

Cromwell Property Group Philanthropic Strategy

1. PURPOSE

This document defines Cromwell Property Group's (Cromwell) philanthropic strategy and its objectives, including community giving and charitable activity across key stakeholder groups (stakeholder pillar) within Cromwell's Sustainability framework. This document will be posted on the Cromwell corporate website to comply with best practice requirements under GRESB.

2. SCOPE

Cromwell's philanthropic activity is defined as all:

- monetary contributions;
- non-monetary contributions;
- benefit-in-kind donations;
- pro-bono work and volunteering; or
- health and fitness activity team participation (the event or activity must have a charitable beneficiary)

The activity to benefit a community or charitable organisation in a country in which Cromwell operates. The ascribed monetary value of these activities is counted as the 'community value' generated by Cromwell each year.

For the purposes of completeness scope and targets include the philanthropic activity and 'community value' generated by the Cromwell Property Group Foundation (The Foundation) and the Cromwell European REIT (CEREIT). It is noted that both the Foundation and CEREIT are independent entities with their own Boards of Directors and objectives.

- The Foundation donates funds and supports organisations that conduct research into, or provide support to, causes relevant to the mature aged community.
- CEREIT is a listed entity on the Singapore Stock exchange and has its own community and charitable plan focused on local initiatives.



SUSTAINABILITY
EVERYTHING IS CONNECTED

3. STAKEHOLDER GROUPS

All philanthropic activity should be aligned to one of the following key Cromwell stakeholder groups:

1. employees;
2. tenant customers (Australia and Europe);
3. investors (retail and institutional);
4. key corporate and industry partners.

4. STRATEGY STATEMENT

Cromwell seeks to make a difference by actively engaging with its key stakeholder groups to understand the causes that matter to them. It then aims to identify suitable opportunities to make a positive contribution to these causes.

Cromwell aims to use multiple channels to provide support including but not limited to; financial donations, rental abatement, sponsorships, donation of materials, time and expertise or participation in health and fitness activities where the beneficiary is a registered charity.

5. GOVERNANCE AND REPORTING

All activity is incorporated within the stakeholder pillar in Cromwell's sustainability framework and subject to established sustainability governance procedures except for the Foundation which as a registered charity is governed by its own constitution and CEREIT where the philanthropic activities are approved by the CEO as delegated by the Board of Directors.

Cromwell's sustainability framework is detailed on the Sustainability section of the corporate website. Marketing representatives are responsible for the overall strategy by engaging and supporting the various local teams in executing, monitoring and measuring their philanthropic activity.

Cromwell commits to establishing and reviewing annual targets and communicating its philanthropic performance via its annual Sustainability Report. The Sustainability Report is in-turn made available to all key stakeholder groups on Cromwell's corporate website and additionally as follows:

1. Employees via intranet and regular internal communications
2. Tenant Customers (Australia) via direct email distribution
3. Investors via Insight magazine and annual report
4. Corporate and industry partners via annual report and ASX disclosure

6. TARGETS

Cromwell aims to progressively increase the total amount of community value generated per employee. During FY17 Cromwell generated \$979 in community value per employee, this increased to \$1,077 per employee (\$370,455 over 344 people) and above \$1,000 in value for the first time in FY18.

The FY19 target is **A\$400,000** (approximately \$1,200 per head) in total contributed community value across all key stakeholder groups inclusive of the total amount of donations made by the Cromwell Property Group Foundation and all CEREIT activity.

Over a three to five-year timeframe Cromwell has aspirations to achieve c\$1,500 in total contributed value per employee across the entire business.

7. ACTIVITY TYPES

Activity per stakeholder group is as follows.

1. **Employees** - Employees will be provided the opportunity to:

- a. utilise the employee volunteering programme (2 days per year per employee)
- b. contribute their skills pro-bono to suitable community or charitable causes
- c. seek supported for causes they are directly involved in
- d. participate in health and fitness charity events

Engagement Strategy:

- Europe: Identify one primary charitable partner per country/region
- Australia: 4 charities specifically chosen by employees at Christmas
- Singapore: 4 charities chosen by CEREIT team aligned to the local market
- Other employee related events as they might arise

2. **Tenant Customers:** Tenant customers, where appropriate, will be provided the opportunity to:

- a. contribute their community related suggestions to a tenant engagement programme
- b. participate in charitable activities at their asset (key multi-tenanted assets only)

Engagement Strategy:

- As per the tenant engagement programme in Australia
- As per the tenant engagement programme in Europe

3. **Investors:** Retail and Institutional investors will be provided the opportunity to:

- a. Receive support from the Cromwell Property Group Foundation (Australia/Retail only).
- b. Receive support from Cromwell directly (Non Australia and / or institutional activity).

Engagement Strategy:

- Cromwell Property Group Foundation Donations
- Corporate sponsorships strategically aligned to key institutional investors

4. **Corporate partners:** Cromwell will look to support key corporate and industry partners through a range of activities including, but not limited to sponsorships, volunteering and hosting of events.