



ESG Analyst
Position Outline

Lifestyle
COMMUNITIES



The Lifestyle Story...



2003

James Kelly, Dael Perlov and Bruce Carter developed a business plan



2004

Development of our first community at Brookfield –
Opened in June 2005



2007

Listed on the Australian Stock Exchange



2012

Major capital raising of \$36m

Since beginning Lifestyle Communities in 2003, our mission has always been to enable working, semi-retired and retired people over 50 to enjoy affordable luxury living in a secure community setting, while having the freedom to enjoy new possibilities with greater peace of mind.

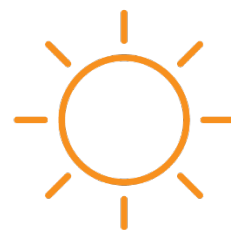
Our first community was at Brookfield in Melton, and over the years we have kept improving on what we do based on the feedback from our customers and homeowners. We have grown the business on two key adages;

1. “You never get a second chance at a first impression” and we ensure that whether it is the look of our communities or the service we deliver, our customers always get a fantastic first impression.
2. “A customer may forget what you told them, but they will never forget how you made them feel”. We want to make every customer touchpoint an amazing experience, one that they will remember and recall with friends and family. We want to ensure that their experience living in a Lifestyle Community is an extremely positive one.

These two adages have been the key enabler of our growth and success over the years, and will become even more important as we develop and grow.



Our Purpose



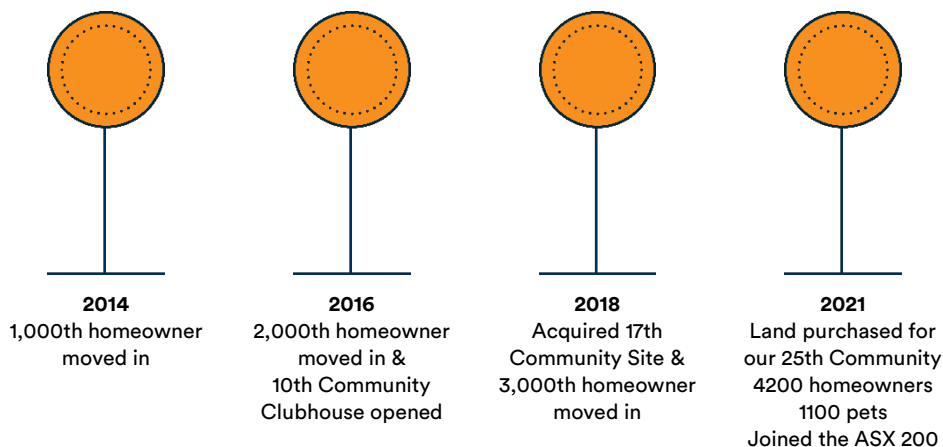
We're champions for facilitating a bigger, more enhanced life for our homeowners. A cohort of like-minded retired, semi-retired and working downsizers who belong to a generation that's seen more change than any before; and possibly any to come.

We **build** communities because our homeowners have worked hard for what they have and they deserve affordable, beautifully-designed and low maintenance homes in concert with best-in-class amenities. We **create** communities because our homeowners haven't given up on returning to a time when they built strong communities around their own homes. We **nurture** the homeowners within our communities because they seek a space that's truly their own, that strikes the perfect balance between connection and privacy; independence and activity.

Like us, our homeowners rail against an earnestly bland existence or disappearing into a sea of sameness; the one-size-fits all approach that places limitations on what's possible. Which is why we actively listen to them; to their hopes for now and their dreams for the future, so the next time they ask, "what's next?" we've already been busy reimagining.

But, most of all, we champion bigger, more enhanced lives for our homeowners because we know that reducing their property footprint takes a giant leap of faith. This is why we believe it's a privilege to walk alongside them as they elevate the next phase of their lives.

Like us, we believe they're just getting started.
After all, they're the generation of change. **And they're not done yet.**



Role Summary

As our ESG Analyst, you will play an important role in supporting the development of business initiatives to improve the overall ESG performance.

You will be responsible for the delivery of reporting and analysis to highlight the areas of ESG which should be developed into our framework, ensuring alignment to wider strategy and compliance.

You will have a passion for ESG / sustainability and equity markets. You will have a desire to develop your knowledge and research different ways of doing things which will be supported by the business and team that has an appetite for change and evolution.



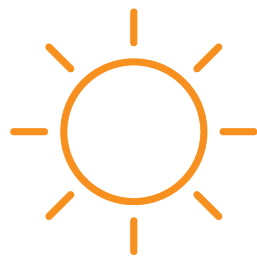
Who Am I?

I am a **passionate** person that really enjoys working in a highly engaged and supportive environment to deliver **amazing** service to our team and customers. I have an absolute **passion** about customer service and believe that delivering amazing customer service should be in every business' ethos.

I have **high empathy** and can put myself in the shoes of team members and our homeowners to understand their needs and how to provide an experience that exceeds their expectations.

I have **high EQ** and my working style is one of **collaboration** and **consultation**. I see this role as both **challenging** and **rewarding**.

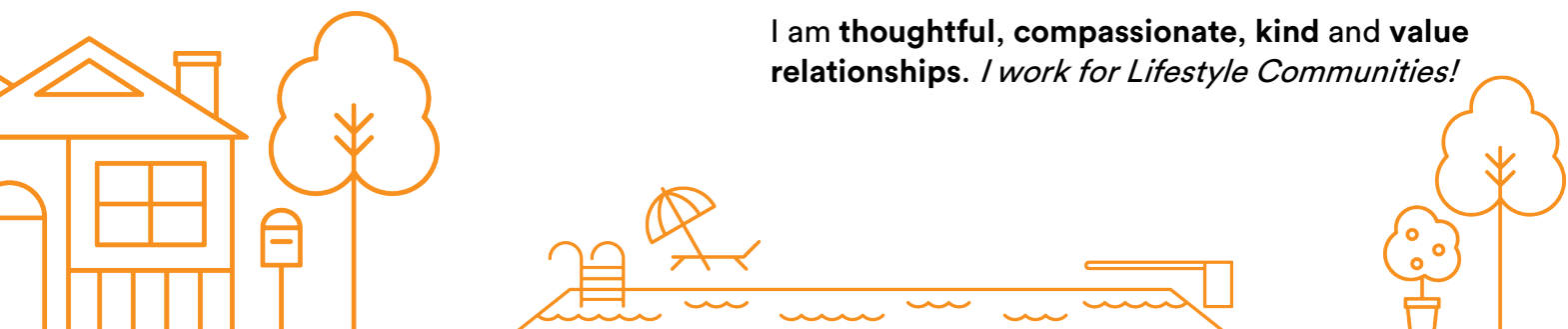
I am eager to grow my skill set whilst at the same time using my experience to achieve and drive results and **make a real difference**.





I continually seek to improve the overall experience for our team members and homeowners. I am excited to **think outside of the box** and constructively challenge the business to be exceptional in all that we do.

I treat everyone with **respect** and show humility in all interactions. I believe that Lifestyle Communities makes a real difference to our customers lives and I work to ensure that I can also make a difference to what we do and the service and product we deliver.

I am **thoughtful, compassionate, kind** and **value relationships**. *I work for Lifestyle Communities!*





Our customer
is our **only truth**

Do it from
the heart

**Own it,
sort it**

Play as
a team

Deliver.
Delight.
Everyday

Be constantly
curious

Our Values

Our values drive all our interactions with our customer.

We know that by living these values we can deliver excellent customer service to all stakeholders and believe that these values differentiate us from other operators in this sector.

POSITION TITLE	ESG Analyst
REPORTS TO	Chief Financial Officer
DIRECT REPORTS	NA
LOCATION	Support Office Level 1, 9-17 Raglan Street, South Melbourne VIC 3205 Travel to Lifestyle Communities throughout Victoria, as required.
EMPLOYMENT TYPE	Full Time
DEPARTMENT	Finance Team
KEY RELATIONSHIPS	
INTERNAL	<ul style="list-style-type: none">✓ CFO✓ Managing Director✓ Leadership Team✓ Board Chair✓ Non-executive Board Members
EXTERNAL	<ul style="list-style-type: none">✓ ESG Agencies✓ Key Suppliers

ESG Analyst

KEY TASKS / DELIVERABLES

WHAT WILL SUCCESS WILL LOOK LIKE?

REVIEW & REPORTING

- ✓ You be responsible for supporting annual ESG business reporting
- ✓ You will respond to ESG rating agencies & surveys, such as sustain analytics
- ✓ You will carry out analysis and benchmarking of Lifestyle ESG performance against peers
- ✓ Assist in producing ESG research and analysis on listed companies across the sector
- ✓ Monitor external ESG trends – identifying risks and opportunities to the business
- ✓ Analytical and problem-solving skills, with the capacity to produce written reports and papers in a user-friendly style.
- ✓ You will manage the collection of data for ESG databases including the use of internal and third-party data sources
- ✓ Interpret global ESG news/market announcements

- ✓ Accurate and completed reporting are presented to meet and exceed business expectations.
- ✓ Insights are delivered with a considered approach fit for Lifestyle Communities.

ESG FRAMEWORK DEVELOPMENT

- ✓ You will naturally have a keen interest in improving the governance, transparency and sustainability in investment markets and individual companies.
- ✓ Oversee the businesses ESG rating and undertake research, critically analyse and draw this information together to form a position.
- ✓ Based on your analysis and recommendations, provide support to the CFO regarding ESG related processes and policy changes to
- ✓ Develop, implement and continually monitor appropriate corporate governance standards
- ✓ You will champion change to key stakeholders to communicate a Responsible business strategy
- ✓ Match ESG issues to financial risks and opportunities relevant to investors.

- ✓ You will develop an ESG framework to evolve to governance ASX200 standard
- ✓ You will continually look for new and creative initiatives to improve our compliance and standards.
- ✓ All concerns or enquires are resolved in a timely manner.

RELATIONSHIP MANAGEMENT

- ✓ Develop strong relationships with key stakeholders. Understand how their data supports business requirements. Develop analysis solutions that provide insights to both internal and external users of information.
- ✓ Foster a data-driven culture

- ✓ You will behave in line with Lifestyle behaviours and values in all internal and external interactions.
- ✓ You will build meaningful and mutually beneficial working relationship with key stakeholders.

ESG Analyst

- ✓ Liaise with stakeholders to understand business requirements/context, effectively architecting end to end data solutions to address these requirements and aid data driven decisions/insights.
- ✓ You will be highly collaborative with others and share specialist expertise and knowledge.
- ✓ You will have a clear vision of outcome and inspire programs to work towards outcomes.
- ✓ You will have the ability to raise and discuss challenging issues with others, providing support and development opportunities.
- ✓ Empower team members to discover insights using self-service reports



What will *success* feel like for you?

In addition to fulfilling the requirements listed in this position outline, you will be **inspired** and **challenged**, and your learning curve will be steep. You will genuinely believe in the purpose of the business, and you will wake up eager to start the working day where your contributions are valued and rewarded.

THE KEY CHALLENGES OF THIS ROLE:

- ✓ Maintaining the highest levels of compliance
- ✓ Evolving the Governance Framework to adapt to external expectations, particularly in regards to ESG
- ✓ Embedding Corporate Governance principles into the day-to-day operations of the business.
- ✓ Influencing behaviours and good practices within our business

OUR ASK OF



YOU

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We have a strong history up to today and we need passionate, motivated and entrepreneurial team members to challenge the status quo.

By joining the Lifestyle Communities team, you are committing to give it your all, live our values, take some risk and make a difference.
That is all we ask.

I understand the key deliverables and values of Lifestyle Communities, and will execute my role as **ESG Analyst** to reflect this position outline.

Signature