

Sustainability Policy

Hibernia Real Estate Group Limited and Hibernia Real Estate Group entities ("Hibernia") owns, develops and manages property and specialises in Dublin city centre offices.

We understand the importance of environmental and social responsibility in delivering long-term value for our stakeholders. Our Sustainability Policy (the "Policy") has been developed to ensure that Hibernia operates in a responsible and sustainable manner, having regard to its customers, owners, employees, suppliers, local communities and the environment.

The Policy supports Transforming Dublin Responsibly: Our 2030 Sustainability Statement of Intent, which is informed by double materiality assessments highlighting our key priority sustainability issues, and is aligned with the UN Sustainable Development Goals. Transforming Dublin Responsibly consists of three key principles which we will ensure are applied throughout the life cycle of our properties:

- **Become a net zero carbon and climate-resilient business by 2030.**
- **Provide spaces that prioritise the environment, health and wellbeing.**
- **Create long-term positive social impact through our operations.**

We strive to always act as a responsible organisation, which means:

- At a minimum ensuring compliance with all applicable legal requirements and with other requirements relevant to our business risk management process.
- Continually improving through the objectives set out in Transforming Dublin Responsibly and our ISO 14001 and ISO 45001 management systems.
- Setting robust sustainability objectives and targets, and mechanisms for reporting progress against these.
- Applying the concepts of sustainability through the life cycle of our assets – acquisition, management, development, refurbishment and disposal.
- Assessing the risk of climate change on our portfolio and taking action to mitigate the risk of physical and transitional risks through our Climate Transition Plan
- Creating spaces that impact positively on the health and wellbeing of our building occupants and neighbouring communities.
- Working with our supply chain to ensure our sustainability standards are being implemented as per our Supplier Code of Conduct and other relevant policies.
- Continuously seeking to understand and improve our sustainability performance, and to promote greater environmental responsibility and awareness.
- Continually striving to reduce portfolio pollution, greenhouse gas emissions and waste, and being resource and energy efficient.
- Developing and improving our management systems and strategies that enable our staff and teams to include sustainability in their decision making whilst continually monitoring and enhancing our performance.
- Liaising with our key stakeholders on material sustainability issues to ensure we are reviewing and reporting on them effectively.
- Embedding sustainability requirements/targets within employee objectives and remuneration.



In order to meet our key commitments and operate responsibly, we review our sustainability objectives and targets annually. These are documented and reported on by Hibernia both internally and externally on our company website and in our periodic ESG progress reporting.

Responsibility for the delivery of this Policy and its supporting strategy and processes rests with our Director of Sustainability and the Sustainability Department. A Sustainability Committee meets at least quarterly, chaired by the CEO, with input from all other departments and the Senior Management Team.

This Policy is communicated to all those directly involved in our business activities and is available on our website.

Other relevant documentation such as the Sustainability Statement of Intent, Net Zero Carbon Pathway, Climate Transition Plan, Sustainable Development Brief, Health & Safety Policy, Supplier Code of Conduct and Community Engagement Charter are also available on our website.

This Policy is reviewed annually and is updated as necessary by the Sustainability Committee.

Signed:

A handwritten signature in blue ink, appearing to read "Edwina Governey". The signature is stylized with a large, sweeping "E" and a long, thin vertical line extending downwards from the end of the signature.

Edwina Governey
Chief Executive Officer
8th January 2026