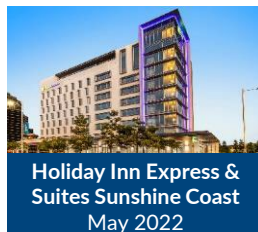






# PRO-INVEST GROUP FUND HOTEL PORTFOLIO



Please note: The FYE 2024 Annual Sustainability Report was not independently audited or assured, however portions of information throughout this report have been reviewed by third parties. This is identified throughout this report.

# REPORT CONTENTS

<b>SECTION 1: FYE 2024 INTRODUCTION</b>	
FOUNDER & CHAIRMAN MESSAGE	04
ABOUT PRO-INVEST GROUP	05
REPORT BOUNDARIES & INCLUSIONS	06
ONE EARTH, COUNTLESS EXPERIENCES COMMITMENT	07
PERFORMANCE MILESTONES	09
EXECUTIVE MESSAGES	10
MATERIAL MATTERS: GRI & TCFD	12
<b>SECTION 2: ENVIRONMENTAL PERFORMANCE</b>	
EFFICIENCY & LOW ENVIRONMENTAL IMPACT	15
NABERS ENERGY UPLIFT CASE STUDY	16
REPOSITIONING WASTE FRAMEWORK & SUSTAINABILITY DESIGN INITIATIVES	17
DESIGNING TO ACHIEVE HIGH NABERS IN OPERATION/NABERS PERFORMANCE	19
GREEN KEY CERTIFICATION	23
GREEN LOANS ON THE RISE	26
MONITORING HOTEL CONSUMPTION	27
NET ZERO 2030 STRATEGY & TARGETS	30
CARBON NEUTRAL HOTEL CERTIFICATION	31
EARTH STAY PORTFOLIO ROLLOUT CONTINUATION	32
<b>SECTION 3: SOCIAL IMPACT &amp; ENGAGEMENT</b>	
GREAT PLACE TO WORK AWARD & RESULTS	34
DIVERSITY & INCLUSION EFFORTS	35
APPROACH TO REMUNERATION	37
SAFE & INCLUSIVE WORKING ENVIRONMENT	38
EMPLOYEE TRAINING & DEVELOPMENT	40
ETHICAL BUSINESS PRACTICES	41
MODERN SLAVERY	42
ANTI-CORRUPTION, COMMUNICATION & TRAINING	43
ENGAGEMENT & SUPPORT: SOCIAL STRATEGY	44
KNOWLEDGE SHARING	46
MEMBERSHIPS & ASSOCIATIONS	47
<b>SECTION 4: GOVERNANCE PRACTICES</b>	
OVERVIEW	49
CODE OF BUSINESS CONDUCT	50
COMPLIANCE	51
GRESB REAL ESTATE ASSESSMENT	52
TCFD ALIGNMENT	54
CORPORATE GOVERNANCE	55
STRATEGY	56
RISK MANAGEMENT	59
METRICS & TARGETS	62
<b>SECTION 5: FINAL WORDS</b>	
CONTINUING PRO-INVEST GROUP'S ACTIVE ESG APPROACH	63
<b>SECTION 6: GRI INDEX</b>	
GRI INDEX	64

## FOUNDER & CHAIRMAN MESSAGE

Dear Readers,

We are pleased to present our Annual Sustainability Report, which shares the efforts, progress and impact we have made across our fund hotels.

At Pro-invest Group, our unwavering commitment to Environmental, Social and Governance (ESG) principles is integral to our operations. We recognise that a steadfast dedication to sustainability not only benefits the environment and society but also enhances our competitive advantage and financial performance. Accordingly, this year we have undertaken substantial efforts to further 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.

Our guiding philosophy, One Earth, Countless Experiences, continues to shape our approach to sustainability. This ethos informs our initiatives across the entire asset lifecycle, ensuring that ESG principles are integrated from the initial stages of site acquisition and design to the ongoing management and operation of our hotels.

As the global landscape evolves, the importance of ESG and sustainability has never been more pronounced. Investors are increasingly cognisant of the risks and opportunities associated with these factors, and Pro-invest Group is committed to leading the way.

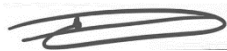
Our comprehensive One Earth, Countless Experiences 2023-2025 plan was designed to drive meaningful ESG impact across our portfolio. This year we have continued this drive by pursuing Green Key Certifications for all 15 of our fund hotels to show our dedication to continuous improvement.

Our team at Pro-invest Group is driven by our core values of Trust, Integrity, Transparency, and Commitment. We take pride in fostering strong, lasting relationships with our partners, investors, and stakeholders. As we continue to navigate the complexities of the modern business environment, we remain dedicated to our mission of creating sustainable value for all.

We hope you enjoy the read and find it both informative and inspiring.



**Ronald Stephen Barrott FRICS**



**Founder & Chairman**

Pro-invest Group



## ABOUT



3+

Decades of Industry  
Expertise

Global

Reach with offices in  
Europe, Middle East  
& APAC

\$3bn

Assets Under  
Management <sup>1</sup>

c. 32

Assets across  
Australasia <sup>1</sup>

c. 6000

Rooms ranging from  
Midscale to Luxury <sup>1</sup>

### OVERVIEW

Pro-invest Group operates as an asset manager and investment firm specialising in private equity real estate & real estate asset management. We have grown to become one of the largest hotel investment platforms in Australasia, in addition to successfully executing a number of commercial real estate transactions.

### VISION

Pro-invest Group operates as an internationally connected and fully integrated business combining active asset management, development and operational capabilities, providing investors with above-industry risk-adjusted returns in the hospitality, commercial and retail space.

### MISSION

To be one of the most trusted leaders in private equity real estate and in environmental social governance.

### PURPOSE

Generate sustainable returns in an effective and responsible way, offering investors integrated platforms across real estate investment, development and active asset management - all underpinned by ESG. Believing that trust is the ultimate capital, with our purpose being to unlock and optimise value for all our stakeholders.

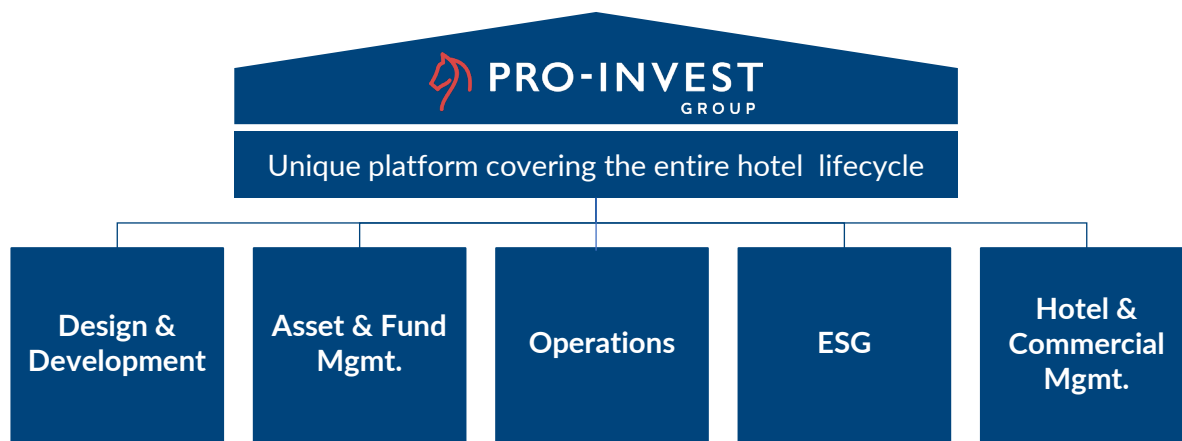
### VALUES

Trust | Transparency | Integrity | Commitment

<sup>1</sup> Includes hotels opportunities under advanced negotiations across white label operations.

- Includes 9 assets (through HMA or leases) across white label operations.
- Includes North Sydney Commercial Office planned development, and 2 offices in Holiday Inn Express Melbourne Southbank and Holiday Inn Express Melbourne Little Collins
- \$3bn assets includes the roll-out of the UK Hospitality Joint Venture with ICG, with a target to invest up to £ 500m in UK hotel assets

## ACTIVE ASSET MANAGEMENT SERVICES



## REPORT BOUNDARIES & INCLUSIONS

### REPORT FUND COVERAGE

The following Sustainability Report marks Pro-invest Group's seventh Annual Sustainability Report and covers the FYE 2024 period (being 1 July 2023 to 30 June 2024). The Report covers Pro-invest Group's three hotel funds' performance and Pro-invest Group company commitments, for the period of FYE 2024. The funds include:

1. Pro-invest Australian Hospitality Fund I (Fund I)
2. Pro-invest Australasian Hospitality Fund II (Fund II)
3. Pro-invest Asia Pacific Hospitality Fund III (Fund III)

Fund I, Fund II and Fund III collectively held 16 hotels as of FYE 2024 close, 15 which were operational and one of which is under development. This document reports on these hotels' performance and design/development initiatives.

### MATERIAL UPDATES POST FYE 2024 INCLUSIONS

As of February 2025, major announcements are included where appropriate for purpose of updating Pro-invest stakeholders. Any notice made that occurred after the close of FYE 2024 is disclosed as part of the update.

### POINT OF CONTACT

Should there be any queries in relation to this report, please reach out to [ESG@proinvestgroup.com](mailto:ESG@proinvestgroup.com)

**DISCLOSURE:** Please note, that as of February 2025, Pro-invest Group together with Vista Hospitality Group (a third-party management company under Pro-invest Group's management), sees a portfolio count of nearly 32 hotels and almost \$3 billion of assets under management. For the purposes of this report, only the Fund hotels and their performance updates are included. To read more on the growing portfolio, visit: [proinvestgroup.com](https://proinvestgroup.com)



## OUR COMMITMENT

### ONE EARTH, COUNTLESS EXPERIENCES BY PRO-INVEST GROUP

ESG is an active focus from design and development through to the operational and asset management of our properties. It is because of this accountability through the lifecycle that true ESG can be achieved. As a hotel asset manager, operator and developer, Pro-invest Group has the ability to challenge conventional thinking, benefitting from the ability to adapt to change, increase value add, reduce risk, try new things and build and manage its hotels to target high sustainability standards.



We recognise that a true ESG approach should run through everything, big and small, seen and unseen.



'One Earth, Countless Experiences' informs our initiatives and positions us measurably as one of the market's foremost ESG and sustainability-focused operators.



True to 'One Earth, Countless Experiences', we leverage our combined talent and hospitality experts together in a culture of excellence to create value add, optimise operations, champion sustainable best practices, and provide opportunities for our people to grow.



Pro-invest Group Photography, Holiday Inn Express Melbourne Southbank, 2020

## ONE EARTH, COUNTLESS EXPERIENCES

Pro-invest Group's One Earth, Countless Experiences approach is integrated throughout the investment journey, allowing for the One Earth, Countless Experiences 2023-25 Strategy to be activated across the hotel lifecycle. The Strategy is broken down into Basic, Stretch, and Strategic goals, with 'Basic' initiatives being foundational initiatives for all hotels, while 'Stretch' initiatives act as the next level up to advance sustainability innovation, meanwhile 'Strategic' goals are initiatives that push the market boundaries for sustainability.

### INTEGRATION INTO PRO-INVEST GROUP'S INVESTMENT JOURNEY



### ONE EARTH, COUNTLESS EXPERIENCES 2023-25 ACTIVATION STRATEGY

BUILD CREATIVELY	EXPERIENCE EXTENSIVELY
<ul style="list-style-type: none"><li>● Develop with responsible principles.</li><li>● Develop/maintain efficient assets for Net Zero 2030, targeting 5-star NABERS.</li><li>🚶 Sustainable transportation.</li><li>🏠 Adopt renewables to reduce stranded asset risk.</li></ul>	<ul style="list-style-type: none"><li>● Increase operational sustainability activation with experiential lens.</li><li>🚶 Advance ESG/Sustainability education &amp; empowerment across all team divisions.</li><li>🏠 Champion Diversity &amp; Inclusion practices internally to support team.</li></ul>
CONNECT CONTINUOUSLY	ENJOY MINDFULLY
<ul style="list-style-type: none"><li>● Employee engagement as a high priority for continuation.</li><li>● Advance local (hotel-specific) community engagement activations.</li><li>🚶 Establish industry partnerships to advance external engagement.</li><li>🏠 Activate master community support program.</li></ul>	<ul style="list-style-type: none"><li>● A Greener Stay initiative offered to guests.</li><li>● Adopt responsible purchasing &amp; engagement principles within operations.</li><li>🚶 Understand &amp; reduce operational hotel food waste.</li><li>🏠 3<sup>rd</sup> party sustainability accreditation for (operational) hotels assets.</li></ul>
● BASIC   🚶 STRETCH   🏠 STRATEGIC	



## 2024 MILESTONES



### RISE

Reaching for Inclusion through Scholarships & Experiences program strategy **persisted**, supported by container recycling scheme donations and [fundraising](#)



### The 2<sup>nd</sup> Year of One Earth, Countless Experiences 2023- 2025

Strategic Uplift Roadmap



### CARE

Creating Accessible Roles & Experiences program strategy **persisted**, supporting persons with disabilities across the portfolio



### Modern Slavery Reporting Trial

undertaken with zero-tolerance approach



**12 Hotels Green Key** certified for their excellence in environmental responsibility and sustainable operations<sup>1</sup>

**4.5★**

Ave. of  
**4.5-star NABERS  
Energy & Water**  
ratings during 2024 across  
all 10 fund hotels rated<sup>2</sup>



Holiday Inn Express Newcastle maintains  
**Carbon Neutral  
Certification** status via  
NABERS Climate Active  
pathway scheme<sup>1</sup>



**8<sup>th</sup> year**  
reporting to **GRESB**,  
obtaining a score of  
**72/100** for Standing  
Investments and **90/100**  
Developments



Greenview  
**Water, Policy &  
Biodiversity Risk**  
Registers maintained across  
all 15 hotels (excl. Parramatta  
asset still under  
development)



The continuation and  
expansion of  
**Green Loans**  
Awarded by Aareal Bank of  
**6 hotels** recognising the  
high asset energy  
efficiency in operation<sup>3</sup>



**81%**  
of operational IHG hotels  
achieved/maintained  
**Level 1 IHG  
Green Engage**  
certification

<sup>1</sup> Please note efforts to obtain certification took place in FYE 2024, with official certifications issued in Q1 2025.

<sup>2</sup> Remainder of Australian hotels did not meet NABERS 12 months continuous trading requirements due to their respective opening dates having occurred during FYE 2024.

<sup>3</sup> These properties have met the criteria of Aareal Bank's Green Finance Framework, with all six hotels achieving or bettering the minimum required 4.5-star rating under the NABERS Energy rating scheme.



**Dr. Sabine Schaffer**

**CO-FOUNDER & CEO  
EUROPE**

Pro-invest Group

“Our mission is to create enduring value by identifying and capitalising on exceptional real estate opportunities in Australasia and Europe. At Pro-invest Group, we go beyond traditional investment roles; we are dedicated partners committed to driving value from initial funding to full-scale operations.

Our integrated approach encompasses in-house development, operations, active asset management, and fund management. By leveraging our deep market knowledge, we identify high-potential opportunities, develop customised strategies, and meticulously evaluate risks. Our focus on asset resilience includes both new developments and the refurbishment and repositioning of existing properties in key markets.

We recognise the critical importance of incorporating ESG principles into our operations, guided by our One Earth, Countless Experiences approach. This ethos drives us to prioritise ESG considerations, ensuring a lasting positive impact. Our objective extends beyond financial performance; we aim to enhance the value of our managed assets through proactive ESG initiatives, benefiting both the environment and the community.

We are committed to continuously evolving our ESG and sustainability strategies, striving to make a meaningful impact that goes beyond profit margins.”

Pro-invest Group Photography, Restaurant Beso, Hotel Indigo Melbourne on Flinders, 2023





Jan Smits

**CEO & DEPUTY CHAIR  
APAC**

Pro-invest Group

“ At Pro-invest Group, sustainability is integral to our business strategy. We embed ESG principles into every aspect of our operations, from our mission to daily activities.

We go beyond surface-level commitments; sustainability is foundational to our approach. This is evident in our RISE Program, which provides scholarships and internships to disadvantaged youth, and our CARE Program, which creates accessible roles for persons with disabilities and enhances accommodation accessibility.

Our One Earth, Countless Experiences ethos ensures that ESG is central to our mission, vision and strategy. By prioritising sustainability, we not only reduce our environmental impact but also generate economic and social benefits for our stakeholders.

As the demand for eco-friendly tourism continues to rise, Pro-invest is committed to achieving third-party certification that holds us accountable and pushes our hotels to continuously improve their operations in terms of sustainability. This commitment is exemplified by our achievement of Green Key certification for several hotels. This is a globally recognised eco-label awarded to hotels that actively reduce their environmental footprint through rigorous criteria, including energy conservation, water management, waste reduction, and sustainable sourcing.

Our commitment to sustainability is not just a promise; it is our roadmap to creating value responsibly.

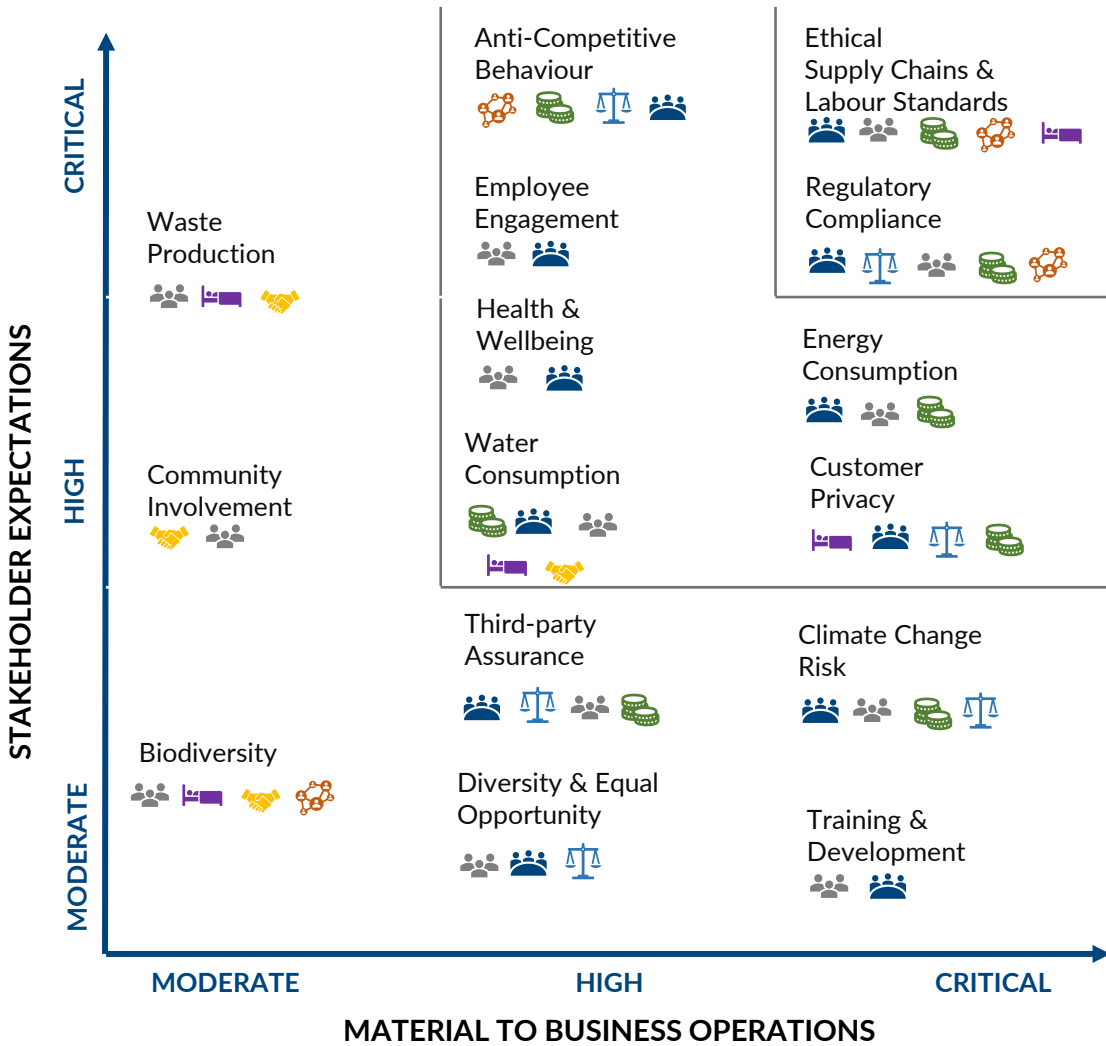
”

Pro-invest Group Photography, Kimpton Margot Sydney, 2025

# MATTERS OF MATERIALITY

## MATERIALITY INDEX

Consistent with prior years, Pro-invest Group identified the concerns and areas of importance of stakeholders. The Group continued to monitor matters of importance internally throughout FYE 2024. Mechanisms include a consolidated screening of regulatory announcements, meeting discussions, strategy outcomes and portfolio direction.



### STAKEHOLDER GROUPS



Board of Directors



Partners & Suppliers



Community



Guests



Employees



Regulatory Bodies



Investors & Stakeholders



## REPORTING DISCLOSURE

### GLOBAL REPORTING INITIATIVE (GRI)

With FYE 2024 marking Pro-invest's seventh Annual Sustainability Report, we have continued to align to the GRI Standards Framework in an effort to report against an internationally recognised standard.

The FYE 2024 Annual Sustainability Report has been partially prepared in accordance with the GRI Standards: Core Option, General Disclosures 2021. Best endeavors are being made to produce a Comprehensive GRI Sustainability Report in FYE 2025. Further, material items which have been aligned to the GRI Standards are acknowledged throughout this report. With a dedication to 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.



## TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) RECOMMENDATIONS

In recent years, climate change has strongly emerged as one of the most pressing issues facing the world. The increasing frequency and intensity of extreme weather events, rising sea levels, and melting glaciers are just some of the visible signs of the impact of global warming. As businesses continue to grapple with the challenges of climate change, they are increasingly turning to the TCFD for guidance. Pro-invest Group is amongst such organisations, with FYE 2024 marking the company's fifth year of reporting against the TCFD recommendations.

The TCFD recommendations provide a framework for businesses to disclose climate-related risks and opportunities, helping investors and stakeholders make informed decisions. Aligning with these recommendations is not only an essential step towards building a more sustainable future, but also critical for managing the financial risks associated with climate change.

This Sustainability Report aims to showcase Pro-invest Group's commitment to aligning with the TCFD Recommendations, highlighting the steps the Group has taken to address climate risks and opportunities. By adopting a transparent and consistent approach to climate-related reporting, we believe we can drive better decision-making and ultimately support in contributing to a more sustainable future for our business, industry, and communities in which we operate.

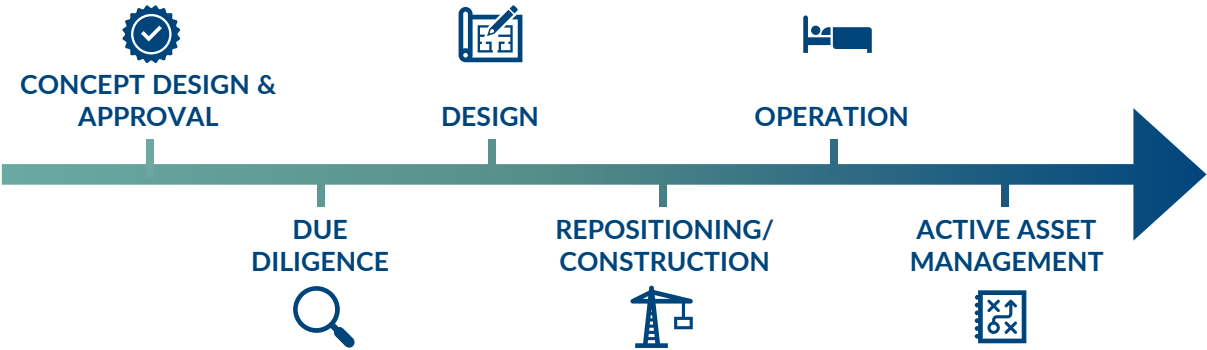
# ENVIRONMENTAL PERFORMANCE SECTION



# EFFICIENT & LOW ENVIRONMENTAL IMPACT

## DESIGN & CONSTRUCTION

Pro-invest Group develops its assets in accordance with high efficiency standards, as specified under its Pro-invest ESD Policy which targets 5-star National Australian-Built Environment Rating System (NABERS) Energy rating, with a baseline of 4.5-stars for NABERS Water. These targets are coupled with supplementary full asset lifecycle sustainability provisions including targets and strategies set forth for sustainable transportation, guest engagement, Net Zero design and operational principles.



During the development lifecycle of all assets – whether refurbishment/repositioning projects or new builds – efficiency and environmental impact is considered. Key targets include designing the assets to achieve base levels of sustainability, which vary depending on the hotel’s brand, structure, features and geographic location. A key example of this approach activated in FYE 2023 and commencing operation in FYE 2024 is the conversion of Pro-invest Group’s Fund III hotel, Hotel Indigo Melbourne on Flinders being repositioned from a Holiday Inn brand. The Pro-invest team, in collaboration with consultants, successfully rebranded the hotel from Holiday Inn while prioritising energy efficiency, achieving a remarkable upgrade in its NABERS rating from 2.5-stars to 4.5-stars. In November 2024 the hotel completed 12 months of trading, making it applicable for NABERS rating. The official rating will be given to the hotel during FYE 2025.



Pro-invest Group Photography, Hotel Indigo Melbourne on Flinders, 2023



## HOTEL INDIGO MELBOURNE ON FLINDERS 2-STAR NABERS ENERGY UPLIFT IN REPOSITIONING



Pro-invest Group acquired the 209-room Holiday Inn on Flinders at 575 Flinders Lane, Melbourne. The hotel underwent significant revitalisation, involving the repositioning as a Hotel Indigo, providing a design-led, creative experience for guests, capturing the unique locality through the hotel's Neighbourhood Story.

Located at the Western end of Flinders Lane, home to imposing historic warehouses, bluestone stores and showrooms, the Neighborhood Story for the Hotel plays on the history of its surrounds. Particularly, it highlights the prominent artists and photographers, themes which have been captured in the guestroom design and hotel lobby 'Gallery' concept. As part of the repositioning, the Hotel also benefited from an additional seven guestrooms added to the key count (to a total of 216), and an all-new Spanish themed tapas bar and restaurant.

As part of the Hotel's repositioning, Pro-invest Group commissioned an ESD Consultant to complete an assessment of the energy consumption of the building. **The original Hotel was estimated to have the efficiency of 2.5-stars NABERS Energy.** The team implemented a roadmap to **lift the Hotel's NABERS by 2-stars to reach a 4.5-star NABERS Energy** (to be realised in operation).

Hotel Indigo Melbourne on Flinders officially opened to the public in August 2023. The Hotel is expected to achieve its 4.5-star NABERS Energy rating upon reaching 12 months of trading in FYE 2025.

## REUSE REDUCE RECYCLE LANDFILL & REPORT (RRRLR) INTERNAL WASTE FRAMEWORK

With an increase in the number of hotel repositioning projects under the Pro-invest Group portfolio, the team saw the need to adopt a framework to help ensure that conversion and repositioning waste is appropriately dealt with and avoids landfill where possible. The team subsequently introduced its RRRLR Framework, targeting an 85% landfill diversion rate. This framework ensures that the development and pre-opening teams, along with contractors, follow a set process to repurpose, reduce, or recycle items first (e.g., furniture) and then send the remainder to landfill where items could not be addressed in the first three categories. A report is then produced on the impact.

Hotel Indigo Melbourne on Flinders was the first hotel to activate the RRRLR Framework, achieving a Reuse, Reduce & Recycle target rate of 85% across all furniture items. The impact of this initiative was reported in the FYE 2023 Annual Sustainability Report.

## SUSTAINABILITY DESIGN INITIATIVES

IHG's Green Engage is an environmental sustainability system designed to support IHG-branded hotels reduce energy, water, waste and improve their environmental impact. There are four Levels under Green Engage, with Pro-invest Group ensuring that per brand standards all its IHG-branded hotels meet at minimum Level 1 certification during operations. The environmental scheme addresses both design and development, and operational aspects.



**100% (14 of 14) of IHG-branded Pro-invest Group fund developed hotels** adhere to Level 1 Green Engage development-related sustainability standards.



**93% (13 of 14) IHG-branded Pro-invest Group fund hotels** that were operational during FYE 2024 have acquired Level 1 Green Engage certification.



Pro-invest Group Photography, voco Auckland City Centre, 2022

## MODULAR CARPET ENVIRONMENTAL IMPACT

As a hotel developer, owner and operator, Pro-invest Group 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.

All new-build hotels under the Pro-invest Group fund portfolio feature Interface Inc's recyclable carpet tiles, reducing landfill waste by up to 80% and offering practical benefits like easier installation and maintenance. Since adopting Interface's Carbon Neutral Carpet tile, all new Pro-invest Group hotels have embraced this solution. See below for details on hotels featuring these carpets and their environmental impact.

For repositioning hotels under Pro-invest Group's portfolio, the Group strives to retain the existing carpet where possible to avoid wastage, while adhering to the newly selected brand's standards.

### Recycled Carpet Flooring (Pre-Carbon Neutral Flooring)

	Carpet Sqm	% Share of Recycled Yarn Content	Hotel Year of Opening
HIE Sydney Macquarie Park	1,680	45%	2016
HIE Brisbane Central	2,294	46%	2017
<b>Total Impact</b>	<b>3,974</b>	<b>-</b>	

Source: Interface, 2019

### Carbon Neutral Flooring Program

	Carpet Sqm	Tonnes of Carbon Retired	Emissions Equivalent of a Car Driven Distance (KMs)	Hotel Year of Opening
voco Auckland City Centre	5,728	50	199,760	2022
HIE Sydney Airport	4,498	40	161,747	2020
HIE Newcastle	3,136	34	134,122	2019
HIE Melbourne Southbank	7,256	75	295,276	2020
HIE Melbourne Little Collins	10,892	97	392,236	2022
HIE Auckland City Centre	5,384	48	194,096	2022
HIE Adelaide City Centre	4,411	39	157,703	2017
HIE & Suites Sunshine Coast	3,280	29	115,861	2022
HIE & Suites Queenstown	5,579	52	207,668	2020
<b>Total Impact</b>	<b>50,164</b>	<b>464</b>	<b>1,858,469</b>	

Source: Interface, 2023





Pro-invest Group Photography, Holiday Inn Express and Suites Sunshine Coast, 2022

## DESIGNING TO ACHIEVE HIGH NABERS IN OPERATION

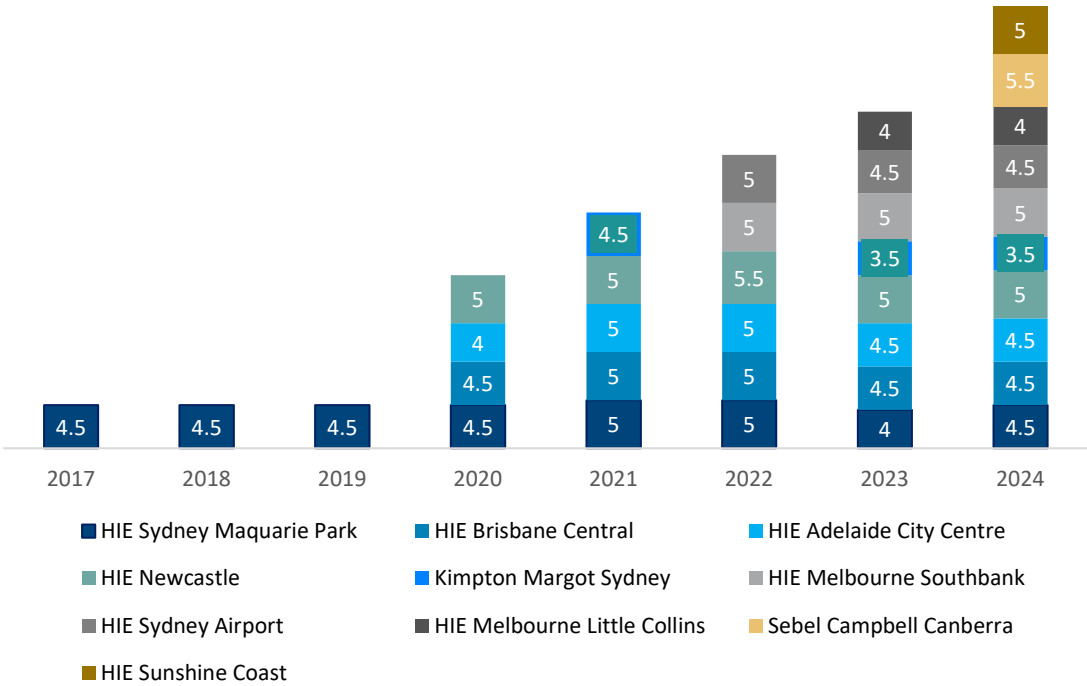
In the dynamic investment landscape, investor expectations for real estate assets have evolved, emphasising transparency in ESG performance. Pro-invest Group prioritises sustainability throughout its hotel lifecycle, aiming for a minimum 4.5-star NABERS rating in design and targeting 5-star NABERS across its portfolio. NABERS serves as a vital tool for accurately measuring, understanding, and communicating a building's environmental performance, guiding cost savings and future enhancements. This national rating system assesses existing buildings on environmental indicators, using a 6-star scale to showcase leading performance.

NABERS for hotels is currently not active in New Zealand, therefore Pro-invest is not able to obtain a NABERS Energy or Water rating for its New Zealand based hotels. However, based on discussions with Environmental Sustainable Design (ESD) Consultants, the Auckland-based hotels are expected to achieve a minimum 4.5-stars NABERS Energy efficiency, if not higher due to their energy efficient design. The Group is currently working on using a NABERS equivalent rating scheme for New Zealand with plans to be rated by the end of 2025.

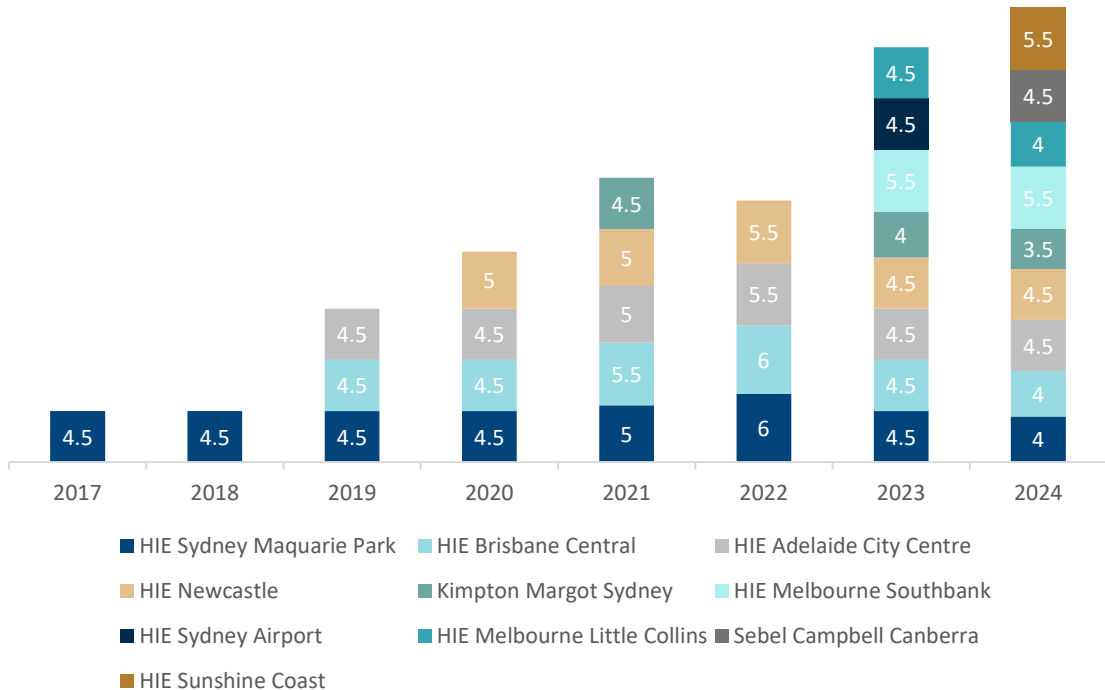
With full control over the lifecycle, the company's sustainability measures drive tangible advantages like reduced utility bills. By prioritising environmentally friendly design and development, Pro-invest Group anticipates not just financial savings but also enhanced product offerings, increased engagement, and regulatory compliance amidst a climate-sensitive landscape.

## ACHIEVING HIGH NABERS DURING OPERATIONS

### NABERS ENERGY (WITHOUT GREENPOWER) UPTAKE & PERFORMANCE 2017-2024:



### NABERS WATER UPTAKE & PERFORMANCE 2017-2024:



HIE = Holiday Inn Express

## ENERGY & WATER PERFORMANCE SUMMARY 2024



HIE Sydney  
Macquarie Park

4.5<sup>★</sup>  
NABERS  
ENERGY

4<sup>★</sup>  
NABERS  
WATER



HIE Brisbane  
Central

4.5<sup>★</sup>  
NABERS  
ENERGY

4<sup>★</sup>  
NABERS  
WATER



HIE Adelaide  
City Centre

4.5<sup>★</sup>  
NABERS  
ENERGY

4.5<sup>★</sup>  
NABERS  
WATER



HIE  
Newcastle

5<sup>★</sup>  
NABERS  
ENERGY

4.5<sup>★</sup>  
NABERS  
WATER



HIE Melbourne  
Little Collins

4<sup>★</sup>  
NABERS  
ENERGY

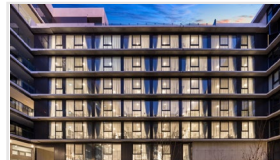
4<sup>★</sup>  
NABERS  
WATER



HIE Melbourne  
Southbank

5<sup>★</sup>  
NABERS  
ENERGY

5.5<sup>★</sup>  
NABERS  
WATER



Sebel Campbell Canberra

5.5<sup>★</sup>  
NABERS  
ENERGY

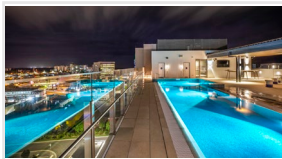
4.5<sup>★</sup>  
NABERS  
WATER



Kimpton Margot  
Sydney

3.5<sup>★</sup>  
NABERS  
ENERGY

3.5<sup>★</sup>  
NABERS  
WATER



HIE Sunshine Coast

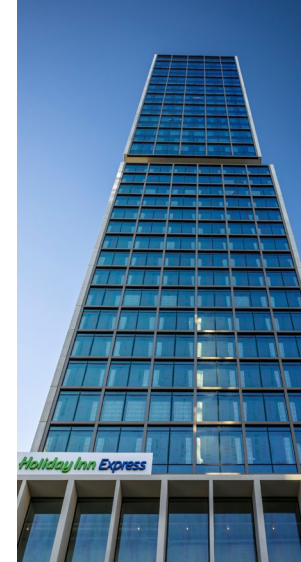
5<sup>★</sup>  
NABERS  
ENERGY

5.5<sup>★</sup>  
NABERS  
WATER



HIE Sydney  
Airport

4.5<sup>★</sup>  
NABERS  
ENERGY





## NABERS ENERGY (EXCL. GREENPOWER) PERFORMANCE BREAKDOWN 2024:

Hotel	NABERS Energy	GHG Emissions (kg CO <sub>2</sub> -e p.a.)	Energy Intensity by Room (MJ/room)	Total Energy Use (MJ p.a.)
HIE Sydney Macquarie Park	4.5-star	959,697	29,774.51	5,713,737.52
HIE Brisbane Central	4.5-star	1,286,313	27,159.78	6,068,462.92
HIE Adelaide City Centre	4.5-star	538,702	26,079.79	6,377,507.39
HIE Newcastle	5-star	717,533	23,313.85	3,960,584.17
HIE Melbourne Southbank	5-star	1,509,532	30,273.08	10,240,532.20
HIE Sydney Airport	4.5-star	1,183,486	26,776.28	6,610,084.04
HIE Melbourne Little Collins	4-star	1,659,310	34,938.91	10,827,055.80
Kimpton Margot Sydney	3.5-star	1,870,079	84,669.82	14,267,560.31
Sebel Campbell Canberra	5.5-star	158,451	17,148.48	1,009,137.03
HIE Sunshine Coast	5-star	950,109	21,626.35	3,889,781.52

Source: NABERS, Find a Current Rating Register, 2024

## NABERS WATER (EXCL. RECYCLED WATER) PERFORMANCE BREAKDOWN 2024:

Hotel	NABERS Water	Hotel Quality Rating	Water Intensity (kL/room p.a.)	Total Water Consumption (kL p.a.)
HIE Sydney Macquarie Park	4-star	4.5-star	65.81	12,629
HIE Brisbane Central	4-star	4-star	69.18	15,458
HIE Adelaide City Centre	4.5-star	4-star	48.38	11,831.51
HIE Newcastle	4.5-star	4.5-star	42.30	7,185.83
HIE Melbourne Southbank	5.5-star	4-star	25.77	8,717
HIE Melbourne Little Collins	4-star	3.5-star	56.86	17,619.28
Kimpton Margot Sydney	3.5-star	5.0 star	108.25	18,240.77
Sebel Campbell Canberra	4.5-star	4-star	45.18	2,658.85
HIE Sunshine Coast	5.5-star	4-star	20.93	3,765

Source: NABERS, Find a Current Rating Register, 2024

## GREEN KEY CERTIFICATION

In FYE 2024, as part of our "One Earth, Countless Experiences" initiative, the Guest Engagement Strategy continued to progress. All Australia-based hotels, across all funds, successfully completed their applications to become Green Key certified, fulfilling all Imperative Indicators and Guidance Indicators where applicable. The Green Key International certification allows hotels to verify their sustainable operations, covering major holistic sustainability themes such as energy efficiency, corporate social responsibility, water conservation, sustainable travel, and more. Green Key is aligned with the Global Sustainable Tourism Council (GSTC) standards and is a dedicated, global tourism and hospitality certification scheme that has verified over 6,000 establishment in over 70 countries worldwide.

Pro-invest has successfully completed the Green Key certification process for 12 Australia-based hotels all officially certified as of April 2025. The Group are the first to certify such a large group of hotels in Australia which is a significant achievement that we can proudly celebrate. This noteworthy achievement underscores Pro-invest Group's dedication to sustainability and environmental stewardship. Looking ahead, we plan to extend this commitment by completing the certification for our three New Zealand-based hotels in FYE 2025.

HOTEL	CERTIFIED
HIE Sydney Macquarie Park	✓
HIE Brisbane Central	✓
HIE Adelaide City Centre	✓
HIE Newcastle	✓
HIE Melbourne Southbank	✓
HIE Sydney Airport	✓
HIE Melbourne Little Collins	✓
HIE&S Sunshine Coast	✓
Hotel Indigo Sydney Potts Point	✓
Kimpton Margot Sydney	✓
Hotel Indigo Melbourne on Flinders	✓
Sebel Canberra Campbell	✓
HIE&S Queenstown	To be certified
HIE Auckland	To be certified
voco Auckland City Centre	To be certified

## GREEN KEY CERTIFICATION REQUIREMENTS

For the first year of certification, establishments must comply with all Imperative Indicators, which are divided into 13 categories:

ENVIRONMENTAL MANAGEMENT	STAFF INVOLVEMENT
The active involvement of the site in establishing a sustainable environment, including implemented policies and monitoring.	The encouragement and requirement of staff to practice sustainable behaviours.
GUEST INFORMATION	WATER
Encouraging guests to partake in sustainable practices and the presentation of the Green Key award and its information.	The monitoring of the site's water system and the requirement to meet sustainability standards.
WASHING AND CLEANING	WASTE
Informing guests about housekeeping routines and information regarding sustainable washing and cleaning practices.	The implementation of sustainable waste management practices.
ENERGY	FOOD AND BEVERAGE
The monitoring of and the requirement to meet sustainable energy standards.	Catering for all dietary requirements and the use of "ecofriendly" food and beverage products.
INDOOR ENVIRONMENT	GREEN AREAS
The management of indoor environmental standards, including policies on smoking.	The sustainable management practices of the site's green areas.
COPORATE SOCIAL RESPONSIBILITY	GREEN ACTIVITIES
The management of sustainable social practices to a high standard, including the use of trusted suppliers.	Informing guests on local sustainable and "green" activities and promotion of responsible behaviours in the local area.
ADMINISTRATION	
The maintenance of high sustainability standards throughout the hotel group, from the front desk to the suppliers	





## OPERATIONAL SUSTAINABILITY INITIATIVES

### ACTIVATING ONE EARTH, COUNTLESS EXPERIENCES

During the launch of One Earth, Countless Experiences by Pro-invest Group in 2022, the team conducted site inspections at a sample of its hotels, testing the guest journey to understand where the 'sustainable' touchpoints are and where the opportunities were to maximise further.

From this exercise, the team created a strategy to progressively improve the guest journey, ensuring that from brand awareness through to hotel arrival, stay and check-out, sustainability initiatives are activated. One Earth, Countless Experiences recognises the growing consumer demand for ethical consumption. Through this initiative, the hotels under Pro-invest Group's portfolio aim to promote acts of sustainability.

The following includes but is not limited to initiatives which were audited and re/activated across the hotel platform, and include initiatives that continued to be active during guest offering during FYE 2024:



Recycling bins in guest rooms and common areas to encourage increased waste diversion rates and responsible waste disposal behaviour.



Bicycles where location permits (hotel site dependent) in an effort to encourage guests to explore the surrounding local area via low impact transportation compared to methods such as taxis, buses, or trains, as an example.



No plastic straws or plastic drinking water bottles in standard hotel offering.



Accelerated rollout of bulk bathroom amenities without unnecessary product waste or excess plastic generation via single-use bathroom miniatures.



Increased targets and driving forward guest engagement with the 'Earth Stay' environmental housekeeping initiative to reduce frequency of housekeeping per room, enabling energy, water and waste savings on/offsite.



Real plants instead of plastic plants, boosting air quality for staff and guests while staying committed to reducing plastic where feasible.



In-room printed collateral significantly reduced, with longer lasting bamboo signage replacements adopted where feasible, while digital announcements also were adopted to reduce quantity of in-room printed touchpoints.



Single-use coffee cups provided upon request in an effort to encourage guests to use reusable coffee and teacups over single-use disposable ones during the buffet breakfast offering.

## GREEN LOANS ON THE RISE

Pro-invest Group has continued to build upon the historic base of assets included in Aareal Bank's green loan financing allocation to Fund I with a further hotel, Holiday Inn Express Sydney Macquarie Park, added to the five hotels previously awarded and currently holding this classification. Of Pro-invest Group's Fund I portfolio, a total of six hotels within this funding forms Aareal Bank's largest Green Loan for a hotel portfolio in the APAC region.

This financing initiative includes the following key properties in Pro-invest Group's hotel portfolio, including:



**Holiday Inn Express Brisbane Central** (achieved 4.5-star NABERS Energy & 4-star NABERS Water)



**Holiday Inn Express Adelaide City Centre** (achieved 4.5-star NABERS Energy & 4.5-star NABERS Water)



**Holiday Inn Express Melbourne Southbank** (achieved 5-star NABERS Energy & 5.5-star NABERS Water)



**Holiday Inn Express Newcastle** (achieved 5-star NABERS Energy & 4.5-star NABERS Water)



**Holiday Inn Express Sydney Macquarie Park** (achieved 4.5-star NABERS Energy & 4-star NABERS Water)



**Holiday Inn Express Sydney Airport** (achieved 4.5-star NABERS Energy)

These properties have met the stringent criteria of Aareal Bank's Green Finance Framework, with all six hotels achieving or bettering the minimum required 4.5-star rating under the NABERS Energy rating scheme.



Our partnership with Aareal Bank is based on a shared commitment to pioneering sustainability in the real estate and hospitality sectors. It is a testament to how strategic financing solutions can align seamlessly with the environmental goals of forward-thinking organisations like ours.

Through Aareal Bank's Green Finance Framework, we've been able to make considerable advancements in energy efficiency and reduce the environmental footprint of our properties, setting new benchmarks in sustainability. Our achievements within this framework underscore our collective progress towards transforming the built environment for the better.



Ronald Stephen Barrott, Founder & Chair, Pro-invest Group

## MONITORING HOTEL CONSUMPTION

FYE 2024 saw one hotel reach full 12 months of trading relative to FYE 2023. A total of 13 hotels completed full trading during the FYE 2023 period and subsequently are included in the following consumption impact report. Two hotels completed a large proportion of 12 months operating. These two factors should be taken into consideration when comparing the increases in total utility consumption year on year.

	HOTEL	OPENING DATE	FULL FYE 2023 TRADING	FULL FYE 2024 TRADING	INCL. IN FYE 2024 IMPACT REPORT
1	HIE Syd. Mac. Park	Apr 2016	✓	✓	✓
2	HIE Brisbane Central	Apr 2017	✓	✓	✓
3	HIE Adelaide City Centre	Oct 2017	✓	✓	✓
4	HIE Newcastle	Mar 2019	✓	✓	✓
5	HIE Melbourne Southbank	Dec 2019	✓	✓	✓
6	HIE Sydney Airport	Oct 2020	✓	✓	✓
7	HIE &S Queenstown	Jul 2020	✓	✓	✓
8	HIE Melb. Little Collins	Feb 2022	✓	✓	✓
9	Kimpton Margot Syd.	Feb 2022	✓	✓	✓
10	HIE&S Sunshine Coast	May 2022	✓	✓	✓
11	HIE Auckland City Centre	May 2022	✓	✓	✓
12	voco Auckland City C.	May 2022	✓	✓	✓
13	Sebel Canberra Campbell	Sep 2022	✗	✓	✓
14	Hotel Indigo Melb. on Flinders	Aug 2023	✗	✗	✗
15	Hotel Indigo Syd. Potts Point	Oct 2023	✗	✗	✗



## FYE 2024 CONSUMPTION NOTES & DISCLOSURE

In our commitment to transparency in the data we report to our stakeholders, please note:

- Data excludes any hotels that had less than 12 months of continuous trading during FYE 2024.
- Data completeness is 100% for the FYE 2024 period across all operational hotels, with exception of:
  1. Holiday Inn Express & Suites Sunshine Coast – due to a change over in waste providers early on in operations, quality waste reporting that is comparable to the remainder of the hotels is not available and therefore we have excluded these from the waste reporting on page 29. For energy and water due to the unavailability of the invoice, natural gas consumption data from 18<sup>th</sup> April 2024 to 30<sup>th</sup> June 2024 is not included and water data from 8<sup>th</sup> February 2024 to 9<sup>th</sup> May 2024 is not included.
  2. Holiday Inn Express & Suites Queenstown for water – water invoices are captured by Council with Pro-invest Group not having oversight to these metered charges for the Queenstown region.
  3. Holiday Inn Express Brisbane Central for energy - due to the unavailability of the invoice, natural gas consumption data from 18<sup>th</sup> April 2024 to 30<sup>th</sup> June 2024 is not included.
  4. Holiday Inn Express Newcastle for energy – due to the unavailability of the invoice, electricity consumption data from 11<sup>th</sup> May 2024 to 30<sup>th</sup> June 2024 is not included.
  5. Holiday Inn Express Auckland City Centre for water – due to the unavailability of the invoice, water consumption data from 19<sup>th</sup> April 2024 to 30<sup>th</sup> June 2024 is not included.
  6. voco Auckland City Centre for water - due to the unavailability of the invoice, water consumption data from 19<sup>th</sup> April 2024 to 30<sup>th</sup> June 2024 is not included.
- Data across all utility indicators (electricity, gas, water and waste) is entered via the Greenview sustainability management portal for all fund hotels for consistency in calculation, monitoring and reporting. Data captured on page 29 includes energy, water, waste (landfill & recycling), and excludes refrigerant data at current and any onsite solar panel generation quantities as these are automatically captured via the meters on site.
- Carbon emissions boundary is Scope 1 & 2 emissions are calculated based on the Location-based method. Pro-invest Group is working with a consultant to appropriately set up a process for Scope 3 emissions, as part of its Net Zero Science-based Targets initiative efforts. Subsequently, Scope 3 emissions are not currently disclosed in this report.

## FYE 2024 CONSUMPTION PROFILE

**Current Period:** 01 Jul 2023 - 30 Jun 2024 (FYE 2024)

**Preceding Period:** 01 Jul 2022 - 30 Jun 2023 (FYE 2023)

			Total	Per Occupied Room	Per Available Room
<b>CARBON EMISSIONS (Facility Only) - Location-based<sup>1</sup></b>	Electricity	Other Fuels and Energy Types			
<b>Consumption</b>					
Current Period (MTCO <sub>2</sub> e)	8,079	1,749	9,827	0.01	0.01
Preceding Period (MTCO <sub>2</sub> e)	7,700	1,606	9,306	0.02	0.01
Variance	5%	9%	6%	-13%	4%

<b>ENERGY (Facility Only)</b>	Electricity	Other Fuels and Energy Types			
<b>Consumption</b>					
Current Period (kWh)	16,246,211	9,194,758	25,440,970	34.16	24.16
Preceding Period (kWh)	14,746,552	8,453,795	23,200,347	37.92	22.22
Variance	10%	9%	10%	-10%	8%

<b>WATER</b>	Purchased Water	Other Water Sources			
<b>Consumption</b>					
Current Period (kL)	139,286	-	139,286	0.19	0.13
Preceding Period (kL)	108,254	-	108,254	0.18	0.10
Variance	29%	-	29%	6%	28%

<b>WASTE &amp; RECYCLING</b>	Non-diverted Waste	Diverted Waste	Total	Total Waste Per Occupied Room	Total Waste Per Available Room
<b>Consumption</b>					
Current Period	750 MT	280 MT	1,030 MT	1.38 KG	0.98 KG
Preceding Period	609 MT	242 MT	851 MT	1.39 KG	0.82 KG
Variance	23%	15%	21%	-0.5%	20%

<sup>1</sup> Location-based emissions are calculated using system default emission factors (i.e. national grid-average emission factor).

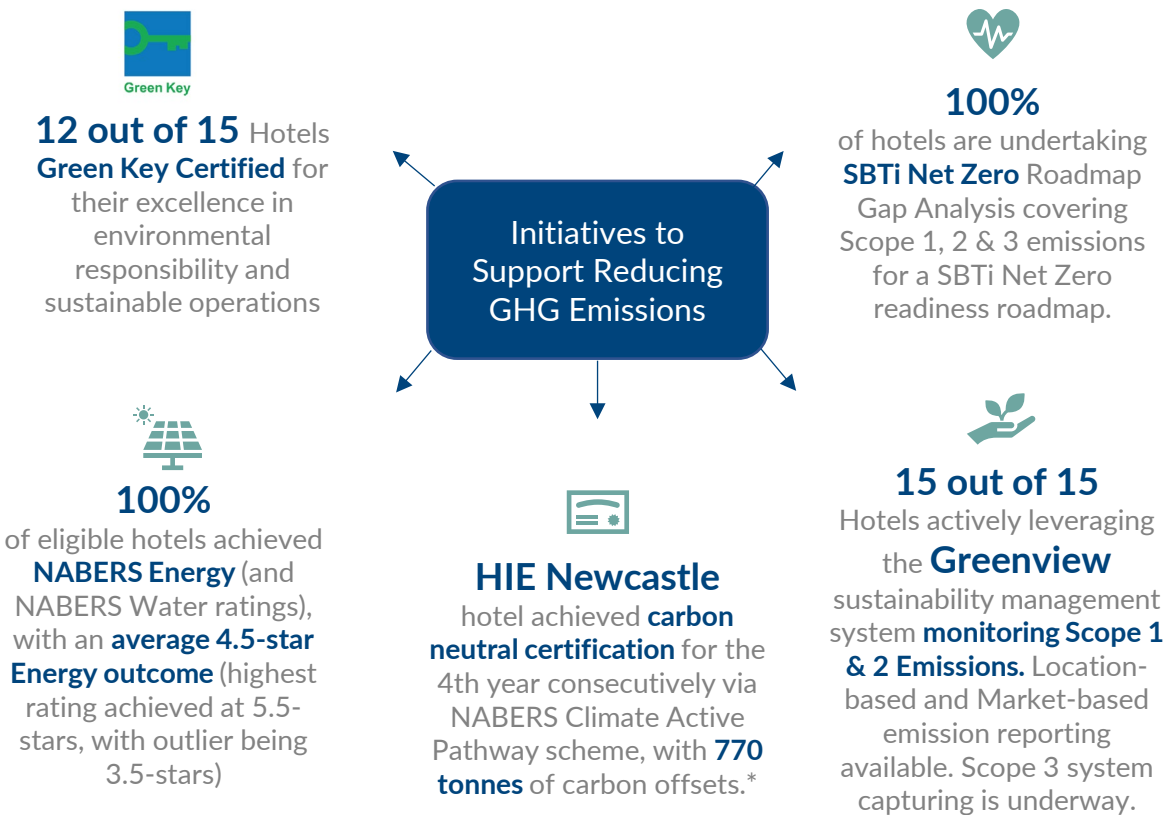
## NET ZERO CARBON STRATEGY UPDATE & PROGRESS: OPERATIONAL & UNDER DEVELOPMENT HOTELS

Pro-invest Group continues to explore how to best refine and strengthen its Net Zero strategy to account for the rise in new technologies, increased standardisation of internationally recognised methodologies, coupled with an ever-growing portfolio asset count. To date, Pro-invest Group has engaged a third-party consultant to understand what it will take to get the fund hotel portfolio aligned to a Science-based Targets Initiative (SBTi) Net Zero Strategy, accurately accounting for Scope 1, Scope 2 and Scope 3 emissions. Pro-invest Group looks forward to communicating the outcomes of this exercise in its next Annual Sustainability Report.

All fund hotels have had the following outcomes produced with emission targets and subsequent impacts currently being reviewed:

1. Carbon Footprint Review & Gap Analysis
2. Net Zero Feasibility Assessment
3. Net Zero and SBTi Ready Action Plan

The below graph showcases current active initiatives which have been completed or helped during FYE 2024 to support the transition to net zero.



\*Symbolic of commitment to Net Zero, appreciating that carbon offsets are not a pathway to be relied on.  
HIE = Holiday Inn Express



## CARBON NEUTRAL HOTEL BUILDING CERTIFICATION



Holiday Inn Express Newcastle in October 2021 officially become the first hotel building in Australia to obtain Carbon Neutral certification under the NABERS Climate Active pathway; a testament to the hotel's efficient design, operations and management, led by Pro-invest Group. This hotel has since been certified annually against the scheme. A small portion of carbon offsets were acquired to support this transition.

Pro-invest Group has achieved the hotel's carbon neutral certification for the 4<sup>th</sup> consecutive year. The audited components of the hotel's 2024 certification renewal are detailed in the figures below.

DETAILS	
Hotel	Holiday Inn Express Newcastle
Carbon Neutral Certification Achieved (Issued by Climate Active/NABERS)	Yes
Certification Valid between	25/06/2024 to 24/06/2025
Total Emissions Offset	770 tCO <sub>2</sub> -e (+3%)
Offsets Bought	100% CERs
Renewable Electricity	14% (-27%)
Emissions Reduction Strategy	Hotel has achieved a NABERS Energy rating of 5-stars without GreenPower
Reporting Year <i>The 12 consecutive months of data used to calculate the NABERS star rating</i>	01/03/2023 to 29/02/2024
Emissions Source Summary	t CO <sub>2</sub> -e
Scope 1: Refrigerants	0
Scope 1: Natural Gas	50.5
Scope 1: Diesel	0
Scope 2: Electricity	604.6
Scope 3: Natural Gas, Diesel & Electricity	62.5
Scope 3: Water & Wastewater	8.6
Scope 3: Waste	43.8
Total Emissions	770

## EARTH STAY PORTFOLIO ROLLOUT CONTINUES

With an ever-growing portfolio of hotels under many different brands, Pro-invest Group has established its overarching **Earth Stay** program. This program is dedicated to encouraging hotel guests to opt out of housekeeping to minimise their environmental footprint by saving energy and water, and reducing waste. Guests are rewarded via points or food and beverage vouchers, along with other incentives depending on the brand and market mix.

The **Earth Stay** program comes after Pro-invest Group, in collaboration with IHG back in 2017, brought the environmental housekeeping initiative, *A Greener Stay* from the Americas to the Asia Pacific region, with Pro-invest Group’s Holiday Inn Express branded hotels being the first to adopt the scheme in Australia. *A Greener Stay* has since had much success, especially across Pro-invest Group’s platform sitting under the umbrella **Earth Stay** program.

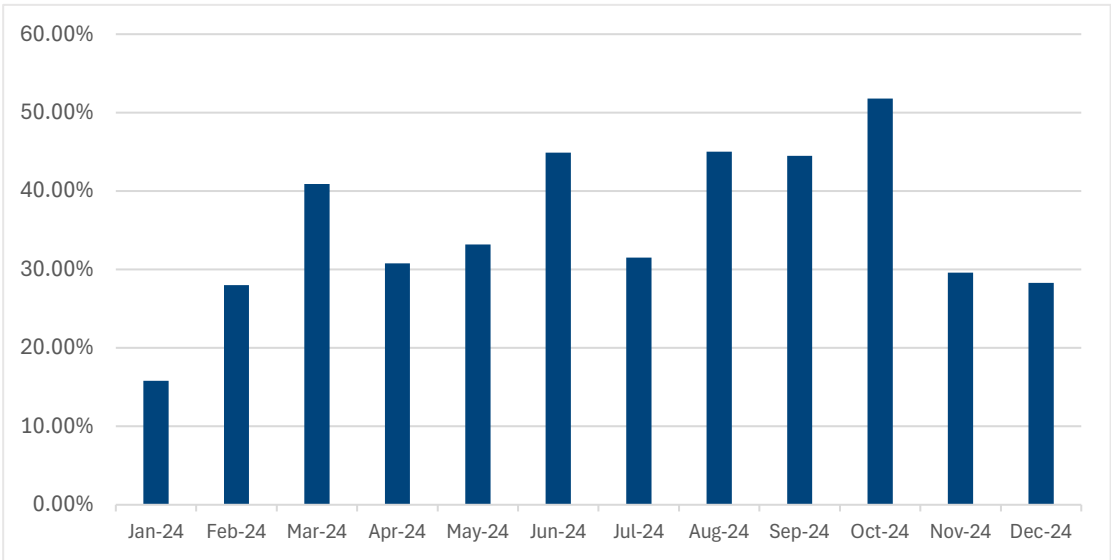
Implemented at IHG-branded hotels, *A Greener Stay* enables guests staying more than two nights to opt out of housekeeping services and receive 500 IHG Rewards Points in return. The initiative promotes environmental sustainability that reduces the cost of laundering bed linen and towelling, the ability to attract and enrol new IHG Reward Members, and savings in room cleaning costs.

Under the **Earth Stay** Program, Pro-invest Group’s other branded and non-branded hotels participate in the program, with Pro-invest Group and its hotels continue to recognise the importance of this environmental housekeeping initiative and will sustain efforts to drive forward its uptake as occupancy across the operational portfolio lifts. The chart displays the average uptake of the *A Greener Stay* initiative during January 2024 to December 2024.

**+35.92%**

Increase compared to  
2023

### EARTH STAY UPTAKE PERFORMANCE





# SOCIAL ENGAGEMENT SECTION



## SOCIAL IMPACT AND ENGAGEMENT

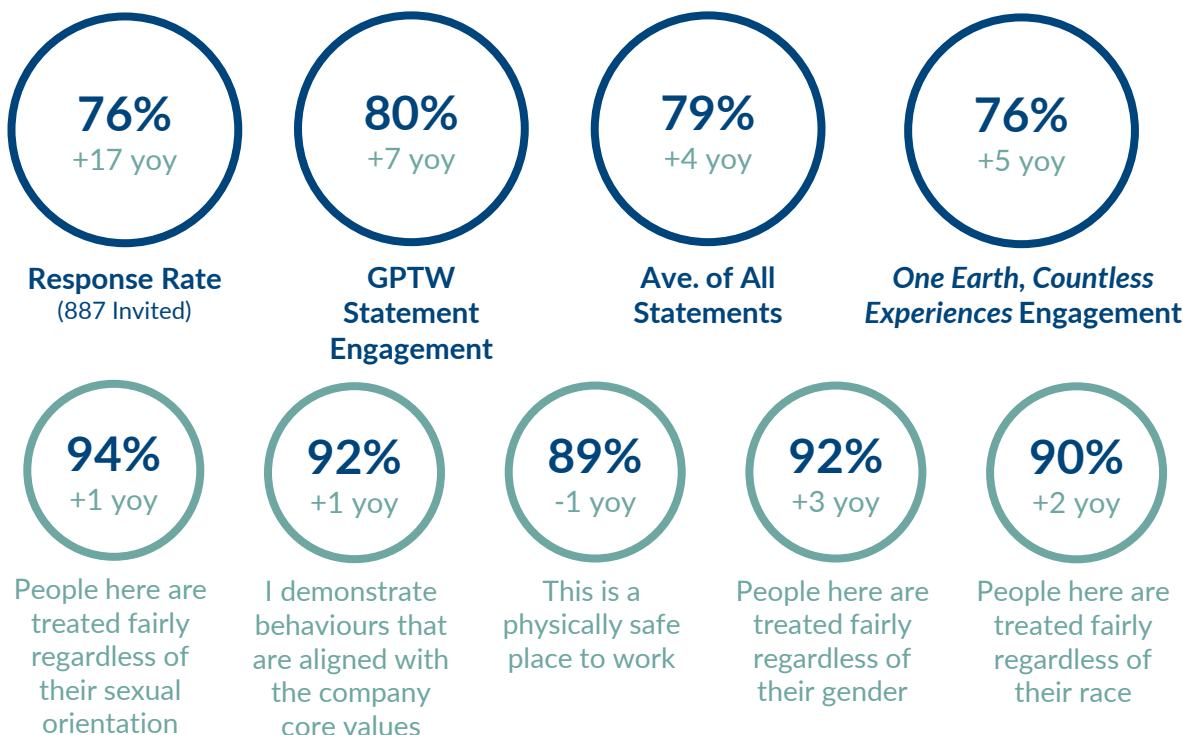
### GREAT PLACE TO WORK AWARD

Pro-invest Group is pleased to announce having been recognised as a great place to work by Great Place to Work (GPTW) in Australia and New Zealand, receiving certifications for its business operations in both countries for the second consecutive year. The GPTW program at Pro-invest Group runs twice a year as part of its bi-annual employee engagement surveys, with the end of year survey being the most comprehensive and thus earning the GPTW recognition. Meanwhile the second annual survey takes place mid-year as a light-touch pulse-check reviewing employees' engagement with the organisation. The GPTW survey is customised by Pro-invest Group to include material topics to its business, such as employees' level of awareness around One Earth, Countless Experiences and the purpose behind this ethos. The survey questions are comprised of qualitative and quantitative questions, with an embedded standardised methodology established by Great Place to Work, to enable quantitative questions to be effectively calculated, analysed, and benchmarked.

Post analysis, action plans are devised and tailored per team to accommodate differences in structures and ways of working (i.e., employees based in the corporate office compared with employees located across the hotels would experience different workplace requirements and differing levels of engagement depending on the indicator).

**Disclosure:** Please note that the survey results are a reflection of Pro-invest Group and Vista Hospitality Group employees collectively. Due to the survey having been completed as one application for Australia and New Zealand respectively, the results cannot be extracted for Pro-invest Group or Fund I, II and III hotel employees specifically. Nonetheless, the outcomes are indicative that Pro-invest Group is a great place to work and has built high-trust, and high-performance cultures.

#### GPTW High-Level Results 2024



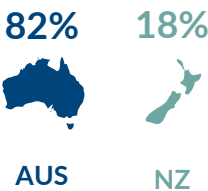
## DIVERSITY & INCLUSION EFFORTS

Pro-invest Group actively promotes diversity and inclusion through its Employee Environment Policy, a core component of the Business Code of Conduct. This commitment extends to creating an inclusive workplace that values diversity in gender, race, ethnicity, age, sexual orientation, gender identity, intersex status, and other differences. We provide equal opportunities for all employees to excel and are dedicated to fair performance evaluations and rewards. Our ongoing policy review ensures non-discriminatory practices in recruitment and throughout employment. We foster an inclusive environment where employees can freely express their diverse identities and attributes.

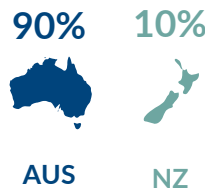
### TOTAL PRO-INVEST GROUP APAC EMPLOYEES

998

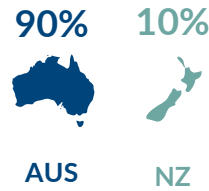
#### FULL-TIME EMPLOYEES



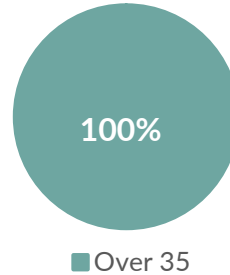
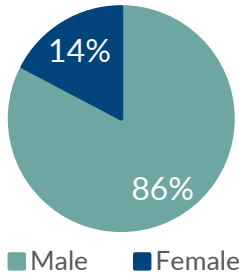
#### PART-TIME EMPLOYEES BY



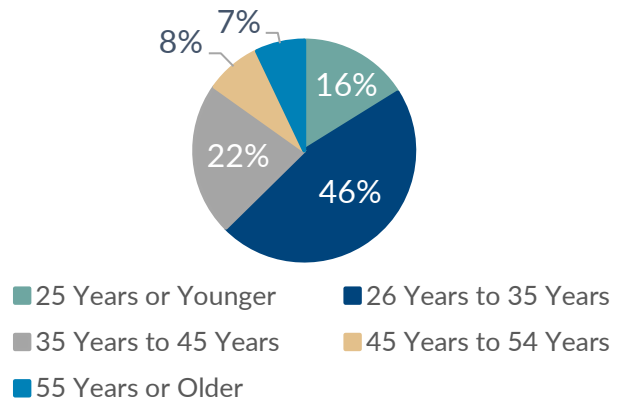
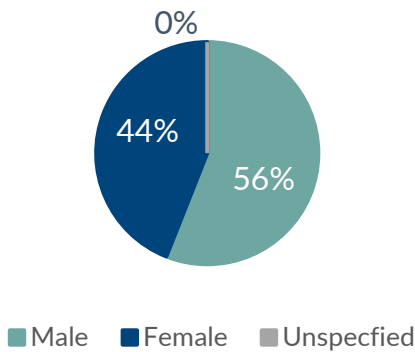
#### TEMPORARY EMPLOYEES BY



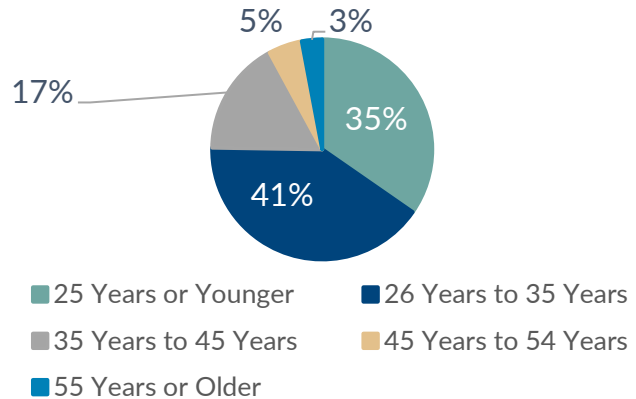
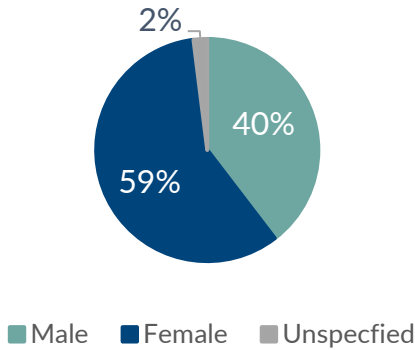
### GOVERNANCE BODY MEMBERS



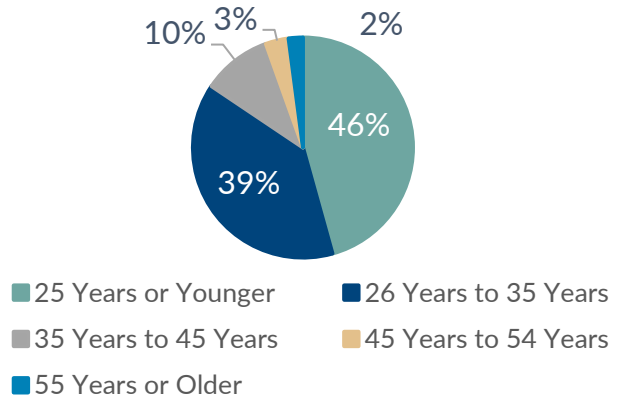
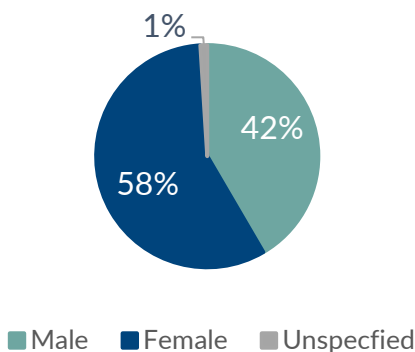
### FULL-TIME EMPLOYEES



### PART-TIME EMPLOYEES



### TEMPORARY EMPLOYEES





## APPROACH TO REMUNERATION

Pro-invest Group's remuneration framework is aligned to market data, group and individual performance, and stakeholder perspectives. The remuneration mix includes fixed pay, short-term incentives, and long-term incentives. Fixed pay is initially determined via market analysis that is conducted against publicly available data. Individual salaries are formally reviewed on an annual basis against market data and feedback, discussed below. Short- and long-term incentives are linked to the financial and non-financial results of Pro-invest Group overall, as well as each operating group, and individual performance. This comprises:

Element	Description
Business Performance and Investor Satisfaction	 Delivery of strong company performance  Build trust and loyalty with investors  Deliver excellence
Strategy Execution and Operational Excellence	 Execution of core activities relating to the business' strategic direction and operating model  Continuous improvement to, and innovation of the business' strategy
People and Culture	 Foster a positive work environment  Demonstrate commitment to diversity, equity, and inclusion  Assist the business in maintaining appropriate Workplace Health & Safety (WHS) practices
Compliance and Risk Management	 Adherence to legal guidelines, compliance protocols and in-house policies to maintain the Group Businesses' legality and business ethics  Management of financial and non-financial risks

Individual performance is also assessed against non-financial considerations. This is to ensure employees are accountable for their actions and commitment to a high-performing and inclusive work environment. Non-financial considerations, among others, include a commitment to building a diverse and equitable workplace, cross-collaboration across Pro-invest Group, and high levels of employee engagement as measured in Employee Surveys. Employees also complete individual feedback against which their performance is assessed. In FYE 2024, the Group continued to incorporate ESG-related attributes into the non-financial considerations of individual remuneration.

# SAFE & INCLUSIVE WORKING ENVIRONMENT

## APPROACH

Pro-invest Group is committed to delivering a safe working environment and expects its employees to conduct themselves accordingly. All employees are made aware of Pro-invest Group’s approach to Work Health & Safety (WHS) and discrimination and harassment upon commencement of their employment, with annual training (at minimum) to ensure appropriate exposure of the compliance policies, as part of the Pro-invest Group Code of Business Conduct Framework.

Pro-invest Group does not tolerate any forms of discrimination and harassment and acknowledges that all employees have the right to work in an environment free from such conduct. All employees are expected to work in an environment free from discrimination and harassment. In the event of any breach to this stance (supported by Pro-invest Group’s Code of Business Conduct Framework and pillar policies), Pro-invest ensures that employees are equipped with the resources to report any such behavior either to management, People & Culture, the Compliance team, or confidentially via the Raising a Concern tool. Concerns can be reported anonymously. Pro-invest Group takes any concerns reported seriously, with a thorough investigative and remedial action process.

## OUTCOMES & RECORDS

There were no incidents of discrimination or corrective actions required during FYE 2024. During FYE 2024, no major work-related hazards have posed a risk of high-consequence injury.

Incidents of Discrimination & Corrective Actions Taken	Frequency
Total number of incidents of discrimination recorded.	0
Status of the incidents and actions taken.	N/A
<b>Total Incidents Recorded in FYE 2024</b>	<b>0</b>



Pro-invest Group Photography, Kimpton Margot Sydney Launch Event, 2022

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	2, 0%
Main types of work-related injury	Minor
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	1, 0%
Main types of work-related injury	Minor
Number of hours worked	N/A

Please note that Pro-invest Group does not employ security personnel. This is because 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.

During the reporting period of FYE 2024, 100% of employees immediately overseen and employed by Pro-invest Group received regular performance and career development reviews. Pro-invest Group ensures that its personnel at both a corporate and hotel level has access to skills and transition assistance programs.

Further, there have been no substantiated complaints concerning breaches of customer privacy and losses of customer data for FYE 2024.

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.
<b>Total Incidents Recorded in FYE 2024</b>	<b>0</b>



# EMPLOYEE TRAINING & DEVELOPMENT

## APPROACH

Pro-invest Group is dedicated to fostering growth and learning. In FYE 2024, we have continued monthly Learning & Development sessions for its employees. These sessions complement our annual training and education programs, covering Legal & Compliance, ESG/Sustainability, and personalised employee development. The goal is to continually enhance the skills of team members and promote cross-departmental collaboration for the betterment of our business and its talent.



Supplementary to this, all (100%) Pro-invest Group employees receive regular performance and career development reviews, supported by the People & Culture team. All employees in accordance with their career development reviews, are supported with training and development opportunities tailored to their specific personal and professional aspirations. Further, the launch of Alison, a dedicated training portal for employees to upskill themselves across a host of topics, has enabled team members to customise their learning and development. Alison courses are encouraged as part of employees' personal development plans.

## ETHICAL BUSINESS PRACTICES

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
<b>Total Operations &amp; Suppliers Deemed at Significant Risk in FYE 2024*</b>	<b>0</b>
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
<b>Total Operations &amp; Suppliers Deemed at Significant Risk in FYE 2024*</b>	<b>0</b>

\*Note, to the extent that Pro-invest Group has oversight.

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. This includes 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.



## MODERN SLAVERY REPORTING TRIAL

As part of Pro-invest Group's commitment to anti-slavery, iPRO was engaged to conduct a Modern Slavery Assessment trial for its top 20 suppliers. Government legislation requires organisations with an annual consolidated revenue of more than \$100 million to submit an annual modern slavery statement that includes insights into their supply chain. At present, the entities of Pro-invest Group do not reach the reporting thresholds contained in section 5 of the Modern Slavery Act 2018 (Cth) (the "Act") and therefore are not required to prepare modern slavery statements under the Act.

Using their software, suppliers undertook a risk-self assessment, with the aim of all 20 suppliers completing theirs. 10 suppliers engaged with their assessments (regarded as successful for the first trial) and iPRO produced a report which has been analysed by Pro-invest Group and leveraged for its Annual Sustainability reporting. Action plans will also be assembled which can advise suppliers on how to improve their scores by mitigating risks. This assessment aligns with Pro-invest Group's activation of its Modern Slavery Policy which holds a stance against any Modern Slavery practices.

The trial found a majority of the 10 compliant suppliers to be low-risk, and some have completed actions set out by iPRO to improve their score for following reporting cycles.





# ANTI-CORRUPTION, COMMUNICATION & TRAINING

During FYE 2024, all internal stakeholder groups (including hotel employees) received communications and/or training on Pro-invest’s anti-corruption policies and procedures, as disclosed below.

During the FYE 2024 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.

Stakeholder Group & Requirement		FYE 2024 Coverage
	<b>Governance Body Members</b> that Pro-invest Group’s anti-corruption corruption policies and procedures have been communicated to, broken down by region.	100% - Australia, New Zealand & Cayman
	<b>Employees</b> that Pro-invest Group’s anti-corruption policies and procedures have been communicated to, broken down by employee category and region.	100% - Australia, New Zealand & Cayman (across all categories)
	<b>Business Partners</b> 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*
	<b>Governance Body</b> members that have received training on anti-corruption, broken down by region.	100% - Australia, New Zealand & Cayman
	<b>Employees</b> that have received training on anti-corruption, broken down by employee category and region.	100% - Australia, New Zealand & Cayman (across all categories)



Pro-invest Group Photography, Hotel Indigo Melbourne on Flinders, 2023

## ENGAGEMENT & SUPPORT

### CORE SOCIAL INITIATIVES AS PART OF ONE EARTH, COUNTLESS EXPERIENCES

Pro-invest Group proudly champions the following social initiatives which complement the business and its employee and community engagement efforts, tailored to the needs of the industries in which it operates.



#### **RISE Program:** *Reaching for Inclusion through Scholarships & Experiences*

A unique partnership with Southern Cross University and The Hotel School Australia to provide equity scholarships to students from low socio-economic backgrounds studying hotel management.

A core fundraising initiative surrounds leveraging hotel government recycling rebate schemes. Scholarship students will be offered internships across our hotels and corporate office to foster talent and build up our future hotel leaders. All funds donated over A\$2 are tax deductible with 100% of funds raised going direct to students. [To donate to RISE, please click here.](#)



#### **CARE Program:** *Creating Accessible Roles & Experiences*

A program set on providing persons with disabilities employment across Pro-invest Group and Vista Hospitality Group, facilitating diversity and accessibility while catering to a core market via a strategic partnership with MAX Employment. Further partnerships will be explored to maximise our reach with this initiative.



#### **Pro-Women Leadership Alliance:** *Women in Leadership*

A program designed to empower and support the professional growth of women within our organisation through a series of monthly seminars and accompanying exercise tasks. This valuable program is focused on allowing the opportunity for participants to engage in dynamic discussions, gain valuable insights and develop essential skills necessary for leadership roles.



#### **Modern Slavery:** *A Zero-tolerance Approach*

A modern slavery policy and code of conduct 'pack' taking a zero-tolerance approach to any forms of modern slavery within Pro-invest Group and Vista Hospitality Group's business operations, supply chains or business partners' operations.



#### **RADIATE with Pride:** *Creating Safe Spaces*

An initiative focused on creating safe spaces for guests and employees free from discrimination, with a commitment to obtain 'safe space' certification, completed with associated training as the first step.

## RISE: REACHING FOR INCLUSION THROUGH SCHOLARSHIPS & EXPERIENCES

Pro-invest Group is pleased to have launched its RISE - Reaching for Inclusion through Scholarships & Experiences – Program. RISE is focused on bridging the talent gap in hospitality by providing youth that come from low socio-economic backgrounds with equity scholarships to enable them to obtain quality higher education while undertaking hotel management degrees. The RISE Program also offers internships for selected scholarship students to enable valuable real-life experience across Pro-invest Group’s growing hotel platform.

To facilitate these equity scholarships, Pro-invest Group has partnered with Southern Cross University – in connection with the Hotel School Australia – to kickstart the program. Scholarship students will each receive A\$5,000 alongside an internship placement, with the intent to offer the interns a full-time position once they have graduated. Southern Cross University through its Hotel School Australia campuses have three core locations across Queensland, New South Wales and Victoria where Pro-invest Group will target offering scholarships and internships.

Where the program permits, Pro-invest Group’s operating hotels will support in raising funds for RISE through diverting their waste from landfill through participating in state governments’ 10 cent container rebate scheme. Each hotel will partner with a locally based charity to support in the administrative and physical pick ups of the containers, allocating c. 40% of funds raised through diverting their waste from landfill to the charity, while the remaining 60% goes towards the RISE program.

**\$15,322**

Total donated in FYE 2024

**\$21,757**

Total donated since launch  
in March 2024

To date, with a host of different fundraising initiatives, including the container rebate scheme, Pro-invest Group and its hotels have raised \$21,232 with the intent to continue raising more funds for RISE to benefit disadvantaged youth. In FYE2024 this allowed 3 students to be given scholarships and then commence internships at hotels under Pro-invest management. A further scholarship will be allocated in FYE2025, with plans to increase fundraising efforts to provide additional scholarships.

To visit the RISE Program’s official donation page, [please click here](#).

By donating to the Pro-invest Group RISE Hotel Management Scholarship, donations play a crucial role in enabling students to pursue studies in Hotel Management and Tourism degrees through the support of scholarships.



## KNOWLEDGE SHARING: ESG & SUSTAINABILITY

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 2024. This forms part of Pro-invest Group's ESG policy, to be active in the marketplace to drive forward industry movement with respect to sustainability. For instance, during the FYE 2024, Pro-invest was involved in the following activities. For more information, [please click](#).

### ESG-RELATED CONFERENCES SPOKEN AT

Pro-invest Group was represented at several national and international conferences and events, advocating for ESG and sharing its ESG track record across its growing hotel platform. The following presents a snapshot of some of the conferences and events attended. [here to read](#).



### ESG-RELATED CASE STUDIES/REPORTS/WHITE PAPERS:

Several pieces have been produced during the period in addition to older pieces still being relevant, having been published prior to FYE 2024. For more information, [please click here to read](#).



## MEMBERSHIPS & ASSOCIATIONS

Pro-invest Group is a proud member of the following:

1. **ANREV** (Asian Association for Investors in Non-Listed Real Estate Vehicles)
2. **INREV** (European Association for Investors in Non-Listed Real Estate)
3. **GRESB** Real Estate Member (previously known as, Global Real Estate Sustainability Benchmark)
4. **Property Council of Australia**
5. **Sustainable Destinations Partnership** by the City of Sydney Council
6. **IHG Owners Association**
7. **IPE** (Investments & Pensions Europe)

Further memberships and associations are underway to support the Group's advancement for its ESG strategy. Where possible and as and when the opportunity presents itself, Pro-invest Group actively participates in the membership offerings and opportunities to raise awareness to, and gain learnings from peers with respect to sustainably designed and operated assets.



Pro-invest Group Photography, Kimpton Margot Sydney, 2022



# GOVERNANCE PRACTICES SECTION



# GOVERNANCE PRACTICES

## OVERVIEW

At Pro-invest Group, 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 and sustainability considerations across our business operations and hotel portfolio’s lifecycle. For instance, we have formed alignments with leading institutions such as ANREV and INREV, GRESB and more, 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.



Pro-invest Group Photography, Holiday Inn Express Brisbane Central, 2023

## CODE OF BUSINESS CONDUCT

### COMPLIANCE APPROACH

Pro-invest Group is proud to be a real estate private equity group that is dedicated to both achieving business success and its social goals. We believe that our Group's responsibility does not just stop with our investors and our assets, but also extends to cover all our stakeholders: employees, suppliers, contractors, customers, collaboration partners and the communities in which we work. Without our stakeholders, our good work would be meaningless.

At the core of Pro-invest Group are the four guiding principles of Trust, Transparency, Integrity and Commitment. Since its inception, these four principles are the basis on which Pro-invest operates and have been entrenched in the way we conduct ourselves with our stakeholders. The Code of Business Conduct sets Pro-invest's commitment to its stakeholders and the standards at which all members of the Pro-invest Group must adhere. All members, whether directors or employees, of Pro-invest Group are expected to follow and comply with the Code of Business Conduct.

Pro-invest expects that members of the company's businesses adhere to these principles as they are fundamental to the way in which we operate. Moreover, the company encourages our suppliers and external stakeholders with whom Pro-invest has frequent and/or strong relations to align with such principles. They are expected to adhere to the Pro-invest Group Code of Conduct for Business Partners.

**TRUST | TRANSPARENCY | INTEGRITY | COMMITMENT**

### RAISING A CONCERN

Pro-invest Group believes that transparency and communication are essential to its success. As such, the Group wishes to be immediately informed of any potential breach or concern relating to the any of the Group's compliance policies or any behaviours which are unlawful or could potentially pose a threat or danger to the environment, the Group or any individual connected with Pro-invest Group.

Pro-invest Group strongly encourages all members and any of the Group's external stakeholders to directly raise and discuss any concerns related to the Group with their relevant point of contact or their manager. Otherwise, all members and stakeholders should raise their concerns with management or the Compliance team. Access to the 'Raising a Concern' tool is provided to all relevant stakeholders upon engagement with Pro-invest Group. If needed, the tool can also be used anonymously.

## COMPLIANCE

During FYE 2024, there were no incidents of legal action taken for anti-competitive, anti-trust or monopoly practices, or corruption, as summarised in the tables below. 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.

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
<b>Total Legal Actions Recorded in FYE 2024</b>	<b>0</b>

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
<b>Total Incidents Recorded in FYE 2024</b>	<b>0</b>

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: <ul style="list-style-type: none"> <li>i. Total monetary value of significant fines;</li> <li>ii. Total number of non-monetary sanctions;</li> <li>iii. Cases brought through dispute resolution mechanisms.</li> </ul>	The organisation has not identified any non-compliance with environmental laws and/or regulations.
<b>Total Non-compliance Incidents Recorded in FYE 2024</b>	<b>0</b>

# GRESB REAL ESTATE ASSESSMENT



## 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.

Pro-invest Group has been reporting to GRESB since 2017 with ongoing efforts to improve its GRESB Real Estate Assessment positioning, to best report the performance of the assets under Pro-invest Group's management and the Group's business operations. For 2024, we are pleased to announce that we successfully completed the GRESB Real Estate Assessment for both Standing Investments and Developments in our eighth year of reporting to GRESB.

During 2024, Standing Investments scored 72/100, while Developments scored 90/100. The 2024 submission focused strongly on showcasing the Group's efforts around data completeness for Scope 1 and Scope 2 emissions, data verification and checks, coupled with enhanced ESG strategies such as pursuing Net Zero Science-Based Targets Initiative aligned roadmaps (which will focus on gaining Scope 3 emissions coverage) amongst others.

Between 2017 and 2024, the Group more than doubled its GRESB Real Estate Standing Investments score, shifting its score from 29/100 in 2017 to 72/100. For assets under development, the Group continued to drive forward its overall score improvements, being able to maintain a score of 90/100 in 2024.



Pro-invest Group Photography, voco Auckland City Centre. 2022



## PRO-INVEST GRESB REAL ESTATE PERFORMANCE SNAPSHOT

### PRO-INVEST STANDING INVESTMENTS SCORE



2020 = GRESB Methodology Change

Aspect	2024 Pro-invest Score	2023 Pro-invest Score	Pro-invest 2024 Score Change	2024 GRESB Average	2024 Peer Average
Overall Score	72 (out of 100)	73 (out of 100)	-1	76 (out of 100)	79 (out of 100)
Management Score	28 (out of 30)	29 (out of 30)	-1	27 (out of 30)	27 (out of 30)
Performance Score	45 (out of 70)	44 (out of 70)	+1	49 (out of 70)	52 (out of 70)
Environmental	37 (out of 62)	36 (out of 62)	-1	42 (out of 62)	44 (out of 62)
Social	18 (out of 18)	18 (out of 18)	+0	16 (out of 18)	17 (out of 18)
Governance	17 (out of 20)	19 (out of 20)	-2	18 (out of 20)	17 (out of 20)

### PRO-INVEST DEVELOPMENTS SCORE



2020 = GRESB Methodology Change

Aspect	2024 Pro-invest Score	2023 Pro-invest Score	Pro-invest 2024 Score Change	2024 GRESB Average	2024 Peer Average
Overall Score	90 (out of 100)	90 (out of 100)	+0	86 (out of 100)	96 (out of 100)
Development Score	62 (out of 70)	61 (out of 70)	+1	59 (out of 70)	67 (out of 70)
Management Score	28 (out of 30)	29 (out of 30)	-1	27 (out of 30)	27 (out of 30)
Environmental	44 (out of 51)	42 (out of 51)	+2	42 (out of 51)	49 (out of 51)
Social	25 (out of 26)	25 (out of 26)	+0	23 (out of 26)	24 (out of 26)
Governance	21 (out of 24)	23 (out of 24)	-2	21 (out of 24)	23 (out of 24)

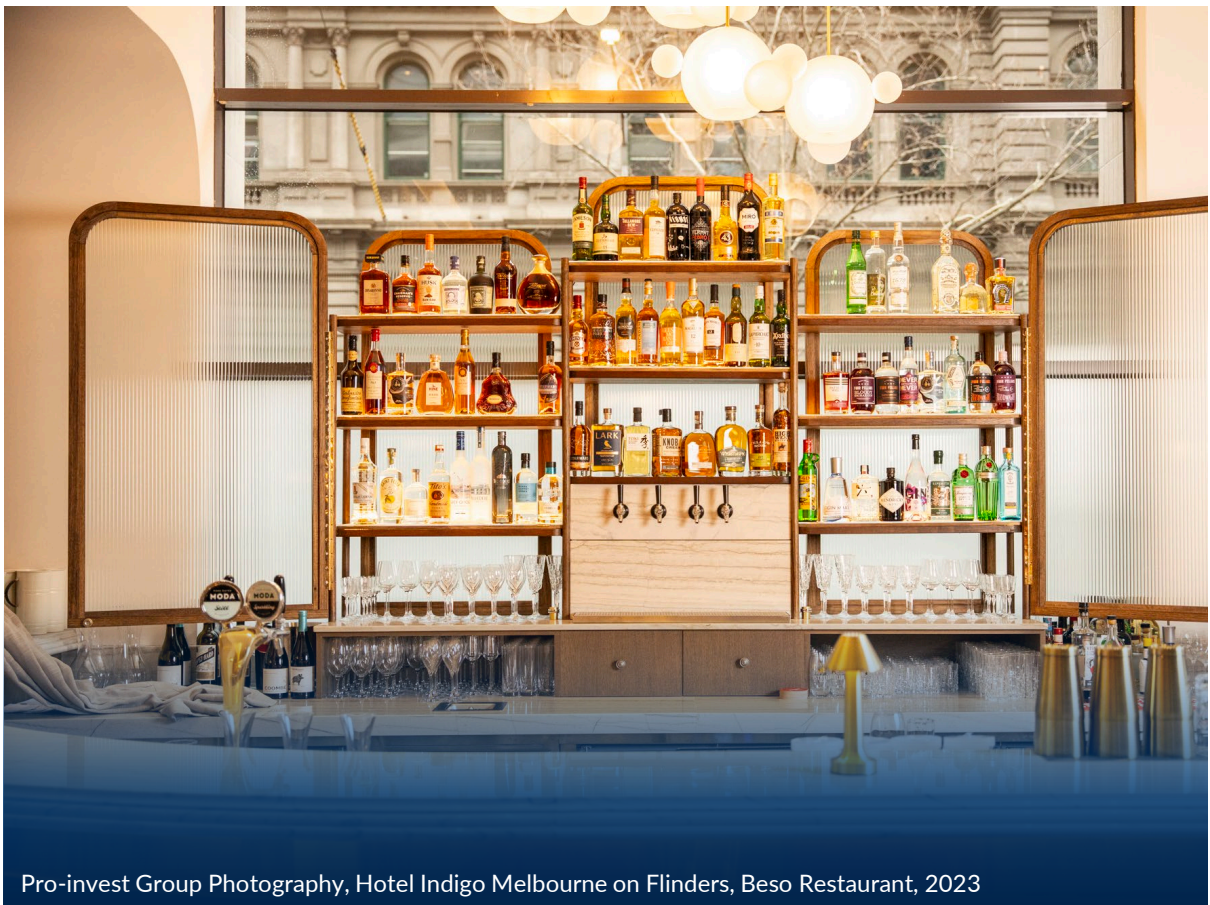
# REPORTING AGAINST THE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

## 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 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 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 TCFD Recommendations.

It is a journey and we welcome the challenges and opportunities that ESG and climate risk present to our unique portfolio.



Pro-invest Group Photography, Hotel Indigo Melbourne on Flinders, Beso Restaurant, 2023

## 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. Members of the board are presented with the progress and impacts of the portfolio’s ESG initiatives through the quarterly investor report and the quarterly Board papers.

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 Real Estate Assessment as a form of benchmarking to encourage improvements not only against its year-on-year performance, but also against 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 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. These items are communicated to the Board via its Annual Sustainability Report, and at quarterly ARCC and Board Meetings. At the same time, the Board also has oversight to the ESG and climate-related policies that aid in guiding how to best implement ESG effectively. 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 assessing and managing the Group’s climate-related risks and opportunities. Across Pro-invest Group’s assets’ lifecycle, the company implements its vertically integrated in-house divisions across developments, hotel operations, asset management and fund 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, asset management has a critical role in this process due to its key team members who play an active role in coordinating, assessing and implementing ESG and climate-related objectives and initiatives.

## STRATEGY

### THE CLIMATE-RELATED RISKS & OPPORTUNITIES OVER THE SHORT, MEDIUM & LONG-TERM

	Risks	Opportunities
Short -Term (2023-2024)	<ul style="list-style-type: none"> <li>Increased utility costs due to electricity market and growing asset portfolio.</li> <li>Stakeholder pressures for ESG and climate transparency in reporting.</li> <li>Allocation of capital increasingly being allocated to “green” portfolios.</li> <li>Regulation around ESG-related disclosures and targets (i.e., Modern Slavery, NSW Sustainable Buildings SEPP).</li> </ul>	<ul style="list-style-type: none"> <li>Leveraging competitive utility supply market for low-rate quality utility contracts via portfolio of scale.</li> <li>Continued alignment with GRESB, striving for score uplift.</li> <li>Engagement with third-party providers for physical climate risk portfolio insights.</li> <li>Heighten ESG communications agendas.</li> <li>Developing assets to achieve high NABERS Energy ratings.</li> <li>Modern Slavery Policy and holistic program as part of social strategy.</li> </ul>
Medium-Term (2025-2027)	<ul style="list-style-type: none"> <li>Increasing cost of grid electricity and macro pressures to adopt renewable energy.</li> <li>Insufficient data on ESG and climate-related issues for stakeholders to make informed decisions.</li> <li>Consumers increasingly making purchasing decisions based on sustainability criteria.</li> </ul>	<ul style="list-style-type: none"> <li>Leveraging rising prevalence of renewable energy suppliers and connected grids, resulting in lower cost of renewable electricity.</li> <li>Allocation of sufficient resources to establish clear ESG and climate gap analysis (i.e., adopting Greenview and investigating SBTi).</li> <li>Developing low emissions transportation pathways for hotel assets, plus development of increased guest communications.</li> </ul>
Long-Term (2028-2030)	<ul style="list-style-type: none"> <li>Regulation and policy requirements to transition to a carbon neutral economy.</li> <li>Embodied carbon considerations as part of re/development requirements.</li> </ul>	<ul style="list-style-type: none"> <li>Have Net Zero 2030 Strategy well executed, having adopted key learnings along the way for industry sharing.</li> <li>Aligning Net Zero Strategy to international best practice standards such as SBTi.</li> <li>Adopting embodied carbon strategies ahead of market movements to gain better competitive advantage.</li> </ul>



The chart provides oversight to 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 entire platform.

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 team.



Pro-invest Group Photography, Kimpton Margot Sydney, Harper Rooftop Bar, 2023

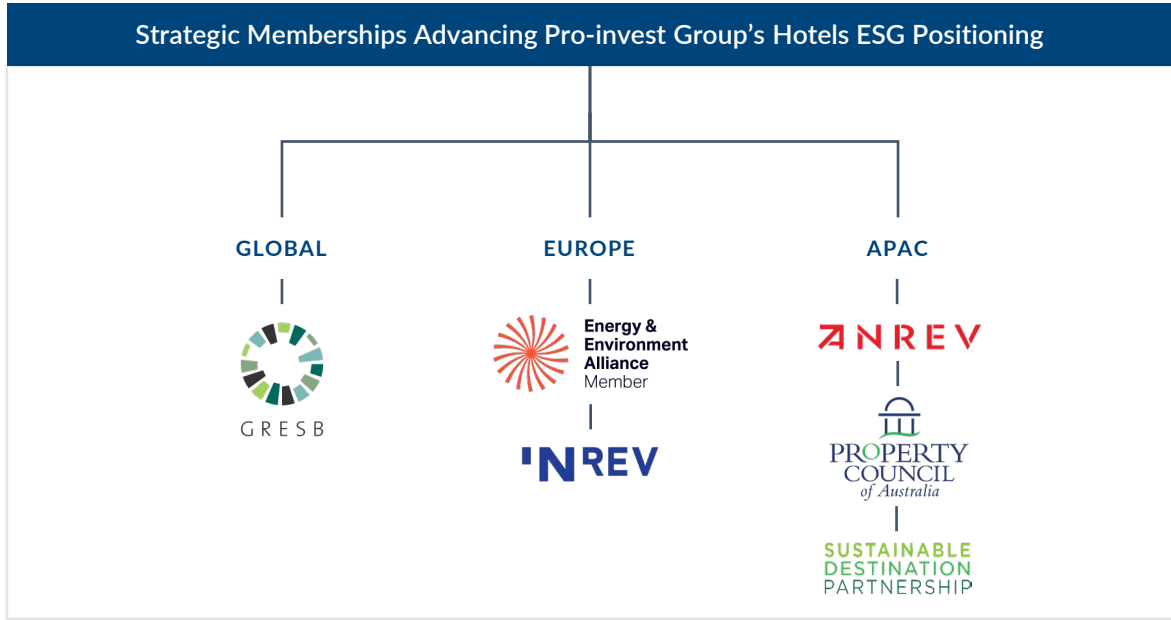
# THE IMPACT OF CLIMATE-RELATED RISKS & OPPORTUNITIES ON BUSINESS, STRATEGY & FINANCIAL PLANNING

Pro-invest Group operates real estate assets within the geographic locations of Australia and New Zealand. In Australia, for instance, buildings account for c. 25% of greenhouse gas emissions. Pro-invest Group 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 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 Group acknowledges that 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 vertically integrated services across in-house developments, operations, asset/fund management and support services, 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

Pro-invest Group's business strategy is deemed quite resilient. This is because of the business factoring in ESG and climate-related risks and opportunities across its portfolio through its dedicated One Earth, Countless Experiences strategy and ethos, encouraging ESG to be considered and adopted across the investment and asset lifecycle. Further improvements to the strategy to address ESG and 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, these strategies are adopted portfolio wide.

## RISK MANAGEMENT

### 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.

Further, Pro-invest Group has oversight to its operational assets' biodiversity, water and policy risk through its Greenview sustainability management system. Reports can be downloaded at any point in time to assess and review risk.

## 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:



**Robust** internal controls.



Clear **governance + compliance** strategy per the Code of Business Conduct.



Ongoing **stakeholder engagement**.



**Transparent** reporting and communication streams.



Strong **organisational culture** focused on trust, integrity and commitment.



**Health & well-being** controls and provisions.



**Community & guest engagement** via environmental programs and charity outreach initiatives.



Ongoing **employee engagement** for continuous improvement.



Clear **sustainability strategy** across the hotel estate.



Design assets to achieve >4.5-star **NABERS Energy & Water** for consumption reduction.



Operate with **utility consumption reduction** in mind.



Verify efficiencies of assets and employ ESD consultants to aid in lifting efficiencies further.



Continued management & introduction of **sustainability initiatives** at corporate and hotel level.



Introduce **GreenPower & sustainable transportation** where feasible.



Pursue a **Carbon Net Zero 2030** Strategy.




Obtain **Green Key Certifications** for all fund hotels.



## 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.

One Earth, Countless Experiences by Pro-invest Group			
	Developments	Operations	Fund/Asset Management
 Identifying	<ul style="list-style-type: none"><li>▪ Due Diligence Checklist</li><li>▪ Investment Committee Reports</li></ul>	<ul style="list-style-type: none"><li>▪ Certification Lodgment for Operational Gap Assessment</li></ul>	<ul style="list-style-type: none"><li>▪ ESG Gap Analysis</li><li>▪ ESG Disclosure Reporting</li><li>▪ Certifications</li></ul>
 Assessing	<ul style="list-style-type: none"><li>▪ Environmental Reports</li><li>▪ ESD Modelling Reports</li></ul>	<ul style="list-style-type: none"><li>▪ Monthly Consumption Reports against Targets</li></ul>	<ul style="list-style-type: none"><li>▪ ESD Consultancy</li><li>▪ In-house Monitoring Strategies</li></ul>
 Managing	<ul style="list-style-type: none"><li>▪ Insurance</li><li>▪ Asset Design &amp; Construction</li></ul>	<ul style="list-style-type: none"><li>▪ Operational Initiatives – Back-of-House</li><li>▪ Operational Initiatives – Front-of-House</li></ul>	<ul style="list-style-type: none"><li>▪ ESD Consultancy &amp; In-house Engagements</li><li>▪ Knowledge Sharing</li></ul>

Furthermore, as mentioned in this report Pro-invest Group and the CEFC established an ESD Committee in October 2019 to review the development of the Pro-invest Australian Hospitality Opportunity Fund II ('Fund II') assets.

Since launching, the Fund II ESD Committee meets on a quarterly basis to discuss Pro-invest Group's efforts, initiatives and strategies surrounding ESG at both an asset level and fund level for Fund II with some group level updates provided by Pro-invest to the CEFC where relevant. The Fund II ESD Committee discussions are guided by the Pro-invest Fund II ESD Policy and cover the following topics along with additional matters as and when they arise.



Target 5-star NABERS Energy Hotels (excluding Green Power)



Report against the TCFD Recommendations



Establish a Net Zero 2030 Strategy



Report to GRESB and identify Score Uplift Targets



Annual Sustainability Report with GRI Standards Alignment



Drive Forward ESG Guest Engagement Initiatives



Publicly Share key ESG Learnings & Opportunities



Potential to Adopt Clean Energy Transportation

As communicated in the previous page, the learnings gained from the Committee above are adopted portfolio wide.

The Fund II ESD policy provides a clear set of requirements in relation to the Fund II assets. From a company wide perspective, the Group holds a conflicts of interest approach under its Code of Business Conduct which acts as the overriding approach.

The policy aids in conflicts of interest to be addressed and resolved, ensuring there is a clear set of requirements, commitments and pathways for initiative resolution from an ESD perspective, with quarterly reporting meetings for appropriate execution. From a company wide perspective, the Group holds a conflicts of interest approach under its Code of Business Conduct which acts as the overriding approach.

Supplementary to this Pro-invest has a full-time ESG Manager, who collaborates with various divisions to ensure ESG initiatives align with the Group's policies. In 2022, this was advanced via the launch of Pro-invest Group's ESG ethos, 'One Earth, Countless Experiences by Pro-invest Group', and later in 2023 the launch of the One Earth, Countless Experiences 2023-25 Roadmap. Further, as an example of regular communication and "health checks" at a Group and asset level, fortnightly meetings are held with senior decision makers which includes a dedicated section on ESG risks, wins and items to note for the hotel portfolio and business, covering portfolio risks, successes, and initiatives to monitor.

## METRICS & TARGETS

### METRICS UTILISED TO ASSESS CLIMATE-RELATED RISKS & OPPORTUNITIES

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

## A FINAL WORD

### CONTINUING PRO-INVEST GROUP'S ACTIVE ESG APPROACH

Pro-invest Group is gearing up for an exciting year ahead, continuing to drive our One Earth, Countless Experiences 2023-25 strategy. This strategy is designed to amplify our impact on strategic ESG goals and ensure the effective execution of key areas. In the previous sections, we showcased the initiatives that have been completed and those currently in progress, all aimed at fostering a more sustainable hotel portfolio.

Looking forward, a major focus of the One Earth, Countless Experiences strategy is to continue securing third-party certification for all portfolio fund hotels. We are actively working on applications for remaining fund hotels to achieve Green Key certification, as well as renewing certifications for those already certified. Green Key is a globally recognised sustainability certification adopted by over 6,000 hotels and aligned with the Global Sustainable Tourism Council Standards.

In parallel, we are making significant strides in aligning with the Science-Based Targets Initiative (SBTi) to ensure our Net Zero strategy meets global best practices and the rigorous standards of SBTi. On the social front, we are thrilled to have built upon our core five social programs: RISE, CARE, Modern Slavery, Pro-Women Leadership Alliance, and RADIATE with Pride. We will continue to enhance our fundraising efforts to ensure RISE secures the necessary funds for equity scholarships and internships.

On the governance side, we are exploring and adopting innovative ways to ensure ESG is effectively integrated across the Pro-invest Group platform. This includes third-party monitoring and reviews, as well as strategic partnerships to mitigate risks across our platform and business operations.

As a business, we recognise that in today's ever-evolving world, ESG is not a one-time achievement but an ongoing journey. It requires continuous stakeholder engagement and collaboration, serving as a vital component of our daily operations that must be monitored, managed, and expanded upon.

### CLOSING STATEMENT

On behalf of Pro-invest Group, we hope our FYE 2024 Annual Sustainability Report has proved informative. At Pro-invest Group, we are proud of the progress we have made towards our sustainability goals with the launch of One Earth, Countless Experiences, but we know that there is still much more to do. We remain committed to driving positive change and we look forward to continuing to report on our progress in the years to come.



Cindy Van Der Wa



**ESG Manager,  
Pro-invest Group**

## GRI CONTENT INDEX

GRI 2021 STANDARD	DISCLOSURE	PAGE #	OMISSION EXPLANATION
GRI 2: General Disclosures	2-1 Organizational details	pg 4-6	N/A
	2-2 Entities included in the organization's sustainability reporting	pg 5-6	
	2-3 Reporting period, frequency and contact point	pg 6	
	2-4 Restatements of information	pg 27	
	2-5 External assurance	pg 2	
	2-6 Activities, value chain and other business relationships	pg 5 – 6	
	2-7 Employees	pg 35 -36	
	2-8 Workers who are not employees	N/A	Not yet appropriately captured across the growing hotel portfolio. Will be considered for future reporting.
	2-9 Governance structure and composition	pg 49-50, 55	N/A
	2-10 Nomination and selection of the highest governance body	pg 55	
	2-11 Chair of the highest governance body	pg 55	
	2-12 Role of the highest governance body in overseeing the management of impacts	pg 55	
	2-13 Delegation of responsibility for managing impacts	pg 55	
	2-14 Role of the highest governance body in sustainability reporting	pg 55	
	2-15 Conflicts of interest	reference made in pg 62	
	2-16 Communication of critical concerns	pg 50	
	2-17 Collective knowledge of the highest governance body	Reference made on pg 5	
	2-18 Evaluation of the performance of the highest governance body	N/A	Not applicable for this report format at current.
	2-19 Remuneration policies	pg 37	N/A
	2-20 Process to determine remuneration	pg 37	
	2-21 Annual total compensation ratio	N/A	
	2-22 Statement on sustainable development strategy	pg 13-16	
	2-23 Policy commitments	pg 13, 19, 44, 50	
	2-24 Embedding policy commitments	pg 13, 19, 44, 50	
	2-25 Processes to remediate negative impacts	pg 43, 50, 51	
	2-26 Mechanisms for seeking advice and raising concerns	pg 38 & 50	
	2-27 Compliance with laws and regulations	pg 39, 51, 55	
	2-28 Membership associations	pg 46-47	
	2-29 Approach to stakeholder engagement	pg 34, 38, 40, 44-45	
	2-30 Collective bargaining agreements	N/A	
Material topics			
GRI 3: Material Topics	3-1 Process to determine material topics	Reference on pg 12	N/A
	3-2 List of material topics	Reference on pg 12	



GRI 2021 STANDARD	DISCLOSURE	PAGE #	EXPLANATION FOR ANY OMISSIONS
Economic performance			
GRI 3: Material Topics	3-3 Management of material topics	pg 7-8	N/A
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	N/A	Confidential at current.
	201-2 Financial implications and other risks and opportunities due to climate change	pg 61	N/A
	201-3 Defined benefit plan obligations and other retirement plans	N/A	Confidential at current.
	201-4 Financial assistance received from government	N/A	No financial assistance from government for sustainability-related projects were received during the period.
Market presence			
GRI 3: Material Topics	3-3 Management of material topics	pg 7-8, 12-13, 34	N/A
GRI 202: Market Presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	N/A	
	202-2 Proportion of senior management hired from the local community	N/A	Information unavailable this FYE 2024 with hesitance to make estimations surrounding information.
Anti-corruption			
GRI 3: Material Topics	3-3 Management of material topics	pg 43, 50, 51	N/A
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	pg 51	
	205-2 Communication and training about anti-corruption policies and procedures	pg 43	
	205-3 Confirmed incidents of corruption and actions taken	pg 51	
Anti-competitive behavior			
GRI 3: Material Topics	3-3 Management of material topics	pg 48	N/A
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	pg 48	
Energy			
GRI 3: Material Topics	3-3 Management of material topics	pg 8, 15, 19	N/A
GRI 302: Energy	302-1 Energy consumption within the organization	pg 20-23, 29	
	302-2 Energy consumption outside of the organization	N/A	Incomplete data at current.
	302-4 Reduction of energy consumption	pg 20-23, 29	
	302-5 Reductions in energy requirements of products and services	pg 20-23, 29	

GRI 2021 STANDARD	DISCLOSURE	PAGE #	OMISSION EXPLANATION
Water and effluents			
GRI 3: Material Topics	3-3 Management of material topics	pg 8, 15, 19	N/A
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	N/A	Not currently consistently captured across newly onboarded sustainability management system. Data to be included in FYE 2024 report.
	303-2 Management of water discharge-related impacts	N/A	
	303-3 Water withdrawal	N/A	
	303-4 Water discharge	N/A	
	303-5 Water consumption	pg 20-23, 29	
Emissions			
GRI 3: Material Topics	3-3 Management of material topics	pg 8, 15, 19	N/A
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	pg 22, 29	
	305-2 Energy indirect (Scope 2) GHG emissions	pg 22, 29	
	305-3 Other indirect (Scope 3) GHG emissions	Reference on pg 30	
	305-5 Reduction of GHG emissions	pg 18-19	
	305-6 Emissions of ozone-depleting substances (ODS)	N/A	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A	
Waste			
GRI 3: Material Topics	3-3 Management of material topics	pg 8, 15, 19	N/A
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	pg 17, 18, 23, 29	
	306-2 Management of significant waste-related impacts	pg 17, 18, 23, 29	
	306-3 Waste generated	pg 17, 18, 23, 29	
	306-4 Waste diverted from disposal	pg 17, 18, 23, 29	
	306-5 Waste directed to disposal	pg 17, 18, 23, 29	
Supplier environmental assessment			
GRI 3: Material Topics	3-3 Management of material topics	Reference on pg 41	Information partially not available. Information shared which currently have accessible.
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	Reference on pg 41	
	308-2 Negative environmental impacts in the supply chain and actions taken	Reference on pg 41	N/A
Occupational health and safety			
GRI 3: Material Topics	3-3 Management of material topics	pg 37	N/A
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	References on pg 37	
	403-2 Hazard identification, risk assessment, and incident investigation	pg 37-39, 50	
	403-4 Worker participation, consultation, and communication on occupational health and safety	pg 37-39, 50	

GRI STANDARD	DISCLOSURE	PAGE #	OMISSION EXPLANATION
GRI 403: Occupational Health and Safety Continued	403-5 Worker training on occupational health and safety	pg 37-38	N/A
	403-9 Work-related injuries	pg 37-38	
	403-10 Work-related ill health	pg 37-38	
Training and education			
GRI 3: Material Topics	3-3 Management of material topics	pg 8, 34, 40	N/A
GRI 404: Training and Education	404-1 Average hours of training per year per employee	N/A	Information currently not readily unavailable.
	404-2 Programs for upgrading employee skills and transition assistance programs	pg 40	N/A
	404-3 Percentage of employees receiving regular performance and career development reviews	pg 40	
Diversity and equal opportunity			
GRI 3: Material Topics	3-3 Management of material topics	pg 8, 34, 35, 44	N/A
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	pg 34, 35, 44	
Non-discrimination			
GRI 3: Material Topics	3-3 Management of material topics	pg 34, 35, 38, 44	N/A
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	pg 38	
Child labor			
GRI 3: Material Topics	3-3 Management of material topics	pg 8, 34, 41, 42, 44	N/A
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	pg 41, 42	
Forced or compulsory labor			
GRI 3: Material Topics	3-3 Management of material topics	pg 8, 34, 41, 42, 44	N/A
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	pg 41, 42	
Security practices			
GRI 3: Material Topics	3-3 Management of material topics	pg 39	N/A
GRI 410: Security Practices	410-1 Security personnel trained in human rights policies or procedures	pg 39	
Supplier social assessment			
GRI 3: Material Topics	3-3 Management of material topics	Pg 41-44	N/A
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	References on pg 41, 42	
	414-2 Negative social impacts in the supply chain and actions taken	References on pg 41, 42	
Customer privacy			
GRI 3: Material Topics	3-3 Management of material topics	pg 39	N/A
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	pg 39	

