

# Work Health, Safety and Wellbeing Statement

At Dexus, we recognise our obligations to all stakeholders impacted by our business and undertakings, including employees, directors, investors, customers, third-party partners, and other workers (such as student placements, volunteers, interns, and apprentices), as well as the wider community. This statement applies to all such stakeholders and reflects our commitment to managing Work Health, Safety and Wellbeing (WHS&W) risks responsibility across all locations in Australia and internationally (including but not limited to New Zealand and Singapore).

To achieve this, we have implemented a risk management system to ensure the effective management of WHS&W risks across the portfolio, aligning with our strategic direction and organisational goals. Assisted by this system, and to the extent it is within Dexus' control, Dexus is committed to:

- Providing safe and healthy working conditions, including managing the physical and psychosocial health, safety, and wellbeing of employees and relevant stakeholders
- Providing safe environments for all tenants, customers and other persons entering Dexus owned and managed assets and development sites
- Developing, managing, monitoring, and implementing tailored WHS&W risk management processes to mitigate hazards and WHS&W risks to as low as reasonably practicable, while providing transparent evaluation and reporting of our WHS&W performance to drive continuous improvement
- Implementing robust incident reporting, management, and investigation processes to promptly address and learn from incidents, enhancing WHS&W practices and preventing future occurrences
- Complying with legislative and regulatory obligations, and monitoring developments in WHS&W to identify and implement best practices
- Ensuring that all contractors, supply chain partners, and vendors adhere to Dexus's WHS&W standards, fostering a culture of safety and wellbeing throughout our extended network
- Providing appropriate WHS&W training, information and instruction to all employees and relevant stakeholders
- Promoting active participation in consultation with employees and relevant stakeholders to continually improve WHS&W management systems
- Providing a Return to Work Policy which promotes the early, safe, and durable return to gainful and meaningful employment of injured Dexus employees
- Actively promoting and developing initiatives, objectives, and targets to improve WHS&W performance
- Establishing clear leadership and accountability for WHS&W responsibilities across the organisation

This Statement is communicated and available to all stakeholders impacted by our business and undertakings, including employees, directors, investors, customers, third-party partners, and other workers (such as student placements, volunteers, interns, and apprentices), as well as the wider community.

We believe that teamwork is essential in everything we do. Therefore, while management plays a key role in creating a safe and healthy work environment, optimal success can only be achieved when responsibility is shared between all stakeholders.



Ross Du Vernet  
Group Chief Executive Officer & Managing Director  
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