

EPRA sBPR REPORTING CONTINUED

Environmental performance measures continued

EPRA indicator	Certificate	2022		2023	
		Number of certificates	% of Organisational boundary by floor area	Number of certificates	% of Organisational boundary floor area

Building certifications

Cert-Tot	BREEAM Certificates within Organisational Boundary				
	BREEAM Excellent	1	11.0%	1	10.0%
BREEAM Interim Excellent	1	6.7%	3	25.7%	
BREEAM Very Good	1	6.8%	1	6.5%	
Total with Certification	3	24.6%	5	42.2%	
BREEAM Certificates - Development projects (outside Organisational Boundary)					
BREEAM Interim Excellent	—	—	3	n/a	
EPC ratings within Organisational Boundary					
EPC A	3	25.0%	14	35.5%	
EPC B	1	7.4%	2	9.0%	
EPC C	7	51.0%	6	42.8%	
EPC D	2	16.6%	1	12.7%	
EPC E or below	—	—	—	—	
Total	13	100.0%	23	100.0%	

EPRA Code	Measure	Managed portfolio			Like-for-like		
		2022	2023	% change	2022	2023	% change

Energy consumption, MWh

Elec-Abs, Elec-LfL	Landlord procured electricity	3,882	5,371	38%	2,962	3,550	20%
	Landlord procured, controlled by occupier	3,272	4,037	23%	2,436	2,499	3%
	Total on-site renewable electricity generation	155	127	(18)%	155	127	(18)%
	Proportion of procured and generated electricity from renewable sources	16%	59%	43%	20%	76%	55%
	Occupier procured electricity	n/a	2,761	n/a	n/a	n/a	n/a
DH&C-Abs, DH&C-LfL	Landlord controlled areas	None of our assets are connected to or benefit from district heating and cooling.					
Fuels-Abs, Fuels-LfL	Landlord procured fuels	2,824	3,896	38%	2,492	2,758	11%
	Landlord procured, controlled by occupier	2,249	3,311	47%	1,918	2,173	13%
	Occupier procured fuels	n/a	2,432	n/a	n/a	n/a	n/a
Total energy*	Total landlord procured	6,705	9,267	38%	5,454	6,308	16%
	Landlord procured, controlled by occupier	5,522	7,348	33%	4,353	4,672	7%

EPRA Code	Measure	Managed portfolio			Like-for-like		
		2022	2023	% change	2022	2023	% change
Total energy ¹	Landlord procured and generated	6,860	9,394	37%	5,608	6,435	15%
	Proportion estimated	0.3%	1.5%	1.2%	0.3%	0.0%	(0.3)%
	Disclosure coverage / EPRA reporting boundary	100%	100%	—	64%	53%	(11)%
Energy intensity MWh/m²							
Energy-Int	Landlord procured and generated	0.34	0.36	6%	0.34	0.39	15%
	Occupier procured	n/a	0.28	n/a	n/a	n/a	n/a
Greenhouse gas emissions, tCO₂e							
GHG-Dir-Abs, GHG-Dir-LfL	Total direct GHG emissions, scope 1	105	107	2%	105	107	2%
GHG-Indir-Abs, GHG-Indir-LfL	Total indirect GHG emissions, scope 2 - location based	118	276	134%	102	218	114%
	Total indirect GHG emissions, scope 2 - market based	89	79	(11)%	60	1	(98)%
	Total indirect GHG emissions scope 3 (landlord procured occupier consumption)	1,043	1,442	38%	821	915	11%
Total direct and indirect	Scope 1 and 2 (location based)¹	223	383	72%	207	325	57%
GHG-Int ²	GHG emissions intensity, scope 1 and 2, tonnes CO ₂ e/ m ²	0.01	0.01	10%	0.01	0.02	57%
Water consumption, m³							
Water-Abs, Water-LfL	Total landlord procured	3,430	2,974	(13)%	3,430	2,974	(13)%
	Proportion estimated	12%	4%	(8)%	12%	4%	(8)%
	Disclosure coverage / EPRA reporting boundary	54%	45%	(9)%	54%	45%	(9)%
Water-Int	Water intensity, landlord procured, m ³ /m ²	0.24	0.21	(13)%	0.24	0.21	(13)%
Landlord waste management, tonnes and proportion of waste disposal route, %							
Waste-Abs, Waste-LfL	Recycled or re-used	75	48	(36)%	14	12	(12)%
	Incineration with energy recovery	86	47	(45)%	22	18	(16)%
	Sent to landfill	—	—	—	—	—	—
	TOTAL	161	95	(41)%	36	30.4	(15)%
	Proportion estimated	51%	0.4%	(51)%	11.5%	0.0%	(12)%
	Disclosure coverage / EPRA reporting boundary	90%	75%	16%	64%	53%	(11)%
	Recycled or re-used	46%	50%	4%	38%	39%	1%
	Incineration with energy recovery	54%	50%	(4)%	62%	61%	(1)%

1. Scope 2 location based emissions used for reporting total emissions and GHG emissions intensity.

2. Only assets with full year data are considered for the calculation of GHG emissions intensity.

EPRA sBPR REPORTING CONTINUED

Social performance measures

The Group reports on all applicable EPRA sBPR social performance metrics. Being an externally managed company with no employees, disclosure is focused on the Board. There are some limits to the measures that can be reported regarding the Board. Social performance measures for the Investment Adviser are included, where indicated below, as whilst a separate legal entity, they handle all administrative duties related to the asset management of the portfolio.

EPRA Code	Measure	2023	2022
Diversity-Emp	Board gender diversity %	Female 50% Male 50%	Female 50% Male 50%
	Investment Adviser gender diversity %	Female 64% Male 36%	
Diversity-Pay	Board salary ratio of men to women, reported by median basic salary	(2.7)%	Not reported in 2022
	Investment Adviser ratio of men to women, reported by median basic salary	46.1%	

Investment Adviser

Emp-Training	Employee training and development, average hours/year/employee	12	
Emp-Dev	Proportion of employees with performance appraisals	100%	
Emp-Turnover	New hires and rate of new employee hire	1 and 8%	Not reported in 2022
	Total number of employee turnover and rate	1 and 8%	
H&S-Emp	Absentee rate (per days scheduled)	0.1%	
	Injury rate (per 100 hours worked)	—	
	Lost day rate	—	
	Number of work related fatalities	—	

Health and safety metrics (Group)

H&S-Asset	Proportion of asset health and safety assessments	100%	100%
H&S-Comp	Asset health and safety compliance, number of incidents unresolved within the required timeframe	—	—
Comty-Eng	Community engagement, impact assessments and development programmes, proportion of assets	—	—



Oxford Technology Park, Oxford

Governance performance measures

Governance performance measures relate to the Board. For full background information on the Group's governance performance measures, including a profile of the Board, a description of nomination procedures, and processes for managing potential conflicts of interest, please see pages 78 to 87.

Non-Executive Director Sally Ann Forsyth has significant experience relating to developing and implementing strategies to improve social and environmental impacts in the life science industry.

Richard Howell leads the ESG strategy at Primary Health Properties PLC including the development of a net zero carbon strategy focusing on five key steps to achieve this across the group's operational, development and asset management activities by 2030 and to help its occupiers achieve net zero carbon by 2040.

Michael Taylor as Director of the British Heart Foundation has significant experience relating to developing and implementing strategies to improve social and environmental impacts of funders in the life science sector.

EPRA Code	Measure	2023	2022
Composition of the highest governance body			
Gov-Board	Number of executive Board members	4	4
	Number of non-executive Board members	4	4
	Average tenure on the governance body (months)	25	13
	Number of non-executive Board members with competencies relating to ESG topics	3	1
Gov-Select	Process for nominating and selecting the highest governance body	See corporate governance section, pages 78 to 87	
Gov-Col	Process for managing conflicts of interest		



Rolling Stock Yard, London Knowledge Quarter