ESG position statement for Growthpoint

With integrity, ethics and our values guiding our governance, we provide space to thrive in environmentally sustainable buildings, while improving the social and material wellbeing of individuals and communities.

**Environmental**

- Carbon neutral by 2050
- Greenhouse gas emissions (tCO₂e)
  - Scope 1: 2.112 (FY20: 2.369)
  - Scope 2: 7.254 (FY20: 4.270)
  - Scope 3: 5.922 (FY20: 6.537)
- Energy intensity factor
- Solar produced: 9.252MWh (FY20: 10.947MWh)

**Growthpoint RSA FY21 ESG snapshot**

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**Water usage and intensity**

- Total consumption of 3,183,732kl
  - Water usage and intensity
  - FY20: 0.69kl/m²
  - with an intensity of 3,183,732kl
- Total consumption
  - FY20: 119,050kl
- Target 1
  - 2020 Baseline year
  - 2021 Reporting year

**Waste**

- 9,187 tonnes (FY20: 10,154 tonnes)
- from 369 buildings of 432 (FY20: 374 buildings of 440).
- 84 Green Building Certifications from 60 buildings. This accounts for 17.7% of our total GLA (excluding V&A).

**Growthpoint RSA FY21 ESG snapshot**

**Governance**

- Board committees
  - Audit Committee
  - Risk Management Committee
  - Human Resources and Remuneration Committee
  - Property and Investment Committee
  - Social, Ethics and Transformation Committee
  - Nominating (Governance) Committee
  - Compliance Committee

**Social – labour and community**

- Participated in gender gap research using 2019 data. The median hourly wage for women was R160 and R199 for men.

<table>
<thead>
<tr>
<th>Target</th>
<th>2020 Baseline year</th>
<th>2021 Reporting year</th>
<th>2022 Target year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2020</td>
<td>2021</td>
<td>2026</td>
</tr>
<tr>
<td>2</td>
<td>2020</td>
<td>2021</td>
<td>2026</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Property Point</th>
<th>July 2022 to June 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of SHG supported</td>
<td>108</td>
</tr>
<tr>
<td>Number of SHG graduated</td>
<td>46</td>
</tr>
<tr>
<td>Number of SHG linked to market</td>
<td>48</td>
</tr>
<tr>
<td>Full-time jobs created</td>
<td>24</td>
</tr>
</tbody>
</table>

**ESG ratings and scores – GRESB: 62 (FY20: 57), CDP: B (FY20-A), Sustainalytics: 12.9 Low Risk**

**Collaboration with various industry bodies such as SAPOA, SA REIT, the Property Industry Group, GBCSA and the NBI, to address industry, national and international issues.**

**Promoting ethical conduct through:**

- Substance abuse and sexual harassment policies
- Conflict of interest policy
- Protection of information
- Fraud and corruption prevention
- Code of ethics

**Governance structures**

- Compliance framework
- Internal audit
- Executive management committees
- Board committees

**Governance of ESG**

- Risk management
- Company secretarial

**Board composition and diversity**

- 3
- 3
- 2
- 1
- 1
- 1

**Demographics**

- Gender: 86.1% male, 13.9% female
- Age: 85% 20–5 years, 7% 5–9 years, 8% 10–19 years
- Independent: 33% executive directors, 67% non-executive directors

**2021 governance focus**

- Introduction of Ethics Framework
- Annual non-executive directors
- Independent non-executive directors
- Ongoing succession planning
- Independent governance assessment conducted
- Human Rights Position Statement reviewed