Responsible Business & ESG Report

2025

LONDONMETRIC
PROPERTY PLC

Responsible Business and ESG review

Our Responsible Business

The Company recognises the need to consider and address all environmental, social and governance matters relevant to its business.

1.9 MWp of solar installed in the year at our warehouse let to AM Fresh

Environmental

Through our activities we look to minimise the environmental impact of our business, maximise opportunities to improve the efficiency of our assets and improve the resilience of our assets to climate change and the impact of transitioning to a low carbon economy.

- Reducing portfolio's carbon intensity and embodied carbon from our activities
- Addressing climate change through our net zero target
- Helping cities to develop sustainable infrastructure

SDGs

7 AFFORDABLE AND CLEAN ENERGY
11 SUSTAINABLE CITIES AND COMMUNITIES
13 CLIMATE ACTION

Social

Our actions consider the long term interests of all our stakeholders including those of our employees, suppliers, customers and local communities as well as ensuring that we maintain a high standard of business conduct.

- Collaborating with our occupiers
- Enhancing and supporting local communities and wellbeing of stakeholders
- Promoting good working conditions and equality for all

SDGs

3 GOOD HEALTH AND WELL-BEING
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES

Governance

The Board is committed to upholding high standards of corporate governance. It ensures that appropriate health and safety procedures and supply chains are in place.

> LondonMetric supports the UN's 17 Sustainable Development Goals ('SDGs'). The goals shown on the left represent those that we feel are the most relevant to our business.

Martin McGann
Chief Financial Officer

Percentage of the portfolio EPC 'A'-'C'

92%

Landlord recommendation score

8.7/10

Solar capacity added in the year

3.6MWp

In this report

Responsible Business and ESG review continued

Our Strategy

As well as meeting legislation, environmental improvements translate into real asset value enhancement as occupiers value these improvements more highly than before, and differentiate between assets based on environmental attributes. On a national scale, there is a critical need to ensure businesses minimise their environmental impact to meet overarching climate targets.

Our Responsible Business framework guides us in mitigating climate-related risks, identifying and progressing environmental and stakeholder related opportunities as well as ensuring a high standard of corporate governance. Responsible Business is embedded across all of our corporate, investment, asset management and development activities. We implement both 'top down' analysis and 'bottom up' asset specific risk and opportunity assessment.

Since the acquisition of the LXi portfolio, we have reviewed and updated our overall ESG strategy, framework, and objectives. They are now aligned to our enlarged portfolio and latest industry standards. Our strategy is underpinned by our Net Zero Pathway ('Pathway'), which models our overall transition strategy to reach Net Zero emissions across our property portfolio by 2050.

ESG Governance

Our Responsible Business and Environmental Policy sets out our approach, with ESG targets reviewed and set every year. Progress against those targets is monitored at Working Group meetings held monthly and attended by key business representatives and a Executive Director, representing the Board. ESG performance is reported to the Board with the Audit Committee responsible for overseeing ESG progress. Executive Directors and relevant employees are set individual ESG targets and remuneration is linked to achieving those targets.

The delivery of the ESG targets and implementation of the strategy sits with the Responsible Business Working Group and the property team, who receive regular ESG training.

We regularly engage with our key stakeholders and have strengthened our industry engagement through our Better Building Partnership (BBP) membership.

Summary of progress and performance

We made good progress against our corporate ESG targets in the year. Further detail on our progress is set out on the following pages and on page 04 in respect of environmental metrics and targets. A full review of our performance against environmental, social and governance targets can be found on pages 26 to 27.

In the year, we completed our Pathway for our portfolio, which includes our occupiers' emissions. The science-based Pathway is aligned to latest industry standards and models interventions needed to allow our portfolio to reach net zero, and we aim to do so by 2050. Delivering on our net zero targets requires a collaborative approach with our occupiers, as the full repairing and insuring ('FRI') nature of our portfolio means interventions typically require occupier buy-in.

This year, we also conducted a complete analysis of our enlarged portfolio's current and future climate risk. The assessment reviewed the risk profile of each asset class across different regions, highlighting key vulnerabilities and impacts. Likewise, our updated portfolio flood analysis uses the latest available data to assess the overall risk of internal flooding. A more detailed phase of the analysis is currently underway, which considers asset specific resilience and existing defences, and is expected to decrease the number of properties flagged as Higher risk in earlier stages.

See our Task Force on Climate-related Financial Disclosures statement on pages 17 to 26 for further details.

Sustainability linked financing

£1,375 million of our debt financing, representing 47% of all our financing, is sustainability linked and structured in accordance with the Loan Market Association's Sustainability Linked Loan Principles. Sustainability performance targets are set and aligned to LondonMetric's corporate ESG targets focused on:

- Improvements in our EPC ratings;
- Adding renewable energy or low carbon heating installations; and
- Demonstrating that, where minimum EPC standards are not already achieved, lease events result in improvements to the assets' sustainability credentials or that an action plan is in place.

During the year, all targets for the sustainability linked loans were achieved. We receive a margin improvement of up to 2bps on our sustainability linked debt costs, which is allocated to additional spend on LondonMetric's charitable causes.

Benchmarking our performance

We maintained good ratings in external benchmarks, outperforming our peer group in most instances. We achieved a score of 73 in the 2024 GRESB Real Estate Assessment, achieving 2 Star rating and maintaining our Green Star. We retained our inclusion in the FTSE4Good Index, scoring 3.5 out of 5.0 in the latest assessment, compared to 2.9 for the peer group and achieved 'A' in our MSCI rating, above the sector average. In EPRA's last review, we maintained our Gold Award in the Sustainability assessment. In the latest ISS review, we maintained our 'C-' score, which exceeds the peer group average. In addition, we scored 'C' in the latest CDP submissions, a considerable improvement from our first submission in the previous year.

Responsible Business and ESG review continued

ESG in action
Solar PV installations

A total of 3.6MWp capacity of solar was added to our portfolio in the year. These comprised warehouses in Huntingdon (1.9MWp), Biggin Hill (1.2MWp), Grange Park in Northampton (0.2MWp), Bicester (0.2MWp) and Eastleigh (0.1MWp) which have increased total installed capacity from 4.5MWp last year to 8.1MWp.

Huntingdon

1.9MWp of solar has been installed on a warehouse let to AM Fresh that LondonMetric funded the development of in 2022.

The system will provide AM Fresh with c.28% of its annual energy needs and is expected to save c.500 tonnes of CO_2 emissions p.a.

Bicester

0.2MWp of solar has been installed on a warehouse which LondonMetric refurbished in the year.

The system is expected to save 28 tonnes of CO_2 emissions p.a. equivalent to 1,293 trees or enough electricity to power 54 houses.

Northampton

0.2MWp of solar has been installed on a warehouse let to My First Years.

The system will provide the occupier with an expected 35% reduction in its annual energy needs.

Future projects

Further potential additional solar from near term initiatives

2.6MWp

Solar PV installations provide our occupiers with the benefit of lower energy costs while meeting their own ESG and net zero ambitions through using renewable energy.

Responsible Business and ESG review continued

Environmental

Overview

We understand the importance of addressing climate change and the significant impact that reducing real estate emissions can have on the UK's 2050 Net Zero target. LondonMetric recognises that it can have a material impact by reducing its emissions, supporting its occupiers in reducing their emissions, and helping them meet their net zero ambitions.

In 2025, we finalised our Net Zero Pathway ('Pathway') and set our target to reach net zero across our portfolio by 2050, including tenant emissions. In setting our scope, we have aligned with the Better Building Partnership Net Zero Carbon Pathway Framework for real estate owners, focusing on material emissions from our portfolio and where we have the ability to exert influence.

Corporate emissions have been excluded from our net zero assessment. As a business with fewer than 50 employees, our emissions relating to corporate activity, such as purchasing goods and services and employee commuting, are minimal compared to our occupier emissions. We will continue to monitor all of our emission sources and reassess materiality should our corporate activities expand.

Given that developments only account for 7%[1] of our total carbon emissions, we have not focused on setting a net zero target for development activity. However, we will aim to establish a baseline and formalise a target for our embodied carbon emissions by 2027, aligned with industry standards. Although we don't have a target, we do seek to build to high environmental standards in line with the industry best practice. In the year, we completed five new developments, with three being legacy LXi developments. All achieved minimum EPC A and we have undertaken embodied carbon assessments on two of our developments.

1 Percentage of emissions has been modelled using 2023 data. Embodied carbon emissions have been estimated for three assets using UKGBC Net Zero Standard figures

Our Net Zero roadmap

- **2025** – Carbon Neutrality; Track embodied carbon impacts
- **2027** – Net Zero for Scope 1 and 2 emissions; Establish baseline and target for embodied carbon emissions
- **2030** – 51% estimated reduction in carbon emissions against baseline
- **2040** – Electrification of heating systems on 100% of the units
- **2050** – Fully Net Zero

Scope 1&2
(our operations)

This accounts for emissions directly controlled by LondonMetric and includes gas used for heating and electricity consumption. For our portfolio, this primarily relates to external car park lighting, and heating provided to tenants. A small amount of emissions from energy use at our head office have also been accounted for under Scope 1 and 2.

We aim to achieve net zero in our Scope 1 and 2 emissions by 2027, through implementing energy efficiency upgrades and replacing fossil fuel heating. In the meantime, we have achieved carbon neutrality through sourcing renewable energy, with the remainder emissions being offset through verified carbon credits.

Direct emissions as a percentage of total emissions

0.2%[1]

→ See page 08 for mandatory carbon reporting for Scope 1 & 2 emissions

Scope 3
(occupier emissions)

This accounts for indirect emissions from our activities. The most material source of Scope 3 emissions relates to our occupiers' energy use in our properties.

By 2050, our portfolio will be net zero. To get there, we are projected to achieve 51% reduction in our emissions by 2030, in line with grid decarbonisation, and aim to remove fossil fuel heating from 100% of our assets by 2040. Tackling emissions from this source requires engagement with our occupiers, as they have full control of our properties which makes it more difficult to intervene.

Indirect emissions as a percentage of total emissions

92.8%[1]

→ See londonmetric.com/sustainability for detailed summary of our Net Zero Pathway

Responsible Business and ESG review continued

Environmental continued

Our Net Zero Pathway assessment and approach

Over the year, we conducted an in-depth science based portfolio carbon analysis. The asset by asset assessment built on the existing pathway published by LXi and used 2023 energy data to calculate our portfolio's emissions baseline and categorise our properties into unique archetypes and typologies. This allowed us to model interventions needed to reach net zero, in line with the CRREM methodology.

Under our Pathway, LondonMetric aims to reach full net zero across its portfolio by 2050, including tenant emissions. In the short term, we strive to achieve Net Zero for Scope 1 and 2 emissions where we have direct control by 2027. Our carbon intensity from this assessment was 39.4kgCO_2e/sq m.

The interventions were split across short, medium, and long term carbon reduction interventions, ranging from tenant engagement to fabric improvements. These interventions will allow us to achieve a 50% reduction in emissions by 2030 and full electrification of heating systems by 2040. The Pathway models carbon reductions of 97% across our portfolio against CRREM targets. A 2% emission reduction gap remains by 2050, which can be addressed through carbon offset schemes.

Our analysis included a review of key occupiers' net zero targets. The majority have firm commitments to reaching net zero in their activities, including assets they lease from us, gives us confidence that we can reach our net zero targets.

Reduction in overall carbon emissions by 2050

97%

(expected)

Aim to remove fossil fuel heating from entire portfolio by

2040

Establish baseline

Using 2023 as a baseline, the energy consumption data for each asset was reviewed to ensure data accuracy, and emissions were allocated based on control (landlord or tenant). Existing portfolio attributes, such as solar PV, were factored in.

The analysis identified the top-emitting assets, with Industrial and Logistics ('I&L') manufacturing and theme parks being among the most energy intensive assets.

Archetype analysis

Archetypes were defined for each asset class based on use of the building. Due to diverse tenant activities, some archetypes, such as I&L, are further divided into sub-categories. Units were further categorised into typologies, based on building age and EPC.

This categorisation formed the basis of the archetype decarbonisation, ensuring only relevant interventions were modelled.

Tenant maturity

A tenant maturity matrix tool was developed to assess key occupiers' readiness to achieve net zero. The list included top tenants by rent roll and higher-emitting tenants.

The analysis showed that 17 out of the 20 occupiers have firm Scope 1 and 2 targets, targeting significant reductions between 2035 and 2050. This will inform our tenant engagement to implement interventions.

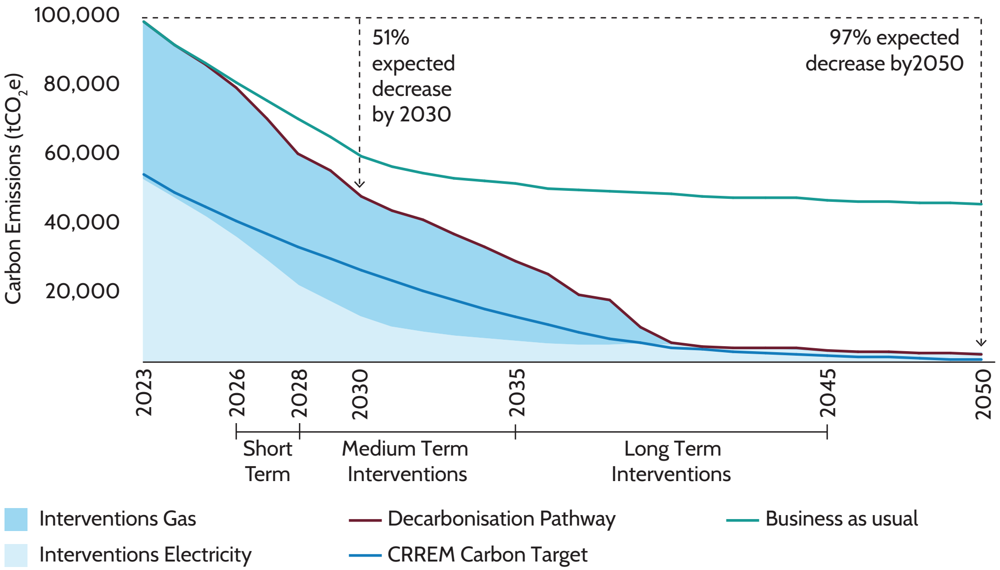
Future actions

The analysis was the foundation for determining LondonMetric's net zero targets. The next step is to agree on interim milestones to monitor progress against.

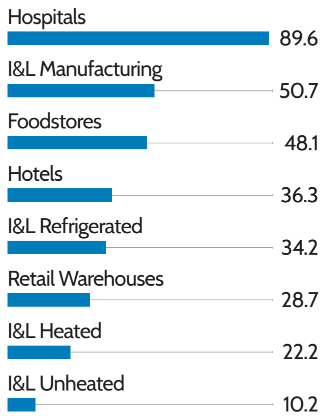
Asset level assessments will be undertaken for complex assets.

We will continue to review relevant policies and industry standards to ensure alignment and update the baseline analysis to reflect material portfolio changes.

Decarbonisation Pathway – Absolute Emissions



Archetype Carbon Intensity[1] (kgCO_2e/sq m)



1 Archetypes displayed reflect those with the greatest portfolio weighting. Theme parks are excluded due to energy use being spread across large outdoor areas, limiting intensity comparability

Responsible Business and ESG review continued

Environmental continued

Improving energy efficiency and progressing to Net Zero

The decarbonisation interventions modelled against our Pathway were reviewed to ensure they were relevant to each of the asset classes. Sixteen interventions were selected and staggered into short, medium and long term time frames.

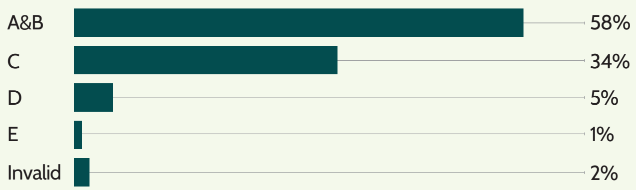
Short term initiatives have lower costs and are easier to implement. Medium term intervention require a greater level of expenditure but involve minimal business disruptions. Long term initiatives such as fabric improvement and degasification require considerable expenditure and can lead to business disruptions. As part of the collaborative nature of our Pathway, we foresee that the longer term initiatives will primarily be undertaken by our occupiers, as part of their own life cycle of improvements, or as part of our normal lease incentive arrangements.

EPC rating of portfolio[1]

We are committed to following regulatory standards and ensuring our properties meet the Minimum Energy Efficiency Standard (MEES) Regulations. The current proposed regulations set a target of a minimum 'B' rating by 2030.

Although the standards are yet to be legislated, as at year end, 58% of our assets are rated 'B' or above, an increase from 49% last year. Our portfolio 'A'-'C' rating has also risen to 92%, up from 85% last year.

We continue to develop action plans for all assets rated below 'B', and in cases, include potential disposal activity.



1 Includes only properties in scope of MEES; assets outside England and Wales are excluded

Improve fabric

Fabric improvements relate to upgrades to asset insulation in walls and the roof to minimise heat loss during the winter and reduce heat gain in the summer, replacement of single glazing with double glazing, and improvements to airtightness in temperature-controlled assets.

This long term intervention is more capital intensive and often requires significant building modifications, which in return achieve substantial energy reductions and long term decarbonisation. Extensive fabric improvements are dependent on timing of lease events, occupier refurbishment cycles and are typically driven by our occupiers.

30%

targeted energy reduction from fabric upgrades in I&L Heated assets

Install solar PV

Installing solar PV takes advantage of available roof areas (especially those of large warehouses and industrial buildings) to reduce an asset's overall carbon emissions. While this intervention does not directly improve efficiency, it allows the shift away from fossil fuels to renewable energy.

LondonMetric already works with occupiers to facilitate the installation of rooftop solar PV where feasible. Over the next year, we will explore a portfolio wide approach. For larger assets with extensive car parks, such as theme parks and hospitals, larger solar canopies on top of car parks have also started to be explored.

Over the year, we have installed 3.6MWp of solar capacity, and have an additional 2.6MWp in the pipeline.

17%

targeted asset level roof coverage by solar PV for eligible assets

Replace fossil fuel

Across our assets, gas boilers are typically used for heating and hot water. Replacing boilers with air-source heat pumps will reduce carbon emissions and use energy more efficiently. For hot water, replacing these with point-of-use electric heaters that remain on standby will reduce energy losses compared to traditional gas boilers.

Depending on the archetype, heating degasification can reduce energy use by up to 45%.

Over the year, we have undertaken several degasification projects across our properties, and continue to actively encourage our occupiers to replace fossil fuel equipment where feasible.

31%

targeted energy reduction from replacing fossil fuel in Retail Warehouse assets

Behavioural change

Occupier engagement will be key to ensure the modelled interventions are undertaken.

For short term initiatives, these represent low-disruption measures that can be implemented quickly, with immediate results. These will include improving building management systems to ensure efficient use during low occupancy times, adjusting temperature set points to lower air conditioning unit heating and cooling targets, and optimising HVAC to ensure equipment runs smoothly.

Ongoing engagement is also required to ensure alignment in medium and long term interventions. Over the year, we have engaged with two of our largest occupiers, Merlin Entertainment and Travelodge, to understand their own decarbonisation strategies.

17/20

key occupiers have firm net zero commitments

Responsible Business and ESG review continued

Environmental continued

Energy efficient improvements in action

Comprehensively refurbished to 'as new' condition

Bicester (68,000 sq ft)

At Bicester, the warehouse was comprehensively refurbished, with the roof replaced, roof lights added and solar PV installed. We also upgraded the internal lighting and systems, replaced gas with a 47kWp electrical heating system and installed three EV charging points. The works have increased the EPC rating to 'A+' from 'C' and the 160kWp solar PV system is expected to save 28tCO_2e p.a.

The refurbishment also incorporated biodiversity initiatives, such as a bee house, an eco-friendly bug hotel and new wild flower planting. The unit is being actively marketed for letting.

EPC

'A+'

Up from 'C'

Refurbished to a high standard, with significant rental uplift

Eastleigh (31,000 sq ft)

At Eastleigh, we undertook similar roof and lighting upgrades, installed solar PV and two EV charging points and replaced gas with a 32kWp electrical heating and cooling system. The improvements increased the asset's EPC rating to 'A' from 'C' and the 63kWp solar PV system is expected to meet c.43% of the occupier's energy requirement and save 12tCO_2e p.a.

The warehouse has been let at a rent 30% higher than was paid by the previous occupier, and we have also seen the occupier at an adjacent unit implement similar improvements as a result of our actions.

EPC

'A'

Up from 'C'

Key considerations

- Gas replaced with electric heating
- Roof mounted, solar PV system
- Grid supply suitable for occupier
- Roof upgraded & incorporated roof lights
- LED lighting upgrades & energy saving system
- EV charging
- EPC A minimum achieved

Responsible Business and ESG review continued

Environmental continued

Mandatory carbon reporting

Energy consumption

+2%

Over the year on a like for like basis

Landlord derived energy consumption increased by 2% to 248 MWh on assets owned during both 2023 and 2024. While like for like consumption increased marginally in 2024, we have significantly reduced overall consumption in recent years, with most improvement already implemented.

Absolute energy consumption increased by 37%, to 1,352MWh due to the LXi acquisition, which included sites where LondonMetric procures energy for tenant use.

Greenhouse gas (GHG) emissions

+2%

Over the year on a like for like basis (location-based)

Emissions increased by 2% on assets that were owned during both the 2023 and 2024 periods, for Scope 1 and 2.

Absolute emissions have increased overall to 269tCO_2e from 199 tCO_2e. The 35% increase is due to the acquisition of the LXi portfolio, which includes a significant gas supply at one of the assets. Over 94% of our electricity supply was from renewable energy sources.

SECR GHG emissions in metric tonnes		
Emissions sources:	Calendar Year 2024	Calendar Year 2023
Scope 1 emissions – combustion of fuels	77	20
Scope 2 emissions – electricity consumption (location-based)	192	179
Scope 2 emissions – electricity consumption (market-based)	15	9
Total emissions (location-based) tCO_2e	269	199
Total emissions (market-based) tCO_2e	91	29
Total energy consumption (kWh)	1,352,366	988,254
Operational control floor area sq m	576,883	220,624
Carbon intensity (kgCO_2e/sq m) – location-based	0.45	0.54
Carbon intensity (kgCO_2e/sq m) – market-based	0.13	0.13

LondonMetric has achieved carbon neutrality for its Scope 1 and 2 emissions for the 2024/25 reporting year.

In line with the Oxford Principles for Net Zero Aligned Offsetting, we prioritise emissions reductions through energy efficiency, renewable energy procurement, and decarbonisation measures.

For the 91 tonnes of residual emissions that remained, we have purchased verified carbon credits from high-integrity projects.

We strive to reduce our reliance on offsets altogether by continuing to decarbonise our operations in line with our Pathway.

A detailed description of the carbon credits purchased is provided on page 38.

Data qualifying notes

This is the Company's fifth year of disclosure under the Streamlined Energy and Carbon Reporting regulations. An operational control consolidation approach has been adopted. All environmental consumption and carbon data is reported in calendar years.

This statement has been prepared in accordance with the requirements of the GHG Protocol Corporate Accounting and Reporting Standard, the GHG Protocol Value Chain (Scope 3) Standard, and ISO 14064-1:2006. Our data quality is reviewed and improved every year, so previous year's figures are updated if more data becomes available.

A third party assesses our carbon emissions and methodology each year to confirm accuracy and transparency. Our Scope 1 and 2 emissions are externally assured, in line with AA1000AS. Further details can be found under data qualifying notes on page 37.

Within Scope 1 emissions, refrigerant-related emissions for the period were de minimis, and therefore have been excluded from Scope 1 reporting.

Scope 2 dual reporting is undertaken, disclosing emission figures using both location-based and market-based methods.

For the 'location-based' method, standard emissions factors from the UK Government Emissions Conversion Factors for Greenhouse Gas Company Reporting 2024 were used.

For the 'market-based' method, the Company's contractual instruments for the purchase of certified renewable electricity were accounted for.

For the remainder of electricity which is not REGO backed, the UK's residual mix factor was used to calculate the associated emissions.

A detailed GHG emissions inventory, including Scope 3 emissions relating to our tenant activities, is available on page 29.

Responsible Business and ESG review continued

Social

Building and nurturing relationships with our stakeholders is integral to our business model and the way we work.

Occupiers

C.350

Diverse range of customers across many growth sectors

People

48

Highly talented and incentivised team

Contractors

£92m

Spent on developments and other capex in the year

Investors

C.340

Investors and brokers seen in the year

Communities

72

Charity initiatives supported in the year

Responsible Business and ESG review continued

Social continued

Working with Merlin Entertainments

One of our largest occupiers

Merlin Entertainments is one of our largest occupiers representing 9% of our rent.

Our Merlin assets comprise Alton Towers, Thorpe Park, Warwick Castle and Heide Park in Germany and they are let on very long term leases averaging 52 years.

A global leader in branded entertainment destinations

Visitors every year	Countries
62m	>20
Visitor attractions	**Annual revenue**
140	£2.1bn

Majority owned by the Lego family with other investors including Blackstone, Wellcome Trust and CPPIB

Building our relationship following LXi merger

Our relationship with Merlin began in March 2024, when we acquired LXi REIT.

As one of our most important occupiers, we have undertaken significant engagement with Merlin over the year and we have built a strong relationship with them to ensure a true partner of choice approach.

LondonMetric Board's visit to Thorpe Park

Six Board members and five LondonMetric employees attended a site visit to Thorpe Park in September 2024 to meet Merlin Entertainments and the team responsible for Thorpe Park.

The purpose of the visit was for the Board to gain a better understanding of Merlin's business and its plans at one of LondonMetric's key assets. A presentation was given by Merlin to LondonMetric on Thorpe Park and Merlin's wider operations with a Q&A offering the LondonMetric team a chance to ask questions.

Afterwards, there was a tour around the theme park and three of LondonMetric's team (including two Non Executive Directors) experienced its latest ride, Hyperia, which opened in May 2024, reaches speeds of up to 80 miles an hour and is the UK's tallest rollercoaster at 236 feet.

At the site visit, Merlin re-enforced the structural drivers towards hospitality and the consumer's desire to prioritise memories and days out. Merlin continues to invest in its assets with a proactive capital investment plan as well as upgrades to the amenity to draw a broader catchment and demographic.

Funding of a new hotel at Warwick Castle

In the year we funded a new medieval themed hotel for Merlin. The 60-bed hotel cost £16 million and we regeared the lease with Merlin.

Sustainability engagement

Monthly sustainability meetings are held with Merlin. At Thorpe Park, in line with Merlin's 2030 ambition of reaching carbon neutrality for Scope 1 & 2, degasification initiatives added air source heat pumps and electric point-of-use water heaters and 0.5MWp of solar was also recently added. At Warwick Castle, an embodied carbon assessment was undertaken on the new hotel which was certified BREEAM Very Good.

Survey score and charity

Merlin scored us 8 out of 10 in our occupier survey. As part of the survey, we donated money to a charity nominated by each occupier that responded. Merlin nominated their Magic Wand charity and we have further engaged with the charity since to provide more meaningful charity support.

Survey score
8/10

Responsible Business and ESG review continued

Social continued

Occupiers

Why they are important to us

- Drivers of income and capital growth
- Lie at the heart of our business purpose

What is important to them

- Fit for purpose real estate
- Lease terms that suit their business model
- Well designed and sustainable buildings
- Approachable and trustworthy landlord

How we engage with our occupiers

- Annual occupier surveys
- Leasing and regear activity
- Regular site visits and inspections
- Energy saving discussions
- Wider property needs discussions

Strong customer focus

We recognise that when our occupiers' businesses thrive, our business also thrives. We treat our occupiers as customers and put them at the centre of our decision making.

Our occupier-led approach provides us with market knowledge to better understand future trends and make informed decisions. Our customer satisfaction scores, high occupancy rate and rent collection demonstrate the strength of these relationships.

Extending existing relationships and developing new contacts continue to be a key focus for us.

Develop trusted relationships

Our customer-focused approach reflects our differentiated proposition where we:

- Are approachable and actively engage with our occupiers;
- Strive to listen, fully understand occupier requirements and create solutions that are mutually beneficial; and
- Make quick decisions, act swiftly and deliver on our promises.

Board Engagement

The Board is provided with detailed analysis of occupier transactional activity on a regular basis. In addition:

- Executive Directors feed back results to the Board of occupiers' financial performance and rent collection on a regular basis, along with wider occupier intelligence and updates;
- Results of the annual occupier survey are presented to Audit Committee each year; and
- Site visits provide an opportunity for the Board to engage with customers.

> We are focused on owning assets that have enduring occupier appeal. Collaboration with our occupiers is vitally important to ensure ongoing occupier contentment.

Mark Stirling
Asset Director, LondonMetric

Occupier survey (March 2025)

Recommend LondonMetric as a landlord

8.7/10

Average

Satisfaction with our properties

8.6/10

Average

In March 2025, we undertook our fifth annual occupier survey. 214 occupiers were surveyed, representing 94% of rent. Responses were received from 79 occupiers representing 57% of rent.

Questions were asked about occupiers' satisfaction with our properties and their locations, how satisfied they were with LondonMetric and whether they would recommend us as a landlord. We also asked specific environmental questions.

We scored an average of 8.7 out of 10 for whether our occupiers would recommend us as a landlord (2024: 9.0) and 8.6 out of 10 for how satisfied they were with our properties (2024: 8.5).

This was the first year that we surveyed LXi occupiers and, as with previous surveys, we will address the results of the survey and feedback through our ongoing occupier engagement.

Encouragingly, occupier sentiment remained upbeat, with 33% saying that they are looking to increase their UK property footprint. A further 64% said that they expect their footprint to stay the same, whilst those looking to reduce space was only 3%.

> LondonMetric is extremely approachable and importantly are available for any form of tenant initiative.

Feedback from Great Bear as part of the occupier survey

Responsible Business and ESG review continued

Social continued

People

Why they are important to us

- Build relationships with our occupiers and the property industry
- Allow us to execute on investment, asset management and development strategies
- Responsibility for their wellbeing

What is important to them

- Flexibility and wellbeing
- Progression and career development
- Reward and recognition
- Fairness and equality

How we engage with our people

- Annual employee surveys and offsite employee sessions
- Annual appraisals
- Encourage training, including on ESG matters
- Committee meetings
- Regular business updates

Overview, culture and approach

The Company is highly focused with eight Non Executive Director and 48 employees (2024: 47). Since formation of LondonMetric in 2013, employee numbers have fallen despite our asset value increasing six fold, and this reflects improved efficiencies and the portfolio's lower operational requirements.

We have successfully attracted and retained a talented and loyal team, which is reflected in our low annual voluntary staff turnover rate of 6% since 2013. Working in the office is seen as critical to our business with five days in the office mandated and embraced. Our approach to our team is based on:

- A culture of empowerment, inclusion, openness and teamwork, with a flat management structure and clear responsibilities and decision making processes;
- Fair and performance based remuneration aligned to personal and company targets, with inclusion of employees in LTIPs; and
- A small team, allowing a flexible and individual approach.

We promote diversity across knowledge, experience, gender, age and ethnicity with a published diversity and inclusion policy, and we support the Real Estate Balance group.

Board engagement

The Board regularly engage with its employees through:

- Regular communication from the Chief Executive;
- Various Company Committee meetings;
- Site visits for the Board facilitated and attended by key staff; and
- Events arranged by the workforce Non Executive Director.

Our designated workforce Non Executive Director is Andrew Livingston. Each year, he hosts an informal off site session for some employees, with the Remuneration Committee Chair also in attendance. The meeting allows employees to speak freely, ask about board level discussions and share their working experiences. Topics discussed this year included ideas to enhance integration following M&A, retain the existing culture, further improve internal communication and promote personal development. Non attributable feedback was relayed to the Board.

Employee survey

Staff survey engagement level

100%

Staff enjoy working for LondonMetric

96%

In February 2025, we undertook our eighth annual employee survey to track staff satisfaction. This year included 13 new team members, including former LXi employees.

37 questions were asked, focusing on the Company, the working environment and the individual. Responses were received from 100% of staff. Overall, feedback from the survey was very positive and 96% of employees said that they enjoy working at LondonMetric.

Employees remain highly supportive of the Company and working environment. The highest scores were received for the following questions:

- 96% enjoy coming to the office;
- 96% enjoy working for LondonMetric;
- 96% feel that there is a strong culture of teamwork and collaboration; and
- 94% feel that they make a valuable contribution to the success of the organisation.

For more information on Our purpose, values and culture see page 99 of our Annual Report and Accounts 2025

> We have successfully attracted and retained a loyal and talented team, integrating a number of new employees in the year.
>
> Martin McGann
> Chief Financial Officer

Responsible Business and ESG review continued

Social continued

Contractors and Advisors

Why they are important to us

Being a small team we are dependent on a diverse group of key suppliers including professional advisors and contractors

What is important to them

- Fair payment terms and prompt settlement
- Good, effective and collaborative working relationship
- Long term partnerships

How we engage with our contractors & suppliers

- Regular project meetings
- Annual reviews and audits on projects
- Regular meetings with property and managing agents
- Sharing of learning between different suppliers

Overview

We rely on the support of a diverse group of contractors, suppliers and advisors. Our relationships are highly important to allow us to deliver on our developments and refurbishments, manage our properties, acquire and dispose of properties and access capital markets.

Our Responsible Procurement Policy

We have a responsible procurement policy which outlines our approach to implementing supply chain and procurement standards on developments and our existing estate through our contractors and suppliers. It focuses on areas such as labour, human rights, health and safety, resource, pollution risk and community.

Contractors

Our contractor relationships are highly important in allowing us to deliver on our developments and refurbishments. In conjunction with our external project managers, our development team ensures that we select high quality and robust contractors with a proven track record. We regularly review the financial robustness of our contractors and work closely with them throughout projects.

Our development team monitors progress and tracks all elements of our projects including sub-contracted works. We stay in close contact with our contractors and arrange regular visits and detailed reviews and checks of their systems and processes.

Our Responsible Development Requirements checklist is used on all projects and sets minimum requirements for contractors. Compliance with this checklist is mandatory for all projects and sets minimum standards that our contractors must meet. The checklist covers environmental, responsible supply chain and H&S standards. We also specify compliance by contractors with the Considerate Constructors Scheme on most of our projects where we deem it appropriate.

At project meetings, we challenge all of our contractors to consider the environment, biodiversity, local community involvement and local sourcing.

Average payment

12 days

to pay suppliers

Compliance

100%

with our Responsible Development Requirements checklist

Managing Agents

Managing Agents are an important part of the supply chain on our assets where there are multiple occupiers in place.

We select a few highly competent companies to deliver our managing agent services. Whilst our spend on these services is relatively small, we continue to monitor their compliance against our Managing Agents' policies and ensure that their sub-contractors are properly appointed and compliant with our standards, including responsible supply chain/anti-slavery and human trafficking.

Over recent years, we have undertaken a number of reviews of material sub-contractors employed by our key Managing Agents with a specific focus on sustainability, community, legislation and employment.

Board Engagement

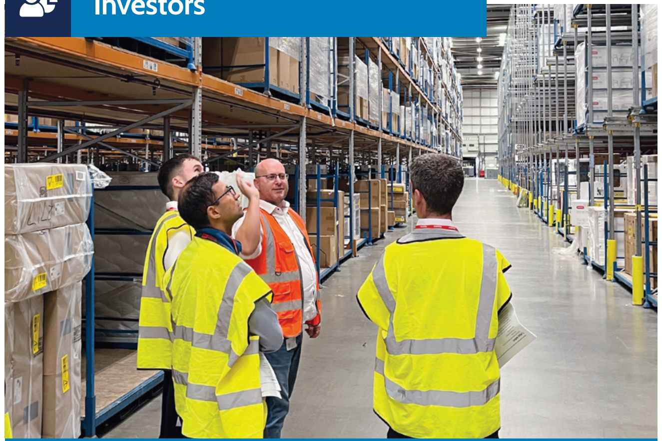
- The Board and its Committees receive regular presentations and reports from its advisors;
- The Board continues to advocate the Prompt Payment Code and promote responsible development standards; and
- The Board visits sites with the development and asset management teams.

> We value contractors that we can trust and develop long term partnerships with.
>
> Nick Heath
> Head of Development

Responsible Business and ESG review continued

Social continued

Investors



Why they are important to us

- Continued investment and support
- Feedback and direction
- Maintaining a flexible and attractive debt structure

What is important to them

- Financial performance and progression
- Scale and liquidity
- Structurally supported assets with income growth
- Well covered and growing dividend
- Clear strategy, execution and reporting
- ESG fully considered

How we engage with our investors

- Investor roadshows & conferences
- Results presentations to analysts
- Annual General Meeting
- Non Executive Director attendance at investor meetings
- Debt refinancing activity
- Site visits

Equity Investors

We value our good relationships with our shareholders. Understanding their views continues to be a top priority and is vital to the Company's strategic direction. The Company's principal representatives continue to be the Chief Executive and Chief Financial Officer who, along with the Head of Investor Relations and Sustainability, hold meetings throughout the year and particularly following results announcements.

Over the year, we met with 344 equity investors and brokers through one-to-one and group meetings. Unsurprisingly, interest to meet the Company remained high given continued market uncertainty, our FTSE 100 status and our M&A activity.

A breakdown of meetings by type of investor is shown in the chart opposite. The Company continues to place great importance on and engage with its private wealth shareholders, who represented 30% of investors met in the year. We also saw a significant increase in interest from US investors and this has been reflected in our share register with the US now accounting for 22% of our register.

We continue to enjoy strong research analyst coverage and interaction with the 13 brokers that cover our Company and we expect to see further broker coverage going forward given our increased scale and liquidity.

Our investor relations framework

The framework is set around our half yearly results, and at other times in response to ad hoc requests and where we undertake UK regional and overseas roadshows and investor conferences. Meetings and roadshows keep investors informed of the Company's performance and plans and allows them to ask questions.

Specific topics discussed during the year included implementation of strategy, financial and operational performance, the property market, the strength of our occupiers, our M&A transactions, non core sales and investment opportunities, our debt structure and ESG.

Shareholders are kept informed through results statements and other regulatory announcements. These are published on our website, affording all shareholders full access to material information.

Equity investors met

344

Debt facilities arranged

£525m

Equity investors (by type)

1. Sector specialists	41%
2. Private wealth	30%
3. Generalists	27%
4. Brokers	2%

Investor site visit to Bedford

In September 2024, we hosted an equity and debt investor visit at our Bedford Link Logistics Park for 13 investors. LondonMetric's Heads of Investor Relations and Development took the investors around one of the larger warehouses at the park, let to Leidos.

Debt investors and joint ventures

We continue to enjoy good relationships across the debt capital markets and continue to broaden our base of debt providers particularly as we look to benefit from our new credit rating. In addition, we continue to enjoy strong relationships with our joint venture partners. We report on our financing activity annually, including details on our sustainability-linked debt arrangements and refinancing activity.

For more information on our financing activity in the year see page 45 of our Annual Report and Accounts 2025

Board Engagement

- Investor feedback is provided regularly to the Board by the Chief Executive and quarterly reports;
- Chair and Senior Independent Director participated in half yearly roadshow meetings, attending 12 investor meetings; and
- The full Board attended the Annual General Meeting in July 2024.

Responsible Business and ESG review continued

Social continued

Communities

Why they are important to us

- Considering communities local to our activities is an important part of our Responsible Business approach to doing business and delivering our strategy

What is important to them

- Environmental and social impact of our activities
- Employment opportunities
- Investment into local infrastructure

How we engage with our communities

- Supporting local charities
- Encouraging local sourcing on projects
- Planning consultations
- Resident updates on projects
- Engagement with local authorities
- Supporting local occupier initiatives

Overview

We recognise the importance of supporting our local communities and engaging with all local stakeholders. Our published Community Policy outlines our approach and we aim to maximise the local benefits of our activities through:

- Investing in local infrastructure through regeneration and creation of fit for purpose buildings;
- Creating jobs during development and refurbishment, typically using local contractors and employment;
- Bringing in occupiers who create significant employment;
- Partnering with local authorities and councils;
- Engaging with local residents and communities, particularly during and post developments to ensure that they are fully involved; and
- Ongoing involvement in areas local to our properties by funding local events and facilities and engaging with schools.

Our Charity and Communities Working Group implements charity giving and co-ordinates community involvement. In the year, we aimed to allocate £180k for charitable giving across three key areas:

1. Specific causes identified at a corporate level;
2. Charitable causes identified by employees with all employees able to nominate charities of their choice or allocate funds to match their own charitable activity; and
3. Occupier or asset related giving, supporting causes in conjunction with occupiers or near our local assets and developments.

In 2025, we spent £159,000 on charitable initiatives. Under our banking arrangements £72,000 was added to our charity budget as a result LondonMetric hitting its banking related ESG targets.

Board engagement

- Participation in charitable events organised by LondonMetric
- Receive updates on charitable work
- Understanding of development related community matters through project updates

Our Charitable giving in the year

Initiatives	Activity
72	£159k

Corporate-led

£70,000 was contributed to corporate-led initiatives, supporting a number of charities including NSPCC, Air Ambulance, CiaO, Re N-Gage and the property industry charity, LandAid. We also continued our support of new charity relationships, including a £25k donation to Youth Beyond Borders ('YBB') which runs inclusive programmes for young people in inner cities including an iconic trail running race in the Alps (see picture opposite).

Employee-led

£48,000 was contributed to employee-led initiatives across a wide range of charities. This included supporting employee personal charity initiatives such as cycling to Amsterdam and supporting children's football clubs.

Our annual Steptober challenge raised money for the My Name'5 Doddie Foundation, with 2,462 miles covered by the team over one week. Some of the team also participated in a LondonMetric Movember challenge to raise awareness and funds for men's health – specifically for Prostate Cancer UK, mental health and suicide prevention.

In June 2025, a companywide challenge day has been organised to raise money for three charities.

Occupier & asset-led

£41,000 was contributed to initiatives related to our assets and occupiers. We have donated to foodbanks close to many of our assets as well as helping a charity supported by one of our tenants which provides vital supplies to Ukraine.

Responsible Business and ESG review continued

Governance

The board is committed to upholding high standards of corporate governance and Responsible Business is an important part of ensuring that we deliver on those high standards.

Overview

Martin McGann, Chief Financial Officer, represents the Board at Responsible Business Working Group meetings and his remuneration is linked to the Company achieving certain Responsible Business related objectives.

The Company's overall Responsible Business policy is available on its website along with other related documents including:

- The Responsible Business Working Group's terms of reference;
- Responsible Business targets;
- Full Responsible Business reports;
- Our approach to health and safety;
- Compliance and anti-corruption procedures;
- Responsible Procurement Policy;
- Community Policy; and
- Modern Slavery Act Statement.

The Company confirms that no human rights concerns have arisen within its direct operations or supply chains and that it has not incurred any fines, penalties or settlements in relation to corruption. The Company continually reviews and updates all of these documents as required.

For more information on Governance see page 90 of our Annual Report and Accounts 2025

Health & Safety

The Board is responsible for ensuring that there are appropriate health and safety procedures. Mark Stirling, Asset Director, is responsible for implementing procedures and reporting back to the Board. RP&P Management Ltd ('RP&P') acts as our Corporate Health and Safety Advisor.

Risk assessments under a specific duty or regulation are carried out and necessary actions are implemented as required. Health and safety training is carried out for employees and additional training is considered on a case by case basis.

Our policy is regularly reviewed and, as well as ensuring that our employees are offered a safe and healthy working environment, it addresses two key areas of:

I. Construction – Procedures and processes have been developed to ensure we comply with current legislation with a Project Manager, Principal Designer and Principal Contractor appointed on all projects to oversee, manage and monitor health and safety.

II. Managed properties – The majority of our assets are let on full repairing and insuring leases. For single occupier assets, the occupier is responsible for managing health and safety matters at the property and the wider estate. Where there are multiple occupiers, we appoint a Managing Agent to manage health and safety, ensuring assessments are completed and regularly reported back to us.

In the year, quarterly health & safety meeting were held, yearly construction projects were audited on two sites, and our health and safety policy was renewed to align with current legislation.

There were zero reportable incidents on projects and a zero accident rate for LondonMetric employees.

Contractor Requirements

We have implemented robust processes to ensure that our contractors uphold our high standards and minimise the environmental impact from developments. All of our contractors adhere to our Responsible Development Requirements checklist, which sets minimum requirements on developments, including:

- Health & Safety and Considerate Constructors;
- Scheme compliance;
- BREEAM Very Good or better standard (where appropriate) and environmental impact monitoring; and
- Promoting local employment opportunities and fair remuneration for workers.

Annual contractor review of Hinton Construction

Each year we undertake a detailed review of systems and processes at one of our contractors, looking in particular at compliance with our standards, local sourcing, modern slavery and minimum wage.

We recently reviewed Hinton, a Midlands based contractor with whom we have a longstanding relationship. They recently completed a drive-thru development in Bedford and worked on a logistics warehouse development in Cardiff (as pictured above).

The review demonstrated that they have robust policies in place and it is clear that it shares the same core values as LondonMetric. The contractor maintains strong relationships with its clients and its key supply chain, with senior management having a very active role in all business activities.

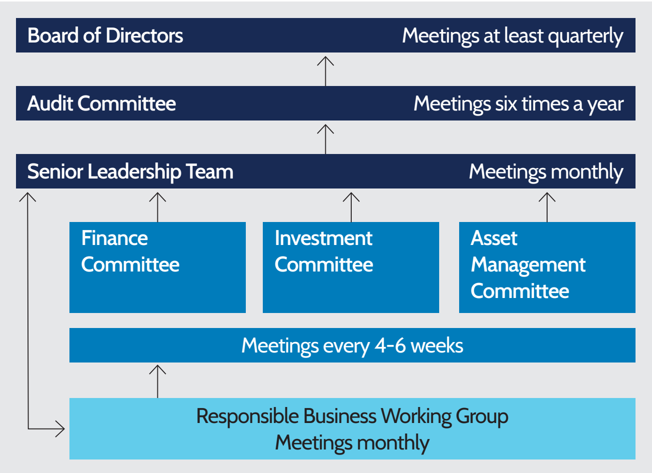
TCFD Recommendation and Alignment

LondonMetric has complied with the requirements of UKLR 6.6.6.(8) by including its Task force on Climate-Related Financial Disclosures ('TCFD') Statement below.

Our statement is consistent with the four overarching disclosures, and we have complied with all the eleven TCFD specific disclosure requirements, except for Strategy B and C, where we are focused on strengthening the financial quantification aspects of our disclosure, and Metrics & Targets B, where we are working towards further improving the measurement and coverage of Scope 3 emissions generated by our tenants.

Our key progress in the year related to an updated climate risk assessment, transition risk assessment and development of a net zero strategy, with all three work streams incorporating the LXi portfolio following the merger in March 2024. All climate-related financial disclosures can be found below, following the structure of the four TCFD pillars. For instances where the disclosure may not fully align with recommendations, we provide a clear rationale for any deviations and outline the steps we plan to take to address these gaps in future reporting, demonstrating our commitment to transparent and comprehensive climate-related reporting.

Figure 1: LondonMetric Climate-Related Risk Governance Structure and meeting frequency



1. Governance

a) Describe the Board's oversight of climate-related risks and opportunities.

The Board, assisted by Audit Committee, provides oversight of the Company's Environmental, Social, and Governance ('ESG') matters and has overall responsibility for the risk management framework, which integrates climate-related risks and opportunities. The Senior Leadership Team ('SLT') and the Company's Responsible Business Working Group ('Working Group') are responsible for identifying and managing risks and opportunities related to climate-related issues, including implementing measures to address those risks and opportunities.

Our governance structure regarding climate risks and opportunities is summarised in Figure 1. For a description of the roles and responsibilities of the Board and its sub-committees, see pages 106 to 108 of the Governance section of the Annual Report.

Process and frequency of information transfer and consideration of climate-related issues

The Board considers climate-related risks at a strategic level during Board meetings, ensuring that new and emerging risks, including those that are climate-related, are identified and appropriate action is taken to remove or reduce their likelihood and impact.

The Audit Committee reviews the Company risk register (in which climate-related risks are included) annually and provides assurance to the Board on the robustness of the systems in place for the identification, assessment, and mitigation of the principal risks. The Audit Committee is informed by the Working Group, which provides feedback on climate-related issues, facilitates proactive climate-related risk management and is a sub-committee of the Finance Committee.

The Board receives climate-related information on the Company in the following ways:

1. **Audit Committee updates** delivered by the Audit Committee on an annual basis;
2. **Board papers** written by the SLT and delivered quarterly;
3. **ESG papers** written by the Working Group at least annually; and
4. **Regular ad-hoc updates** on specific matters, including investments, developments and disposals over a certain value threshold, where environmental and climate-related risks are addressed.

Climate-related issues are considered by the Board and the Audit Committee when reviewing and guiding strategy, risk management, budgeting, performance and spending. Board members are expected to identify and develop their own individual training needs, skills and knowledge and ensure they are adequately informed about the Group's strategy, business and responsibilities. This is encouraged through relevant seminars and conferences and by offering training and guidance at the expense of the Company. Access to the Deloitte Academy is also provided by the Company, which includes briefings on sustainability and climate. The Board is considered well-equipped to make climate-related decisions based on their individual training.

Progress against targets

The Audit Committee is responsible for monitoring and overseeing progress against climate-related objectives and targets, escalating matters to the Board as necessary. The Committee considers the Company's ESG performance against the KPIs shown in the Metrics and Targets section of this report (see Table 4). Additionally, in achievement of the Company's strategy and overall corporate objectives, Executive Directors are entitled to a bonus each year, with 10% of their bonus related to achieving specified ESG objectives, which are aligned with delivering the Company's ESG KPIs. ESG objectives for the Directors relevant to the year are set out on page 136 of the Annual Report and include climate-related targets such as, improving EPC ratings and occupier energy monitoring.

TCFD Recommendation and Alignment continued

1. Governance

b) Describe management's role in assessing and managing climate-related risks and opportunities.

Climate risk considerations are integrated within management roles in the investment decision making process, ensuring that the potential financial impacts of climate-related factors are thoroughly evaluated. At the acquisition stage, each asset undergoes a thorough assessment through detailed due diligence reports that specifically evaluate climate risk. These reports include an analysis of potential vulnerabilities, such as exposure to extreme weather events, flooding, and energy efficiency. The findings from these assessments and any identified risks are carefully reviewed and considered. This proactive approach ensures that the potential impacts on asset value are understood and managed from the outset.

The SLT and the Working Group are responsible for managing and monitoring climate-related risks and report directly to the Audit Committee. This collaboration is led by the Head of Investor Relations and Sustainability and the Chief Financial Officer, who are members of the SLT and the Working Group and are ultimately responsible for implementing Responsible Business matters. The Audit Committee informs the board on a quarterly basis of relevant climate risk and opportunities, along with progress against ESG metrics and targets. The Working Group supports the SLT in identifying wider climate-related risks by reporting on and escalating potential risks. It also ensures the business is properly considering opportunities, with interaction at least on a weekly basis.

LondonMetric is a member of the Better Building Partnership ('BBP') and actively participate in BPP's activities, including working groups, research projects, and knowledge sharing, therefore demonstrating commitment to sustainability. We additionally work with consultants at an asset level to identify sustainability risks and upgrade opportunities and employ the services of ESG consultants at the corporate level to assist in overall ESG strategy, analysis and implementation.

2. Strategy

a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term; and
b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.

Over the last year, we carried out an updated physical and transition climate risk analysis for the whole portfolio, assisted by WSP and CBRE Limited. Across both assessments, we have aligned metrics where appropriate, such as with the vulnerability, likelihood and impact score of risks. Further details can be found within the Risk Management section on page 23. Due to the nature in which physical risks develop slowly over a long period of time, the time horizons for these are much longer than transition risks, which have a greater likelihood of impacting our business strategy over a 2-5 year period, thus requiring closer reviews to align with capex planning to manage risk.

Time Horizon	Transition Risk	Physical Risk
Short Term	2025 – 2027 (2020s)	2021 – 2030 (2030s)
Medium Term	2028 – 2037 (2030s)	2031 – 2070 (2050s)
Long Term	2038+ (2040s)	2071 – 2100 (2080s)

Identifying climate risks and opportunities

As part of the recent climate risk assessment, potential climate risks and opportunities were modelled. Climate scenario analysis was utilised to model our climate-related risks in two likely scenarios based on the Intergovernmental Panel on Climate Change ('IPCC') Representative Concentration Pathways (Pathways) (IPCC RCPs). The assessment tested a range of realistic emissions outcomes at the portfolio level, under (i) the RCP4.5 (stabilised emissions) and (ii) RCP8.5 (high emissions) climate scenarios up until 2100. The scenarios were chosen due to their wide used use in climate analysis and in the absence of an established industry standard. Both scenarios, allow us to understand the projections of future climate conditions to determine the highest material climate risks and opportunities to our business and how they change over our time horizons. Utilising these results we were able to support future financial planning decisions such as asset capex plans and disposal strategies. A detailed description of how we have identified and scored climate risks and opportunities is provided within Risk Management.

It was identified that transition risks and opportunities are more prominent in the near term under a RCP4.5 scenario, while physical risks materialise in the largest severity over the longer term under the high emission RCP8.5 scenario. Those risks with the highest residual risk (after mitigation) are outlined in Tables 1 and 2 , where Very Low Risk is below 5, Low Risk is between 5-9, Medium Risk 10-14, High Risk 15-19 and Very High Risk 20-25. Residual risks are mapped across the time horizons to determine how these risks evolve over time, and are outlined in Table 1 & 2 at the point in time where they first presented as a material risk. Where a residual risks remains Very Low risk over all time horizons it is not shown but will still be monitored internally to ensure there are no changes in rating. Table 1 and 2 outline both the financial impacts of each risk and the existing management strategy in place, which, when considered, creates a residual risk score. The risks are categorised and prioritised in a manner consistent with the wider business risk. High quality properties are more likely to be impacted by transition risks as tenants are more likely to demand aspects such as technological innovation and efficient buildings.

TCFD Recommendation and Alignment continued

Table 1: Climate-related material transition risks with mitigation and financial impact under RCP 4.5 scenario

Risk Horizon	Transition Risk	Financial Impact	Inherent Risk Score	Management/Mitigation	Residual Risk Score
Short term 2025–2027 (2020s)	**R1: Customer behaviour/market demand** We are seeing a shift in customer behaviour across premium assets and via high profile tenants demanding high performing efficient properties. As the market evolves, tenant preferences for properties with better sustainability features will increase.	Inability to align with these preferences may lead to higher vacancy rates and reduced rental income. Consequently, improving sustainable features to meet occupier demands can increase operational costs.	Medium (14)	We have an active asset management plan, a comprehensive due diligence process and a strategy to dispose of underperforming assets. As part of asset management, we set minimum ESG requirements on leasing activity. We have an adaptive business model that is aligned to tenants' own net zero ambitions, limiting the possibility of diminished asset value from poor alignment to market demand. We expect the residual risk to begin as a low risk in the short term before turning into a medium risk as the inherent risk rises under the same time frame.	Low (8)
Medium term 2028–2037 (2030s)	**R2: Environmental legislation – policy and legal requirements** Legislation is expected to become stricter as the UK government adheres to its climate objectives in line with the Paris Agreement. Non-compliance with evolving ESG reporting standards could lead to legal and financial penalties, operational issues, reduced competitiveness, and business reputational damage.	Increasing costs to meet specific regulations fall on the landlord. Asset values may fall, and assets become less liquid with a 'brown discount' priced in.	Medium (14)	We have a robust strategy to manage existing legislation requirements, such as MEES legislation and the potential 2030 implementation of EPC 'B' rating, for which we have an internal target. We utilise existing membership of bodies such as the BBP to access valued research, working groups and knowledge shares within the sustainability space. Our due diligence process factors in the cost of upgrading properties to ensure the portfolio is compliant with all necessary policies and minimises the risk of asset de-valuing. We expect this risk to remain a low risk over medium and long term horizons.	Low (6)
	R3: Embodied carbon Increased demand for holistic carbon assessments throughout a building's life cycle is leading to increased embodied carbon reporting for new developments. Sustainability framework bodies are increasingly including embodied carbon metrics within their reporting.	Failing to align with embodied carbon targets within net zero goals could impact investor perception and affect future availability of capital for further redevelopment and developments.	Medium (12)	Development activity is only a very small proportion of our overall business. However, we have enhanced the sustainability features of our developments by building to high standards and minimising upfront embodied carbon, enforced by our BREEAM and minimum EPC target for developments. Over the coming year we will set a target to achieve net zero for new developments in line with industry standards. We continue to consider carbon pricing in relation to new developments and redevelopments. We expect this risk to remain a low risk over medium and long term horizons due to our limited exposure to developments.	Low (7)
	R4: Technological and operational innovation demand Demand for buildings with new efficient technology is becoming increasingly common to improve efficiency, reduce costs, and improve wellbeing. This is particularly evident across premium assets, where we are looking to attract and retain high-profile tenants. Integrating these new technologies can be complex and needs tenant collaboration.	Installing specialist and new technological systems could increase capital expenditure. However, not meeting changing technological demands could reduce the desirability of our assets and reduce rental revenue and asset valuations.	Medium (14)	We continue to work with occupiers to maintain and improve asset performance. We seek to build upon our target of installing solar PV projects with a continued phased roll out of solar installations as part of our net zero target of 2050. Our updated Net Zero Pathway will inform a refurbishment strategy of assets. These refurbishments support in limiting any negative impact the associated risk could have on asset value. We expect this risk to remain a low risk over a medium time horizon with the potential of becoming a medium risk in the long term.	Low (6)
	R5: Carbon tax/fuel source transition Tenants are increasingly looking for alternative fuel sources to reduce operational costs and meet their net zero objectives. As governance bodies and sustainability frameworks set more stringent requirements on fuel sources, so a lack of compliance could result in additional costs, including from a carbon tax.	Inability to keep up with the decarbonisation requirements of the portfolio will lead to increased operational costs of assets and potentially higher refurbishment costs. This could jeopardise occupier satisfaction and lead to reduced rental income and letting opportunities.	Medium (14)	We engage with tenants to encourage the switch to alternative fuel sources. Availability of grid capacity can limit ability to switch and we have an increased focus on ensuring that assets have sufficient grid supplies and/or on site renewables for future needs of occupiers. We try to work with occupiers to ensure they undertake upgrade works, particularly as part of normal leasing incentives. We expect this risk to remain a medium risk over medium and long term horizons.	Medium (10)

TCFD Recommendation and Alignment continued

Physical risks were assessed across both sectors and geographies of assets. Within Table 2 below, we have highlighted where asset geographies or types are at greater risk. Due to the long term nature of physical risks, we only consider physical risk material if they are considered High or above within a short time frame (2030s) or are a Very High risk within any timeframe. The analysis focuses on risks which would result in a direct financial impact to LondonMetric; the majority of our leases are Full Repair & Insurance leases, meaning interventions such as HVAC replacement and their associated costs fall under tenant responsibility.

See pages 04 to 06 for a summary of our Net Zero Pathway and how we will collaborate with tenants to address some of those risks. Within this statement, we have only disclosed where we believe an inherent material risk to LondonMetric exists. A specific portfolio-level flood risk analysis was also undertaken in the year. The assessment followed a phased approach, initially using automated ratings, followed by a more in-depth evaluation of the risk of internal flooding. The latest National Flood Risk Assessment (Nafra) was used for the assessment, which provides higher resolution and access to current and future flood risk. The analysis is based on the title area, which includes external areas and land.

The initial phases of the assessment show that 6.5% of our portfolio title area is at High risk of surface water flooding. Surface water flooding risk has increased materially across the UK, reflected in a government publication that shows three times as many properties in the UK are now at high risk of surface flooding, compared to previous published data (Gov.uk). When considering rivers and sea flooding, only 2.3% of the portfolio title area is at High risk. A second and more detailed phase of the analysis is planned for specific assets, which is expected to decrease the number of properties flagged as higher risk in earlier stages.

Table 2: Climate-related material physical risks with mitigation and financial impact under RCP 8.5 scenario

Risk Horizon	Physical Risk	Financial Impact	Inherent Risk Rating	Management/Mitigation	Residual Risk Score
Long term	**R6: Heavy and increased winter precipitation** Heavy rainfall or rainfall over a prolonged period may lead to more regular surface water flooding events.	Assets with inefficient infrastructure may be exposed to structural damage, damp and mould due to higher rainfall, which would lower the asset value or rental income.	High (18)	Risk assessments are completed at acquisition phase to determine the risk of surface water flooding on potential assets. We have also completed a flood risk assessment which outlines that 6.5% of the portfolio is determined to have a "High" risk of surface water flooding. The risk assessments support us in determining where asset value could be impacted and where to focus efforts to minimise the risk of surface water flooding from higher precipitation levels. This risk profile initially presents as High short term risk for assets situated in the North of the UK, but over time it broadens to further regions.	Medium (11)
	R7: Drought, subsidence and water stress Temperature shifts can alter conditions that can impact the surrounding environment of assets that can have onset impacts on the structure and function of properties.	Assets with poor foundations and structures may need further capital investment to handle conditions, which might affect profitability and asset valuations.	High (19)	Prior to acquisition, necessary due diligence is completed on properties to determine the risk. For assets vulnerable to this risk, the recommendation measures include appropriate structural assessments and integrity of the surrounding area and actioning any measures if required. This risk is only relevant to the South of UK in the medium term, but as we progress to the long term it becomes a High risk in nearly half of the regions. As its importance grows over time, it will become essential to focus on limiting its impact on asset value. Hotels, Health and Entertainment archetypes are the most impacted sectors.	Medium (10)
	R8: Heat Stress and higher temperatures Rising mean temperatures and extreme temperature highs put pressure on people and infrastructure.	Assets with poor cooling systems that are at higher risk of heat stress may suffer from higher vacancy and the need for greater capital investment, which might lower profitability and asset valuations.	High (19)	We regularly complete occupier surveys to assess the satisfaction with our properties and act accordingly to feedback received. Through promoting the installation of energy-saving electric heating and cooling systems, we indirectly support occupiers in minimising risks from heat stress. This collaborative effort seeks to maintain a strong relationship with our occupiers and ensure our asset value does not diminish due to external physical risks. We have noted this risk as an important long term risk as it presents High across multiple regions and asset types, with assets within the South East of the UK progressing to Very High over the long term.	Medium (14)

TCFD Recommendation and Alignment continued

Climate-related opportunities

While the transition to a low carbon economy presents significant risk, it also creates significant opportunities, allowing us to gain a capital advantage through a focus on climate change mitigation and adaptation solutions. The assessment carried out by CBRE Limited concluded that transition opportunities are more prominent in the near term under the stabilised emission RCP4.5 scenario. The table below summarises the identified climate-related opportunities that are material. Each opportunity is described, along with an assessment of potential financial impact.

The opportunity risk matrix works in reverse to the transition and physical risk matrix, with the higher score resulting in the greatest opportunity. The preparedness factor percentage is multiplied against the inherent score to determine the residual opportunity rating.

Opportunities are distributed evenly across geographies, while the logistics sector, which represents the largest weighting of the portfolio, presents the greatest opportunities of all our sectors.

Table 3: Climate-related material opportunities with mitigation and financial impact under RCP 4.5 scenario

Risk Horizon	Opportunity Risk	Financial Impact	Inherent Opportunity Rating	Existing strategy	Residual Opportunity Rating
Medium term	**O1: Green energy transition** There is increasing demand for green energy solutions, especially with the recent rises in wholesale energy prices. As our occupiers shift to electrifying assets, landlords can earn revenue by supporting this transition. Increased efficiency and occupier wellbeing help improve occupier satisfaction, thus helping rental opportunities.	The broad array of benefits achieved from these initiatives can lower the occupational cost but also allow us to demand additional rent for the use of green energy, which can generate more attractive yields. Valuations should also be improved.	High (19)	We have already undertaken numerous solar PV projects across the portfolio; in the year, 5 solar PV projects were completed. Aside from PV we have a heavy focus on degasifying assets and incorporating more sustainable technology such as heat pumps. Given a high percentage of the portfolio uses gas, this presents a great opportunity to continue developing over the coming years. The larger weighting of industrial assets within the portfolio with large roof spaces also presents a great opportunity for solar projects to be rolled out.	Medium (12)
	O2: Asset upgrade and development The climate transition will present market opportunities to acquire and improve poor-performing assets. Detailed due diligence needs to be carried out and assessed to determine whether improvements can be made in line with our ambitions and goals. This gives rise to upgrade potentials that can improve the valuation of the asset.	Through this process, we can acquire discounted-priced assets and benefit from the long term value appreciation caused by the improvements.	Medium (12)	We have been strong stewards in developing underinvested assets and improving the building's appearance and operation. This process allows us to acquire poorly functioning assets and make material changes that enhance the operation and value.	Low (7)
	O3: Increased efficiency By focusing on changing standards, demand and improving the infrastructure of developing buildings, we can improve the operational efficiency of assets, thus increasing opportunities for higher rent.	The main benefit of this initiative will be the reduced cost of the assets' operations, but also other benefits, such as improved resilience to climate change. These assets are seen as more appealing and reputable, giving further opportunity to charge a premium rent.	Medium (12)	Following an assessment of our portfolio and the interventions required to decarbonise our assets, LondonMetric has a net zero target year of 2050 with interventions spanning across this period. As assessed in our Net Zero Pathway, we have a structured outline of what measures can be implemented (e.g. lighting and equipment upgrades, asset degasification and installation of solar PV) to achieve our target and thus improve the efficiency of our portfolio.	Medium (10)

TCFD Recommendation and Alignment continued

Integration of climate-related issues in financial planning and risk prioritisation

A key aspect of our asset management strategy is sustainability performance improvement. Our focus is on resilience to climate change through maintenance, energy efficiency upgrades and the provision of renewable energy, mitigating both physical and transition risks. During our investment process, and on an ongoing basis, we assess flood risk along with building fabric and energy efficiency to understand the climate and carbon related risks and costs involved in mitigation. Following up on our updated flood risk assessment with a more detailed asset-level assessment for higher risk assets is a priority to ensure we maximise our understanding of any residual asset risks.

With regards to MEES legislation compliance: we are currently in the process of estimating the cost of bringing all our assets to an EPC rating of 'B', as the unique asset classes in our portfolio require a tailored approach. However, we do not expect MEES compliance to have a material business impact as the upgrade costs would, in most instances, be paid for by the occupier as part of their building upgrades or built into normal tenant lease incentive arrangements.

Following a material change to our portfolio from the acquisition of the LXi portfolio, we have completed a Net Zero Pathway ('Pathway') assessment in 2025. We are targeting net zero by 2050, across landlord and occupiers emissions. In the short term, we have set a target to achieve net zero for Scope 1 and 2 emissions where we have direct control by 2027. These targets are planned to be achieved through various short, medium, and long term interventions. Key interventions include lighting upgrades, equipment upgrades, heating degasification, and specialist equipment upgrades. The financial cost of these interventions will need to be assessed further as we conduct asset-level net zero audits and reviews. Over the next year, we will finalise interim targets to form the basis of our performance assessment against the baseline. Further details of the Pathway can be found on pages 04 to 06.

As part of our strategy, we are collaborating with occupiers to mitigate their exposure to climate-risks, through measures such as adoption of green lease agreements and encouragement to improve the green credentials of buildings they lease from us, particularly on lease events. We also conduct a regular occupier survey to understand the interventions our occupiers are making to strive towards net zero. Whilst development is only a small part of our activities, we are focusing on enhancing our developments' sustainability by building to high standards and minimising upfront embodied carbon.

Across the year we have also focused efforts into refurbishment projects to support the shift to a low carbon economy. Key initiatives included gas removal, new roofs, VRF system replacements and lighting projects. We have also continued to see solar PV projects added to our properties and have a material pipeline of solar PV opportunities. These actions help future proof our buildings and allow us to take advantage of opportunities from the shift to a low carbon economy by improving occupier contentment, rental values and the value of our assets.

2. Strategy

c) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.

Organisation resilience

This year we completed a thorough assessment of our organisational resilience by assessing our preparedness and mitigation measures against various transitional and physical risks; these risks were assessed against an RCP 4.5 and RCP 8.5 scenario to determine our resilience against multiple situational changes. We have concluded that we are in a strong place of organisational resilience, but several key actions were recommended. Those recommendations alongside additional actions have been identified in Tables 1 & 2.

The findings of the reports stated that we are well-positioned to mitigate climate-related risks. Key findings identified were:

- Our Pathway and approach to asset improvement are well-developed and contribute to mitigating less severe climate-related risks. However, some asset vulnerabilities, particularly relating to physical risks such as heat stress and storms, are not currently considered in the approach for developing assets. Physical risks, however, are more detrimental to the portfolio in the long term, so we still have the opportunity to plan and implement an appropriate strategy to minimise these risks.
- By ensuring that identified gaps in the TCFD gap analysis undertaken in the year by CBRE Limited are addressed, we can ensure robust governance structures, policies and procedures are in place to manage climate-related risks.

Our revised net zero strategy implementation will help mitigate against several climate risks. Although the whole portfolio is set to make significant progress in decarbonising, particular archetypes within the portfolio will need a more concerted effort. Industrial & Logistics, Hotels and Hospitals are the largest contributors to the portfolio's energy use intensity and thus will require a greater degree of focus.

Our investment strategy needs to remain agile in response to shifting market conditions to ensure climate resilience. Our shift out of multi-let retail parks and offices into Industrial & Logistics assets and other long let assets with lower energy requirements means that the relative carbon footprint of our buildings is significantly lower today.

Furthermore, our significant investment and disposal activity over recent years along with our ongoing upgrade work to buildings has upscaled the environmental quality of our portfolio. Where we have acquired assets over recent years, principally in urban logistics, our approach has ensured that asset improvement is embedded in our business case and/or there is a high intrinsic value of the land which makes highly sustainable redevelopment or repurposing commercially attractive.

Currently proposed MEES regulation changes suggest that commercial properties would require an EPC rating of 'B' or better by 2030 (with some exemptions). As a result, we continue to review our portfolio of assets to understand which are at risk of not meeting the proposed regulation. Over the last 12 months alone, we have reassessed the EPCs on 4.5 million sq ft of assets and we continue to ensure that all assets have a plan and that a minimum EPC of 'B' is achievable on new lettings and regears. Our portfolio 'A-B' rating has increased to 58% up from 49% in the previous year. It is the responsibility of Working Group to remain informed about changing regulation and share this with the Board, to ensure that assets remain compliant.

TCFD Recommendation and Alignment continued

3. Risk Management

a) Describe the organisation's processes for identifying and assessing climate-related risks.

The overall risk management process is centred around the SLT, whose members are closely involved in day-to-day matters and have a breadth of operational experience. They support the process of identifying all emerging risks and consider climate-related risks that have the potential to adversely impact the business and stakeholders. These climate-related risks are then evaluated and monitored along with the other risk categories through the SLT and Working Group meetings. Any significant emerging risks are raised and discussed at Audit Committee and Board level.

Climate-related risks come under the 'Responsible Business and Sustainability' corporate risk, which has been identified as a principal risk. Principal risks refer to those risks with the potential to cause material harm to operations and stakeholders and could affect our ability to execute on strategic priorities or exceed the Board's risk appetite.

Following the merger with LXi, we assessed the risk impact of the material shift in our portfolio composition. Our core strategy of triple net lease model, with full repair and insurance leases, limits our ability to influence change, and the merger added leases that are also materially longer in length, presenting increased challenges in that there is less scope for near term direct intervention by us to improve assets and reduce Scope 3 emissions. Instead, we rely more on our occupiers' environmental ambitions and willingness to work with us. However, we do not believe this to have materially increased our risk profile as our larger occupiers are high quality tenants with strong net zero objectives and we are actively engaging with them. Our Pathway demonstrated that of the 20 analysed occupiers, 17 had a firm commitment to address their Scope 1 and 2 emissions (LondonMetric's Scope 3 emissions).

The physical and transition risk assessment this year have enabled us to gain a detailed understanding of our main risks. Identified physical risks were assigned a Climate Risk Rating based on a combination of likelihood, asset sensitivity, vulnerability and impact.

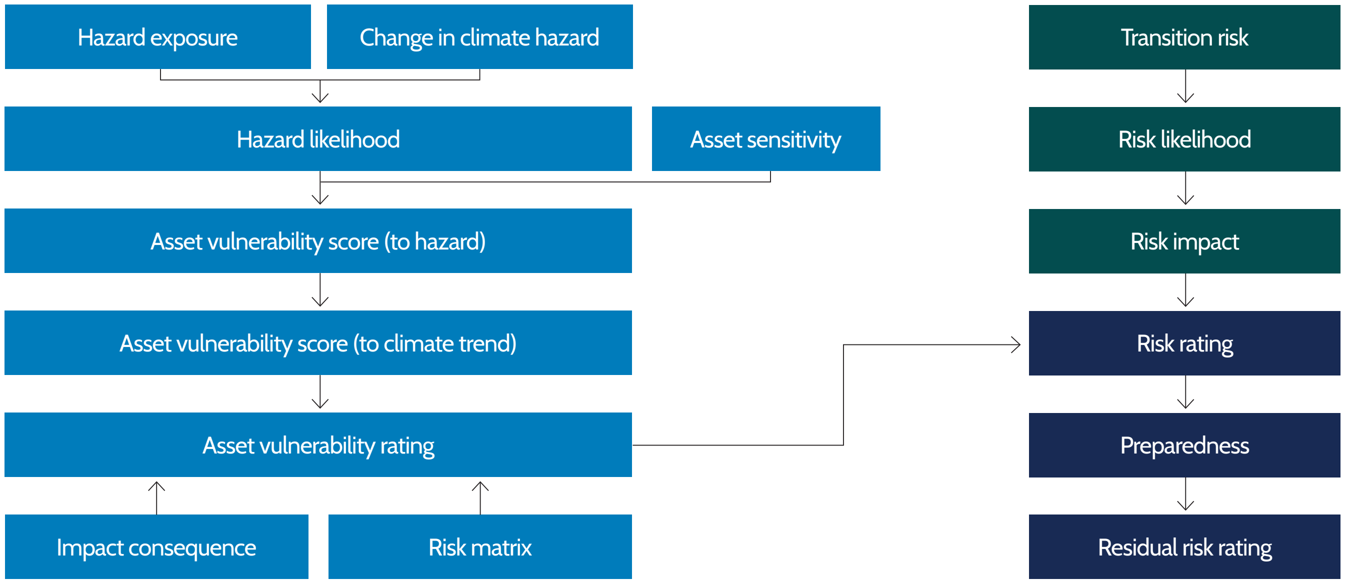
Likelihood establishes a score for an asset's exposure to a hazard.

Asset sensitivity seeks to assign a score that shows how susceptible an asset class is to a specific climate hazard and trend when they occur.

Asset vulnerability scores were calculated by multiplying the asset sensitivity and likelihood scores (on scale of 1-5), such that the minimum overall score is 1 and the maximum is 25. This vulnerability score looks at the overall susceptibility of assets to each hazard. The resulting asset vulnerability rating was then compared against the impact to determine a final risk rating for each asset type. See Figure 2 for a summary of the process. The assessment results were mapped on a risk matrix to determine risk scores for various impacts, time periods, and climate scenarios. Where a geographic location and/or asset type causes a significant variance to the risk, this has been highlighted within the results analysis in the Strategy section.

An assessment of transition risks was carried out to qualitatively assess key risks that could influence the business, as well as to assess their potential impacts and explore possible strategies for mitigation. Transition risks were identified using academic articles and peer reviews to validate and provide justification for why the noted risks were significant and current. To align analysis between the physical risk assessment and transitional risk assessment, a complimentary methodology was adopted to assess transitional risk as outlined in Figure 2. Due to the shorter time horizon of Transition Risks, it was determined that geographic location and asset type had a limited impact on the overall risk rating.

Figure 2: Assessment methodology for Physical (light blue)**, Transition climate risk** (green) **and assessment & combined approach** (dark blue)



TCFD Recommendation and Alignment continued

3. Risk Management

a) Describe the organisation's processes for identifying and assessing climate-related risks.

We took the results of both assessments and assigned a preparedness score to determine our overall Residual risk from each transition and physical risk to our business. The Preparedness score accounts for the mitigation measures we have already put in place to limit the overall detriment of risks on our business function. Utilising the same risk matrix, we have determined whether each Residual risk is classified on a scale between 0 and 25 and given it the corresponding risk rating of Very Low to Very High as detailed on page 18. A Residual risk of Medium or more can be seen as having a potential significant financial impact requiring closer management and mitigation. We have only reported on risks which are deemed material to our business. In the case of opportunities, a similar process has been following with a 'Preparedness score' being factored in to generate an overall opportunity potential score for the entity.

We assess regulatory risk on an ongoing basis, an example of this is exposure to the more stringent MEES requirements. This is regularly monitored and assessed at an asset level by reviewing EPCs for new acquisitions, renewing expiring EPCs and instructing EPC improvement plans for assets who do not meet the requirements. Both exercises have helped to identify robust risk management recommendations.

b) Describe the organisation's processes for managing climate-related risks.

Our process for managing climate-related risks is set out in Figure 3. Climate-related risks are reviewed and evaluated annually and factored into business planning for the coming year.

Figure 3: Climate-Relate Risk Management Process

1 Regulatory Compliance & Risk Assessment
Third-party professionals provide regular updates and advice on regulatory changes to minimise non-compliance risk.

2 Impact Evaluation
Risks evaluated based on their likelihood impact, allowing for an overall measure of each risk. This information is communicated to relevant levels across the business.

3 Risk Register Update
A formal process of updating the risk register (at least annually) to monitor identified principal risks and corresponding migration measures.

4 Due Diligence
Assessing the climate-related risks for identified risks against new and existing assets (such as flood risk or energy efficiency), avoiding those with no visible migration measures.

5 Collaborative Management
Identified risks are assigned ownership between the Board, Audit Committee, SLT and Working Group.

6 Taking Action
Implementing a net zero strategy, including green lease clauses, asset sustainability improvement, asset disposals etc.

c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.

The identification, assessment and management of our climate-related risks is embedded into the Company's overall risk management process. This is centred around the SLT, whose members are closely involved in day-to-day matters and have a breadth of operational experience.

The inclusion of physical and transition climate risks into our risk register reflects the integration of these risks into our overall risk management strategy, where both climate and non-climate-related risks are tracked, as outlined in the Governance and Risk Management sections.

TCFD Recommendation and Alignment continued

4. Metrics & Targets

a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.

The following metrics are considered material and relevant:

- Energy consumption and carbon emissions reduction (Scope 1 and 2) as well as the percentage of our occupiers' utility data obtained (Scope 3).
- Proportion of Landlord supply that is sourced from green energy tariffs.
- Percentage of portfolio with MEES complaint EPCs rating and, to a lesser extent, BREEAM in construction building certification coverage (including on new developments).
- On site renewables capacity and low carbon heating added each year.
- Percentage of asset management initiatives which result in sustainability improvement to the asset each year.
- Percentage of portfolio at high risk of fluvial and surface water flooding.

These metrics had been the most appropriate to the business, but following the completion of our Pathway, we will review these targets to align with our overall net zero strategy, including the incorporation of short term decarbonisation targets. We do not have an internal carbon price; however, carbon price is a consideration for all new developments and redevelopment opportunities.

b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.

Scope 1, 2 and 3 emissions

Page 08 shows our Scope 1 and 2 emissions for 2024, and our Scope 3 emissions will be reported in our Responsible Business Report. Figures for 2023 are also included to allow for trend analysis.

GHG emissions are intensity based and are reported as tCO_2e/sq m. We have calculated and reported our emissions in line with the GHG Protocol Corporate Accounting and Reporting Standard and ISO 14064-1:2006. The methodology for calculating Scope 1 and 2 is included on page 08.

c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.

Table 4 provides an overview of targets across relevant metrics listed under section (a), covers KPIs to measure performance and includes a 2025/26 roadmap narrative, where applicable.

The targets shown are absolute, with an annual achievement date, and metrics are reported on the percentage of the portfolio area unless otherwise stated.

We continue to review targets and KPIs to ensure relevance to our ESG strategy and our portfolio. In the year, we have revised the targets to better align with our enlarged portfolio following the LXi acquisition and the Pathway outputs. We will further review these targets as we set short term targets to track our performance against our baseline figures from the Pathway.

TCFD Recommendation and Alignment continued

Table 4: Targets and Metrics

Target and associated risk & opportunity	KPIs	FY 2024/25	FY 2023/24	Trend analysis, comment
1. Minimise landlord energy R1, R4, O1, O2, O3	Achieve carbon neutrality for calendar year 2024	Achieved	n/a	Carbon neutrality achieved for Scope 1 and 2. This target will be updated following the completion of the net-zero assessment, with net zero in Scope 1 and 2 now targeted for 2027. 2026: Review of intervention opportunities for landlord supplies.
2. Renewable/Green Supply R1, R4, R5, O1, O2, O3	100% renewable energy for landlord electricity supplies	94%	97%	Landlord supplies in renewable energy tariffs have reduced overall due to acquisitions during the year, which will be moved to REGO-backed supplies in the near term. 2026: Continue working with agents to ensure renewable energy contracts across landlord supplies.
3. Upgrade portfolio's green credentials R1, R2, R3, R4, R5, O1, O2, O3	Increase % of portfolio with EPC 'A-B' rating	58%	49%	Target updated from 'A-C' to 'A-B' to better reflect the proposed government MEES. EPC improvement achieved through refurbishment and investment activity. 2026: Asset plans are being developed in line with net zero ambitions including for units below EPC 'B'.
	Lease events to actively implement or plan for asset management actions which lead to improvements in assets' green credentials, such as EPC improvement or reduction in energy use or emissions	40%	n/a	Target updated to go beyond just inclusion of green leases, only applicable to relevant lease events[1]. 2026: Continue quarterly portfolio review meeting with asset managers, aiming for 75% in 2026.
4. Occupier energy reduction R1, R2, R4, O2, O3	Increase occupier energy data collection	80%	72%	Occupier data coverage increased due to ongoing tenant engagement and automated data collection. 2026: Continue to drive occupier engagement and further increase collection.
	Target the addition of a minimum 3 Solar PV installs p.a. to the portfolio, and a further 3 additional installs of either solar PV or low carbon heat systems	5 Solar 2 Low carbon heating	3 Solar Projects	Overall solar capacity has increased, with 3.6MWp completed in the year. All five solar projects were over 35kWp. On the low carbon heating installs, all were above 25kW. 2026: Continue quarterly portfolio review meeting with asset managers to target installs.
5. Small developments R1, R2, R3, R4, R5, R6, R7, R8, O1, O2, O3	Demonstrate at least one of the following sustainability indicators are considered: a) Energy efficiency (min EPC 'B' rating); b) Renewables & EV charging c) Climate change and biodiversity d) Low carbon materials, e) minimise waste; and f) Local community	Achieved	Achieved	All our developments included consideration on key sustainability indicators, with our small development achieving EPC 'A'[2]. 2026: Continue engaging with contractors to apply minimum requirements and considerations for new developments.
6. Large developments R1, R2, R3, R4, R5, R6, R7, R8, O1, O2, O3	Achieve BREEAM Very Good	n/a	n/a	No large developments were completed in the reporting year[2]. 2026/27: We will set a target to tackle embodied carbon emissions from our developments by 2027.
	Track embodied carbon	n/a	n/a	
7. Climate resilience R1, R2, R3, R4, R5, R6, R7, R8, O1, O2, O3	Reduce residual risk % of assets considered high risk of flood risk[3]	2.3% Fluvial 6.5% Surface water	n/a	Target updated to also monitor surface water risk. Figures represent worst case scenario outputs and further analysis will decrease percentage of portfolio deemed High Risk. 2026: Complete second phase of flood analysis, and deploy of action plans for high-risk assets and detailed assessment of new acquisitions.

1 Relevant lease events apply to new lettings or lease renewals for units that do not currently meet MEES requirement
2 Developments completed in the year from the LXi acquisition have been excluded, as LondonMetric did not influence requirements and considerations
3 Reported as a % of title area, which includes external areas

Performance against 2024-25 targets

Social & Governance			See page(s) for further information
Social	8	**Employee Wellbeing** a) Continue to monitor employee satisfaction & wellbeing b) Track absence and undertake health & safety checks annually c) Ensure ESG training undertaken for all relevant employees d) Track individual ESG performance in appraisals / as part of bonus awards, including non-financial ESG related awards to staff	See page 12
	9	**Occupier satisfaction** a) Continue to monitor across the portfolio, in particular through the annual customer satisfaction survey, and follow up on results of the previous survey	See page 11
	10	**Community** a) Continue to focus on implementing local community initiatives. In particular, through Communities Committee meetings and charitable giving programme	See page 15
Governance	11	**ESG Benchmarks** a) Optimise GRESB, EPRA, ISS, MSCI & FTSE4Good scores and commence CDP reporting	See page 02
	12	**100% contractor compliance on projects** a) Monitor contractor compliance with our Responsible Development Requirements (RDR) checklist, demonstrating compliance on projects completed in year b) Audit one project with focus on Health & Safety, Modern Slavery and Minimum Wage	See pages 13 and 16
	13	**TCFD / climate resilience** a) Ensure full alignment to TCFD reporting b) Continually improve understanding and monitoring of portfolio's key climate related risks, both physical and transitional	See pages 17 to 26

For all environmental metrics and targets, see page 26

External perspective

CBRE is the global leader in commercial real estate services and investment. We specialise in collaborating with developers, investors, landlords, and occupiers to achieve sustainability goals. Our expertise lies in crafting solutions that benefit all stakeholders, meet regulations and enhance the sustainability of the built environment.

CBRE has been commissioned by LondonMetric to provide support with their annual reporting on their environmental data and performance. This provides an external evaluation of LondonMetric's reported performance but does not constitute fully independent assurance or verification. CBRE is delighted to find that LondonMetric has continued to make significant strides in improving its sustainability performance in all focus areas, including reducing the environmental impact of its assets under management. We are particularly impressed by the following initiatives, which serve as a testament to LondonMetric's commitment to good practice and ongoing improvement during the financial year ended 31 March 2025:

- Full disclosure reporting to TCFD climate risk requirements.
- LondonMetric has continued to progress its Net Zero journey and finalised its Net Zero Pathway, aiming to reach net zero by 2050.
- LondonMetric has undertaken 'CRREM' analysis across its entire portfolio, as part of its Net Zero Pathway development.
- Improved its EPC ratings, with 92% of the portfolio area being rated C or above.
- LondonMetric has installed 3.6MWp of solar PV taking their total portfolio solar capacity to 8.1MWp. They are currently in discussion on a number of near-term projects and see the potential to add 2.6MWp of solar based on current activity and occupier discussions.
- LondonMetric has maintained a high percentage of electricity consumption derived from renewable energy tariffs of 94% for landlord supplies.
- LondonMetric continued to leverage the new ESG platform that facilitates access to occupier data, achieves higher data coverage, and allows for better portfolio analysis.
- LondonMetric has continued to monitor the health and well-being of its employees with an employee survey, where 96% of employees have stated they enjoy working at LondonMetric.
- LondonMetric continues to target reduction in its direct landlord emissions and set a target to reach Net Zero for Scope 1 and 2 by 2027.
- LondonMetric continues to target asset improvement at lease events, with over 40% of lease events delivering long term improvement of the assets green credentials.
- LondonMetric has continued to run its occupier survey to gain a greater understanding of occupier needs. This year, the Company maintained its high satisfaction score of 8.7, marking the first year where the LXI occupiers were included.
- LondonMetric continues to support communities and has spent £159,000 on charitable and community giving in the year.

The strength of LondonMetric's customer focused and responsible business approach have been further attested to through external ratings. LondonMetric continues to report to the Global Real Estate Sustainability Benchmark (GRESB), obtaining a score of 73 in the 2024 survey. The Company also achieved the EPRA sBPR Gold Award for its sustainability reporting. In addition, LondonMetric has continued to be included in the FTSE4Good Index for the fifth year running.

Richard Hadkins
Associate Director
ESG Programme Manager, CBRE

Greenhouse gas inventory

LondonMetric reports its GHG emissions in alignment with the Greenhouse Gas Protocol and the BBP Net Zero Carbon Framework. The inventory includes mandatory and material voluntary emissions categories, with exclusions clearly explained based on operational relevance, data availability, and alignment with BBP carbon boundaries.

Scope & Category		GHG Category Description	2024 tCO_2e	2023 tCO_2e
Scope 1	1.1	Direct fuel combustion (e.g. gas boilers)	77	20
	1.2	Company-owned vehicles	n/a	n/a
	1.3	Fugitive emissions (e.g. refrigerant leaks)	n/a	n/a
Scope 2	2.1	Purchased electricity (landlord areas)	193	179
Scope 3	3.1	Purchased goods & services and water use	n/a	n/a
	3.2	Capital goods[1]	7,618	8,663
	3.3	Fuel & energy-related activities (not included in Scope 1 or 2)	68	15
	3.4	Upstream transportation and distribution	n/a	n/a
	3.5	Waste generated in operations	n/a	n/a
	3.6	Business travel	n/a	n/a
	3.7	Employee commuting	n/a	n/a
	3.8	Upstream leased assets	n/a	n/a
	3.9	Downstream transportation and distribution	n/a	n/a
	3.1	Processing of sold products	n/a	n/a
	3.11	Use of sold products	n/a	n/a
	3.12	End-of-life treatment of sold products	n/a	n/a
	3.13	Downstream leased assets[2]	88,626	42,436
	3.14	Franchises	n/a	n/a
	3.15	Investments	n/a	n/a
		Total	**96,582**	**51,313**

1. Where no embodied carbon assessment was undertaken, upfront embodied carbon figures were estimated using UKGBC Net Zero and portfolio benchmark
2. Based on the data received. 2023 figure does not include LXi portfolio

Scope 1

1.1 Direct fuel combustion (e.g. gas boilers)

BBP Requirement: Mandatory | **LondonMetric Boundary:** Included
This category relates to emissions from energy purchased by LondonMetric, including heating provided to tenants and usage in void units and landlord-controlled areas.

1.3 Fugitive emissions (e.g. refrigerant use)

BBP Requirement: Mandatory | **LondonMetric Boundary:** Excluded
Excluded due to minimal landlord-operated HVAC systems.

Scope 2

2.1 Purchased electricity (landlord areas)

BBP Requirement: Mandatory | **LondonMetric Boundary:** Included
This category relates electricity purchased for LondonMetric's Head Office, void units, and landlord-controlled areas.

Scope 3

3.1 Purchased goods and services (including office supplies) & landlord water use

BBP Requirement: Voluntary | **LondonMetric Boundary:** Excluded
Emissions are immaterial due to limited corporate activities.

(M&E, and property management services)

BBP Requirement: Mandatory | **LondonMetric Boundary:** Excluded
Emissions are immaterial due to LondonMetric's Full Insurance and Repair operating model and limited number of multi-let properties.

3.2 Capital goods

BBP Requirement: Mandatory | **LondonMetric Boundary:** Excluded (to be included from 2027)
This category relates to upfront embodied carbon from LondonMetric's developments and major refurbishments, including lifecycle stages A1–A5.

3.3 Fuel & energy-related activities (not included in Scope 1 or 2)

BBP Requirement: Mandatory | **LondonMetric Boundary:** Included
This category relates to emissions from fuel and energy production, extraction, and transmission.

3.5 Waste generated in operations

BBP Requirement: Mandatory | **LondonMetric Boundary:** Excluded
Landlord waste is immaterial and not consistently measurable.

3.6 Business travel

BBP Requirement: Voluntary | **LondonMetric Boundary:** Excluded
Immaterial due to limited corporate activities.

3.7 Employee commuting

BBP Requirement: Voluntary | **LondonMetric Boundary:** Excluded
Immaterial due to LondonMetric's small headcount.

3.13 Downstream leased assets (tenant energy use in FRI leases)

BBP Requirement: Mandatory | **LondonMetric Boundary:** Included
Covers tenant energy use in LondonMetric owned properties.

Categories not applicable to LondonMetric

The following categories, which are excluded from BBP scope, are excluded from LondonMetric's GHG inventory as they are not applicable to the company activities:

1.2 Company-owned vehicles – Not applicable as LondonMetric does not own vehicles.

3.4 Upstream transportation and distribution – For LondonMetric, this relates to transporting materials/products to construction sites (stage A4), which is captured under 3.2.

3.8 Upstream leased assets – Only relevant leased asset is the Head Office, which is already accounted for under Scope 1 and 2.

3.9 Downstream transportation and distribution – Not applicable as LondonMetric does not sell physical products requiring distribution.

3.10 Processing of sold products – Not applicable as LondonMetric does not manufacture or sell products.

3.11 Use of sold products – Not applicable as LondonMetric does not produce or sell goods.

3.12 End-of-life treatment of sold products – Not applicable as there are no sold goods to account for.

3.14 Franchises – Not applicable as LondonMetric does not operate franchise models.

3.15 Investments – Emissions associated with investment such as joint ventures are captured under other relevant categories and do not require separate reporting.

EPRA sBRP performance measurement

Calendar years 2023 and 2024

Table 1: Absolute direct and indirect energy consumption of standing investment portfolio

EPRA sBPR Elec-Abs 4.1, DH&C-Abs 4.3, Fuels-Abs 4.5, Energy-Int 4.7

Elec-Abs	**Total electricity consumption**	**Unit**	**2023**	**2024**	**Change YoY**
	Total landlord purchased grid electricity	kWh	848,313	859,385	1%
	Proportion of landlord procured grid electricity from renewable sources	%	97%	92%	-5%
	Total tenant purchased grid electricity	kWh	142,549,010	247,244,986	73%
	Proportion of tenant procured grid electricity from renewable sources	%	19%	28%	10%
	Electricity consumed within head office	kWh	68,066	72,967	7%
Fuels-Abs	**Total fuel consumption**	**Unit**	**2023**	**2024**	
	Total landlord purchased grid fuel	kWh	154,948	420,014	171%
	Total tenant purchases grid fuel	kWh	70,616,456	204,668,933	190%
	Fuel consumed within head office	kWh	0	0	N/A
Segmental Analysis	**Building Sector consumption (landlord & tenant electricity & fuel)**	**Unit**	**2023**	**2024**	
	Logistics	kWh	171,417,568	155,222,530	-9%
	Entertainment & Leisure	kWh	6,751,518	142,842,259	2016%
	Convenience	kWh	34,177,588	95,317,020	179%
	Health & Education	kWh	1,369	31,837,185	2325480%
	Other	kWh	1,820,683	27,974,325	1436%
DH&C-Abs	**Total district heating and cooling**	**Unit**	**2023**	**2024**	
	Total district heating and cooling purchased and consumed	N/A	N/A	N/A	N/A
Total Energy-Abs	**Total energy consumption**	**Unit**	**2023**	**2024**	
	Total Landlord procured building energy (electricity and fuel) consumption	kWh	1,071,327	1,352,366	26%
	Total Tenant building energy (electricity and fuel) consumption	kWh	213,165,466	451,913,919	112%
	Total Building energy (electricity and fuel) consumption	kWh	214,236,793	453,266,285	112%
Energy-Int	**Building energy intensity**	**Unit**	**2023**	**2024**	
	Landlord building use intensity (electricity & fuel) - Excluding voids & external supplies	kWh/m2/year	22.01	27.14	23%
	Tenant building use intensity (electricity & fuel)	kWh/m2/year	182.78	257.41	41%
	Total building use intensity (electricity & fuel)	kWh/m2/year	179.60	255.54	42%
Segmental Analysis	**Building sector energy intensity (landlord & tenant electricity & fuel)**	**Unit**	**2023**	**2024**	
	Logistics	kWh/m2/year	176.32	138.68	-21%
	Entertainment & Leisure	kWh/m2/year	328.23	611.43	86%
	Convenience	kWh/m2/year	189.59	326.67	72%
	Health & Education	kWh/m2/year	N/A	418.69	N/A
	Other	kWh/m2/year	89.83	530.98	491%

Footnotes

Elec-Abs – Data covers 315 out of 586 properties in 2024 an increase from 143 out of 312 in 2023

Fuels-Abs – Data covers 218 out of 586 properties in 2024 an increase from 105 out of 312 in 2023

Total Energy-Abs – Data covers 358 out of 586 properties in 2024 an increase from 152 out of 312 in 2023

All data for head office has been excluded and reported separately

There are no district heating and cooling systems in the portfolio

There is no fuel consumption from renewable sources

EPRA sBRP performance measurement continued

Calendar years 2023 and 2024

Table 2: Like-for-Like direct and indirect energy consumption of standing investment portfolio

EPRA sBPR Elec-LfL 4.2, DH&C-LfL 4.4, Fuels-LfL 4.6

Elec-Lfl	Total electricity consumption like-for-like	Unit	2023	2024	Change YoY
	Total landlord purchased grid electricity	kWh	176,841	155,535	-12%
	Total tenant purchases grid electricity	kWh	79,699,124	55,999,667	-30%
Fuels-Lfl	**Total fuel consumption like-for-like**	**Unit**	**2023**	**2024**	**Change YoY**
	Total landlord purchased grid fuel	kWh	0	0	N/A
	Total tenant purchases grid fuel	kWh	58,285,910	32,209,324	-45%
DH&C-Lfl	**Total district heating and cooling like-for-like**	**Unit**	**2023**	**2024**	**Change YoY**
	Total district heating and cooling purchased and consumed	N/A	N/A	N/A	N/A
Segmental Analysis	**Building sector energy intensity (landlord & tenant electricity & fuel) like-for-like**	**Unit**	**2023**	**2024**	**Change YoY**
	Logistics	kWh	109,938,708	65,892,503	-40%
	Entertainment & Leisure	kWh	6,353,233	5,939,606	-7%
	Convenience	kWh	21,869,933	16,532,418	-24%
	Health & Education	kWh	0	0	N/A
	Other	kWh	0	0	N/A

Footnotes

During the course of 2023 and 2024 there have been 346 acquisition and disposals, therefore LfL analysis covers 240 properties

Elec-Lfl – Data covers 98 out of 240 properties

Fuel-Lfl – Data covers 67 out of 240 properties

There are no district heating and cooling systems in the portfolio

EPRA sBRP performance measurement continued

Calendar years 2023 and 2024

Table 3: Absolute direct and indirect greenhouse gas (GHG) emissions of standing investment portfolio

EPRA sBPR GHG-Dir-Abs 4.8, GHG-Indir-Abs 4.9, GHG-Int 4.10

GHG-Dir-Abs	Scope 1	Unit	2023	2024	Change YoY
	GHG emissions from fuels combusted on-site (location-based)	tCO2e	28	77	171%
	GHG emissions from refrigerant gases	tCO2e	0	0	N/A
	Total Scope 1 emissions	tCO2e	28	77	171%
GHG-Indir-Abs	**Scope 2**	**Unit**	**2023**	**2024**	
	GHG from purchased electricity (location-based)	tCO2e	176	178	1%
	GHG emissions from purchased electricity (market-based)	tCO2e	6	15	154%
	GHG emissions from purchased electricity consumed in head office (location-based)	tCO2e	14	15	7%
	Total Scope 2 emissions	tCO2e	190	193	2%
	Scope 3	**Unit**	**2023**	**2024**	
	GHG emissions from tenant procured fuels combusted on-site (location-based)	tCO2e	12,918	37,434	190%
	GHG emissions from tenants procured electricity (location-based)	tCO2e	29,518	51,192	73%
	GHG emissions from landlord municipal water supply and treatment	tCO2e	0.19	3	1444%
	GHG emissions from landlord waste treatment and disposal	tCO2e	-	-	N/A
	GHG emissions from head office municipal water supply and treatment	tCO2e			N/A
	Total Scope 3 emissions	tCO2e	42,436	88,629	109%
	Total GHG	**Unit**	**2023**	**2024**	
	Total GHG emission from energy (location-based)	tCO2e	42,654	88,899	108%
GHG-Int	**Building GHG intensity**	**Unit**	**2023**	**2024**	
	Scope 1 Intensity - (Excluding voids & exterior areas)	tCO2e/m2/year	0.0051	0.0039	-24%
	Scope 2 Intensity - (Excluding voids & exterior areas)	tCO2e/m2/year	0.0043	0.0053	24%
	Scope 3 Intensity (tenant fuel & electricity)	tCO2e/m2/year	0.0364	0.0505	39%
Segmental Analysis	**Building sector GHG (landlord & tenant emissions)**	**Unit**	**2023**	**2024**	
	Logistics	tCO2e	34,027	30,939	-9%
	Entertainment & Leisure	tCO2e	1,330	28,076	2010%
	Convenience	tCO2e	6,847	18,515	170%
	Health & Education	tCO2e	0	6,170	N/A
	Other	tCO2e	336	5,181	1442%

Footnotes

GHG-Dir-Abs – Data covers 5 out of 5 properties in 2024 compared to 6 out of 6 in 2023

GHG-Indir-Abs – Data covers 361 out of 591 properties in 2024 an increase from 152 out of 312 in 2023

GHG-Int – Data covers 358 out of 591 properties in 2024 an increase from 170 out of 312 in 2023

EPRA sBRP performance measurement continued

Calendar years 2023 and 2024

Table 4: Absolute water consumption of standing investment portfolio

EPRA sBPR Water-Abs 4.11, Water-LfL 4.12, Water-Int 4.13

Water - Abs	Total water consumption	Unit	2023	2024	Change YoY
	Total landlord municipal water	m3	500	8,608	1622%
	Total tenant municipal water	m3	279,677	1,877,787	571%
Segmental Analysis	**Building sector water consumption (Landlord & Tenant consumption)**	**Unit**	**2023**	**2024**	**Change YoY**
	Logistics	m3	238,754	1,423,170	496%
	Entertainment & Leisure	m3	17,981	293,238	1531%
	Convenience	m3	18,494	52,135	182%
	Health & Education	m3	0	100,615	N/A
	Other	m3	4,948	17,236	248%
Water-Int	**Building water intesnity**	**Unit**	**2023**	**2024**	**Change YoY**
	Landlord water building use intensity	m3/m2/year	0.029	0.477	1526%
	Tenant water building use intensity	m3/m2/year	0.421	1.806	329%
Segmental Analysis	**Building sector water intensity (Landlord & Tenant consumption)**	**Unit**	**2023**	**2024**	**Change YoY**
	Logistics	m3/m2/year	0.43	2.30	439%
	Entertainment & Leisure	m3/m2/year	0.91	1.24	36%
	Convenience	m3/m2/year	0.21	0.42	103%
	Health & Education	m3/m2/year	N/A	1.51	N/A
	Other	m3/m2/year	0.69	1.38	100%
Water-Lfl	**Total water consumption like-for-like**	**Unit**	**2023**	**2024**	**Change YoY**
	Total landlord municipal water	m3	0.00	0.00	N/A
	Total tenant municipal water	m3	196,116	388,491	98%
Segmental Analysis	**Building water consumption like-for-like (Landlord & Tenant consumption)**	**Unit**	**2023**	**2024**	**Change YoY**
	Logistics	m3	186,109	376,145	102%
	Entertainment & Leisure	m3	5,745	7,501	31%
	Convenience	m3	4,262	4,844	14%
	Health & Education	m3	0	0	N/A
	Other	m3	0	0	N/A

Footnotes

Water-Abs – Data covers 227 out of 591 properties in 2024 an increase from 89 out of 312 2023

Water-Int – Data covers 227 out of 591 properties in 2024 an increase from 89 out of 312 in 2023

During the course of 2023 and 2024 there have been 346 acquisition and disposals, therefore LfL analysis covers 240 properties

Water-Lfl – Data covers 34 out of 240 properties

EPRA sBRP performance measurement continued

Calendar years 2023 and 2024

Table 5: Absolute waste consumption of standing investment portfolio

EPRA sBPR Waste-Abs 4.14, Waste LfL 4.15

Waste - Abs	Total waste consumed (tenant consumption)	Unit	2023	2024	Change YoY
	Total waste collected	tonnes	15,145	233,088	1439%
	Total hazardous waste	tonnes	58	908	1467%
	Total non- hazardous waste	tonnes	15,087	232,179	1439%
	Total waste landfill	tonnes	403	940	133%
	Total waste incineration	tonnes	239	41	-83%
	Total waste to energy	tonnes	2,187	209,578	9484%
	Total waste recycled	tonnes	5,660	21,945	288%
	Total waste other	tonnes	6,661	163	-98%
Segmental Analysis	**Building sector waste (tenant consumption)**	**Unit**	**2023**	**2024**	**Change YoY**
	Logistics	Tonnes/m2/year	14,584	230,198	1478%
	Entertainment & Leisure	Tonnes/m2/year	240	947	294%
	Convenience	Tonnes/m2/year	321	390	22%
	Health & Education	Tonnes/m2/year	0	1,497	N/A
	Other	Tonnes/m2/year	0	56	N/A
Waste - Lfl	**Total waste consumed like-for-like (tenant consumption)**	**Unit**	**2023**	**2024**	**Change YoY**
	Total waste collected	tonnes	10,548	14,116	34%
	Total hazardous waste	tonnes	57	214	278%
	Total non- hazardous waste	tonnes	13,902	10,548	-24%
	Total waste landfill	tonnes	211	109	-48%
	Total waste incineration	tonnes	239	9	-96%
	Total waste to energy	tonnes	1,913	6,716	251%
	Total waste recycled	tonnes	4,888	7,282	49%
	Total waste other	tonnes	3,297	1	-100%
Segmental Analysis	**Building sector water consumption like-for-like (tenant consumption)**	**Unit**	**2023**	**2024**	**Change YoY**
	Logistics	tonnes	10,246	13,864	35%
	Entertainment & Leisure	tonnes	44	53	21%
	Convenience	tonnes	259	199	-23%
	Health & Education	tonnes	0	0	N/A
	Other	tonnes	0	0	N/A

Footnotes

Waste-Abs – Data covers 155 out of 591 properties in 2024 an increase from 53 out of 312 2023

During the course of 2023 and 2024 there have been 346 acquisition and disposals, therefore LfL analysis covers 240 properties

Water-Lfl – Data covers 27 out of 240 properties

There is no landlord waste, therefore all reported figures are tenant controlled

EPRA sBRP performance measurement continued

Financial year 2025

Table 6: Type and number of sustainably certified assets

EPRA sBPR Cert-Tot 3.5

Impact Area	EPRA Sustainability Performance Measures	Unit of measure	Intensity Indicator	FY24	FY25
EPC Certification[1]	Cert-Tot	%	Energy efficiency level A	33%	27%
			Energy efficiency level B	20%	31%
			Energy efficiency level C	38%	34%
			Energy efficiency level D	5%	5%
			Energy efficiency level E	1%	1%
			Energy efficiency below E	0%	0%
			Energy efficiency unknown	4%	2%
BREEAM	Cert-Tot	%	% of Development portfolio certified by floor area (sq ft)	100% BREEAM Very Good and Good[2]	n/a[3]
			% of portfolio certified by floor area (sq ft)	19%	20%

Footnotes

1. Assessment undertaken by floor area, and includes only assets that are in scope of MEES

2. Forward funded developments

3. No large developments were completed in the year. Legacy LXi developments have been excluded as LondonMetric did not have control over sustainability considerations and requirements

EPRA sBRP performance measurement continued

Financial year 2025

Table 7: Social Performance Measures

EPRA sBPR Diversity-Emp 4.9, Emp-Training 4.10, Emp-Dev 4.11, Emp-Turnover 4.12, H&S-Emp 4.13, H&S-Asset 4.17, H&S-Comp 4.18, Comty-Eng 4.19

Impact Area	EPRA Sustainability Performance Measures		Reference in Annual Report and Accounts (2025) / Response
Employee gender diversity	Diversity-Emp	% of males and female employees	p. 113 52% Male and 48% Female
Training and Development	Emp-Training	Average number of hours	522 hours/48 employees 10.88 hours per employee
Employee performance appraisals	Emp-Dev	Percentage of total workforce	p. 57 100% of employees
Employee turnover and retention	Emp-Turnover	Total number & rate of new employee hires and turnover	p. 57 6% turnover
Employee health and safety	H&S-Emp	Injury rate, lost day rate, work-related fatalities and absentee rate[1]	Injury rate = 0.00% Lost day rate = 0.00% Work related fatalities and rate = 0 / 0.0% Absentee rate = 0.14%
Asset health and safety assessments	H&S-Asset	Percentage of assets	p.61 100% of all managed assets
Asset health and safety compliance	H&S-Comp	Number of incidents	p. 61 0 reportable incidents
Community engagement, impact assessments and development programmes	Comty-Eng	% of Development assets	p. 58 n/a

Footnotes

1. Injury rate, lost day rate and work related fatalities apply to contractors on development & refurbishment sites, while absentee rate applies to direct LondonMetric employees

Table 8: Governance Performance Measures

EPRA sBPR Gov-Board 4.2, Gov-Select 4.3, Gov-COI 4.4

Impact Area	EPRA Sustainability Performance Measures		Reference in Annual Report and Accounts (2025) / Response
Composition of the highest governance body	Gov-Board	Total numbers	p. 95 10 Board members
Nominating and selecting the highest governance body	Gov-Select	Narrative description	p. 109-116
Process for managing conflicts of interest	Gov-Col	Narrative description	p. 116

Data qualifying notes

EPRA Commentary

Reporting period

This year's Report covers the year from 1 January 2024 to 31 December 2024, unless otherwise stated. Where applicable, we have reported previous years' data to provide transparency on our progress.

Organisational boundaries/ coverage

Our portfolio in 2024 consisted of 586 properties.
For comprehensive energy monitoring, we take an operational control approach, reporting on 100% of our assets. We have excluded any assets which are currently going through major construction. We include tenant data whenever obtainable and is reported separately if they directly manage their energy bills. Our building coverage therefore encompasses all sites where we've secured data.

During the reporting year, 57 of our properties had an energy supply managed by the landlord. This includes sites with vacant units or external supplies such as to car parks. We strive to report on all 586 properties in our portfolio whenever possible. However, for like-for like data comparisons across reporting years, we exclude properties acquired or disposed of in the last two reporting years. For reference and transparency, footnotes throughout the report detail building coverage for each table.

During 2024 we acquired 307 assets and disposed of 54 assets. When we as a landlord control the energy supply, the associated data falls under Scopes 1 & 2 of our emissions reporting. However, for occupied spaces, we separate our energy use from the landlord's purchased energy and report it under Scope 3 emissions throughout this report.

Normalisation

We have used kWh/m2/year as a normalisation metric as it provides the most consistent metric for our portfolio. Currently, our approach utilises the total portfolio area. We have developed our process in 2024 to create a more detailed normalisation approach by mapping our meters to individual spaces such as the whole site, common area, external, or a specific floor or unit. Where applicable, normalisation metrics have been clearly stated in tables throughout the Report. For the like-for-like analysis, we removed any acquired or disposed of sites that do not cover the full 2023 and 2024 reporting periods and any sites that underwent a major refurbishment to ensure reliable comparisons. Our like-for-like analysis has also been improved to be conducted at a unit level rather than asset level. This provides more granular insights, with data aggregated at an asset type level.

Where a meter serves a void space or an external area, this consumption has been removed from intensity calculations to avoid skewing the data sets.

Methodology

We collect 100% of landlord-controlled energy data and continue to implement improvements in occupier data collection. A variety of techniques are used to obtain consumption data, including leases, tenant engagement, and technology. The FRI nature of our portfolio means that our occupier data coverage is dependent on our occupiers' willingness to share; therefore, achieving 100% data collection across landlord and tenant spaces is challenging.

Scope 1 emissions cover our landlord's natural gas emissions; it does not include refrigerant emissions as these have been determined not to be material. Scope 2 emissions cover our landlord's electricity emissions. In addition to these emissions, we also report Scope 3 for our landlord obtained water and waste consumption, where data is available, and tenant-obtained electricity and gas consumption.

This report adheres to the core emission sources outlined in the Environmental Protection Authority's (EPRA) Best Practices Recommendation. We go beyond the requirements by voluntarily disclosing emissions from occupied spaces and our own facilities. The figures provided represent the total utility and waste consumption obtained directly by landlords. Whenever possible, we've also included consumption by occupants. We've calculated and reported our emissions following the GHG Protocol Corporate Accounting and Reporting Standard (revised edition). Additionally, we've utilised emission factors published by the UK Government's GHG Conversion Factors for Company Reporting 2024. We have calculated our intensity measurements based on the specific areas the meter is serving.

We remain committed to voluntary reporting of Scope 3 vehicle emissions. These emissions are calculated using our vehicle expense reports and the latest UK Government GHG Conversion Factors (2024). We've also included emissions from occupiers (tenants) within Scope 3, utilising the same government conversion factors for accuracy. Moving forward, we'll continually update previously reported figures.

Data qualifying notes continued

Exclusions

No District heating and cooling is used within this portfolio and, therefore, is considered N/A.

Estimation of utility consumption

We do not carry out any estimations on consumption data collected via landlord or tenant sources.

Third-party assurance

Our published environmental data has been assured by a third party, ISOS in line with AA1000AS. Their assurance report, setting out the scope and findings from their review, is available in the Sustainability section of our website: https://www.londonmetric.com/sustainability/policies-documents-reporting.

Segmental analysis

For each absolute, intensity and like-for-like section under Energy, GHG, Water & Waste, we have added tables showing the split per asset type. Due to the number of asset types within the portfolio, we have aligned to financial reporting property types. This means, we are reporting on 100% of the asset types within the portfolio. We hold two assets within Germany which are viewed as non-core and non-material to our business due to them representing roughly 2% of GAV. We have therefore chosen to not conduct segmental analysis on these assets.

Disclosure on own offices

Our head office is in One Curzon Street. Only electricity consumption is metered (Elec-Abs). Gas (Gas-Abs), water (Water- Abs) and waste (Waste-Abs) are covered through the service charge, so obtaining the data is not possible, and any estimation/ apportion would be inaccurate. When obtained, data is shown.

Carbon Offsetting

To offset 91 tonnes of residual market-based Scope 1 and 2 emissions in 2024/25, LondonMetric retired carbon credits from the following verified projects:

- Fossil-fuel phase-out in a coal-intensive brickworks (Colombia) – Verified Carbon Standard (VCS). This Gold Standard–certified project (Project ID 1070), replaces coal with biomass in brick production. The credits have been permanently retired.

These credits meet criteria for additionality, permanence, and third-party verification, and align with Oxford Principles recommended standards for environmental integrity.

In line with our offsetting strategy, we aim to transition from temporary storage credits towards permanent removal as technology advances.

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