

getliving

ESG Report 2024



PLACES FOR DISCOVERY

This report

The Get Living ESG Report 2024 covers the reporting period from 1 January 2024 to 31 December 2024. Here we share our strategy, approach and narrative covering both our Plc portfolio and any bilateral assets in which we have an interest. The performance data shared in section five relates to the Get Living PLC assets only, including assets that were operational for the whole of 2024. For the sake of simplicity, and to reflect our current data reporting limitations, this report does not include data on developments delivered by our limited liability partnership structures.

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CEO statement



As ESG literacy grows in the minds of consumers, businesses and investors, it is those who are involved in the built environment who face the biggest challenges but who also have the scope to deliver some of the biggest opportunities and innovations. For Get Living, awareness of our environmental and social impact is a golden thread that weaves through everything we do, in terms of product, proposition, operation and reporting, mindful of its impact on asset valuations, operational efficiency and access to capital.

SECTION ONE

Overview



Company portfolio value
£2.87bn

Introduction

Whilst the priorities around ESG can sometimes be eclipsed by the political demands of the day, especially in times of greater overall economic headwinds, consumers, business and investors all instinctively know that any deceleration in the quest for much better environmental performance and social responsibility simply accelerates the long term decline in economic performance. Those companies who are anchored by authentic purpose, will be the ones that thrive over time.

With a c. £3billion portfolio now spanning seven large neighbourhoods providing over 4,500 homes to 7,000 residents, we carry a huge responsibility to a considerable universe of stakeholders. Our investor base is represented by long-term, global institutions, governed by high standards for responsible investment. Our lenders have become far more mindful of the risks around poor ESG agendas and performance. Our residents, especially amongst those of the younger generations for whom the future matters most, aspire to see less waste, lower carbon, cheaper costs, more social cohesion and ultimately a better world.

Our ESG agenda reflects these expectations, setting out to ensure that we can provide a more resilient, stable and higher performing proposition that they are entitled to demand.

Whilst the performance data we share in our Annual Report focuses on our Real Estate Investment Trust (REIT) assets, the strategic direction of travel, the narrative and our ambitions span all assets in which we have an interest.

A relevant and ambitious ESG framework

In 2023 we set out a new, ambitious ESG framework with clear objectives and a set of targets spanning 2024-2025 to drive us quickly forwards. Now, one year into the target period, we have made great progress.

Whilst recent months have seen global political division on the importance of decarbonisation, we understand this debate will continue to play out at policy level and our ESG framework prioritises an ecological response alongside decarbonisation, and focuses on delivery of positive social impacts through our work. The preservation of nature and the wellbeing of our communities and residents, ensure our focus is not carbon myopic.

Focusing on energy use intensity to reduce our emissions

We are working hard to improve energy efficiency, ensuring our emission reduction trajectory reflects operational efficiencies and financial savings. Following emission and energy performance analysis using the Carbon Risk Real Estate Monitor tool (CRREM), we now have a good understanding of our current trajectory for the portfolio and for each asset. We have set our decarbonisation strategy, along with medium and long-term targets for energy use and emissions. Asset specific priority interventions have been identified to help us achieve efficiencies and a Net Zero position by 2050. In 2025 and 2026 we'll be refining these plans, aligning them with other asset development and refresh plans. We are also progressing to programmes of work in 2025/26 for given interventions.

With four neighbourhoods connected into District Heat Networks, we have been detailing plans to optimise these, including exploring options to electrify heating and hot water. It is important we take a wide view when making any decisions. Chasing only an operational emissions reduction can lead to choices heavy in embodied carbon and damaging to nature. Our work in 2024 to consider our impacts on nature, is feeding into this view, and we are ensuring embodied carbon and resource use are weighed up to present us with net positive options.

Taking a nature-positive approach

Whilst not mandatory, we welcome the Taskforce for Nature-related Financial Disclosures (TNFD) recommendations, to guide our thinking around nature related governance. A return to the 1990s view of an ecological footprint has great potential to engage and inspire both colleagues and residents to take action, and we have been fast to lean into this space in recognition of this. We have taken big strides towards a more nature-positive approach, with baselining work to understand biodiversity value of the spaces we own.

Whilst all have shown uplifts in ecological value since our development, there is much we can do to further enhance how our spaces work for nature as well as people. Action plans have been created for four operational assets, and one development, setting in place plans that include vertical growing, green roof enhancement, herb gardens and planters, as well as a partnership with TCV (The Conservation Volunteers) to support volunteering focused on biodiversity enhancements.



We will also be providing lunch and learn sessions for landscaping contractors as a way to drive change beyond our own boundaries and have produced our first Get Living Biodiversity Landscaping Guide to inform those designing and maintaining our public and private realm and ensure their delivery is in line with our ambitions. We have also undertaken a gap analysis to understand how we bring in nature-related disclosures effectively. The analysis showed our biodiversity focused headline ambition set in 2023 has set a good foundation from which to develop, and our work on risk across the group is also aligned with the work needed to explore the impacts, risks and opportunities of our interface with nature. Our plans to revisit our materiality using the double materiality view, will also aid us in looking across our value chain to see how we interact with nature and how we can influence this for positive impact.

In 2024 we hosted *Co-Creation: Elevating Architecture and Design with Nature's Wisdom*, bringing together world leading designers in the biophilia, biomimicry and ecological design space, with planners, investors and real estate professionals. It kickstarted a host of discussions, some of which will be played out in exciting new outcomes for Get Living, such as a health and wellbeing focused reinvention of our beautiful Skybridge, with biophilic thinking applied. We are currently in the process of shaping up a series of roundtables to follow up from the conference and potentially kickstart more collaborations for the future.



Aligning disclosures with leading global standards

With growing ESG related regulation affecting the finance sector, our strategic ESG response and our disclosures need to reflect European and Global drivers. Our ESG data strategy, set out in 2024 and spanning two years, reflects an ambition to disclose performance in a way that responds to the EU Sustainable Finance Framework. By setting a course to align with the Corporate Sustainability Reporting Directive (CSRD) disclosure requirements we will be well positioned to support investors in their own reporting, and be ready for incoming UK legislation on reporting (ISSB standards).

We have continued our movement forwards, aligning this report with the Global Reporting Initiative (GRI) and continuing to disclose against the Taskforce for Climate-related Financial Disclosures. We also for the first time share a view of our performance against the nature-related disclosures (TNFD). Our ESG Director has qualified as a CSRD professional and we have undertaken workshops with the finance team to begin the journey of integrating further environmental and social metrics into financial reporting. We have also begun quarterly reporting in line with Sustainable Finance Directive requirements, as part of our investor relationship with APG.



Ensuring these investor relationships are strong and founded on open communication, is key to our ESG approach. We host a quarterly Investor ESG Specialist Roundtable which supports dialogue around performance, expected investment requirements and disclosure expectations. The space helps us to not only proactively set a course that responds to future demands, but also helps us to identify and lean into spaces where we could position ourselves as a leader.

Our Portfolio

As of the end of 2024:

4,996

operational homes across five neighbourhoods

one

major town centre development

two

more neighbourhoods to come in 2025

Embedding elevated standards for operations

After a decade of elevated development activity, 2024 saw two further neighbourhoods come into operation and two more will become operational in early 2025. With seven neighbourhoods, strong governance around procurement, resource use and maintenance of lighting, heating and water systems will be fundamental to efficient operations. We have invested in elevating and embedding operational standards in 2024, covering Health and Safety, Environmental Management and Risk.

As well as targeting ISO 14001 across our Estate FM elements, we have also been assessing our operational assets against BREEAM In-use, securing our first rating for New Maker Yards. We have begun the assessment at Elephant Central and will roll this out to East Village in 2025. Our decision to employ BREEAM In-use is supported by the recent changes to GRESB, reducing the value of older green building certifications. These new, up-to-date assessments of actual operational performance, rather than just design credentials are already proving valuable for spotting opportunities to improve and embed ESG at asset level.

ESG as a customer proposition

Optimising the resident experience helps to build loyalty and stable revenue. Our customer proposition is founded on three pillars of choice, discovery and togetherness and is underpinned by excellent customer service. Our neighbourhoods aim to empower people to explore what's around them, to shape the lifestyle that is right for them and to build connections as part of a vibrant community. From the provision of services to help them live sustainably, to outdoor space that enhances their health and wellbeing through a connection with nature, our ESG ambitions feed into this customer proposition.

Progress against many of our ESG targets also relies on both residents and Get Living colleagues working together and we see an important role for us in inspiring and supporting residents to participate and play their part in a nature friendly, less environmentally impactful neighbourhood. Our social value work focuses on four key themes that we believe reflect the areas we can have the greatest impact and that are the most relevant to our residents: supporting skills, enterprise and employment; celebrating arts and culture; enhancing health and wellbeing; and connecting people to nature and sustainable living.

Community investment

Our Inspiring Communities Fund has been running for the past few years at our original three operational neighbourhoods, providing localised funding for community organisations near to our assets as they respond to local need. In 2023 we reshaped the fund to bring in stronger governance, working with Action Funder to set focus areas for the funding and establishing a voting system. In 2024, we extended the fund to two more assets. 10 organisations received funding to help them deliver important local projects, including those focused on sustainable living such as the Green Skills Library in Maidenhead, and ClimateEd in Lewisham. We also have the Inspiring Elephant Fund at our major new development in Elephant and Castle, donating £50,000 to local organisations every year for five years.

Looking ahead

As we look forward, it is important we continue to hold our own view, not being swayed from our path by the political debates around ESG. ESG must be relevant to one's organisation and not merely a reflection of current topical favour. The way we disclose performance and commitments will continue to be shaped by investor and regulatory requirements, but the essence of our approach must be our own. We believe that a stronger connection to nature, lower cost of utility bills and a greater sense that we are doing what we can to preserve resources and have the lightest ecological impact, are, and will remain, relevant to our residents, colleagues and communities.

In memory



We cannot reflect on ESG at Get Living without recognising the role of our dear colleague John Inglis who passed away in early 2025. John joined Get Living as an architect, helping to design many elements of our neighbourhoods, and early on raising the importance of an environmentally responsible approach. He forged a new role for himself - Head of Net Zero, and led some of our earliest endeavours around ESG. His foresight and determination form the foundation of many projects now coming to fruition, and his ambition for 'Birds, bikes and bees' at our neighbourhoods will live on in our plans. He is sorely missed by all his colleagues here at Get Living.



Rick de Blaby CEO



2024 Headline performance

Having set our ESG goals in 2023, we have been focused on implementing change across the organisation, bringing in new standards and shaping capital works to help deliver against our targets. We are pleased to share some headlines from 2024:

Governance

ESG and decarbonisation plans set out for 100% of assets

BREEAM In-use rating ‘very good’ achieved for New Maker Yards

Quarterly ESG Roundtables held with all investor ESG leads in attendance



Richa Jindal
ESG ASSET LEAD



“ We are delighted to have secured our first BREEAM In-use rating in 2024 for New Maker Yards, Manchester, achieving a Very Good rating for both Part 1: Asset Performance and Part 2: Management Performance.

Get Living was the first organisation to achieve a BREEAM In-use Residential Part 2-Very Good rating in the UK.

Obtaining this rating demonstrates that the site has well performing and managed measures to provide residents with a healthy, efficient, comfortable and accessible environment.

The BREEAM In-use methodology will be applied across the operational portfolio to support our commitment to create and maintain well-managed sustainable neighbourhoods.”

Environment

Energy use intensity down 7% year on year

Biodiversity baselines completed on four out of eight assets¹

More than 95% of ESG data based on actual measurements, rather than estimations, up from 55% in 2023

We hosted the first ‘Co-Creation: Elevation Architecture and Design with Nature’s Wisdom’ conference



Donna McKitterick-Everest
ESG DIRECTOR



“ In 2023 we set out to protect and enhance biodiversity across our neighbourhoods. We made good progress in 2024, undertaking biodiversity baselines and developing biodiversity action plans for each of them at asset level.

We also began the process of setting out an ecological management plan for our largest asset East Village where we have wetlands and parklands.

We continue to push forwards and look forward to starting a new partnership with TCV in 2025 to support conservation volunteering and a connection to nature for our residents.”

Tom Lawton
DATA AND DISCLOSURES LEAD



“ Accurate data is a central pillar for any credible ESG strategy. Get Living has focused on improving the quality of its energy data with enhanced quality control procedures for meter readings as well as closer collaboration with suppliers and brokers to obtain real consumption data.

We recognise that there are still improvements to be made in this space and will seek to close any remaining data gaps in the future.

Furthermore, to reduce the reporting burden and opportunity for error, we will automate data collection as much as feasible throughout 2025.”

¹ Covering both development and operational assets

Social

54 employee volunteer days supported

Inspiring Communities Fund delivered across six neighbourhoods

Sector and role specific Modern Slavery training delivered to 70+ employees so far



Babette Clarke
HESTIA, MODERN SLAVERY TRAINING PARTNER

“ Get Living’s approach to training all staff on modern slavery awareness reflects a clear commitment to creating a culture of safety across their accommodation, recognising that staff are key to building communities able to confidently identify and respond to signs of exploitation. It also shows their value on upholding human rights due diligence across all areas of their operations.”



Donna Stimson
GREEN SKILLS LIBRARY, INSPIRING MAIDENHEAD FUND RECIPIENT



“ Get Living has a superb community feel, which makes it a gift to contribute with the Green Skills Library’s belonging and sustainable workshops.”



Governance

Our approach to governance around social and environmental impact is focused on two headline objectives:

Cultivate an internal culture and skill base that supports a progressive and determined approach to delivering positive social and environmental changes



Shape and deliver responsible and accountable ESG governance practices as an operator and developer



SECTION TWO

Governance

Our approach

A clear direction of travel is fundamental to good governance. Our ESG framework (pages 14-15) sets out six strategic objectives which form the foundation of many key governance processes and policies across the business, including our five-year ESG plan and annual targets for the group. We have a number of policies setting out our approach to ESG, procurement, employee and supplier conduct and modern slavery.

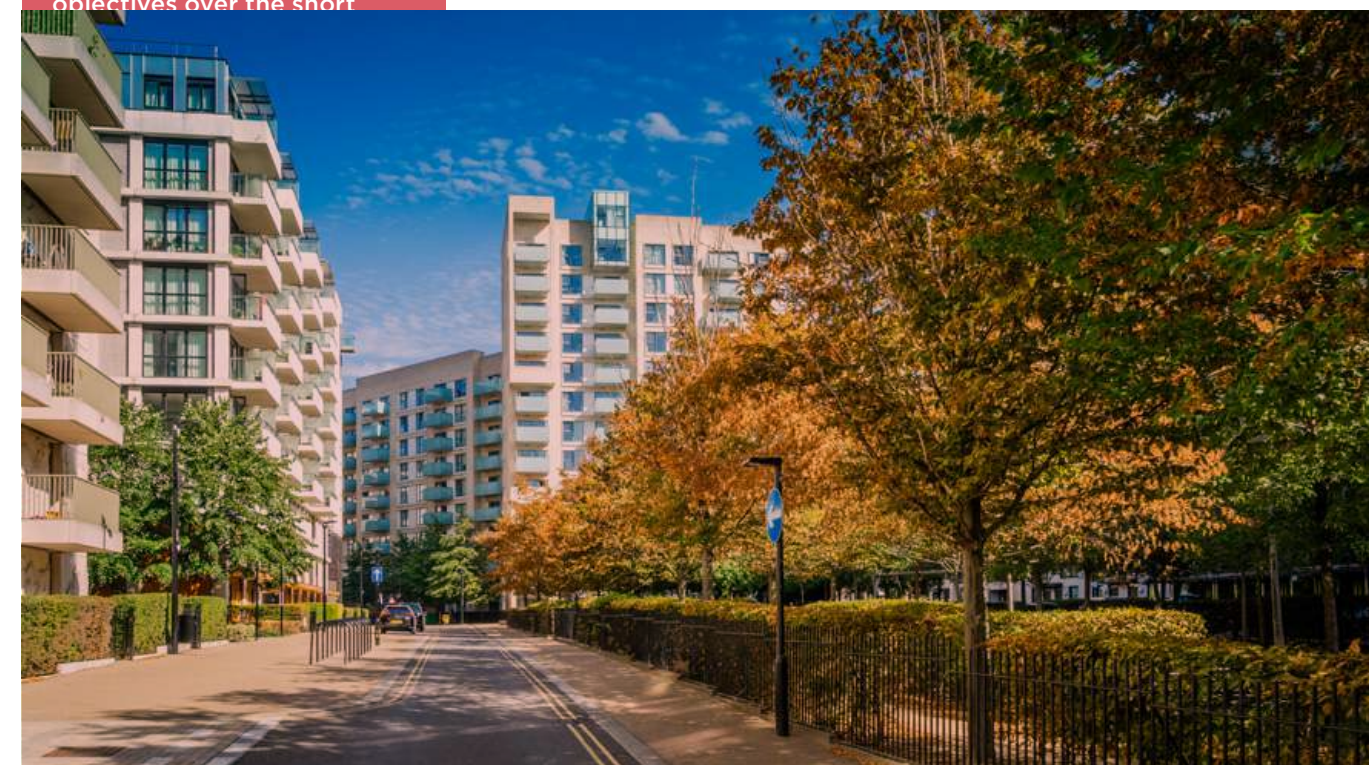
Our five-year plan is revisited annually to ensure it remains ambitious and relevant. It underpins our Asset Specific ESG Plans, Biodiversity Action Plans and Decarbonisation Plans. The objectives set out also feed into our asset management approach including CapEx planning, maintenance contract scopes and long term asset replacement plans (LTARs).

Our ESG Committee, with representatives from each function across Get Living, and our quarterly Investor ESG Specialist roundtable help us to shape our delivery approach, to prioritise, and to benefit from the experience of other organisations.

In 2024 we began to implement BREEAM In-use across the portfolio, in parallel with rolling out ISO 14001 across our Estate Management teams in partnership with Savills. These standards are helping us to improve the way we both structure and track ESG performance at asset level.

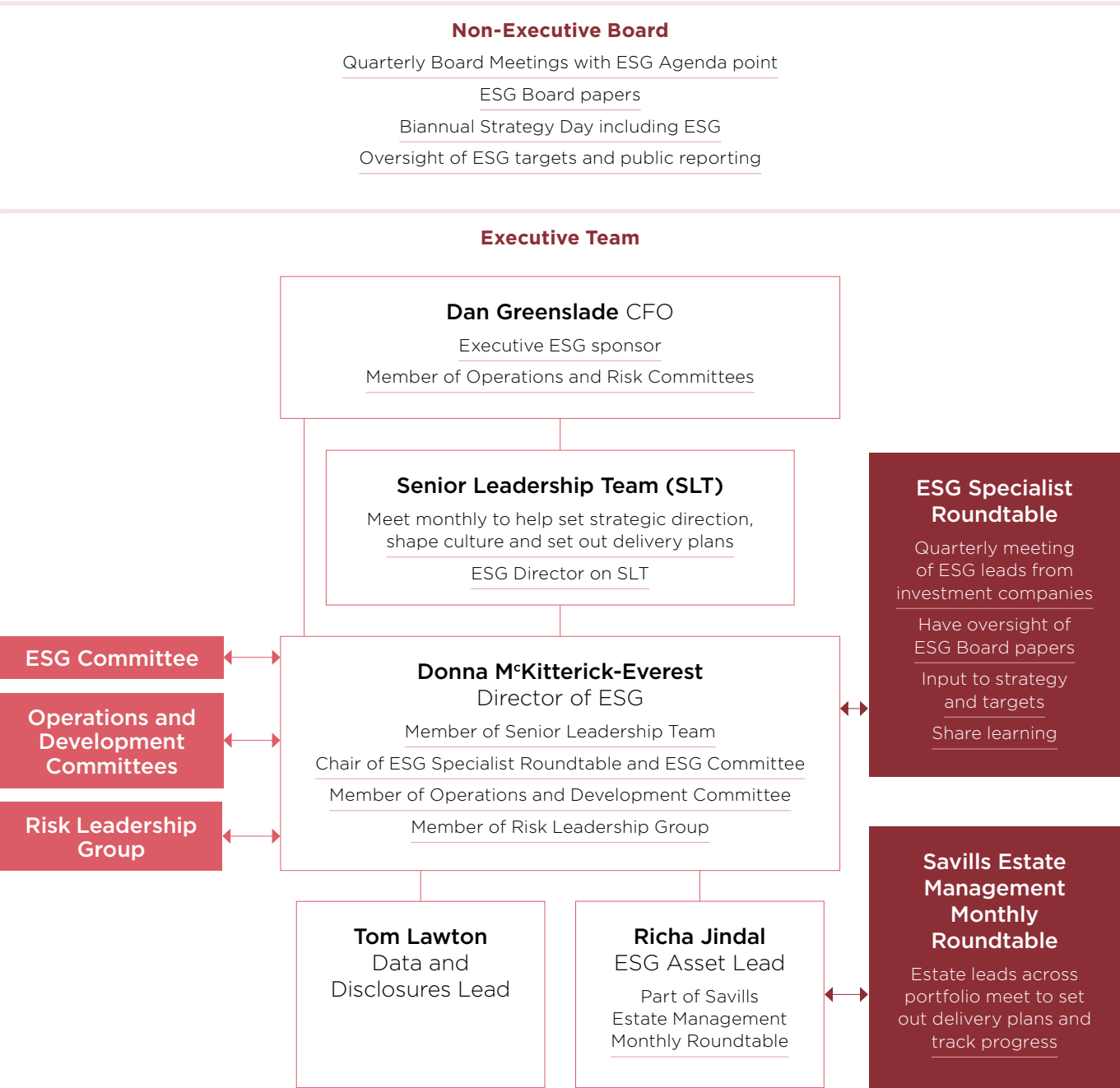
Our two-year ESG data strategy also came to the end of the first year and we share our progress on key aspects such as collection and quality, utilising data for insights and our basis of reporting in Section 5.

Our approach reflects material impacts across our value chain, with clear objectives over the short



ESG governance structure

Our ESG Governance structure supports a strong line of communication between the ESG team, the Senior Leadership Team, the Executive team and the Board. The structure governs all ESG activities including our response to both climate change risks and opportunities.



case study / Taking a collaborative approach to ESG

ESG SPECIALIST INVESTOR ROUNDTABLE

We have always maintained strong lines of communication with our investors, and in 2024 we wanted to strengthen and streamline our communications around ESG. We launched our ESG Specialist Investor Roundtable to facilitate collaboration and a stronger understanding of investor expectations, whilst also enabling us to share the thinking behind our approach and targets for ESG.

Held quarterly, the session brings together ESG leads from each of our investors, along with our ESG team and other Get Living colleagues as relevant for the agenda. The space gives us a chance to discuss progress against our five year plan and annual targets, as well as enabling investors to brief us on any changes around ESG related expectations, such as changing disclosure needs or fund requirements. We use the roundtable to proactively discuss our approach and to ensure investors are briefed on how it's been informed. Each party is able to gain from the others experience, as we share learnings and facilitate connections to partners or sources of information we have found valuable.

Our roundtable is scheduled to run prior to our Operating Committee and Board meetings, ensuring we have an in-depth ESG focused discussion prior to any ESG presentations or board papers, and enabling us to respond to any investor queries or concerns before tabling proposals or performance reports to the Committees or Board.

“As one of the investors, we recognise the importance for the investee to develop a common ESG approach. The quarterly meetings are very useful, providing ESG specialists the opportunity to engage in in-depth discussions in preparation for board decisions.”

APG

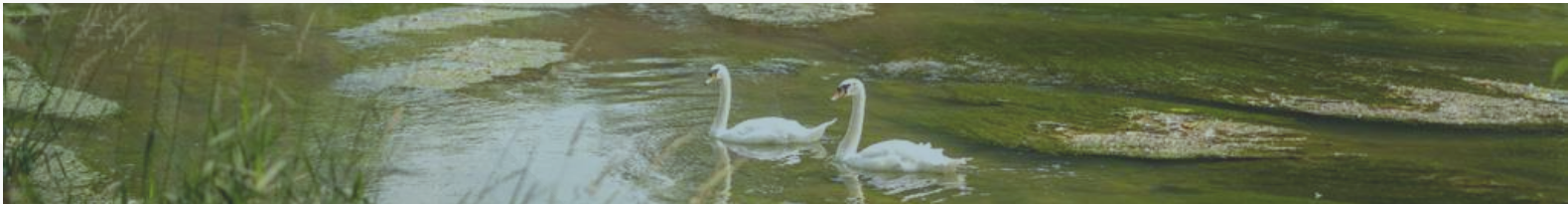


Our ESG framework

As developers and long-term owners of residential neighbourhoods, we have the potential to influence both the built environment and the social dynamics and behaviours of our communities. Shaping the homes in which people live, the way they travel, work, shop and play, gives Get Living a platform from which to drive the changes needed in the face of climate and ecological disaster.

The vision

Neighbourhoods with high environmental and social governance standards that celebrate operational efficiency; have public and private realm that is beneficial to nature and people’s health and wellbeing; and embed a strong connection to the community with localised socio-economic investment.



In 2023 we set out a new ESG framework with six strategic objectives to guide our direction of travel. Our approach reflects material impacts across our value chain, with clear objectives over the short and medium term. These headline objectives form the foundation of our five-year plan from 2024-2029, with sub-objectives and extensive targets under each.

Progressive Governance



Cultivate an internal culture and skill base that supports a progressive and determined approach to delivering positive social and environmental changes

Clear targets and data management systems that monitor performance effectively, enable constructive feedback, and acknowledge achievements

Enhanced skills and motivation of our colleagues, empowering them to effectively deliver our ESG ambitions

Active engagement in ESG initiatives across different roles through working groups and role specific objectives



Shape and deliver responsible and accountable ESG governance practices as an operator and developer

Understanding of our stakeholders and value chain, with strong relationships essential for advancing our ESG goals

Reporting and disclosures that respond to the regulatory environment of our investors

Improved data quality through automation, monitoring systems and assurance

Risk and opportunity management that positions us strongly when responding to risk related frameworks including TCFD and TNFD

Protecting and Enhancing our Environment



Employ whole-life impact considerations to improve the performance of our existing neighbourhoods, and to futureproof new developments

Demonstrable downward trends in energy use, emissions intensity, water intensity and waste to landfill

Improved benchmarking and ratings for both development and operational assets

Neighbourhoods built to last, founded on strong sustainability credentials and continuously improving through retrofits and refreshes

Residents and tenants who are connected with our ESG agenda, and taking action to live more sustainably



Protect and enhance biodiversity both in our neighbourhoods and remotely, promoting a connection to nature

Biodiversity net gain and urban greening we can communicate to stakeholders

Water management that helps us to manage growing water scarcity and protect water courses

Public realm designed for both people and nature

Residents and tenants who have an increased connection to nature and partnerships that enable them to take action to enhance biodiversity

Delivering Positive Socio-economic Benefits



Celebrating the individual personality of our places, and embracing the locality, to evoke a strong sense of place for our residents, locals and visitors

Activated amenity spaces that inspire activity and support the health and wellbeing of our residents

Increased access to urban nature for residents and local people

Recognised for having safe, welcoming and accessible spaces

Places that celebrate and support access to arts and culture



Optimise the local socio-economic benefits of our developments and operations

Focus on material impact areas, delivering greater impact

An understanding of local need and a social value programme that responds to these

Stronger, longer lasting charity and local partnerships that leave a lasting impact on their ability to deliver against local need

Programme of activities and enlivenment at each neighbourhood that deliver local socio-economic benefits



Performance against 2024/25 targets

In 2023 we set out targets spanning 2024 and 2025. A two year period was required due to the complexity of some of the targets. 2024 saw progress in most areas. As well as our internal targets we have a set of public facing targets. Below we share progress against these:

- Not achieved/not achievable in the 2024/25 period
- On track to be achieved by the end of 2025
- Achieved

Cultivate an internal culture and skill base that supports a progressive and determined approach to delivering positive social and environmental changes

- 100% of all direct Get Living (GL) employees to have undertaken ESG at GL training and 100% of all new employees (after induction period) to undertake Ecology and Climate training**
Any employees joining since July have not yet had training and this will be delivered in 2025.
- ESG Committee and Board to undergo climate, ecology and disclosures training**
The ESG Committee have had sessions on CRREM and disclosures. The Board has held sessions on ESG as part of their Strategy day. Specific Board training has been planned for 2025.
- Role specific Modern Slavery training for 100% of colleagues**
Over 50% of Get Living employees have received training so far, with remaining workshops to be delivered in Q1 2025.
We partnered with Hestia, who provide support services to those affected by modern slavery, to create sector and role specific training sessions for all employees.
We also updated our Modern Slavery Statement and set out a new policy, along with an internal working group to help manage risks.
More on page 44.



Shape and deliver responsible and accountable ESG governance practices as an operator and developer

- 100% of assets to have an asset specific ESG plan with 2024/25 targets**
All pre-2024 operational assets have an ESG plan in place which is updated annually. All other assets have workshops throughout Q1 2025 to set out their plans.
- BREEAM In-use rating understood for 100% of operational assets (subject to meeting minimum occupancy levels)**
Part 1 and 2 completed for New Maker Yards. We began BIU at Elephant Central in December 2024 with plans for completion at East Village in 2025. No other assets meet the minimum occupancy requirements due to very recent/not yet met completion dates.
- Integrate ESG risk management into enterprise risk with quarterly risk monitoring and annual risk mapping**
New enterprise risk approach agreed, with new risk registers underway for each area of the business.
- BREEAM excellent on all landlord area fit-out, refurbishments and extensions**
We have been working closely with the design teams to ensure our development standards, which include alignment with LETI embodied carbon targets, are met.
- Publish ESG report 2024 that aligns with core GRI standards and identified material topics**
This report reflects core GRI standards, and whilst we have not aligned on all data sets for material topics, we have brought in further transparency around our approach.
- Demonstrate continuous improvement against GRESB**
Our GRESB score, as experienced by many organisations this year, has decreased. It is right that these benchmarks should get harder to achieve as we all move forwards in our sustainability journeys and we value the challenge this presents. The decrease from a 5 star to 4 star, is primarily a reflection of the changes to scoring around Green Building Certification as the age of our BREEAM New Construction assessments for our oldest assets mean they no longer offer any points. Our longer term plan to apply BREEAM In-use across all operational assets will tackle this.





Employ whole-life impact considerations to improve the performance of our existing neighbourhoods, and to futureproof new developments

- CRREM aligned pathways for 100% of assets**

2024 focused on refining potential decarbonisation pathways for each asset, and aligning these with wider asset plans. Headline alignment plans have been set out for each asset, identifying priorities. These now need to be detailed out and costed.
- Like-for-like carbon intensity reduction and energy use reduction targets for 2025 and 2030 (to be set)**

2030 intensity based targets for energy use and emissions have been set.
- Scope 3 decarbonisation approach (including B2C communications) agreed at Executive team level**

Our data automation approach for residential scope 3 has been set out and agreed, but there remain questions over how we engage with our residents over utility usage. We are also looking at our supply chain emissions, using financial data in the first instance to guide where we need to dig down deeper to tackle impacts.
- Draft 5-year waste strategy prepared and agreed for portfolio**

An area for focus in 2025, this space requires a lot of stakeholder engagement as primary source of waste is resident behaviours.
- Reuse channels established or increased in % for at least one development or remediation material, and two operational waste streams**

For our EC3 development we are exploring a partnership that will divert our demolition waste. Operational waste streams we hope to tackle through a ‘small changes’ campaign with office managers in 2025.



Protect and enhance biodiversity both in our neighbourhoods and remotely, promoting a connection to nature

- Taskforce for Nature-related Disclosures analysis completed to understand position, including biodiversity baseline across all sites**

We have undertaken biodiversity baselines across 4/8 assets including our Town Centre development in Elephant and Castle. Baselines for the remaining three are planned for 2025. We also undertook a gap analysis with Greengage to understand steps we can take to become a nature-positive business.
- Develop and agree biodiversity gain plans for all operational assets**

Action plans have been drafted for 4/8 assets informed by the baselining and shaped in workshops with asset teams.



Celebrating the individual personality of our places, and embracing the locality, to evoke a strong sense of place for our residents, locals and visitors



- Integrate ESG focused placemaking principles into place plans for each operational asset**

The target has evolved, with our plans taking a different direction. Instead of separate place plans, we have brought placemaking and ESG into the resident experience model and communication plans.



Optimise the local socio-economic benefits of our developments and operations

“
In 2024 we launched two new local funds for our Lewisham and Maidenhead neighbourhoods. We are proud to now have our Inspiring Communities fund supporting community organisations across five locations.”

Anna Whitton
Director of Corporate Affairs

- Social Value targets set for 100% of operational assets**

Targets set for assets that were operational at the start of 2024. A further two assets will come into operation in 2025, which will require targets.
- Run our local bursary across 100% of operational assets and link colleague volunteering to our recipient organisations**

In partnership with Action Funder our local funds were delivered across all five operational neighbourhoods. All partners selected respond to our chosen social value themes at a local level. For case studies see pages 38-41.



ESG governance

To shape and deliver responsible practices as an operator and developer is one of our headline strategic goals for ESG. We have put in place a number of practices to help us achieve this goal and below we introduce a number of key areas we are focused on:

Asset specific ESG plans

During 2024 we focused on the development of asset specific plans to deliver against our group ESG ambitions, including reaching a Net Zero position by 2050.

The ESG Team work with each asset team to set out the ESG Plan for the asset. The Asset Director, Estate Manager and Neighbourhood leads are all involved, as our ambitions cover all aspects of Build to Rent (BtR) from the physical building to the engagement with residents.

The plans set out delivery targets for each asset and directly correlate with budgets and our five-year plan to ensure we take clear, measurable steps forwards.

As well as CapEx projects to help us decarbonise, the actions in each plan will cover aspects such as:

- targeting water efficiency
- developing operational waste strategies
- improving on site biodiversity
- activating neighbourhood amenity spaces that support health and wellbeing of our residents
- improving social value by establishing business and charity partnerships which respond to local needs.

Each asset will also have a Biodiversity Action Plan (BAP) following our work to baseline and set uplift ambitions for the ecological value of our spaces.

In 2024 we held multiple sessions with our Estate Management partner Savills, to feed into the development of these for new and existing neighbourhoods.

In 2025, our focus will be on aligning these ESG asset plans with other key plans for an asset, including the long term replacement and maintenance plans.

Improving performance through BREEAM In-use across our assets

In 2024, we completed our first BREEAM In-use Assessment at New Maker Yards, pursuing both Part 1: Asset Performance and Part 2: Management Performance, achieving Very Good ratings for both parts. This accomplishment highlights the environmental management processes already embedded at New Maker Yards at the time of certification.

In 2025, we will work towards assessing all operational assets that meet the minimum BIU requirements and are aspiring to complete the assessments for East Village and Elephant Central by the end of 2025.

We secured our first BREEAM In-use (BIU) rating for an asset, achieving ‘Very Good’, the highest rating for BIU Residential Part 2, in the UK at the time of certification.

BREEAM®

For two of our new developments, we are exploring benchmarks such as Mode Score as a route to improving outcomes, with pre-assessments starting in early 2025 covering the residential demise. The green building certification scheme, focusing on occupant health and wellbeing and connectivity, will provide guidance on any on-site measures as well as key operational processes which will need to be implemented to align with good practice, as well as enabling us to confidently market these benefits to potential residents.

Implementing ISO 14001 across our estate management teams

Embedded environmental management is key to ensuring the delivery of our ESG Strategy. All of our operational assets have been undergoing a gap analysis review by accredited consultants in accordance with ISO 14001 Environmental Management principles to assess and optimise current practices and policies applied on site.

The gap analysis also includes training with on-site staff within our estate management teams, to ensure they are aware of the requirements needed to deliver an Environmental Management System (EMS).

Following the gap analysis, key actions will be addressed by the site teams and internal audits will be carried out to check compliance.

Any new assets which come into the Get Living portfolio will have a similar analysis to ensure that environmental risks are managed from the outset.

Through the implementation of both the EMS aligned audits and BREEAM In-use certification across all of our operational assets, we have identified opportunities to create distinct environmental policies to help manage impacts and

improve performance, focusing on key objectives by the preparation of asset specific Water, Waste and Biodiversity Management Plans. We will work with the building management teams and our neighbourhood teams to ensure these plans fully represent each neighbourhood and can be readily delivered by the on-site teams.

ESG data strategy

Quality, trackable data is key to us both understanding performance and driving efficiencies. In late 2023 we set out a two-year ESG data strategy with three key strands:

- Automation and quality of data
- Insights and operational efficiencies
- Disclosures and benchmarks

We share more on our data strategy in Section 5: Performance, along with our latest data.




Aligning disclosures with leading standards

As a company we have no mandated reporting beyond Streamline Energy and Carbon Reporting, which is shared in our Annual Report and this report on pages 48-51. However, we choose to report annually against voluntary standards, as shared here in our dedicated ESG report.

In 2023 we began to align our annual ESG report with Global Reporting Initiative Standards (GRI). The interoperability between these standards and the incoming ISSB standards for the UK, and CSRD standards for all European investment means GRI alignment is helping to set us out on a journey to annually increase the breadth and quality of our reporting for ESG.

In 2025 we aim to undertake a double materiality review in line with CSRD requirements.





Managing climate physical and transition Risks

Climate physical and transition risks pose a serious threat to the long-term sustainability of any business. Get Living has a robust risk management framework, which specifically addresses these risks.

Governance

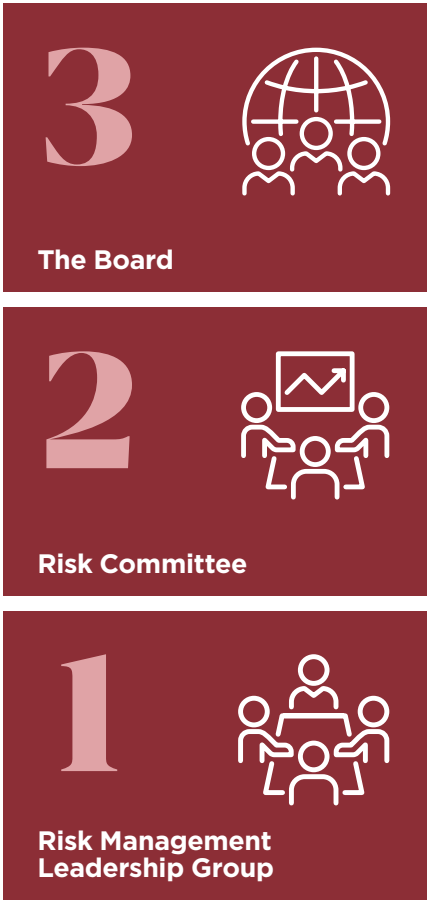
The Get Living Plc Board has overall responsibility for risk management, maintaining a robust internal control framework and determining the Group's risk appetite. The responsibility of reviewing effectiveness of risk management and the internal control process is delegated by the Board to the Risk Committee.

The Risk Committee is chaired by an Independent Non-Executive and consists of the CFO, Risk Director, HR Director and shareholder representatives. The Risk Committee provides quarterly updates to the Board over the effectiveness of risk management and internal controls.

The Risk Management Leadership Group is chaired by the CFO and consists of the Risk Director and senior management from across the business, including the ESG Director. Identification and day to day mitigation of risk resides with senior management, with risk managed at source and appropriate mitigations put in place.

Through this approach the Group operates a 'three lines of defense' model of risk management with Risk Management Leadership Group forming the first line, the Risk Committee forming the second line and the Board forming the third line.

The ESG Director is accountable for the identification, assessment and effective management and reporting of ESG, climate and transition risks. The Board is also kept informed of risks identified and mitigation efforts through ESG-related Board updates ahead of quarterly Board meetings. The Board in 2024 was provided updates on portfolio alignment with CRREM pathways, and stranding risk for each asset.



Strategy

Our ESG risks are considered alongside enterprise risks and identified in a principal risk register as Sustainability including physical climate risks and transition risks. The principal risk register and a detailed ESG risk register is regularly reviewed by the Executive and Risk Director. The ESG Director regularly updates both these risk registers and presents to Risk Management Leadership Group.

Our ESG climate risk assessment focuses on two key strands:

- physical climate risk which utilises scenario analysis and climate modelling to understand how exposed our assets may be to acute and chronic climate stressors
- transition risk which focuses on the risks arising from the transition (or the failure to transition) to a lower carbon economy.

We also consider wider nature related and social economic impacts as part of our ESG risk register.

Transition and wholly ESG function owned risks and impacts are recorded on the ESG Register. However, ESG risks that are managed through other functions are recorded on the most relevant functional risk register, for example EPCs are managed by the operations team and therefore risks surrounding regulation changes are recorded there. Climate and transition risks are also recognised as sensitivities to other principal risks, such as acute environmental events impacting health and safety, and investor sentiment impacting market risk.

All risks, including physical and transition risks, are identified and assessed in light of the likelihood and scale of potential impact, they are assigned an initial risk score which correlates to a low, medium, medium-high or high risk.

The mitigation approach is set out by the relevant function lead and/or relevant leadership group internally. Any existing mitigation measures are subsequently considered and a residual risk calculated. Any risks that have a residual risk that is above 'medium' must be further explored and long-term mitigation methods targeted.

The risk register also helps to structure CapEx spend. For ESG this reflects transition priorities for assets at the greatest risk of stranding i.e. not being able to meet our Net Zero ambitions in a timely manner. Both Capex and Opex in 2024 was dedicated to data management, providing us with greater understanding of where and how we use energy; installation of new efficient lighting; heat network optimisation and transition planning.



Metrics and disclosures

Detailed climate metrics, including scope 1, 2 and 3 emissions, are disclosed annually in Get Living's annual report in accordance with the Streamlined Energy and Carbon Reporting Requirements.

We also share further voluntary metrics and narrative around our approach to reducing energy use and carbon intensity in our annual ESG Report.

We utilise the Carbon Risk Real Estate Monitor (CRREM) methodology, and this has helped us to set out our decarbonisation strategy, as well as transition priorities for each asset. We set out long- and medium-term targets for both energy use intensity and carbon intensity in our 2023 ESG report.

In 2025 new annual targets by asset will be implemented across the group and we are exploring how to link performance into our rewards programme.



Risk management

Each risk has a listed risk owner who is responsible for driving the response to the risk. Understanding our exposure to physical and climate risk is an important step.

In 2023 Get Living commissioned Scenario Analysis for standing assets using climate data from Jupiter Intelligence and interpretation by Forvis. Each function, including ESG, will produce it's own risk register, feeding this into the Risk Committee through the Risk Leadership Group. The study focused on physical climate risk and found a moderate, but manageable level of physical climate risk from extreme heat, drought, flooding, with the emerging potential for wildfires amongst other perils.

We also employ the Measurbl platform, which provides us with an annual view of physical risk exposure. This also shows our risk as low in both the short and medium term.

IN THE SHORT TERM

Water scarcity is our only material risk

IN THE MEDIUM TERM

Extreme heat becomes more of a concern and **water scarcity** remains a risk, although slightly lower due to extreme rainfall events

Our approach to managing risk is also shaped by investor requirements and guidance. In 2024, a Transition risk maturity score assessment with investor Aware Super was undertaken, and this has provided us with a clear action plan for continuing to improve our approach in this space.

As part of a double materiality assessment in 2025, we will be mapping risks across the value chain, along with opportunities. In line with Taskforce for Nature-related Financial Disclosures recommendations, this will include a consideration of risks we pose to nature, as well as those affecting our business. These outward looking risks to people and planet will sit as a sub section of the ESG risk register, but the governance around these will reflect ESG governance not risk governance (as shown on pages 12-13).

Rewarding performance

The setting of, and performance against ESG objectives is an element of Get Living's Executive Performance Review, with the long-term incentive plan using our annual GRESB score as a proxy metric for ESG performance. Operational expenditure is also considered, and this is directly linked into our efficiency focused ESG targets.

Performance against these company wide and Executive team targets, impacts the remuneration level awarded to the business and Get Living employees.

The estate management teams have delivery targets set for ESG through our Asset specific ESG plans, and monthly meetings are used to track performance against these.

For all employees, our personal objective setting process has an ESG focused section, within which they are expected to set objectives relating to this space. In 2023 we developed guidance to all employees on how to set objectives that would contribute to delivery of the ESG framework. The guidance gave examples of how different types of roles can play a part in embedding environmental and socially conscious decisions.

For those most closely linked to the delivery of ESG targets, their core objectives reflect key deliverables guided by annual and five- year ESG targets.

Delivery of these objectives is considered in the performance review, which directly links to the performance rating awarded.

Stakeholder engagement

Our key stakeholder groups include our investors, our residents, retailers who lease spaces from us, suppliers and communities local to assets. The wider real estate sector is also a key stakeholder, and we value our role in driving the changes needed for a more sustainable sector.

STAKEHOLDER GROUP/REGULARITY	PURPOSE OF ENGAGEMENT	TYPE OF ENGAGEMENT
Investors Quarterly and adhoc	Ensuring we respond to growing investor requirements around disclosures and CapEx planning, especially around decarbonisation, is an important aspect of our stakeholder engagement.	ESG leads from each of our investors come together with our ESG team quarterly in our ESG Specialist Roundtable (more on page 13), to discuss key aspects of ESG, to review and shape strategic direction and to share learning.
Residents Continuously and annual survey	We create and operate places for people to live, work, shop and play. It's important we remain connected to what our residents want so that we can shape our delivery approach around this. Whether it's what they want from amenity spaces, how they perceive our activation events, or the value they place on green spaces, we want to know.	<p>In 2024 we reviewed the way we engage with our residents; this included new ways to gather insights and the bringing in of ESG related questions to resident surveys to help inform our understanding of what is material for our residents.</p> <p>We also undertook research with fellow Build to Rent (BtR) operators, to evaluate what social value our neighbourhoods have, and how to optimise this.</p>
Suppliers Contract process	Our supplier relationships, especially the supply of estate management services, are pivotal to meeting our ESG targets.	Over the course of 2024 we have been establishing stronger relationships with those running estate management aspects across our portfolio, with quarterly meetings to set out direction of travel, and asset specific planning sessions to agree projects and targets for delivery. We are also working closely to shape both the tender process, and specifications set for suppliers who will be fundamental to our ambitions.
Communities During development, and ongoing during operations	Ensuring we deliver positive social value to the communities in which our assets are located is reliant on building strong relationships with community organisations who can help us to both understand and respond to local need.	Our Inspiring Communities Fund aims to invest in communities local to our assets, responding to local need. We work with Action Funder to seek out and support local needs in an annual funding programme. Our neighbourhood teams and residents are then connected to recipients to help raise awareness, deliver volunteering opportunities and provide further support to beneficiaries.
Real Estate sector Continuous	The Real Estate sector is a collaborative sector and this strength will be vital in delivering against issues that don't respect ownership or geographical boundaries. It is important for us to share learning and build relationships with partners who face similar challenges to us.	In 2024 we focused on developing relationships that spanned environmental, social and governance elements. We are already seeing the benefits of a more joined up approach, and we will continue to invest time in convening affected parties and sharing learnings with relevant sector bodies and groups.

case study / How Build to Rent Delivers Social Value to Residents and Communities – a research piece with Quality of Life Foundation

RESIDENTS AND SECTOR PEERS

We also partnered with the Quality of Life Foundation and other Build to Rent (BtR) organisations to explore how BtR delivers social value and how to optimise this.

Get Living took the lead, followed by Greystar and Longharbour/Way of Life to support Quality of Life Foundation research and report on the social impact of BtR housing in the UK, published by the British Property Federation in collaboration with the Association for Rental Living. The aim of the research was to add evidence base and share good practice. The project was guided by The Quality of Life Framework, which is made of six themes that are essential in understanding how to create happier and healthier neighbourhoods and communities. The six themes include A sense of control, Health equity, Connection to nature, A sense of wonder, Getting around with ease and Connected communities.

The report represents an important milestone in understanding how BtR developments can not only address the UK's housing shortage but also enhance quality of life and community cohesion.

82% of BtR residents reported that their homes positively impact their health and wellbeing

86% of the wider community felt that the green and natural spaces created by BtR are good places for mental health and wellbeing



For more: www.qolf.org/what-we-do/assessing-the-social-impact-of-build-to-rent-development/

Looking ahead

For 2025, we will continue to progress the embedding of better processes. We will also focus in further on our second headline objective – Cultivate an internal culture and skill base that supports a progressive and determined

approach to delivering positive social and environmental changes. As we continually challenge our organisation around ESG, we need to ensure that colleagues are given the right training and support to be able to deliver against new

processes, policies and performance targets. We will bring in new ecology and climate training, to be delivered to all employees, as well as role specific training around BREEAM In-use.



Environment

Our approach to managing both our impact on the environment, and the risks and opportunities posed to our business by environmental, climatic and transition related socio-behavioural changes, is focused on two headline objectives:

Employ whole-life impact considerations to improve the performance of our existing neighbourhoods, and to futureproof new developments



Prioritising an ecological response by protecting and enhancing biodiversity both in our neighbourhoods and remotely, promoting a connection to nature



SECTION THREE

Environment

Our approach

Our headline environmental objectives are intrinsically linked together, and many of our activities span both objectives. In particular our focus on measurable biodiversity improvements across our neighbourhoods feeds into connecting our residents to nature, which in turn presents an emotive and engaging platform from which to encourage more sustainable behaviours. In 2024, two further neighbourhoods were completed. Our scope 3 emissions are primarily driven by tenant behaviour, as are water use and waste figures. Ensuring we connect with our residents in a way that evokes a desire to reduce personal impact is really key to driving a downward trend in these emissions.

Understanding the operational performance of our assets has been a key focus for 2024, with utility data automation and reporting improvements; CRREM analysis to understand operational intensities and set targets; and asset specific decarbonisation planning.

We are also focused on embedding environmental and social considerations in decision making across the business. We have been identifying the key points at which we can drive change, such as guiding the fit-out standards of a new retail tenant; or undertaking a refresh in an apartment block. Enhancing the standards set out in contractor requirements for landscaping, mechanical, electrical and plant maintenance, and cleaning will also be key areas, and we have been holding sessions with relevant parties to set these out.

Whilst we have only two assets left in the development phase, we have further development opportunities. New development standards drafted in 2023 are being applied to any new developments, including challenging targets around embodied carbon, and operational energy intensities. Our EC3 site next to the new town centre being created in Elephant and Castle has been designed in line with these new development standards.

Biodiversity and taking an ecological approach has been front of mind in 2024 as we've undertaken baselining across neighbourhoods and begun the process of setting out measurable action plans for each.

We also hosted the *Co-Creation: Elevating Architecture and Design with Nature's Wisdom* conference in June at our East Village neighbourhood. Designed and delivered by David and Linda Kirkland from D-Lab and Kirk and Fraser Moor Architects, the conference brought together leaders in biophilia, biomimicry and ecological design from across the UK and Ireland to consider how those involved in building neighbourhoods can take a more ecological focus.

Co-
Creation

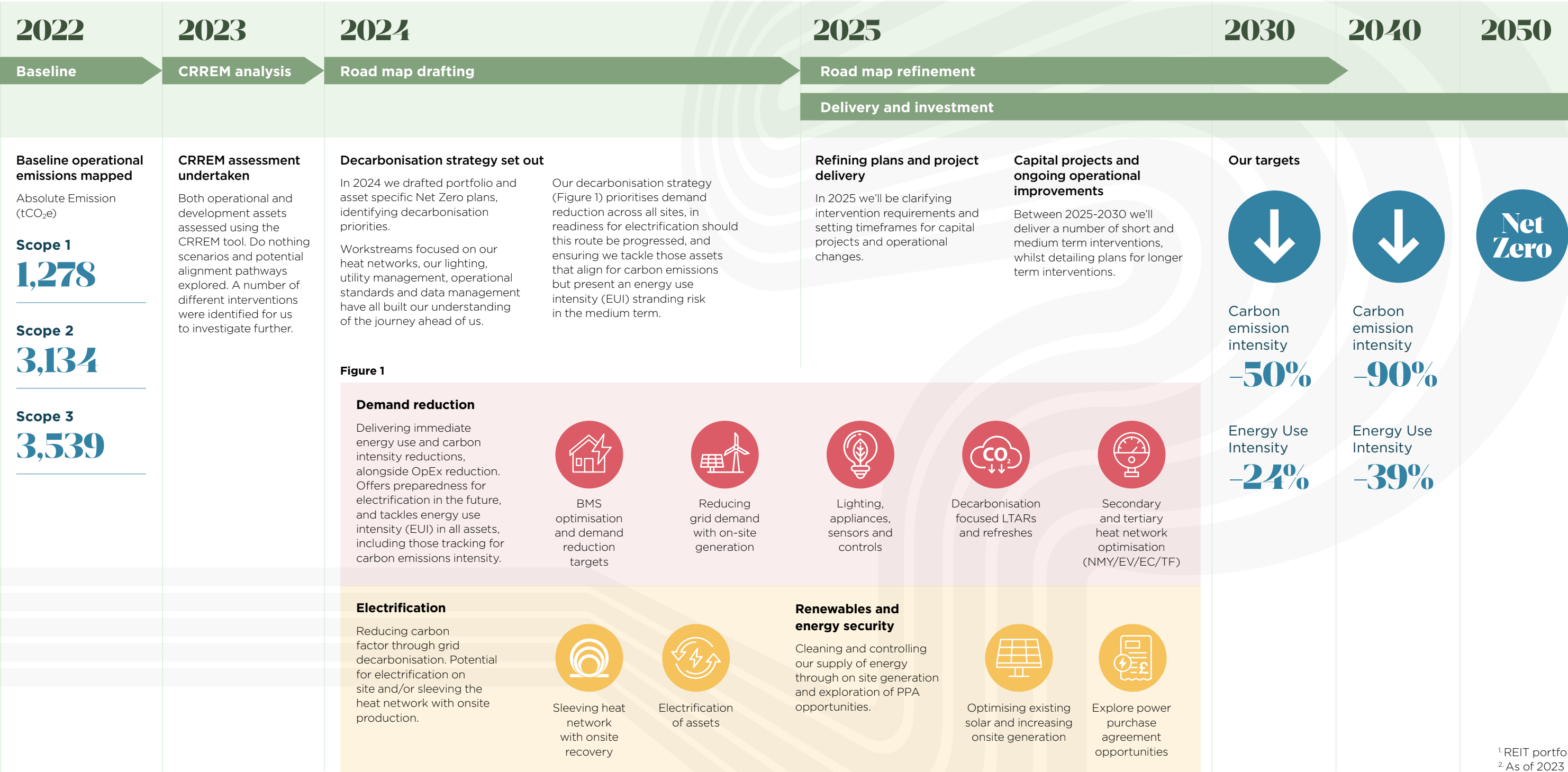


Mapping our pathway to Net Zero

In 2024 we published our first pathway to Net Zero following a re-baselining of our data and CRREM analysis across our portfolio, covering both development and operational assets.

The analysis presented us with a view of how our assets are performing and what a 'do nothing' scenario looks like, including the point at which our assets strand for both energy use intensity and carbon intensity.

It helped us to set 2030 and 2040 targets that will keep us on track for Net Zero in 2050. We also continued to evolve our pathway as we build an understanding of asset specific interventions required.



Increasing the ecological value of our spaces

In 2024 we set out on a journey to take an ecological lens to our activity and it has taken many forms. It's a journey that will take us a number of years, but we have made good progress in the last twelve months. Here we share some of our key achievements in 2024:

As land owners and managers of public realm spaces across eight assets (operational and development) we recognise that we must take a proactive approach if we are to help halt ecological decline across the UK. For too long public realm has been designed with only humans in mind, and there is a need for us to consider both plant and animal species and how our spaces are designed for them. It has long been recognised that a connection with nature is good for humans, the unnatural separation we have created over the last few centuries is something we need to work hard to undo.

We are really pleased to see the TNFD recommendations come into force in 2024, and whilst we are not mandated to respond to these we will, as we have done with the climate related sister recommendations TCFD, present a view of how we are performing against them and use the recommendations to guide activity.



1. Baselineing biodiversity value

In 2024 we baselined five (three operational and two development) of our eight assets to understand their current ecological value. We also considered less quantifiable aspects such as how well connected our residents are to nature in our neighbourhoods and what opportunities exist to enhance this.

Across the assets baselined, we have over 45 acres of public and private green space, with 5+ acres of green roof. We also have our East Village neighbourhood in Stratford celebrated for its 25 acres of parkland, including 6 acres of wetland and nearly 5 acres of green roof.

45 acres of public and private green spaces



5+ acres of green roof



6+ acres of wetland



Our biodiversity scores, range from 0.45-5.4. Whilst this shows uplift in biodiversity value from all our developments, there is much we can do to further enhance these spaces for both wildlife and people's health and wellbeing.

2. Creating ecological action plans

We have been working with Greengage to identify potential ecological enhancements to our public realm, podium spaces and green roofs. In order to make sure our plans are ambitious but deliverable, we've held workshops with each asset team to discuss the possibilities and to collaboratively select actions we can deliver over the short, medium and long-term.

From Q2 2025 we'll be looking to deliver the short-term actions, which include the bringing in of further planters, creating small habitat spots across our sites to house different wildlife, and vertical growing. We will also be planning larger projects for the coming years, such as the development of rain gardens. We are also looking forward to working with TCV and volunteers from our residential base and local community, to help shape and progress action plans for our Stratford water glades, such as zoning areas to allow nature to thrive, and encouraging bird watching.



3. Nature-based partnerships

We have been establishing relationships with nature focused charity partners to see how we can connect our residents with our goal to increase the amount of biodiverse space across our assets.

In 2024 we made ‘connecting people to nature, and enhancing the environment’ one of the key themes for our Inspiring Communities local fund. It has led to some great partnerships celebrating local waterways, such as Friends of

Maidenhead Waterways (see below), and those helping build the skills we need to make more sustainable choices such as Green Skills Library (page 40) and ClimateEd.

case study / Friends of Maidenhead Waterways

RECIPIENTS OF OUR INSPIRING MAIDENHEAD FUND



In 2024 we funded a project to improve public access to Maidenhead’s restored waterway, as well as working to improve biodiversity.

The funding has helped the Friends of Maidenhead Waterways to roll out regular public boat trips along York Stream in their maintenance boats, with more than 420 people taking to the water to enjoy a free guided tour.

Walking tours were also a success with 28 people enjoying free guided walks on the footpaths by the waterway, hearing the story of how a network of flood relief ditches which often dried out in summer are now a vibrant waterway which has played a leading role in the regeneration of Maidenhead town centre.

In the last year the Friends have worked with 171 Scouts, including facilitating a number of canoe activities, pond dipping and helping to improve biodiversity on York Stream. Cub scouts helped build floating habitat islands, made from coir and planted with aquatic plants. The Scouts also helped with 12 new planter boxes, fixed to the walls along Chapel Arches, filled with plants which are friendly to pollinators and kept watered by a solar powered drip irrigation system.

The funding has also helped buy tools for regular volunteering sessions throughout the autumn and winter, keeping the waterway clear of brambles and overhanging branches.



Volunteers cleared thick brambles from the Beehive Pre-school which backs on to the waterway, which was well received by the students and teachers...

“For many of our children, who do not have gardens at home, outdoor play is essential for their health and well-being. This week, our teachers and children have been absolutely thrilled to regain an open view of the river and surrounding area, observing and learning about the wildlife that frequently visits. The children were surprised and delighted to see a majestic swan glide by and enjoyed witnessing ducks arriving and their playful behaviours.”

Julie Bunce
Manager of Beehive Pre-school

The Friends have gained an extra 15 volunteers during this period of funding, many gaining a greater sense of community, as well as making new friends.

4. Exploring biophilia

We hosted the first *Co-Creation: Elevating Architecture and Design with Nature's Wisdom* in partnership with David and Linda Kirland from D-Lab and Kirkland Fraser Moor Architects.

Bringing together award winning and inspirational leaders in biophilia, biomimicry and ecological design, the conference aimed to connect planners, investors, developers and land owners to help them understand how we can deliver outcomes that are more ecologically minded.

The conference spawned a number of further pieces of work for us at Get Living, including the beginnings of an ecological impacts value chain mapping exercise, and a healthy homes hacks project with Oliver Heath Design.

The latter looks at how we can make small changes to our apartment designs to increase the wellness benefits they offer, and gives residents a guide as to ‘hacks’ they can employ themselves in our spaces to boost their wellbeing.

We have also had Oliver and the team look at our Skybridge, the wonderful high rise communal bridge space that connects our two latest apartment towers in East Village. They have presented us with ways to evolve the space to support different uses; to be more welcoming to neurodiverse residents and to optimise the wellbeing benefits of biophilia in the space. We look forward to progressing with the works in 2025 and will look to launch the new space along with the healthy homes hacks campaign.



5. Our response to TNFD

In 2024 we worked with Greengage to review where we currently stand in relation to the Taskforce for Nature-related Financial Disclosures (TNFD). The analysis was intended to help us set our pathway over the next few years and to understand where we could enhance processes and projects already underway to ensure they also reflected a nature-positive approach.

Our headline focus areas identified are shared below, along with brief commentary on how we have progressed so far.



1 Use the LEAP process to help us understand our impacts, risks and opportunities

STILL TO COME

Our risk management process includes identifying risks stemming from our interface with nature at certain points in our value chain. We have also been looking at our interaction with nature on a very localised level with biodiversity work at an asset level. These processes provide a good starting point from which to explore our interface with nature further, but have primarily looked at the risk to the business. As part of our double materiality review in 2025, an outward looking approach will be taken, with nature impacts included in this. We will focus on exploring how we interact with nature throughout our value chain, the risks we present to nature, assessing the level of these, and opportunities to minimise impact or choose a more nature-positive approach.

2 Keep Nature front and centre in our ESG framework and policies

PROGRESSED

We established that we wanted to place ecological response as a dual priority alongside decarbonisation in 2023 with our headline strategic objective to 'Protect and enhance biodiversity both in our neighbourhoods and remotely'. Underneath this there are four key areas of focus covering the ecological impact of our supply chain; public realm greening; water demand reduction and aquatic environment enhancement; circular economy and resource reductions. Each space has targets set for delivery before the end of 2025.

We also developed our Biodiversity Design Guide to help shape how we manage our outdoor spaces. The guide will inform landscaping teams, designers and colleagues when they are maintaining or planning our public or resident spaces.

3 Use our scope 3 emissions to explore our supply chain further

MORE TO BE DONE

We set out plans in 2024 to explore our scope 3 emissions further, and the resultant deep dive into spend across the supply chain will offer us the chance to also consider how elements in our supply chain are interconnected with nature and the risks and opportunities that exist.



4 Understand current ecological baseline for all assets, and set action plans to improve

PROGRESSED

We completed baseline assessments on three operational assets, and two development assets in 2024. For each we developed an action plan in conjunction with Greengage and the asset teams. We'll be looking at how we progress delivery against the plans in 2025. We also began a series of workshops with the public realm team at East Village and the ecological design team who helped to create the site, with a view to setting out an ecological action plan for the site.

5 Begin to report publicly around our nature-related efforts

PROGRESSED

We feature our first nature related narrative disclosures right here in our ESG report. We also share a light touch view of how we are responding to the Taskforce for Nature-related Financial Disclosures (TNFD) in our combined TCFD and TNFD response table on pages 66-70.

We'll look to enhance what we share year-on-year.

6 Connect our residents to nature

STILL TO COME

We are really looking forward to launching a new partnership with TCV in 2025, to deliver conservation volunteering support and engagement at our East Village neighbourhood. With 25 acres of parkland and green space, we want to ensure we not only enhance the ecological value of this but also connect our residents and the local community to it, so they can gain health and wellbeing benefits and be inspired to take action in other areas of their life to protect nature.

Looking ahead

Our focus in 2025 is on setting clearly defined and measurable action plans for each asset that will set out projects and behaviours we will adopt to lift biodiversity value.

We are also focused on establishing a formal partnership with a TCV, conservation partner whom we have worked with previously on an ad hoc

basis. The partnership will see us push forwards with both specialist ground works, resident volunteering and promotion of citizen science opportunities to our large resident base.

We have also set a target to deliver a 'small changes that have a big impact' campaign across all our

neighbourhoods, making changes to the small things we buy that actually have a big impact i.e. organic milk in our fridges. We will communicate these changes and why they are important to ecology, promoting uptake to residents and colleagues.



Social

In 2023 we set out a new ESG framework, and with it an evolution of our approach to social value. Two headline objectives shape our direction of travel, however we also see delivery of our biodiversity focused objective as a key social value outcome:

Curate neighbourhoods that evoke a sense of place; foster healthy, happy lifestyles, and support vibrant, sustainable communities



Optimise the local socio-economic benefits of our developments and operations by focusing on material impacts and responding to local need



SECTION FOUR

Social

Our approach

To deliver against our objectives, and ensure our colleagues and residents are able to understand and connect with these, we have four thematic areas for social impact:



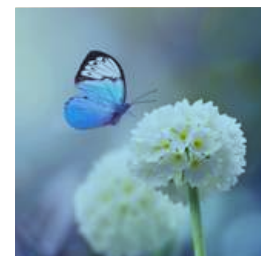
Celebrating Arts and Culture



Supporting Skills, Employment and Enterprise



Enhancing Health and Wellbeing



Connecting People to Nature and Sustainable Behaviours



We take a multi-layer approach to delivering social value with:

- a localised response through our Inspiring Communities bursary
- a cross portfolio approach that enables us to take learnings and partnerships and roll them out
- thought leadership and systemic change activities that reflect the unique location or dynamics of a neighbourhood

We strive to be informed by both data and consultation, recognising the value of both to help us understand and respond to local need. Our local needs based tool, developed with Good Economy, and localised placemaking data projects provide a great source of information from which to understand local socio-economic status and structure of our communities. We also engage with local community leaders and councils to ensure programming we deliver is additional, and valuable to the wider goals for the area.

Whilst each neighbourhood has its own personality and set of localised needs, there is benefit to us taking programming that is successful in one neighbourhood and applying this to others. It enables us to take successful activities to more people, build on our own learning and to invest more resource in the community partners we work with to deliver these programmes.

Charitable donations and partnerships

Over £250k direct donations to charitable organisations



30+ Charity partnerships across London, Manchester and Maidenhead



Over 13,000 sqft of retail space provided to charitable organisations



Local ‘Inspiring Communities’ bursary delivered across 5 neighbourhoods



Inspiring Communities Fund

Our Inspiring Communities Fund has run at our Stratford, Elephant and Castle and Manchester neighbourhoods for several years. In 2024 we expanded the fund to our new Lewisham and Maidenhead neighbourhoods.

The fund aims to respond to local need, and to focus our investment in on our four key social impact areas (page 39). We aim to work with very local partners, helping us to connect authentically with the neighbourhood in which we are located, and our fund size is designed to be suitable for micro through to medium sized organisations.

We work with ActionFunder to deliver the funding programme. By working with ActionFunder to promote and manage the funds we are able to make

connections with a range of local organisations and to benefit from the Action Funder governance structures. They help to run our selection panels made up of local neighbourhood representatives, community stakeholders and our environmental and social governance colleagues, which helps to determine the recipients in a consistent and fair process.

We’ve worked with some great partners in 2024, covering areas ranging from community football, climate change education programmes, to friends of the waterway canal partnerships helping to get people out and about enjoying our waterways.

In 2025, we’ll be expanding the fund again to cover our Leatherhead and Birmingham neighbourhoods.

case study / Green Skills Library

PROGRAMMING

The Green Skills Library uses donated material to teach sustainable skills, from woodwork to sewing and craft. Whilst doing that, the focus is on creating an environment of trust and belonging. Many of the people they attract return to their courses and experience an uptick in their mental wellbeing.



Workshops that were particularly special included a session with a deaf and autistic group who built planters, a workshop for children who created sustainable bright Diwali decorations, and a session with teenagers and pre-teenagers who used fabric pieces to create collages of animals. The team have been teaching sewing skills to young people, building bird feeders with a group of elderly people with dementia, and have found the activities have brought joy and surprise to participants’ own abilities.

They also hold weekly sessions with members of the MIND community, where their progress has been really positive.

Community partnerships and programmes

As well as our local funding programme, we also support larger scale community activity through corporate partnerships. In 2024 we continued our relationship with Rosetta Arts to celebrate arts and culture in East London. We also continued to invest in our Stratford thought leadership space – The Lab E20. At our Elephant and Castle Town Centre development, we run a wide range of activities and support a host of events for the local community. In 2024 we supported the EleFit event once more, and delivered our second careers fayre.

case study / EleFit Event, Elephant and Castle

PROGRAMMING

The EleFit event at Elephant and Castle drew in over 120 participants, who participated in a range of health and wellbeing activities. Pre-event coverage, with features in publications such as Southwark News and South London Press, helped to bring a diverse crowd to the event.



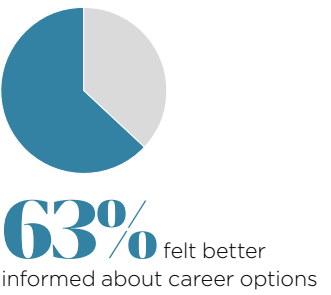
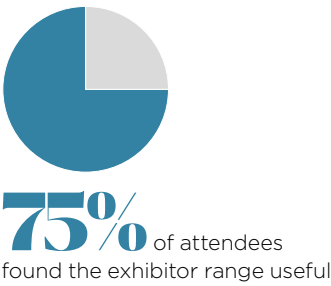
Fight Klub was a highlight of the day, drawing the greatest crowds and bringing many spontaneous participants who joined in as they went past. Another popular activity that saw high participation and enthusiasm from attendees was Latin America Aerobics. We also laid on activities such as art sessions, planting and face painting so parents could take part in the sports activities whilst their children were entertained.

case study / Careers Fayre

PROGRAMMING

In June, Get Living partnered with Southwark College to deliver the second annual Elephant and Castle Town Centre Careers Fayre, reinforcing its commitment to inclusive growth and community empowerment. The event connected over 500 attendees, including over 300 students from local schools and colleges and 200 community members, with 27 exhibitors across diverse sectors such as construction, education, health, IT, transport, and more.

Outcomes

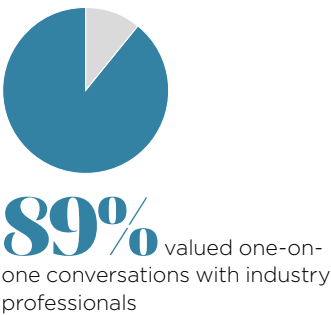


Impact Highlights

Educational Access: Students from Southwark College, Ark Globe Academy, Walworth Academy, Charter North Dulwich, and others participated in career exploration.

Workshops and Skills Development: Engaging sessions were held on careers in space, engineering, and cybersecurity, drawing strong attendance and enthusiasm.

Community Engagement: Open to the public, the event attracted local residents and was supported by the Mayor of Southwark, local MPs, and Get Living’s COO.



Using our spaces to inspire action

As well as giving direct monies, we also look to use our spaces to support positive social impact; this could be enabling events in our public realm, or offering our retail spaces on a meanwhile or semi-permanent basis to community organisations.

Since 2021 we have made East Village the home for our Lab E20 partnership with Raeburn. We have also been lucky to have D-Lab make East Village their home since 2019. We were sad to see them leave the space in 2024, but value all the work they have done to support those interested in architecture and design over the years they have been here. We also worked with D-Lab on the *Co-Creation: Elevating Architecture and Design with Nature’s Wisdom* which we share more about on page 35. Hypha Studios also had East Village as their home for most of 2024, delivering many events to showcase artwork and bring the community in to enjoy exhibitions and activities.

We re-launched a physical community space in Elephant Central, at the top of our Castle Square asset. The space enables local organisations around the borough to come and enjoy the space with a range of classes, events and activities provided across the week.



case study / The Lab E20, East Village

SPACE AND PROGRAMMING

In 2021 we co-founded The Lab E20, a place at the heart of the East Bank designed to support collaboration and learning around regenerative design and sustainable fashion.

Get Living’s partnership with co-founders of the The Lab E20 RAEBURN has amplified East Village’s affiliation as a destination for thought leadership in regenerative design, hosting events with the United Nations, the BBC, the London School of Economics, the British Council and the British Fashion Council. Highlights for 2024 included the London Fashion Week activation to celebrate RAEBURN’s 15 year history in regenerative design. This four-day activation brought international footfall and close to a thousand visitors, including journalists, collectors, university students and local residents.

The space has also been helping to support entry to and acceleration of careers in the creative sector. Newham Council’s pilot Summer School, “Show Up for Success” was designed to cater to local youth with disabilities and learning difficulties looking for career pathways into the creative industries. We were pleased to host the school, and will continue to work closely with Newham as we move into the 2025 programme for The Lab E20.

The Lab E20, in partnership with the Centre for Sustainable Fashion – University Arts London, is also home to *The Future of Fashion: Imagining the Possibilities* exhibition, which features an Artist in Residence programme. The eight resident artists had work exhibited, received business support and gained access to paid opportunities related to regenerative design and the circular economy. Artists featured in the 2024 programme included Cassie Quinn who has subsequently received PhD funding from high street brand Monsoon, after their head of sustainability spotted her work on exhibition in The Lab E20.

“ I am an artist in residence for The Lab E20 and have my materials and work on display throughout the year as well as delivering workshops for the community in the space. The lab has been incredibly impactful for my Studio and developing my work. Last year sustainability manager for monsoon was signposted to my materials when they were visiting another exhibition. They got in touch with me to meet and discuss some of materials and potentially collaborating with their company. They agreed to help fund my PhD which I am now fully sponsored for at the University of the Arts London. This connection would never have happened if my Work wasn’t on display at The Lab E20 and I hadn’t been connected to the Monsoon team. This sponsorship means I can execute my research to a really high degree and implement directly into industry supply chains. The Lab E20 creates a bridge between industry and research in a way that no other space has supported me before.”

Cassie Quinn
Founder & Creative Director
CQ STUDIO ∞ REGENERATIVE FASHION LAB

One of our Artists in residence mentors local musicians, so we have also been lucky enough to host live music events in the space and nurture talented musicians such as Bonnie Freechild who brought out a large number of East Village residents into The Lab E20 for a great event.



case study / Middlewood Locks Festival, a celebration of the Manchester, Bolton and Bury Canal

SPACE AND PROGRAMMING

In the summer of 2024 we hosted Middlewood Locks Festival, a free canalside neighbourhood festival to celebrate the re-opening of parts of the Manchester, Bolton & Bury Canal for the first time in 15 years.

‘Middlewood Locks Fest’ was an action-packed fun day for all the family, including boats, music, art workshops, a makers’ market, heritage activities, contemporary performances, water-based activities, live entertainment and local street food vendors.

Key highlights included performances from the Fat Cat Brass Band and other live music programmed by ‘From the Other’; a unique sound walk created by local and international ‘Hidden Canal’ artists; and a makers’ market presented by artists from Islington Mill and Hot Bed Press.

You can listen to the sound walk here:
www.walktheplank.co.uk/projects/hidden-canal/



The event brought people from across the community together with stalls hosted by Manchester Bolton & Bury Canal Society, the Ramblers, the Irwell Catchment Partnership, Salford’s Health Improvement Team, the Angel Centre and Salford’s Local History Forum. The Canal & River Trust also hosted explorers activities for families, and young people from the local St Philip’s CE Primary School made decorative items for the event.

Visitors were able to jump on board rafted canoes for water-based activities and take part in a series of fun ‘lost and found’ themed workshops led by an enormous magpie puppet, The Collector! A live DJ set with mesmerising fire and sound installation provided a fabulous sunset finale.

“ The event really aimed to celebrate ‘place’, centred around The Manchester, Bolton & Bury Canal which was made famous in the song ‘Dirty Old Town’, written by Salford born folk singer-songwriter Ewan MacColl and performed by The Dubliners and The Pogues. Hollywood legend James Mason starred in the film ‘Spring and Port Wine’, based on a play by Bolton’s own Bill Naughton, filmed at various locations along the canal.”

A focus on Modern Slavery

In 2024 we established an internal working group to review our approach to Modern Slavery. We partnered with Hestia, who provide support services to those affected by Modern Slavery. They ran a full day workshop with our working group, building our understanding of the types of modern slavery that can exist; ways we may be able to spot red flags; and approaches to minimise risk across our value chain.

The session enabled us to map out risks across our value chain, which we grouped into three main areas of risk to manage:

- risks from retailers leasing our retail spaces
- risks in our supply chain
- risks to our residential tenants, especially our international student base

We were then able to identify any existing methods for managing risk in these three areas, and to reflect on where we felt we could strengthen our response. We updated our Modern Slavery Policy and our Modern Slavery statement, which is shared publicly on the Government register: [modern-slavery-statement-registry.service.gov.uk/](https://www.gov.uk/modern-slavery-statement-registry.service.gov.uk/). Our policy includes our Action Plan for 2025/26.

Our Modern Slavery Policy can be viewed on our corporate and consumer websites:

www.getliving.com/modernslavery/
www.corporate.getliving.com/modern-slavery/



Investing in our people

Our approach

Our commitment to Environmental, and Social Governance (ESG) is intertwined with our dedication to investing in our employees. Our focus is on cultivating a supportive, safe, and collaborative work environment where they can thrive. We value talent attraction and retention, actively building diverse teams with relevant skills and expertise, with current representation from 29 countries.

Investing in personal development

Our commitment to fostering a supportive and empowering environment is reflected in our continued investment in employee development. We provide access to training courses and talent development programmes, with a particular focus on supporting aspiring female leaders through executive coaching. In 2024, we invested 3,087 hours in training. In addition, our structured appraisal processes enable us to monitor performance and proactively identify opportunities for individual growth and talent retention.

3,087
hours of training in 2024



Internal communication

We understand the value of internal communication. Executive-led events become critical for fostering collaboration, enhancing business engagement, and facilitating top-down communication within the organisation, particularly in the aftermath of the pandemic.

In 2024, we brought a specialist internal communications agency on board to elevate our culture and internal communications approach. A comprehensive audit was undertaken to understand the challenges and opportunities within the business, from which an internal communications strategy was established. The initial focus is on equipping leaders and senior managers across teams with the tools and insight to support information flow and knowledge sharing, as well as implementing new channels, including a quarterly newsletter and regular video content spotlighting business areas and workstreams. Over the course of 2025, we will continue to develop the strategy to build engagement and improve cross-team collaboration, taking on board feedback from people across the business.

Supporting health and wellbeing

In 2024, we strengthened our commitment to employee wellbeing by extending private medical cover to all staff and enhancing our paternity leave policy to support new fathers in spending more time with their families.

Our health and wellbeing programme continued to offer stress management sessions and access to mental health first aiders. In May we launched a Month of Movement to encourage physical activity, improve health, and foster team engagement through challenges and fitness sessions. We also maintained our annual flu vaccination programme as part of our on-going support for staff health.

Volunteering

Each year we deliver Get Living Give Back Days, which invite employees from across the business to participate in volunteering with local organisations.

In 2024 Get Living held its 3rd year of Get Living Give Back days. The purpose of these days is to give back to the community in a fun way that brings our people from various departments and sites together

Two of the days in 2024 were held at Stepney City Farm. Stepney City Farm is a 4.5 acre working farm in the heart of Tower Hamlets. Residents in London's East End set up the community farm in 1979 on a derelict site bombed in World War II, originally called Stepping Stones Farm. In the years running up to 2009 the site began to fall into disrepair and faced closure.

A new charity – Stepney City Farm took over in 2010. Visiting the farm gives children and adults a chance to meet farm animals and learn how to grow food. Stepney City Farm have an extensive education programme, with over 5,000 school children and young people benefiting from funded classes, tours and projects each year.

Across two days 49 members of staff participated in a variety of tasks including weeding, re-roofing a goat shed, re-flooring a ferret enclosure, laying a pathway in the new sheep pen and clearing ponds.



49
members of staff participated in a variety of volunteering activities

Looking ahead

As part of our 2025 financial wellness initiative, we will collaborate with our insurance brokers to host workshops aimed at educating our employees on our medical insurance, life assurance, employee assistance program and income protection benefit schemes. We also

plan to assess and identify wellness programs aimed towards fostering a healthy lifestyle for our employees. We will be continuing our ESG and Modern Slavery training, and we intend to organise ESG workshops aimed at educating our employees about the significance of ESG

and establishing individual ESG objectives. We will roll out sexual harassment training as part of our legal and ethical duty of care, supporting a safe, respectful, and inclusive workplace.

Performance

At the end of 2023 we set out a two year ESG data strategy. The strategy aimed to guide the business towards better quality data around emissions, energy use intensity, water use, waste and social impact. The strategy is focused on three pillars:

1 Data collection and quality
Improving the way we collect, collate and manage our data to improve quality and support our target setting and disclosures

2 Targets and estate management
Setting and tracking short-, medium- and long-term targets for energy, emissions, water, waste and social value

3 Performance reporting and disclosures
Improving disclosures to align with leading global standards, and using quarterly reporting to drive performance and update investors

SECTION FIVE

Performance

Our approach

In order to manage our assets efficiently, we require a strong understanding of utility use, and trackable progression against reduction targets.

Consolidation and automation of data sources has been a key focus in 2024. A centralised data platform has been implemented to enable us to collate, analyse and use data to present performance updates. We have undertaken a cleanse of historic data and reset our baseline using a revised basis of reporting, and removing a large amount of estimation from our data sets.

All data sources across our seven neighbourhoods have been mapped, and a series of data automation surveys covering each asset are planned for Q1 2025. These surveys will set out a plan to collect data from the meter directly and transfer it into systems accessible by both site teams and the centralised ESG and Operational team, enabling us to flag variances early.

In order to facilitate data gathering prior to automation delivery solutions, we have been working to improve manual data collection solutions using Power BI

to allow simpler collection and collation centrally. Some solutions, including waste and social value, will remain manual for the long term.

We have also been working to set both portfolio-wide targets and asset specific targets that will guide our journey to Net Zero by 2050.

Disclosure Standards

SECR

We continue to disclose in line with the Streamlined Energy and Carbon Reporting Disclosures (SECR). Our mandatory SECR disclosures are shared in section 5.1.

Voluntary EPRA and GRI

As in previous years, we have chosen to disclose detailed voluntary information in line with the European Public Real Estate Association's sustainability Best Practice Recommendations (EPRA sBPR). These EPRA metrics provide a breakdown of environmental, social and governance performance and represent the gold standard in sustainability disclosures.

Environmental metrics look at consumption of electricity, district heating and fuels to calculate energy

intensity per square meter of building, and the associated greenhouse gas emissions. Consumption and intensities are described as an absolute, total figure, alongside an adjusted 'like-for-like' figure that accounts for degree-days. Environmental metrics also include water and waste, whilst governance disclosures focus on the board and decision-making.

We continue to align our voluntary disclosures further with GRI each year.

Our voluntary non-financial disclosures are shared in sections 5.2 – 5.4:

5.2 Voluntary Governance Disclosures

5.3 Voluntary Environmental Disclosures

5.4 Voluntary Social disclosures

Basis of reporting

Our basis of reporting for all disclosures is shared in section 5.5.

Data assurance

Our ESG performance data has been independently assured by a third-party to provide added confidence in its accuracy, completeness and quality. Our energy water, waste and greenhouse gas emissions data has been assured under the AccountAbility AA1000 Assurance Standard, at a moderate level of assurance. The full assurance statement is available on request.

5.1 SECR Disclosures

Since 2019 we have reported against the UK Streamlined Environment and Carbon Reporting Requirements (SECR). Designed to drive awareness of energy costs within organisations, these data sets provide us and our stakeholders with a better understanding of our energy use and emission sources.

ENERGY AND EMISSIONS PERFORMANCE DATA

Get Living’s SECR analysis for 2024 saw absolute increases in energy consumption across, gas and district heating, with a small reduction in electricity consumption. The majority of the increase in consumption has been driven by our tenants. Landlord electricity reduced by over 7% year-on-year, this has been driven by energy-saving initiatives including transitioning to LED lighting in our car parks. The SECR data analytics and processes have been assured by a third party, to ensure the consistency and accuracy of the collected data. The below, tables represent both absolute and like-for-like year-on-year changes. Further detail describing the allocation of emissions, emission factors and estimations can be found in the Basis of Reporting on pages 60-63. All 2024 data is based on actual data with the exception of landlord consumption for NO6.

5.1.1 Absolute energy consumption (kWh in ‘000)

Sector and energy source	Detail	2023 (Restated)	2024	% Change
Residential Landlord	Electricity	6,709	6,230	-7.14%
	District Heating & Gas	4,867	4,964	1.98%
	Total Energy	11,577	11,194	-3.31%
Residential Tenants	Electricity	8,560	8,861	3.51%
	District Heating & Gas	18,446	18,954	2.75%
	Total Energy	27,006	27,815	2.99%
Student Accommodation	Electricity	735	751	2.25%
	District Heating & Gas	602	676	12.37%
	Total Energy	1,337	1,428	6.81%
Total	Electricity	16,004	15,842	-1.01%
	District Heating & Gas	23,916	24,594	2.84%
	Total Energy	39,920	40,437	1.30%

Absolute consumption
(kWh in '000's)

+1.3%

from 2023 to 2024

5.1.2 Absolute emissions (tCO₂e)

Sector and energy source	Detail	2023 (Restated)	2024	% Change
Residential	Scope 1	890	908	1.96%
	Scope 2	1,389	1,290	-7.15%
	Scope 3	5,095	5,249	3.02%
Student Accommodation	Scope 1	110	124	12.36%
	Scope 2	152	156	2.24%
Total	Scope 1	1,000	1,032	3.10%
	Scope 2	1,541	1,446	-6.22%
	Scope 3	5,095	5,249	3.02%
	Total	7,637	7,726	1.16%

Absolute emissions
(tCO₂e)

+1.2%

from 2023 to 2024

DEGREE-DAY ADJUSTED DATA

5.1.3 Degree-day adjusted energy consumption (kWh in '000)

Sector and energy source	Detail	2023 (Restated)	2024	% Change
Residential Landlord	Electricity	6,709	6,230	-7.14%
	District Heating & Gas	5,095	5,186	1.79%
	Total Energy	11,804	11,417	-3.28%
Residential Tenants	Electricity	8,560	8,861	3.51%
	District Heating & Gas	18,542	19,930	7.49%
	Total Energy	27,102	28,790	6.23%
Student Accommodation	Electricity	735	751	2.25%
	District Heating & Gas	635	708	11.51%
	Total Energy	1,370	1,459	6.54%
Total	Electricity	16,004	15,842	-1.01%
	District Heating & Gas	24,272	25,824	6.40%
	Total Energy	40,276	41,666	3.45%

Degree-day adjusted energy consumption
(kWh in '000)

+3.45%

from 2023 to 2024



5.1.4 Degree-day adjusted emissions (tCO₂e)

Sector and energy source	Detail	2023 (Restated)	2024	% Change
Residential	Scope 1	932	949	1.77%
	Scope 2	1,389	1,290	-7.15%
	Scope 3	4,782	5,057	5.75%
Student Accommodation	Scope 1	116	129	11.49%
	Scope 2	152	156	2.24%
Total	Scope 1	1,048	1,078	2.85%
	Scope 2	1,541	1,446	-6.22%
	Scope 3	4,782	5,057	5.75%
	Total	7,372	7,581	2.83%

Degree-day adjusted emissions (tCO₂e)

+2.8%

from 2023 to 2024



INTENSITY METRICS

In order to provide a metric that allows for more meaningful comparison, intensity metrics demonstrating energy consumption and emissions per meter squared are provided below. The denominator areas for the intensities are based on measured areas as used within our GRESB submission and our leasing information. They remain consistent year-on-year with no changes to the operational portfolio. The full operational portfolio is reflected. The results are presented in the tables below.

5.1.5 Energy intensity (kWh/m²) (like-for-like)

Sector and energy source	Detail	2023 (Restated)	2024	% Change
Residential Landlord	Electricity	66.4	61.7	-7.14%
	District Heating & Gas	48.2	49.1	1.98%
	Total Energy	114.6	110.8	-3.31%
Residential Tenants	Electricity	33.0	34.2	3.51%
	District Heating & Gas	71.1	73.1	2.75%
	Total Energy	104.1	107.3	2.99%
Student Accommodation	Electricity	80.0	81.8	2.25%
	District Heating & Gas	65.5	73.6	12.37%
	Total Energy	145.5	155.4	6.81%
Total	Electricity	43.3	42.9	-1.01%
	District Heating & Gas	64.7	66.6	2.84%
	Total Energy	108.0	109.4	1.30%

5.1.6 Emissions intensity (tCO₂e/m²) (like-for-like)






Sector and energy source	Detail	2023 (Restated)	2024	% Change
Residential	Scope 1	8.8	9.0	1.96%
	Scope 2	13.7	12.8	-7.15%
	Scope 3	19.6	20.2	3.02%
Student Accommodation	Scope 1	12.0	13.5	12.36%
	Scope 2	16.6	16.9	2.24%
Total	Scope 1	9.9	10.2	3.10%
	Scope 2	15.3	14.3	-6.22%
	Scope 3	19.6	20.2	3.02%
	Total	20.7	20.9	1.16%



5.2 Voluntary governance disclosures

As in previous years, we have chosen to disclose detailed information in line with the European Public Real Estate Association’s sustainability Best Practice Recommendations (EPRA sBPR).

These EPRA metrics provide a breakdown of environmental, social and governance performance and represent the gold standard in sustainability disclosures. Environmental metrics look at consumption of electricity, district heating and fuels to calculate energy intensity per square meter of building, and the associated greenhouse gas emissions. Consumption and intensities are described as an absolute, total figure, alongside an adjusted ‘like-for-like’ figure that accounts for degree-days. The fully operational portfolio remained static between 2023 and 2024 and data is reported in a consistent manner. Environmental metrics also include water and waste, whilst governance disclosures focus on the board and decision-making. Disclosures also refer to the GRI Standards which Get Living is increasingly aligning to. Our headline performance trends, which are summarised below, show a mixed picture that is indicative of the complex interactions between building owner, occupier, supplier and external events.

Headline Performance Trends			
		Absolute trend	Like-for-like and Degree-day adjusted trend
	Scope 1	3.1%	2.9%
	Scope 2	-6.2%	-6.2%
Total Emissions		1.2%	2.8%
	Whole building energy intensity	1.3%	3.5%
	Whole building electricity consumption	-1.0%	-1.0%
	Whole building heat/fuel consumption	2.8%	6.4%
	Total Landlord Consumption	-3.3%	-3.3%

» We also voluntarily disclose our response to the Taskforce for Climate-related Financial Disclosures (TCFD) in Section 5.3 and the Nature-related Financial Disclosures (TNFD) in Section 5.5.

GOVERNANCE

5.2.1 Board Composition

GRI	EPRA	Detail	2023	2024
2-9	Gov-Board	Number of executive Board members	0	0
		Number of independent Board members	3	3
		Number of non-executive Board members	3	3
		Average tenure on the governance body (years)	2	1.5
		Number of independent / non-executive Board members with competencies relating to environmental and social topics	/	/

5.2.2 Nomination and Selection of the Highest Governance Body

GRI	EPRA	Narrative description
2-10	Gov-Select	The Remuneration Committee’s role is to seek and retain the appropriate calibre of people on the Board and Executive Team for the Group and recommend remuneration levels to the Board consistent with prevailing market conditions, peer group companies and roles and responsibilities. The Remuneration Committee also acts as a forum to assess the roles of the existing Directors in office to ensure that the Board is balanced in terms of skills, knowledge, experience and diversity.

5.2.3 Conflicts of Interest

GRI	EPRA	Narrative description
2-15	Gov-CO	The Conflicts of interest register is maintained by the Head of Procurement. Get Living has clauses in the employment contract to cover conflicts of interest, which include working for competitors, poaching employees, and other post-termination clauses.



5.3 Voluntary environmental disclosures



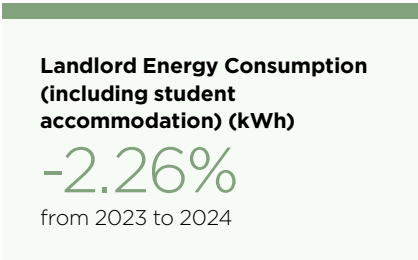
ENERGY AND EMISSIONS

5.3.1 Energy consumed within the organisation

GRI 302-1 refers only to energy consumed within the organisation, as such the below data pertains only to landlord areas and student accommodation at Elephant Central which is fully paid for by Get Living. Similarly, EPRA sBPR require the reporting of only energy and emissions, for this reason total consumption across landlord and tenant areas is reported in the SECR section on this report.

GRI	EPRA	Detail	Unit	2023	2024	Trend
302-1	Elec-Abs	Get Living obtained electricity	kWh	6,709,201	6,230,287	-7.14%
	Elec-LfL	Electricity submetered to Student Accommodation	kWh	734,882	751,401	2.25%
		Proportion of electricity from renewable sources	%	0%	100%	-
		% of electricity estimated	%	14%	14%	-
	DH&C-Abs	Landlord obtained district heating (student accommodation)	kWh	601,786	676,253	12.37%
	DH&C-LfL	Landlord obtained district heating (student accommodation): degree-day adjusted	kWh	634,861	707,926	11.51%
		Proportion of district heating from renewable sources	%	0%	0%	-
		% of district heating estimated	%	0%	0%	-
	Fuels-Abs	Get Living obtained fuels (natural gas)	kWh	4,867,397	4,963,634	1.98%
	Fuels-LfL	Get Living obtained fuels (natural gas): degree-day adjusted	kWh	5,095,052	5,186,219	1.79%
		Proportion of fuels from renewable sources	%	0%	0%	-
		% of fuels estimated	%	0%	0%	-





5.3.2 Energy consumed outside of the organisation

GRI 302-2 refers to energy consumed outside of the organisation – for Get Living, the primary driver of this is tenant consumption, however it may also include energy relating to business travel, this data is not currently available. The below data pertains only to tenant consumption.

GRI	EPRA	Detail	Unit	2023	2024	Trend
302-2	Elec-Abs	Tenant obtained electricity	kWh	8,559,804	8,860,655	3.51%
		Elec-LfL				
		Proportion of electricity from renewable sources	%	Unknown	Unknown	-
	DH&C-Abs	% of electricity estimated	%	0%	0%	-
		Tenant obtained district heating	kWh	18,446,459	18,954,408	2.75%
		Tenant obtained district heating: degree-day adjusted	kWh	18,541,791	19,929,837	7.49%
	DH&C-LfL	Proportion of district heating from renewable sources	%	0%	0%	-
		% of district heating estimated	%	9%	2%	-
		% of district heating estimated	%	0%	0%	-
	Fuels-Abs	Get Living obtained fuels (natural gas)	kWh	4,867,397	4,963,634	1.98%
	Fuels-LfL	Get Living obtained fuels (natural gas): degree-day adjusted	kWh	5,095,052	5,186,219	1.79%
		Proportion of fuels from renewable sources	%	0%	0%	-
		% of fuels estimated	%	0%	0%	-



5.3.3 Energy intensity

Intensity metrics are reported for landlord consumption, tenant consumption and combined, whole portfolio consumption. Student accommodation is included under landlord consumption as required under GRI 302-1.

GRI	EPRA	Detail	Unit	2023	2024	Trend
302-3	Energy-Int (kWh/m²/year – GIA)	Get Living Landlord (and student accommodation) energy intensity	kWh/m²	117	114	-2.26%
		Get Living Tenant energy intensity	kWh/m²	104	107	2.99%
		Get Living Total Portfolio energy intensity	kWh/m²	108	109	1.30%
		Get Living Landlord (and student accommodation) energy intensity: degree-day adjusted	kWh/m²	120	117	-2.26%
		Get Living Tenant energy intensity: degree-day adjusted	kWh/m²	104	111	6.23%
		Get Living Total Portfolio energy intensity: degree-day adjusted	kWh/m²	109	113	3.45%

5.3.4 Direct (Scope 1) GHG emissions

Direct GHG emissions pertain to scope 1 emissions, the values are reported to reflect first the total gas purchased by Get Living and secondly to give a clear picture of emissions within the site boundary, the difference between gas purchased and heat delivered to tenants (including student accommodation).

GRI	EPRA	Detail	Unit	2023	2024	Trend
305-1	GHG-Dir Abs and GHG-Dir LfL	Direct, Scope 1 emissions: Purchased Natural Gas	tCO ₂ e	1,484.45	1,533.33	3.29%
		Direct, Scope 1 emissions: Purchased Natural Gas – district heating consumed by tenants and student accommodation	tCO ₂ e	890.39	907.85	1.96%



5.3.5 Indirect (Scope 2) GHG emissions

Scope 2 emissions pertain to emissions arising from landlord purchased heat and steam. The values are split to provide first the emissions excluding those arising from the heat consumed by student accommodation and second including those emissoins. This is to ensure total emissions do not include double-counting of the gas burnt.

GRI	EPRA	Detail	Unit	2023	2024	Trend
305-1	GHG-Indir Abs and GHG-Indir LfL	Indirect, scope 2 emissions: Landlord purchased electricity (including student accommodation electricity)	tCO ₂ e	1,541.48	1,445.56	-6.22%
		Indirect, scope 2 emissions: Landlord purchased electricity (including student accommodation electricity) plus student accommodation heat.	tCO ₂ e	1,651.56	1,569.25	-4.98%

5.3.6 Other indirect (Scope 3) GHG emissions

Scope 3 emissions relate to those arising from business activities, but from sources not owned or controlled by Get Living. The primary source of scope 3 emissions for Get Living are those arising from our tenants. We are not currently able to report on other scope 3 emission categories. The values presented below pertain to our total tenant emissions. Again, to avoid double counting emissions they are presented first excluding district heating and subsequently including it.

GRI	EPRA	Detail	Unit	2023	2024	Trend
305-3	NA	Other indirect scope 3 emissions (excluding district heating delivered by landlord gas)	tCO ₂ e	4,611.11	4,746.88	2.94%
		Other indirect scope 3 emissions (including district heating delivered by landlord gas)	tCO ₂ e	5,095.10	5,248.67	3.01%

5.3.7 GHG emissions intensity

The below provides total emissions arising from our operational neighbourhoods. This total figure is divided by the total floor area (gross internal area) to provide emissions per square meter. Scopes 1, 2 and 3 are summed, avoiding any double counting between the scopes.

GRI	EPRA	Detail	Unit	2023	2024	Trend
NA	NA	Total GHG emissions (scope 1+2+3)	tCO ₂ e	7,637.05	7,725.77	1.16%
305-4	GHG-Int	Whole Building	kgCO ₂ e/m ²	20.66	20.90	1.16%

WATER

5.3.8 Water

Water consumption is a material topic for Get Living. The values provided below represent whole building water consumption for the operational portfolio. No data for New Maker Yards or N06 was available, this is estimated based on the cubic meters per meter squared of area.

GRI	EPRA	Detail	Unit	2023	2024	Trend
303-5	Water-Abs and Water-LfL	Get Living obtained water	m ³	462,154	454,590	-1.64%
		% m ³ water estimated	%	51%	31%	-
	Water-Int	Water intensity for all Get Living obtained water	m ³ /m ²	1.25	1.23	-1.64%

WASTE

5.3.9 Waste

The below waste data is based on estimates. Given that resident waste is managed by local authorities, no direct data is available.

GRI	EPRA	Detail	Unit	2023	2024	Trend
306-4 and 306-5	Waste-Abs and Waste-LfL	Recycled	tonnes	830.9	830.9	
		Incineration (with energy recovery)	tonnes	1,636	1,636	
		Landfill (non hazardous)	tonnes	12.36	12.36	
		% of waste estimated	%	100%	100%	
		Coverage of applicable properties	%	100%	100%	

CERTIFICATION

5.3.10 Green Building Certifications and Energy Ratings

The below outlines our certification status as of year-end 2024. All units are required to hold a valid energy performance certificate. In addition to this, we pursue an array of voluntary certifications across the portfolio including Code for Sustainable Homes, BREEAM New Construction and BREEAM In-use.

CRES	EPRA	Detail	Unit	2023	2024
CRES CRE8	Cert-tot	Mandatory Certifications (Percentage of portfolio covered by floor area)	%	100%	100%
		Voluntary Certifications (Percentage of portfolio covered by floor area)	%	81%	100%



5.4 Voluntary social disclosures

We also disclose voluntary information on social indicators, guided by the EPRA best practice guidance and Global Reporting Initiative (GRI).

EMPLOYEE DATA

5.4.1 Employee diversity

GRI	EPRA	Detail	Unit	2023	2024
405-1	Diversity-Emp	Employees on the organisation's Board of Directors	Female	25%	0%
			Male	75%	100%
		All employees	Female	52%	55%
			Male	48%	45%

5.4.2 Gender Pay Gap

GRI	EPRA	Detail	Unit	2023	2024
405-2	Diversity-Pay	Mean (average) percentage by which female pay is lower than male pay	%	10%	9%

5.4.3 Employee performance reviews

GRI	EPRA	Detail	Unit	2023	2024
404-3	Emp-Dev	% of total employees who received regular performance and career development reviews during the reporting period	%	100%	100%

5.4.4 Turnover and retention

GRI	EPRA	Detail	Unit	2023	2024
401-1	Emp-Turnover	Number of new employee hires	#	61	73
		Rate of new employee hires	%	37%	40%
		Number of employee turnover	#	26	28
		Rate of employee turnover	%	16%	15%

HEALTH AND SAFETY

5.4.5 Health and safety performance metrics

Get Living has specific internal control and management systems to mitigate health and safety risks, including technological solutions and a programme of audit and assurance.

GRI	EPRA	Detail	Unit	2023	2024
416-2	H&S-Emp	Injury rate	Per 200,000 hours worked	2.76	1.1
		Lost day rate	hours worked	2.76	1.1
		Absentee rate	Days per employee	N/A	3%
		Fatalities	#	0	0

5.4.6 Health and safety monitoring

Get Living has specific internal control and management systems to mitigate health and safety risks, including technological solutions and a programme of audit and assurance.

GRI	EPRA	Detail	Unit	2023	2024
416-1	H&S-Assets	% of assets for which health and safety impacts are assessed or reviewed	%	100%	100%
	H&S-comp	Number of incidents of non-compliance with regulations and/or voluntary standards	#	0	0

COMMUNITY

5.4.7 Local community engagement

GRI	EPRA	Detail	Unit	2023	2024
413-1	Comty-Eng	% of assets under operational control that have implemented local community engagement, impact assessments, and/or development programs	%	100%	100%



5.5 Basis of Reporting

The below outlines our approach to the reporting of our ESG data. It includes our methodology, data sources and boundaries, covering our over-arching approach to ESG reporting which also applies to the data included in our Streamlined Energy and Carbon Reporting (SECR) Data.

Scope

This methodology pertains to Get Living’s energy, greenhouse gas emissions, water and waste data.

Data is reported for the period covering January 1st 2024 to December 31st 2024. Data is also included for the calendar year ending, December 31st 2023 to enable comparison.

Reporting Boundaries

Get Living PLC has chosen to report GHG emissions using the Operational Control approach for its organisational boundary. This boundary includes owned assets where the REIT, acting as the landlord, is directly responsible for electricity and/or gas supplies and/or has control of air conditioning equipment. Additionally, Get Living has included any

Scope 3 material sources of emissions from owned assets, such as resident’s electricity use in the reporting scope, where data is available. Emissions from residential units under control of Triathlon Homes on a long leasehold agreement are excluded, on the basis that these units are not under the operational control of Get Living PLC. Emissions

from Get Living PLC developments and assets that have recently completed are excluded from the calculations, energy and emissions from these developments will be reflected once they become fully operational to maintain comparability and best reflect the stabilised performance of assets.

Methodology



Our over-arching boundaries and methodology apply across our three operational assets (East Village, Elephant Central and New Maker Yards and will apply to all future, stabilised assets), however, data sources vary slightly between each. This section details the over-arching approach, followed by specifics for each neighbourhood.

Total greenhouse gas emissions (GHG) have been reported in terms of carbon dioxide equivalent (CO₂e), using the 2013 UK Government environmental reporting guidance and GHG Protocol Guidance.

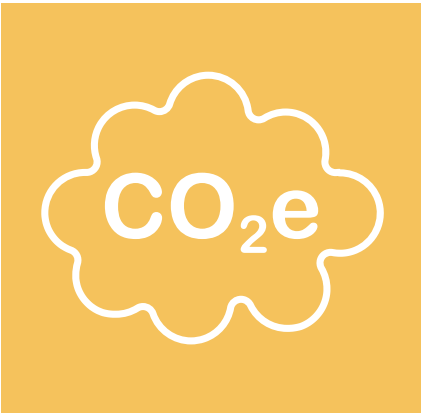
GHG Emissions

Get Living PLC has considered the seven main GHGs covered by the Kyoto protocol, including:

- carbon dioxide (CO₂);
- methane (CH₄);
- nitrous oxide (N₂O);
- hydrofluorocarbons (HFCs);
- perfluorocarbons (PFCs);
- sulphur hexafluoride (SF₆); and
- nitrogen trifluoride (NF₃).

Note: Only CO₂, CH₄ and N₂O are deemed material for Get Living. HFC and PFC emissions from refrigerants are deemed to be minimal, however, Get Living will endeavour to report these in the future. SF₆ and NF₃ emissions are not applicable to our operations.

Total GHG emissions are reported in terms of carbon dioxide equivalent (CO₂e). Conversion factors have been sourced from the UK Government’s Greenhouse Gas Reporting Factors for Company Reporting (2023 and 2024).



The following sources of emissions have been considered as part of this review:

Scope 1

Scope 1 emissions pertain to fuels consumed on site. This applies to Direct emissions from controlled gas boilers in energy centres at Elephant Central and New Maker Yards (converted from kWh usage). No fuels are combusted in Get Living-owned infrastructure for East Village. For Elephant Central and New Maker Yards, in order to avoid double counting, two calculations are provided:

1. Allocating the full quantity of gas purchased to Get Living Scope 1 emissions.
2. Allocating the quantity attributable only to Get Living directly (total natural gas purchased – district heating kWh consumed by tenants) emission factor.

In the performance section, both approaches are provided for full transparency.

Scope 1 emissions do not currently include refrigerants, fuel consumed by company vehicles or fuels consumed within back-up generators on site. These are deemed to be negligible for the reporting period, however the materiality of their contribution is under constant review, weighed against the ease and cost of obtaining reliable data. Emissions are calculated based on kWh consumed and the relevant emissions factor.

Scope 2

Scope 2 emissions pertain to all indirect emissions from electricity and heat purchased by Get Living covering both landlord areas and for student accommodation. As with the above,

two approaches are provided in the performance section. The first does not include district heating submetered to student accommodation – since this is already accounted for under scope 1 through gas combusted – and the second with heat fully allocated to scope 2 where it has been deducted from our scope 1 natural gas consumption. Emissions are calculated based on kWh consumed and the relevant emissions factor.

Greenhouse Gas (GHG) emissions from electricity and district heating (Scope 2) are reported according to the ‘location-based’ approach.

Scope 3

Scope 3 emissions cover our downstream leased assets (tenant emissions) only. This is the most material scope 3 category for our operational portfolio, however we are working to expand the coverage of our scope 3 emissions, assessing processes and systems that may need to be put in place to capture embodied emissions and emissions from purchased goods and services.

These emissions are calculated based on electricity and district heat consumed by our tenants (excluding student accommodation). As above, avoiding double counting, two approaches are included, first, with no heating from EC and NMY (instead, fully allocated to scope 1 as natural gas) and subsequently all tenant heating included under scope 3 (with only gas losses allocated to scope 1).

Electricity and heat values are converted from a kWh figure to an emissions figure using the relevant emissions factor.



Meter readings are reviewed and consolidated centrally to ensure accuracy and monitor trends (including student accommodation).

Electricity

EAST VILLAGE

Both landlord and tenant electricity consumption is reported based on manual meter readings taken by the site team. Meter readings are reviewed and consolidated centrally to ensure accuracy and monitor trends.

The exception to this rule is building N06, where tenant electricity data is obtained directly from the DCC (see NMY details). No landlord electricity data for N06 was available, this was estimated based on the average electricity per square meter across East Village.

ELEPHANT CENTRAL

Landlord electricity consumption is reported based on invoice data which is provided to us by our energy broker. When reporting at the building level (e.g. GRESB), the total electricity is split as appropriate by building based on their floor areas. For Portchester House, the total tenant consumption is subtracted from the Portchester House allocated portion of total landlord procured electricity.

Tenant electricity is reported based on manual meter readings taken by the site team. Meter readings are reviewed and consolidated centrally to ensure accuracy and monitor trends.

NEW MAKER YARDS

Landlord electricity consumption is reported based on invoice data which is provided to us by our energy broker. When reporting at the building level (e.g. GRESB), the block level consumption is allocated to each building based on area. Each block contains 2 buildings.

Tenant electricity is reported based on data obtained directly from the UK Data Communications Company (DCC) who are responsible the UK’s smart meter network. The DCC (through their partners) provide an annual consolidation of smart meter data which is obtained automatically.

Natural gas/district heating

EAST VILLAGE

East Village district heating is based on data provided by the heat supplier. Data is provided at a plot level which includes multiple buildings and supplies homes not under Get Living’s control.

As such, data is apportioned to Get Living units based on the percentage of floor area they make up of the total plot.

ELEPHANT CENTRAL

Natural Gas is reported as per invoiced data from Total Gas and Power. At Elephant Central, only one gas invoice is received for the whole site. This gas powers the heat network which supplies tenants. Tenant heat consumption is monitored via meter readings, this value is reported as heat consumed by tenants (including student accommodation).

The portion of natural gas allocated to landlord is the difference between natural gas purchased and heat delivered to tenants. This approach ensures the same energy is not double-counted between landlord and tenants and scope 1 and scope 3 emissions.

NEW MAKER YARDS

As with Elephant Central, Get Living purchase natural gas to power gas boilers to deliver heat to tenants. A gas invoice is received for each block (which includes two buildings), the total gas is apportioned between the buildings based on their areas. Heat delivered to tenants is automatically monitored via AMR.

Again, heat delivered to tenant units is reported under tenant district heat consumption, and the difference between total gas purchased and heat delivered is reported under landlord gas consumed.

Water

EAST VILLAGE

Water data is reported based primarily on meter readings. Meter readings are taken at the unit level for plots N01, N02, N07, N10, N13, N14, N15 and N26. For N03, N04, N08 and N09, unit meters are not accessible, data is reported based on plot-level data which is apportioned to Get Living units, excluding the proportion of data applicable to properties not under Get Living’s control.

No data was available for N06, this has been estimated based on average consumption per square meter.

ELEPHANT CENTRAL

Water is reported based on the single, main incoming water meter to the site. This is apportioned to each building and unit based on % floor area

NEW MAKER YARDS

No data.



Waste

Waste data is estimated across our sites. The approach taken is to count the number of recycling and general waste bins across the neighbourhood and the number of weekly collections. This total is multiplied by 52 and by a conversion factor to convert the volume of bins to an estimated weight of waste.



Additional Information

Estimations

The proportion of estimated data has decreased substantially since our 2023 report. Data estimation follows the below hierarchy:

1. Estimation based on the known energy intensity within the same building.
2. Estimation based on the known energy intensity within the same neighbourhood.
3. Estimation based on the known energy intensity within the portfolio.
4. Estimation utilising average energy intensity for buildings of the same classification.

In 2024, only estimation of the landlord electricity consumption for N06 was required. This is based on the energy intensity of landlord areas across East Village. Water for New Maker Yards was also estimated.

Intensity Metrics

Intensity metrics are calculated based on square meters of space. This includes landlord and tenant areas which are combined to provide whole building intensity. In each case, only the relevant area is used as the denominator when calculating intensity.

Data Assurance

Our ESG performance data has been independently assured to provide added confidence in its accuracy, completeness and quality. Our energy water, waste and greenhouse gas emissions data has been assured under the AccountAbility AA1000 Assurance Standard, at a moderate level of assurance. The full assurance statement can be found here.



Carbon offsets



No carbon offsets were purchased during the reporting period.



5.6 OUR RESPONSE TO TASKFORCE FOR CLIMATE-RELATED AND NATURE-RELATED FINANCIAL DISCLOSURES

Below we share an overview of our response to the recommendations around Climate-related and Nature-related Financial Disclosures. We also provide further information relating to the elements list throughout the report, and offer page references to aid further exploration.

 Climate-related Financial Disclosures (TCFD)	 Nature-related Financial Disclosures	See Also
GOVERNANCE		
The Board's Role		
The Board oversee climate matters and are kept informed through ESG-related board papers ahead of quarterly meetings. Board papers provide updates on key workstreams as well as training materials concerning issues such as physical climate perils, the economic impacts of natural catastrophes, CRREM pathways and data challenges. In 2024, significant knowledge was shared with the Board, outlining Get Living's current climate transition risks, shaping discussion for asset specific action plans.	The Board oversee all ESG matters, including our ESG framework. The framework identifies a headline objective to protect and enhance biodiversity, as well as our social impact commitment to connect people to nature and sustainable living.	Section 2: <ul style="list-style-type: none">ESG Governance Structure, page 12Managing Climate and Transition Risks, pages 22-25 Get Living Annual Report: <ul style="list-style-type: none">Managing Risk and Internal Controls, pages 30-31
Management's role		
Climate strategy is represented within senior management by the CFO, who is responsible for ESG (including climate-related opportunities and risk). The CFO is supported by the ESG Director, Risk Leadership Group, the ESG Committee and an Investor ESG Specialist Group. The ESG Director is responsible for setting and delivery of the ESG Framework, which includes identification and mitigation of risks, and optimising opportunities. The Risk Leadership Group, with function leads from across the business, manages risks relating to climate, including the regular update of the ESG risk register. These function specific registers feed up into the principal risk register.	Our approach to biodiversity is outlined in our ESG framework, and five-year plan, including annual targets that encompass activity to move us towards a more nature-positive approach. Every asset management team has an ESG plan, which includes a Biodiversity Action Plan (BAP) informed by baselining work and a review of our performance against TNFD recommendations. These plans are reviewed annually and reflected in CapEx and Opex budgets.	Section 2: <ul style="list-style-type: none">ESG framework, pages 14-15ESG governance structure, page 12Managing Climate and Transition Risks, pages 22-25 Section 3: <ul style="list-style-type: none">Increasing the ecological value of our spaces, pages 32-37 Get Living Annual Report: <ul style="list-style-type: none">Managing Risk and Internal Controls, pages 30-31

 Climate-related Financial Disclosures (TCFD)	 Nature-related Financial Disclosures	See Also
Human Rights Policies		
n/a	Our Employee and Supplier Code of Conduct set out specific requirements in relation to human rights and the treatment of people. Our Modern Slavery Policy was updated in 2024, setting out a clear action plan for continuous improvement in our approach to ensuring this is not in our value chain. Over 130 employees have now also received sector and role specific training on how to recognise and respond to modern slavery risk, with senior managers and those in front facing roles having half day working sessions around the topic. A key action in our Modern Slavery Action Plan is to explore our value chain further to look for ways to avoid exploitation in our supply chain. We will be considering the exploitation of nature, as well as people during this process.	Section 4: <ul style="list-style-type: none">A focus on modern slavery, page 44Investing in our people, page 44 Get Living Annual Report: <ul style="list-style-type: none">Delivering Social Value, page 46
STRATEGY		
Opportunities and risks		
The general topic of 'Sustainability' is identified as a principal risk that is actively managed and regularly reviewed by senior management. 'Sustainability' includes climate transition risks such as build cost inflation and other physical climate impacts.	We recognise the opportunity to enhance the value of our outdoors spaces, and to encourage residents and communities to connect with nature and make nature positive choices. Our ESG targets include the development of nature-based community partnerships to deliver against this opportunity, including a major volunteering partnership. Our risk register includes risks posed to us by failure to meet growing expectations around the protection of nature, and risks associated with resource scarcity and increased costs. These are actively monitored and mitigated by the ESG Director and Risk Leadership Group.	Section 2: <ul style="list-style-type: none">Managing ESG, climate and transition risks, pages 22-25 Get Living Annual Report: <ul style="list-style-type: none">Managing Risk and Internal Controls, pages 30-36Protecting and Enhancing our Environment, page 43



Climate-related Financial Disclosures (TCFD)	Nature-related Financial Disclosures	See Also
Impacts on strategy and financial planning		
Our ESG risk register informs our ESG strategy and annual targets. The 2024 budget included both CapEx and operational expenditure for ESG-related work to improve reporting, promote energy efficiency, and explore electrification of the portfolio. We are also preparing asset specific decarbonisation pathways, which will be used to plan capital allocations and enable the portfolio's transition over the next twenty five years.	<p>Our asset specific ESG and biodiversity action plans feed into CapEx and Opex planning. Our ESG ambitions around connection to nature and nature based placemaking also feed into budgets across the business including resident experience.</p> <p>In 2024 we produced a Biodiversity Design Guide, to guide the design and maintenance of our outdoors spaces to deliver more positive biodiversity impacts; this will help to ensure any investment is delivered in a native-positive way.</p>	<p>Section 2:</p> <ul style="list-style-type: none">Our approach, page 11Managing ESG, climate and transition risks, pages 22-25 <p>Section 3:</p> <ul style="list-style-type: none">Environment – Our approach, page 29Mapping our pathway to Net Zero, page 28Increasing the ecological value of our spaces, pages 32-37 <p>Get Living Annual Report:</p> <ul style="list-style-type: none">Managing Risk and Internal Controls, pages 30-36Protecting and Enhancing our Environment, page 43
Resilience and scenario analysis		
<p>Get Living identifies and assesses climate risk utilising a range of scenarios. Climate transition risks are principally assessed through the CRREM 1.5 pathway, identifying assets which may be at risk of stranding throughout their pathway to Net Zero by 2050. Further transition risks are assessed by considering the likelihood of their occurrence and severity of potential impact in the future.</p> <p>Physical risks are assessed by reviewing Representative Concentration Pathway (RCP) scenarios, using S&P Global data. Acute and chronic physical risks across the portfolio are assessed over the short, medium and long-term under varying global warming scenarios.</p>	We have undertaken biodiversity baselining across five assets in 2024. These offer us some indication of the current value of our spaces, but also identify any areas where we could build in further resilience to climatic changes, for example the installation of rain gardens, or changing of tree types overtime.	<p>Section 2:</p> <ul style="list-style-type: none">Managing Climate and Transition Risks, pages 22-25 <p>Section 3:</p> <ul style="list-style-type: none">Environment – Our approach, page 26Mapping our pathway to Net Zero, page 28Increasing the ecological value of our spaces, pages 32-37 <p>Get Living Annual Report:</p> <ul style="list-style-type: none">Managing Risk and Internal Controls, pages 30-36Protecting and Enhancing our Environment, page 43
Locations		
n/a	Our baselining work did not identify any priority spaces in line with the TNFD definition. However we believe our Wetland environment at East Village will be identified as such when we review this site. Whilst not in our direct ownership, the canal at Middlewood Locks, where our New Maker Yards asset is located is a priority location so it is important we consider our interaction with this space.	<p>Section 3:</p> <ul style="list-style-type: none">Increasing the ecological value of our spaces, pages 32-37

Climate-related Financial Disclosures (TCFD)	Nature-related Financial Disclosures	See Also
RISK MANAGEMENT		
Identifying and assessing risks		
The Executive Team regularly reviews all principal risks and how these are mitigated and managed across Get Living's business activities. The ESG Committee, which is chaired by the ESG Director, also provides support to senior management regarding the identification and interaction of climate risks.	Further work is required to identify risk related to nature. Our double materiality review will include a look at our value chain and how we interact with nature. We will use this process to better understand our impacts, risks, and opportunities.	<p>Section 2:</p> <ul style="list-style-type: none">Managing Risk and Internal Controls, pages 30-36Managing Climate and ESG Risks, page 41 <p>Get Living Annual Report:</p> <ul style="list-style-type: none">Managing Risks and Internal Controls, page 30
Managing risks		
<p>Get Living seeks to future proof assets against emerging physical and transition climate risks through robust new build standards and improvements to the energy efficiency</p> <p>of existing neighbourhoods. We are working to quantify the capital commitments required to align with CRREM decarbonisation pathways and are also investing in training to improve awareness of climate sensitivities and impacts.</p>	Any risks identified in our ESG risk register are actively monitored and managed by the ESG Director, and Risk Leadership Group. These risks primarily reflect risks to the business of reliance on natural resources, but also reflect reputational risks from a failure to provide an adequate ecological response.	<p>Section 2:</p> <ul style="list-style-type: none">Managing Climate and Transition Risks, pages 22-25 <p>Section 3:</p> <ul style="list-style-type: none">Environment – Our approach, page 26Mapping our pathway to Net Zero, page 28 <p>Get Living Annual Report:</p> <ul style="list-style-type: none">Managing Risk and Internal Controls, pages 30-36
Integrating within wider risk management		
<p>In 2023 we carried out a comparative review of the ISO 31000 and COSO Enterprise Risk Management frameworks, with a view to integrating climate risk management into wider risk management practice.</p> <p>2024 saw significant progress on the integration of ESG risk within the wider risk management framework with the formation of a Risk Management Leadership group, including representatives from all key business functions. We are also developing detailed decarbonisation pathways, which will be co-ordinated with our Long Term Asset Replacement Strategies (LTARS) and financial planning.</p>	ESG risks, including those posed to the business by our interactions with natural resources and climate driven physical changes, are recorded on a function specific ESG risk register. The register feeds into a Principal risk register owned by the Risk Committee.	<p>Section 2:</p> <ul style="list-style-type: none">Managing Climate and Transition Risks, pages 22-25 <p>Get Living Annual Report:</p> <ul style="list-style-type: none">Managing Risk and Internal Controls, pages 30-36



Climate-related Financial Disclosures (TCFD)	Nature-related Financial Disclosures	See Also
METRICS AND TARGETS		
Metrics to assess and manage material risks and opportunities		
Detailed climate metrics are disclosed annually in Get Living's annual Sustainability Report, which aligns with EPRA sBPR standards.	<p>For the first time in this 2024 report we have disclosed our biodiversity assets scores, and the no. of sites baselined and with an active Biodiversity Action Plan in place.</p> <p>Further work is required to understand how we can best monitor our dependencies on nature. Our work to identify impacts. Risks and opportunities is the first step.</p>	<p>Section 1:</p> <ul style="list-style-type: none">Headline Performance <p>Section 3:</p> <ul style="list-style-type: none">Increasing the ecological value of our spaces, pages 32-37 <p>Section 5:</p> <ul style="list-style-type: none">Performance Data <div><p>Get Living Annual Report:</p><ul style="list-style-type: none">Protecting and Enhancing our Environment, pages 42-45</div>
Scope 1, 2, 3 emissions		
<p>Metrics to assess and manage dependencies and impacts on nature</p> <p>Scope 1, 2 and 3 greenhouse gas emissions are disclosed annually in accordance with the Streamlined Energy and Carbon Reporting requirements, which are included in this report.</p>	n/a	<p>Section 5:</p> <ul style="list-style-type: none">Performance Data <div><p>Get Living Annual Report:</p><ul style="list-style-type: none">Carbon and Energy Performance Data, pages 44-45</div>
Targets		
Get Living have prepared both 'do nothing' and intervention led decarbonisation pathways using the Carbon Risk Real Estate Monitor (CRREM) methodology and have set targets in line with the UK's National Determined Contributions to the Paris Climate Accords.	Headline targets relating to nature include baselining of current biodiversity value at each asset; activities to connect residents to nature; engagement campaigns to drive sustainable lifestyle choices, and asset specific biodiversity led planting and works to deliver against Biodiversity Action Plans.	<p>Section 2</p> <ul style="list-style-type: none">Environment – Our approach, page 26 <p>Section 3:</p> <ul style="list-style-type: none">Mapping our pathway to Net Zero, page 28Increasing the ecological value of our spaces, pages 32-37 <div><p>Get Living Annual Report:</p><ul style="list-style-type: none">Strategy and KPIs, pages 11-15Protecting and Enhancing our Environment, pages 42-43</div>

Asset

We often refer to our neighbourhoods as assets. An asset covers all elements of one of our geographical locations – the residential spaces, the communal spaces including public realm, and retail and community spaces. For example our East Village neighbourhood would be referred to as an asset.

BMS

A Building Management System (BMS) is a computer-based system installed to control and monitor a building's electrical equipment such as ventilation, lighting, energy, fire systems, and security systems. It consists of software and hardware.

BREEAM In-use (BIU)

The BREEAM In-use standard provides a framework to enable property investors, owners, managers and occupiers to make sustainable improvements to their assets. The BREEAM In-use standard can be used to assess and benchmark the sustainability of all operational asset types. Each standard uses a common framework, allowing for international consistency and comparability.

CRREM

The Carbon Risk Real Estate Monitor (CRREM) provides the real estate industry with transparent, science-based decarbonisation pathways aligned with the Paris Climate Goals of limiting global temperature rise to 2°C, with ambition towards 1.5°C.

CSRD

The Corporate Sustainability Reporting Directive (CSRD) is European Union (EU) legislation, effective from 5 January 2023, that requires EU businesses to disclose their environmental and social impacts, and how their environmental, social and governance (ESG) actions affect their business.

Decarbonisation

The process by which we reduce our carbon emissions through energy demand reduction.

EPRA sBPR

The European Public Real estate Association sustainability Best Practice Reporting guidelines (EPRA sBPR) provide a consistent way of measuring sustainability performance in the same way that BPR for financial reporting have made the financial statements of listed real estate companies in Europe clearer and more comparable. They are intended to raise the standards and consistency of sustainability reporting for listed real estate companies across Europe.

ESG

Stands for Environmental, Social, and Governance. ESG is a framework used to evaluate a company's sustainability and ethical impact.

Energy Use Intensity (EUI)

EUI measures a building's energy usage relative to its size, expressed in kilowatt-hours per square meter per year (kWh/m²/yr). EUI serves as a critical benchmark for assessing energy performance, helping identify opportunities for efficiency improvements.

Global Reporting Initiative (GRI)

The Global Reporting Initiative (GRI) is an international not-for-profit organisation, with a network-based structure. To enable all companies and organisations to report their economic, environmental, social and governance performance, GRI produces free Sustainability Reporting Guidelines. It incorporates tools and standards that are translated into metrics adapted to each topic and sector. The standards are the most widely adopted reporting standards for ESG.

IPCC

The Intergovernmental Panel on Climate Change is an intergovernmental body of the United Nations. Its job is to advance scientific knowledge about climate change caused by human activities.

Like-for-like

A form of reporting that allows easy comparison of change in key environmental metrics over a two year period. A like-for-like portfolio is identified, whereby assets included

remain consistently in operation during the two full preceding reporting periods. Changes to the portfolio such as the addition of an asset are kept outside of this reporting type.

Manco

An abbreviation for Management Company. We have a management company in place for each operational asset who manages our landlord areas.

PV

Photovoltaics (PV), is often substituted for solar panels. PV is the conversion of light into electricity.

Streamlined Energy and Carbon Reporting (SECR)

The Streamlined Energy and Carbon Reporting Regulation (SECR) makes it mandatory for large businesses in the UK to annually report on their energy and carbon emissions as well as any efficiency measures. The 2018 Regulations are designed to increase awareness of energy costs within organisations, provide them with data to inform adoption of energy efficiency measures and to help them to reduce their impact on climate change. They also seek to provide greater transparency for stakeholders.

TCFD

The Taskforce for Climate-related Financial Disclosures (TCFD) was created by the Financial Stability Board (FSB) in 2015. The framework of recommendations aim to help organisations more effectively disclose climate-related risks and opportunities through their existing reporting processes.

TNFD

The Taskforce on Nature-related Financial Disclosures (TNFD). The taskforce have developed a set of disclosure recommendations and guidance that encourage and enable business and finance to assess, report and act on their nature-related dependencies, impacts, risks and opportunities.



For more information on our sustainability approach
contact our Press and Media corporate team:

ESG@getliving.com

getliving

Get Living PLC

1 East Park Walk, London, England, E20 1JL