



WORKSPACE[®]

EPRA Data Report

2024/25

INTRODUCTION

We are pleased to report our 2024/25 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 74-85, 107, 108 of our 2025 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		2023/24	2024/25	2023/24	2024/25	% change	2023/24	2024/25	2023/24	2024/25	% change	2023/24	2024/25	2023/24	2024/25	% change	
Energy	Elec-Abs, Elec-LfL	MWh	Electricity	Total landlord-obtained electricity	30,395	29,366	30,680	28,769	-6%	30,331	29,248	30,549	28,654	-6%	64	119	131	115	-12%	
				Total electricity	30,395	29,366	30,680	28,769	-6%	30,331	29,248	30,549	28,654	-6%	64	119	131	115	-12%	
				% from renewable sources	100%	100%	100%	100%	-	100%	100%	100%	100%	-	100%	100%	100%	100%	-	
				No of applicable properties			Electricity disclosure coverage	68	69	62	62	-	66	67	61	61	-	2	2	1
	m2 of applicable properties			405,651	408,441	387,615		387,615	-	397,606	400,395	385,648	385,648	-	8,045	8,045	1,968	1,968	-	
	%			Proportion of electricity estimated	3%	2.2%	1.4%	2.1%	-	2.9%	2.2%	1.4%	2.1%	-	0.6%	9.5%	0.6%	9.8%	-	
	Fuel-Abs, Fuel-LfL	MWh	Fuel	Total landlord-obtained fuel	9,355	8,055	8,992	7,898	-12%	9,267	8,055	8,991	7,898	-12%	1	0	0	0	0%	
				Total fuel	9,355	8,055	8,992	7,898	-12%	9,267	8,055	8,991	7,898	-12%	1	0	0	0	0%	
				% from renewable sources	0%	0%	0%	0%	-	0%	0%	0%	0%	-	0%	0%	0%	0%	-	
				No of applicable properties			Fuel disclosure coverage	47	47	43	43	-	46	46	43	43	-	1	1	0
	m2 of applicable properties			330,679	314,500	303,112		303,112	-	324,602	308,423	303,112	303,112	-	6078	6078	0	0	-	
	%			Proportion of fuel estimated	0.5%	0.2%	0.6%	0.2%	-	0.5%	0.2%	0.6%	0.2%	-	0%	0%	0%	0%	-	
	DH&C-Abs, DH&C-LfL	MWh	District heating & cooling	Total landlord-obtained heating & cooling	922	995	922	995	8%	922	995	922	995	8%	0	0	0	0	0%	
				Total heating & cooling	922	995	922	995	8%	922	995	922	995	8%	0	0	0	0	0%	
				% from renewable sources	0%	0%	0%	0%	-	0%	0%	0%	0%	-	0%	0%	0%	0%	-	
				No of applicable properties			Heating & cooling disclosure coverage	6	6	6	6	-	6	6	6	6	-	0	0	0
	m2 of applicable properties			44,386	44,386	44,386		44,386	-	44,386	44,386	44,386	44,386	-	0	0	0	0	-	
	%			Proportion of heating & cooling estimated	0%	0%	0%	0%	-	0%	0%	0%	0%	-	0%	0%	0%	0%	-	
	Energy-Int	MWh/m2/year	Energy intensity			0.100	0.094	0.105	0.097	-7%	0.10	0.10	0.10	0.10	-7%	0.01	0.01	0.07	0.06	-12%

Performance and verification note:

Across the like-for-like portfolio, we achieved a 7% reduction in Energy Use Intensity (EUI), compared to last year. This was mainly driven by an impressive 12% reduction in gas use, along with a 6% reduction in landlord-procured electricity. This year, we invested over £10m on various energy efficiency initiatives across the portfolio, including LED lighting, presence detection sensors, smart building management systems, secondary glazing and heat pumps. Additionally, we ran several energy awareness campaigns to engage our customers in energy reduction. More details can be found on pages 76, 78 and 108 of our 2025 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, encompassing 1,300 square meters in Kennington Park, consumed 57,785 kWh of electricity over the past year (a 17% increase from last year due to higher occupancy rates). Our head office use accounts for 0.2% of the total electricity usage within the portfolio. Notably, the office does not utilize gas for heating. The EUI of the head office is 44 kWh/m²/year, in comparison to the average EUI across the portfolio of 75 kWh/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 2023/24 and 2024/25. 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		2023/24	2024/25	2023/24	2024/25	% change	2023/24	2024/25	2023/24	2024/25	% change	2023/24	2024/25	2023/24	2024/25	% change	
GHG emissions	GHG-Dir-Abs	t CO2	Direct	Total Scope 1	1,711	1,473	1,645	1,445	-12%	1,919	1,473	1,862	1,445	-7%	0	0	-	-		
	GHG-Ind-Abs		Indirect	Total Scope 2	6,460	6,259	6,492	6,112	-6%	6,446	6,235	6,465	6,088	-7%	13	25	27	24	-12%	
			Indirect	Total Scope 3	1,017	919	1,002	902	-10%	1,010	914	997	898	-7%	5	5	5	5	-1%	
	Total		Scope 1 + Scope 2			8,171	7,732	8,137	7,557	-7%	8,365	7,708	8,326	7,533	-10%	14	25	27	24	-12%
	Total		Scope 1 + Scope 2+ Scope 3			9,188	8,651	9,139	8,459	-7%	9,375	8,622	9,323	8,430	-10%	19	29	32	28	-11%
	№ of applicable properties			GHG disclosure coverage	68	69	62	62	-	66	67	61	61	-	2	2	1	1	-	
	m2 of applicable properties				405,651	408,441	387,615	387,615	-	397,606	400,395	385,648	385,648	-	8,045	8,045	1,968	1,968	-	
	%				Proportion of GHG estimated	1.0%	0.8%	0.9%	0.9%	-	1.0%	0.8%	0.9%	0.8%	-	12.2%	7.2%	4.5%	7.3%	-
	GHG-Int	t CO2/m2/year	GHG Intensity	(Scope 1+ scope 2) / m2	0.02	0.02	0.02	0.02	-7%	0.02	0.02	0.02	0.02	-10%	0.0017	0	0.0138	0	-12%	
				(Scope 1+ scope 2+ Scope 3) / m2	0.02	0.02	0.02	0.02	-7%	0.02	0.02	0.02	0.02	-10%	0.00	0.00	0.02	0.01	-11%	

Performance and verification note:

Our total emissions footprint is 20,565 tCO₂e (see page 107 of our annual report). Through our investment in energy efficiency and active energy management programmes, we have reduced our scope 1 emissions by 12% and scope 2 emissions by 6% on a like for like basis (equating to a total scope 1 and 2 reduction of 7% compared to last year). This is in line with our proposed net zero carbon pathway, with impressive reduction of 23% in scope 1 and 2 emissions against our 2019/20 baseline. More details can be found on pages 76 and 107-108 of our 2025 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 electricity losses during transmission and distribution, from the treatment and supply of our water consumption and from 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 2024 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 2023/24 and 2024/25. 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		2023/24	2024/25	2023/24	2024/25	% change	2023/24	2024/25	2023/24	2024/25	% change	2023/24	2024/25	2023/24	2024/25	% change
Water	Water-Abs, Water-LfL	m3	Water	Total landlord-obtained water	250,868	215,566	229,317	213,002	-7.1%	244,809	209,332	225,540	206,921	-8.3%	6,059	6,235	3,777	6,081	61.0%
				Total water consumption	250,868	215,566	229,317	213,002	-7.1%	244,809	209,332	225,540	206,921	-8.3%	6,059	6,235	3,777	6,081	61.0%
	No of applicable properties			Water disclosure coverage	67	68	61	61	-	65	66	60	60	-	2	2	1	1	-
	m2 of applicable properties				400,248	406,380	382,212	382,212	-	392,202	398,335	380,244	380,244	-	8,045	8,045	1,968	1,968	-
	%			Proportion of water estimated	3%	7.2%	1.8%	7.2%	-	3%	7.4%	1.8%	7.5%	-	4%	0%	0%	0%	-
	Water-Int	m3/m2/year	Water Intensity		0.63	0.53	0.60	0.56	-7%	0.62	0.53	0.59	0.54	-8%	0.75	0.77	1.92	3.09	61%

Performance and Verification note:

We achieved a 7% reduction in like for like water consumption this year because of enhanced metering and roll-out of water saving fixtures in showers and toilets. Please note that due to better data availability we have witnessed an increase in like for like water consumption for the industrial asset in the 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 0.5 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 79 of our 2025 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 2023/24 and 2024/25. It excludes properties acquired and disposed of in the period, those undergoing major renovations or construction works as well as properties for which water data was not available for the 2023/24 period. It therefore allows us to compare the same group of properties year-on-year.

IMPACT CATEGORY: WASTE

Impact categoryEPRA 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		2023/24	2024/25	2023/24	2024/25	% change	2023/24	2024/25	2023/24	2024/25	% change	2023/24	2024/25	2023/24	2024/25	% change	
Waste	Waste-Abs, Waste-Lfl	tonne	Waste	Total landlord-obtained waste	2,856	2,936	2,778	2,924	5%	2,763	2,896	2,707	2,881	6%	92	33	47	33	-31%	
				Total waste by disposal route	2,856	2,936	2,778	2,924	5%	2,763	2,896	2,707	2,881	6%	92	40	47	43	-9%	
				Recycled	1,770	2,046	1,728	2,039	18%	1,722	2,023	1,699	2,016	19%	48	23	19	16	-16%	
				Incineration	696	555	655	550	-16%	662	545	637	541	-15%	34	10	18	10	-47%	
				Landfill	0	0	0	0	-	0	0	0	0	-	0	0	0	0	-	
				Composting	390	334.625	382	331	-13%	379	328	372	324	-13%	10	7	10	7	-31%	
	№ of applicable properties			Waste disclosure coverage	65	60	58	58	-	63	59	57	57	-	2	1	1	1	-	
	m2 of applicable properties				399,518	388,706	383,828	383,828	-	391,473	386,738	381,860	381,860	-	8,045	1,968	1,968	1,968	-	
	Waste-Abs, Waste-Lfl	tonne	Waste	Total landlord-obtained waste	2,856	2,936	2,778	2,924	5%	2,763	2,896	2,707	2,881	6%	92	40	47	43	-9%	
				Total waste by disposal route	2,856	2,936	2,778	2,924	5%	2,763	2,896	2,707	2,881	6%	92	40	47	43	-9%	
				%	Recycled (%)	62%	70%	62%	70%	-	62%	70%	63%	70%	-	52%	1	40%	0	-
				%	Incineration (%)	24%	19%	24%	19%	-	24%	19%	24%	19%	-	37%	0	39%	0	-
				%	Landfill (%)	0%	0%	0%	0%	-	0%	0%	0%	0%	-	0%	0	0%	0	-
				%	Composting (%)	14%	11%	14%	11%	-	14%	11%	14%	11%	-	11%	0	22%	0	-
	№ of applicable properties			Waste disclosure coverage	65	60	58	58	-	63	59	57	57	-	2	1	1	1	-	
	m2 of applicable properties				399,518	388,706	383,828	383,828	-	391,473	386,738	381,860	381,860	-	8,045	1,968	1,968	1,968	-	
	%			Proportion of waste estimated	0%	0%	0%	0%	-	0%	0%	0%	0%	-	0%	0%	0%	0%	-	

Performance and verification note:

We achieved an average recycling rate of 81% and diverted 100% waste from landfill. A total of 2,936 tonnes of waste was generated across the portfolio, comprising of 70% post-consumer waste, 14% general waste, 11% food/composting and 5% bottom ash. Better data availability resulted in increase in total tonnage of waste generated, however our active waste management practices ensured we continue to drive higher recycling rates (81% compared to 76% last year). More details can be found on page 80 of our 2025 Annual Reports and Accounts available on our [website](#). The absolute 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 2023/24 and 2024/25. It excludes properties acquired and disposed of in the period, those undergoing major renovations or construction works as well as properties for which water data was not available for the 2023/24 period. 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		2023/24	2024/25	2023/24	2024/25	% 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	C	C	C	ND
				% of portfolio certified by number of properties	100%	100%	100%	100%	0%
				level of energy performance (A,B,C etc)	C	B	C	B	ND
				% of portfolio certified by value	100%	100%	100%	100%	0%
				level of energy performance (A,B,C etc)	C	B	C	B	ND
	Cert-Tot	%	Voluntary	% of portfolio certified by floor area	16%	14%	15%	14%	-4%
				type and level of certification attained (i.e. LEED Platinum)	24 (1 Outstanding, 14 x Excellent, 8 x Very Good, 1 x Good)	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	29%	33%	28%	33%	16%
				% of portfolio certified by value	33%	36%	34%	36%	6%

Performance and verification note:

This year we upgraded 346k 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 8%, bringing 60% 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, along with one ska certified building. We sold several BREEAM rated buildings this year, along with completion of Leroy House in Islington, which achieved EPC A and BREEAM Excellent (for new build part) rating. All projects in the pipeline 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		2023/24	2024/25	% change
		unit					
Health and safety	H&S-Asset	% of assets	Asset health and safety assessments		100%	100%	0%
	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	0.37	2.14	478%
		Per 100,000 hours worked	Lost day rate	Direct employees	2.79	2.78	0%
		Days per employee	Absentee rate	Direct employees	0.01572	0.01833	17%
		Total number	Fatalities	Direct employees	0	0	NA
Diversity	Diversity-Emp	% of female employees	Diversity Employees	Board of Directors members	42.9%	37.5%	-13%
				Executive Management	25.0%	25.0%	0%
				Managers	59.0%	62.5%	6%
				All employees	57.4%	56.8%	-1%
	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	34.7%	29.4%	-15%
Employees	Emp-Training	Average hours	Employee training and development	Women	20	16	-19%
				Men	18	11	-40%
				All employees	19	14	-28%
	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	103	81	-21%
				Proportion new employees	31%	25%	-20%
			Departures - Turnover	Total number of departed employees	43	45	4%
				Proportion of departed employees	13.2%	12.6%	-5%
Total employees number				329	322	-2%	
Communities	Comty-Eng	Percentage of assets	Community engagement, impact assessments and development programs		19%	54%	183%
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 are pleased to receive a high inclusivity score of 86% in our recent employee survey. We have launched a series of initiatives to support diversity and inclusion within the business:

- All our employees have undergone mandatory diversity and inclusion training. This year, we delivered additional 728 hours of diversity training.
- 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 20 of our 2025 annual report for more information).
- Throughout the year we celebrated 11 events raising awareness of various cultures and beliefs.
- We started our cross-department Diversity Action Group, aiming to drive the diversity and inclusion agenda forward (see page 171 in 2025 our annual report)

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 18, 20, 81, 163, 165, 166 of our 2025 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 67 sites across 18 boroughs and through our site teams, we aim to build meaningful relationships with local communities and charities. A total of 36 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 11 of our sites to deliver skills and education support to pupils. Overall, our site teams volunteered over 600 hours to support local charity and community organisations.

More information on our communities strategy and achievements can be found on pages 83-85 of our 2025 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.