



Sustainability & Responsible Business Policy

2026

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LondonMetric Property Plc (“LondonMetric” or the “Company”) is committed to upholding and promoting human rights throughout our operations, investments, and supply chains.

This policy reflects our commitment to operating responsibly, reducing our environmental footprint, fostering an inclusive workplace, and upholding transparent governance across everything we do. It's aligned with the United Nations Sustainable Development Goals (UN SDGs) and supports the Paris Agreement on climate action.

Our business

LondonMetric is a leading UK Real Estate Investment Trust (REIT) and FTSE 100 company listed on the London Stock Exchange.

The Company has fewer than 100 employees, all operating from its main London office and a satellite office in Birmingham, together managing a large portfolio of predominantly commercial real estate assets, located within the UK¹.




The Company primarily holds single-occupier properties leased under Full Repairing and Insuring (FRI) agreements, under which tenants are responsible for all services within their occupied spaces. Property management is mostly handled in-house. For the day-to-day management of assets with multiple occupants, which form a small part of the overall portfolio, LondonMetric partners with a select few highly skilled managing agents.

Most of the Company's direct contracts pertain to corporate operations and professional services. A very small portion of the Company's portfolio consists of land or assets that are currently being developed for income or undergoing significant refurbishment.

1. The Company owns a non-core theme park asset located in Germany.

1. Introduction

This policy forms part of our broader Responsible Business Strategy and sets out our commitment and approach to addressing our material ESG issues in alignment with our core ESG objectives:

	Objectives	SDG Alignment
Environment 	<ol style="list-style-type: none"> 1. Deliver on our science-based Net Zero Carbon Pathway, reducing our portfolio’s carbon & energy intensity 2. Strengthen our resilience by addressing physical & transition risks & benefit from climate-related opportunities 	   
Social 	<ol style="list-style-type: none"> 1. Collaborate with our occupiers to address their needs, supporting shared social & environmental goals 2. Enhance & support local communities & stakeholders 3. Promote fair, safe & inclusive working conditions 	  
Governance 	<ol style="list-style-type: none"> 1. Enhance transparency & consistency in reporting by adhering to key industry frameworks, benchmarks & regulatory standards 2. Uphold ethical & responsible business conduct across our portfolio, particularly where we use contractors & managing agents 3. Embed ESG into wider business practices & governance 	 

Our detailed targets, KPIs, Net Zero Pathway and boundaries can be found in the Sustainability section of our website, alongside progress reports which we commit to publishing annually.

2. Scope and Boundaries

This policy applies to the Company and all of its subsidiaries.

It applies to all activities directly controlled by LondonMetric, as well as any third parties acting on our behalf, such as contractors and suppliers. Where LondonMetric does not have direct control, we seek to engage with relevant stakeholders, principally our occupiers, to influence adherence to our standards.

3. Our Approach & Aims

Responsible Business is embedded across the asset lifecycle, including our investment, asset management, development and corporate activities. To assess and continuously improve our Responsible Business practices, we commit to conducting regular stakeholder engagement on environmental and other matters, including through annual surveys with our employees and occupiers, as well as close engagement with contractors and managing agents as well as investors.

3.1 Investment

Our customer-focused approach to real estate investment ensures that we invest in properties that have a long-term appeal and that can deliver long-term rental growth.

We ensure that material sustainability risks and opportunities are integrated into acquisition and disposal decisions and processes, with a specific focus on the issues below:

- i. **Climate Risk:** potential physical and transition risks affecting buildings, including the acquisition of buildings with a minimum EPC rating of B (or a clear pathway to a B rating) and low risk of flooding.
- ii. **Net Zero Suitability:** future ability to improve buildings through renewable energy or energy efficiency interventions, with a growing importance attached to reaching net zero carbon in operation.
- iii. **Occupier Suitability:** ESG credentials of occupiers, particularly on properties with longer leases.
- iv. **Lease Suitability:** favouring full repair & insuring (FRI) leases where occupiers are responsible for day-to-day asset operations. This reduces our direct involvement in activities such as procuring energy, managing waste, ensuring compliance with regulatory matters (outside of MEES) and overseeing maintenance and security.

3.2 Asset Management

Our asset management activities aim to promote the long-term sustainability of our assets and strong relationships with local stakeholders. Asset-level interventions are typically undertaken in conjunction with our occupiers due to the long lease characteristics of our assets, and reflect our commitment to creating environmental awareness throughout our direct and indirect operations. They aim to address:

- i. **Occupier Satisfaction:** Maintain a high level of occupier satisfaction at our properties, as measured through annual occupier surveys and feedback mechanisms;
- ii. **Long-Term Rental Income:** increase rental values and the security and longevity of our income;
- iii. **Energy & Carbon:** reduce emissions and improve asset performance and quality in line with the Paris Agreement and our Net Zero 2050 target. Key initiatives include renewable energy technologies and procurement, energy efficiency measures, removal of gas heating, EV charging and data sharing, all supporting our aim for every asset to achieve a minimum EPC B rating. For assets below EPC B or where gas remains installed, we embed ESG actions into leasing activity, with upgrades prioritised at letting or refurbishment stage and commitments sought from occupiers to improve building performance over the lease term. Where immediate upgrades are not feasible, we require action plans to drive future improvements;
- iv. **Climate Risk:** monitor climate risk as part of our risk management processes, including conducting scenario analysis, energy transition risk assessments and climate resilience planning at both asset and portfolio level. We evaluate and regularly update asset-level physical risk exposure (e.g. flood, heat stress) and assess transition risks, including regulatory and market changes; and
- v. **Biodiversity & Community:** we commit to protecting the environment, seeking to integrate biodiversity and community-focused initiatives into asset management where appropriate, reflecting asset type and local context. This may include measures such as habitat creation and greening, alongside support for local charities, encouraging local sourcing, and engaging with local residents, occupiers and community groups. Where suitable, we also consider access to green spaces, wellbeing initiatives, and opportunities to support local projects that contribute to positive social and environmental outcomes.

3.3 Development

Whilst LondonMetric engages in very limited direct development activity, we ensure that ESG factors are fully integrated into our approach, depending on the scope and size of the activity.

We require all our developments to have ESG considerations, including at least Energy efficiency, renewable energy, EV charging, climate change adaptation, biodiversity, use of low-carbon materials, minimising waste and

water usage, and local community involvement. We also consider environmental risks, including water stress and flooding, across all our developments, as well as biodiversity net gain (BNG) for significant development activity. Other ESG considerations during the development process are outlined in the table below:

	Refurbishments & Extensions (>£1 million)	Small Developments (<£5 million)	Large Developments (>£5 million)
Ratings & Certifications	Minimum EPC B	Minimum EPC A	Minimum EPC A & BREEAM Very Good
Contractor Practices	Adhere to Responsible Development Requirements (RDR) Checklist		
Embodied Carbon	Track on sample projects		Track on all projects
Performance Monitoring	Monitor post-construction where feasible		

3.4 Corporate & Managed Activities

Our corporate and managed activities make up a very small percentage of our overall impact but ensure we uphold our commitment to monitoring our environmental and social performance, with a focus on:

- i. **Energy & Carbon:** support progress towards our 2027 target to achieve net zero across our direct emissions (Scope 1&2). We work closely with managing agents to implement energy-efficiency improvements and procure REGO-backed renewable energy for our head office and managed assets where we are responsible for supply. We are committed to procuring 100% renewable energy for all landlord electricity supplies.
- ii. **Water & Waste:** track annual water consumption and waste generation each year, where material and available, to inform reduction initiatives and ensure we manage environmental impacts responsibly.
- iii. **Employee & Community Wellbeing:** foster an inclusive and supportive workplace that promotes equal opportunities and high employee satisfaction. Our culture prioritises wellbeing, engagement and professional growth. We also contribute to our communities through charitable initiatives and partnerships that create positive social impact.

4. Governance

The governance and implementation of our Responsible Business framework is overseen by our Senior Leadership Team, with independent oversight from the Audit Committee. The Head of Investor Relations & Sustainability coordinates the day-to-day delivery of the ESG strategy. Our ESG Working Group meets regularly to monitor progress against ESG targets and includes key business representatives alongside regular participation of one Board member. The Working Group provides ESG updates to the Audit Committee. Board members can access ESG/climate risk training through Deloitte Academy to support effective oversight.

The remuneration of Executive Directors is linked to ESG objectives, with a portion of annual bonuses tied to relevant ESG indicators. We publicly disclose our ESG performance and figures annually, have a robust target and KPI framework in place, and report to relevant ESG benchmarks and indices.

This policy is supported by a suite of related policies and commitments available on our [website](#), including our Whistleblowing Policy, Modern Slavery Statement, Health & Safety Policy, and Supplier Code of Conduct. It will be updated as necessary to ensure its continued relevance and effectiveness.

Approved by the Audit Committee and signed by the Chief Financial Officer

Martin McGann

Name: Martin McGann

Chief Financial Officer

Date: 12 May 2026

Effective from May 2026