

Introduction

Helical plc is a London focused property development and investment company. We aim to deliver market-leading returns by developing sustainable and inspiring workplaces which are technologically smart, rich in amenities and promote employee wellbeing. We then let them to diverse and applying a proactive approach to asset management.

Sustainability Policy

We recognise our responsibility to reduce adverse economic, social and environmental impacts arising from our business activities and we work within existing regulatory frameworks to comply with all relevant environmental legislation as a minimum through our operations. Our overall goal is to operate in a sustainable manner throughout our activities.

We seek to ensure our sustainability commitments and ambitions are applied through the property lifecycle, including acquisitions, development, asset management and ultimately disposal. We are mindful that while there are minimum standards required under legislation, we will strive to deliver beyond these.

As outlined in our Sustainability Strategy, "Built for the Future", we have identified six long term priorities, which are fundamental to our business and to the needs of our stakeholders. We use the following priorities to assist us in demonstrating and delivering a responsible approach to managing our business.

- 1/ Net Zero Carbon by 2030
- 2/ Buy, use and reuse resources efficiently
- 3/ Bring social, economic and environmental benefits to the areas where we operate
- 4/ Design and operate our buildings to support health and wellbeing
- 5/ Attract and retain the best people
- 6/ Maintain strong relationships with our business partners

In achieving these priorities we will;

- Address climate change by working towards becoming a net zero carbon business by 2030 through the implementation of our Net Zero Carbon Pathway.
- We will take appropriate action to ensure that we minimise our impact on the environment, by adhering to the commitments outlined in our Sustainability Strategy, Net Zero Carbon Pathway and Designing for Net Zero.
- We will deliver buildings which create long term social and economic value.
- We will incorporate design features which impact positively on health and wellbeing for our occupiers and communities such as cycle facilities, showering facilities, roof terraces and enhanced public realm.
- We will consult with our key stakeholders on key material ESG risks and opportunities to ensure these are managed effectively.
- We will work with and support our supply chain to ensure our ESG standards are being implemented.

To meet our key commitments and operate responsibly, we set and review objectives and targets which are reported both internally and externally. This policy is an integral part of our core business strategy and is supported by a wider suite of policies, strategies, and frameworks.

Responsibility for this policy rests with the Sustainability Committee and is approved at least annually by The Board. This policy is communicated to all our employees and those directly involved in our business activities and is available to view on our website.

Last approved by Board of Directors of Helical plc on the 8 February 2024.

Signed

A handwritten signature in blue ink that reads "Gerald Kaye". The signature is written in a cursive style with a large initial 'G' and a horizontal line underneath the name.

Gerald Kaye, Chief Executive