

16 September 2022

ASX Limited
ASX Market Announcements Office
Exchange Centre
20 Bridge Street
Sydney NSW 2000

Perpetual Limited – Sustainability Report and Sustainability Strategy

The following announcements to the market are provided:

- Sustainability Report 2022 and Sustainability Strategy
- ✓ Launch of Sustainability Strategy

Yours faithfully,



Sylvie Dimarco
Company Secretary
(Authorising Officer)



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ASX Announcement

16 September 2022

Perpetual announces launch of sustainability strategy

Perpetual Limited (“Perpetual”) (ASX:PPT) today announced the launch of a new sustainability strategy, *Perpetual’s Prosperity Plan*, to be implemented across the business in FY23.

This is a major milestone for Perpetual, building on our existing sustainability activities with a clear vision and set of commitments which seek to ensure continued positive environmental and social impact, and to uphold the high standards of governance that has underpinned our business for 136 years.

The strategy was developed following extensive internal and external stakeholder engagement with 35 commitments across four key areas where we can make the most impact - Planet, People, Communities and Governance.

Details of our commitments are set out in the Prosperity Plan, and in summary they include:

- Carbon neutral operations by the end of FY23
- 100% renewable operations by FY25
- Giving the equivalent of 1% of our underlying profit before tax through community giving and volunteering each year
- The launch of a Global Human Rights Framework by FY25
- Delivering our 2021–23 Stretch Reconciliation Action Plan
- 40% of women in leadership by FY24
- Increasing our ESG skills and capabilities
- Maintaining strong client advocacy with an Net Promoter Score (NPS) of over 40+

The progress of each of our commitments will be reported annually as part of Perpetual’s Sustainability Report, which will also include enhanced disclosures in areas such as waste and cultural diversity. We are also intending to align our reporting to the Taskforce on Climate-related Financial Disclosures (TCFD).

The ultimate aim of the strategy is to ensure that we continue to play a leadership role in bringing about positive change, whether through helping our clients navigate the risks and opportunities of a low carbon future, reducing our carbon footprint, creating a harmonious, diverse and inclusive workplace culture, giving back to communities, helping advance First Nations prosperity or drawing on our trusted brand and deep history to uphold best practices, accountability and integrity in all we do.

Perpetual’s CEO, Rob Adams, said: “As a growing business, we recognise the role that we play in helping to create a prosperous and sustainable future for our clients, our people and the communities we are a part of. A sustainable world underpins enduring wealth and prosperity, but it is being increasingly impacted by both environmental and social challenges. These are issues that the business and investment community can and should play a role in driving positive change and we must also have a role in managing both the risks and opportunities from the transition to a more sustainable future.

“Announcing our new sustainability strategy is an important milestone for Perpetual in clearly defining our commitments to contributing to positive change in these areas. As a growing global business, our new sustainability strategy covers all elements of our business, and the measurements we have put in place will ensure that we continue to help create a more equitable and sustainable world and advocate for positive change in the areas that are most important to our people, our clients and the communities we support.”

Launched as part of Perpetual's 2022 Sustainability Report, *Perpetual's Prosperity Plan* formalises a new sustainability strategy for the business commencing in FY23, however our ongoing commitment to sustainability and ESG considerations continued in FY22.

On our FY22 performance, Rob Adams said: “In recognition of the strength and trust in our client relationships across our organisation, I am extremely proud that this year we received our highest ever Net Promoter Score (NPS) of +49.”

“We are growing our suite of investment products, which include Environment Social and Governance (ESG) criteria and considerations. This included the launch of our first Active Exchange Traded Fund (ETF) that invests predominately in quality Australian ethical and socially responsible companies. It trades under the ASX code: GIVE. We also launched three ESG funds in Europe¹ and had one more authorised, which are classified as Article 8 under the Sustainable Finance Disclosure Regulation (SFDR).”

“Importantly, since 2018, we continue to be recognised by the Workplace Gender Equality Agency (WGEA) as an Employer of Choice for Gender Equality. This is an important achievement, and we will continue to do more to strive for gender equality and increase the representation of women in our sector.”

“In FY22, we announced five new employee benefits that provided additional wellbeing support for our people, especially through the ongoing restrictions relating to COVID-19. These included our new gender-neutral 20 weeks paid parental leave policy, which is market-leading and will be instrumental in providing support for families, as well as our annual community and wellbeing leave which we have now doubled to 10 days per year.”

“As trustee of many Native Title agreements, our Native Title team works with Aboriginal and Torres Strait Islander communities to help manage intergenerational wealth. We have long been a strong supporter of the Uluru Statement from the Heart, calling for a First Nations Voice to be enshrined in the Constitution, and we continue to make progress towards our 2021–2023 Stretch Reconciliation Action Plan (RAP).”

More information about Perpetual's new sustainability strategy, as well as the full FY22 Sustainability Report can be viewed [here](#).

-ENDS-

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¹ Authorised by the Central Bank of Ireland.



About Perpetual

Perpetual Limited ("Perpetual") is a global financial services firm operating in asset management, wealth management and trustee services. Perpetual services a global client base from its offices in Australia as well as its international offices in the United States, United Kingdom, the Netherlands and Singapore, as well as a presence in Hong Kong.

As at 30 June 2022, Perpetual had A\$90.4 billion in AUM in Perpetual Asset Management², A\$17.4 billion of FUA in Perpetual Private and A\$1.09 trillion in FUA in Perpetual Corporate Trust.

² PAMA and PAMI AUM are combined.