

This Changes Everything

by mirvac

Reimagining Urban Life, *Sustainably*

Mirvac's sustainability strategy, *This Changes Everything*, sets out six material ESG¹ issues that matter most to the Group and its key stakeholders.

ENVIRONMENTAL



CLIMATE CHANGE



NATURAL RESOURCES

SOCIAL



COMMUNITY LEGACY



SOCIAL INCLUSION

GOVERNANCE



OUR PEOPLE



TRUSTED PARTNER

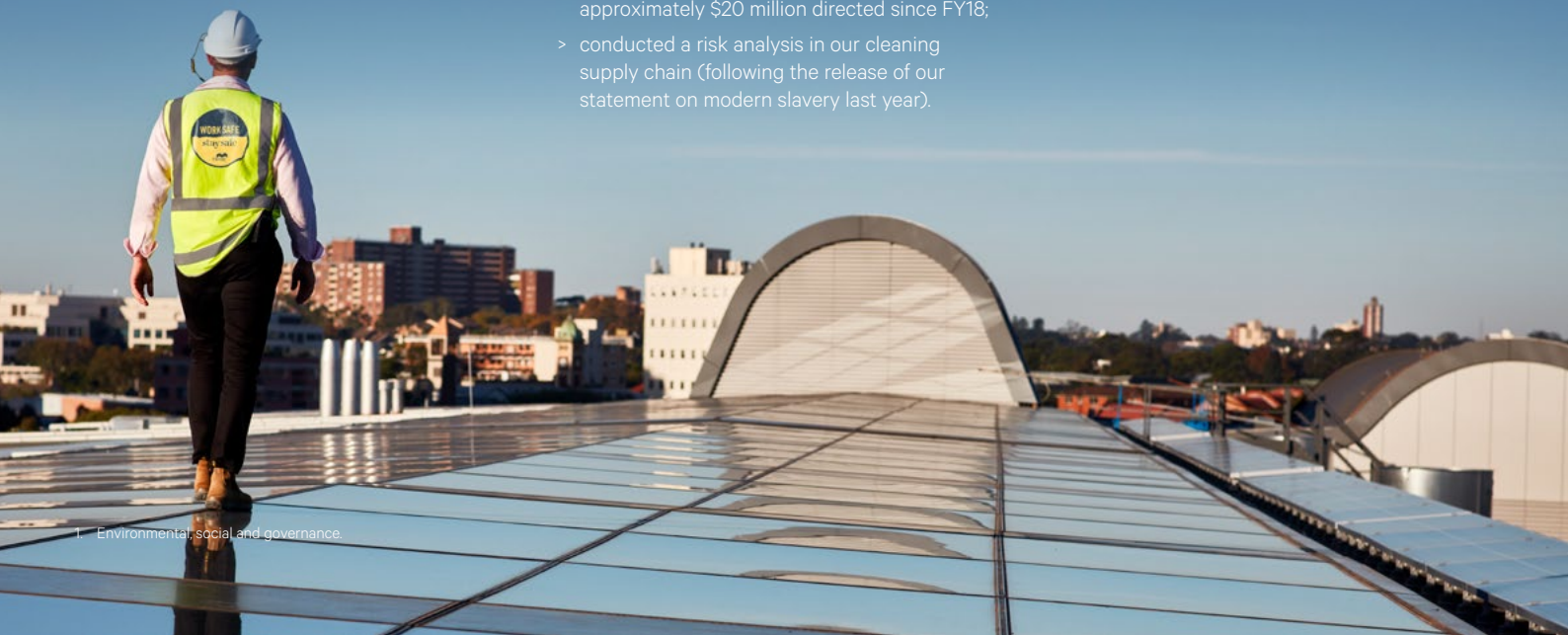
MOST RELEVANT SUSTAINABLE DEVELOPMENT GOALS



In FY20, Mirvac continued to deliver on its commitment to having a positive impact and being a force for good. Highlights included:

- > released 'Planet Positive: Waste & Materials', which outlines Mirvac's plan to send zero waste to landfill by 2030;
- > progressed our ambition to be net positive carbon by 2030, with energy agreements reached in December 2019 and July 2020 to supply the majority of our office and retail portfolio with 100 per cent renewable electricity. Our carbon footprint has effectively reduced by 65 per cent as a result;
- > became the first Australian property group to join RE100, a global initiative of influential businesses committed to 100 per cent renewable energy;
- > continued to progress and refine the next phase of our social impact measurement, which will focus on our long-term impact in our communities;
- > directed \$9.4 million towards social enterprise to help deliver better social outcomes, with approximately \$20 million directed since FY18;
- > conducted a risk analysis in our cleaning supply chain (following the release of our statement on modern slavery last year).
- > maintained 50:50 gender representation on our Board, and over 40 per cent representation of females in senior roles.

We also continued to maintain robust governance principles to ensure we remain a trusted partner and developer. These principles can be viewed in our [Corporate Governance Statement](#) which is available on the Mirvac website at: <http://www.mirvac.com/About/Corporate-Governance>.



¹ Environmental, social and governance.

REIMAGINING URBAN LIFE, SUSTAINABLY



RESOURCES REIMAGINED



CLIMATE CHANGE

Net positive (carbon)

2030

10MW renewable energy installed

2023

5MW renewable energy installed
Carbon intensity reduced by 5% in O&I and Retail

2021

2020

Plan to reach net positive carbon released

2019



NATURAL RESOURCES

Net positive (water)
Zero waste to landfill

80% operational waste recycled
Water intensity reduced by 5% in O&I and Retail

Plan to reach net positive water released¹

Plan to reach zero waste released

96% construction waste recycled



OUR COMMUNITY

Net positive legacy

Community wellbeing measure developed

Triple community investment

Community engagement standard developed

Social return on investment report released

ENRICHED COMMUNITIES



SOCIAL INCLUSION

\$100m social sector investment

\$30m social procurement by 2025

Social enterprise capacity building partnership launched

Social housing investment pilot launched

House with No Bills research findings released

Unlimited paid volunteer leave

Define social procurement

TRANSPARENT GOVERNANCE



OUR PEOPLE

Highly engaged, capable and diverse workforce

40:40:20 women in senior management

20% improvement in health and wellbeing

Personalised health and wellbeing support implemented



TRUSTED PARTNER

Most trusted owner and developer

Released an Ethical Principles Guide²

Modern slavery risk heat map released

Human Rights approach defined

ONGOING

Maintain Board climate capability

New office buildings NABERS 5.5 Star Energy

All new Residential projects to include solar

New office buildings 4.5 Star NABERS Water

All new office Gold WELL rated

ONGOING

Maintain global high performing engagement

Maintain Risk Culture Index performance

ONGOING

Understand and share stakeholder trust feedback

Clear earnings visibility/guidance

Transparent reporting

Maintain Board diversity



1. Target extended from 2020.

2. This target supersedes the release of a data integrity charter.