

Growthpoint Sustainability Reporting Suite

This Sustainability Databook provides an overview of Growthpoint's sustainability portfolio and asset level performance data for the financial year ending 30 June 2025. This databook is to be used in conjunction with Growthpoint Sustainability Report (<https://growthpoint.com.au/results>) and the Reporting Criteria (included in the FY25 Sustainability Report). EY has provided an independent limited assurance of the selected metrics in this Databook. A copy of the assurance statement can be found in the FY25 Sustainability Report.

Performance metrics

Growthpoint uses the following performance metrics to report on the sustainability performance.

Metrics	Definition
Energy Consumption	Growthpoint's total energy consumption consists of: <ul style="list-style-type: none"> - Non-renewable grid electricity purchased from the public electricity network - Renewable grid electricity (GreenPower™) purchased by Growthpoint through the electricity agreements - Renewable energy generated from onsite solar PV systems. For reporting purposes, Growthpoint assumes that all renewable energy generated is consumed onsite - Natural gas distributed in a pipeline - Diesel fuel from stationary on-site generators
Electricity Consumption from renewable sources	The amount of electricity consumed from renewable sources is calculated as a % of renewable electricity consumed from the total electricity consumed.
NLA	Total Net Lettable Area - adjusted for the ownership period
Energy Intensity	Total energy consumed divided by the NLA, used as a normalising factor to compare the relative intensity
Scope 1 Emissions	Greenhouse gas emissions associated with the usage of the following sources: <ul style="list-style-type: none"> - Base building natural gas sourced directly from the pipeline consumed by facilities within Growthpoint's operational control - Diesel fuel consumption from stationary on-site generators - Leakage of refrigerant gases used in base building air conditioners Scope 1 emissions were calculated according to the National Greenhouse and Energy Reporting (NGER) (Measurement) Determination 2008.
Scope 2 Emissions	Greenhouse gas emissions associated with the consumption of the following sources: <ul style="list-style-type: none"> - Base building electricity consumed by facilities within Growthpoint operational control - Consumption of electricity by Growthpoint at our corporate head offices Location-based Scope 2 emissions were calculated in accordance with the NGER (Measurement) Determination 2008. Market-based Scope 2 emissions were calculated in accordance with the NGER (Measurement) Determination 2008 and the latest NGA factors.
- Location-based method	
- Market based method	
Carbon Intensity	Greenhouse gas emissions divided by the NLA, used as a normalising factor to compare the relative intensity
Scope 3 Emissions	Greenhouse gas emissions associated the following sources: <ul style="list-style-type: none"> - Purchased goods and services - paper consumption - Fuel- and energy-related activities - transmission and distribution losses and emissions from extraction and processing of input fuels - Waste generated in operations - waste sent to landfill from tenant and base building activities at Growthpoint properties - Business travel - air travel, rental car hire and taxi/Uber, and hotel accommodation - Upstream leased assets - emissions from the base building operations of the buildings where Growthpoint corporate head offices are located - Downstream leased assets - emissions generated from tenancy electricity and natural gas consumption
Water Consumption	Growthpoint's total water consumption consists of: <ul style="list-style-type: none"> - Potable water - drinking quality water supplied to GOZ assets from local water authorities - Recycled water - water recycled from non-potable water sources, supplied by the local water authority
Water Intensity	Total amount of water consumed divided by the NLA, used as a normalising factor to compare the relative intensity
Waste to Landfill	Waste generated by the commercial offices, disposed to landfill
Recycling	Recycled waste diverted from landfill, including comingled, paper and cardboard, organics, e-waste and secured paper waste streams
Diversion %	The diversion % is calculated as a proportion of waste that was recycled from the total amount of waste generated.
NABERS	Growthpoint uses the National Australian Built Environment Rating System - a national system for measuring environmental performance of buildings.
Green Star Performance	Growthpoint undertakes the Green Star Performance certification for 100% owned office assets. Green Star is an internationally recognised sustainability rating system developed by the Green Building Council of Australia.

Directly Owned Portfolio

Summary GHG Emissions

Boundary	Source/Scope 3 Category	Metric	FY25	FY24	FY23	FY22	FY21	% Change (compared to FY24)
Scope 1	Natural Gas	tCO2e	926	986	1,212	989	821	-6.1%
Scope 1	Stationary fuel - diesel	tCO2e	20	3	13	17	0.3	641.6%
Scope 1	Refrigerant leakage	tCO2e	348	248	155	165	243	40.2%
Scope 2	Electricity (location-based) ¹	tCO2e	7,978	8,162	9,040	10,731	10,675	-2.2%
Scope 2	Electricity (market-based)	tCO2e	257	2,206	6,752	8,040	9,159	-88.4%
Scope 3	Category 3 - Fuel and energy-related activities	tCO2e	1,019	1,161	1,359	1,441	1,493	-12.2%
Scope 3	Category 5 - Waste generated in operations	tCO2e	1,015	1,132	1,268	1,227	1,220	-10.3%
Scope 3	Category 6 - Business Travel	tCO2e	167	204	179	30	7	-18.0%
Scope 3	Category 8 - Upstream leased assets ²	tCO2e	57	62	65	n/a	n/a	-8.3%
Scope 3	Category 13 - Downstream leased assets	tCO2e	48,437	52,015	56,057	60,652	53,858	-6.9%
Scope 3	Category 15 - Investments ³	tCO2e	n/a	131	171	n/a	n/a	
Scope 1 Total		tCO2e	1,294	1,237	1,380	1,171	1,064	4.6%
Scope 2 Total (location-based)		tCO2e	7,978	8,162	9,040	10,731	10,675	-2.2%
Scope 2 Total (market-based)		tCO2e	257	2,206	6,752	8,040	9,159	-88.4%
Scope 3 Total		tCO2e	50,695	54,706	59,098	63,350	56,578	-7.3%
GHG Emissions Total (location-based)		tCO2e	59,967	64,104	69,517	75,252	68,317	-6.5%
GHG Emissions Total (market-based)		tCO2e	52,246	58,149	67,230	72,561	66,801	-10.2%

1. Includes emissions from our head offices and vacant tenancies

2. Includes emissions from base building operations of the building where Growthpoint's Melbourne corporate office tenancy is located. Excludes the base building emissions from our Sydney office.

3. Growthpoint no longer has any investments outside of our operational control

Summary Resource consumption

Boundary	Activity	Metric	FY25	FY24	FY23	FY22	FY21	% Change (compared to FY24)
	NLA operationally controlled properties	Sqm	285,861	286,919	294,463	273,843	261,897	-0.4%
	No. operationally controlled properties	No.	22	22	22	22	19	0.0%
Resource Consumption - Energy								
Operationally controlled properties - Base Building								
	Natural Gas	MWh	4,989	5,314	6,531	5,333	4,426	-6.1%
	Diesel	MWh	79	11	53	67	1	641.6%
	Electricity - grid - non-renewable	MWh	3,321	5,886	11,350	12,314	12,647	-43.6%
	Electricity - grid - renewable (Green Power)	MWh	8,073	5,582	798	759	204	44.6%
	Total Electricity - grid	MWh	11,394	11,468	12,148	13,073	12,851	-0.6%
	Renewable Energy Generated and Consumed Onsite (solar)	MWh	1,553	1,048	990	634	597	48.1%
	Total Electricity Consumption	MWh	12,947	12,516	13,138	13,707	13,448	3.4%
	% electricity consumption from renewable sources	%	74%	53%	14%	10%	6%	21.4%
	Total Energy Consumption (incl elec, gas, diesel and solar)	GJ	64,857	64,227	71,001	68,782	64,350	1.0%
Intensity								
	Energy Intensity	MJ/sqm	227	224	241	251	246	1.4%
	Carbon Intensity (location-based)	kg CO2/sqm	32	33	35	43	45	-1.0%
	Carbon Intensity (market-based)	kg CO2/sqm	5	12	28	34	39	-54.8%
Operationally controlled properties - Tenant Spaces								
	Office							
	Electricity	MWh	17,265	17,004	12,797	11,213	10,994	1.5%
Non -operationally controlled properties								
	Office							
	Electricity	MWh	8,602	8,636	8,383	8,218	8,391	-0.4%
	Natural Gas	MWh	1,731	2,205	1,993	1,708	2,239	-21.5%
	Industrial							
	Electricity	MWh	44,853	46,447	54,007	53,716	44,024	-3.4%
	Renewable Energy Generated and Consumed Onsite (solar)	MWh	1,049	494	175	n/a	n/a	112.5%
	Portfolio Tenant data coverage (electricity)	%	91	88	85	72	52	3.2%
Resource Consumption - Water								
Operationally controlled properties - Whole Building								
	Office							
	Potable Water	kL	91,383	83,174	81,286	77,036	74,186	9.9%
	Recycled Water	kL	12,587	11,837	7,773	6,670	14,492	6.3%
	Total Water Consumption	kL	103,970	95,011	89,059	83,706	88,678	9.4%
	Water Intensity	KL/sqm	0.36	0.33	0.30	0.31	0.34	9.8%
Non-operationally controlled properties - Whole Building								
	Office							
	Potable Water	kL	35,562	36,188	35,489	36,592	40,868	-1.7%
	Industrial							
	Potable Water	kL	157,496	154,239	159,182	156,657	149,955	2.1%
	Total Water Consumption - non-oper controlled⁴	kL	193,058	190,427	194,671	193,249	190,823	1.4%
Waste and Recycling								
All offices								
	Waste to Landfill	tonnes	781	871	975	944	938	-10.3%
	Recycling	tonnes	402	367	325	282	243	9.6%
	Total waste	tonnes	1,183	1,238	1,300	1,226	1,182	-4.4%
	Diversion %	%	34%	30%	25%	23%	21%	4.4%

4. Total Water Consumption for non-operationally controlled properties is reported based on partial data coverage, as made available by the tenants.

Third Party Assets

Summary

GHG Emissions

Scope	Source/Scope 3 Category	Metric	FY25	FY24	FY23
Scope 1	Natural Gas	tCO2e	422	286	178
Scope 2	Electricity (location-based)	tCO2e	8,278	9,316	7,849
Scope 2	Electricity (market-based)	tCO2e	8,618	9,061	7,635
Scope 3	Category 3 - Fuel and energy-related activities	tCO2e	1,141	1,686	1,387
Scope 3	Category 5 - Waste generated in operations	tCO2e	1,601	1,439	1,120
Scope 3	Category 13 - Downstream leased assets - Electricity	tCO2e	4,487	4,657	n/a
Scope 1 Total		tCO2e	422	286	178
Scope 2 Total (location-based)		tCO2e	8,278	9,316	7,849
Scope 2 Total (market-based)		tCO2e	8,618	9,061	7,635
Scope 3 Total		tCO2e	7,230	7,782	2,507
GHG Emissions Total (location-based)		tCO2e	15,929	17,384	10,535
GHG Emissions Total (market-based)		tCO2e	16,269	17,129	10,320

% Change (compared to FY24)
47.2%
-11.1%
-4.9%
-32.3%
11.3%
-3.6%
32.1%
-12.5%
-5.1%
-7.6%
-9.1%
-5.3%

Summary

Resource consumption

Boundary	Activity	Metric	FY25	FY24	FY23
	NLA operationally controlled properties	Sqm	128,292	129,618	112,668
	No. operationally controlled properties	No.	8	8	9
Resource Consumption - Energy					
Operationally controlled properties - Base Building					
	Office and Retail				
	Natural Gas	MWh	2,273	1,544	959
	Electricity - grid - non-renewable	MWh	13,467	13,882	11,318
	Electricity - grid - renewable (Green Power)	MWh	62	517	389
	Renewable Energy Generated and Consumed Onsite (solar)	MWh	1,546	1,296	834
	Electricity (grid including Green Power)	MWh	13,529	14,399	11,708
	Total Electricity Consumption	MWh	15,076	15,695	12,542
	% elec consumption from renewable sources	%	11%	12%	10%
	Energy Consumption (incl elec, gas and solar)	GJ	62,456	62,062	48,603
	Intensity				
	Energy Intensity	MJ/sqm	487	479	431
	Carbon Intensity (location-based)	kg CO2/sqm	68	74	71
	Carbon Intensity (market-based)	kg CO2/sqm	70	72	69
Operationally controlled properties - Tenant Spaces					
	Office and Retail¹				
	Electricity	MWh	4,147	3,867	n/a
Non-operationally controlled properties					
	Industrial²				
	Electricity	MWh	4,752	4,632	n/a
Resource Consumption - Water					
Whole Building					
	Potable Water	kL	85,571	106,602	91,066
	Water Intensity	KL/sqm	0.44	0.82	0.81
Waste and Recycling					
Whole Building					
	Waste to Landfill	tonnes	1,232	1,107	862
	Recycling	tonnes	424	343	174
	Total waste	tonnes	1,656	1,450	1,036
	Diversion %	%	26%	24%	17%

% Change (compared to FY24)
-1.0%
0.0%
47.2%
-3.0%
-87.9%
19.3%
-6.0%
-3.9%
-0.9%
0.6%
1.7%
-8.5%
-2.3%
7.2%
2.6%
-19.7%
-46.8%
11.3%
23.7%
14.2%
2.0%

1. Currently represents only one retail property, other office and retail tenant data is not available

Building Cert - Directly Owned

Property	Region	State	Lettable area sqm	Operationally controlled Y / N	NABERS Energy (without GreenPower) Stars	NABERS Water (without recycled water) Stars	NABERS Indoor Environment Stars	Green Star Performance Stars
10-12 Mort Street	Canberra	ACT	15,398	Y	5.5	5	4	3
255 London Circuit	Canberra	ACT	9,167	Y	4.5	5	4.5	2
2-6 Bowes Street	Canberra	ACT	12,376	Y	5	5.5	4.5	3
1 Charles Street	Parramatta	NSW	32,356	N	4.5	Not Rated	Not Rated	2
11 Murray Rose Avenue	Sydney Olympic Park	NSW	5,684	Y	5.5	4.5	5	3
3 Murray Rose Avenue	Sydney Olympic Park	NSW	13,423	Y	6	3	5	3
5 Murray Rose Avenue	Sydney Olympic Park	NSW	12,046	Y	Not Rated	Not Rated	Not Rated	3
4 Broadcast Way	Artarmon	NSW	14,457	Y	5.5	6	5.5	3
15 Green Square Close	Fortitude Valley	QLD	16,498	Y	5.5	4	5.5	3
100 Melbourne Street	South Brisbane	QLD	6,175	Y	5.5	Not Rated	Not Rated	3
104 Melbourne Street	South Brisbane	QLD	11,277	Y	5.5	4.5	4	3
32 Cordelia Street	South Brisbane	QLD	10,003	Y	6	6	5.5	3
52 Merivale Street	South Brisbane	QLD	9,405	Y	5.5	4.5	3.5	3
100 Skyring Terrace	Newstead	QLD	24,665	Y	6	4.5	5.5	3
33-39 Richmond Road	Keswick	SA	11,589	Y	5.5	4.5	5.5	3
109 Burwood Road	Hawthorn	VIC	12,288	Y	5	5.5	5	3
141 Camberwell Road	Hawthorn East	VIC	10,194	Y	5	Not Rated	3	2
165-169 Thomas Street	Dandenong	VIC	15,071	Y	5.5	6	5.5	3
Building B, 211 Wellington Road	Mulgrave	VIC	12,780	Y	5.5	6	5	3
Building C, 211 Wellington Road	Mulgrave	VIC	10,278	Y	5	5	5	3
75 Dorcas Street	South Melbourne	VIC	20,381	Y	4	4	5.5	3
Building 1, 572-576 Swan Street	Richmond	VIC	8,554	N	5	6	3.5	3
Building 2, 572-576 Swan Street	Richmond	VIC	14,602	N	4.5	5.5	5.5	3
Building 3, 570 Swan Street	Richmond	VIC	19,286	Y	5.5	5	6	3
836 Wellington Street	West Perth	WA	11,973	Y	5.5	4	6	3
Portfolio ratings (as of 30 June 2025)					5.2	4.9	5	3
Portfolio coverage - eligible assets (as of 30 June 2025)					100%	100%	100%	

People

Employment

[From FY24, the data provided below includes all full-time and part-time employees, casual and contracted staff]

Total employees by age and gender (as at 30 June)

	FY25				FY24				FY23			
	Male		Female		Male		Female		Male		Female	
	No.	% of total employees										
Under 30	7	10.3	10	14.7	4	6.5	8	12.9	3	4.8	6	9.7
30-50	23	33.8	16	23.5	22	35.5	16	25.8	22	35.5	19	30.6
50+	7	10.3	5	7.4	7	11.3	5	8.1	8	12.9	4	6.5
Sub-total (by gender)	37	54.4	31	45.6	33	53.2	29	46.8	33	53.2	29	46.8
Total employees	68				62				62			

Employees turnover by age and gender (for the period)

	FY25				FY24				FY23			
	Male		Female		Male		Female		Male		Female	
	No.	% of total	No.	% of total	No.	% of total	No.	% of total	No.	% of total	No.	% of total
Under 30	1	9.1	1	9.1	1	6.7	2	18.2	0	0.0	1	9.1
30-50	4	36.4	3	27.3	4	26.7	4	36.4	1	9.1	7	63.6
50+	1	9.1	1	9.1	2	13.3	2	18.2	0	0.0	2	18.2
Sub-total (by gender)	6	54.5	5	45.5	7	46.7	8	53.3	1	9.1	10	90.9
Total employees	11				15				11			

New starters by age and gender (for the period)

	FY25				FY24				FY23			
	Male		Female		Male		Female		Male		Female	
	No.	% of total	No.	% of total	No.	% of total	No.	% of total	No.	% of total	No.	% of total
Under 30	4	23.5	5	29.4	1	7.7	5	38.5	3	23.1	2	15.4
30-50	5	29.4	3	17.6	5	38.5	1	7.7	1	7.7	4	30.8
50+	0	0.0	0	0.0	0	0.0	1	7.7	1	7.7	2	15.4
Sub-total (by gender)	9	52.9	8	47.1	6	46.2	7	53.8	5	38.5	8	61.5
Total employees	17				13				13			

Percentage of employees receiving regular (annual) performance and career development reviews

Job Category	FY25		FY24		FY23	
	Male	Female	Male	Female	Male	Female
Executive	100%	100%	100%	100%	100%	100%
Management	100%	100%	100%	100%	100%	100%
Professional	100%	100%	100%	100%	100%	100%
Support	100%	100%	100%	100%	100%	100%

Diversity and equal opportunity

Board composition by age and gender (as at 30 June)

	FY25				FY24				FY23			
	Male		Female		Male		Female		Male		Female	
	No.	% of total	No.	% of total	No.	% of total	No.	% of total	No.	% of total	No.	% of total
Under 30	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
30-50	1	11.1	0	0.0	1	12.5	0	0.0	0	0.0	0	0.0
50+	4	44.4	4	44.4	4	50.0	3	37.5	6	66.7	3	33.3
Sub-total (by gender)	5	55.6	4	44.4	5	62.5	3	37.5	6	66.7	3	33.3
Total	9				8				9			
	% by total employees				% by total employees				% by total employees			

Employees by gender and employee category (as at 30 June)

Job Category ¹	FY24				FY24				FY23			
	Male		Female		Male		Female		Male		Female	
	No.	% of total										
Executive	4	5.9	1	1.5	4	6.5	1	1.6	4	6.5	1	1.6
Management	12	17.6	5	7.4	10	16.1	4	6.5	9	14.5	5	8.1
Professional	18	26.5	18	26.5	17	27.4	18	29.0	20	32.3	20	32.3
Support	3	4.4	7	10.3	2	3.2	6	9.7	0	0.0	3	4.8
Sub-total (by gender)	37	54.4	31	45.6	33	53.2	29	46.8	33	53.2	29	46.8
Total	68				62				62			

1. Under Job Category, we have defined our employee roles as:

Executive: members of our EMT

Management: employees who report directly to a member of our EMT, excluding assistants

Professional: non-managerial employees and employees in technical roles

Support: executive assistants, administration and reception employees

Cultural Diversity

Nationality/Cultural background of employees²

Nationality/Cultural background	FY25 % of total
Australian	40%
British	5%
Cambodian	4%
Chilean	1%
Chinese	5%
Egyptian	1%
Fijian	1%
Greek	5%
Indian	1%
Irish	7%
Macedonian	1%
Malaysian	3%
New Zealander	4%
Polish	1%
Russian	1%
Scottish	3%
Singaporean	3%
Spanish	1%
Ukrainian	1%
Not disclosed	8%

2. Please note that some employees listed multiple cultural backgrounds



Direct economic value generated and distributed

The terms used in the following table are defined as follows:

Direct economic value generated : revenues

Economic value distributed : operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments

Economic value retained : 'economic value generated' less 'economic value distributed'

Scope	FY25	FY24	FY23
	\$m	\$m	\$m
<i>Economic value generated</i>	334.4	332.4	342.7
<i>Economic value distributed</i>	340.8	328.8	330.8
<i>Economic value retained</i>	-6.4	3.6	11.9