

# Haben Sustainability Strategy FY26



**Sustainability at the centre.**



## OUR STRATEGY

# Our Sustainability Strategy reflects our unwavering commitment to embed ESG at the heart of our operations.

To drive meaningful outcomes across the business, we've adopted a holistic approach that sets a clear and strategic direction while recognising the unique operational contexts of our local assets and teams.

Our approach to sustainability is aligned with leading national and international standards, empowering us to embrace sustainability and unlock long-term value.

In line with our core value of Integrity, we are committed to transparency and accountability – beginning in FY26 we will report annually against this Strategy to ensure we uphold the highest level of governance and performance.

# How Haben is committing to sustainability.



## Sustainability reporting

FY26 will be our first year publishing a sustainability report. We will adopt the Global Reporting Initiative as our guiding framework for sustainability reporting.



## Disclosures

We submitted our first Modern Slavery Statement in 2025.

Haben will commence Australian Sustainability Reporting Standards in Group 1, and National Greenhouse & Energy Reporting Act (NGER) in 2026.



NATIONAL  
GREENHOUSE AND  
ENERGY REPORTING

## Frameworks and certifications

Haben supports the United Nations Sustainable Development Goals and we have aligned our Strategy to the 17 Global Goals.

Haben certifies all assets for NABERS energy and water. Several centres also have Green Star certifications.



# Our sustainability pillars





# Resilient Futures

We're committed to reducing emissions, improving energy and water efficiency, protecting biodiversity, and building resilience into every shopping centre we own and manage



## FY26 targets



### Resilience

Complete climate-risk assessments and adopt a resilience plan for every asset. Identify climate-related transition risks.



### Emissions

Net Zero by 2035\*. Reforecast Haben's carbon footprint for Scopes 1-3 and formalise a baseline.



### Energy

Complete asset-level assessments to identify energy reduction opportunities. Maintain NABERS energy ratings across the portfolio, aiming for 4.5+ Star.



### Water

Maintain NABERS water rating across the portfolio, aiming for 4+ Star.



### Nature

Complete a biodiversity and nature-related assessment of the portfolio and identify opportunities for enhancement.



### Resources

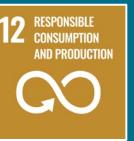
Develop a waste management plan enabling all assets to separate waste streams.

\*Scope 1 and 2

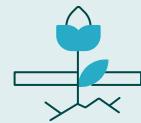


## Resilient Futures

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## Future focus



### Resilience

Fully integrate climate-risk management into business operations.

Adopt climate resilience targets.



### Emissions

Adopt emissions reduction targets.



### Energy

Adopt energy targets.

Develop an electrification plan.



### Water

Develop an integrated water management plan to improve capture and reuse.



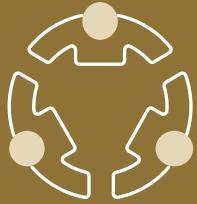
### Nature

Complete nature-based risk assessments and adopt resilience plans for every asset.



### Resources

Adopt circularity targets.



# Inclusive Futures

We champion inclusion, invest in people, and create vibrant, connected destinations.



## FY26 targets



### Diversity, equity & inclusions

Adopt a DEI strategy designed to increase diversity and equity, while fostering a culture of inclusion.



### Community

Establish a baseline tenant satisfaction, and plan for future engagement.

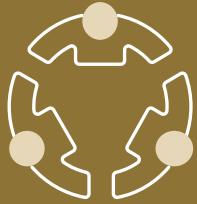
Prepare a Community Plan and performance targets.



### Human capital

Establish a baseline for employee wellbeing and engagement.

All employees undertake annual ESG training.



# Inclusive Futures

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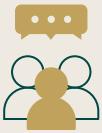
## Future focus



### Diversity, equity & inclusions

Establish benchmark WGEA performance and transparently reporting our progress.

Complete a Design with Dignity assessment for all assets and prepare an implementation Plan.



### Community

Adopt engagement and community targets.

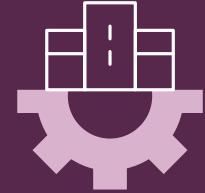
Adopt a tenant satisfaction target.



### Human capital

Adopt targets for employee wellbeing and engagement.

Investigate a giving and volunteering program for staff involvement.



# Responsible Futures

We believe in ethical governance, protecting people, and powering sustainable growth through responsible decisions



## FY26 targets



### Human rights

Adopt a Human Rights Statement.  
Develop and implement a Modern Slavery Management Plan.



### Responsible investment

Establish a due diligence framework to align investments with ESG commitments.



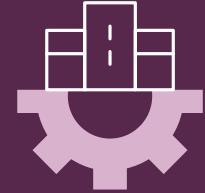
### Sustainable procurement

Develop a sustainable procurement framework.  
Identify opportunities for spend with First Nations owned businesses.



### Corporate governance

Improve accessibility of our Whistleblower policy.  
Adopt an industry recognised reporting framework and publish first Sustainability Report.



# Responsible Futures

We believe in ethical governance, protecting people, and powering sustainable growth through responsible decisions



## Future focus



### Human rights

Develop and publish a Reconciliation Action Plan and Connecting to Country Framework.



### Responsible investment

Track and report community investments and/or social value creation.



### Sustainable procurement

Adopt sustainable procurement targets.



### Corporate governance

Incorporate ESG principles into all business policies, procedures and guidelines.

Review opportunities for external benchmarking.

# Sustainability at Haben.

At Haben, we are striving to make our retail centres sustainable for our people, communities, and planet.

As a fast-growing retail property business, we're conscious of the impact we have on the world around us. We're turning that awareness into action by managing our asset portfolio in the most responsible way possible.

For us, this means measuring and reducing our carbon emissions, building climate resilience into our business, and focusing on driving social value creation by growing our employees, engaging the community and benefiting our tenants.

Because for us, sustainability isn't a checkbox – it's a commitment to shaping a better future through every decision we make.

## ESG initiatives.

Here is a snapshot of current key initiatives.



### Environment

#### Future proofing

We're future proofing our assets so they are resilient, low-impact destinations by prioritising climate resilience, energy efficiency, emissions reduction, and circularity so that our centres can withstand future environmental changes.

From 2.6MW of solar across our assets, to EV fast chargers and smart meters tracking our real time consumption, we're committed to ensuring our centres stand the test of time.



#### Independent ratings

All our retail assets have NABERS Energy and Water ratings, and we also hold several Green Star ratings across our portfolio.



Third party, independent ratings provide a clear, reliable measure of a shopping centre's sustainability performance. They allow for easy comparison of environmental performance across our centres and other rated Australian retail assets.



### Social

#### Community engagement

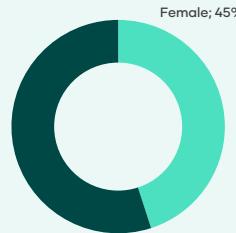
Local communities are the heart and soul of our business. We actively listen to, and collaborate with, local communities, Indigenous groups, NGOs and other stakeholders to understand their needs and aspirations. Our engagement is built on respect, transparency and shared value.

Throughout the year, we facilitate walking groups, senior and school holiday programs, fundraising events and cultural celebrations like NAIDOC and Lunar New Year.



#### Diversity

Our senior leadership team is 45% female and many actively participate in external committees focused on community.



### Governance

#### Human rights

Our commitment to human rights across our centres means we create resilient, future-ready destinations with strong social impact and sustainable growth potential.



We're committed to creating safe, accessible and welcoming environments across our supply chain.



Customers



Staff



Contractors



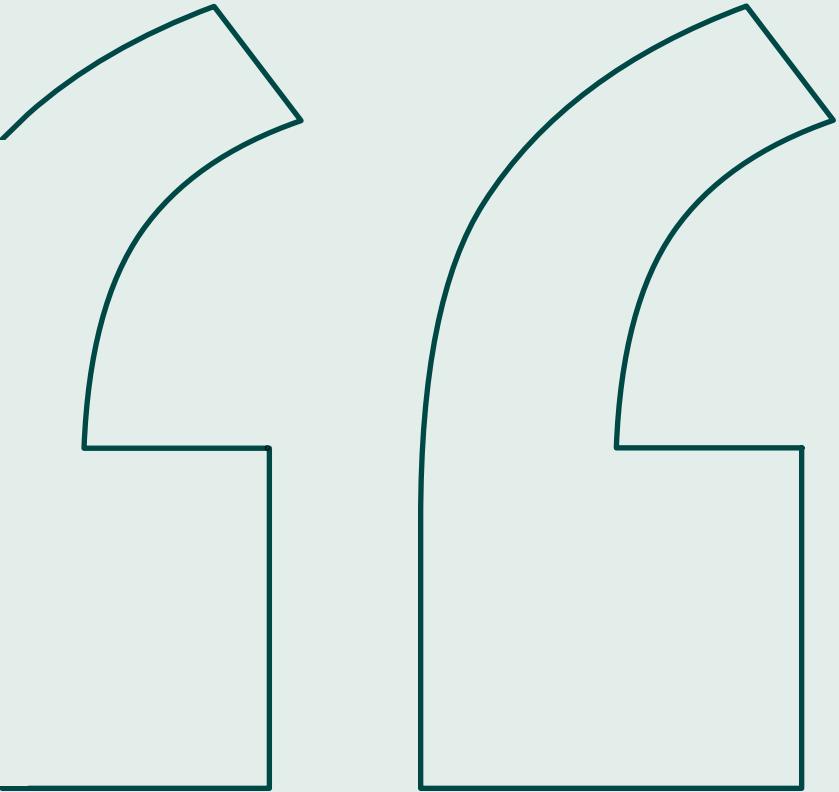
Tenants



Supply chain partners

- Fair treatment
- Equal opportunity
- Ethical labour practices
- Champion diversity
- Prevent exploitation





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isn't a checkbox ... it's  
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a better future through  
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# HABEN

[haben.com.au](http://haben.com.au)