

Sustainability Policy

1. Introduction

- 1.1 This Sustainability Policy (Policy) has been adopted by the Boards of Directors (the Boards), of Stride Property Limited (SPL), and Stride Investment Management Limited (SIML, with SIML, and SPL each being a Stapled Entity and together, Stride).
- 1.2 The SIML Chief Executive Officer is responsible for the sustainable performance of Stride and each General Manager is responsible for ensuring this Policy is implemented. Staff are encouraged to identify key opportunities for environmental improvement.
- 1.3 This Policy will be communicated to all employees, tenants, suppliers, Boards of Directors and made available to the public through Stride's website.
- 1.4 SIML, as manager of a number of entities, has responsibilities in relation to properties and entities managed by SIML, as well as those owned by SPL. This policy applies to SIML in its role as manager, noting that SIML's role as manager is to recommend certain actions and policies to the Boards of the SIML-managed funds who will have decision-making power over their own operations.

2. Stride's Commitment to Sustainability

- 2.1 Sustainability is a core part of Stride's business, as a sustainable business strategy incorporating the three aspects of people, planet and prosperity is important for long term success.
- 2.2 This Policy supports Stride's sustainability strategy, which has the purpose of 'creating enduring shared value'. Stride's sustainability strategy has three strategic goals:
 - (a) **Contribute to a resilient community** – we seek to promote leading health and safety performance and support a connected and inclusive community;
 - (b) **Develop shared prosperity** – we seek to foster long-term prosperity by investing in and managing places that reward everyone connected to them;
 - (c) **Protect the planet** – we seek to create efficient, climate-resilient places that deliver long term value and support a low carbon future.

3. Sustainability Objectives

- 3.1 Stride aims to continually reduce any adverse environmental impacts of its operations and to maximise the positive impacts of its business activities on the community and environment through:
 - (a) Striving to continuously improve Stride's environmental performance and monitoring this performance through recognised benchmarking;
 - (b) Complying with Stride's environmental obligations in those areas in which Stride operates;
 - (c) Assessing the effects of climate change and considering the impacts of climate change on Stride's business decisions;
 - (d) Seeking to own and manage sustainable buildings, evidenced through external ratings, such as NABERSNZ and Greenstar ratings;
 - (e) Understanding how Stride's business activities impact on stakeholders and the environment and responding appropriately;
 - (f) Educating, training and motivating employees, tenants and contractors to carry out activities in an environmentally responsible manner and ensure that a consideration of the environment is part of achieving Stride's business goals;
 - (g) Actively engaging with the communities in which Stride operates to create mutually beneficial outcomes; and
 - (h) Encouraging waste management and recycling solutions in the buildings that are owned and managed by Stride.

4. Sustainability Activities

- 4.1 To achieve Stride's sustainability objectives, Stride will:
 - (a) Implement an effective governance structure for the oversight of, and accountability for, sustainability objectives and goals;
 - (b) Undertake effective and regular communications and engagement with Stride's stakeholders on its sustainability performance and actions;

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- (c) Implement water conservation initiatives;
- (d) Source local, sustainable materials where practicable;
- (e) Understand and manage the energy efficiency of all properties owned and managed by Stride;
- (f) Establish measurable targets for tracking and reducing carbon emissions in Stride's operations;
- (g) Develop climate disclosures in line with the Aotearoa New Zealand Climate Standards;
- (h) Regularly report on Stride's overall sustainability performance; and
- (i) Manage and promote waste minimisation and recycling initiatives.

5. Net Zero Commitment

- 5.1 Stride intends to demonstrate its commitment to sustainability and the transition to a low carbon future by committing to reduce the Scope 1 and Scope 2 carbon emissions associated with its operations and properties to net zero by 2030. Stride intends to reduce its Scope 1 and 2 emissions and offset any remaining Scope 1 and 2 emissions from 2030 using high quality carbon offsets.
- 5.2 To achieve this net zero commitment, Stride is:
 - (a) Measuring the carbon emissions associated with its operations and publicly reporting these annually;
 - (b) Developing a decarbonisation road map which will demonstrate the steps that Stride will take to reduce carbon emissions and increase energy efficiency in its operations, to assist it in meeting its net zero objective;
 - (c) Integrating sustainability into its culture and promoting this among employees, tenants and stakeholders;
 - (d) Monitoring progress and reporting results annually against its targets.
- 5.3 Stride is also aiming to reduce its Scope 3 emissions over time. To assist with this objective, Stride will work with its

tenants to encourage them to adopt sustainable practices and reduce carbon emissions from their operations.

6 Review of Policy

- 6.1 The Boards are accountable for approving this Policy and amendments to it.
- 6.2 This Policy was approved in March 2023 and will be reviewed every 24 months.