ARENA REIT

DIVERSITY AND INCLUSION POLICY

May 2026

1. Our Policy

Arena REIT Limited and its related bodies corporate (**Arena**) aims to create an inclusive workplace in which diversity is recognised, embraced and respected.

This policy applies to all directors, employees and contractors of Arena.

Arena believes there are many corporate benefits to be derived by fostering and more importantly, achieving and maintaining a diverse and inclusive workplace, including:

(a) ensuring that a range of different perspectives can be brought to the table when reviewing and considering issues;

(b) fostering a culture of anti-discrimination;

(c) finding new and innovative solutions for the benefit of Arena and our investors;

(d) assisting with employee retention and employee engagement strategies;

(e) enabling us to connect more effectively with our stakeholders; and

(f) meeting our stakeholders' expectations regarding environmental, social and governance practices.

2. Our Commitment

Arena will embrace, encourage and value the contribution of all employees irrespective of difference in terms of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.

Arena will seek to identify and eliminate practices and procedures which may unconsciously impede achievement of diversity goals.

Arena will not tolerate discrimination, harassment, vilification or victimisation in the workplace.

3. Our Objectives

Arena is committed to ensuring that recruitment and selection practices at all levels (from the board downwards) are appropriately structured so that a diverse range of canditates are considered and to protect against any conscious or unconscious biases that might discriminate against certain candidates.

Through continued focus on equality of access to employment, development and promotion opportunities using merit based recruitment, selection and development practices Arena aims to:

- improve the representation of women in the senior levels of our organisation;
- continue to engage a diverse workforce across age, ability, gender, sexual orientation, gender identity, cultural, religious, ethnic, socio-economic and educational backgrounds;
- support and encourage on-going career development opportunities for all employees; and

- promote fairness and parity across our organisation.

Arena will also endeavour to support flexible working arrangements for employees at all levels to enable them to balance personal and work responsibilities for the continued success of the business.

4. Review

Arena will review this policy periodically to assess that it is operating effectively and to consider whether any changes are required to the policy.

Contact

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