

**This
Changes
Everything**

by mirvac

REIMAGINING URBAN LIFE, SUSTAINABLY

Mirvac's sustainability strategy, *This Changes Everything*, focuses on six key areas:

ENVIRONMENTAL

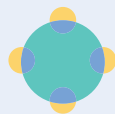


Climate change



Natural resources

SOCIAL



Our community



Social inclusion

GOVERNANCE



Our people



Trusted partner

MOST RELEVANT SUSTAINABLE DEVELOPMENT GOALS



IN THE PAST 12 MONTHS, THE GROUP ACHIEVED A NUMBER OF TARGETS:

- > released '[Planet Positive, Mirvac's plan to reach net positive carbon by 2030](#)';
- > achieved high sustainability ratings in our office portfolio, which now boasts four 6 Star Green Star Performance rated buildings, along with three 6 star, two 5.5 star and six 5 star NABERS Energy rated buildings;
- > more than quadrupled our community investment (off an FY17 baseline), three years ahead of our 2022 target;
- > released our first [Social Return on Investment \(SROI\) report](#), which outlines our findings of an SROI analysis on 27 of our residential projects;
- > developed a community engagement standard to ensure we have a consistent approach across the business;
- > announced a partnership with social enterprise, Homes 4 Homes, which will help to address the need for more social and affordable housing in Victoria;
- > achieved over 40 per cent of women in senior management roles; and
- > maintained high employee engagement of 90 per cent, highlighting the strength of our culture.

We also continued to maintain robust governance principles to ensure we remain a trusted owner and developer. These principles can be viewed in our [Corporate Governance Statement](#) which is available on the Mirvac website at <https://www.mirvac.com/About/Corporate-Governance>.



"Our work to achieve net positive carbon in our investment portfolio means that from 2030, and each year afterwards, the emissions we don't emit are equivalent to planting over 1.4 million trees and taking 22,300 cars off the road."

Sarah Clarke, Group General Manager, Sustainability & Reputation

REIMAGINING URBAN LIFE, SUSTAINABLY



RESOURCES REIMAGINED



CLIMATE CHANGE

Net positive (carbon)

2030

10MW renewable energy installed

2023

5MW renewable energy installed
Carbon intensity reduced by 5% in O&I and Retail

2021

2020

Net positive (carbon) white paper released

2019



NATURAL RESOURCES

Net positive (water)
Zero waste to landfill

80% operational waste recycled
Water intensity reduced by 5% in O&I and Retail

Water white paper released¹

Waste white paper released
Water metering and monitoring installed

96% construction waste recycled



OUR COMMUNITY

Net positive legacy

Community wellbeing measure developed

Triple community investment

Community engagement standard developed

Social return on investment report released

ENRICHED COMMUNITIES



SOCIAL INCLUSION

\$100m social sector investment

\$30m social procurement by 2025

2023

Social enterprise capacity building partnership launched

Social housing investment pilot launched

House with No Bills research findings released

Unlimited paid volunteer leave

Define social procurement

TRANSPARENT GOVERNANCE



OUR PEOPLE

Highly engaged, capable and diverse workforce

40:40:20 women in senior management

20% improvement in health and wellbeing

Personalised health and wellbeing support implemented



TRUSTED PARTNER

Most trusted owner and developer

Data integrity charter release

Modern slavery risk heat map released

Human Rights approach released

ONGOING

- Maintain Board climate capability
- New office buildings NABERS 5.5 Star Energy
- All new Residential projects to include solar

ONGOING

- New office buildings 4.5 Star NABERS Water
- All (new) office Gold WELL rated

ONGOING

- Maintain global high performing engagement
- Maintain Risk Culture Index performance
- Understand and share stakeholder trust feedback
- Clear earnings visibility/guidance
- Transparent reporting
- Maintain Board diversity



1. Target extended from 2020.

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