



WORKSPACE®

EPRA Data Report

2025/26

INTRODUCTION

We are pleased to report our 2025/26 sustainability performance in line with the EPRA Sustainability Best Practice Recommendations.

This environmental performance summary includes all landlord-obtained utility supplies and managed waste for all directly managed assets. The social and corporate metrics cover both our business and portfolio wide activities.

Details of our sustainability strategy and performance can be found on page 50-59 and 73-91 of our 2026 Annual Reports and Accounts, available on our website (<https://www.workspace.co.uk/investors/investor-centre/results-reports-presentations>).

IMPACT CATEGORY: ENERGY

Impact category	EPRA Sustainability Best Practice Performance Measures			Total portfolio					Office					Industrial					
				Absolute measures (Abs)		Like-for-like (Lfl)			Absolute measures (Abs)		Like-for-like (Lfl)			Absolute measures (Abs)		Like-for-like (Lfl)			
Environmental impacts	EPRA code	Measurement unit	Indicator	2024/25	2025/26	2024/25	2025/26	% change	2024/25	2025/26	2024/25	2025/26	% change	2024/25	2025/26	2024/25	2025/26	% change	
Energy	Elec-Abs, Elec-Lfl	MWh	Electricity	Total landlord-obtained electricity	29,693	28,503	26,592	27,091	2%	29,574	28,503	6,592	27,091	2%	119	-	-	-	-
				Total electricity	29,693	28,503	26,592	27,091	2%	29,574	28,503	26,592	27,091	2%	119	-	-	-	-
				% from renewable sources	100%	100%	100%	100%	-	100%	100%	100%	100%	-	100%	-	-	-	-
	No of applicable properties		Electricity disclosure coverage		69	61	69	60	52	52	-	67	60	52	52	-	2	-	-
	m2 of applicable properties		Electricity disclosure coverage		408,441	383,539	408,441	383,539	357,191	357,191	-	400,395	383,539	357,191	357,191	-	8,045	-	-
	%		Proportion of electricity estimated		2%	1.0%	2%	1.0%	2.2%	0.9%	-	2.2%	1.0%	2.2%	0.9%	-	9.5%	-	-
	Fuel-Abs, Fuel-Lfl	MWh	Fuel	Total landlord-obtained fuel	8,240	7,260	7,457	6,996	-6%	8,240	7,260	7,457	6,996	-6%	0.03	-	-	-	-
				Total fuel	8,240	7,260	7,457	6,996	-6%	8,240	7,260	7,457	6,996	-6%	0.03	-	-	-	-
				% from renewable sources	0%	0%	0%	0%	-	0%	0%	0%	0%	-	0%	-	-	-	-
	No of applicable properties		Fuel disclosure coverage		47	38	47	38	33	33	-	46	38	33	33	-	1	-	-
	m2 of applicable properties		Fuel disclosure coverage		314,500	297,263	314,500	297,263	278,705	278,705	-	308,423	297,263	278,705	278,705	-	6,078	-	-
	%		Proportion of fuel estimated		0.9%	1.8%	0.9%	1.8%	1.0%	1.7%	-	0.9%	1.8%	1.0%	1.7%	-	0%	-	-
	DH&C-Abs, DH&C-Lfl	MWh	District heating & cooling	Total landlord-obtained heating & cooling	1060	961	845	873	3%	1060	961	845	873	3%	0	-	-	-	-
				Total heating & cooling	1060	961	845	873	3%	1060	961	845	873	3%	0	-	-	-	-
				% from renewable sources	0%	0%	0%	-	-	0%	0%	0%	0%	-	0%	-	-	-	-
	No of applicable properties		Heating & cooling disclosure coverage		6	6	6	6	6	6	-	6	6	6	6	-	0	-	-
	m2 of applicable properties		Heating & cooling disclosure coverage		44,386	44,386	44,386	44,386	44,386	44,386	-	44,386	44,386	44,386	44,386	-	0	-	-
	%		Proportion of heating & cooling estimated		0%	0%	0%	4%	0%	1%	-	0%	4%	0%	1%	-	0%	-	-
	Energy-Int	MWh/m2/year	Energy intensity		0.0972	0.0955	0.0958	0.0977	0.0979	0%	0.0971	0.0958	0.0977	0.0979	0.2%	0.01	-	-	-

Performance and verification note:

Across the like-for-like portfolio, we achieved a 2.5% reduction in Energy Use Intensity (EUI), compared to last year. This was mainly driven by a material 6% reduction in gas use, along with a 2% reduction in landlord-procured electricity. This year, we invested over £11.5m on various energy efficiency initiatives across the portfolio, including LED lighting, presence detection sensors, smart building management systems, secondary glazing and heat pumps. More details can be found on pages 50-59 and 81 of our 2026 Annual Reports and Accounts available on our [website](#). The absolute data reported in the 'Energy' impact category is verified by Bureau Veritas, in accordance with ISAE3410 standard. Limited level of assurance, based upon a 5% materiality threshold has been carried out. The full assurance statement can be found [here](#).

Our head office was located in Kennington Park until October 2025 and moved to Centro Buildings from November 2025. Over the 2025/26 reporting period, our head office electricity consumption amounted to 48,937 kWh, a 15% reduction from last year which could have been due to the office move to a more efficient space. Our head office use accounts for 0.17% of the total electricity usage within the portfolio. Notably, the office does not utilise gas for heating. The EUI of the head office is 40.8kWh/m²/year, in comparison to the average EUI across the portfolio of 75kWh/m²/year.

Data qualifying note: The total absolute impact (as the portfolio stood in each year) analysis represents our total energy footprint from landlord obtained supply in the buildings that we directly manage, irrespective of when they were acquired or disposed of. The like-for-like analysis uses a static portfolio approach, which includes only those directly-managed properties that were held in the portfolios for the full duration of both 2024/25 and 2025/26. It excludes properties acquired and disposed of in the period and those undergoing major renovations or construction works. It therefore allows us to compare the same group of properties year-on-year.

IMPACT CATEGORY: GHG EMISSIONS

Impact category	EPRA Sustainability Best Practice Performance Measures				Total portfolio					Office					Industrial					
					Absolute measures (Abs)		Like-for-like (Lfl)			Absolute measures (Abs)		Like-for-like (Lfl)			Absolute measures (Abs)		Like-for-like (Lfl)			
Environmental impacts	EPRA code	Measurement unit	Indicator		2024/25	2025/26	2024/25	2025/26	% change	2024/25	2025/26	2024/25	2025/26	% change	2024/25	2025/26	2024/25	2025/26	% change	
GHG emissions	GHG-Dir-Abs	t CO2	Direct	Total Scope 1	1,507	1,328	1,361	1,280	-6%	1,507	1,328	1,361	1,280	-6%	0.005	-	-	-	-	
			Indirect	Total Scope 2	6,339	5,213	5,658	4,948	-13%	6,314	5,213	5,658	4,948	-13%	25	-	-	-	-	
			Indirect	Total Scope 3	2,413	2,302	2,160	2,203	2%	2,402.54	2,302	2,159	2,203	2%	10	-	-	-	-	
			Total		Scope 1 + Scope 2	7,990	7,846	6,542	7,019	6,228	-11%	7,821	6,542	7,019	6,228	-11%	25	-	-	-
			Total		Scope 1 + Scope 2+ Scope 3	10,424	10,259	8,843	9,178	8,431	-8%	10,224	8,843	9,178	8,431	-8%	35	-	-	-
	No of applicable properties			GHG disclosure coverage	69	60	69	60	52	52	-	67	60	52	52	-	2	-	-	
	m2 of applicable properties				408,441	383,539	408,441	383,539	357,191	357,191	-	400,395	383,539	357,191	357,191	-	8,045	-	-	
	%				Proportion of GHG estimated	1.9%	1.2%	2.0%	1.2%	2.0%	0.9%	1.9%	1.2%	2.0%	0.9%	-	7.2%	-	-	
	GHG-Int	t CO2/m2/year	GHG Intensity	(Scope 1+ scope 2) / m2		0.019	0.017	0.020	0.017	-11%	0.020	0.017	0.020	0.017	-11%	0.003	-	-	-	
				(Scope 1+ scope 2+ Scope 3) / m2		0.025	0.023	0.026	0.024	-8%	0.026	0.023	0.026	0.024	-8%	0.004	-	-	-	

Performance and verification note:

Our total emissions footprint is 21,060 tCO₂e (see page 81 of our annual report). Through our investment in energy efficiency and active energy management programmes, we have reduced our scope 1 emissions by 6% and location-based scope 2 emissions by 16% on a like-for-like basis. Since 2020, we have achieved a 36% reduction in scope 1, 2 and 3. This performance keep us on track with our net zero carbon trajectory of reducing our greenhouse gas emissions by 90% by 2040 from a 2020 baseline. More details can be found on pages 50-56 and 81-82 of our 2026 Annual Reports and Accounts available on our [website](#). The absolute data reported in the 'GHG Emissions' impact category is verified by Bureau Veritas, in accordance with ISAE3410 standard. Limited level of assurance, based upon a 5% materiality threshold has been carried out. The full assurance statement can be found [here](#).

Data qualifying note:

We report all energy usage emissions e.g. from electricity, natural gas and district heat into our Scope 1 and 2. In our Scope 3 we accounted for the emissions from the following:

- Electricity losses during transmission and distribution
- District heat loss during transmission and distribution
- Well-to-tank emissions associated with electricity, natural gas and district heating
- Transmission and distribution emissions from well-to-tank emissions associated with electricity and heat
- The treatment and supply of our water consumption
- The processing of the waste we generated in our operations

To promote comparability for our investors and other stakeholders, we have opted to use the 2025 DEFRA conversion factors.

The like-for-like analysis uses a static portfolio approach, which includes only those directly-managed properties that were held in the portfolios for the full duration of both 2024/25 and 2025/26. It excludes properties acquired and disposed of in the period and those undergoing major renovations or construction works. It therefore allows us to compare the same group of properties year-on-year. The intensity metrics divide the total landlord obtained energy, GHG emissions or water with the related net lettable area. To compare consecutive years, we have used consistent area and ensured the numerator and denominator were in accordance with EPRA Sustainability Best Practice Recommendations.

IMPACT CATEGORY: WATER

Impact category	EPRA Sustainability Best Practice Performance Measures				Total portfolio					Office					Industrial				
					Absolute measures (Abs)		Like-for-like (Lfl)			Absolute measures (Abs)		Like-for-like (Lfl)			Absolute measures (Abs)		Like-for-like (Lfl)		
Environmental impacts	EPRA code	Measurement unit	Indicator		2024/25	2025/26	2024/25	2025/26	% change	2024/25	2025/26	2024/25	2025/26	% change	2024/25	2025/26	2024/25	2026/25	% change
Water	Water-Abs, Water-Lfl	m3	Water	Total landlord-obtained water	215,566	209,199	195,419	203,056	3.9%	209,332	209,199	195,419	203,056	3.9%	6,235	-	-	-	-
				Total water consumption	215,566	209,199	195,419	203,056	3.9%	209,332	209,199	195,419	203,056	3.9%	6,235	-	-	-	-
	No of applicable properties			Water disclosure coverage	68	60	68	60	52	52	-	66	60	52	52	-	2	-	-
	m2 of applicable properties				406,680	383,539	406,380	383,539	357,191	357,191	-	398,335	383,539	357,191	357,191	-	8,045	-	-
	%			Proportion of water estimated	5.3%	5.0%	7.2%	5.0%	5.6%	4.8%	-	7.4%	5.0%	5.6%	4.8%	-	0%	-	-
	Water-Int	m3/m2/year	Water Intensity		0.53	0.53	0.55	0.55	0.57	4%	0.53	0.55	0.55	0.57	4%	0.77	-	-	-

Performance and Verification note:

We witnessed a 3.9% increase in water consumption this year compared to last year across our like-for-like portfolio, despite the continued rollout of water-saving fixtures and improved metering across our portfolio. We have nearly 100% visibility of our water consumption and track it monthly. This has also enabled us to accurately benchmark our water consumption and drive material consumption reductions. Our water consumption intensity across the portfolio is 0.53 m³/m² of lettable area, which is in line with the Real Estate Environmental Benchmark ('REEB') for UK offices.

More details can be found on page 55 and 81 of our 2026 Annual Reports and Accounts available on our [website](#). The absolute data reported in the 'Water' impact category is verified by Bureau Veritas, in accordance with ISAE3410 standard. Limited level of assurance, based upon a 5% materiality threshold has been carried out. The full assurance statement can be found [here](#).

Data qualifying note:

The total absolute impact (as the portfolio stood in each year) analysis represents our total water footprint from landlord obtained supply in the buildings we directly manage.

The like-for-like analysis uses a static portfolio approach, which includes only those directly-managed properties that were held in the portfolios for the full duration of both 2024/25 and 2025/26. It excludes properties acquired and disposed of in the period and those undergoing major renovations or construction works. It therefore allows us to compare the same group of properties year-on-year.

IMPACT CATEGORY: WASTE

Impact category	EPRA Sustainability Best Practice Performance Measures				Total portfolio					Office					Industrial				
					Absolute measures (Abs)		Like-for-like (Lfl)			Absolute measures (Abs)		Like-for-like (Lfl)			Absolute measures (Abs)		Like-for-like (Lfl)		
Environmental impacts	EPRA code	Measurement unit	Indicator		2024/25	2025/26	2024/25	2025/26	% change	2024/25	2025/26	2024/25	2025/26	% change	2024/25	2025/26	2024/25	2025/26	% change
Waste	Waste-Abs, Waste-Lfl	tonne	Waste	Total landlord-obtained waste	2,936	2,768	2,620	2,598	-1%	2,896	2,768	2,620	2,598	-1%	40	-	-	-	-
				Total waste by disposal route	2,936	2,768	2,620	2,598	-1%	2,896	2,768	2,620	2,598	-1%	40	-	-	-	-
				Recycled	2,046	1,901	1,847	1,802	-2%	2,023	1,901	1,847	1,802	-2%	23	-	-	-	-
				Incineration	555	588	474	523	10%	545	588	474	523	10%	10	-	-	-	-
				Landfill	0	9.8	0	9.8	-	0	9.8	0	9.8	-	0	-	-	-	-
				Composting	335	269	300	263	-12%	328	269	300	263	-12%	7	-	-	-	-
	№ of applicable properties			Waste disclosure coverage	60	57	60	57	51	51	-	59	57	51	51	-	1	-	-
	m2 of applicable properties				388,706	380,926	388,706	380,926	353,771	353,771	-	386,738	380,926	353,771	353,771	-	1,968	-	-
	Waste-Abs, Waste-Lfl	tonne	Waste	Total landlord-obtained waste	2,936	2,768	2,620	2,598	-1%	2,896	2,768	2,620	2,598	-1%	40	-	-	-	-
				Total waste by disposal route	2,936	2,768	2,620	2,598	-1%	2,896	2,768	2,620	2,598	-1%	40	-	-	-	-
				Recycled (%)	70%	69%	70%	69%	-	70%	69%	70%	69%	-	70%	-	-	-	-
				Incineration (%)	19%	21%	19%	20%	-	19%	21%	19%	20%	-	30%	-	-	-	-
				Landfill (%)	0%	0%	0%	0%	-	0%	0%	0%	0%	-	0%	-	-	-	-
				Composting (%)	11%	10%	11%	10%	-	11%	10%	11%	10%	-	22%	-	-	-	-
	№ of applicable properties			Waste disclosure coverage	60	57	60	57	51	51	-	59	57	51	51	-	1	-	-
	m2 of applicable properties				388,706	380,926	388,706	380,926	353,771	353,771	-	386,738	380,926	353,771	353,771	-	1,968	-	-
	% of applicable properties			Proportion of waste estimated	0%	0%	0%	0%	0%	0%	-	0%	0%	0%	0%	-	0%	-	-

Performance and verification note:

We achieved an average recycling rate of 78% across the portfolio and diverted 100% of waste from landfill. A total of 2,768 tonnes of waste was generated across the portfolio, comprising 63% post-consumer waste, 22% general waste, 10% food/composting and 5% bottom ash. We also reduced the overall tonnage of waste generated across our portfolio by 5.4% compared with last year (equivalent to 132 tonnes of waste). Initiatives such as our Too Good To Go partnership and reusable coffee cup scheme contributed to this reduction by helping customers minimise food and single-use packaging waste across our spaces.

More details can be found on pages 26, 56 and 81 of our 2026 Annual Reports and Accounts available on our [website](#). The absolute data reported in the 'Waste' impact category is verified by Bureau Veritas, in accordance with ISAE3410 standard. Limited level of assurance, based upon a 5% materiality threshold has been carried out. The full assurance statement can be found [here](#).

Data qualifying note:

We collect information monthly about the waste generated in our directly managed assets. Data is provided by weight and immediate disposal route which allows us to identify the environmental impact of our operations. The total absolute impact analysis represents the total amount of waste generated from all our directly managed properties.

The like-for-like analysis uses a static portfolio approach, which includes only those directly-managed properties that were held in the portfolios for the full duration of both 2024/25 and 2025/26. It excludes properties acquired and disposed of in the period and those undergoing major renovations or construction works. It therefore allows us to compare the same group of properties year-on-year.

IMPACT CATEGORY: CERTIFIED ASSETS

					PORTFOLIO PERFORMANCE						
					Total portfolio						
					Absolute measures (Abs)		Like-for-like (Lfl)				
Environmental impacts	EPRA code	Measurement unit	Indicator		2024/25	2025/26	2024/25	2025/26	% change		
Certified assets	Cert-Tot	%	Mandatory (Energy Performance Certificates)	% of portfolio certified by floor area	100%	100%	100%	100%	0%		
				level of energy performance (A,B,C etc)	C	B	B	B	ND		
				% of portfolio certified by number of properties	100%	100%	100%	100%	0%		
				level of energy performance (A,B,C etc)	B	B	B	B	ND		
				% of portfolio certified by value	100%	100%	100%	100%	0%		
				level of energy performance (A,B,C etc)	B	B	B	B	ND		
	Cert-Tot	%	Voluntary	% of portfolio certified by floor area	26%	28%	28%	28%	0%		
				type and level of certification attained (i.e. LEED Platinum)	22 BREEAM (1 Outstanding, 13 Excellent, 6 Very Good, 2 Good). 1 SKA Rating - Design & Construction		22 BREEAM (1 Outstanding, 13 Excellent, 6 Very Good, 2 Good). 1 SKA Rating - Design & Construction		N/D	N/D	N/D
				% of portfolio certified by number of properties	33%	44%	44%	44%	0%		
				% of portfolio certified by value	28%	27%	28%	27%	-6%		

Performance and verification note:

This year we upgraded 173.5k sq. ft. of our portfolio to EPC A/B rating by installing high efficiency lighting and HVAC systems. Overall, we increased A/B rated space by 4.4%, bringing 64.4% of our whole portfolio (by net lettable area) to an A or B EPC rating. A total of 22 buildings are BREEAM certified in our portfolio, and we continue to ensure that all our development projects are being designed to achieve at least an 'Excellent' BREEAM certification and A rated EPC (B for refurbishments). We do not obtain separate verification for this impact category, as both EPC ratings and BREEAM certifications are independently verified by third-party EPC assessors and BRE, respectively.

IMPACT CATEGORY: SOCIAL & CORPORATE GOVERNANCE IMPACTS

					PORTFOLIO PERFORMANCE		
Social & Corporate Governance impacts	EPRA code	Measurement	Indicator		2024/25	2025/26	% change
		unit					
Health and safety	H&S-Asset	% of assets	Asset health and safety assessments		100%	49%	-51%
	H&S-Comp	Total number of incidents	Asset health and safety compliance		0	2	+100%
	H&S-Emp	Per 100,000 hours worked	Injury rate	Direct employees	2.14	2.80	+31%
		Per 100,000 hours worked	Lost day rate	Direct employees	2.78	-	-
		Days per employee	Absentee rate	Direct employees	0.01833	0.0072	-61%
	Total number	Fatalities	Direct employees	0	0	NA	
Diversity	Diversity-Emp	% of female employees	Diversity Employees	Board of Directors members	37.5%	33.3%	-11%
				Executive Management	28.6%	33.3%	+16%
				Managers	62.5%	14.5%	-77%
				All employees	56.8%	57.6%	+1.4%
	Diversity-Pay	Ratio (Women/Men)	Gender pay ratio	Board of Directors members	N/D	N/D	N/D
				Executive Management	N/D	N/D	N/D
				Managers	N/D	N/D	N/D
				All employees	29.4%	25.2%	-14%
Employee	Emp-Training	Average hours	Employee training and development	Women	16	12	-25%
				Men	11	14	+27%
				All employees	14	13	-7%
	Emp-Dev	% of employees	Employee performance appraisals	Women	100%	100%	0%
				Men	100%	100%	0%
				All employees	100%	100%	0%
	Emp-Turnover	Total number and rate	New hires	Total number new employees	81	87	+7%
				Proportion new employees	25%	31%	+24%
			Departures - Turnover	Total number of departed employees	45	62	+38%
Proportion of departed employees				12.6%	20.6%	+63%	
		Total employees number		322	283	-12%	
Communities	Comty-Eng	Percentage of assets	Community engagement, impact assessments and development programs		54%	85%	+58%
Corporate Governance	Gov-Board	Total number	Composition of the highest governance body		8	8	0%
			Executive		2	2	0%
			Non executive		6	6	0%
	Gov-Selec	Narrative on process	Process for nominating and selecting the highest governance body		Recommendations by the Nomination Committee and election by AGM.	Recommendations by the Nomination Committee and election by AGM.	
	Gov-Col	Narrative on process	Process for managing conflicts of interest		The Company has procedures in place for managing conflicts of interest. Should a Director become aware that they, or their connected parties have an interest in an existing or proposed transaction with the Company, they are required to notify the Board in writing or verbally at the next Board Meeting.	The Company has procedures in place for managing conflicts of interest. Should a Director become aware that they, or their connected parties have an interest in an existing or proposed transaction with the Company, they are required to notify the Board in writing or verbally at the next Board Meeting.	

Performance and verification note:

Health and Safety is a material issue for Workspace. Our Health & Safety Policy sets out our commitment to the health, safety and wellbeing of our employees, customers, visitors and others who may be affected by our activities and to fully comply with all health and safety legislation and contractual obligations applicable to our business. A 5-year H&S strategy has been created, and annual objectives have been derived from this. The aim of the strategy is to comprehensively review, improve and enhance our health and safety management system (as set out in the 'HSG65' - plan, do, check, act model). The strategy sets out how we intend to improve the following four objectives, supported by a comprehensive list of actions which are underway or complete.

1. H&S Leadership, culture and engagement:
 - 'Safety Flash' and 'Lessons Learned' communications
 - Creation of the H&S hub on SharePoint
 - Near-Miss reporting drive
 - H&S representation at centre and facilities team meeting to enhance consultation
 - Health and safety newsletters to centre and facilities teams
 - Creation of bespoke working groups (e.g. FMT risk assessment review)
2. How we Identify, control and manage risk
 - Implementation of Health & Safety Management System Work Plan
 - Improvement of internal risk assessment process
 - Roll out of e-Permit to Work Platform
3. Competency
 - Revised, extended and relaunched Toolbox Talks
 - Extended in-house H&S training offer
4. Performance measurement
 - Improvement in internal risk assessment process
 - Enhancement of internal audit arrangements
 - Improvements to accident and Near Miss reporting processes

Occupational Health and Safety (H&S) objectives, linked to the strategy, are set annually and progress against these objectives is reviewed bi-annually by CEO and senior leadership team, along with key H&S metrics such as accident rate and near misses. We have a comprehensive and robust auditing arrangements, including health and safety audit of each site every two years (annual audits of sites with catering). We also appoint third party to carry out external audits of our health and safety arrangements every three years. The information gathered through these audits is used to evaluate the effectiveness of our arrangements and controls.

This year we witnessed two incidents of health and safety non-compliance, which were recorded with remedial and preventative measures put in place. We have also witnessed an increase in injury rate reported, mainly due to sufficient incident reporting processes that have been put in place. Previous low figure was due to chronic under reporting, due to lack of awareness and processes being not suitably defined.

Diversity and Inclusion is a key priority for Workspace and we are committed to monitoring and enhancing diversity across the business. It is worth noting that over 90% of our employees have provided their diversity data such as gender identification, social economic background, ethnicity and sexual orientation, enabling us to benchmark diversity of our employees. We strongly believe that the success of our business depends on our people and are committed to providing a working environment which is inclusive. We have received an inclusivity score of score of 73% in our recent employee survey. We have launched a series of initiatives to support diversity and inclusion within the business:

- We delivered 26 diversity and inclusion training sessions to our employees last year.
- Our diversity network called 'Supporting Others' offers a safe space for colleagues to share their experience on balancing work and caring responsibilities.
- We continued to drive inclusive recruitment practices, including anonymised CVs and hiring manager training (see page 149 of our 2026 Annual Report for more information).
- Throughout the year we celebrated several events raising awareness of various cultures and beliefs.

We are conscious that diversity needs to be reflected at all levels of the business. More information on the diversity of our Board and senior executives, as well as our diversity strategy and achievements can be found on pages 57-59 and 144-150 of our 2026 Annual Reports and Accounts available on our [website](#). We have also published our third gender pay gap report on the [website](#)

Local community engagement and social impact is inherent to Workspace's business model. We support employment-led regeneration of London by investing in some of the most deprived areas of the capital, enabling employment opportunities for local people and boosting local spend. We manage 55 sites across 17 boroughs and through our site teams, we aim to build meaningful relationships with local communities and charities. A total of 47 sites in our portfolio led bespoke place-based community initiatives, ranging from supporting sports charities to business improvement districts, from homeless charities to local food kitchens. We also partnered with local schools across 9 of our sites to deliver skills and education support to pupils. Overall, our site teams volunteered over 400 hours to support local charity and community organisations.

More information on our communities strategy and achievements can be found on pages 57-59 of our 2026 Annual Reports and Accounts available on our [website](#). We annually report our direct and indirect social value contribution (which includes all our community engagement initiatives) in line with TOMS framework and this data is independently verified by Social Value Portal.