

# Sustainability Committee Charter

## 1. Establishment of Committee

- 1.1. The Committee is a joint committee of the Boards of Stride Property Limited and Stride Investment Management Limited (the Boards). Stride Property Limited (SPL) and Stride Investment Management Limited (SIML) are each a Stapled Entity and together comprise Stride Property Group (Stride), the Stapled Group.
- 1.2. The Committee has the power only of recommendation to the Boards for final decision.
- 1.3. Membership of the Committee will comprise solely of non-executive Directors.
- 1.4. The minimum number of Committee members will be three.
- 1.5. The Chair of the Committee, appointed jointly by the Boards, will be an Independent Director and may be the Chair of a Board.
- 1.6. The members of the Committee will be selected by the Boards by agreement among them from time to time. The Boards may jointly appoint additional Directors to the Committee or remove or replace members of the Committee by resolution.
- 1.7. Members of the Committee will be identified in the Annual Report of Stride and on the Stride website.

## 2. Purpose, Scope and Objectives

- 2.1. The purpose of the Committee is to assist the Boards in fulfilling their responsibilities and objectives in matters related to implementing sustainable business practices. Where there are matters relating to sustainable business performance that impact on company risk, financial performance and people these will be covered in conjunction with the relevant Board Committee that manages risk (Audit and Risk Committee), financial performance (Audit and Risk Committee) and people (Remuneration and Nominations Committee).
- 2.2. The Committee is responsible for identifying and considering all relevant “ESG” matters as it relates to the business of Stride, and assist the Boards to integrate environmental and social principles into the governance of the business. However, the Committee acknowledges that overall responsibility for governance remains with the Boards, and the role of the Committee is to consider and make recommendations to the Boards as to how the principles of environmental and social responsibility can be appropriately incorporated into the overall governance responsibilities of the Boards. The Boards will provide direction to the Committee on the areas of focus for the Committee. Day to day general management of sustainability issues rests with management.

- 2.3. The objectives of the Committee are to:

- a) Provide strategic guidance and feedback to the Boards and management on Stride Property Group’s sustainability related policies, frameworks, initiatives and performance;
- b) Help ensure environmental and social concerns are incorporated into the Stride business model and decision-making and there is active engagement in practices that are reflective of Stride Property Group (Stride) as a responsible corporate citizen;
- c) act as a formal forum for free and open communication between the Boards and management on sustainability related matters.

## 3. Sustainability Committee Responsibilities

- 3.1. The Committee will have the following responsibilities:
  - a) Understanding material sustainability matters relevant to Stride based on internal and external stakeholder engagement;
  - b) Reviewing and recommending to the Boards for approval, Stride’s Sustainability Policy and Strategic Plan, ensuring proposed initiatives are appropriately prioritised and evaluated to ensure alignment to long term shareholder value drivers
  - c) Reviewing and recommending to the Boards for approval Stride’s sustainability objectives, targets and performance indicators and monitoring and reporting these to the Board;
  - d) Reviewing and recommending to the Boards for approval any resourcing required to undertake activities in connection with the Sustainability Policy and/or Strategic Plan;
  - e) Overseeing implementation of the Sustainability Policy and Strategic Plan and management’s execution of that plan, ensuring actions are consistent with and aligned to Stride’s strategy and related policies and frameworks;
  - f) Overseeing the adoption and implementation of a climate change risk assessment process;
  - g) Ensuring that Stride Investment Management Limited (SIML) is fulfilling its responsibilities in the field of environment, social and governance practices in relation to its managed funds;

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- h) Ensuring Stride and its managed funds have an appropriate reporting framework to ensure accurate and fair reporting of relevant sustainability performance measures;
  - i) Reviewing and recommending to the Board for approval the sustainability elements of Stride's annual and interim financial reporting;
  - j) Reviewing Stride's performance against determined sustainability initiatives and outcomes achieved;
  - k) Reviewing and monitoring Stride's community sponsorship, community relations, and support initiatives to ensure alignment with business objectives;
  - l) Assisting with the integration of sustainability in standard business planning, strategy and culture;
  - m) Contributing to the review of company wide strategy and relevant policies to ensure that sustainability matters have been fully considered.
- 3.2. Oversight of Health and Safety remains the responsibility of the Boards of Stride Property Group.

## 4. Meetings and Procedure

- 4.1. Meetings of the Committee will be held at least twice a year. Additional meetings may be held at the discretion of the Chair of the Committee or if requested by any Committee member or the Chief Executive Officer of SIML.
- 4.2. A quorum for a Committee meeting shall be two members of the Committee.
- 4.3. The Company Secretary will act as secretary to the Committee, however the Chair of the Committee may nominate who will act as secretary for a specific Committee meeting.
- 4.4. The procedure of the Boards in relation to meetings shall apply to the Committee with all necessary modifications.
- 4.5. A standing invitation to attend Committee meetings will be extended to all Directors of Stride Property Group. The Committee will also extend an invitation for attendance to the SIML Chief Executive Officer, SIML Chief Financial Officer, the SIML GM Corporate Services, the SIML Safety and Sustainability Manager and other members of staff where the Committee thinks this is appropriate.

## 5. Reporting

- 5.1. The Committee will report its decisions and recommendations to the Boards, such report to be made at the next scheduled meeting of the Boards.
- 5.2. The Committee agendas and minutes will be distributed to all Board members, regardless of whether they are members of the Committee.

## 6. Governance of the Committee

- 6.1. The Committee will:
  - a) obtain the approval of the full Board of each of SPL and SIML to this Charter and review and reassess this Charter as conditions dictate (at least annually for the first two years and thereafter at least every two years);
  - b) have its performance regularly reviewed by the Boards (at least annually);
  - c) submit the minutes of all meetings of the Committee to, or discuss the matters raised at each Committee meeting with, the Boards.
- 6.2. The Committee agenda and minutes will be distributed to all Board members regardless of whether they are members of the Committee.
- 6.3. The Committee will undertake an annual self-review of its performance, having regard to the objectives and responsibilities contained in this charter, and will report the results of that review to the Boards for consideration.

## 7. Accountability

- 7.1. The Boards will annually review the Committee's performance against this Charter and will review the Charter from time to time as it considers appropriate.
- 7.2. This Charter was last approved by the Boards in [August] 2020.