



# ESG METRICS



## Operational carbon inventory

Annually, we report our operational carbon inventory to Climate Active as part of our commitment to maintaining certification as a carbon-neutral organisation. Our emissions boundary encompasses our corporate activities, and across our property portfolio in areas where we have control over day-to-day operations. We take full responsibility for these emissions, irrespective of our equity share in the properties.

Notably, our Climate Active carbon-neutral organisation certification boundary excludes emissions from our customers' activities within leased areas and our embodied emissions.

Our annual operational emissions are outlined below.

GHG scope	Emissions source	2021 tCO <sub>2</sub> -e <sup>1</sup>	2022 tCO <sub>2</sub> -e	2023 tCO <sub>2</sub> -e
Scope 1	Fuels	898	846	888
	Natural gas	1,001	899	805
	Refrigerants	1,414	1,360	1,483
Scope 2	Electricity (market-based)	37,065	11,637	4,665



ESG metrics

GRI table



Scope	Electricity	4,052	2,201	3,003
Fuels and natural gas	317	319	403	
Waste	3,073	2,975	1,350	
Business travel	432	542	2,203	
Employee commuting	292	438	575	
Other expenses <sup>2</sup>	4,432	4,139	8,231	
<b>Total (market-based)</b>	<b>52,962</b>	<b>25,406</b>	<b>23,756</b>	
<b>Total (location-based)</b>	<b>52,962</b>	<b>43,546</b>	<b>51,958</b>	

1. Due to the availability of more current data, previous data has been updated, where applicable.

2. Water use, data servers, working from home, advertising, cleaning, telecommunications, and other expenses.

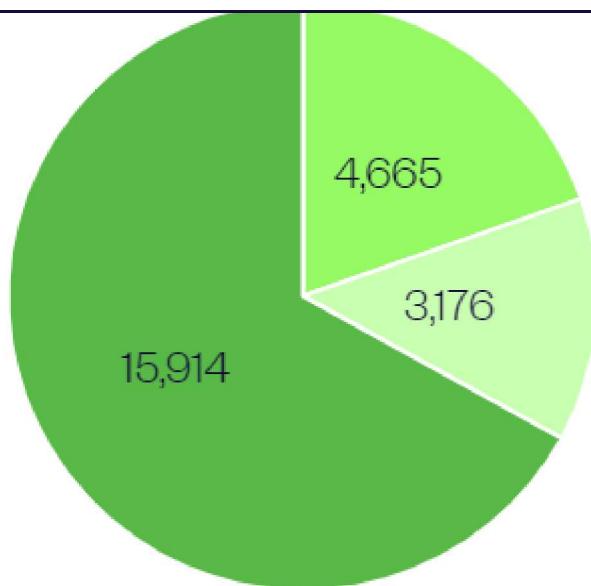
Previously, Goodman reported only location-based electricity emissions which involved accounting for Scope 2 and Scope 3 emissions from electricity purchases using publicly available electricity grid emissions factors.

Since 2022, Goodman adopted both location and market-based electricity emissions reporting. Under the market-based approach, calculations for electricity emissions consider the retirement of renewable energy certificates.

---

2023 OPERATIONAL EMISSION (tCO<sub>2</sub>-e)

---



Scope 1

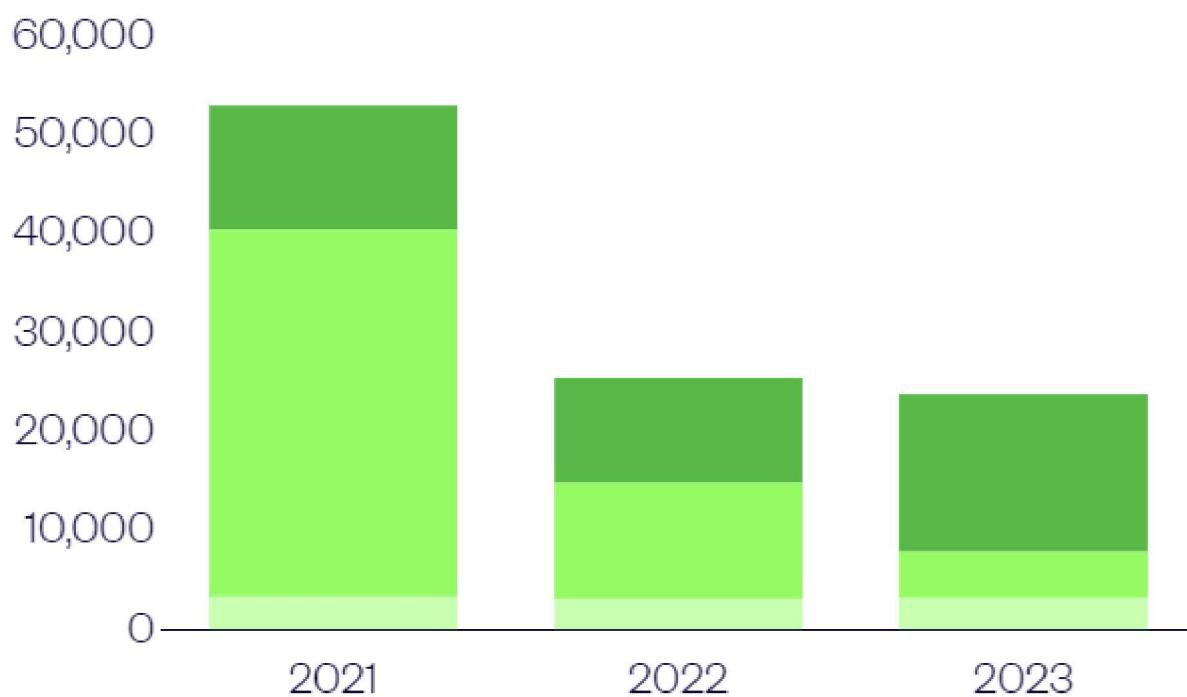
Scope 2

Scope 3

---

#### 2023 ANNUAL EMISSION (tCO<sub>2</sub>-e)

---





## Science-based targets

The Science Based Targets initiative has validated Goodman Group's 2030 emissions reduction commitments.

Based on a 2021 baseline, our targets are to reduce total absolute Scope 1 and 2 GHG emissions by 42 percent. Additionally, we aim to lower Scope 3 emissions by 50 percent per square metre, covering both downstream leased and sold assets.

Our progress with our SBT is outlined below.

<b>GHG scope</b>	<b>Unit</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2030 target</b>
Scope 1+2 (location-based)	tCO2-e	40,379	32,882	36,043	23,420
Scope 1+2 (market-based)	tCO2-e	40,379	14,742	7,841	
Scope 3	kgCO2-e/sqm leased assets	39.9	37.8	36.4	20
Scope 3	kgCO2-e/sqm sold assets	502.5	442.6	596.7	251



## Sustainability-linked bond

Goodman Group issued a sustainability-linked bond in the Rule 144A / Reg S market in 2021, with maturity set for 2032. We based its performance criteria on our science-based targets for Scope 1 and Scope 2 emissions.

The table below illustrates our annual progress noting the substantial reduction in Scope 2 market-based emissions is primarily due to the use of GreenPower in our Australian operations and use of international renewable energy certificates (I-RECs).

<b>GHG Scope</b>	<b>2021 (tCO2-e)</b>	<b>2022 (tCO2-e)</b>	<b>2023 (tCO2-e)</b>	<b>2030 target</b>
Scope 1	3,314	3,105	3,176	23,420
Scope 2 (location-based)	37,065	29,777	32,867	
Scope 2 (market-based)	37,065	11,637	4,665	



ESG metrics

**GRI table**



Goodman Heshan Logistics Park, Greater Bay Area, Mainland China

## Energy

Our property teams prioritise energy efficiency and implement enhancements to support our reduction trajectory, including lighting, building envelope, and energy monitoring upgrades.

Below is a summary of our energy consumption, encompassing all energy consumed from activities under our operational control. Electricity is the largest contributor to our energy footprint, highlighting the importance of onsite solar consumption and the use of renewable energy certificates.

Energy source	2023 (MWh)	Contribution
Gasoline/Petrol	1,378	2%
Diesel	1,893	3%
Natural gas	4,340	7%
Electricity	57,526	88%
<b>Total</b>	<b>65,137</b>	<b>100%</b>



ESG metrics

**GRI table**



Goodman Logistics Center, Fullerton, Los Angeles, US

## GOODMAN GLOBAL WORKFORCE

WORKFORCE	FY21	FY22	FY23
Total number of contractor employees (fixed term/temporary)	< 5%	< 5%	1%
Number of employees at end of year: global	922	950	971
Australia	298	314	337
NZ	58	61	69
Continental Europe	187	202	188
UK	33	37	37
Mainland China	136	112	101
Hong Kong	56	59	61
Japan	63	64	69
US	58	70	75

**Total workforce by age**

<20	0	2	2
20-29	139	135	139
30-39	331	317	322
40-49	289	296	310
50-59	129	144	159
>60	34	36	39

**Total workforce by gender**

Female	44%	44%	44%
Male	56%	56%	56%

**Parental leave**

Total number of employees entitled to parental leave	All employees in accordance with local regulations	All employees in accordance with local regulations	All employees in accordance with local regulations
Number of employees who took parental leave through the year	27 male 22 female	12 male 38 female	11 male 11 female
Number of employees who returned from parental leave	27 male 22 female	10 male 25 female	11 male 11 female
Number of employees who returned from leave still employed 12 months later	26 male 19 female	13 male 12 female	10 male 24 female

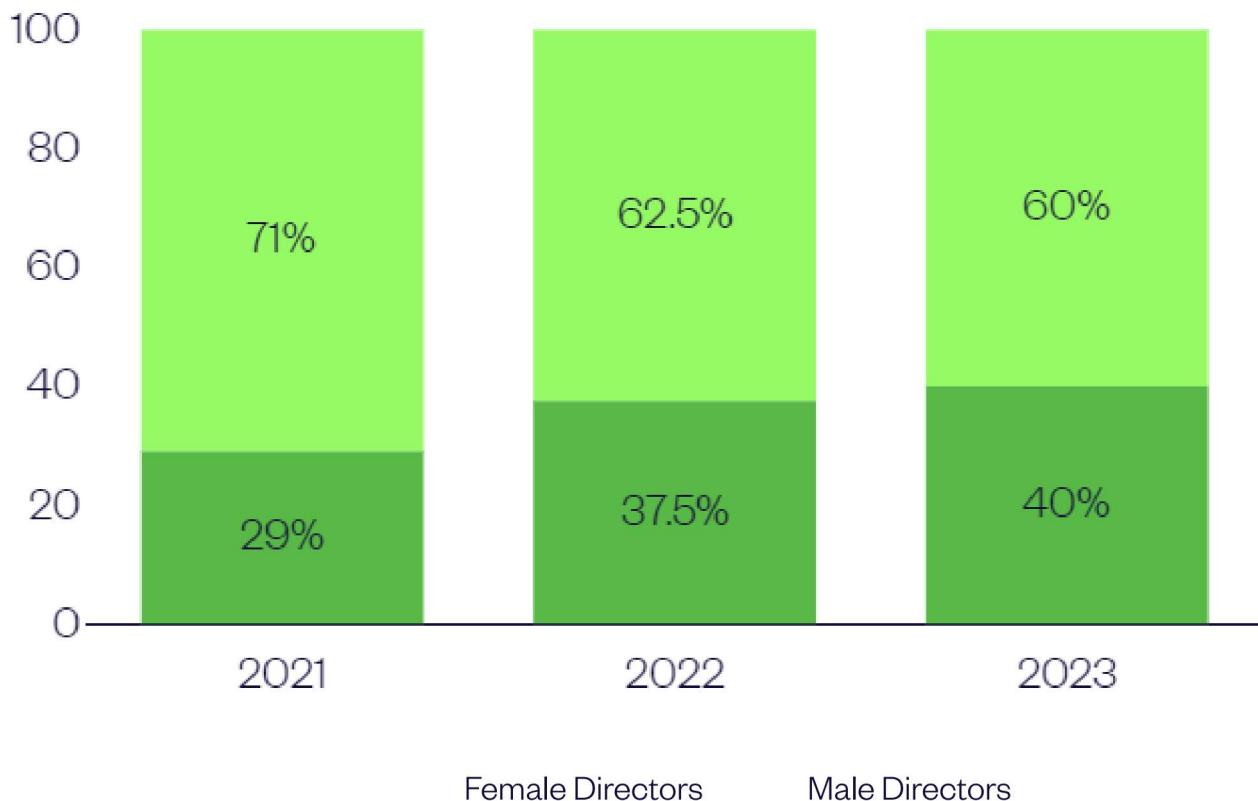
**Learning and development**

Percentage of employees who had regular	93%	96%	90%
---	-----	-----	-----

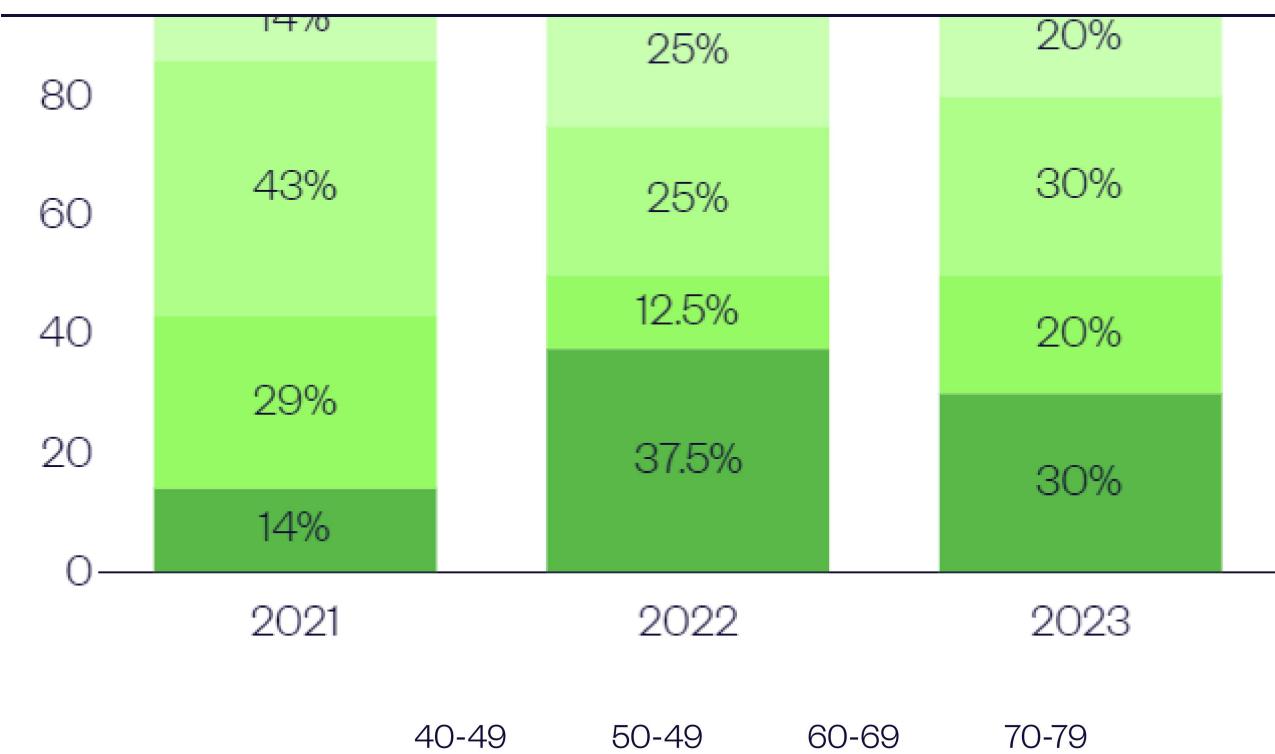
# GOODMAN BOARD DIVERSITY

The Goodman Boards look to have an appropriate mix of skills, gender and geographic representation. The charts below illustrate the diversity of our Non-Executive Directors, who account for 77 percent of the Goodman Boards. Data for 2023 includes Kitty Chung who was appointed on 1 July 2023.

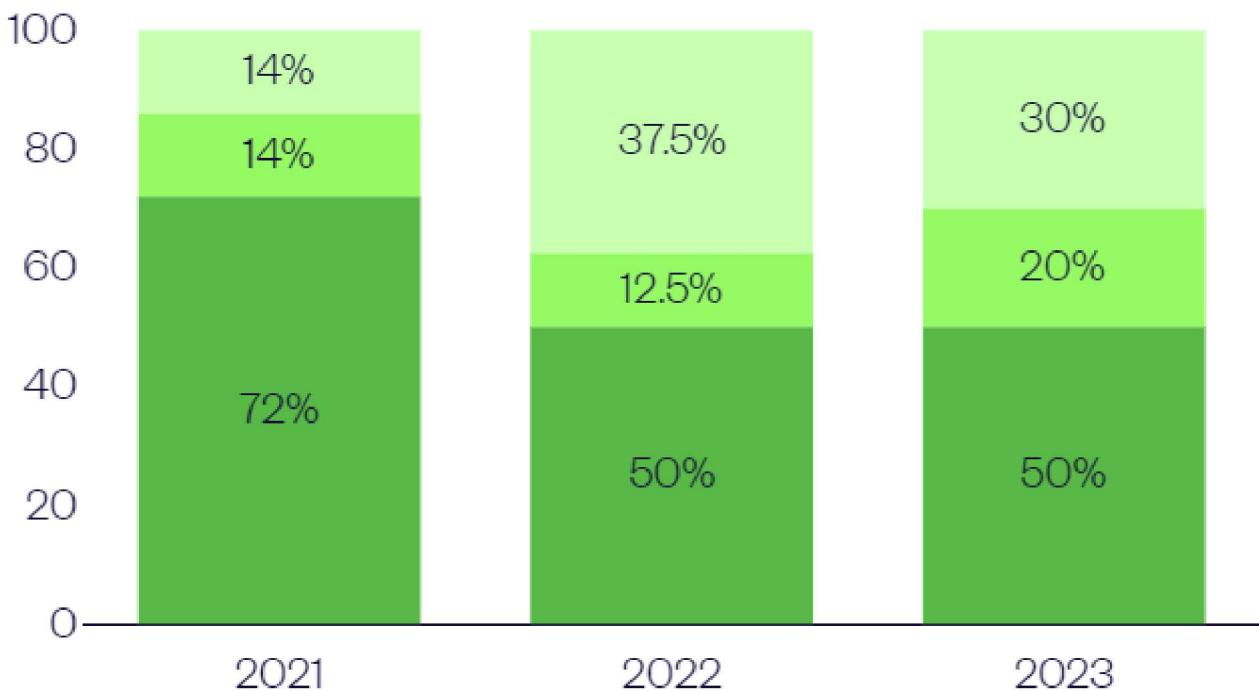
## GENDER DIVERSITY



## AGE DIVERSITY



## GEOGRAPHIC DIVERSITY





# SAFETY      HEALTH AND SAFETY

HEALTH AND SAFETY	FY21	FY22	FY23
<b>Goodman employees</b>			
Employees in Goodman controlled premises covered by the Goodman Safety System	100%	100%	100%
Number and rate of employee workplace fatalities	0	0	0
Number and rate of lost time injury frequency <sup>1</sup>	0	0	0
Total number of employee hours worked	c. 2 million	c. 2 million	c. 2 million
<b>Development projects – Principle Contractor Controlled Sites</b>			
Number of contractor fatalities	4 contractors	0	0



ESG metrics

**GRI table**

Number and rate total recordable injury frequency rate	1.90	1.04	0.04
Total number of worker hours worked (Development Principle Contractors)	c.12.1 million	c.17.6 million	c.13 million

1. Frequency rates are standardised to 200,000 hours.

2. Development data is taken from sites under the control of Principle Contractors.

# DEX GLOBAL REPORTING INITIATIVE

<b>Disclosure</b>	<b>Description</b>	<b>Location or direct response</b>
2-1	Organisation details	1-11 Hayes Road, Roseberry NSW 2018, Australia  <a href="#">Goodman Sustainability Report, Well placed</a>
		<a href="#">Goodman Sustainability Report, How we're structured</a>
2-2	Entities included in the consolidated financial statements	<a href="#">Annual Report</a> – page 8
2-3	Reporting period, frequency and contact point	1 July 2022 – 30 June 2023  Annual  <a href="mailto:james.vesper@goodman.com">james.vesper@goodman.com</a>
2-4	Restatements of information	No restatements have been made
2-5	External assurance	<a href="#">Annual Report</a> – page 163



2-0	Activities, brands, products, and services	<a href="#">Our properties</a> <a href="#">Our customers</a> <a href="#">Our approach</a> <a href="#">Goodman FY23 results presentation</a> <a href="#">Modern Slavery Statement</a> <a href="#">Goodman Sustainability Report, Our purpose</a> <a href="#">Goodman Sustainability Report, Well placed</a> <a href="#">Modern Slavery Statement</a> – page 10 <a href="#">Annual Report</a> – page 27
2-7	Information on employees and other workers	<a href="#">Goodman Sustainability Report, Goodman global workforce</a>
2-8	Membership of associations	<a href="#">Goodman Sustainability Report, ESG affiliations and partnerships</a>
2-9	Governance Structure	<a href="#">Corporate Governance Statement</a> – page 4, Principle 1 <a href="#">Corporate Governance Statement</a> – page 9, Principle 2 <a href="#">Corporate Governance Statement</a> – page 12, Principle 3 <a href="#">Corporate Governance Statement</a> – page 16, Principle 4 <a href="#">Corporate Governance Statement</a> – page 20, Principle 7  <a href="#">Goodman Sustainability Report, How we're structured</a>
2-10	Nominating and selecting the highest governance body	<a href="#">Corporate Governance Statement</a> – page 4, Principle 1 <a href="#">Corporate Governance Statement</a> – page 9, Principle 2
2-11	Chair of the highest governance committee	<a href="#">Goodman Sustainability Report, Board of Directors</a>
2-12	Consulting stakeholders on economic, environmental,	<a href="#">Corporate Governance Statement</a> – page



		<a href="#">Corporate Governance Statement</a> – page 20, Principle 7
2-13	Delegating authority	<a href="#">Corporate Governance Statement</a> – page 4, Principle 1
2-14	Highest governance body's role in sustainability reporting	<a href="#">Corporate Governance Statement</a> – page 4, Principle 1
2-15	Conflicts of interest	<a href="#">Corporate Governance Statement</a> – page 12, Principle 3  <a href="#">Conflicts of Interest Policy</a> – pages 2-3
2-16	Communicating critical concerns	<a href="#">Corporate Governance Statement</a> – page 18, Principle 5 <a href="#">Corporate Governance Statement</a> – page 19, Principle 6 <a href="#">Corporate Governance Statement</a> – page 20, Principle 7
2-17	Collective knowledge of highest governance body	<a href="#">Corporate Governance Statement</a> – page 4, Principle 1 <a href="#">Corporate Governance Statement</a> – page 9, Principle 2  <a href="#">Goodman Sustainability Report, Board of Directors</a>
2-18	Evaluating the highest governance body's performance	<a href="#">Corporate Governance Statement</a> – page 4, Principle 1
2-19	Remuneration policies	<a href="#">Corporate Governance Statement</a> – page 4, Principle 1 <a href="#">Corporate Governance Statement</a> – page 24, Principle 8
2-20	Process for determining remuneration	<a href="#">Corporate Governance Statement</a> – page 24, Principle 8  <a href="#">Remuneration and Nomination Committee Charter</a>
2-22	Statement from senior decision-maker	<a href="#">Goodman Sustainability Report, Chairman letter</a>



2-23	Precautionary Principle or approach	Goodman's risk management process includes evaluation using the precautionary principle. This means Goodman's actions are based on potential ESG impact, instead of proven impact, as a precaution.  <a href="#">Corporate Governance Statement</a> – page 12
		<a href="#">Code of Conduct</a> – page 3
		<a href="#">Inclusion and Diversity Policy</a> – page 2
		<a href="#">Statement of Business Ethics</a> – pages 2-3
		<a href="#">Workplace Bullying and Harassment Policy</a> – page 2
		<a href="#">Sexual Harassment Policy</a> – pages 3-4
2-26	Mechanisms for advice and concerns about ethics	<a href="#">Corporate Governance Statement</a> – page 12, Principle 3 <a href="#">Corporate Governance Statement</a> – page 19, Principle 6 <a href="#">Corporate Governance Statement</a> – page 20, Principle 7  <a href="#">Ethical Concerns (Whistleblower)</a> – page 2
		<a href="#">Code of Conduct</a> – page 3
		<a href="#">Statement of Business Ethics</a> – pages 2-3
2-27	Non-compliance with environmental laws and regulations	No significant breaches of environmental laws
2-28	Membership of associations	<a href="#">Goodman Sustainability Report, Collaborating for Change</a>  <a href="#">Goodman Sustainability Report, ESG affiliations and partnerships</a>
2-29	List of stakeholder groups	<a href="#">Goodman Sustainability Report, Our purpose</a> <a href="#">Goodman Sustainability Report, The</a>



2-30	Collective bargaining agreements	Goodman is not opposed to collective bargaining although the relationship we have with our employees means we have no single global collective bargaining agreement.
3-1	Defining report content and topic Boundaries	<a href="#">Goodman Sustainability Report, The material issues that shape our sustainability strategy</a>
3-2	List of material topics	<a href="#">Goodman Sustainability Report, The material issues that shape our sustainability strategy</a>
3-3	Management of material topics	Goodman's risk management process includes evaluation using the precautionary principle. This means Goodman's actions are based on potential ESG impact, instead of proven impact, as a precaution.
201-1	Direct economic value generated and distributed	<a href="#">Annual Report</a> – page 99
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">TCFD Statement</a> – pages 4-9
205-1	Operations assessed for risks related to corruption	<a href="#">Ethical Concerns</a> – page 2 <a href="#">Anti-Bribery and Corruption Policy</a> – page 3
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Anti-Bribery and Corruption Policy</a> – pages 3-4 <a href="#">Code of Conduct</a> – page 3
205-3	Confirmed incidents of corruption and actions taken	There were no instances of corruption identified.
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	No current legal actions are recorded.



304-4	NON Red List species and national conservation list species with habitats in areas affected by operations	Ecologists are engaged to research, identify and report on threatened species, terrestrial or aquatic, on development sites.
305-1	Direct (Scope 1) GHG emissions	<a href="#">Goodman Sustainability Report, ESG metrics</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Goodman Sustainability Report, ESG metrics</a>
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Goodman Sustainability Report, ESG metrics</a>
305-5	Reduction of GHG emissions	<a href="#">Goodman Sustainability Report, ESG metrics</a>
306-3	Significant spills	No significant spills were identified.
306-4	Transport of hazardous waste	Goodman does not transport hazardous waste as part of day-to-day operations. If remediation is required, Goodman appoints principal contractors to complete works in accordance with applicable laws and regulations.
401-1	New employee hires and employee turnover	<a href="#">Goodman Sustainability Report, Human Capital Management</a> <a href="#">Goodman Sustainability Report, Managing Our Team</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Part-time employees receive the same benefits on a pro-rated basis or eligibility as full-time employees. Employees on a fixed term or casual basis do not participate in the Goodman long-term incentive plan.
401-3	Parental leave	<a href="#">Goodman Sustainability Report, Goodman global workforce</a>
403-1	Occupational health and safety management system	<a href="#">Goodman Sustainability Report, ESG metrics, Health and safety</a>
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Goodman Sustainability Report, Practical and Proactive Safety</a>



403-9	Work-related injuries	<a href="#">Goodman Sustainability Report, ESG metrics, Health and safety</a>
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Goodman Sustainability Report, Building capacity</a> <a href="#">Goodman Sustainability Report, Career direction</a>
404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">Goodman Sustainability Report, Human capital management</a>
405-1	Diversity of governance bodies and employees	<a href="#">Goodman Sustainability Report, Goodman global workforce</a>  <a href="#">Goodman Sustainability Report, Goodman Board diversity</a>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Goodman does not prohibit or restrict freedom of association.
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Goodman Sustainability Report, Goodman's First Nations engagement</a> <a href="#">Goodman Sustainability Report, Here to help</a>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no reported incidents.



## CORPORATE GOVERNANCE AND PERFORMANCE

## CORPORATE INFORMATION





ESG metrics  
**GRI table**

---

