Region
GROUP

# FY26
# Sustainability Report

Supporting better communities
through life's essentials

# Contents


| | |
|---|---|
| A Message from our Chair and CEO | 02 |
| About Us | 03 |
| Environment – Climate (Energy & Carbon) | 05 |
| Environment – Nature (Water & Waste) | 13 |
| Social – Essentially Local | 17 |
| Social – Diversity & Inclusion | 25 |
| Social – Health, Safety & Wellbeing | 29 |
| Governance – Transparency & Accountability | 33 |
| Governance – Procurement | 37 |
| Data Validation | 44 |
| Key Metrics Tracker | 46 |


Cover image - Lilydale Marketplace, VIC



# A Message from our Chair and CEO

## We made good progress in FY26 against our sustainability objectives while strengthening our commitment to providing Australian communities with convenient access to everyday essentials.

Sustainability continues to be a core element of our long-term strategy, shaping the way we operate and expand. Our ongoing investment in solar photovoltaic (PV) generation remains a key pillar of our approach to sustainability. To date we have installed 21.8MW of solar PV generation across 33 centres. FY26 saw Region focus on optimising existing capabilities while progressing the expansion and delivery of our identified pipeline opportunities. As a result, we deliberately moderated the pace of new installations to prioritise optimisation. We have more than 3.2MW of solar PV in the design phase, achieving our target of 25MW of solar PV installed, under construction or in design by FY26.

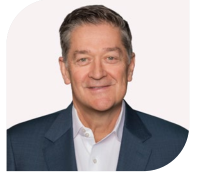
We have also reaffirmed our commitment to achieving Net Zero Scope 1 and 2 greenhouse gas (GHG) emissions by FY30. This target is now firmly integrated into our strategy, providing a defined pathway toward lower-carbon operations. Building on the carbon footprint assessment completed in FY24, which incorporated the review of Scope 3 GHG emissions, we are using these findings to further strengthen our approach to measuring and managing our wider environmental impact.

As Australia's leading internally managed essential retail portfolio, we recognise the physical and transition risks that climate change presents to our business and stakeholders. Consistent with the Australian Government's climate commitments, we support the goals of the Paris Agreement and global efforts to keep warming below 2°C. This FY26 Sustainability Report outlines our progress in aligning with the Australian Sustainability Reporting Standards (ASRS), which we will report under from FY27. Additionally, an emissions reduction target was included in the FY25 executive Short-Term Incentive Plan (STIP) and has been continued in the FY26 STIP.

Sustainability also means creating meaningful social impact. Throughout FY26, our centres continued to support programs that delivered measurable social and environmental outcomes while reinforcing the role of our centres as trusted community hubs at the heart of local life. Highlights include our partnership with The Nappy Collective, with 16 centres becoming permanent donation points in FY26, and the Great School Uniform Exchange initiative, which in FY26 expanded across seven centres, to help families experiencing financial pressures while promoting circular economy outcomes.

Through focused community initiatives, our partnership with The Smith Family, and continued investment in employee wellbeing and inclusion, we remain committed to creating meaningful social and environmental impact. We are pleased with the progress achieved this year and sincerely thank our people, partners and investors for their ongoing support in helping us contribute to a more sustainable future.

**Steve Crane**
Chair



**Greg Chubb**
Managing Director and Chief Executive Officer

# About Us

## Region Group is an internally managed real estate investment trust (REIT), with 100 shopping centres under management, of which 86 are directly owned and 14 are owned by the Metro Funds*.

The FY26 Sustainability Report encompasses all directly owned retail centres. Our essential retail centres are in metropolitan and regional communities across all states and territories in Australia, and are visited by millions of people every year. Our purpose is supporting better communities through life's essentials. To achieve this, we believe in owning retail centres that are economically and environmentally sustainable. Our centres, directly and indirectly, provide employment for thousands of people and help support the economic resilience of their local communities. Across every retail centre, our teams strive to ensure they serve an essential role in their communities by working together with local people on local issues, supporting community initiatives and volunteering in community projects.

* Includes SCA Metro Convenience Shopping Centre Fund (Metro Fund 1), Matrix Trust (Metro Fund 2) and West Village Holding Trust (Metro Fund 3)

## FY26 SUSTAINABILITY HIGHLIGHTS

**Over $40m**
project investment to date in solar PV generation

**21.8MW**
of solar PV across 33 sites installed and operational and more than 3.2MW of solar PV in design at the end of FY26

**6**
retail centre climate change impact assessments completed, bringing the total to 31 retail centres, representing approximately 36% of our portfolio

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

**ASRS**
on track to meet mandatory climate reporting commencing in FY27

**128**
students supported through our partnership with The Smith Family

**2,112**
hours donated by centre management staff to Essentially Local causes

**86%**
annual staff Engagement Survey response rate

**EVP**
Employee Value Proposition was launched and embedded across key phases of the employee experience

ENVIRONMENT

# Climate (Energy & Carbon)

We are reducing our operational emissions and investing in renewable energy to support the transition to a net zero economy

## CONTEXT

### Reducing energy use and carbon emissions remains a key priority

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

## OUR APPROACH

### Our role in reducing carbon and climate risks

At Region, we recognise that climate change is occurring and is influenced by human activity. We are focused on reducing greenhouse gas emissions and energy consumption across our operations where we can, while strengthening the resilience of our centres to the physical impacts of a changing climate.

## GOALS

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

## WHY

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

## OUR OBJECTIVES

### Climate change assessments

Continue to complete six additional property climate change impact assessments annually with scenario analysis of impacts from temperature increases.

### Optimise our existing solar PV generation

Progress the implementation of identified opportunities to optimise the performance and value of our existing solar PV assets.

## OUR TARGET

### Net Zero Scope 1 and 2 GHG emissions by FY30

Continue our solar PV program, moving 3.2MW of solar PV from in design to commence construction by FY28.

# Pathway to Net Zero

Reaching Net Zero Scope 1 and Scope 2 GHG emissions by FY30 is a major target which requires planning and commitment, and includes being more energy efficient and increasing onsite renewable energy generation.

The targets below are the next steps in our carbon reduction journey, which started in FY16. The timeline below details our biggest positive actions so far, and the major steps we are taking as part of our Sustainability Strategy to reach Net Zero Scope 1 and Scope 2 GHG emissions by FY30.

## FY16–FY20

- First Region Group Sustainability Strategy launched with 3 pillars
- First solar PV project commenced at Griffin Plaza, NSW
- 2.5MW solar PV added through acquisitions
- Commenced our first energy-efficient Building Management Systems (BMS) project

## FY21

- 0.2MW solar PV added to the portfolio
- Launched our Sustainability Strategy with 6 pillars
- Committed to Net Zero Scope 1 and Scope 2 GHG emissions by FY30
- LED lighting project commenced

## FY22

- 6.2MW solar PV generation capacity installed
- 100% LED lighting installed in all centres

## FY23

- 5.3MW solar PV generation installed
- 0.8MW solar PV added through acquisitions
- Commenced new embedded network roll-outs
- Investigated the feasibility of large-scale onsite electricity storage

## FY24

- 1.2MW solar PV generation installed
- Continued embedded network roll-outs where solar PV is installed
- Installed LED lighting to new property acquisitions
- Completed energy efficiency audit at Auburn Central, NSW
- Reduced our consumption by 20% compared to FY19 on a like-for-like basis

## FY25

- 5.6MW solar PV generation installed
- Continued embedded network roll-outs where solar PV is installed
- Performed a review at our highest gas usage centres

21.8MW solar PV installed and operational

## FY26

- 21.8MW of solar PV across 33 sites installed and operational at the end of FY26 with more than 3.2MW in the design phase meeting our target of 25MW of solar PV installed, in design or construction commenced at the end of FY26
- Upgrade or replace HVAC systems as required

## FY27–FY28

- Continue to assess gas usage to determine most commercial way to reduce Scope 1 GHG emissions
- Commence construction of 3.2MW of solar PV in FY28 to complete target of 25MW

## FY30

- Reduction of gas usage through electrification
- Net Zero Scope 1 and Scope 2 GHG emissions

## FY30–FY40

- Eliminate all gas usage by FY40 by replacing plant at end-of-life with electric alternatives

# OUR PROGRESS IN FY26

## Our continued investment in solar PV generation

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

During FY26, the remainder of the solar PV rollout has been refined and we have more than 3.2MW in the design phase. The portfolio has been structured to balance strong investment returns while continuing to support delivery of the 25MW target of solar PV either installed, under construction, or in design at the end of FY26.

### Optimising our existing solar PV

Attigo Consulting were engaged as our energy management partner in FY25. Progress to date includes further enhancing our centralised energy management capability, providing greater visibility of energy consumption, identifying opportunities to optimise performance, and supporting more effective, evidence-based operational decision-making.

Building on our investment in solar PV and embedded networks, FY26 saw Region focus on optimising existing capabilities while progressing the expansion and delivery of our identified pipeline opportunities.

## Net Zero Scope 1 and 2 GHG emissions update

In FY21, we set our initial target to be Net Zero Scope 1 and 2 GHG emissions by FY30 based on our portfolio at that time.

We are continuing to progress a reduction in Scope 1 emissions by replacing HVAC and other systems at the end of their useful life to eliminate ozone-depleting R22 refrigerant, supporting our Net Zero Scope 1 and 2 GHG emissions target.

The delivery of 25MW of solar PV capacity will substantially reduce Region's Scope 2 emissions and support overall progress towards our Net Zero Scope 1 and 2 GHG target.

In parallel, we continue to strengthen our understanding and management of climate-related risks with the implementation of Emergency Management Procedures across each asset and embedding climate considerations into asset planning and capital investment decisions.

Together, these initiatives support the continued development of a clear and actionable pathway to Net Zero Scope 1 and Scope 2 GHG emissions, aligning operational delivery with our long-term emissions targets and evolving regulatory expectations.

## Climate change impact assessments

In FY26, we completed climate risk assessments across six centres, increasing the total number undertaken to 31 retail centres. This represents approximately 36% of our portfolio. These assessments demonstrate our recognition of the increasing volatility and risks climate change poses across our diverse property portfolio. Acknowledging that climate-related impacts vary by location, risk has been evaluated using


Kallo Town Centre, VIC


North Orange Shopping Centre, NSW

the high-emissions Representative Concentration Pathway (RCP) 8.5 scenario developed by the Intergovernmental Panel on Climate Change. Using publicly available information from the CSIRO and the Bureau of Meteorology Climate Change in Australia portal, we modelled projections for both 2030 (1.5°C–2°C warming) and 2090 (3°C warming). These findings will play an important role in informing our long-term approach to strengthening the resilience and sustainability of our operations.

The six climate risk assessments were performed on:

- Cooloola Cove, QLD
- Kallo Town Centre, VIC
- Warnbro Centre, WA
- Miami One Shopping Centre, QLD
- Glenorchy Central, TAS and
- North Orange Shopping Centre, NSW.

These assessments identified that flooding of buildings and infrastructure caused by intense rainfall represents a risk across the centres reviewed. In addition, maintaining safe and dependable access for both customers and retail partners during severe weather events has been recognised as a climate-related risk. Based on the risk assessments undertaken over the past five years, Region has established an internal information exchange between retail centres so managers can exchange insights, lessons learned and effective controls for responding to climate-related risks. This knowledge-sharing initiative aims to enhance preparedness and response capabilities across our portfolio. Region Emergency Management Procedures have been created to ensure that we provide our retail centres with an overarching set of procedures and incident management guidelines.

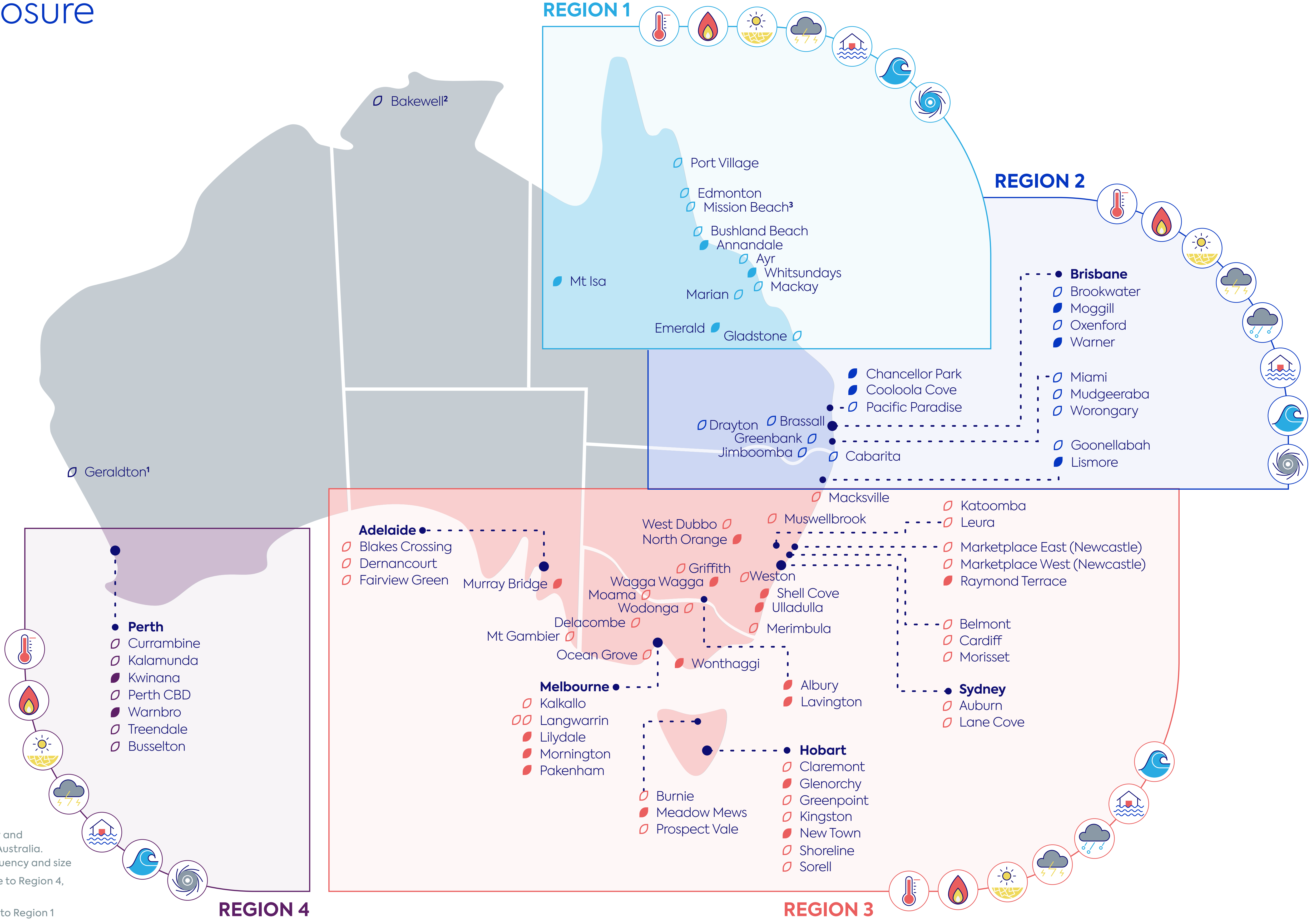
## Energy auditing

In FY26, we successfully delivered the initiatives identified through the Auburn Central pilot energy efficiency audit, including the replacement of the ageing chiller plant. The previous system, which was more than 20 years old and reliant on obsolete R22 refrigerant, has been replaced with a modern, energy-efficient solution designed to enhance operational performance, improve efficiency, and support occupant comfort.

# Climate Exposure Analysis

## Key

- Heat
- Bushfire
- Drought
- Storms
- Hail
- Extreme rainfall and flooding
- Coastal inundation
- Cyclones
- Ex-tropical cyclones
- Climate Change Risk Assessment conducted




**Hail:** All regions are exposed to hail. Sydney and Brisbane are the most hail-prone areas in Australia. Simulations project an increase in hail frequency and size

**1:** Geraldton has a similar hazard risk profile to Region 4, with the addition of cyclone risk

**2:** Bakewell has a similar hazard risk profile to Region 1

**3:** Mission Beach was held for sale at 30 June 2026

ENVIRONMENT

# Nature (Water & Waste)

We believe in using all resources responsibly and efficiently

## CONTEXT

### Water and waste management are vital for business and communities

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

## OUR APPROACH

### Long-term efficiency plans

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

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



## GOALS

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

## WHY

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

## OUR OBJECTIVES

### Avoid landfill where possible

Implement diversion strategies to increase the % of waste diverted away from landfill.

### Reduce water consumption

Enhance water efficiency through the use of improved monthly tracking mechanisms to identify consumption anomalies, inform targeted actions, and reduce overall water consumption.

### Nature

We have begun to understand our environmental impact on local ecosystems. We will continue to monitor our impacts on nature in line with the Taskforce on Nature-related Financial Disclosures (TNFD).

### Environmentally friendly materials

Encourage retail partners to use environmentally friendly materials.

### Circular economy

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

## OUR PROGRESS IN FY26

Our approach to water and waste management is progressing toward a more structured and data-informed program focused on improving resource efficiency and supporting circular outcomes. We are continuing to strengthen our understanding of water consumption across the portfolio by enhancing overall visibility and data quality. This evolving capability will support the identification of improvement opportunities and inform the development of targeted initiatives and performance measures over time.

Our waste management program is similarly transitioning from analysis to action. Leveraging insights from our waste data platforms and specialist partners, we are prioritising initiatives to improve waste segregation, increase recycling rates and reduce the volume of waste sent to landfill. A key focus for FY27 will be embedding consistent practices across assets and engaging retail partners to support improved waste outcomes.

### Waste platform

Gurru was engaged to support the development of our waste procurement plan. Work is progressing to optimise waste management practices and improve the commercial viability of achieving the landfill diversion target. In parallel, the waste procurement process is underway and will require a minimum landfill diversion rate.

Bintracker
Powered by gurru

### Reducing single-use plastics in our operations

We continued to make strong progress in reducing single-use plastics across our corporate office as part of our broader sustainability commitment. Throughout the year, we further decreased the use of disposable plastics in day-to-day operations by adopting practical alternatives, including reusable materials and biodegradable options. These initiatives have helped to significantly lower our plastic footprint while reinforcing a culture of sustainability across the workplace.

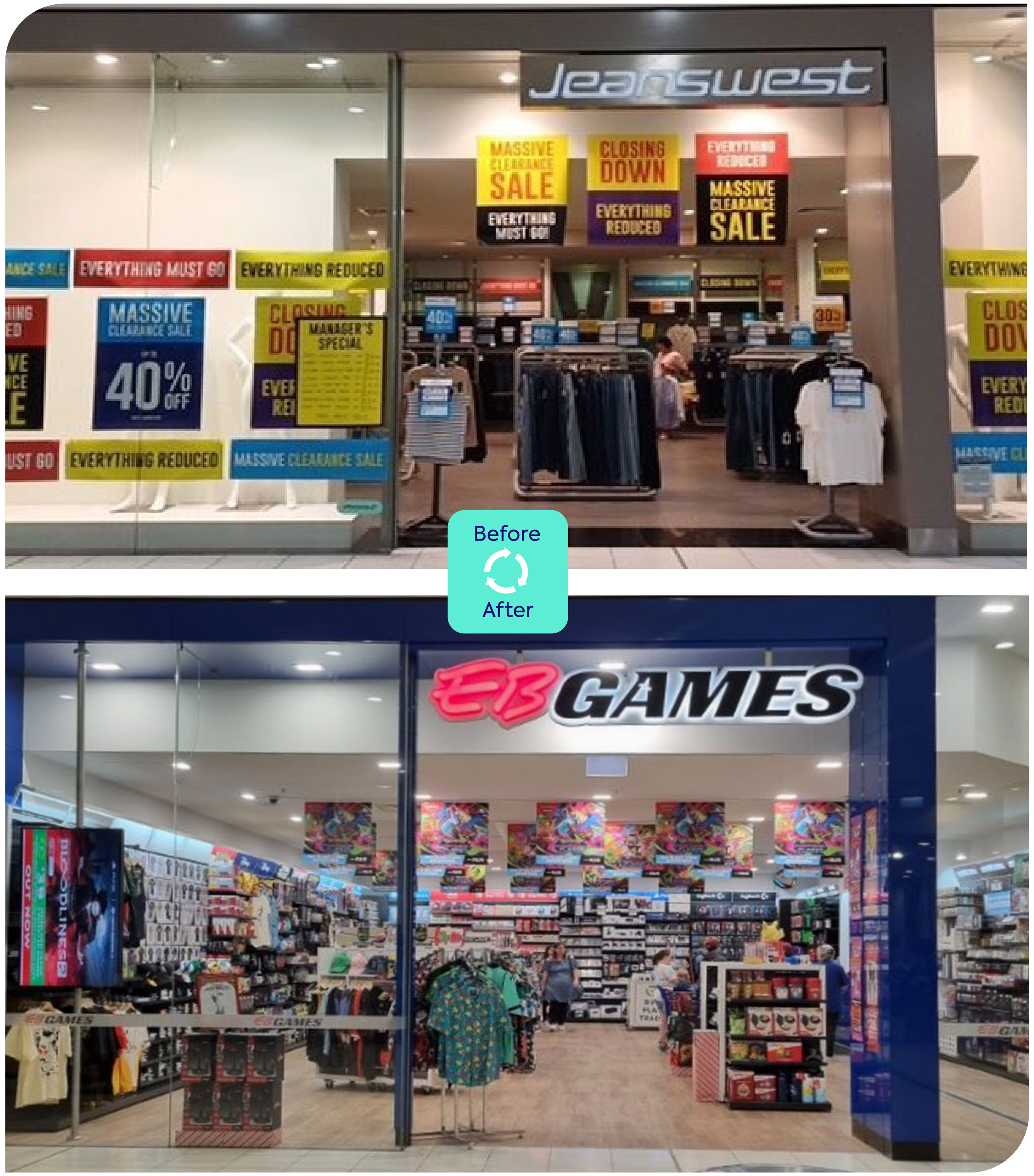
### Advancing circular economy through fit-out reuse

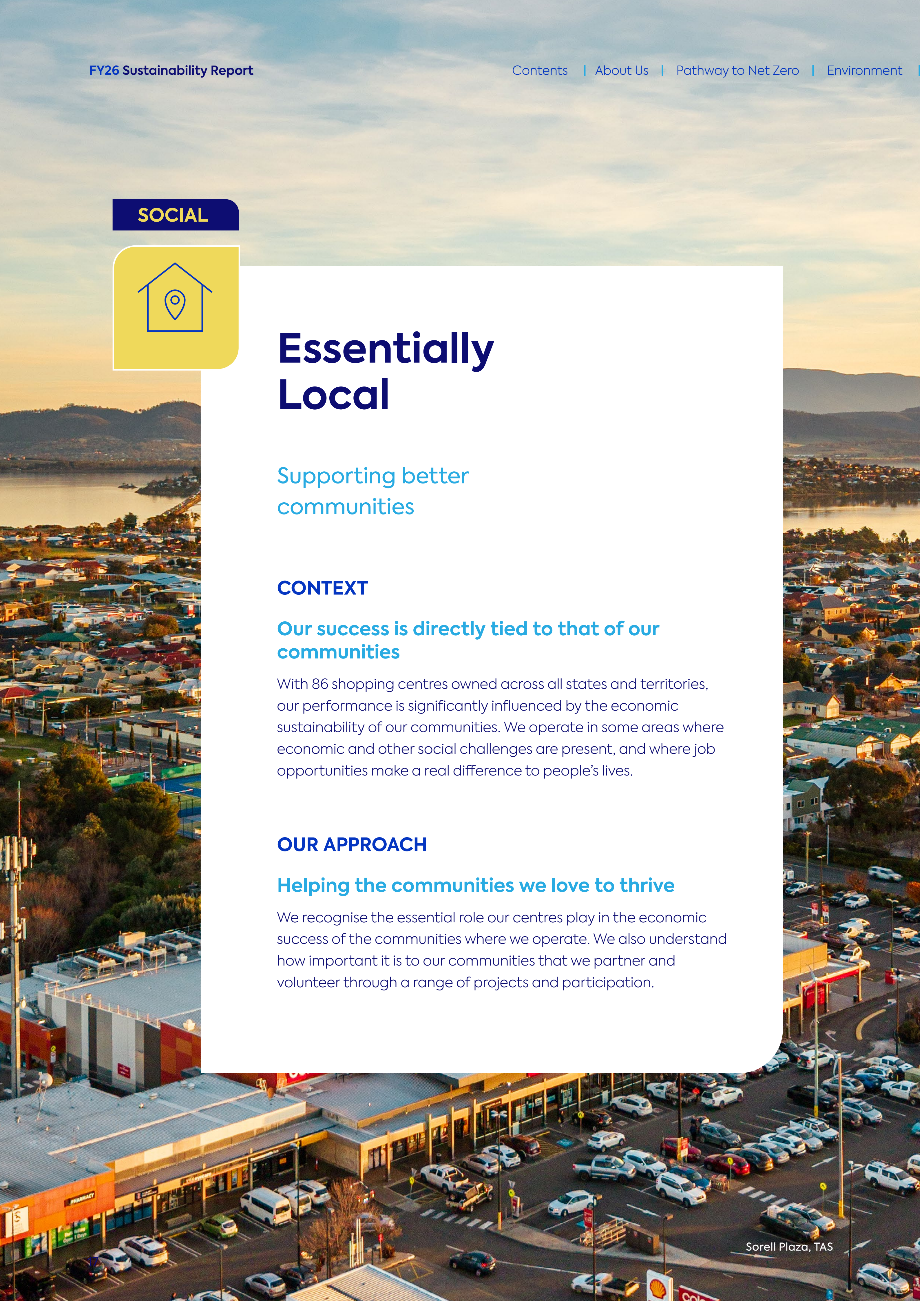
To support our commitment to the circular economy, we continue to collaborate with retail partners to reuse existing fit-out elements and materials where they are in suitable condition, helping to reduce waste sent to landfill. In FY26, there have been several examples where tenants have reduced waste by updating signage, undertaking targeted repainting, and improving cladding rather than replacing full fit-outs. This approach not only diverts material from landfill but also shortens fit-out timelines, allowing retail operations to commence more quickly.

### Water usage

Region is piloting the installation of retail partner water meters to gain more accurate insights into water consumption across our assets. This will help us identify opportunities to improve efficiency, reduce overall usage in common areas and support more sustainable water management practices. In FY26, we installed a wired Automatic Meter Reader (AMR) System for hot and cold sub-water meters including the replacement and rectification of faulty meters, across selected centres to monitor water usage.

**EB Games – Murray Bridge, SA**





SOCIAL

# Essentially Local

## Supporting better communities

### CONTEXT

#### Our success is directly tied to that of our communities

With 86 shopping centres owned across all states and territories, our performance is significantly influenced by the economic sustainability of our communities. We operate in some areas where economic and other social challenges are present, and where job opportunities make a real difference to people's lives.

### OUR APPROACH

#### Helping the communities we love to thrive

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

Sorell Plaza, TAS

### GOALS

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

### WHY

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

### OUR OBJECTIVES

#### Contribute space

Continue to donate space for volunteering and fundraising activities.

#### Contribute time

Continue to donate centre management time to essentially local causes.

#### Encourage 100% employee participation in volunteering

Continue offering paid volunteer leave to all staff.

#### Provide positive opportunities and outcomes in communities in which we operate

Continue to explore opportunities to support initiatives that align with our sustainability and community objectives. We remain committed to delivering positive social outcomes through meaningful partnerships and programs that create value for the communities in which we operate.

## OUR PROGRESS IN FY26

### FY26 Essentially Local

At Region, we believe shopping centres play an important role beyond retail. As essential retail centres embedded within local communities, our centres are uniquely positioned to support initiatives that respond to the social, economic and environmental challenges impacting Australians today.

Across our portfolio, we continue to focus on practical initiatives that create meaningful local impact, supporting families experiencing cost-of-living pressures, strengthening community connection across generations, improving environmental outcomes and helping build more resilient local economies.

Our approach is grounded in the belief that strong communities create stronger centres. By partnering with local organisations, councils, charities, schools and community groups, we aim to deliver initiatives that are accessible, relevant and responsive to local needs.

Throughout FY26, our centres continued to support programs that delivered measurable social and environmental outcomes while reinforcing the role of our centres as trusted community hubs at the heart of local life.

*Some key events and initiatives have been:*

### Supporting communities through cost-of-living pressures

**National recognition for community leadership: SCCA Marketing Awards**

In October 2025, MarketPlace Raymond Terrace (NSW) was recognised at the 2025 Shopping Centre Council of Australia Marketing Awards, with *The Uniform Exchange* named runner-up in the Community (Small Centres) category.

Developed in response to rising cost-of-living pressures, the initiative invited customers to donate pre-loved school uniforms in exchange for a $20 gift card. Uniforms were redistributed through the Raymond Terrace Positive Behaviour & Learning Committee to nine local schools.


2025 SCCA Marketing Awards

The program improved access to essential school items, reduced textile waste, supported participating retailers during a key trading period, and demonstrated the value of locally led community initiatives.

**The Great School Uniform Exchange**

In FY26, *The Great School Uniform Exchange* expanded to seven centres, providing cost-of-living relief while promoting the reuse of school uniforms.

More than 544 people donated around 2,700 uniform items from 84 schools, with over $11,000 in gift cards distributed to thank participants.

Uniforms were provided to local families and community organisations, including culturally diverse and newly arrived communities from the Democratic Republic of Congo, Bhutan/Nepal and Syria. The program reduced financial barriers for families while extending product lifecycles and reducing textile waste.


The Nappy Collective donation point at Sugarworld Shopping Centre, QLD

**Making a real difference, one nappy at a time**

In FY26, Region Group expanded its partnership with The Nappy Collective, establishing 16 permanent donation points across the portfolio resulting in over 67,000 nappies being donated.

A further 27 centres participated in the annual *Clean Bums for Little Ones* campaign, bringing total nappy donations across the period to more than 108,000.

Donations are distributed through local charities, providing practical support to families experiencing hardship while strengthening distribution networks, particularly in South Australia.

**Tassie Mums: practical support for Tasmanian families**

Donation points were introduced at five Tasmanian centres to support Tassie Mums, a volunteer-led organisation providing essential items to families experiencing hardship.

The initiative helps families affected by rising living costs, housing insecurity and domestic violence


A Tassie Mums volunteer

## OUR PROGRESS IN FY26

by improving access to everyday essentials while strengthening connections with local community organisations.

### Strengthening community connection

**Supporting cyber-safe small businesses at Kwinana Marketplace**

Kwinana Marketplace partnered with the City of Kwinana to deliver the *Scams & Scones Cyber Safety Session*, equipping local small and home-based businesses with practical advice on recognising scams, improving cyber security and accessing support services.

The event brought together local government, community safety and economic development representatives to strengthen business resilience and community wellbeing.

**Coffee with a Cop**

Coffee with a Cop provides informal opportunities for customers to connect with local police in welcoming café environments.

In FY26, 20 centres participated in the program , hosting more than 40 sessions across the period. The initiative promotes trust, improves perceptions of safety and reinforces the role of our centres as community gathering places.

**Cardiff Shopping Centre & the Gordana mural**

Cardiff Shopping Centre (NSW) supported the installation of a community-funded mural honouring Gordana Kotevski, who went missing in 1994.

Created with Gordana's family and local community members, the mural provides a prominent space for remembrance and ongoing awareness,


Coffee with a Cop at Delacombe Town Centre, VIC

The mural honouring Gordana at Cardiff Shopping Centre, NSW

demonstrating how shopping centres can contribute to social connection and community identity beyond retail.

| FY26 quantifiable measures across the retail centres |
|---|
| **$474,000 of space donated by way of foregone rent** |
| **$276,000 of items donated through our retail centres** |
| **2,112 donated hours — centre management teams donating time to causes within their community** |

### Strengthening safety at our centres

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

To support safety across our centres, we conduct regular safety and risk assessments and independent audits conducted by qualified external providers. These reviews help reduce the risk of injury and ensure that all contractors working on-site are appropriately trained, qualified and inducted before commencing work.

Recognising the importance of both contractor and customer safety, our team implements additional safeguards including safety briefings, on-site training and the authority to issue stop-work directions where required. All safety incidents are treated seriously and recorded through our formal incident reporting system, supporting ongoing monitoring, learning and continuous improvement.

## OUR PROGRESS IN FY26


Above and below: Members of the Region team volunteering at OzHarvest


### Corporate volunteering and community engagement

All Region Group people are encouraged to access special Volunteer Leave so they can participate in initiatives that align with both their personal values and our broader sustainability objectives. These opportunities provide a practical way to support stronger communities while also enabling employees to connect, collaborate, and share meaningful experiences through giving back.

During the year, employees volunteered with our charity partner OzHarvest and took part in the 10km *Woolies Wheels and Walks* events across New South Wales and Victoria.

Through OzHarvest's *Cooking for a Cause* program, employees prepared 64 nutritious meals for registered charities across Greater Sydney and the OzHarvest Waterloo Market. The initiative also diverted 32kg of food from landfill, preventing the equivalent of 32kg of $CO_2$ emissions.

### Long-term partnership supporting educational opportunities

Since 2020, The Smith Family has been a key partner of Region Group. The organisation is a national children's education charity committed to their vision of a world where every child has the opportunity to shape their future, regardless of circumstance.

The Smith Family recognises education as a powerful driver of positive change, working with children and young people to address educational disadvantage linked to poverty so they can achieve their potential both now and in the future. Through this partnership, Region has supported the education of 128 students through *Learning for Life*, The Smith Family's flagship program.

Since the partnership commenced in 2020, Region has invested over $80,000 annually to support the education of young Australians experiencing disadvantage. This ongoing collaboration reflects our commitment to driving meaningful impact and supporting stronger outcomes within the communities in which we operate.

We are also pleased to share that our plan to sponsor 128 students on The Smith Family's *Learning for Life* program has now been completed.

The Smith Family
Learn today, change tomorrow.

**Financial and fundraising**

**$91,488** in total donated in FY26 — through partnership funds, staff donations and workplace giving

**Lives impacted**

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

SOCIAL

# Diversity & Inclusion

## We embrace the diversity of Australia

### CONTEXT

#### A growing issue that businesses need to address

We operate in a multicultural society. We acknowledge this is a continuing project to achieve equity and inclusion across all dimensions of human diversity.

### OUR APPROACH

#### Taking objective action to reflect our communities

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

### GOALS

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

### WHY

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

### OUR OBJECTIVES

#### Diversity representation

Maintain 40:40:20 gender diversity target (directors, managers & all staff).

#### Improved return-to-work program

Continue the improved return-to-work program.

#### Gender pay gap

Gender pay gap to be reasonable variance for all 'like for like' roles.

## OUR PROGRESS IN FY26

### Diversity representation

#### 40:40:20 target

In FY26, we continued to maintain the 40:40:20 gender representation target across all roles in the organisation. This was supported by proactive talent sourcing and inclusive hiring practices aimed at strengthening a diverse talent pipeline. Building on our achievement in FY25, where we met this target across all workforce levels, we continue to embed these principles into our culture in FY26. Our commitment to balanced gender representation reflects our focus on fostering an inclusive environment where all employees feel valued and respected. By sustaining this target, we aim to enhance diversity of thought, support better decision-making and provide equitable opportunities for career progression, while strengthening our ability to meet the needs of our diverse customer base.

| Directors | As at June 2026 | |
|---|---|---|
| Female | 3 | 43% |
| Male | 4 | 57% |
| Total | 7 | |

| Managers | As at June 2026 | |
|---|---|---|
| Female | 13 | 52% |
| Male | 12 | 48% |
| Total | 25 | |

| All Staff | As at June 2026 | |
|---|---|---|
| Female | 45 | 58% |
| Male | 33 | 42% |
| Total | 78 | |

#### Diversity & Inclusion Policy

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

#### Centralised recruitment

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

#### Talent acquisition metrics

Enhancing our talent acquisition metrics will provide valuable data-driven insights into the effectiveness

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

### Employee Value Proposition

In FY26, we launched our Employee Value Proposition (EVP), which covers the five dimensions of Region: organisation, work, career, wellbeing and culture. This alignment will strengthen our overall talent strategy by clearly demonstrating our commitment to fostering a welcoming and inclusive workplace.

### Flexible work initiatives

#### Return-to-work initiative

We are committed to supporting employees returning from parental leave through a structured transition framework that promotes connection, confidence, and career continuity. The framework includes Keeping in Touch days, formal re-induction support, and targeted training to help employees reconnect with business updates, systems, processes, and role responsibilities following their leave period.

We support returning parents through flexible work arrangements, including phased returns, hybrid working, flexible hours, and job-sharing options where appropriate. Coaching, mentoring, and leader capability training further enable managers to provide supportive transition conversations and help employees navigate the return-to-work experience.

Dedicated wellness room with lactation facilities are available to support returning parents, while employee feedback surveys help us evaluate the effectiveness of our approach and identify opportunities for improvement. Through these initiatives, we continue to foster an inclusive workplace where employees can balance career progression with family responsibilities.

#### Flexible work requests

In FY26, Region Group continued to consider flexible work requests, recognising that flexible arrangements contribute to a positive employee experience, support wellbeing and help build a strong, engaged workforce.

### New starter initiatives

In FY26, Region's Wellbeing Champions continued the *Brews and Buddies* initiative - a relaxed initiative aimed at fostering connection and collaboration across teams and functions. New employees are paired with existing team members for a casual coffee and breakfast catch-up, supported by a small employer contribution to cover the cost of their drinks and meal.

Region also introduced the *Buddy Program* for new starters and a survey designed to understand a new starter's experience. The results of this survey enable the new starter and their manager to have a focused conversation about building connections and create a sense of belonging for the new employee. This initiative will help managers focus on key development and learning experiences and support a smooth onboarding process, whilst allowing the employee to focus on some clear goal planning within the probation period.

### Gender pay gap

During the year pay alignment improved across management roles. Given the size of our workforce, changes in role composition can materially influence year-on-year outcomes. We continue to monitor these trends and remain focused on maintaining equitable remuneration practices.

SOCIAL

# Health, Safety & Wellbeing

We promote active, healthy and well lifestyles

## CONTEXT

### Our properties perform better when our people are healthy and well

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

## OUR APPROACH

### Providing well places that positively impact people

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

## GOALS

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

## WHY

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

## OUR OBJECTIVES

### Health and Wellbeing Survey

Achieve a participation rate of 80% in our Wellbeing Survey.

### R U OK?

Promote mental health awareness through R U OK? events and wellbeing programs.

### Flu vaccinations

Continue to offer free flu vaccinations for employees.

### Active commuting

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

### Ergonomically designed workspaces

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

# OUR PROGRESS IN FY26

## Our commitment to wellbeing

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

### Feedback and continuous improvement

The annual staff Engagement Survey is designed to gather insights on the effectiveness of both our change efforts and wellbeing initiatives. It achieved a strong response rate in FY26 of 86%. For the first time we measured how our staff are resonating with the EVP across the five dimensions of Region: organisation, work, career, wellbeing and culture. The baseline result from this year will allow us to track whether the experience we promise is genuinely being felt over time.

We are committed to ensuring we provide physically and psychologically safe and healthy environments for all employees. We perform an annual Wellbeing Survey to better understand levels of psychological safety within our business. This survey of employees showed that psychological safety is not a significant area of concern; however, we will remain focused on strengthening this aspect of our culture.

### Mental health first aider positions

In FY26, we put forward an Expression of Interest for staff to train as Mental Health First Aiders and training has been provided, with most participants having now completed the training.

### Career discovery and development

November 2025 was Career Development Month – an annual observance dedicated to highlighting the importance of intentional career development and planning. This event continues to showcase the growth and movement of our talent across the business. We also continue to refine our change communication practices to ensure transparency, kindness and empowerment. By proactively anticipating employee needs and clearly communicating changes, we foster stronger relationships and help our people feel informed, valued and ready to move forward together. These practices are aimed at enhancing trust, improving resilience and supporting better health outcomes.

### Recognising going the Extra Mile

Recognition plays a vital role in supporting holistic employee wellbeing by reducing stress, fostering a sense of belonging and boosting morale. Our Extra Mile recognition program celebrates employees who go above and beyond, delivering exceptional outcomes while living our promise and role modelling behaviours that support our values.

- *Phil Clark Award* – Region's highest annual employee recognition, celebrating an individual who consistently demonstrates excellence and creates a lasting impact across the business. In December 2025, the award was presented to Jodie Cliffe, our Company Secretarial and Custody Manager, recognising her long-standing contribution and impact across Region. Phil Clark was Region Group's inaugural Chair and a key figure in establishing the Group's governance and cultural foundations.
- *Beyond Awards* – Quarterly recognition of employees who demonstrated excellence in delivering in a project, initiative or business outcome. Beyond Award nominees are considered for the Phil Clark Award.


R U OK? morning tea, at Region's head office

### Promoting workplace wellbeing and mental health

To support the psychological safety and well-being of our people, we have established a network of certified Mental Health Officers across our corporate locations. These individuals act as a first point of contact for employees seeking mental health support, guidance, or crisis intervention resources.

Our Mental Health Officers have successfully completed a comprehensive two-day certified mental health training program (or a one-day refresher program for existing Mental Health Officers), delivered through both onsite and virtual formats. We have three officers in Sydney and one in Melbourne.

Equipped to identify early signs of mental health struggles, our Mental Health Officers provide confidential peer support, guide employees to appropriate resources, and help reduce stigma by fostering open, empathetic conversations in the workplace. By investing in localised, accredited mental health leadership, we ensure our employees have immediate access to empathetic support, strengthening our broader commitment to a healthy and resilient workforce.

Additionally, the *Lunch and Learn* series continued in FY26 to cover a range of topics designed to promote wellbeing awareness and equip employees with practical tools and resources. The Employee Assistance Program (EAP) has been actively promoted across the business to encourage access to wellbeing support. Some employees have expressed interest in undertaking additional mental health, with training scheduled to commence in FY27. An R U OK? morning tea was also hosted at our corporate office to encourage the discussion of mental health and to share what support tools and services are available.

### Supporting mental health through organisational change

During times of organisational change, we place a strong focus on employee wellbeing through transparent communication and accessible support services. For example, providing employees with both onsite assistance and dedicated phone support in addition to offering free and confidential counselling and mental health services through a broad range of relevant support organisations.

### Psychosocial and wellbeing survey

Employee health and wellbeing are central to our sustainability strategy, reflected in our low risk overall wellbeing score. The score measures the difference between employees who report feeling positive most of the time and those who report feeling negative most of the time, with a positive result indicating that positive wellbeing significantly outweighs negative wellbeing across the workforce. While this is a useful indicator of overall employee wellbeing rather than a measure of psychosocial hazards, the result provides confidence in the organisation's wellbeing foundations. We continue to focus on fatigue and energy management and strengthening change management capability to support a psychologically safe workplace.

GOVERNANCE

# Transparency & Accountability

We are committed and open in our climate responsibilities

## CONTEXT

### Integrating sustainability reporting into our strategy

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

## OUR APPROACH

### Proactive preparation and improving disclosure

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

## GOALS

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

## WHY

To ensure transparency and accountability of our climate performance.

## OUR OBJECTIVES

### Align with ASRS by FY27

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

## OUR PROGRESS IN FY26

### ASRS Roadmap

We have made significant progress on our journey towards mandatory ASRS reporting, strengthening our readiness for FY27.

Building on the FY24 gap analysis against ASRS, and the foundational work completed in FY25, our FY26 efforts have focused on embedding and progressing key frameworks, systems and capabilities.

Key activities and progress during FY26 include:

- Systems and process uplift to support sustainability data management, with a focus on improving data quality, traceability and reporting efficiency;
- Advancement of Climate Related Risks and Opportunities processes, including the development of documentation to support a more structured and auditable approach;
- Development of Scope 1 and Scope 2 GHG emissions methodologies, alongside initial calculation processes aligned with recognised standards; and
- Progression of climate scenario analysis methodologies, including development of an approach document to support future analysis aligned with ASRS expectations.

While these activities represent meaningful progress towards ASRS alignment, our focus remains on continuing to mature our systems, processes and governance to support high-quality, reliable and decision-useful disclosures. This ongoing work places us in a stronger position as we progress towards compliant and assured reporting in FY27.

### Management Sustainability Steering Committee

The Management Sustainability Steering Committee plays an important role in guiding our sustainability strategy. Made up of senior leaders from across the organisation, the committee is responsible for overseeing the development and ongoing monitoring of our sustainability initiatives. This includes identifying


Glenorchy Central, TAS

and responding to climate-related risks and opportunities, while ensuring appropriate measures are implemented to manage potential impacts.

The Committee also supports the achievement of our sustainability targets by overseeing programs focused on reducing environmental impacts and strengthening social responsibility outcomes. Regular reporting to the Audit, Risk Management and Compliance Committee helps maintain transparency, accountability, and effective governance across our sustainability activities.

### Assessing scope 3 GHG emissions

In FY26, we continued to assess our Scope 3 greenhouse gas (GHG) emissions and identify the major sources of Scope 3 emissions across our operations. The next phase will involve reviewing the 15 categories defined under the GHG Protocol to determine which are most material to our business.

This assessment will support the development of meaningful foundation to help reduce our Scope 3 GHG emissions over time.

This work is an important component of our alignment with the ASRS, which will require Scope 3 GHG emissions disclosures in reporting from FY28 onwards. By proactively identifying and managing these emissions, we are strengthening our approach to environmental responsibility and aligning with leading global sustainability reporting practices. We remain committed to transparency and continuous improvement as we progress toward our sustainability objectives.

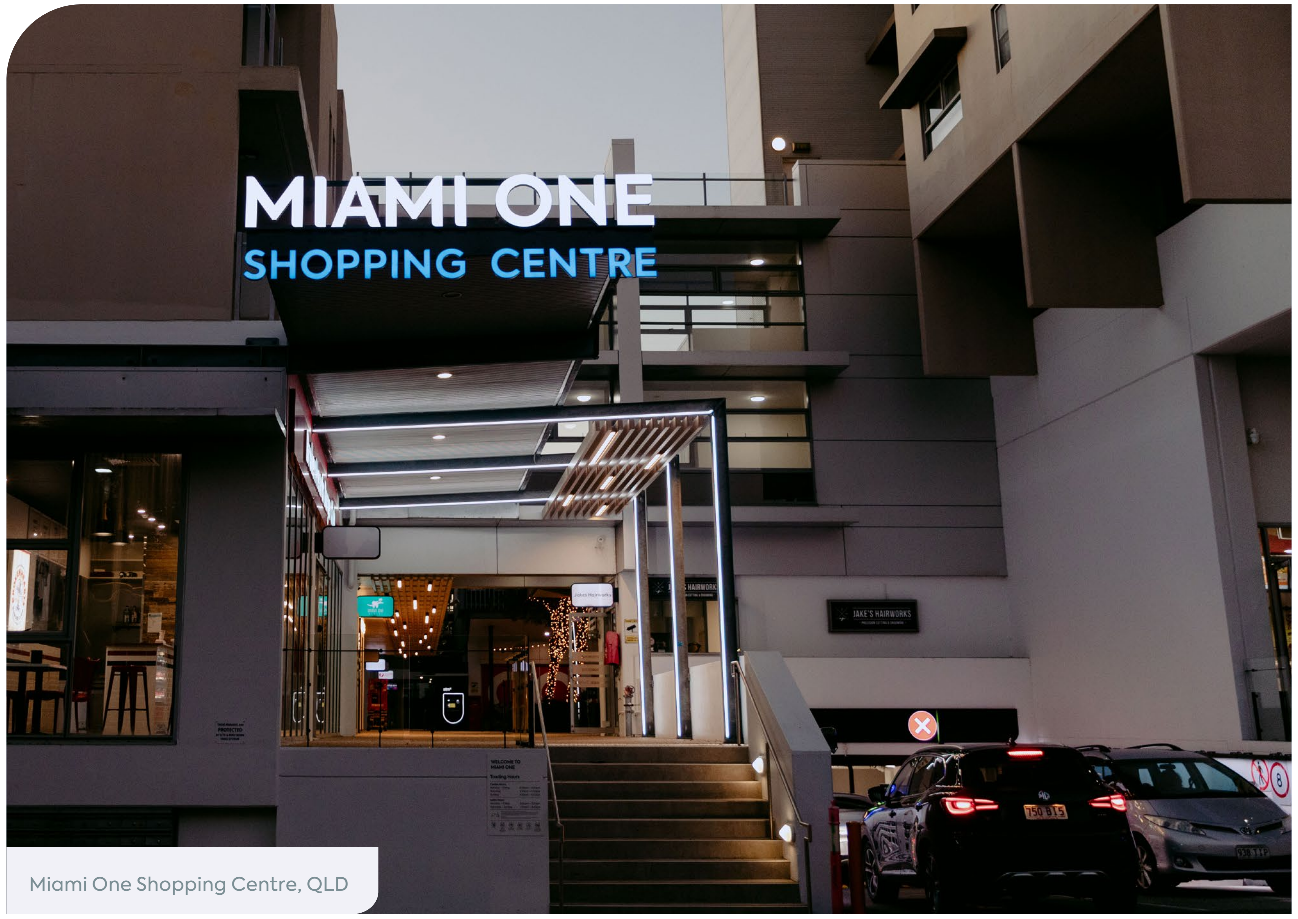
### Embedding sustainability in specialty leasing

We continue to include clauses in our specialty leases that request retail partners use their best endeavours to support the delivery of our sustainability commitments. Our retail partners also play a critical role in enabling our Scope 3 greenhouse gas (GHG) emissions reporting and may be required to provide sustainability-related data to Region Group, where it is available.

### Sustainability ratings and benchmarking

We acknowledge the value of ratings and benchmarking frameworks in enabling our industry to measure and enhance sustainability performance over time. Our reporting focuses on key frameworks including the Global Real Estate Sustainability Benchmark, Green Star, and the NABERS for our corporate office.

Our GRESB performance remains aligned with our peer group average, and we achieved a NABERS 5.0-star rating for our office operations.




Miami One Shopping Centre, QLD

Moggill Village, QLD

GOVERNANCE

# Procurement

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

## CONTEXT

### Embracing sustainable procurement

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

## OUR APPROACH

### Long-term efficiency plans

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

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

## GOALS

Have a positive impact on our supply chain.

## WHY

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

## OUR OBJECTIVES

### Monitor unethical conduct

Continue to monitor for unethical conduct in line with our Procurement Policy and Supplier Code of Conduct as well as our Outsourcing Policy.

### Modern slavery

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

### Approach to centre upgrades

Consider opportunities to integrate climate principles into our retail centre upgrade pipelines.

## OUR PROGRESS IN FY26

Procurement continues to evolve as an important enabler of our broader sustainability objectives, with ongoing refinement of processes to better incorporate environmental and social considerations alongside commercial outcomes. Building on prior enhancements, we are taking steps to further embed sustainability into procurement activities and decision-making.

We are also continuing to strengthen our approach to supplier oversight and responsible sourcing, with a focus on improving consistency, transparency and alignment with broader governance expectations. Alongside this, there is an increased emphasis on engagement with suppliers to support improved outcomes over time.

More broadly, procurement will continue to play a supporting role in advancing initiatives across the business, helping to ensure that supplier arrangements and service delivery models align with our evolving priorities in areas such as energy, water and waste.

### Modern slavery

We have zero tolerance for modern slavery. In line with the Modern Slavery Act 2018, we released our 2025 Modern Slavery Statement in December 2025. This is available on our website. This provides insight into modern slavery risks across our operations and supply chains and details our actions in response. Our 2026 statement will be released in late 2026. Our Supplier Code of Conduct clearly details obligations regarding modern slavery and related human rights conduct.

In FY26, modern slavery clauses were embedded in the waste service supplier tender contract. The supplier selection process included specific modern slavery criteria within the evaluation matrix, ensuring potential suppliers were assessed on their approach to managing these risks.

### Responsible procurement

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

Our Corporate Governance is outlined on our website.

North Orange Shopping Centre, NSW

| | ABSOLUTE* | | | | | LIKE-FOR-LIKE** | | |
|---|---|---|---|---|---|---|---|---|
| **REGION GROUP SHOPPING CENTRE CONSUMPTION** | **FY2022** | **FY2023** | **FY2024** | **FY2025[a]** | **FY2026** | **FY2025** | **FY2026** | **12-MONTH CHANGE** |
| Electricity consumption (MWh) | 30,202 | 30,777 | 29,053 | 24,289 | 20,055 | 24,157 | 19,821 | (17.9%) |
| Gas consumption (MWh) | 5,285 | 6,317 | 5,826 | 6,877 | 6,535 | 6,682 | 6,535 | (2.2%) |
| Water consumption (litres) | 673,791 | 698,356 | 712,560 | 702,225 | 699,412 | 679,872 | 685,598 | 0.8% |
| Waste consumption (non-hazardous) (tonnes) | 13,003 | 11,962 | 11,609 | 11,283 | 11,622 | 11,001 | 11,597 | 5.4% |
| **REGION GROUP CORPORATE OFFICE CONSUMPTION** | | | | | | | | |
| Electricity consumption (MWh) | 30 | 32 | 76 | 78 | 86 | 78 | 86 | 9.3% |
| Paper consumption (reams) | 604 | 166 | 191 | 178 | 150 | 178 | 150 | (18.7%) |
| **REGION GROUP SCOPE 1, SCOPE 2 AND SCOPE 3 EMISSIONS (TONNES CO2-e)** | | | | | | | | |
| Greenhouse gas emissions – Scope 1 (gas use at centres) | 980 | 1,172 | 1,081 | 1,276 | 1,212 | 1,240 | 1,212 | (2.3%) |
| Greenhouse gas emissions – Scope 2 (electricity at centres and corporate office) | 19,719 | 18,726 | 18,039 | 14,336 | 11,737 | 14,258 | 11,673 | (18.1%) |
| **Greenhouse gas emissions – total (Scope 1 and Scope 2 only)** | **20,699** | **19,898** | **19,120** | **15,612** | **12,949** | **15,498** | **12,885** | **(16.9%)** |
| Greenhouse gas emissions – Scope 3 (business flights) | 23 | 101 | 148 | 203 | 115 | 203 | 115 | (43.3%) |
| | | | | | | | | |
| Greenhouse gas emissions – Scope 3 (retailer energy data from embedded networks where installed and tenants that share their energy consumption data annually) | 75,327 | 100,020 | 106,816 | 99,923 | 98,179 | 98,753 | 97,029 | (1.7%) |

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

** Like-for-like figures include the same shopping centres in the calculation from FY25

a The FY25 figure has been restated to reflect updated measurement techniques

# Data Validation

Lilydale Marketplace, VIC

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Region Group
Level 6, 50 Pitt Street
Sydney NSW 2000

6 August 2026

Our Ref: 1048784-LET-SY-001

**Region Group Sustainability Data Validation FY24-25 and FY25-26**

Cundall were engaged by Region Group to prepare and verify sustainability data for the portfolio GRESB FY24-25 submission, Green Star Performance certified ratings and the NABERS Energy rating for the corporate head office.

Cundall's certified accreditations include:

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

Cundall has a ISO9001:2015 third party certified Quality Assurance system that is applied to all of our projects including GRESB, Green Star Performance and NABERS ratings.

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

- GRESB reporting (FY24-25) - energy, water and waste for the retail portfolio
- Green Star Performance certification - energy and water for the retail portfolio
- NABERS Energy rating - corporate office in Sydney

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

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

As per the above authority and accreditation, the Region Group sustainability data on pages 41 and 42 has been verified and validated by Cundall. The quality checks described above and performed by Cundall do not constitute a formal validation or assurance audit.

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

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Registered office Level 6 99 Mount Street North Sydney NSW 2060 ABN 16 104 924 370 ACN 104 924 370

Miami Shopping Centre, QLD

# Key Metrics Tracker

| | FY24 | FY25 | FY26 |
|---|---|---|---|
| Solar PV (completed or acquired) | 1.2MW | 5.6MW | - |
| Climate risk assessments | | | |
| – Complete during the year | 6 | 6 | 6 |
| – Cumulative | 19 | 25 | 31 |
| NABERS rating for our Corporate Office[1] | 5.5 Star | 5.5 Star | 5.0 Star |
| GRESB score | In line with average | In line with average | TBD |
| Lives directly impacted through The Smith Family | 208 | 196 | 137 |
| Community events or initiatives held | 844 | 943 | 1,051 |
| Workforce by gender | | | |
| – All employees | 56% F 44% M | 60% F 40% M | 58% F 42% M |
| – Board of Directors | 43% F 57% M | 50% F 50% M | 43% F 57% M |
| – Non-Executive Directors | 50% F 50% M | 57% F 43% M | 50% F 50% M |
| Wellbeing survey participation | 65% | 85% | 86% |
| Centre management time donated to an Essentially Local cause | 798 Hours | 777 Hours | 2,112 Hours |
| Space donated as a value of forgone rent | $360,000 | $286,000 | $474,000 |
| Value of donated items facilitated by our shopping centres | $42,000 | $178,000 | $276,000 |

1. The NABERS rating decreased from 5.5 stars to 5 stars following the occupation of an additional floor by the Sydney office, resulting in increased energy consumption