

Sustainability and Environmental Policy

1. Purpose

Abacus Group owns directly and in conjunction with capital partners, and manages, a diversified core investment portfolio of office and super convenience retail properties, which aim to deliver sustainable and superior long term total returns to securityholders. Abacus Group recognises it is important to understand and respond to the environmental, social and governance impacts of its business activities. Abacus Group believes that prosperous communities and a thriving natural environment are fundamental to its business and integrating sustainability issues into its investment decision-making and business operations is congruent with the responsibility it has to stakeholders¹ and is critical to them achieving their long-term commercial goals. We recognise that we contribute to global efforts to ensure sustainability of the natural environment and communities as generally described in the UN Sustainable Development Goals (SDGs).

2. Objective and application

Abacus Group is committed to working to implement sustainable practices in its investments, property management, development activities and the workplace. Abacus Group will use practices to manage risks, create opportunities and strengthen its operations. Abacus Group applies an ethical approach to its business, supported by its values of acting as one team, of being entrepreneurial, of acting responsibly, and being accountable. We are committed to:

- The Abacus Group sustainability strategy focused on four themes Leadership, Environment, Experience, and People (Strategic Framework).
- Facilitating the identification and implementation of environmental, social and governance legislative requirements as well as ongoing compliance with relevant legislation and regulation.

¹ Stakeholders = our investors, customers, employees, industry, communities, suppliers

- Managing our buildings efficiently to reduce costs, conserve the use of limited natural resources, and avoid pollution.
- Investing in decarbonisation, energy efficiency and renewable energy to reduce our emissions.
- Achieving net zero scope 1 and 2 greenhouse gas emissions by 2030 for the office assets under Abacus Group ownership and operational control.
- Incorporating environmental considerations including net zero pathway, climate change risk, adaptation and resilience into our investment and business decision-making processes.
- Ongoing communication with our stakeholders on environmental, social and governance issues.
- Providing our employees with the information, training and support necessary to respond to, and meet our sustainability objectives.
- Working with our supply chain to ensure they understand, commit to, and meet all mandatory compliance requirements (eg. Modern Slavery) and our standards for environmental management, social impact and human rights.
- Maintaining a safety-aware culture ensuring proper standards of workplace health and safety for our employees and other key stakeholders visiting, or working at our properties.
- Using our influence where we do not have control by collaborating with key stakeholders (for example, tenants and co-investors) to optimise sustainable outcomes and environmental benefit.

Abacus Group will work to implement these commitments over time having regard to the nature, context and strategy of individual property assets and the interests of our stakeholders by:

- Implementing the overarching Abacus Group sustainability strategy which is aligned with the Abacus Group business strategy.
- Identifying, managing and monitoring environmental risks and opportunities across our portfolio in a system of management aligned with ANZ/NZS ISO14001.
- Ensuring our determination of climate risks and monitoring process are documented to ensure compliance with the disclosure requirements of IFRS Sustainability Disclosure Standard S2, developed by the International Sustainability Standards Board (ISSB) and adopted by the Australian Accounting Standards Board (AASB).
- Preparing the business for the IFRS sustainability standards for real estate through the relevant governance practices, clear strategy, an assessment of risk and opportunities, understanding our climate transition, and setting metrics and targets.

Approved 22/08/2024



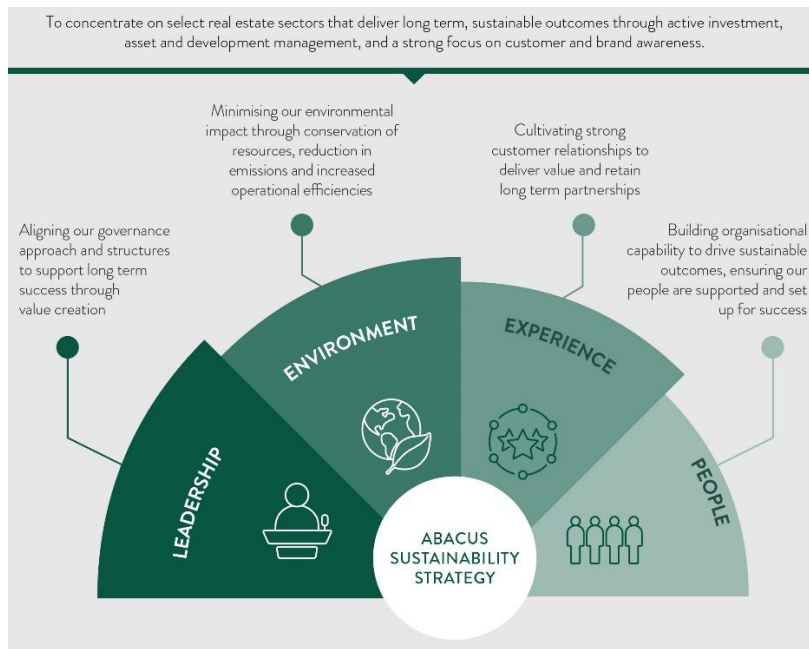
- Developing targets and strategies to enhance the environmental performance of our assets and developments including energy and water efficiency, greenhouse gas emissions reduction, materials recovery and waste to landfill reduction enabling a more circular economy.
- Monitoring and reporting on key environmental and sustainability indicators to benchmark and foster continual improvement in performance.
- Adopting sustainable design practices in our asset improvement and development projects.
- Tracking and reporting on our sustainability progress by setting targets, which are reviewed annually and approved by the Sustainability and WHS Board Sub-Committee.
- Influencing our employees and other stakeholders to operate in a manner that supports our sustainability commitments.
- Using benchmarking programs such as NABERS and Green Star Performance to monitor our performance in comparison with industry peers.

The Abacus Group Executive Leadership team is responsible to ensure that this policy is adopted and will review the performance against this policy at least annually. We expect our stakeholders will hold us to account as we provide effective disclosures as part of our annual reporting aligned with the Global Reporting Initiative (GRI), providing an integrated view of financial and non-financial aspects of the business. Key elements of our disclosures will be assured using external parties as indicated in our annual reporting.

Our Sustainability management approach details the material aspects of environment, governance and society that are managed under this policy in accordance with our Strategic Framework (see diagram below). Our approach is based on industry recognised materiality methodology, ensuring we are focused on what is important to our business and important to our stakeholders. Our material focus areas are set out in our Sustainability Report and reviewed annually.

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This Policy provides the foundation for Abacus Group’s commitment to sustainability. It will evolve over time in response to our business needs and the expectations of our stakeholders and will be reviewed annually.

3. Related Policies

Human Rights Policy

Supplier Code of Conduct

Work Health and Safety Policy

Code of Conduct

Complaints and Grievance Handling Policy

Diversity and Inclusion Policy

Conflict of Interest and Related Party Transactions Policy

Gifts, Fraud, Anti-Bribery and Corruption Policy

Whistleblowing Policy

Modern Slavery Statement

Trading Policy

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4. Definitions

Abacus Group (ASX:ABG) means the stapled group incorporating Abacus Trust, Abacus Income Trust, Abacus Group Holdings Limited, Abacus Group Projects Limited, together with its controlled entities and related bodies corporate (as defined under the Corporations Act 2001).

5. Document Control

Effective: 22 August 2024

ABG Board approved:

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