

Basis of preparation for environmental, social and governance data

Centuria Sustainability Reporting

October 2026

Centuria's basis of preparation summarises the process of calculating select environmental, social, and governance (ESG) metrics for the financial year of FY26 for us in the annual Sustainability Report and Climate-related Disclosures

The metrics reported reflect Centuria's sustainability framework; *climate change*, *valued stakeholders*, and *responsible business principles*, as well as the organisation's commitment to being transparent.

	Environmental	<i>Climate change</i> Metrics covered: energy and emissions (Scope 1 and 2), solar generated, water, waste (landfill and diverted)
	Social	<i>Valued stakeholders</i> Metrics covered: diversity indicators, employee engagement, , community, and training and development.
	Governance	<i>Responsible business practices</i> Metrics covered: Compliance and cyber security training

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Scope and reporting boundaries

Centuria reports on environmental, social and governance data within its scope and boundaries. Definitions of the scope and boundaries used for environmental, social and governance data are summarised here.

Environmental

Environmental data (Scope 1 – refrigerants, natural gas, diesel; Scope 2 – electricity) is collected for operations, assets and activities (herein referred to as assets) within its direct and its subsidiaries corporate boundary. Centuria's corporate boundary is defined by Centuria's Operational control of an asset, and the time in which the asset is held. Reporting covers assets in Australia and New Zealand.

Operational control

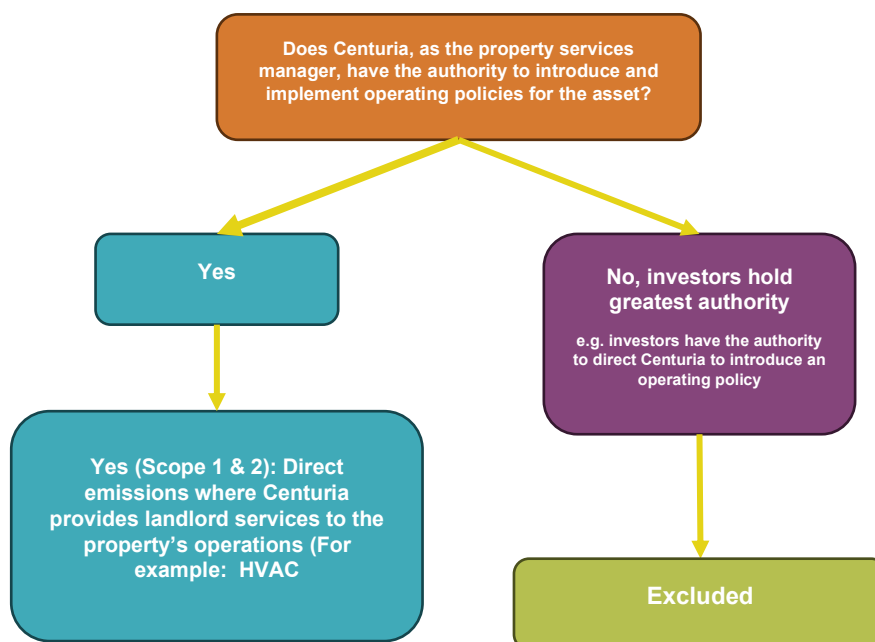
Operational control refers to Centuria's capacity to directly manage the day-to-day activities of an asset, by either Centuria's or a nominated delegates management policies.

Centuria follows the definitions as outlined by the Greenhouse Gas Protocol:

1. A company has operational control over an operation if the former or one of its subsidiaries has the full authority to introduce and implement its operating policies at the operation.
2. Under the operational control approach, a company accounts for 100% of emissions from operations over which it or one of its subsidiaries has operational control.

Centuria reports environmental data within its corporate boundary when it is determined to have Operational Control of an Asset.

Operational control is applied in the following manner:



The following is where operational control is not applied, and where exclusions are applied due to materiality:

Strata buildings	• As per strata schemes, as a manager we do not have the greatest authority as it requires approval, and decisions cannot be made independently due to minimal level of influence.
Single tenanted assets	• Tenants are responsible for operations and energy consumption.
Triple net leases	• Where a tenant agrees to pay all operating expenses (e.g. property taxes, insurance, repairs, maintenance), this requires minimal management and the ability to enforce policies.
Carpark only or areas where ESG metrics are immaterial	• Where Centuria is identified to have operational control, however its obligations are considered immaterial. For example, an outdoor carpark with minimal or no lighting, or a minimal amount of light fixtures found in a small common area.

Control over tightly held funds

In addition to the above, Centuria also does not have operational control over select *tightly held funds* where identified by Centuria. A tightly held fund is a fund where the investors have the greatest authority to direct the operations of the asset.

While Centuria Property Services is in most cases contracted to provide services under a Property Management Agreement (PMA), for assets within tightly held funds, the investors have the greatest authority to introduce and implement operating policies.

There are 26 single-asset tightly held funds where investors have the greatest authority to introduce and implement operating policies. These assets are therefore excluded from our operational control boundary. There were 6 tightly held assets in FY25.

In assessing whether a fund falls within Centuria's operational control reporting boundary, management considers not only the formal governance rights and arrangements but also the practical substance and operation of those arrangements.

This may include circumstances where groups of investors demonstrate a history of acting collectively, have aligned interests, or otherwise exercise coordinated influence over key decisions requiring investor approval.

Where these factors materially affect Centuria's ability to introduce and implement relevant operating, health and safety, and environmental policies, and its ability to direct capital allocation or sustainability-related activities, they are considered by management as part of its overall assessment of control.

Management applies judgement in evaluating the facts and circumstances of each fund and asset and makes a final determination on inclusion within the reporting boundary based on the substance of the governance arrangements and its practical ability to direct relevant activities.

Mandates (excluding 50/50 JVs) are also excluded from Centuria's operational control.

Asset class

Where Centuria has operational control of an asset, data for select environment indicators (see Environmental Indicators section below) are to be collected for the boundaries defined below. They follow the boundaries and exclusion scope established above:

	Asset class							
	Office asset	Industrial asset	Healthcare asset	Retail asset	Agriculture asset	Centuria tenancies	Business*	Development/construction project
Included for reporting	Included	Included	Included	Included	Included	Included	Included	No
Excluded from reporting	Strata buildings, single tenant assets, triple net leases, mandates (excluding 50/50 JVs) assets in tightly held funds, areas in an asset where ESG metrics deemed immaterial or are out of scope (tenant)							Excluded (no assets or activities within operational control)

*ResetData: Reset Data is fully consolidated into Centuria Capital Group (CNI) from an accounting perspective. Carbon emissions will also be fully consolidated into CNI, therefore Reset Data's scope 1 and 2 emissions are consolidated as CNI's scope 1 and 2 emissions for reporting purposes.

Asset class boundary definitions for base building:

Energy sources (included in boundary)	Emissions
Back-up generator diesel, refrigerant leakage, boiler natural gas	Scope 1
Lifts, common area lighting, HVAC	Scope 2

Equity interest: Centuria will not adjust the total environmental data reported to reflect its aggregated ownership interest in an asset.

Centuria has elected to apply the operational control approach, consistent with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Under this approach, Centuria reports 100% of greenhouse gas emissions and environmental data from assets over which it has operational control, regardless of its ownership interest in those assets.

Acquisition and divestment date: Centuria only reports environmental data for assets while operational control is held. Asset acquisition and divestment dates are used to determine when data is reported for assets where operational control is held.

Centuria Group Sustainability Reporting

Centuria discloses a Sustainability Report annually which provides an update on responsible business practices, carbon reduction targets and initiatives aligned to our Sustainability Framework. The reporting suite includes the disclosure of select ESG metrics which are covered in the second half of this document in detail.

Centuria Group Climate Related Disclosures Reporting

Centuria discloses a voluntary response annually to certain aspects of the Australian Sustainability Reporting Standard S2, Climate-related Disclosures (AASB S2) developed by the Australian Accounting Standards Board (AASB). This report discloses energy and emissions data (Scope 1 and Scope 2 only).

For the annual Group disclosures, the above-mentioned operational control boundaries are established for environmental metrics. The below table outlines the funds and number of assets which are included in Group environmental reporting boundaries.

Fund / Group	Asset class	No. of assets/spaces under operational control	FY26 Divestments
Australia			
Centuria Office REIT (ASX: COF)	Office	19	0
Centuria Industrial REIT (ASX: CIP)	Industrial	9	1
Centuria Agriculture Fund (CAF)	Agriculture	3	0
Unlisted funds	Industrial, office, healthcare, retail	91 ¹	1
New Zealand			
Asset Plus Limited (NZX: APL)	Office	1	0
Unlisted schemes	Industrial, office, healthcare, retail	12	2
Centuria operating spaces			
Centuria tenancies (Australia & New Zealand)	Tenancy (office floor)	6	0
ResetData	Data centres	2	0

Fund and asset notes to accompany the above:

- Centuria reports environmental metrics on assets until point of divestment, which is the reason why more assets may be noted in this table as compared to the FY26 COF and CIP compendiums
- There are office assets which are included in both listed and unlisted funds, they are counted twice.

¹ Excludes 26 tightly held assets (as described above)

- Asset Plus Limited: Only one asset in APL is operational, with environmental data reported against it.

Sources and hierarchy of environmental data

Environmental data is collected from multiple sources, including invoices, meters, and estimations. A summary of the hierarchy of each source of data is summarised here:

1. **Electronic Meter readings** – Data provided either by building management systems, electronic/digital meters, or utility web portals.
2. **Invoices** – Utility invoices, including waste reports, provided by tenants, contractors and suppliers.
3. **Meter readings** – onsite meter readings.
4. **Estimation** – approved estimated methodologies as described within this document.

Social

Social data is reflective of Centuria Capital Group, the listed entity CNI. Centuria's listed Real Estate Investment Trusts (REITs) are actively managed by Centuria Capital Group and therefore adopt CNI reporting boundaries.

Social metrics include workforce indicators: employee headcount, including full-time and part-time workers, and diversity by gender, and age training and development (LinkedIn Learning), and employee engagement. The source of Centuria's people data comes from Centuria's HR system. Data is extracted by the Operations team, and the dedicated system administrator.

Governance

Compliance training numbers reflect those employed by Centuria. The source of training data comes from the Centuria's e-Learning platform 'Acorn', CTRL Group and KAPLAN. Training hours are extracted by Centuria's Risk & Compliance team and IT team.

Processes and controls

Environmental data

Centuria actions the following processes and controls for environmental data:

Control	Accountability	Frequency	Process
1. Data compilation	Property services team	Quarterly	Centuria's Property Services team / Bayley's (NZ) populate the data based on invoices or other evidence.
2. Asset data review	Facilities team	Quarterly	Centuria's facilities team / Bayley's (NZ) reviews data and provides reasoning for data variances above 10%.
3. Quality Assurance (QA) of data	National Facilities Manager	Quarterly	National FM / Asset Manager (NZ) reviews and formally approves the data prior to finalisation.
4. Variance testing & analysis	ESG Analyst & Group Head of Sustainability	Quarterly	Variance testing consists of the following: - Review of quarter-on-quarter movements - Review of year-on-year movements - Review of data completeness and estimation calculations where required Data is subsequently reviewed by the Group Head of Sustainability.
5. Management sign-off	Head of Portfolio & Asset Management	Annually	After the QA process, the summary is then sent to the Head of Portfolio & Asset Management for sign-off.
6. Third-party limited assurance	Appointed auditors	Annually	Centuria engage an independent third-party auditor to provide limited assurance over relevant metrics.

Social & Governance data

Control	Accountability	Frequency	Process
Data collation and analysis	ESG Analyst	Quarterly	ESG Analyst receives and analyses social and governance data. Trends and movements are noted.
QA	Head of Operations, Chief Risk Officer	Annually	High level review to ensure the data appears reasonable.
Management sign-off	Chief Financial Officer, Group Chief Risk Officer	Annually	Final sign-off is provided by the CFO (workforce and training metrics), and the Group Chief Risk Officer (women in senior management metric).
Third-party limited assurance	Appointed auditors	Annually	Centuria engage an independent third-party auditor to provide limited assurance over select metrics.

External limited assurance

Centuria has engaged KPMG to perform limited assurance for the following disclosures:

- 1) Centuria Group Sustainability Reporting: ESG data for both the annual Centuria sustainability report and Australian climate-related disclosures, ending June 30, 2026.

For Group Reporting: Details regarding KPMG's assurance and scope is disclosed in KPMG's assurance statement.

List of assured Group metrics:

Category	Indicator
Energy	- Energy consumption within the organisation - Solar generated
Emissions	- Scope 1 - Scope 2 (location based)
Waste	- Total Waste generated - Waste to landfill - Waste diverted
Water	Water consumption
Employees	- Headcount by employment status and location - Absenteeism - Gender diversity - Age diversity - Women in management
Training & Development	% of employees eligible for performance reviews - Total number of employee training courses completed by course type, hours, and hours p/employee



Environmental indicators

Environmental indicators reported by Centuria include energy, emissions, water, and waste.

Note: Where invoices or metering data cannot be obtained, an estimation methodology is applied (refer to [page 9](#) for an explanation).

Indicator	Method	GRI Reference
Electricity (MWh) Purchased non-renewable electricity Renewable energy procured from energy retailers on the network Renewable energy generated and consumed through onsite solar	Electricity consumption is measured through an asset's invoices. Invoicing occurs on a monthly or quarterly basis and are either collected manually through the energy retailer to our Property Services team for data-entry, or automatically to our ESG system Scaler via an online import from our energy broker. Estimations are provided where there are data gaps.	GRI Disclosure 305-1, 305-2
Natural Gas (GJ): Gas distributed by pipeline	Natural gas consumption is measured through an asset's invoices, occurring on a monthly or quarterly basis. Again, it is tracked and reported manually by our Property Service team or automatically through our energy broker. This is dependent on each asset and not all assets have natural gas.	7 AFFORDABLE AND CLEAN ENERGY
Diesel (kWh): Diesel used for backup generators	Diesel consumption or refills mainly occur on an annual basis with assets that have equipment onsite. For sites which have NABERS ratings conducted, diesel consumption value is identified through the assessment. For all other assets, diesel consumption is taken from invoices, or Centuria's estimation.	
Refrigerants (tCO₂e): Emissions associated with refrigerant leakage	According to NABERS Carbon Neutral Technical Guidance, refrigerant emissions lost to the atmosphere over a 12-month period are approximated as the quantity of refrigerant that is topped-up into equipment during that 12-month period. NABERS guidance states that for this method, accurate records should be maintained whenever refrigerant gas is topped up to equipment on site. For the evidence for this method of calculation, the following is required: - Refrigerant Gas Equipment Maintenance Register completed with a service history for the whole base year; and/or - Job records/invoices for services of equipment during the base year where refrigerant was added to the system; and/or - Statements from maintenance contractors that comply with the requirements. Centuria will supply the above documents where available. Alternatively, Centuria will supplement this information with electronic tracking of refrigerant volumes used for servicing throughout the year, or a letter from a maintenance contractor	GRI Disclosure 305-1

outlining the volume of refrigerant used for servicing throughout the year.

Due to the absence of a formula in the NABERs guidance, Centuria will employ the following formula:

$$(Gas\ used\ (kg) \times GWP) / 1000$$

- Gas used (kg): Received from maintenance contractor / property manager
- GWP: Taken from published Australian emissions factors (based on latest IPCC resources)

If no refrigerant recharge volume data exists, refrigerant emissions are estimated using the following formula (source – NGER Measurement Determination):

$$Refrigerant\ type \times Refrigerant\ Qty \times Global\ Warming\ Potential\ (GWP) \times Leakage\ rate = kgCO_2e\ (/1000\ for\ tCO_2e)$$

- Refrigerant type: Received from maintenance contractor / property manager
- Refrigerant Quantity: Received from maintenance contractor
- GWP: Taken from published Australian emissions factors (based on latest IPCC resources)
- Leakage rate: Leakage rates based on the latest published Australian National Greenhouse Accounts Factors

Refrigerant emissions data is collected from maintenance contractors, compiled together and then calculated in the above way. Refrigerant emissions contribute to Scope 1 emissions.

Water (kL): Centuria report mains potable water and river and bore water (at our agricultural assets). For mains potable water, most tenancies are not sub-metered, as such Centuria reports whole building water.	Water consumption is measured through water metering implemented on the assets. Where no metering is present, we will refer to invoices which occur on a quarterly basis for assets. They are currently accounted for manually through receiving invoices from the supplier. The Property Services team collect invoices and enter data against the assets on an ongoing basis. Centuria does not report water consumption for its corporate offices, as tenancy-level water data is generally unavailable. Water usage is typically measured at the whole-building level, and Centuria's office tenancies represent only a small proportion of total building consumption.	GRI Disclosure 305-5 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
Waste (t): Centuria reports whole building waste unless tenants engage their own separate waste contractor. Centuria report waste Disposed (landfill) and Diverted (recycled).	Waste directed to disposal: Total weight of non-hazardous waste directed to disposal through landfill. Waste diverted: Total weight of non-hazardous waste diverted from disposal through recycling programs Total waste diverted, or recycled waste includes: • Cardboard/paper • Organics • Mixed recycling • E-Waste, soft plastics	GRI Disclosure 306-3 & 306-4 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 

Centuria obtains waste data through a host of dedicated waste providers for property assets. A waste management platform aggregates the various sources of waste and waste data. Data is imported monthly to Centuria's ESG System. Where an asset is not on the waste management platform, we will manually obtain waste data through reports from the waste vendor. Reports are provided quarterly, and waste produced is measured in kilograms or tonnes. Waste reports are saved and entered into the dedicated ESG system by the Property Services team.

Waste data is captured where Centuria manages the waste contract.

Emissions (tCO₂e): GRI Disclosure 305

Centuria reports location based scope 1 and 2 emissions for all assets and operations within its corporate boundary. Centuria uses the [National Greenhouse Accounts Factors 2025](#), as provided by the Australian Department of Climate Change, Energy, the Environment and Water, and the [Ministry of Environment \(MoE\) Measuring Emissions Catalogue](#) 2026 summary of emissions factors for New Zealand to calculate emissions. Centuria's ESG platform Scaler calculates location-based emissions.

Energy source	Australia	New Zealand
Grid electricity (purchased)	Default emission factors within the National Greenhouse Accounts Factors 2025 are used to calculate scope 2 emissions. Emission factors are updated annually and applied to respective usage periods.	Emission factors outlined in the MoE's 2026 summary of emissions factors are used for purchased electricity (scope 2). Emission factors are updated and applied to respective usage periods.
Renewable electricity	Includes onsite solar and renewables purchased from the grid. No emissions are calculated for onsite renewable electricity.	Includes onsite solar and renewables purchased from the grid. No emissions are calculated for onsite renewable electricity.
Natural gas	Default emission factors within the National Greenhouse Accounts Factors 2025 are used. Emission factors are updated annually and applied to respective usage periods.	Emission factors outlined in the MoE's 2026 summary of emission factors are used for stationary combustion fuel types (scope 1). Emission factors are updated and applied to respective usage periods.
Diesel	Default emission factors within the National Greenhouse Accounts Factors 2025 are used. Emission factors are updated annually and applied to respective usage periods.	Factors emission outlined in the MoE's 2026 summary of emissions factors are used for stationary combustion fuel types (scope 1). Emission factors are updated and applied to respective usage periods.
Refrigerants	Greenhouse Warming Potential (GWP factors provided by the Intergovernmental Panel on Climate Change (IPCC) are used to calculate emissions.	

Estimation methodologies

Centuria employs estimations where data is unable to be obtained from other sources as outlined in the sources and hierarchy of environmental data section of this document. To maintain consistency across estimations for the Group, estimations for data is based on the following methodologies.

For assets with actual data available in the reporting year	Where actual data is available for the asset in the reporting year, estimates should, in the first instance, be based on the average of the corresponding three months of available actual data from that year, either preceding or following the estimated period. This can also be used if an asset has a single month of missing data.
For assets with multiple months of data missing, but have data for the same period in previous years	Assets which have multiple months of data missing but have data for the same period in previous years shall use retrospective data to close the gaps. Data shall be adjusted for any changes in floor area by first calculating the intensity of the assets previous period and multiplying the intensity against the current floor area.
For assets with no data, but have comparable assets with data in a similar location	Assets which have no data but have comparable assets in similar locations will use the intensity of the comparable asset and extrapolated by the floor area of the asset with missing data. This applies to assets with floor area data.
For assets with no floor area data, but have comparable assets with data in a similar location	Like the above, assets with no floor data but have comparable assets in similar locations will leverage intensity measures, which are then applied to the missing asset.



Social indicators

Social indicators reported include employee headcount, employee diversity, employee engagement, tenant engagement, training, and development. Definitions of these indicators are below.

Indicator	Method	GRI Reference
Total headcount (no.)	Total Headcount refers to the total number of people employed by Centuria. It includes all workers employed by Centuria, including part time, casual workers, and contractors. Total headcount figures exclude Manila staff, who are accounted for separately in the relevant disclosure. Data is extracted from Centuria's HR platform (Salesforce) by the Payroll Manager and the Salesforce administration team. Headcount is counted as at June 30 th	General Disclosure 2-7 (2021)
Age Group (%)	The total number of people employed by Centuria broken-down by: • Under 30 years old • 30-50 years old • Over 50 years old Each category is expressed in a percentage by: $\text{Age group} / \text{Total headcount} * 100$	Diversity of governance bodies and employees: GRI Disclosure 405-1
Women in the workforce (%)	Total percentage of women employed by Centuria. Total headcount value is split by gender (No. of men and No. of women). This is expressed as: $\text{Women in the workforce: No. of women} / \text{Total headcount} * 100$	
Women in Management (%)	Centuria defines female Senior Executives as female members of the Senior Executive Committee, Heads of Business, and Senior Managers in the company. The percentage is calculated by: $\text{No. of female (Senior Executive committee, Head of Departments, senior executives)} / \text{Total no. of people who are on Senior Executive Committee, those who are Head of Departments and senior executives} * 100$	GRI Disclosure 405-1 5 GENDER EQUALITY
Board level diversity (%)	Board level diversity calculates the percentage of females in Centuria's Boards: Centuria Capital Group (ASX: CNI), Centuria Industrial REIT (ASX: CIP), Centuria Office REIT (ASX: COF), Centuria Life and Asset Plus (NZX: APL). This indicator is not included in the assurance scope. This is calculated by: $\text{No. of female board members} / \text{Total no. of board members} * 100 \text{ (for each board).}$ This indicator is not included in the assurance scope.	

Absenteeism (%)	The measure of days lost due to leave (Sick/carers and compassionate). It is expressed as a percentage of scheduled working days for the financial year. $\text{Absentee rate} = \frac{\text{Total no. of leave days (sick/carers and compassionate)} / \text{total no. scheduled working days} * 100}{}$	GRI 403 (2016)
Volunteering (no.)	Centuria Group captures volunteer leave through calculating the number of hours volunteered, and the number of employees participating in volunteering programs. This is captured through our HR system when employees log 'Volunteering Leave' as their reason for an absence. - No. of volunteering hours - No. of volunteers This indicator reflects the focus on our communities, and the contributions of employees. This indicator is not included in the assurance scope.	
Employee engagement (%)	Employee engagement is taken directly from Centuria's annual engagement platform – Culture Amp. The results are annual and point-in-time. FY26 annual engagement survey was conducted in April 2026. This indicator is not included in the assurance scope.	3 GOOD HEALTH AND WELL-BEING 
Performance reviews (%)	The percentage of Centuria employees (Total Headcount) that take part in routine performance reviews, and an annual appraisal. This includes all fulltime and part time permanent staff.	
Development programs (no.)	This includes Centuria employees who have taken part in the following Programs within the financial year: - Centuria Leadership Program - LinkedIn Training - General Manager Workshop This indicator is not included in the assurance scope.	GRI Disclosure 401-1, 404-2, 404-5 8 DECENT WORK AND ECONOMIC GROWTH 



Governance indicators

Governance indicators include compliance and cyber security training indicators.

Indicator	Method	GRI Reference
Total no. of compliance training hours (no.)	Centuria reports the approximate average hours of training employees have undertaken during the reporting period. This is expressed as: <i>Average hours of training = Total no. of training hours provided to employees / Total Headcount</i>	
Average hours of training per employee (no.)	Training: Training included for reporting purposes includes: Acorn compliance training: Acorn is Centuria's primary learning management system where every employee undertakes essential compliance training such as breach reporting, conflicts of interest, bribery and corruption, health and safety, and code of conduct. Certain roles will also be assigned specialised training on the learning platform. Each Acorn training module is equivalent to 20 minutes, an export of course completion is generated each quarter. This figure is provided by the Risk & Compliance team. Cybersecurity: All Centuria employees complete routine Cybersecurity training provide by GTRL Group. Each module is equivalent to 10min of learning. Cybersecurity training is captured by taking the number of completed courses x 10min. Centuria also includes total no. of courses completed, and number of hours undertaken by employees in addition to estimated hours p/employee. Completed training figures are provided by the IT Manager. KAPLAN Training is specialist training that is specific to an employee's job role. It is included in FY26 reporting.	GRI Disclosure 404-1 16 PEACE, JUSTICE AND STRONG INSTITUTIONS



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