commission, as the number of ongoing employees directly employed by Dexus at the point in time described above.
Recorded injuries	Recorded incidents that resulted in lost time and/or for which first aid or medical treatment was administered. Prior to FY20, lost time injuries were not included in this number.
Site-based contractor	An individual employed by an organisation other than Dexus, who performs work as directed by their employer at an operational asset controlled by Dexus. In these situations, Dexus generally has a contract with the third-party organisation to provide a service (e.g. cleaning, security), and the third party organisation can select different individuals to provide the service without varying its contract with Dexus. Using terminology within the reporting standard GRI 403: Occupational Health and Safety 2018, site-based contractors are characterised by Dexus having control of the workplace, but not having control over the individual's work.

Recruitment

Metric	Gender	FY21	FY22	FY23	FY24	FY25
New hires						
Total number of new hires	Female	164	208	376	118	98
	Male	130	169	255	68	67
	All	294	377	631	186	165
Collective bargaining arrangements						
Percentage of total employees eligible for collective bargaining agreements	All	100	100	100	100	100
Number of employees employed under collective bargaining agreements ⁽¹⁾	All	–	–	–	–	–
Percentage of total employees covered by collective bargaining agreements ⁽¹⁾	All	–	–	–	–	–

(1). Dexus does not have any collective agreements as all employees are employed under individual contracts which comply with the National Employment Standards (NES). All employees are covered by an Award or NES. These awards or standards clearly indicate that all employees are free to associate. Dexus places its employees on an individual agreement, which cannot under legislation, remove any rights an employee has under an award for NES.

Retention

Voluntary turnover rate (%)	Gender	FY21	FY22	FY23	FY24	FY25
Executive management	Female	0	0	0	0	9
	Male	0	7	7	3	9
Senior management	Female	13	13	5	14	18
	Male	5	14	12	7	8
Middle management	Female	13	20	13	11	7
	Male	8	7	14	13	7
Professional/technical	Female	11	24	11	14	16
	Male	14	22	15	25	14
Administration/operations	Female	15	25	25	36	17
	Male	-	13	16	14	14
Total voluntary turnover by gender	Female	12	22	18	16	15
	Male	8	16	19	15	11
Total voluntary turnover	All	10	19	18	16	13
All turnover (%)	Gender	FY21	FY22	FY23	FY24	FY25
All turnover	Female	19	28	25	29	26
	Male	18	20	26	27	25
	All	18	24	25	28	26
Key talent retention rate (%)	Gender	FY21	FY22	FY23	FY24	FY25
Key talent retention	All	100	100	94	90	94

Parental Leave

Parental leave retention rates	Gender	FY21	FY22	FY23	FY24	FY25
Employees entitled to take parental leave	Female	241	307	563	551	515
	Male	197	287	450	411	385
	All	438	594	1,013	962	900
Employees that took parental leave in reporting year ⁽¹⁾	Female	41	39	58	48	57
	Male	23	23	32	47	32
	All	64	62	90	95	89
Returned to work in reporting year after parental leave ⁽¹⁾	Female	38	35	57	39	22
	Male	23	23	31	43	27
	All	61	58	88	82	49

Parental leave retention rates	Gender	FY21	FY22	FY23	FY24	FY25
Return to work rate (%)	Female	93	90	98	95	92
	Male	100	100	97	95	100
Returned to work after parental leave and remained at Dexus after 12 months (%)	Female	6	16	54	81	87
	Male	14	16	29	64	63

Commentary and methodology

The turnover calculation is a count of voluntary departures divided by the count of employees as at 30 June of the reporting year. All relevant headcount data is taken from the headcount reports produced by Dexus People and Culture at 30 June each year. The employee count reflects the total number of people employed by Dexus and accounts for circumstances such as flexible work arrangements and inactive employees on parental leave that are counted in full as departures.

Training and development

Metric	Gender	FY21	FY22	FY23	FY24	FY25
Training hours by work category						
Executive management	Female	222	145	454	486	467
	Male	583	249	1,042	1,034	1,799
Senior management	Female	1,410	943	684	853	919
	Male	2,649	1,142	794	1,019	1,189
Middle management	Female	727	580	586	2,071	1,832
	Male	487	1,252	1,091	1,471	1,767
Professional/technical	Female	3,097	1,461	2,291	2,747	5,497
	Male	1,964	1,630	1,861	1,578	3,127
Administration/operations	Female	1,101	827	655	623	969
	Male	405	246	273	243	241
Total	Female	6,557	3,956	5,060	6,781	9,684
	Male	6,088	4,519	4,670	5,345	8,122
	Total	12,645	8,475	9,730	12,125	17,806

Metric	Gender	FY21	FY22	FY23	FY24	FY25
Average training hours by work category						
Executive management	Female	56	48	28	44	33
	Male	42	17	24	30	53
Senior management	Female	29	17	12	21	18
	Male	32	13	10	14	16
Middle management	Female	24	13	7	20	16
	Male	19	27	10	13	15
Professional/technical	Female	20	9	7	9	16
	Male	19	13	9	9	15
Administration/operations	Female	16	10	7	8	10
	Male	14	8	9	10	11
Average training hours by gender	Female	21	12	8	13	15
	Male	24	15	11	13	18

Metric	Gender	FY21	FY22	FY23	FY24	FY25
Hours of internal and external training						
Internal	All	3,251	955	2,538	3,731	8,766
External	All	747	3,356	4,910	3,992	4,451
Hours of compliance training	All	8,648	4,169	2,282	4,402	4,589

Metric		FY21	FY22	FY23	FY24	FY25
Percentage of employees receiving performance and career development reviews						
Reviews performed (%)	Female	100	100	100	100	100
	Male	100	100	100	100	100

Commentary and methodology

Training data is taken from the training database at the end of each reporting year. Data is categorised and consolidated to provide training hours completed for each category. Data includes compliance training covering Human Rights issues as well as the Dexus Code of Conduct which addresses discrimination, harassment and bullying.

During the year, all employees received communication and completed training about policies and procedures related to fraud, anti-corruption and human rights. Employees are required to declare their compliance with Dexus's Code of Conduct on an annual basis. Anti-corruption policies and procedures are included as part of this compliance. Compliance training is compulsory for every employee.

Engagement and flexible working

Metric	Gender	FY21	FY22	FY23 ⁽⁴⁾	FY24	FY25
Employee engagement						
Survey participation rate ⁽¹⁾ (%)	All	70	84	80	87	89
Engagement rate ⁽²⁾ (%)	All	71	70(3)	70	61	68
Employee Net Promoter Score ⁽³⁾	All	43	33(4)	–	–	–

(1). Engagement information is sourced directly from internal employee engagement surveys administered during the year. The figures reported above are an average of employee surveys administered during the reporting period.

(2). In FY22, Dexus began measuring engagement on a new platform, Culture Amp. The FY22 engagement score is the aggregated measure of five questions, rather than three questions in previous years. The engagement rate reported in FY21 is thus not directly comparable to more recent years and should not be considered indicative of a trend.

(3). The Employee Net Promoter Score (eNPS) captured and reported up until FY22.

(4). FY23 engagement scores reflect only Dexus employees prior to the AMPC integration.

Remuneration ratios

Metric	FY21	FY22	FY23	FY24	FY25
Gender pay ratio (base salary) by employee band (Male:Female)⁽¹⁾⁽²⁾					
Executive management	0.9:1	1:1	0.9:1	0.9:1	0.9:1
Senior management	1:1	1.1:1	1.1:1	1.1:1	1.1:1
Middle management	1:1	1:1	1:1	1:1	1.1:1
Professional/technical	1.1:1	1:1	1:1	1:1	1:1
Administration/operations	1:1	1:1	1:1	0.9:1	0.9:1

Metric	FY21	FY22	FY23	FY24	FY25
CEO/Employee compensation ratio⁽³⁾					
Ratio of the CEO total annual compensation to the median employee total annual compensation	41.6:1	39.6:1	24.6:1	24.9:1	30.3:1
Ratio of the percentage increase in CEO total annual compensation to the percentage increase in median	21:-2 ⁽⁴⁾	0:5	0:0.3	0:0.4	0:0.3

(1). FY25 data has been independently assured.

(2). Salary represents an employee's package including fixed cash and superannuation. Category ratios are calculated by taking the average male salary and comparing it to the average female salary.

(3). Annual total target compensation.

(4). In FY19 and FY20, the large increase in total number of employees resulted in an overall decrease to median employee total annual compensation based on FY18. This results in a ratio with a negative denominator that cannot be reduced further.

Customer experience

Customer survey

	FY21	FY22 ⁽¹⁾	FY23	FY24	FY25
Surveyed overall satisfaction with Property Management Team (score out of 10)					
Office	8.6	8.6	8.6	8.7	8.7
Industrial	8.3	7.9	7.5	8.0	7.8
Healthcare	–		8.6	9.0	9.0
Retail	8.7	–	–	8.5	8.4
Net Promoter Score (score between -100 and +100)					
Office	49	47	50	55	50
Industrial	31	20	4	15	10
Healthcare	–		38	56	43
Retail	24	–	–	26	23
Survey participation rate (%)					
Office	54	54	58	62	64
Industrial	25	29	44	55	55
Healthcare	–		68	82	78
Retail	83	–	–	85	91

(1). In FY22 we initiated customer surveys for customers in our healthcare portfolio.

Green leases

Take-up of green leases within new lease agreements (%)	FY21	FY22	FY23 ⁽¹⁾	FY24	FY25
Office	93	95	96	83	80
Industrial	95	97	97	88	88
Healthcare	-	100	95	100	100

(1). Excludes AMP Capital.

Commentary

Dexus has a standard green lease clause in new leases across the portfolio and monitors the take-up of this clause by customers across each portfolio.

Community contribution

Donation Type	Description	FY21	FY22	FY23	FY24	FY25
Corporate partnerships and donations (\$)	Strategic community partnerships and donations to charities, community organisations and social enterprises	196,334	497,662	424,494	506,206	768,564
Community programs at our assets ⁽¹⁾	Investment in local community programs, activations and sponsorships at our assets	-	-	-	737,376	769,896
Employee volunteering activities (\$)	Financial contribution to charities and community organisations to provide Dexus employees with volunteering opportunities	21,231	58,172	57,526	25,922	35,930
Dollar value of time spent volunteering ⁽²⁾	The value of the time Dexus employees spent volunteering with community organisations	-	-	-	67,344	126,972
In-kind support (\$) ⁽³⁾	Support to not-for-profit organisations or community groups and includes the value of space provided in the building at discounted or no charge	614,237	397,591	1,394	4,466	2,187,767
Management Cost ⁽⁴⁾	Operating expenses associated with running the Enhanced Communities program	-	-	4,922	440,836	481,600
Total (\$)		831,802	809,005	488,336	1,782,150	4,370,729

Other Community Contributions	FY21	FY22	FY23	FY24	FY25
Leverage ⁽⁵⁾	196,334	-	149,513	142,228	175,297
Dexus volunteering program (hours) ⁽⁶⁾	220	621	593	732	1,328

(1). Commenced reporting in FY22. In FY24, data capture process was been enhanced to more accurately reflect the scope of social programs activated across the portfolio.

(2). Commenced reporting in FY24.

(3). In FY23 we saw a reduction in-kind support due to changes in how we calculate the value space donated for community use. In FY25, we have included the value of space provided to charities or community organisations free of charge, including Casual Mall Leasing spaces in Retail Centres and Office lobbies. It also includes the value of digital promotions in lift screens, lobbies and asset portals.

(4). Reported Management Costs increased in FY24 in line with industry standard to capture and report the costs of running strategic social programs, including employee costs.

(5). Prior to FY24, Leverage was reported under Community Contribution. In FY24, Leverage has been reported under 'Other Community Contributions' to acknowledge that the contributions are from non-Dexus parties. Updated numbers have been reflected in the table.

(6). Volunteer hours are calculated as the total full-time equivalent hours worked by employees in nominated community and charitable activities, capped at 7.6 hours per employee which is equivalent to Dexus's volunteering leave entitlement.

Climate Action

Resource consumption data preparation

Resource consumption data is derived from office, industrial, retail, convenience retail, hotels and healthcare properties owned or managed by Dexus for part or all of the 12 months ending 30 June 2025, with the inclusion of Dexus corporate tenancies.

Dexus has prepared its environmental dataset to fully align with the Greenhouse Gas Protocol, and the National Greenhouse and Energy Reporting Act and Climate Active Carbon Neutral Standard calculation methods and factors where applicable. Prior years' data has been updated to reflect current information where applicable, resulting in minor restatements. Repetition only occurs when there is an overlap of reporting periods. There may be small discrepancies in the totals in some tables due to rounding.

Like-for-like data has been based on a portfolio whereby operational control and data for energy and water was available for the full 24-month like-for-like period.

Reporting boundaries

Boundary Name and Description	Boundary Name and Use
Dexus operational control for corporate reporting and carbon neutrality <ul style="list-style-type: none"> – Group managed portfolio environmental metrics – Progress against commitments and Data targets – Achieving carbon neutrality under Australia's Climate Active Carbon Neutral program 	<p>Dexus has applied the principles contained within the National Greenhouse and Energy Reporting Act 2007 and its associated guidelines to determine the operational control of its properties across Australia. Dexus has operational control of a facility if it has the authority to introduce and implement any or all of the operating, health and safety and environmental policies for the facility.</p> <p>Where Dexus has operational control of a facility, it reports 100% of energy, water, waste and emissions applicable to base building operations. Dexus excludes energy consumption from tenant spaces where the tenant receives separately metered energy invoices and excludes whole facilities where they are leased to a single tenant occupying the entire premises.</p> <p>The boundary includes environmental data and emissions relating to Dexus's corporate operations, comprising Dexus regional office tenancies and proportion of corresponding base building services attributable to each tenancy, as well as corporate travel across all staff employed directly by Dexus nationally.</p> <p>This boundary also serves as Dexus's 'Organisation carbon neutral boundary' for the purposes of achieving carbon neutrality under Australia's Climate Active Carbon Neutral Standard.</p>
Equity share boundary based on landlord control for fund reporting <ul style="list-style-type: none"> – NABERS portfolio averages – Portfolio environmental metrics and intensities for: <ul style="list-style-type: none"> • Dexus (DXS) listed portfolio • Dexus Industria REIT (DXI) portfolio • Dexus Convenience Retail REIT (DXC) portfolio 	<p>'Landlord controlled' and 'tenant controlled' areas are defined by GRESB within its Real Estate Assessment Reference Guide. In essence, this boundary consists of reporting on all common area building spaces and services on all properties within a Dexus entity on an equity share basis, irrespective of whether Dexus or another landlord has operational control. The separation is defined between landlord and tenant, not between operators.</p> <p>Tenant spaces, and buildings that are wholly under the control of tenants (e.g. through triple net leases) are not reported.</p>

Location-based vs market-based emissions accounting

Dexus has traditionally reported its greenhouse gas emissions in accordance with NGER and the GHG Protocol using 'location-based' emissions accounting, whereby Scope 2 and Scope 3 emissions from electricity purchases are accounted for using published state-based electricity grid emissions factors.

In conjunction with Dexus's target to achieve and maintain net zero greenhouse gas (GHG) emissions from 2022, since 2018 Dexus has also adopted market-based emissions accounting as defined within the GHG Protocol Scope 2 Guidance. Market-based electricity emissions calculations take into account purchases of renewable energy directly via Power purchases Agreements or GreenPower and supplied via retailers in line with Australia's Renewable Energy Target.

Dexus has separated its electricity purchases between renewable electricity (direct purchases and indirect via retailers), which is accounted for as zero emissions, and remaining non-renewable electricity, which is deemed to be derived from fossil fuels, where emissions are accounted for by applying state-based 'residual mix factors'.

Residual mix factors representing the emissions from fossil fuel electricity generators are derived from the Scope 2 & 3 location-based factors above for each state, by scaling them for the proportion of electricity generated from fossil fuels by subtracting the Renewable Power Percentage (RPP) from total (or 100%) of electricity supplied. This approach assumes that the proportion of renewable energy is equitably distributed across Australia.

Refer to the Dexus 2025 Assurance Criteria for further details including the list of consumption and emission sources, and references for factors that have been applied.

Scope 3 GHG Emissions Inventory

Emissions Included in Scope 3 GHG Boundary

Included emissions have been assessed as relevant and are quantified in the carbon inventory. This may include emissions that are not identified as arising due to the operations of the certified entity, however are optionally included.

Quantified Emissions

- Corporate Operations
- Managed Assets Operations

Emissions Outside Scope 3 GHG Boundary

Excluded emissions are those that have been assessed as not relevant to an organisation's operations and are outside of its emissions boundary or are outside of the scope of the certification. These emissions are not part of the carbon neutral claim.

Excluded Emissions

- Property developments (building embodied energy & emissions)
- Maintenance and repairs, capital expenditure and fit outs
- Tenant operations – electricity
- Professional services

Key Activities and Material Scope 3 Emissions Categories

Activity	GHG Protocol Scope 3 Category	Dexus Context
Corporate	1. Purchased goods and services	Corporate office supplies, corporate IT spend
	6. Business travel	Transportation of employees for business-related activities during the reporting year (in vehicles not owned or operated by the reporting company)
	7. Employee commuting	Employee commuting to-and-from a Dexus own-or-managed location, plus work from home
Operational Water & Waste	5. Waste generated in operations	Water, wastewater and waste disposal from building operations

Glossary

Term	Description
Carbon emissions	See GHG
Carbon offset	Fully accredited and traded carbon credits from programs such as The Gold Standard and the Verified Carbon Standard from project activities that prevent, reduce or remove greenhouse gas emissions from being released into the atmosphere to compensate for emissions occurring elsewhere.
Climate Active	Australia's Climate Active Carbon Neutral Program
CFCs	Chlorofluorocarbons (CFCs) are nontoxic, non-flammable chemicals containing atoms of carbon, chlorine, and fluorine. CFCs are believed to be a major cause of stratospheric ozone depletion.
Energy productivity	An indicator of the amount of economic output derived from each unit of energy consumed.
Emissions productivity	An indicator of the amount of economic output derived from each unit of greenhouse gas emissions.
ESC	Energy Savings Certificate (a tradeable certificate created from accredited savings under the ESS).
ESS	NSW Government Energy Savings Scheme
GBCA	Green Building Council of Australia
GHG	Greenhouse gas emissions, measured in equivalent tonnes of carbon dioxide (t CO ₂ -e) - (gases that contribute to climate change, the main ones being carbon dioxide CO ₂ , methane CH ₄ , nitrous oxides NO _x , sulphur oxides SO _x , Nitrogen Trifluoride NF ₃ and CFCs/HFCs). Also referred to as carbon emissions.
GHG Protocol	The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard – guidance on accounting and reporting greenhouse gas emissions
Greenhouse Gas Protocol: Scope 2 Guidance	Guidance on accounting and reporting Scope 2 emissions
GreenPower	Emission-free electricity sourced via a certified GreenPower Product
Green Star	Green Star: an Australian sustainability rating tool and certification system for building design and construction, operation, fitouts and communities.
GRESB	Global Real Estate Sustainability Benchmark
HFCs	Hydrochlorofluorocarbons (HCFCs) are compounds containing carbon, hydrogen, chlorine and fluorine. Industry and the scientific community view certain chemicals within this class of compounds as acceptable temporary alternatives to chlorofluorocarbons. The HCFCs have shorter atmospheric lifetimes than CFCs and deliver less reactive chlorine to the stratosphere where the "ozone layer" is found.
LGC	Large-scale generation certificate: a tradeable 'certificate of origin' generated from producing renewable energy in Australia
NABERS	National Australian Built Environment Rating System
NGER	National Greenhouse and Energy Reporting Act
NZ-EC	New Zealand Energy Certificate: a tradeable 'certificate of origin' generated from producing renewable energy in New Zealand.
RE100	Voluntary initiative for companies committed to sourcing 100% renewable power.
RPP	Renewable Power Percentage, published annually by Australia's Clean Energy Regulator.
SBT, SBTi	Science-based target, Science Based Targets initiative: a global partnership that promotes and defines best practice in emissions reductions and net-zero targets in line with climate science.
SIP	Strategic Improvement Plan, prepared by Dexus that capture energy, water and waste improvement opportunities and forecast a pathway towards resource efficiency targets.
TCFD	Task Force on Climate-related Financial Disclosures: a set of recommendations for voluntary, consistent climate-related financial risk disclosures for use by companies in providing information to investors, lenders, insurers, and other stakeholders.

Environmental summary - Group managed portfolio

Metric	FY21	FY22	FY23	FY24	FY25
Scope 1 & 2 greenhouse gas emissions (t CO₂-e) – Group managed portfolio					
Scope 1 ⁽¹⁾	15,763	12,764	12,051	10,059	7,669
Scope 2 (location-based) ⁽¹⁾	98,042	93,494	86,934	105,608	90,686
Subtotal Scope 1 & 2	113,806	106,258	98,985	115,666	98,355
Scope 3 greenhouse gas emissions (t CO₂-e) – Group managed portfolio⁽⁴⁾					
1. Purchased goods and services	292	293	540	635	491
3. Fuel- and energy-related activities (not included above)	12,359	11,240	10,820	13,105	9,685
5. Waste generated in operations	8,896	9,959	14,871	23,884	22,759
6. Business travel	35	309	1,054	1,742	1,212
7. Employee commuting	297	459	560	914	598
Subtotal Scope 3 ⁽¹⁾	21,878	22,259	27,846	40,281	34,745
Total Scopes 1, 2 & 3	135,684	128,517	126,831	155,947	133,100
Energy and water consumption					
Total net energy consumption (GJ) ⁽¹⁾	564,058	575,466	590,701	694,306	610,125
Total net energy consumption (MWh)	156,683	159,852	164,084	192,863	169,479
Water consumption (kL) ⁽¹⁾	1,095,122	1,043,776	1,338,782	1,913,276	1,696,687
Waste and recycling					
Waste to Landfill (tonnes) ⁽¹⁾	5,201	5,038	7,774	12,633	12,191
Recycling (tonnes) ^{(1) (2)}	2,947	2,939	5,060	8,542	9,798
Total waste (tonnes)⁽²⁾	8,148	7,977	12,834	21,176	21,989
Diversion (%)	36%	37%	39%	40%	45%
Waste data coverage across office and retail portfolio	100%	98%	97%	97%	97%
Waste data coverage across entire portfolio ⁽³⁾	68%	62%	61%	64%	64%

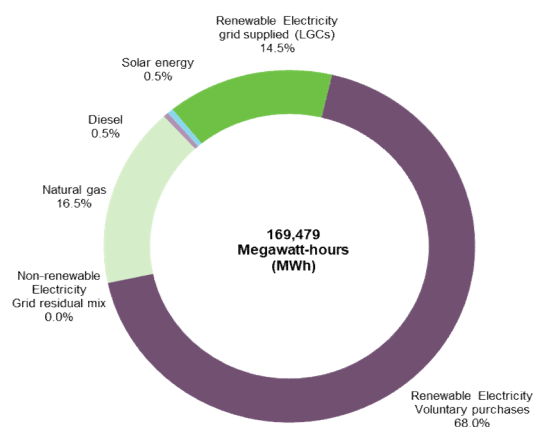
(1). FY25 data has been independently assured.

(2). Excludes secure paper.

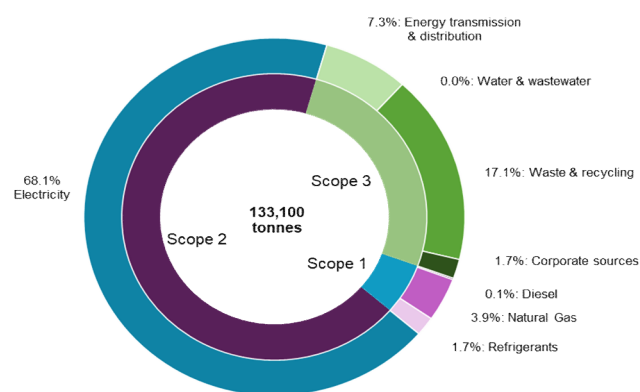
(3). Coverage by net lettable area across Dexus-managed office, retail, industrial, healthcare and convenience retail properties.

(4). Relates to operational and corporate emissions, and excludes Developments and Fitouts.

FY25 Primary Energy Use by Source (MWh)



FY25 greenhouse gas emissions by Source (location-based)



Energy

Energy consumption by source (MWh)

Boundary:		Group-Managed portfolio including corporate offices					Like-for-like	
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Non-renewable energy (MWh)	Natural Gas	36,312	41,304	40,713	33,603	28,002	25,713	23,794
	Diesel	1,080	1,825	1,456	1,002	788	886	754
	Grid Non-renewable electricity	83,385	0	0	0	0	0	0
	Total non-renewable electricity	120,778	43,129	42,168	34,605	28,789	26,599	24,548
Renewable energy (MWh)	Voluntary Renewable Electricity ⁽²⁾	12,502	93,631	97,747	128,812	115,227	107,511	106,872
	Mandatory Renewable Electricity ⁽¹⁾	22,383	21,381	22,364	28,463	24,595	23,557	22,736
	Onsite generation consumed	1,020	1,711	1,804	983	868	849	868
	Total renewable	35,789	116,723	121,915	158,258	140,690	131,917	130,476
Total net energy use (MWh)		156,567	159,852	164,084	192,863	169,479	158,516	155,024
Voluntary Renewable Electricity retired in excess of 100% (MWh)		0	2,895	2,518	3,238	2,746	2,773	2,600
Statistics (%)	Data coverage by area	100%	98%	99%	98%	100%	100%	100%
	Proportion of energy from renewable sources (%)	23%	73%	74%	82%	83%	83%	84%
	Percentage of net electricity consumption (kWh) sourced from renewables (%) ⁽³⁾	30%	100%	100%	100%	100%	100%	100%
Renewable and non-renewable energy generation (MWh)	Used onsite	1,453	2,441	2,386	1,384	1,183	1,203	1,169
	Used by customers	0	121	62	61	0	61	0
	Used offsite via energy network	2,027	3,048	2,611	1,708	1,186	641	762
	Total energy production	3,480	5,611	5,059	3,153	2,370	1,906	1,931

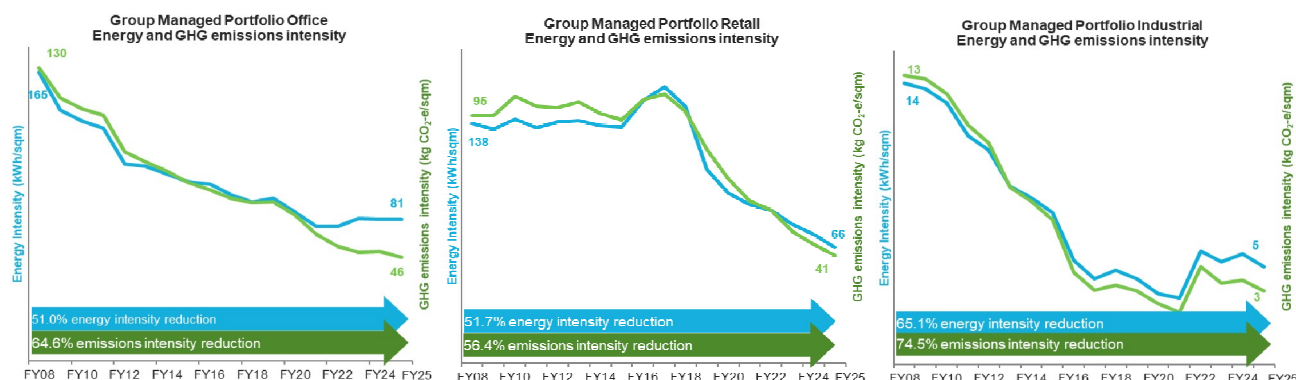
(1). Renewable energy portion of grid-purchases (LGCs) via Energy Retailers in line with jurisdictional renewable energy schemes like Australia's Renewable Energy Target (RET)

(2). Direct voluntary renewable electricity purchases supported by an energy attribute certificate

(3). FY25 data has been independently assured.

Energy intensity (kWh/sqm)

Boundary:		Group-Managed portfolio					Like-for-like	
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Energy Intensity (kWh/sqm)	Office	77	77	81	81	81	83	81
	Retail	91	88	80	74	66	69	66
	Industrial	3	6	5	6	5	4	5
	Healthcare	75	102	134	121	110	127	130
	Convenience Retail		7	10	12	10	12	10



Energy consumption by sector

Sector	Office assets under operational control						Like-for-like	
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Non-renewable energy (MWh)	Natural Gas	30,804	34,098	34,264	27,085	22,663	20,638	19,429
	Diesel	997	1,658	1,235	725	636	670	605
	Grid Non-renewable electricity	68,586	0	0	0	0	0	0
	Total non-renewable electricity	100,387	35,756	35,500	27,809	23,299	21,307	20,034
Renewable energy (MWh)	Grid renewables	31,315	91,962	91,373	100,799	90,070	84,787	83,506
	Onsite generation consumed	295	280	360	323	402	323	401
	Total renewable	31,610	92,243	91,733	101,122	90,472	85,110	83,907
Total net energy use (MWh)		131,997	127,999	127,233	128,932	113,771	106,417	103,941
Statistics (%)	Data coverage by area	100%	100%	100%	100%	100%	100%	100%
	Proportion of energy from renewable sources (%)	24%	72%	72%	78%	80%	80%	81%
	Proportion of electricity sourced from renewables (%)	32%	100%	100%	100%	100%	100%	100%
Renewable and non-renewable energy generation (MWh)	Used onsite	694	943	854	613	656	591	643
	Used by customers	0	0	0	0	0	0	0
	Used offsite via energy network	244	192	57	59	131	0	0
	Total energy production	938	1,135	911	672	787	591	643

Sector	Retail assets under operational control						Like-for-like	
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Non-renewable energy (MWh)	Natural Gas	4,977	5,533	4,261	3,984	3,277	3,984	3,277
	Diesel	19	28	100	117	33	117	33
	Grid Non-renewable electricity	10,808	0	0	0	0	0	0
	Total non-renewable electricity	15,804	5,561	4,361	4,101	3,310	4,101	3,310
Renewable energy (MWh)	Grid renewables	2,523	14,129	19,988	46,001	39,733	39,627	38,331
	Onsite generation consumed	717	933	989	110	43	110	43
	Total renewable	3,240	15,062	20,977	46,111	39,776	39,737	38,374
Total net energy use (MWh)		19,043	20,622	25,339	50,212	43,086	43,838	41,684
Statistics (%)	Data coverage by area	100%	100%	100%	100%	100%	100%	100%
	Proportion of energy from renewable sources (%)	17%	73%	83%	92%	92%	91%	92%
	Proportion of electricity sourced from renewables (%)	23%	100%	100%	100%	100%	100%	100%
Renewable and non-renewable energy generation (MWh)	Used onsite	724	944	1,029	157	57	157	57
	Used by customers	0	0	0	0	0	0	0
	Used offsite via energy network	1,776	1,869	1,563	1,008	293	0	0
	Total energy production	2,500	2,812	2,593	1,165	350	157	57

Sector	Industrial assets under operational control						Like-for-like	
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Non-renewable energy (MWh)	Natural Gas	331	1,038	1,102	798	252	236	243
	Diesel	63	112	92	89	84	81	81
	Grid Non-renewable electricity	2,858	0	0	0	0	0	0
	Total non-renewable electricity	3,252	1,150	1,194	887	335	317	325
Renewable energy (MWh)	Grid renewables	667	6,551	6,085	7,103	6,497	4,569	5,617
	Onsite generation consumed	0	299	250	348	223	214	223
	Total renewable	667	6,850	6,335	7,451	6,720	4,783	5,841
Total net energy use (MWh)		3,919	8,001	7,528	8,337	7,055	5,100	6,165
Statistics (%)	Data coverage by area	99%	95%	97%	95%	100%	100%	100%
	Proportion of energy from renewable sources (%)	17%	86%	84%	89%	95%	94%	95%
	Proportion of electricity sourced from renewables (%)	19%	100%	100%	100%	100%	100%	100%
Renewable and non-renewable energy generation (MWh)	Used onsite	25	344	287	384	257	246	256
	Used by customers	0	121	62	61	0	61	0
	Used offsite via energy network	7	988	991	641	762	641	762
	Total energy production	33	1,453	1,339	1,086	1,019	949	1,018

Sector	Healthcare assets under operational control						Like-for-like	
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Non-renewable energy (MWh)	Natural Gas	200	635	1,086	1,737	1,810	856	846
	Diesel	1	27	28	71	24	18	24
	Grid Non-renewable electricity	481	0	0	0	0	0	0
	Total non-renewable electricity	682	662	1,114	1,808	1,834	874	869
Renewable energy (MWh)	Grid renewables	112	1,297	1,459	2,407	2,799	1,358	1,431
	Onsite generation consumed	9	199	206	202	200	202	200
	Total renewable	121	1,496	1,665	2,609	2,999	1,560	1,631
Total net energy use (MWh)		803	2,158	2,779	4,417	4,833	2,434	2,500
Statistics (%)	Data coverage by area	100%	100%	100%	100%	100%	100%	100%
	Proportion of energy from renewable sources (%)	15%	69%	60%	59%	62%	64%	65%
	Proportion of electricity sourced from renewables (%)	20%	100%	100%	100%	100%	100%	100%
Renewable and non-renewable energy generation (MWh)	Used onsite	9	210	217	230	209	209	209
	Used by customers	0	0	0	0	0	0	0
	Used offsite via energy network	0	0	0	0	0	0	0
	Total energy production	9	210	217	230	209	209	209

Sector	Convenience Retail assets under operational control						Like-for-like	
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Non-renewable energy (MWh)	Natural Gas							
	Diesel		0	0	0	10	0	10
	Grid Non-renewable electricity		0	0	0	0	0	0
	Total non-renewable electricity		0	0	0	10	0	10
Renewable energy (MWh)	Grid renewables		202	256	310	290	310	290
	Onsite generation consumed							
	Total renewable		202	256	310	290	310	290
Total net energy use (MWh)			202	256	311	301	311	301
Statistics (%)	Data coverage by area		98%	89%	89%	100%	89%	100%
	Proportion of energy from renewable sources (%)		100%	100%	100%	97%	100%	97%
	Proportion of electricity sourced from renewables (%)		100%	100%	100%	100%	100%	100%
Renewable and non-renewable energy generation (MWh)	Used onsite		0	0	0	4	0	4
	Used by customers		0	0	0	0	0	0
	Used offsite via energy network		0	0	0	0	0	0
	Total energy production		0	0	0	4	0	4

Water

Water consumption by source (kL or cubic metres)

Boundary:		Group-Managed portfolio including corporate offices					Like-for-like	
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Potable Water (kL)	Water withdrawn from local utilities	1,073,203	1,025,135	1,320,264	1,894,471	1,678,426	1,653,447	1,589,731
	Externally sourced recycled water	0	0	0	0	0	0	0
Non-potable Water (kL)	Onsite greywater	21,919	18,641	18,518	18,805	18,260	18,594	18,168
	Total non-potable water	21,919	18,641	18,518	18,805	18,260	18,594	18,168
Total water use (kL)⁽¹⁾		1,095,122	1,043,776	1,338,782	1,913,276	1,696,687	1,672,041	1,607,900
Statistics (%)	Data coverage by area	100%	100%	100%	100%	100%	100%	100%
	Proportion of water from recycled/reused sources (%)	2%	2%	1%	1%	1%	1%	1%

(1). FY25 data has been independently assured.

Water intensity (kL/sqm)

Boundary:		Group-Managed portfolio					Like-for-like	
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Water Intensity (kL/sqm)	Office	0.00	0.36	0.47	0.54	0.54	0.58	0.55
	Retail	0.89	0.86	0.95	1.06	1.02	1.04	1.02
	Industrial	0.19	0.15	0.16	0.18	0.16	0.17	0.16
	Healthcare	0.31	0.44	0.51	0.53	0.46	0.66	0.65
	Convenience Retail		0.78	1.51	1.08	1.05	1.08	1.05



Water consumption by sector

Sector	Office assets under operational control						Like-for-like	
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Potable Water (kL)	Water withdrawn from local utilities	669,619	570,957	720,861	841,319	734,369	726,208	691,257
Non-potable Water (kL)	Externally sourced recycled water	0	0	0	0	0	0	0
	Onsite greywater	21,919	18,641	18,518	18,805	18,260	18,594	18,168
	Total non-potable water	21,919	18,641	18,518	18,805	18,260	18,594	18,168
Total waster use (kL)		691,538	589,598	739,378	860,123	752,629	744,802	709,426
Statistics (%)	Data coverage by area	100%	100%	100%	100%	100%	100%	100%
	Proportion of water from recycled/reused sources (%)	3%	3%	3%	2%	2%	2%	3%

Sector	Retail assets under operational control							
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Potable Water (kL)	Water withdrawn from local utilities	185,072	201,679	304,315	723,446	664,337	664,487	645,665
Non-potable Water (kL)	Externally sourced recycled water	0	0	0	0	0	0	0
	Onsite greywater							
	Total non-potable water	0	0	0	0	0	0	0
Total waster use (kL)		185,072	201,679	304,315	723,446	664,337	664,487	645,665
Statistics (%)	Data coverage by area	100%	100%	100%	100%	100%	100%	100%
	Proportion of water from recycled/reused sources (%)	0%	0%	0%	0%	0%	0%	0%

Sector	Industrial assets under operational control							
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Potable Water (kL)	Water withdrawn from local utilities	215,151	219,721	238,631	278,603	228,631	218,301	209,377
Non-potable Water (kL)	Externally sourced recycled water	0	0	0	0	0	0	0
	Onsite greywater							
	Total non-potable water	0	0	0	0	0	0	0
Total waster use (kL)		215,151	219,721	238,631	278,603	228,631	218,301	209,377
Statistics (%)	Data coverage by area	100%	100%	99%	99%	100%	100%	100%
	Proportion of water from recycled/reused sources (%)	0%	0%	0%	0%	0%	0%	0%

Sector	Healthcare assets under operational control							
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Potable Water (kL)	Water withdrawn from local utilities	3,361	9,261	10,554	19,235	20,095	12,583	12,437
Non-potable Water (kL)	Externally sourced recycled water	0	0	0	0	0	0	0
	Onsite greywater							
	Total non-potable water	0	0	0	0	0	0	0
Total waster use (kL)		3,361	9,261	10,554	19,235	20,095	12,583	12,437
Statistics (%)	Data coverage by area	100%	100%	100%	100%	100%	100%	100%
	Proportion of water from recycled/reused sources (%)	0%	0%	0%	0%	0%	0%	0%

Sector	Convenience Retail assets under operational control							
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Potable Water (kL)	Water withdrawn from local utilities	0	23,516	45,903	31,868	30,994	31,868	30,994
Non-potable Water (kL)	Externally sourced recycled water	0	0	0	0	0	0	0
	Onsite greywater							
	Total non-potable water	0	0	0	0	0	0	0
Total waster use (kL)		0	23,516	45,903	31,868	30,994	31,868	30,994
Statistics (%)	Data coverage by area		100%	100%	100%	100%	100%	100%
	Proportion of water from recycled/reused sources (%)		0%	0%	0%	0%	0%	0%

Air emissions

Emissions to air

Dexus estimates it emitted the following air emissions through combustion of natural gas and diesel within generators, cogeneration engines and fire pumps.

Estimated air emissions (tonnes)	FY21	FY22	FY23	FY24	FY25
Nitrogen Oxides (NO _x)	19.5	26.7	24.5	18.1	14.6
Carbon Monoxide (CO)	5.1	7.8	6.8	4.7	3.8
Sulphur Dioxide (SO _x)	0.1	0.1	0.1	0.1	0.1
Particulate matter ≤ 2.5 micrograms per cubic metre	0.9	1.3	1.2	0.9	0.7
Particulate matter ≤ 10 micrograms per cubic metre	0.9	1.3	1.2	0.9	0.7
Volatile organic compounds (VOCs)	0.8	1.1	1.0	0.7	0.6

Greenhouse gas emissions by gas type

Greenhouse gas emissions (t CO ₂ -e)	FY21	FY22	FY23	FY24	FY25
Direct greenhouse gas emissions					
Carbon dioxide (CO ₂)	6,991	8,102	7,900	6,470	5,380
Methane (CH ₄)	13	16	15	12	10
Nitrous oxide (N ₂ O)	5	6	5	4	4
Chlorofluorocarbons (CFCs) & hydrofluorocarbons (HCFCs)	8,754	4,640	4,130	3,571	2,275
Sulphur hexafluoride (SF ₆)	0	0	0	0	0
Perfluorocarbon (PFC)	0	0	0	0	0
Nitrogen trifluoride (NF ₃)	0	0	0	0	0
Scope 1 GHG emissions⁽¹⁾	15,763	12,764	12,051	10,059	7,669
Indirect greenhouse gas emissions					
Scope 2 location-based GHG emissions ⁽¹⁾	98,042	93,494	86,934	105,608	90,686
Scope 3 location-based GHG emissions ⁽¹⁾	21,878	22,259	27,846	40,281	34,745
Scope 1, 2 & 3 location-based GHG emissions	135,684	128,517	126,831	155,947	133,100

(1). FY25 data has been independently assured.

Renewable Energy & Carbon Offsets

Renewable Energy Certificates (RECs)

The table below outlines the surrender of Large-scale Generation Certificates (LGCs) and New Zealand Energy Certificates (NZ-ECs) during the FY25 reporting period by allocation for retirement during the year and up to the date of this report.

Project Type	Location	Project Name	Project Accreditation Code ⁽¹⁾	MWh
Australia LGCs surrendered by Dexus for the FY25 period towards the platform's net zero commitment				
Solar	NSW	Hillston Sun Farm	SRPXNS40	591
		Sebastopol Solar Farm	SRPXNS42	192
		West Wyalong Solar Farm	SRPXNSA0	19,243
		Wellington Solar Farm	SRPVNSW1	761
		Deepwater Plaza	SRPXNS08	11
	QLD	Western Downs Green Power Hub	SRPVQLS8	7,143
		Woolooga Solar Farm	SRPVQLV0	342
		Columboola Solar Farm	SRPVQLT1	14,071
		Moura Solar Farm	SRPVQLW1	15
Wind	NSW	Crudine Ridge Wind Farm	WD00NS18	7
		Bango Wind Farm 1, feeder 973	WD00NS19	18,227
	QLD	Dulacca Wind Farm	WD00QL07	2,221
		Kaban Wind Farm	WD00QL06	4,660
	VIC	Cherry Tree Wind Farm	WD00VC38	14,474
		Dundonnell Wind Farm	WD00VC37	14,329
	WA	Warradarge Wind Farm	WD00WA24	10,754
Australia LGCs surrendered by Dexus in FY25 against prior periods or other assets				
Various				5,632
Australia LGCs surrendered by the Retailer for the FY25 period towards the platform's net zero commitment				
Various				6,273
Total LGCs				118,946
New Zealand NZ-ECs surrendered for the FY25 period towards the platform's net zero commitment				
Solar	NZ	Kaitaia		4,229
New Zealand NZ-ECs banked in prior years and allocated to FY25 towards the platform's net zero commitment				
Hydro	NZ	Falls Dam Hydro Scheme		118
		Lower Fraser		196
		Monowai Hydro Scheme		116
Total NZ-ECs				4,659
Total Renewable Electricity Attribute Certificates				123,605
FY25 RECs Summary ⁽²⁾				
Certificates surrendered against the FY25 period (from above)				117,543
Certificates banked in prior years and allocated to FY25				430
Total RECs surrendered against FY25 Group Inventory				117,973
Certificates required to balance Scope 2 market-based GHG emissions to achieve net zero emissions in FY25				115,227
Certificates surrendered in excess of FY25 Group Inventory				2,746
Additional retirements				
Additional retirements allocated against prior years or other assets				5,632

(1). Accreditation Codes of power stations eligible for Large-scale Generation Certificates in line with Clean Energy Regulator.

(2). Each REC represents a certificate of one MWh generated by renewable energy source.

Carbon offsets

The table below outlines Dexus's offsetting activities relating to its FY25 Group inventory, which includes offsets purchased and allocated for retirement during the year and up to the date of this report.

Project Type	Location	Project Name	Unit Type	Vintage	Units
Domestic units - retired for the FY25 period					
Carbon removal - Environmental Plantings	WA	Western Farm Trees Restoration	ACCU	2023/24	319
		Carbon Conscious Carbon Capture Project 1	ACCU	2022/23	1,070
		Carbon Conscious Carbon Capture Project 2	ACCU	2022/23	7,976
Carbon avoidance - Savanna Fire Management	WA	Nyaliga Fire Project	ACCU	2021/22	10
	QLD	Aak Puul Ngantam Savanna Burning	ACCU	2023/24	4,306
	NT	Jawoyn Fire Project	ACCU	2021/22	343
		Tiwi Islands Savanna Burning for Greenhouse Gas Abatement	ACCU	2022	2,719
		Tiwi Islands Savanna Burning for Greenhouse Gas Abatement	ACCU	2019	661
Domestic units - retired for prior periods					
Carbon removal - Environmental Plantings	WA	Carbon Conscious Carbon Capture Project 2	ACCU	2022/23	386
Total domestic units					17,790
International units - retired for the FY25 period					
Carbon Avoidance - Agriculture Forestry and Other Land Use	Indonesia	Katingan Peatland Restoration and Conservation Project	VCU	2020	17,604
International units - retired for prior periods					
Carbon Avoidance - Agriculture Forestry and Other Land Use	Indonesia	Katingan Peatland Restoration and Conservation Project	VCU	2020	430
Total international units					18,034
Total domestic and international offset units					35,824
Carbon Offset Retirement Summary ⁽¹⁾					
Offsets allocated for retirement against the FY25 period (subset from above)					35,008
Offsets banked in prior years and allocated to FY25					218
Total offset units allocated against FY25 Group Inventory					35,226
Offsets required to balance Scope 1, 2 & 3 market-based GHG emissions to achieve net zero emissions in FY25					33,675
Offsets allocated in excess of FY25 Group Inventory					1,551
Additional retirements					
Additional retirements allocated against prior years (from above)					816

(1). Each offset represents a reduction or removal of one tonne of carbon dioxide equivalent (CO₂-e).

Greenhouse gas emissions

Net-greenhouse gas emissions inventory

Scope 1 & 2 GHG emissions (t CO ₂ -e) ⁽³⁾						Like-for-like	
	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Scope 1 GHG emissions (t CO ₂ -e) ⁽²⁾	15,763	12,764	12,051	10,059	7,669	7,571	6,840
Scope 2 location-based GHG emissions (t CO ₂ -e) ⁽²⁾	98,042	93,494	86,934	105,608	90,686	87,232	84,280
Scope 2 market-based GHG emissions (t CO ₂ -e) ⁽²⁾ , comprising:	85,400	0	0	0	0	0	0
Electricity – Renewable purchases accounted using source-based emission factor supported by an energy attribute certificate	0	0	0	0	0	0	0
Electricity – grid-purchases accounted using grid residual mix emission factors	85,400	0	0	0	0	0	0
Total GHG emissions (t CO₂-e)	101,163	12,764	12,051	10,059	7,669	7,571	6,840
Voluntary offsetting							
Voluntary carbon offsets units surrendered by Dexus (t CO ₂ -e) ⁽¹⁾	2,200	12,764	12,051	10,059	7,669	7,571	6,840
Scope 1 & 2 Net GHG emissions (t CO₂-e)⁽³⁾	98,963	0	0	0	0	0	0

Scope 3 Market-based GHG emissions (t CO ₂ -e) ⁽³⁾						Like-for-like	
	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Scope 3 market-based GHG emissions (t CO ₂ -e) ⁽²⁾	20,444	12,221	18,312	28,261	26,006	25,838	25,045
Voluntary offsetting							
Voluntary carbon offsets units surrendered by Dexus ⁽¹⁾	3,601	12,221	18,312	28,261	26,006	25,838	25,045
Scope 3 Net GHG emissions (t CO₂-e)⁽³⁾	16,843	0	0	0	0	0	0

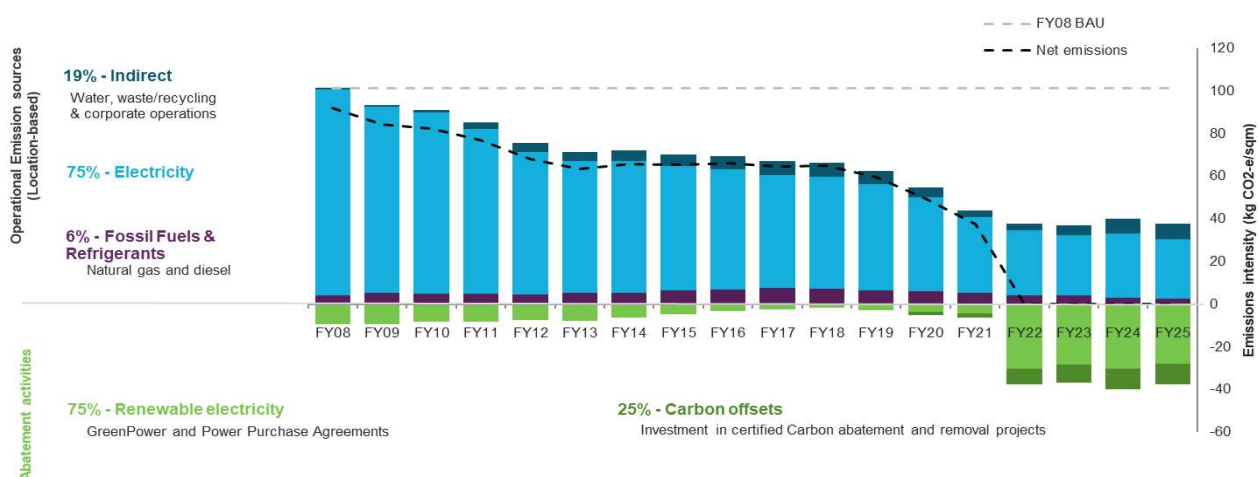
(1). Offsets comprise eligible offset units, each relating to 1 tonne of carbon dioxide equivalent, recognised under Australia's Climate Active Carbon Neutral Standard.

(2). FY25 data has been independently assured.

(3). In line with Climate Active Carbon Neutral Standard for Organisations, net emissions for the year ended 30 June 2025 include offsets purchased, retired (majority) and allocated for retirement during the year and up to the date of this report.

Net greenhouse gas emissions intensity chart⁽³⁾

Dexus's Scope 1, 2, and 3 location-based operational emissions intensity (shown as bars above the x-axis) demonstrates continued reductions from ongoing investment in energy efficiency. Of the remaining emissions for this reporting period, 75% has been avoided by sourcing renewable electricity and the final 25% has been balanced through carbon offsets.



Scope 1 & 2 GHG emissions by Sector

Offices assets under operational control						Like-for-like	
	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Scope 1 GHG emissions (t CO ₂ -e)	13,803	9,536	8,694	7,172	4,499	5,470	3,883
Scope 2 location-based GHG emissions (t CO ₂ -e)	83,198	74,910	66,835	69,854	60,301	58,337	55,786
Scope 2 market-based GHG emissions (t CO ₂ -e)	70,556	0	0	0	0	0	0
Total GHG emissions (t CO₂-e)	84,359	9,536	8,694	7,172	4,499	5,470	3,883
Voluntary carbon offsets units surrendered by Dexus (t CO ₂ -e)	2,200	9,536	8,694	7,172	4,499	5,470	3,883
Net GHG emissions (t CO₂-e)	82,159	0	0	0	0	0	0
GHG emissions intensity (t CO ₂ -e/sqm)	0.05	0.00	0.00	0.00	0.00	0.00	0.00

Retail assets under operational control						Like-for-like	
	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Scope 1 GHG emissions (t CO ₂ -e)	1,798	2,009	1,989	1,488	2,166	1,468	2,166
Scope 2 location-based GHG emissions (t CO ₂ -e)	11,147	11,696	14,023	29,339	24,654	24,686	23,659
Scope 2 market-based GHG emissions (t CO ₂ -e)	11,147	0	0	0	0	0	0
Total GHG emissions (t CO₂-e)	12,945	2,009	1,989	1,488	2,166	1,468	2,166
Voluntary carbon offsets units surrendered by Dexus (t CO ₂ -e)	0	2,009	1,989	1,488	2,166	1,468	2,166
Net GHG emissions (t CO₂-e)	12,945	0	0	0	0	0	0
GHG emissions intensity (t CO ₂ -e/sqm)	0.06	0.00	0.00	0.00	0.00	0.00	0.00

Industrial assets under operational control						Like-for-like	
	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Scope 1 GHG emissions (t CO ₂ -e)	124	1,033	1,073	1,044	653	461	619
Scope 2 location-based GHG emissions (t CO ₂ -e)	2,563	5,012	4,157	4,548	3,978	2,773	3,397
Scope 2 market-based GHG emissions (t CO ₂ -e)	2,563	0	0	0	0	0	0
Total GHG emissions (t CO₂-e)	2,688	1,033	1,073	1,044	653	461	619
Voluntary carbon offsets units surrendered by Dexus (t CO ₂ -e)	0	1,033	1,073	1,044	653	461	619
Net GHG emissions (t CO₂-e)	2,688	0	0	0	0	0	0
GHG emissions intensity (t CO ₂ -e/sqm)	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Healthcare assets under operational control						Like-for-like	
	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Scope 1 GHG emissions (t CO ₂ -e)	37	153	272	340	342	163	163
Scope 2 location-based GHG emissions (t CO ₂ -e)	481	1,026	1,065	1,190	1,263	927	948
Scope 2 market-based GHG emissions (t CO ₂ -e)	481	0	0	0	0	0	0
Total GHG emissions (t CO₂-e)	518	153	272	340	342	163	163
Voluntary carbon offsets units surrendered by Dexus (t CO ₂ -e)	0	153	272	340	342	163	163
Net GHG emissions (t CO₂-e)	518	0	0	0	0	0	0
GHG emissions intensity (t CO ₂ -e/sqm)	0.05	0.00	0.00	0.00	0.00	0.00	0.00

Convenience Retail assets under operational control						Like-for-like	
	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Scope 1 GHG emissions (t CO ₂ -e)	0	0	0	0	3	0	3
Scope 2 location-based GHG emissions (t CO ₂ -e)	0	161	187	225	205	225	205
Scope 2 market-based GHG emissions (t CO ₂ -e)	0	0	0	0	0	0	0
Total GHG emissions (t CO₂-e)	0	0	0	0	3	0	3
Voluntary carbon offsets units surrendered by Dexus (t CO ₂ -e)	0	0	0	0	3	0	3
Net GHG emissions (t CO₂-e)	0	0	0	0	0	0	0
GHG emissions intensity (t CO ₂ -e/sqm)	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Progress towards commitments

Maintain net zero (t CO₂-e)

Dexus has committed to continue to maintain net zero on Scope 1 and 2 (and some Scope 3) emissions for our platform managed portfolio.

Net zero by 2022 progress (t CO ₂ -e)	FY21	FY22	FY23	FY24	FY25
Total Scope 1 & 2 market-based GHG emissions	101,163	12,764	12,051	10,059	7,669
Scope 3 market-based GHG emissions ⁽¹⁾	20,444	12,221	18,312	28,261	26,006
Voluntary abatement via Certified offsets	-5,801	-24,984	-30,362	-38,319	-33,675
Total net greenhouse gas emissions^(1,2)	115,806	0	0	0	0

(1). FY25 data has been independently assured.

(2). In line with Climate Active Carbon Neutral Standard for Organisations, net emissions for the year ended 30 June 2025 include offsets purchased, retired (majority) and allocated for retirement during the year and up to the date of this report.

Scope 1 & 2 science-based target progress

In FY19, Dexus set a science-based target, certified by the Science Based Target Initiative (SBTi) and committed to reduce absolute Scope 1 and 2 GHG emissions 70% and absolute Scope 3 emissions 25% by 2030 from a 2018 base year.

Scope 1 & 2 science-based target progress	FY21	FY22	FY23	FY24	FY25	FY30 target
Dexus Scope 1 emissions (t CO ₂ -e) ⁽¹⁾	15,763	12,764	12,051	10,059	7,669	
Dexus Scope 2 market-based emissions (t CO ₂ -e) ⁽¹⁾	85,400	0	0	0	0	
Dexus Scope 1 & 2 market-based emissions (t CO ₂ -e)	101,163	12,764	12,051	10,059	7,669	44,396
Net lettable area (sqm)	3,105,911	3,406,104	3,424,499	3,905,181	3,542,530	

(1). FY25 data has been independently assured.

100% of electricity needs sourced from renewables (RE100)

In FY20, Dexus became a signatory to RE100 and committed to source 100% of its electricity from renewable sources by 2030.

100% renewable electricity target	FY21	FY22	FY23	FY24	FY25	FY30 target
Proportion of electricity needs sourced from renewables	30%	100%	100%	100%	100%	100%

Deliver an average 5 star NABERS Indoor Environment rating across the group office portfolio by FY25

In FY20, Dexus committed to deliver an average 5 star NABERS Indoor Environment rating across the group office portfolio by FY25, delivering initiatives to enhance occupant health and wellbeing.

NABERS Indoor Environment	FY21	FY22	FY23	FY24	FY25	FY25 target
Group office portfolio average	4.7	4.9	4.8	5.2	5.6	5.0
Net lettable area covered (%)	65%	70%	84%	91%	92%	

Deliver an average 4 star NABERS Waste rating across the group office portfolio by FY25

In FY21, Dexus committed to deliver an average 4 star NABERS Waste rating across the group office portfolio by FY25.

NABERS Waste	FY21	FY22	FY23	FY24	FY25	FY25 target
Group office portfolio average	2.7	3.0	3.3	3.5	4.2	4.0
Net lettable area covered (%)	70%	70%	79%	84%	85%	

Dexus (DXS) Portfolio

Dexus portfolio – Absolute and like-for-like inventories⁽¹⁾

Metric	Absolute					Like-for-like ⁽²⁾	
	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Energy consumption (MWh)							
Non-renewable energy	Natural gas	17,019	19,787	17,449	12,170	10,175	9,663
	Diesel	472	727	464	344	191	188
	Electricity – grid-purchases	38,356	0	0	0	0	0
Total non-renewable energy consumption		55,847	20,515	17,913	12,514	10,366	9,850
Renewable energy	Electricity – GreenPower and LGC purchases	17,295	51,491	47,924	45,927	41,686	39,030
	Solar energy	130	126	171	201	248	248
Total renewable energy consumption		17,425	51,617	48,095	46,128	41,934	39,279
Total energy consumption		73,272	72,132	66,008	58,642	52,300	49,129
Percent electricity from renewable sources		31%	100%	100%	100%	100%	100%
Percent energy use from renewable sources		24%	72%	73%	79%	80%	80%
Water (kL or cubic metres)							
Potable water from water authorities		471,783	388,939	424,931	408,990	373,596	360,515
Recycled water recovery		13,954	12,281	11,724	12,024	11,460	11,414
Total water consumption incl. recycled water		485,737	401,220	436,655	421,015	385,056	371,930
Percent water use from recycled sources		3%	3%	3%	3%	3%	3%
Waste and recycling (tonnes)							
Waste to landfill		2,001	1,692	1,993	1,671	1,525	1,489
Recycled waste		1,211	1,093	1,423	1,248	1,943	1,924
Total waste		3,212	2,786	3,417	2,919	3,468	3,413
Diversion from landfill		38%	39%	42%	43%	56%	56%
Percent waste data coverage (office & retail)		100%	100%	99%	98%	98%	98%
Greenhouse gas emissions (t CO₂-e)							
Scope 1		6,998	5,426	4,595	3,701	2,270	2,174
Scope 2 – location-based		45,831	41,738	34,747	31,341	27,506	25,733
Scope 3 – location-based GHG emissions		9,234	8,434	8,147	7,115	6,319	6,090
Scope 2 – market-based		38,953	0	0	0	0	0
Scope 3 – market-based GHG emissions		8,460	4,113	4,640	3,915	3,704	3,602
Total Scope 1, 2 & 3 location-based GHG emissions		62,063	55,598	47,489	42,156	36,096	33,997
Total Scope 1, 2 & 3 market-based GHG emissions		54,411	9,540	9,235	7,616	5,974	5,776
Adjustments due to voluntary offsets surrendered by Dexus		-312	-9,540	-9,235	-7,616	-5,974	-6,453
Total net greenhouse gas emissions⁽³⁾		54,099	0	0	0	0	0
Equity – accounted lettable area under landlord control (annual weighted average square metres)							
Office		889,920	852,241	760,382	683,186	620,573	589,244
Retail		41,797	42,809	26,761	12,050	12,016	12,016
Industrial		406,298	457,856	441,119	386,486	379,253	339,713
Healthcare		0	0	0	0	0	0

(1). Direct investments.

(2). Properties under landlord control for FY24 and FY25 periods.

(3). In line with Climate Active Carbon Neutral Standard for Organisations, net emissions for the year ended 30 June 2025 include offsets purchased, retired (majority) and allocated for retirement during the year and up to the date of this report.

Dexus portfolio – Energy and emissions productivity

Energy and emissions productivity (market-based)	FY21	FY22	FY23	FY24	FY25
Revenue (\$m) ⁽¹⁾	1,016	874	848	902	951
Energy productivity (\$m revenue per GJ consumed)	3,851	3,367	3,570	4,274	5,052
Scope 1 & 2 emissions productivity (\$m revenue/t.CO ₂ -e)	22,108	161,129	184,645	243,772	418,989
Scope 1, 2 & 3 emissions productivity (\$m revenue/t.CO ₂ -e)	18,671	91,650	91,866	118,457	159,210

(1). Total revenue from ordinary activities.

Dexus portfolio – Consumption/emissions on an intensity basis

Metric	Like-for-like ⁽¹⁾					
	FY21	FY22	FY23	FY24	FY25	FY24
Listed Office portfolio						
Energy consumption (kWh/sqm)	77	77	80	79	78	81
Water consumption (kL/sqm)	0.38	0.32	0.41	0.48	0.48	0.51
Scope 1 & 2 emissions (kgCO ₂ -e/sqm)	56	50	47	47	44	48
Scope 1 & 2 market based emissions (kgCO ₂ -e/sqm)	48	6	5	5	3	5
Waste diversion from landfill (%)	38%	40%	40%	42%	58%	43%
Listed Retail portfolio						
Energy consumption (kWh/sqm)	67	71	68	119	123	119
Water consumption (kL/sqm)	0.65	0.71	0.83	1.51	1.43	1.51
Scope 1 & 2 emissions (kgCO ₂ -e/sqm)	41	42	36	60	71	60
Scope 1 & 2 market based emissions (kgCO ₂ -e/sqm)	41	8	9	11	16	11
Waste diversion from landfill (%)	38%	37%	60%	54%	40%	54%
Listed Industrial portfolio						
Energy consumption (kWh/sqm)	5	7	8	8	6	4
Water consumption (kL/sqm)	0.26	0.18	0.20	0.16	0.15	0.16
Scope 1 & 2 emissions (kgCO ₂ -e/sqm)	4	5	5	6	4	2
Scope 1 & 2 market based emissions (kgCO ₂ -e/sqm)	4	0	1	1	0	0

(1). Properties under landlord control for FY24 and FY25 periods.

Dexus portfolio - NABERS

NABERS portfolio average (star) ⁽¹⁾	FY21	FY22	FY23	FY24	FY25
Dexus listed office portfolio					
NABERS Energy with GreenPower	5.1	5.3	4.9	4.9	4.8
NABERS Energy	5.0	5.0	4.9	4.9	4.8
NABERS Water	4.5	4.8	4.6	4.3	4.3
NABERS Waste	2.6	2.9	3.3	3.4	4.0
NABERS Indoor Environment	4.8	4.9	4.7	5.2	5.6
Dexus listed retail portfolio (star)⁽¹⁾					
NABERS Energy with GreenPower	3.0	4.0	3.5	4.5	5.0
NABERS Energy	3.0	4.0	3.5	4.5	5.0
NABERS Water	2.0	3.5	2.0	5.0	2.5

Dexus portfolio - Green Star Performance

Green Star Performance average (star) ⁽¹⁾	FY21	FY22	FY23	FY24	FY25
Dexus listed portfolio - All sectors	5	5	5	5	5

(1). As at 30 June each year.

Dexus Industria REIT (DXI)

Dexus Industria REIT portfolio – Absolute and like-for-like inventories⁽¹⁾

Metric	Absolute					Like-for-like ⁽³⁾	
	FY21 ⁽²⁾	FY22	FY23	FY24	FY25	FY24	FY25
Energy consumption (MWh)							
Non-renewable energy	Natural gas	48	220	245	0	0	0
	Diesel	0	23	7	3	1	1
	Electricity – grid-purchases	1	0	0	0	0	0
Total non-renewable energy consumption		49	244	252	3	1	1
Renewable energy	Electricity – GreenPower and LGC purchases	0	1,837	1,121	490	1,078	1,064
	Solar energy	0	299	213	114	106	106
Total renewable energy consumption		0	2,136	1,334	603	1,184	1,169
Total energy consumption		50	2,380	1,586	606	1,185	1,170
Percent electricity from renewable sources		19%	100%	100%	100%	100%	100%
Percent energy use from renewable sources		1%	90%	84%	100%	100%	100%
Water (kL or cubic metres)							
Potable water from water authorities		87	16,555	13,814	10,951	10,001	9,561
Recycled water recovery		0	0	0	0	0	0
Total water consumption incl. recycled water		87	16,555	13,814	10,951	10,001	9,561
Percent water use from recycled sources		0%	0%	0%	0%	0%	0%
Waste and recycling (tonnes)							
Waste to landfill		0	225	283	163	165	165
Recycled waste		0	46	74	101	126	126
Total waste		0	271	358	264	291	291
Diversion from landfill			17%	21%	38%	43%	38%
Percent waste data coverage (office & retail)							
Greenhouse gas emissions (t CO₂-e)							
Scope 1		9	146	209	259	107	107
Scope 2 – location-based		1	1,454	803	344	751	741
Scope 3 – location-based GHG emissions		2	526	548	369	432	369
Scope 2 – market-based		1	0	0	0	0	0
Scope 3 – market-based GHG emissions		2	356	430	303	328	327
Total Scope 1, 2 & 3 location-based GHG emissions		13	2,125	1,560	972	1,290	1,279
Total Scope 1, 2 & 3 market-based GHG emissions		13	501	639	562	435	434
Adjustments due to voluntary offsets surrendered by Dexus		0	-501	-639	-562	-435	-434
Total net greenhouse gas emissions⁽⁴⁾		13	0	0	0	0	0
Equity – accounted lettable area under landlord control (annual weighted average square metres)							
Industrial		0	59,865	56,341	47,264	38,279	39,541

(1). Direct investments.

(2). Data collected under APN Property Group prior to Dexus ownership.

(3). Properties under landlord control for FY24 and FY25 periods.

(4). In line with Climate Active Carbon Neutral Standard for Organisations, net emissions for the year ended 30 June 2025 include offsets purchased, retired (majority) and allocated for retirement during the year and up to the date of this report.

Dexus Industria REIT (DXI) portfolio – Energy and emissions productivity

Energy and emissions productivity (market-based)	FY21 ⁽¹⁾	FY22	FY23	FY24	FY25
Revenue (\$m) ⁽²⁾	0	75	75	75	71
Energy productivity (\$m revenue per GJ consumed)	0	8,716	13,147	34,355	16,665
Scope 1 & 2 emissions productivity (\$m revenue/t.CO ₂ -e)	0	512,925	359,233	289,542	661,368
Scope 1, 2 & 3 emissions productivity (\$m revenue/t.CO ₂ -e)	0	149,029	117,441	133,359	163,342

(1). Data collected under APN Property Group prior to Dexus ownership.

(2). Total revenue from ordinary activities.

Dexus Industria REIT (DXI) portfolio – Consumption/emissions on an intensity basis

	FY21 ⁽¹⁾	FY22	FY23	FY24	FY25	Like-for-like	
						FY24	FY25
DXI Industrial portfolio							
Energy consumption (kWh/sqm)		41.2	31.6	15.3	31.0	15.3	40.0
Water consumption (kL/sqm)		0.29	0.28	0.28	0.26	0.28	0.33
Scope 1 & 2 emissions (kgCO ₂ -e/sqm)		27.7	20.2	15.2	22.4	15.2	29.0
Scope 1 & 2 market based emissions (kgCO ₂ -e/sqm)		2.5	4.2	6.5	2.8	6.5	3.7

(1). Data collected under APN Property Group prior to Dexus ownership.

Dexus Industria REIT (DXI) portfolio – NABERS

NABERS portfolio average (star) ⁽¹⁾	FY21 ⁽²⁾	FY22	FY23	FY24	FY25
DXI portfolio					
NABERS Energy with GreenPower	4.5	5.0	4.9	4.8	4.9
NABERS Energy	4.5	5.0	4.9	4.8	4.9
NABERS Water	4.6	4.1	4.9	4.8	4.8

Dexus Industria REIT (DXI) portfolio – Green Star Performance

Green Star Performance average (star) ⁽¹⁾	FY21	FY22	FY23	FY24	FY25
DXI Industrial business parks	-	-	3	3	3

(1). As at 30 June of the reporting year.

(2). Data collected prior to acquisition of APN Property Group by Dexus.

Dexus Convenience Retail REIT (DXC)

Dexus Convenience REIT portfolio – Absolute inventory⁽¹⁾

					Like-for-like	
Metric		FY22	FY23	FY24	FY25	
Energy consumption (MWh)						
Non-renewable energy	Natural gas	0	0	0	0	0
	Diesel	0	0	0	10	10
	Electricity – grid-purchases	0	0	0	0	0
Total non-renewable energy consumption		0	0	0	10	10
Renewable energy	Electricity – GreenPower and LGC purchases	202	256	310	290	290
	Solar energy	0	0	0	0	0
Total renewable energy consumption		202	256	310	290	290
Total energy consumption		202	256	311	301	301
Percent electricity from renewable sources		100%	100%	100%	100%	100%
Percent energy use from renewable sources		100%	100%	100%	97%	97%
Water (kL or cubic metres)						
Potable water from water authorities		23,516	45,903	31,868	30,994	31,868
Recycled water recovery		0	0	0	0	0
Total water consumption incl. recycled water		23,516	45,903	31,868	30,994	31,868
Percent water use from recycled sources		0%	0%	0%	0%	0%
Waste and recycling (tonnes)						
Waste to landfill		175	278	367	365	365
Recycled waste		126	144	162	161	161
Total waste		301	421	529	526	526
Diversion from landfill		42%	34%	31%	31%	31%
Percent waste data coverage						
Greenhouse gas emissions (t CO ₂ -e)						
Scope 1		0	0	0	3	3
Scope 2 – location-based		161	187	225	205	205
Scope 3 – location-based GHG emissions		326	531	637	615	615
Scope 2 – market-based		0	0	0	0	0
Scope 3 – market-based GHG emissions		303	494	593	588	588
Total Scope 1, 2 & 3 location-based GHG emissions		487	718	862	823	823
Total Scope 1, 2 & 3 market-based GHG emissions		303	494	593	590	590
Adjustments due to voluntary offsets surrendered by Dexus		-303	-494	-593	-590	-590
Total net greenhouse gas emissions ⁽²⁾		0	0	0	0	0
Equity – accounted lettable area under landlord control (annual weighted average square metres)						
Convenience Retail		30,029	30,320	29,404	29,385	29,404

(1). Direct investments.

(2). In line with Climate Active Carbon Neutral Standard for Organisations, net emissions for the year ended 30 June 2025 include offsets purchased, retired (majority) and allocated for retirement during the year and up to the date of this report.

Dexus Convenience Retail REIT (DXC) portfolio – Energy and emissions productivity

Energy and emissions productivity (market-based)	FY22	FY23	FY24	FY25
Revenue (\$m) ⁽¹⁾	55	59	57	56
Energy productivity (\$m revenue per GJ consumed)	76,222	64,401	51,069	51,689
Scope 1 & 2 emissions productivity (\$m revenue/t.CO ₂ -e)			565,040,060	21,694,314
Scope 1, 2 & 3 emissions productivity (\$m revenue/t.CO ₂ -e)	183,034	120,101	96,291	94,776

(1). Total revenue from ordinary activities.

Dexus Convenience Retail REIT (DXC) portfolio – Consumption/emissions on an intensity basis

					Like-for-like	
	FY22	FY23	FY24	FY25	FY24	FY25
Convenience Retail portfolio						
Energy consumption (kWh/sqm)	6.9	9.5	11.9	10.2	11.9	10.2
Water consumption (kL/sqm)	0.78	1.51	1.08	1.05	1.08	1.05
Scope 1 & 2 emissions (kgCO ₂ -e/sqm)	5.5	6.9	8.7	7.1	8.7	7.1
Scope 1 & 2 market based emissions (kgCO ₂ -e/sqm)	0.0	0.0	0.0	0.1	0.0	0.1
Waste diversion from landfill (%)	42%	34%	31%	31%	31%	31%

Green building certification - portfolio averages

NABERS

NABERS portfolio average (star) ⁽¹⁾	FY21	FY22	FY23	FY24	FY25
Dexus group office portfolio					
NABERS Energy with GreenPower	5.1	5.3	4.9	4.9	4.8
NABERS Energy	5.0	5.0	4.9	4.9	4.8
NABERS Water	4.5	4.7	4.5	4.2	4.2
NABERS Waste ⁽²⁾	2.7	3.0	3.3	3.5	4.2
NABERS Indoor Environment ⁽²⁾	4.7	4.9	4.8	5.2	5.6

Dexus group retail portfolio (star) ⁽¹⁾					
NABERS Energy with GreenPower	4.3	4.6	4.6	4.7	4.6
NABERS Energy	4.3	4.6	4.6	4.7	4.6
NABERS Water	3.6	3.8	3.5	3.3	3.0

Green Star Performance

Green Star Performance average (star) ⁽¹⁾	FY21	FY22	FY23	FY24	FY25
Group	4	4	4	4	4
Office	5	5	5	5	5
Retail	3	3	3	3	3
Industrial ⁽²⁾	3	2	3	3	3
Healthcare ⁽²⁾	3	3	2	3	3

(1). As at 30 June of the reporting year. Ratings reflect the latest available assessments, which may have been issued in a prior year.

(2). Selected assets only.

Materials

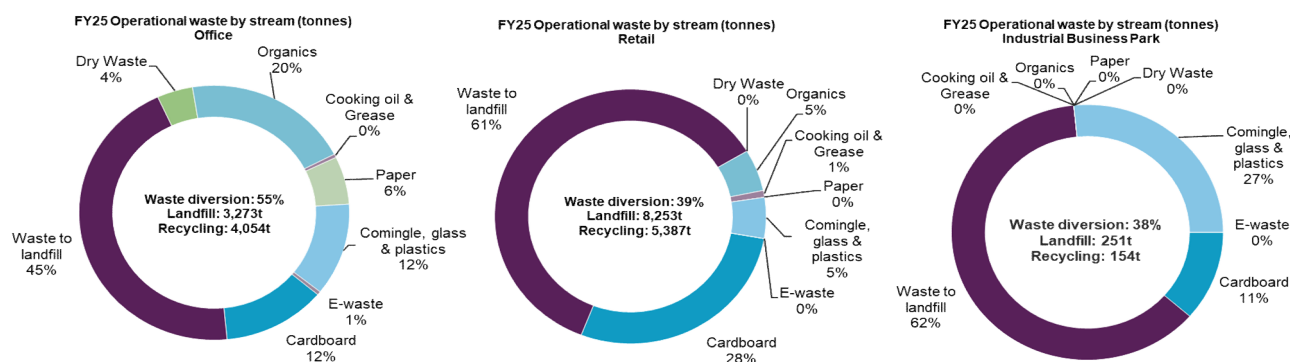
Operational waste and recycling by stream (tonnes)

Boundary:	Group-Managed portfolio including corporate offices						Like-for-like	
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Recycling (t)	Cardboard	1,586	1,575	2,491	4,614	4,573	4,411	4,464
	Paper	120	122	185	212	448	170	432
	Comingle	923	1,033	1,542	1,933	1,682	1,773	1,634
	Organics and used cooking oil	275	174	687	1,402	2,352	1,333	2,318
	E-waste	38	29	57	47	33	40	30
	Other	6	7	98	333	710	332	705
	Total recycling ⁽¹⁾	2,947	2,939	5,060	8,542	9,798	8,059	9,584
Waste (t)	Waste sent to landfill ⁽¹⁾	5,201	5,038	7,774	12,633	12,191	11,494	11,746
Total waste and recycling (t)		8,148	7,977	12,834	21,176	21,989	19,553	21,330
Statistics (%)	Data coverage by area	68%	62%	61%	64%	64%	65%	65%
	Proportion of waste diverted from landfill (%)	36%	37%	39%	40%	45%	41%	45%

(1). FY25 data has been independently assured.

Operational waste and recycling intensity (kg/sqm)

Boundary:	Group-Managed portfolio						Like-for-like	
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Total waste and recycling Intensity (kg/sqm)	Office	3.0	2.7	4.5	4.5	5.3	4.8	5.5
	Retail	14.5	14.4	17.7	20.5	22.3	21.0	22.5
	Industrial	0.0	1.3	1.8	1.6	1.7	1.6	1.7
	Healthcare	2.2	2.6	3.9	2.1	2.0	3.6	3.4
	Convenience Retail		39.2	31.8	38.6	40.8	38.6	40.8
Waste to landfill Intensity (kg/sqm)	Office	1.9	1.6	2.7	2.5	2.4	2.6	2.4
	Retail	9.6	9.5	10.4	12.5	13.5	12.6	13.5
	Industrial	0.0	1.1	1.4	1.1	1.1	1.1	1.1
	Healthcare	1.6	1.9	2.8	1.4	1.1	2.6	2.4
	Convenience Retail		22.7	21.0	26.8	28.3	26.8	28.3



Operational waste and recycling by sector

Sector	Office assets under operational control						Like-for-like	
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Recycling (t)	Cardboard	868	699	1,020	1,107	791	1,010	730
	Paper	120	122	184	207	445	164	428
	Comingle	646	732	1,104	1,013	849	853	801
	Organics and used cooking oil	275	172	396	545	1,496	480	1,478
	E-waste	38	29	47	47	33	40	30
	Other	6	7	34	174	441	174	441
	Total recycling	1,953	1,760	2,787	3,093	4,054	2,721	3,908
Waste (t)	Waste sent to landfill	3,229	2,707	4,208	3,898	3,273	3,301	3,012
Total waste and recycling (t)		5,181	4,468	6,995	6,991	7,327	6,022	6,921
Statistics (%)	Data coverage by area	100%	100%	99%	98%	98%	98%	98%
	Proportion of waste diverted from landfill (%)	38%	39%	40%	44%	55%	45%	56%

Sector	Retail assets under operational control						Like-for-like	
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Recycling (t)	Cardboard	717	712	1,300	3,318	3,600	3,213	3,554
	Paper	0	0	0	0	0	0	0
	Comingle	270	269	393	800	683	800	683
	Organics and used cooking oil	0	0	253	853	840	853	840
	E-waste	0	0	9	0	0	0	0
	Other	0	0	64	159	264	159	264
	Total recycling	988	981	2,019	5,130	5,387	5,025	5,342
Waste (t)	Waste sent to landfill	1,953	1,876	2,903	8,063	8,253	7,525	8,072
Total waste and recycling (t)		2,940	2,856	4,921	13,193	13,640	12,550	13,413
Statistics (%)	Data coverage by area	97%	84%	87%	94%	94%	94%	94%
	Proportion of waste diverted from landfill (%)	34%	34%	41%	39%	39%	40%	40%

Sector	Industrial assets under operational control						Like-for-like	
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Recycling (t)	Cardboard	0	34	33	52	46	51	46
	Paper	0	0	0	0	0	0	0
	Comingle	0	20	19	79	108	79	108
	Organics and used cooking oil	0	2	37	0	0	0	0
	E-waste	0	0	0	0	0	0	0
	Other	0	0	0	0	0	0	0
	Total recycling	0	55	89	131	154	130	154
Waste (t)	Waste sent to landfill	2	241	327	256	251	252	251
Total waste and recycling (t)		2	296	416	387	405	382	405
Statistics (%)	Data coverage by area	15%	16%	16%	15%	17%	18%	18%
	Proportion of waste diverted from landfill (%)	10%	19%	21%	34%	38%	34%	38%

Sector	Healthcare assets under operational control						Like-for-like	
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Recycling (t)	Cardboard	0	4	8	3	1	2	0
	Paper	0	0	1	5	4	5	4
	Comingle	6	13	12	14	16	13	14
	Organics and used cooking oil	0	0	0	4	16	0	0
	E-waste	0	0	0	0	0	0	0
	Other	0	0	0	1	5	0	0
	Total recycling	6	17	21	26	41	21	18
Waste (t)	Waste sent to landfill	17	39	59	49	49	49	46
Total waste and recycling (t)		24	56	80	76	90	70	65
Statistics (%)	Data coverage by area	100%	100%	100%	100%	100%	100%	100%
	Proportion of waste diverted from landfill (%)	27%	30%	26%	35%	46%	30%	28%

Sector	Convenience Retail assets under operational control						Like-for-like	
Sub-category	Metric	FY21	FY22	FY23	FY24	FY25	FY24	FY25
Recycling (t)	Cardboard	0	126	130	135	134	135	134
	Paper	0	0	0	0	0	0	0
	Comingle	0	0	14	27	27	27	27
	Organics and used cooking oil	0	0	0	0	0	0	0
	E-waste	0	0	0	0	0	0	0
	Other	0	0	0	0	0	0	0
	Total recycling	0	126	144	162	161	162	161
Waste (t)	Waste sent to landfill	0	175	278	367	365	367	365
Total waste and recycling (t)		0	301	421	529	526	529	526
Statistics (%)	Data coverage by area	0%	26%	44%	47%	44%	47%	44%
	Proportion of waste diverted from landfill (%)		42%	34%	31%	31%	31%	31%

Supply chain

Procurement and supply chain monitoring

Procurement and supply chain summary	FY21	FY22	FY23	FY24	FY25
Spend Summary					
Total supplier spend (\$) ⁽¹⁾	\$0	\$1,157,000,000	\$1,200,000,000	\$1,612,897,395	\$1,660,065,796
Total supplier operational spend (\$) ⁽²⁾				\$587,443,098	\$648,727,578
Supplier Summary					
Total suppliers - number of suppliers ⁽³⁾		1,576	2,500	3,892	2,997
Material suppliers - number of suppliers ⁽⁴⁾	94	90	59	48	36
Material suppliers % of operational spend	44%	38%	60%	35%	19%
Supplier assessment and monitoring					
Supplier engagement program⁽⁵⁾					
Supplier Net Promoter Score (NPS)	66	75	54	49	63
Risk screening program⁽⁶⁾					
3rd Party ESG Risk Screening (via EcoVadis) - number of suppliers				1,179	1,479
3rd Party ESG Risk Screening % of total spend (%)				70%	82%
Risk management base standards program⁽⁷⁾					
Supplier attestations complying to Dexus supplier code of conduct - number of suppliers			785	847	679
Supplier attestations % of operational spend				58%	60%
Potential suppliers rejected due to failure to demonstrate adequate compliance to base standards - number of suppliers		24	24	23	27
Risk assessment program⁽⁸⁾					
3rd Party ESG Assessment (via EcoVadis) - number of suppliers			68	86	108
3rd Party ESG Assessment % of operational spend (%)			39%	46%	57%
Overall performance score of Dexus suppliers vs EcoVadis Global benchmark - all industries (Index, Benchmark =100)			123	127	124
Overall performance score of Dexus suppliers vs EcoVadis Global benchmark - Real Estate (Index, Benchmark =100)			103	106	103
Environment performance score of Dexus suppliers vs EcoVadis Global benchmark - Real Estate (Index, Benchmark =100)			101	104	104
Labour & Human Rights performance score of Dexus suppliers vs EcoVadis Global benchmark - Real Estate (Index, Benchmark =100)			105	107	104
Sustainable Procurement performance score of Dexus suppliers vs EcoVadis Global benchmark - Real Estate (Index, Benchmark =100)			92	102	97
Ethics performance score of Dexus suppliers vs EcoVadis Global benchmark - Real Estate (Index, Benchmark =100)			97	100	97
3rd Party ESG Assessment - re-assessments (via EcoVadis) - number of suppliers				35	49
3rd Party ESG Assessment - re-assessment change (via EcoVadis, %)				4%	4%
Total number of suppliers supported in corrective action plan implementation - number of suppliers			45	82	103
Total corrective actions (High in EcoVadis) - number of actions			427	745	974
Total corrective actions completed (High in EcoVadis) - number of actions			35	36	16
Modern slavery corrective actions (High in EcoVadis) - number of actions			39	67	95
Individual worker programs⁽⁹⁾					
Supplier and supplier sub-contractor individual workplace survey invitations (via Rapid) - number of surveys	2,617	1,929	3,038	4,518	3,623
Supplier and supplier sub-contractor individual survey completed (via Rapid) - number of surveys	463	303	452	568	358
Supplier and supplier sub-contractor comfortable they are adequately trained in modern slavery (via Rapid, %)	89%	90%	95%	93%	91%
Grievance process comfort factor in reporting issues (via Rapid, %)	86%	88%	92%	92%	91%
Contractor monitoring spot checks conducted - number of surveys	1,357	1,415	1,308	1,409	1,218
Contractor monitoring coverage of operational spend (%)	43%	48%	46%	51%	63%
Modern Slavery PCA programs⁽¹⁰⁾					
3rd Party Modern Slavery Surveys completed - number of suppliers					518
3rd Party Modern Slavery Assessments % of operational spend (%)				59%	37%
Supplier Risk Third Party Audit Program⁽¹¹⁾					
Supplier risk based audits - number of audits		4	5	5	4
Modern Slavery based audits - number of audits		3	2	3	2

Procurement and supply chain monitoring (continued)

Commentary and methodology

- (1). Total supplier spend is the total procurable spend from Dexus's financial system. It excludes spend with non-Suppliers including Government Departments, utility companies, leasing agents and investment managers.
- (2). Operational spend is a sub-set of total supplier spend related to the management of assets.
- (3). Total suppliers are the active number of suppliers in our financial system, Yardi. Suppliers have records at payment level, which is higher than a tax id count.
- (4). Material suppliers are material outsourced suppliers whose failure could significantly impact the operations of the business. Material suppliers are retained on a centralised Supplier List. In FY25, we updated the definition to be risk based against new defined thresholds and now consider critical suppliers across all of Dexus. So the % of spend is against total spend in FY25, while it is against operational spend for FY24 and previous years.
- (5). Net Promoter Score is based on a range of -100 to +100 using supplier feedback via a survey.
- (6). Risk screening was introduced in FY24 to take a risk based approach to screening sustainability risks, using EcoVadis IQ. Very high and high risk suppliers have a further risk assessment process.
- (7). Suppliers attesting that they follow the Dexus Supplier Code of conduct on an annual basis, meeting the Dexus pre-qualification standard, using supplier responses in Rapid.
- (8). Risk assessments are evidence-based and validated assessments of sustainability risks, using EcoVadis Survey. The assessments are a starting point to collaborate with suppliers to implement corrective actions to enhance their management of sustainability risks.
- (9). Individuals who work on-site at Dexus managed assets are engaged in surveys and spot checks using Rapid.
- (10). Risk assessments using supplier self-reporting focused on modern slavery in a consistent manner with the Property industry coordinated through the industry body, the Property Council of Australia (PCA).
- (11). In depth internal audits focused on risks in the supply chain, including the sub-set of modern slavery audits, as completed by a Big 4 accounting firm or independent certifying body.

Operational procurement spend breakdown

Operational procurement spend breakdown	%	Environmental and social risk rating (key risks)
Building & Construction	35%	High (safety, product country of origin human rights, product recyclability, worker skill levels, appropriate wages and benefits, subcontracting, modern slavery, corruption)
Electrical, Plumbing, Fire and Mechanical	14%	Medium (carbon emissions, energy use, safety, working in confined spaces, modern slavery, accreditation systems)
Cleaning and Waste Removal	14%	Medium (appropriate wages and benefits, migrant labour, safe handling of chemicals, waste environmental impacts)
Facility & Property Management Expenses	12%	Medium (energy, waste, information management, working conditions, diversity and discrimination, corruption)
Electricity, Gas and Energy Supply	8%	Medium (greenhouse gas emissions, land degradation, price and supply reliability)
Security Services	7%	Low (safety, worker skill levels, public relations)
Financial & Professional Services	4%	Medium (energy, waste, information management, working conditions, diversity and discrimination, corruption)
General Maintenance	3%	Low
Marketing	1%	Low (waste, corruption, energy use)
Landscaping and external environment	1%	Medium (product country of origin human rights, product recyclability, worker skill levels, appropriate wages and benefits, safety)
Consumables	1%	Low (waste, product country of origin human rights)
Technology	0.4%	Medium (energy use, modern slavery, waste)

Commentary and methodology

Breakdown of total supplier spend by category. Spend data is assigned a spend category based on the financial account code attributed to the spend item. Risk ratings are based on the 3rd party ESG assessments that identifies and categorises the environmental risks relevant to our geographical operations and the types of products and services we procure.

Criteria for reporting on selected information included within the scope for assurance

The following criteria were used by Dexus to prepare the selected subject matter assured by KPMG included within the 2025 Dexus Sustainability Data Pack set out below.

Section of Sustainability Reporting		Matter subject to assurance
Environment	- Group environmental summary	- Total Scope 1 location-based greenhouse gas (GHG) emissions (t CO ₂ -e)
		- Total Scope 2 location-based greenhouse gas (GHG) emissions (t CO ₂ -e)
		- Total Scope 2 market-based greenhouse gas (GHG) emissions (t CO ₂ -e)
		- Total Scope 3 location-based greenhouse gas (GHG) emissions (t CO ₂ -e)
		- Total Scope 3 market-based greenhouse gas (GHG) emissions (t CO ₂ -e)
		- Total Net Scope 1, 2 and 3 greenhouse gas (GHG) emissions (t CO ₂ -e)
		- Total Net energy consumed (electricity, natural gas, diesel, solar) (GJ)
		- Percentage of net electricity consumption (kWh) sourced from renewables (%)
		- Water consumed (kL)
		- Total waste (tonnes)
		- HR Indicators
		- Percentage of female employees
Employees	- Work statistics - Engagement and leave - Work health & safety, and discrimination	- Percentage of females in senior management
		- Percentage of female non-executive directors
		- Ratio of basic salary and remuneration of women to men
		- Absentee rate (days per employee)
		- Safety Indicators
		- Lost time injury frequency rate
		- Fatalities
		- Site-based contractors Lost time injury frequency rate
		- Site-based contractor fatalities

Dexus believes that underlying data presented for other areas of the 2025 Annual Report is consistent with that presented in the Sustainability Data Pack.

Parameters used in the preparation of the subject matter – Group environmental inventory

Dexus applied the following parameters in calculating the reported GHG emissions, energy and water consumption data, and waste data described above:

Item	Description
Reporting period	1 July 2024 to 30 June 2025
	<p>Unless otherwise stated, Dexus applied the principles contained within the <i>National Greenhouse and Energy Reporting Act 2007</i> (NGERA) and its associated guidelines. Unless otherwise stated below, the reporting boundary comprises those facilities in Australia and New Zealand which fall under the operational control of members of the group of which Dexus Holdings Limited is the controlling corporation for part of or all the 12 months ending June 30, 2025.</p> <p>The operations covered under the scope of reporting are consistent with Dexus's operation as a property business, being:</p> <ol style="list-style-type: none"> Property investment including directly owned facilities and facilities managed on behalf of third-party investors. Property investment comprises: <ol style="list-style-type: none"> Office facilities Industrial facilities Retail facilities Healthcare facilities Convenience Retail facilities Hotel facilities Occupied premises being Dexus occupied tenancies. <p>Property development is excluded from the boundary of operational control for Australia and New Zealand. Operational control of the development site is handed over at Practical Completion of the development.</p> <p>Infrastructure investments are excluded from the boundary of operational control for Australia and New Zealand, as operational control is determined to be the responsibility of the external facility operator.</p> <p>Dexus is a member of Australia's Climate Active program and has developed its operational and emission source boundary in line with Climate Active Carbon Neutral Standard for Organisations. The below emission sources have been assessed against the Climate Active program's emissions relevance tests and identified as outside this organisation's direct operations boundary:</p> <ul style="list-style-type: none"> - Capital goods arising from property developments (building embodied energy & emissions), facility maintenance and repairs, capital expenditure and fit outs - Operational emissions from real estate and infrastructure investments managed by external facility managers - Downstream use of leased facilities from tenant operations - Upstream supply chain emissions from procurement of professional services
Reporting boundary	<p>Total Scope 1, 2, and 3 GHG emissions comprises emissions within the reporting boundary for Australia and New Zealand as calculated using the formula below:</p> $\text{Total Scope 1, 2, and 3 location based GHG emissions} = \text{Scope 1 GHG Emissions} + \text{Scope 2 location based GHG Emissions} + \text{Scope 3 location based GHG Emissions}$ <p>Where:</p> <p>Scope 1 GHG Emissions, Scope 2 location based GHG Emissions and Scope 3 location based GHG Emissions are as defined within this criterion.</p> <p>'Scopes' are defined under the international reporting framework of the World Resources Institute/World Business Council for Sustainable Development reported in <i>The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard</i> and have been adopted by the NGERA.</p> <p>Reporting is in alignment with the NGERA and its associated guidelines with the exception of Scope 3 GHG emissions as described below. GHG are measured in carbon dioxide equivalents and expressed in tonnes (tCO₂-e).</p>
Total Scope 1, 2 and 3 location-based GHG emissions	<p>Total Scope 1, 2, and 3 GHG market-based emissions comprises emissions within the reporting boundary for Australia and New Zealand as calculated using the formula below:</p> $\text{Total 1, 2, and 3 market based GHG emissions} = \text{Scope 1 GHG Emissions} + \text{Scope 2 market based GHG Emissions} + \text{Scope 3 market based GHG Emissions}$ <p>Where:</p> <p>Scope 1 GHG Emissions, Scope 2 market based GHG Emissions and Scope 3 market based GHG Emissions are as defined within this criterion.</p> <p>'Scopes' are defined under the international reporting framework of the World Resources Institute/World Business Council for Sustainable Development reported in <i>The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard</i> and have been adopted by the NGERA.</p> <p>GHG are measured in carbon dioxide equivalents and expressed in tonnes (tCO₂-e).</p>

	Scope 1 emissions (direct emissions) comprise GHG emission associated with fuel combustion and use of hydrofluorocarbons for the following sources:		
	<div><div><div><div><div></div><div></div><div></div></div><div><div><div>Natural gas</div><div>(used for heating air and water). Natural gas data is derived from supply authority billing. Meter data and/or estimated data is applied based on Dexus's methodology, set out below, if billing data is unavailable at the time of reporting.</div></div></div><div><div><div>Diesel Oil (Diesel)</div><div>Diesel data is collected from site operations managers and is sourced from delivery invoices for diesel purchases and periodic diesel tank level readings. Estimated data is applied based on Dexus's methodology if billing data is unavailable at the time of reporting.</div></div></div><div><div><div>Refrigerant gases</div><div>(used within air conditioning equipment). The data for refrigerant gases is derived from a refrigerant register that lists all equipment under Dexus operational control. Leakage is measured using equipment maintenance records of refrigerant top-ups or by applying an annual leakage rate as defined with the <i>National Greenhouse and Energy Reporting (Measurement) Determination, August 2024</i> , with global warming potentials relative to CO₂ aligned with the IPCC Fifth Assessment Report (2014).</div></div></div><div><div><div>Gasoline (other than for use as fuel in an aircraft)</div><div>Gasoline data is collected from site operations managers and is sourced from invoices for purchases Billing data and/or estimated data is applied based on Dexus's methodology if billing data is unavailable at the time of reporting.</div></div></div></div></div></div>		
Scope 1 GHG emissions	Scope 1 emissions have been calculated according to the Australian Government's <i>National Greenhouse and Energy Reporting (Measurement) Determination, August 2024</i> and the New Zealand Government's <i>Aotearoa New Zealand Measuring emissions: A guide for organisations: 2025 (June 2025)</i> .		
	Scope 2 location-based GHG emissions comprise indirect GHG emissions associated with grid-purchased electricity used for lighting and power. The data is provided by supply authority billing. Meter and/or estimated data is applied based on Dexus's methodology if billing data is unavailable at the time of reporting.		
Scope 2 location-based GHG emissions	Scope 2 emissions have been calculated using published average grid emission factors according to the Australian Government's <i>National Greenhouse and Energy Reporting (Measurement) Determination, August 2024</i> and the New Zealand Government's <i>Aotearoa New Zealand Measuring emissions: A guide for organisations: 2025 (June 2025)</i> .		
	Scope 2 GHG market-based emissions comprise indirect GHG emissions associated with grid-purchased electricity used for lighting and power. The data is provided by supply authority billing. Meter and/or estimated data is applied based on Dexus's methodology if billing data is unavailable at the time of reporting.		
	'Market-based' Scope 2 emissions involve separate accounting for any type of energy or energy attributed to a purchase via a contractual instrument, using source-based scope 2 emission factors evidenced by electricity attribute certificates, as defined within <i>The Greenhouse Gas Protocol: Scope 2 Guidance</i> .		
	Dexus has separated its electricity purchases into three categories for emissions calculations:		
	Renewable electricity:		
	<div><div><div><div></div><div></div><div></div></div><div><div><div>'Supplied renewable electricity'</div><div>supplied as a proportion of total grid purchases from energy retailers within electricity supply arrangements.</div></div></div><div><div><div><div></div><div></div><div></div></div><div><div><div>In jurisdictions where a mandatory renewable electricity purchasing scheme exists, this involves retailers surrendering <i>electricity attribute certificates</i> equivalent to the relevant jurisdiction Renewable Power Percentage (RPP) for electricity consumed by Dexus. These are evidenced by electricity supply agreements and tax invoices for supply of electricity, as defined below.</div></div></div></div></div><div><div><div>'Additional voluntary renewable electricity'</div><div>purchases made by Dexus that can be accounted using source-based scope emission factors evidenced by <i>electricity attribute certificates</i> obtained and surrendered by or on behalf of Dexus.</div></div></div></div></div>		
	Non-renewable electricity:		
	<div><div><div>'Remaining electricity'</div><div>which is deemed to be derived from fossil fuels, where emissions are accounted for by applying state-based 'residual mix factors', as defined below</div></div></div>		
	Where:		
	Electricity supply agreements and tax invoices – agreements between Dexus and electricity retailers for the supply of electricity, and subsequent invoices issued that state the volume of electricity consumed. For Australian facilities, these agreements and tax invoices include details for the sourcing of LGCs in line with retailer requirements under the RET, with Dexus being the end-consumer of electricity.		
	Renewable Power Percentage (RPP) – In jurisdictions where a mandatory renewable electricity purchasing scheme exists, including Australia's Renewable Energy Target, liable entities (i.e., electricity retailers) are required to surrender renewable energy attribute certificates (i.e. LGCs for the Australian scheme) equivalent to a published proportion (i.e. the RPP) on behalf of end users including Dexus each year. Retailers in turn include the surrender of energy attribute certificates in electricity contracts, and as the end consumer of electricity, organisations like Dexus are receiving a proportion of total electricity in line with the RPP.		
	Dexus is applying the RPP as a close proxy for the national proportion of renewable energy supplied to consumers via their electricity arrangements.		

Energy attribute certificate scheme	Scope 2 emission factor	Scope 3 emission factor	Evidence
Jurisdiction - Australia			
GreenPower – electricity generated under the National GreenPower Accreditation Program (https://www.greenpower.gov.au/)	0	0	Tax invoices for the purchase of GreenPower with retirement managed by the GreenPower provider
Large Scale Generation Certificates (LGCs) created by accredited renewable energy power stations under Australia's Renewable Energy Target, administered by the Clean Energy Regulator	0	0	Electricity tax invoices for 'bundled LGCs', supported by electricity contracts Tax invoices for the purchase of additional LGCs and records of retirements of certificates in their relevant registries.
Jurisdiction – New Zealand			
New Zealand Energy Certificates (NZ-ECs) under the New Zealand Energy Certificate System, created by existing renewable electricity generators in New Zealand and administered by the New Zealand Body for Certificate Issuance (NZBCI).	0	0	NZ-EC purchase agreement with New Zealand electricity retailers Statement of Position issued by Certified Energy Records in the NZECS Registry
General methodology for facilities where the above approaches do not apply			
Contracts for electricity, such as power purchase agreements (PPAs) not involving the instruments above, and contracts from specified sources, where electricity attribute certificates do not exist or are not required for a usage claim.	Source specific	State-based coefficients as per location-based accounting	Tax invoices or other equivalent energy attribute certificate.

For GreenPower and LGCs, a scope 3 emission factor = 0 is applied as losses are taken into account in the creation of LGC's in accordance with the GreenPower Program Rules Version 10, page 14 and <http://www.cleanenergyregulator.gov.au/RET/Scheme-participants-and-industry/Power-stations/Large-scale-generation-certificates/Large-scale-generation-certificate-eligibility-formula>

Market-based 'residual mix' factors – emissions factors relating to fossil fuel electricity generators, and are derived from the published state-based grid emissions factors (location-based factors), and scaled for the proportion of electricity generated from fossil fuels by subtracting the Renewable Power Percentage (RPP) from total (or 100%) of electricity supplied, as follows:

Scope 2 GHG market-based GHG emissions

$$\text{Residual Mix Factor emissions coefficient} = \frac{\text{location based grid factor}}{(100\% - RPP)}$$

Scope 2 'location-based' grid factors in Australia have been sourced from the *National Greenhouse and Energy Reporting (Measurement) Determination, August 2024*.

Scope 3 'location-based' grid factors in Australia have been sourced from the *National Greenhouse Accounts (NGA) Factors 2024*.

Scope 2 and 3 'location-based' grid factors in New Zealand have been sourced from the New Zealand Government's *Aotearoa New Zealand Measuring emissions: A guide for organisations: 2025 (June 2025)*.

This approach has been adopted from the *Property Council Scope 2 workbook, v1 28 June 2019* published by the Property Council of Australia, however the calculations are applied individually to each state-based factor, rather than using a national approach.

This deviation has been adopted to maintain consistency with location-based reporting – noting that once the RPP is used to separate grid-supplied electricity into renewable and non-renewable, this approach results in equivalent emissions, should an organisation not make any additional voluntary renewable energy purchases.

Within this approach:

- Electricity attribute certificates acquired directly by Dexus and surrendered are deemed to be additional to those surrendered to meet RET obligations in Australia, or similar schemes in other jurisdictions
- Given the interconnected nature of the National Electricity Market, it is assumed that the proportion of renewable energy is equitably distributed across Australia, including Western Australia

Emissions accounting for 'accredited power stations' – Dexus operates rooftop solar photovoltaic (PV) systems that generate electricity from solar energy for consumption on-site by Dexus, its customers or exported to the grid.

For some properties, the solar PV system has been registered as an Accredited Power Station as defined in Australia's *Renewable Energy (Electricity) Act 2000* and is eligible to create LGCs based on eligible electricity generated.

For the LGCs created, Dexus acknowledges that, as the energy attribute certificate, the LGCs created carry the applicable renewable energy benefit and that Dexus has the option to retire or transfer ownership of these LGCs.

To avoid double-counting of renewable benefits (i.e. claiming solar and retiring LGCs), Dexus accounts for all electricity generated from accredited power stations as being 100% exported to the electricity grid and is substituted by an equivalent amount of 'grid sourced' electricity as an incoming supply to the property. The substituted electricity is accounted for using the market-based emissions methodology above, and in order to claim any renewable benefit, Dexus surrenders the equivalent LGCs or NZ-ECs with the Clean Energy Regulator (in Australia) or Certified Energy (in New Zealand) respectively.

<p>Scope 3 location-based emissions (other indirect emissions) comprise GHG associated with the following nominated categories and emission sources that relate to Dexus's corporate operations and managed property portfolio.</p> <p>The table below lists the data types included within the reported boundary, which have been categorised using guidance within the GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard ("Scope 3 Standard").</p>	
Scope 3 emissions category	Included emission data sources, emissions factor and calculations
Scope 3 location based GHG emissions	<p>Emissions for corporate sources associated with operations of Dexus tenancies included in the boundary. Emissions factors have been sourced from the <i>Climate Active Inventory (version 9.1) circulated on 7 October 2024</i>. Sources included in the boundary are:</p> <ul style="list-style-type: none"> – Telecommunications and use of Data Centres: Calculated using a spend method via the aggregation of invoices and/or appropriate records from the supplier of the service – IT Equipment and Office Equipment hire: Calculated using a spend method by the aggregation of invoices and/or appropriate records from the supplier of the service – Paper use including Carbon Neutral Paper: Calculated using the utilisation of weight-based records from the supplier of the consumable – Stationery: Calculated using a spend method by the aggregation of corporate spend records from Dexus's accounting system – Printing, Couriers: Calculated using spend method using invoice data and/or appropriate records from the supplier of the service – Hotel Accommodation: Calculated using room night records from all domestic and international business travel, and provided by Dexus's travel agent – Bus shuttle: Calculated using a distance-based method on annualised basis from the frequency and distance of the bus shuttle travel route – Food and beverage: Calculated using the aggregation of corporate spend records from Dexus's accounting system – Furniture: Calculated using the aggregation of corporate spend records from Dexus's accounting system
	<p>Category 1: Purchased goods and services</p>
	<p>Category 3: transmission and distribution losses ("energy losses") associated with energy use</p> <p>Energy consumed by Dexus: Data for energy losses is that used to calculate scope 1 and 2 emissions.</p> <p>Calculated according to the <i>National Greenhouse Accounts (NGA) Factors 2024</i></p>
	<p>Category 5: waste generated in operations</p> <p>Waste and recycling: Data provided by waste contractors directly or collated by site managers from data provided by waste contractors.</p> <ul style="list-style-type: none"> – Waste to landfill: calculated according to the <i>National Greenhouse Accounts (NGA) Factors 2024</i> – Recycled waste: calculated according to <i>Department of Sustainability, Environment, Water, Population and Communities: A study into commercial & industrial (C&I) waste and recycling in Australia by industry division: 2013, Table 21: Greenhouse gas impacts of landfilling and recycling materials</i>. <p>Water and Wastewater: Data sourced from water utilities or on-site water meters.</p> <ul style="list-style-type: none"> – Compiled in accordance with the <i>Climate Active Carbon Neutral Standard for Organisations, October 2022</i>. – Emissions factors have been sourced from the <i>Climate Active Inventory (version 8.0) circulated on 20 March 2023</i>, referencing the regional factor for the emission source "Water supply and wastewater treatment".
	<p>Category 6: business travel</p> <p>Business travel, including flights, taxis, Personal car use, hire cars and parking: Derived from records from Dexus's travel agent which detail kilometres travelled on domestic and international flights. Personal car use is extracted from Dexus's employee expense records, and hire car and parking records are calculated using the aggregation of corporate spend records from Dexus's accounting system.</p> <p>Compiled in accordance with the <i>Climate Active Carbon Neutral Standard for Organisations, October 2022</i>.</p> <p>Emissions factors have been sourced from the <i>Climate Active Inventory (version 8.0) circulated on 20 March 2023</i>.</p>
	<p>Category 7: Employee commuting</p> <p>Employee Commuting and Working from Home:</p> <p>Calculated using the information collected from a periodic Dexus employee commuting survey and extrapolated based on current FTE figures.</p> <p>Compiled in accordance with the <i>Climate Active Carbon Neutral Standard for Organisations, October 2022</i>.</p> <p>Emissions factors have been sourced from the <i>Climate Active Inventory (version 8.0) circulated on 20 March 2023</i>.</p>
Estimated data is applied based on Dexus's methodology if billing data is unavailable at the time of reporting.	
Scope 3 market based GHG emissions	<p>As per the definition above, except that a scope 3 residual mix factor is used to calculate emissions for non-renewable electricity, in line with the Scope 2 market based GHG emissions definition.</p>
	<p>For GreenPower, LGCs and NZ-ECs, a scope 3 emission factor = 0 is applied as losses are taken into account in the creation of LGC's in accordance with the GreenPower Program Rules Version 10, page 14 and http://www.cleanenergyregulator.gov.au/RET/Scheme-participants-and-industry/Power-stations/Large-scale-generation-certificates/Large-scale-generation-certificate-eligibility-formula</p>
Total Net Scope 1, 2, and 3 GHG emissions comprises emissions within the reporting boundary for Australia and New Zealand as calculated using the formula below:	
Total Net Scope 1, 2 and 3 GHG emissions	$\begin{aligned} \text{Total Net 1,2, and 3 GHG Emissions} \\ = \text{Scope 1 GHG Emissions} + \text{Scope 2 market based GHG Emissions} \\ + \text{Scope 3 market based GHG Emissions} - \text{GHG offsets} \end{aligned}$
	Where:
	<ul style="list-style-type: none"> – 'GHG offsets' comprises carbon offsets or carbon credits equivalent offset units that have been retired and/or pending acceptance via the relevant registries as of the date of this report (20 August 2025), which are eligible under the Climate Active Carbon Neutral Standard for Organisations, administered by the Australian Department of Climate Change, Energy, the Environment and Water.
	<ul style="list-style-type: none"> – The Climate Active Carbon Neutral Standard for Organisations provides a list of eligible offset units that have been assessed as meeting the Standard's offsets integrity principles. These principles are designed to ensure that eligible offset units represent genuine and credible emission reductions. – GHG offsets are created by eligible projects under recognised schemes and each offset represents 1 tonne of abated or avoided carbon dioxide equivalent. – GHG offsets are created and tracked through market registers. – 'Scopes' are defined under the international reporting framework of the World Resources Institute/World Business Council for Sustainable Development reported in The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard and have been adopted by the NGERA.
	<p>Reporting is in alignment with the NGERA and its associated guidelines with the exception of Scope 3 GHG emissions as described above. GHG are measured in carbon dioxide equivalents and expressed in tonnes (tCO₂e).</p>
Energy consumed	<p>Energy consumed comprises primary energy sources, namely natural gas, diesel and electricity purchased by Dexus for facilities within the reporting boundary for Australia and New Zealand.</p>
	<p>Energy consumed also comprises secondary electricity that is generated from conversion of solar energy, and combustion of natural gas or diesel, for consumption within the facility.</p>
	<p>Energy consumed is calculated as a total figure converting measured usage to gigajoules using the methods and conversion factors specified within the <i>National Greenhouse and Energy Reporting (Measurement) Determination, August 2024</i>.</p> <p>Energy consumption has been based on quantities invoiced or metered by suppliers or Dexus. Estimates are used when billing data is unavailable and these are based on Dexus's methodology, drawing from secondary sources such as meter data or based on seasonal historical estimates.</p>

	Energy produced comprises energy captured from natural sources and the manufacture of energy from transformation from another fuel source within Dexus for facilities within the reporting boundary for subsequent consumption on-site or export off-site.	
	Energy produced comprises:	
	<div>– Electricity production from solar radiation (solar PV). The data for electricity production from solar radiation is derived from site-based sub meters. Estimated data is applied based on Dexus's methodology if meter data is unavailable at the time of reporting.</div> <div><div><div>o Dexus measures and reports on total energy produced, separated into the following end-use consumption outcomes:</div><div><div>▪ Electricity consumed on site by Dexus</div><div>▪ Electricity consumed on site by Customers</div><div>▪ Electricity exported to the grid</div></div></div><div>o Dexus delineates between LGC-producing and non-LGC-producing systems as follows:</div><div><div>a. Accredited Power Stations: Larger solar PV systems that are registered as an Accredited Power Station as defined in Australia's Renewable Energy (Electricity) Act 2000 are eligible to create LGCs based on eligible electricity generated</div><div><div>i. Dexus applies a 'grid-first' approach and accounts for all electricity generated from accredited power stations as being 100% exported to the electricity grid and is substituted by an equivalent amount of 'grid sourced' electricity as an incoming supply to the property.</div></div></div><div>b. Small scale rooftop solar systems: Smaller solar PV systems that are not registered.</div><div><div>i. Dexus applies a 'site-first' approach' whereby solar electricity is metered and recorded as 'Solar Electricity'. Where an embedded network is operates at the property, solar benefit attributed to Dexus first, then its customers and then the grid on an annual net-basis</div></div></div>	
Energy produced	<div>– Dexus measures and reports on total energy produced, separated into the following end-use consumption outcomes:</div> <div><div>o Electricity consumed on site by Dexus</div><div>o Electricity consumed on site by Customers</div><div>o Electricity exported to the grid</div></div>	

Parameters used in the preparation of the subject matter - Employees

Dexus applied the following parameters in calculating the reported workforce diversity statistics, absenteeism and safety statistics described above:

Item	Description
Reporting period	1 July 2024 to 30 June 2025
Reporting boundary	<p>Unless otherwise stated below, the reporting boundary comprises employees ('Dexus workforce', 'Dexus employees') across facilities in Australia, New Zealand and other geographies which fall under the operational control of members of the group of which Dexus Holdings Limited is the controlling corporation.</p> <p>The 'Dexus workforce' or 'Dexus employees' includes staff employed full-time, part-time, on fixed term contracts and on a casual basis and excludes independent consultants/service providers and temporary staff sourced via external agencies.</p>
Number of workers	<p>Number of workers - Is defined as the number of employees who were employed by Dexus as recorded at 30 June 2025.</p> <p>Headcount data for the purpose of these statistics represents the active Dexus workforce and is based on the metric 'Total Headcount (ongoing)' as defined by the Australian Public Service Commission (https://legacy.apsc.gov.au/appendix-common-workforce-metrics), as the number of ongoing employees directly employed by Dexus at the point in time described above.</p>
Number of full-time equivalent employees	<p>Number of full-time equivalent employees (FTEs) - Is defined as the number of workers who were employed by Dexus as recorded at 30 June 2025.</p> <p>FTE data for the purpose of these statistics represents the whole Dexus workforce, and is based on the metric 'Total FTE' as defined by the Australian Public Service Commission (https://legacy.apsc.gov.au/appendix-common-workforce-metrics), as the number of full-time equivalent employees directly employed by the organisation at a point in time where part-time employees are converted to full-time equivalent based on the hours they work as a proportion of the hours for a full-time employee.</p>
Number of hours worked	<p>Number of hours worked in the period - Refers to the total scheduled number of hours of all Dexus employees as recorded at 30 June 2025. Dexus offers employees flexible work arrangements and staff are employed under individual contracts that stipulate 38 hours per week for each full-time employee. As Dexus does not track employee working hours and staff do not engage in overtime or shift work, Dexus has defined the 'number of hours worked' as 1824 hours per annum (equal to 240 days x 7.6 hours) per full-time employee.</p>
Percentage of female employees	<p>The percentage of female full time equivalent workers employed is calculated as follows:</p> $\text{Female employees (\%)} = \frac{\text{number of female full time equivalent workers}}{\text{total number of full time equivalent workers}}$ <p>Where:</p> <p>Number of full-time equivalent workers – as defined above</p> <p>Number of female full time equivalent workers – A subset of the number of full time equivalent workers defined above who identify themselves as female</p>
Percentage of females in senior management	<p>'Senior Management team' includes <i>executive management and senior management positions</i> within the Dexus workforce.</p> <p>Where:</p> <p>Executive management and senior management positions include Dexus employees whose role is mapped to one of the following four occupational categories: 'CEO/head of business', 'KMP (key management personnel)', 'other executives/general managers', and 'senior managers', as outlined within worker classification guidance Standardised occupational categories of managers: February 2018 published by the Australian Government's Workplace Gender Equality Agency (WGEA). Refer to: https://www.wgea.gov.au/sites/default/files/standardised-categories-managers.pdf</p> <p>The percentage of females in senior management is calculated as follows:</p> $\text{Females in senior management (\%)} = \frac{\text{number of female senior managers}}{\text{total number of senior managers}}$ <p>Where:</p> <p>Number of senior managers – A subset of the total number of workers with a 'Senior Management team' corporate title as defined above</p> <p>Number of female workers – A subset of the number of senior managers defined above who identify themselves as female</p>
Percentage of female non-executive directors	<p>The percentage of female non-executive directors is calculated as follows:</p> $\text{Female non executive directors (\%)} = \frac{\text{number of female non executive directors}}{\text{total number of non executive directors}}$ <p>Where:</p> <p>Number of non-executive directors – The total number of non-executive directors of Dexus Holdings Limited as recorded at 30 June 2025</p> <p>Number of female non-executive directors – A subset of the number of non-executive directors defined above who identify themselves as female</p>
Ratio of basic salary and remuneration of women to men	<p>The Ratio of basic salary and remuneration of women to men is calculated as follows:</p> <p>Gender Pay Ratio – the ratio of the average base salary for a male employee to the average base salary for a female employee</p> $\text{Gender Pay Ratio} = \frac{\text{average base salary for a male employee}}{\text{average base salary for a female employee}}$ <p>Salary data is sourced from the Dexus Human Resources Information System (HRIS), and the ratio is calculated and rounded to one decimal place for each employee band.</p>
Absentee Rate	<p>Absentee Rate (AR) – the number of sick leave and carers leave days per full time equivalent workers employed is calculated as follows:</p> $AR = \frac{\text{number of Sick and Carers leave days}}{\text{number of full time equivalent employees}}$ <p>Where:</p> <p>Number of full-time equivalent employees – as defined above</p>
Work health & safety definitions	<p>Work health and safety (WH&S) incidents account for all recorded incidents pertaining to Dexus employees and includes contractors employed directly by Dexus.</p> <p>The system of rules applied in recording and reporting accident statistics include <i>Australian Standard 1885.1 1990</i>, Workplace injury and disease recording standard as well as definitions within the relevant section(s) from the Global Reporting Initiative (GRI) Standards.</p> <p>No lost-time injuries/diseases – Those occurrences which were not lost-time injuries/diseases and for which first aid and/or medical treatment was administered</p> <p>Lost-time injuries/diseases – A work-related injury or disease (including a permanent disability or a fatality) that results in one or more days absent from work (not including the day of injury) and is supported by a workers compensation certificate.</p> <p>Occupational disease – A disease arising from the work situation or activity (such as stress or regular exposure to harmful chemicals), or from a work-related injury</p> <p>Fatalities – Fatalities that occur due to an injury or disease occurrence arising from the work situation or activity</p>
Lost Time Injury Frequency Rate (LTIFR)	<p>Lost Time Injury Frequency Rate (LTIFR) - the number of occurrences of injury or disease for each one million hours worked is calculated as follows:</p> $LTIFR = \frac{\text{number of lost time injuries/diseases}}{\text{number of hours worked}} \times 1,000,000$ <p>Where:</p> <p>Number of lost time injuries/diseases – the number of lost-time injuries/diseases recorded during the reporting period as defined above</p> <p>Number of hours worked in the period – as defined above</p>
Fatalities Rate	<p>Fatalities Rate (FR) - the rate of fatalities due to work-related injury is calculated as follows:</p> $FR = \frac{\text{number of fatalities}}{\text{number of hours worked}} \times 1,000,000$
Site-based Contractors Lost Time Injury Frequency Rate	<p>Site-Based Contractors Lost Time Injury Frequency Rate – calculated using the same approach as for Lost Time Injury Frequency Rate and applied across site-based contractors.</p> <p>Using terminology within the relevant section(s) from the Global Reporting Initiative (GRI) Standards, site-based contractors are characterised by Dexus having control of the workplace, but not having control over the individual's work.</p>
Site-based Contractors Fatalities Rate	<p>Site-Based Contractors Fatalities Rate – calculated using the same approach as for Fatalities Rate and applied across site-based contractors.</p> <p>Using terminology within the relevant section(s) from the Global Reporting Initiative (GRI) Standards, site-based contractors are characterised by Dexus having control of the workplace, but not having control over the individual's work.</p>

FY25 GRI Content Index

Standard Disclosures

GRI Standard	Disclosure	Location	Remarks / Omissions
GRI 2: General Disclosures 2021	2-1 Organizational details	Annual Report – page 1 – About this report	
		Annual Report – pages 4-5 – About Dexus	
		Annual Report – pages 8-9 – Chair and CEO review	
		Annual Report – page 126 – Directors' report	
	2-2 Entities included in the organization's sustainability reporting	Annual Report – page 1 – About this report	
		Sustainability Data Pack – Introduction	
	2-3 Reporting period, frequency and contact point	Annual Report – page 1 – About this report	
		Annual Report – page 195 – Investor information	
		Annual Report – page 208 – Directory	
		Dexus website – Get in Touch – dexus.com/get-in-touch	
	2-4 Restatements of information	Sustainability Data Pack – Climate Action	
	2-5 External assurance	Annual Report – pages 200-201 – Integrated Report Content Elements Index	
		Annual Report – pages 189-193 – Independent Auditor's Report	
		Annual Report – pages 202-205 – Independent Limited Assurance Report	
		Corporate Governance Statement – page 14 – Principle 4: Safeguard the integrity of corporate reports - 4.1 Board Audit Committee	
		Dexus Website – Selection and Appointment of External Auditors Policy	
	2-6 Activities, value chain and other business relationships	Annual Report – pages 4-5 – About Dexus	
		Annual Report – pages 8-9 – Chair and CEO review	
		Annual Report – pages 10-11 – How we create value	
		Annual Report – pages 18-19 – Key resources	
		Annual Report – pages 28-29 – Key business activities	
	2-7 Employees	Management Approach and Procedures – 10.15 Our supply chain	
		Sustainability Data Pack – People & Capabilities – Our Workforce	
	2-8 Workers who are not employees	Annual Report – page 53 – Unlocking our potential	
	2-9 Governance structure and composition	Sustainability Data Pack – People & Capabilities – Our Workforce	
		Corporate Governance Statement – pages 5-9 – Principle 2 – Structure the Board to be effective and add value	
	2-10 Nomination and selection of the highest governance body	Annual Report – page 84 – Governance	
		Corporate Governance Statement – page 3 – Principle 1: Lay solid foundations for management and oversight	
	2-11 Chair of the highest governance body	Annual Report – page 84 – Governance	
		Corporate Governance Statement – pages 5-6 – Principle 2 – Structure the Board to be effective and add value	
	2-12 Role of the highest governance body in overseeing the management of impacts	Annual Report – page 86 – Governance	
		Annual Report – pages 22-27 – Key risks	
		Annual Report – pages 20-21 – Materiality review	
		Management Approach and Procedures – 2. Corporate Governance	
		Management Approach and Procedures – 3. Dexus's approach to sustainability	
	2-13 Delegation of responsibility for managing impacts	Corporate Governance Statement – page 17 – Principle 7 – Recognise and manage risk	
		Climate Transition Action Plan – page 7 – Governance	
		Corporate Governance Statement – pages 5-6 – Principle 2 – Structure the Board to be effective and add value	
	2-14 Role of the highest governance body in sustainability reporting	Annual Report – page 91 – Executive Committee	
		Climate Transition Action Plan – page 7 – Governance	
	2-15 Conflicts of interest	Corporate Governance Statement – pages 12-13 – Principle 3: Instil a culture of acting lawfully, ethically, and responsibly - 3.5 Sustainability and responsible investment	
		Climate Transition Action Plan – page 7 – Governance	
		Management Approach and Procedures – 2.0 Corporate Governance	
		Management Approach and Procedures – 10.3 Conflicts of interest	
	2-16 Communication of critical concerns	Corporate Governance Statement – page 12 – Principle 3.4: Conflicts of interest and related party dealings	
		Annual Report – page 85 – Governance	
		Management Approach and Procedures – 2.0 Corporate Governance	
		Management Approach and Procedures – 10.3 Conflicts of interest	
		Corporate Governance Statement – page 17 – Principle 7 – Recognise and manage risk	

GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Annual Report – page 86 – Governance - Board Skills and Experience Corporate Governance Statement – pages 7-8 – Principle 2 – Structure the Board to be effective and add value
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Statement – page 4 – Principle 1: Lay solid foundations for management and oversight Annual Report – page 65 – Climate action
	2-19 Remuneration policies	Corporate Governance Statement – page 18 – Principle 8: Remunerate fairly and responsibly Annual Report – pages 92-121 – Remuneration report
	2-20 Process to determine remuneration	Corporate Governance Statement – page 18 – Principle 8: Remunerate fairly and responsibly Annual Report – pages 53, 92-121 – Board Focus & Remuneration Report Corporate Governance Statement – page 16 – Principle 6: Respect the rights of security holders Management Approach and Procedures – 4.3 Reward, recognition and benefits
	2-21 Annual total compensation ratio	Sustainability Data Pack – People & Capabilities – Remuneration
	2-22 Statement on sustainable development strategy	Corporate Governance Statement – pages 12-13 – Principle 3: Instil a culture of acting lawfully, ethically, and responsibly - 3.5 Sustainability and responsible investment Annual Report – page 9 – Chair and CEO review Climate Transition Action Plan – page 4 – Message from the CEO
	2-23 Policy commitments	Corporate Governance Statement – entire document Dexus website – Corporate Governance – Policies Management Approach and Procedures – entire document
	2-24 Embedding policy commitments	Management Approach and Procedures – 3. Dexus's approach to sustainability Corporate Governance Statement – pages 11-13 – Principle 3: Instil a culture of acting lawfully, ethically, and responsibly
	2-25 Processes to remediate negative impacts	Management Approach and Procedures – 10.6 Complaint procedures Management Approach and Procedures – 10.7 Internal grievances and whistleblowing Dexus website – Corporate Governance – Stakeholder Engagement Guidelines
	2-26 Mechanisms for seeking advice and raising concerns	Management Approach and Procedures – 4.1.1 Employee listening strategy Management Approach and Procedures – 10.6 Complaint procedures Management Approach and Procedures – 10.7 Internal grievances and whistleblowing Dexus website – Corporate Governance – Stakeholder Engagement Guidelines
	2-27 Compliance with laws and regulations	Annual Report – page 126 – Director's Report - Environmental regulation Annual Report – page 174 – Group Performance - Note 18 Commitments and Contingencies
	2-28 Membership associations	Annual Report – page 207 – Our Memberships and Affiliations
	2-29 Approach to stakeholder engagement	Dexus website – Corporate Governance – Stakeholder Engagement Guidelines Annual Report – pages 20-21 – Materiality review Management Approach and Procedures – 10.12 Stakeholder engagement Climate Transition Action Plan – page 8 – Stakeholder landscape
	2-30 Collective bargaining agreements	Sustainability Data Pack – People & Capabilities – Recruitment and Retention
	3-1 Process to determine material topics	Annual Report – pages 20-21 – Materiality review
GRI 3: Material Topics 2021	3-2 List of material topics	Annual Report – pages 20-21 – Materiality review
	3-3 Management of material topics	Annual Report – pages 10-11 – How we create value Annual Report – pages 12-13 – Megatrends Annual Report – pages 12-13 – Key resources Annual Report – pages 20-21 – Materiality review Annual Report – pages 22-22 – Key risks
		Annual Report – pages 30-83 – Performance Annual Report – pages 84-87 – Governance Climate Transition Action Plan – entire document Corporate Governance Statement – entire document Management Approach and Procedures – entire document Dexus website – Corporate Governance – Policies

Material Topic Disclosures

GRI Standard	Disclosure	Location	Remarks / Omissions
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report – pages 2-3 – FY25 highlights	
		Annual Report – pages 30-39 – Financial Performance	
		Annual Report – pages 52-57 – Unlocking our Potential	
		Annual Report – pages 74-77 – Enhancing Communities	
		Annual Report – page 132 – Consolidated Statement of Changes in Equity	
		Annual Report – page 134 – Consolidated Statement of Cash Flows	
		Sustainability Data Pack – Customer Experience	
		Sustainability Data Pack – Community Investments	
		Sustainability Data Pack – People & Capabilities – Our Workforce	
		Sustainability Data Pack – Supply Chain	
		Corporate Governance Statement – page 18 – Principle 8: Remunerate fairly and responsibly	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Annual Report – pages 22-27 – Key risks	
		Sustainability Data Pack – Climate Action – Performance towards commitments	
		Management Approach and Procedures – 6. Climate Action	
		Climate Transition Action Plan – pages 11-18	
	201-3 Defined benefit plan obligations and other retirement plans		Dexus does not operate a defined benefit superannuation scheme. Consistent with Australian legislation, superannuation contributions are made to superannuation funds selected by employees. Dexus contributes retirement provisions in line with Australia's employer superannuation guarantee requirements. In FY25 Dexus provided superannuation contributions at the legislated contribution rate of 11.5%, unless elected at a higher rate by an employee as part of a voluntary contribution.
GRI 203: Indirect Economic Impacts 2016	201-4 Financial assistance received from government	Sustainability Data Pack – Climate Action – Energy	Dexus did not undertake any Energy Saving Certificates (ESCs) transactions, resulting in \$0 revenue for the year.
	203-1 Infrastructure investments and services supported	Annual Report – pages 10-11 – How we create value	
		Annual Report – pages 30-39 – Financial Performance	
		Annual Report – pages 40-51 – Thriving cities	
		Annual Report – pages 74-77 – Enhancing Communities	
GRI 205: Anti-corruption 2016	203-2 Significant indirect economic impacts	Annual Report – pages 30-83 – Performance	
	205-1 Operations assessed for risks related to corruption	Management Approach and Procedures – 2. Customer Prosperity	
		Management Approach and Procedures – 6. Climate Action	
		Management Approach and Procedures – 7. Enhancing Communities	
		Management Approach and Procedures – 10.5 Anti-bribery and corruption	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Corporate Governance Statement – page 17 – Principle 7: Recognise and manage risk – 7.2 Risk management	
		Dexus website – Corporate Governance – Anti-Bribery and Corruption Policy	
		Management Approach and Procedures – 10.3 Conflicts of interest	
		Sustainability Data Pack – People & Capabilities – Human Capital Development	
		Corporate Governance Statement – page 10 – Principle 2: Structure the Board to be effective and add value – 2.8 Access to training and information	
GRI 206: Anti-competitive Behavior 2016	205-3 Confirmed incidents of corruption and actions taken	Corporate Governance Statement – pages 11-12 – Principle 3: Instil a culture of acting lawfully, ethically, and responsibly	
		Corporate Governance Statement – page 17 – Principle 7: Recognise and manage risk – 7.2 Risk management	
		Dexus website – Corporate Governance – Policies - Employee Code of Conduct	
		Sustainability Data Pack – People & Capabilities – Work Health and Safety – Employee relations matters	
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report – page 174 – Group Performance - Note 18 Commitments and Contingencies	There were no legal actions brought against Dexus for anti-competitive, anti-trust or monopoly practices in FY25
GRI 207: Tax 2019	207-1 Approach to tax	Annual Report – pages 30-39 – Financial Performance	
		Annual Report – page 147 – Note 6 Taxation	
	207-2 Tax governance, control and risk management	Annual Report – page 31 – Board focus	
		Corporate Governance Statement – page 14 – Principle 4: Safeguard the integrity of corporate reports - 4.1 Board Audit Committee	
	207-3 Stakeholder engagement and management of concerns related to tax	Annual Report – page 147 – Note 6 Taxation	
GRI 207: Tax 2019	207-4 Country-by-country reporting	Management Approach and Procedures – 10.8 Tax and overseas operations	

GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Data Pack – Climate Action – Energy	Information on upstream energy consumption outside Dexus's organisation boundary relates to energy consumed by suppliers providing products and services to Dexus. Dexus has engaged with key suppliers to request information about their energy consumption, but only a limited number of suppliers' energy data is available. Downstream energy consumption relates to energy consumption by tenants occupying Dexus buildings. Dexus collects data for tenants across a proportion of properties, however this data falls outside of the operational control boundary used for public disclosure.
		Annual Report – page 73 – Climate Action	
	302-2 Energy consumption outside of the organization	Climate Transition Action Plan – pages 9-10 - Emissions profile	
	302-3 Energy intensity	Sustainability Data Pack – Climate Action – Energy	
		Annual Report – pages 58-61 – Customer Prosperity	
GRI 303: Water and Effluents 2018	302-4 Reduction of energy consumption	Annual Report – pages 62-73 – Climate Action Sustainability Data Pack – Climate Action – Energy Management Approach and Procedures – 6. Climate Action Management Approach and Procedures – 8. Sustainability Foundations	
	302-5 Reductions in energy requirements of products and services	Annual Report – pages 58-61 – Customer Prosperity Annual Report – pages 62-72 – Climate Action Annual Report – pages 78-83 – Sustainability Foundations Sustainability Data Pack – Foundations – Green Building Certifications Management Approach and Procedures – 2. Customer Prosperity Management Approach and Procedures – 6. Climate Action Management Approach and Procedures – 8. Sustainability Foundations	
	303-1 Interactions with water as a shared resource	Management Approach and Procedures – 8.1 Environmental management	
	303-2 Management of water discharge-related impacts	Management Approach and Procedures – 8.1 Environmental management	
	303-3 Water withdrawal	Sustainability Data Pack – Climate Action – Water Management Approach and Procedures – 8.1 Environmental management	
GRI 304: Biodiversity 2016	303-4 Water discharge	Management Approach and Procedures – 8.1 Environmental management	
	303-5 Water consumption	Sustainability Data Pack – Climate Action – Water	
	304-2 Significant impacts of activities, products and services on biodiversity	Annual Report – page 78 – Sustainability Foundations	
	304-3 Habitats protected or restored	Annual Report – page 78 – Sustainability Foundations Dexus website – Sustainability case studies	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Data Pack – Climate Action – GHG Emissions Climate Transition Action Plan – pages 9-10 - Emissions profile	
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Data Pack – Climate Action – GHG Emissions Climate Transition Action Plan – pages 9-10 - Emissions profile	
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Data Pack – Climate Action – GHG Emissions Climate Transition Action Plan – pages 9-10 - Emissions profile	
	305-4 GHG emissions intensity	Sustainability Data Pack – Climate Action – GHG Emissions	
	305-5 Reduction of GHG emissions	Sustainability Data Pack – Climate Action – GHG Emissions Management Approach and Procedures – 6.3 Emissions management Annual Report – pages 62-73 – Climate Action	
GRI 306: Waste 2020	305-6 Emissions of ozone-depleting substances (ODS)	Sustainability Data Pack – Climate Action – Air emissions	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability Data Pack – Climate Action – Air emissions	
	306-1 Waste generation and significant waste-related impacts	Management Approach and Procedures – 8.1 Environmental management	
	306-2 Management of significant waste-related impacts	Annual Report – pages 78-79 – Sustainability Foundations Management Approach and Procedures – 8.1 Environmental management	
	306-3 Waste generated	Sustainability Data Pack – Foundations – Materials, FY25 Operational waste and Recycling by stream	
GRI 308: Supplier Environmental Assessment 2016	306-4 Waste diverted from disposal	Sustainability Data Pack – Foundations – Materials, FY25 Operational waste and Recycling by stream Management Approach and Procedures – 8.1 Environmental management	
	306-5 Waste directed to disposal	Sustainability Data Pack – Foundations – Materials, FY25 Operational waste and Recycling by stream	
	308-1 New suppliers that were screened using environmental criteria	Annual Report – page 80 – Sustainability Foundations Management Approach and Procedures – 10.15 Our supply chain Sustainability Data Pack – Foundations – Supply Chain	
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability Data Pack – Foundations – Supply Chain Management Approach and Procedures – 10.15 Our supply chain	In FY25, the business did not receive any complaints or grievances regarding negative environmental impact due to supplier and/or service provider activities.

GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability Data Pack – People & Capabilities – Recruitment and Retention	
		Management Approach and Procedures – 4. People - Unlocking our potential	Dexus offers several employee benefits in line with contemporary Australian market practice. Benefits are offered regardless of full-time or part-time employment status but may be pro-rated in the case of leave and life insurance benefits which are based on the employee's regular salary level.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Dexus website – Careers – Life at Dexus	Temporary employees engaged via a labour hire agency or contracting agreement receive benefits from their primary employer, the cost of which is factored into the hourly rate or service fee paid by Dexus. Temporary employees are not eligible for the following benefits: leave benefits, life and disability insurance, membership to the corporate discount program, study assistance.
GRI 402: Labor/Management Relations 2016	401-3 Parental leave	Sustainability Data Pack – People & Capabilities – Recruitment and Retention Management Approach and Procedures – 4. People - Unlocking our potential	
	402-1 Minimum notice periods regarding operational changes	Management Approach and Procedures – 4. People - Unlocking our potential	
	403-1 Occupational health and safety management system	Management Approach and Procedures – 4.8 Employee health and wellbeing Management Approach and Procedures – 9.2 Work health safety and wellbeing	
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Annual Report – page 22 – Key risks Management Approach and Procedures – 4.8 Employee health and wellbeing Management Approach and Procedures – 9.2 Work health safety and wellbeing	
	403-3 Occupational health services	Management Approach and Procedures – 5. Thriving People Annual Report – page 22 – Key risks Annual Report – pages 52-57 – Unlocking our Potential	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Management Approach and Procedures – 4.8 Employee health and wellbeing Management Approach and Procedures – 9.2 Work health safety and wellbeing	
	403-5 Worker training on occupational health and safety	Management Approach and Procedures – 4.8 Employee health and wellbeing Management Approach and Procedures – 9.2 Work health safety and wellbeing Sustainability Data Pack – People & Capabilities – Human Capital Development	
	403-6 Promotion of worker health	Annual Report – pages 58-61 – Customer Prosperity Management Approach and Procedures – 4.8 Employee health and wellbeing Management Approach and Procedures – 9.2 Work health safety and wellbeing	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Annual Report – page 22 – Key risks Annual Report – pages 52-57 – Unlocking our Potential Annual Report – pages 58-61 – Customer Prosperity Management Approach and Procedures – 2. Customer Prosperity Management Approach and Procedures – 7. Enhancing Communities	
	403-8 Workers covered by an occupational health and safety management system	Sustainability Data Pack – People & Capabilities – Work Health and Safety Management Approach and Procedures – 4.8 Employee health and wellbeing Management Approach and Procedures – 9.2 Work health safety and wellbeing Management Approach and Procedures – 10.15.8 Supplier and contractor health and safety	
	403-9 Work-related injuries	Management Approach and Procedures – 9.2 Work health safety and wellbeing	Dexus employees are not involved in occupational activities that have a high incidence or high risk of specific diseases.
	403-10 Work-related ill health	Sustainability Data Pack – People & Capabilities – Work Health and Safety	Recordable work-related ill health is omitted due to legal prohibitions and/or confidentiality constraints.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainability Data Pack – People & Capabilities – Human Capital Development	
	404-2 Programs for upgrading employee skills and transition assistance programs	Annual Report – pages 52-57 – Unlocking our Potential Sustainability Data Pack – People & Capabilities – Human Capital Development Management Approach and Procedures – 4. Unlocking our potential	
	404-3 Percentage of employees receiving regular performance and career development reviews	Annual Report – pages 52-57 – Unlocking our Potential Sustainability Data Pack – People & Capabilities – Human Capital Development	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Data Pack – People & Capabilities – Diversity and Inclusion Corporate Governance Statement – page 5 – Principle 2 – Structure the Board to be effective and add value	
	405-2 Ratio of basic salary and remuneration of women to men	Annual Report – pages 52-57 – Unlocking our Potential Sustainability Data Pack – People & Capabilities – Remuneration	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sustainability Data Pack – People & Capabilities – Work Health and Safety – Employee relations matters Management Approach and Procedures – 8.2 Social performance	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability Data Pack – People & Capabilities – Recruitment and Retention	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Management Approach and Procedures – 10.15 Our supply chain	

FY25 SASB Content Index

Topic	Accounting Metric	SASB Code	Unit of Measure	Disclosure Location (link to evidence or page #)	Comments
Energy Management	Energy consumption data coverage as a percentage of total floor area, by property subsector	IF-RE-130a.1	Percentage (%)	Sustainability Data Pack – Energy	
			by floor area	Sustainability Data Pack – Energy	
	(1) total energy consumed by portfolio area with data coverage	IF-RE-130a.2	Gigajoules (GJ),	Sustainability Data Pack – GHG Emissions and Energy	
	(2) percentage grid electricity (3) percentage renewable, each by property subsector		Percentage (%)	Sustainability Data Pack – GHG Emissions and Energy	
	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	IF-RE-130a.3	Percentage (%)	Sustainability Data Pack – Energy	
	Percentage of eligible portfolio that: (1) has obtained an energy rating and (2) is certified to ENERGY STAR®, by property subsector	IF-RE-130a.4	Percentage (%)	Sustainability Data Pack – Green Building Certifications	
			by floor area		Not reported
	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	IF-RE-130a.5	n/a	Management Approach and Procedures – 8.1 Environmental management Annual Report – pages 78-83 – Sustainability Foundations Climate Transition Action Plan – pages 16-18	
Water Management	Water withdrawal data coverage as a percentage of: (1) total floor area and percentage (2) floor area in regions with High or Extremely High Baseline Water Stress, each by property subsector	IF-RE-140a.1	Percentage (%)	Sustainability Data Pack – Water	(2) Not reported
			by floor area	Sustainability Data Pack – Water	
	(1) total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, each by property subsector	IF-RE-140a.2	Thousand Cubic meters (m ³)	Sustainability Data Pack – Water	(2) Not reported
			Percentage (%)	Sustainability Data Pack – Water	
	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	IF-RE-140a.3	Percentage (%)	Sustainability Data Pack – Water	
	Description of water management risks and description discussion of strategies and practices to mitigate those risks	IF-RE-140a.4	n/a	Management Approach and Procedures – 8.1 Environmental management	
Management of Tenant Sustainability Impacts	1) percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area, by property subsector	IF-RE-410a.1	Percentage (%)		We offer green leases to tenants for a collaborative approach to sustainability. These do not contain cost-recovery clauses.
			by floor area , Square feet (ft ²)		
	Percentage of tenants that are separately metered or sub metered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	IF-RE-410a.2	Percentage (%)		Generally, tenants occupying premises are separately metered for grid electricity consumption, including where embedded electricity networks are in place for applicable assets. Water withdrawals at assets are generally metered at the whole of asset or site.
			by floor area		
	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	IF-RE-410a.3	n/a	Management Approach and Procedures – 5. Customer Prosperity; 6. Climate Action Annual Report – pages 58-61 – Customer Prosperity Climate Transition Action Plan – pages 8, 16-18	
Climate Change Adaptation	Area of properties located in 100-year flood zones, by property subsector	IF-RE-450a.1	Square feet (ft ²)		Not reported
	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	IF-RE-450a.2	n/a	Management Approach and Procedures – 6. Climate Action Annual Report – pages 62-73 – Climate Action Climate Transition Action Plan – pages 11-18	
Activity Metric	SASB Code	Unit of Measure	Dexus Metric of Qualitative Disclosure		
Real estate activity metrics	Number of assets, by property subsector	IF-RE-000.A	Number	Annual Report – pages 5, 40-51 - Overview, Thriving Cities	
	Leasable floor area, by property subsector	IF-RE-000.B	Square feet (ft ²)	Annual Report – pages 5, 40-51 - Overview, Thriving Cities	
	Percentage of indirectly managed assets, by property subsector	IF-RE-000.C	Percentage (%) by floor area		Not reported
	Average occupancy rate, by property subsector	IF-RE-000.D	Percentage (%)	Annual results Presentation – pages 7, 17, 23, 53-55	Office and Industrial only

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