

getliving

ESG Report 2025



BUILT FOR TOMORROW

This report

The Get Living Report 2025 covers the reporting period from 1st January 2025 to 31st December 2025. This report shares progress against our strategy across Get Living's REIT and bi-lateral assets. This report does not include data from non-operational and development assets.

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CEO Statement



We are delighted to present our fourth Annual ESG Report on Get Living's portfolio and to restate our platform's vision, strategy and execution, which continues to progress at all levels, both in new developments, as well as the retrospective adaptations we are making in the existing neighbourhoods.

SECTION ONE

Overview

Company portfolio value

£2.7bn



ESG literacy continues to rise among all the stakeholders who have an interest in our activities: investors and lenders who provide the capital, service suppliers who assist in operations, central and local government who regulate the sector, employees who carry responsibility for the culture and performance of the business, as well as all the retailers and residents whom we must ultimately serve to win and safeguard the revenues.

The pursuit of ESG principles is good business; it provides a competitive edge. Making the investment case requires insight, innovative thinking, conviction and some fine judgements to balance capital investment with longer term returns and liquidity.

With the scale and presence that Get Living neighbourhoods represent, and given the nature of the shareholders of whose investment in these assets we are the custodians, we carry the responsibility to be a force for good. ESG has become one of the most important expressions of that responsibility.

CLEAR, RELEVANT ESG TARGETS

Our ESG agenda is designed to deliver a resilient, stable and high performing proposition over the long-term. It is firmly anchored in three priorities: decarbonisation and energy reduction, delivery of social value, and becoming a more nature positive business. These priorities are integral to our commercial strategy, helping to reduce estate management costs, lower resident bills and elevate their experience whilst enhancing the long-term performance of our assets.

In recent years, the ESG landscape has become increasingly complex. Global debate, economic uncertainty and the practical challenges of delivery have shifted attention and, in some cases, momentum away from climate action and ecological preservation. As we approach 2030, it is becoming clear that many well-intentioned net zero commitments across our sector may be difficult to fully achieve. Against this backdrop, we remain confident in our decision to take a measured and disciplined approach; setting ambitious but credible targets informed by asset specific transition planning and clearly identified capital works.

MOVING FROM PLANS TO DELIVERY

Our targets are undeniably challenging. Like many in our sector, we operate complex residential and retail environments that must continue to function while undergoing significant operational and physical change. However, as we move into 2026, there is a strong sense of optimism and renewed momentum. Following an intensive period of foundation setting - including the development of a new ESG strategy, CRREM aligned targets, portfolio baselining and the identification of priority interventions - we began translating ambition into action. Major capital programmes commenced this

year. Large scale lighting replacement and controls works have begun which are expected to reduce landlord energy use by over 70%. We have also established a strengthened in-house Operations group as well as a cross functional Utilities Task Force (UTF) to accelerate progress focusing on driving energy use intensity reductions across the portfolio.

Aligning with the industry's shift in attitude surrounding the long-term value of construction-based Green Building Certifications, we are now focusing on applying in-use accreditations which offer a more accurate view of how our assets are managed and performing operationally. In 2025, we committed to rolling out BREEAM In-Use assessments across our operational portfolio and have made good progress. Our New Maker Yards, Elephant Central and Portchester House assets are all now accredited, achieving 'Very Good' across the board for management approach. The assessment is underway at East Village, and we have planned assessments for two further assets in late 2026 when minimum occupancy is met. The assessments enable us to highlight our strengths and also to identify areas where we could improve. Our BREEAM In-Use (BIU) action plans for each site, set specific outcomes for the asset teams to target and we intend to maintain or improve on our rating over time.



Overview

Alongside decarbonisation, we have made meaningful progress in embedding a more nature positive approach. During 2025, we completed biodiversity baselining that we began in 2024 and now have actions plans across our neighbourhoods from which we can begin moving decisively into delivery of biodiversity enhancing projects across our 40+ acres of public realm. Our partnership with The Conservation Volunteers (TCV) has already delivered significant ecological enhancement at East Village, supported by expert input to shape habitat improvement plans.

Safety remains paramount and ensuring the wellbeing of our residents continues to be our highest priority. Independent fire risk assessments have confirmed that all homes are safe to occupy and remediation works continue to be planned and progressed. Importantly, we are ensuring that these works align with, rather than compromise, our decarbonisation objectives and commitment to environmentally responsible decision making.

CONNECTING RESIDENTS TO OUR SOCIAL VALUE WORK

Social value remains a cornerstone of our approach as we work hard to connect our social value work with our resident experience at our neighbourhoods.

Through initiatives such as our local Inspiring Communities Fund, we continue to focus on supporting skills and enterprise; enhancing health and wellbeing; celebrating arts and culture; and connecting colleagues and residents to nature. A combination of localised investment in groups responding to local need, programming thought leadership projects in our spaces that look to develop new ways to deliver social value more effectively, enables us to strengthen our communities and reinforce the delivery of long-term value beyond the development phase. Collaboration was a key theme for us in 2025, as we focused on partnering with community groups and stakeholders who share our local focus and long-term ambitions.

At The Elephant, we continue to make steady progress on our major regeneration programme. The core completion of the new London College of Communication building is expected by mid-2026, alongside the first residential occupations. In Autumn 2026. A new town centre entrance to the rail station is planned to open, followed by a public access route through the rail arches in spring 2027, improving connectivity across the wider Elephant & Castle area and strengthening the role of the neighbourhood within the city.

A vast amount of social value has been delivered during the development of our new zone 1 destination 'The Elephant', and we are pleased to share this video showcasing some of the works in 2025:



As we change from an era of development to steady state operations, we must evolve our social value approach. We are beginning to work with partners such as the Felix Project and Action Funder to look at how we bring together those located in The Elephant for greater social impact, pulling together a suite of opportunities for retailers big and small, and residents, to lower their environmental footprint and increase their social value.

TRANSPARENT REPORTING ALIGNED WITH LEADING STANDARDS

Transparency underpins our reporting. While performance metrics in our Annual Report focus on our REIT assets and reflect our mandatory Streamlined Energy and Carbon data, this dedicated ESG Report extends the narrative and disclosures across all assets in which we have an interest, in line with GRI and EPRA best practice.

Our return to a 5 Star GRESB portfolio in 2025, achieving our highest ever score, reflects our ongoing focus on continuous improvement. Our improvements in data coverage and accuracy play a big part in our score.

STAKEHOLDER ENGAGEMENT IS FUNDAMENTAL

With a portfolio spanning seven neighbourhoods, valued at £2.7 billion and providing more than 6,200 homes, our responsibility to stakeholders is significant. Colleagues, residents, communities and investors all play a critical role in shaping our priorities, strengthening decision making and supporting sustainable value creation.

Our residents, particularly younger generations, increasingly expect lower carbon living, reduced waste, affordability and strong social connection. In 2025, we continued to bring our ESG priorities closer to the resident experience, recognising that well designed, sustainable neighbourhoods support both customer satisfaction and long-term income stability. Through initiatives such as our Neighbourhood Manager Summit, we engaged directly with teams closest to our residents to strengthen understanding of our ESG approach, gather insight on local impacts of change, and shape the services, information and activities that best support our communities.

Creating neighbourhoods that are lower carbon, more nature rich and more affordable to live in is fundamental to delivering lasting value for our residents, investors, colleagues and communities.

Our Portfolio

As of the end of 2025:

5,761

operational homes across seven neighbourhoods

485

more homes coming in 2026

Our ESG ambitions are increasingly embedded within our customer proposition. From services that support more sustainable lifestyles, to high quality outdoor spaces that enhance health, wellbeing and connection with nature as well as local partnerships and bursary programmes that respond to community needs, our approach reflects the expectations of those who live in our neighbourhoods and the places we serve.

We engage proactively with our Investors as we develop long-term transition plans for each asset, enabling early dialogue on decarbonisation pathways, climate related risk and the capital investment required to deliver them. Our Investor base comprises long-term global institutions governed by high standards of responsible investment and a growing focus on ESG related risk and resilience. Through our quarterly ESG Investor roundtable, we provide a transparent forum to discuss emerging expectations, regulatory developments and proposed initiatives. By bringing major projects and recommendations to this group ahead of Board approval, we ensure Investor perspectives are embedded in decision making and that proposals are robust, well informed and aligned with long-term value.



We recognise that our Investors ultimately represent the pensions and long-term savings of working people, including civil servants and NHS workers. Delivering safe, steady returns on those investments is itself a source of social value. As such, our approach to decarbonisation is carefully considered, balancing the urgency of climate action with the need for predictable, well managed capital investment and long-term asset stewardship. By aligning transition planning with asset replacement cycles and operational resilience, we are charting a pathway to net zero that supports both environmental outcomes and financial stability.

Progress against some of our most challenging ESG targets, including reductions in Scope 3 emissions, depends on collaboration across our value chain. We see an important role for Get Living in enabling and inspiring both colleagues and residents to play their part in creating neighbourhoods that are lower impact, nature positive and resilient over the long-term.

Beyond our own portfolio, we actively contribute to the wider transition of the built environment sector. Through industry collaboration and co-creation initiatives focused on ecological design, we bring together designers, investors, suppliers and practitioners to challenge established approaches and identify practical pathways to more sustainable outcomes. These engagements inform our strategy, strengthen decision making and support broader progress across the sector.

LOOKING AHEAD, OUR DIRECTION IS CLEAR

While political and regulatory pressures will continue to evolve, our commitment to ESG remains grounded in our core purpose and long-term business strategy. Creating neighbourhoods that are lower carbon, more nature rich and more affordable to live in is fundamental to delivering lasting value for our residents, investors, colleagues and communities.

Our operational focus will continue, with further capital works and operational changes focused on reduction of energy use and carbon emissions across the portfolio. Heat network optimisation programmes initiated in 2025 will be delivered through 2026 and 2027, while the completion of our data automation work in 2026 will provide a more accurate, real time view of energy and water consumption across the portfolio. This enhanced visibility will empower our neighbourhood teams to respond more effectively to inefficiencies and variances, embedding a culture of continuous improvement. We will also be bringing our attention to new interventions, and we will be trialling fit-out changes and further management systems that could prove useful in our drive to continuously reduce consumption.

It is a long-term, purposeful and critically important mission that we are all on and we thank everyone that is playing their part.

Rick de Blaby CEO

Overview

2025 Headline performance

2025 saw good progress against our 5-year plan, and we are pleased to share some of the headlines from 2025.

Governance

James McGrath
ESG DATA AND PERFORMANCE MANAGER



“Automating our utility data has been a key focus during 2025. We have undertaken automation surveys across all sites and work is underway to install new technologies that will enable us to gather meter data centrally for water, gas, whole building and landlord energy, which in turn allows us to report more accurately on our tenant usage. By Q2 2026 5/7 assets will be automated, with work ongoing on the other assets. In addition to this new metering system we are trialling an Environmental Management System (EMS) that provides us a half hourly view of consumption.”

Linzzie Wallace
HEAD OF OPERATIONAL PROJECTS



“In 2026 we established a Utilities Task Force (UTF). The UTF has already identified key areas for improvement and developed a structured roadmap for delivery in 2026. This includes refinements to our brokerage arrangements and a more robust approach to energy price hedging, with an increased focus on mitigating volatility and responding effectively to the prevailing geopolitical climate and associated market uncertainty. The UTF is also focused on enhancing the quality, consistency and transparency of utilities reporting across the portfolio, enabling improved governance, stronger decision-making and clearer oversight of cost, performance, and risk.”



Operational policy review completed

Energy and water data automated on 2/7 assets

BREEAM In-use ‘Very Good’ achieved for Elephant Central

ESG session held at Neighbourhood Team Summit

Environment

Donna McKitterick-Everest
ESG DIRECTOR



“Our drive to protect and enhance biodiversity across the group continues to progress. We have now baselined and set Action Plans to increase the ecological value of six operational assets, and work is underway to set out the ecological management plan for our largest site – East Village. We also continue to invest in supporting change in the way the property sector considers ecology in our choices, working once again with D-Lab, to support a new series of training workshops called RESONANCE. The first – Hidden Flows – was focused on how our procurement choices can deliver more positive impacts for nature. Colleagues from IT, Procurement Asset Management and key interiors suppliers joined forces to identify the orthodoxies in place and how we challenge these.”

Richa Jindal
ESG ASSET LEAD



“In 2024, Get Living completed a pilot project at Plot N01, East Village to upgrade lighting in landlord communal areas with energy efficient LED light fittings and enhanced lighting controls. This delivered a circa a 70% reduction in energy use. The success of the pilot project propelled us to expand this across some of our other operational sites, where we have been working to deliver lighting upgrades and new controls within the car parks at New Maker Yards and the landlord common part areas at Elephant Central. The works will support Get Living’s decarbonisation strategy, whilst also reducing landlord energy usage, costs and maintenance requirements.”



Stabilised portfolio energy intensity 110 kWh/m²

Biodiversity baselines completed on 6/7 operational assets

Hidden Flows workshop held exploring ecological footprint

Lighting replacement works expected to save c.70% of landlord energy*

Draft transition plans for 4/4 Heat Networks set out

Social

Karen Pernyes
TCV PROJECT OFFICER



“As part of Get Living’s commitment to connect people with nature we have begun a programme of works and volunteering at East Village. With over 25 acres of parkland including 5 acres of wetland, the site has special ecological value and we are pleased to be involved in helping to not only protect, but to enhance this. As well as creating and delivering ecological enhancements projects across the site such as the removal of invasive non-native plants, we are hosting volunteering and citizen science events, such as the Fungi Foray with residents and local community members.”

Lon Au-Yeung
NEIGHBOURHOOD MANAGER, ONE MAIDENHEAD



“By building our relationships with local fund recipients, such as the Green Skills Library and Maidenhead Waterways we have enabled residents to build stronger ties to the community whilst encouraging sustainability through local initiatives and volunteering opportunities, all fostering a deeper sense of belonging and shared responsibility within the Maidenhead community.”



44 employee volunteer days supported

Inspiring Communities Fund delivered across 100% of operational assets

Sector specific Modern Slavery training delivered to over 90% of employees

13 Biodiversity Action Days for residents and local community members



Governance

Our approach is to ensure we have a strong sense of direction, and clear strategic objectives delivered through short, medium and long-term plans. Annual targets keep us focused and on track.

We have two headline objectives guiding our Governance approach:

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



At a glance

Asset specific transition plans

100% of operational assets with asset specific ESG plan and decarbonisation priorities identified.



Improving data and disclosures

2/7 operational assets with fully automated utility data and new asset and group metrics dashboard created, including CO₂ and energy use intensity.

Strong investor relations

ESG Specialist roundtable held quarterly with Investors.



High disclosure standards

GRI and EPRA aligned ESG report published.

Lowering transition risk

Residual risk related to ESG lowered year on year compared with 2024.

Resi-nate

New customer engagement platform launched in January 2026.



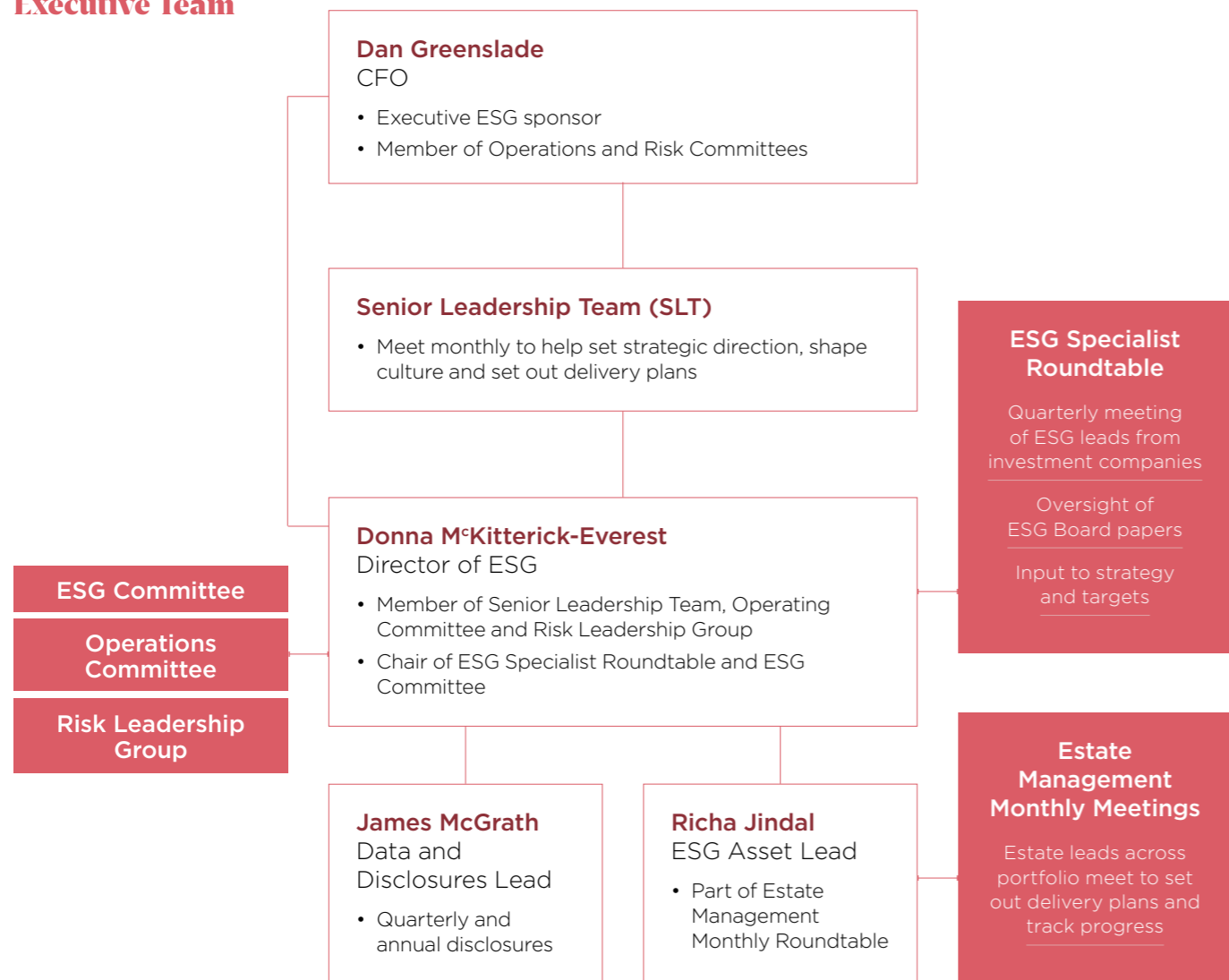
ESG governance structure

Our Governance structure governs delivery of our ESG framework, and our response to both climate risks and opportunities.

Non-Executive Board

- Quarterly ESG Board papers
- Biannual Strategy Day including ESG

Executive Team



We worked with D-Lab to launch the first of a new series of workshops designed to challenge the sector to think more ecologically

Stakeholder engagement

Engaging with our stakeholders to understand their priorities, and how different areas of environmental and social management will impact them, allows us to identify and manage our risks and opportunities.

Investors	Ensuring we respond to growing investor requirements around disclosures and CapEx planning, especially around decarbonisation, is an important aspect of our stakeholder engagement.	<ul style="list-style-type: none"> • Quarterly roundtables • Quarterly & annual disclosures, benchmarks and maturity scoring • Ad hoc discussions
Residents	We create and operate places for people to live, work, shop and play. We aim to stay connected to what our residents want so that we can shape our delivery approach around this.	<ul style="list-style-type: none"> • Move-in surveys for all new residents with all responses responded to • Quarterly surveys for all residents with all responses responded to • Quarterly deep dives into survey feedback • Regular engagement activity in person on site • Ad hoc daily interactions • Quarterly reviews of complaints themes
Suppliers	Our supplier relationships, especially the supply of estate management services, fit-out and interior design services are pivotal to meeting our ESG targets.	<ul style="list-style-type: none"> • Bi-annual strategic supplier meetings • Ad hoc workshops on specific subjects • Project specific meetings as required
Communities	Ensuring we deliver positive social value is reliant on building strong relationships with community organisations who can help us to both understand and respond to local need.	<ul style="list-style-type: none"> • Annual 'Inspiring Communities' funding outreach • Monthly updates from funding partners • Place based needs assessment tool run as required including during funding decision period
Colleagues	Delivery of our ESG objectives sits with every member of our team. Ensuring they are inspired and upskilled is key to meeting our goals.	<ul style="list-style-type: none"> • Annual staff survey • Culture check in at monthly Senior Leadership meeting • Annual performance reviews • Bi-annual neighbourhood team summit • Annual training on key topics i.e. Modern Slavery, Health and Safety
Retailers	Ensuring those that lease our spaces are aligned with our ESG agenda is an important part of delivering our ambitions. We also want to support our retailers in meeting their own ESG ambitions.	<ul style="list-style-type: none"> • Fit-out standards on move in and refresh
Real Estate sector	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.	<ul style="list-style-type: none"> • Ad hoc panel discussions • Annual research pieces • Active members of many institutions including the British Property Federation; Build to Rent Alliance; Association of Rental Living; PropertyMark; Ladies in Real Estate; and the Radix Housing Commission • Active participants in a variety of regional decarbonisation and social value networks



Our ESG framework

A clear vision guides our journey, with headline strategic objectives embedded in our business plans.

Our ESG 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.

Clear strategic objectives

Our ESG framework sets out six strategic objectives which reflect material impacts across our value chain. These headline objectives form the foundation of our five-year plan from 2024-2029, with sub-objectives and extensive targets under each. Below we share headline outcomes we are targeting. Our public facing targets are shared on pages 18-19. Detailed objectives and internal targets are available on request.

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 both for 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 enrichment at each neighbourhood that deliver local socio-economic benefits

Governance tools

At Get Living, robust governance is the foundation of our ESG strategy. We employ a number of tools to guide our way.

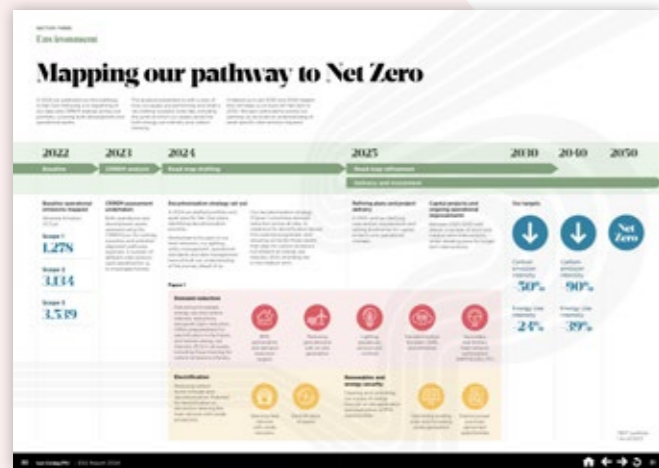


Clear Strategic Objectives and targets

Our ESG strategy is anchored by six clear objectives, forming the foundation for all governance processes, policies, and targets. These objectives guide our five-year ESG plan and annual targets. Progress is tracked, reported, and used to drive continuous improvement across the business, as well as to guide priorities for budgeting and resourcing.

For more

We share performance against our public facing targets overleaf on pages 18-19.



Asset-Level ESG, biodiversity and decarbonisation plans

Each asset has a tailored ESG plan, which includes key decarbonisation projects to transition us to Net Zero by 2050, biodiversity initiatives and social value targets. The plans are developed collaboratively with asset and operational management colleagues and guide budgets as well as resourcing. Quarterly meetings track the progress against plans, and ensure we remain on track to meet our portfolio-wide annual targets.



Alignment with Leading Standards

For disclosures we align with Global Reporting Initiative and EPRAs Standards, as well as stepping progressively towards CSRD aligned disclosures, which will ensure preparedness for ISSB standards. We also continue to reference Taskforce for Climate-related Financial Disclosures (TCFD), as well as pre-emptively respond to the newer Nature-related Disclosures (TNFD) to proactively seek to meet future disclosure demands of investors, regulators, and stakeholders.



Integrated Risk Management

ESG risks are fully integrated into our enterprise risk framework, using a three lines of defence model. Regular scenario analysis and risk reviews ensure we proactively manage all ESG risks, including physical and transition climate risks.



Transparent Data

A centralised data platform underpins our approach to data quality, automation, and performance tracking. We will read meter data directly removing our reliance on utility bill data for our disclosures. We have automated 2/7 assets and a further three are set to be complete by Q2 2026. The data will enable us to monitor usage and employ a Fair Usage Policy to bring down consumption amongst residents for whom utilities are included in their rent. We report quarterly to stakeholders and publicly disclose independently assured data annually.



Development, operational and fit-out standards

We apply rigorous standards for fit-out, refurbishment, and new development, utilising BREEAM construction and fit-out to guide the design and development of our spaces, and BREEAM In-use to benchmark and improve our operating approach. We have minimum development and fit-out standards which are applied to our partners and those leasing our spaces. Our ambition is to work collaboratively with retailers to deliver further enhanced standards in their spaces.



Culture, Training and Accountability

All new joiners receive an ESG induction and we run annual Neighbourhood Manager Summits which include an ESG working session. The focus for both is on ensuring all employees understand our goals, can translate these for our residents and know how they can get involved in delivering positive change. We also do all staff training on important issues such as Modern Slavery, and we have taskforces focused on key areas including Utilities and AI.



Using benchmarks to drive continuous improvement

In 2024 we committed to rolling out the BREEAM In-use benchmark across operational assets. We have now completed part 1 and 2 for both our New Maker Yards and Elephant Central neighbourhoods with both achieving 'Very Good' for part 2. Our assessment for East Village, our largest asset, is underway. All our assets are managed in line with ISO 14001 guidance.



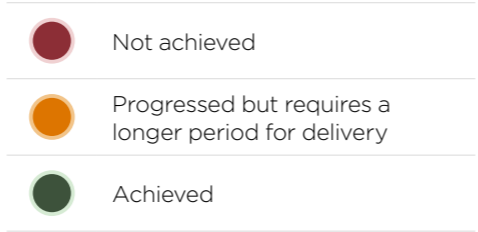
Neighbourhood Manager Summit 2025



Performance

AGAINST 2024/25 TARGETS

In 2024 we set out a series of two year targets. As 2025 comes to an end, we share our progress against these targets.



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**
ESG sessions have been held with all joiners at Manager and above level only.
- 100% of all new employees (after induction period) to undertake Ecology and Climate training**
Changed focus to role specific training as opposed to cross company generic. Have delivered ecological footprint, Heat network and BREEAM In-Use training sessions.

- ESG Committee and Board to undergo climate, ecology and disclosures training**
Board workshop session on CREEM and decarbonisation pathways.

- Role specific Modern Slavery training for 100% of colleagues**
Sessions held with all roles, including the Executive Team.

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**
Plans include decarbonisation and biodiversity action plans.

- BREEAM In-use rating understood for 100% of operational assets (subject to meeting minimum occupancy levels)**
2/3 applicable assets have secured part 1 and 2, with Very Good for part 2. Third asset assessment underway, and targeting Very Good also.

- Integrate ESG risk management into enterprise risk**
ESG risks included in risk register, and on the agenda for the Risk Leadership Group quarterly.

- Demonstrate continuous improvement against GRESB**
Achieved 5 star for standing assets and 4 star for development, with our highest score to date.

- BREEAM excellent on all landlord area fit-out, refurbishments and extensions**
No relevant projects delivered but those planned are seeking BREEAM excellent.

- GRI aligned reporting**
Published ESG Report 2024/25 that aligns with core GRI standards

Progressive Governance

Protecting and Enhancing our Environment

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**
Decarbonisation pathways set out for all operational assets. These pathways will continuously evolve to reflect capital and operational changes planned.

- Like-for-like carbon intensity reduction and energy use reduction targets for 2025 and 2030 (to be set)**
CRREM aligned targets set for each asset and whole portfolio.

- Scope 3 decarbonisation approach (including B2C communications) agreed at Executive team level**
Scope 3 analysis undertaken, a plan to report on emissions agreed for 2026 and tenant engagement started to tackle energy use.

- Draft 5-year waste strategy prepared and agreed for portfolio**
Existing waste strategy by asset identified, and cross portfolio approach in development.

- Establish reuse channels for development assets and increase reuse channels in operations**
Rolling target across the five years 2024-2029. Reuse of remediation waste being explored.

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



- Taskforce for Nature-related Disclosures analysis completed**
We worked with Greengage to explore how to bring nature-positive thinking into our business, using the TNFD recommendations as a framework.

- Biodiversity baseline established across all sites**
6/7 operational sites have baseline and completed. The 7th asset has ongoing baselining work due to site size.

- Develop and agree biodiversity gain plans for all operational assets**
7/7 sites have an action plan for 2026 set out.

Delivering Positive Socio-economic Benefits

Celebrate 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**
Asset businesses plan identify ESG priorities. Place plans are continuously evolving and ESG is included.

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



- Social Value targets set for 100% of operational assets**
Social value targets in asset specific ESG plans and in cross portfolio targets.

- Run our local bursary across 100% of operational assets and link colleague volunteering to our recipient organisations**
Inspiring Communities fund run across 100% of assets.



Managing climate risks


Physical and transition climate 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 Group operates a 'three lines of defence' model of risk management:


3 The Board

The Get Living Plc Board has overall responsibility for risk management, maintaining a robust internal control framework and determining the Group's risk appetite.




2 Risk Committee

Chaired by an Independent Non-Executive Director and made up of the CFO, Risk Director, HR Director and shareholder representatives, the Committee provides quarterly updates to the Board. The Risk Committee is responsible for reviewing the effectiveness of overall risk management and overseeing the internal control process.



1 Risk Management Leadership Group

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 and the Head of H&S. Identification and day to day mitigation of risk resides with senior management, with risk managed at source and appropriate mitigations put in place.



Strategy

Our ESG risks are considered alongside enterprise risks and identified in a principal risk register.

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 the Risk Management Leadership Group.

Our ESG risk assessment focuses on:

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.

Wider nature related and social economic impacts.

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 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 mis-alignment i.e. not being able to meet our Net Zero ambitions in a timely manner.

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.

A new Asset Specific dashboard for 2026 onwards will allow monthly tracking of key ESG metrics.

Risk management

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 a study by Forvis focused on physical climate risk and found a moderate, but manageable level of physical climate risk.

We also employ the *Measurabl* 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.

We plan to undertake a Double Materiality Assessment (DMA) in 2026, and 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.



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.

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 annual performance review, which directly links to the performance rating awarded.

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



At a glance

Asset specific transition plans

100% of operational assets with asset specific ESG plans and decarbonisation priorities identified.



Dedicated to biodiversity

Biodiversity baselines completed, and nature action plans created for 6/7 operational assets.

Investing in change

New workshop series on ecological design launched with D-Lab, and suppliers invited to join us for the first session to explore the impact of our interior fit-outs.



A focus on energy use intensity

Lighting replacement works underway at three assets, expected to reduce landlord energy use by c.70%.

Striving for operational excellence

BREEAM In-use achieved or in progress for all stabilised REIT assets, with Very Good achieved for both New Maker Yards and Elephant Central.



Our approach

Our approach to managing our environmental impacts focuses on proactive measures that reduce negative impacts, alongside an ongoing focus on operational changes to deliver continuous improvement.



Energy Sourcing and Management

Demand reduction is our priority, both during development and operationally through clever design, minimum standards for fit out of our spaces and those leased from us, and operational process changes to continuously challenge our energy use intensity. We are committed to 100% renewable energy for landlord use and are also exploring on-site generation.

Carbon Emission Management

We are committed to achieving carbon neutrality across our operations by 2050, in line with the Paris Agreement. Using the Carbon Risk Real Estate Monitoring tool (CRREM), we have established portfolio- and asset-specific targets for Energy Use Intensity (EUI) and Carbon Intensity (CI) for 2030, 2040, and 2050, including scopes 1, 2 and 3.

“Addressing the ecological crisis is a priority alongside decarbonisation.”



Biodiversity Action Days at East Village

Climate and Transition Risk management

We recognise climate change as a systemic risk to the built environment and our business. Risks, including those related to climate change and the transition to a low-carbon economy, are managed through our Risk Management Framework under the Risk Leadership Group, reporting to the Board.

Biodiversity and Nature-Positive Approach

Addressing the ecological crisis is a priority alongside decarbonisation. We are dedicated to preserving and enhancing biodiversity and minimising the negative impacts of our developments on natural habitats and ecosystems, while connecting residents with nature and enhancing access to urban green spaces.

Water Management

Our focus is on reducing potable water consumption by leveraging technology, reuse, and operational best practices. We also address our interaction with water courses on or near our sites as part of our biodiversity commitments.

Waste Management

We will adopt the waste hierarchy, aiming first to prevent waste creation through design and fit-out standards that aim to reduce waste and promote circularity, then prioritising reuse over recycling and other forms of landfill diversion.

Resident Engagement

Connecting our residents to nature and sustainable behaviours will be key to creating neighbourhoods that protect and enhance our environment. We are committed to engaging with our residents around how they operate their homes efficiently, with campaigns such as 'Live warm, spend less'.

Mapping our pathway to Net Zero

In 2025 we continued to refine our pathway to Net Zero, defining programmes of work in key areas, and getting on-site to deliver efficiency projects. Below we share a view of targeted reductions before 2030 and expected performance against targets.

		2025	2026	2027	2028	2029
Lighting replacement and control works	New Maker Yards	●				
	Portchester House	●				
	Elephant Central	●				
	East Village		●			
Heat Network Optimisation	New Maker Yards		●			
	Portchester House		●	●		
	Elephant Central		●	●		
	East Village		●	●		
Building Management System (BMS) optimisation	All		●			
Fair usage policy	Portchester House		●			
Behavioural change/ Estate behaviours check list	All		●	●	●	●
On-site generation	The Oakgate			●		
	Sherlock Quarters			●		
	New Maker Yards			●		

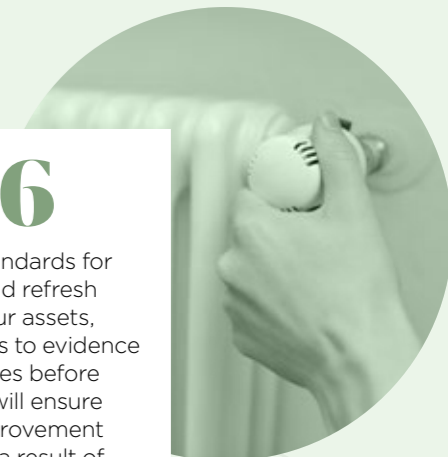
2025

Lighting upgrade works, introducing more efficient lighting and control systems to reduce landlord energy use by c. 70% on relevant assets.



2026

Setting new standards for replacement and refresh works across our assets, with fit-out trials to evidence new technologies before roll out. These will ensure continuous improvement in efficiency as a result of core business long-term replacement plans.



2027

Feasibility studies show strong potential for on-site solar generation at a number of our assets. We are currently clarifying costs and programming, and expect to deliver further on-site generation in 2027 subject to commercial viability.



2026-2027

With four assets connected into heat networks, we are focused on the optimisation of the secondary and tertiary sections of these networks, whilst also exploring options for electrification of our energy centres in the future.



2028

As capital works complete, ensuring we promote good behaviours amongst colleagues and residents will be key to delivering further savings.



“We are also exploring a range of other interventions to ensure we meet our 2030 targets, these include wastewater heat recovery in our shower trays, lift energy recovery and window upgrades. We are also exploring further on-site generation following early studies that show feasibility for a couple of our assets.”

2029

We will be exploring interventions such as lift energy recovery, allowing us to use long-term asset replacement plans, and the planned capital attached to this, to drive further efficiency gains.



Deep dive into focus areas

During 2025, we progressed a broad programme of projects across our ESG focus areas (pages 24–25). The following pages showcase a selection of key initiatives delivered over the year and the impact they are driving.

Biodiversity and nature – positive approach

Enhancing the ecological value of our spaces

In 2025, we baselined 6/7 of our operational assets, bringing us very close to meeting our target of 100% of assets. We began work on the 7th asset; this is our largest site with the most complex public realm including wetlands. Due to size and the ecological specialness of the site, we are taking a slightly different approach to baselining, which will be completed in 2026.

The baselines completed enabled us to identify a range of on-site projects to enhance biodiversity, while also improving the quality and enjoyment of our spaces for residents and visitors.

Working closely with neighbourhood teams, we prioritised projects for delivery and developed Biodiversity Action Plans for each asset, setting targets for year one and year three. These plans form part of our asset-specific ESG plans.

Projects have been designed to deliver ecological value, enhance resident experience and support climate change adaptation, and include measures such as rain gardens, vertical growing, new planting and the introduction of habitats for a range of wildlife.

In 2026, our focus will be on delivering these projects across the portfolio.



Energy sourcing and management

Utilities Taskforce (UTF)

In 2025, we established a Utilities Task Force (UTF), led by our Head of Operational Projects, to strengthen oversight of utility costs, continuity of supply and risk management across the portfolio.

The UTF focuses on three core objectives: reducing utility costs through improved understanding of consumption and resident behaviours; ensuring long-term security of energy services and protection against market volatility; and strengthening risk management through improved monitoring and preparedness.

Mobilised in Q4, the task force established clear roles, identified priority areas and set out a delivery roadmap for 2026. A key outcome was the appointment of a new energy broker to manage utility contracts and procurement across the portfolio. The transition to the new provider will be delivered through a phased implementation over 24–36 months, commencing in January 2026. This change is designed to secure more competitive energy pricing, improve transparency and data quality, and strengthen alignment with our ESG strategy by providing clearer insight into consumption and carbon reduction opportunities. This approach will deliver a 10% cost saving in 2026. Over time, and once the wider portfolio has transitioned, we plan to introduce electricity hedging strategies to fix a proportion of future energy costs, helping to protect the business from price volatility and market uncertainty.

In parallel, the UTF has committed to monthly utility reporting, enabling early identification of inefficiencies or unusual consumption. This supports proactive intervention, improved cost control and more resilient, efficient operation of our assets.



Resident engagement

Live warm, spend less campaign

At Get Living, we believe it's important for our residents to have clear insight into how energy is being used in their homes. By understanding these trends, residents can make informed decisions, adopt more efficient habits, and ultimately reduce both energy consumption and utility bills.

Last December we rolled out 'Live Warm, Spend Less' campaign across our neighbourhoods. The purpose of this was to engage our residents into thinking about smarter ways to monitor the spend within their homes, resulting in lower energy usage. We promoted home energy management apps such as 'Bright' or 'Loop Energy' and they could use to help them track usage patterns and find practical recommendations.

We are committed to rolling out greater resident engagement in spaces such as energy, water and waste reduction, including an evolution of our 'Live Warm, Spend Less' campaign to have greater impact in 2026. We will engage with residents from Q3, 2026, giving them time to understand, adopt, and benefit from the changes before energy use peaks. Early communication helps residents adjust their behaviour, use heating systems more efficiently, and avoid costly mistakes during the coldest months. It also allows the business to reduce overall energy demand and identify any issues before winter, leading to lower costs and a smoother heating season for both residents and property management.



Carbon emission management

Managing the impact of heat network connections

With four of our neighbourhoods connected into district or localised heat networks, gas usage is a big contributor to our emissions. Three of four have private energy centres, and one is the district network run by Bring Energy in East London. With the Heat Network Zoning Regulations and a governmental drive to stay on heat networks, our focus is on optimisation of the secondary network at our East Village asset we share with Triathlon Homes. In 2025 we had a workshop with Bring Energy to explore what each party should and could commit to over the coming few years and we will continue to work closely together to firm up and deliver against these plans. For the other assets we are also focused on optimisation of the secondary and tertiary systems, whilst also exploring options for electrification of the energy centre in the future. Our policy is to only electrify if the infrastructure enables this easily, and where boilers are due for replacement.

Three of our most recently launched assets – The Oakgate, Leatherhead, One Maidenhead, and Sherlock Quarter in Birmingham have electrified heating and hot water. Due to the spark gap – the difference between electricity and gas prices, we have to ensure we engage our residents in the journey towards Net Zero, so they understand the impact on their bills of a cleaner energy system; this is a challenge for all property owners during this transition phase, and one we are keen to respond positively to, and share our learnings.



Waste management

Circular fashion and reuse Initiative

In 2025, Elephant Central partnered with TRAIID to deliver a circular fashion initiative that engaged residents and staff in responsible textile disposal. The programme supported our wider circular economy ambitions by promoting reuse and recycling at neighbourhood level through accessible, on-site clothing donation points. By making participation easy and visible, the initiative aimed to reduce textile waste, lower associated carbon emissions, and embed more sustainable, nature-positive behaviours within the community.

All donated items were hand-sorted at TRAIID's Alperton warehouse to maximise reuse and material recovery. Garments suitable for resale were diverted to TRAIID shops, extending product lifecycles through reuse. Reusable textiles were sold to UK-based processors, while recyclable materials were redistributed free of charge to fashion academies, universities, community repair groups, young designers, and the wiping-cloth industry, where textiles are repurposed as factory cleaning cloths in the UK. Any remaining non-reusable materials were managed responsibly through Energy from Waste (EfW).

Environmental Outcomes

44 kg of clothing and footwear diverted from landfill

3.5 tonnes CO₂e emissions avoided

662 m³ of water savings achieved

These outcomes demonstrate the environmental value of prioritising reuse within a circular system, reducing pressure on natural resources and supporting more nature-positive consumption patterns.

The initiative supported UK-based reuse, recycling, and education sectors by supplying free materials to community and educational organisations. It also increased awareness among residents and staff of circular economy principles, helping to normalise reuse and responsible disposal as part of everyday decision-making.

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

At a glance

Local bursaries to respond to local needs

Inspiring Communities Fund extended to seven assets.



Connecting our residents to nature

Weekly conservation volunteer opportunities at East Village.

Funding localised programming around health and wellbeing

Sports Clubs, Mental Health support, Food Markets and feasting events, dance classes, creative activities and more.



Providing opportunities for our staff to Give Back

44 staff across our neighbourhoods volunteered in the local community.



Investing in thought leadership

We funded the development of a new workshop from D-Lab, focused on driving a more ecological view of supply chain choices.



Our approach

In order to focus our efforts and enable our residents and colleagues to engage with our social value work, we focus in on four areas where we can have a tangible impact, and where there is a natural alignment with our business model, resident experience and wider environmental goals.



Celebrating Arts and Culture



Supporting Skills, Employment and Enterprise



Enhancing Health and Wellbeing



Connecting People to Nature and Sustainable Behaviours

We take a multi-faceted approach to social value, with localised and national programmes.

Key channels for delivery are:

Inspiring Communities Fund

We run a local bursary at each of our assets. The fund is available to charities and community organisations within a 1-2 miles radius of our assets who are responding locally to at least one of our four focus areas. We work with Action Funder to promote, score and reward recipients of the fund, and we look for ways to deepen our impact through volunteering, additional programming support and connecting up partners.

Funding of localised programming and activity

We fund programmes at our assets around health and wellbeing, skills and employment, and sustainable behaviours. These include sports and fitness events for residents and local communities, careers fayres and sustainable skills workshops covering topics such as upcycling.

Resident engagement and connectivity with our social value partners

ESG and Resident Experience work closely together to shape our social value work. We are always looking for ways to link our residents to recipients of our funding, and to programmes that support their health and wellbeing in a variety of ways. We look to create volunteering opportunities for our residents and our colleagues, so they can get to know our charity partners and engage with their aims.

Thought leadership and systemic change projects

We want to deliver social value through our core business and we seek out partnerships and thought leadership projects to help us do this. In 2025 we continued our work on exploring our ecological footprint, which we believe can have huge societal benefits by driving change in the sector. One of our investors - Delancey - also brought fund portfolio organisations together to explore how we can truly 'value' social impact to aid investment decisions.



Reusing textiles with the Green Skills Library, Maidenhead

Investing in our people

In 2025, the Group appointed a new Director of Operations and established a refreshed Senior Leadership Team (SLT), including the Director of ESG. These changes were implemented to strengthen governance, enhance accountability and support effective oversight of operational and ESG performance.

We invest in our workforce through targeted training, professional development and leadership programmes, ensuring employees have the skills and capabilities required to respond to evolving business needs and regulatory expectations. Performance is supported through structured appraisal processes that promote continuous improvement, recognise achievement and support career progression.

Building the skills and capability of our people is critical to delivering our ESG objectives. Colleagues across the business are actively involved in shaping and delivering the ESG agenda, supported by targeted training on topics such as BREEAM In-Use and Modern Slavery, alongside practical workshops focused on embedding change within our assets and operations.

Employee feedback is gathered regularly through surveys and engagement forums and is used to inform organisational priorities and continuous improvement. In response, we have strengthened communication across all levels of the organisation through executive-led events, team briefings, newsletters and digital updates, supporting transparency, collaboration and two-way dialogue. We also promote employee health and wellbeing through a range of initiatives, with our employee value proposition reviewed regularly to ensure it remains competitive and aligned with employee expectations.

Deep dive into focus areas

During 2025, we delivered a number of initiatives across our different social value channels (pages 32-33). Here we showcase a selection of community engagement activities delivered over the year and the impact they are driving.



Supporting Skills, Enterprise and Employment

The Elephant Careers Fayre

Held at Southwark College, the Elephant Careers Fayre champions skills development and local employment in Southwark. Building on its inaugural success, this year's expanded event featured more exhibitors, hands-on workshops and new panel sessions. Attendees accessed careers information, practical skills and direct employer engagement, supporting inclusive pathways into education, training and work.

Over **400** attendees, including students, young people and jobseekers

More than **100** jobseekers engaged via Department for Work and Pensions (DWP) partnership

Six local schools and colleges represented, strengthening education-employer links

Sectors showcased: construction, public services, education, healthcare, science, IT and technology

66 students took part in London South Bank University led engineering and tower-building workshops

Over **60** participated in flagship career insight panel sessions

EXPANDING OPPORTUNITIES FOR YOUNG PEOPLE

With over 400 attendees, the fayre offered a platform for young people and jobseekers to explore career pathways, apprenticeships and further education. Direct interaction with employers and education providers from a range of sectors raised awareness of opportunities across the local economy.

Most participants were students from Southwark College and nearby schools, including Notre Dame, The Charter School Bermondsey, South Bank University Academy, The Charter School North Dulwich,

Bacon's College, and St Saviour's & St Olave's. Over 100 jobseekers attended via DWP partnership, and around 50 local residents joined through open registration.



FOCUS ON SKILLS DEVELOPMENT

Skills development was central to the day's activities. Two practical workshops delivered by London South Bank University (LSBU) – an engineering workshop and a tower-building session – engaged 66 students, providing hands-on experience and insights into technical and engineering careers. The event also introduced a flagship panel session, delivered twice and attended by more than 60 participants. These sessions featured personal reflections from industry and public sector leaders on their career journeys, pivotal moments and motivations. Students gained a real understanding of possible

pathways into employment, with panellists representing local government, education, construction, sustainability and enterprise, showcasing the breadth of opportunities within the borough and beyond.

“As a school, we are most grateful that the event gave the girls an opportunity to explore different career pathways. I was so impressed that you were able to pull a panel together as a bonus for our students. They really loved it.”

CAREERS LEAD, NOTRE DAME SCHOOL, SOUTHWARK



Inspiring communities fund

Funding localised response to need

At each of our operational assets, we manage a dedicated local fund that provides essential financial support to organisations based within our neighbourhoods. These organisations are actively addressing the unique needs of the local community. Our partnership with Action Funder enables us to efficiently mobilise these funds, ensuring that resources are allocated where they are most needed.

Once a year, the fund is opened for submissions from organisations situated near our assets. They are invited to propose projects for funding, focusing on one or more of our four key areas. Additionally, applicants are encouraged to outline volunteering opportunities and suggest ways in which we can provide further assistance, whether through hands-on involvement or in-kind contributions.

The selection process is collaborative, involving input from the ESG Team, Resident Experience team, and our residents. This approach ensures that funding decisions are shaped by a diverse range of perspectives, reflecting our commitment to supporting initiatives that truly benefit the communities we serve.

Our resident engagement team then works with the recipients throughout the year to build connections with our residents and other community partners we have.

“We’ve supported canal clean ups, planting, sustainable skills workshops, food banks, career support and more.”

SUPPORTING SOCIAL CONNECTIONS FOR THE OVER 60S

At ‘The Elephant’ our new town centre destination, we partner with local organisations to deliver the Inspiring Elephant Community Fund supporting local initiatives such as the Blackfriars Settlement’s Wednesday group activities throughout the year, focusing on arts-based sessions and social gatherings, including the Smile Inside singing group, which supports mental wellbeing for people aged over 60.



121 older people took part in weekly activities, which helped reduce social isolation, improve overall well-being, and create a sense of belonging in the community.

BUILDING OUR RELATIONSHIP WITH FUND RECIPIENTS AT ONE MAIDENHEAD

In 2025, we partnered with local organisations to support community connection, environmental awareness and resident engagement.

We worked with Green Skills Library to deliver a programme of workshops and events focused on sustainable living and practical green skills. These sessions helped residents build knowledge, adopt more environmentally conscious behaviours and connect with wider local initiatives.

We also collaborated with Maidenhead Waterways, an organisation dedicated to restoring and enhancing local waterways and green spaces. Together, we supported events and volunteering opportunities that connected residents with local heritage and environmental projects, helping to strengthen links between our neighbourhoods and the wider Maidenhead community.



Through these partnerships, we have supported social connection, environmental responsibility and meaningful local engagement, helping residents to engage beyond their homes and contribute positively to their communities.



Investing in our people

Launching our new Neighbourhood Summit

In November, we hosted our first Neighbourhood Summit, which was attended by our General Managers, Neighbourhood Managers, Senior Resident Managers and Leasing Managers. Over two days, we covered a range of topics through workshops and presentations, including presenting with impact, improving consistency in contracting, an overview of the UK BTR sector and our ESG Framework, as well as the Renters’ Rights Act and the new RRA Handbook. We also explored complaints handling and effective communication throughout the customer journey.

The team found it beneficial to collaborate on ideas and would welcome more in-person workshops in the future.

We have collected and reviewed all feedback to shape clear actions, several of which are already under way and will be completed ahead of the next Summit in Spring. Feedback highlighted the value of SLT members being present, alongside strong interest in working more closely with the ESG team to deepen understanding of ESG within neighbourhoods. There was also clear appetite for supporting the business’s five-year plan and upcoming marketing strategies.

Actions already under way include the RRA ‘Q’s of the Week’ newsletter, investigations into contract-signing timeframes to secure bookings faster, and the creation of an ops training calendar. Based on feedback, we are running twice-weekly training sessions from December through to summer, focusing on the topics teams identified as most valuable during the Summit and in their feedback.

Managing Modern Slavery risks

Investing in our people

During 2025, Get Living continued to mature its approach to preventing modern slavery and human trafficking, with activity focused on strengthening governance, improving organisational capability, enhancing supply chain visibility and clarifying grievance mechanisms, in line with best practice maturity frameworks.

GOVERNANCE AND RISK MANAGEMENT

During the year, modern slavery risks were formally integrated into the enterprise risk management framework, informed by a detailed risk mapping exercise that identified priority risks across operations, supply chains, residential communities and retail tenants.

TRAINING AND EDUCATION

Modern slavery training was delivered to colleagues across the group, with content tailored by role. Enhanced training was provided for colleagues in maintenance and resident-facing roles, reflecting their greater capacity to identify potential indicators of modern slavery. The Executive Team also undertook dedicated training to support leadership oversight and accountability. Training focused on risk awareness, recognising red flags and understanding appropriate escalation routes.

SUPPLY CHAIN VISIBILITY AND DUE DILIGENCE

All directly contracted suppliers are required to comply with Get Living’s Supplier Code of Conduct, which includes standards relating to labour practices and human rights. Modern slavery considerations were embedded into procurement and tender processes for higher-value and higher-risk contracts.

GRIEVANCE MECHANISMS AND REPORTING ROUTES

Clear signposting resources were formalised for colleagues to support appropriate responses where concerns are raised by residents, retail workers or others using Get Living spaces. Work also progressed to integrate modern slavery considerations into existing complaints, risk and health and safety systems, supporting more consistent recording, tracking and review of concerns.

MEASURING EFFECTIVENESS AND CONTINUOUS IMPROVEMENT

Progress is guided by a modern slavery maturity assessment. Get Living anticipates an improved maturity score when reassessed in 2026 thanks to efforts in 2025.



Health and Safety

Health and Safety is fundamental to Get Living’s purpose and values, forming the foundation of our approach to creating safe, thriving neighbourhoods and effective working environments. We are dedicated to safeguarding the health, safety, and wellbeing of everyone impacted by our operations, striving always to prevent harm through a culture that is rooted in trust, personal accountability, and the pursuit of continuous improvement.



Achievements in 2025

Get Living has strengthened its Health and Safety function, led by the Head of Health and Safety reporting directly to the CEO and supported by a Health and Safety Advisor, with plans to expand further to strengthen operational coverage. Key achievements in 2025 include:

- Health and Safety has been embedded across the business, with operational and technical colleagues working closely to improve oversight, manage risk, and ensure compliance.
- Full integration of the Health and Safety risk register into the corporate risk framework
- Development of a comprehensive training needs analysis, with a structured implementation plan in progress
- Delivery of targeted initiatives, including SWOT analyses and engagement sessions
- Reinforced governance and improved operational safety
- Fostered personal ownership of Health and Safety across the organisation

During the year, three RIDDOR incidents were reported. It is important to note that RIDDOR reporting is a legislative requirement and does not indicate higher risk; it provides transparency and allows root cause investigations. Lessons from each incident have been used to improve processes and prevent recurrence, strengthening our safety culture.

Our Approach

We maintain that no task is so urgent or important that it cannot be completed safely. Our health and safety-first mindset extends beyond mere compliance, embedding safe behaviours, open communication, and visible leadership into every aspect of our decision-making, day in and day out.

Our approach is guided by The Get Living Way pillars:

- Personal Wellbeing
- Fire Prevention and Mitigation
- Contractor Management
- Training, Competence and Awareness
- Safe Systems of Work
- Personal Ownership of Health and Safety.

The 6 Pillars of The Get Living Way



Focusing on these pillars ensures colleagues are competent and empowered, operational risks are actively managed, contractors meet our standards, and systems are continuously refined. Together, they provide the foundation to deliver our 2026 Health and Safety strategy.

Looking ahead

The 2026 strategy will be supported by a detailed PESTLE review, ongoing system improvements, and continual monitoring of emerging risks. The launch of a new online risk management platform in Q1 2026 will further transform how we identify, assess, and mitigate risk, enhancing oversight and reporting across the business.

This proactive, structured approach ensures a safe and healthy environment for colleagues, residents, and contractors, while demonstrating accountability, resilience, and continuous improvement to stakeholders.

Performance

2025 concluded the first phase of our ESG data strategy. The strategy aimed to guide the business towards better quality data around energy consumption, emissions, water use, waste and social impact. The strategy 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.



Automated data collection process live across two neighbourhoods with a further three onboarding Q2 2026.

2. Targets and estate management



Setting and tracking short-, medium- and long-term targets for energy, emissions, water, waste and social value.



Asset level targets set across the portfolio. Interventions such as BMS optimisation audits to update legacy scheduling and provide quick wins to reduce energy consumption.

3. Performance reporting and disclosures



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



Prepared for future SRS 1 and SRS 2 reporting requirement via materiality assessment, updated climate risk review and scope 3 gap analysis.



Our approach

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

Automation of data has been a key focus in 2025, with 2 assets now connected to our ESG SaaS platform. The remaining assets will be onboarded by the end of Q2 2026. The platform removes the need for manual meter readings and enables data to be analysed more frequently.

This new approach enables smoother reporting to internal and external stakeholders and ensures data accuracy. Having access to accurate energy, water and waste data improves a range of business functions including energy procurement, budget planning and asset business plans.

Easy access to such a range of data points allows realistic target setting and tracking to drive performance across our assets.

Disclosure standards

SECR

We continue to disclose in line with 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 Carbon and energy performance

The tables below report Get Living PLC's energy consumption and resultant carbon emissions for the year ended 31 December 2025. This statement includes absolute energy consumption and emissions, alongside intensity metrics. Disaggregated figures are also provided for the "Residential" and "Student Accommodation" asset classes.

The corporate boundary has been defined using an *operational control approach* as defined by the GHG Protocol, which we have interpreted to include landlord services provided to the common parts of buildings where Get Living has appointed the managing company or owns the managing company.

For one asset, we have a jointly held managing company and therefore do not have 100% control over the asset. However, for ease of reporting we have apportioned according to ownership and reported as though we have full control of that portion.

The data provided in the below tables can be considered Like-for-like (Lfl) since the full data is available and the fully operational portfolio remained static between 2024 and 2025. Total greenhouse gas emissions have been reported in terms of carbon dioxide equivalent (CO₂e), using the 2013 UK Government environmental reporting guidance and GHG Protocol Guidance. Estimated data for the 2025 reporting year was approximately 5%.

ENERGY AND EMISSIONS PERFORMANCE DATA

Get Living's SECR analysis for 2025 saw an absolute decrease in heating but an increase in gas due to an additional connection at our Elephant and Castle heat network. Demand for heating dropped likely due to 2025 being the warmest and sunniest year on record for the UK. Landlord electricity increased by 5% year on year; driven by an increase in occupancy across Elephant Central and Portlands Place.

Carbon emissions for the year were down primarily due to the continued decarbonisation of the electricity grid and the improving carbon factor for the heat network that supplies heating and hot water to East Village.

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 (pgs. 56-59). All 2025 data is based on actual data except for landlord consumption for New Maker Yard.

5.1.1 Absolute energy consumption (kWh in '000)

Sector	Energy source	2024	2025	% change
Residential Landlord	Electricity	6,230	6,567	5%
	District Heating & Gas	4,964	5,190	5%
	Total Energy	11,194	11,757	5%
Residential Tenants	Electricity	8,861	9,107	3%
	District Heating & Gas	18,954	18,277	-4%
	Total Energy	27,815	27,384	-2%
Student Accommodation	Electricity	751	784	4%
	District Heating & Gas	676	709	5%
	Total Energy	1,428	1,493	5%
Total	Electricity	15,842	16,458	4%
	District Heating & Gas	24,594	24,176	-2%
	Total Energy	40,437	40,634	0.5%

Absolute consumption
(kWh in '000's)

▲ **0.5%**
from 2024 to 2025

5.1.2 Absolute emissions (tCO₂e)

Sector	Energy source	2024	2025	% change
Residential	Scope 1	908	947	4%
	Scope 2	1,290	1,162	-10%
	Scope 3	5,249	4,382	-17%
Student Accommodation	Scope 1	110	130	18%
	Scope 2	152	139	-9%
Total	Scope 1	1,032	1,077	4%
	Scope 2	1,446	1,301	-10%
	Scope 3	5,249	4,382	-17%
	Total	7,726	6,760	-13%

Absolute emissions
(tCO₂e)

▼ **12.5%**
from 2024 to 2025

DEGREE-DAY ADJUSTED DATA

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

Sector	Energy source	2024	2025	% change
Residential Landlord	Electricity	6,230	6,567	5%
	District Heating & Gas	5,186	5,354	3%
	Total Energy	11,417	11,921	4%
Residential Tenants	Electricity	8,861	9,139	3%
	District Heating & Gas	19,930	18,850	-5%
	Total Energy	28,790	27,989	-3%
Student Accommodation	Electricity	751	784	4%
	District Heating & Gas	708	733	4%
	Total Energy	1,459	1,517	4%
Total	Electricity	15,842	16,490	4%
	District Heating & Gas	25,824	24,937	-3%
	Total Energy	41,666	41,427	-0.6%

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

▼ **0.6%**
from 2024 to 2025

Performance

5.1.4 Degree-day adjusted emissions (tCO₂e)

Sector	Energy source	2024	2025	% change
Residential	Scope 1	949	978	3%
	Scope 2	1,290	1,162	-10%
	Scope 3	5,057	4,479	-11%
Student Accommodation	Scope 1	129	134	4%
	Scope 2	156	139	-11%
Total	Scope 1	1,078	1,112	3%
	Scope 2	1,446	1,301	-10%
	Scope 3	5,057	4,479	-11%
	Total	7,581	6,892	-9%



INTENSITY METRICS

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 results are presented in the tables below.

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

Sector	Energy source	2024	2025	% Change
Residential Landlord	Electricity	62	65	5%
	District Heating & Gas	49	51	5%
	Total Energy	111	116	5%
Residential Tenants	Electricity	34	35	3%
	District Heating & Gas	73	71	-4%
	Total Energy	107	106	-2%
Student Accommodation	Electricity	82	85	4%
	District Heating & Gas	74	77	5%
	Total Energy	155	163	5%
Total	Electricity	43	45	4%
	District Heating & Gas	67	65	-2%
	Total Energy	109	110	1%

5.1.6 Emissions intensity (KgCO₂e/m²) (Like-for-like)

Sector	Energy source	2024	2025	% change
Residential	Scope 1	9	9	4%
	Scope 2	13	11	-10%
	Scope 3	20	17	-16%
Student Accommodation	Scope 1	14	14	-
	Scope 2	17	15	-11%
	Total	21	18	-14%

Emissions intensity
(KgCO₂e/m²)

▼14%
from 2024 to 2025







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 (Lfl)' figure that accounts for degree-days. The fully operational

portfolio remained static between 2024 and 2025 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 aligned 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	5.8 %	3.1 %
 Scope 2	-9.8 %	-10.0 %
Total Emissions	-12.3 %	- 9.1 %
 Whole building energy intensity	1.0 %	-2.1 %
 Whole building electricity consumption	3.9 %	3.9 %
 Whole building heat/fuel consumption	-1.7 %	-3.4 %
 Total Landlord Consumption	5.0%	4.4 %

 We also voluntarily disclose our response to the Taskforce for Climate-related Financial Disclosures (TCFD) and the Nature-related Financial Disclosures (TNFD) in Section 5.6.

GOVERNANCE

5.2.1 Board Composition

GRI	EPRA	Detail	2024	2025
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

Landlord Energy Consumption (including student accommodation) (kWh)

▲ 5%

from 2024 to 2025

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	2024	2025	Trend
302-1	Elec-Abs	Get Living obtained electricity	kWh	6,230,287	6,566,688	5%
	Elec- Lfl	Electricity submetered to Student Accommodation	kWh	751,401	783,611	4%
		Proportion of electricity from renewable sources	%	100%	100%	-
		% of electricity estimated	%	14%	5%	-
DH&C-Abs	Landlord obtained district heating (student accommodation)	kWh	676,253	709,271	5%	
DH&C- Lfl	Landlord obtained district heating (student accommodation): degree-day adjusted	kWh	707,926	732,672	3%	
		Proportion of district heating from renewable sources	%	0%	0%	-
		% of district heating estimated	%	0%	0%	-
	Fuels-Abs	Get Living obtained fuels (natural gas)	kWh	4,963,634	5,190,199	5%
Fuels- Lfl	Get Living obtained fuels (natural gas): degree-day adjusted	kWh	5,186,219	5,353,791	3%	
		Proportion of fuels from renewable sources	%	0%	0%	-
		% of fuels estimated	%	0%	0%	-

Performance

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	2024	2025	Trend
302-2	Elec-Abs	Tenant obtained electricity	kWh	8,860,655	9,106,991	3%
	Elec- Lfl	Proportion of electricity from renewable sources	%	unknown	unknown	-
		% of electricity estimated	%	0%	0%	-
	DH&C-Abs	Tenant obtained district heating	kWh	18,954,408	18,276,955	-4%
		Tenant obtained district heating: degree-day adjusted	kWh	19,929,837	18,850,167	-5%
	DH&C- Lfl	Proportion of district heating from renewable sources	%	0%	0%	-
% of district heating 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	2024	2025	Trend
302-3	Energy-Int (kWh/m ² /year - GIA)	Get Living Landlord (and student accommodation) energy intensity	kWh/m ²	114	120	5%
		Get Living Tenant energy intensity	kWh/m ²	107	103	-4%
		Get Living Total Portfolio energy intensity	kWh/m ²	109	110	1%
		Get Living Landlord (and student accommodation) energy intensity: degree-day adjusted	kWh/m ²	117	122	4%
		Get Living Tenant energy intensity: degree-day adjusted	kWh/m ²	111	108	-3%
		Get Living Total Portfolio energy intensity: degree-day adjusted	kWh/m ²	113	108	-4%

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	2024	2025	Trend
305-1	GHG-Dir Abs and GHG-Dir Lfl	Direct, Scope 1 emissions: Purchased Natural Gas	tCO ₂ e	1,533.33	1,751.62	14%
		Direct, Scope 1 emissions: Purchased Natural Gas – district heating consumed by tenants and student accommodation	tCO ₂ e	907.85	947.68	4%

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 emissions. This is to ensure total emissions do not include double-counting of the gas burnt.

GRI	EPRA	Detail	Unit	2024	2025	Trend
305-2	GHG-Indir Abs and GHG-Indir Lfl	Indirect, scope 2 emissions: Landlord purchased electricity (including student accommodation electricity)	tCO ₂ e	1,445.56	1,301.00	-10%
		Indirect, scope 2 emissions: Landlord purchased electricity (including student accommodation electricity) plus student accommodation heat.	tCO ₂ e	1,569.25	1,430.51	-9%

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	2024	2025	Trend
305-3	NA	Other indirect scope 3 emissions (excluding district heating delivered by landlord gas)	tCO ₂ e	4,746.88	3,873.79	-18%
		Other indirect scope 3 emissions (including district heating delivered by landlord gas)	tCO ₂ e	5,248.67	4,382.27	-17%

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	2024	2025	Trend
N/A	N/A	Total GHG emissions (scope 1+2+3)	tCO ₂ e	7,725.77	6,889.96	-11%
305-4	GHG-Int	Whole Building	kgCO ₂ e/m ²	20.90	18.29	12%

Bi-lateral Assets Data

Outside of our Real Estate Investment Trust assets, we have bi-lateral assets that are not yet stabilised operationally; these are currently outside of our core reporting scope. Here we begin to share headline energy and carbon data for those assets as part of our move to bring these into reporting scope in future years.

GRI	EPRA	Detail	Unit	2025
302-1	Elec-Abs	Get Living obtained electricity	kWh	1,642,886
	Elec- Lfl	Electricity from renewable sources	%	100%
302-2	Elec-Abs	Tenant obtained electricity	kWh	3,507,453
		Electricity from renewable sources	%	Unknown
302-3	Energy-Int (kWh/m ² /year - GIA)	Get Living Bi-lateral Portfolio energy intensity	kWh/m ²	66
305-2	GHG-Indir Abs	Indirect, scope 2 emissions: Landlord purchased electricity	tCO ₂ e	291
305-3	N/A	Other indirect scope 3 emissions	tCO ₂ e	621
305-4	GHG-Int	Whole Building	KgCO ₂ e/m ²	12

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 NO6 was available, this is estimated based on the cubic meters per meter squared of area.

GRI	EPRA	Detail	Unit	2024	2025	Trend
303-5	Water-Abs and Water- Lfl	Get Living obtained water	m ³	454,590	469,033	3%
		% m ³ water estimated	%	31%	32%	1%
	Water-Int	Water intensity for all Get Living obtained water	m ³ /m ²	1.23	1.27	3%

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	2024	2025	Trend
306-4 and 306-5	Waste-Abs and Waste- Lfl	Recycled	tonnes	831	803	-3%
		Incineration (with energy recovery)	tonnes	1,636	1,602	-2%
		Landfill (non hazardous)	tonnes	12	11	8%
		% 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 D	EPRA	Detail	Unit	2024	2025	Trend
CRES D CRE8	Cert-tot	Mandatory Certifications (Percentage of portfolio covered by floor area)	%	100%	100%	-
		Voluntary Certifications (Percentage of portfolio covered by floor area)	%	100%	99%	-1%

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	2024	2025
405-1	Diversity-Emp	Employees on the organisation's Board of Directors	Female	33%	17%
			Male	67%	83%
		All employees	Female	55%	53%
			Male	45%	47%

5.4.2 Gender Pay Gap

GRI	EPRA	Detail	Unit	2024	2025
405-2	Diversity-Pay	Mean (average) percentage by which female pay is lower than male pay	%	9%	2%

5.4.3 Employee training, development and appraisals

GRI	EPRA	Detail	Unit	2024	2025
404-1	Emp-Training	Spend on learning and development	£ per FTE (Average)	£1,500	£1,500
404-1	Emp-Training	Total hours of training across the business	Hours	3087	3618
404-1	Emp-Training	Average hours of training per year per employee across the business	Hours/FTE	17	20
404-2	Emp-Training	% of employees undertaking ESG training in the year	%	43%	30%
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	2024	2025
401-1	Emp-Turnover	Number of new employee hires	#	73	60
		Rate of new employee hires	%	40%	34%
		Number of employee turnover	#	28	28
		Rate of employee turnover	%	16%	16%

COMMUNITY

5.4.5 Local community engagement

GRI	EPRA	Detail	Unit	2024	2025
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 basis of reporting pertains to Get Living's energy, greenhouse gas emissions, water and waste data.

Data is reported for the period covering January 1st, 2025, to December 31st, 2025. Data is also included for the calendar year ending December 31st, 2024, to enable comparison. Non operational, or development assets are not included in the reporting scope.



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 residents' 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 Lewisham and Get Living PLC developments 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. Energy and emissions data from Get Living's Bi-lateral assets has been included in this report for the first time. This reflects our progress in data collection and underlines our approach to open reporting.

Methodology

Our over-arching boundaries and methodology apply across our three operational assets (East Village, Elephant Central and New Maker Yards and our stabilising assets). However, data sources vary slightly between each. This section details the over-arching approach, followed by specifics for each neighbourhood (pages 58-59).

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).

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 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 sub metered 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 (resident 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.

Asset specific data collection method

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.

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

This year, Landlord electricity was estimated based on energy intensity across the previous two years.

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.

BI-LATERAL ASSETS

Landlord consumption is reported based on invoice data provided by our energy broker.

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 our supplier. 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 and N09, unit meters are not accessible, data is reported based on plot-level data which is apportioned to units under Get Living's control.

No data was available for N06 or N08 this has been estimated based on average consumption per square meter.

ELEPHANT CENTRAL

Water is reported based primarily on the single, main incoming water meter to the site. This is apportioned to each building and unit based on % floor area. The meter serving Portchester House captures student accommodation usage.

NEW MAKER YARDS

Accurate water data for New Maker Yards is unavailable due to difficulty to accessing meters outside the boundary of the site. Get Living is working to get access to this data for 2026.

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 remained static since our 2024 report (5% of energy data). Data estimation follows the hierarchy below:

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 2025, estimation of the landlord electricity consumption for New Maker Yards was required. This is based on the energy intensity of previous reporting years. Water at New Maker Yards and N06 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 Nature-related and Climate-related Financial Disclosures. We also provide references to further information throughout the report to aid further exploration.

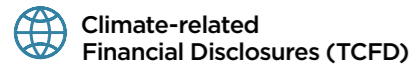
 Climate-related Financial Disclosures (TCFD)	 Nature-related Financial Disclosures	See Also
GOVERNANCE		
The Board's Role		
The Board oversee climate matters and are kept informed through ESG-related board papers ahead of quarterly meetings. Board papers provide updates on key workstreams such as CRREM 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.	<p>Section 2:</p> <ul style="list-style-type: none"> ESG Governance Structure, page 12 Managing climate and transition risks, pages 20-21 <p>Get Living Annual Report:</p> <ul style="list-style-type: none"> Managing Risk and Internal Controls, page 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 and an Investor ESG Specialist Group.	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.	<p>Section 2:</p> <ul style="list-style-type: none"> ESG governance structure, page 12 ESG framework, pages 14-15 Managing climate and transition risks, pages 20-21 <p>Section 3:</p> <ul style="list-style-type: none"> Our approach page 24-25 Enhancing the ecological value of our spaces, page 28 <p>Get Living Annual Report:</p> <ul style="list-style-type: none"> Managing Risk and Internal Controls, page 31
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.	Every asset management team has an ESG plan, which includes a Biodiversity Action Plan (BAP). Our baselining work and a review of our performance against TNFD recommendations has helped to inform actions. These plans are reviewed annually and reflected in CapEx and OpEx budgets, for the implementation of actions identified within the BAPs.	

 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. We also publish a statement which is reviewed annually. Employees have received 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.	<p>Section 4:</p> <ul style="list-style-type: none"> Investing in our people, page 37 <p>Get Living Annual Report:</p> <ul style="list-style-type: none"> Delivering Social Value, page 46
	We also undertake regular resident and community engagement where access to nature is noted as one of the key factors to resident engagement.	
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.	<p>Section 2:</p> <ul style="list-style-type: none"> Managing ESG, climate and transition risks, pages 20-21 <p>Get Living Annual Report:</p> <ul style="list-style-type: none"> Managing Risk and Internal Controls, page 31 Protecting and Enhancing our Environment, page 42
	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.	

 Climate-related Financial Disclosures (TCFD)	 Nature-related Financial Disclosures	See Also
Impacts on strategy and financial planning		
<p>Our ESG risk register informs our ESG strategy and annual targets. The 2025 budget included both CapEx and operational expenditure for ESG-related work to improve reporting, promote energy efficiency, and explore electrification of the portfolio. We also have continuously evolving 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>	<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 outdoor spaces to deliver more positive biodiversity impacts; this will help to ensure any investment is delivered in a nature-positive way.</p>	<p>Section 2:</p> <ul style="list-style-type: none"> Governance, Our approach, pages 16-17 Managing Climate and Transition Risks, pages 20-21 <p>Section 3:</p> <ul style="list-style-type: none"> Environment – Our approach, pages 24-25 Mapping our pathway to Net Zero, pages 26-27 Enhancing the ecological value of our spaces, page 28 <p>Get Living Annual Report:</p> <ul style="list-style-type: none"> Managing Risk and Internal Controls, page 31 Protecting and Enhancing our Environment, page 42
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>	<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 types of tree overtime.</p>	<p>Section 2:</p> <ul style="list-style-type: none"> Managing Climate and Transition Risks, pages 20-21 <p>Section 3:</p> <ul style="list-style-type: none"> Environment – Our approach, pages 24-25 Mapping our pathway to Net Zero, pages 26-27 Enhancing the ecological value of our spaces, page 28 <p>Get Living Annual Report:</p> <ul style="list-style-type: none"> Managing Risk and Internal Controls, page 31 Protecting and Enhancing our Environment, page 42

 Climate-related Financial Disclosures (TCFD)	 Nature-related Financial Disclosures	See Also
Locations		
n/a	<p>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>	<p>Section 3:</p> <ul style="list-style-type: none"> Enhancing the ecological value of our spaces, page 28
RISK MANAGEMENT		
Identifying and assessing risks		
<p>The Executive Team regularly reviews all principal risks and how these are mitigated and managed across Get Living's business activities. The ESG Team also provides support to senior management regarding the identification and interaction of climate risks.</p>	<p>Further work is required to identify risk related to nature. Our double materiality review will include a discussion around how we interact with nature. We will use this process to better understand our impacts, risks, and opportunities.</p>	<p>Section 2:</p> <ul style="list-style-type: none"> Managing Climate and Transition Risks, pages 20-21 <p>Get Living Annual Report:</p> <ul style="list-style-type: none"> Managing Risk and Internal Controls, page 31 Managing Climate and ESG Risks, page 35
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 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>	<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>	<p>Section 2:</p> <ul style="list-style-type: none"> Managing Climate and Transition Risks, pages 20-21 <p>Section 3:</p> <ul style="list-style-type: none"> Environment – Our approach, pages 24-25 Mapping our pathway to Net Zero, pages 26-27 <p>Get Living Annual Report:</p> <ul style="list-style-type: none"> Managing Climate and ESG Risks, page 35

Performance



See Also

Integrating within wider risk management

Following the evolution of our Group risk management approach in 2024, 2025 was the first full year operating under the new framework. The Risk Leadership group, including representatives from all key business functions met bi-monthly to review risks and mitigation strategies, such as our efforts to detail decarbonisation pathways, which will be co-ordinated with our Long-Term Asset Replacement Strategies (LTARS) and financial planning.

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.

Section 2:

- Managing Climate and Transition Risks, pages 20-21

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, in line with SECR. Our ESG report also shares many more voluntary metrics aligned with EPRA and GRI standards.

We track the no. of sites baselined and with an active Biodiversity Action Plan in place, as well as habitat unit values - current, planned and achieved.

Section 3:

- Enhancing the ecological value of our spaces, page 28

Section 5:

- Performance Data

Get Living Annual Report:

- Protecting and Enhancing our Environment, page 42

Scope 1, 2, 3 emissions

Metrics to assess and manage dependencies and impacts on nature

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.

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.

Section 5:

- Performance Data

Get Living Annual Report:

- Carbon and Energy Performance Data, pages 44-45

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 Paris Climate Accords.

Section 2

- Environment - Our approach, pages 24-25
- Mapping our pathway to Net Zero, pages 26-27

Section 3:

- Enhancing the ecological value of our spaces, page 28

Get Living Annual Report:

- Protecting and Enhancing our Environment, page 42

Glossary

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.

Environmental Management System (EMS)

EMS (Environmental Management System) helps track, analyse and optimise lighting and power consumption.

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.

RIDDOR incidents

Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) identify certain serious workplace incidents that must be reported to the Health and Safety Executive (HSE).

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