



OVERVIEW

BNE SUSTAINABILITY STRATEGY

CREATING TOMORROW, TODAY

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FOREWORD

BNE is more than just an airport. We are a gateway to Queensland, a key economic driver—and a leader in sustainability.

As a long-term business, we strive to provide sustainable value for everyone and for many years we have been on a journey of constant improvement. This includes receiving Australia's first Green Star communities rating, being the first Australian airport to commit to a Reconciliation Action Plan—and much more.

Our many achievements have provided a strong foundation for future success. As detailed in this refreshed Sustainability Strategy, we are accelerating key targets, including becoming a Net Zero airport (scope 1 & 2) by 2025, through a broad range of initiatives, all while providing a clear roadmap for the decades ahead.

We are forward-looking and, as this Strategy demonstrates, it all comes down to our every-day commitment to making BNE the best it can be.

A handwritten signature in blue ink, appearing to read 'Gert-Jan De Graaff'.

Gert-Jan De Graaff
Chief Executive Officer

Creating tomorrow, **today.**



We acknowledge the Turrbal people, the Traditional Custodians of the land on which we work and pay respect to their Elders past, present and emerging.



PURPOSE

Brisbane Airport's refreshed sustainability strategy provides us with the roadmap needed to achieve our commitments and create a sustainable, world-leading Airport City that future generations trust and are proud of.

At its heart, this strategy recognises that sustainability is essential for BNE because it enables long-term, responsible growth, which is key to delivering value to our communities, customers, employees, and shareholders.

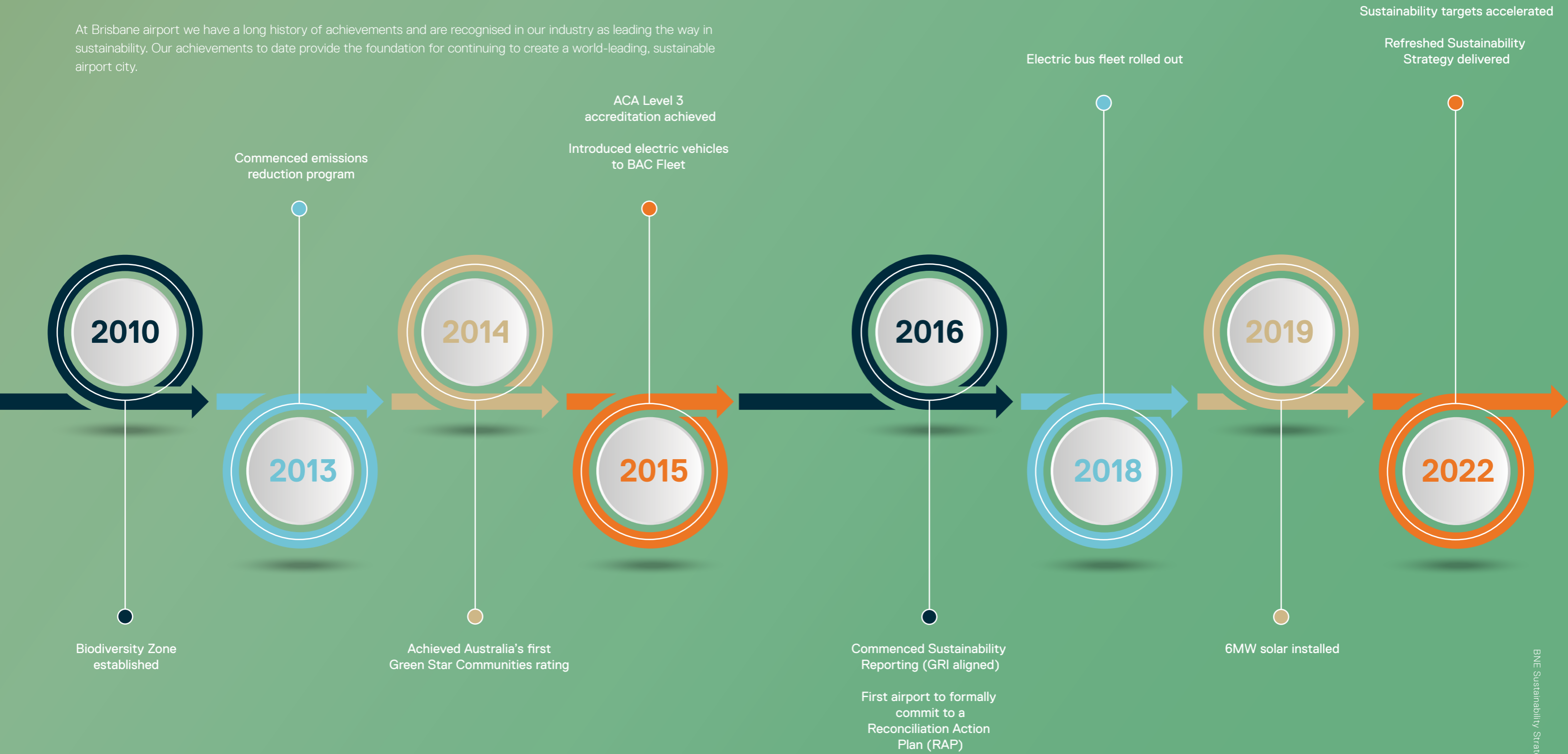
It builds on a long history of sustainability achievements, providing an exciting future pathway through a holistic approach that commits BAC to delivering positive, sustainable outcomes. And to do this, it accelerates many of our commitments and roadmap under three actionable pillars: Protect Our Planet, Grow Responsibly, and Support Our Communities.

Most importantly, it shows that we don't work in isolation. Through this strategy, we seek to promote and develop partnerships with key stakeholders while aligning with the United Nations Sustainable Development Goals (UNSDG's).

Because we know that if we are to achieve our vision of connecting the world and creating the future, we must build our business on a solid foundation. We must develop the airport and operate it in a manner that future generations trust and are proud of.

OUR SUSTAINABILITY JOURNEY

At Brisbane airport we have a long history of achievements and are recognised in our industry as leading the way in sustainability. Our achievements to date provide the foundation for continuing to create a world-leading, sustainable airport city.



BAC VISION, PURPOSE AND VALUES



Our Vision – Connect the World. Create the Future.

- We're building an Airport City that connects people, creates community and fuels our economy.
- If we want to connect the world and create the future, we need to be more than an airport. We need to be a place where business grows. A place people come even when they're not flying.
- We need to be an Airport City – a place that creates jobs for generations to come.



Our Purpose

Our purpose is to create value for our four bosses. This means connecting people with each other, creating places that make life better, and generating opportunities for people and businesses to thrive.



Our Values

Collaboration

Working together is at the heart of everything we do. An airport is a place where there's always a new challenge to solve, but we can tackle anything when we work together. Because teamwork promotes creativity, productivity and growth, our collaboration will help lead BAC to an innovative and bright future.

Communication

The first step to successful teamwork is to listen and talk openly, honestly, and respectfully. We all want to be on the same page with each other – it makes projects and innovation much easier. Speaking up, even when it may not be easy, is the best way for our ideas to help shape the future of BAC.

Courage

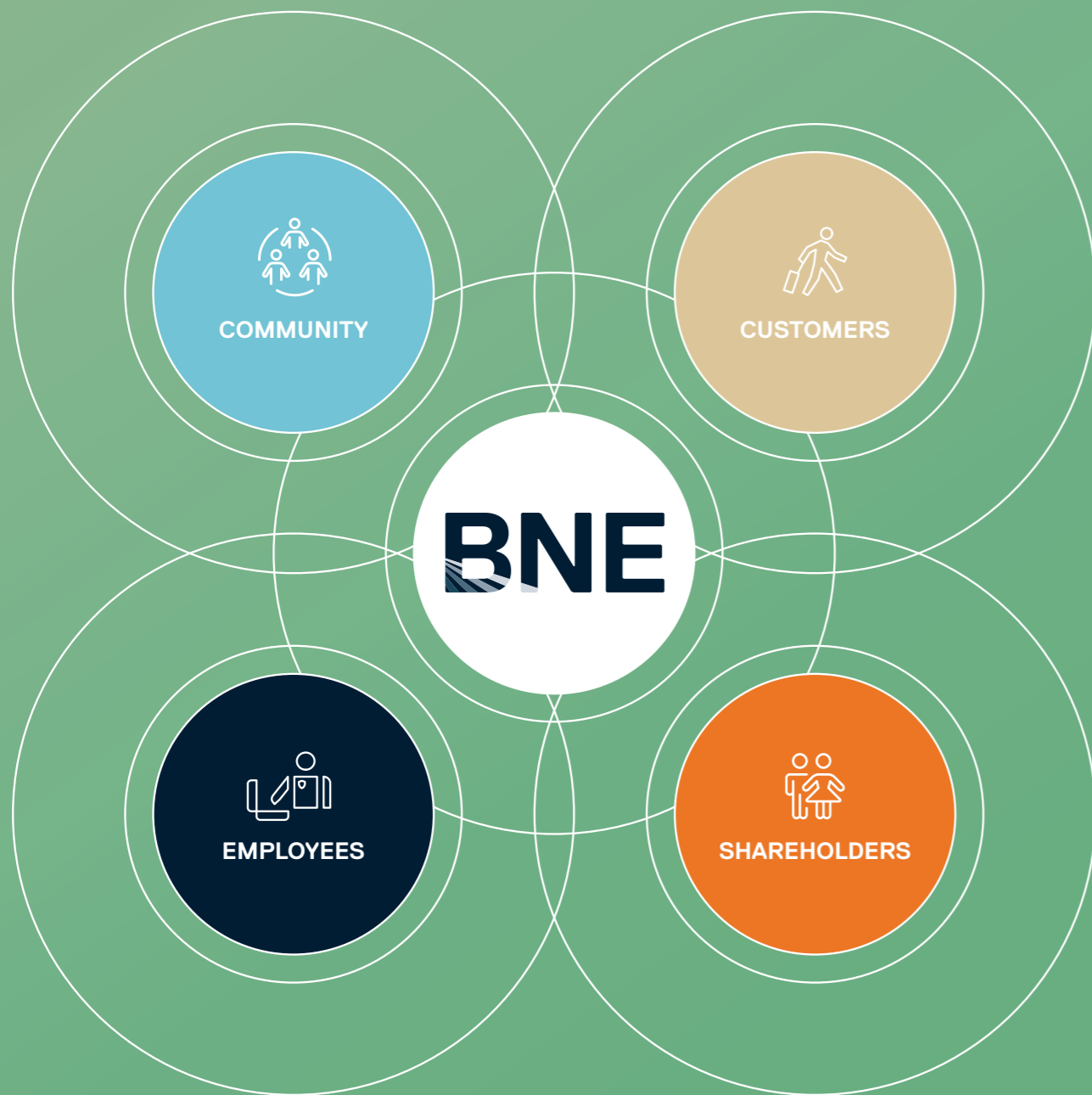
If there's a box, we want to think outside of it. We have the power to innovate, excite and create – whether we're problem-solving, brainstorming, or collaborating, every day is a new opportunity to break barriers and shape the future of BAC. Having the courage to speak up, make hard decisions and ask difficult questions is what allows us to continue to grow.

Care

Everything we do comes from a place of care. When we care about the work we do, the environment we work in, and the people we work with, it shows. We pick people up when they fall because we're all in this together. By cultivating a positive atmosphere at BAC, we will have the confidence to work together without fear of judgment. Whether we are working with a team, our customers, the community, or by ourselves, we always make sure care is at the heart of our decisions.



WHO ARE OUR 4 BOSSES?



Community

BNE exists to serve the community. By expanding their horizons through air travel, we enable local people and businesses to connect with the world and build exciting futures. We drive the local economy and people's personal prosperity. We create jobs and opportunities that would not exist without us. And we are critical to the cultural and social health of our city.

But we can't grow without our community's support. So, it's essential we are a good neighbour and do everything we can to reduce the impacts of the airport and repay their trust with real, positive benefits. By having an open and honest relationship with our community we can all grow together.

Customers

We have a broad range of customers. They are our airlines, our retailers and our property tenants. They are passengers and the people who drop them off and pick them up from a flight. They work or they shop in our retail areas, or drive the cabs, Ubers and buses that move people around our site. And they are the staff of the businesses based at BNE, and the students who come here to further their careers.

Each of these customers has a choice about whether to come to BNE or not. Making it easy for them to choose BNE is in our best interests. And having happy customers is how we thrive. So, keeping their interests at the heart of all our decision making is essential.

Passengers, shoppers, meeters and greeters	Airlines and their service providers	Tenants, their staff and service providers
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Employees

It all starts with us. Our passion for our role at BAC is the fuel for our success and the contributions and commitment of our people is what enables BNE to be a great airport.

By being the best, we will attract and retain new colleagues whose skills and drive will ensure our continued success.

Our most important priority is keeping our people safe and recognising that looking after their wellbeing includes giving them opportunities to thrive, both as people and as employees.

And just as our airport is a meeting place for people of all backgrounds, our company will reflect the diversity of our customers and communities, ensuring we draw on and promote the skills, wisdom and insights of people from all walks of life.

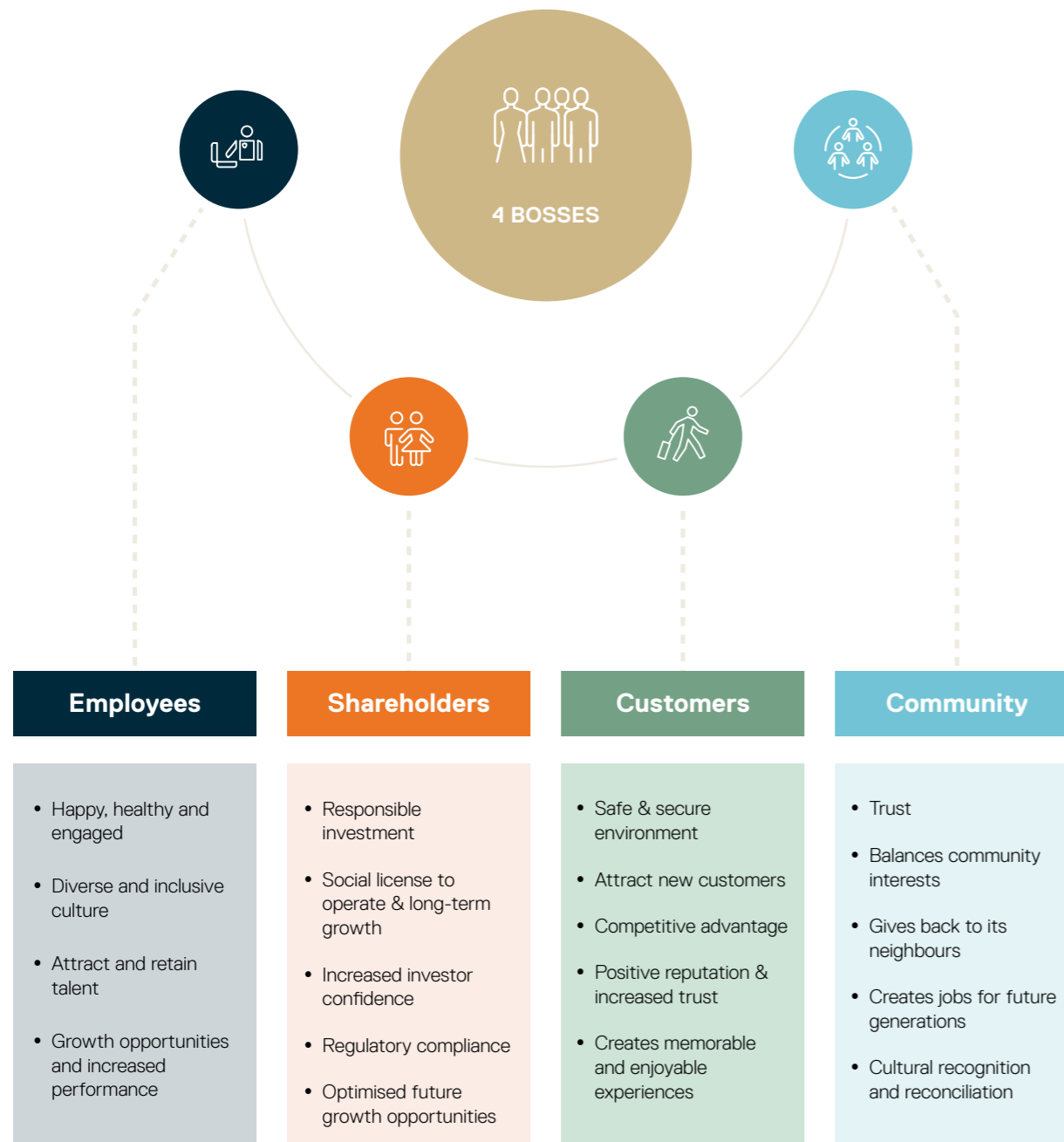
Shareholders

Our shareholders believe in us and want us to succeed. By creating value for our employees, customers, and community, our shareholders know we will create value for them.

They look to us to deliver a good balance between risk and reward that meets their own long-term investment objectives. The people who invest with our shareholders – like superannuation holders and retirement funds – reap the rewards when we do our jobs well and get that balance right.

DELIVERING VALUE TO OUR 4 BOSSES

Investing in sustainability will deliver positive outcomes to the people who matter the most.



OUR SUSTAINABILITY PURPOSE

Creating a sustainable, world-leading Airport City that future generations trust and are proud of.

OUR TARGETS

We recognise that being a leader in sustainability means constantly challenging ourselves to create the best future possible for BNE.

Our revised sustainability targets demonstrate our commitment to bringing our purpose of building a world-leading sustainable airport city that future generations trust and are proud of to fruition.

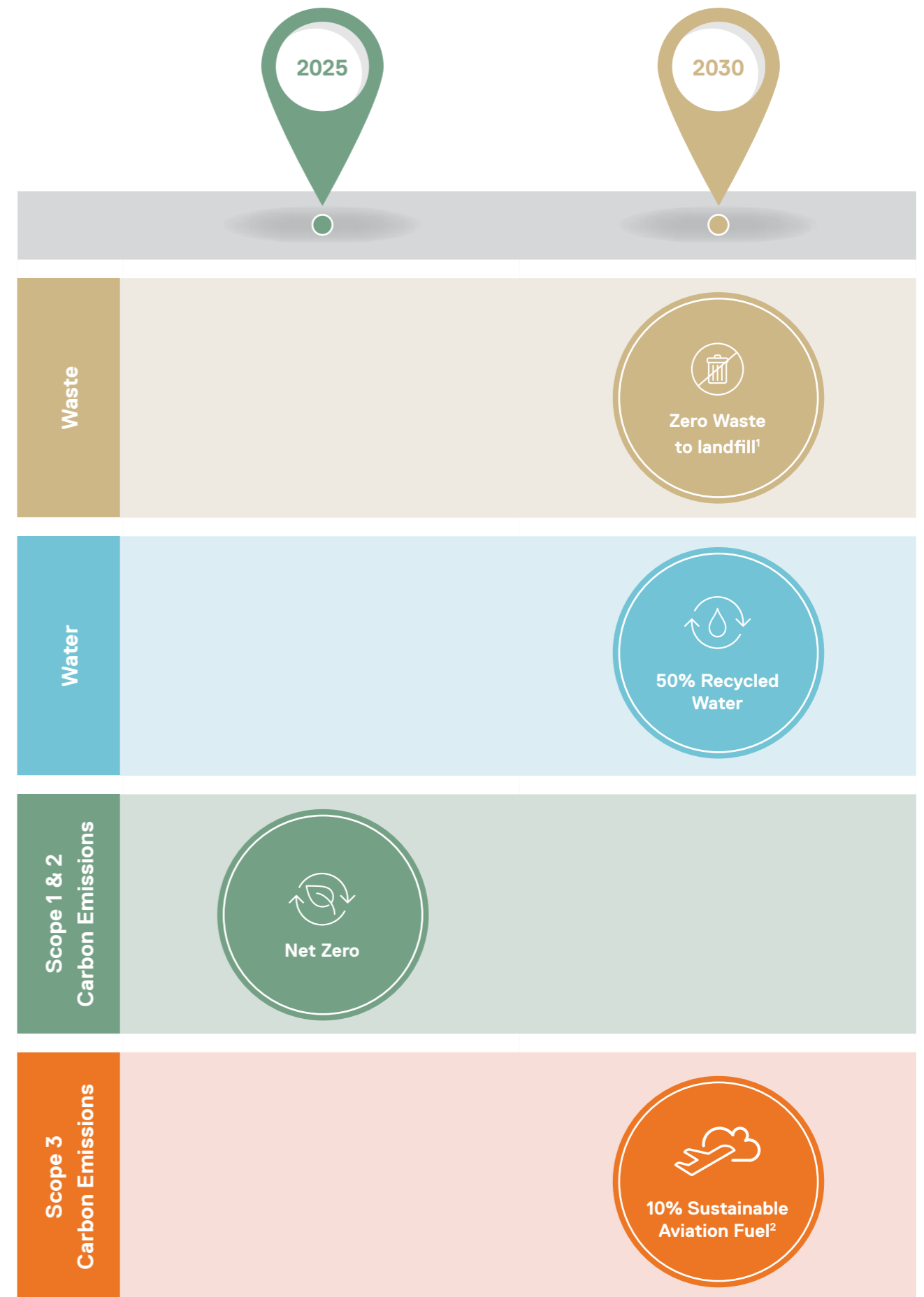
To achieve our future ambitions we now commit to be a **Net Zero (scope 1 & 2) airport city by 2025**, which is a significant advancement from our original 2050 target.

Accelerating our net zero target has reaffirmed our 2030 waste and water targets which will greatly reduce our environmental footprint.

But we don't want to stop here. We will continue to review our targets and commitments at regular intervals.

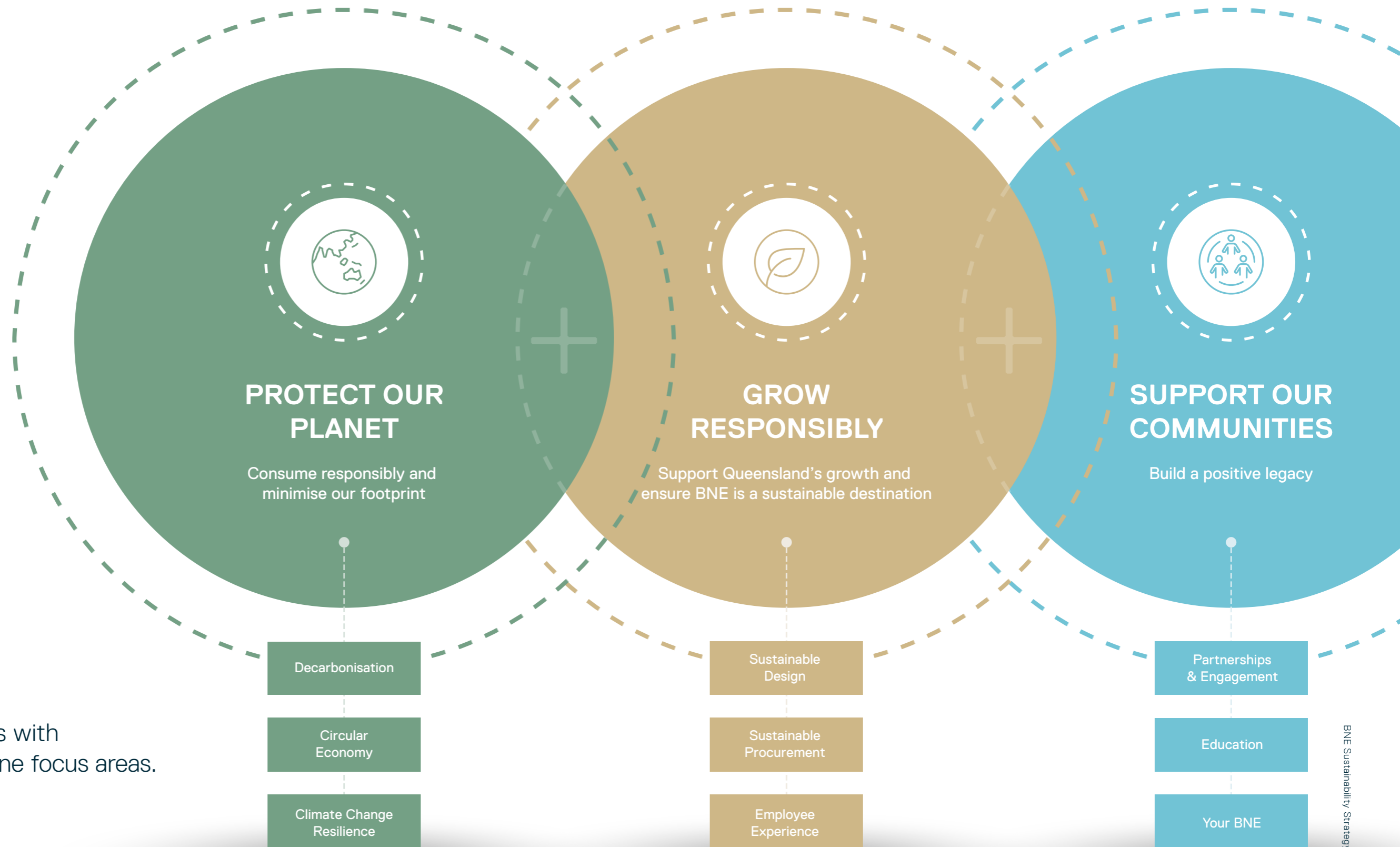
Key Definitions

Scope 1 Emissions	Direct emissions from operational activities.
Scope 2 Emissions	Indirect emissions resulting from purchased electricity.
Scope 3 Emissions	Indirect emissions generated as a result of our business but outside our control.
Net Zero	Significant effort to reduce emissions (>90%) with only residual emission remaining. Remaining emissions are balanced through human-led removals.
Zero	No emissions are emitted from business activities.



1. Zero waste to landfill excludes quarantine/sterile area waste.
 2. Supporting the World Economic Forum Clean Skies for Tomorrow initiative for the supply and use of 10% sustainable aviation fuel by 2030.

SUSTAINABILITY STRATEGY

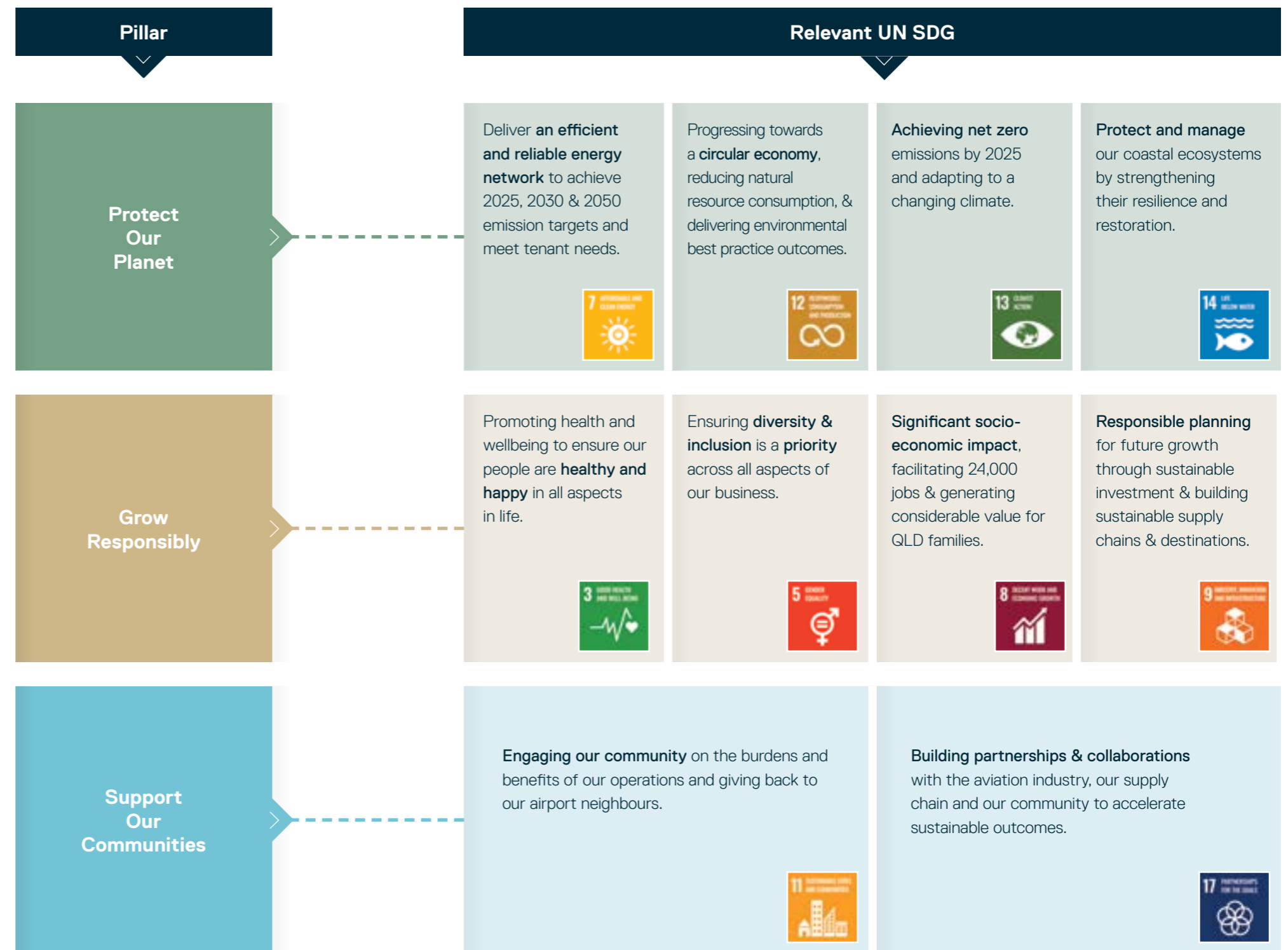


Our strategy aligns with three pillars and nine focus areas.

ALIGNING TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The 17 Sustainable Development Goals (UN SDG's) were developed in 2015 by the United Nations.

Our strategy aligns with 10 of the 17 UN SDG's.





Creating a **sustainable, world-leading** Airport City that **future generations trust and are proud of.**



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