SUSTAINABILITY REVIEW

Sustainability is at the core of our business

An integrated approach
Sustainability is core to our business model, guiding our decision-making process across our properties and operations. Our three-pillar sustainability strategy – (1) Delivering a climate-resilient portfolio, (2) Looking after our people, (3) Supporting our communities – allows us to continually improve our environmental and social impact, whilst adding value for all our stakeholders.

Each year we review our material sustainability issues (see page 34) to prioritise impact initiatives and drive progress by setting incrementally stretching targets. In addition, we've strategically aligned our objectives and targets with the United Nations Sustainable Development Goals ('SDGs'). This ensures that our efforts are in harmony with the global ambitions outlined by the SDGs.

Governance
Overall responsibility for our sustainability strategy sits with the Chief Executive Officer, supported by the Workspace Board. A dedicated Board ESG Committee (see page 169) strengthens governance and supports integration across business decisions. The Executive Committee plays a key role in setting and delivering the strategy. At an operational level, Environmental and Social Committees, comprising senior representatives from across the business, oversee implementation and report progress to the Board.

Best practice disclosure
Sustainability is integrated throughout this report, providing clear insight into our approach, strategic alignment and performance against KPIs. Commentary on all sustainability targets is included, alongside TCFD and TNFD disclosures, emissions data and our stakeholder approach. We report in accordance with GRI 2021 and align with SASB guidelines (pages 84 to 85), and publish our EPRA sustainability report online.

Driving performance through sustainability
Our performance-driven strategy embeds sustainability into operations. Ambitious targets across material issues are integrated across teams with clear accountability, and progress is monitored closely throughout the year to support continuous improvement and measurable impact.

Sustainability performance dashboard
This dashboard summarises our current performance against our long-term goals across three pillars.

Sustainability pillar	Theme	Ambition	Current performance	Goal
Delivering a climate-resilient portfolio → For more information See pages 52 to 56	Energy & Carbon	Reduce emissions by 90% by 2040, from a 2020 baseline	36% On track	90%
	Nature	Achieve 15% Biodiversity Net Gain across the portfolio by 2030, from a 2024 baseline	4.2% On track	15%
	Waste	Continue to divert 100% waste from landfill, aim for 5% annual reduction in produced waste	Achieved	
Looking after our people → For more information See pages 57 to 59	Diversity & Inclusion	Annual target to maintain a diverse business, representative of London's demographics	Achieved	
		Aim for an employee inclusivity score of 90%	73% Behind target	90%
	Customer Engagement	Target a customer ESG score of 85% to 90%	85% Within target range	90%
	Supplier Engagement	Engage our top 50 suppliers on climate transition by 2027 to drive scope 3 emissions reduction	30 suppliers On track	50
Supporting our communities → For more information See pages 58 to 59	Social Value	Deliver £10m of cumulative direct social value by 2030, since 2022	£3.6m On track	£10m
	Skills and Employment	Reach 3,000 young people with skills and employment support by 2030, since 2024	1,111 On track	3,000

SUSTAINABILITY REVIEW continued

2026 HIGHLIGHTS

Delivering a climate-resilient portfolio

2.5%
Reduction in like-for-like energy use

2026	**34.96 GWh**
2025	35.84 GWh

100%
Workspace-procured electricity comes from renewable sources

100+
Sustainability events delivered

78%
Recycling rate

2026	**78**
2025	86
2024	76

85%
Customer ESG score[1]

2026	**85**
2025	84
2024	79

1. % of customers who agree Workspace is environmentally and socially responsible.

→ **Find out more**
Pages 52 to 56

Looking after our people

73%
Employee inclusivity score

1,366
Customers attended our wellbeing events

13
Employee training hours per FTE

11
Employees on apprenticeships

121
Beneficiaries of the Growth Happens at Workspace programme

→ **Find out more**
Pages 57 to 59

Supporting our communities

£1.19m
Direct social value generated

2026	**£1.19m**
2025	£1.02m
2024	£827k

£4.9m
Indirect social value[1]

1,643
Employee volunteering hours

2026	**1,643**
2025	2,578
2024	1,560

1. See page 59 for detailed breakdown of social value.

→ **Find out more**
Pages 58 to 59

Sustainability benchmarks and ratings

GOLD
EPRA Sustainability Best Practice Recommendations Award

AA
MSCI ESG rating

Negligible Risk
Sustainalytics ESG Risk Rating

SUSTAINABILITY REVIEW continued

Climate resilience through net zero carbon transition

As a long-term asset owner, future-proofing our portfolio is a key priority. That's why we made a commitment to net zero carbon. Our agile approach and early action have enabled us to stay ahead of the curve and remain well-prepared for emerging climate risks and opportunities.

As a signatory to the BBP Climate Commitment, we report annually on our progress against our net zero pathway. Our absolute greenhouse gas emissions are reported in line with the GHG Protocol guidelines and while we procure 100% of our electricity from renewable sources, we report Scope 2 emissions using a location-based methodology.

Location-based scope 1, 2, 3 GHG emissions (tCO_2e)

Scope 1	**1,627**
Scope 2	**5,213**
Scope 3	**14,220**

Other Scope 3 emissions reduction trajectory (tCO_2e)[1]

1,919 2040 target

2025/26	13,032
2019/20 (baseline)	19,172

1. Excluding energy directly procured by customers.

Our net zero carbon pathway

We have a long-standing commitment to achieving net zero carbon, with our initial science-based targets (SBTs) validated in 2020. However, evolving climate science has made it clear that the pace and scale of action must increase. In response, we have updated our net zero commitment last year to align with the latest SBTi Net-Zero and building sector guidance, committing to fully decarbonise our business by 2040.

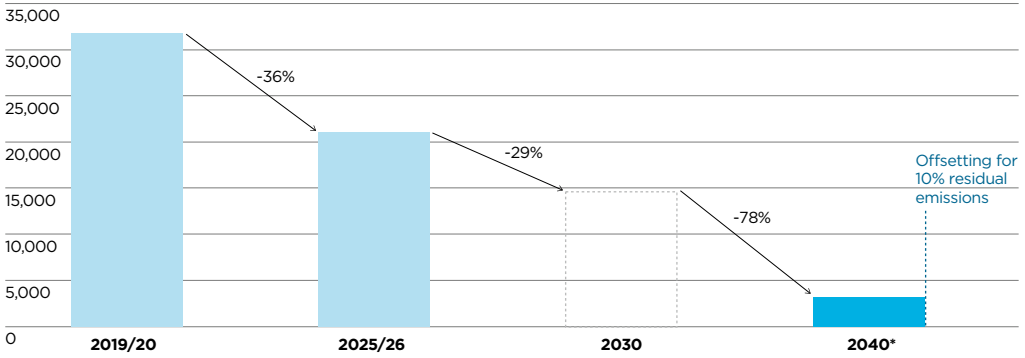
Our new targets specifically include:
- 90% reduction in whole building energy-related GHG emissions intensity by 2040 from a 2020 base year (with a 58% interim reduction target by 2030).
- 90% reduction in absolute scope 3 GHG emissions by 2040 from a 2020 base year (with a 46% interim reduction target by 2030).

We have reduced our carbon emissions by 36% since 2020 keeping us on track for our 2040 net zero objective, and the chart below shows our indicative emissions reductions trajectory. We intend to continue on our climate transition journey at pace, by focusing on the following key pillars of our net zero carbon pathway.

1. **Whole building operational emissions:** Ensuring our portfolio is energy efficient and powered by renewables.
2. **Supply chain emissions:** Taking timely action to optimise our procurement and help our suppliers progress on their climate transition.
3. **Embodied carbon:** Continuing with a refurbishment-led ethos to minimise emissions from development and construction activities.
4. **Offsetting:** Investing in high-quality removal projects for residual emissions only.

Net zero pathway

Carbon Emissions reduction Trajectory (tCO_2e)



Accelerating Decarbonisation

Over the year, we made significant progress in decarbonising our operational footprint by transitioning 20% of lettable space, previously on brown electricity contracts managed directly by Workspace tenants, onto our renewable Workspace energy contract. This shift allowed the business to unlock 188 tCO_2e of carbon savings, a material contribution towards our net zero carbon trajectory.

In parallel, we continued to enhance our smart building capability, with 87% of our managed buildings now fully integrated into our Optergy building management system. This system enables facilities managers to more easily identify energy-saving opportunities, particularly through improved control of timers, scheduling and building systems.

Together, these initiatives are helping to unlock consistent operational energy savings while improving visibility and control across our portfolio, strengthening our ability to deliver long-term carbon reductions.

SUSTAINABILITY REVIEW continued

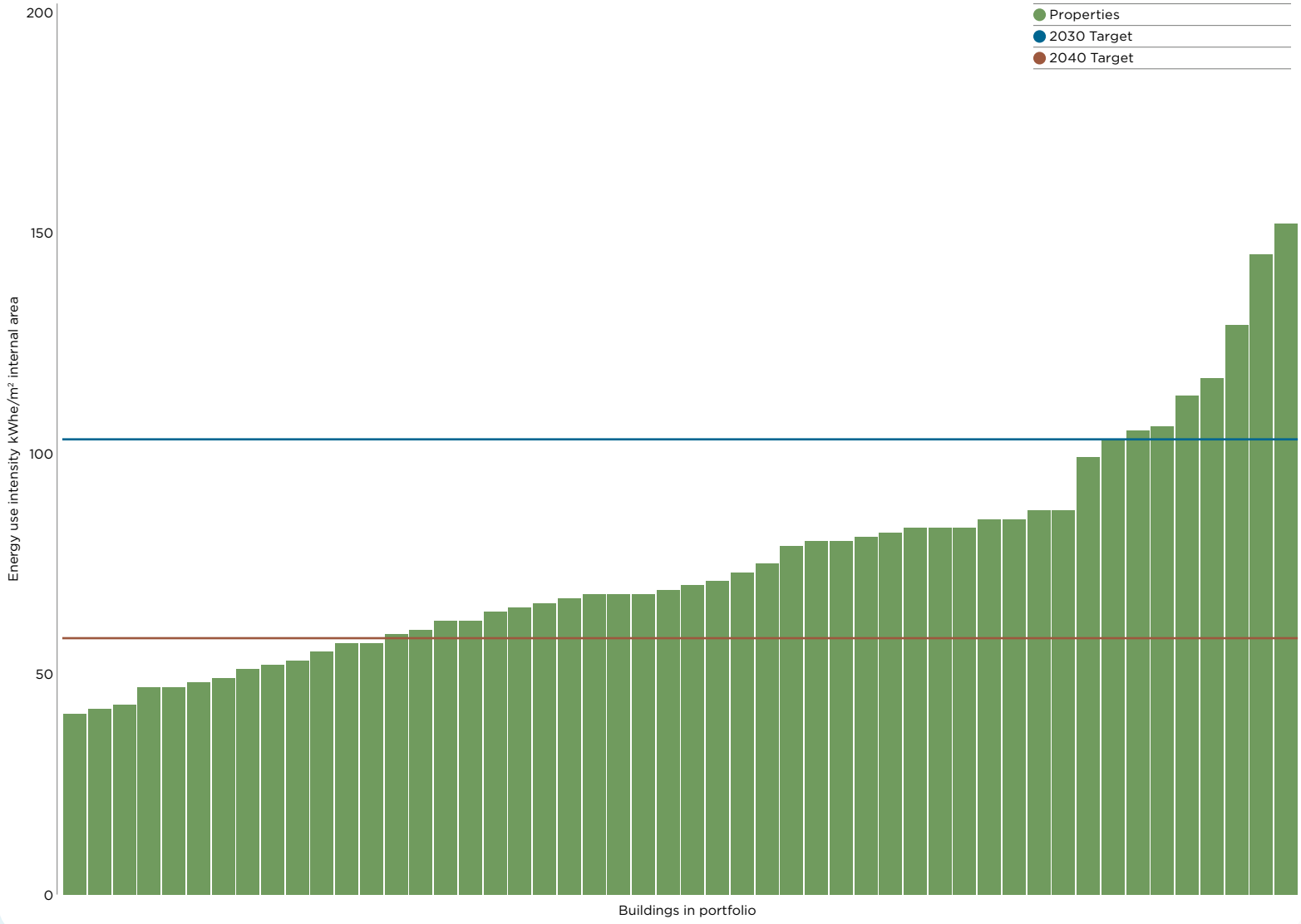
Climate resilience through net zero carbon transition continued

Driving energy reduction across the portfolio
This graph shows the energy use intensity of the 55 buildings in the portfolio. The average energy intensity of our portfolio is 75 kWhe/m² of internal area, which is over 27% lower than the 2030 Net Zero Carbon Buildings Standard target for offices. At an individual building level, 13 buildings already meet the 2040 target depicted by the bronze line. As explained in page 54, we continue to prioritise high energy use buildings for site audits and energy efficiency investments.

As a long-term goal, we are aiming for an average portfolio energy intensity in line with the 2040 net zero target and to achieve an EPC A/B rating (where feasible) by 2030. We project a total investment of £35-67m will be required to meet this goal by 2030 (this is inclusive of the required ongoing annual maintenance CAPEX).

Over the 2025/26 financial year, we invested over £11.5m of CAPEX across 33 properties to improve the energy efficiency and EPC ratings of our buildings, helping us deliver a 2.5% reduction in energy use intensity, across the like-for-like portfolio. We also upgraded 4.4% of our portfolio to EPC A/B ratings.

April 2025 to March 2026 energy use intensity across the portfolio (kWhe/m² internal area)



SUSTAINABILITY REVIEW continued

Delivering a climate-resilient portfolio

Addressing our material environmental issues

Relevant material issue
– Energy & carbon
– Regulatory change

Workspace response
– Reduce whole-buildings energy-related GHG emissions (market-based) by 10%

Status: Achieved

We achieved a 17% reduction in whole building energy-related emissions intensity since last year. The reduction was primarily driven by limiting gas use in buildings and transferring customer energy contracts to Workspace energy, which is 100% renewable.

This reduction was primarily driven by the limiting of gas use in buildings, rolling out smart Building Energy Management Systems, optimising temperature set points and timing controls and implementing over 40 HVAC upgrade projects.

Whole building energy-related emissions

Relevant UN SDGs

Relevant material issue
– Energy & carbon

Workspace response
– Reduce operational energy intensity by 5%

Status: Partially achieved

We achieved a 2.5% reduction in like-for-like Energy Use Intensity ('EUI') since last year across the portfolio. This was mainly driven by a material 6% reduction in gas use across the portfolio, 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.

Targeted effort was also made to reduce the EUI at high energy consuming buildings.

It is worth noting that electricity demand increased following the phase out of gas boilers and the installation of additional air conditioning systems which slightly offset the savings from reduced gas use.

Relevant UN SDGs

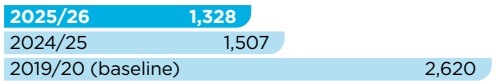
Relevant material issue
– Energy & carbon

Workspace response
– Reduce gas consumption by 15% (c.1.2 Gwh)

Status: Partially achieved

We achieved a 6% reduction in gas consumption across our like-for-like portfolio since last year. This was driven primarily by reducing gas use in buildings and installing heat pumps to electrify heating systems. During the year, we decommissioned 4 boilers, bringing the proportion of the portfolio that is fully electric or on district heating to 60%.

Absolute scope 1 gas GHG emissions



Relevant UN SDGs

Relevant material issue
– Energy & carbon
– Sustainable building design

Workspace response
– Convert 5% lettable space from customer-direct electricity to a Workspace contract

Status: Achieved

In the last year, we transitioned 20% of lettable space, previously on brown electricity contracts managed directly by Workspace tenants, onto our Workspace energy contract. This improved our visibility of energy use within customer spaces and, because our power is fully renewable, enabled customers to benefit from zero-emissions electricity. As a result, 79% of our lettable space is now supplied with fully renewable electricity.

"GREATER VISIBILITY AND INCREASED ACCESS TO RENEWABLE ENERGY ARE HELPING OUR CUSTOMERS MAKE LOWER-CARBON CHOICES, WITH 79% OF OUR LETTABLE SPACE NOW SUPPLIED BY ZERO-EMISSIONS ELECTRICITY.

Ariane Ephraim
Sustainability Lead

Relevant UN SDGs

SUSTAINABILITY REVIEW continued

Delivering a climate-resilient portfolio continued

Addressing our material environmental issues continued

Relevant material issue
– Energy & carbon
– Sustainable procurement

Workspace response
– 6% increase in EPC A/B

Status: Partially achieved

This year we upgraded 4.4% of our portfolio (173,469 sq. ft.) to EPC A/B rating by installing highly efficient lighting and HVAC systems across the portfolio. A material proportion of the EPC upgrades achieved this year were achieved through the delivery of large refurbishment projects, such as Biscuit Factory and Atelier House. As a result, 64.4% of our whole portfolio has an EPC rating of A/B.

EPC breakdown across the portfolio (by area)

A/B	64%
C	19%
D	12%
E	4%

Relevant UN SDGs

Relevant material issue
– Energy & carbon
– Regulatory change

Workspace response
– All major projects to target EPC A/B, BREEAM outstanding (excellent for refurbishment), energy and embodied carbon target in line with UK net zero building standard

Status: Achieved

We continue to implement our Sustainable Development Framework across all major projects. This framework ensures all our projects meet the net zero carbon brief. We undertake whole-life carbon analysis at key design stages to help us assess and reduce embodied carbon by optimising design and material choices. The Biscuit Factory project which we completed this year resulted in embodied carbon emissions of 436kgCO_2/m² and achieved BREEAM Excellent and an EPC A rating.

Our portfolio is 64.4% A/B rated, with 22 BREEAM certified buildings, and we continue to ensure all projects in the pipeline are being designed to achieve at least an 'Excellent' BREEAM certification and A rated EPC (B for refurbishments).

Relevant UN SDGs

Relevant material issue
– Nature and biodiversity

Workspace response
– Add 0.5 Biodiversity units to the operational portfolio

Status: Partially achieved

This year, we delivered 14 greenery projects across several high-conviction assets, including Leather Market and Vox Studios. All projects incorporated planting in line with our Biodiversity Design Guide, ensuring biodiversity enhancement and climate-resilient planting. In total, this generated an additional 0.34 Biodiversity Units, taking the portfolio to 4.2% Biodiversity Net Gain since 2024. The projects have been very well received by customers, enhancing the appeal of our sites and improving customer satisfaction levels.

We have published an update of our reporting aligned with the Taskforce on Nature-related Financial Disclosure (TNFD). See pages 86 to 91 for more details.

1. Biodiversity Units ('BU') are a measure of habitat provision based on its size, condition and distinctiveness.
2. Biodiversity Net Gain ('BNG') equals = biodiversity units post project (-) biodiversity units pre-project.

Relevant UN SDGs

Relevant material issue
– Water

Workspace response
– 5% reduction in potable water consumption

Status: Not achieved

We witnessed a slight increase in water consumption this year compared to last year, 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 0.5 m³/m² of lettable area, which is in line with the Real Estate Environmental Benchmark ('REEB') for UK offices.

Relevant UN SDGs

SUSTAINABILITY REVIEW continued

Delivering a climate-resilient portfolio continued

Addressing our material environmental issues continued

Relevant material issue
– Climate adaptation

Workspace response
– Ensure active management of climate risk across the portfolio

Status: Ongoing

We have a robust understanding of our exposure to physical climate risk and closely monitor impacts of extreme weather events, such as flooding and storms. We commissioned Willis Towers Watson to reassess the climate risk profile of our portfolio using the latest climate models. See our TCFD report for updated risk assessment (pages 73 to 80). Our mitigation strategy is detailed on pages 78 to 79.

One of our main risks is related to flooding at selected sites. We have a dedicated taskforce that continues to monitor our flood management plans, including business continuity processes. This taskforce monitors any incidents of flooding and remedial actions being taken. We also continued to roll-out flood risk and drainage management surveys across the portfolio, resulting in no material flood-related damage or business interruption.

Relevant UN SDGs

Relevant material issue
– Sustainable procurement

Workspace response
– Enhance emissions data reporting across Tier 1 suppliers and take active steps to drive emissions reduction through sustainable procurement

Status: Ongoing

Following the successful launch of our supplier decarbonisation roadmap last year, we continued to deepen engagement with our Tier 1 suppliers on emissions reporting. We collected emissions data from 12 suppliers, improving the coverage and accuracy of our Scope 3 disclosures. In parallel, we supported key suppliers through training on net zero and emissions reporting. To strengthen collaboration across the supply chain, we also launched a Supplier ESG Forum, providing a platform for suppliers to share learning and best practice on climate transition planning and implementation.

30
Suppliers engaged on climate transition

Relevant UN SDGs

Relevant material issue
– Sustainable transport

Workspace response
– Enhance site-wide infrastructure to enable greater uptake of sustainable transport modes

Status: Ongoing

We have over 60 EV charging points across the portfolio, which were used over 2,000 times in the past year, saving 48 tCO_2e whilst helping to avoid material amounts of air pollution and fossil fuel consumption from traditional thermal vehicles. We have also upgraded site facilities to encourage green transport and provide over 1,600 secure cycling racks and 100 showers across the portfolio.

Relevant UN SDGs

Relevant material issue
– Waste and resources

Workspace response
– Achieve recycling rate of 80%, reduce waste by 5% and divert 100% waste from landfill

Status: Partially achieved

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.

Relevant UN SDGs

SUSTAINABILITY REVIEW continued

Looking after our people

Addressing our material social issues

Relevant material issue
– **Wellbeing**
– **Health and safety**

Workspace response
– **Support and enhance the wellbeing of our employees and customers**

Status: Ongoing

This year we rolled out an enhanced wellbeing programme for our employees and customers. We facilitated 15 employee wellbeing events and half of our employees enrolled into our health cashback offering. We also delivered close to 70 employee hours of mental health and neurodiversity awareness training. Employee wellbeing remains a key area of focus, and we will continue to build on our progress in the coming year through targeted initiatives.

Our focus this year for customers was on enhancing our wellbeing offering, focusing on hands on experiences. We hosted over 50 sessions including sketch workshops and terrarium building, benefitting over 1,300 customers and with an average feedback score of 4.9/5.

Relevant UN SDGs

Relevant material issue
– **Diversity and inclusion**

Workspace response
– **Foster a diverse and inclusive culture**

Status: Partially achieved

We continue to monitor and benchmark our workforce diversity metrics twice a year, confirming that we remain closely aligned with the demographic profile of London. A breakdown showing the number of directors, senior managers and all employees by gender is set out on page 147. We recently published our fourth Gender Pay Gap Report accompanied by a clear action plan.

Inclusive recruitment and career pathways continued to be a key focus for us this year, enabling us to promote social mobility.

Throughout the year we celebrated various cultural events, including World Hijab Day, Pride and Rosa Parks Day. We also received an inclusivity score of 73% in our recent employee survey.

Relevant UN SDGs

Relevant material issue
– **Skills and employment**

Workspace response
– **Support employee growth through career development and position Workspace as an employer of choice**

Status: Ongoing

We supported 9 employees to complete accredited qualifications, including programmes with the Institute of Workplace and Facilities Management, and the National Examination Board in Occupational Safety and Health. In addition, we delivered a range of personal and professional development sessions, such as customer service and grievance management training. In total, we provided over 2,484 hours of professional training. We also supported 11 apprentices to gain new qualifications while successfully combining study with practical, on-the-job experience at Workspace.

We also supported six employees in their career progression through our in-house career pathways programme. Of the 38 internal promotions made during the year, 23 were awarded to women. Employee feedback, gathered through our feedback channels and surveys, is actively used to inform communication and ensure we continue to meet employee expectations. Overall, we are pleased to report a low employee attrition rate of 20.6%, compared with a benchmark of 28% for similar-sized organisations.

Relevant UN SDGs

Relevant material issue
– **Skills and employment**
– **Sustainable procurement**

Workspace response
– **Support young people with tailored education, skills development, and employment opportunities**

Status: Ongoing

Through our ‘Growth Happens at Workspace’ programme, we partnered with skills and education charities, including Future Frontiers and Career Ready, to deliver a range of initiatives supporting young Londoners with tailored education, skills development and access to employment opportunities.

Overall, the programme reached 121 beneficiaries during the year, 10 training sessions and 15 mentors providing one-to-one guidance. In total, we delivered 762 hours of skilled career coaching. In addition, we launched our internship programme, supporting four young Londoners through year-round mentoring and a four-week paid work experience placement.

Throughout the year, we also maintained active engagement with our suppliers to promote employment opportunities. We are pleased to report that two of our key suppliers hired a total of seven apprentices, all of whom gained valuable practical skills and experience while working on Workspace contracts.

Relevant UN SDGs

SUSTAINABILITY REVIEW continued

Looking after our people continued

Addressing our material social issues continued

Relevant material issue
– Customer engagement

Workspace response
– Upskill and engage our customers to drive greater sustainable behaviours

Status: Achieved

We rolled out a multifaceted customer engagement programme to raise awareness of sustainability issues, using a combination of newsletters, social media, building installations, events and targeted campaigns. We hosted 35 customer events focused on sustainability skills, reaching more than 300 customers across our portfolio.

Our flagship campaign, Stay in the Loop, focused on increasing awareness on waste management and circularity, and encouraged the adoption of more sustainable behaviours. The campaign was particularly well received by customers, with 400 customers actively participating across our portfolio.

We are pleased to say that 84.6% of our customers agree that Workspace is environmentally and socially responsible.

85%
Customer ESG score

Relevant UN SDGs

Relevant material issue
– Skills and employment

Workspace response
– Run our community skills and employment programme, InspiresMe, across twelve centres

Status: Partially achieved

We successfully delivered InspiresMe, our community skills and employment programme, in partnership with our customers and local schools, across nine centres, spanning across various London boroughs.

Over 1,000 students were reached through our CV workshops, career sessions and eight students completed work placements with 8 of our customers. The responses from school partners and customers were extremely positive with 100% of the schools who took part agreeing they were keen to continue with this initiative next year.

100%
of schools who took part would continue next year

Relevant UN SDGs

Supporting our communities

Addressing our material social issues

Relevant material issue
– Charitable and community support

Workspace response
– Implement a place-based social impact initiative across all clusters

Status: Achieved

All 15 clusters, groups of closely located Workspace centres, covering 53 sites, ran either the InspiresMe or a place-based social impact initiative. These initiatives were led by the Centre Managers in partnership with our customers. Place-based initiatives are a partnership with a local charity or community-oriented organisation. These ranged from sports charities to business improvement districts, from homeless charities to local food kitchens.

We supported these initiatives in a range of ways from putting on fundraising events to giving them space for free to host events. Overall, our centre teams volunteered over 300 hours to support charity and community organisations.

We also partnered with City Harvest to run portfolio wide food collection drives, collecting close to 1,200kg of food.

1,200kg
Food donations

Relevant UN SDGs

Relevant material issue
– Charitable and community support

Workspace response
– Support charities and voluntary, community and social enterprises ('VCSE') through our lettings in kind offering

Status: Achieved

Workspace provided £423k worth of lettings and meeting room bookings as in-kind support to various charities.

These charitable organisations are dedicated to a wide array of causes, including homelessness, health, justice and emergency aid.

£423k
In-kind support

Relevant UN SDGs

SUSTAINABILITY REVIEW continued

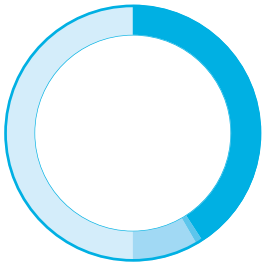
Social value generated by Workspace FY2025/26

This is our fourth year partnering with Social Value Portal to quantify our social value creation. The National Themes, Outcomes and Measures ('TOMs') Framework has been used to calculate the financial value associated with each of our initiatives, which is deemed 'additional' to business as usual. The table provides a breakdown of various initiatives and social value created by our business activities. A significant proportion of our social value contribution comes from tailored engagement with the beneficiaries which we believe delivers long lasting impact. In addition to our direct social value contribution, we have also calculated the indirect value generated through our collaboration with our suppliers and customers.

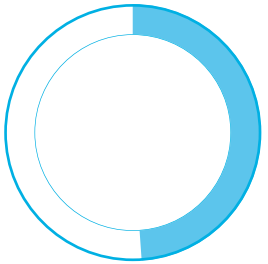
Strategic focus	Impact beneficiaries	Impact themes	Social initiatives generating direct value			Social initiatives generating indirect value
Looking after our People	Employees Customers Suppliers Community Charity	Responsible and inclusive practices Direct £484k	£3.3k delivered through EDI training – 523 employee hours were dedicated to EDI training, including anti-harassment and neurodiversity awareness training	£252.2k delivered through spend with VCSE or hyper-local organisations	£37.1k delivered through upskilling programmes for customers £191,705 delivered through employment of 3.63 disabled FTEs	
		Employment and skills Direct £12k Indirect £4.9m	£7.5k delivered through 16 weeks of work placement supported by Workspace	£1.4k delivered through 46.7 weeks of existing apprenticeships training	£3.3k delivered through 10.7 weeks of new apprenticeships training	£27.9k delivered through 446 weeks of apprenticeships £4.75m delivered through hiring or retaining 95 local people £77.7k delivered through hiring or retaining 1.47 NEET FTEs.
Supporting our Communities		Wellbeing Direct £107k	£68.3k delivered through investment in wellbeing offering for customers	£1.0k delivered through investment in wellbeing campaigns for staff £9.8k delivered through 106 hours of financial literacy support for employees	£28.9k delivered through all employees having access to a comprehensive wellbeing programme	
		Charity and community support Direct £591k	£99.8k delivered through 939 hours of skilled volunteering £6.9k delivered through 396 hours of unskilled volunteering	£5.4k delivered through centre teams contributing 307 hours to support the local community projects	£478.5k delivered through total in-kind contributions, including in-kind lettings, to local charities	

Direct/indirect impact breakdown

Direct
£1.19m



Indirect
£4.9m



COMPLIANCE STATEMENTS continued

TCFD

Workspace considers climate change to be a principal risk and a material issue. In line with the 'Task Force on Climate-related Financial Disclosures' ('TCFD') recommendations and recommended disclosures, we have provided information to our stakeholders on our climate-related risks and opportunities, in turn helping them to make informed decisions.

We have assessed our material climate risks and opportunities, and their potential impact using a number of climate-change scenarios. This assessment has provided us with an in-depth view of the levels of risks across the portfolio and helped us test the resilience of our strategy. We also have a more robust understanding of the opportunities to Workspace, arising from the transition to a low-carbon economy. We have used the findings of this assessment to update our approach to risk management, implement a strategy to mitigate material risks and maximise the opportunity. Aligned to this is our net zero carbon target, which ensures we are closely managing our transition risks and building resilience.

The following section includes our climate-related financial disclosures for purposes of the UK Listing Rules, including details on climate change scenarios and how they may affect our business in the short, medium and long term. As required by the UK Listing Rules (UKLR 6.6.6R), we confirm that this report is consistent with all of the TCFD recommendations and recommended disclosures, taking into account Section C of the TCFD Annex entitled 'Guidance for All Sectors' and (where appropriate) Section E of the TCFD Annex entitled 'Supplemental Guidance for Non-Financial Groups'.

TCFD pillar and recommendation	Recommended disclosures	Compliance status	Progress to date	2026/27 objectives
1. Governance Disclose the organisation's governance around climate-related risks and opportunities.	– Describe the Board oversight of climate-related risks and opportunities	✓ Achieved	– Board ESG Committee oversees climate-related risks, opportunities and goals – Joint Audit and ESG meeting held in January 2026 which reviewed ESG policies and related assurance – Executive ownership of climate-related objectives, with performance linked to their remuneration	– Board ESG Committee to continue monitoring climate-related risks and opportunities – Emission reduction objectives in line with science-based targets to be included in relevant teams' objectives
	– Describe management's role in assessing and managing climate-related risks and opportunities	✓ Achieved		
2. Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning where such information is material.	– Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term	✓ Achieved	– Re-assessment of climate-related risks and opportunities undertaken against 4°C and 1.5°C global temperature rise scenarios (see pages 74 to 76) – A disclosure on potential impact and resilience of strategy on pages 74 to 77	– Annual re-assessment of transition risks will be carried out
	– Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning	✓ Achieved		
	– Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	✓ Achieved		
3. Risk management Disclose how the organisation identifies, assesses, and manages climate-related risks.	– Describe the organisation's processes for identifying and assessing climate-related risks	✓ Achieved	– Risks identified using climate models, academic research and expert advice – Based on probability and impact scale, risk level assessed as low, moderate or high – Utilising enterprise risk management framework to capture, document and manage risks	– Climate risk is identified as a principal risk and will continue to be assessed as part of the overall risk management framework, including a bi-annual review of effectiveness of controls
	– Describe the organisation's processes for managing climate-related risks	✓ Achieved		
	– Describe processes for identifying, assessing, and managing climate-related risks and integrating them into the organisation's overall risk management	✓ Achieved		
4. Metrics and targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	– Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	✓ Achieved	– Annual publication of energy consumption, renewable energy generation and procurement, carbon emissions (from fuels, waste, water), recycling rates, EPC split, voluntary green certifications, energy efficiency projects, portfolio flood exposure – Emissions reduction targets are in line with latest SBTi criteria	– Key metrics to continue being tracked on a monthly basis and presented to the Board
	– Disclose scope 1, scope 2, and if appropriate, scope 3 greenhouse gas ('GHG') emissions and the related risks	✓ Achieved		
	– Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	✓ Achieved		

COMPLIANCE STATEMENTS continued

TCFD continued

1. Governance

The role of the Board
Our Chief Executive Officer has the highest level of responsibility for climate-related risks and opportunities and, together with the rest of the Workspace Board, ensures we maintain close oversight of climate-related issues.

Climate-related issues are regularly considered by the Board as part of broader decision-making processes regarding strategy, risk management, budgeting, business planning and overseeing the Group's performance objectives. To do this effectively, the Board has set up an ESG Committee comprising of all members of the Board – the Board Chair, the five independent Non-Executive Directors, the Chief Executive Officer and the Chief Financial Officer. The ESG Committee receives a detailed update on our sustainability and climate-related goals three times a year, from members of the Executive Committee and the Sustainability Lead.

During the year, the ESG Committee considered the following climate-related issues: reviewed implementation plans, investment required and progress made on our net zero pathway, approved interim emissions reduction milestones and inclusion of relevant KPIs as performance targets for Executive Directors and reviewed the effectiveness of our climate-related policies. See page 174 for further details of climate-related responsibilities of the Board and its Committees (including the Audit and Remuneration Committees). The Board also received a technical briefing on evolving sustainability legislative requirements as part of their forward-looking review.

Climate risk remained a principal business risk this year and the Board reviewed the mitigation strategy and effectiveness of controls as part of the principal risk register review.

This information is provided to the Board and the Executive Committee via the Risk Management Group, comprising of senior members from different parts of the business. The Risk Management Group meets monthly and is responsible for monitoring and implementing risk management activities, including climate risk.

We have also linked climate-related performance measures to the Executive Directors' LTIP grants this year, accounting for 15% of weighting. These targets are also incorporated into wider team objectives. The Board received regular reports tracking progress against these goals. See pages 169 to 177 for further details.

Management responsibility
The Head of Portfolio Management is the Executive owner of our climate strategy and the Sustainability Lead reports to the Board ESG Committee on all climate-related issues. They are supported by the members of the Environmental Committee in the day-to-day management and delivery of climate-related initiatives. The Environmental Committee is made up of cross-functional members who head up various business departments, such as development, asset management, facilities management, investment and support functions. The Committee includes a number of other Executive Committee members, which ensures senior-level ownership and oversight of implementation plans and also streamlines communication to the wider Executive team and the Board. The Environmental Committee meets bi-monthly and is responsible for operationalising our climate-related objectives, and hence is well positioned to manage, report, communicate and inform our approach on climate-related issues.

2. Strategy

As a responsible business, we consider climate-related risks and opportunities across our portfolio and business wide activities. We have identified the physical and transition risks arising from climate change and are committed to actively managing these risks. Due to the nature of our business model, Workspace is also in a position to capture several opportunities arising from the transition to a low-carbon economy.

This year we worked with Willis Towers Watson ('WTW') to re-assess the impact of climate-related risks through quantitative and qualitative scenario analysis, considering short-term (now to 2030) medium-term (2050) and long-term (beyond 2050) time horizons. The short-term time horizon aligns with our portfolio strategy and financial planning. Our portfolio strategy includes business plans and budgets for individual assets out to 2030. Where feasible, we have incorporated plans to decarbonise our core portfolio in the business plans, aiming to drive accelerated transition out to 2030, whilst continuing to monitor regulatory and market risk to plan for medium-term.

The re-assessment we have conducted this year is based on two pre-defined climate scenarios – a 4°C global temperature rise scenario in line with the Intergovernmental Panel on Climate Change ('IPCC') Representative Concentration Pathway ('RCP 8.5') and a 1.5°C global temperature rise scenario in line with RCP 2.6.

This year's reassessment also used the latest climate models from the Couples Model Intercomparison Projects ('CMIPs')*. Compared to 'CMIP5', the latest iteration ('CMIP6') offers a more granular view of regional physical risk analysis with improved representation of extreme heat, heavy rainfall and drought. It also explicitly integrates economical, technological factors as well as policy assumptions, through the use of Shared Socioeconomic Pathways ('SSPs').

The 4°C warming scenario assumes that markets, governments and society will continue business as usual with increasing adoption of energy and resource intensive lifestyles and abundant exploitation of fossil fuels. There will be limited action taken to mitigate climate change in this scenario and hence as a result in the period after 2030-2050, the physical effects of climate change will begin to intensify rapidly.

The 1.5°C warming scenario assumes proactive and sustained action to reduce carbon emissions over the next 25 years to build a low-carbon economy, in the form of stringent Government policies on stricter energy efficiency building codes and carbon taxes. There will also likely be significant public and private sector investment in low emissions technologies to help the global economy achieve net zero goals by 2050. Overall, this scenario would result in higher transition risk in the short and medium-term. Given the warming over pre-industrial levels is going to be limited, the extent of physical risk will only be slightly higher than it is today.

We also commissioned WTW to assess London-specific risks, including intensified Urban Heat Island effect and a potential Thames barrier failure scenario. This reinforced the need for resilient refurbishment practices, green infrastructure, and appropriate AC installation.

* CMIP is a global framework that brings together leading climate models to provide consistent projections of future climate conditions used in climate risk assessments.

COMPLIANCE STATEMENTS continued

TCFD continued

2. Strategy continued

Our assessment considered all plausible climate-related risks and opportunities that are applicable for real estate businesses. These are identified in the table below. The impact of physical risks is mainly in the form of direct damage to property, business interruption or supply chain disruption. Impact of transition risks is mainly in the form of increased cost of business, property obsolescence or failure to meet customer expectations.

Risks related to the physical impacts of climate

Acute climate risks	Chronic climate risks
Winter storm	Heat stress
Tornado	Precipitation
River flood	Drought
Flash flood	Fire weather
Coastal flood	Sea level rise
Hailstorm	
Lightning	

Risks and opportunities related to the transition to a lower-carbon economy

Policy and legal risks/opportunities	– Pricing of GHG emissions – Proposed MEES requirements (EPC B by 2030) – Climate Change litigation – Enhanced emissions reporting obligations – Increasingly stringent planning requirements
Technology risks/opportunities	– Substitution of existing technology to lower emissions options
Market risks/opportunities	– Change in customer demands – Increased cost of raw materials – Increased cost and availability of electricity – Cost of capital – Emissions offset
Reputation risks/opportunities	– Investment risk – Employee risk

We worked with WTW this year to re-assess asset by asset exposure for a range of climate risks (as shown in the table to the left) at the present day, as well as for future years under the selected scenarios. Data used for the analysis includes state of the art models and databases within the insurance industry (including WTW Global Peril Diagnostic, Munich Re hazard database, Swiss Re CatNet amongst others), climate models, published research and information from IPCC. The assessment was further supplemented with local information and data that we hold on the assets.

To assess the transition risks, we conducted scenario analysis using the guidance issued by TCFD. The scenario used for the analysis aligns with projections to keep global warming below 1.5°C above pre-industrial temperatures and it was constructed based on a variety of sources including RCP 2.6 scenario from IPCC, International Energy Agency ('IEA') and the Network for Greening the Financial System ('NGFS'). NGFS has also been used as a primary source for carbon price estimates. Potential transition risks to Workspace were identified and articulated using academic research and discussions with Workspace teams (as shown in the table on the bottom left).

All the identified risks were assessed in terms of impact and probability via a series of subject matter expert interviews with Workspace teams (such as finance, investment, technology, legal, development, HR and leasing). Where the risk criteria allowed for quantification, financial impacts were estimated using assumptions and likelihood assessed and aligned to our Enterprise Risk Management ('ERM') risk rating criteria (details of our ERM framework can be found on pages 62 and 168). This helped us narrow down the material issues applicable to Workspace as shown on page 34, along with risk levels.

Our analysis showed that all of London and the South East could be exposed to a mix of acute and chronic climate risks such as flooding, windstorm, drought and heat stress, thereby affecting our properties as well. The analysis showed that the chronic risk would become more evident in the long-term, but the impact level will still be low and manageable under the 1.5°C scenario. The impact level is deemed moderate under the 4°C scenario, arising from failure to transition. Acute risk, on the other hand, could be felt today. Using catastrophe models such as Property Quantified and KatRisk, we simulated thousands of acute climate events to estimate the level of impact in terms of property damages and business interruption. Taking this probabilistic view and accounting for actual vulnerability of our locations has further provided rigour to our risk level projections. Overall, we estimate the level of impact from acute risks (such as flooding, flash floods and wind storms) is low.

On transition risk, the impact is evident even now, and could be significant under the 1.5°C warming scenario due to stringent policy requirements, increasing customer expectations and expected raw materials price increases. We have estimated the risk level to be moderate, considering impact in terms of increased cost, property obsolescence and customer demand. However, through our sustainable business model we hold an advantage over our peers and have made a net zero carbon commitment in line with the UK's commitment in Climate Change Act 2008 (2050 Target Amendment) Order 2019, thereby minimising our risk. We are also well positioned to capture the transition opportunities, such as operational cost efficiencies, lower cost of capital and changing customer demands.

COMPLIANCE STATEMENTS continued

TCFD continued

2. Strategy continued

The table below shows the summary of material risks and opportunities, applicable to Workspace, across the various time horizons and considering the two warming scenarios.

	Current/short term (2030)	Medium term (2030-2050)	Long term (beyond 2050)
1.5°C scenario	**Moderate transition risk resulting from:** – Proposed MEES requirements for all commercial buildings to be EPC B by 2030, requiring investment in energy efficiency upgrades across the portfolio – Changing customer demands on sustainability, requiring swift adaptation of our older buildings to meet high sustainability standards	**Moderate transition risk resulting from:** – Proposed MEES requirements – Increase in planning requirements, resulting in higher upfront investment in energy efficiency or offsetting – Increased costs of raw materials – Increased costs associated with offsetting of scope 3 emissions	**Low transition risk in the long term,** assuming the UK economy has already transitioned to a low-carbon world.
	Transition opportunity arising from: – Operational cost savings and efficiencies from upgraded EPCs and implementation of low-carbon technologies – Enhanced customer attractiveness due to our ability to meet their expectations on sustainability across many of our new and refurbished buildings – Access to green finance	**Transition opportunity continues to exist** due to operational cost savings, customer expectations and access to green finance.	**Low transition opportunity in the long term,** assuming the UK economy has already transitioned to a low-carbon world.
	Low physical risk – Existing exposure to windstorm across the portfolio (unrelated to changing temperature). The impact in terms of physical damage and business disruption is low considering asset vulnerability – Flood risk exposure at three buildings and risk of localised flash flooding due to heavy precipitation across nine buildings. The impact in terms of physical damage and business disruption is low considering asset vulnerability	**Low physical risk with no significant changes to current risks profile**, other than the already existing exposure to windstorm and flood risk.	**Low physical risk**, mainly due to smaller manageable changes in chronic risks such as drought and heat stress. The main impact from droughts is water scarcity and impact on green areas. Heat stress can impact running costs and customer wellbeing. On acute risk, windstorm continues to pose risk. However, the impact in terms of physical damage and business disruption is low considering asset vulnerability.
4°C scenario	**Transition risk non-existent in this scenario, in the current/short-term**	**Transition risk non-existent in this scenario, in the medium term**	**Moderate physical risk arising from failure to transition:** – Continued exposure to windstorm, flood risk at three buildings and localised flash flooding across ten buildings – Increased drought risk across all buildings – Increased heat stress across all buildings – Increased subsidence risk across all buildings
	Low physical risk, due to already existing exposure to windstorm (unrelated to changing temperature), flood risk at three buildings and localised flash flooding across nine buildings. The impact in terms of physical damage and business disruption is low considering asset vulnerability.	**Low physical risk with no significant changes to current risks profile**, other than the already existing exposure to windstorm and flood risk.	

COMPLIANCE STATEMENTS continued

TCFD continued

2. Strategy continued

Strategy and financial planning
Our sustainability strategy has a key focus on climate change mitigation and adaptation, ensuring we are minimising the environmental impact of our portfolio and building resilience for the long term. We are delivering on this ambition by embedding climate considerations in financial and strategic decisions across the life cycle of our properties: Development, Investment and Asset Management and the services we deliver to our customers.

Development: As a business, our primary focus is on repurposing old buildings to higher standards and hence inherently our activity is less carbon intensive than some of our peers. However, we continue to focus on further minimising our environmental and carbon impact, ensuring what we build is fit for the future. Our sustainable development brief requires all our development and refurbishment projects to meet high energy and carbon specifications, thereby minimising our exposure to risks such as proposed MEES requirements, stringent planning requirements, raw material costs and increased customer demands. We also ensure that we test our design brief against physical risks such as heat stress and flooding.

Investment: Climate considerations inform all our investment decisions, whether it's spending capex on building upgrades or acquiring new properties. We conduct sustainability due diligence, taking into account a number of warming scenarios, prior to acquisition to assess climate-related risks associated with the building and forward plan the investment and interventions required to mitigate any material risks.

Asset management: Our flexible business model allows us to implement a rolling programme of refurbishments across the existing portfolio, to ensure we continue to improve the energy and carbon performance of all our buildings and remain compliant with legislation. Our flood risk assessment has also helped us prioritise adequate defences and mitigation plans for exposed assets.

Services to customer: Climate considerations are fully embedded in our operational platform, ensuring our site teams are delivering customer services sustainably. This includes initiatives to manage whole building energy consumption, raising awareness with our customers to reduce carbon and manage our waste sustainably. We are also actively upgrading our portfolio to be more sustainable, in line with changing customer expectations.

Financial planning: Climate considerations inform our business financial reporting and planning. The Board deem there is no material financial impact from climate-related issues, considering valuation of properties, going concern and viability of the Group and the capital expenditure required. The Board reviewed the investment plan to transition our portfolio to net zero carbon and upgrade EPC to A and B, where feasible, (see pages 54 to 55) and this has enabled us to forward plan investments on interventions such as energy efficiency technology, decarbonising heat, onsite renewables and sustainable materials and construction practices. To ensure we have access to capital at competitive rates, our financing is also linked to climate-related criteria (£300m Green Bond, £335m ESG-linked revolving credit facility and a £65m loan from Aviva).

Resilience of strategy
The climate scenario assessment has enabled us to test the resilience of our strategy and revealed that our overall exposure to climate-related risks is moderate, mainly arising from transition risk under 1.5°C scenario (see table on page 76). The geographic concentration of our portfolio in London and low vulnerability of assets to acute risks means that the overall exposure to physical climate risks is low, even under a 4°C scenario.

Our strategy and financial planning effectively addresses the transition risk identified in the 1.5°C scenario. Our sustainable business model, whereby our carbon and energy intensity is lower compared to the industry average and our focus on repurposing older buildings to meet high sustainability standards ensures we are building resilience across the business in the near to medium term. Our robust operational platform allows us to proactively manage environmental performance of our assets and mitigate both physical and transition risks.

Given our long-term ownership of buildings, coupled with our flexible lease model which allows us to invest across our portfolio in a timely manner and actively address climate risks, we are confident that our strategy is resilient against plausible climate scenarios. Further, our pathway to become net zero carbon (see pages 52 to 53), ensures we are aligning our business to a 1.5°C warming scenario and mitigating any potential risks.

3. Risk management

Identifying and assessing risk
We have an established Risk Management Framework in place to help us capture, document and manage risks facing our business, including climate-related risks. The Audit Committee along with the full Board have overall responsibility for risk management. See our Risk Management Framework on page 60 and 168 along with our criteria for determining risk scoring.

We identify risks across two key areas: Principal Business (Strategic) risks and Operational risks. Climate-related risks have been factored in to both these categories.

The scenario analysis conducted with WTW helped us assess the level of exposure to climate risk, its likelihood (taking into account both existing and emerging regulatory and market risks), and determine its financial materiality using a structured template (see impact criteria on page 62) to capture any impact on revenue, costs or property valuation. This allowed us to map our risk levels as low, moderate or high, using our risk scoring matrix (page 62). In our case, we observed no significant change in risk profile between various time horizons and hence the mitigation strategy is focused on short to medium term actions, covering our response out to 2050, including delivery of our net zero carbon commitment.

Depending on the extent of planned mitigation measures in place, as already captured in our net zero pathway and existing business processes, we were able to narrow down the material risks which had a level of residual impact that we will continue to manage effectively. These are captured in the tables on pages 78 to 79 along with current mitigation strategy for the two climate scenarios we have assessed.

COMPLIANCE STATEMENTS continued

TCFD continued

3. Risk management continued

The table below shows the summary of material risks and opportunities, applicable to Workspace, across the various time horizons and considering the two warming scenarios.

Risk	Evaluation of residual risk	Mitigation strategy
Transition risks and opportunities in the current/short and medium term – 1.5°C warming scenario		
Policy and legal – EPC rating requirements	– 19% of the Workspace portfolio is rated C and 16% is rated D and E. Additional investment of £35-67m will be required to meet EPC A/B across the portfolio by 2030 (c.£9-17m annually) – However, taking into account the annual maintenance capex for ongoing refurbishments throughout the year, the actual additional investment required will be much lower than c.£4-5m annually – **Opportunity:** There will be an opportunity arising from higher operational savings due to upgraded environmental performance	– Target set to upgrade a significant proportion of the portfolio to EPC A/B each year. We successfully upgraded 4.4% of the portfolio to EPC A/B this year – A rolling programme of EPC and net zero audits is being undertaken to identify asset level upgrade plans and a process is in place to upgrade a unit once vacant – A detailed investment plan is created for annual budgeting purposes – Central register created to track EPC compliance status monthly
Policy and legal – increasingly stringent planning requirements	– Workspace is able to meet London Plan requirement of 35% emissions reduction over Part L, of the building regulations – If the requirements were to get more stringent in future (say 50% reduction or inclusion of offsetting for upfront carbon at planning stage), we would need to design buildings differently, which could raise project costs	– By implementing our net zero design brief, we are able to achieve 35% reduction at minimal incremental cost – Continual tracking of planning requirements to inform our design brief – Strategy in place to minimise whole life carbon through responsible design and material choices
Market – change in customer demands	– Based on a recent survey, over 25% of London SMEs factor in sustainability as one of the top five criteria in their choice of office space – We are rapidly decarbonising our portfolio in line with our net zero pathway, ensuring we are well placed to meet changing customer expectations and capture more market share by being ahead of our peers. In the interim, there is some risk to our older properties which are not in the top tier of energy/carbon performance and are awaiting upgrades – **Opportunity:** There will also be an opportunity from increased customer demands (i.e. successful lettings, high occupancy) for our newly refurbished or developed buildings that meet high sustainability standards	– Our net zero pathway ensures we continue to enhance our portfolio to meet changing customer demands – Through continual collection of customer preferences and data, we intend to proactively manage customer expectations – Improved communications with customers on our sustainability efforts further strengthen customer satisfaction
Market – increased cost of raw materials	– We expect the costs of carbon intensive raw materials (such as cement, steel) will increase in the future – The resulting impact will depend on our build activity in a year and the percentage of cost passed on by suppliers	– Our focus on repurposing limits our exposure to raw materials and associated cost increased – Continued efforts to explore new materials and technologies will help further reduce embodied carbon of our developments
Market – emissions offset	– Our current emissions are around 21,060 tonnes of CO_2e. In line with our net zero pathway, we expect to reduce our emissions by 90% by 2040 from a 2020 baseline (32,695 tonnes of CO_2e) – Applying UCL projected cost of carbon at $100 per tonne[1] worst case scenario, this could cost us up to £245k annually from the point we achieve our net zero carbon target	– Continue to drive progress on our net zero pathway by upgrading our properties to eliminate scope 1 and 2 emissions – Continue efforts to explore new materials and technologies to reduce embodied carbon of our developments, driving our scope 3 emissions down – Continue engaging with tier 1 suppliers to implement the newly established supply chain decarbonisation roadmap, requiring top 50 suppliers to report carbon data annually and setting their own net zero targets

1. Source: https://www.ucl.ac.uk/news/2021/jun/ten-fold-increase-carbon-offset-cost-predicted.

COMPLIANCE STATEMENTS continued

TCFD continued

3. Risk management continued

The table below shows the summary of material risks and opportunities, applicable to Workspace, across the various time horizons and considering the two warming scenarios.

Risk	Evaluation of residual risk	Mitigation strategy
Physical risks in the current/short and medium term – 1.5°C warming scenario		
Windstorm	– Most of our buildings could be exposed to risk of windstorm and missile impact from flying debris. However, given the solid façade and relatively lower height of our buildings, we estimate level of impact in property damages and business interruption to be low (less than £1.7m, assuming worst case scenario). The risk profile will likely remain within the current levels of variability, with changing temperatures	– Business continuity and emergency response planning measures in place to minimise potential impact in case of storm warnings – Protection against portable and not secured items in building vicinity is being incorporated
River flood	– Flood defences provide an adequate level of protection however, there are some local areas at risk which exposes three of our buildings. The impacts could be water ingress, damage in lower floor and some level of interruption to the business. Taking into account our flood mitigation strategy and emergency preparedness plans, we estimate level of impact in property damages and business interruption to be low (less than £1.2m, assuming worst case scenario). The risk profile only moderately changes with time or changing temperature	– Comprehensive flood risk management plans created for exposed assets – Business continuity and emergency response planning measures put in place in case of flooding – Flood mitigation measures being incorporated in design of new projects – Insurance protection in place in case of physical damage or interruption
Localised flash flooding	– Whilst the precipitation stress due to heavy rainfall is likely to stay the same, nine of our buildings could be exposed to localised flash flooding due to local terrain features which could cause water ingress and damage in lower floors. A deeper dive of these buildings has revealed lower vulnerability to localised flash flooding and hence we estimate level of impact in property damages and business interruption to be low (less than £1.6m, assuming worst case scenario). The risk profile is not likely to change with time or changing temperatures	– Comprehensive flash flood risk assessment being undertaken across the portfolio – Business continuity and emergency response planning measures put in place to minimise impact in case of high precipitation warning – Regular drainage survey being undertaken across select buildings to ensure sufficient water attenuation on site – Flood mitigation measures being incorporated in design of new projects, including blue roofs and rain water harvesting systems
Physical risks in the long term – 4°c warming scenario[1]		
Drought	– Under this climate scenario, London and the South East of the UK could be exposed to drought stress, affecting all our properties in the long term. Whilst our water consumption is not material, this would result in slightly increased utility costs and impact on green areas	– We are installing water efficient fittings across our buildings – Our landscaping has been designed to bear warmer climates in mind
Heat stress	– In this scenario, by the end of the century, London and the South East of the UK could be exposed to medium level of exposure to heat stress resulting in the number of heatwave days increasing to 20 days per year, thereby affecting all our properties. On average, there will be an increase in our cooling demand. The scenario will also result in milder winters, which would in turn reduce our heating demand on average. In the current/short term, heat stress will not be a significant issue despite slight increase in heatwave days	– A rolling programme of air conditioning is being implemented across the portfolio to ensure customers are comfortable in high temperatures – Additional measures such as outdoor greenery and shade being incorporated to provide 'refuges' in hotter weather conditions – Review of current heating and cooling usage being undertaken to ensure we continue to optimise consumption, in response to outdoor temperatures

1. Note: Under the 4°C warming scenario – windstorm, flood risk and flash flood risk will exist as well, and potentially could edge further. However, the risk profile will not change significantly. The mitigation strategy listed above will continue to be effective.

COMPLIANCE STATEMENTS continued

TCFD continued

4. Metrics and targets

Metrics used to assess climate-related risks and opportunities
To understand our climate-related impact and performance we report on a wide range of consumption and intensity metrics relating to energy, carbon, waste and water, such as:
- Total energy consumption (page 81).
- Total electricity consumption, including proportion generated from renewables (page 81).
- Proportion of electricity sourced from renewable sources (page 84).
- Total fuel consumed on site (page 81).
- Building emissions intensity by floor area (page 81).
- Total emissions from water consumption (page 81).
- Total emissions from waste, waste recycled and diverted from landfill (page 81).
- EPC split of the portfolio by floor area (page 55).
- Number of buildings with sustainability certification (page 55).
- Number of energy efficiency projects implemented and associated capital expenditure (page 82).
- Number of buildings exposed to flooding (page 79).
- ESG metrics linked to remuneration and performance against these (pages 39 to 40 and 208).
- Internal carbon price of $100/tonne (page 78).

Pages 50 to 59 provide further detail on targets we have set against all climate-related metrics and progress made to date.

Scope 1, 2, 3 GHG emissions and related risks
Carbon emissions represent one of our largest environmental impacts and we are actively working to reduce our sources of carbon where possible (see our net zero carbon pathway on page 52). Significant contributors to our operational carbon emissions are the electricity and gas consumed within our buildings and by improving the energy efficiency of our buildings and electrifying the heating systems we aim to reduce our overall carbon footprint. Following an in-depth analysis of our scope 3 emissions, we now have a much better understanding of the emissions associated with our development and refurbishment activities which make up a significant portion of our scope 3 emissions. We are also implementing a supply chain decarbonisation roadmap to accurately assess and reduce our supply chain emissions. Refer to page 81 for our scope 1, 2 and 3 greenhouse gas emissions data and year-on-year changes (calculated using GHG protocol).

Targets used to manage climate-related risks and opportunities
To reduce our carbon emissions, we continue to focus on designing low-carbon buildings and implementing energy efficiency initiatives throughout the portfolio, whilst actively engaging our customers and suppliers to reduce scope 3 emissions.

Our main goal is to significantly decarbonise our business (see page 52 and 53 for the scope of our net zero carbon commitment, aligned to latest SBTi guidance). This is underpinned by the following emissions reduction targets:
- Aim to reduce our total greenhouse gas emissions by 90% by 2040, from a 2020 baseline.
- Aim to significantly decarbonise heating from our portfolio by 2030 where feasible.
- Aim to source 100% energy from renewable sources.
- Undertake whole life carbon assessment of all development and refurbishment projects.

We use the following KPIs to assess progress against these targets:
- Reduction in scope 1 and 2 emissions.
- % of our property portfolio that is EPC A/B rated.

See page 39 for further details.

90%
Reduction in total greenhouse gas emissions by 2040, from 2020 baseline

COMPLIANCE STATEMENTS continued

SECR

Greenhouse gas ('GHG') emissions and energy use data for Streamlined Energy & Carbon Reporting ('SECR')[1]

Source of emissions	2019/20	2024/25	LfL 2024/25	2025/26	LfL 2025/26	2025/26 vs 2024/25 % change	LfL 2025/26 vs 2024/25 % change	2025/26 vs 2019/20 % change
Scope 1 (Direct)	**3,451**	**1,945**	**1,688**	**1,627**	**1,578**	**-16%**	**-6%**	**-53%**
Gas (tCO_2e)	2,620	1,507	1,361	1,328	1,280	-12%	-6%	-49%
Fugitive Emissions (tCO_2e)	828	438	327	298	298	-32%	-9%	-64%
Vehicle Emissions (tCO_2e)	3	0	0	0	0	n/a	n/a	-100%
Scope 2 Location-based (Energy Indirect)	**7,144**	**6,372**	**5,858**	**5,213**	**4,948**	**-18%**	**-16%**	**-27%**
Scope 2 Market-based (Energy Indirect)	**123**	**190**	**152**	**168**	**153**	**-12%**	**1%**	**36%**
Electricity (Location-based) (tCO_2e)	7,021	6,181	5,706	5,045	4,795	-18%	-16%	-28%
Electricity (Market-based) (tCO_2e)	0	0	0	0	0	0%	0%	0%
Purchased Heat (Location-based) (tCO_2e)	123	190	152	168	153	-11%	1%	36%
Purchased Heat (Market-based) (tCO_2e)	123	190	152	168	153	-11%	1%	36%
Vehicle Emissions (tCO_2e) – Location-based	0	0.4	0.4	0.0	0.0	-100%	-100%	0%
Vehicle Emissions (tCO_2e) – Market-based	0	0.4	0.4	0.0	0.0	-100%	-100%	0%
Total Scope 1 & 2 (Location-based)	**10,595**	**8,317**	**7,546**	**6,840**	**6,527**	**-18%**	**-14%**	**-35%**
Energy consumption used to calculate above emissions (kWh)	42,429,912	39,149,360	35,840,992	36,723,968	34,960,953	-6%	-2.5%	-13%
Intensity Ratio: Net Lettable Area tCO_2e/sq. ft.	0.00268	0.00178	0.00193	0.00157	0.00167	-12%	-14%	-41%
Intensity Ratio: Gross Internal Area tCO_2e/sq. ft.	0.00191	0.00127	0.00135	0.00111	0.0014	-12%	-14%	-42%
Scope 3 (Other Indirect)	**22,100**	**18,395**	**n/a**	**14,220**	**n/a**	**-23%**	**n/a**	**-36%**
Fuel and Energy-Related Activities (tCO_2e)	2,025	2,320	n/a	2,212	n/a	-5%	n/a	9%
Customer Direct Energy (tCO_2e)	2,928	1,683	1,353	1,188	987	-29%	-27%	-59%
Water Supply (tCO_2e)	91	33	n/a	40	n/a	21%	n/a	-56%
Water Treatment (tCO_2e)	187	40	n/a	36	n/a	-11%	n/a	-81%
Waste Management (tCO_2e)	82	20	n/a	14	n/a	-30%	n/a	-83%
Embodied carbon in development projects (tCO_2e)	8,982	3,974	n/a	2,244	n/a	-44%	n/a	-75%
Purchased goods and services (tCO_2e)	7,647	9,900	n/a	8,219	n/a	-17%	n/a	7%
Employee Commuting (tCO_2e)	84	394	n/a	265	n/a	-33%	n/a	216%
Business Travel (tCO_2e)	74	30	n/a	2	n/a	-94%	n/a	-98%
Total Scope 1, 2 & 3 (tCO_2e)	**32,695**	**26,712**	**n/a**	**21,060**	**n/a**	**-21%**	**n/a**	**-36%**
Total energy consumption – whole building (kWh)	55,120,583	47,414,532	42,487,982	43,403,579	40,508,058	-8%	-5%	-21%
Total gas use – whole building (kWh)	15,617,931	9,352,996	8,403,226	8,199,861	7,823,586	-12%	-7%	-47%
Total electricity use – whole building (kWh)	38,801,849	37,001,628	33,239,989	34,243,114	31,811,142	-7%	-4%	-12%
Total purchased heat – whole building (kWh)	700,803	1,059,909	844,767	960,603	873,330	-9%	3%	37%
Self-generated renewable electricity (kWh)	129,533	218,594	218,594	240,423	240,423	10%	10%	86%

1. Note: All figures reported relate to emissions and energy consumed in the United Kingdom.

COMPLIANCE STATEMENTS continued

SECR continued

Reporting framework

Policy a Reporting period:
1 April 2025 – 31 March 2026
Reporting Frequency – Annual, aligned with financial reporting

Regulatory:
Schedule 7 of the Large and Medium-sized Companies and Groups (Accounts and Reports) Regulations 2008

Boundary:
Our GHG emissions have been prepared using the 'operational control' approach, in compliance with the Greenhouse Gas Protocol guidance. Scope 1 and 2 emissions include customer consumption where we procure gas, electricity or heat on their behalf. Where electricity is directly purchased by our customers (c.25% of NLA as at April 2025), we have estimated usage and corresponding emissions have been included under our scope 3 reporting.

In cases where a property has been acquired or sold during the reporting period, we report its greenhouse gas emissions up to the sale date or from the acquisition date. We exclude properties from greenhouse gas reporting for the duration of any major refurbishment or construction project.

Reporting standards:
World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition (the GHG Protocol). World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol: Corporate Value Chain (scope 3).

We have also aligned our reporting with:
- EPRA 'Sustainability Best Practice Recommendations' ('SBPR'). Published in the Sustainability review section of our investor website.
- Sustainability Accounting Standards Board ('SASB') real estate metrics. Pages 84 to 85.
- Global Reporting Initiative ('GRI') 2021 Standard. Published in the sustainability section of our investor website.

Verification:
Bureau Veritas were appointed for independent third-party verification of our carbon data. The verification has been performed to the international standard ISAE3410 Specification. Limited level of assurance, based upon a 5% materiality threshold has been carried out. The full assurance statement can be found in the Sustainability review section of our investor website. Further, our social value data has been verified by Social Value Portal.

Other:
When reporting totals, the location-based emissions are used. All our portfolio market-based emissions are backed by Renewable Energy Guarantees of Origin ('REGOs').

Any questions about the reported information, please contact:
info@workspace.co.uk

Performance against targets and KPIs

We achieved a 18% reduction in scope 1 and scope 2 emissions across the portfolio compared to FY 24/25. This is underpinned by a 6% reduction in Workspace procured energy consumption (12% reduction in gas and 5% reduction in electricity). On a like-for-like basis, which only includes properties that have been owned for the entirety of the April 2024 to March 2026 period, we achieved a 14% reduction in scope 1 and 2 emissions and a 2.5% reduction in energy consumption.

The reduction in energy use was driven by investment in high efficiency heat pump installations across a number of properties and optimisation of controls and setpoints. We also rolled out a number of energy efficiency upgrades across the portfolio such as LED lighting, presence detection sensors, a smart Building Energy Management System ('BEMS') and ran several energy awareness sessions with customers. In addition, granular energy data enabled us to monitor and optimise real time energy demand.

In line with common practice in the property sector, we use a carbon intensity metric of tCO_2e/sq. ft. This year, we have delivered savings of 14% in our scope 1&2 location-based emissions per sq. ft. of Net Lettable Area ('NLA'), across the like-for-like portfolio.

Our market-based electricity figure is zero because all of the electricity we purchase for our portfolio is now on a renewable energy contract backed by Renewable Energy Guarantees of Origin ('REGOs'), including the power purchase agreement with a solar plant in Devon.

Energy efficiency actions taken during 2025/26

We have proactively identified and delivered a range of energy efficiency projects across our portfolio (invested £11.5m across 33 properties), such as LED and PIR lighting upgrades, installation of secondary glazing and a rolling programme of high efficiency heat pumps. We have also benefitted from improved data management and customer engagement initiatives across a number of our buildings.

We have continued to roll out our BEMS, Optergy, which is a smart metering technology that has enabled real-time energy monitoring at the building level right down to individual plant equipment. The data provided by the BEMS is used by our in-house Facilities Management teams to improve energy management practices and reduce GHG emissions. The Optergy portal is now fully enabled at 53 sites and enables us to view and monitor our energy consumption profiles, down to the unit level. See pages 54 and 55 for further details on energy efficiency measures implemented during the year.

Method for data collection

We collect utility data across our portfolio from manual meters, automated meters and invoices, which are all collated on our energy reporting and billing platform. Our site teams are responsible for reading manual meters and log consumption data onto our energy and billing platform on a monthly basis. To remove reliance on manual meter reading, we continuously look at upgrading to automatic meters, which are currently in place across the majority of our main incomers. Our in-house energy analyst reviews the accuracy of energy data and analyses monthly performance trends to help prioritise properties for energy efficiency improvements.

COMPLIANCE STATEMENTS continued

SECR continued

We estimate electricity consumption data where customers have their own utility supplier. Where this relates to units in a building where we otherwise have access to energy consumption, we estimate 'Customer direct' electricity usage based on the energy usage of the rest of the building, using a floor area pro-rating method. Where this relates to a FRI building, energy consumption is estimated based on the average energy usage of the building type in the portfolio. Whilst our 'Customer direct' gas consumption is very low, we have included estimations for gas consumption where we have been made aware of customer managed gas supplies. GHG emissions calculated from 'Customer direct' electricity and gas consumption are included in our scope 3 reporting. Every time a unit becomes vacant and we take over the 'Customer direct' supply, we transition the associated energy use to our scope 1 and 2 emissions. It is worth noting that there may be a short period following a unit becoming vacant during which Workspace temporarily manages a legacy 'brown' electricity contract. However, consumption during this period is immaterial, as the units are not in use.

This year, we made the decision to restate our 2024/25 emissions data, specifically electricity, gas and heat-related emissions as well as emissions from purchased goods and services following significant improvements in the accuracy of our historical data. We have also restated emissions from fuel and energy related activities for FY 24/25 and FY 2019/20, to account for transmission and distribution emissions from well-to-tank emissions associated with electricity and heat. On page 81, we have also reported like-for-like figures, which include properties that have been owned for the entirety of the April 2024 to March 2026 period. Given we took over a significant number of 'customer direct' supplies during the course of the year, the data for these meters have been back dated for the 2024/25 period to enable a like-for-like comparison. On page 53, we present the energy use intensity for each building in our portfolio. The energy use is normalised by the total internal area of each asset, revealing the relative performance of individual buildings and allowing us to benchmark it against industry best practice. This normalisation using total internal area allows us to take into account extensive usage of common areas provided as amenity spaces for our customers, ensuring a comprehensive assessment of energy performance of our buildings.

Fugitive emissions stem from the use of refrigerants and have been calculated based on refrigerant leak event schedules provided by our air conditioning contractors.

Vehicle emissions are calculated from the use of our company cab.

Waste data is captured by our waste contractor Veolia, who weighs recycled and general waste across the portfolio at each waste collection and provides us with a monthly tonnage report.

Embodied carbon in development projects relates to GHG emissions stemming from our construction and refurbishment activities. Since 2021, we systematically carry out whole-life carbon analysis for all developments and major refurbishment projects, and therefore have project specific embodied carbon data on our most recent projects. Whilst there is no standardised carbon emission factor for calculating embodied carbon emissions from smaller refurbishment projects, embodied carbon factors advised by our JLL's research team have allowed us to estimate embodied carbon emissions for small projects, representative of standard market practice (196kgCO_2e/m² for office retrofits involving heat decarbonisation, 77kgCO_2e/m² for light office retrofits).

Purchased goods and services relate to the upstream emissions from the business' use of products and services. Emissions were calculated using a combination of spend-based and activity-based method, applying carbon factors from the BEIS database and supplier reported emissions, respectively. We intend to continue to move towards an activity-based method for our upstream emissions as more supply chain data becomes available. This will provide greater accuracy of the purchased goods and services emissions. Currently, less than 5% of the purchased goods and services emissions reported are based on carbon data reported directly by our suppliers (typically Scope 1, 2, 3 upstream). This carbon data could only be partially verified.

Business travel data includes flights and car mileage claimed for business purposes by our employees.

Emissions from commuting include carbon emissions from homeworking in addition to office commuting. For this year's reporting, we assumed the Head Office employees to be working in the office four days a week and at home one days a week. All site employees are assumed to be working on-site five days a week. Assumption on modes of transportation used by commuters came from the Department of Transport statistics.

With the exception of embodied carbon and purchased goods and services, GHG emissions were calculated using DEFRA (Department for Environment, Food & Rural Affairs) 2025 factors.

"ROBUST MONITORING AND TRANSPARENT DISCLOSURE OF OUR IMPACT UNDERPIN ACCOUNTABILITY AND ENABLE US TO DELIVER PURPOSEFUL, MEASURABLE PROGRESS.

Ariane Ephraim
Sustainability Lead

Methodology note on EPC A/B Rated Space (relevant to ESG LTIP results on page 209):
Energy Performance Certificates (EPCs) are standardised ratings that assess the energy efficiency of buildings on a scale from A (most efficient) to G (least efficient), based on factors such as construction, insulation, heating, and energy use. To measure the energy performance of our real estate portfolio, we maintain a comprehensive, unit-level schedule of EPC ratings for all assets. These certificates are prepared by accredited, independent third-party EPC assessors in line with regulatory requirements. At the end of each financial year, we calculate the share of EPC A and B rated space by aggregating the net lettable area (NLA) of all units holding valid A or B ratings and expressing this as a proportion of the total portfolio NLA with disclosed EPCs. This approach ensures consistency and comparability over time. Using this methodology, we have achieved a 21.4 percentage point increase in the proportion of EPC A/B rated space over the past three years, measured between the portfolio positions as at 31 March 2023 and 31 March 2026, reflecting ongoing improvements in the energy efficiency of our portfolio. Floor areas referenced within EPC certificates may in some cases include common parts, which can result in minor discrepancies when compared to the net lettable area figures used in the EPC schedule for calculation purposes.

COMPLIANCE STATEMENTS continued

SASB sustainability accounting standard – real estate metric

Topic	Accounting metric	Code	Comment
Energy management	Energy consumption data coverage as a percentage of total floor area, by property subsector	IF-RE-130a.1	The energy consumption reported on page 81, falling within our scope 1 and 2 emissions, covers 75% for our portfolio's total nettable floor area, as at 1 April 2025, and corresponds to the areas where Workspace have operational control. Energy data falling outside of our procurement control is estimated and corresponding carbon emissions are reported under scope 3 on page 81. A portion of this consumption is associated with the assets in the portfolio which are on FRI lease.
	(1) Total energy consumed by portfolio area with data coverage (2) Percentage grid electricity (3) Percentage renewable, by property subsector	IF-RE-130a.2	(1) See 'Energy Consumption used to calculate above emissions (kWh) on page 81. (2) 99% of electricity consumed was purchased from the grid, the rest was self-generated by on-site solar panels. (3) 100% of electricity procured was from certified renewable sources (REGO-backed). Additionally we have 15 sites that are equipped with solar panels. Refer to pages 54 and 82 for more information on our renewable electricity procurement.
	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	IF-RE-130a.3	Refer to Ele-LfL, Fuel-LfL and DH&C-LfL metrics in our EPRA report.
	Percentage of eligible portfolio that (1) Has an energy rating and (2) Is certified to ENERGY STAR, by property subsector	IF-RE-130a.4	Refer to Cert-Tot metric in our EPRA report. Energy Performance certificates ('EPCs') and BREEAM certification have been used as the relevant UK alternative to ENERGY STAR.
	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	IF-RE-130a.5	Energy management is identified as one of the key material issues for the business and underpins the delivery of our net zero carbon pathway. As a result, stretching greenhouse gas emissions reduction targets directly influence Executive remuneration. Refer to pages 52 to 56 in this report for more information on our strategy and approach to energy management, along with impact delivered.
Water management	Water withdrawal data coverage as a percentage of (1) Total floor area and (2) Floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	IF-RE-140a.	(1) Our water consumption data coverage amounts to 96% of our portfolio. (2) 100% of our properties are located in areas classified as under high water stress according to the World Resource Institute's ('WRI') Water Risk Atlas tool.
	(1) Total water withdrawn by portfolio area with data coverage and (2) Percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	IF-RE-140a.2	(1) Refer to Water-Abs metric in our EPRA report. (2) 100% of our office properties are located in areas classified as under high water stress according to the World Resource Institute's ('WRI') Water Risk Atlas tool.
	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	IF-RE-140a.3	Refer to Water-LfL metric in our EPRA report.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	IF-RE-140a.4	We include emissions associated with water supply and water treatment in our scope 3 footprint and intend to address it as part of our net zero carbon pathway. Our climate risk assessment also indicated water stress as a key risk in the long term and we have put in place a mitigation strategy in the form of water efficient design brief and adaptive landscaping around our sites (page 55). We are also rolling out metering to gain better coverage of our water data.

COMPLIANCE STATEMENTS continued

SASB sustainability accounting standard – real estate metric continued

Topic	Accounting metric	Code	Comment
Management of tenant sustainability impacts	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency related capital improvements (2) Associated leased floor area, by property subsector	IF-RE-410a.1	Our new leases are inclusive of rent and all bills, including utilities. A responsible energy consumption clause has been included in those leases, which allows us to charge an excessive usage fee in instances of consistent high energy consuming behaviour. Those inclusive leases represented 76% of our total sales volume in 2025/26.
	(1) Percentage of tenants that are separately metered or submetered for grid electricity consumption (2) Percentage of tenants that are separately metered or submetered for water withdrawals, by property subsector	IF-RE-410a.2	(1) 60% of tenant spaces are submetered for grid electricity consumption (as at 1st April 2025) (2) Customers are billed for water usage on a floor area pro rating basis. A small number of tenants manage their own water meter (gyms and restaurant units) in addition to single-let properties' tenants.
	Discussion of approach to measuring, incentivising, and improving sustainability impacts of tenants	IF-RE-410a.2	Our operational platform allows us to maintain a close working relationship with our customers and collaborate on whole building initiatives. We have a multi-faceted customer engagement strategy on sustainability, which includes sending quarterly sustainability newsletters to customers across all of our properties, share building-level sustainability performance data, along with practical guidance on how to operate buildings more sustainably. This year we delivered over 100 sustainability-themed customer events ranging from energy savings awareness to recycling and zero-waste environmental workshops.
Climate change adaptation	Area of properties located in 100-year flood zones, by property subsector	IF-RE-450a.1	1,474,619 sq. ft. of lettable area are located in a 100-year flood zone according to the Environment Agency flood map.
	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	IF-RE-450a.2	Refer to the TCFD section of this report on pages 73 to 80.

Activity metric as at 1 April 2025	Code	Comment
Number of assets, by property subsector	IF-RE-000.A	64 offices 1 other (leisure)
Leasable floor area, by property subsector	IF-RE-000.B	4,252,420 sq. ft. of offices 98,255 sq. ft. of leisure assets
Percentage of indirectly managed assets, by property subsector	IF-RE-000.C	2% of office space floor area is indirectly managed
Average occupancy rate, by property subsector (average for FY25/26)	IF-RE-000.D	77% average occupancy rate across offices

COMPLIANCE STATEMENTS continued

TNFD

Introduction

Workspace considers nature and biodiversity to be a material issue, intrinsically linked to several of our other priority areas, including climate resilience, customer expectations, wellbeing, and regulatory compliance. Recognising the growing urgency of nature loss and its implications for our business and stakeholders, we are committed to understanding and addressing our nature-related impacts and dependencies.

In line with the recommendations of the Taskforce on Nature-related Financial Disclosures ('TNFD'), we are pleased to present our TNFD report. This disclosure provides transparency on the nature-related risks and opportunities we face, supporting stakeholders in making informed decisions. We intend to build on this foundation, refining and expanding our approach annually as we deepen our assessment of nature-related issues and embed them more fully into our strategic planning and risk management processes.

The need for action is clear. Globally, wildlife populations have declined by nearly 70% over the past 50 years (Source: WWF's living planet report). In the UK, one in six species is now at risk of extinction (Source: State of nature report 2023). London is not immune to these pressures. Urban development and rising temperatures are straining natural habitats, with far-reaching consequences for public health, community resilience, and quality of life.

With ownership and management of 56 sites throughout various London boroughs and the South East, Workspace is well placed to broaden access to green spaces, bolster local biodiversity, and create benefits for surrounding communities. To address these goals, we've developed our Nature and Biodiversity Strategy, Make Space for Nature, which can be found on our website.

TNFD pillar and recommendation	Recommended disclosures	Alignment with disclosure requirements
1. Governance Disclose the organisation's governance of nature-related dependencies, impacts, risks and opportunities.	A. Board oversight of nature-related dependencies, impacts, risks and opportunities	Fully aligned
	B. Management's role in assessing/managing dependencies, impacts, risks and opportunities	Fully aligned
	C. Human rights policy and engagement activities in assessment of dependencies, impacts, risks and opportunities	Fully aligned
2. Strategy Disclose the effects of nature-related dependencies, impacts, risks and opportunities on the organisation's business model, strategy and financial planning where such information is material.	A. Dependencies, impacts, risks and opportunities for short, medium and long term	Partially aligned
	B. Effect on business model, value chain, strategy, financial planning, transition plans	Partially aligned
	C. Business' strategy resilience against various scenarios	N/A
	D. Interface with priority locations	Partially aligned
3. Risk management Describe the process used by the organisation to identify, assess, prioritise and monitor nature-related dependencies, impacts, risk and opportunities.	A. Process for identifying, assessing and prioritising dependencies, impacts, risks and opportunities in direct operations and value chain	Partially aligned
	B. Process for monitoring dependencies, impacts, risks and opportunities	Partially aligned
	C. Integration into overall risk management	Partially aligned
4. Metrics and targets Disclose the metrics and targets used to assess and manage material nature-related dependencies, impacts, risks and opportunities.	A. Metrics used to assess and manage risks and opportunities	Fully aligned
	B. Metrics used to assess and manage dependencies and impacts	Partially aligned
	C. Description of targets (and performance monitoring) to manage dependencies, impacts, risks and opportunities	Partially aligned

COMPLIANCE STATEMENTS continued

TNFD continued

In this strategy we have set ambitious, measurable targets to enhance the ecological value of our operational and development portfolios, ensuring nature is a core consideration in the design, construction, and management of our spaces.

1. Governance

Board Oversight
Our Chief Executive Officer has the highest level of responsibility for nature-related risks and opportunities and together with the rest of the Workspace Board, ensures we maintain oversight of nature-related issues. During the financial year ended 31 March 2026, the Board ESG Committee, comprised our Chair, five Non-Executive Directors, our CEO and CFO. The Board ESG Committee receives a detailed update three times a year on our sustainability strategy, including nature-related issues, from members of the Executive Committee and the Sustainability Lead.

This year, the Board ESG Committee reviewed progress we have made on our nature strategy. The strategy includes measurable targets for our developments and existing portfolio, which are now fully integrated into key performance metrics, and monitored by the Board ESG Committee annually. The Committee also received a detailed ESG regulatory update from the Executive Committee and Sustainability Lead during the year, including changes to national and local nature-related regulations.

Management's Role
The Head of Portfolio Management is the Executive owner of our nature strategy the Sustainability Lead and reports to the Board ESG Committee on all nature-related issues. They are supported by the members of the Environmental Committee in setting our nature and biodiversity strategy and mobilising delivery. Nature-related targets set out in our strategy are now fully embedded into the objectives of relevant team members.

Human rights and engagement
As a property business, we recognise that nature-related impacts often intersect with the rights and wellbeing of local communities. We integrate human rights considerations into our governance of nature-related risks, particularly when developing or managing properties that may affect local ecosystems, contribute to deforestation, or limit public access to natural assets. We engage with customers, suppliers, and local stakeholders to identify and address all risks, ensuring our activities support equitable and sustainable development in line with international human rights and environmental standards.

COMPLIANCE STATEMENTS continued

TNFD continued

2. Strategy

Nature-related Dependencies and Impacts

Workspace recognises the vital connection between a thriving natural environment and the long-term success of its business. As a provider of flexible workspaces across a densely urbanised city, we both depend on and impact key ecosystem services, including climate regulation, stormwater management, and air purification. Our reliance on nature's provisioning services is especially pronounced in our value chain, notably in construction, which demands significant volumes of natural raw materials.

Shifting regulatory and market expectations present both risks and opportunities. Increasingly, local and national regulations require greater attention to greening and biodiversity in development projects. At the same time, evolving customer expectations are a key driver of action. Our recent London SME survey revealed that access to greenery is a significant factor in office space selection. We've seen highly positive responses to the greening of our sites, highlighting a clear opportunity to expand this across our portfolio and enhance customer satisfaction.

In collaboration with nature and biodiversity experts Greengage, and through engagement with internal teams, we have undertaken an initial mapping of our nature-related risks and opportunities associated with our direct operations. Building on this foundation, we plan to conduct a comprehensive double materiality assessment of our direct and indirect impacts, dependencies, risks, and opportunities related to nature. This will be guided by the TNFD's LEAP (Locate–Evaluate–Assess–Prepare) approach.

Nature-related risks and opportunities

Category	Nature-related risks/opportunity	Description	Effect on business model, value chain, strategy and financial planning	Impact
Physical risk	Biodiversity degradation near urban sites	Reduced ecosystem services (e.g. pollination, shading, air quality) impacting customer wellbeing and quality of life	Diminished attractiveness of our portfolio	Low
Physical risk	Climate stress from loss of natural safeguards	Lack of green space exacerbates urban heat island effect and flood risk	High operational costs due to heat stress and flood damage remediation	Moderate
Physical risk	Drought risk	Water scarcity causing operational issues	High operational costs	Low
Transition risk	Regulatory compliance (e.g., Biodiversity Net Gain, local planning requirements, nature-related disclosure)	Additional planning restrictions, cost increases, or delays for non-compliance	Compliance risk, development cost increase due to delays	Low
Transition risk	Stakeholder expectation misalignment	Reputational risk due to lack of appropriate response to nature degradation	Reduced brand attractiveness and customer recommendation levels	Low
Transition risk	Access to capital	Increased scrutiny on nature and biodiversity KPIs as part of lending requirements	Increase cost of capital	Low
Transition risk	Cost of raw materials	Degraded provision of ecosystem services causing lack in supply of raw materials, such as timber	Construction cost increase	Low
Opportunity	Enhanced asset value from green spaces	Nature-enhanced assets may command higher rents and customer retention	Increased and sustained rental income	Low
Opportunity	Customer wellbeing and productivity	Access to nature linked to improved customer satisfaction and wellness	Reputational benefits and increased tenant retention and attraction	Low
Opportunity	Alignment with urban planning and resilience strategies	Supporting local climate/nature goals can streamline approvals and community goodwill	Facilitating planning approvals and portfolio growth	Low

COMPLIANCE STATEMENTS continued

TNFD continued

2. Strategy continued

While we have mapped our operational portfolio against priority biodiversity locations – confirming that none of our sites fall within designated areas – we have not yet conducted a comprehensive assessment of our broader value chain. This is a priority we intend to address in due course. Similarly, we have not undertaken dedicated nature-related scenario analysis, primarily due to the current lack of robust and widely accepted methodologies. However, several risks and opportunities identified through our existing TCFD climate scenarios are directly linked to nature, such as surface water flooding.

Addressing our nature-related impacts, dependencies, risks and opportunities
Our 'Make Space for Nature' strategy aims to address our nature-related risks and opportunities via three primary objectives:

1. Achieve ambitious Biodiversity Net Gain
The statutory metric ('BNG') provides a quantifiable and verifiable method to assess our habitat creation efforts and environmental impact, which also helps to meet regulatory requirements. The aim is to achieve quantifiable biodiversity net gains, which exceed minimum compliance standards, for all new developments, major refurbishments and existing assets. This includes enhancing habitats for priority species and implementing green infrastructure across all assets where opportunity exists. Quantifying habitat enhancement and creation also allows us to incorporate nature and biodiversity performance consideration into financial planning both at design stage of development/refurbishment projects and into annual asset management budgeting.

2. Health and wellbeing engagement
The increase in urban density can constitute a barrier to accessing nature, a crucial contributor to physical and mental health. As an actor of urban transformation, Workspace recognises that people's connection to nature is essential to their wellbeing and needs to be preserved. By creating sizeable and inviting green spaces as part of each project, we are committed to meeting our customers' expectations and enhancing their wellbeing and that of local communities.

3. Ecosystem service provision and resilience
We recognise that the evolving climate presents low to moderate risks to our business, manifesting as extreme weather events such as flooding, and chronic challenges like heat and drought stress. By integrating nature-based solutions into the design of our buildings effectively help to mitigate against these risks. The creation of blue and green spaces contribute to reducing the Urban Heat Island effect, and outdoor greenery offers shaded spaces that help mitigate the effects of heat stress. Green infrastructure on site also helps managing surface water by increasing the amount of permeable ground across our properties.

To measure our progress, we have baselined our contribution to local biodiversity and set measurable targets (see Metrics and Targets on page 91 and additional information on page 55).

15%
Aim for biodiversity net gain by 2030, against 2024 baseline

COMPLIANCE STATEMENTS continued

TNFD continued

3. Risk management

Given the central role of nature-based solutions in climate change adaptation and mitigation, nature and climate-related risks are deeply interdependent. As such, Workspace integrates nature-related risks into its broader climate risk management approach through its enterprise risk management framework (see page 77 in the TCFD section for further detail).

As outlined in the Strategy section, the three objectives of our 'Make Space for Nature' strategy (biodiversity net gain, wellbeing, climate resilience) together address our direct nature-related risks and opportunities. To mitigate against the risks, we have incorporated the strategy, along with clear action plans, into the objectives of relevant teams, both for our operational portfolio and development projects.

Operational portfolio:
Following a comprehensive biodiversity baselining exercise of our portfolio, we have identified enhancement opportunities across our operational portfolio and created a pipeline of greening projects which were prioritised based on site needs, customer expectations and space availability.

To ensure any enhancement or addition of green spaces across our portfolio addresses our three strategic objectives, we have developed a Biodiversity Design Guide to inform and support decision-making. This guide provides clear green infrastructure specifications, including species selection and is used by both our asset management and development teams to inform project specification.

This guidance also includes maintenance regimen, horticultural best practice, cost estimations and links to ecosystem service provision.

Developments:
Our Sustainable Development Framework has guided our development teams in translating Workspace's sustainability ambitions consistently into project designs. Building on this existing process, we have incorporated our latest nature-specific targets into the Framework to ensure meaningful and measurable contributions to local biodiversity are achieved at project level (exceeding the minimum compliance requirements), whilst maximising customer wellbeing. This also places nature-based solutions at the heart of our climate-related adaptation and mitigation strategy.

The table on the right outlines our mitigation strategy against each of the nature-related risks.

Mitigating strategy for nature-related risks

Category	Nature-related risks/opportunity	Mitigation strategy
Physical risk	Biodiversity degradation near urban sites > Reduced ecosystem services (e.g. pollination, shading, air quality) impacting customer wellbeing and quality of life	– Rolling programme of greening projects, informed by Biodiversity Design Guide, to enhance onsite biodiversity – All major projects incorporate a minimum BNG target, exceeding minimum compliance requirements
Physical risk	Climate stress from loss of natural safeguards > Lack of green space exacerbates urban heat island effect and flood risk	– Biodiversity Design Guide encourages implementation of sustainable drainage systems and enhancement in vegetative cover, including tree planting
Physical risk	Drought risk > Water scarcity causing operational issues	– Specification of drought resistant planting and water efficient fittings to minimise our water consumption
Transition risk	Regulatory compliance > Additional planning restrictions, cost increases, or delays for non-compliance	– All major projects incorporate a minimum BNG target, exceeding minimum compliance requirements
Transition risk	Stakeholder expectation misalignment > Reputational risk due to lack of appropriate response to nature degradation	– 'Make Space for Nature' strategy communicated to all stakeholders with public reporting of progress and TNFD disclosure to ensure our approach and response is widely understood
Transition risk	Access to capital > Increased scrutiny on nature and biodiversity KPIs as part of lending requirements	– Incorporation of BNG target as a key sustainability KPI, with a long term measurable goal – TNFD disclosure ensures lenders are informed of progress being made
Transition risk	Cost of raw materials > Degraded provision of ecosystem services causing lack in supply of raw materials, such as timber	– Focus on refurbishment minimises reliance on raw materials – Plans to update procurement policies to take into account nature-related considerations

COMPLIANCE STATEMENTS continued

TNFD continued

4. Metrics and targets

To measure our nature-related impact and dependency, we are now tracking and reporting on a number of metrics such as:

- Biodiversity Net Gain achieved on each development project[3]
- Urban Greening Factor achieved on new development project[3]
- Number of ecosystem services uplifted on new development project[3]
- Annual Biodiversity Net Gain uplift across our operational portfolio (page 55)
- Number of additional greening projects or greenery condition improvement projects carried our annually (page 55)
- Number of customer and employee nature awareness events delivered (page 58)
- Instances of surface flooding affecting our buildings (page 56)
- Waste generated and disposal (page 56)
- Water use (page 55)

The table on the right provides further detail on targets we have set against nature-related risks and opportunities.

Nature and biodiversity targets

	Target	Process
Existing portfolio	1. Achieve 15% BNG across the operational portfolio (based on habitat units) by 2030 from a 2023/24 baseline.	– We will seek to green our buildings where feasible. – We will implement adequate 'biodiversity actions' (such as planters, trees, etc) where feasible. – We aim to monitor and report against the targets every two years including verification from a third party.
New Developments	1. Achieve 25% BNG, for sites with existing greening[1] OR achieve 2 BU/ha, for dense urban sites with little greening[2]. 2. Achieve a Urban Greening Factor ('UGF') of 0.3. 3. Achieve an uplift in at least five ecosystem services, as assessed via the Environmental Benefits for Nature ('EBN') Tool.	– We will apply the 'Biodiversity Requirements' for new developments during the design process, to provide process-led environmental net gain on each site. – We will monitor and report against the targets from RIBA Stage 3 onwards.
Business-wide commitment	1. Communicate response externally via TNFD disclosure. 2. Update procurement policies to include nature-related considerations.	– We will continue to evolve our TNFD disclosure as the strategy evolves beyond direct operations. – We will build on existing sustainable procurement policy to consider embodied ecological impact of materials and information on suppliers' nature impacts.

1. Where the baseline value of site is one biodiversity unit or above.
2. Where the baseline value of site is less than one biodiversity unit.
3. Nature and Biodiversity metrics for new developments (see table to the right) are not reported this year as no new development project has been designed since the publication of the 'Make Space for Nature' strategy.

Supporting London's biodiversity

Greening Screenworks and Pill Box

At Screenworks, we enhanced the existing green roof and introduced a new green wall to further improve the site's environmental performance and customer experience. The intervention added nine plant species, including four pollinator-friendly species, significantly increasing local ecological value.

At Pill Box, eleven trees were introduced along with a green roof.

The two projects delivered 0.18 additional biodiversity units to their sites, making a material contribution towards our 2030 Biodiversity Net Gain target.

Beyond environmental benefits, the upgraded spaces are actively used and enjoyed by customers, providing improved access to nature within the workplace.