



Sustainability Commitments

HMC Capital Limited

HMC Capital Sustainability Commitments

At HMC Capital, our purpose is to create long term value in the investments we make and manage. Sustainability is fundamental to the way we operate and aligned with our ambition to create enduring value for our communities – for families, investors, tenants, employees, partners, and broader society.

As responsible stewards of the funds and assets entrusted to us, our mission is to unlock strong economic performance and drive genuine, positive impact for people and our environment. To deliver meaningful impact we recognise that relevant partnerships and ongoing engagement with customers, tenants, operators, local community organisations and staff are critical.

Delivery on our commitments is supported through the registered charity foundation, the HMC Capital Foundation, that will distribute funding to further the social impact ambitions of the business and CommunityCo, which is focused on working at a local asset level with established community partners to provide support for the needs of youth in our local communities. Both work with charities and partners to help meet our communities' needs and amplify our impact.

We recognise that continued dialogue with our key stakeholders will enable us to identify and respond to emerging sustainability risks, expectations and opportunities in a way that meets their needs and evolve to how we become and remain a sustainability leader through adjusting our Sustainability Commitments to ensure their strength and appropriateness.

Our Sustainability Commitments

In 2021, we undertook a comprehensive materiality process, including targeted internal and external stakeholder engagement, with the support of KPMG Banarra. Through this process we identified a sustainability focus for HMC Capital – the creation of **healthy communities**, where people have access to products, services and experiences to live healthy lives.

We create healthy communities by driving change across six impact themes: Climate Action, Green Future, Connection, Respect, Alignment, and Accountability. These themes encompass the Environmental, Social and Governance topics our materiality process showed were of greatest stakeholder interest and importance.

HMC Capital Sustainability Commitments



Our Sustainability Commitments reflect these impact themes and frame how sustainability has been integrated throughout our investment strategy and asset management. Our reporting has been developed to include our performance against these impact themes. Recognising that sustainability expectations, regulation, technology, risks, and opportunities evolve over time, we regularly review our commitments and actions to ensure their relevant impact and to remain a leader.

Environment

HMC Capital has an active role to play in the transition to a greener and low carbon economy. Technology, regulation, industry goals, and expectations are fast-moving in the global shift towards net-zero in particular. By setting ambitious, yet achievable, environmental targets that are focused on rapid decarbonisation rather than offsetting, we are taking responsibility for futureproofing and transitioning our business.

Our Commitments:

Climate Action – To actively minimise carbon emissions

- We are transitioning the real assets we manage and control towards net zero carbon by 2028

HMC Capital Sustainability Commitments

- We consider environmental factors in the acquisition, development, and maintenance of our assets
- We seek to responsibly adopt renewable energy sources and technologies

Green Future – To champion the preservation and restoration of the natural environment

- We actively manage and will reduce waste and ensure efficient use and reuse of water across our operations
- We deploy environmentally friendly building materials where available and appropriate
- We restore and enhance the natural environment within, and in the surrounds of our assets

Social

Our aim is to provide Australians with access to quality local and regional infrastructure to enable the services they need to live their way. HMC Capital's national footprint in the assets it manages, and the diversity of operators, mean that social impact can also be delivered through a partnership approach with key stakeholders in local communities.

Our Commitments:

Connection – To respond to local and regional essential community needs as they relate to health, wellness and daily services

- We carry out initial Needs Assessments for new acquisitions as they relate to community needs, and conduct periodic reviews
- We work with, and facilitate tenants and operators to create access to and experience of essential products and services to serve community needs
- We provide safe, clean, and inclusive spaces for our communities to connect

Respect – To respect the inherent dignity, safety, diversity and human rights of all people we touch

- We work with suppliers, tenants, partners and use our other key business relationships to promote responsible business practices
- We support diversity and inclusion and will target 50% gender representation in our workforce, including our leadership team and our Boards
- We provide safe working spaces for our staff, tenants, and operators

Governance

We are committed to ongoing, effective, and transparent governance. This is critical to ensure trust as custodians of assets on behalf of our shareholders and investors across the funds we manage. Our independent Sustainability Committee oversees HMC Capital's Sustainability strategy and approach.

Our Commitments:

Alignment – To have the skills, environment and culture that support and propel HMC Capital's ambition and Sustainability Commitments:

- We continue to build independent Boards that have diverse skills and are gender balanced
- We incentivise and reward the leadership team who deliver on sustainability outcomes through our remuneration framework

HMC Capital Sustainability Commitments

Accountability – To earn and keep the trust of our key stakeholders through transparent communication, processes and by doing what we say we will do:

- We undertake processes that ensure independence in decision-making where there are potential or perceived conflicts of interest
- We provide clear, honest, and robust sustainability performance updates that are rated against recognised global benchmarks such as UN PRI and UN Global Compact.

May 2024

Policy Owner	Group General Counsel and Company Secretary
Version	2.0
Date	March 2022
Classification	Internal and External Use
Team	Sustainability
Revisions	Version 1 – March 2022 Version 2 – May 2024 – Periodic review