

Sustainability Policy

Hibernia Real Estate Group Limited (“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, people, suppliers, local communities and the environment.

The Policy supports our Sustainability Statement of Intent, which is informed by materiality assessments highlighting our key priority sustainability issues, and is aligned with the UN Sustainable Development Goals. The Statement of Intent 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:

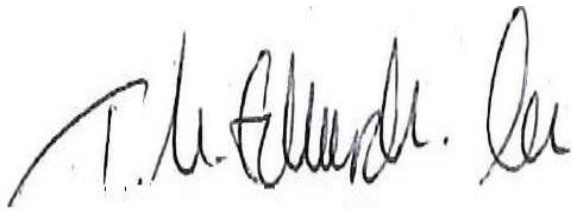
- At a minimum ensuring compliance with all applicable legal requirements and with other requirements relevant to our business.
- Continually improving through the objectives set out in our Sustainability Statement of Intent and our ISO 14001 and ISO 45001 management systems.
- Setting robust sustainability 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 sustainability strategy.
- Creating spaces that impact positively on the health and wellbeing of occupants and neighbouring communities.
- Working with our supply chain to ensure our sustainability standards are being implemented as per our Supplier Code of Conduct.
- 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.

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

Responsibility for the delivery of this Policy and its supporting strategy and processes rests with our Sustainability Committee 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, Sustainable Development Brief, Health & Safety Policy, Supplier Code of Conduct and Community Engagement Charter is also available on our website.

This Policy is reviewed annually and is updated as necessary by the Sustainability Committee which meets at least quarterly.

Signed:

A handwritten signature in black ink, appearing to read 'T. Edwards-Moss', written in a cursive style.

Thomas Edwards-Moss
Chief Executive
5th October 2023