



ENVIRONMENTAL STATEMENT 2025

Our Commitment to sustainability and the environment

In line with PEXA's Environment, Social and Governance (ESG) Strategy, PEXA is committed to protecting our natural assets by supporting sustainable communities, reducing our climate impact and managing our carbon emissions.

Our [ESG Strategy](#), Framework and Strategy Action Plan focus on our most material ESG issues guiding our efforts toward long term business sustainability. We recognise that the activities we undertake directly contribute to protecting our environment and natural systems, our resilience to a changing climate and our role in supporting sustainable communities.

PEXA is a participant of the [United Nations Global Compact](#) and collaborates across industry on ESG and sustainability actions and outcomes. PEXA's ESG Strategy has been informed by a materiality assessment and enables us to manage our most material issues. We continue to quantify the impacts from our operations, assess and seek to reduce our carbon emissions (scopes 1, 2 and 3), assess risks presented by a changing climate, and work to increase recycling and to reduce waste generation.

This sustainability and environmental statement outlines our responsibilities and approach to environmental sustainability which includes all operations across the PEXA Group in Australia and the UK.

Carbon emissions, net zero and sustainable buildings

PEXA measures, accounts and publishes its greenhouse gas reports annually. PEXA utilises a third party to account its scope 1, 2 and 3 emissions in line with the Greenhouse Gas Protocol. PEXA's emissions data is externally assured. Annual emissions reports are published on the company website.

Across the group, PEXA has mitigated its scope 1 and scope 2 emissions to net zero for the FY24 reporting year. PEXA's [Net zero Pathway](#) has focused on emissions reduction, the purchase of 100% renewable electricity across its office locations and offsetting residual emissions. PEXA is committed to continuing its emissions reduction initiatives, procuring 100% renewable electricity within its offices and retiring offsets/LGCs as appropriate for residual scope 1 and scope 2 emissions annually. PEXA's [Net zero Scope 1 and Scope 2 Target Summary Report](#) can be found on the company website.

Scope 3 emissions continue to be accounted annually and disclosed by category. Activity is progressing to better understand categories where reductions can be achieved in the value chain.

All Australian and UK offices where PEXA has operational control are included within the boundary of our greenhouse gas accounting.

PEXA is a tenant in managed office spaces in Australian states and the UK. PEXA's head office is located at 727 Collins St, Melbourne, Australia which is a 5 Star Green Star certified building and holds a National Australian Built Environment Rating System (NABERS) rating of 6 Stars for Indoor Environmental Quality, 5.5 Stars for Energy and 5 Stars for Water which is rated as 'excellent' sustainability practice¹.

PEXA's Sydney office is located within a certified carbon neutral building at 225 George St, Sydney, which holds a 6 Star NABERS rating for Waste, the third-highest waste rating in Australia as of December 2024².

The PEXA UK office occupies an 8000sqft floor in West Village, Leeds, a multi tenanted energy efficient building. West Village has achieved an Environmental Performance Certificate rating of C, Building emission rate (kgCO2/m2 per year) 17.65 and Primary energy use (kWh/m2 per year) 146. West Village is targeting net zero and utilises rainwater for its living walls and its green roof applying its sustainable design principles.

As part of PEXA's net zero pathway, PEXA's Melbourne office, Sydney office and West Village, Leeds UK office use 100% renewable electricity. Within its offices, PEXA ensures that where it has an influence on fit-out, water efficient (WELS rated in Australia) fittings and energy efficient lighting and appropriate zoning are installed, buildings are managed in line with sustainability principles to reduce air pollutants and enhance office indoor health, and recycling systems are maximised to cover as many recycling streams as possible including ICT (e-waste), paper, cardboard, commingle and organics (where available).

PEXA continues to identify opportunities to reduce single use plastics across our offices, utilise compostable food packaging where possible and promote reuse of office equipment.

Climate and resilience

Climate is a strategic focus area within PEXA's ESG Strategy. PEXA is implementing the requirements of the Australian Sustainability Reporting Standards AASB S2 (ASRS) and has completed climate-risk and opportunity assessments in FY25.

As part of PEXA's ASRS climate roadmap, PEXA is completing climate scenario analysis, has established an ASRS Steering Committee to govern and oversee the assessment and outcomes of climate risks and opportunities and is developing annual climate disclosures at the group level. Climate governance remains a responsibility of the Board and management committees.

Measuring performance

PEXA measures its waste to landfill and recycling rates monthly and it's targeting a 60% diversion rate across its Melbourne head office and a 75% diversion rate in its Sydney office. PEXA contributes to water reduction through efficient fixtures within its tenancies however does not have operational control for water use in tenanted buildings across Australia or the UK. Our electricity is accounted as part of our annual greenhouse gas emissions inventory and reported on our website.

We acknowledge that business has a role to play in creating a sustainable future, and PEXA is passionate about engaging our people in our journey and creating a sustainability minded culture. We recognise that our environmental impact reduction is ongoing, and we will continue to monitor, manage and report our performance in our annual reports. PEXA has Facilities Managers

¹ Sustainability ratings current June 2025

² [Sustainability - Grosvenor Place Sydney - CULTURE AT WORK](#)[Grosvenor Place Sydney – CULTURE AT WORK](#)

located in Australia and the UK to manage our sustainability across our operations supported by the Group ESG function.

PEXA is committed to continuously improving our practices to help support sustainable communities and deliver measurable social impact.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'RC', with a small superscript 'A' to the right.

Russell Cohen

Chief Executive Officer &
Managing Director
PEXA Group