

EQUITY, DIVERSITY AND INCLUSION POLICY, PATRIZIA INFRASTRUCTURE

The PATRIZIA Infrastructure Equity, Diversity and Inclusion (ED&I) Policy has been developed in conjunction with the PATRIZIA Infrastructure Working Group. It is subject to review and approval by the Head of the Infrastructure Division.

WHAT IS EQUITY, DIVERSITY AND INCLUSION?

Equity is about acknowledging that everyone has different needs, experiences, and opportunities. At PATRIZIA Infrastructure we recognise that in a diverse workplace people require support in different ways. We want to ensure the fair treatment, access, opportunity and advancement of all and to identify and eliminate barriers that prevent participation.

Diversity is the representation of all of our varied identities and differences including but not limited to age, gender, race, ethnicity, disability, sexual orientation, religious beliefs, cultural background, education, life experiences, socio-economic status, marital status and carer responsibilities.

Inclusion is about creating a culture of belonging by actively inviting the contribution and participation of all people. We believe every person's voice adds value and want to ensure that all feel welcomed, supported and acknowledged and able to participate fully in the decision-making processes and development opportunities here.

WHY IS EQUITY, DIVERSITY AND INCLUSION IMPORTANT?

Equity, Diversity and Inclusion are a strategic priority and instrumental in achieving our business strategy. An equitable, diverse and inclusive workplace makes teams more effective, delivering top performance and long-term sustainable outcomes.

WHAT IS PATRIZIA INFRASTRUCTURE'S APPROACH TO EQUITY, DIVERSITY AND INCLUSION?

In line with our commitment to Equity, Diversity and Inclusion, at PATRIZIA Infrastructure we:

- Seek to improve the diversity of staff, recognising that representation of varied identities and differences is instrumental to our business strategy
- Celebrate the unique perspectives of all staff and respect different views
- Foster an inclusive culture where our differences enrich us
- Provide equal opportunity to all staff to contribute and achieve
- Eliminate barriers that prevent the participation of anyone
- Ensure all staff support Equity, Diversity and Inclusion initiatives, encourage inclusive behaviours and challenge exclusionary practices
- Support broader industry Equity, Diversity and Inclusion initiatives

To support the above, we have set some diversity targets for PATRIZIA Infrastructure that are measurable and achievable. Progress against the targets is measured every year and reported to the PATRIZIA Infrastructure Limited and PATRIZIA Pty Limited Boards and on our web page.



ROLES AND RESPONSIBILITIES

Contributing to an equitable, diverse, inclusive and supportive environment is everyone's responsibility and all staff and Management Group members are required to demonstrate how they do this as part of the performance enablement process.

The PATRIZIA Infrastructure Working Group and the Infrastructure ED&I Council representative, feed into the PATRIZIA Equity, Diversity and Inclusion Council.

The PATRIZIA ED&I Council act as the advisory board for all ED&I Initiatives across PATRIZIA and provide governance on ED&I priorities, programs, actions and metrics.

The PATRIZIA ED&I Council has Board sponsors and is overseen by the PATRIZIA Board.,