



BUILDING MOMENTUM

ESG Report 2024



INTRODUCTION

BUILDING MOMENTUM ON OUR ESG JOURNEY

Sirius Real Estate remains committed to building a sustainable future based on sound economic foundations. We have always believed in placing people, planet, and ethics at the heart of our decision-making whilst working to deliver strong and consistent returns to shareholders.

We have a robust environmental, social, and governance (ESG) roadmap to guide our journey, which is part of and guided by our corporate strategy. To demonstrate our progress and take accountability for our actions, **we continuously work to ensure that ESG considerations are embedded into decision-making and management processes across the Group.**

Last year, we set out our aspirations in our first standalone ESG Report, establishing priorities and objectives for how we approach ESG. Today, we publish our second ESG Report designed to sit alongside our Annual Report. Together, these documents demonstrate our progress against our objectives and outline where we are in our journey to build a more sustainable future.

As we continue to build on our momentum, we remain committed to reducing our carbon footprint and achieving net zero emissions across our operations. We are dedicated to developing our people, supporting our tenants, and helping the communities in which we work to thrive. At the same time, we continue to focus on enhancing our governance structures to improve our ability to identify and manage ESG risks and opportunities.

We will continue to build on our ambitions and expect our ESG plans to deliver short-, medium- and long-term benefits to our business, provide a positive social impact, and contribute to global efforts to combat climate change.

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INTRODUCTION

HIGHLIGHTS

ENVIRONMENT



This year, for Scopes 1 and 2, we have already achieved:

Our net zero emissions target in Germany

Carbon neutrality in the UK

[Read more >](#)



Set an ambition to reduce Group Scope 3 emissions intensity per sqm by

45% by 2030

[Read more >](#)



We commenced

4 PV pilot projects in Germany and the UK

[Read more >](#)



SOCIAL



Across our teams we have:

50:50 split of female and male employees

39.7% of senior leadership roles held by women

[Read more >](#)



We invested €290,000+ to deliver our people

1,716 learning days in 2024

[Read more >](#)



GOVERNANCE



In Germany, we created **a dedicated ESG department**

[Read more >](#)



Our ESG ratings:

AA MSCI

A GRESB Public Disclosure

[Read more >](#)



Low Risk Sustainalytics

C CDP

AT A GLANCE

A SUSTAINABLE WAY TO EMPOWER BUSINESS AND UNLOCK POTENTIAL

Listed on the London and Johannesburg Stock Exchanges, Sirius Real Estate is a leading owner and operator of branded business and industrial parks, with property valued at over €2 billion. We support more than 9,000 tenants in Germany and the UK, providing conventional and flexible workspace.

Our strategy is to acquire and transform underutilised, multi-tenanted, mixed-use properties in strategic locations. We enhance rental and capital value by providing higher-yielding workspaces through active portfolio management that seeks to improve their sustainable performance over time.

This strategy is underpinned by our values and purpose, which is to unlock the potential of our people, our properties, our tenants, and the communities in which we operate.

We provide fulfilling careers and development opportunities for our people and foster a collaborative culture where individuals feel motivated, recognised, and rewarded for their contribution, talent, and ideas.

We invest in our growing portfolio, helping to extend the life of older buildings, and the services we offer help to empower our tenants and their businesses, enabling us to deliver sustainable impact and long-term financial and social value.

* excl. 35% interest in seven additional properties, through the Titanium venture with AXA IM Alts, creating a total of 75 sites that are impacted by our ESG initiatives.

Germany*

308	employees
68	Sites
1.8m	lettable space in sqm
5,915	tenants
€1.7bn	value of owned property

UK

152	employees
74	sites
400k+	lettable space in sqm
3,739	tenants
€500m	value of owned property



LETTER FROM THE CEO



Andrew Coombs
Chief Executive Officer

DELIVERING ON OUR SUSTAINABILITY AMBITIONS

I am delighted to present our second ESG Report, which demonstrates the scope and progress of our ongoing sustainability journey. It's a positive picture that reflects the hard work and commitment delivered over the past year.

Our focus on ESG is a fundamental part of our corporate strategy and fully aligned with our purpose. It enables us to unlock the potential of our people, our tenants, our properties, and the communities in which we operate. For me and our entire leadership team, championing sustainability is a commercial imperative, and I am pleased with the progress we continue to make.

The ESG programme we have developed across the Group is based on detailed assessments and robust operational and financial analysis. We have taken a deliberately pragmatic approach to developing our strategic roadmap, paving the way for meaningful change that will add to the value we deliver to all our stakeholders.

What does this mean in practice?

Our people thrive. We provide learning and development opportunities, wellbeing initiatives, and work-life balance. This helps improve skills, drive engagement, and boost our ability to attract and retain the best talent in the market. This year, the Sirius Academy, the focus of our people development initiatives, has delivered 1,716 learning days, providing our workforce with greater skills.



Our tenants are better served. Efficient renewable energy supplies, EV charging facilities, and a well-developed waste management system benefit our tenants first-hand. Our dedicated customer care department works to drive enhanced engagement and collaboration with our tenants.

Local communities gain. We make a positive economic and social contribution by promoting local employment and investing in community initiatives. In 2023, we launched our Prakti-Match initiative to connect tenants with potential interns from local communities, while our PRISMA scheme helped to recruit and support refugees who have settled in Germany.

Investors benefit. As we have developed our ESG strategy, we have strengthened our governance structures, ensuring we are well placed to meet the demands of evolving disclosure requirements. Our approach reflects a drive for operational excellence, enhancing our reputation, building resilience, and supporting strong returns.

It's good for the planet. This year, I am proud to report that in addition to being net zero in Scopes 1 and 2 in Germany, we have achieved carbon neutrality in the UK for our Scope 1 and 2 emissions. This was achieved by continuing to improve energy efficiency and lighting systems and providing a high proportion of renewable electricity to our platform. We also remained focused on a pathway to reaching net zero emissions in the more challenging Scope 3 category, which accounts for over 99% of our total emissions. This year, for the first time, we have set ourselves an ambition to achieve a reduction in Group Scope 3 emissions intensity per sqm of 45% by 2030. We will be reviewing this ambition every year.

These achievements, alongside the creation of a dedicated ESG department in Germany, reflect the solid progress we have made on our sustainability journey. But there is considerably more to do.

As we progress on this important journey, we will continue to take the time we need to map out details of our route in the most effective way. We will also consider the findings of our new ESG materiality assessment, which we are in the process of conducting.

Finally, I want to take this opportunity to thank everyone at Sirius for their hard work in meeting our ESG ambitions. Every step we take is a step closer to a better future.

ESG OVERVIEW

OUR ESG APPROACH

ESG factors are a key consideration for stakeholders, including our people, tenants, investors, communities, and regulators, when assessing a company's value, reputation, and resilience. Evaluating the environmental impact of a business, its approach to governance, and how it treats its stakeholders are all significant factors in how they choose to engage with a company.

At Sirius Real Estate, we believe in driving positive change in all these areas. We are committed to decarbonising our portfolio, reducing energy consumption, promoting development and wellbeing initiatives for our people, and supporting our tenants and the communities in which we live and work. By doing this, we believe our ESG approach will help us deliver financial returns, business growth, and new opportunities.

To achieve this, we have identified three overarching strategic goals, supported by 14 objectives, which are embedded in our strategy and operations. These were established following our first materiality assessment in 2020, which pinpointed where we should focus our investment, time, and efforts to make the greatest impact while safeguarding the needs of our business.



The ESG landscape continues to evolve and is shaped by regulatory developments and the dynamics of everyday business.

It is, therefore, important to ensure that our initiatives continue to reflect the issues that are most material to our business and stakeholders. To this end, we are in the process of conducting a new ESG materiality assessment involving both internal and external stakeholders. Reflecting our commitment to adapt to the evolving ESG landscape, this assessment considers the guidelines presented within the Corporate Sustainability Reporting Directive (CSRD), the recommendations of the European Financial Reporting Advisory Group (EFRAG) and the approach to materiality as defined by the International Sustainability Standards Board (ISSB). The results will be used to assess and review our ESG framework. We expect to finalise this process in the current financial year and look forward to updating our stakeholders on the outcomes.

Spotlight on SDGs Good for the planet, good for business

We understand the importance of the United Nations Sustainable Development Goals (SDGs) and fully support their implementation. The SDGs bring clear benefits for people and the planet and present a strong business case for Sirius.

We have identified **four of the 17 SDGs** that are most material to Sirius:



Ensure access to affordable, reliable, sustainable and modern energy for all



Make cities and human settlements inclusive, safe, resilient and sustainable



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

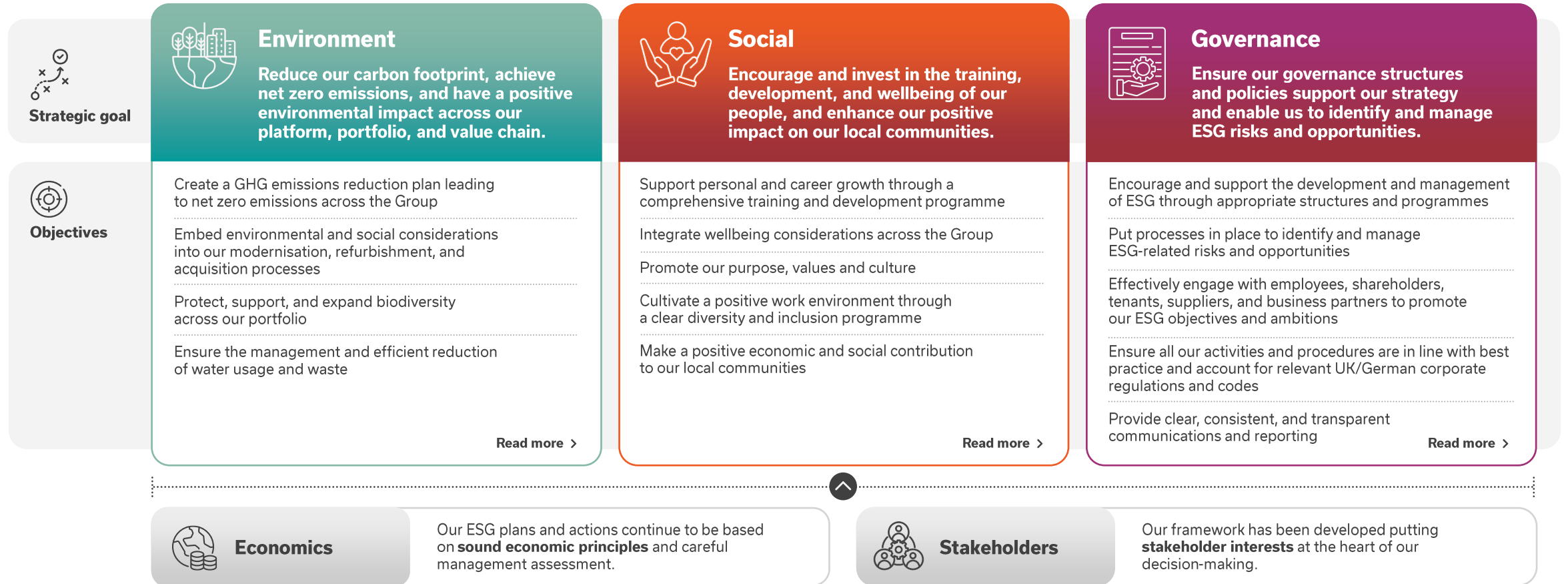


Take urgent action to combat climate change and its impacts

ESG OVERVIEW

ESG STRATEGY

Based on our first materiality assessment, we identified 14 objectives we are embedding into our strategy and operations.





ENVIRONMENT

Our strategic goal

Reduce our carbon footprint, achieve net zero carbon emissions, and have a positive environmental impact across our platform, portfolio, and value chain.

The environmental impact of climate change is tangible.

As a responsible business, we believe that modernising and upgrading existing buildings is better for the environment than tearing them down to create new structures. Our work to extend the lifespan of older buildings and our sustainable approach is both a competitive advantage and an example of our corporate responsibility.

At the same time, we have a vested interest in reducing greenhouse gas emissions. Our decarbonisation plans, which form the backbone of our environmental strategy, have already yielded results. We have begun to make

progress in addressing our emissions through the ongoing refurbishment and, for the first time, modernisation work across our portfolio. Achieving net zero for Scopes 1 and 2 in Germany and carbon neutrality in the UK for Scope 1 and 2 emissions is an important milestone on the road ahead.

We have also set an ambition to address our Scope 3 emissions which account for over 99% of our total emissions. Our ambition is to achieve a 45% reduction in Group Scope 3 emissions intensity per sqm by 2030.

We continue to map our journey with care and attention while continuing to generate healthy returns for our shareholders.



We are not just doing ESG because we have to. We are doing ESG because it makes good business sense."

Andrew Coombs
CEO

DELIVERING NET ZERO



2020/21

- ESG materiality assessment identifies importance of creating a net zero pathway
- ESG Working Committee created reporting to Sustainability & Ethics Committee

- First GHG emissions calculations in Germany – Scope 1, 2 & 3
- Annual Report recognises recommendations of TCFD
- Acquisition of BizSpace



2021/22

- Commence development of a net zero strategy for Scope 3 emissions in Germany based on CRREM/SBTi
- Green-BIM Award 2022 for embodied carbon modelling

- Centralised collection of waste across German portfolio to reduce carbon and waste to landfill
- Integration of BizSpace into net zero programme



2023/24

- Achieved carbon neutrality in UK for Scope 1 & 2 with minimal offsets
- Formation of ESG Department to drive net zero programme in Germany

- Creation of Sirius Renewable Energy GmbH in Germany to roll out PV systems
- First submission to CDP in July 2023 scoring C
- 55% of EPCs of UK portfolio rated at C or better



2022/23

- Achieved net zero emissions in Germany for Scope 1 & 2 with minimal offsets
- First emissions audit verification for both Sirius Facilities GmbH and BizSpace Ltd
- Review of UK portfolio to assess pathway to EPC B by 2030 completed
- Publication of inaugural ESG Report, 'Shaping our Future'



TO 2030

Ambition to reduce Group carbon emissions intensity per sqm for Scope 3 emissions by 45%

- Aim to upgrade UK portfolio to EPC B by 2030 through LED and heating system replacement and selected PV projects
- Continue PV systems programme, subject to pilot projects and financial model in Germany

- Rollout of smart meters and gas heating replacements in Germany, plus transfer to district heating where possible
- Install EV chargers and smart meters across UK and German portfolios
- Tenant engagement programme on decarbonisation



POST 2030

Achieve net zero for Scope 3 emissions in Germany by 2045 and 2050 in UK, subject to ongoing operational and financial assessment

The pathway to net zero emissions to be reviewed from 2028 onwards pending clarity on Government policy in Germany and the UK and updated regulation

¹ Set against 2021/22 emissions baseline.

[Click here](#) for further details on the assumptions made >

ENVIRONMENT

OUR ENVIRONMENTAL OBJECTIVES



Our objective

Create a GHG emissions reduction plan leading to net zero emissions across the Group

By analysing our greenhouse gas (GHG) emissions inventory – incorporating Scope 1, Scope 2, and Scope 3 emissions – we can better understand our own emissions as well as those of our entire value chain. Scope 3 emissions, predominately generated by our tenants and their activities, represent over 99% of our total emissions and will be a key focus in our decarbonisation efforts.

We have pledged to reduce greenhouse gas emissions to net zero across the Group in line with national targets.



We plan to be
NET ZERO
for Scopes 1, 2, and 3
across our German
portfolio by 2045 and UK
by 2050.

However, our immediate focus is on our short- to medium-term decarbonisation pathway to 2030, as we believe this is most relevant and in the interest of our business and stakeholders. We have set out an overview of our intended pathway on page 8 of this report. Our plan takes into account the EU-supported Carbon Risk Real Estate Monitor (CRREM) tools and the UN-supported Science-Based Targets initiative (SBTi) framework, considered the gold standard for real estate net zero target setting.



Our ambition is to **reduce our carbon emissions intensity per square meter** for Scope 3 emissions by **45% by 2030** using 2021/2022 as our base year.

We will review our ambition each year, taking into account the unique dynamics of our portfolio where the age, scale, and multiple uses of our assets add complexity to creating a decarbonisation pathway. As part of this, we will also work to enhance our data and assessments to ensure our net zero pathway is realistic and achievable.

Our pathway assumptions

Our decarbonisation ambition is based on a number of assumptions, which we will review over time. It is based on CRREM version 2.0 with a location-based approach for carbon emissions factors. Currently, the CRREM methodology does not have a target pathway for industrial sites, which means that the energy consumption of our tenant industrial processes is not reflected in our reduction ambition. Our current ambition also excludes the Titanium venture with AXA IM Alts, of which we hold 35%.

At the same time, we recognise that our ambition relies on the predicted decarbonisation of the national grids. Should the German or UK national grid decarbonise faster or slower than anticipated, we will need to review the implications for our decarbonisation plans. Additionally, the ambition is based on our current portfolio, which, due to strategic acquisitions and sales of assets, will change over time. Moreover, the reduction ambition does not include embodied carbon. These will be addressed through a separate programme of engagement with our suppliers.

Equally, with our large industrial assets, decarbonisation can only be achieved through partnership with our tenants, and this will take time as we coordinate with their plans. It is something we will be working towards over the coming years.

Our understanding and assessment of our Scope 3 emissions will continuously evolve due to these assumptions and as we gain further insight into our tenant's energy use and requirements. We must also account for changes to Government policy and science-based frameworks.

As our pathway develops, our assessment of required investment may change. Still, we expect the required investment to ensure we remain aligned with our ambition to be absorbed within the normal course of our planning and budgets.

[Click here](#) to see our Decarbonisation Pathway >



ENVIRONMENT

OUR ENVIRONMENTAL OBJECTIVES CONT

Our carbon reduction initiatives

We have already achieved our net zero emissions target in Germany for Scopes 1 and 2 with minimal use of validated carbon offsets. This was accomplished by ensuring that our asset management offices across the portfolio were powered by almost 100% renewable energy and by continuing to improve on our energy efficiency.

Across our portfolio in Germany, the proportion of **renewable electricity against total electricity** provision is forecasted to be

99.7%

In the UK, we continue to provide a high proportion of low-carbon energy to our properties, with the proportion of **renewable electricity against total electricity** provision of

73%

We have also achieved carbon neutrality in the UK for Scopes 1 and 2 for the first time, again through renewable energy and energy efficiency initiatives and the purchase of a small number of validated carbon offsets.

Enhancing our portfolio remains essential to advancing our broader goals of carbon reduction and energy efficiency.

Throughout the year, we:

- ✔ Continued replacing conventional lighting with LEDs
- ✔ Reviewed our waste and water processes
- ✔ Improved measurement through smart metering
- ✔ Continued to assess our heating systems.



We remain on track to complete our **rollout of smart energy meters** by 2027 in Germany.

In the UK, almost 90% of sites are equipped with smart meters, with work ongoing to equip the final sites and assess new acquisitions.



We are also examining sites which may require **heating system replacements or upgrades** across both our German and UK portfolios and are putting plans in place to make applicable enhancements.

In Germany, this includes a pilot project on one site to increase the proportion of renewable energy to run the heating system, which will allow us to assess the feasibility of further rollout.



Inefficient lighting across our properties has been **reviewed and replaced with LEDs** as part of our building maintenance programmes.

We completed 34 lighting optimisation projects in Germany in the year, with a further 30 projects identified across 24 properties.

In the UK, our LED replacement programme is aligned with our ongoing EPC improvement programme. We completed 19 projects in the year, with additional projects to be aligned with our EPC ambitions.

We have conducted an in-depth portfolio analysis and plan to meet the UK Government's requirement that our UK assets have an EPC rating of C by 2027 and B by 2030. We have already made good progress in this regard. This year, we achieved our internal target to ensure that at least 55% of our EPCs had a rating of C or above by March 2024.

As part of our work to develop a Group decarbonisation pathway to 2030, we have worked to align our EPC programme in the UK to the German short- to medium-term targets based on CRREM and SBTi. We continuously review our programmes and monitor for updates to relevant policies and frameworks which may impact our plans.



ENVIRONMENT

OUR ENVIRONMENTAL OBJECTIVES CONT

Enhanced data collection

We will continue to work to improve data collection and integration with our GHG measurement system and through the work of our dedicated ESG Department which is tasked with driving our decarbonisation efforts in Germany. For the second year, all our emissions have been independently verified by Achilles, a global data validation company. Achilles is the UK's only accredited greenhouse gas certification scheme and the only accredited Carbon reduction programme in Europe to independently measure and reduce carbon emissions.



Please see our **GHG Emissions Report** on pages 43 to 45 of our Annual Report 2024



Last year, we also **completed our first CDP disclosure** to provide a snapshot of our environmental disclosure and performance. The CDP supports thousands of companies with a global environmental disclosure system that measures and manages progress.

We achieved a score of C in our first year and aim to improve on this as we continue to develop our decarbonisation and biodiversity plans.



Please see our **TCFD Report** on pages 46 to 59 of our Annual Report 2024



Our objective

Embed environmental and social considerations into our modernisation, refurbishment, and acquisition processes

As we have stated, we believe in modernising and extending the lifespan of older buildings. As part of this, we regularly engage with our tenants and those in our supply chain through our customer care team and our annual tenant survey, which was completed in February 2024. We had a good representation of BizSpace and Sirius tenants, in particular from our Top50 tenants in Germany. While focused on operational issues, it includes sustainability questions, which are key to our engagement with our tenants in this area. This encourages environmental responsibility, raising awareness of our sustainability programme and enables us to incorporate tenant requirements in our decision-making as we plan energy provision, emissions reduction, EV charging, and biodiversity, among other areas. At the same time, we continually review our procurement and tender policies to embed ESG-related requirements.

One way we monitor our success is through the award-winning building information modelling (BIM) system we devised to calculate embodied carbon associated with our refurbishment projects. Embodied carbon makes up 10% of our total emissions.

By analysing and extrapolating data from a representative sample of our German portfolio, we can better understand the drivers of embodied carbon in our portfolio.



We have carried out **detailed embodied carbon calculations for different types of expansion projects** to enable us to have better visibility of embodied carbon.

Embodied carbon in total emissions

Germany

6,815
MtCO_{2e}
FY2022/23

9,383.65
MtCO_{2e}
FY2023/24

The model can be used in future renovation projects, informing the choice of materials and suppliers. Equally, it provides a platform on which we can engage with our suppliers to improve our emissions performance.

ENVIRONMENT

OUR ENVIRONMENTAL OBJECTIVES CONT

In 2023, we established Sirius Renewable Energy GmbH to provide a centralised function for our solar energy ambitions and pilot programmes in Germany. During the year, we conducted an initial assessment for the potential of roof-mounted solar panels at a selection of our German business parks. This resulted in the identification of pilot sites, with work commencing at our Augsburg and Tempelhof properties to be completed in FY2024/25. We have also identified and budgeted a further six photovoltaic (PV) pilot projects in Germany for the next year. We will continue to assess for additional opportunities and will carefully monitor our current projects to further our understanding of potential operational and financial implications.



In the UK, we are also considering the potential for PV installations, but due to the nature of our portfolio, we do not anticipate a significant rollout. We began work on two pilot sites in Solihull and Theale, scheduled for completion in FY2024/25. We will carefully review our pilot projects to understand outcomes and benefits and will assess the feasibility of further installations across our UK portfolio.

Meanwhile, following engagement with our tenants, we are responding to the demand for EV charging points across our portfolio in Germany and the UK. This also reflects the rise in the number of drivers choosing electric and plug-in hybrid vehicles. EV and smart charging are one of the many ways we work to support renewable energy production and improve energy efficiency.

We continued to add to our provision in Germany in the year. In line with our targets from last year, we have now installed units in a total of 60 sites, meaning **80% of our German portfolio, including the Titanium venture, is now equipped with EV chargers.** In the UK, we are still in the early stages of our installation programme. Last year, we partnered with a national provider to accelerate our rollout. So far, 16 sites now have EV charging provisions across our UK network. Looking ahead, we are collaborating with our tenants in Germany to identify the next sites to equip in our EV rollout, and in the UK, two sites are already scheduled for completion this year and we are working to identify further sites.

We encourage our employees to use low-emissions transport where possible and, in 2020, started a programme to upgrade our fleet of cars to hybrid or electric vehicles.

We also promote train travel for business trips where possible and support our employees with a bicycle leasing programme in Germany and the cycle-to-work scheme in the UK, which help promote wellbeing and reduce carbon emissions.



Our company car fleet in Germany now consists of **90.7%** hybrid or electric vehicles.



ENVIRONMENT

OUR ENVIRONMENTAL OBJECTIVES CONT



Our objective
Protect, support, and expand biodiversity across our portfolio



The Group oversees a considerable amount of green space, particularly in Germany, and in total, we manage

624,000+ sqm

of green areas, including woodland, grassland, and meadows around our buildings.

We protect, support, and expand biodiversity across our portfolio, and our biodiversity strategy is focused on three pillars: meadows, trees, and bees.

Our main focus this year has been on aligning the UK biodiversity programme with our actions in Germany. Through the UK portfolio, we completed our wildflower meadow conversion and now look after over 21,000sqm of wildflower meadows. We also finalised a tree count, which identified 5,139 trees to add to our garden maintenance programme.

In Germany, our biodiversity strategy is further progressed. We look after over 400,000sqm of green space, including over 35,000sqm of wildflower meadows, which we have converted since our biodiversity programme commenced in 2021/22. With three recent acquisitions being added to the German portfolio in the year, these will be assessed for biodiversity opportunities.

Our wildflower meadows play a particularly important role in supporting bee populations, and we continue to increase the number of beehives and beekeepers we support through corporate partnerships in the UK and Germany.

We continue to partner with [Tree Nation](#), an organisation that is helping to tackle climate change by planting new trees worldwide.

Working with them, we supported the planting of a total of 28,813 new trees this year as part of reforestation projects across the world, including Madagascar, Tanzania, and Kenya.

These trees are estimated to absorb 1,804 tons of atmospheric carbon dioxide this year. Since the programme started in FY2020/21, we have planted over 73,000 trees through our partnership with Tree Nation as a result of German and UK activities. These efforts are just one way of supporting global ecosystems and do not form part of our own carbon offsetting programme.

We will continue our three-pillar approach to biodiversity, carefully managing our greenspaces and trees and supporting the growth of the bee population in the UK and Germany.

Spotlight on biodiversity Bees for biodiversity

Bees are vital in promoting biodiversity. They play a critical role in pollinating trees and flowers and maintaining the healthy ecosystems on which food production relies.

The [Food and Agriculture Organization of the United Nations](#) estimate that bees and other pollinators contribute to 35% of the world's total crop production, pollinating 87 of 115 leading food crops worldwide.

Yet, it is alarming that bee populations are under serious threat and experiencing a drastic decline.

As part of our biodiversity objectives, we are committed to trying to halt that decline. Through our partnerships with [Hectare Nektar](#) in Germany and [Bee1](#) in the UK, we are helping boost their numbers across our portfolios.



To date, we have invested in creating homes for **more than 2 million additional bees in some 40 hives** across Germany, all tended by a team of professional beekeepers. Meanwhile, in the UK, we have funded **8 new beehives and keepers** to support a population of around **500,000 bees**.



These efforts are supported by our drive to create more wildflower meadows. According to the [WWF](#), the global environmental charity, just one acre of wildflower meadow can contain three million flowers, producing 1 kg of nectar sugar – **enough to support nearly 96,000 honeybees daily**.



ENVIRONMENT

OUR ENVIRONMENTAL OBJECTIVES CONT



Our objective
 Ensure the management and efficient reduction of water usage and waste

We continued to make progress with managing our waste and water systems and improving our processes during the year.

Our centralised waste collection system across our German portfolio enables us to manage and calculate our waste-related carbon emissions.

2024 waste distribution



Recycled



Converted to energy



Landfill

Germany

61.5%
33.6%
4.8%

UK

25.5%
74.5%
0%

We are always exploring ways to enhance how we manage and reduce our recycling, reuse, and waste-to-landfill rates. In the UK, during the year, we completed reviews of sites where we provide recycling facilities. Next year, we will introduce initiatives to increase the overall recycling rate for these sites and are currently assessing potential ideas. In Germany, we were able to reduce waste from public bin providers across three sites, with all other public bins being at minimal levels, enabling us to keep collection intervals at a minimum. Next year, we will work with our waste providers to assess whether there is an opportunity to reduce bin counts to better match site demand.

Meanwhile, almost all our tenants in Germany are equipped with smart water meters as a result of our "Smartvatten Project", which launched at the end of 2022. This allows us to detect leaks and monitor excessive water usage, take corrective action, identify improvement opportunities, and provide better measurement of water emissions more easily. We have now installed new smart water meters at all possible sites, completing 16 new sites in the year, bringing the total to 68, meaning 90% of the portfolio is equipped. We are reviewing the seven remaining sites to understand how these can be brought in line with the rest of the properties to allow us oversight of the full portfolio.

In the UK, where there is minimal water waste, a smart meter rollout is less applicable. Instead, we focused on installing automatic meter readers in 31 of our highest water-consuming tenants to better understand consumption and identify potential leaks at the earliest opportunity.

We will continue to assess our waste and water management strategies in the UK and Germany for opportunities to drive improved efficiencies and oversight.



ENVIRONMENT

PERFORMANCE OVERVIEW

How did we do?

● Achieved

● Partially achieved

● Still to be achieved



2023/24 Targets

- **Achieve net zero for our Scope 1 and 2** emissions in Germany in FY2022/23 and be carbon neutral in the UK in FY2023/24.

- **Set out a long-term pathway** to achieve net zero emissions, including shorter term decarbonisation targets, for Germany in FY2023/24 and for the UK in FY2024/25.

- **Complete a detailed assessment of the opportunity and feasibility for on-site renewable energy generation** for the German portfolio.

- **Continue to improve our alignment with TCFD and advance our carbon-emissions reporting** through a full submission to CDP.
See more information in our Annual Report on pages 46 to 59

- **Complete a detailed assessment of the UK property portfolio** to understand the required actions and investment needed to meet UK government regulations for EPC C by 2027 and B by 2030, and link to our decarbonisation pathway in FY2023/24.

- **Update our biodiversity strategy in Germany** and outline our plans for the UK portfolio.

- **Promote a clear waste and water management strategy** across the Group



ENVIRONMENT

PERFORMANCE OVERVIEW CONT

Priorities for 2024/25

Net zero ambition

- Continue to drive reductions in our carbon emissions, and work towards achieving net zero across the Group in line with national targets, 2045 and 2050 for our German and UK portfolios, respectively.
- Continue to focus on and refine our short- and medium-term decarbonisation pathway and identify initiatives to support our net zero ambition.
- Further investment into emission modelling, data collection, risk assessment and scenario analyses to progress our climate change adaptation and decarbonisation efforts.
- Assess opportunities for collaboration with our tenants to support our wider decarbonisation efforts and the net zero goal.

Tactical initiatives

- Progress our identified and budgeted PV pilot-projects in the current year to improve understanding and modelling of benefits and further opportunities for PV installations across the German and UK portfolios.
- Continue to provide a high proportion of renewable energy to our properties in Germany and the UK.
- We have identified 30 lighting optimisation projects in Germany. In the UK, lighting optimisation projects will be identified and rolled out as part of the EPC programme.
- Progress EV charging points rollout in UK with 2 sites already scheduled for completion and additional sites being identified for further rollout. In Germany, we are collaborating with our tenants to identify next steps in our EV charging point rollout.
- Work toward target of completing smart meter installation across all sites in Germany by 2027.
- Continue to identify heating replacement projects across our portfolio.

EPC programme

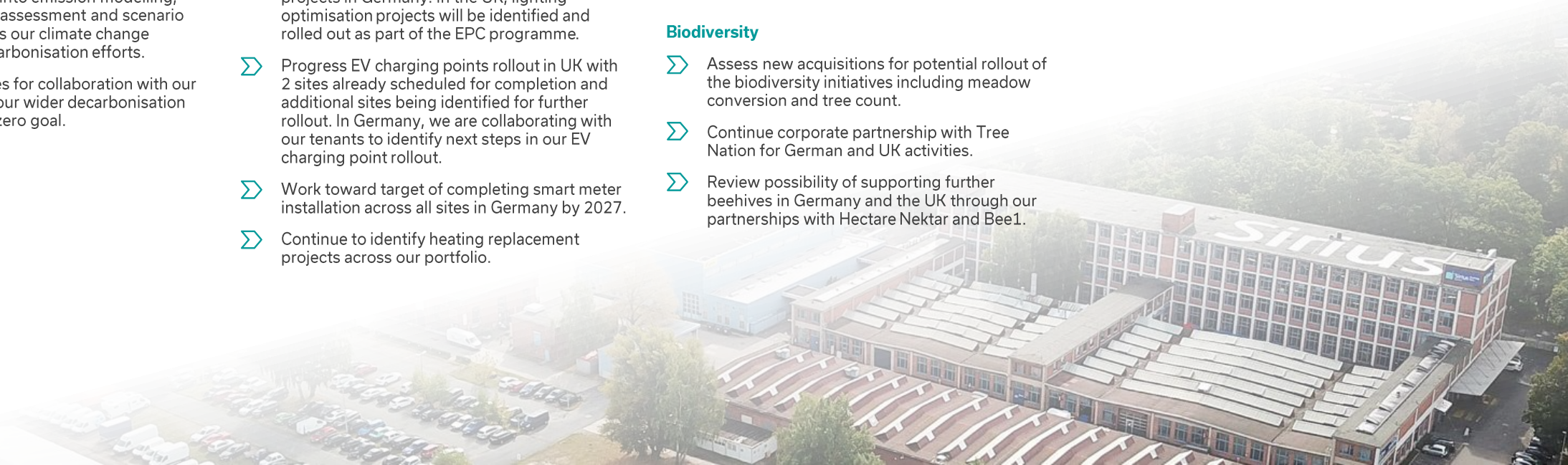
- Monitor and manage the UK portfolio to ensure we are aligning with EPC requirements, and our decarbonisation pathway, to maintain 55% of EPCs at C or better. This includes conducting further asset-by-asset reviews as appropriate to understand the implications for the EPC programme.
- Focus on improving buildings with a lower EPC rating through lighting optimisation and heating system replacement projects.

Biodiversity

- Assess new acquisitions for potential rollout of the biodiversity initiatives including meadow conversion and tree count.
- Continue corporate partnership with Tree Nation for German and UK activities.
- Review possibility of supporting further beehives in Germany and the UK through our partnerships with Hectare Nektar and Bee1.

Water & waste

- Continue working towards goal of replacing all water meters in Germany.
- Review opportunities for reducing waste collection intervals and bins to better match tenant demand in Germany and increase recycling rates in the UK. This includes working with tenants to identify opportunities to improve waste management.





SOCIAL

Our strategic goal

Encourage and invest in the training, development, and wellbeing of our people, and enhance our positive impact on our local communities.

Creating and enhancing social value shapes how we engage with our employees, tenants, and the communities around our properties. We believe there is a tangible improvement in society when buildings, places, and infrastructure support environmental, economic, and social wellbeing.

That is why we are committed to investing in our people, collaborating with our tenants, and developing our involvement in local communities to enhance our social impact and deliver greater value.



To move from great to exceptional, we need to equip our employees and leaders with better skills."

Annemie Ress
Chief HR Officer - People & Talent



SOCIAL

OUR SOCIAL OBJECTIVES



Our objective

Support personal and career growth through a comprehensive training and development programme

We offer our people fulfilling careers and encourage career progression. Nurturing personal and professional development is a cornerstone of our success and is important in ensuring Sirius is not only a great employer but evolves into an exceptional employer of choice.

We continued to invest in training and development programmes, bringing all our efforts under the one umbrella of the Sirius Academy, based in our Berlin office. A versatile mix of in-person and online sessions, workshops, and interactive forums offer our people a dynamic learning experience.



We invested €290,000+ to deliver

1,716

learning days as at March 2024

The days were delivered through face-to-face learning and online digital courses, supported by additional coaching.

With all of our basic training now completed, we are focusing on specialist and tailored programmes and have set ourselves a **target to achieve a total of 1,300 training days in the next financial year, with 300 of those focused on managers.**

Group training and development

Investment in employee training

€181,260
FY2022/23

€292,074
FY2023/24

Total training across the Company

1,309
delegate days FY2022/23

1,716
delegate days FY2023/24

Last year, we also appointed a new Learning & Development Specialist responsible for overseeing and developing our training programmes and strategy.

The Academy was founded on the principles of autonomy, mastery, and purpose. This supports our belief that learning empowers employees to master the skills they need to match their goals and progress in their careers at Sirius and beyond.

Employees at various levels benefit from a wide range of learning and development opportunities designed to enhance technical skills and build managerial and leadership competencies. The Academy has a holistic approach and balances the provision of mandatory compliance training with further topics such as onboarding and induction programmes, manager training, and change management programmes for the Group.

SOCIAL

OUR SOCIAL OBJECTIVES CONT

Mentoring is another important part of our employee development. We launched a mentorship programme for women in both the UK and Germany to hone their skills and develop their careers in the organisation. Designed as a standalone initiative, the programme's success encouraged us to develop it further, creating a highly personalised scheme that carefully selects and connects mentors to mentees to ensure the most positive outcomes.

Training and mentoring sessions took place over six months and focused on topics including communication, personal growth, and further development.



In Germany, **12 women took part** in the mentorship programme, and in the UK, where BizSpace operates a programme called Ment4U, which launched at the end of 2023, **5 women are currently progressing through the programme.**

In Germany, this year, we also launched a **new cross-company Exchange Programme** that allows employees to visit and shadow colleagues in counterpart offices in Germany and the UK. Three such exchanges were completed, helping to strengthen inter-company relationships and build commercial understanding.

We also conducted an **organisational talent review** to ensure that we have the right skills in the workforce and to ensure that these align with our overall commercial strategy. The exercise has enabled us to recognise areas for improvement and identify high-potential talent. It will shape our approach to enhancing our learning and development initiatives to ensure the right support in the right areas.



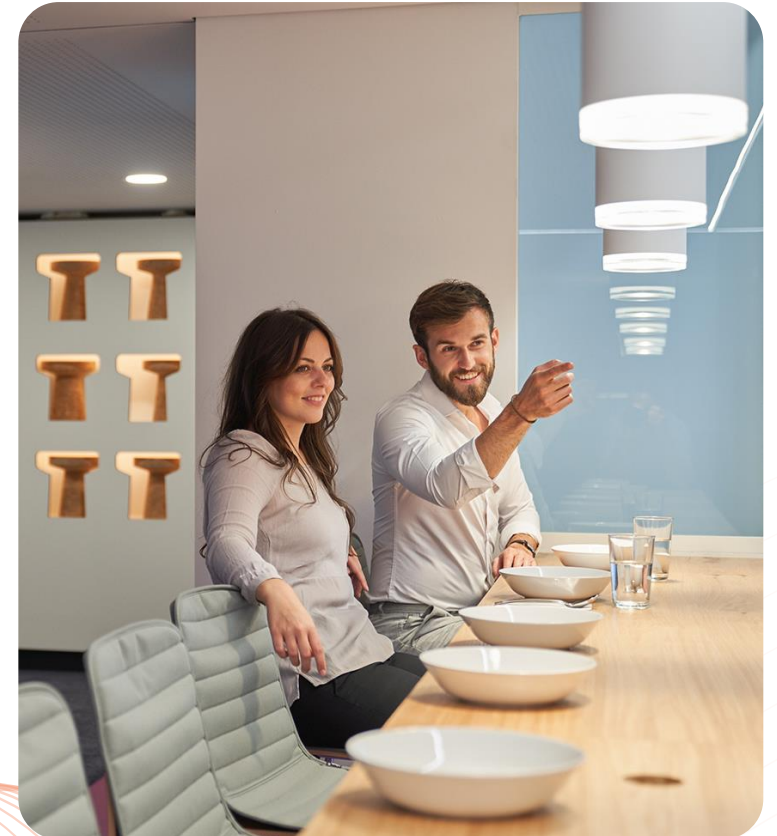
Our objective Integrate wellbeing considerations across the Group

Supporting physical and mental wellbeing in the workplace is a priority, and we continued to build on the range of Group-wide initiatives we have in place.

All colleagues have access to our **Employee Assistance Programme (EAP)**, which offers confidential support in various areas through a 24/7 helpline. The EAP has accredited counsellors, qualified doctors, and legal professionals who offer support and advice on legal, medical, health, and wellbeing issues.

We also have **Mental Health First Aiders** across the Group. These volunteers undertake a two-day certification course as part of their training to equip them with tools for early intervention to aid recovery. In addition to supporting colleagues, they help raise awareness of mental illness and reduce the stigma around the issue.

Meanwhile, staff at our head office in Berlin can access a gym to promote physical health, and we encourage activities such as yoga, volleyball, football, and running. We also support employees who choose to cycle with a bicycle leasing scheme in Germany and cycle-to-work in the UK.



SOCIAL

OUR SOCIAL OBJECTIVES CONT



Our objective
 Promote our purpose, values, and culture

We are proud of our positive and collaborative culture throughout the organisation. It is underpinned by our values of humility, integrity, adaptability, and industriousness, which is demonstrated by our people every day. This is at the heart of our purpose of empowering businesses and unlocking the potential of our people, properties, and communities.

Regular and consistent engagement with employees and wider stakeholders nurtures our culture and helps employees thrive. We do this through platforms such as our annual employee and tenant surveys, workshops, and other events.

This year, we created a new position of Group Director of Employee Engagement. The role will focus on initiatives designed to boost employee engagement, satisfaction, and motivation and positively impact our Employee Net Promoter Score (ENPS), which is our main data point for measuring employee satisfaction.

80.9% of the total employee survey group said they would recommend the company to others as a great place to work.

Going forward, we intend to make qualitative and quantitative improvements in employee engagement, which should see our employee engagement score be maintained at its current level.



We also launched a **group-wide employee engagement initiative called People@Work**, focused on partnering with employees to address areas needing further attention as identified in the 2023 employee survey.

We identified key focus areas and created twelve working groups, six in the UK and six in Germany, to tackle issues relating to working conditions, diversity and inclusion, wellbeing, learning and development, leadership, and communication.

Each group of volunteers has Board sponsors and is supported by a People & Talent Team member to act as a facilitator. This helps to ensure the groups do not work in silos, duplicate activities, and remain aligned with our commercial strategy.

Each group was tasked with identifying up to three key actions within their specific area that, if addressed, could positively impact employees, tenants, shareholders, and the wider community. Almost half of the projects identified were immediately actionable. The rest were submitted for further consideration and approval.



In 2023, we launched a **new group-wide communications platform called Workplace**.

It provides staff with the ease and immediacy of social media, making it easier for people to engage with each other, learn more about the business and our strategy, as well as strengthening internal communication and connection across the Group.

The tool has been well received, with an adoption rate of more than 90%. We also appointed and trained Workplace Ambassadors who can promote the platform's functionality to colleagues.

They will help to develop and deliver content as part of a new strategic editorial plan.

SOCIAL

OUR SOCIAL OBJECTIVES CONT



Our objective
Cultivate a positive work environment through a clear diversity and inclusion programme

We perform best when people of different backgrounds and life experiences come together. Our workforce, with more than 50 nationalities, reflects the diversity of the communities in which we operate. We are proud of the gender balance in our UK and German teams, with a 50:50 split of female and male employees and that 39.7% of our senior leadership are women.



39.7%

senior management roles held by women.

Diversity, equity, and inclusion empower businesses, and we are committed to promoting initiatives that nurture them and produce great results for our employees, customers, communities, and each other.

Sirius is a signatory to the [German Diversity Charter](#) and, in the UK, a member of [LGBTQ Great](#), the LGBTQ+ membership community for the financial and professional services industry.

We regularly review and update our policies and procedures to ensure compliance with our diversity objectives. Our Diversity Groups in the UK and Germany lead these initiatives, supported by two Diversity Ambassadors. All employees receive unconscious bias training, and we conduct equality and diversity training every two years.

Our PRISMA initiative is an important way in which we are promoting a more diverse workforce. It was created to attract and support refugees who settled in Germany and provide them with access to specialist jobs in the Real Estate sector, offering training, development, mentoring and job opportunities within Sirius.

The scheme is an important part of our commitment to fostering a workplace environment that encourages diversity of thought as well as nationality. Currently, 5% of our staff employed in Germany is made up of former refugees. We strive to provide a safe and welcoming working environment where everyone feels valued, included, and able to thrive.

Spotlight on social How we are empowering diversity and enriching lives

Jihad arrived in Germany as a 24-year-old refugee after he was forced to flee Iraq. He escaped with his life, but everyone and everything he knew was left behind.

Today, Jihad stands as a beacon of success and inspiration, holding the position of Senior Marketing Manager at Sirius and gearing up for a new leadership role.

He is the co-founder and idea-creator for the **PRISMA programme**, a dedicated initiative to empower refugees who have sought a new life in Germany.

It provides them access to a spectrum of specialist jobs at Sirius and within Germany's wider real estate sector.



PRISMA was set up by Jihad and Sirius in 2021 with Andrew Coombs, the CEO, acting as the key sponsor, supported by senior management, including Kremena Wissel, Chief Marketing and Impact Officer. The idea is to **identify and support refugees** who have fled conflict and settled in Germany, helping them navigate a range of challenges.

The programme forms part of our diversity and inclusion strategy and aims to support at least three candidates every year. Each candidate receives training, development, job opportunities, and experience working in various departments within the company. It helps drive greater inclusion within the business, promoting diversity of thought and ideas and enriching our culture.

We aim to continue developing PRISMA and are also preparing to widen the programme across the country.

SOCIAL

OUR SOCIAL OBJECTIVES CONT

**Our objective****Make a positive economic and social contribution to our local communities**

Our growing footprint across Germany and the UK means we engage with more than 9,000 tenants and 150 local communities every day. Through our purpose of empowering business, we know that Sirius can create the most social value by providing and maintaining buildings that bring and enhance business, creating local economic and social benefits across Germany and the UK. In addition, our aim is to make and create as large a positive contribution as possible to those communities.

One way we do this is through our volunteering and charity initiatives.

In 2024, our German colleagues gave 469 hours of their time to communities in and around our facilities. We encourage UK staff to use one of their working days as a volunteer day, with 208 hours given in the year by our UK colleagues, where volunteering efforts were focused on the Brighton Beach clean-up and supporting the London Play Design project for Honor Oak Adventure playground.

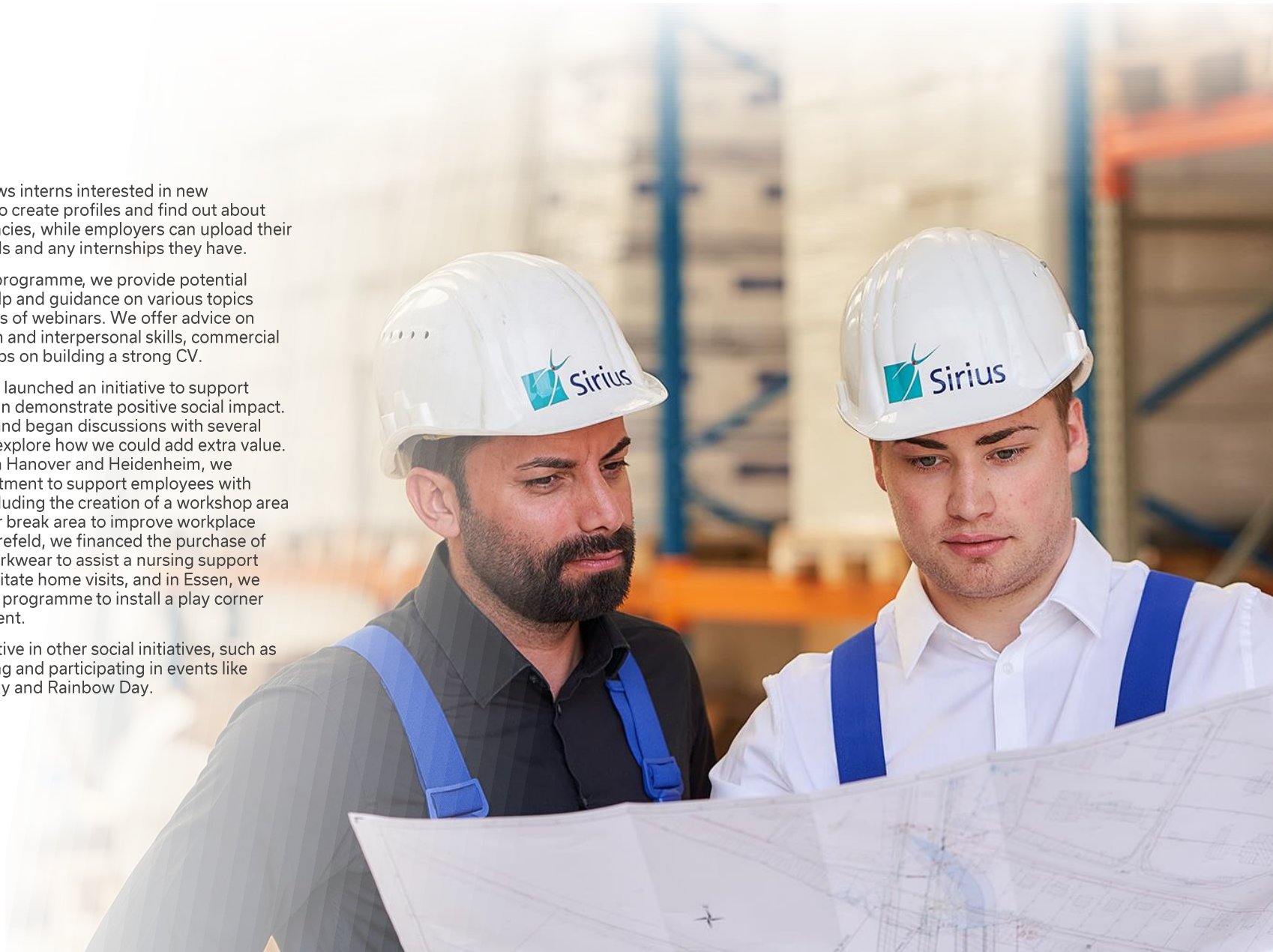
The creation of our Prakti-Match scheme in Germany is another example of how we benefit both our tenants and their local communities. The new platform, with a dedicated website, is designed to connect tenants and interns seamlessly.

The portal allows interns interested in new opportunities to create profiles and find out about potential vacancies, while employers can upload their company details and any internships they have.

As part of the programme, we provide potential interns with help and guidance on various topics through a series of webinars. We offer advice on communication and interpersonal skills, commercial insights, and tips on building a strong CV.

Meanwhile, we launched an initiative to support tenants who can demonstrate positive social impact. We identified and began discussions with several businesses to explore how we could add extra value. For example, in Hanover and Heidenheim, we provided investment to support employees with disabilities, including the creation of a workshop area and an outdoor break area to improve workplace wellbeing. In Krefeld, we financed the purchase of e-bikes and workwear to assist a nursing support scheme to facilitate home visits, and in Essen, we helped a youth programme to install a play corner and IT equipment.

We are also active in other social initiatives, such as charitable giving and participating in events like World AIDS Day and Rainbow Day.



SOCIAL

PERFORMANCE OVERVIEW

How did we do?

● Achieved

● Partially achieved

● Still to be achieved


2023/24 Targets

- **Continue to build out our training and development programme** and set targets for total training hours in Germany and the UK.
- **Launch our programme** to support local, positive social impact businesses.

- **Launch our local internship and apprenticeship support programme**

- **Ensure our tenants are part of our ESG journey** through the development of a tenant engagement programme.



Priorities for 2024/25

Employee engagement

- Continue to expand on our training and development programme and achieve 1,300 days in the next financial year.
- Conduct a new employee survey and ensure findings are considered in employee engagement and strategies. We intend to make qualitative and quantitative improvements in employee engagement, which should see our employee engagement score be maintained at its current level.
- Maintain goal of 5-10% of staff employed in Germany to be made up of former refugees.

Tenant engagement

- Continue to drive the involvement of our tenants, and other stakeholders, to maximise the potential impacts of our ESG ambitions with a focus on decarbonisation and community engagement.
- Complete a new tenant survey in FY2024/25.

Community engagement

- Engage with tenants to raise awareness of our programme to support local, positive social impact businesses.
- Drive further awareness of Prakti-Match and set up quarterly webinars for new interns.



GOVERNANCE

Our strategic goal

Ensure our governance structures and policies support our strategy and enable us to identify and manage ESG risks and opportunities.

A strong and successful business requires a robust governance framework and clearly defined processes. By prioritising good governance, we build trust and enhance our business resilience.

Our management structure is strong and accountable. This accountability promotes transparency in everything we do. Our commitment to ESG is fully embedded in our governance framework and helps drive decision-making.



Dialogue and engagement are an important part of our culture and drive good governance."

Kremena Wissel
Chief Marketing and Impact Officer



GOVERNANCE

OUR GOVERNANCE OBJECTIVES



Our objective

Encourage and support the development and management of ESG through appropriate structures and programmes

We provide clear oversight of ESG at the Board and executive level. A robust reporting structure is in place through the Sustainability and Ethics Committee, Audit Committee, input from the ESG Working Committees and the ESG Department, and updates from the CEO and Chief Marketing and Impact Officer (CMIO) to the Board.

Environmental and social objectives are linked to KPIs and embedded into our management review and remuneration processes. Executive Directors and qualifying staff have ESG objectives as part of their targets, defining and acting on our net zero pathway, biodiversity, and social and survey participation.

This year, we created a dedicated ESG department in Germany, which reports to the CMIO. Among other tasks, the team will seek to improve the quality of the data we collect and how it can be used more effectively, providing greater clarity and accountability. ESG activities in the UK are coordinated by the senior leadership team there.

Meanwhile, we are conducting a new ESG materiality assessment to ensure that our strategy and actions reflect the issues most important to our stakeholders and which can have the most impact on our business, the people, and the environment.

We will ensure material issues are embedded in our strategy and will continue to review materiality to ensure we stay on top of changing stakeholder, regulatory and industry dynamics.



Spotlight on governance

Driving decarbonisation through robust governance

Good governance is critical to the success of any sustainability strategy.

It is also crucial in building trust and maintaining a social license to operate. That is why ESG is a regular agenda item at our Board meetings and why we have enhanced our policies and procedures to embed sustainability.



Please see our **TCFD Report** on pages 46 to 59 of our Annual Report 2024

This year, we established a dedicated ESG department in Germany to spearhead our decarbonisation efforts across the Group. The team reports to the Chief Marketing and Impact Officer, who also oversees our UK decarbonisation programme linked to UK EPC regulations.

We also established Sirius Renewable Energy GmbH, which is leading the development of solar energy solutions in Germany, where we currently have eight pilot projects in place. These pilot projects will drive an increase in renewable energy through solar panels.

Their work will include:

- ✔ Identifying ways to improve the quality of the data we collect and how it can be used more effectively
- ✔ Driving the continuing rollout of LED lighting across our portfolio
- ✔ Managing our decarbonisation programme
- ✔ Leading the growth of renewable energy through PV installations

Our dedicated ESG department will also play a crucial role in engaging with our tenants. They will actively seek to understand the changing needs of our customers, ensuring their voices are heard and valued. This feedback will be instrumental in improving our operational practices and enhancing the overall tenant experience.



GOVERNANCE

OUR GOVERNANCE OBJECTIVES CONT


Our objective

Put processes in place to identify and manage ESG-related risks and opportunities

We regard ESG as a principal risk. Consequently, we have worked to ensure that the risk management process and framework account for ESG factors and that we have a clearly outlined risk/impact assessment.

At the same time, we have sought to enhance alignment with the TCFD framework to provide clearer definitions and KPIs for short-, medium-, and long-term timeframes and impacts within the risk management framework. We also integrated identifying and managing transitional and physical risks and opportunities into risk management processes.

We also took steps to embed ESG factors into pre-acquisition and corporate activity due diligence processes. This includes ordering an ESG specific evaluation for all potential acquisitions which reach the advanced stage of exclusivity.

ESG factors are considered in acquisitions in both Germany and the UK in order to ascertain potential implications for the Group's ongoing carbon reduction and energy efficiency programmes.


Our objective

Effectively engage with employees, shareholders, tenants, suppliers, and business partners to promote our ESG objectives and ambitions

Robust education and awareness processes underpin our ESG programme with employees, tenants, suppliers, and business partners.

We actively engage with all our stakeholders to understand their ESG priorities and concerns.



This year, our Chairman **visited employees across Germany and the UK to discuss a range of issues** and our CEO holds regular forums with staff in person or online.

We also share and discuss our ESG ambitions, environmental responsibility, and the decarbonisation pathway through regular communication, including blogs, Workplace posts, and other updates.

At the same time, we invite frequent stakeholder feedback through regular face-to-face meetings with our customers and shareholders. We also conduct an annual tenant survey, and our ESG materiality assessment involves a wide spectrum of internal and external stakeholders.


Our objective

Ensure all our activities and procedures are in line with best practice and account for relevant UK/German corporate regulations and codes

We monitor the fast-changing landscape of ESG reporting frameworks, including the EU's Corporate Sustainability Reporting Directive (CSRD), the European Sustainability Reporting Standards (ESRS), and the Sustainability Disclosure Standards launched by the International Sustainability Standards Board (ISSB).

We also engage with ESG rating agencies, including MSCI, Sustainalytics, and Global Real Estate Sustainability Benchmark (GRESB).

Our ESG ratings:

AA
MSCI

A
GRESB
Public Disclosure

Low Risk
Sustainalytics

C
CDP

We already report in line with the recommendations of TCFD and have significantly expanded on our disclosures this year. You can read more about this in our Annual Report.

Until there is greater clarity and cohesion on the most suitable reporting framework, we believe our shareholders and other stakeholders are best served by our clear engagement in and reporting on the areas of ESG that are material to our business and strategy.

GOVERNANCE

OUR GOVERNANCE OBJECTIVES CONT



Meanwhile, all our policies were reviewed in March 2024 to ensure we remain in line with best practice and the law, including but not limited to:

- ✓ **Modern Slavery**
- ✓ **Anti-Bribery**
- ✓ **Corruption and Whistleblowing policies**

There have been no incidents to note in the last financial year or preceding years related to these policies. We also publish policies related to Anti-Discrimination and Diversity, Sustainability, Health and Wellbeing as well as our employee and supplier code of conducts. The Board also approved the new Acceptable Use of IT policy in March 2024. You can access all our policies [here](#).

We also maintain robust health and safety practices through training and awareness. Any health and safety incidents are monitored and tracked, and the appropriate training is provided.

Cybersecurity

Cybersecurity remains a priority and is overseen by the IT Committee, which meets regularly and reports quarterly to the Board. We continuously assess our risks and work to mitigate current and emerging threats, with risk and vulnerability management life cycles integrated into our practices. External supply chain risks are also carefully managed and mitigated.

All employees are given training and are tested annually. Compliance with EU and UK GDPR regulations is also constantly reviewed and assured.

We have a comprehensive Information Security Management System in place, supported by the Company's Information Security Policies. These policies are mapped to the UK Government's Cyber Essentials scheme and comply with the UK Government's National Cyber Security Centre guidance and best practices. We have achieved the cybersecurity certificate renewal following our annual penetration test.

No material information security breaches have occurred in the last three years.



Our objective
Provide clear, consistent and transparent communications and reporting

We provide a detailed and transparent account of our ESG activities and data each year in our Annual Report, ESG Report, and on our website. The information includes progress against targets and KPIs.



Our **carbon reduction figures are audited and certified by Achilles**, one of the world's most recognised certification schemes. We also completed our first **CDP** disclosure and were awarded a score of C. The result will help us to improve and enhance our reporting capabilities.

PERFORMANCE OVERVIEW

How did we do? ● Achieved ● Partially achieved ● Still to be achieved



2023/24 Target



Update our ESG materiality assessment covering Germany and the UK. We commenced our materiality assessment in 2023/24 and this will be completed in 2024/25.

Priorities for 2024/25

- Finalise the ESG materiality assessment and review the outcomes against our ESG roadmap and update our targets and priorities to reflect stakeholder views and material issues.
- Continue to embed climate change considerations in our strategy and risk management processes and continue to enhance our disclosures to align with the recommendations of TCFD.
- Provide our next full submission to CDP in 2024.



/Sustainability

Read more on our website



Sirius Real Estate

Follow our business on LinkedIn



Contact

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@SiriusRE

Follow our business on X (Twitter)

Sirius-real-estate.com



INTRODUCTION

HIGHLIGHTS

ESG OVERVIEW

ENVIRONMENT

SOCIAL

GOVERNANCE



Sirius logo:
Navigates back to the front cover.

Chapter navigation:
This menu is visible throughout the document. Click on a chapter to skip to that section.

Arrows:
Moves forward and backwards a page.

Home:
Navigates back to the introduction.

Close

decision-making whilst working to deliver strong and consistent returns to shareholders

We have a robust environmental, social, and governance (ESG) roadmap to guide our journey, which is part of and guided by our corporate strategy. To demonstrate our progress and take accountability for our actions, **we continuously work to ensure that ESG considerations are embedded into decision-making and management processes across the Group.**

Last year, we set out our aspirations in our first standalone ESG Report, establishing priorities and objectives for how we approach ESG. Today, we publish our second ESG Report designed to sit alongside our Annual Report. Together, these documents demonstrate our progress against our objectives and outline where we are in our journey to build a more sustainable future.

As we continue to build on our momentum, we remain committed to reducing our carbon footprint and achieving net zero emissions across our operations. We are dedicated to developing our people, supporting our tenants, and helping the communities in which we work to thrive. At the same time, we continue to focus on enhancing our governance structures to improve our ability to identify and manage ESG risks and opportunities.

We will continue to build on our ambitions and expect our ESG plans to deliver short-, medium- and long-term benefits to our business, provide a positive social impact, and contribute to global efforts to combat climate change.

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