Living for the future

Stockland 2030 Sustainability Strategy

Stockland

Sustainability is a journey.

Celeste and Jack are our guides in our electric powered Kombi.
They're on a road trip exploring how to live for the future.

At Stockland we believe there is a better way to live and sustainability is a fundamental part of that belief.
There are big challenges ahead, but by taking meaningful steps forward, together, it is achievable.

Our strategy is the road map.
Our road map has been drawn from a decade of leadership and the many steps we've already taken.

Our 2030 vision is to regenerate the environment, ignite inclusive prosperity, and inspire people to thrive.
Our mission is to turn vision into action.

The Destination? It's an ongoing journey to places where people thrive.

Step aboard, come with us.
We're making fast progress and we can't slow down now. We will keep on moving to create a better way to live.

Where are we heading?

Our 2030 Vision:
Enhancing our communities for the future that regenerate the environment, ignite inclusive prosperity, and inspire people to thrive.

Our journey so far.

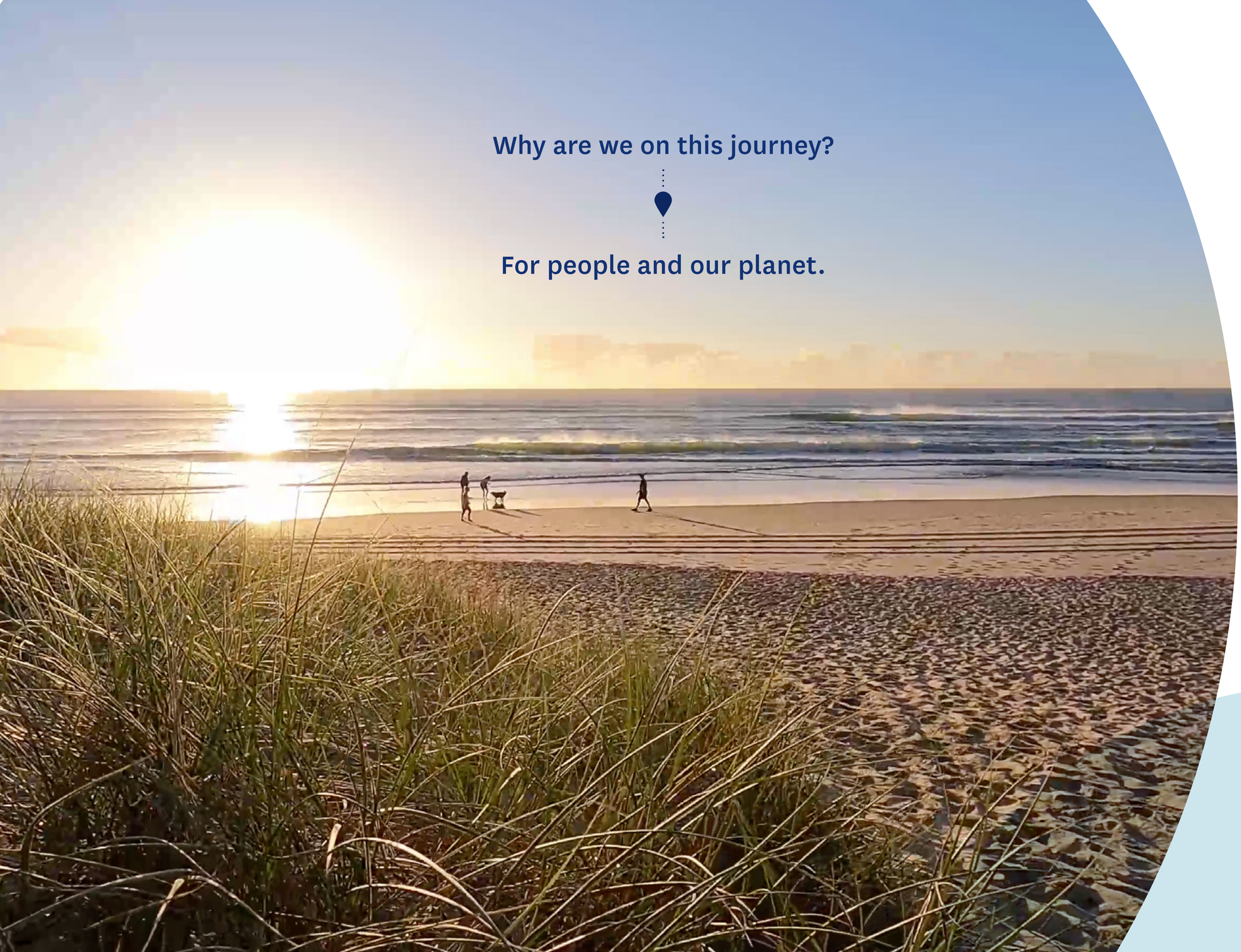
Stockland's approach to sustainability has come a long way from a focus on simply 'doing the right thing', being a 'good corporate citizen' and communicating a sense of 'corporate responsibility'.

Over the last eight years, we have sought to find the right balance between social, environmental and economic outcomes – otherwise known as shared value.

To get this balance right, we have challenged the status quo and pushed ourselves to achieve sustainable environmental, economic and social outcomes for our stakeholders.

With a clear vision and focus we achieved great things. These achievements have built a strong foundation on which we can grow into the future.

- Invested >$45 million in local health, wellbeing and education initiatives since 2014
- Developed an industry-first measure of community liveability
- Installed >$33m of solar across our portfolio
- 65% reduction in the emissions intensity of our Commercial Property portfolio since 2006
- Issued the first Australian corporate green bond
- Created a biodiversity calculator to measure net outcomes on developments
- First to develop Green Star Retirement Living villages
- Developed the most Green Star rated retail town centres in Australia
- Designed masterplanned communities to 'World Leadership' sustainability standards



Why are we on this journey?

For people and our planet.

We need to respond proactively to the global and industry megatrends that are impacting us all today, and into the future.

- Respond to climate change
- Adapt to people's changing behaviours
- Adjust to resource scarcity
- Provide for an ageing population
- Leverage new technologies
- Enable a future workforce
- Build new business ecosystems
- Adapt to market disruptors
- Safely respond and rebuild from COVID-19

Turning vision into action is at the heart of Stockland's culture, so our sustainable future has its foundations in the work we're doing now.

Our people and customers understand that our planet is the most precious resource for the communities we build and the businesses we empower. That's why we're innovating to **enable circular systems** and **advancing climate action** to drive sustainable management of materials.

As a creator of places that people share, we are investing in new ways of working and developing **economic opportunities** that are available to everyone by **improving equitable access.**

Resilient and contributing people mean thriving communities, and we'll do that by **enhancing people's health and wellbeing,** while providing the spaces that **strengthen connections** and create belonging.

The road map?
Our 2030 Sustainability Strategy.

Regenerative and circular living

- Enable circular systems
- Advance climate action
- Regenerative environment

Inclusive and accessible living

- Responsible economic opportunity
- Improve equitable access
- Inclusive prosperity

Healthy and connected living

- Enhance health and wellbeing
- Strengthen connection
- Thriving people

Regenerative and circular living.

We create and influence places that empower our people and customers to succeed while being responsible to the planet. We are bringing that to life through our commitment to enable circular systems that minimise environmental impact, advance climate action, and embrace new pathways to a regenerative future.

Our 2030 goals:

ENABLE CIRCULAR SYSTEMS

Demonstrate leadership in how our industry sustainably sources, uses, and manages the planet's resources.

Strategic priorities

- Reduce our embodied impacts by improving our lifecycle analysis.
- Enable our value chain to deliver better quality built form.
- Support the adoption and implementation of circular models with our stakeholders.

ADVANCE CLIMATE ACTION

Advance actions that address our impact on the climate and develop resilience to a changing environment.

Strategic priorities

- Achieve Net Zero Carbon across our portfolio by 2028.
- Embed asset and community scale resilience for our portfolio.
- Work towards a Net Zero Water future across our portfolio.

REGENERATIVE ENVIRONMENT

Build for a future that protects, restores and regenerates natural environments in our assets and communities.

Strategic priorities:

- Creation and conservation of natural assets across our portfolio.
- Invest in on- and off-site habitat restoration.
- Recognise traditional land management practices that restore the natural environment.

Regenerative and circular living: *The first leg of the journey – FY22-24.*

ENABLE CIRCULAR SYSTEMS

PRIORITY: Adopt and implement circular models with stakeholders

FY22 – 24 TARGETS

- Eliminate Single Use Plastics across Corporate Offices.
- Divert waste from landfill:
  - 40% Retirement Living operations (Waste Options Contracts only).
  - 90% Residential civil contracts
  - 55% Retail waste
  - 80% Workplace and Logistics operations.
- Conduct NABERS Waste ratings on Workplace portfolio.
- 30% of new Residential projects to trial sustainable asphalt roads.
- Deliver composting partnerships across all communities.

PRIORITY: Enable our value chain to deliver better quality-built form

FY22 – 24 TARGETS

- 5 star Green Star Workplace and Retail ratings.
- 4 star Green Star Logistics rating.
- All new masterplanned communities (over 1,000 lots) to achieve a Green Star rating.
- All new Retirement Living developments to achieve a Green Star rating.

PRIORITY: Reduce embodied impacts through improved lifecycle analysis

FY22 – 24 TARGETS

- Complete 3 Lifecycle Assessments on our built form home designs to identify a 10% reduction in embodied impacts.
- Establish minimum standards for material suppliers against Modern Slavery, Health and Safety, and Embodied Carbon criteria.

ADVANCE CLIMATE ACTION

PRIORITY: Achieve Net Zero Carbon across our portfolio by 2028

FY22 – 24 TARGETS

- 4 Star Green Star Performance Portfolio Rating for Retail and Workplace.
- Achieve a first time Green Star Performance portfolio rating in Logistics.
- 5 Star NABERS energy Commercial Property portfolio average by asset class.
- 10% improvement in FY20 carbon intensity and 5% improvement in FY20 energy intensity for Commercial Property.
- All Retail centres to offer electric vehicle charging stations.
- Medium density developments to exceed minimum National Construction Code (NCC) energy related compliance standards by 25%.
- All new Apartments to exceed minimum NCC energy related compliance standards by 10%.
- All new Net Zero Carbon Built form homes by 2030.
- 5% reduction in Retirement Living energy consumption and 15% reduction in carbon to FY20 baseline.

PRIORITY: Embed asset and community scale resilience for our portfolio

FY22 – 24 TARGETS

- Continue to conduct resilience assessments on all new and high priority assets.
- All assets to target (as a minimum) 'moderate' resilience rating (as per Group Resilience Tool '9-16').
- All new masterplanned communities to include a minimum 10% total tree canopy cover (to reduce urban heat island).
- All new residential developments to include options for light coloured or reflective roofs including demonstration in display villages.

PRIORITY: Work towards a Net Zero Water future

FY22 – 24 TARGETS

- 4 Star NABERS Water Workplace and Logistics portfolio average.
- 5% improvement in Commercial Property FY20 water intensity by asset class.
- NABERS Water Retail portfolio average of 3.5 stars.
- Medium density and Retirement Living developments to exceed reduction in potable water building code compliance requirements by 7.5%.
- Water discharged from our residential sites and/or into natural water systems to achieve the following (benchmarked against regulatory standards):
  - 45% reduction in nitrogen
  - 65% reduction in phosphorous
  - 80% reduction in suspended solids.
- All new masterplanned projects propose water cycle efficiency options.
- 5% reduction on FY20 Retirement Living water consumption.

REGENERATIVE ENVIRONMENT

PRIORITY: Invest in on- and off-site habitat restoration

FY22 – 24 TARGETS

- All projects with significant biodiversity develop a biodiversity management plan.
- Explore land bank opportunities to support habitat restoration including collection and propagation of provenance seed banks.

PRIORITY: Conservation and creation of natural assets across our portfolio

FY22 – 24 TARGETS

- Provide opportunities for employees to undertake one day per year volunteering on sites where we are protecting and restoring biodiversity.
- For new masterplanned residential communities, make an aggregated net positive contribution to the biodiversity value by FY24 as determined by the biodiversity calculator.

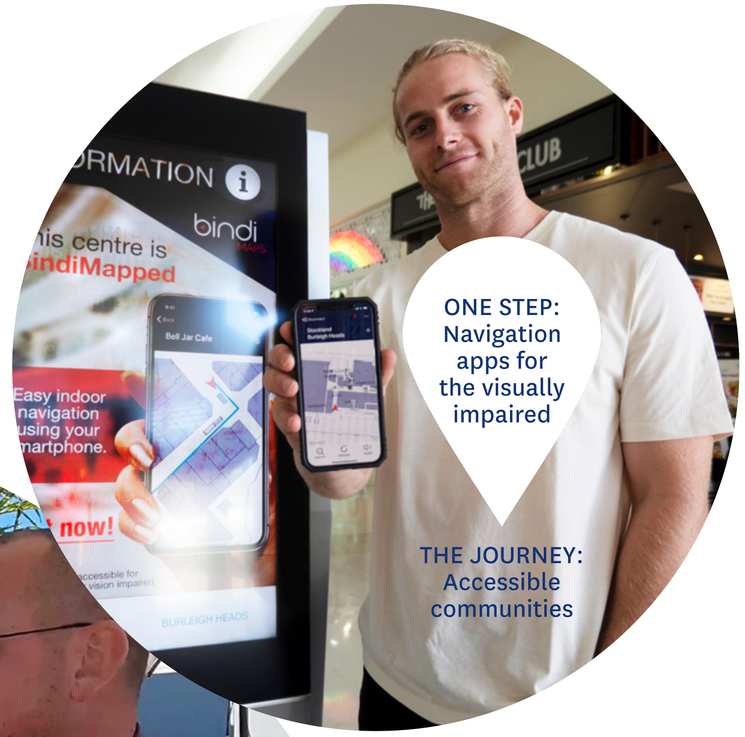
PRIORITY: Recognise traditional land management practices that restore natural environments

FY22 – 24 TARGETS

- Partner with a local First Nations organisation on a relevant major project (greater than $100m total investment) to explore the ways in which cultural heritage and / or land management practices could support the project.
- Investigate opportunities to engage First Nations organisations in traditional land care management practices to improve training and knowledge on caring for Country.

Inclusive and accessible living.

We create the places that are the foundations for livelihoods, so we are driven to grow prosperous and inclusive futures. By creating the environments that allow responsible economic opportunities to flourish, and that improve equitable access to those opportunities, we deliver a future of inclusive prosperity for all.



ONE STEP:
Navigation apps for the visually impaired

THE JOURNEY:
Accessible communities

ONE STEP:
Supporting local business

THE JOURNEY:
Inclusive prosperity

Our 2030 goals:

RESPONSIBLE ECONOMIC OPPORTUNITY

Responsibly develop productive communities that provide enriching opportunities for all.

Strategic priorities

- Strengthen our social impact with our supply chain.
- Utilise our places and spaces to enable a broader range of vibrant economic activity.

IMPROVE EQUITABLE ACCESS

Improve equitable access to the places and opportunities that we create.

Strategic priorities

- Design assets that are adaptable and future focused.
- Continue to provide more quality, efficient and affordable housing solutions.
- Improve access to skills, training, and pathways for sustained livelihoods.

INCLUSIVE PROSPERITY

Contribute to a future where all people are empowered to improve their quality of life.

Strategic priorities

- Build resilience for people and places to help them adapt to a changing world.
- Create a lasting impact in our communities and places of work through valued social and human capital.
- Provide shared assets to support affordable, connected and thriving communities.

Inclusive and accessible living: *The first leg of the journey – FY22-24.*

RESPONSIBLE ECONOMIC OPPORTUNITY

PRIORITY: Strengthen our social impact with our supply chain

FY22 – 24 TARGETS

- $6 million in direct Procurement from First Nations suppliers.
- Annual assessment of all suppliers at 'high risk' for modern slavery.
- Modern slavery-related key performance indicators for key management.

PRIORITY: Utilise our places and spaces to enable a broader range of vibrant economic activity

FY22 – 24 TARGETS

- Utilise Community Impact Valuation Tool to benchmark and improve placemaking outcomes that will contribute to local economic opportunities.

INCLUSIVE PROSPERITY

PRIORITY: Create lasting impact in our communities and places of work through valued social and human capital

FY22 – 24 TARGETS

- All communities and villages to have a community resilience toolkit.

PRIORITY: Provide shared assets to support affordable, connected and thriving communities

FY22 – 24 TARGETS

- Establish a community resource sharing network across select assets and communities.

PRIORITY: Build resilience for our people and places to help them adapt to a changing world

FY22 – 24 TARGETS

- Embed key resilience issues into Liveability Index to measure resilience of community.
- Complete community resilience assessment on all new projects and embed actions into project/asset business plans (PDS).
- Embed key resilience issues into Liveability Index to measure resilience of community.
- Complete community resilience assessment on all new projects.
- Establish as group-wide skilled volunteering program.

IMPROVE EQUITABLE ACCESS

PRIORITY: Design assets that are adaptable and future-focused

FY22 – 24 TARGETS

- Enhance the Stockland Accessibility Strategy to provide an improved customer experience to support those customers with a disability.
- Undertake accessibility assessments for all retail town centres and benchmark the level of compliance and customer amenity (including dignity, equity and inclusion).
- Sensory maps available for all retail town centres.
- Deliver a Wayfinding application across retail town centres (greater than 20,000m2 GFA) to enhance the shopping experience of people living with vision impairments.
- Develop a shopping experience rating/benchmark for people shopping with disabilities.
- Deliver a minimum of one Livable Housing Australia (LHA) certified home (Silver Standard) in each display village with fewer than 20 lots, and two homes in display villages with more than 20 lots applicable where individual builders are allocated 3 lots or more.
- All new medium density projects to deliver the following LHA Silver standards
  - 5% for all developments
  - 20% for developments as a stretch target.

  (developments with significant proportion of downsizers or people living with a disability).
- All new Retirement Living village developments to be LHA Silver standard design.

PRIORITY: Improve access to skills, training, and pathways for sustained livelihoods

FY22 – 24 TARGETS

- Target 3% First Nations employment at Stockland in line with national population average.
- Identify employment pathway training organisations to provide pathway programs to local communities at three suitable developments nationally.
- Minimum of one education program per community (school delivery or direct community program).
- Partner with community organisations including the Australian Retailers Association (ARA) through their Retail Ready Program to facilitate the placement of 100 long-term (+6 months) unemployed Australians (local residents/community members).
- Establish a partnership with an indigenous-owned businesses to facilitate First Nations employment programs in areas identified by Stockland eg Townsville.

PRIORITY: Continue to provide more quality, efficient and affordable, housing solutions

FY22 – 24 TARGETS

- Continue to deliver Customer Value Offers such as the Natural Solar solar/battery to reach all of our home and village customer base.
- Investigate alternative models for housing and accommodation options.
- Implement Retirement Living Rental Strategy for new customers.

Healthy and connected living.

We shape the engaging spaces and experiences that give everyone the ability to enhance their health and wellbeing, while strengthening connections with others, so that we are creating liveable communities of thriving people now, and in the future.

Our 2030 goals:

ENHANCE HEALTH AND WELLBEING

Transform the wellbeing of our people and customers through enhanced places and spaces.

Strategic priorities

- Develop the spaces and experiences for people to enhance their mental wellness.
- Activate the places for people to be active and maximise their physical wellbeing.
- Create environments where people feel safe and secure.

STRENGTHEN CONNECTION

Shape ways we bring people together that strengthen a sense of belonging and pride in one's community.

Strategic priorities

- Embed connections into places and spaces ways to bring people together to connect in a meaningful way.
- Shape experiences and social interactions that contribute to a sense of belonging.

THRIVING PEOPLE

Inspire a bright future where we all thrive together enabling people to help each other and contribute to their communities.

Strategic priorities

- Grow people's resilience to adapt and emerge stronger as individuals and as a community.
- Empower people to contribute back positively to their communities to create lasting impact.

Healthy and connected living: *The first leg of the journey – FY22-24.*

STRENGTHEN CONNECTION

PRIORITY:
Embed connections into places and spaces to bring people together in a meaningful way

FY22 – 24 TARGETS

- All new retail developments to include a quiet room and an adult change facility.
- All retail town centres to include an inclusive playspace where space allows.
- Enable opportunities for Retirement Living residents to volunteer through our network of community partners including the CARE Foundation.
- Develop a Group-wide First Nations Engagement Strategy for local implementation at asset level that responds to the needs of local First Peoples and includes elements of the local Traditional Owners' cultural heritage.
- Build a network of community partners that strengthen connection across all of our assets and projects.

PRIORITY:
Shape experiences and social interactions that contribute to a sense of belonging

FY22 – 24 TARGETS

- All retail centres to develop a youth engagement strategy to respond to local youth challenges, needs and interests.
- Continue to ensure all residential communities over 1000 lots deliver at least one inclusive playspace.

THRIVING PEOPLE

PRIORITY:
Grow people's resilience to emerge stronger as individuals and as a community

FY22 – 24 TARGETS

- Conduct community resilience assessments at all retail town centres to understand the local social issues to be addressed through community development plans.
- Achieve 75% National Liveability Index score.
- Achieve an average happiness score amongst our Retirement Living residents of 8.25 (out of 10).
- Maintain above 80% overall satisfaction in Residents Voice.
- Achieve resident Personal Wellbeing Index score across our residential communities and Retirement Living villages above the national average (73-76 (as measured by Deakin University).

PRIORITY:
Empower people to contribute back positively to their communities to create lasting impact

FY22 – 24 TARGETS

- Hold community development workshops at all of our communities (pre-exit) to establish exit strategies with the aim of leaving positive legacy.
- Target $21 million contribution from Stockland and the Stockland CARE Foundation through community development and investment activities.
- Refresh Community Partner Impact Valuation Tool to align with 2030 Sustainability Strategy framework.

PRIORITY:
Develop the spaces and experiences for people to enhance their mental wellness

FY22 – 24 TARGETS

- Develop a network of 'trained' mental wellness responders to support employee wellbeing.
- Reach over 1 million people with mental health messaging through CARE Foundation and Community Partnership communications and activations.
- Deliver community programs and activations that enhance social interaction and awareness on health and wellbeing targeting over 20,000 customers per year.

ENHANCE HEALTH AND WELLBEING

PRIORITY:
Activate the places for people to be active and maximise their physical wellbeing

FY22 – 24 TARGETS

- All new communities to target best practice Walkability in design.
- Over 10,000 community members participate each year in physical exercise programs across our communities nationally.
- Provide activities to engage the elderly in all of our retail town centres to prevent social isolation and enhance wellbeing.

PRIORITY:
Create environments where people feel safe and secure

FY22 – 24 TARGETS

- All communities to initiate Neighbourhood Watch Programs or similar.
- All new communities to be designed to Crime Prevention Through Environmental Design Principles.
- All communities achieve high liveability safety score.
- Launch a safety program in all retail town centres (eg. Safety House).
- Provide a 'safe zone' to support victims of domestic and family violence in at least one retail town centre in each state we operate.

We will achieve.

A regenerative environment.
Greater resilience, efficiencies, and value for our customers, residents, and business, while protecting and regenerating the environment for generations to come.

Inclusive prosperity.
Improved social and economic inclusion that affords all people the best opportunities to enjoy life and prosper in society, and creates lasting sustainable value for our people, business, and investors.

Thriving people.
Stronger, healthier and more resilient communities where people, customers, and businesses contribute their full potential, together creating lasting positive value for all.

The destination?

It’s an ongoing journey to places where people thrive.
Step aboard, come with us.

We’re making fast progress and we can’t slow down now.
We will keep on moving to create a better way to live.

Living for the future
Follow our steps on the journey livingforthefuture.com.au