

Our approach to ESG

Growthpoint recognises that our operations have a direct impact on people, the environment and broader society. We therefore embed ESG considerations into our business strategy and operations to create mutually sustainable, long-term value for all stakeholders.

Guided by our purpose of creating spaces to thrive, we are an established leader in green building and renewable energy investment within the property sector. Our commitment to ESG supports the long-term viability of our business and contributes to a more sustainable and inclusive built environment.

We view the integration of our ESG strategy within the broader scope of our business as an essential value that drives long-term success. By addressing environmental risks, advancing social development and upholding strong governance practices, we are better positioned to mitigate risks, enhance operational efficiency and meet evolving stakeholder expectations.

Our ESG objectives are integrated across our business and culture, supporting improved performance, tenant satisfaction, investor confidence and positive outcomes for employees, suppliers, communities and the environment.

Our ESG strategy

Our ESG strategy is aligned to our core purpose: creating value for stakeholders while contributing to the material wellbeing of individuals, communities and the environment. It provides a structured framework for integrating sustainability considerations into active asset management, business operations, risk management and strategic planning.


ESG responsibility and accountability

Growthpoint has a well-defined structure for managing ESG responsibility and accountability, ensuring that our ESG strategy is integrated into our operations and decision-making processes.

The Board is ultimately responsible and accountable for the delivery of ESG commitments, and is supported by:

| Board committees | Executive committees |
|--|--|
| SET Committee | Group Exco |
| Risk Management Committee | SA Operational Committee |
| Property and Investment Committee | Information Technology (IT) Steering Committee |
| Human Resources and Remuneration Committee | Deal Forum |
| Governance and Nomination Committee | Ethics Committee |
| Audit Committee | Diversity, Equity and Inclusion Forum |
| | Sustainability Forum |


The SET Committee and the Board receive quarterly reports on our environmental performance and sustainability data. This regular reporting keeps the Board updated on our progress against ESG targets and enables them to make informed decisions.

 The infographic on page 36 illustrates the primary workflow and responsibilities of ESG-related matters within the business.

We review our strategy annually to ensure continued relevance and alignment with the Group's evolving business context and stakeholder expectations. It focuses on operational efficiency, long-term resilience and responsible corporate citizenship, underpinned by the application of ESG best practices.

Our ESG strategy is anchored in three interrelated pillars:

- » Thriving business
- » Thriving people and communities
- » Thriving environment

These pillars guide our actions and performance, enabling the long-term success of Growthpoint, our stakeholders and the broader society in which we operate (see more detail on  page 22).

Our ESG strategic framework

Our ESG vision is to create sustainable economic, social and environmental value for all stakeholders.

ESG position statement

Guided by integrity, ethics and our values, we aim to provide spaces to thrive in environmentally sustainable buildings while improving the social and material wellbeing of individuals and communities.

Our approach to ESG continued

Monitoring and measuring our ESG performance

We use the following measures to ensure that we remain aligned with our sustainability goals:

| | |
|--|--|
| Performance metrics | Our executive remuneration KPIs and relevant targets ensure that we execute on ESG imperatives. These metrics cover areas such as carbon emissions, electricity efficiency, water usage, waste management and social impact initiatives. |
| Environmental dashboard | We use an environmental dashboard to analyse data, focus on urgent matters and set achievable goals. This tool supports a timely and effective decision-making process for our leadership and improves performance in critical areas. |
| External assurance | To ensure the accuracy and reliability of our data for critical ESG indicators, we engage external assurance providers. Verification statements are available in the performance data section (pages 104 to 112). |
| Linking ESG targets to remuneration | To demonstrate our commitment to sustainability, we link ESG strategy and related performance with our total remuneration strategy for employees and executives. We have set ESG-related short-term incentive (STI) and LTI targets to ensure that ESG leadership starts at the top and filters throughout our organisation. For more details, refer to page 157 of our IAR . |
| Frameworks and standards | We track the disclosures recommended by leading sustainability reporting standards and frameworks to monitor and measure our ESG performance. Our current ESG disclosures are guided by the GRI Standards, the JSE Sustainability Disclosure Guidance and the recommendations of the TCFD. To support our alignment with the IFRS Sustainability Disclosure Standards, we assessed our current readiness, identified gaps and developed a detailed, actionable roadmap to align with IFRS S1 and S2. |

Benchmarking our performance

We track our ESG progress by benchmarking against best practice and monitoring the outcomes of selected local and global ESG rankings and ratings. Based on these outcomes, we develop action plans to maintain positive momentum and ensure continued alignment with our sustainability strategy and commitments.

| Framework/indices | Growthpoint's position |
|---|--|
| Integrated reporting | Primary reporting guideline for our IAR |
| King IV | Report in line with the King IV principles |
| TCFD | We apply the TCFD recommendations. Refer to the TCFD section on page 90 |
| Global Reporting Initiative™ | ESG KPI definitions aligned to GRI |
| UN SDGs | Growthpoint has prioritised nine UN SDGs with relevant targets that present the most material opportunities for Growthpoint. Please refer to a detailed summary on page 26 |
| International Finance Corporation (IFC) | Alignment with IFC Performance Standards |
| The Ethics Institute | Worked together to develop Growthpoint's ethics framework |
| JSE Sustainability and Climate Disclosure Guidelines | Applied the JSE guidelines |
| Department of Trade, Industry and Competition | Level 1 B-BBEE contributor (FY24: level 1) |
| Sustainalytics | Review of ESG public information Improved score 8.4 negligible risk (FY24: 8.5 low risk) |
| FTSE4Good | Annual assessment Score: 3.5 (FY24: 3.5) |
| ISS Corporate Solutions | Monthly assessment |
| Global Real Estate Sustainability Benchmark | Annual participation Score: 65 (FY24: 69) |
| CDP | Annual participation FY25: Assessment in progress (FY24: B) |
| S&P Global | Annual participation Score: 52 (FY24: 53) |
| Morgan Stanley Capital International | ESG annual participation Score: AA (FY24: AA) |

Our approach to ESG continued

Enabling sustainable finance through ESG integration

Growthpoint's ESG strategy enhances our ability to access sustainable finance and align with the expectations of leading global and local investors. Our policies, governance structures and performance monitoring systems support rigorous, credible ESG disclosures, enabling us to meet the requirements of sustainability-linked funding instruments.

Growthpoint's green bond framework is aligned with the South African Green Finance Taxonomy and adheres to essential international principles, including the Do No Significant Harm principle and Minimum Social Safeguards. This ensures that our green finance instruments meet robust environmental and social standards, strengthening our credibility with capital providers and supporting our long-term sustainability objectives.

ESG focus areas

As global sustainability practices evolve, new standards and disclosure requirements are emerging. This increases the importance of ESG as a core part of our business strategy and corporate governance.

