

MIRVAC
INTERNSHIP

**BRING
EDUCATION
TO LIFE**



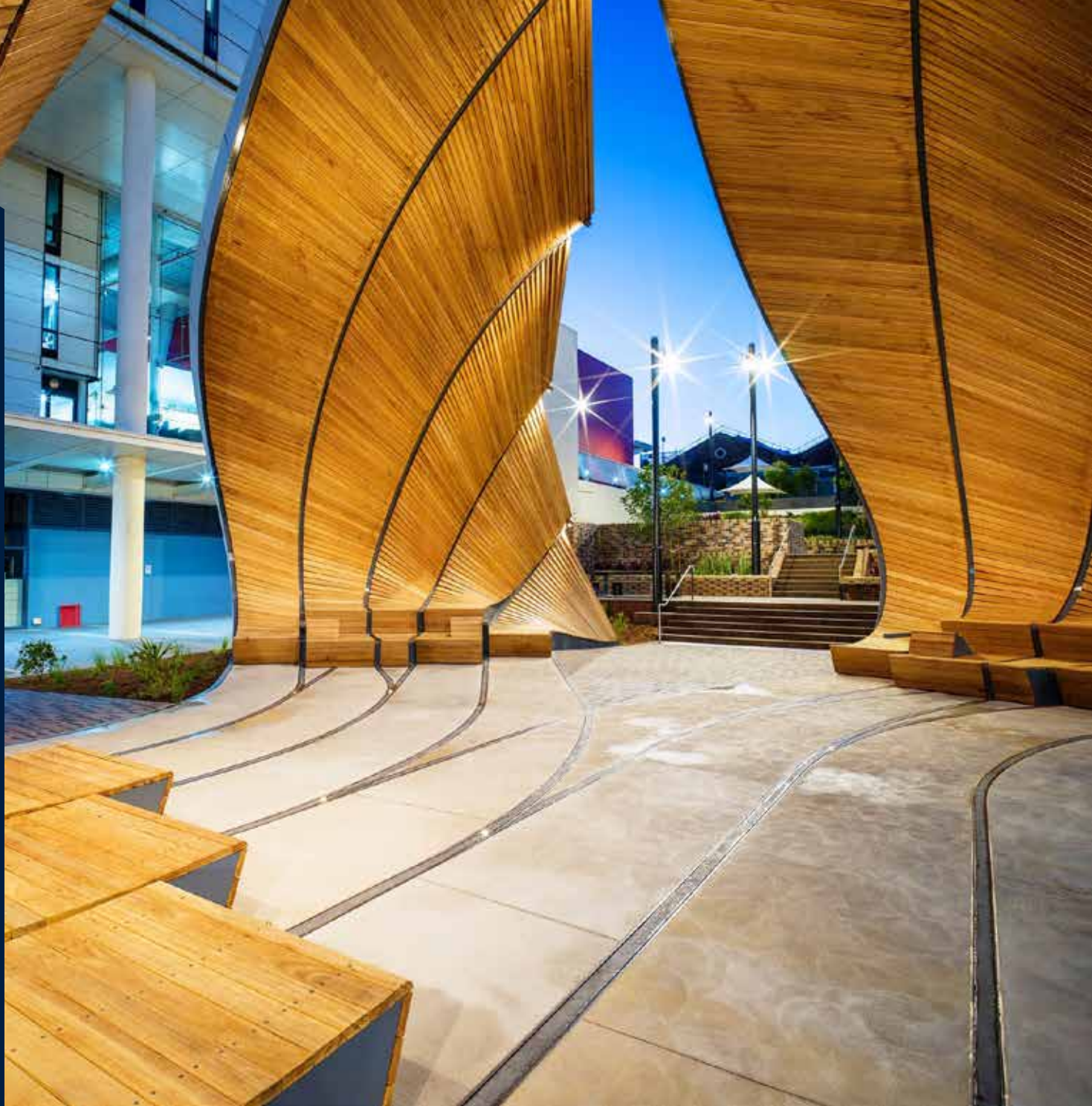
WHY MIRVAC

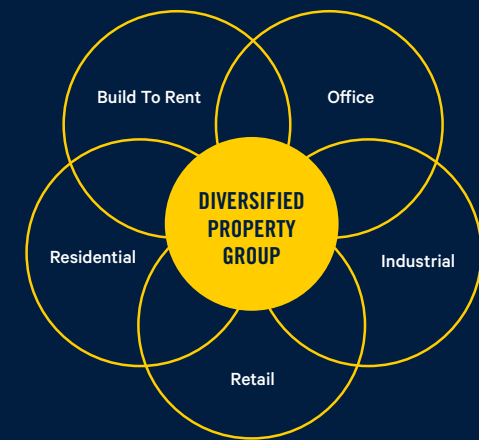
Mirvac is a leading, diversified Australian property group, with an integrated model that spans design, construction, development and asset and funds management.

For over 50 years, we've dedicated ourselves to shaping Australia's urban landscape, with a strong focus on sustainability, innovation, safety, and placemaking. Principally located in Australia's four key cities of Sydney, Melbourne, Brisbane and Perth, Mirvac owns and manages assets across the office, retail, built to rent and industrial sectors.

Our purpose, to Reimagine Urban Life, inspires us to be innovative and bold, as we continue to create and curate extraordinary places and experiences that enrich people's lives. Behind every project lies an unwavering commitment to our customers, communities, partners, and the planet.

Our people and our culture are at the heart of our success. We consider our team to be our greatest asset and our goal is to be the number one employer in the property sector, the place where people want to join, grow, and belong.





THE INTEGRATED BUSINESS MODEL

Mirvac's vision is setting the standard as a world-class Australian property group that attracts and retains the best.

CAREER OPPORTUNITIES

- CONSTRUCTION
- SALES & MARKETING
- ARCHITECTURE & DESIGN
- DIGITAL
- HUMAN RECOURCES
- FINANCE
- HSE
- PROPERTY
- DEVELOPMENT
- COMMUNICATIONS
- INNOVATION
- SUSTAINABILITY
- ASSET MANAGEMENT



WHAT TO EXPECT

Mirvac's internship program is designed to assist you in building your career in the Property & Construction Industry during your final year of study.

- One year, part time Internship in your area of study, around your study schedule
- Rotations across job families and asset classes in some divisions to support a diverse experience
- Participation in a Hatch Innovation Project
- Asset site tours
- Corporate learning programs to build upon your professional and technical skills
- Property education modules
- Networking opportunities across business teams and our Executive Leadership Team
- Support structure including a Manager, Buddy, Mentor and Intern Program HR Team

JOB LOCATIONS



OUR PEOPLE

Our people truly make Mirvac the company that it is. As a leader, one of my areas of focus is to empower our people to grow and be the best they can be, because when they're at their best, we can fulfill our purpose to Reimagine Urban Life. And it's not just about what we do, but how we go about doing it. We have top quartile employee engagement, we have been ranked number 1 in the world for gender equity by Equileap for the past two years, and we were named the AFR's Best Place to Work in the Real Estate, Transport and Construction sector. We're proud of our history and what we've accomplished so far, and we're always looking at how we can do things better.

Campbell Hanan,
GROUP CEO &
MANAGING DIRECTOR,
MIRVAC



"I started my career with Mirvac on the Traineeship program after studying a bachelor of Business (Property) at RMIT. Over the past 20 years I have been fortunate to work on some of Melbourne's most iconic residential projects including The Melburnian, Yarra's Edge and Waverley Park. Mirvac is committed to developing and rewarding its staff and ensuring a diverse and collaborative culture. Day-to-day I enjoy working with a broad range of talented people within the organisation and being involved with some of the most exciting projects being undertaken within the industry".

ELYSA ANDERSON
General Manager VIC
Residential Development

"Mirvac is a diversified property group with an aim to acquire world class sites across Australia capitalising on the unique capability of our integrated model. Our Residential Development team has a strong reputation for delivering high quality innovative products across apartments and master planned communities.

Mirvac strives to drive value for our customers and business partners through consistently delivering what the market wants. Our Traineeship program has a proven track record of acquiring some of the best Trainees and we have a strong focus on career development and instil them to strive for excellence and take ownership of their work".

STUART PENKLIS
CEO, Development –
Residential & Commercial
& Mixed Use





"I'm gaining valuable hands-on experience and mentorship working on impactful projects. I really like the year long program because it allows me to build on my abilities and explore my professional interests. My managers are flexible around my university and personal commitments, and Mirvac has fostered a close intern community with regular social opportunities".

KATHERINE KOSTOV
DIGITAL INTERN



"As an Intern, there are endless opportunities to learn, develop and grow as an investment professional in property with the continuous support from your managers and your team at Mirvac. It has been especially exciting to be a part of the exceptional growth at Mirvac in its evolution as a trusted fiduciary of over \$18bn in third-party capital with valued domestic and offshore partners. No two days are the same, and as an intern you get to work on extremely challenging yet highly rewarding tasks with the constant support and guidance of your team."

AHMED ASLAM
CAPITAL PARTNERSHIPS INTERN

"The experiences I've worked through in the Mirvac Internship Program have been nothing short of unforgettable. The challenges presented to me every day by the team have been a strong component of my understanding in corporate work. In Mirvac and amongst my team, I feel very involved in the decisions made through collaborative meetings and online discussion. I also sense that the awareness of a healthy work-life balance is well understood within Mirvac, shown through their ability to cater for individual requests. The team are very supportive of my consistent learning and provide constructive feedback on my work to facilitate my development."

BILLY NORRIS
GROUP FINANCE INTERN



"The internship program has given me a chance to learn about multiple divisions of the business and work with a range of people across teams. Rotating through the business I have always been met with a supportive environment and positive culture where I am able to excel both in and out of the office. The support provided by both Mirvac and my teams whilst completing the final year of my degree made it easy to balance study, work and my personal life."

MAGGIE GREER
DEVELOPMENT INTERN



"Being a woman in construction and property development, I am always inspired by the incredible female talent at all levels within Mirvac. It is exciting to witness great transformations, dynamic structures being imagined then created. At Mirvac, we exercise ambitious sustainability strategies and incite innovation. Not only do I enjoy our project but am proud to be a part of a diverse team who are great role models and mentors."

SAMIHA ISLAM
CONSTRUCTION PROJECT DESIGN INTERN



"Whilst being integrated within the construction team for Mirvac, I have gained a greater understanding of the corresponding teams which are associated with running and maintaining these buildings. My experiences at Mirvac have allowed myself to gain invaluable experience through the generosity and patience of my colleagues; albeit being trusted with meaningful tasks to contribute towards the end product; being project delivery. Although I am based in Melbourne, Mirvac has allowed myself and other Victorian interns to explore and connect with our Sydney-based colleagues, permitting opportunities to explore their interstate projects as well."

NICHOLAS MANGANARO
CONSTRUCTION INTERN

OUR VALUES ARE
THE BUILDING BLOCKS
OF OUR CULTURE



OUR FOCUS AREAS

ENVIRONMENT



Carbon emissions

Net positive in scope 1, 2, 3 emissions



Nothing wasted

Zero waste to landfill



Every drop of water

Net positive water

SUSTAINABILITY



Our people

Active, inclusive care



Connection

Leaving a positive legacy



Inclusion

Truly included (\$100m to the social sector)

GOVERNANCE



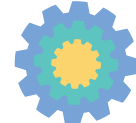
Procurement

Using our buying power for good



Finance & investment

Greening our finance



Capability & disclosures

Active, capable governance

OUR ENVIRONMENT

LIFESTYLE

- ✓ Flexibility - My Simple Thing is one small, achievable change you can make in your work day pr week that will enhance your work/life quality
- ✓ Shared Care Parental Leave: 20 weeks paid parental (primary carer)
- ✓ 4 weeks paid partner leave (non-primary carer)
- ✓ Employees can purchase up to an additional 4 weeks leave per financial year
- ✓ 2 days bonus leave if you take at least 20 days annual leave from 1 Feb - 31 Jan
- ✓ Domestic and Family Violence Leave: uncapped paid leave per occasion

WELLBEING

- ✓ Free 24/7 access to sonder – our wellbeing service and app.
- ✓ Includes mental health and medical support, safety features, wellbeing assessments, and individualised advice.

COMMUNITY

- ✓ National Community Day
- ✓ Unlimited Volunteering Days
- ✓ Good2Give - pre-tax donations
- ✓ Donation Matching

LEARNING AND DEVELOPMENT

- ✓ Mirvac Discovery Program: 3 days over a 3 month period of trained work experience in different Mirvac division
- ✓ Quarterly Learning Workshops
- ✓ Professional Development Opportunities
- ✓ Mirvac Discovery Program



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