



To the Directors of Mirvac Limited

Independent Limited Assurance Report on Selected Subject Matter Information in Mirvac Limited's FY23 ESG Analyst Toolkit

The Board of Directors ('Directors') of Mirvac Limited ('Mircvac') engaged us to perform an independent limited assurance engagement in respect of the Selected Subject Matter Information as set out in Appendix 1 to our assurance report (the 'Subject Matter Information') and identified in Mirvac Limited's FY23 ESG Analyst Toolkit for the year ended 30 June 2023.

Subject Matter Information and Criteria

We assessed the Subject Matter Information against the Criteria. The Subject Matter Information needs to be read and understood together with the Criteria. The Subject Matter Information is set out in Appendix 1 of our assurance report.

The Criteria used by Mirvac Limited to prepare the Subject Matter information is set out in Appendix 2 of our assurance report.

The maintenance and integrity of Mirvac's website is the responsibility of Management; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the reported Subject Matter Information or Criteria when presented on Mirvac's website.

Our assurance conclusion was with respect to the year ended or periods as at, as outlined in Appendix 1 of our assurance report and does not extend to information in respect of earlier periods.

Responsibilities of management

Management is responsible for the preparation of the Subject Matter Information in accordance with the Criteria. This responsibility includes:

- preparing the Subject Matter Information as well as the FY23 ESG Analyst Toolkit in its entirety;
- the prevention and detection of fraud and error in relation to the Subject Matter;
- determining appropriate reporting topics and selecting or establishing suitable criteria for measuring, evaluating and preparing the underlying Subject Matter Information;
- ensuring that those criteria are relevant and appropriate to Mirvac Limited and the intended users; and
- designing, implementing and maintaining systems, processes and internal controls over information relevant to the evaluation or measurement of the Subject Matter Information, which is free from material misstatement, whether due to fraud or error, against the Criteria.

Our independence and quality control

We have complied with the ethical requirements of the Accounting Professional and Ethical Standard Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)*



relevant to assurance engagements, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies Australian Standard on Quality Management ASQM 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our responsibilities

Our responsibility is to express a limited assurance conclusion based on the procedures we have performed and the evidence we have obtained.

Our engagement has been conducted in accordance with the Australian Standard on Assurance Engagements (ASAE 3000) *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* and ASAE 3410 *Assurance Engagements on Greenhouse Gas Statements*. These standards require that we plan and perform this engagement to obtain limited assurance about whether anything has come to our attention to indicate that the Subject Matter Information has not been prepared, in all material respects, in accordance with the Criteria, for the years ended or periods as at, as outlined in Appendix 1 of the assurance report.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and consequently the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not express a reasonable assurance opinion.

In carrying out our limited assurance engagement we:

- Enquired of relevant management of the Group regarding the processes and controls for capturing, collating, calculating and reporting the Subject Matter Information;
- Tested the mathematical accuracy of a sample of calculations with respect to the Subject Matter Information;
- Assessed the appropriateness of the estimates, assumptions and methodologies applied in calculating the Subject Matter Information;
- Agreed the Subject Matter Information to underlying data sources and calculations on a sample basis; and
- Undertook analytical review procedures over data utilised within the calculations and preparation of the Subject Matter Information.

The GHG statement includes an offset from Mirvac's emissions of 9,735 tonnes of CO₂-e relating to offsets for the year 30 June 2023, and 7,225 tonnes of CO₂-e relating to offsets for the year 30 June 2022. We have performed procedures as to whether these offsets were acquired during the year, and whether the description of them in the GHG statement is a reasonable summary of the relevant contracts and related documentation and performed procedures over the calculation of net emissions. We have not, however, performed any procedures regarding the external providers of these offsets, and express no conclusion about whether the offsets have resulted, or will result, in a reduction of



9,735 tonnes of CO₂-e relating to offsets for the year 30 June 2023, and 7,225 tonnes of CO₂-e relating to offsets for the year 30 June 2022.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Inherent limitations

Inherent limitations exist in all assurance engagements due to the selective testing of the information being examined. It is therefore possible that fraud, error or non-compliance may occur and not be detected. A limited assurance engagement is not designed to detect all instances of non-compliance of the Subject Matter Information with the Criteria, as it is limited primarily to making enquiries of management and applying analytical procedures.

Additionally, non-financial data may be subject to more inherent limitations than financial data, given both its nature and the methods used for determining, calculating and estimating such data. The precision of different measurement techniques may also vary. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, evaluation and measurement techniques that can affect comparability between entities and over time. In addition, Greenhouse Gases ('GHG') quantification is subject to inherent uncertainty because of evolving knowledge and information used in estimating emissions factors.

The limited assurance conclusion expressed in this report has been formed on the above basis.

Our limited assurance conclusion

Based on the procedures we have performed, as described under 'Our responsibilities', nothing has come to our attention that causes us to believe that the Subject Matter Information has not been prepared, in all material respects, in accordance with the Criteria for the years ended or periods as at, as outlined in Appendix 1 of our assurance report.

Use and distribution of our report

We were engaged by the board of directors of Mirvac to prepare this independent assurance report having regard to the criteria specified by Mirvac and set out in this report. This report was prepared solely for Mirvac in accordance with the agreement between us, to assist the directors in responding to their governance responsibilities by obtaining an independent assurance report in connection with their reporting on the Subject Matter Information.

We accept no duty, responsibility or liability to anyone other than Mirvac in connection with this report or to Mirvac Limited for the consequences of using or relying on it for a purpose other than that referred to above. We make no representation concerning the appropriateness of this report for anyone other than Mirvac and if anyone other than Mirvac chooses to use or rely on it, they do so at their own risk.



This disclaimer applies to the maximum extent permitted by law and, without limitation, to liability arising in negligence or under statute and even if we consent to anyone other than Mirvac receiving or using this report. Liability limited by a scheme approved under Professional Standards legislation.

PricewaterhouseCoopers

PricewaterhouseCoopers

John Tomac

John Tomac
Partner

Sydney
16 August 2023



Appendix 1 – Subject Matter Information

Table 1: The Subject Matter Information for the year ended 30 June 2023

Metric	Parameters
Employment type by gender as at 30 June 2023	Number of headcount per gender for each of the following employment type: <ul style="list-style-type: none"> • Casual (25 Female, 17 Male, 0 Non-Binary) • Fixed term full time (26 Female, 20 Male, 0 Non-Binary) • Fixed term part time (24 Female, 18 Male, 0 Non-binary) • Permanent full time (662 Female, 856 Male, 1 Non-Binary) • Permanent part time (83 Female, 6 Male, 0 Non-binary)
Board of Directors by gender and age as at 30 June 2023	Number of headcount by gender per age category: <ul style="list-style-type: none"> • under 30 years (0 Female, 0 Male, 0 Non-Binary) • 30 - 50 years (0 Female, 0 Male, 0 Non-Binary) • over 50 years (3 Female, 5 Male, 0 Non-Binary)
Employment by region and gender as at 30 June 2023	Number of headcount by gender per state <ul style="list-style-type: none"> • NSW (574 Female, 614 Male, 0 Non-Binary) • QLD (76 Female, 99 Male, 1 Non-Binary) • VIC (147 Female, 183 Male, 0 Non-Binary) • WA (23 Female, 21 Male, 0 Non-Binary) • Total (820 Female, 917 Male, 1 Non-Binary)
Absenteeism rate (%) by gender and region for the year ended 30 June 2023	Absenteeism rate (%) by gender and region <ul style="list-style-type: none"> • NSW (3.0% Female, 2.2% Male, N/A for Non-Binary) • QLD (3.6% Female, 2.0% Male, N/A for Non-Binary) • VIC (2.6% Female, 2.3% Male, N/A for Non-Binary) • WA (3.9% Female, 2.2% Male, N/A for Non-Binary)



Metric	Parameters
Parental leave return to work for the year ended 30 June 2023	Number and percentage of headcount by gender and by parental leave status: <ul style="list-style-type: none"> • % entitled to parental leave (69% Female, 69% Male, 0% Non-Binary) • Number of people headcount on parental leave in the year ended 30 June 2023 (94 Female, 60 Male, 0 Non-Binary) • Number of returned to work in the year ended 30 June 2023 (39 Female, 48 Male, 0 Non-Binary) • Return to work rate (89% Female, 96% Male, 0% Non-Binary)
Gender by seniority as at 30 June 2023	Percentage of headcount by gender for the following: <ul style="list-style-type: none"> • Mirvac Group (47.2% Female, 52.8% Male, 0.1% Non-Binary) • Mirvac Board (37.5% Female, 62.5% Male, 0.0% Non-Binary) • Mirvac Senior Executive Manager (41.5% Female, 58.5% Male, 0.0% Non-Binary)
Health and Safety for the year ended 30 June 2023	<ul style="list-style-type: none"> • Lost time injury frequency rate (1.71) • Number of fatalities (0)
Energy and Greenhouse Gas (“GHG”) Emissions for the year ended 30 June 2023	<ul style="list-style-type: none"> • Total Scope 1 GHG emissions (9,632 tCO₂-e) • Total Scope 2 GHG emissions – location based (73,862 tCO₂-e) and market based (0 tCO₂-e) • Selected Scope 3 GHG emissions comprising: transmission and distribution losses associated with the production and transport of electricity, natural gas, other fuels, travel and waste (10,606 tCO₂-e) • Total energy consumed by Mirvac (543,690 GJ) • Total energy produced by Mirvac (15,828 GJ) • Renewable energy (offsite) (286,264 GJ) • Renewable energy (onsite) (8,613 GJ) • Voluntary carbon offsets (9,732 tCO₂-e) • Net scope 1 & 2 (market-based) (-100 tCo₂-e)
Water for the year ended 30 June 2023	<ul style="list-style-type: none"> • Total water usage by investment division (kL) for: <ul style="list-style-type: none"> ○ Retail (322,291 kL) ○ Office and Industrial (557,800 kL) ○ Build to Rent (42,815)



Metric	Parameters
	<ul style="list-style-type: none"> Non-potable water captured and consumed (38,717 kL)
Waste for the year ended 30 June 2023	<ul style="list-style-type: none"> Total waste generated per division (tonnes) for: <ul style="list-style-type: none"> Investment (18,343 tonnes) Construction (11,819 tonnes) Waste disposal split by division (% - prescribed): <ul style="list-style-type: none"> Recycled (95% Construction, 68% Investment) Landfill (5% Construction, 32% Investment)

Table 2: The Subject Matter Information for the year ended 30 June 2022

Energy and Greenhouse Gas ("GHG") Emission	<ul style="list-style-type: none"> Voluntary carbon offsets (tCO₂-e) (7,225) Net scope 1 & 2 (market-based) (-100 tCO₂-e) Renewable energy (onsite) (7,991 GJ) Renewable energy (offsite) (242,519 GJ)
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Appendix 2 – Reporting Criteria

SUSTAINABILITY PERFORMANCE INDICATORS

Energy and emissions

- > Total Scope 1 GHG¹ emissions for Mirvac Group (tCO₂e)
- > Total Scope 2 GHG emissions for Mirvac Group (tCO₂e) – Location based
- > Total Scope 2 GHG emissions for Mirvac Group (tCO₂e) – Market based
- > Total Scope 3 GHG emissions for Mirvac Group (tCO₂e)
- > Total energy consumed by Mirvac Group (GJ)
- > Total GHG emission offsets retired (tCO₂e)
- > % Renewable electricity (%)
- > Total renewable electricity generated on-site (GJ)
- > Total renewable electricity purchased off-site (GJ)
- > Total energy produced by Mirvac Group (GJ)

Water indicators

- > Water used by source by investment division (kL for Retail, kL for Office and Industrial, kL for Build to Rent, Construction water use is excluded.)
- > Non-potable water captured and consumed (total kL for Mirvac Group)

Waste indicators

- > Total waste generated per division (tonnes for Investment, tonnes for Construction)
- > Waste disposal split by division (% recycled, % landfill, % prescribed for Investment and % recycled, % landfill, % prescribed for Construction)

¹ GHG refers to greenhouse gas



Health and safety

- > Lost time injury frequency rate (Mirvac Group LTIFR)
- > Number of fatalities (total for Mirvac Group)

Workforce

- > Employment type by gender² table, showing number of people per gender per employment type (casual, fixed term full-time, fixed term part-time, permanent full-time, permanent part-time, not paid)
- > Board of Directors by age and gender table, showing number of Directors by gender per age category (under 30 years, 30-50 years, over 50 years)
- > Employment by region and gender table, showing number of employees by gender per state (NSW, QLD, WA, VIC and total)
- > Absenteeism table, showing absenteeism rate (%) by gender per region (NSW, QLD, WA, VIC and total)
- > Parental leave return-to-work table, showing number and percentage of people by gender and by parental leave status (% entitled to parental leave, # on parental leave during FY23, # with return to work date in FY23, # returned to work, return to work rate (%))
- > Gender breakdown table, showing number of people by gender by seniority (Mirvac Group, Mirvac Board, and Mirvac Senior Executive Manager)

Reporting boundary and approach

Mirvac applied the following reporting boundary and approach in preparing the environmental performance metrics. Specific methods used for each performance metric are further outlined below.

Reporting boundary:

Mirvac have reported energy and emissions on the sites and facilities under direct Mirvac Operational Control in Australia, including standing investments and construction sites (unless otherwise stated). This is in alignment with the National Greenhouse and Energy Reporting Act 2007.

Waste is reported for construction sites under Mirvac Operational Control and for operational sites in the Mirvac investment portfolio. (i.e. excludes properties held in funds or managed for others)

² Mirvac includes male, female, and non-binary as descriptions of gender from the FY21 Annual Report



This Changes Everything commitments:

Details on how Mirvac report on all sustainability commitments in our strategy, This Changes Everything, are available online at: <https://www.mirvac.com/sustainability/our-strategy/overview>.

Gap estimation:

Gaps in data can occur, typically as a result of delays in utility providers providing billing data. Mirvac's methodologies are designed to use electronically metered data. Where both invoice and meter data is not available, Mirvac will develop estimates which are based on historical performance at a site. For certain Masterplanned Community construction sites resource consumption (electricity, diesel may be estimated based on the number of homes built during the year. These estimates have been developed by Mirvac through benchmarking studies of average resource requirements per home built using historical data for similar building types. Where estimates or extrapolations of data are necessary, these are subject to internal review.

ENERGY AND EMISSIONS

Total Energy Consumed

Energy consumed comprises purchased electricity, natural gas and stationary and transport fuels including diesel, liquid petroleum gas (LPG) and unleaded petrol. Transport fuel includes those used for all tools of trade cars managed by LeasePlan Australia. Mirvac also has its own onsite generation facilities (cogeneration plants, solar photovoltaic arrays and diesel generators). The associated energy consumption measured includes the energy that is generated and consumed by Mirvac, as well as the fuels used to operate these generating units (i.e. natural gas and diesel). The vast majority of Mirvac's energy data is compiled based on quantities invoiced by suppliers or meter data where billing data is not available. Where invoices or meter data are not available, Mirvac will estimate consumption using the gap estimation approach described above. Quantities of electricity, natural gas and diesel usage are converted to gigajoules using the method specified within the National Greenhouse and Energy Reporting (Measurement) Determination 2008, 2022 Update.

Total Energy Produced

Energy produced comprised energy generated from cogeneration plants and solar photovoltaic arrays for consumption onsite.

Energy generation amounts for individual generating units are only reported if the thresholds set out in Section 4.19 and 4.20 of the National Greenhouse and Energy Reporting (Measurement) Determination 2008, 2022 Update are met – i.e. reporting is determined based on the capacity or actual generation output of the units. Where reporting thresholds are met, the electricity generated is quantified based on electricity consumption data reported in invoices by service providers or by on site sub meters. Where invoice data and metering data is unavailable, electricity generated is estimated based on the amount of natural gas consumed by the cogeneration engine and the average efficiency of the engine.

The total electricity generated is converted to gigajoules using the method specified within the National Greenhouse and Energy Reporting (Measurement) Determination 2008, 2022 Update.



Renewable electricity %

Mirvac generates renewable electricity on-site in addition to purchasing renewable electricity from the grid evidenced by the purchase and retirement of Large Scale Generation Certificates (LGC). The Renewable Electricity % = Renewable Electricity consumed/Total Electricity consumed, where Renewable Electricity = electricity generated on site where no LGCs are generated and/or electricity is matched with an LGC retired in the Clean Energy Regulator REC Registry

GHG EMISSIONS

Scope 1 Direct Emissions:

Comprise GHG emissions associated with consumption of the following sources:

- > Natural gas;
- > Diesel;
- > Unleaded petrol;
- > Liquid petroleum gas (LPG); and
- > Refrigerant gases.

Scope 1 emissions have been calculated according to the National Greenhouse and Energy Reporting (Measurement) Determination 2008, 2022 Update.

Scope 2 Indirect emissions:

Comprise GHG emissions created by other facilities in the production of electricity that is consumed by Mirvac sites under operational control. Location based scope 2 emissions are calculated based on total electricity consumed, in accordance with the National Greenhouse and Energy Reporting (Measurement) Determination 2008, 2022 Update.

Mirvac has entered into agreements with the electricity retailer to purchase and retire Large Scale Generation Certificates (LGCs) as evidence of voluntary renewable electricity procurement and reports market based greenhouse emissions in accordance with the GHG Protocol including Scope 2 Guidance and the Property Council of Australia Scope 2 Workbook.

Scope 3 Other Indirect emissions:

Include the greenhouse gas emitted by another facility as a consequence of Mirvac's activities, in equipment/facilities that are not owned by or controlled by Mirvac, excluding Scope 2 emissions. These include emissions arising from:

- > Transmission and distribution losses associated with the production and transport of electricity, natural gas and other fuels consumed by Mirvac;



> Waste to landfill; and

> Domestic and international flights as well as car hire taken by Mirvac staff (see Transport below).

Apart from air travel and car hire, which are explained below, Scope 3 emissions have been calculated based on the consumption of the above sources and emission factors from the National Greenhouse Accounts Factors 2022.

Greenhouse gas emissions offsets

Mirvac has entered into agreements with suppliers to purchase greenhouse gas emissions offsets retired to the benefit of Mirvac. Each offset is measured in 1 tonne CO₂e units and is used to compensate for residual emissions to achieve net carbon positive for scope 1 and 2 emissions. Offsets meeting the Climate Active³ quality criteria are combined with a nature positive, reforestation offset from GreenFleet.

TRANSPORT

Air travel

Flight information is provided to Mirvac by the travel supplier. GHG emissions are calculated using UK Government GHG Conversion Factors for Company Reporting 2022. Flights are categorised by class of travel; economy, business or first class; domestic and international travel in order to select the appropriate emission factor. Factors applied include radiative forcing and are multiplied by the flight distance in km to calculate emissions.

Car hire

All Mirvac car hire arrangements are managed by our rental car agency who report to Mirvac all distances travelled by staff (measured or estimated). Greenhouse gas emissions are estimated based on distance travelled and emission factors from Gov UK Greenhouse Gas Reporting Conversion Factors 2022

WATER CONSUMPTION

Potable Water Consumption

Potable water consumption comprises water supplied to Mirvac investment assets from local water authorities (consistent with prior years, excludes construction sites). The majority of Mirvac's potable water consumption data is compiled based on quantities invoiced by suppliers or meter data where billing data is not available. Where invoices or meter data are not available, Mirvac will estimate consumption using the gap estimation approach described above.

For most assets, potable water consumption reported represents consumption for the whole building, including tenant consumption. For a number of properties, separate sub meters have been set up for

³ Climate Active is the Australian Government's carbon neutral certification program <https://www.climateactive.org.au/>



particular tenants. Where tenant consumption can be quantified separately, this data is excluded from Mirvac's reporting boundary.

Aggregate potable water consumption is reported for all retail assets, build to rent, office and industrial assets combined.

Non-Potable Water Consumption

Non-potable water consumption comprises water captured and consumed which is derived from non-potable sources. There are several sources of captured water used in Mirvac's investment portfolio: rainwater, condensate water, grey water, black water, and mains reticulated recycled water. Captured water is measured in kilolitres using water meters.

WASTE GENERATED

Total Waste Disposal by Division, Waste Disposal % by Division

Figures reported represent the mass of total waste disposed from Mirvac's investment and construction divisions. Waste from Mirvac Wholesale Office Fund (MWOFF), Leader Auta Trust (LAT) and build to rent (BTR) properties is excluded in this reporting period.

Waste reported is based on weight quantities invoiced by Mirvac's waste and cleaning contractors who remove waste on behalf of Mirvac and its tenants. Invoices report both the quantity of waste sent to landfill and the quantity diverted from landfill for recycling, recovery, reuse or waste to energy.

Waste quantities may be initially measured by waste contractors based on weight or based on volume. Where waste is measured in volume rather than the actual weight, the waste contractor may apply its own conversion factor to derive an estimate of weight. For some assets and waste streams, Mirvac may opt to convert volume data by applying its own conversion factors.

These may be based on industry guidelines (i.e. those published by Better Building Partnership) or may be based on those developed by Mirvac as a result of periodical weigh-offs conducted by Mirvac, waste contractors or external consultants.

A number of Mirvac tenants manage their own recycling for particular waste streams, such as secure paper and organic food recovery. Where this data is provided by tenants, Mirvac includes it in its reporting boundary. Tenant supplied data represents approximately 11% of total waste generated by Mirvac's Investments division. For certain tenants and waste streams, waste quantities are estimated based on information provided by tenants such as bin size, average fullness and collection frequency. Mirvac estimate the quantity of waste in weight based on tenant advice or industry guidelines.

The mass of waste to landfill, recycled waste or prescribed hazardous waste are reported as percentages of total waste for each division (construction and investment).

HEALTH AND SAFETY

Lost Time Injury Frequency Rate (LTIFR)

Mirvac measures the lost time injury frequency rate (LTIFR) per million hours worked.



The LTIFR is calculated as follows:

$$\text{LTIFR} = \frac{\text{Number of lost-time injuries} \times 1,000,000}{\text{Total hours worked in accounting period}}$$

Definitions:

A lost-time injury: is defined as a work related occurrence that resulted in a fatality, permanent disability or injury resulting in time lost from work of one day/shift or more. Such incidents are tracked in Mirvac's HSE reporting system and supported by relevant medical certification.

Total hours worked in the accounting period: refers to the total number of hours worked by Mirvac personnel and construction contractors during the reporting period.

The total hours worked is calculated as follows:

Head office staff:

Total hours worked (Mirvac personnel)

= the sum of:

- The standard hours for each part time and full-time employee for each day worked during the year; and
- The actual hours worked, for casual employees.

Staff working at retail, office and industrial sites:

Total hours worked (Mirvac personnel) = the sum of headcount for each month during the year x 50 hours per week x 4 weeks.

"Headcount" is the number of staff recorded in Mirvac's payroll systems at each month end.

Total hours worked (contractors) = All hours automatically recorded in Mirvac's swipe card system during the year.

Staff working at residential sites:

Total hours worked (Mirvac personnel) = the sum of:

- The standard hours for each part time and full-time employee for each day worked during the year; and
- The actual hours worked, for casual employees.

Construction staff:

Total hours worked (Mirvac personnel and contractors, excluding principal contractors): = Headcount x 10 hours per day x number of days worked in the month x 12 months.



“Headcount” is recorded in a daily register based on the number of people working on site on a particular day.

Total number of fatalities

If a fatality occurs, the details of the fatality will be recorded in Mirvac’s HSE reporting system and Mirvac’s Extreme HSE Incident Response Committee is convened.

WORKFORCE

Employment type by gender:

Definition: This accounts for permanent full-time, fixed term full-time, permanent part-time, fixed term part-time, casual employees as at 30 June 2023.

Method: Head count of females and males expressed as a number of total employees within the same employment type.

Board Age and Gender Composition

Definition: All Non-Executive Directors and CEO as at 30 June 2023.

Method: Headcount of females and males expressed as a number of total headcount and by age category.

Employment by Region and Gender

Definition: All employees as at 30 June 2023, broken down by the state in which their main source of work exists. Note that NSW and ACT are combined.

Method: Head count of females and males expressed as a % of total employees within the same state.

Absenteeism

Definition: This accounts for all sick leave hours taken between 1 July 2022 and 30 June 2023.

Method: This is calculated by dividing the total number of hours of sick leave taken per state by the total number of productive hours in each state. Productive hours are defined as total standard hours plus any overtime incurred for FY23.

Parental leave eligibility

Definition: Permanent employees that have been employed by Mirvac for 6 months or more

Parental leave return rate



Definition: This accounts for all employees who were on parental leave between 1 July 2022 and 30 June 2023 and returned to work (as planned) during the financial year.

- Actual return to work: excludes employees that had terminated employment 30 days from planned return to work date.
- Planned return to work: considers people who were due to return to work

Method: This is calculated by looking at the total number of males and females who were due to return to work (planned return to work) after parental leave and comparing to those that actually returned (actual return to work).

Mirvac Group, Board & Senior Executive Manager Gender Profile %

Definition (Group): Group accounts for all full-time, part-time, casual and fixed-term contractors within Mirvac as at 30 June 2023. Also includes Non-Executive Directors.

Definition (Senior Executive Manager): Position up to two reporting levels below the CEO.

Definition (Board): All Non-Executive Directors and CEO at 30 June 2023.

Method: Head count of females and males expressed as a % of total head count.
