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Disclosure:

The FYE 2021 Annual Sustainability Report was not independently audited. Pro-invest Group is within considerations on progressing down the path of third party assurance for its next Annual Sustainability Report.



TRUST | TRANSPARENCY | INTEGRITY | COMMITMENT



Message from Pro-invest Group's CEO & Chairman

Dear Readers,

We are pleased to present to you Pro-invest International Asset Management's ("Pro-invest", "Pro-invest Group", "Group") Annual Sustainability Report for the Financial Year Ending (FYE) 2021 which discloses our efforts, impacts and progress in relation to various areas of sustainability.

At Pro-invest we believe that an active and laser focused approach to a business's Environmental, Social Governance (ESG) impact has direct competitive and financial benefits. Accordingly, we continue to place efforts to embed ESG across all areas of our business – at the corporate, fund and hotel level - and consciously take ESG into consideration through all stages of our investment process. As will be disclosed in this Report, we have continued to participate in globally renowned programs such as the annualGRESB Real Estate Assessment to ensure we continue placing our resources in measuring the right areas of our business and transparently reporting them to our stakeholders.

We believe that the risks and opportunities for investors from ESG considerations will only deepen as organisations come under more external and internal pressure to improve their performance and commitment in these areas – and Pro-invest Group is no exception to this. As such we have continued along with our journey to understand and appropriately align with the Task Force on Climate-related Financial Disclosures and increasing our reporting to the Global Reporting Initiative Standards Framework, while also allocating resources to unravel what it will mean for the portfolio – as an example – lower its emissions and achieve Net Zero within the boundaries of regulatory and investor mandates.

Although the period within FYE 2021 has been challenging globally, we have ensured that our dedication to sustainability has gone unmoved – if anything, our commitments to initiatives and causes sitting under the key ESG pillars have enhanced over the past 12 months. We are as such proud of the works, achievements and learnings gained during this period and look forward communicating these accordingly to you in the pages of this report.

Ultimately, the Pro-invest Group team is proudly driven by our values of Trust, Integrity, Transparency and Commitment, and we are dedicated to continuing our track record in building strong, global relationships as co-investors, trusted advisors, managers and long-term partners.

We hope you enjoy the read,




Mr. Ronald Stephen Barrott FRICS




Chief Executive Officer & Chairman
Pro-invest Group

Pro-invest Group ESG Highlights for FYE 2021




Committed to a **Net Zero 2030 Strategy** rollout and commenced trialling pathway




Five hotels **achieved >5-star NABERS Energy & Water** ratings during the period



Increased **GRI Disclosures by 20%** in a commitment to ESG transparency



Over **19,300sqm** of modular carbon neutral flooring across hotels translating **to c. 190 MT of CO₂ being retired**



Aareal Bank awards its first ever Green Loan to Holiday Inn Express Sydney Macquarie Park



Standing Investments Score of **68**; Developments Score of **80**; & Resilience Score of **89** for **2020 GRESB Real Estate Assessment**



Strong new employee hire diversity balance of **51% Female | 49% Male**, resulting in total employee split of **52% Female | 48% Male**




ESG Workshop held with **Senior Leaders** to educate on Pro-invest Group's ESG Strategy, Objectives & Successes



For Developments, Pro-invest positioned **2nd out of 8 Hotel Real Estate companies globally**



5,275 'A Greener Stay Nights' recorded, at c. **A\$75,170** savings & est. **8,680L** of water & **25,855kWh** of energy offsite savings



Approx. **3,000 Nespresso Pods Diverted from Landfill** by Sydney Office Team through Recycling Program



Mental Health First Aid Training Program established for Corporate & Hotels Teams, with ANZ Coverage



25% energy savings potential across 5 x energy conservation measures identified at Newcastle hotel through **Energy Audit Initiative**



Zero incidents of Corruption & **zero incidents** of Non-compliance with Environmental Laws & Regulations



Through hotel recycling efforts **over 160 trees were saved** along with over **25 tonnes of CO₂ saved**

TCFD
RECOMMENDATIONS

ENVIRONMENTAL
PERFORMANCE

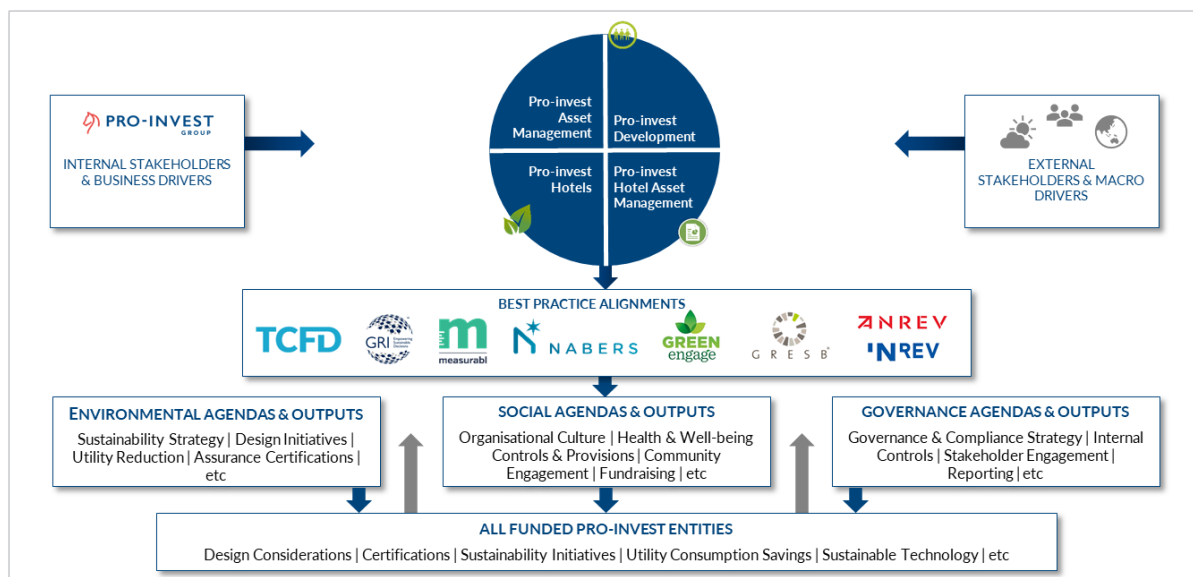
SOCIAL
IMPACT

GOVERNANCE
PRACTICES

SUSTAINABILITY
OUTLOOK

The Pro-invest Group Sustainability Framework

At Pro-invest, we strive to progressively incorporate ESG throughout the business model, taking into consideration our business' objectives and stakeholders' ambitions, coupled with macroeconomic drivers. The flowchart is indicative of the ESG integration across the business and its respective divisions and funds. The considerations and management of ESG is continuous and occurs daily, with our team taking on the responsibility of sustainability as part of their roles, meanwhile we have full-time resources employed to facilitate this process also. At Pro-invest Group, ESG is integrated across the business and throughout every stage of the hotel lifecycle.



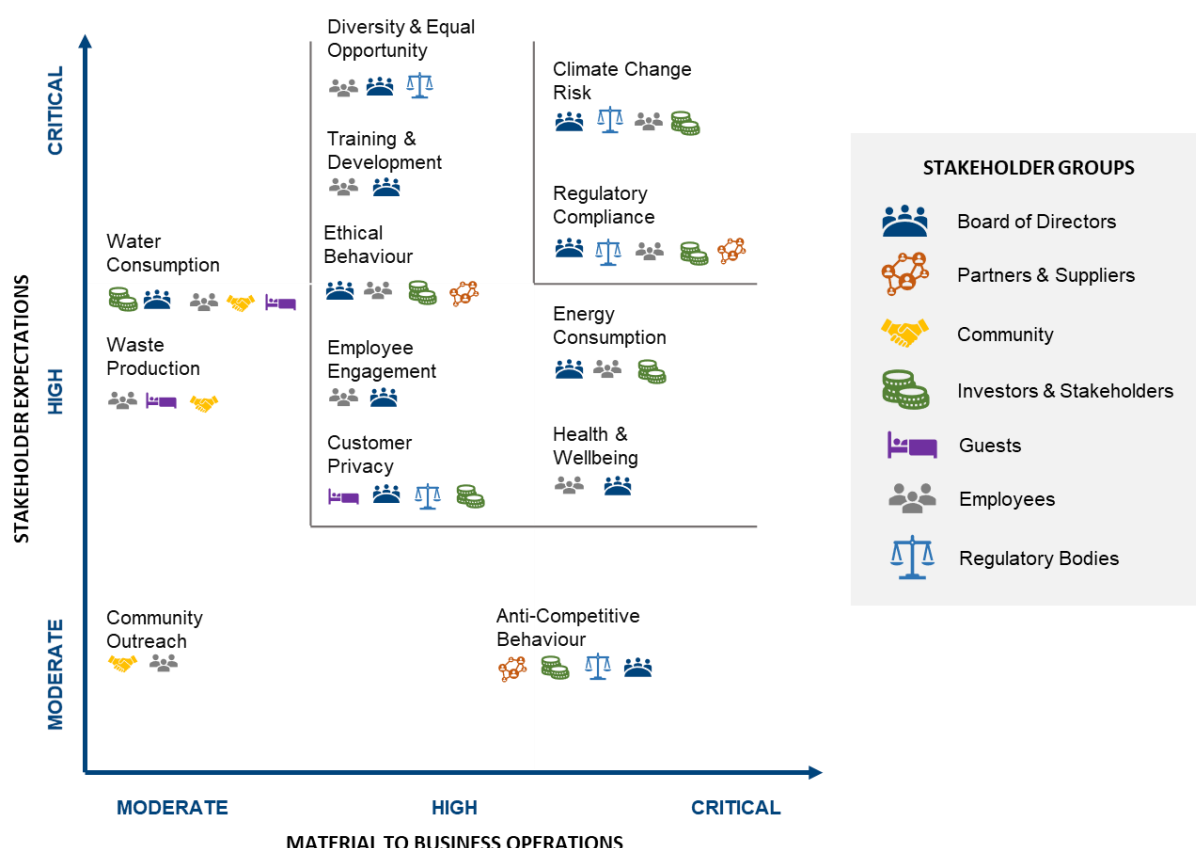
We recognize the broad value spectrum of implementing, monitoring and actively managing leading ESG practices and initiatives across the business, at a corporate and hotel level. These include but are by no means limited to the below.

E = Environmental S = Social G = Governance		
 Ensures positive impact on the community + immediate & broader environment... only have one planet.	 Sustainability considerations increasingly important in attracting & retaining quality personnel.	 Attracts sustainability-orientated guests & assists them to lower their environmental footprint.
 Reduces expenses (i.e., lowered utility costs per bill) – positive for PnL & asset valuations.	 Can satisfy Green MIT Tax Benefit requirements, permitting a concessionary tax rate of 10%.	 Attracts institutional investors Who recognise the value of ESG & active risk management.
 Reduces climate change risk (investment risk) & increases resilience.	 Increased requirement by investors & lenders to adopt leading ESG credentials & frameworks.	 Facilitates ethical behaviour, regulatory compliance & boosts transparency internally + externally.
 Demonstrates industry leadership (if executed correctly).	 Positive marketing / reputation: promotes achievements & drive ESG discussions for sector.	 Facilitates innovation for initiative & business efficiencies & improvements.

FYE 2021 Matters of Materiality

Consistent with prior years, Pro-invest Group proceeded through the exercise of identifying the concerns and areas of importance of its various stakeholders via numerous communication channels best suited to gather such information. The Group assessed matters of importance internally throughout FYE 2021, putting in place the appropriate mechanisms to commence gathering the necessary impact information required.

The gathering of the information included that of policy documents, surveys, internal and external communications, publications, regulatory updates, media content and third-party case studies identifying reoccurring matters.



GRI Reporting Disclosure

With FYE 2021 marking Pro-invest's fourth Annual Sustainability Report, we have continued to align to the Global Reporting Initiative (GRI) Standards Framework in an effort to report against an internationally recognised standard. Topic specific disclosures and sub-disclosures in this report have increased by 20% relative to the year prior. The FYE 2021 Annual Sustainability Report has been partially prepared in accordance with the GRI Standards: Core Option, General Disclosures 2016.

Further, material items which have been aligned to the GRI Standards are acknowledged throughout this report. With a dedication to ESG transparency and a recognition that sustainability is a continuous journey, Pro-invest Group will continue to progressively adopt additional disclosures under the GRI Standards as they become material to the business and its stakeholders, coupled with resource capacities.

Reporting Against the TCFD Disclosures

Introduction

At Pro-invest Group, we recognise it is fundamental for every successful business to manage and communicate risks and opportunities to its stakeholders, both internal and external. ESG and climate risks are therefore no exception, with Pro-invest employing every effort and resource feasible to its business's operations to both have sufficient oversight to the ESG and climate risks of the Group, and to disclose them to our valued stakeholders. We wish to not only celebrate the growth we continually undergo, but importantly to also provide a transparent reporting landscape so that our stakeholders can make informed decisions. By having oversight across our ESG and climate risks and opportunities, Pro-invest Group is able to push for year-on-year growth, as we recognise factoring in ESG and climate change initiatives and targets is an ongoing process that is fluid and continually growing in magnitude. As part of this strategy, we have committed to reporting against the Task Force on Climate-related Financial Disclosures (TCFD) Recommendations. It is a journey and we at Pro-invest Group welcome the challenges and opportunities that ESG and climate risk present to our unique portfolio.

Governance

Pro-invest Group's Board's Oversight of Climate-related Risks & Opportunities

As a company, Pro-invest Group has a vertical reporting structure permitting all "levels" of the company to be in close and frequent communication. This applies to the Board also. Supplementary to the frequent communications between senior management and key members of the Pro-invest Group team, quarterly reporting is performed. As part of this quarterly reporting – both the quarterly investor report which the Board members receive and the quarterly Board Pack – members of the Board are presented with the portfolio's ESG initiatives.

On an annual basis, Pro-invest Group submits to the GRESB Real Estate Assessment, which encompasses a series of questions across the full suite of Implementation & Measurement and Management & Policy fundamentals that the company adheres to. The results are used to devise a gap analysis. Pro-invest Group utilises the GRESB Assessment as a form of benchmarking to encourage improvements not only against its year-on-year performance, but also against its hotel industry peers and the overall GRESB Real Estate member average. To date, Pro-invest has demonstrated substantial improvements across all ESG and climate-related categories under the GRESB Real Estate Assessment and its optional modules (i.e., Resilience) and continues to use the Assessment as a key model to map out its strengths, weaknesses, risks and opportunities. Naturally, these items are communicated to the Board via its Annual Sustainability Report. At the same time, the Board also has oversight to the ESG and climate-related policies that aid in guiding the company to a greener and more sustainable future. Prior to implementing such a policy for Pro-invest Group improvement, the board reviews the policy and grants approval.

Management's Role in Assessing & Managing Climate-related Risks & Opportunities

Management at Pro-invest Group has an active role in taking part in assessing and managing the Group's climate-related risks and opportunities. Across Pro-invest Group's assets' lifecycle, Pro-invest Group implements its three core teams of Pro-invest Developments, Pro-invest Hotels Group and Pro-invest Asset Management. Each of these teams' Directors play a prominent and active role in both assessing and mitigating the assets' risk coupled with the identification of opportunities. As a unit function, Pro-invest Asset Management has a critical role in this process due to its key team members which play an active role in coordinating, assessing and implementing ESG and climate-related objectives and initiatives. The chart demonstrates the active role in which each of the core three divisions' managers play part in executing Pro-invest Group's ESG and climate-related objectives, ensuring each Director has clear oversight and input.

PRO-INVEST FUND & ASSET MANAGEMENT	PRO-INVEST DEVELOPMENTS	PRO-INVEST HOTELS
<ul style="list-style-type: none"> GRESB Assessment Performance Carbon Net Zero 2030 Strategy ANREV & INREV Compliance Policies & Breach Registers NABERS Certifications ESG Communications Employee Engagement 	<ul style="list-style-type: none"> Physical Site Selection Environmental Site Assessments Energy Efficient Design Water Efficient Design Resilience in Design & Construction Asset Monitoring Against Sustainable Design Criteria 	<ul style="list-style-type: none"> Green Engage Sustainability Target Performance (Energy, Waste, Water, Carbon) A Greener Stay Initiative Impact Energy, Water & Waste Reduction Objectives Sustainable Transportation Mechanisms Employee Engagement

Strategy

The Climate-related Risks & Opportunities Over the Short, Medium & Long-term

	Risks	Opportunities
Short-Term 2021-2022	<ul style="list-style-type: none"> Increased utility costs due to electricity market and growing asset portfolio. Stakeholder pressures for ESG and climate transparency in reporting. Allocation of capital increasingly being allocated to "green" portfolios. 	<ul style="list-style-type: none"> Leveraging competitive utility supply market for low-rate quality utility contracts via portfolio of scale. Continued alignment with GRESB, striving for score uplift. Engagement with third-party providers for physical climate risk portfolio insights. Heighten ESG communications agendas. Developing assets to achieve high NABERS Energy ratings.
Medium-Term 2023 to 2025	<ul style="list-style-type: none"> Increasing cost of grid electricity and macro pressures to adopt renewable energy. Insufficient data on ESG and climate-related issues for stakeholders to make informed decisions. Consumers increasingly making purchasing decisions based on sustainability criteria. 	<ul style="list-style-type: none"> Leveraging rising prevalence of renewable energy suppliers and connected grids, resulting in lower cost of renewable energy. Allocation of sufficient resources to establish clear ESG and climate gap analysis. Developing low emissions transportation pathways for hotel assets, plus development of increased guest communications.
Long-Term 2026 to	<ul style="list-style-type: none"> Regulation and policy requirements to transition to a carbon neutral economy. 	<ul style="list-style-type: none"> Have Net Zero 2030 Strategy well executed, having adopted key learnings along the way for industry sharing.

NOTES:

Please note, that it is considered that some of these risks and opportunities at each of the three grouped timelines present overlapping fundamentals and consequently may be present numerous times. Further, the above listed risks and opportunities pose as a summary and Pro-invest is mindful that the above considerations are ever evolving.

The chart provides oversight to Pro-invest Group's key ESG and climate related risks and opportunities identified on a Group level. With Pro-invest Group striving for best practice, the learnings obtained from the operation of one fund is and will continue to be adopted to the Group's other funds, ensuring that the successful initiatives and strategies are implemented across the estate. Please note that due to the ever-evolving nature of Pro-invest Group, its portfolio, stakeholders and naturally, the macro environment, the ESG and climate-related risks and opportunities summarised in the table continue to develop and be addressed by the Pro-invest team.

The Impact of Climate-related Risks & Opportunities on Business, Strategy & Financial Planning

Pro-invest Group operates within the realm of real estate assets within the geographic locations of Australia and New Zealand. In Australia, for instance, buildings account for c. 25% of greenhouse gas emissions¹. Pro-invest recognises that its portfolio plays a contributing role to these emissions and understands that implementing strategies to monitor, manage and verify the consumption of its hotel assets is crucial to (1) satisfying external stakeholders' investment criteria, (2) ensuring continued engagement of employees in driving forward the business's ESG and climate-related objectives, (3) establishing robust industry relationships which aid in making the portfolio more dynamic in its approach to sustainability and resilience, and (4) having insight into the costs and benefits of ESG and climate-related risks and opportunities as the portfolio evolves.

Pro-invest acknowledges that although it has progressed to be a hospitality industry leader with respect to sustainability, the Group has the responsibility to continue implementing strategies and initiatives to gain clearer oversight into the risks and opportunities present on a company and asset-by-asset basis.

To date, Pro-invest Group has strategies implemented at each stage of the hotels' lifecycle via its three core business units of Pro-invest Asset Management, Pro-invest Developments and Pro-invest Hotels Group, which leverages its third party relations with leading institutions such as InterContinental Hotels Group (IHG), Clean Energy Finance Corporation (CEFC), National Australian Built Environmental Rating System (NABERS), Asian Association for Investors in Non-listed Real Estate Vehicles (ANREV) and the GRESB. Further, the Group is undertaking research in collating its risk profile and the allocation of potential costs to this in an improved format that would span portfolio wide.

The Resilience of the Organisation's Strategy

Considering Pro-invest Group factors in ESG and climate-related risks and opportunities across the company, along with at the acquisition/development, operation and asset management phases of the hotels - overall, the strategy is deemed quite resilient. Further improvements to the strategy to address climate change have been implemented and executed in policy form. All team members at Pro-invest have been made aware of the policy, with an Environmentally Sustainable Design (ESD) Committee (comprising both internal and external parties) being devised to execute the respective ESG and climate-related criteria set out the policy.

Under the policy, there is the requirement to devise a Net Zero Carbon 2030 Strategy for Pro-invest Group's Fund II hotel portfolio. However, given that Fund II is currently within the development stages, and Fund I is nearly executed, best endeavors will be made to adopt the strategy across the estate.

In 2020, Pro-invest partnered with an industry leading sustainability consultant to support the Group in formulating an appropriate and suitable strategy to achieving this target. By Q1 2021, the team has made good progress in working towards establishing its emissions and detailing where its boundaries

¹ The Conversation, Buildings Produce 25% of Australia's Emissions,

would be. Pro-invest Group is exploring how best to adopt this strategy to its other hotel funds and the costs and resources associated with going down this sustainable pathway.

Risk Management

Pro-invest Group's Processes for Identifying & Assessing Climate-related Risks

Due to the nature of the Group, Pro-invest Group looks to cover risks from a company level (i.e., enforcing the Business Continuity Plan following assessments and regular updates) along with implementing assessments and risk mitigation actions on an asset level across the entire lifecycle of the hotels.

For instance, at the site acquisition phase, Pro-invest Group follows the Due Diligence Checklist which has a technical section dedicated to obtaining a host of reports on the environmental aspects of the site, such as risks to flooding, soil contamination and structural integrity, with the results then presented to the Investment Committee. Following the site being acquired, Pro-invest engages external consultants to assist in identifying design and construction risks that fall under the domain of climate change. Assessments are then done annually once the hotel is operational to report on its performance against energy and water efficiency to reduce its risk to weathering changes in the environment from a consumption perspective.

Supplementary to this, Pro-invest Group uses the GRESB Real Estate Assessment as an Annual ESG gap analysis which factors in aspects and processes from a host of areas across the company and its assets. This informs the next steps of the business. Policies and monitoring registers also assist in these processes, such as the ESD Design & Development Guidelines template that is updated quarterly to assist these processes and that is in line with its governing and overarching policy.

Pro-invest Group's Processes for Managing Climate-related Risks

Other than the strategies disclosed earlier in this report, strong partnerships have been formed with a host of industry-leading sustainability consultants which support Pro-invest Group in implementing strategies and monitoring mechanisms to combat climate-related risks across the hotels' lifecycles. These include but are not limited to the below:

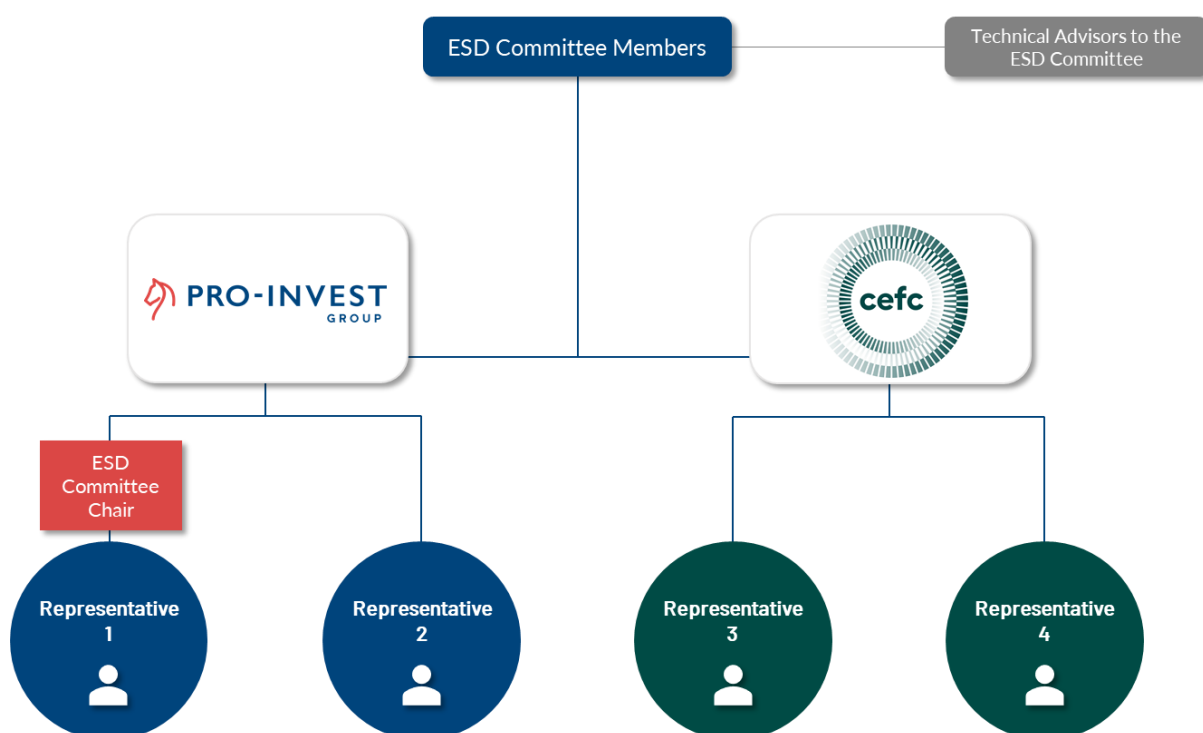
1. Robust internal controls.
2. Clear governance and compliance strategy.
3. Ongoing stakeholder engagement.
4. Transparent reporting and communication streams.
5. Strong organisational culture focused on trust, integrity and commitment.
6. Health and well-being controls and provisions.
7. Community and guest engagement via environmental programs and charity outreach initiatives.
8. Ongoing employee engagement for continuous improvement.
9. Clear sustainability strategy across the hotel estate.
10. Design assets to achieve >4.5-star NABERS Energy and Water for consumption reduction.
11. Operate with utility consumption reduction in mind.
12. Verify efficiencies of assets and employ ESD consultants to aid in lifting efficiencies further.
13. Continue management and introduction of sustainability initiatives at corporate and hotel level.
14. Introduce GreenPower and sustainable transportation where feasible.
15. Establish a Carbon Net Zero 2030 Strategy.

Processes for Identifying, Assessing, & Managing Climate-related Risks

The below table provides a summarised snapshot of the key processes in place to ensure Pro-invest builds a portfolio that is considerate of its stakeholders and the environment.

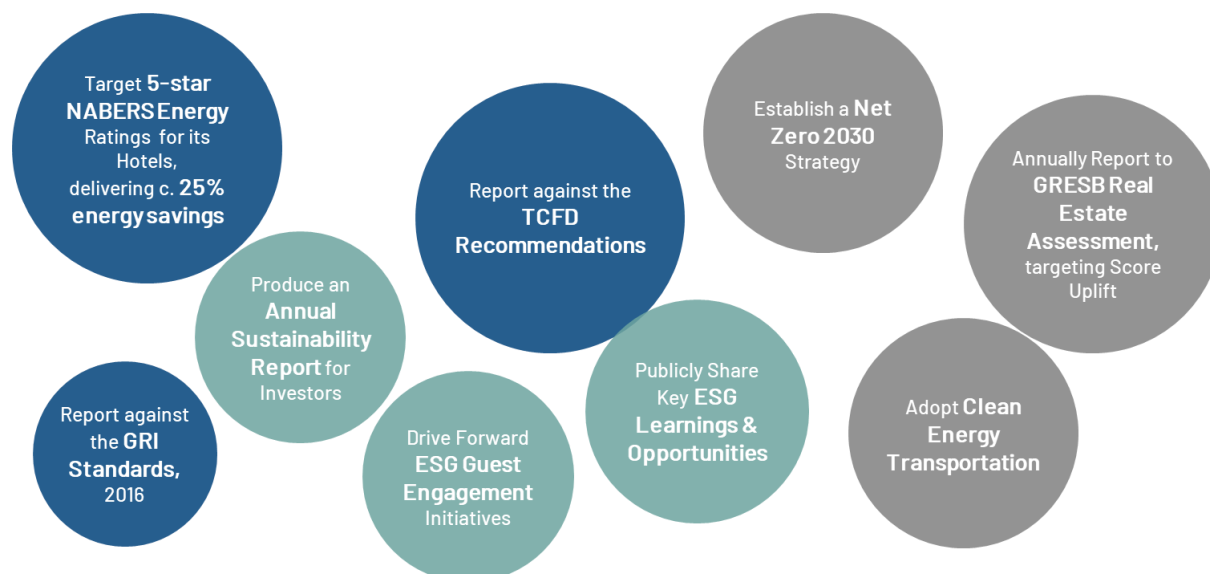
	Developments	Operations	Management
Identifying	<ul style="list-style-type: none"> Due Diligence Checklist Investment Committee Reports 	<ul style="list-style-type: none"> Certification Lodgment for Operational Gap Assessment 	<ul style="list-style-type: none"> Annual ESG Gap Assessments Annual ESG Disclosure Reporting Environmental Certifications
Assessing	<ul style="list-style-type: none"> Environmental Reports ESD Modelling Reports 	<ul style="list-style-type: none"> Monthly Consumption Reports against Targets 	<ul style="list-style-type: none"> ESD Consultancy In-house Monitoring Strategies
Managing	<ul style="list-style-type: none"> Insurance Asset Design & Construction 	<ul style="list-style-type: none"> Operational Initiatives – Back-of-House Operational Initiatives – Front-of-House 	<ul style="list-style-type: none"> ESD Consultancy & In-house Engagements Knowledge Sharing

Furthermore, as mentioned in this report, Pro-invest Group and the Clean Energy Finance Corporation (CEFC) established an ESD Committee in October 2019 to review the development of Fund II assets, along with collective ESG initiatives and (where applicable) processes across Pro-invest Group and its Fund I assets. ESD sample structure is as per below:



Since launching, the ESD Committee meets on a quarterly basis to discuss Pro-invest Group's efforts, initiatives and strategies surrounding ESG both at an asset level and collective group level. With Fund I already being established, the ESD Committee has the boundaries of looking purely at Fund II's assets design aspects and then the company's ESG efforts as a whole. The Committee is guided by a policy,

with the Committee dedicated to covering the below topics along with additional matters as and when they arise:



Supplementary to this is Pro-invest having a full-time ESG Coordinator, who works closely with the Development, Hotel Operations and Asset Management teams to ensure ESG initiatives and programs are executed in accordance with the Group's policies and objectives. Further, as an example of regular communication and "health checks" at a Group and asset level, fortnightly meetings are held with the Co-CEO, Managing Partner, Head of Debt Finance & Risk Management, Chief Financial Officer, Director of Investments & Asset Management, General Counsel, Senior Portfolio Manager and ESG Coordinator. Part of this meeting is the discussion of Pro-invest Group's progress along its ESG journey, which includes climate and resilience aspects. Key subject matters under the ESG communications, strategy and updates include:

✓ Net Zero Strategy	✓ Assessments & Reporting Schemes
✓ Efficiency Optimization Works	✓ External Communications & Knowledge Sharing
✓ Third Party Verification Schemes	✓ Regulatory Compliance
✓ ESG Gap Analysis & Strategy Progress	✓ Initiative Tracking & Technology

Metrics & Targets

Metrics Utilised by Pro-invest Group to Assess Climate-related Risks & Opportunities in Line with its Strategy & Risk Management Process

Please see the Environmental and Governance sections of this report for a complete coverage of the metrics used by Pro-invest Group to identify, assess and manage its assets with a core focus on climate resiliency and asset efficiency.

Efficient Assets Built for the Future

GRI 304-1 – Operational Sites Owned, Leased, Managed in, or Adjacent to, Protected Areas & Areas of High Biodiversity, General Disclosures 2016

Please note, the following information has been partially prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.

Pro-invest Group has no assets which are owned, leased, managed in, or adjacent to protected areas or areas of high biodiversity, primarily due to its strategy of positioning its hotel portfolio in prominent CBD hotel markets across Australia and New Zealand. Inherently then, the assets under Pro-invest Group's portfolio do not position near sites of such protected nature.

Green Engage – A Sustainability Platform

Four of the seven operational hotels under Pro-invest Group's management have completed Level 1 Green Engage, with Holiday Inn Express (HIE) Sydney Macquarie Park, HIE Brisbane Central, HIE Adelaide City Centre, and HIE Newcastle having received third-party assurance and certification following their respective completion of the 10 detailed sustainability solutions tailored specifically to IHG-branded hotels. The remainder of the operational hotels are currently within the process of targeting Green Engage certification, following the COVID-19 lockdowns having impacted the preparatory works slightly. Efforts are currently also in place to ensure that all initiatives and documentation is in place for when the hotels under development commence operation to allow Level 1 Green Engage to be reached speedily.

Green Engage Level 1 Sustainability Solution Items Completed by Pro-invest Group's Hotels:

✓ Develop a Preventative Maintenance Routine.	✓ Implement Best Practice in Housekeeping and Laundry.
✓ Phase Out Incandescent Lamps / Light Bulbs from all Guest Rooms	✓ Develop a Green Team and Maintain To Do List.
✓ Modulate the Lighting Levels within Guest Corridors.	✓ Meet IPC 2006 Max. Flow Rates.
✓ Implement Energy Management Best Practice in the Administrations Area.	✓ Track Energy Data.
✓ Control lighting that does not need to be on during the day (Lighting Setting Program).	✓ Track Water Data.



Further, all Pro-invest Group's operational hotels have undertaken internal checks and made preparations to adhere to the requirements under the IHG Green Engage 2.0 in partnership with Schneider Electric's release. The new and improved Green Engage sustainability platform is set to allow the hotels to transition away from utility data entry and towards an automated utility sync function. The

Green Engage 2.0 data entry solution will come at no additional cost to the hotels and IHG have advised that the revised platform will²:

1. Provide hotels with a complete picture of their respective utility consumption which will allow the hotels to better understand and reduce utility usage and costs.
2. Support hotels with building their environmental credentials with key stakeholders – with the portal providing more robust data to strengthen hotel responses to corporate RFPs, while attracting a rising group of sustainability-oriented guests.
3. Remove the data entry burden for hotels which allows supporting compliance with IHG's Carbon Reduction Metric meanwhile permitting valued hotel resources to be allocated towards driving utility efficiencies or other tasks, rather than conducting data entry.

IHG have advised that the Schneider Electric Green Engage data entry solution is part of a broader strategy to improve the IHG Green Engage platform for the hotels. More information on this component will be released by IHG in due course.

Modular Carpets for a Lower Environmental Footprint

As a hotel developer, owner and operator, Pro-invest has the ability to challenge conventional thinking, benefitting from the ability to adapt to change, try new things and build its hotels to high sustainability standards. Subsequently, Pro-invest's hotels' carpets continue to be manufactured by Interface Inc – the world's largest manufacturer of modular carpets. The Interface carpet tile is entirely recyclable, reducing landfill. Furthermore, providing modular carpet over standard broadloom provides several advantages, including less waste during the installation phase as cut tiles can be reused elsewhere, as well as the ability to replace single or multiple carpet tiles in case of damage or staining, rather than replacing a whole room or part of a corridor with broadloom.

The following hotels feature the recyclable carpet along with their respective size quantities. Since this Interface carpet tile was adopted at these hotels, Interface has launched its Carbon Neutral Carpet tile. All greenfield fund hotels developed since the Carbon Neutral Carpet tile by Interface has adopted the product, as is disclosed in the following pages. The environmental impact of the Carbon Neutral Carpet tile is also disclosed.

Interface's Modular Recycled Carpet Tile Coverage



Holiday Inn Express
Sydney Macquarie
Park

45%
(1,680sqm)

of the hotel's carpet is made
of Recycled Carpet
using yarn
recycled content.



Holiday Inn Express
Brisbane Central

46%
(2,294sqm)

of the hotel's carpet is made
of Recycled Carpet
using yarn
recycled content.

² IHG Green Engage 2.0 Data Entry Solution, 08.2021.

Interface's Modular Carpet: The Carbon Neutral Floors Program Adoption / Coverage



Holiday Inn Express
Adelaide City Centre

4,411 square metres

of carbon neutral
flooring resulting in the
retirement of

39 metric tons

Of carbon dioxide –
the equivalent of the
emissions from a car
travelling

157,703 kilometres*



Holiday Inn Express
Newcastle

3,136 square metres

of carbon neutral
flooring resulting in the
retirement of

34 metric tons

Of carbon dioxide –
the equivalent of the
emissions from a car
travelling

134,122 kilometres*



Holiday Inn Express
Melbourne Southbank

7,256 square metres

of carbon neutral
flooring resulting in the
retirement of

75 metric tons

Of carbon dioxide –
the equivalent of the
emissions from a car
travelling

295,276 kilometres*



Holiday Inn Express
Sydney Airport

4,498 square metres

of carbon neutral
flooring resulting in the
retirement of

40 metric tons

Of carbon dioxide –
the equivalent of the
emissions from a car
travelling

161,747 kilometres*

**Based on US EPA Greenhouse Gas Equivalencies Calculator – distances will vary.*



Targeting High NABERS Certifications During Design & Operation³

With an ever-changing investment landscape, we recognise that the expectations of investors for the real asset sector have fundamentally changed and that investors are increasingly placing value on greater levels of transparency regarding the ESG performance of real asset portfolios.

With ESG engrained throughout the lifecycle of each hotel, Pro-invest Group strives to achieve excellence in sustainable design, with our typical base hotel designed to achieve a baseline of 4.5-star National Australian Built Environmental Rating System (NABERS) in design, targeting 5-star NABERS across the hotel portfolio.

NABERS is a tool to aid in accurately measuring, understanding and communicating the environmental performance of a building while identifying areas for cost savings and future improvements. A NABERS rating helps building owners to accurately measure and communicate the environmental performance and progress of buildings. It also identifies areas for savings and improvements.

NABERS is a national rating system that calculates and rates the performance of an existing building, or part of one, on a particular environmental indicator at a certain point in time based on retrospective consumption using a 6-star rating scale, with 6-stars demonstrating market leading performance.

Figure 1: NABERS Star Rating Scale



Source: NABERS Website, About, 2021.

By focusing on new purpose-built hotels, Pro-invest Group has a significant advantage of being able to 'future proof' its hotel portfolio, not just from a technical perspective but also with respect to the introduction of environmental standards and initiatives. By having control and oversight of the hotels' entire lifecycle with sustainability measures implemented throughout the hotels' lifespan, Pro-invest can derive tangible advantages, for instance, the form of reduced utility bills and operational expenses.

Pro-invest believes that designing and developing its assets in the most environmentally friendly manner feasible will aid in obtaining additional forthcoming rewards, which has benefits spanning beyond the tangible financial savings, expanding to that of improved product offerings, increased guest and

³ **DISCLOSURE:** At Pro-invest Group, we are committed to understanding our environmental performance and obtaining independent certification to verify our environmental endeavours across our portfolios. We are proud to have consistently obtained such verifications year on year since 2017 with our cornerstone Fund 1 asset. However, we recognise that 2020 has delivered a trading year that was far from usual, with COVID-19 impacting much of the operational data. As such, these current NABERS results should be viewed in the context of having been achieved during other than "standard/normal" trading conditions and with a revised calculation methodology. Moving forward, having dealt with the challenges of the past year, we remain committed to implementing our ESG strategies, and playing our part in supporting the hotel industry progress towards a more sustainable future through the adoption of external verification mechanisms.

employee engagement, and not to mention regulatory compliance in an environment that is evermore tuned in to the risks and opportunities of climate change.

NABERS Hotel Performance

Pro-invest Group is performing well in obtaining and renewing NABERS Energy and Water ratings for its operational fund and managed account hotels, which qualify with 12 or more continuous months of trading, all which have obtained 4.5-stars or above across Energy and Water.

Pro-invest Group's FYE 2021 NABERS Rating Breakdown

Hotel	HIE Sydney Macquarie Park	HIE Brisbane Central	HIE Adelaide City Centre	HIE Newcastle	Primus (Kimpton) Sydney	The Sebel Canberra Civic
Room Qty	192	226	245	170	172*	144
Quality Star Rating	4-star	4-star	4-star	4.5-star	5-star	4.5-star
NABERS Status	Active (Expiry: 15 Feb 2022)	Active (Expiry: 26 Mar 2022)	Active (Expiry: 4 May 2022)	Active (Expiry: 30 Jun 2022)	Active (Expiry: 21 Apr 2022)	Active (Expiry: 29 Jan 2022)
NABERS Energy Rating Achieved	5-star	5-star	5-star	5-star	4.5-star	5.5-star
GreenPower	0%	0%	0%	0%	0%	0%
GHG Emissions Scope 1,2,3 (kWh)	586,229	1,017,065	638,798	661,469	1,141,195	551,688
Energy Intensity by Room (kWh)	20,306	19,873	20,700	18,748	45,118	22,555
Total Energy Use (kWh)	2,741,337	4,491,449	5,013,609	2,915,422	7,728,795	3,169,043
NABERS Water Rating Achieved	5-star	5.5-star	5-star	5-star	N/A**	5-star
Water Recycled	0	0	0	0	-	0
Water Consumption (L)	4,091	5,367	6,876	5,058	-	5,287
Water Consumption per Room (L)	30.30	23.75	28.39	32.53	-	37.63

*Hotel currently has 172 generously sized rooms & suites. Once rebranded to be a Kimpton, will boast 185 rooms & suites.

**Please note, at current, Pro-invest Group cannot lodge the Primus (Kimpton) Hotel Sydney to be NABERS Water assessed, due to adjacent construction processes being connected to the hotel's water metering and no way of currently identifying the usage quantity attributed to the hotel. The quantity of estimated water accounts covering the rating period was too high and meant the error margin was exceeded. Pro-invest Group intends to obtain a NABERS Water rating for the hotel in the coming months.

NABERS Preparatory Works

Pro-invest Group has been active in collecting the necessary utility data for HIE Sydney Airport and HIE Melbourne Southbank in preparation for when they achieve the milestones of obtaining >12 months of continuing trading. NABERS for hotels is currently not active in New Zealand as of yet, thus Pro-invest will not be able to obtain a NABERS Energy or Water rating for the HIE & Suites Queenstown hotel during 2021 nor does Pro-invest foresee the NABERS tool for hotels to be up and running by 2022 as of yet, based on its contacts in New Zealand.

Net Zero 2030 Strategy & Targets

Net Zero Strategy Update & Progress

Let's decarbonise...Pro-invest Group is on a collective mission to reduce its hotels' carbon footprint by taking a good look at how the Group operates and how it manages, reduces and monitors its emissions. By understanding its emissions, Po-invest works backwards to reduce as much as possible to obtain net zero status. We only have one planet, and so we see it as our duty to transition to net zero carbon well before 2050.

Buildings are responsible for c. 23% of Australia's carbon emissions, and Pro-invest views climate change as a problem that the hospitality industry must address. New purpose-built hotels are key to reducing the impact buildings have on the environment, supported by ongoing hotel operations dedicated to reducing their carbon emissions. It's a significant advantage for Pro-invest to be able to future-proof our hotel portfolio, not just from a technical perspective but also by introducing environmental standards and initiatives. By having control and oversight of a hotel's entire lifecycle, Pro-invest can implement sustainability measures and derive tangible advantages, such as reduced utility bills and operational expenses.

In 2019, Pro-invest committed to targeting Net Zero by 2030 for its hotels under Pro-invest Australian Hospitality Opportunity Fund II. View [CEFC Press Release here](#). In 2020, Pro-invest partnered with an industry leading sustainability consultant to support the Group in formulating an appropriate and suitable strategy to achieving this target.

The strategy's key steps, which were established by Pro-invest Group's ESD Consultant is as follows:



By the close of FYE 2021, the team has made good progress in working towards establishing its emissions and detailing where its boundaries would be. Pro-invest is exploring how best to adopt this strategy to its other hotel funds and the costs and resources associated in going down this sustainable pathway.

During FYE 2021, the following progress has been made:

1. Research efforts to understand the essential steps involved, avenues available to achieve Net Zero 2030 status and engage with external consultants to progress to the proposal phase.
2. Engagement with external party to prepare the Net Zero 2030 Carbon Plan.
3. Clarifications surrounding Scope 3 emissions & the inclusions suitable to hotel operations.
4. The certification pathways believed most suitable to adopt across the portfolio (extending beyond Fund II, as an initiative), utilising a Fund I asset – Holiday Inn Express Newcastle – as a trial.
5. Certification pathways varied between Climate Active Certification and NABERS Carbon Neutral certification. The latter was selected based on ESD Policy requirements for NABERS certification, coupled with Pro-invest Group adoption & resources surrounding these efforts.

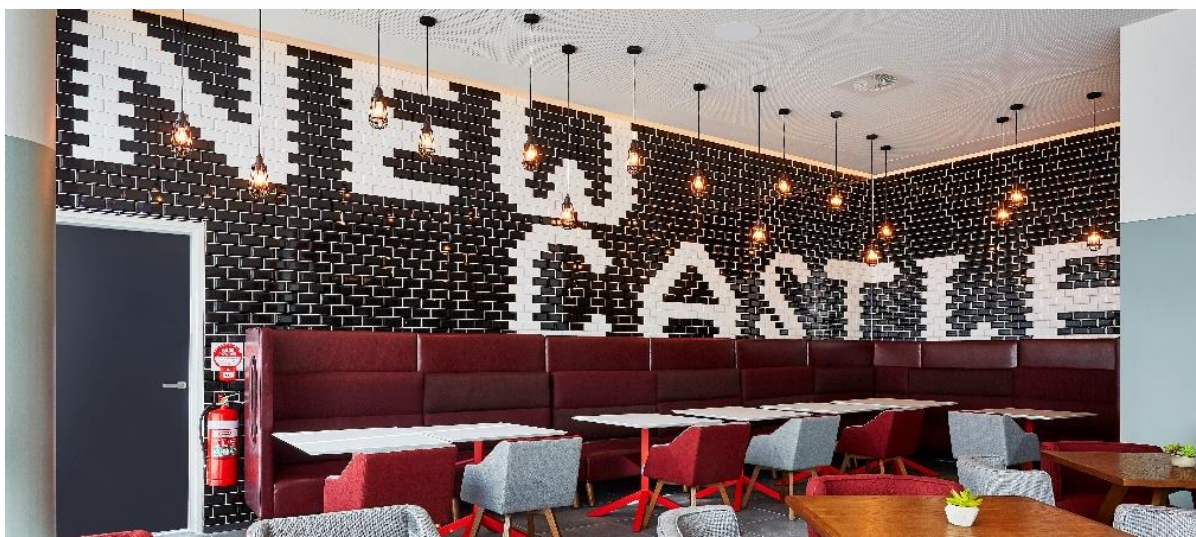
Energy Efficiency Improvement Efforts

There are several avenues that Pro-invest has entered to explore the best energy efficiency improvement avenues for its hotel portfolio.

Building Improvement Roadmaps

With the portfolio laser focused on energy efficiency and verification via the NABERS Energy tool, Pro-invest has engaged ESD consultants to explore executing a Building Improvement Roadmap for its two fund assets, the Holiday Inn Express Adelaide City Centre and Kimpton Hotel Sydney, and its managed account, The Sebel Canberra Civic.

The Roadmaps at current comprise of performing a detailed review, understand the hotel's true NABERS Rating positioning and then establish an improvement pathway for the hotel to achieve a targeted 5-star NABERS Energy rating for the assets. The learnings gained from these projects will be reviewed and adopted across the hotel portfolio where applicable.



HIE Newcastle Energy Efficiency Works

In Q4 2019, the NSW Small Businesses Grant application for HIE Newcastle was approved. The Grant was valued at A\$19,275 (plus GST where applicable) and was awarded as part of the Energy Efficient Communities Program - Small Business Grant, administered by the Australian Government: Department of Industry, Science, Energy and Resources. The grant enabled the Group to undertake an exploratory project to externally verify the hotel's energy efficiency position and identify key energy conservation measures to boost efficiency further and reduce energy expenses.

The project kicked off in January 2021 and is set for completion in late September 2021. Pro-invest partnered with Ecosave Pty Ltd to conduct the assessment and provide recommendations on how to best achieve energy reduction, and ultimately further energy efficiencies. The learnings gained from this project will be reviewed and adopted across the hotel portfolio where applicable.

Several opportunities were identified with estimated ongoing energy savings of c. 25,250 kWh p.a., and 146,900 kWh of onsite solar generation. This equates to approximately 25% savings of the hotel's electricity consumption. With five energy conservation measures identified, the estimated ongoing cost savings is c. A\$50,000 p.a. Collectively, with the energy conservation measures having the potential to reduce energy by 25%, this is expected to translate in the hotel having the ability to increase its existing

5-star NABERS Energy rating to a 5.5-star NABERS Energy rating. Pro-invest is currently within the consideration and implementation phase of the project.

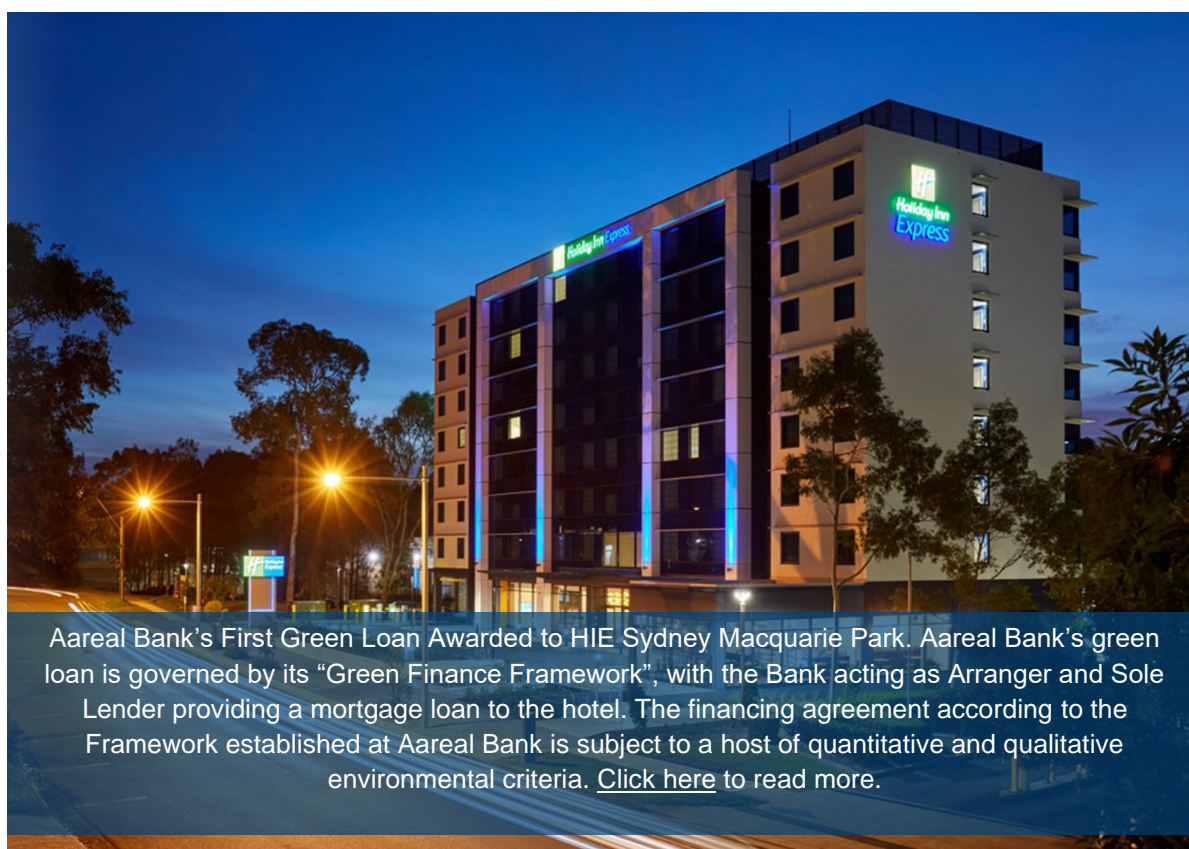
HIE Melbourne Southbank Energy Efficiency Works

HIE Melbourne Southbank's application for The Victorian Government's Business Recovery Energy Efficiency Fund – Energy Demand Management Grant was approved. This project too will see the already sustainable and energy efficient Melbourne Southbank based hotel to optimize its energy usage and consumption through an energy audit. The project was designed to investigate energy efficiency opportunities for Holiday Inn Express Melbourne Southbank. Findings of the project will be outlined in the format of a Type 2 Energy Audit for the whole site facility with project to ensure wholistic understanding for the facilities' overall performances and hone into the highest consuming end uses. Findings/learnings will also be utilized to implement similar measures across remaining Holiday Inn Express sites developed, operated and managed by Pro-invest Group, coupled with training around energy awareness/ behavioural change.

The hotel has opportunities around HVAC / heat recovery and BMS recommissioning. Assessments looked in detail for any demand management opportunities associated with the current BMS controls. Understanding the distribution of energy end use is critical to build the business case and establishing the priority list of the implementation plan for the upgrade or replacement of equipment that will be sequenced accordingly, targeting the highest energy end use areas first to achieve the most significant impact in terms of energy savings and carbon reduction.

Pro-invest Group looks forward to receiving the final Energy Audit report and associated energy conservation measures feasible to further advance the energy efficiency of the 5-star NABERS Energy designed hotel.

ESG In-Focus: Green Loan Financing – An Aareal Bank First



Aareal Bank's First Green Loan Awarded to HIE Sydney Macquarie Park. Aareal Bank's green loan is governed by its "Green Finance Framework", with the Bank acting as Arranger and Sole Lender providing a mortgage loan to the hotel. The financing agreement according to the Framework established at Aareal Bank is subject to a host of quantitative and qualitative environmental criteria. [Click here](#) to read more.

Operational Hotel Consumption Performance

For the following pages, please take in consideration that:

- The following consumption reports relate to fund hotels only. Pro-invest Group will look to incorporate the consumption performance data in this report for its managed account hotels in upcoming Annual Sustainability Reports.
- In March 2020, the operational fund hotels went into hibernation mode following the impacts of COVID-19 and subsequent social distancing restrictions worldwide. The hibernation modes of each hotel varied by market, as each Australian state and territory commenced reopening at their own pace.
- During the 2020 period, all hotels experienced disrupted occupancies, resulting in consumption across utility accounts being relatively lower than the period prior. Further, 2020 saw two new hotels transition from being under development to trading, albeit in a COVID-19 impacted environment.
- HIE & Suites Queenstown's water, the hotel does not have a contract for water as it is supplied through the local council and is paid for through the hotel's council rates. Subsequently, no water consumption for the New Zealand based hotel is included in this report.
- Pro-invest Group exchanged contracts for the Primus (Kimpton) Hotel Sydney in February 2021, and settlement took place during September 2021. Subsequently, the consumption of the hotel has not been included in the below fund asset's utility consumption. The consumption of the hotel will be included in the next Annual Sustainability Report.
- Further, please note that figures for the YE March 2020 period have been revised throughout due to Pro-invest Group having conducted a revised audit of the meter completeness of each utility at each operational hotel in the Measurabl portal.

Holiday Inn Express Hotel	Hotel Opening	12 Months Operational to 31 March 2020 Period?	12 Months Operational to 31 March 2021 Period?	Hibernation Period, 2020-2021	Months Hotel was Open to Public in YE 31 March 2021?
Sydney Macquarie Park	Apr 2016	✓	✓	Mar 2020 – Feb 2021	1
Brisbane Central	Apr 2017	✓	✓	Apr 2020 – Jul 2020	8
Adelaide City Centre	Sep 2017	✓	✓	Apr 2020 - Jul 2020	8
Newcastle	Mar 2019	✓	✓	Mar 2020 – Jun 2020	9
Melbourne Southbank	Dec 2019	✗	✓	Mar 2020 – Feb 2021	1
Queenstown	Jul 2020	✗	✗	N/A	9
Sydney Airport	Oct 2020	✗	✗	N/A	5

Please note minor anomalies are currently present due to delays in the utility providers security systems hindering Measurabl's technology from extracting invoices and therefore manual uploading of invoicing had to be performed for some hotel's utility accounts. However, there are as such, timing issues associated with the syncing of the invoices to date. Nonetheless, efforts are being directed at ensuring the most recent data reasonably possible is being presented in this report.

Monitoring Hotel Consumption

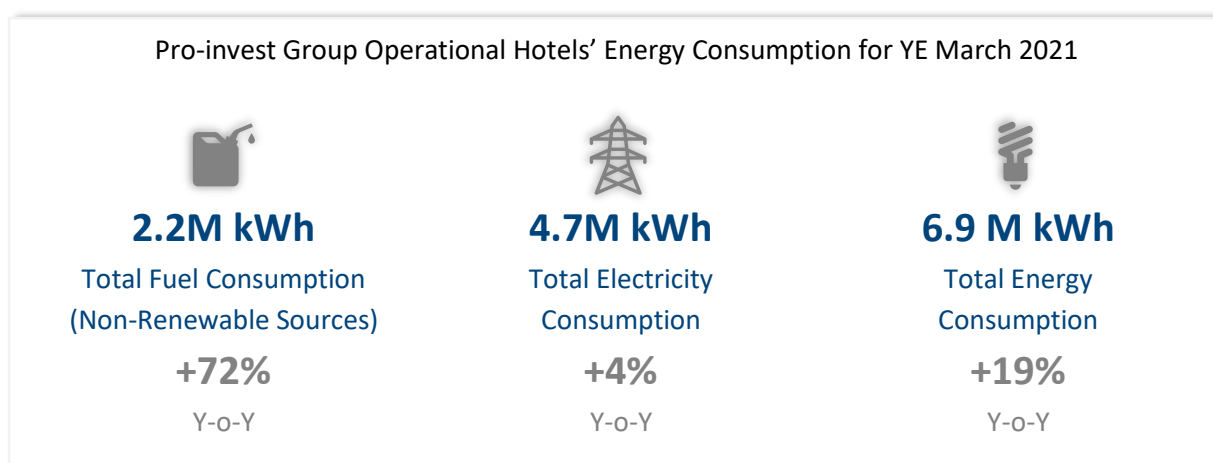
Since 2018, Pro-invest Group has utilised Measurabl - the world's most widely adopted sustainability software for commercial real estate. Measurabl enables Pro-invest Group to track utility consumption on both a portfolio and asset level via the platform's auto utility sync capabilities. Measurabl continues to be utilised in parallel to IHG's Green Engage platform. With Measurabl's auto syncing capabilities, Pro-invest Group is assured of robust and accurate data, eliminating the risk of incorrect data entry when recording consumption across various metrics. Further, Measurabl has an integration and partnership with GRESB, enabling Pro-invest to strengthen its position with respect to ESG disclosures year-on-year.

Providing investment grade data, Measurabl eases the burden of data collation – freeing up resources to focus on other ESG matters, improving consumption monitoring and management along with simplifying reporting to GRESB. Measurabl additionally provides GRESB gap analysis and training services, boosting Pro-invest Group's capability of achieving greater scores year-on-year, as its data quality continues to improve.

Effectively, invoices are uploaded to the Measurabl platform, where Measurabl's technology "scans and reads" the invoices, extracting consumption and cost data, producing reports, as per the following pages. Please note, that due to the timing involved with firstly, receiving utility invoices for Pro-invest Group's operational assets which utilise different providers as they are geographically dispersed, and secondly, the time taken for the Measurabl portal to process and record consumption, Pro-invest Group will be reporting on its consumption data for the YE March 2021 period. Further, the YE March consumption reporting period also aligns with the reporting period selected as of 2019 for Pro-invest Group's annual GRESB Real Estate Assessment submission.

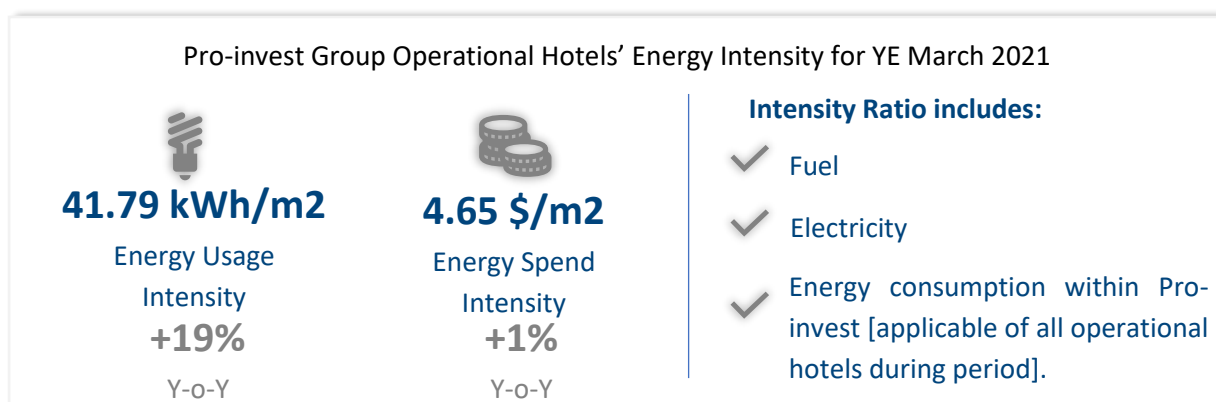
GRI 302-1 – Energy Consumption within the Organisation, General Disclosures 2016

Please note, the following information has been partially prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework. Please note that Pro-invest Group does not currently sell any electricity, nor does it currently consume any renewable energy sources. Thus, GRI 302-1 is only partially met. Although, research efforts are currently being made into viable avenues for the organisation to do so.



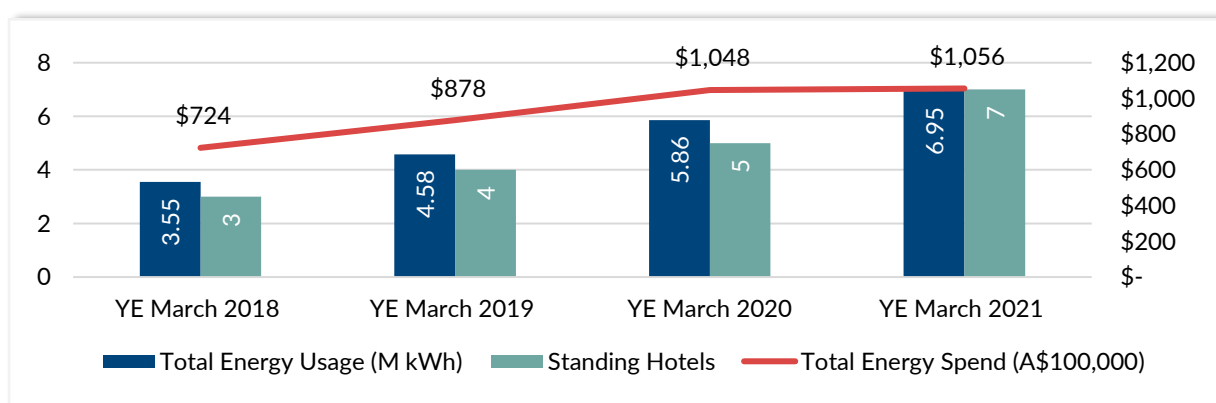
GRI 302-3 – Energy Intensity, General Disclosures 2016

Please note, the following information has been partially prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.



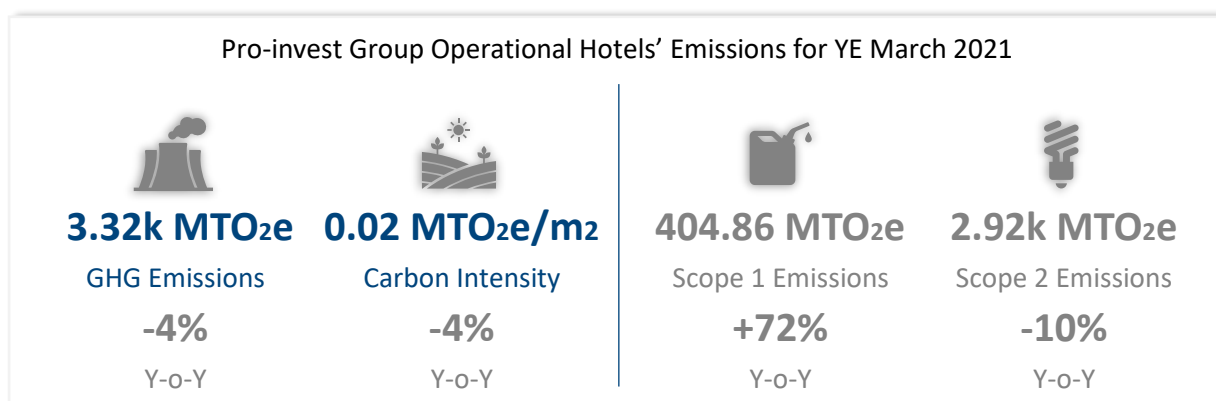
GRI 302-4 –Reduction of Energy Consumption, General Disclosures 2016

Please note, the following information has been partially prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.



GRI 305-4 – GHG Emissions Intensity, General Disclosures 2016

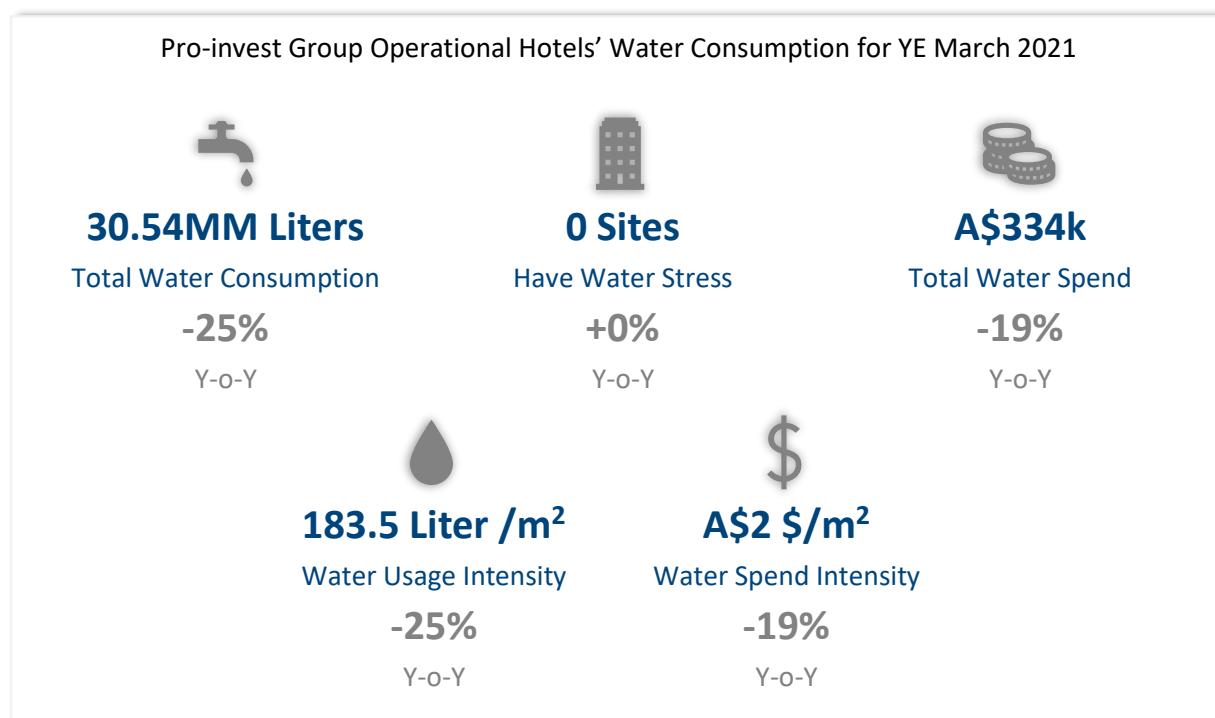
Please note, the following information has been partially prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.



Carbon is allocated between Scope 1 and Scope 2 emissions, to the extent they exist. Scope 1 is direct emissions from fuel combustion, while Scope 2 is indirect emissions from purchased energy. Scope 3 emissions are not captured in the above chart.

GRI 303-5 – Water Consumption, General Disclosures 2016

Please note, the following information has been partially prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.



GRI 306-3 – Waste Generated, General Disclosures 2016

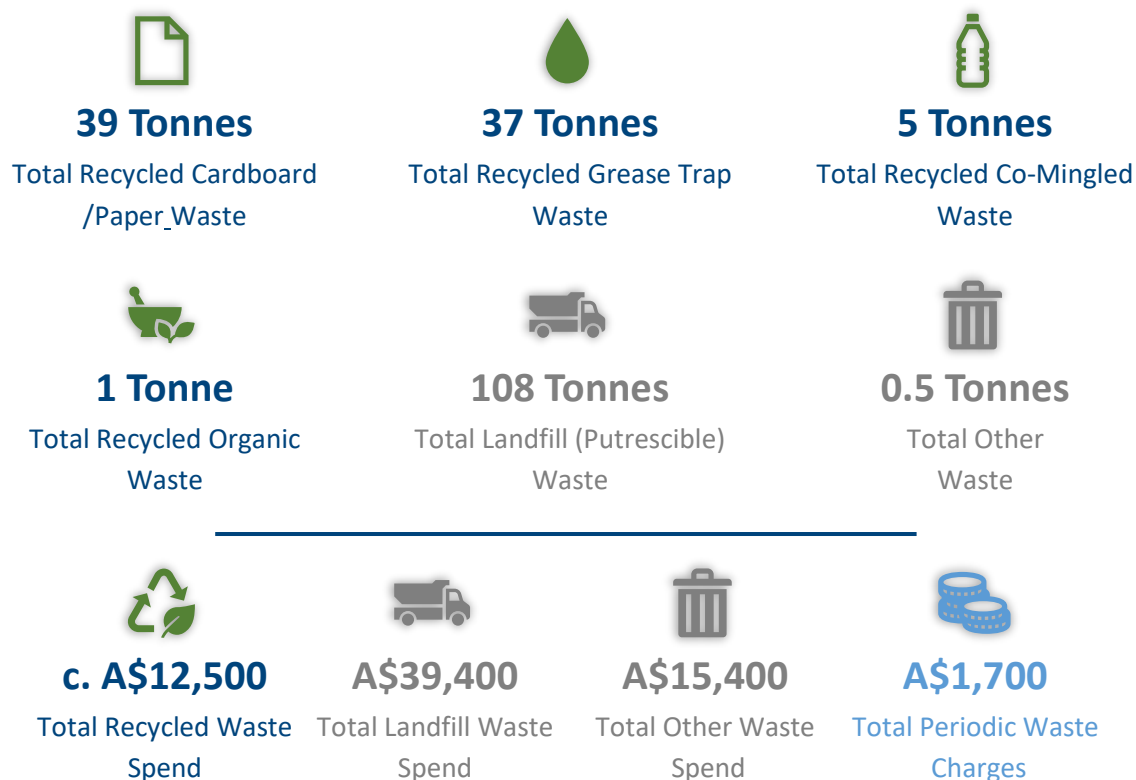
Please note, the following information has been partially prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.

The total waste generated (landfill and recycled waste) during the YE March 2021 period across operational hotels totalled to c. 190 tonnes. A breakdown of the waste composition during the period is as per the following infographic.

The data was compiled using the waste reports provided by each hotel's respective waste providers. At current, there are over three different waste providers across the seven operational HIE hotels. Thus, Pro-invest Group is mindful that each waste provider has a slightly different way of calculating and reporting of the waste impact and disposal methods. Nonetheless, great effort has been taken to ensure the compilation of the waste has been done with a high degree of integrity and accuracy. Please also note that only one of the three waste providers report on the recycled waste streams' environmental impact. This is showcased below also and Pro-invest Group is of the position that the positive impact is greater than what is being disclosed on the following page.

Further, efforts are being implemented to allow for further waste reduction mechanisms and greater targets and review/monitoring of waste at the hotels are being done to further reduce waste generation across the portfolio.

Pro-invest Group Operational Hotels' Waste by Type for YE March 2021



Recycled Waste Impact: Looking After the Environment



The data above under the 'Looking After the Environment' has been calculated by the hotels' waste provider based on a White Paper produced by the NSW EPA in 2010. These are estimates only, and are provided to give the reader a sense of potential savings or reductions in GHG emissions, water use, and electricity consumption as a result of recycling.

Plastic Free & Bulk

Pro-invest Group is on a mission to reduce plastic in our environment. The hotels have phased out single use plastics wherever possible while also transitioning to using bulk amenities instead of using mini single-use toiletries for our guests to enjoy during their stay.

The hotels additionally do not use plastic straws, and plastic bottles have been replaced with glass bottles or recyclable cartons. When staying at the hotels, guests are encouraged to take advantage of the Zip Taps located throughout the hotel to refill their water and be part of a positive change in reducing plastic waste.

Additional Operational Initiatives to Lower the Hotels' Environmental Footprint

Supplementary to Pro-invest Group's flagship environmental initiative 'A Greener Stay', the hotels also continued to participate in several other initiatives which span across energy usage reduction, water conservation activities, waste reduction initiatives and social engagement programs. The programs and initiatives implemented include, but are not limited to:

- Participating in the back-of-house initiative, Containers for Change – a government incentivised initiative which allows **containers to be recycled** and diverted from landfill via a monetary refund of 10 cents per container.
- Taking part in **recycling ink cartridges** through Planet Ark's recycling initiative, to ensure ink cartridges used for printing are recycled and 'get another life', rather than ending up in landfill.
- Having on-site 'Green Teams' or 'Green Champions' which are responsible for **engaging the hotel team on sustainability** and organise ESG-focused initiatives for the hotel to incorporate, as part of the Green Engage platform.
- Ensuring **the little but important things are done** such as recycling and co-mingle is separated from general waste, breaking down boxes before placing in the recycling bin, ensuring the hotel dishwasher and glasswasher are fully loaded before turning on to save water (where possible) and turning off the lights and Air Conditioning in the Meeting Rooms when they are not in use.

Sustainability Initiatives Active Across the Operational Hotels

A Greener Stay Program Continues to Record Environmental & Financial Benefits



During late 2017, Pro-invest - in collaboration with IHG - introduced the environmental initiative 'A Greener Stay' to the Asia Pacific region. The initiative enables guests staying more than two nights to opt out of housekeeping services and receive 500 IHG Rewards Points in return. The initiative provides Pro-invest' Groups Holiday Inn Express hotels with numerous benefits, including promoting an environmental initiative that reduces the cost of laundering bed linen and towel, the ability to attract and enroll new IHG Reward Members, and savings in room cleaning costs.



The initiative has continued to prove its success in its simplicity, albeit uptake was impacted due to COVID-19's implications on travel along with the hotels having gone into hibernation modes during 2020 to 2021, as disclosed on the earlier pages of this report. Nonetheless,

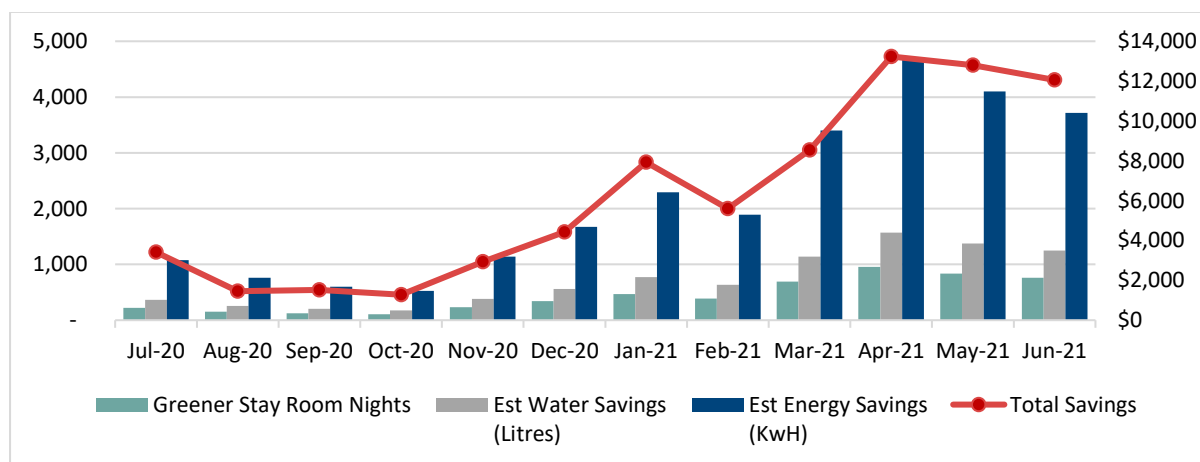
Pro-invest Group and its hotels continue to recognize the importance of the A Greener Stay initiative and will sustain efforts to drive forward its uptake as occupancy across the operational portfolio lifts, as COVID-19 restrictions continue to ease.

A Greener Stay Figures for FYE 2021, Hotel Breakdown

Holiday Inn Express Hotel	Nights	Financial Savings (A\$)	Water Saving Estimates (Litres)*	Energy Savings Estimates (kWh)*
Sydney Macquarie Park	150	\$2,080	250	750
Brisbane Central	625	\$8,390	1,025	3,060
Adelaide City Centre	820	\$11,100	1,350	4,015
Newcastle	1,545	\$19,380	2,545	7,575
Melbourne Southbank	860	\$13,595	1,415	4,210
Queenstown	1,260	\$20,395	2,070	6,170
Sydney Airport	15	\$230	25	75
Total	5,275	75,170	8,680	25,855
% Change from FYE 2020	-124%	-105%	-126%	-124%

*Please note that the estimated energy and water savings are not directly realised by the hotels themselves due to housekeeping services being outsourced. Nonetheless, the reduction in water and energy consumption is realised off site and prove valuable to Pro-invest Group's overall strategy to develop, operate and manage environmentally considerate assets.

A Greener Stay Figures for FYE 2021, Collective Hotel Trend



Pro-invest Group's Office Recycling Initiatives

Being considerate of the environment is not only a focus for Pro-invest Group's hotel portfolio, but also, the Group implements initiatives where feasible for its corporate office. Below is a snapshot of some of the initiatives implemented and their respective performance.

Nespresso Coffee Capsule Recycling

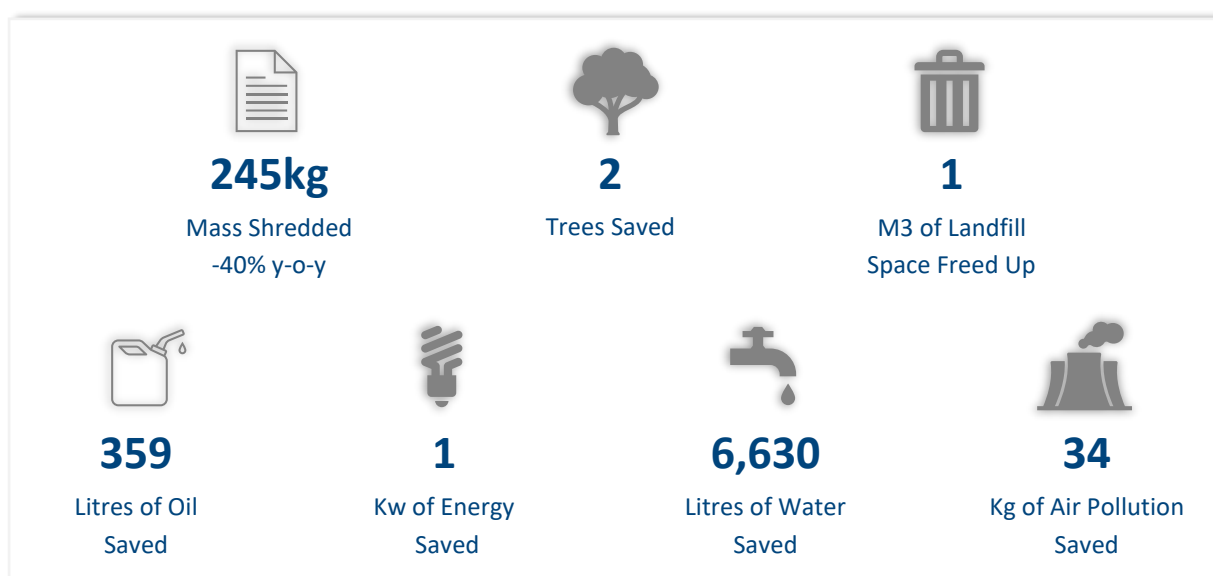
Continuing on from efforts made in FYE 2020, Pro-invest Group's Sydney based office continued to participate in the Nespresso coffee capsule recycling program. Over two bins were filled with Nespresso capsules during the time employees were in the office. This resulted in an estimated 3,000 Nespresso Pods being diverted from landfill. This quantity is less than the year prior (c. - 33%), mainly due to a great portion of FYE 2021 being characterized by stay-at-home orders by the Government due to COVID-19, resulting in employees working from home instead of being in the office. Pro-invest Group

joined Nespresso's recycling program whereby Nespresso collects the coffee capsules from the office and takes them to their recycling depot. Employees are encouraged to bring in their used Nespresso coffee capsules from home too, to encourage sustainable behaviours and extend a reduced impact on the environment.



Office Printing & Documentation Wastage

Throughout FYE 2021, the Pro-invest Group Sydney office continued its partnership with Shred-it and its shredding and recycling program, irrespective of the team working from home due to COVID-19 restrictions and social distancing policies being enforced throughout much of the YE March 2021 period. Partaking in the environmental initiative has resulted in the following accomplishments:



Office Battery & Ink Cartridge Recycling

From July 2019 onwards, Pro-invest Group's head office commenced partaking in the Planet Ark initiative, registering for collection boxes to divert the ink cartridges used at the office from ending up in landfill. During FYE 2021, Pro-invest Group recycled a total of 8.76kg of toner cartridges at its Sydney-based office, marking a 50% increase on the year prior as certified by its Close the Loop Resource Recovery Certificate. Pro-invest Group has also been active with recycling batteries by allocating an in-office box where staff can safely dispose of their computer mouse batteries. Over time, the chemicals in the batteries may be toxic to the environment, potentially harming wildlife and affecting surrounding soil or waterways. The batteries are collected, sorted into chemical types by an external supplier and returned to recycling plants that extract relevant materials for re-use. Further, the Sydney-based office has adopted a battery recharge option for employees to charge the batteries in their computer mice to avoid further batteries ending up in landfill.

Investing in Pro-invest Group's Human Capital

People are our most valuable assets. Since 2018, Pro-invest has been performing bi-annual Employee Engagement Surveys in a direct response to the ESG gap analysis performed on an annual basis along with the significant growth experienced across. The Surveys serve as a mechanism to assess the perspectives and beliefs of Pro-invest employees in an anonymous manner, encouraging them to share their true thoughts on the state of their working environment, along with the potential future directions of Pro-invest. Overall, the Surveys cover the topics of Governance, Relationship Management, Career Development, Environment, Work Engagement Benefits, Work Environment and Health & Well-being. The feedback received are subsequently placed into action where feasible, allowing Pro-invest to continue to evolve.

Consequently, for the H1 2021 Employee Engagement Report, Pro-invest Group undertook efforts to revamp its surveys to be more applicable to the various team's areas of focus and how they interact with their respective managers. This is due to the nature of Pro-invest Group covering areas such as finance, hotel operations, development, asset management, legal & compliance and so forth. Therefore, the teams often function and work in different ways. Ultimately, the survey Pro-invest Group utilized in prior years was reviewed and revised to be more tailored to the post-COVID-19 ways of working and instead of distributing one survey to all team members, employees were grouped into five teams in accordance with their functions. The surveys were distributed and analyzed accordingly.

The recommendations for H1 2021 were derived directly from the five teams given that the teams post result debriefs to work together and complete an action plan template and come up with realistic goals to present to their manager for implementation along with then to the broader Group to showcase what could be done. This was done to also improve communication along various streams. The Head of Talent & Culture currently manages this process to ensure all is treated with respect and fairness and that these action plans get implemented appropriately.



H1 2021 Employee Engagement Survey Highlights



Further details of our team and our social efforts such as diversity and inclusion, training and feedback and development initiatives are as per the following pages.

GRI 202-2 - Proportion of Senior Management Hired from the Local Community, General Disclosures 2016

Please note, the following information has been prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.

Pro-invest Group's proportion of senior management employed from the local community is 100%. Pro-invest Group defines senior management as senior leaders who are responsible for various divisions across Pro-invest Group and given Pro-invest Group's operations are on an international scale, local typically refers to any person employed within the country the role will be based in.

Pro-invest Group's Stance on Diversity & Inclusion

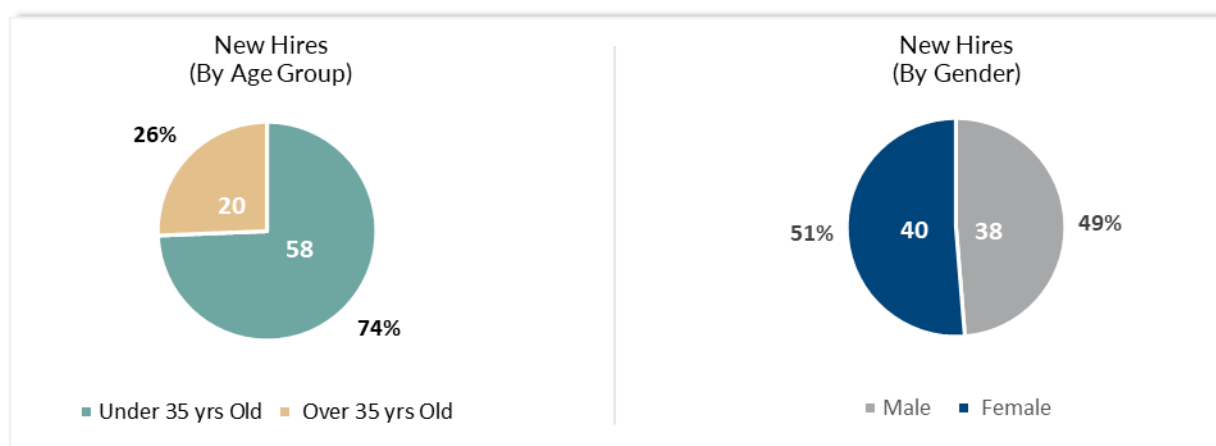
Pro-invest Group consciously supports diversity and inclusion across the organization, with this being backed by Employee Environment Policy. The Employee Environment Policy is a key pillar policy of the Pro-invest Business Code of Conduct, with the Policy detailing Pro-invest's approach to diversity. The Group and its hotels are committed to an inclusive workplace that encompasses and promotes diversity and equal opportunity. The Group acknowledges the skills and perspectives that people may bring to the workplace by gender, race, ethnicity, disability, age, sexual orientation, gender identity, intersex status or other differences.

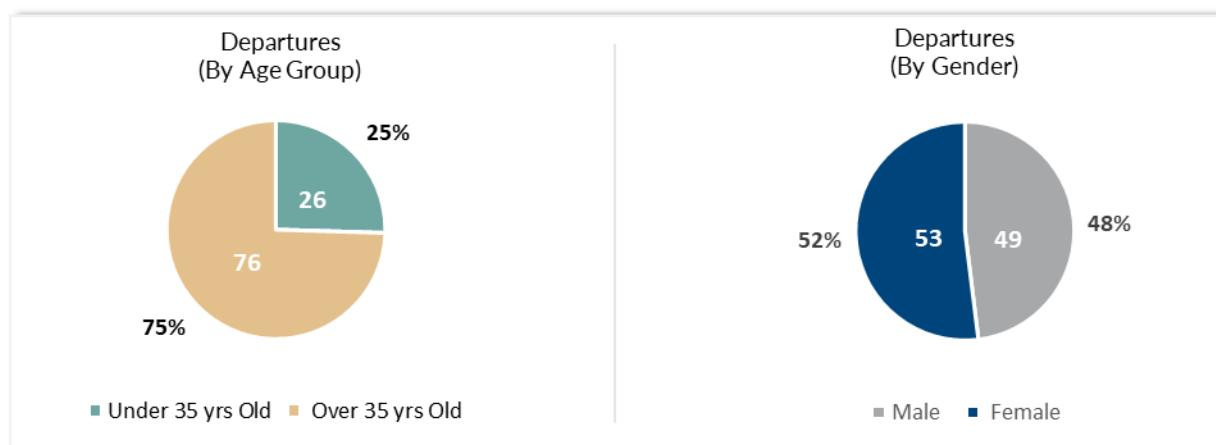
Pro-invest is committed to offering opportunities to allow employees to reach their full potential and Pro-invest Group rewards employees based on assessments of individual performance and capability. Through ongoing revision of our policies and procedures, we ensure there is no discrimination against gender, religion, ethnic background, sexual orientation or the like during the recruitment phase nor throughout the employment of our personnel at Pro-invest. We strive to facilitate an inclusive workplace where employees are free to express their diversity and unique attributes.

GRI 401-1 - New Employee Hires & Employee Turnover, General Disclosures 2016

Please note, the following information has been prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.

Please note, the following information applies to Pro-invest Group's team members at a corporate and hotel level.

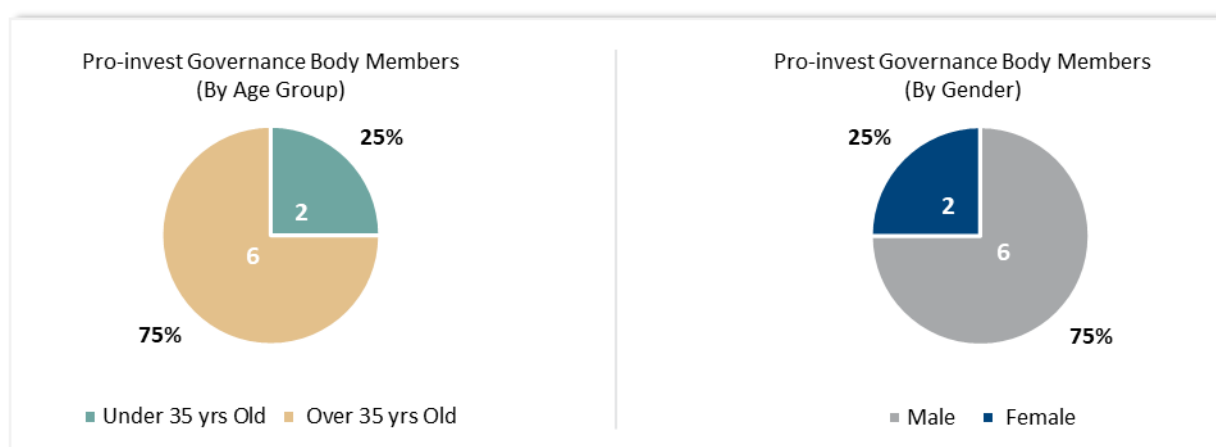




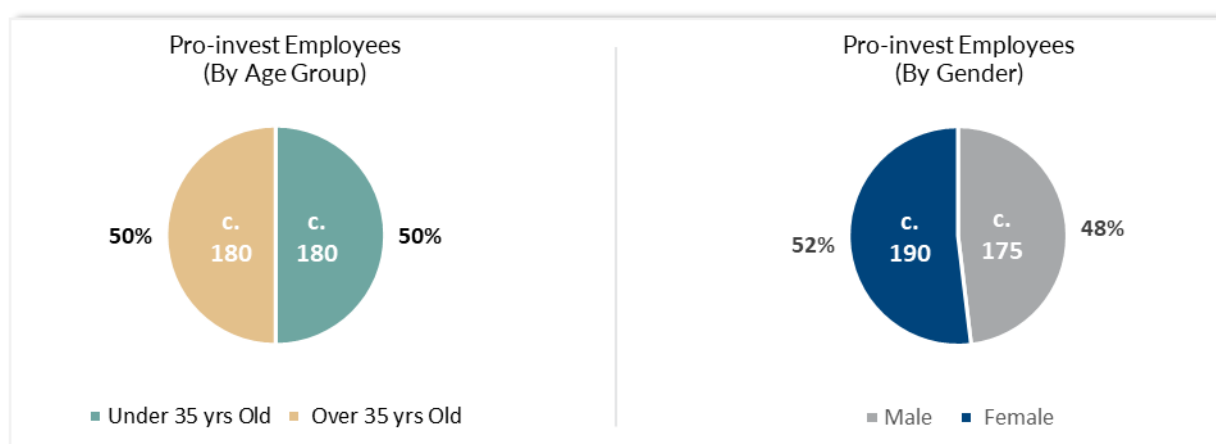
GRI 405-1 - Diversity & Equal Opportunity, General Disclosures 2016

Please note, the following information has been prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.

We consciously support diversity across the organisation. Through ongoing revision of our policies and procedures, we ensure there is no discrimination against gender, religion, ethnic background, sexual orientation or the like during the recruitment phase nor throughout the employment of our personnel at Pro-invest. We strive to facilitate an inclusive workplace where employees are free to express their diversity and unique attributes.



The following charts are approximate indicatives of all employees during the period, both at the hotel and corporate level.



GRI 406-1 Incidents of Discrimination & Corrective Actions Taken, General Disclosures 2016

Please note, the following information has been prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.

There were no incidents of discrimination or corrective actions required during FYE 2021.

Incidents of Discrimination & Corrective Actions Taken	Frequency
Total number of incidents of discrimination during the reporting period.	0
Status of the incidents and actions taken.	N/A
Total Incidents Recorded in FYE 2021	0

GRI 403-9 - Work-related Injuries, General Disclosures 2016

Please note, the following information has been prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.




Employee Work Related Injuries at a Corporate & Hotel Level	Rate
Number & rate of fatalities as a result of work-related injury	0, 0%
Number & rate of high-consequence work-related injuries (excl. fatalities)	0, 0%
Number & rate of recordable work-related injuries	0, 0%
Main types of work-related injury	0, 0%
Number of hours worked	N/A
Non-Employee Workers Whose Work &/or Workplace is Controlled by the Organisation	Rate
Number & rate of fatalities as a result of work-related injury	0, 0%
Number & rate of high-consequence work-related injuries (excl. fatalities)	0, 0%
Number & rate of recordable work-related injuries	0, 0%
Main types of work-related injury	0, 0%
Number of hours worked	N/A

During FYE 2021, no major work-related hazards have posed a risk of high-consequence injury. Further, the rates calculated above are based on 200,000 hours worked. No workers have been excluded from this disclosure. The methodologies used to calculate the above are consistent with the methodologies and formulas required under the GRESB Real Estate report, thus ensuring both reports are consistent with one another.

GRI 205-2 - Anti-corruption Communication & Training About Anti-Corruption Policies & Procedures, General Disclosures 2016

Please note, the following information has been prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.

During FYE 2021, all internal stakeholder groups (including hotel employees) received communications and training on Pro-invest's anti-corruption policies and procedures, as disclosed below.

Stakeholder Group & Requirement		FYE 2021 Coverage
	Governance Body Members that Pro-invest Group's anti-corruption policies and procedures have been communicated to, broken down by region.	9 (100%) - Australia, New Zealand & Cayman
	Employees that Pro-invest Group's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.	360 (100%) - Australia, New Zealand & Cayman (across all categories)
	Business Partners that the Pro-invest Group's anti-corruption policies and procedures have been communicated to broken down by type of business partner and region.	100% - Australia, New Zealand & Cayman*
	Governance Body members that have received training on anti-corruption, broken down by region.	9 (100%) - Australia, New Zealand & Cayman
	Employees that have received training on anti-corruption, broken down by employee category and region.	360 (100%) - Australia, New Zealand & Cayman (across all categories)

*Pro-invest expects all business partners to abide by our anti-corruption policies and procedures or to have a similar policy.

GRI 404-1 – Average Hours of Training per Year per Employee, General Disclosures 2016

Please note, the following information has been prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.

Given the movements across the business at both a corporate and hotel level during the FYE 2021 period, hours of training per employee was not recorded. However, many opportunities for further knowledge and skill development were made available, as referenced in the following subsections.

GRI 404-3 - Percentage of Employees Receiving Regular Performance and Career Development Reviews, General Disclosures 2016

Please note, the following information has been prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.

During the reporting period of FYE 2021, 100% of employees immediately overseen and employed by Pro-invest Group received regular performance and career development reviews. Details of the process are as follows:

- The Corporate office undertook annual performance reviews throughout December 2020 to January 2021.
- As a result of the in-house Employee Engagement Survey conducted in March 2021, quarterly check-ins were instigated by the Corporate teams.
- Due to COVID-19, the hotel-based employees did not have any annual performance reviews undertaken during the December 2020 / January 2021 period. However, this will resume in January 2022.
- Pro-invest Group instigated the first talent review of hotel colleagues in March 2021. This will become a bi-annual review of colleagues on how to support their career development.

GRI 404-2 - Programs for Upgrading Employee Skills and Transition Assistance Programs, General Disclosures 2016

Please note, the following information has been prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.

Pro-invest Group ensures that its personnel at both a corporate and hotel level has access to skills and transition assistance programs. During the FYE 2021 period, examples of these included but are not limited to:



Hotel Manager / General Manager Learning Event

- Inaugural event, aimed at the Hotel/General Manager (Business Unit Leader) population running our hotel assets.
- As an internal event, this also provided the opportunity for several colleagues to facilitate their own session for this audience including: Founders, Co-CEO, Asset Management, Banking, ESG, Development, Hotel Finance, People & Culture



Award training [*Hospitality Industry (General) Award 2020*] for Hotel/General Managers with Australian Accommodation Association



Through Pro-invest Group's partnerships with IHG and Accor there is on-going training for hotel-based colleagues including Hotel/General Managers



Advanced Presentation skills for a corporate colleague



Supporting two Finance colleagues with their CA/CPA qualifications including financial assistance, mentoring and study time

Mental Health First Aid Training

To support our teams through this tough period and other challenging events, we are partnering with HSC Global to provide Mental Health Training for our hotel leaders and the People & Culture team in Australia and New Zealand. We will have 12 qualified Mental Health First Aiders across Australia (Hotels and Corporate office). New Zealand training will take place later this year.

Key Outcomes from Training Include:

✓ Improved confidence and skill when dealing with mental health issues in the workplace

A greater awareness of mental health and reduced stigma about mental illness

✓ Better promotion of mental health in the workplace

✓ Business will have access to a group of passionate subject matter experts (the mental health first aiders) who can be “go-to” contacts for any employees who are struggling with stress overload or the emergence of a mental health situation

✓ A nationally recognised certificate/ qualification as a Mental Health First Aider, provided by Mental Health First Aid Australia

✓ Participants also receive a Mental Health First Aid Manual

GRI 410-1 – Security Personnel Trained in Human Rights Policies or Procedures, General Disclosures 2016

Please note, the following information has been prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.

Pro-invest Group does not employ security thus this indicator is only partially applicable to the Group. This is as the Duty Managers of the hotels are trained under the IHG Human Rights Policy and have executed a Policy Declaration which certifies that the Duty Managers have executed such training. These Policy Declaration forms are executed at a hotel level.

GRI 418-1 - Substantiated Complaints Concerning Breaches of Customer Privacy & Losses of Customer Data, General Disclosures 2016

Please note, the following information has been prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.

There have been no substantiated complaints concerning breaches of customer privacy and losses of customer data for FYE 2021.

Substantiated Complaints Concerning Breached of Customer Privacy & Losses of Customer Data	Frequency
Total number of substantiated complaints received concerning breaches of customer privacy.	0
Total number of identified leaks, thefts, or losses of customer data.	Pro-invest Group has not identified any substantiated complaints.
Total Incidents Recorded in FYE 2021	0



GRI 408-1 – Operations & Suppliers at Significant Risk for Incidents of Child Labor, General Disclosures 2016

Please note, the following information has been prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.

Further, please note, with respect to builder suppliers, Pro-invest is within discussions to further confirm that all the necessary policies and processes are in place with respect to adherence to human rights. Pro-invest looks forward to reporting on the outcome of this in its future Annual Sustainability Report.

Under Pro-invest Group's Code of Business Conduct Framework, without exception, every Pro-invest Group member is required to comply with all applicable laws and regulations relevant to the country in which Pro-invest operates in, with this including the respect for the Human Rights of Pro-invest Group's employees and stakeholders (i.e. Suppliers), as set out in the United Nations' Universal Declaration of Human Rights and the United Nations' Guiding Principles on Business and Human Rights and International Labour Organisation's Declaration on Fundamental Principle and Rights at Work.

For assets under development, Pro-invest has engaged with its suppliers and can confirm on the basis of their statements in response that these suppliers and contractors do not tolerate the use of child or forced labour in any of its respective operations or facilities.

Further, Pro-invest Group adheres to IHG's Human Rights Policy which covers Responsible Recruitment and Human Trafficking while also adhering to the IHG Purchasing Policy. The IHG Merlin portal, which the hotel operations team have access to, provides Pro-invest Group's staff with access to training and toolkits dealing with responsible recruitment, preventing human trafficking and social matters of the like.

Pro-invest Group's outsourced housekeeping company is one of Australia's largest providers of human resources solutions, with hundreds of full-time employees across Australia, New Zealand and Asia. The housekeeping service supplier is committed to respecting internationally proclaimed human rights and fair labour practices, recognizing their level of responsibility within the supply chain of providing skilled labour and professionals. The company ensures that all individuals sourced, procured and engaged are treated fairly, ethically and in compliance with legislative requirements.

Operations & Suppliers at Significant Risk for Incidents of Child Labour	Frequency
a. Operations and suppliers considered to have significant risk for incidents of: i. Child labor; ii. Young workers exposed to hazardous work.	0
b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. Type of operation and supplier; ii. Countries or geographic areas with operations and suppliers considered at risk.	N/A
Total Operations & Suppliers Deemed at Significant Risk in FYE 2021*	0

*Please note, this is to the extent that Pro-invest Group has oversight.

Measures taken by Pro-invest in the reporting period intended to contribute to the effective abolition of child labour (please note, the following includes, but is not limited to):

- Group-wide adherence to the Pro-invest Code of Business Conduct Framework.
- Training on the Pro-invest Code of Business Conduct Framework.
- Raising a Concern portal for stakeholders and members to report confidentially a concern.
- Breach & Incident Registers.
- Adherence to IHG's Human Rights Policy.
- Access to IHG's Merlin Training Portal.

GRI 409-1 – Operations & Suppliers at Significant Risk for Incidents of Forced or Compulsory Labour, General Disclosures 2016

Please note, the following information has been prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.

Please see GRI 408-1, as the same processes and responses apply, falling under the scope of adhering to ethical Human Rights practices.

Operations & Suppliers at Significant Risk for Incidents of Forced or Compulsory Labour	Frequency
a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. Type of operation (i.e. manufacturing plant) and supplier; ii. Countries or geographic areas with operations and suppliers considered at risk.	0
Total Operations & Suppliers Deemed at Significant Risk in FYE 2021*	0

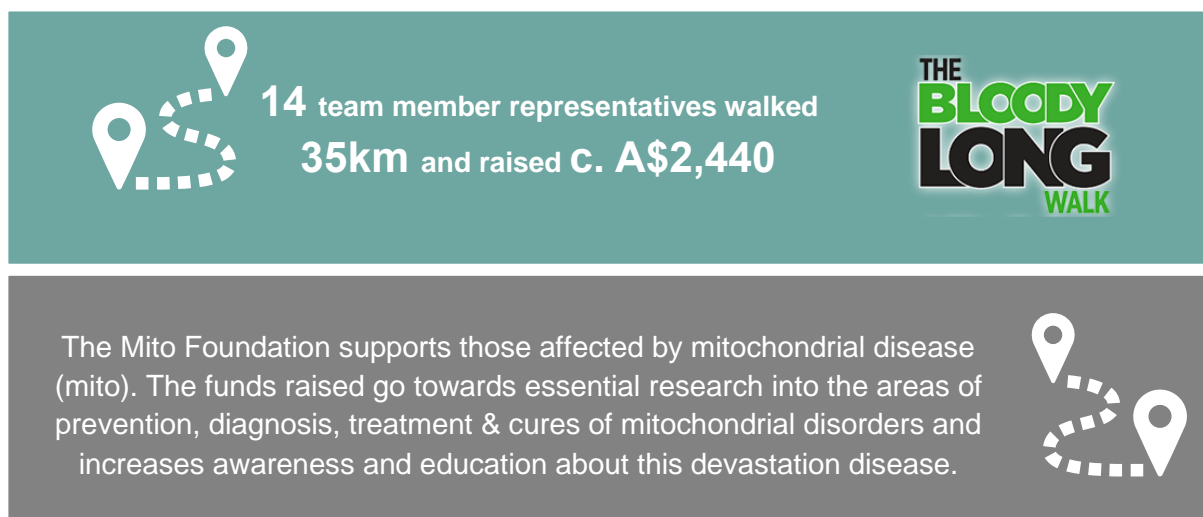
*Please note, this is to the extent that Pro-invest Group has oversight.

Community Engagement

During FYE 2021, Pro-invest Group continued to support Australia's Biggest Morning Tea initiative, allowing employees to donate to the Cancer Council to support research efforts. A morning tea event was hosted in the office to allow the team to gather and reflect on the importance of the cause. Some facts are as per below.



Additionally, the hotels took part in a variety of charity fundraisers during the period. An example of this includes the HIE Newcastle and HIE Sydney Macquarie Park teams walking 35km to raise money for Mito Disease in the Bloody Long Walk. In total, the teams:



Further, FYE 2021 marked a year of refocusing. With COVID-19 having had a large impact across the globe, it gave Pro-invest Group and its teams the opportunity to rethink its community engagement strategy. As such, as at the time of writing, the Group is undertaking efforts to collate a community engagement strategy that will see the causes Pro-invest Group support moving forward, align greatly with its key foundations – supporting both people and planet. Pro-invest Group looks forward to detailing the revised strategy in its FYE 2022 report.

Knowledge Transfer & Marketing Activities – Communicating ESG

Having already had a strong consideration and active presence in marketing and knowledge sharing exercises, Pro-invest Group has continued along with its ESG Public Relations Strategy to externally communicate its ESG knowledge and promote its ESG activities to a broader audience during FYE 2021. Consistent with the year prior, in light of the recent COVID-19 events with conferences and public gatherings having been restricted coupled with government updating recommendations on a frequent basis, Pro-invest Group has continued to adapt its communication and knowledge sharing strategies accordingly and engaged with predominantly online mechanisms.

For instance, during the FYE 2021, Pro-invest was involved in the following Public Relations activities:



Please note, the above is indicative of a select number of exercises and is not representative of all knowledge transfer and marketing activities related to ESG.

Sustainability Awards

Pro-invest is pleased to announce that as of August 2021, several of Pro-invest's projects and hotels were recognized by leading and highly regarded awards, with these projects being listed as Finalists under several key categories. Pro-invest congratulates fellow Finalists under these prestigious categories. These included:

The Urban Developer Awards 2021
<ul style="list-style-type: none"> Finalist for <i>Excellence in Sustainability</i> – HIE Melbourne Southbank Finalist for <i>Excellence in Industry Leadership</i> – Pro-invest Group's "Green" Portfolio
Property Council of Australia & Rider Levett Bucknall Innovation & Excellence Awards 2021
<ul style="list-style-type: none"> Finalist for <i>Best Sustainable Development – Existing Buildings</i> – HIE Melbourne Southbank Finalist for <i>People's Choice Award</i> – HIE Melbourne Southbank
Finder Green Awards, 2021
<ul style="list-style-type: none"> Finalist for <i>Green Hotel of the Year Award</i> – HIE Newcastle



Property Council of Australia Committee Membership

During FYE 2021, a member of Pro-invest was appointed as one of the 25 members of the NSW Hotel Property Committee (“Hotel Committee”) 2021-2022 – a Committee of the Property Council of Australia and a member of the sub-committee, Hotel Sustainability.

The Hotel Committee will help shape the future of the Australian hotel industry, with all committees being central to the work of the Property Council of Australia. Across advocacy, events and education, the work by the Hotel Committee will assist engagement with parliaments, councils and communities on the vital role the hotel industry plays in shaping Australian cities for the better.

A number of priorities were identified for the Hotel Committee to direct its focus, with sustainability being a key area of focus which Pro-invest advocated attention for and actively supports, particularly given its “seat” on the Hotel Sustainability Sub-Committee.

Pro-invest Group looks forward to its ongoing voluntary Committee Member role in the Hotel Committee and is proud to be playing an active role in positive change for the hotel industry.



The Pillars of Governance at Pro-invest Group

At Pro-invest, we continuously strive to maintain best practice governance policies and procedures to ensure ongoing investor confidence. This means that Pro-invest periodically conducts reviews and engages with third-party institutions to ensure we remain up to date and compliant with legislation and governance frameworks within the geographic environments that our operations expand to.



With that in mind, we incorporate a range of ESG considerations across our business operations and hotel portfolio’s lifecycle. For instance, we have formed alignments with leading institutions such as CEFC, ANREV and INREV, GRESB and Hotel Owners for Tomorrow to enable us to have the appropriate resources at hand to ensure we are continuously improving our controls and procedures with respect to asset design, utility consumption and a host of other sustainability objectives.

GRI 201-1 - Direct Economic Value Generated and Distributed, General Disclosures 2016

Please note, the following information has been prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.

The Fund reports on an accruals basis. All free cash generated by the Fund is distributed back to all investors on a quarterly basis every quarter. Further, any value created, in terms of capital gain, will be distributed to all investors on Fund exit.

GRESB & ESG Disclosures

GRESB Overview

GRESB is an investor-driven organisation that has the principal function of assessing the sustainability performance of real asset sector portfolios and assets across the globe. GRESB provides business intelligence and engagement tools for investors and management to utilise through validating, scoring and benchmarking ESG performance data. The assessment covers the seven overarching themes of Stakeholder Engagement, Building Certifications, Performance Indicators, Management, Policy & Disclosure, Risks & Opportunities, Monitoring, and Energy Management Systems.

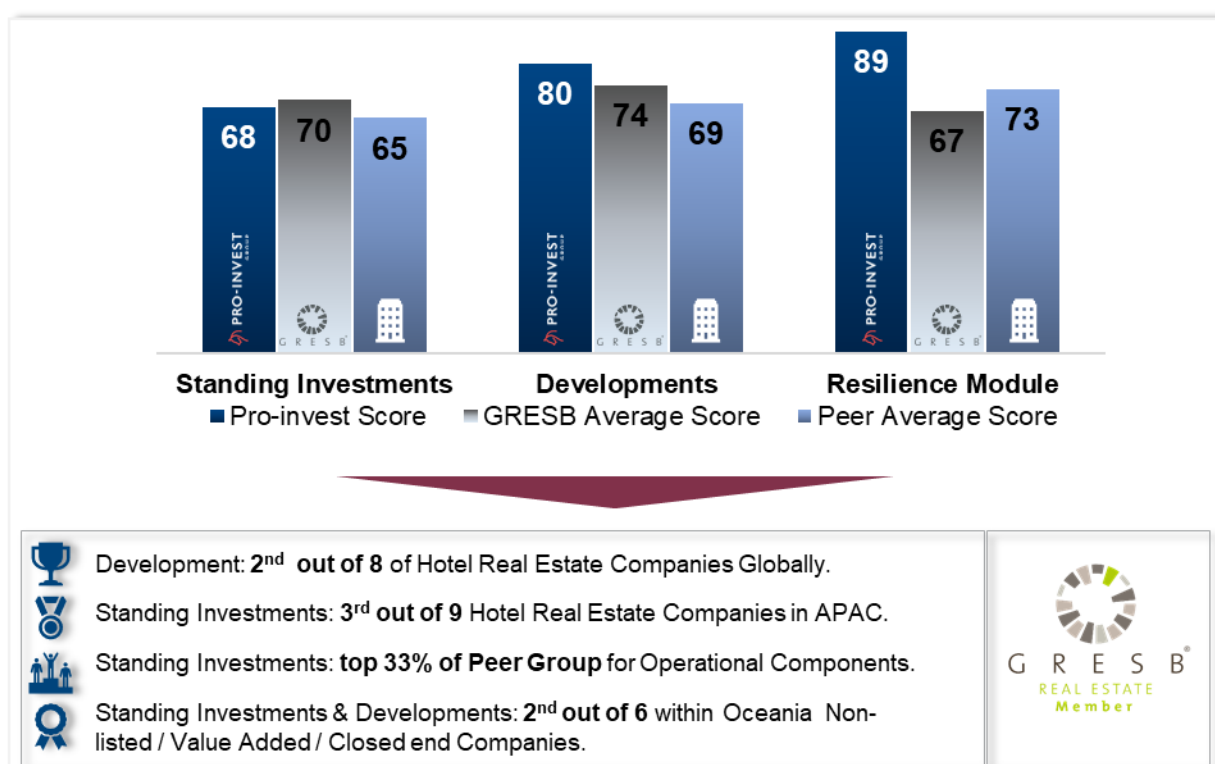
Acting as a global platform, GRESB was established in 2009 by a group of large pension funds with the intent to have access to comparable and reliable data on the ESG performance of their investments. Since its inception, GRESB has developed to become a leading ESG benchmark platform for real estate and infrastructure investments across the globe.

Pro-invest GRESB Real Estate Performance Snapshot

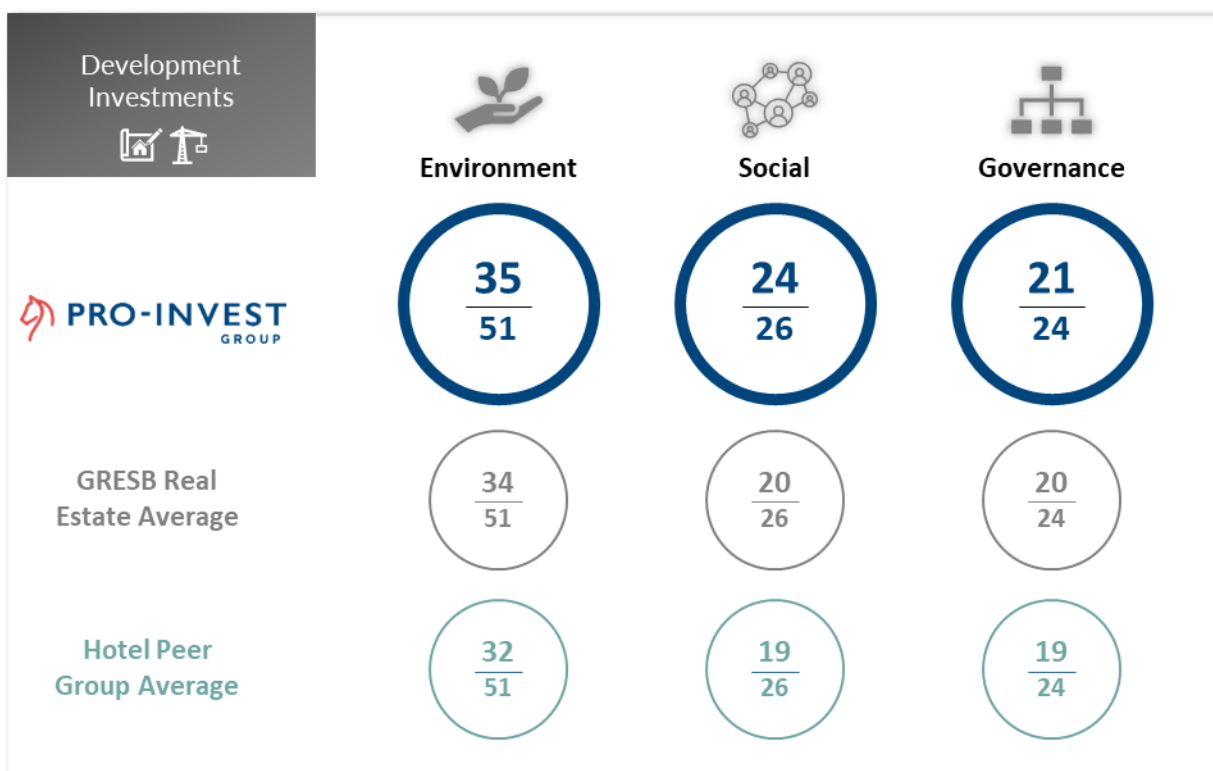
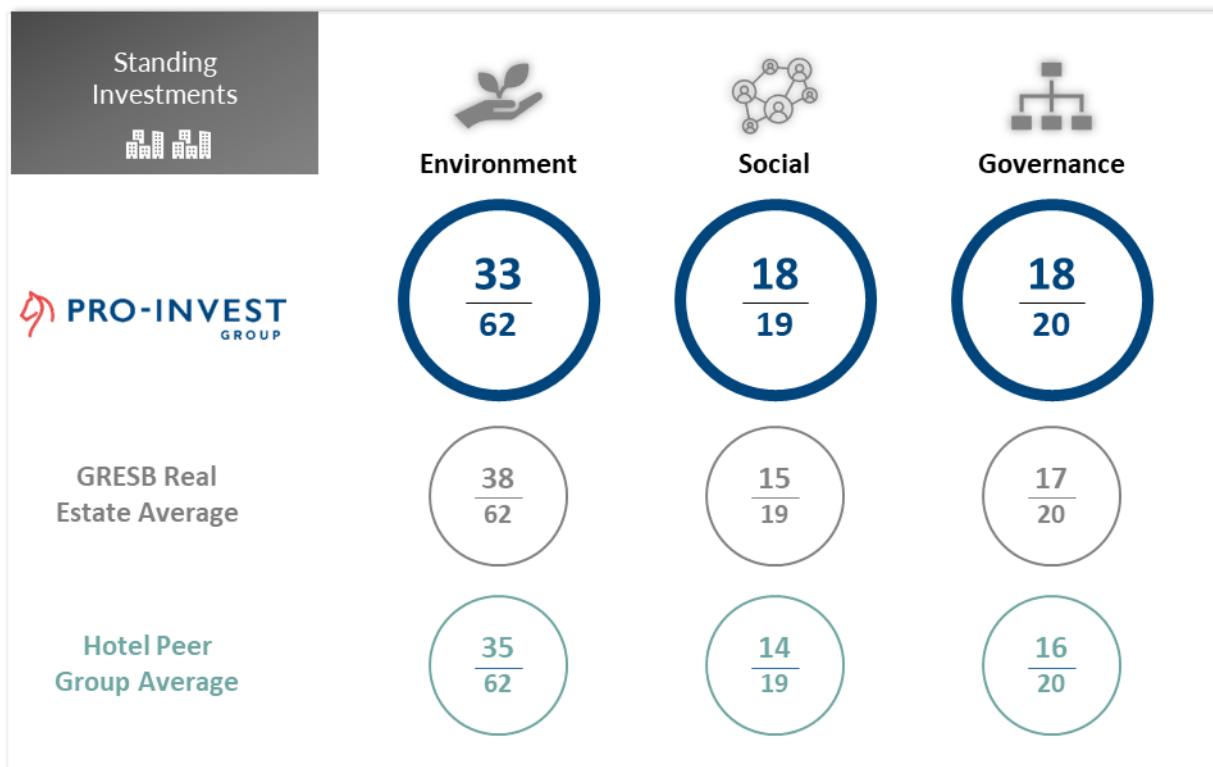
Since becoming a member in 2017, Pro-invest has been able to substantially uplift its GRESB Real Estate Assessment score, with 2020's GRESB score positioning at 68/100. The uplift is a testament to Pro-invest Group's continued journey along the path of sustainability, implementing a host of internal controls and addressing the ESG gaps identified on a continuous basis.

Please find the following charts demonstrating Pro-invest Group's 2020 GRESB Real Estate Assessment performance. Please note that at the time of writing, Pro-invest Group had formally lodged its 2021 GRESB Real Estate Assessment and is set to receive its final results in October 2021. Pro-invest looks forward to receiving these results and communicating its 2021 performance in the FYE 2022 Annual Sustainability Report.

Pro-invest GRESB Ranking against GRESB Average & Peer (Hotel) Average, 2020



GRESB Real Estate ESG Score Breakdown: Pro-invest, GRESB Average & Hotel Peer Average, 2020



Compliance with the INREV Standards

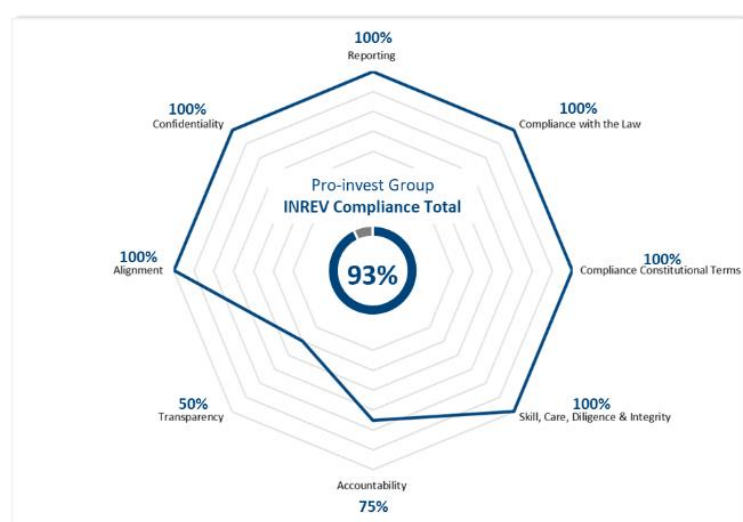
Following Pro-invest Group's efforts in 2020 involuntarily completed an INREV compliance assessment with respect to best practice corporate governance standards, the Group additionally reported to the INREV DDQ Climate Risk Appendix – Professional Standards. The INREV DDQ Climate Risk Appendix supported Pro-invest Group in mapping out its risk management efforts and strategies around climate change while simultaneously enabling our stakeholders to better analyze our strategy, governance and performance of the funds in relation to climate change risk.

The structure of the INREV DDQ Climate Risk Appendix consisted of completing four dimensions of practice with 16 questions in total covering Organisational Strategy & Governance, Risk Management, Implementation Measures, and Reporting. The Appendix was reviewed by a third-party with guidance given while also reviewed internally by senior management. The contents of the INREV DDQ Climate Risk Appendix relate to the information conveyed in the TCFD Recommendations section given the overlap of areas of concern between the two.

As a recap, for the INREV Compliance Assessment conducted in early 2020, Pro-invest Group performed strongly gaining a compliance total of 93% of the 45 questions assessed, up by c. 8% relative to its scores received in 2018.

The breakdown score evidenced in the spider map below demonstrates the Group's strong performance, particularly in areas of reporting (100%), compliance with the law (100%), compliance with constitutional terms (100%), skill, care, diligence and integrity (100%) and confidentiality (100%). The significance of these results is that Pro-invest Group operates as an ethical business, reducing any legal risk that the Group may be subjected to, enabling it to act in the best interests of its stakeholders, thus progressing in a sustainable manner. Further, the strong results achieved in this assessment demonstrate the Group's commitment to best practice compliance initiatives, which ultimately drive investor confidence.

INREV 2020 Results⁴



For Transparency, Pro-invest acknowledges the comparatively low score and identified this to be due to having a custom approach to communicating vehicle matters with its shareholders. Pro-invest is therefore of the position that the score is only lower due to it not being in complete alignment to the INREV standards but that other best practice standards in this instance is followed with respect to property valuations and side letters.

Accordingly, INREV Guidelines are not specified as requirement to property valuation. The manager internally values all assets on a

⁴ Please note, the category of 'Clubs & Joint Ventures' was removed from INREV Results spiderweb due to not being applicable to Pro-invest Group and its business operations.

quarterly basis, making reference to the most recent/updated key valuation metrics. All operating assets are externally valued at least annually in accordance with the managers investment guidelines. Further, side letters may be executed with a particular investor. These are however confidential to each investor.

GRI 206-1 – Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices, General Disclosures 2016

Please note, the following information has been prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.

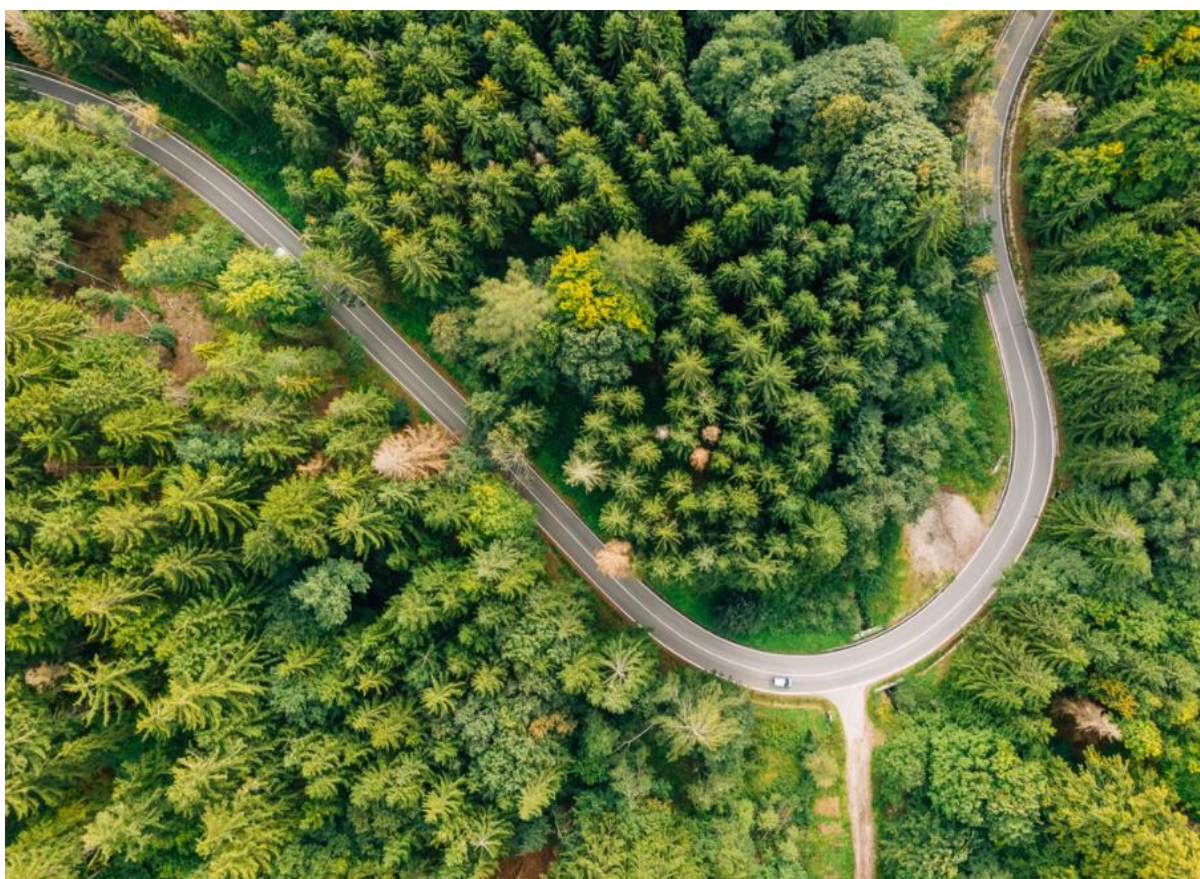
Legal Actions taken for Anti-Competitive Behaviour, Anti-Trust & Monopoly Practices	Frequency
Number of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which Pro-invest Group has been identified as a participant.	0
Main outcomes of completed legal actions, including any decisions or judgements.	N/A
Total Legal Actions Recorded in FYE 2021	0

GRI 205-3 - Confirmed Incidents of Corruption & Actions Taken, General Disclosures 2016

Please note, the following information has been prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.

During FYE 2021, there were no incidents of corruption, as summarised in the table below.

Confirmed Incidents of Corruption at Pro-invest Group	Frequency
Total number and nature of confirmed incidents of corruption.	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	0
Public legal cases regarding corruption brought against Pro-invest Group or its employees during the reporting period and the outcomes of such cases.	0
Total Incidents Recorded in FYE 2021	0



GRI 307-1 – Non-compliance with Environmental Laws & Regulations, General Disclosures 2016

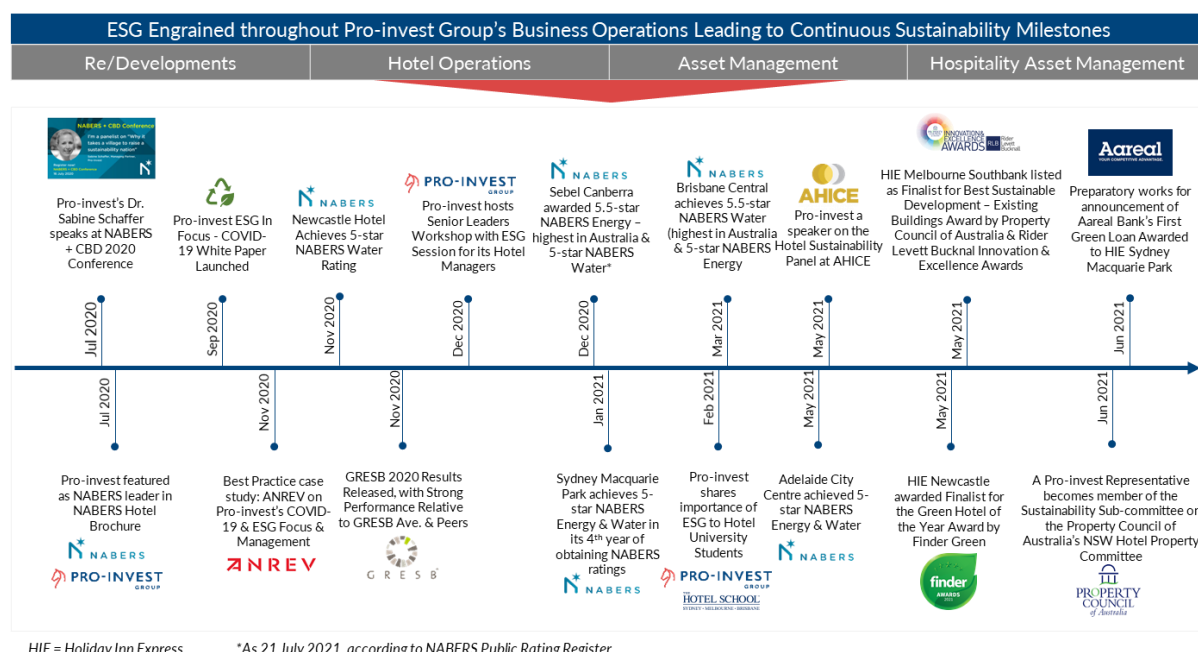
Please note, the following information has been partially prepared in accordance with the GRI framework in an effort for Pro-invest Group to progressively align to the internationally recognised sustainability framework.

Pro-invest Group is pleased to convey that there are zero non-compliance incidents for this indicator and that it has not identified any non-compliance with environmental laws and/or regulations.

Non-compliance with Environmental Laws & Regulations	Frequency
Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations, in terms of: <ol style="list-style-type: none"> Total monetary value of significant fines; Total number of non-monetary sanctions; Cases brought through dispute resolution mechanisms. 	The organisation has not identified any non-compliance with environmental laws and/or regulations.
Total Non-compliance Incidents Recorded in FYE 2021	0

FYE 2021 Sustainability Milestones Summarised

As captured throughout this Report, During the FYE 2021 period, several sustainability milestones were achieved by Pro-invest at both the company and hotel level.



A Final Word – Continuing Pro-invest Group's Sustainable Future

Pro-invest Group looks forward to another busy financial year in continuing rolling out its sustainability strategy, and ensuring key areas are being executed. In the following pages we highlight the initiatives currently underway for FYE 2022 and the agendas that Pro-invest Group is actively working towards to ensure Pro-invest continues to produce a sustainable hotel portfolio and an overarching business culture encouraging a journey characterized by sustainability efforts. As a business, we recognise that in today's constantly evolving world, ESG is not simply a box ticking exercise that is achieved as a one off. But rather, is an ongoing journey requiring continuous stakeholder collaboration and which serves as an integral component to a business's daily operations which is to be monitored, managed and expanded upon.

Continuing our Net Zero 2030 & Beyond Efforts

As identified in this report, Pro-invest is placing ample focus on rolling out a 2030 Net Zero Carbon Plan for its hotel portfolio, having undertaken regular research efforts to understand the essential steps involved and avenues available to achieve Net Zero 2030 status and engage with external consultants for expert facilitation. Pro-invest Group looks forward to refining its 2030 Net Zero Carbon Strategy during FYE 2022 and taking a deep dive into exactly what is required at an asset level to reduce emissions across its assets, both established and newly operational.

NABERS Improvement

Pro-invest Group continues to be committed to achieving high NABERS Energy and Water ratings. For those assets which have yet to achieve NABERS ratings due to trading not yet having achieved the continuous 12 months or more of operations will hit the > 12-month milestone during the FYE 2022

period, and so, efforts have already commenced preparing these assets in having a NABERS Energy and Water assessment conducted by our trusted ESD Consultants. Further resources are being allocated towards undertaking Engineering Reviews as and where required for hotels to move from the baseline 4.5-star NABERS Energy rating to a 5-star and beyond position. Pro-invest Group has already commenced these efforts in mid-FYE 2021 and will continue to drive forward these workings to achieve lowered energy consumption over the next year, as to be verified by their NABERS ratings.

Monitoring & Analysis

Resources are being allocated to further uplift the level of data Pro-invest Group has access to for its hotels. This is through collaborating with third parties to connect to the hotels' Building Management Systems and understand the end-energy uses of equipment at the hotels. By undertaking these exercises, Pro-invest Group will look to further reduce its energy consumption and cost, along with emissions being generated at the hotel level, as being alert to any anomalies and opportunities for reduction will bring forth these opportunities and naturally in turn, produce higher NABERS ratings. Pro-invest Group is already within the mockup portal phase with a third-party consultant for a trial period spanning over the next financial year and looks forward to detailing the learnings and successes of this initiative in its next sustainability report.

Education & Training on Key ESG Matters

As ESG is increasingly being brought under the spotlight, Pro-invest Group has allocated resources for key personnel to undertake education and training for ESG in an effort to ensure that the Group has access to the most up to date knowledge, resources and opportunities at both a local and international level. Commitments to ESG courses have already been made and Pro-invest Group looks forward to seeing its teams' knowledge and skillsets within the ESG domain rise.

Community Engagement Program Revision

To date, a host of worthy initiatives have been supported via charitable donations and fundraising, however, these have primarily been done on a corporate level, while the fund hotels have undertaken various initiatives independently. Subsequently, supporting a common goal and measuring impact has increasingly been somewhat difficult, particularly as the portfolio continues to grow rapidly. Pro-invest Group is, therefore in the process of constructing a focused Community Engagement Program to be adopted across the Group and which will act in support of its key values of Trust, Transparency, Integrity and Commitment.

Strengthening ESG Knowledge Sharing

Pro-invest will continue to build upon its ESG Public Relations Strategy and strengthen its level of ESG disclosure to the public as part of its overall sustainability framework. As discussed throughout this report, Pro-invest's existing ESG Public Relations Strategy is fluid and continues to adapt to arising opportunities and the ever-changing market. Further, Pro-invest will continue to endeavour to exercise best practice in recording all features of ESG on its website and mindfully shares content from its website pages to encourage the receiver to look further at Pro-invest's website and accompanying ESG efforts and asset pipelines / investment opportunities. The Group's social media pages are additionally increasing their post frequency to enable the content on Pro-invest's website to reach a broader audience and keep existing followers up to date. Supplementary to this, the team in FYE 2022 will continue to engage with external parties to communicate its ESG position, strategy and key learnings in the shape of – for example – speaking to universities on sustainability and participating in best practice case studies. Pro-invest Group, as a member of the Property Council of Australia Hotel Sustainability Sub-Committee, will also be conveying its ESG knowledge during its 2021-2022 term and support the industry in moving forward across several sustainability challenges already earmarked by the Committee.

Increasing Reporting Framework Alignments

During the FYE 2021 period, Pro-invest Group lifted its GRI Standard coverage by 20% relative to the FYE 2020 Annual Sustainability Report and increased its level of communications toward the TCFD Recommendations. As more and more resources are being allocated towards executing the business's sustainability strategy and the understanding and skillset rises to report against these two highly regarded frameworks, Pro-invest Group will sustain its efforts in lifting its coverage towards these schemes, particularly with regards to the GRI Standards framework which in itself has over 34 core topic specific disclosures with a host of subset disclosures also, spanning economic, environmental and social matters. With GRESB having most recently announced its partnership with CRREM on releasing the Transition Risk Tool to GRESB participants in December 2021, Pro-invest Group looks forward to leveraging the insights that may be gained from this release and communicating our portfolio's performance against the IIGCC and UN AOA-recommended science-based CRREM pathways.

Closing Statement

On behalf of Pro-invest Group, I hope our FYE 2021 Annual Sustainability Report has proved informative, and we look forward reporting on the developments and successes of these initiatives next year in our FYE 2022 Annual Sustainability Report.

Cindy Van Der Wal



ESG Coordinator,
Pro-invest Group



OPERATIONAL HOTELS

Holiday Inn Express Sydney Macquarie Park
Holiday Inn Express Brisbane Central
Holiday Inn Express Adelaide City Centre
Holiday Inn Express Newcastle
Holiday Inn Express Melbourne Southbank
Holiday Inn Express & Suites Queenstown
Holiday Inn Express Sydney Airport
The Sebel Canberra Civic

DEVELOPMENT & REFURBISHMENT PIPELINE

Holiday Inn Express Melbourne Little Collins
Kimpton Hotel Sydney
voco Brisbane Central
Hotel Indigo Brisbane Central
Holiday Inn Express Auckland City Centre
voco Auckland City Centre
Holiday Inn Express & Suites Parramatta
Holiday Inn Express & Suites Sunshine Coast